



Idaho Nursing Overview

January 2011

IDAHO

DEPARTMENT OF LABOR

C.L. "BUTCH" OTTER, GOVERNOR

ROGER B. MADSEN, DIRECTOR



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RESEARCH TEAM

Sara Scudder, Research Analyst Principal

Jennifer Quintero, Research Analyst Senior

Andrew Townsend, Research Analyst

Idaho Department of Labor

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For more information, contact Jennifer Quintero at (208) 332-3570 ext. 3588
or jennifer.quintero@labor.idaho.gov.

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Key Findings

- Between 2008 and 2018, hospitals and ambulatory health care services will be the second and third hottest industries in Idaho, based on the combination of fastest-growing, largest and highest-paying industries.
- By 2018 Idaho's population age 55 and older is expected to increase by nearly 30 percent. The quality of Idaho's health care system for serving these people depends on our ability to meet current and future demand for quality nurses.
- Based on current projections and program capacities, Idaho's licensed practical nursing and registered nursing supply will meet the statewide demand in 2011. A shortage of advanced practice professional nurses will continue to exist. Economic changes and health care regulations in the upcoming years may change the forecasted outlook for nurses in Idaho.
- There is no lack of interest in nursing as a career. In addition to the 1,493 newly admitted students in 2009-2010, more than 900 were turned away. Brigham Young University-Idaho turned away more than 300. College of Western Idaho denied 240. Boise State University and North Idaho College each turned away over 100.
- Educators with advanced practice certificates earn only 61 percent of the average wages for advanced practice professional nurses in other settings. Nurse educators with master's degrees earn only 67 percent of those working in other health care settings.
- Thirty-two nursing faculty report they plan to leave education in the next two years, mostly to return to practice settings. The ability to fill these openings as well as additional positions due to economic growth will require the state and institutions to implement practices and policies that will attract more applicants per open position.

Executive Summary



No other factor influences the state's capacity to educate nurses more than the availability of nursing faculty. Nursing education is demanding with strict student-to-faculty ratios required to assure student supervision and patient safety. The Board of Nursing generally requires one faculty for every 10 students in a clinical setting, a much lower faculty-student ratio than other higher education programs. The required faculty-student ratio challenges the schools' ability to maintain current operations and limits program expansion.

Based on current faculty-student ratios, nurse educators in 2008 estimated that every bachelor's degree program requires two full-time equivalent positions for every 10 students and \$5,000 in operating expenses. At 20 students, an additional half position is required for general education faculty and a quarter each for professional and classified staff along with another \$20,000 for adjunct faculty. Staffing is reportedly lower for advanced, associate and practical nursing degrees, but all reflect the levels of faculty and expense required to train those on the front lines of health care.

In addition to maintaining faculty-student ratios, Idaho schools of nursing report difficulty in attracting and hiring new faculty. According to the 2007 Idaho Nursing Workforce Center Nursing Program Directors Survey, each faculty opening drew an average of 1.85 applicants. In 2008, this number rose slightly to 2.31. While the overall number of faculty increased to 189 full time and 73 adjunct and part time for the 2010-2011 school year, an aging instructor work force is expected to erode gains. More than a quarter of the instructors plan to retire in the next five years, and 13 percent plan to leave faculty positions in the next two. The 2008 Survey of Idaho Nursing Programs showed more than half of current instructors were older than 50 and only 10 percent were under 40. Institutions can make changes to retain mature faculty, but this large group of instructors will eventually leave the work force and must be replaced.

Also affecting nursing faculty is limited instate access to graduate level nursing education. Idaho currently lacks doctoral programs to prepare advanced faculty and has only limited capacity to offer master's-level programs. Idaho State University, Boise State University and Northwest Nazarene University currently offer graduate nursing programs with one graduate from Boise State to date. Until programs increase, Idaho State University's post-baccalaureate nursing graduates are expected to meet both the education and practice-setting demand for advanced degree nurses, which in 2010 stands at roughly 130.

Twenty percent of Idaho's nursing faculty possess bachelor's or associate degrees, creating a large pool of workers who could benefit from increased credentials. Helping faculty and potential faculty attain higher degrees is one way to attract and retain younger people in faculty positions. This provides an opportunity for government, education and the industry to share faculty and costs for mutual benefit.

Salaries as well as age threaten the faculty work force. The biggest discrepancy between faculty and private sector salaries involves people with advanced practice professional nursing certificates, who as educators earn 61 percent of what they could earn in a health care-practice setting. People with master's degrees working as full-time educators fare slightly better. They account for most of the instructional work force and on average earn 67 percent of what those working in health care-practice settings earn.

Statewide Supply and Demand: Where are we Going?



Over the previous two years since the last report in 2008, the nursing work force shortage that was sweeping the country diminished due to economic changes. Many nurses who planned to retire chose to continue working, and some business expansions were postponed. As a result, chronic vacancies in Idaho decreased.

A lack of faculty candidates and financial support for additional full-time equivalents, limited classroom space and competition for clinical sites are all cited as factors contributing to what has been called an "education bottleneck" in the work force supply chain.

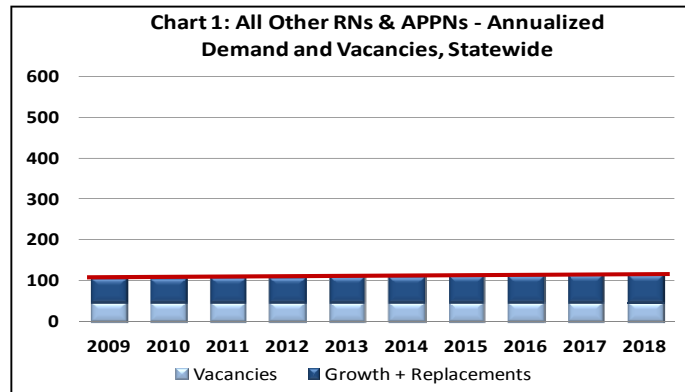
The Department of Labor culled data from the National Center for Educational Statistics, the Idaho State Board of Nursing, the Bureau of Labor Statistics and educational institutions in Idaho on nursing graduation and employment to estimate the current and future supply of and demand for nurses over the next decade. In 2011, Idaho is projected to have a supply of nurses that will meet the number needed. However, while the total pool of nurses will be sufficient, other factors such as license, location and experience will create shortages in some areas and possible surpluses in others.

Demand Analysis¹



Overall Demand for Graduate Level Nurses (MSN, PHD and APPN)

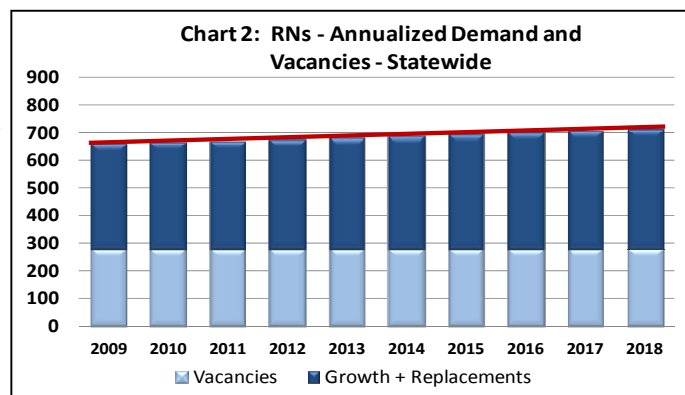
Graduate-level nursing demand combines demand for educators with demand by practice-setting employers. In this case, growth and replacement in both areas put the 2010 need for graduate-level nurses at 119. By the year 2014, with each year's additional growth and replacement, this number will increase to 368 excluding vacancies, which currently total 46 statewide. By the end of the decade, the cumulative demand for graduate-level nurses will be roughly 675. Over the next decade annual demand is projected to grow slightly from roughly 105 in 2009 to 113 by 2018. See Chart 1.



Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases, Idaho Department of Labor Job Vacancy Survey, Spring 2010 and institution provided data.

Overall Demand for RNs (ASN and BSN)

Registered nurses will make up over 4,000 of the new nurses required to meet economic growth and replacement by 2018. Idaho's forecasted growth rate for RNs is around 27 percent over the next decade, exceeding the estimated national growth rate of 22 percent. This means over the next decade the RN work force is expected to experience a cumulative demand¹ of over 4,300 due to growth, replacement and the current vacancy rate. What this increase means on an annual basis is presented in Chart 2. Currently the annual demand² for registered nurses stands at slightly more than 650 and is expected to grow by 2.42 percent each year.

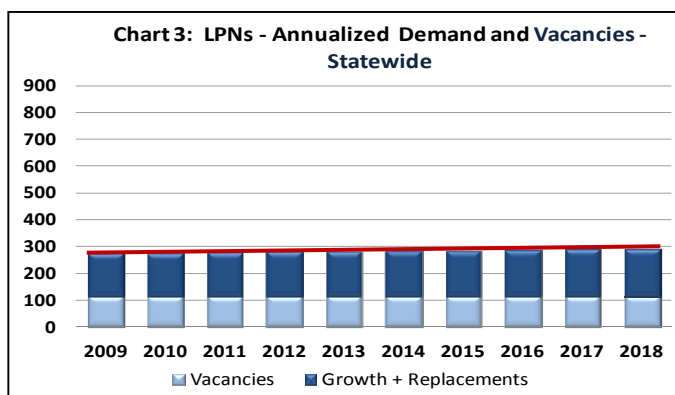


Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases, Idaho Department of Labor Job Vacancy Survey Spring 2010 and institution provided data.

¹Assumptions inherent to demand projections: The ratio of nurses based on licensure level (e.g., RN, LPN and graduate) in 2018 is proportionate to levels found in 2008.

Overall Demand for LPNs

The number of licensed practical nurses necessary to meet both economic growth and replacement is expected to be 1,700 over the next decade. On an annual basis this means the demand for LPNs will rise by approximately 2.41 percent a year, reaching an annual demand¹ of slightly more than 290 in 2018. See Chart 3.



Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases, Idaho Department of Labor Job Vacancy Survey Spring 2010 and institution provided data.

¹Assumptions inherent to demand projections: The ratio of nurses based on licensure level (e.g., RN, LPN and graduate) in 2018 is proportionate to levels found in 2008.

Supply Analysis²

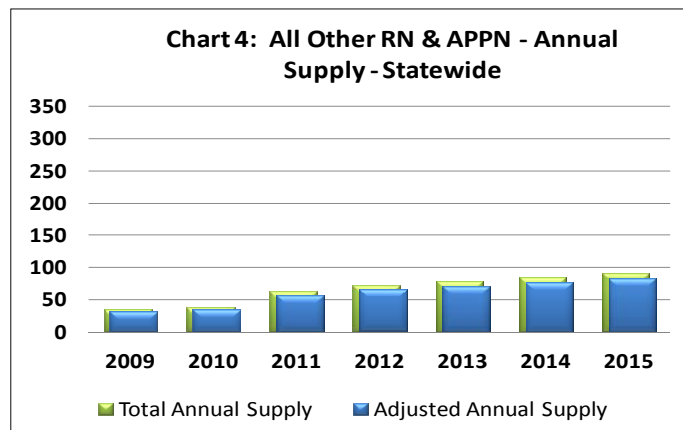


To account for nursing students currently in the queue for graduation and those who are anticipated, forecasted graduation data were obtained from Idaho's educational institutions. This establishes a benchmark for the potential number of nurses entering the supply pool. Idaho institutions currently have plans to graduate almost 10,000 nurses between 2009 and 2015.

To further refine supply counts, Idaho public education institutions provided information on recent graduates. The information was used to identify the percent of graduates who received a license from the Idaho State Board of Nursing or were already licensed prior to graduation. The new licensees were then matched with Department of Labor information to identify whether six months later they were working in health care, working in Idaho and working in the region of the state where they graduated.

Overall Supply of Graduate-Level Nurses (MSN, PhD and APPN)

The smallest pool of nurses, but also the most highly trained, includes master's or doctorate program graduates with registered nursing or advanced practice professional nursing licenses. This group makes up roughly 11 percent of the current nursing population in Idaho. From 2009 to 2015, an estimated 437 graduate-level nurses will complete Idaho master's programs and stay in Idaho to work.

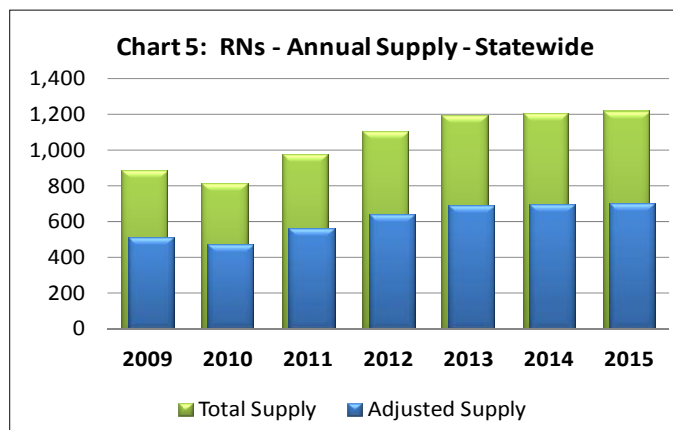


Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases, Idaho Department of Labor Job Vacancy Survey Spring 2010 and institution provided data.

²Assumptions inherent to supply projections: Funding for faculty, buildings and programs remains intact regardless of changing economic conditions.

Overall Supply of RNs (ASN and BSNs)

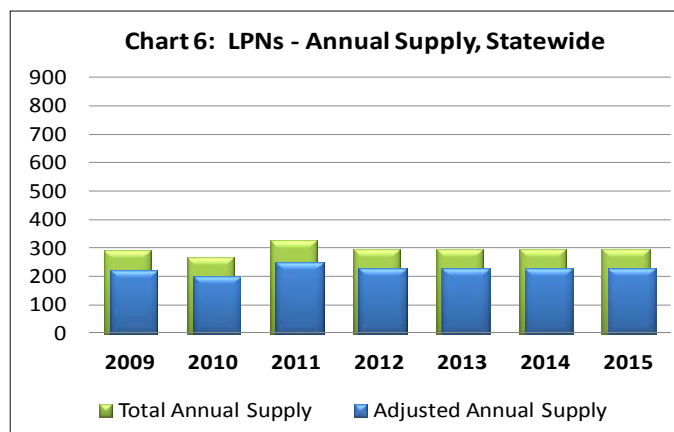
Registered nurses are by far the largest group of nurses in Idaho at almost two-thirds of the nursing total. Graduation and employment data show that by 2015 Idaho is estimated to produce almost 4,300 additional registered who will enter the health care industry in Idaho. Many programs have increased capacities for RNs over the last two years and will be working to fill those seats in coming years. This will translate to growth from 510 RNs entering the Idaho work force in 2009 to 704 in 2015.



Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases, Idaho Department of Labor Job Vacancy Survey Spring 2010 and institution provided data.

Overall Supply of LPNs

According to Idaho's educational institutions, licensed practical nursing graduates are not expected to increase over the next five years. With the closing of one LPN program in southwestern Idaho, a slight decrease in graduates will actually occur in 2011. From 2009 to 2015, an additional 1,584 licensed practical nurses are projected to be added to the statewide supply.



Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases, Idaho Department of Labor Job Vacancy Survey Spring 2010 and institution provided data.

Gap Analysis³

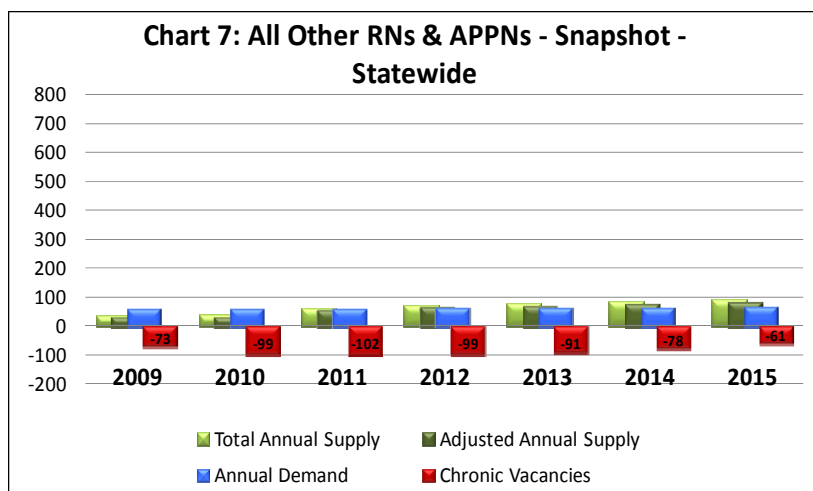


Projected growth, replacements, vacancies and graduation rates collectively allow evaluation of nursing supply and demand to determine if a gap exists and whether it will close or widen over the next decade.

Work Force Demand and Graduate-Level Nursing

Graduate nurses pursue master's and doctoral degrees as well as advanced practice professional nursing licenses. A small percentage of these graduates are registered nurses upgrading to a master's degree. It is assumed that roughly 80 percent of all graduate level nurses pursue a first-time Idaho license. While Idaho State University has submitted plans to develop a doctoral nursing program, first enrollments will not occur until 2012. Currently, the supply of graduate-level nurses through 2015 does not project doctoral graduates.

Chart 7 shows the current growth rate fails to address the demand for graduate-level nurses in Idaho. In addition, the growth rate fails to address the demand from educational institutions and practice settings for doctoral-prepared nurses.



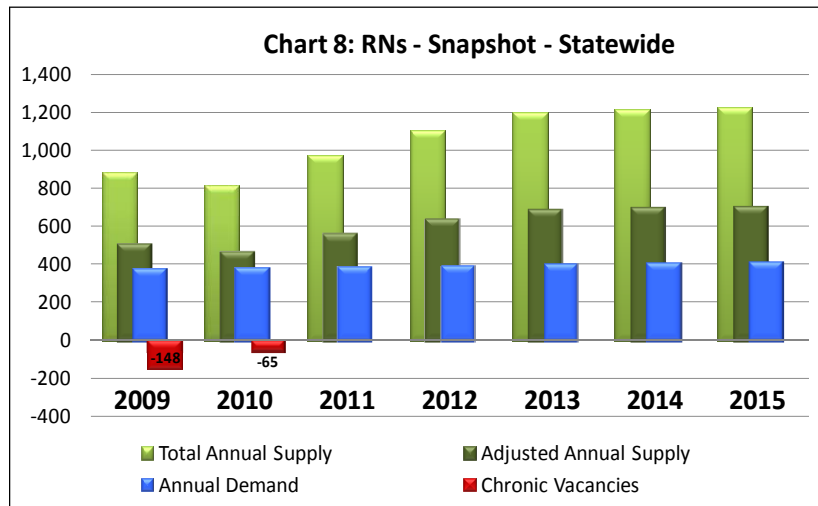
Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases, Idaho Department of Labor Job Vacancy Survey Spring 2010 and institution provided data.

Work Force Demand and Registered Nurses

Combining the projected growth rate of nursing graduates with existing data from the education institutions, the Board of Nursing and the Idaho Department of Labor, the supply of new graduates between 2009 and 2015 who are expected to gain Idaho registered nursing licensure for the first time and work in Idaho is 4,271. The remaining roughly 3,000 graduates, will either be upgrading their degrees from associate to bachelor's and therefore are not new RNs, have decided not to pursue a nursing license or are working in another state.

³Gap analysis assumptions: New nurses move into both newly created jobs and vacant jobs that are hard to fill. Not all students who graduate from an Idaho nursing program remain in Idaho and pursue employment in nursing.

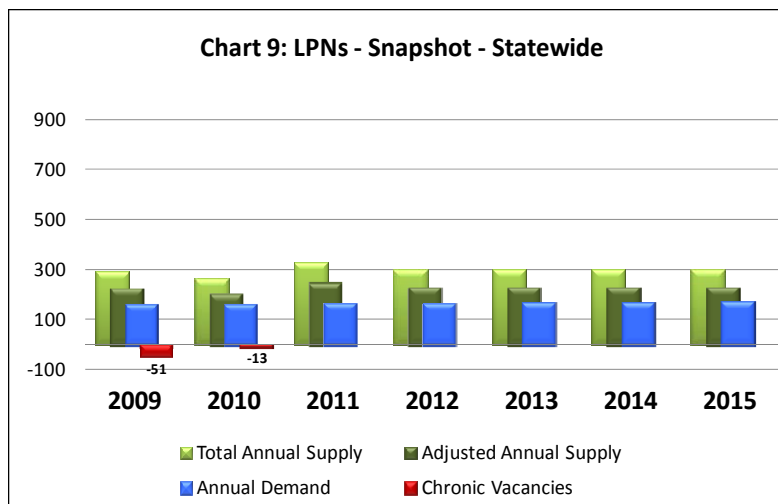
Chart 8 depicts the registered nursing shortage using expected graduation information and licensure levels through 2015. As the graphic shows, under current economic conditions the statewide shortage of RNs is projected to disappear in 2011.



Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases, Idaho Department of Labor Job Vacancy Survey Spring 2010 and institution provided data.

Work Force Demand and Licensed Practical Nurses

Unlike RNs, where new graduates might already be licensed, all new licensed practical nursing graduates must apply for their first nursing license. According to the Idaho Board of Nursing licensure information, about 77 percent of new LPN graduates receive a license in Idaho. So of the 2,065 total graduates, the state can expect about 1,584 to become licensed and enter the work force. Chart 9 indicates that even without graduate growth, supply is projected to catch up with demand in 2011.



Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases, Idaho Department of Labor Job Vacancy Survey Spring 2010 and institution provided data.

Many of the assumptions inherent in this gap analysis are based on static one-year estimates. In addition long-term projections, which forecast out five years or more, focus on highlighting occupational growth and smooth out business cycles inherent in all economies. In the real world some assumptions may not play out over time. Data are being collected longitudinally to evaluate how historical and existing trends could affect future supply and demand. The longitudinal data on vacancy rates, graduation projections and licensing ratios will improve the gap analysis.

Responding to Demand



Idaho schools have already embraced some strategies to increase the supply of graduate-level nurses with the greatest gap between supply and demand. As an example, all master's programs are currently offered online, ensuring access to students across the state. Idaho State University offers its baccalaureate completion program online as well, allowing those with degrees to train for a Bachelor of Science in Nursing degree in a compressed timeframe. The College of Southern Idaho has adopted a career pathway approach that recognizes learning in other health fields and high school technical programs as building blocks toward a nursing education and are not repeated. It will be important to create opportunities to expand these and other innovations throughout the state.

Scholarships and loan forgiveness programs are offered as strategies to encourage nurses to work in education and rural Idaho - two areas that find it difficult to recruit nurses. Retention of education faculty and nurses in practice settings is a critical factor in addressing any nurse shortage. Sixty percent of Idaho registered nurses are 45 and older, up from 53 percent in 2008. Licensed practical nurses 45 and older account for 58 percent of that labor force, and two of every three advanced practice professional nurses are 45 or older. Only one in five nurses is under 35, limiting the pool of workers who can replace those who will retire. Industry and education will need to adopt practices to keep mature nurses in the workplace longer, perhaps tapping their expertise to mentor new workers, who are reported nationally to show poor prospects for retention during the first two years.

Regional Gap Analysis



Not surprisingly, the gap in work force supply as measured against potential new regional graduates is greatest in southwestern Idaho with its large population base. The region is served by a number of educational institutions. Boise State University is the primary provider, and Idaho State University is a provider of specialized health care education. The College of Western Idaho entered the market in 2009, joining two private institutions that have brought more nurse education to the region. While all regions experience some gap, the inability of public education institutions to produce enough graduates to meet employer demand is more pronounced in northern Idaho. An in-depth view of gap analysis by region on page 16 of this report is available in appendix E of the full report.

Clearly, there is no lack of interest in pursuing nursing as a career. According to the Board of Nursing, 1,090 applicants were accepted in an associate or bachelor's degree registered nursing program for the 2009-2010 school year and another 790 were turned away. In the program for licensed practical nurses, there were 307 applicants for the 358 seats. The majority of applicants not accepted were applying to programs in the southern half of the state.

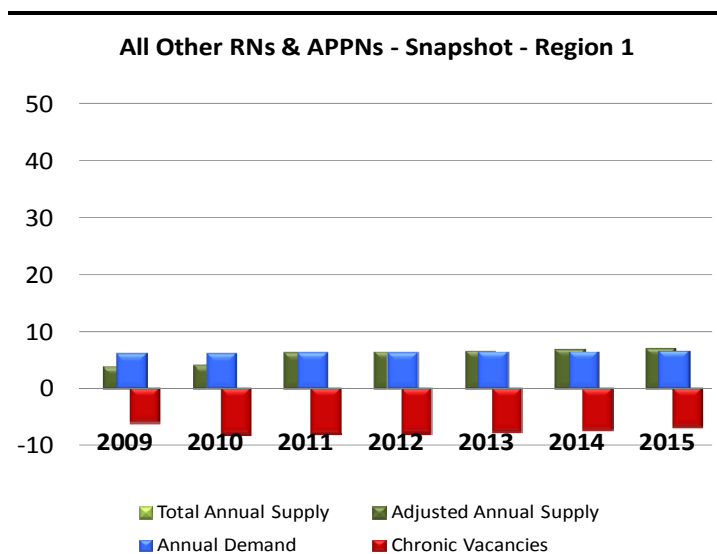
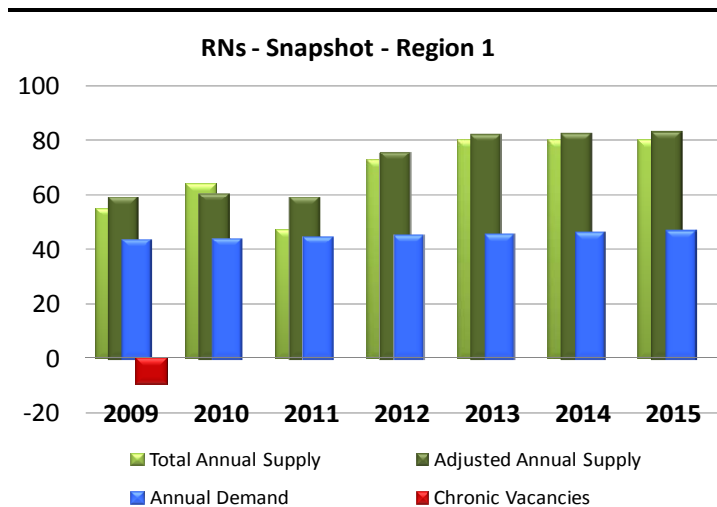
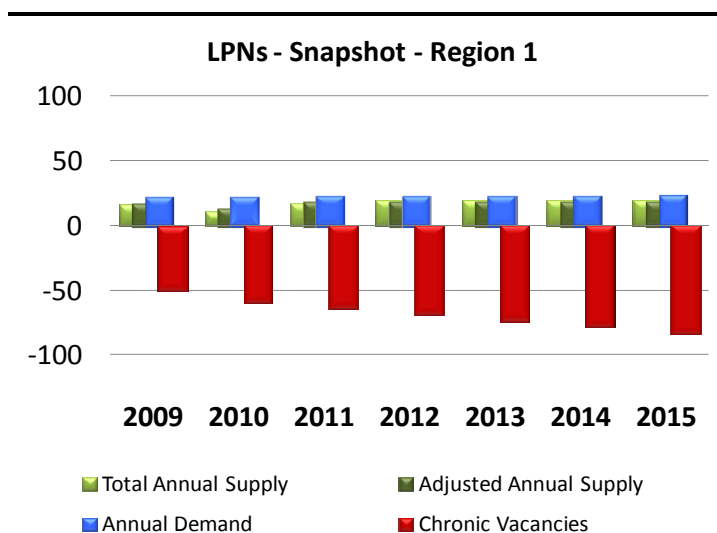
Many programs made significant changes in the last two years. Both the College of Southern Idaho and Lewis-Clark State College have new state-funded health care facilities to expand their nursing programs. Idaho State University has invested in upgrading its nursing education facilities in Pocatello and has expanded its health care programs in Meridian. Boise State University opened a new facility in 2010. The College of Western Idaho opened in 2009, initially offering licensed practical nursing and registered nursing programs but scaling back to only an RN program in 2010.

Annual access to data on education capacity and expansion plans together with detailed information on completion, graduation rates and employment patterns will be of mutual benefit to educators who train nurses and employers who hire them. Nurses, employers and consumers will benefit as well.

Please note: For greater accuracy in projecting supply, nursing programs were only asked to project graduation rates out five years, thus supply estimates end at 2015. Demand estimates were developed using the Bureau of Labor statistics methodology and therefore are projected out to 2018.

Region 1

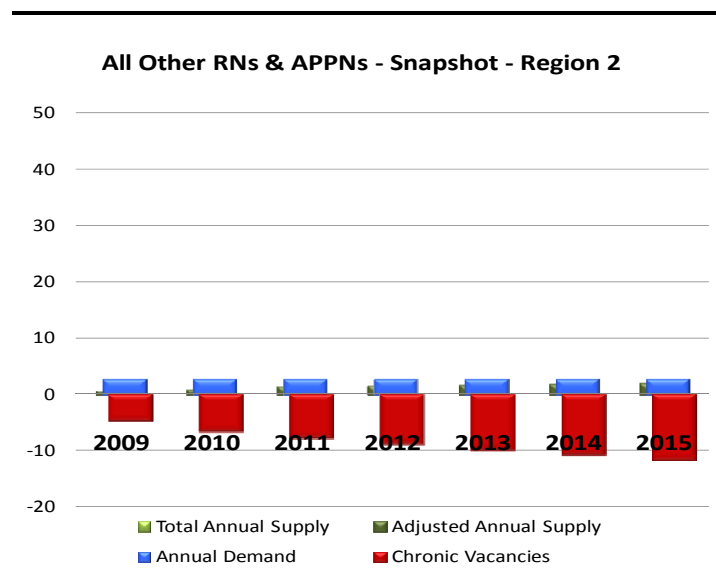
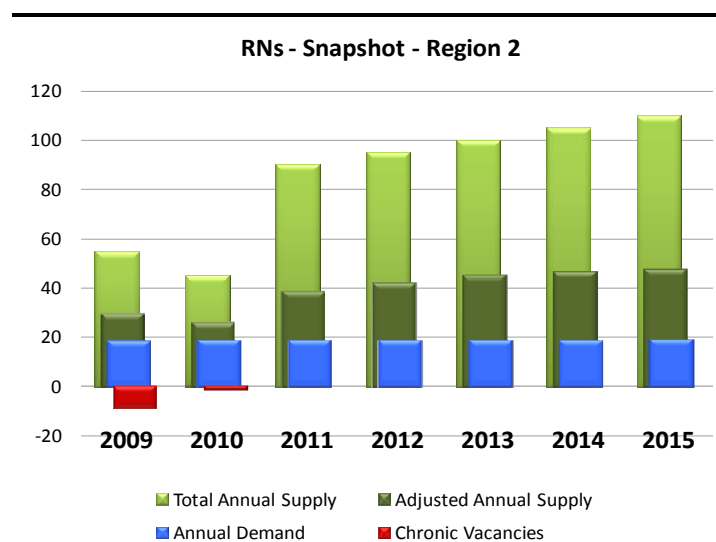
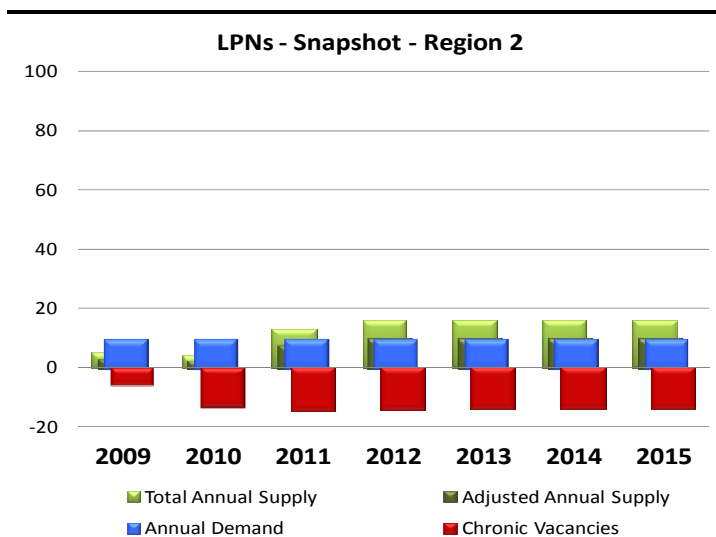
Benewah
Bonner
Boundary
Kootenai
Shoshone
counties



* Snapshot charts include new supply and demand for each year and the accumulated chronic vacancies.

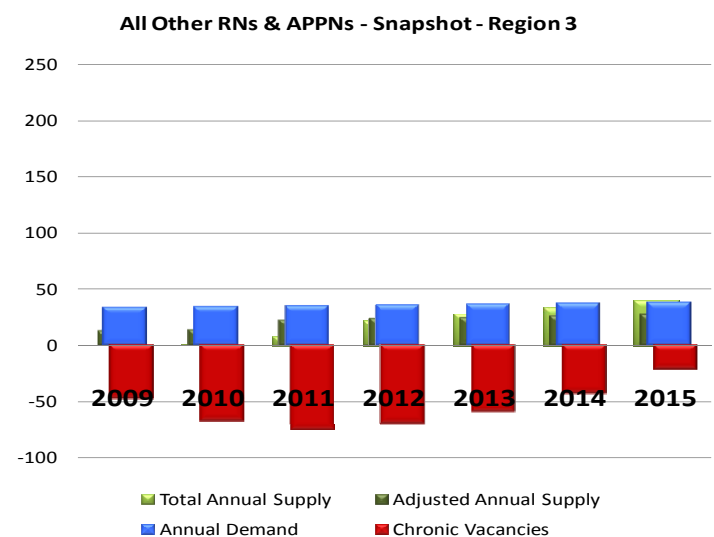
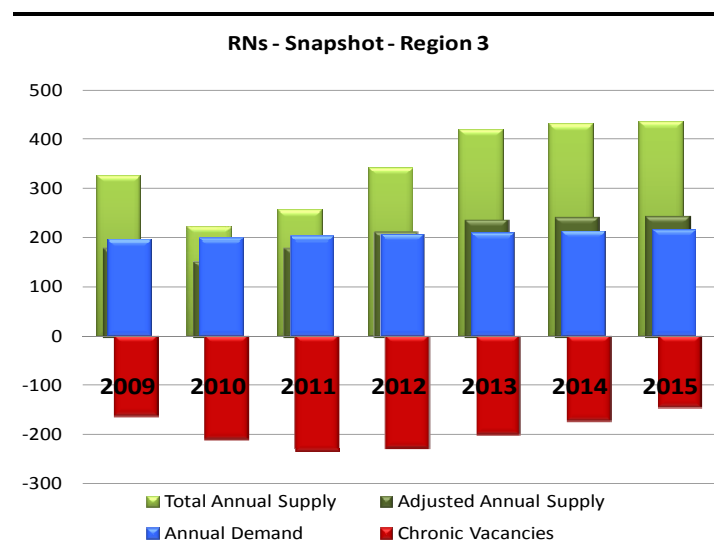
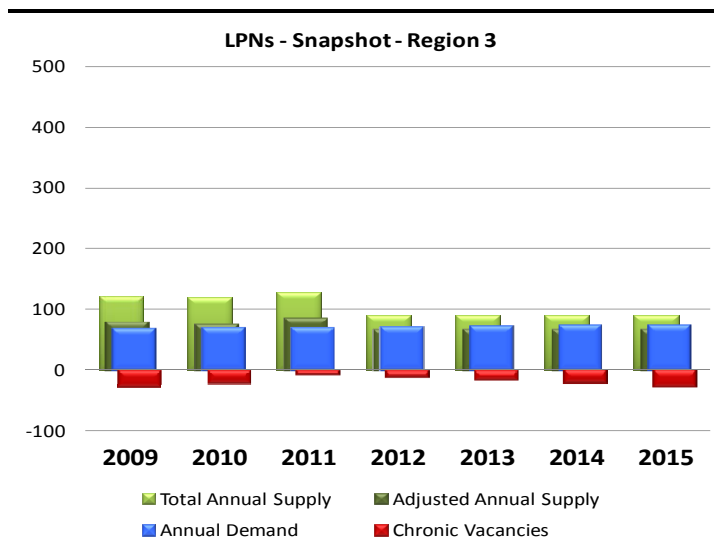
Region 2

Clearwater
Idaho
Latah
Lewis
Nez Perce
counties



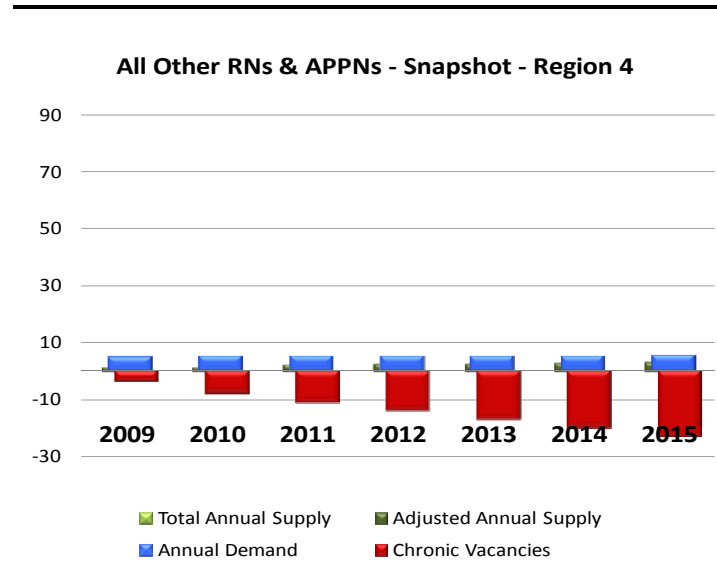
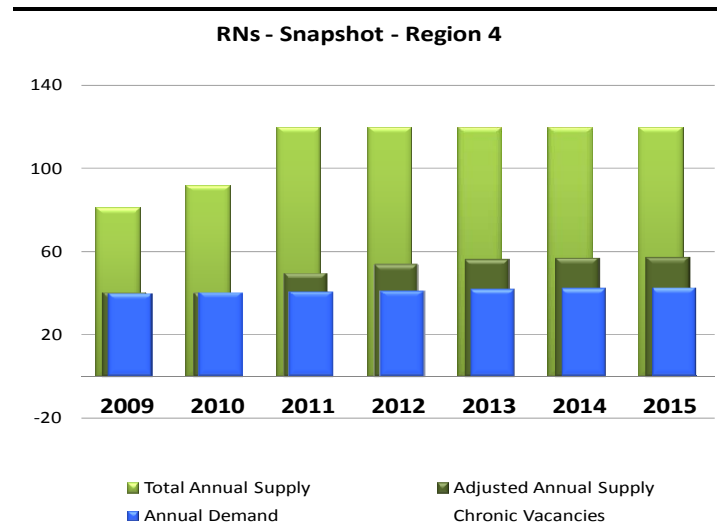
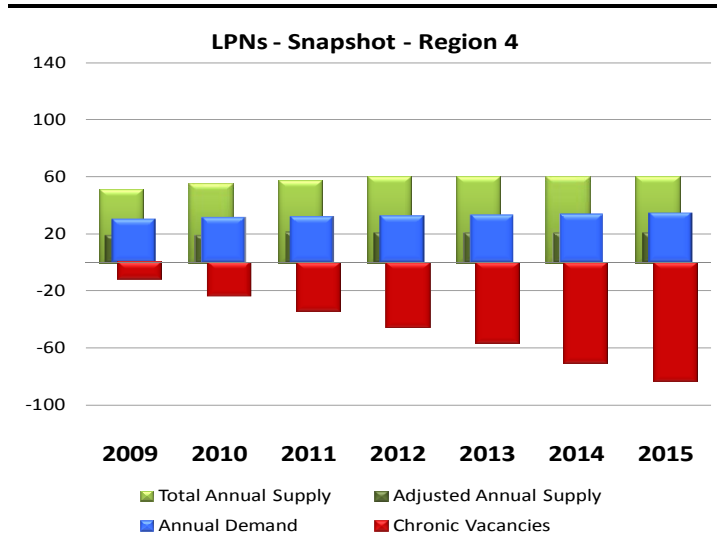
Region 3

Ada
Adams
Boise
Canyon
Elmore
Gem
Owyhee
Payette
Valley
Washington
counties



Region 4

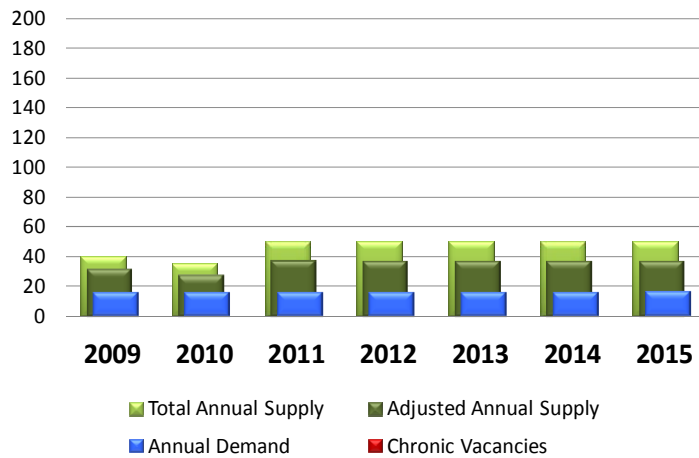
Blaine
Camas
Cassia
Gooding
Jerome
Lincoln
Minidoka
Twin Falls
counties



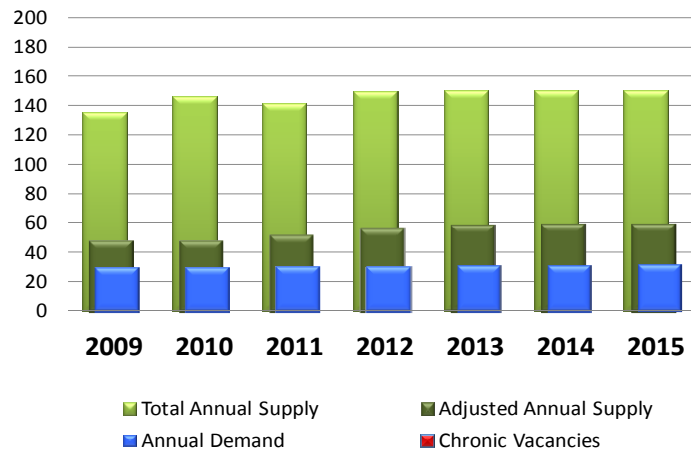
Region 5

Bannock
Bear Lake
Bingham
Caribou
Franklin
Oneida
Power
counties

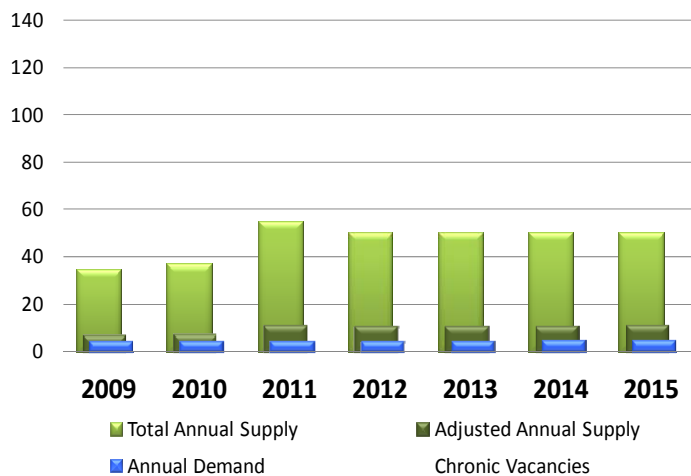
LPNs - Snapshot - Region 5



RNs - Snapshot - Region 5



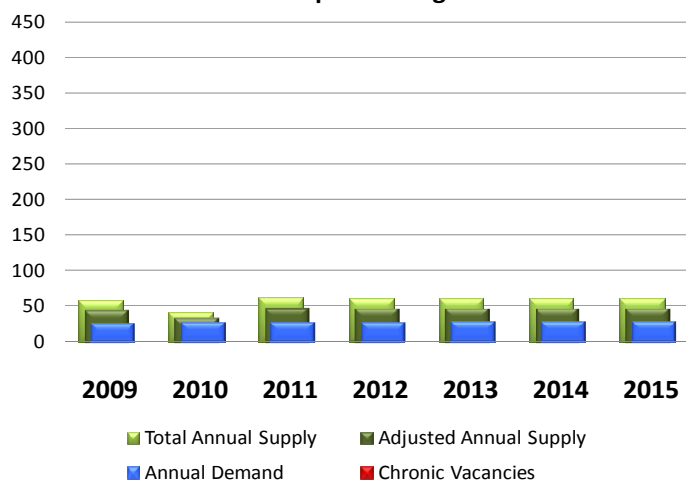
All Other RNs & APPNs - Snapshot - Region 5



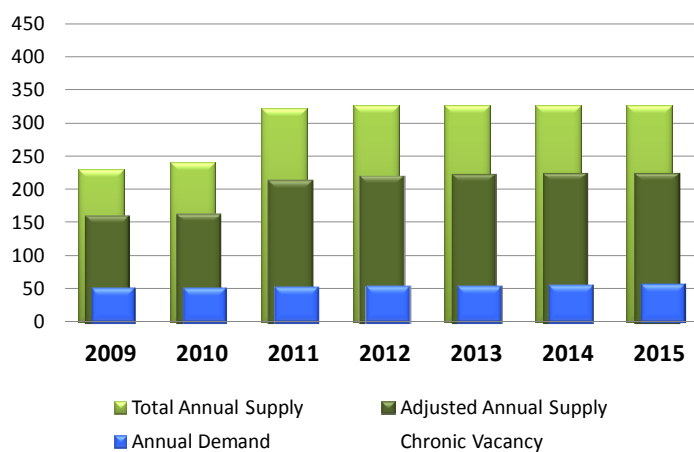
Region 5

Bonneville
Butte
Clark
Custer
Fremont
Jefferson
Lemhi
Madison
Teton
counties

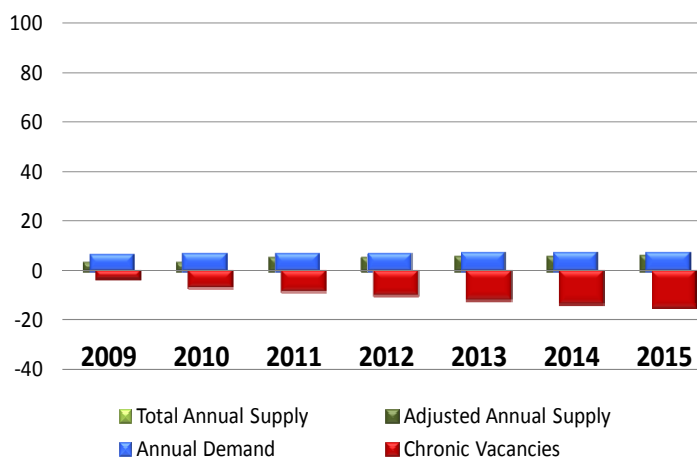
LPNs - Snapshot - Region 6



RNs - Snapshot - Region 6



All Other RN & APPN - Snapshot - Region 6





Further Points for Study

- Vacancy information was captured only as a point in time at April, 2010. Repeating the survey annually would provide additional information on hiring trends and chronic vacancies.
- Currently, the Idaho Board of Nursing's licensure databases contain point in time data. Along with the Idaho Department of Labor, they are developing a longitudinal database to capture shifting levels of nurses based on practice settings, positions, major clinical areas, licensure and education. This will add the ability to track changing trends over time. Once the process is complete, the information could enrich supply and demand calculations.
- In order to determine projected supply of nurses, additional information is needed regarding immigration, emigration, retirements and attrition of nurses. Collection of this data would require several different approaches such as continuing to obtain recent graduate Social Security numbers, surveying Idaho's nurses and using the federal government's National New Hire Registry once it becomes available.
- Surveying nurses with active licenses who indicated they work in other states or other sectors of the economy would help determine reasons for leaving Idaho's nursing work force.
- Surveying experienced nurses for retention strategies that have been effective to inform employers of possible methods to avoid staff turnover.
- Students perform their clinical rotations at multiple sites, which are identified. It would be pertinent to determine the number of students assigned to each clinical site in order to better understand clinical rotation scheduling, availability, and to identify options for expansion.
- Collect information on the impact of health care reform on nursing in Idaho.



January 2011

Idaho Nursing Overview

Section 1
Supply and Demand

QUESTION 1

What is the current supply and demand for nurses at all levels in Idaho?

The Idaho Board of Nursing regulates the state's nursing practice and education to safeguard public health, safety and welfare.¹ As a byproduct, the board collects important information about Idaho's nursing supply. Table 1-A represents the current supply of Idaho licensed practical nurses, or LPNs, based on the board's licensure database. This report defines supply as all nurses with active Idaho licenses in February 2010. There were 3,997 LPNs with active Idaho licenses, yet only 2,706 indicated they were working as nurses in Idaho. The rest were either retired, working out of state, volunteering, employed in fields other than nursing or not working. While it may be appropriate to try tapping into the LPNs not working as nurses, their age, work status and life situations may prohibit using this as the sole means of increasing the number of working nurses.²

Table 1-A: 2010 Licensed Practical and Licensed Vocational Nurses With Active Idaho Licenses

Employment	Current Idaho Licenses	Region							
		Northern	North Central	South-western	South Central	South-eastern	East Central	Out of State	Unknown
Employed in Nursing Full Time	2,137	253	123	744	255	293	307	117	45
Employed in Nursing Part Time	569	61	35	170	78	85	93	26	21
Employed Outside Nursing	363	18	6	58	28	24	24	16	189
Not Employed – Seeking Work	165	11	6	42	15	20	14	40	17
Not Employed – Student	208	2	1	6	2	2	2	12	181
Not Employed – Not Seeking Work	224	13	7	36	13	25	17	93	20
Volunteer	18	3	-	5	1	2	1	4	2
Retired	112	6	4	17	6	20	16	33	10
Unknown	201	1	2	3	2	-	2	10	181
TOTAL	3,997	368	184	1,081	400	471	476	351	666

Source: Idaho Board of Nursing licensure database, 2010.

¹ <http://www2.state.id.us/ibn/>

² Report of the Governor's Nursing Task Force, October 2006.

*Cont.***QUESTION 1**

What is the current supply and demand for nurses at all levels in Idaho?

Table 1-B represents the supply of Idaho registered nurses, or RNs, with active Idaho licenses in February 2010. There were 14,831 RNs with active Idaho licenses, yet only 10,399 were working as nurses in Idaho. This means that more than one in four RNs with active Idaho licenses was either retired, working outside the state, working in another field or not working at all. Again, this pool of nurses might be used to mitigate any nursing shortage, but for many their age, living situations and work status may make it extremely difficult to coax them back into nursing. Additional research may be necessary to determine why these nurses are choosing to work in other states and other sectors of the economy.

Table 1-B: 2010 Registered Nurses with Active Idaho Licenses

Employment	Current Idaho Licenses	Region							
		Northern	North Central	South-western	South Central	South-eastern	East Central	Out of State	Unknown
Employed in Nursing Full Time	8,950	963	734	3,698	733	611	850	1,276	85
Employed in Nursing Part Time	3,157	465	208	1,265	290	196	386	293	54
Employed Outside Nursing	509	37	30	177	29	20	32	2	182
Not Employed – Seeking Work	397	24	7	77	14	16	18	1	240
Not Employed – Student	259	5	2	7	3	1	-	-	241
Not Employed – Not Seeking Work	697	29	21	84	16	15	35	2	495
Volunteer	102	10	6	27	2	1	4	-	52
Emeritus	3	-	1	-	1	-	-	-	1
Retired	454	23	16	98	22	19	27	3	246
Unknown	303	2	-	13	1	2	2	1	282
TOTAL	14,831	1,558	1,025	5,446	1,111	881	1,354	1,578	1,878

Source: Idaho Board of Nursing licensure database, 2010.

*Cont.***QUESTION 1**

*What is the
current supply and
demand for nurses
at all levels in
Idaho?*

Table 1-C represents the supply of Idaho advanced practice professional nurses, or APPNs, with active Idaho licenses in February 2010. There were 1,001 APPNs with active Idaho licenses, with 80% working as nurses in Idaho. APPNs with active Idaho licenses are more likely than LPNs or RNs to work in nursing, yet 20 percent were still either retired, employed in another field, volunteering or not working at all. As with the other nursing groups, perhaps a portion can be convinced to re-enter the field of nursing, but again their age, work status and life situations may not make this a feasible option.

Table 1-C: 2010 Advanced Practice Professional Nurses with Active Idaho Licenses

Employment	Current Idaho Licenses	Region							
		Northern	North Central	South-western	South Central	South-eastern	East Central	Out of State	Unknown
Employed in Nursing Full Time	772	89	47	337	44	65	79	105	6
Employed in Nursing Part Time	156	30	16	63	10	9	14	10	4
Employed Outside Nursing	13	-	1	7	-	-	2	-	3
Not Employed – Seeking Work	14	-	1	2	-	2	1	-	8
Not Employed – Student	8	-	-	4	-	-	-	-	4
Not Employed – Not Seeking Work	11	-	1	2	-	-	-	-	8
Volunteer	2	-	-	1	-	-	-	-	1
Retired	15	-	-	3	1	-	1	1	9
Unknown	10	-	-	1	-	-	-	3	6
TOTAL	1,001	119	66	420	55	76	97	119	49

Source: Idaho Board of Nursing licensure database, 2010.

QUESTION 1A

What is the current supply of LPNs, ASN, RN, BS RN, MS and PhD prepared nurses?

During the licensing renewal process, the board captures the latest education status of each renewing nurse. Table 1-D reflects the February 2010 supply of active licensed Idaho nurses based on their stated highest level of education. Nearly four in 10 have associate degrees compared to three in 10 with bachelor's degrees. More than 2,000 have master's degrees or advanced practice professional certificates, an increase of 357 since the 2008 report.

Table 1-D: Current Active Idaho Licensed Nurses by Education Level

Employment	Current Idaho Licenses	Region							
		Northern	North Central	South-western	South Central	South-eastern	East Central	Out of State	Unknown
LPN	3,997	368	184	1,081	400	471	476	351	666
ASN	7,769	955	603	2,572	778	368	746	759	988
BSN	5,821	517	363	2,417	283	455	534	600	652
All Other*	2,242	205	125	877	105	134	171	338	287
TOTAL	19,829	2,045	1,275	6,947	1,566	1,428	1,927	2,048	2,593

* All Other includes the following: MSN, PhD, APPN and Unknown.

Source: Idaho Board of Nursing licensure database, 2010.

QUESTION 1B

What is the current demand for LPN, ASN, RN, BS RN, MS and PhD prepared nurses?

The Idaho Department of Labor produces long-term occupational projections every two years by merging industry level employment data from the federal Bureau of Labor Statistics' Quarterly Census of Employment and Wages with staffing patterns developed from the federal Occupational Employment Statistics program. Combining industry employment with both staffing patterns and the ratio of educational attainment from the state board's licensing databases provides current and projected demand for nurses by education level. Without trend data on changing or shifting levels of educational attainment, a constant-share approach was used to make 2018 projections. In the future, educational level projections will improve with the incorporation of these changes in the projection calculations.

QUESTION 1C

What is the projected demand for LPN, ASN, RN, BS RN, MS and PhD prepared nurses?

Table 1-E reflects projected 2018 demand for nurses in Idaho based on 2008 employment levels. The demand for RNs is projected to increase at an annualized rate of 2.7 percent with the majority of growth concentrated at the associate- and bachelor's-degree levels. LPN demand is projected at 2.69 percent annualized growth, and APPN demand is projected at 2.7 percent annualized growth. In total, the demand for nurses is projected to increase by 2.7 percent annually through 2018.

Table 1-E: Demand for Idaho Nurses, 2008-2018					
Level	Idaho				
	2008	2018	Total Growth	Vacancies	Total Net Replacements
LPN	2,926	3,713	787	113	915
ASN	5,165	6,558	1,393	159	905
BSN	3,919	4,976	1,057	121	686
All Other RN	672	854	181	21	118
CNM	28	35	7	1	5
CNS	32	41	9	1	6
NP	441	560	119	15	77
RNA	247	314	67	8	43
TOTAL*	13,430	17,050	3,620	138	2,755

*Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

See regional tables on next page.

Level	Northern				North Central				Southwestern						
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
LPN	412	513	100	45	130	218	242	20	—	70	1,183	1,548	360	38	370
ASN	715	888	171	16	125	406	452	49	13	71	2,253	2,945	693	74	395
BSN	387	481	92	9	68	244	272	30	8	43	2,117	2,767	651	73	371
All Other RN	64	80	15	1	11	40	44	5	1	7	400	523	123	13	70
CNM	4	5	1	0	1	1	1	0	0	0	9	12	3	0	2
CNS	2	3	1	0	0	2	2	0	0	0	18	24	6	1	3
NP	55	68	13	1	10	29	32	4	1	5	219	287	67	8	38
RNA	28	35	7	1	5	21	24	3	1	4	119	156	37	4	21
TOTAL*	1,668	2,072	400	74	350	961	1,070	110	23	200	6,319	8,261	1,940	211	1,270

Level	South Central					Southeastern					East Central				
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
LPN	380	471	90	6	120	23	384	60	9	100	411	555	140	15	130
ASN	749	926	176	35	130	386	458	74	6	66	625	835	210	16	107
BSN	273	337	64	13	47	478	567	91	7	82	448	598	150	12	77
All Other RN	48	60	11	2	8	61	72	12	1	10	62	83	21	2	11
CNM	8	9	2	0	1	2	2	0	0	0	5	7	2	0	1
CNS	3	4	1	0	1	8	9	1	0	1	-	-	-	-	-
NP	53	66	12	3	9	43	51	8	1	7	43	57	14	1	-
RNA	18	23	4	1	3	18	22	3	0	3	38	51	13	1	7
TOTAL*	1,532	1,895	360	59	320	1,319	1,565	250	24	270	1,633	2,187	550	47	333

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

QUESTION 1D

What is the projected supply for LPN, ASN, RN, BS RN, MS and PhD prepared nurses?

There is not enough historical data to project the entire supply of nurses out to 2018. There is only current supply information and no information on historical patterns of immigration, emigration, retirements or attrition of nurses to other fields. It will take several more years of data before a legitimate look is taken at completely projecting Idaho's nursing supply.

Currently, future nursing supply can only be assessed based on educational capacity and projected capacity increases. This provides only a portion of the supply outlook. This approach is limiting in some respects but can provide some insight. The major assumption of this approach is that nursing students who graduate from an Idaho school remain in Idaho and are employed as nurses.

To determine the current and future educational capacity of Idaho's nursing programs, all nursing program directors were asked to provide current and projected graduates in five years. Idaho nursing programs anticipate graduating 236 LPNs, 541 ASNs, 615 BSNs and 50 in other graduates categories in 2015. At this time, the majority of the increases are due to filling programs to capacity rather than expanding the number of seats in the programs.

Table 1-F: Comparison of all Nursing Graduates (2008) to Projected Graduates (2015)

Education Level	Idaho		Northern		North Central		Southwestern		South Central		Southeastern		East Central	
	2008	2015	2008	2015	2008	2015	2008	2015	2008	2015	2008	2015	2008	2015
LPN	264	296	10	20	4	16	119	90	55	60	35	50	41	60
ASN	380	561	64	80	-	-	56	180	92	120	30	35	138	146
BSN	486	733	-	-	45	110	222	328	-	-	116	115	103	180
All Other	43	50	-	-	-	-	-	-	-	-	43	50	-	-
TOTAL*	1,173	1,640	74	100	49	126	397	598	147	180	224	250	282	386

* Totals may not add due to rounding.

Source: 2010 Board of Nursing Annual Report

QUESTIONS 2 & 3

What work force is necessary to meet Idaho's current and future nursing demand for each type of industry?

A1: PRACTICE BASED ON THE NORTH AMERICAN INDUSTRY CLASSIFICATION SYSTEM

There are many different ways to look at demand for nurses in Idaho. One is to determine what industries employ LPNs, RNs and APPNs. This approach merges industry level employment data collected from the federal Bureau of Labor Statistics' Quarterly Census of Employment and Wages and staffing patterns developed from the federal Occupational Employment Statistics program. Combining industry employment with staffing patterns provides both current and projected demand for nurses in Idaho. Table 1-G shows the Idaho industries that employ nurses. As expected, most are employed in hospitals, ambulatory health care services and nursing and residential care facilities. In 2008, 613 nurses were working in industries other than the government, health care and social assistance. By 2018, 766 nurses are projected to be working in other industries.

Table 1-G: Industry Employment of Idaho Nurses

Industry	Licensed Practical & Licensed Vocational Nurses (LPN)		Registered Nurses (RN) & Advanced Practice Professional Nurses (APPN)	
	2008	2018	2008	2018
Ambulatory Health Care Services	1,008	1,344	1,864	2,657
Educational Services	71	83	64	74
Hospitals	937	1,160	6,588	8,165
Nursing and Residential Care Facilities	591	763	913	1167
Private Households	4	6	1	2
Social Assistance	34	48	59	85
Government	176	185	507	545
Other	105	124	508	642
TOTAL*	2,926	3,713	10,504	13,337

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections.

Cont.

QUESTIONS 2 & 3

What work force is necessary to meet Idaho's current and future nursing demand for each type of practice setting?

A2: PRACTICE BASED ON BOARD OF NURSING CLASSIFICATION SYSTEM

A second approach to assessing the nursing work force looks at work settings. Using categories from the Idaho Board of Nursing licensing databases and the Department of Labor's 2008-2018 projections for nursing employment, a schematic was developed to determine the current and projected demand for Idaho nurses based on the work, or medical practice, setting. Tables 1-H through 1-N depict full-time and part-time employment for LPNs, RNs and APPNs at each of the 12 standard practice settings. Without trend data on changing or shifting levels of practice-setting employment, a constant-share approach was used to determine 2018 projections. In the future, practice-setting projections will improve with their incorporation in the projection calculations.

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Full-Time LPNs. Idaho LPNs work in a variety of practice settings ranging from assisted living to school health. Of the 2,926 LPNs working in Idaho, nearly 80 percent work full time. Of these full-time LPNs, 33 percent work in a nursing home set-

ting, 24 percent in a medical office or clinic and 19 percent in hospitals. In contrast, relatively few full-time LPNs work in occupational health or for insurance companies. Assuming there are no changes to the current staffing pattern, Table 1-H shows full-time LPNs are projected to increase by more than 600 over the next 10 years.

Table 1-H: Practice Setting Growth, Net Replacement & Vacancies for Full-Time Licensed Vocational & Licensed Practical Nurses Between 2008 and 2018

Practice Setting	Idaho				
	2008	2018	Total Growth	Current Vacancies	Total Net Replacements
Assisted Living	43	55	12	1	14
Hospice or Home Health	175	223	47	5	55
Hospital	447	567	120	14	140
Insurance Company	7	9	2	0	2
Jail or Prison	58	74	16	2	18
Medical Office or Clinic	557	707	150	17	174
Nursing Home	775	983	208	24	242
Occupational Health	9	12	3	0	3
Outpatient Facility	32	40	8	1	10
Public Health	34	43	9	1	11
School Health	15	19	4	0	5
Unknown/Other	158	200	42	5	49
TOTAL*	2,311	2,932	622	71	723

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing Licensure Databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

See regional tables on next two pages.

Table 1-H: Practice Setting Growth, Net Replacement & Vacancies for Full-Time Licensed Vocational & Licensed Practical Nurses Between 2008 and 2018

Practice Setting	Northern				North Central				Southwestern						
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
Assisted Living	0	8	2	1	2	7	8	1	-	2	23	30	7	1	7
Hospice or Home Health	21	26	5	3	6	8	9	1	-	3	88	115	27	2	27
Hospital	44	54	11	5	14	29	33	3	-	9	148	194	45	4	46
Insurance Company	-	-	-	-	-	1	2	0	-	0	4	5	1	0	1
Jail or Prison	3	3	1	0	1	7	8	1	-	2	36	48	11	1	11
Medical Office or Clinic	91	114	22	11	29	22	25	2	-	7	212	278	65	6	66
Nursing Home	135	168	33	17	43	84	93	8	-	27	295	386	90	8	92
Occupational Health	3	3	1	0	1	1	2		-	0	3	3	1	0	1
Outpatient Facility	1	2	0	0	0	4	5	0	-	1	11	15	3	0	4
Public Health	4	5	1	0	1	-	-	-	-	-	18	23	5	0	5
School Health	-	-	-	-	-	-	-	-	-	-	8	10	2	0	2
Unknown/Other	18	22	4	2	6	7	8	1	-	2	89	117	27	2	28
TOTAL*	319	405	79	40	103	172	191	16	-	55	934	1,222	284	26	292

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing Licensure Databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

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Table 1-H: Practice Setting Growth, Net Replacement & Vacancies for Full-Time Licensed Vocational & Licensed Practical Nurses Between 2008 and 2018															
Practice Setting	South Central					Southeastern					East Central				
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
Assisted Living	6	7	1	0	2	2	2	0	-	1	2	3	1	-	1
Hospice or Home Health	16	20	4	0	5	16	19	3	-	5	27	37	9	-	9
Hospital	44	54	10	1	14	75	89	14	-	23	91	123	31	-	29
Insurance Company	2	3	1	0	1	-	-	-	-	-	-	-	-	-	-
Jail or Prison	2	3	1	0	1	8	9	1	-	2	3	4	1	-	1
Medical Office or Clinic	67	83	16	1	21	63	75	12	-	19	96	130	33	-	30
Nursing Home	129	160	31	2	41	77	91	14	-	24	68	91	23	-	21
Occupational Health	2	3	1	0	1	1	1	0	-	0	-	-	-	-	-
Outpatient Facility	8	10	2	0	3	-	-	-	-	-	7	10	3	-	2
Public Health	4	4	1	0	1	4	5	1	-	1	4	6	1	-	1
School Health	1	1	0	0	0	1	1	0	-	0	5	7	2	-	2
Unknown/Other	18	22	4	0	6	10	11	2	-	3	20	27	7	-	6
TOTAL*	300	372	71	5	95	255	303	47	-	79	325	438	111	-	103

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing Licensure Databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

Cont.

QUESTIONS 2 & 3

What work force is necessary to meet Idaho's current and future nursing demand for each type of practice setting?

Part-Time LPNs. Roughly 20 percent of LPNs in Idaho only work part time, the majority in medical offices or clinics, hospitals and nursing homes as shown in Table 1-J. Based on their share of LPNs, demand is projected to increase for part-time LPNs by 165 over the next 10 years.

Table 1-J: Practice Setting Growth, Net Replacement & Vacancies Needs for Part-Time Licensed Vocational & Licensed Practical Nurses Between 2008 and 2018

Practice Setting	Idaho				
	2008	2018	Total Growth	Current Vacancies	Total Net Replacements
Assisted Living	15	19	4	1	5
Hospice or Home Health	91	115	24	6	28
Hospital	124	157	33	8	39
Insurance Company	2	3	1	0	1
Jail or Prison	7	9	2	0	2
Medical Office or Clinic	179	227	48	12	56
Nursing Home	123	156	33	8	38
Occupational Health	7	9	2	0	2
Outpatient Facility	12	15	3	1	4
Public Health	11	13	3	1	3
School Health	6	7	2	0	2
Unknown/Other	39	49	10	3	12
TOTAL*	615	781	165	42	192

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing Licensure Databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

See regional tables on next two pages.

Table 1-J: Practice Setting Growth, Net Replacement & Vacancies Needs for Part-Time Licensed Vocational & Licensed Practical Nurses Between 2008 and 2018

Practice Setting	Northern			North Central			Southwestern		
	2008	2018	Total Growth	2008	2018	Total Growth	2008	2018	Total Growth
			Vacancies			Vacancies			Vacancies
			Total Net Replacements			Total Net Replacements			Total Net Replacements
Assisted Living	1	2	0	0	1	1	11	8	2
Hospice or Home Health	13	16	3	7	7	0	41	54	13
Hospital	16	19	4	8	9	1	42	48	6
Insurance Company	1	2	0	-	-	-	-	-	-
Jail or Prison	-	-	-	-	-	-	3	4	1
Medical Office or Clinic	26	32	6	10	12	2	64	90	26
Nursing Home	17	21	4	17	19	2	62	77	15
Occupational Health	1	2	0	-	-	-	3	4	1
Outpatient Facility	1	2	0	-	-	-	5	6	1
Public Health	1	2	0	1	1	0	4	8	4
School Health	1	2	0	-	-	-	-	-	-
Unknown/Other	7	9	2	1	1	0	15	29	14
TOTAL*	87	108	21	46	51	4	249	326	77

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing Licensure Databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

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Table 1-J: Practice Setting Growth, Net Replacement & Vacancies Needs for Part-Time Licensed Vocational & Licensed Practical Nurses Between 2008 and 2018															
Practice Setting	South Central					Southeastern					East Central				
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
Assisted Living	2	3	0	0	1	2	2	0	0	0	3	4	1	0	1
Hospice or Home Health	16	20	4	0	5	7	9	1	1	2	9	13	3	2	3
Hospital	10	13	2	0	3	20	24	4	3	6	26	35	9	5	8
Insurance Company	-	-	-	-	-	-	-	-	-	-	1	1	0	0	0
Jail or Prison	-	-	-	-	-	2	2	0	0	0	2	3	1	0	1
Medical Office or Clinic	25	30	6	0	8	18	21	3	2	5	31	41	10	5	10
Nursing Home	17	22	4	0	5	12	14	2	2	4	7	9	2	1	2
Occupational Health	2	3	0	0	1	1	1	0	0	0	-	-	-	-	-
Outpatient Facility	2	3	0	0	1	-	-	-	-	-	4	5	1	1	1
Public Health	-	-	-	-	-	2	2	0	0	0	1	1	0	0	0
School Health	2	3	0	0	1	2	2	0	0	0	-	-	-	-	-
Unknown/Other	3	4	1	0	1	4	5	1	1	1	4	5	1	1	1
TOTAL*	80	99	19	1	25	68	81	13	9	21	86	117	29	15	27

* Totals may not add due to rounding.
Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing Licensure Databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

Cont.

QUESTIONS 2 & 3

What work force is necessary to meet Idaho's current and future nursing demand for each type of practice setting?

REGISTERED NURSES

Full-Time RNs. Table 1-K represents the 7,212 Idaho RNs employed full time. Nearly two in three are employed by hospitals. Other large employers of full-time RNs include hospice and home health care, medical offices and clinics and nursing homes. Insurance companies, jails, prisons, occupational health and assisted living demand very few RNs, and no demand exists for telephone nursing.

**Table 1-K: Growth, Net Replacement & Total Vacancies by Practice Setting
Full-Time Registered Nurses Between 2008 and 2018**

Practice Setting	Idaho				
	2008	2018	Total Growth	Current Vacancies	Total Net Replacements
Assisted Living	48	60	13	1	8
Hospice or Home Health	484	614	130	12	85
Hospital	4,549	5,776	1,227	112	797
Insurance Company	90	115	24	2	16
Jail or Prison	60	76	16	1	10
Medical Office or Clinic	469	595	126	11	82
Nursing Education	165	210	45	4	29
Nursing Home	491	624	133	12	86
Occupational Health	40	51	11	1	7
Outpatient Facility	280	356	76	7	49
Public Health	115	146	31	3	20
School Health	115	146	31	3	20
Telephone Nursing	0	0	0	0	0
Other	306	389	83	8	54
TOTAL*	7,212	9,157	1,945	177	1,263

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing Licensure Databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

See regional tables on next two pages.

Table 1-K: Growth, Net Replacement & Total Vacancies by Practice Setting Full-Time Registered Nurses Between 2008 and 2018

Practice Setting	Northern					North Central					Southwestern				
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
Assisted Living	9	11	2	0	2	4	5	1	0	1	20	26	6	1	4
Hospice or Home Health	78	97	19	1	14	18	20	2	0	3	220	288	68	6	39
Hospital	503	625	120	9	88	281	314	34	1	49	2,257	2,950	694	62	396
Insurance Company	2	2	0	0	0	18	20	2	0	3	61	80	19	2	11
Jail or Prison	4	6	1	0	1	3	3	0	0	0	0	55	13	1	7
Medical Office or Clinic	70	87	17	1	12	45	50	5	0	8	243	318	75	7	43
Nursing Education	17	21	4	0	3	13	14	2	0	2	72	95	22	2	13
Nursing Home	73	90	17	1	13	65	73	8	0	11	188	246	58	6	33
Occupational Health	2	2	0	0	0	4	5	1	0	1	13	17	4	0	2
Outpatient Facility	39	48	9	1	7	19	21	2	0	3	134	174	41	4	23
Public Health	16	20	4	0	3	14	15	2	0	2	36	47	11	1	6
School Health	16	20	4	0	3	2	2	0	0	0	85	111	26	2	15
Telephone Nursing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	34	42	8	1	6	24	26	3	0	4	154	202	48	4	27
TOTAL*	862	1,070	206	16	151	510	569	62	2	89	3,484	4,609	1,085	99	618

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing Licensure Databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

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Table 1-K: Growth, Net Replacement & Total Vacancies by Practice Setting Full-Time Registered Nurses Between 2008 and 2018															
Practice Setting	South Central					Southeastern					East Central				
	2008	2018	Total Growth	Vacancies	Total Net Replacement	2008	2018	Total Growth	Vacancies	Total Net Replacement	2008	2018	Total Growth	Vacancies	Total Net Replacement
Assisted Living	5	7	1	0	1	2	3	0	0	0	6	8	2	0	1
Hospice or Home Health	64	79	15	3	11	57	68	11	0	10	54	73	18	1	9
Hospital	509	630	119	28	88	437	518	83	4	75	583	779	196	8	100
Insurance Company	0	0	0	0	0	3	4	1	0	1	0	0	0	0	0
Jail or Prison	2	3	1	0	0	7	8	1	0	1	2	3	1	0	0
Medical Office or Clinic	40	49	9	2	7	27	32	5	0	5	34	45	11	0	6
Nursing Education	22	27	5	1	4	22	27	4	0	4	21	28	7	0	4
Nursing Home	65	80	15	4	11	55	65	10	0	9	36	47	12	0	6
Occupational Health	1	1	0	0	0	3	4	1	0	1	16	21	5	0	3
Outpatient Facility	32	40	8	2	6	30	36	6	0	5	28	37	9	0	5
Public Health	14	17	3	1	2	17	20	3	0	3	17	22	6	0	3
School Health	6	8	2	0	1	2	3	0	0	0	3	4	1	0	1
Telephone Nursing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	30	37	7	2	5	21	25	4	0	4	40	54	14	1	7
TOTAL*	791	978	185	43	137	684	811	130	6	117	839	1,121	282	12	144

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing Licensure Databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

Cont.

QUESTIONS 2 & 3

What work force is necessary to meet Idaho's current and future nursing demand for each type of practice setting?

Part-Time RNs. Table 1-L presents the practice settings for part-time RNs. One in four RNs is currently employed part time with the majority, 61 percent, working in hospitals. Other practice settings that employ 100 or more part-time RNs include hospice and home health care, medical offices and clinics, nursing homes, outpatient facilities and other not specified job settings. Part-time employment is projected to increase by 686 jobs between 2008 and 2018.

**Table 1-L: Growth, Net Replacements & Total Vacancies by Practice Setting
Part-Time Registered Nurses Between 2008 and 2018**

Practice Setting	Idaho				
	2008	2018	Total Growth	Current Vacancies	Total Net Replacements
Assisted Living	29	37	8	1	5
Hospice or Home Health	190	241	51	9	33
Hospital	1,559	1,979	420	76	273
Insurance Company	9	11	2	0	2
Jail or Prison	8	10	2	0	1
Medical Office or Clinic	227	289	61	11	40
Nursing Education	43	55	12	2	8
Nursing Home	104	132	28	5	18
Occupational Health	10	13	3	0	2
Outpatient Facility	157	199	42	8	27
Public Health	29	37	8	1	5
School Health	46	59	12	2	8
Telephone Nursing	-	-	-	-	-
Other	132	168	36	6	23
TOTAL*	2,544	3,230	686	124	446

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing Licensure Databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

See regional tables on next two pages.

Table 1-L: Growth, Net Replacements & Total Vacancies by Practice Setting Part-Time Registered Nurses Between 2008 and 2018

Practice Setting	Northern					North Central					Southwestern				
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
Assisted Living	4	5	1	0	1	9	10	1	1	2	8	10	2	0	1
Hospice or Home Health	30	37	7	1	5	13	14	2	1	2	84	109	26	4	15
Hospital	181	225	43	6	32	86	95	10	9	15	784	1,024	241	40	137
Insurance Company	-	-	-	-	-	-	-	-	-	-	8	10	2	0	1
Jail or Prison	1	1	0	0	0	-	-	-	-	-	3	4	1	0	1
Medical Office or Clinic	30	37	7	1	5	29	32	3	3	5	104	136	32	4	18
Nursing Education	5	6	1	0	1	4	5	1	0	1	15	19	5	1	3
Nursing Home	12	15	3	0	2	12	13	1	1	2	44	58	14	2	8
Occupational Health	-	-	-	-	-	3	3	0	0	0	5	6	2	0	1
Outpatient Facility	22	28	5	1	4	8	9	1	1	1	76	99	23	4	13
Public Health	3	3	1	0	0	3	3	0	0	0	11	14	3	1	-
School Health	2	2	0	0	0	1	2	0	0	-	37	49	11	2	7
Telephone Nursing	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	15	19	4	1	3	14	15	2	1	2	66	86	20	3	12
TOTAL *	304	378	73	10	53	180	201	22	19	31	1,244	1,626	383	61	216

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing Licensure Databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

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Table 1-1: Growth, Net Replacements & Total Vacancies by Practice Setting Part-Time Registered Nurses Between 2008 and 2018

Practice Setting	South Central					Southeastern					East Central				
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
Assisted Living	2	2	0	0	0	2	3	0	0	0	3	4	1	0	1
Hospice or Home Health	25	31	6	1	4	16	19	3	1	3	19	26	6	1	3
Hospital	169	209	40	4	29	137	162	26	5	23	201	268	67	12	35
Insurance Company	1	1	0	0	0	-	-	-	-	-	1	1	0	0	0
Jail or Prison	2	2	0	0	0	4	4	1	0	1	-	-	-	-	-
Medical Office or Clinic	26	32	6	1	5	11	13	2	0	2	23	31	8	1	4
Nursing Education	7	8	2	0	1	10	12	2	0	2	5	6	2	0	1
Nursing Home	13	15	3	0	2	11	13	2	0	2	12	16	4	1	2
Occupational Health	-	-	-	-	-	2	3	0	0	0	1	1	0	0	0
Outpatient Facility	13	17	3	0	2	23	28	4	1	4	15	20	5	1	3
Public Health	3	4	1	0	1	6	7	1	0	1	5	6	2	0	1
School Health	5	6	1	0	1	4	4	1	0	1	1	1	0	0	0
Telephone Nursing	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	13	17	3	0	2	15	18	3	1	3	11	14	4	1	2
TOTAL*	279	345	65	6	48	241	286	46	8	41	295	395	99	18	51

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing Licensure Databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

Cont.

QUESTIONS 2 & 3

What work force is necessary to meet Idaho's current and future nursing demand for each type of practice setting?

ADVANCED PRACTICE PROFESSIONAL NURSES

Full-Time APPNs. APPNs make up the smallest percentage of Idaho nurses. Table 1-M shows Idaho employed just 622 full-time APPNs statewide in 2008. Employment for full-time APPNs is projected to increase to 790 by 2018. As with all other types of nurses, major employers of APPNs include hospitals, medical offices and clinics.

Table 1-M: Practice Setting Growth, Net Replacements & Vacancies for Full-Time Advanced Practice Professional Nurses between 2008 and 2018

Practice Setting	Idaho				
	2008	2018	Total Growth	Vacancies	Total Net Replacements
Assisted Living	1	1	0	0	0
Hospice or Home Health	8	10	2	0	1
Hospital	262	332	63	6	46
Insurance Company	1	1	0	0	0
Jail or Prison	4	5	1	0	1
Medical Office or Clinic	220	280	53	5	39
Nursing Education	22	27	5	1	4
Nursing Home	3	4	1	0	0
Occupational Health	1	1	0	0	0
Outpatient Facility	56	72	14	1	10
Public Health	10	13	2	0	2
School Health	4	5	1	0	1
Telephone Nursing	-	-	-	-	-
Other	31	39	7	1	5
TOTAL*	622	790	149	15	109

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing Licensure Databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

See regional tables on next two pages.

Table 1-M: Practice Setting Growth, Net Replacements & Vacancies for Full-Time Advanced Practice Professional Nurses between 2008 and 2018

Practice Setting	Northern					North Central					Southwestern				
	2008	2018	Total Growth	Current Vacancies	Total Net Replacements	2008	2018	Total Growth	Current Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
Assisted Living	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospice or Home Health	1	1	0	0	0	-	-	-	-	-	5	7	1	0	1
Hospital	27	33	6	0	5	18	20	2	0	3	134	176	37	4	24
Insurance Company	-	-	-	-	-	-	-	-	-	-	1	1	0	0	0
Jail or Prison	-	-	-	-	-	1	1	0	0	0	2	2	0	0	0
Medical Office or Clinic	31	38	7	1	5	13	15	1	0	2	102	133	28	3	18
Nursing Education	2	2	0	0	0	2	2	0	0	0	7	9	2	0	1
Nursing Home	-	-	-	-	-	-	-	-	-	-	1	1	0	0	0
Occupational Health	-	-	-	-	-	-	-	-	-	-	1	1	0	0	0
Outpatient Facility	4	5	1	0	1	7	8	1	0	1	32	41	9	1	6
Public Health	3	4	1	0	1	1	1	0	0	0	5	6	1	0	1
School Health	1	1	0	0	0	-	-	-	-	-	2	2	0	0	0
Telephone Nursing	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	6	7	1	0	1	2	2	0	0	0	13	17	3	0	2
TOTAL*	74	92	16	1	13	44	49	5	0	8	304	398	83	8	53

* Totals may not add due to rounding.
Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing Licensure Databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

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Table 1-M: Practice Setting Growth, Net Replacements & Vacancies for Full-Time Advanced Practice Professional Nurses Between 2008 and 2018												
Practice Setting	South Central				Southeastern				East Central			
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018
Assisted Living	-	-	-	-	-	1	1	0	0	0	-	-
Hospice or Home Health	-	-	-	-	-	1	1	0	0	0	-	-
Hospital	17	21	4	1	3	24	28	4	0	4	38	50
Insurance Company	-	-	-	-	-	-	-	-	-	-	-	-
Jail or Prison	-	-	-	-	-	1	1	0	0	0	-	-
Medical Office or Clinic	33	40	7	2	6	19	23	3	0	3	26	34
Nursing Education	3	4	1	0	1	5	6	1	0	1	3	4
Nursing Home	-	-	-	-	-	1	1	0	0	0	1	1
Occupational Health	-	-	-	-	-	-	-	-	-	-	-	-
Outpatient Facility	9	12	2	0	2	4	4	1	0	1	2	2
Public Health	-	-	-	-	-	-	-	-	-	-	1	1
School Health	-	-	-	-	-	-	-	-	-	-	1	1
Telephone Nursing	-	-	-	-	-	-	-	-	-	-	-	-
Other	6	8	1	1	1	4	4	1	0	1	2	2
TOTAL*	68	84	14	4	12	59	70	10	0	10	72	97

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing Licensee Databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

Cont.

QUESTIONS 2 & 3

What work force is necessary to meet Idaho's current and future nursing demand for each type of practice setting?

Part-Time APPNs. Idaho employed only 126 part-time APPNs in 2008 and is expected to employ an additional 53 by 2018. As is the case for all other nurses, Table 1-N shows most part-time APPNs are employed in hospitals and medical offices or clinics.

Table 1-N: Practice Setting Growth, Net Replacements & Vacancies for Part-Time Advanced Practice Professional Nurses Between 2008 and 2018

Practice Setting	Idaho				
	2008	2018	Total Growth	Current Vacancies	Total Net Replacements
Assisted Living	-	-	-	-	-
Hospice or Home Health	3	3	1	0	0
Hospital	39	49	16	3	7
Insurance Company	-	-	-	-	-
Jail or Prison	1	1	0	0	0
Medical Office or Clinic	43	54	18	3	7
Nursing Education	3	3	1	0	0
Nursing Home	3	3	1	0	0
Occupational Health	2	2	1	0	0
Outpatient Facility	12	16	5	1	2
Public Health	8	10	3	1	1
School Health	2	2	1	0	0
Telephone Nursing	-	-	-	-	-
Other	12	15	5	1	2
TOTAL*	126	160	53	10	22

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

See regional tables on next two pages.

Table 1-N: Practice Setting Growth, Net Replacements & Vacancies for Part-Time Advanced Practice Professional Nurses Between 2008 and 2018

Practice Setting	Northern					North Central					Southwestern				
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
Assisted Living	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospice or Home Health	-	-	-	-	-	-	-	-	-	-	3	4	1	0	-
Hospital	6	7	2	0	1	2	2	0	0	0	20	27	10	3	1
Insurance Company	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Jail or Prison	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical Office or Clinic	6	7	2	0	1	4	5	1	1	0	20	26	9	1	0
Nursing Education	-	-	-	-	-	-	-	-	-	-	2	3	1	0	0
Nursing Home	-	-	-	-	-	1	1	0	0	0	-	-	-	-	-
Occupational Health	-	-	-	-	-	-	-	-	-	-	2	3	1	0	0
Outpatient Facility	1	1	0	0	0	-	-	-	-	-	6	8	3	1	0
Public Health	1	1	0	0	0	1	1	0	0	0	4	5	2	0	0
School Health	1	1	0	0	0	-	-	-	-	-	1	1	0	0	0
Telephone Nursing	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	2	2	1	0	0	1	1	0	0	0	4	5	2	0	0
TOTAL*	15	19	6	1	3	9	10	2	2	0	61	80	29	4	0

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

Table continued from previous page.

Table 1-N: Practice Setting Growth, Net Replacements & Vacancies for Part-Time Advanced Practice Professional Nurses Between 2008 and 2018																
Practice Setting	South Central					Southeastern					Northeastern					
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	
Assisted Living	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Hospice or Home Health	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Hospital	3	3	1	0	0	3	3	1	0	0	5	7	3	1	0	
Insurance Company	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Jail or Prison	-	-	-	-	-	1	2	0	0	0	-	-	-	-	-	
Medical Office or Clinic	4	5	2	0	0	3	3	1	0	0	4	6	2	0	0	
Nursing Education	-	-	-	-	-	1	2	0	0	0	-	-	-	-	-	
Nursing Home	-	-	-	-	-	1	2	0	0	0	-	-	-	-	-	
Occupational Health	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Outpatient Facility	4	5	2	0	0	-	-	-	-	-	3	4	2	0	0	
Public Health	1	2	1	1	0	1	2	0	0	0	-	-	-	-	-	
School Health	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Telephone Nursing	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Other	1	2	1	0	0	1	2	0	0	0	2	3	1	0	0	
TOTAL	14	17	5	2	0	12	14	4	1	0	15	20	8	1	0	

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

Cont.

QUESTIONS 2 & 3

What work force is necessary to meet Idaho's current and future nursing demand for each type of education level?

B: EDUCATION LEVEL BASED ON BOARD OF NURSING DATABASE

A third way to address Idaho's nursing work force needs is to assess education levels. Using categorical breakouts from the state board's licensing databases and the state Labor Department's 2008-2018 projections for nursing employment, a schematic was developed to determine the current and projected demand for Idaho nurses based on education levels. Without employment trend data associated with changing or shifting levels of education, a constant-share approach was used to determine 2018 projections. In the future, educational attainment projections will improve with their incorporation in the projection calculations.

More nurses working in Idaho have associate degrees than any other type of nursing degree. Just over 670 RNs have a master's degree or doctorate and 748 have Advanced Practice Professional Certification. This relatively small number of graduate level nurses, less than 15 percent, affects the state's ability to hire fully qualified nursing faculty to increase educational capacity. Increasing the number of in-state, graduate-level nursing programs would go a long way toward increasing the educational level of Idaho nurses and improve the state's ability to hire fully qualified nursing faculty.

Table 1-0: Growth, Net Replacements & Vacancies by Education Level Idaho Nurses Between 2008 and 2018

License and Education	Idaho				
	2008	2018	Total Growth	Vacancies	Total Net Replacements
LPN	2,926	3,713	787	113	915
AS-RN	5,165	6,558	1,393	159	905
BS-RN	3,919	4,976	1,057	121	686
All Other RN	672	854	181	21	118
APPN	748	950	202	25	131
TOTAL	13,430	17,050	3,620	438	2,755

* Totals may not add due to rounding.

AS-RN - Registered nurses with an associate degree in nursing.

BS-RN - Registered nurses with a bachelor's degree in nursing.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

See regional tables on next page.

Table 1-0: Growth, Net Replacements and Vacancies by Education Level Idaho Nurses Between 2008 and 2018

License and Education	Northern					North Central					Southwestern				
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
LPN	412	513	100	45	130	218	242	20	0	70	1,183	1,548	360	38	370
AS-RN	715	888	171	16	125	406	452	49	13	71	2,253	2,945	693	74	395
BA-RN	387	481	92	9	68	244	272	30	8	43	2,117	2,767	651	73	371
All Other RN	64	80	15	1	11	40	44	5	1	7	400	523	123	13	70
APPN	89	111	21	2	16	53	59	6	2	9	366	478	112	13	64
TOTAL	1,668	2,072	400	74	350	961	1,070	110	23	200	6,319	8,261	1,940	211	1,270

License and Education	South Central					Southeastern					Northeastern				
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
LPN	380	471	90	6	120	323	384	60	9	100	411	555	140	15	130
AS-RN	749	926	176	35	130	386	458	74	6	66	625	835	210	16	107
BA-RN	273	337	64	13	47	478	567	91	7	82	448	598	150	12	77
All Other RN	48	60	11	2	8	61	72	12	1	10	62	83	21	2	11
APPN	82	101	19	4	14	71	84	14	1	12	87	116	29	2	8
TOTAL	1,532	1,895	360	59	320	1,319	1,565	250	24	270	1,633	2,187	550	47	333

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

Cont.

QUESTIONS 2 & 3

What work force is necessary to meet Idaho's current and future nursing demand for each type of education level?

C: POSITION BASED ON BOARD OF NURSING DESCRIPTIONS

A fourth approach on nursing work force needs evaluates nursing positions. Using categorical breakouts from the board's licensing databases and the state Labor Department's 2008-2018 projections for nursing employment, a schematic was developed to determine the current and projected demand for Idaho nurses based on position. Tables 1-P through 1-U depict full-time and part-time employment for LPNs, RNs and APPNs based on nine positions nurses typically hold in any organization. Without trend data on changing or shifting levels of position employment, a constant-share approach was used to determine 2018 projections. In the future, position projections will improve with their incorporation in the projection calculations.

Licensed Vocational and Licensed Practical Nurses

Full-Time LPNs. LPN positions range from administrators and supervisors to staff and general duty nurses. Table 1-P shows the number of full-time LPNs employed as staff or general duty nurses is projected to increase by 413 over the next 10 years. During the same time period the number of full-time LPNs employed as charge or lead nurses is projected to increase by 121. The position employing the fewest full-time LPNs, educator, is projected to increase by only one over the decade.

Table 1-P: Position Growth, Net Replacements & Vacancies for Full-Time Licensed Vocational and Licensed Practical Nurses Between 2008 and 2018

Position	Idaho				
	2008	2018	Total Growth	Vacancies	Total Net Replacements
Administrator/Supervisor	94	119	25	3	29
Case Manager	43	55	12	1	14
Charge/Lead Nurse	450	572	121	14	141
Consultant/Researcher	4	4	1	0	1
Educator	2	3	1	0	1
Quality Assurance/Outcome Management	26	33	7	1	8
Staff or General Duty	1,534	1,946	413	47	480
Other/Unknown	158	200	42	5	49
TOTAL	2,311	2,932	622	71	723

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

See regional tables on next page.

Table 1-P: Position Growth, Net Replacements & Vacancies for Full-Time Licensed Vocational and Licensed Practical Nurses Between 2008 and 2018

Position	Northern					North Central					Southwestern				
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
Administrator/Supervisor	10	13	2	1	3	8	9	1	-	3	30	39	9	1	9
Case Manager	8	10	2	1	2	3	3	0	-	1	25	33	8	1	8
Charge/Lead Nurse	75	93	18	9	24	35	39	3	-	11	175	228	53	5	55
Consultant/Researcher	-	-	-	-	-	-	-	-	-	-	1	2	0	0	0
Educator	-	-	-	-	-	-	-	-	-	-	1	2	0	0	0
Quality Assurance/Outcome Management	-	-	-	-	-	1	2	0	-	0	1	10	2	0	2
Staff or General Duty	211	263	51	26	67	112	124	10	-	36	8	812	189	17	194
Other/Unknown	22	27	5	3	7	13	14	1	-	4	620	97	23	2	23
TOTAL*	325	405	79	40	103	172	191	16	-	55	861	1,222	284	26	292

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

Table continued on next page.

Table continued from previous page.

Table 1-P: Position Growth, Net Replacements & Vacancies for Full-Time Licensed Vocational and Licensed Practical Nurses Between 2008 and 2018															
Position	South Central					Southeastern					East Central				
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
Administrator/Supervisor	19	23	4	0	6	10	11	2	-	3	16	21	5	-	5
Case Manager	6	7	1	0	2	2	2	0	-	1	2	3	1	-	1
Charge/Lead Nurse	80	99	19	1	25	45	54	8	-	14	45	61	15	-	14
Consultant/Researcher	-	-	-	-	-	1	1	0	-	0	1	1	0	-	0
Educator	-	-	-	-	-	-	-	-	-	-	1	1	0	-	0
Quality Assurance/Outcome Management	5	6	1	0	1	6	7	1	-	2	4	6	1	-	1
Staff or General Duty	169	210	40	3	54	182	216	34	-	56	233	314	79	-	74
Other/Unknown	21	26	5	0	7	10	11	2	-	3	22	30	8	-	7
TOTAL*	300	372	71	5	95	255	303	47	-	79	325	438	111	-	103

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

Cont.

QUESTIONS 2 & 3

What work force is necessary to meet Idaho's current and future nursing demand for each type of position?

Part-Time LPNs. Similar trends are evident for part-time LPNs. Table 1-Q shows the most growth is projected for staff or general duty nurses.

Table 1-Q: Position Growth, Net Replacements & Vacancies for Part-Time Licensed Vocational and Licensed Practical Nurses Between 2008 and 2018

Position	Idaho				
	2008	2018	Total Growth	Vacancies	Total Net Replacements
Administrator/Supervisor	15	19	4	1	5
Case Manager	5	6	1	0	1
Charge/Lead Nurse	51	64	14	3	16
Consultant/Researcher	-	-	-	-	-
Educator	1	1	0	0	0
Quality Assurance/Outcome Management	4	4	1	0	1
Staff or General Duty	482	612	130	33	151
Other/Unknown	58	73	16	4	18
TOTAL	615	781	165	42	192

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

See regional tables on next page.

Table 1-Q: Position Growth, Net Replacements & Vacancies for Part-Time Licensed Vocational and Licensed Practical Nurses Between 2008 and 2018

Position	Northern				North Central				Southwestern						
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
Administrator/ Supervisor	4	5	1	0	1	-	-	-	-	-	6	8	2	0	2
Case Manager	3	4	1	0	1	1	1	0	-	0	-	-	-	-	-
Charge/Lead Nurse	9	11	2	0	3	5	6	0	-	2	23	31	7	1	7
Consultant/ Researcher	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Educator	-	-	-	-	-	1	1	0	-	0	-	-	-	-	-
Quality Assurance/ Outcome Management	1	2	0	0	0	-	-	-	-	-	-	2	0	0	0
Staff or General Duty	61	76	15	3	19	35	39	3	-	11	1	245	57	9	59
Other/Unknown	9	11	2	0	3	3	3	0	-	1	187	40	9	2	10
TOTAL *	87	108	21	5	27	46	51	4	-	15	218	326	76	12	78

* Totals may not add due to rounding.
Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

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Table 1-Q: Position Growth, Net Replacements & Vacancies for Part-Time Licensed Vocational and Licensed Practical Nurses Between 2008 and 2018													
Position	South Central					Southeastern					East Central		
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth
Administrator/ Supervisor	3	4	1	0	1	2	2	0	0	0	1	1	0
Case Manager	1	1	0	0	0	-	-	-	-	-	-	-	-
Charge/Lead Nurse	9	11	2	0	3	2	2	0	0	0	6	8	2
Consultant/ Researcher	-	-	-	-	-	-	-	-	-	-	-	-	-
Educator	-	-	-	-	-	-	-	-	-	-	-	-	-
Quality Assurance/ Outcome Management	-	-	-	-	-	1	1	0	0	0	-	-	-
Staff or General Duty	59	74	14	1	19	61	72	11	8	19	72	97	24
Other/Unknown	7	9	2	0	2	3	4	1	0	1	8	11	3
TOTAL*	80	99	19	1	25	68	81	13	9	21	86	117	29

* Totals may not add due to rounding.
Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

Cont.

QUESTIONS 2 & 3

What work force is necessary to meet Idaho's current and future nursing demand for each type of position?

REGISTERED NURSES

Full-Time RNs. Table 1-R shows staff or general duty RNs make up 54 percent of the full-time work force, and they are projected to increase by over 1,000 between 2008 and 2018. Full-time RNs working as charge or lead nurses are projected to increase by 307 over the next 10 years. Additionally, full-time RNs working as administrators or supervisors comprise 12 percent of the full-time work force, and demand for this position is expected to increase by 232 in the next decade.

Table 1-R: Growth, Net Replacements & Vacancies of Full-Time Registered Nurses by Position Between 2008 and 2018

Position	Idaho				
	2008	2018	Total Growth	Vacancies	Total Net Replacements
Administrator/Supervisor	859	1,091	232	21	150
Advanced Practice	11	14	3	0	2
Case Manager	467	592	126	11	82
Charge/Lead Nurse	1,137	1,443	307	28	199
Consultant/Researcher	48	62	13	1	8
Educator	297	376	80	7	52
Quality Assurance/ Outcome Management	125	159	34	3	22
Staff or General Duty	3,869	4,912	1,043	95	678
Other/Unknown	399	507	108	10	70
TOTAL	7,212	9,157	1,945	177	1,263

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

See regional tables on next two pages.

Table 1-R: Growth, Net Replacements & Vacancies of Full-Time Registered Nurses by Position Between 2008 and 2018

Position	Northern					North Central					Southwestern				
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
Administrator/Supervisor	112	139	27	2	20	58	65	7	0	10	381	499	117	11	67
Advanced Practice	3	3	1	0	0	0	0	0	0	0	4	5	1	0	1
Case Manager	45	56	11	1	8	19	22	2	0	3	278	363	85	7	49
Charge/Lead Nurse	141	176	34	3	25	95	106	12	0	17	436	570	134	13	76
Consultant/Researcher	5	7	1	0	1	1	1	0	0	0	35	46	11	1	6
Educator	29	36	7	1	5	18	20	2	0	3	154	201	47	4	27
Quality Assurance/Outcome Management	15	19	4	0	3	8	9	1	0	1	67	87	21	2	12
Staff or General Duty	464	576	111	9	81	276	307	33	1	48	1,957	2,558	602	55	343
Other/Unknown	48	60	12	1	8	34	38	4	0	6	216	282	66	6	38
TOTAL*	862	1,070	206	16	151	510	569	62	2	89	3,526	4,609	1,085	99	618

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

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Table 1-R: Growth, Net Replacements & Vacancies of Full-Time Registered Nurses by Position Between 2008 and 2018															
Position	South Central					Southeastern					East Central				
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
Administrator/ Supervisor	95	117	22	5	16	102	121	19	1	17	115	153	38	2	20
Advanced Practice	2	3	1	0	0	1	1	0	0	0	2	3	1	0	0
Case Manager	46	57	11	3	8	46	54	9	0	8	38	50	13	1	6
Charge/Lead Nurse	160	197	37	9	28	151	179	29	1	26	159	212	53	2	27
Consultant/ Researcher	2	3	1	0	0	3	4	1	0	1	2	3	1	0	0
Educator	32	40	8	2	6	31	37	6	0	5	35	46	12	0	6
Quality Assurance/ Outcome Management	11	13	3	1	2	11	13	2	0	2	13	17	4	0	2
Staff or General Duty	404	499	95	22	70	310	368	59	3	53	447	597	150	6	77
Other/ Unknown	39	48	9	2	7	28	33	5	0	5	30	40	10	0	5
TOTAL*	791	978	185	43	137	684	811	130	6	117	839	1,121	282	12	144

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

Cont.

QUESTIONS 2 & 3

What work force is necessary to meet Idaho's current and future nursing demand for each type of position?

Part-Time RNs. Twenty percent of all RNs are employed part time as staff or general duty nurses as Table 1-S shows. This group is projected to increase by just over 500 between 2008 and 2018.

Table 1-S: Growth, Net Replacements & Vacancies of Part-Time Registered Nurses by Position Between 2008 and 2018

Position	Idaho				
	2008	2018	Total Growth	Vacancies	Total Net Replacements
Administrator/Supervisor	73	93	20	4	13
Advanced Practice	4	5	1	0	1
Case Manager	77	98	21	4	13
Charge/Lead Nurse	210	267	57	10	37
Consultant/Researcher	26	33	7	1	5
Educator	94	120	25	5	16
Quality Assurance/Outcome Management	18	23	5	1	3
Staff or General Duty	1,877	2,383	506	91	329
Other/Unknown	0	209	44	8	29
TOTAL*	2,379	3,230	686	124	446

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

See regional tables on next two pages.

Table 1-S: Growth, Net Replacements & Vacancies of Part-Time Registered Nurses by Position Between 2008 and 2018

Position	Northern					North Central					Southwestern				
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
Administrator/ Supervisor	10	12	2	0	2	6	7	1	1	1	31	41	10	2	6
Advanced Practice	-	-	-	-	-	1	1	0	0	0	3	4	1	0	1
Case Manager	4	5	1	0	1	5	11	1	1	1	44	58	14	2	8
Charge/Lead Nurse	27	34	7	1	5	16	18	2	2	3	72	94	22	4	14
Consultant/ Researcher	5	6	1	0	1	1	1	0	0	0	15	19	5	1	3
Educator	9	11	2	0	2	5	6	1	1	1	39	51	12	2	7
Quality Assurance/ Outcome Management	1	2	0	0	0	1	1	0	0	0	10	13	3	0	2
Staff or General Duty	229	284	55	8	43	127	142	15	13	24	945	1,235	291	47	178
Other/Unknown	19	24	5	1	4	17	19	2	2	3	85	111	26	4	16
TOTAL*	304	378	73	10	57	180	206	22	19	34	1,244	1,626	383	61	235

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

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Table 1-S: Growth, Net Replacements & Vacancies of Part-Time Registered Nurses by Position Between 2008 and 2018															
Position	South Central					Southeastern					East Central				
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
Administrator/ Supervisor	13	15	3	0	2	11	13	2	0	2	4	5	1	0	1
Advanced Practice	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Case Manager	10	12	2	0	2	12	15	2	0	2	6	8	2	0	1
Charge/Lead Nurse	30	37	7	1	6	36	42	7	1	7	29	39	10	2	5
Consultant/ Researcher	3	4	1	0	1	1	1	0	0	0	2	2	1	0	0
Educator	20	25	5	0	4	11	13	2	0	2	11	14	4	1	2
Quality Assurance/ Outcome Management	2	2	0	0	0	5	6	1	0	1	1	1	0	0	0
Staff or General Duty	179	221	42	4	33	150	178	29	5	28	235	314	79	14	44
Other/Unknown	23	29	5	1	4	15	18	3	1	3	8	11	3	1	2
TOTAL*	279	345	65	6	52	241	286	46	8	44	296	395	99	18	55

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

Cont.

QUESTIONS 2 & 3

What work force is necessary to meet Idaho's current and future nursing demand for each type of position?

ADVANCED PRACTICE PROFESSIONAL NURSES

Full-Time APPNs. Table 1-T shows over 80 percent of Idaho full-time APPNs — 511 — are employed in advanced practice. Forty-six full-time APPNs work as staff or general duty nurses, 13 as educators, 12 as administrators or supervisors, one as a case manager, two as consultants or researchers, three as charge or lead nurses and 34 as other/unknown positions. Full-time APPNs are not working as quality assurance/outcome managers.

Table 1-T: Position Growth, Net Replacements & Vacancies for Full-Time Advanced Practice Professional Nurses Between 2008 and 2018

Position	Idaho				
	2008	2018	Total Growth	Vacancies	Total Net Replacements
Administrator/Supervisor	12	16	3	0	2
Advanced Practice	511	649	122	12	90
Case Manager	1	1	0	0	0
Charge/Lead Nurse	3	4	1	0	0
Consultant/Researcher	2	2	0	0	0
Educator	13	17	3	0	2
Quality Assurance/Outcome Management	0	0	0	0	0
Staff or General Duty	46	59	11	1	8
Other/Unknown	34	43	8	1	6
TOTAL*	622	790	149	15	109

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

See regional tables on next two pages.

Table 1-T: Position Growth, Net Replacements & Vacancies for Full-Time Advanced Practice Professional Nurses Between 2008 and 2018

Position	Northern					North Central					Southwestern				
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
Administrator/ Supervisor/ Advanced Practice	3	3	1	0	0	-	-	-	-	-	5	7	1	0	1
Case Manager	65	81	14	2	11	37	41	4	0	6	250	327	68	7	44
Charge/Lead Nurse	-	-	-	-	-	-	-	-	-	-	1	-	0	0	0
Consultant/ Researcher	-	-	-	-	-	-	-	-	-	-	3	4	1	0	0
Educator	-	-	-	-	-	-	-	-	-	-	2	2	0	0	0
Quality Assurance/ Outcome Management	1	1	0	0	0	2	2	0	0	0	5	6	1	0	1
Staff or General Duty	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other/Unknown	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL *	74	92	16	2	13	44	49	5	0	8	304	396	83	8	53

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

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Table 1-T: Position Growth, Net Replacements & Vacancies for Full-Time Advanced Practice Professional Nurses Between 2008 and 2018															
Position	South Central					Southeastern					East Central				
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
Administrator/Supervisor	3	4	1	0	1	2	2	0	0	0	-	-	-	-	-
Advanced Practice	53	65	11	3	9	44	52	7	0	7	61	82	18	1	11
Case Manager	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Charge/Lead Nurse	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Consultant/Researcher	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Educator	2	2	0	0	0	4	4	1	0	1	1	1	0	0	0
Quality Assurance/Outcome Management	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Staff or General Duty	8	10	2	0	1	6	8	1	0	1	5	6	1	0	1
Other/Unknown	3	4	1	0	1	4	4	1	0	1	5	7	2	0	1
TOTAL*	68	84	14	4	12	59	70	10	0	10	72	97	22	1	12

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

Cont.

QUESTIONS 2 & 3

What work force is necessary to meet Idaho's current and future nursing demand for each type of position?

Part-Time APPNs. While the number of APPNs working part time is only 126, Table 1-U shows the trends in positions are similar to those of full-time APPNs.

Table 1-U: Position Growth, Net Replacements & Vacancies for Part-Time Advanced Practice Professional Nurses Between 2008 and 2018

Position	Idaho				
	2008	2018	Total Growth	Vacancies	Total Net Replacements
Administrator/Supervisor	1	1	0	0	0
Advanced Practice	99	126	41	8	17
Case Manager	1	1	0	0	0
Charge/Lead Nurse	3	3	1	0	0
Consultant/Researcher	1	1	0	0	0
Educator	4	4	1	0	1
Quality Assurance/Outcome Management	-	-	-	-	-
Staff or General Duty	15	19	6	1	3
Other/Unknown	3	3	1	0	0
TOTAL*	126	160	53	10	22

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

See regional tables on next two pages.

Table 1-U: Position Growth, Net Replacements & Vacancies for Part-Time Advanced Practice Professional Nurses Between 2008 and 2018

Position	Northern					North Central					Southwestern				
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
Administrator/Supervisor	3	4	1	0	1	2	2	0	0	0	-	-	-	-	-
Advanced Practice	53	65	11	3	9	44	52	7	0	7	61	82	18	1	11
Case Manager	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Charge/Lead Nurse	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Consultant/Researcher	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Educator	2	2	0	0	0	4	4	1	0	1	1	1	0	0	0
Quality Assurance/Outcome Management	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Staff or General Duty	8	10	2	0	1	6	8	1	0	1	5	6	1	0	1
Other/Unknown	3	4	1	0	1	4	4	1	0	1	5	7	2	0	1
TOTAL*	68	84	14	4	12	59	70	10	0	10	72	97	22	1	12

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

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**Table 1-U: Position Growth, Net Replacements & Vacancies for Part-Time Advanced Practice Professional Nurses
Between 2008 and 2018**

Position	South Central					Southeastern					Northeastern				
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
Administrator/Supervisor	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Advanced Practice	10	12	4	0	2	11	13	3	1	2	10	14	5	1	2
Case Manager	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Charge/Lead Nurse	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Consultant/Researcher	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Educator	1	2	1	0	0	-	-	-	-	-	-	-	-	-	-
Quality Assurance/Outcome Management	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Staff or General Duty	3	3	1	0	0	-	-	-	-	-	4	6	2	0	1
Other/Unknown	-	-	-	-	-	1	2	0	0	0	-	-	-	-	-
TOTAL*	14	17	5	1	2	12	14	4	1	2	15	20	8	1	3

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

Cont.

QUESTIONS 2 & 3

What work force is necessary to meet Idaho's current and future nursing demand for each type of major clinical area?

D: MAJOR CLINICAL AREA BASED ON BOARD OF NURSING DEFINITIONS

A fifth way to address nursing work force needs focuses on major clinical areas. Using categorical breakouts from the state board's licensing databases and the Labor Department's 2008-2018 projections for nursing employment, a schematic was developed to determine the current and projected demand for Idaho nurses based on nine major clinical areas. Without trend data on changing or shifting levels of clinical area employment, a constant-share approach was used to determine 2018 projections. In the future, clinical area projections will improve with their incorporation in the projection calculations.

LICENSED VOCATIONAL AND LICENSED PRACTICAL NURSES

Full-Time LPNs. Table 1-V shows 37 percent of full-time LPNs in Idaho are employed in geriatrics, 16 percent in medical and surgical and another 17 percent are employed in some other or unknown clinical area. The remaining 28 percent can be found in community or public health, emergency, gynecologic/obstetrics, pediatric/neonatal, psychiatric/mental health or rehabilitative or restorative care.

Table 1-V: Major Clinical Area Growth, Net Replacements & Vacancies for Full-Time Licensed Professional and Licensed Vocational Nurses Between 2008 and 2018

Major Clinical Area	Idaho				
	2008	2018	Total Growth	Vacancies	Total Net Replacements
Community/Public Health	128	162	34	4	40
Emergency	39	49	10	1	12
Family Practice	73	92	20	2	23
Geriatric	844	1,070	227	26	264
Gynecologic/Obstetric	84	107	23	3	26
Hospice/Home Health	9	12	3	0	3
Medical/Surgical	373	474	100	11	117
Pediatric/Neonatal	129	163	35	4	40
Psychiatric/Mental Health	129	163	35	4	40
Rehab/Restorative	110	140	30	3	34
Other/Unknown	394	500	106	12	123
TOTAL*	2,311	2,932	622	71	723

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

See regional tables on next two pages.

Table 1-V: Major Clinical Area Growth, Net Replacements & Vacancies for Full-Time Licensed Professional and Licensed Vocational Nurses Between 2008 and 2018

Major Clinical Area	Northern					North Central					Southwestern				
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
Community/Public Health	22	27	5	3	7	7	8	1	-	2	49	64	15	1	15
Emergency	8	10	2	1	2	3	3	0	-	1	15	20	5	0	5
Family Practice	10	13	2	1	3	3	3	0	-	1	25	33	8	1	8
Geriatric	140	175	34	17	44	97	107	9	-	31	332	434	101	9	104
Gynecologic/Obstetric	9	11	2	1	3	6	6	1	-	2	33	43	10	1	10
Hospice/Home Health	-	-	-	-	-	1	2	0	-	0	6	8	2	0	2
Medical/Surgical	48	59	12	6	15	24	26	2	-	8	103	135	31	3	32
Pediatric/Neonatal	23	29	6	3	7	3	3	0	-	1	63	82	19	2	20
Psychiatric/Mental Health	13	16	3	2	4	7	8	1	-	2	53	69	16	1	16
Rehab/Restorative	13	16	3	2	4	4	5	0	-	1	65	85	20	2	20
Other/Unknown	40	50	10	5	13	18	20	2	-	6	191	250	58	5	60
TOTAL	325	405	79	40	103	172	191	16	-	55	934	1,222	284	26	292

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

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Table 1-V: Major Clinical Area Growth, Net Replacements & Vacancies for Full-Time Licensed Professional and Licensed Vocational Nurses Between 2008 and 2018

Major Clinical Area	South Central					Southeastern					Northeastern				
	2006	2016	Total Growth	Vacancies	Total Net Replacements	2006	2016	Total Growth	Vacancies	Total Net Replacements	2006	2016	Total Growth	Vacancies	Total Net Replacements
Community/ Public Health	12	15	3	0	4	19	23	4	-	6	17	23	6	-	5
Emergency	-	-	-	-	-	5	6	1	-	2	7	10	3	-	2
Family Practice	9	12	2	0	3	10	11	2	-	3	14	19	5	-	4
Geriatric	125	155	30	2	39	77	92	14	-	24	89	120	30	-	28
Gynecologic/ Obstetric	12	15	3	0	4	10	11	2	-	3	15	20	5	-	5
Hospice/Home Health	1	1	0	0	0	0	0	0	-	0	1	1	0	-	0
Medical/ Surgical	52	64	12	1	16	48	57	9	-	15	89	120	30	-	28
Pediatric/ Neonatal	12	15	3	0	4	9	10	2	-	3	21	29	7	-	7
Psychiatric/ Mental Health	12	15	3	0	4	30	35	5	-	9	10	13	3	-	3
Rehab/ Restorative	19	23	4	0	6	9	10	2	-	3	3	4	1	-	1
Other/ Unknown	47	58	11	1	15	39	47	7	-	12	59	80	20	-	19
TOTAL	300	372	71	5	95	255	303	47	-	79	325	438	111	-	103

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

Cont.

QUESTIONS 2 & 3

What work force is necessary to meet Idaho's current and future nursing demand for each type of major clinical area?

Part-Time LPNs. As with full-time LPNs, Table 1-W shows the majority of part-time LPNs are employed in either geriatrics or medical and surgical clinical areas. Emergency, hospice/home health and rehabilitative or restorative care employ the fewest part-time LPNs.

Table 1-W: Major Clinical Area Growth, Net Replacements & Vacancies for Part-Time Licensed Professional and Licensed Vocational Nurses Between 2008 and 2018

Major Clinical Area	Idaho				
	2008	2018	Total Growth	Current Vacancies	Total Net Replacements
Community/Public Health	42	54	11	3	13
Emergency	13	16	3	1	4
Family Practice	25	31	7	2	8
Geriatric	191	242	51	13	60
Gynecologic/Obstetric	34	43	9	2	11
Hospice/Home Health	6	7	2	0	2
Medical/Surgical	128	163	35	9	40
Pediatric/Neonatal	42	54	11	3	13
Psychiatric/Mental Health	27	34	7	2	8
Rehab/Restorative	19	24	5	1	6
Other/Unknown	87	111	23	6	27
TOTAL*	615	781	165	42	192

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

See regional tables on next two pages.

Table 1-W: Major Clinical Area Growth, Net Replacements & Vacancies for Part-Time Licensed Professional and Licensed Vocational Nurses Between 2008 and 2018

Major Clinical Area	Northern					North Central					Southwestern				
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
Community/ Public Health	4	5	1	0	1	5	6	0	-	2	16	21	5	1	5
Emergency	3	4	1	0	1	-	-	-	-	-	7	10	2	0	2
Family Practice	3	4	1	0	1	0	0	0	-	0	12	15	4	1	4
Geriatric	24	30	6	1	8	18	20	2	-	6	85	111	26	4	27
Gynecologic/ Obstetric	6	7	1	0	2	1	1	0	-	0	10	13	3	1	3
Hospice/Home Health	0	0	0	0	0	-	-	-	-	-	3	4	1	0	1
Medical/ Surgical	9	11	2	0	3	10	12	1	-	3	41	54	12	2	13
Pediatric/ Neonatal	7	9	2	0	2	-	-	-	-	-	23	31	7	1	7
Psychiatric/ Mental Health	7	9	2	0	2	4	4	0	-	1	6	8	2	0	2
Rehab/ Restorative	0	0	0	0	0	1	1	0	-	0	15	19	4	1	5
Other/ Unknown	24	30	6	1	8	5	6	0	-	2	31	40	9	2	10
TOTAL*	87	108	21	5	27	46	51	4	-	15	249	326	76	12	78

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

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Table 1-W: Major Clinical Area Growth, Net Replacements & Vacancies for Part-Time Licensed Professional and Licensed Vocational Nurses Between 2008 and 2018

Major Clinical Area	South Central					Southeastern					East Central				
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
Community/ Public Health	4	5	1	0	1	6	8	1	1	2	6	8	2	1	2
Emergency	1	1	0	0	0	2	2	0	0	0	1	1	0	0	0
Family Practice	3	4	1	0	1	2	2	0	0	0	6	8	2	1	2
Geriatric	34	42	8	0	11	20	24	4	3	6	14	19	5	2	4
Gynecologic/ Obstetric	5	6	1	0	2	6	8	1	1	2	4	5	1	1	1
Hospice/Home Health	2	3	0	0	1	-	-	-	-	-	1	1	0	0	0
Medical/ Surgical	15	19	4	0	5	18	22	3	2	6	27	36	9	5	9
Pediatric/ Neonatal	3	4	1	0	1	2	3	0	0	1	8	11	3	1	3
Psychiatric/ Mental Health	2	3	0	0	1	4	5	1	1	1	4	5	1	1	1
Rehab/ Restorative	1	1	0	0	0	1	1	0	0	0	3	4	1	0	1
Other/ Unknown	9	11	2	0	3	6	8	1	1	2	14	19	5	2	4
TOTAL*	80	99	19	1	25	68	81	13	9	21	86	117	29	15	27

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

Cont.

QUESTIONS 2 & 3

What work force is necessary to meet Idaho's current and future nursing demand for each type of major clinical area?

REGISTERED NURSES

Full-Time RNs. Table 1-X shows full-time RNs are projected to increase by almost 2,000 between 2008 and 2018. Fifty-seven percent of this increase is projected in medical or surgical and other unknown employment. Nearly 29 percent of full-time RNs work in some other unknown clinical area.

Table 1-X: Major Clinical Area Growth, Net Replacement & Vacancies of Full-Time Registered Nurses Between 2008 and 2018					
Major Clinical Area	Idaho				
	2008	2018	Total Growth	Vacancies	Total Net Replacements
Community/Public Health	335	426	90	8	59
Emergency	591	751	159	15	104
Family Practice	31	40	8	1	5
Geriatric	702	892	189	17	123
Gynecologic/Obstetric	518	658	140	13	91
Hospice/Home Health	43	54	12	1	7
Medical/Surgical	2,071	2,629	558	51	363
Pediatric/Neonatal	399	507	108	10	70
Psychiatric/Mental Health	303	385	82	7	53
Rehab/Restorative	161	204	43	4	28
Other/Unknown	2,058	2,612	555	50	360
TOTAL*	7,212	9,157	1,945	177	1,263

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

See regional tables on next two pages.

Table 1-X: Major Clinical Area Growth, Net Replacement & Vacancies of Full-Time Registered Nurses Between 2008 and 2018

Major Clinical Area	Northern					North Central					Southwestern				
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
Community/ Public Health	45	56	11	1	8	26	29	3	0	5	157	206	48	4	28
Emergency	64	79	15	1	11	42	46	5	0	7	279	365	86	8	49
Family Practice	6	8	1	0	1	3	4	0	0	1	12	16	4	0	2
Geriatric	99	122	24	2	17	73	81	9	0	13	301	394	93	8	53
Gynecologic/ Obstetric	44	54	10	1	8	33	36	4	0	6	254	332	78	7	44
Hospice/Home Health	11	13	3	0	2	1	1	0	0	0	22	29	7	1	4
Medical/ Surgical	253	315	61	5	44	151	168	18	1	26	952	1,244	293	25	167
Pediatric/ Neonatal	30	38	7	1	5	9	10	1	0	2	257	337	79	6	45
Psychiatric/ Mental Health	34	42	8	1	6	24	26	3	0	4	124	162	38	3	22
Rehab/ Restorative	20	24	5	0	3	6	7	1	0	1	88	115	27	2	15
Other/ Unknown	257	319	61	5	45	142	159	17	1	25	1,079	1,411	332	32	189
TOTAL*	862	1,070	206	16	151	510	569	62	2	89	3,526	4,609	1,085	98	618

* Totals may not add due to rounding.
Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing
licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

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Table 1-X: Major Clinical Area Growth, Net Replacement & Vacancies of Full-Time Registered Nurses Between 2008 and 2018

Major Clinical Area	South Central					Southeastern					East Central				
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
Community/ Public Health	32	40	8	2	6	43	50	8	0	7	32	42	11	0	5
Emergency	77	95	18	4	13	60	72	12	0	10	72	96	24	1	12
Family Practice	3	4	1	0	1	3	4	1	0	1	2	3	1	0	0
Geriatric	85	105	20	5	15	65	77	12	2	11	70	94	24	1	12
Gynecologic/ Obstetric	67	83	16	4	12	50	60	10	0	9	75	100	25	1	13
Hospice/Home Health	5	7	1	0	1	2	3	0	0	0	2	3	1	0	0
Medical/ Surgical	287	355	67	16	50	182	216	35	1	31	249	332	83	3	43
Pediatric/ Neonatal	30	37	7	2	5	30	36	6	0	5	47	63	16	1	8
Psychiatric/ Mental Health	26	32	6	1	4	65	77	12	2	11	35	46	12	0	6
Rehab/ Restorative	18	23	4	1	3	17	20	3	0	3	14	18	5	0	2
Other/ Unknown	160	197	37	9	28	166	196	32	1	28	242	323	81	3	42
TOTAL*	791	978	185	43	137	684	811	130	8	117	839	1,121	282	12	144

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

Cont.

QUESTIONS 2 & 3

What work force is necessary to meet Idaho's current and future nursing demand for each type of major clinical area?

Part-Time RNs. Medical or surgical employment of part-time RNs is projected to increase by 182 by 2018. As with full-time RNs, a large ratio of part-time RNs, nearly 26 percent, work in some other or unknown clinical area.

Table 1-Y: Major Clinical Area Growth, Net Replacement & Vacancies of Part-Time Registered Nurses Between 2008 and 2018

Major Clinical Area	Idaho				
	2008	2018	Total Growth	Vacancies	Total Net Replacements
Community/Public Health	122	155	33	6	21
Emergency	187	237	50	9	33
Family Practice	17	22	5	1	3
Geriatric	195	247	52	9	34
Gynecologic/Obstetric	341	433	92	17	60
Hospice/Home Health	13	16	3	1	2
Medical/Surgical	674	855	182	33	118
Pediatric/Neonatal	196	249	53	10	34
Psychiatric/Mental Health	71	90	19	3	12
Rehab/Restorative	73	93	20	4	13
Other/Unknown	655	832	177	32	115
TOTAL*	2,544	3,230	686	124	446

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

See regional tables on next two pages.

Table 1-Y: Major Clinical Area Growth, Net Replacements & Vacancies for Part-Time Registered Nurses Between 2008 and 2018

Major Clinical Area	Northern					North Central					Southwestern				
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
Community/ Public Health	16	20	4	1	3	10	11	1	1	2	55	72	17	3	10
Emergency	30	37	7	1	5	10	12	1	1	2	74	96	23	4	13
Family Practice	1	2	0	0	0	2	2	0	0	0	7	9	2	0	1
Geriatric	23	28	5	1	4	26	29	3	3	5	83	108	25	4	14
Gynecologic/ Obstetric	31	39	8	1	6	26	29	3	3	5	157	206	48	8	28
Hospice/Home Health	1	2	0	0	0	1	1	0	0	0	7	9	2	0	1
Medical/ Surgical	90	111	21	3	16	27	30	3	3	5	323	422	99	17	57
Pediatric/ Neonatal	12	15	3	0	2	10	11	1	1	2	123	161	38	6	22
Psychiatric/ Mental Health	11	14	3	0	2	11	13	1	1	2	26	33	8	1	4
Rehab/ Restorative	6	7	1	0	1	4	5	1	0	1	48	63	15	2	8
Other/ Unknown	82	102	20	3	14	54	60	6	6	9	342	447	105	17	60
TOTAL*	304	378	73	10	53	180	201	22	19	31	1,244	1,626	383	62	218

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

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Table 1-Y: Major Clinical Area Growth, Net Replacements & Vacancies for Part-Time Registered Nurses Between 2008 and 2018

Major Clinical Area	South Central					Southeastern					East Central				
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
Community/ Public Health	8	10	2	0	1	20	23	4	1	3	15	19	5	1	3
Emergency	19	24	5	0	3	22	26	4	1	4	27	36	9	2	5
Family Practice	3	4	1	0	1	4	4	1	0	1	2	2	1	0	0
Geriatric	24	30	6	1	4	22	26	4	1	4	18	24	6	1	3
Gynecologic/ Obstetric	42	52	10	1	7	26	31	5	1	4	57	76	19	3	10
Hospice/Home Health	-	-	-	-	-	-	-	-	-	-	3	4	1	0	1
Medical/ Surgical	89	109	21	2	15	73	86	14	3	12	74	99	25	4	13
Pediatric/ Neonatal	8	45	2	0	1	11	13	2	0	2	35	46	12	2	6
Psychiatric/ Mental Health	4	5	1	0	1	11	13	2	0	2	7	9	2	0	1
Rehab/ Restorative	9	11	2	0	2	4	4	1	0	1	5	6	2	0	1
Other/ Unknown	74	92	17	2	13	49	58	9	2	8	55	74	19	3	9
TOTAL*	279	380	65	6	48	241	286	46	8	41	296	395	99	18	51

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

Cont.

QUESTIONS 2 & 3

What work force is necessary to meet Idaho's current and future nursing demand for each type of major clinical area?

ADVANCED PRACTICE PROFESSIONAL NURSES

Full-Time APPNs. Table 1-Z shows a very high number of full-time APPNs, 46 percent, work in some other or unknown clinical area. Full-time APPNs working in medical or surgical clinical areas are projected to increase by 23 between 2008 and 2018. The least growth for APPNs is projected in hospice or home health and rehabilitation or restorative clinical areas.

Table 1-Z: Major Clinical Areas Growth, Net Replacements & Vacancies for Full-Time Advanced Practice Professional Nurses Between 2008 and 2018

Major Clinical Area	Idaho				
	2008	2018	Total Growth	Vacancies	Total Net Replacements
Community/Public Health	18	23	4	0	3
Emergency	13	17	3	0	2
Family Practice	85	108	20	2	15
Geriatric	10	13	2	0	2
Gynecologic/Obstetric	54	68	13	1	9
Hospice/Home Health	3	4	1	0	0
Medical/Surgical	97	123	23	2	17
Pediatric/Neonatal	16	20	4	0	3
Psychiatric/Mental Health	35	44	8	1	6
Rehab/Restorative	3	4	1	0	0
Other/Unknown	289	367	69	7	51
TOTAL*	622	790	149	15	109

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

See regional tables on next two pages.

Table 1-2: Major Clinical Areas Growth, Net Replacements & Vacancies for Full-Time Advanced Practice Professional Nurses Between 2008 and 2018

Major Clinical Area	Northern					North Central					Southwestern				
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
Community/Public Health	3	3	1	0	0	3	3	0	0	0	10	13	3	0	2
Emergency	-	-	-	-	-	1	1	0	0	0	5	6	1	0	1
Family Practice	7	8	1	0	1	7	7	1	0	1	37	48	10	1	6
Geriatric	3	4	1	0	1	0	0	0	-	-	4	5	1	0	1
Gynecologic/Obstetric	8	10	2	0	1	2	2	0	0	0	19	25	5	1	3
Hospice/Home Health	1	1	0	0	0	0	0	0	-	-	2	2	0	0	0
Medical/Surgical	13	17	3	0	2	12	14	1	0	2	42	54	11	1	7
Pediatric/Neonatal	4	5	1	0	1	0	0	0	-	-	10	13	3	0	2
Psychiatric/Mental Health	3	3	1	0	0	1	1	0	0	0	26	34	7	1	5
Rehab/Restorative	-	-	-	-	-	1	1	0	0	0	-	-	-	-	-
Other/Unknown	33	40	7	1	6	18	20	2	0	3	151	197	41	4	26
TOTAL*	74	92	16	1	13	44	49	5	0	8	304	398	83	8	53

* Totals may not add due to rounding.
Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

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Table 1-Z: Major Clinical Areas Growth, Net Replacements & Vacancies for Full-Time Advanced Practice Professional Nurses Between 2008 and 2018

Major Clinical Area	South Central					Southeastern					East Central				
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
Community/ Public Health	-	-	-	-	-	2	2	0	0	0	-	-	-	-	-
Emergency	2	2	0	0	0	5	5	1	0	1	2	2	1	0	0
Family Practice	22	27	5	1	4	11	13	2	0	2	7	10	2	0	1
Geriatric	3	4	1	0	1	1	1	0	0	0	-	-	-	-	-
Gynecologic/ Obstetric	9	12	2	0	2	5	6	1	0	1	11	15	3	0	2
Hospice/Home Health	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical/ Surgical	5	6	1	0	1	10	12	2	0	2	13	17	4	0	2
Pediatric/ Neonatal	2	2	0	0	0	-	-	-	-	-	-	-	-	-	-
Psychiatric/ Mental Health	2	2	0	0	0	1	1	0	0	0	2	2	1	0	0
Rehab/ Restorative	-	-	-	-	-	-	-	-	-	-	2	2	1	0	0
Other/ Unknown	25	31	5	1	4	25	29	4	0	4	36	48	11	0	6
TOTAL*	68	84	14	4	12	59	70	10	0	10	72	97	22	1	12

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

Cont.

QUESTIONS 2 & 3

What work force is necessary to meet Idaho's current and future nursing demand for each type of major clinical area?

Part-Time APPNs. Keeping with the trend in full-time employment of APPNs, Table 1-AA shows most part-time APPNs work in some other or unknown clinical area. Most of the major clinical areas employ fewer than 10 part-time APPNs with the exception of family practice, gynecology/obstetric and medical/surgical.

Table 1-AA: Major Clinical Areas Growth, Net Replacements & Vacancies for Part-Time Advanced Practice Professional Nurses Between 2008 and 2018					
Major Clinical Area	Idaho				
	2008	2018	Total Growth	Vacancies	Total Net Replacements
Community/Public Health	6	8	3	1	1
Emergency	4	4	1	0	1
Family Practice	15	19	6	1	3
Geriatric	2	2	1	0	0
Gynecologic/Obstetric	19	24	8	2	3
Hospice/Home Health	-	-	-	-	-
Medical/Surgical	16	20	7	1	3
Pediatric/Neonatal	8	10	3	1	1
Psychiatric/Mental Health	7	9	3	1	1
Rehab/Restorative	1	1	0	0	0
Other/Unknown	49	62	20	4	9
TOTAL*	126	160	53	10	22

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

See regional tables on next two pages.

Table 1-AA: Major Clinical Areas Growth, Net Replacements & Vacancies for Part-Time Advanced Practice Professional Nurses Between 2008 and 2018

Major Clinical Area	Northern					North Central					Southwestern				
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
Community/ Public Health	1	1	0	0	0	1	1	0	0	0	2	3	1	0	0
Emergency	-	-	-	-	-	-	-	-	-	-	2	3	1	0	0
Family Practice	3	3	1	0	0	2	2	0	0	0	7	9	3	1	1
Geriatric	-	-	-	-	-	1	1	0	0	0	-	-	-	-	-
Gynecologic/ Obstetric	3	4	1	0	1	1	1	0	0	0	8	10	4	1	1
Hospice/Home Health	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical/ Surgical	2	2	1	0	0	2	2	0	0	0	5	6	2	0	1
Pediatric/ Neonatal	1	1	0	0	0	-	-	-	-	-	7	9	3	1	1
Psychiatric/ Mental Health	1	1	0	0	0	1	1	0	0	0	3	4	1	0	1
Rehab/ Restorative	-	-	-	-	-	-	-	-	-	-	1	1	0	0	0
Other/ Unknown	7	8	2	0	1	2	2	0	-	0	27	36	13	2	5
TOTAL*	15	19	6	1	3	9	10	2	1	2	61	80	29	5	11

* Totals may not add due to rounding.
Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

Table continued on next page.

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Table 1-AA: Major Clinical Areas Growth, Net Replacements & Vacancies for Part-Time Advanced Practice Professional Nurses Between 2008 and 2018															
Major Clinical Area	South Central					Southeastern					East Central				
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
Community/ Public Health	-	-	-	-	-	1	2	0	0	0	2	3	1	0	0
Emergency	-	-	-	-	-	1	2	0	0	0	1	1	1	0	0
Family Practice	1	2	1	0	0	1	2	0	0	0	-	-	-	-	-
Geriatric	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Gynecologic/ Obstetric	1	2	1	0	0	1	2	0	0	0	3	4	2	0	1
Hospice/Home Health	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical/ Surgical	1	2	1	0	0	3	3	1	0	0	4	6	2	0	1
Pediatric/ Neonatal	1	2	1	0	0	-	-	-	-	-	-	-	-	-	-
Psychiatric/ Mental Health	3	3	1	0	0	1	2	0	0	0	-	-	-	-	-
Rehab/ Restorative	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other/ Unknown	6	7	2	0	1	3	3	1	0	0	4	6	2	0	1
TOTAL*	14	17	5	1	2	12	14	4	1	2	15	20	8	1	3

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

Cont.

QUESTIONS 2 & 3

What work force is necessary to meet Idaho's current and future nursing demand for each licensure level?

E: LICENSURE LEVEL BASED ON BOARD OF NURSING DATABASE

A sixth way to look at demand for nurses, and perhaps the simplest, involves licensure — whether a nurse can be considered an LPN, RN or APPN. According to the state board and the Labor Department's 2008-2018 projections, Table 1-BB shows that 73 percent of all nurses in Idaho are RNs, 22 percent are LPNs and 5 percent are APPNs. Based on these ratios, in 2018 Idaho can expect to employ 3,713 LPNs, 12,387 RNs and 950 APPNs.

Table 1-BB: Licensure Growth, Net Replacement & Vacancies of Idaho Nurses Between 2008 and 2018					
Licensure	Idaho				
	2008	2018	Total Growth	Current Vacancies	Total Net Replacements
LPN	2,926	3,713	787	113	915
RN	9,756	12,387	2,631	300	1,709
APPN	748	950	202	25	131
TOTAL*	13,430	17,050	3,620	438	2,755

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

See regional tables on next page.

Table 1-BB: Licensure Growth, Net Replacement & Vacancies of Idaho Nurses Between 2008 and 2018

Table 1-BB: Licensure Growth, Net Replacement & Vacancies of Idaho Nurses Between 2008 and 2018															
Licensure	Northern					North Central					Southwestern				
	2008	2018	Total Growth	Vacan- cies	Total Net Replace- ments	2008	2018	Total Growth	Vacan- cies	Total Net Replace- ments	2008	2018	Total Growth	Vacan- cies	Total Net Replace- ments
LPN	412	513	100	45	130	218	242	20	-	70	1,183	1,548	360	38	370
RN	1,167	1,448	279	26	204	690	769	84	21	121	4,770	6,235	1,468	160	836
APPN	89	111	21	2	16	53	59	6	2	9	366	478	112	13	64
TOTAL*	1,668	2,072	400	74	350	961	1,070	110	23	200	6,319	8,261	1,940	211	1,270
Licensure	South Central					Southeastern					East Central				
	2008	2018	Total Growth	Vacan- cies	Total Net Replace- ments	2008	2018	Total Growth	Vacan- cies	Total Net Replace- ments	2008	2018	Total Growth	Vacan- cies	Total Net Replace- ments
LPN	380	471	90	6	120	323	384	60	9	100	411	555	140	15	130
RN	1,070	1,323	251	49	186	925	1,097	176	14	158	1,135	1,516	381	30	195
APPN	82	101	19	4	14	71	84	14	1	12	87	116	29	2	8
TOTAL*	1,532	1,895	360	59	320	1,319	1,565	250	24	270	1,633	2,187	550	47	333

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

Cont.

QUESTIONS 2 & 3

What work force is necessary to meet Idaho's current and future nursing demand for each type of credential?

F: CREDENTIALS BASED ON BOARD OF NURSING DATABASE

A final way to assess demand for nurses looks at the credentials associated with APPNs. According to the state board's licensing database and the state Labor Department's 2008-2018 projections, Idaho currently employs 28 certified nurse midwives, 32 clinical nurse specialists, 441 nurse practitioners and 247 nurse anesthetists. In total this group is projected to increase by 202 through 2018 with most of the growth in nurse practitioners.

Table 1-CC: Credential Growth, Net Replacement & Vacancies of Idaho Advanced Practice Professional Nurses Between 2008 and 2018					
Credential	Idaho				
	2008	2018	Total Growth	Vacancies	Total Net Replacements
Certified Nurse Midwife	28	35	7	1	5
Clinical Nurse Specialist	32	41	9	1	6
Nurse Practitioner	441	560	119	15	77
Registered Nurse Anesthetist	247	314	67	8	43
TOTAL*	748	950	202	25	131

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

See regional tables on next page.

Table 1-CC: Credential Growth, Net Replacement & Vacancies of Idaho Advanced Practice Professional Nurses Between 2008 and 2018

Credential	Northern					North Central					Southwestern				
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
Certified Nurse Midwife	4	5	1	0	1	1	1	0	0	0	9	12	3	0	2
Clinical Nurse Specialist	2	3	1	0	0	2	2	0	0	0	18	24	6	1	3
Nurse Practitioner	55	68	13	1	10	29	32	4	1	5	219	287	67	8	38
Registered Nurse	28	35	7	1	5	21	24	3	1	4	119	156	37	4	21
Anesthetist															
TOTAL*	89	111	21	2	16	53	59	6	2	9	366	478	112	13	64

Credential	South Central					Southeastern					East Central				
	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements	2008	2018	Total Growth	Vacancies	Total Net Replacements
Certified Nurse Midwife	8	9	2	0	1	2	2	0	0	0	5	7	2	0	1
Clinical Nurse Specialist	3	4	1	0	1	8	9	1	0	1	-	-	-	-	-
Nurse Practitioner	53	66	12	3	9	43	51	8	1	7	43	57	14	1	-
Registered Nurse	18	23	4	1	3	18	22	3	0	3	38	51	13	1	7
Anesthetist															
TOTAL*	82	101	19	4	14	71	84	14	1	12	87	116	29	2	8

* Totals may not add due to rounding.
Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases and Idaho Department of Labor Job Vacancy Survey, Spring 2010.

QUESTION 4

*What trends
impact future work
force needs?*

CURRENT WORK FORCE TRENDS

Tables 1-DD through Table 1-JJ, based on information found in the state board's licensing databases, show the demographic makeup of nurses working in Idaho in 2010. Just over three in five LPNs were age 45 or older. Nearly 86 percent of LPNs were Caucasian while the U.S. Census Bureau¹ reports a similar statewide population breakdown at 84.5 percent Caucasian.

Table 1-DD: 2010 Demographics of LPNs Working in Idaho							
Age Group	African American	American Indian/Alaskan Native	Asian/Pacific Islander	Caucasian	Hispanic	Multi-racial	Other/Unknown
18 to 24	-	-	2	36	1	-	2
25 to 34	1	1	-	403	28	2	31
35 to 44	5	14	6	506	31	5	54
45 to 54	3	13	13	670	32	5	52
55 to 64	-	12	9	690	21	4	49
Over 65	-	4	2	202	3	1	9

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases.

¹U.S. Census Bureau, State and County QuickFacts, Idaho. <http://quickfacts.census.gov/qfd/states/16000.html>

Cont.

QUESTION 4

*What trends
impact future work
force needs?*

Among RNs, nearly 59 percent were 45 and older, lower than the same statistic for LPNs at almost 62 percent. The percentage of Caucasian nurses, 88 percent, was only slightly higher than the 84.5 percent of the population statewide reported by the U.S. Census Bureau¹ as “white persons, not Hispanic.”

Table 1-EE: 2010 Demographics of RNs Working in Idaho

Age Group	African American	American Indian/ Alaskan Native	Asian/ Pacific Islander	Caucasian	Hispanic	Multi-racial	Other/ Unknown
18 to 24	-	-	1	75	-	-	6
25 to 34	9	6	13	1,592	45	15	113
35 to 44	18	15	54	1,828	49	15	151
45 to 54	22	15	27	2,397	35	14	221
55 to 64	10	17	13	2,303	24	14	190
Over 65	2	2	2	409	4	2	25
Unknown	-	-	-	-	-	-	-

Sixty-eight percent of APPNs were age 45 and older, making them on average the oldest group of nurses in Idaho. In fact, 274 APPNs, or 58 percent, are age 55 or over. Slightly more than 89 percent of APPNs were Caucasian.

Table 1-FF: 2010 Demographics of APPNs Working in Idaho

Age Group	African American	American Indian/ Alaskan Native	Asian/ Pacific Islander	Caucasian	Hispanic	Multi-racial	Other/ Unknown
18 to 24	-	-	-	-	-	-	-
25 to 34	-	-	1	44	-	1	6
35 to 44	-	-	2	172	2	1	11
45 to 54	-	2	-	211	2	-	20
55 to 64	-	-	-	205	2	1	24
Over 65	-	2	1	37	-	-	2
Unknown	-	-	-	-	-	-	1

Source: Idaho Department of Labor 2008-2018 Projections and Idaho Board of Nursing licensure databases.

¹U.S. Census Bureau, State and County QuickFacts, Idaho. <http://quickfacts.census.gov/qfd/states/16000.html>

Cont.

QUESTION 4 FUTURE WORK FORCE TRENDS

*What trends
impact future work
force needs?*

There are several factors that can impact the future nursing work force in Idaho. Table 1-GG shows the aging population. Based on projections from Economic Modeling Specialists Inc., individuals 65 to 69 are projected to increase by 51 percent between 2008 and 2018, and an even greater increase of 62 percent is projected for the those 70 to 74. The aging population will undoubtedly increase the demand for nurses both from a need-for-care perspective and from a need to replace retiring nurses.

Table 1-GG: Idaho—Age Breakdown						
Age	2008 Population	2018 Population	Change	% Change	2008 % of Total	2018 % of Total
Under 5 years	123,751	134,026	10,275	8%	8.10%	7.93%
5 to 9 years	114,519	132,770	18,251	16%	7.50%	7.85%
10 to 14 years	109,467	127,413	17,946	16%	7.17%	7.54%
15 to 19 years	115,347	116,938	1,591	1%	7.55%	6.92%
20 to 24 years	113,813	108,836	-4,977	-4%	7.45%	6.44%
25 to 29 years	110,906	109,147	-1,759	-2%	7.26%	6.46%
30 to 34 years	95,328	113,666	18,338	19%	6.24%	6.72%
35 to 39 years	97,020	111,547	14,527	15%	6.35%	6.60%
40 to 44 years	94,390	101,235	6,845	7%	6.18%	5.99%
45 to 49 years	103,974	93,287	-10,687	-10%	6.81%	5.52%
50 to 54 years	101,539	92,785	-8,754	-9%	6.65%	5.49%
55 to 59 years	91,158	98,664	7,506	8%	5.97%	5.84%
60 to 64 years	74,521	96,390	21,869	29%	4.88%	5.70%
65 to 69 years	55,785	84,042	28,257	51%	3.65%	4.97%
70 to 74 years	41,763	67,724	25,961	62%	2.73%	4.01%
75 to 79 years	33,593	45,287	11,694	35%	2.20%	2.68%
80 to 84 years	26,100	29,100	3,000	11%	1.71%	1.72%
85 years and over	24,531	27,829	3,298	13%	1.61%	1.65%
TOTAL	1,527,504	1,690,686	163,182	11%	100%	100%

Source: EMSI Complete Employment - 2nd Quarter 2010.

Cont.

QUESTION 4

*What trends
impact future work
force needs?*

Another factor is Idaho's changing demographics. White non-Hispanics are projected to maintain their dominance in the population, but their percentage will decline slightly as minority groups grow. Table 1-HH shows that between 2008 and 2018 non-white Hispanics are projected to grow by 37 percent, and white Hispanics are projected to increase by 24 percent. In addition, the black, or African-American, population is projected to increase by 35 percent. While these groups are projected to only see minor increases in their percentages of the total population, this increase in ethnic diversification may encourage different approaches to nursing recruitment and retention.

Table 1-HH: Idaho – Race/Ethnicity Breakdown

Race/Ethnicity	2008 Population	2018 Population	Change	% Change	2008 % of Total	2018 % of Total
White, Non-Hispanic	1,296,542	1,403,525	106,983	8%	84.88%	83.02%
White Hispanic	147,413	183,475	36,062	24%	9.65%	10.85%
Non-White Hispanic	8,937	12,210	3,273	37%	0.59%	0.72%
Black or African-American	11,235	15,130	3,895	35%	0.74%	0.89%
American Indian or Alaska Native	19,377	21,868	2,491	13%	1.27%	1.29%
Asian	17,004	20,745	3,741	22%	1.11%	1.23%
Native Hawaiian and other Pacific Islander	1,807	2,171	364	20%	0.12%	0.13%
Two or More Races	25,187	31,561	6,374	25%	1.65%	1.87%
TOTAL	1,527,504	1,690,686	163,182	11%	100%	100%

Source: EMSI Complete Employment - 2nd Quarter 2010.

Cont.

QUESTION 4

*What trends
impact future work
force needs?*

Gender is another demographic factor that may affect the nursing work force. There are many chronic diseases that affect males and females in different ratios, and therefore a dramatic shift in the percentage of males versus females in the population might cause an additional increase in the number of nurses needed above and beyond the number needed to account for a general population increase. But based on projections from EMSI, as shown in Table 1-JJ, there will only be a slight shift in the percentage of males versus females so it does not seem that gender will increase the number of nurses Idaho needs.

Table 1-JJ: Idaho – Gender Breakdown						
Race/Ethnicity	2008 Population	2018 Population	Change	% Change	2008 % of Total	2018 % of Total
Males	766,580	876,064	109,484	14%	50.31%	50.48%
Females	757,236	859,570	102,334	14%	49.69%	49.52%
TOTAL	1,523,816	1,735,633	211,817	14%	100%	100%

Source: EMSI Complete Employment - 2nd Quarter 2010.

Identifying areas of future major population growth can help determine where increased demand for nurses will most likely occur. Statewide, Idaho's population is projected to grow faster than the nation. Table 1-KK shows much of that growth is projected for the Boise metropolitan area, which is expected to experience a 13 percent increase over the next 10 years. In addition, northern, south central and northeastern Idaho are also expected to have growth rates higher than the 6 percent national forecast. The lowest amounts of population change, both total and as percentage growth, are in north central and southeastern Idaho.

Table 1-KK: Population Growth by Region				
Area	2008 Population	2018 Population	Change	% Change
Northern	211,678	234,558	22,880	11%
North Central	103,845	107,861	4,016	4%
Southwestern	673,413	762,317	88,904	13%
South Central	177,381	190,526	13,145	7%
Southeastern	162,352	170,893	8,541	5%
Northeastern	198,835	224,530	25,695	13%
State	1,527,504	1,690,686	163,182	11%
Nation	304,374,846	322,778,331	18,403,485	6%

Source: EMSI Complete Employment - 2nd Quarter 2010.

Cont.

QUESTION 4

*What trends
impact future work
force needs?*

The final demographic factor that may influence Idaho's nursing work force is education. Over the next decade the number of Idaho residents age 25 and older with bachelor's degrees or higher is expected to grow by 20 percent as shown in Table 1-II. This projected increase bodes well for the state in terms of the applicant pool for nursing education, but it also suggests the likelihood of a natural increase of nurses in the population.

Table 1-LL Educational Levels of Idaho Population Aged 25 and Older

Demographic	2008 Population Aged ≥ 25	2018 Population Aged ≥ 25	Change	% Change
Less Than 9th Grade	49,731	45,612	-4,119	-8.0%
9 th Grade to 12th Grade	77,518	59,329	-18,189	-23.0%
High School Diploma	281,021	356,495	75,474	27.0%
Some College	249,264	248,158	-1,106	0.0%
Associate Degree	80,493	106,159	25,666	32.0%
Bachelor's Degree	147,028	179,513	32,485	22.0%
Graduate Degree and Higher	65,553	75,438	9,885	15.0%
TOTAL	950,607	1,070,704	120,097	13.0%

Source: EMSI Complete Employment - 2nd Quarter 2010.

To gauge the impact of changing demographics on Idaho's nursing work force, it is important to look at not only statewide trends but also regional trends. Appendix A starting on page A-1 contains demographic information for each region in Idaho based on age, ethnicity, gender and education levels.

QUESTION 5

How many faculty members are needed in the future to account for growth and for replacement?

CURRENT WORK FORCE TRENDS

According to the 2010 Survey of Idaho Nursing Programs, Idaho currently employs 242 nursing faculty with nearly 72 percent full time. By 2018 the state will need 55 additional nursing faculty. Idaho will also need to fill another 40 faculty positions due to retirements, returns to clinical practice, relocations to other states or other reasons. Table 1-MM below presents the employment outlook for nursing faculty between 2008 and 2018.

Table 1-MM: Nursing Faculty Employment Outlook

Nursing Faculty Positions	2008	2018	Total Openings due to Growth	Total Openings due to Net Replacement	Total Openings due to Growth and Net Replacement
Full Time	174	214	40	29	72
Part Time	60	73	14	10	25
Adjunct	8	10	2	1	3
TOTAL*	242	297	55	40	100

* Totals may not add due to rounding.

Source: Idaho Department of Labor 2008-2018 Projections, 2010 Idaho Board of Nursing Annual Report.

QUESTION 5A:

How many LPNs, RNs and APPNs are needed to accommodate future growth?

Table 1-NN presents the employment outlook of Idaho nurses by licensure level. Between 2008 and 2018 nursing employment is projected to grow by 787 LPNs, 2,631 RNs and 202 APPNs. The state will also need to fill 915 LPN positions, 1,709 RN positions and 131 APPN positions due to retirements, relocation or some other reason.

Table 1-NN: Nursing Growth and Replacement Rates

Licensure	2008	2018	Total Openings due to Growth	Total Openings due to Net Replacement	Total Openings due to Growth and Net Replacement
LPN	2,926	3,713	787	915	1,702
RN	9,756	12,387	2,631	1,709	4,340
APPN	748	950	202	131	333

Source: Idaho Department of Labor 2008-2018 Projections, Idaho Board of Nursing licensure databases.

QUESTION 5B:

How many LPNs, RNs and APPNs are needed to accommodate future replacement?

QUESTION 6

What factors determine where new graduates seek work? Find work?

Time constraints made it unfeasible to survey new graduates on the factors influencing where they seek and find work. In the future, if time and funding permits a survey of new graduates should be conducted to obtain anecdotal information.

This year, however, data from the Idaho Department of Labor's unemployment insurance wage files and data from the Idaho Board of Nursing's licensing database were used to determine where new graduates are working. If the graduate has Idaho reported wages, the region of employment and the industry of employment can be determined. Because the unemployment insurance files capture industry employment rather than occupational employment, it cannot be definitively determined whether the graduate is actually working in Idaho as a nurse.

The following is a list of the industry subsectors that new nursing graduates, both RNs and LPNs, were working in six months after graduation. This list only includes industries that are known to employ nurses.

- Administration of Human Resource Programs
- Administrative and Support Services
- Ambulatory Health Care Services
- Computer and Electronic Product Manufacturing
- Educational Services
- Executive, Legislative and Other General Government Support
- Health and Personal Care Stores
- Hospitals
- Justice, Public Order and Safety Activities
- Nursing and Residential Care Facilities
- Private Households
- Professional, Scientific and Technical Services
- Social Assistance
- Wholesale Trade, Durable Goods



January 2011

Idaho Nursing Overview

Section 2
Education Capacity

QUESTION 1

How many seats are currently available in each program offered at BYU-I, NNU, CSI, BSU, ISU, EITC and LCSC?

Two approaches exist to address this question. One is to look solely at new admissions, and the other is to look at the combination of new admissions and continuing students.

Table 2-A reflects the number of seats for all new nursing students in the 2009-2010 academic year. The 12 institutions admitted 307 students for licensed practical nursing programs and 1,099 for registered nursing programs – both associate and bachelor's programs – and 87 students to master's degree programs for a total of 1,493 students. This approach does not accurately portray the total capacity for nursing students in Idaho since it fails to address capacity for continuing students.

Table 2-A: Newly Admitted Nursing Students for Academic Year 2009-2010										
Institution	LPN	AS RN	BS RN	MSN			MSN APPN			TOTAL
				Pop. Nursing	NE	NL	CNL	FNP	CNS	
BSU	-	-	140	10	-	-	-	-	-	150
BYUI	-	126	164	-	-	-	-	-	-	290
CARRINGTON	90	51	-	-	-	-	-	-	-	141
CSI	60	100	-	-	-	-	-	-	-	160
CWI	40	30	-	-	-	-	-	-	-	70
EITC	45	20	-	-	-	-	-	-	-	65
ISU	40	33	122	-	9	4	1	45	6	260
ITT	-	86	-	-	-	-	-	-	-	86
LCSC	6	-	95	-	-	-	-	-	-	101
NIC	26	80	-	-	-	-	-	-	-	106
NNU	-	-	43	-	12	-	-	-	-	55
SH	-	-	9	-	-	-	-	-	-	9
TOTAL	307	526	573	10	21	4	1	45	6	1,493

Note: Complete program titles are listed in Appendix C.

Source: Idaho Board of Nursing Annual Report, September 2010.

Cont.

QUESTION 1

How many seats are currently available in each program offered at BYU-I, NNU, CSI, BSU, ISU, EITC and LCSC?

Total capacity of each program is preferably measured by using “seats” to refer to newly admitted students plus continuing students. Table 2-B represents the current seat capacity for full-time and part-time students and the capacity for each degree classification offered in the state. Idaho currently has seats for 358 licensed practical nurses, 1,145 Associate of Science in Nursing degrees, 1,555 Bachelor of Science in Nursing degrees, 205 Master of Science in Nursing degrees and 94 degrees for advanced practice professional nurse licensure. Overall, programs have increased the total capacity in Idaho by approximately 750 since 2008. Two years ago, the capacity was 2,602. The actual number of enrolled students increased to fill that capacity. The current difference between enrollments and capacity is partially due to new programs that are still working to fill to capacity, retention once students are enrolled and programs that have recently added multiple start dates each year.

Table 2-B: Enrollment of Continuing and Newly Admitted Students and Current Program Capacity by Institution

Institution	Current Students	LPN Capacity	AS RN Capacity	BS RN Capacity	MSN Capacity	MSN APPN Capacity
Boise State University	344	-	-	420	60	
Brigham Young University-Idaho	445	-	252	360	-	-
Carrington College	148	90	60	-	-	
College of Southern Idaho	251	60	240	-	-	-
College of Western Idaho	96	0*	96	-	-	-
Eastern Idaho Technical College	102	122	62	-	-	-
Idaho State University	584	-	-	345	115	94
ISU-College of Technology	88	50	35	-	-	-
ITT Technical Institute	202	-	240	-	-	-
Lewis-Clark State College	232	16	-	220	-	
North Idaho College	137	20	160	-	-	-
Northwest Nazarene University	177	-	-	160	30	
Stevens-Henager College	9	-	-	50		-
Total	2,815	358	1,145	1,555	205	94

* As of fall, 2010 College of Western Idaho is no longer admitting LPN students and plans to discontinue the program after current students complete.

Source: Idaho Board of Nursing Annual Report, September 2010.

QUESTION 2

What is the number of potential nursing students denied admission to nursing programs due to lack of space?

Idaho's nursing program directors reported 945 potential and qualified students were denied admission to an Idaho nursing program in 2009-2010. North Idaho College, Boise State University, Brigham Young University-Idaho and the College of Western Idaho together turned away 85 percent of those students.

Table 2-C: Idaho Nursing School Admission Denials School Year 2009-2010

Institution	LPN	AS RN	BS RN	TOTAL
Boise State University	-	-	112	112
Brigham Young University-Idaho	-	324	14	338
Carrington College	0	0	-	0
College of Southern Idaho	*	*	-	*
College of Western Idaho	70	170	-	240
Eastern Idaho Technical College	38	0	-	38
Idaho State University	26	0	38	64
ISU-College of Technology (LPN)		-	-	0
ITT Technical Institute	-	-	-	0
Lewis-Clark State College	-	-	-	0
North Idaho College	21	120	-	141
Northwest Nazarene University	-	-	12	12
Stevens-Henager College	-	-	new	-
Total	155	614	176	945

* CSI places qualified applicants on a waiting list rather than denying them.
Source: Idaho Board of Nursing Annual Report, September 2010.

QUESTION 3A

What is the current capacity potential for nursing programs?

Program capacity is highest for those students wishing to pursue a baccalaureate degree in nursing with 1,555 spaces available at six institutions. Significantly less capacity exists to produce nurses with master's degrees or higher. Three institutions now have master's programs with the addition of one more program in 2009, and total space is limited to 205 students. Only one institution offers APPN programs for 94 students.

Table 2-D: Total Number of Current Students and Current Program Capacity by Institution

Institution	Current Students	LPN Capacity	AS RN Capacity	BS RN Capacity	MSN Capacity	MSN APPN Capacity
Boise State University	344	-	-	420	60	-
Brigham Young University-Idaho	445	-	252	360	-	-
Carrington College	148	90	60	-	-	-
College of Southern Idaho	251	60	240	-	-	-
College of Western Idaho	96	0*	96	-	-	-
Eastern Idaho Technical College	102	122	62	-	-	-
Idaho State University	584	-	-	345	115	94
ISU-College of Technology	88	50	35	-	-	-
ITT Technical Institute	202	-	240	-	-	-
Lewis-Clark State College	232	16	-	220	-	-
North Idaho College	137	20	160	-	-	-
Northwest Nazarene University	177	-	-	160	30	-
Stevens-Henager College	9	-	-	50	-	-
Total	2,815	358	1,145	1,555	205	94

* As of fall, 2010 College of Western Idaho is no longer admitting LPN students and plans to discontinue the program after current students complete.

Source: Idaho Board of Nursing Annual Report, September 2010.

QUESTION 3B

What is the future capacity potential for nursing programs?

In the 2008 edition of this report, increases of 68 associate degree registered nursing seats, 209 bachelor degree registered nursing seats, 30 master's seats and eight doctoral seats were planned. The actual number of seats added was 178 associate degree registered nursing, 411 bachelor degree registered nursing and 169 master's seats. The doctoral program has not yet completed the approval process, but is anticipated to begin in 2012.

At this point, most programs are not planning to increase capacity, but rather to fill their programs to capacity. One reason cited for not adding additional seats is a shortage of clinical sites. While some progress is being made to increase capacity and programs in Idaho, success hinges on not only funding but faculty recruitment.

QUESTION 4

Do any of the institutions plan to increase the number of seats over the next five years and, if plans exist, how many new seats and in what programs?

Table 2-E: Planned Program Capacity Changes

Institution	LPN	AS RN	BS RN	MSN	PhD
Boise State University	-	-	-	-	-
Brigham Young University-Idaho	-	-	-	-	-
Carrington College	-	-	-	-	-
College of Southern Idaho	-	-	-	-	-
College of Western Idaho	-	-	-	-	-
Eastern Idaho Technical College	-	-	-	-	-
Idaho State University	-	-	-	*	*
ISU-College of Technology (ASRN)	-	-	-	-	-
ISU-College of Technology (LPN)	-	-	-	-	-
ITT Technical Institute	-	-	-	-	-
Lewis-Clark State College	-	-	-	-	-
North Idaho College	-	-	-	-	-
Northwest Nazarene University	-	-	-	30	-
Stevens-Henager College	-	-	-	-	-
Total				30	

* ISU plans to begin a doctoral program in 2012. At this point, the capacity of the program and its impact on MSN enrollment is unknown.

Source: Idaho Board of Nursing Annual Report, September 2010.

QUESTION 5

What are the number and type of nursing degrees currently offered by BYU-I, NNU, CSI, NIC, BSU, ISU, EITC and LCSC?

QUESTION 6A

Is Idaho producing the number of graduates in the regions in which they are needed?

QUESTION 6B

Is Idaho producing the type of graduates in the regions in which they are needed?

IDAHO COMPLETION RATES

Economic Modeling Specialists Inc., using the raw datasets collected by the National Center for Education Statistics, provides completion data from 2009 not only for the entire state but for regions and institutions.

Completion rates are categorized using the Classification of Instructional Programs, which was developed to provide a schematic that supports the accurate tracking, assessment and reporting of fields of study and program completion activity by higher education institutions throughout the United States.

Idaho currently has three of the 16 classification breakouts associated with nursing. These include 51.1601 Registered Nurses, 51.1613 Licensed Practical and Licensed Vocational Nurses and 51.1699 Nursing, Other. The specific definitions are:

Registered Nurses: A program that generally prepares individuals in the knowledge, techniques and procedures for promoting health and providing care for sick, disabled, infirmed or other individuals or groups. Includes instruction in the administration of medication and treatments, assisting a physician during treatments and examinations, referring patients to physicians and other health care specialists and planning education for health maintenance.¹

Licensed Practical and Licensed Vocational Nurses: A program that prepares individuals to assist in providing general nursing care under the direction of a registered nurse, physician or dentist. Includes instruction in taking patient vital signs, applying sterile dressings, patient health education and assistance with examinations and treatment.²

Nursing, Other: Any instructional program in nursing not categorized in 51.1601 through 51.1618 of the Classification of Instructional Programs.³

¹CIP definition source: <http://nces.ed.gov/pubs2002/cip2000/ciplist.asp?CIP2=51>

²CIP definition source: <http://nces.ed.gov/pubs2002/cip2000/ciplist.asp?CIP2=51>

³CIP definition source: <http://nces.ed.gov/pubs2002/cip2000/ciplist.asp?CIP2=51>

Cont.

QUESTION 5

What are the number and type of nursing degrees currently offered by BYU-I, NNU, CSI, NIC, BSU, ISU, EITC and LCSC?

Table 2-F reflects completion rates based on 2009 reports submitted to the National Center for Education Statistics. In 2009 Idaho's reporting institutions graduated 1,261 nurses. In 2006, only 876 nursing students graduated. The majority of students, 664, were registered nurses while only 26 graduated as something other than a registered or licensed practical nurse. In 2009, all graduates were either registered or licensed practical nurses with license practical nurses comprising a much larger portion than previously. With 979 graduates, registered nurses are still the majority, but licensed practical nursing graduates increased to 282, or 22 percent of total graduates.

Table 2-F: Idaho – Occupational Programs

CIP Code	Title	2009 Completions
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	979
51.1613	Licensed Practical/Vocational Nurse Training	282
51.1699	Nursing, Other	-
51.1603	Adult Health Nurse/Nursing	-
51.1604	Nurse Anesthetist	-
51.1605	Family Practice Nurse/Nurse Practitioner	-
51.1606	Maternal/Child Health and Neonatal Nurse/Nursing	-
51.1607	Nurse Midwife/Nursing Midwifery	-
51.1608	Nursing Science (MS, PhD)	-
51.1609	Pediatric Nurse/Nursing	-
51.1610	Psychiatric/Mental Health Nurse/Nursing	-
51.1611	Public Health/Community Nurse/Nursing	-
51.1612	Perioperative/Operating Room and Surgical Nurse/Nursing	-
51.1616	Clinical Nurse Specialist	-
51.1617	Critical Care Nursing	-
51.1618	Occupational and Environmental Health Nursing	-

Source: EMSI Occupational Programs Report—March 2010.

QUESTION 6A

Is Idaho producing the number of graduates in the regions in which they are needed?

QUESTION 6B

Is Idaho producing the type of graduates in the regions in which they are needed?

Cont.

QUESTION 5

What are the number and type of nursing degrees currently offered by BYU-I, NNU, CSI, NIC, BSU, ISU, EITC and LCSC?

QUESTION 6A

Is Idaho producing the number of graduates in the regions in which they are needed?

QUESTION 6B

Is Idaho producing the type of graduates in the regions in which they are needed?

Table 2-G represents the number of 2009 nursing student graduates from Idaho's reporting institutions based on county. Only eight of Idaho's 44 counties graduated nurses in 2009. Ada County had the highest number of nursing graduates at 354 followed by Madison with 339 and Bannock with 193.

Table 2-G: Idaho – Occupational Programs by County			
County	2009 Completions	County	2009 Completions
Ada	354	Custer	-
Madison	339	Elmore	-
Bannock	193	Franklin	-
Twin Falls	128	Fremont	-
Kootenai	75	Gem	-
Bonneville	68	Gooding	-
Nez Perce	60	Idaho	-
Canyon	44	Jefferson	-
Adams	-	Jerome	-
Bear Lake	-	Latah	-
Benewah	-	Lemhi	-
Bingham	-	Lewis	-
Blaine	-	Lincoln	-
Boise	-	Minidoka	-
Bonner	-	Oneida	-
Boundary	-	Owyhee	-
Butte	-	Payette	-
Camas	-	Power	-
Caribou	-	Shoshone	-
Cassia	-	Teton	-
Clark	-	Valley	-
Clearwater	-	Washington	-

Source: EMSI Occupational Programs Report—March 2010.

Cont.

QUESTION 5

What are the number and type of nursing degrees currently offered by BYU-I, NNU, CSI, NIC, BSU, ISU, EITC and LCSC?

QUESTION 6A

Is Idaho producing the number of graduates in the regions in which they are needed?

QUESTION 6B

Is Idaho producing the type of graduates in the regions in which they are needed?

Table 2-H on page 11 represents the completion rates by program for reporting institutions. There are currently eight reporting programs that graduated 504 students with Associate of Science in Nursing degrees. BYU-Idaho and Boise State University produced the most in 2009. The five reporting institutions graduated 448 students with Bachelor of Science in Nursing degrees. Only Idaho State University had graduates with Master of Science in Nursing degrees — 32 in 2009.

There are seven institutions that reported completion rates for licensed practical nursing programs totaling 282 in 2009. Idaho State University, Lewis-Clark State College and Eastern Idaho Technical College graduated licensed practical nurses with associate degrees. Students at the other four completed licensed practical nursing programs of at least one but less than two academic years.

Table 2-H: Idaho — Occupational Programs by Institution

CIP Code	Title	Institution	Award Level	2009 Completions
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	North Idaho College	Associate degree	52
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	ITT Technical Institute-Boise	Associate degree	0
51.1699	Nursing, Other	North Idaho College	Associate degree	0
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Brigham Young University-Idaho	Associate degree	159
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	College of Western Idaho	Associate degree	0
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	College of Southern Idaho	Associate degree	78
51.1613	Licensed Practical/Vocational Nurse Training	Lewis-Clark State College	Associate degree	5
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Apollo College	Associate degree	57
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Boise State University	Associate degree	117
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Idaho State University	Associate degree	26
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Eastern Idaho Technical College	Associate degree	10
51.1613	Licensed Practical/Vocational Nurse Training	Boise State University	Award of at least 1 but less than 2 academic years	37
51.1613	Licensed Practical/Vocational Nurse Training	College of Southern Idaho	Award of at least 1 but less than 2 academic years	50
51.1613	Licensed Practical/Vocational Nurse Training	Apollo College	Award of at least 1 but less than 2 academic years	81
51.1613	Licensed Practical/Vocational Nurse Training	Idaho State University	Award of at least 1 but less than 2 academic years	0
51.1613	Licensed Practical/Vocational Nurse Training	North Idaho College	Award of at least 1 but less than 2 academic years	23
51.1613	Licensed Practical/Vocational Nurse Training	College of Western Idaho	Award of at least 1 but less than 2 academic years	0
51.1613	Licensed Practical/Vocational Nurse Training	Eastern Idaho Technical College	Award of at least 2 but less than 4 academic years	58
51.1613	Licensed Practical/Vocational Nurse Training	Idaho State University	Award of at least 2 but less than 4 academic years	28
51.1613	Licensed Practical/Vocational Nurse Training	College of Southern Idaho	Award of less than 1 academic year	0
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Brigham Young University-Idaho	Bachelor's degree	180
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Boise State University	Bachelor's degree	62
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Idaho State University	Bachelor's degree	107
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Northwest Nazarene University	Bachelor's degree	44
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Lewis-Clark State College	Bachelor's degree	55
51.1699	Nursing, Other	Idaho State University	Master's degree	0
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Idaho State University	Master's degree	32
51.1699	Nursing, Other	Idaho State University	Post-master's certificate	0

Source: EMSI Occupational Programs Report—March 2010.

2-11

Cont.

QUESTION 5

What are the number and type of nursing degrees currently offered by BYU-I, NNU, CSI, NIC, BSU, ISU, EITC and LCSC?

Even though programs are increasing capacity, supply issues can still exist because every nurse who receives a degree from an accredited Idaho program may not seek employment in Idaho or enter the field of nursing. To estimate the number of graduates who enter the nursing field, graduate information provided by the public institutions was matched with licensure information and unemployment insurance records. The first match for each graduate was to determine whether the graduate had obtained a new Idaho nursing license.

As shown in Table 2-I, 133 new licensed practical nursing licenses and 371 new registered nursing licenses were given to graduates of nursing programs at Idaho's public institutions in 2009. The next question becomes whether these newly licensed nurses work in the regions in which they graduated, worked in a different region or were not working in Idaho at all.

QUESTION 6A

Is Idaho producing the number of graduates in the regions in which they are needed?

Table 2-I: FY 2009 Completions by Public Educational Institution

Institution	LPN		RN	
	FY2009 Graduates	FY2009 Graduates Obtaining 1st Idaho Nursing License	FY2009 Graduates	FY2009 Graduates Obtaining 1st Idaho Nursing License
Boise State University	-	-	176	100
College of Southern Idaho	27	22	77	74
College of Western Idaho*	36	27	-	-
Eastern Idaho Technical College	55	53	9	9
Idaho State University	-	-	135	99
ISU-College of Technology (ASRN)	-	-	25	24
ISU-College of Technology (LPN)	28	27	-	-
Lewis-Clark State College	5	4	54	24
North Idaho College	-	-	52	41
Total	151	133	528	371

*Formerly Seland College.

FY2009: Includes graduates from 8/1/2008 - 6/3/2009.

Source: Idaho Board of Nursing Annual Report, September 2010, Idaho Board of Nursing licensure database and institution provided data.

QUESTION 6C

Where are Idaho graduates working – region, in-state, not working or out-of-state?

For those with new licenses, the second match identified whether the graduate was working in Idaho six months after graduation, whether the employment was in an industry that employs nurses and in which region of the state the employer was located. Records from six months after a student graduated were used, in order to provide time for a student to locate a position and/or change locations.

Matching the graduate information provided new insights into the employment trends of recently graduated nurses. Idaho's public institutions graduated 679 nursing students total with 63 percent working in Idaho. Broken down, 74 percent of licensed practical nursing graduates and 60 percent of registered nursing graduates were working in Idaho.

A small number of nurses ended up working in a region other than where they graduated. Only 12 percent of licensed practical nurses were working in a different region and 18 percent of registered nurses. Forty-one percent of matched graduates were working for a statewide employer, which could mean that they are working in the same community where they graduated but for an employer which reports all locations as one unit.

Table 2-J: Active Idaho Nurses Who Graduated from an Idaho Public Institution in FY2009 and Received Their First License by Program Location and Region of Employment*

Institution Region	Degree Type	Total # of Grads	Total # of Matched Grads	# matched working in region where graduated	# matched working in another region	# matched working statewide
Northern	LPN	-	-	-	-	-
	RN	52	33	23	0	10
North Central	LPN	5	4	3	0	1
	RN	54	24	12	0	12
Southwestern	LPN	36	24	14	0	10
	RN	176	74	33	0	41
South Central	LPN	27	18	6	2	10
	RN	77	68	13	7	48
Southeastern	LPN	28	24	13	4	7
	RN	160	112	31	49	32
East Central	LPN	55	46	32	7	7
	RN	9	7	5	1	1
Idaho	LPN	151	112	65	13	34
	RN	528	318	117	57	144

*Region of employment derived from unemployment insurance data; includes nurses employed in six months following graduation in an industry which employs nurses.

FY2009: Includes graduates from 8/1/2008 - 6/3/2009.

Source: Idaho Department of Labor Unemployment Insurance Database, Idaho Board of Nursing Licensure Database and institution provided data.

QUESTION 7

Are students who are denied admission in one year accepted at a later date?

Four of the 13 nursing program directors surveyed indicated they track the percentage of students denied admission in one year but accepted at a later date. Three of the four indicated they accept 100 percent of students previously denied admission at a later date. The other indicated about 40 percent are admitted to the program after first being denied admission.

Respondents said the number of qualified nursing students denied admission for the 2007-2008 school year ranged from zero to 256. In total, there were 916 qualified students denied admission in this most recent school year.

Source: Survey of Idaho Nursing Programs, April 2008.

QUESTION 8

What organizations are currently being used for clinical rotations? Are they being used to capacity?

Nursing program directors listed over 362 types of facilities where their students performed clinical rotations. This list included hospitals, medical clinics, doctors' offices, nursing homes, schools, correctional facilities and hospice care providers. Some were located outside of Idaho. In particular, northern Idaho nursing students performed clinical rotations at many facilities in Washington.

Source: Survey of Idaho Nursing Programs, April 2008.

QUESTION 9

Are students performing their rotations at one site or multiple sites?

All but one survey respondent reported that students performed their rotations at multiple sites.

Source: Survey of Idaho Nursing Programs, April 2008.

QUESTION 10

In order of importance, what are the limiting factors to increasing the number of seats?

According to Idaho's nursing program directors, the following are the most important factors limiting clinical rotation sites —

- Qualified Faculty.
- Clinical Site Availability.
- Funding.
- Campus Facilities and Equipment.
- Operating Support.
- Scheduling Constraints for Classes.
- Background Coursework for Incoming Students.
- Qualified Students.

Source: Survey of Idaho Nursing Programs, April 2008.

Note: This information has not been updated since the Idaho Nursing Overview, 2008.

QUESTION 11

What are the barriers to colleges and universities working collaboratively in scheduling clinical rotations?

RESPONSES OF NURSING PROGRAM DIRECTORS

- "I feel the institutions are working together."
- "They are competing against each other for a limited number of slots."
- "We all want the same space at the same time. Treasure Valley nursing programs and clinical agencies work well together to meet the needs of the programs."
- "As programs expand, there is an increased need for clinical sites. We have tried to not impact other schools' clinical sites with our expansion. We have expanded evenings, weekends and summers. But as our new programs have come on board and existing programs have expanded, some of our clinical sites are being given to these programs. This is difficult since we cannot admit and train students without these sites. We are not helping the nursing shortage by expanding some programs and taking slots from others."
- "We are the only school in our area, but I know in Boise they work together to plan clinical experiences for each semester. We have students that precept in Boise, and we participate in that planning process."
- "Many programs schedule clinicals for a whole semester but only use them a few weeks. There needs to be a full-time clinical coordinator who coordinates for both schools and institutions."
- "High demand for medical/surgical clinical rotations, scheduling software and commitment of practice and academe to 'share/distribute' clinical preferences, different clinical education needs for program levels, time."
- "Each school has different clinical objectives, different student expectations and diverse faculty skill and time levels. In order to make clinical experiences a reality for students, barriers that arise are discussed and resolved."
- "Number of students, difference in schedules and needs of students, unwillingness of colleges to cooperate or change, hospital favoritism."
- "No scheduling software or coordinator available."
- "The barriers are the number of students for the number of patients/clients at the facilities. No matter what, our time is limited to seven days a week and 24 hours a day, and that many hours provide a limited opportunity to meet learning outcomes. In addition, it is a challenge to make sure staff nurses are not overwhelmed by nursing students."
- "Number of students presently in programs will be increasing in most programs. Out-of-state students coming to Idaho impact new student rotations."
- "Just not enough sites for the number of students."

Source: Survey of Idaho Nursing Programs, April 2008.

QUESTION 12

What creative solutions for clinical rotations are being developed and used by the universities? Are they being shared? How so?

RESPONSES OF NURSING PROGRAM DIRECTORS

- "Simulation lab, virtual clinicals, evening clinicals."
- "Simulation labs and extended hours."
- "More simulation, extended hours, summer programs and regular Clinical Connections meetings."
- "We have an alternate track program that does clinicals in the evening and weekends. We can train one third more students by utilizing faculty and clinical sites at the same capacity as fall and winter. We are looking at doing a pilot program for distance education [for] students in rural areas where there are no other schools."
- "More simulation, weekend hours for clinicals."
- "Evening and weekend hours. Summer hours. More precepted clinicals."
- "Simulation, virtual learning, community based partnerships, increased use of summer rotations, increased expectation for students to travel to more distant locations."
- "Clinicals are scheduled at the convenience of the facility, including evenings, weekends, holidays and during the summer."
- "Evening and night shifts, simulation, virtual experiences and computer-based learning."
- "Cooperation between schools, creation of a 'grid' to track clinical placements, simulation, admissions twice yearly."
- "We are working towards a greater and more complete use of simulation. In a year from now we plan to accept students in the fall and spring semesters. Our spring cohort will be on a non-traditional academic calendar. We hope to utilize the clinical facilities during times that are not currently being used (i.e. summer months, December and January)."
- "More simulation, new facilities. New building is being built, have changed clinical times to accommodate other schools."
- "Using more simulation lab in place of clinical hours."

Source: Survey of Idaho Nursing Programs, April 2008.

Note: This information has not been updated since the Idaho Nursing Overview, 2008.

QUESTION 13

Are health care provider organizations willing to partner with colleges and universities to change the way clinical rotations are currently staffed and scheduled?

The number one limiting factor on the ability of institutions to provide clinical rotations is conflicts with other schools as shown in Table 2-K, which outlines the feedback on this problem from Idaho's nursing program directors.

Idaho nursing programs currently work with 448 health care provider organizations to offer clinical rotations for their students. Ten percent of these organizations are used by multiple programs. In fact seven organizations, all hospitals, are used by four or more programs. This means health care provider organizations not only work with multiple contact points, but they also provide different clinical experiences based on the education needs of the differing programs.

Multiple programs using the same health care provider organizations puts the burden on both to work together on innovative ways to address scheduling clinical rotations. Hospitals must overcome the real or perceived favoritism in scheduling clinical rotations with certain programs. At the same time, programs must overcome their real or perceived unwillingness to change or cooperate with their counterparts, especially when more than two programs are sharing a clinical site.

The second most limiting factor cited by program directors is the space provided by health care provider organizations. Further research is necessary to determine whether the lack of space is due to supervisory staff availability, training nurse availability, use of the site by multiple programs or some other factor.

Table 2-K: Limiting Factors Associated with Clinical Rotations

Limiting Factors	Idaho
Conflicts with Other Schools	12
Space Provided by Organizations	9
Participation by Organizations	5
Faculty Time Availability	5
Availability of Supervisory Staff	5
Location of Participating Organizations	3
Too Few Training Nurses	2
Student Time Conflicts	2
Faculty Participation	1
Not Enough Preceptors	1
Distant Travel Required of Students and Faculty	1
Equipment Provided by Organizations	0

The overriding question, however, is what steps are necessary to change the way clinical rotations are currently staffed and scheduled. The answer requires both sides to collaborate on a new clinical rotation schematic for the state as well as looking into hiring a state clinical scheduler.

Source: Survey of Idaho Nursing Programs, April 2008.

Note: This information has not been updated since the Idaho Nursing Overview, 2008.

Cont.

QUESTION 13

Are health care provider organizations willing to partner with colleges and universities to change the way clinical rotations are currently staffed and scheduled?

The following tables list the clinical sites in use by region.

Table 2-L: Northern Idaho Clinical Sites			
1	Benewah Community Hospital	11	Mountain Valley Care & Rehabilitation
2	Bonner General Hospital	12	Northern Idaho Advanced Care Hospital
3	Boundary Community Hospital	13	Northwest Specialty Hospital
4	Deaconess Hospital	14	Pinewood Care Center
5	Eastern State Hospital	15	Sacred Heart Medical Center
6	Ivy Court	16	Shoshone Medical Center
7	Kootenai Medical Center	17	Shriners Hospital for Children
8	La Crosse Health and Rehabilitation	18	St. Luke's Rehabilitation Center
9	Life Care Center of Coeur d'Alene	19	Valley Hospital and Medical Center
10	Life Care Center of Sandpoint	20	Valley Vista Care Center

Source: Idaho Board of Nursing Annual Report, September 2010.

Table 2-M: North Central Idaho Clinical Sites

1	Area Agency on Aging	35	Kootenai Medical Center	69	Pullman School District #267
2	Bank Street Clinic	36	Kootenai Tribe of Idaho	70	Region I Mental Health
3	Benewah Community Health Nursing	37	Lake City Senior Center	71	Ross Point Camp
4	Benewah Medical & Wellness Center	38	Lake Pend Oreille School District 84	72	Royal Plaza in Lewiston
5	Benewah Medical Center	39	Lewis & Clark Outpatient Surgery	73	Sacred Heart Medical Center
6	Bonner County Ag Extension Office	40	Lewis Clark Endoscopy Surgery Clinic	74	Sander's County Department of Public Health
7	Bonner County Homeless Task Force	41	Lewiston Rehab & Care Center	75	Shriner's Hospital
8	Bonner County Jail	42	Lewiston School District	76	Snake River Community Clinic
9	Bonner General Hospital	43	Life Care Center of CDA	77	Southway Internists
10	Boys & Girls Club of Kootenai County	44	Life Care Center of Lewiston	78	Southwest Washington Medical Center
11	Camp Fire USA Inland NW Council	45	Magic Valley RMC	79	Spokane County Health District
12	Cancer Care Northwest	46	McCall Memorial Hospital	80	Spokane Falls Family Clinic
13	Clark Fork Valley Hospital	47	MedCorp	81	Spokane Public School
14	Clarkston Care Center	48	Medical Lake School District #326	82	St Joseph's Regional Medical Center
15	Clearwater Medical Clinic	49	Monastery of St Gertrude	83	St Luke's Regional Medical Center
16	Clearwater Valley Hospital	50	Moscow Good Samaritan Village	84	St Margaret's Shelter
17	Coeur d'Alene School District 271	51	Newport Hospital	85	St Mary's Hospital & Medical Center
18	Community Healthcare of the Palouse	52	Nimmiipuu Health	86	St Vincent de Paul - CDA
19	Dirne Community Health Center	53	North Central District Health Department	87	St Vincent de Paul - Kellogg
20	Early Childhood Center	54	North Idaho College	88	State Hospital North Mental Health
21	Eye Care Specialists PC	55	North Idaho Home Health	89	Syringa General Hospital
22	Full Gospel Mission, Youth Camp	56	Northwest Children's Home	90	Syringa Surgery Center
23	Garfield County Memorial Hospital	57	Northwest Specialty Hospital	91	Tallahassee Memorial Hospital
24	Gentiva Health Services	58	Orchards Rehabilitation & Care Center	92	The Portland Clinic
25	Good Samaritan Center	59	Palouse Surgery Center	93	The University of Phoenix
26	Gritman Medical Center	60	Panhandle Health District	94	Tri-State Memorial Hospital
27	Group Health	61	Pinelaw Music Camp	95	Valley Medical Center
28	Home Options Hospice	62	Pinewood Care Center	96	Virginia Mason Medical Center
29	Hospice of North Idaho	63	Planned Parenthood of the Inland NW	97	Walla Walla VA Medical Center
30	Hospice of Spokane	64	Post Falls School District #273	98	Wedgewood Terrace
31	Idaho Department Health & Welfare, Region 1	65	Poudre Valley Health Care	99	Whitman Hospital & Medical Center
32	IPC Surgical Center	66	Progressive Pediatrics	100	Yakima Valley Farm Workers Clinic
33	Ivy Court	67	Pullman Family Medicine PLLC		
34	Kellogg School District #391	68	Pullman Regional Hospital		

Source: Idaho Board of Nursing Annual Report, September 2010.

Table 2-N: Southwestern Idaho Clinical Sites (*cont. on next page*)

1	4 Rivers Home Health and Hospice	19	Boise Samaritan Village	37	Department of Environmental Quality
2	A Kindred Community	20	Boise State University Student Health Services	38	Eagle Eye Surgery and Laser
3	About Balance Mental Health, LLC	21	Boise VAMC	39	Easter Seals Growing Place
4	Ada County Sheriff Department	22	Boise Veterans Administration Medical Center	40	Elmore County Medical Center
5	Affinity, Inc.	23	Boys and Girls Clubs of Ada County & Nampa	41	Emmett Rehab and Healthcare
6	Agency for New Americans	24	Caldwell Care Center	42	Emmett School District
7	Alliance for the Mentally III	25	Canyon West Health and Rehabilitation Center	43	Episcopal Diocese
8	American Lung Association	26	Capital Care Center	44	Eye Associates PA
9	Ashley Manor, LLC	27	Capital City Family Medicine	45	Family Advocate Program
10	Aspen Rehabilitation	28	Cascade Medical Center	46	Family Home Health
11	Blue Cross of Idaho	29	Cascade Rehabilitation and Care Center	47	Family Medicine Health - Idaho
12	Boise Alliance for the Mentally III	30	Central District Health Department	48	Friends in Action
13	Boise City Ada County Housing Authority	31	Center for Lifetime Health	49	Friends of Children & Families (Head Start)
14	Boise Health and Rehab	32	Community House	50	Genesis World Mission Garden City Community Clinic
15	Boise OB/GYN	33	Community Support Center	51	Good Samaritan Society - Boise Village
16	Boise Orthopedic Clinic	34	Complex Care Hospital of Idaho	52	Good Samaritan Village
17	Boise Parks and Recreation	35	Davita Dialysis Centers	53	Gooding County Memorial Hospital
18	Boise Public Schools (Boise Ind. School Dist. #1)	36	DaVita Table Rock Dialysis	54	Guardian Home Care

Source: Idaho Board of Nursing Annual Report, September 2010.

Continued on next page

Table 2-N: Southwestern Idaho Clinical Sites (cont. from previous page)

55	Hands of Hope NW	73	Idaho Juvenile Rehabilitation Center-Nampa	91	March of Dimes
56	Head Start	74	Idaho School Boards Association	92	Marquis Care at Shaw Mountain
57	HealthSouth (Treasure Valley Hospital)	75	Idaho State Correctional Institution	93	McCall Memorial Hospital
58	Hearts for Hospice	76	Idaho State School and Hospital	94	McMillan Medical Center
59	HillCrest Care Center	77	Idaho State University Department of Nursing	95	Meals on Wheels
60	Hollingshead Eye Center	78	Idaho State Veterans Home	96	Melba School District
61	Holly Manor	79	Injury Care Center	97	Mercy Medical Center
62	Hope's Door	80	Intermountain Claims INC	98	Mercy Regional Medical Center
63	Human Supports of Idaho	81	Intermountain Hospital	99	Meridian Schools
64	Humphreys Diabetes Center	82	Intermountain Mental Health	100	Midland Health and Rehabilitation
65	Idaho Coalition Against Sexual & Domestic Violence	83	Intermountain Orthopedics	101	Mountain Home AFB Hospital
66	Idaho Department of Health and Welfare	84	Intermountain Pediatric Clinic	102	Mountain States Group
67	Idaho Elks Rehabilitation Hospital	85	Karcher Estates	103	Nampa Care Center
68	Idaho Gastroenterology	86	Kuna School District	104	Nampa Family Justice Center
69	Idaho Gastroenterology	87	Learning Tree School	105	Nampa First Church of the Nazarene
70	Idaho Health and Welfare-3rd District Court	88	Leukemia and Lymphoma Society	106	Nampa Recreation Center
71	Idaho Home Health and Hospice	89	Life Care Center of Treasure Valley	107	Nampa School District
72	Idaho Intermountain Claims-Nurse Case Manager	90	Life Counseling Center	108	Nampa Schools

Source: Idaho Board of Nursing Annual Report, September 2010.

Continued on next page

Table 2-N: Southwestern Idaho Clinical Sites (cont. from previous page)

109	New Horizon Academy Day Care	131	Saltzer Medical Group	150	Teen Challenge of Idaho
110	Notus School District	132	SLRMC Home Health	151	Terry Reilly Health Services
111	OB/GYN Associates	133	Snake River Alliance	152	Trinity Family Clinic
112	OB-GYN Center, P.A.	134	Somali Bantu Z Community	153	Trinity Mission of Holly
113	Orthopedic Surgery Center of Idaho	135	South Central District Health Department	154	V & T Mental Health Services
114	Park Place Assisted Living Community	136	Southwest District Health	155	VA Hospital
115	Planned Parenthood of Idaho	137	Southwest Idaho Advanced Care	156	VA Medical Center
116	Presbyterian Nursing Home	138	St Alphonsus Regional Medical Center	157	Valley View Retirement
117	Primary Health Inc.	139	St Luke's Internal Medicine	158	Valley View Retirement Community
118	Primary Health Medical Group	140	St Luke's Regional Medical Center	159	Veteran's Administration Hospital
119	Primary Health Pediatrics	141	St. Alphonsus Physician Services	160	Vineyard Medical Clinic
120	Prison Health Services	142	St. Alphonsus Regional Medical Center	161	Walter Knox Memorial Hospital
121	Progressive Nursing	143	St. Luke's Internal Medicine	162	Weiser Memorial Hospital
122	Progressive Nursing Staff PRN	144	St. Luke's Regional Medical Center	161	Walter Knox Memorial Hospital
123	Region III Health and Welfare	143	St. Luke's Internal Medicine	162	Weiser Memorial Hospital
124	River of Life Rescue Mission	144	St. Luke's Regional Medical Center	163	West Valley Medical Center
125	Rocky Mountain OB/GYN	145	State Insurance Fund of Idaho	164	WICAP (Western Idaho Community Action Partnership)
126	Roman Catholic Diocese	146	Stats Pads	165	Willow Park Assisted Living
127	Saint Alphonsus Nephrology Center	147	SunBridge Rehabilitation & Living Center	166	Winding Creek Medical Center
128	Saint Alphonsus Physician Services, Inc.	148	SunHealth Behavioral Health System	167	Woman's Clinic
129	Saint Alphonsus Regional Medical Center	149	Sunny Ridge Rehabilitation Hospital	168	Women's Health Associates
130	Saint Luke's Regional Medical Center				

Source: Idaho Board of Nursing Annual Report, September 2010.

Table 2-0: South Central Idaho Clinical Sites

1	Assisted Living Centers	30	Mountain States Tumor Institute
2	Bennett Hills Care Center	31	Mustard Seed Wellness Clinic
3	Blue Lakes Gastroenterology	32	Nampa Care
4	Bridgeview Estates	33	Nampa School District
5	Calvary Chapel School and Daycare	34	North Canyon Medical Center
6	Cassia Regional Medical Center	35	Oak Creek Care Center
7	Community Support Center	36	Park View Care & Rehabilitation
8	Complex Care	37	Physicians' Center
9	Davita Dialysis Center	38	Portneuf Medical Center
10	Desert View Care Center	39	Psychiatric Services, PA
11	Eastern Idaho Public Health District	40	Region II Health Department
12	Eastern Idaho Regional Medical Center	41	Region V Mental Health
13	Elmore County Medical Center	42	River Ridge Rehabilitation and Living Center
14	Eye Care Specialists	43	Royal Plaza Retirement & Care Center
15	Family Health Services	44	SLMVRMC Physician Center
16	Gritman Medical Center	45	Southwest District Health Dept.
17	Home Health Agencies	46	St. Alphonsus Regional Medical Center
18	Idaho Dept. of Juvenile Corrections	47	St. Benedict's Family Medical Center
19	Idaho Elks Rehab Hospital	48	St. Joseph Regional Medical Center
20	Intermountain Hospital	49	St. Luke's Magic Valley Regional Medical Center
21	Interventional Pain Consultants	50	St. Luke's Meridian
22	Karcher Estates, Health Care Unit	51	St. Luke's Regional Medical Center
23	Lewis Clark Endoscopy	52	State Hospital North
24	Life Care Center	53	SunBridge Care and Rehab
25	Madison Memorial Hospital	54	Twin Falls Care Center
26	McMillan Medical Center	55	Walker Center
27	Mercy Regional Medical Center	56	West Valley Medical Center
28	Meridian Care and Rehab Center	57	Wound Care Center
29	Minidoka Memorial Hospital		

Source: Idaho Board of Nursing Annual Report, September 2010.

Table 2-P: Southeastern Idaho Clinical Sites

1	ABCD Pediatrics	26	Boise State University Department of Nursing	51	Dirne Community Health Clinic
2	Access Home Care & Hospice	27	Caldwell Internal Medical Group	52	Dr. George Wilcox
3	Ada Vision	28	Caribou County Hospital and Nursing Home	53	Dr. John A. Sturges, MD, PA
4	Ada West Dermatology/St. Luke's Meridian MC	29	Caribou Memorial Hospital	54	Dr. Newcombe
5	Addiction Rehabilitation Associates	30	Cassia Regional Medical Center	55	Dr. Robert Lotstein
6	Alameda Optical	31	Catholic Charities of Idaho	56	Dr. Ronald Miciak
7	Alliance Medical Group dba Prim. Health Med. Group	32	Cedar Creek Family Medicine	57	Dr. Solomon Paley
8	American Falls Joint School Dist 381	33	Cedar Health Center	58	Dr. Terry Sanderson
9	American Red Cross of Idaho	34	Center for Community and Justice	59	Dr. Thomas Call
10	Ammon Medical and Urgent Care	35	Central Dist. Health Department	60	Dr. Yolanda Marcos, MD
11	Ashton Family Medical Center	36	Clear View Eye Clinic	61	Dr. Yost, Christian C and Gentry C
12	Associates in Family Practice PA	37	Clinic at Middleton	62	Eastern Idaho Cardiology
13	Bannock County Detention Center	38	Clinic at Parma	63	Eastern Idaho Community Action Partnership
14	Bannock County Jail	39	Clinic at Wilder	64	Eastern Idaho MC and Extended Care Facility
15	Basin Community Health Center (Fin. Consulting)	40	Coeur d'Alene Pediatrics PA	65	Eastern Idaho Public Health District
16	Beacon Hospital and Rehabilitation	41	Community Care Rigby	66	Eastern Idaho Regional Medical Center (EIRMC)
17	Beacon Rehabilitation and Long- Term Care Center	42	Community Care Urgent & Injury	67	Elmore Medical Center
18	Bear Lake Memorial Hospital	43	Community Family Clinic	68	Emergency Medicine Moscow Emergency Phys
19	Big Brothers/Big Sisters	44	Community Health Center	69	Eye Care Specialists
20	Bingham Memorial Hospital	45	Community Urgent Care	70	Family Care Clinic of Idaho Falls
21	Black Canyon Family Medicine	46	Creekside Home Health	71	Family First Health Centers
22	Blackfoot Medical Center	47	Creekside Pain Clinic	72	Family Health Associates PA
23	Blackfoot Orthopedic Services	48	Diabetes and Internal Medicine Assoc	73	Family Health Center
24	Boise Neurology	49	Diabetes and Metabolism Specialists	74	Family Health Services Twin Falls
25	Boise Pediatrics/St. Alphonsus	50	Diabetes Internal Medicine	75	Family Practice and Housecalls Clinic

Source: Idaho Board of Nursing Annual Report, September 2010.

Continued on next page

Table 2-P: Southeastern Idaho Clinical Sites (cont. from previous page)

76	Family Practice Center	101	Health Dept. District 4 - Central WIC	126	Idaho Pulmonary Associates
77	Family Practice Medical	102	Health Dept. District 5 - Mental Health	127	Idaho State School and Hospital
78	Family Service Alliance	103	Health Dept. District 5 - South Central	128	Idaho State University - Student Health
79	Family Violence Sexual Assault Intervention Center	104	Health Dept. District 7 - Eastern	129	Idaho State Veterans Home
80	Financial Consulting DBA Basin Community Health Center	105	Health West	130	Idaho Urgent Care
81	Firth Medical Clinic	106	Heart and Vascular Institute	131	IHC Health Services Dept. McKay Dee Hospital
82	Franklin County Medical Center	107	Heart Institute of Spokane	132	Integrated Physical Therapy
83	Full Circle Medical Clinic	108	Help Inc. Child & Family Support Center	133	Intermountain Medical Clinic
84	Garden City Community Clinic, Gen. World Mis.	109	Helping Hands Home Health	134	ISU Early Learning Center
85	Gia Swope, NP	110	Highland Hills Alternacare	135	ISU Pocatello Family Practice
86	Glenns Ferry Health Center	111	Hillcrest Haven Convalescent Center	136	ISU Student Health Center
87	Gonzaga University	112	Holy Apostles Catholic Church Parish Nursing	137	John Franson M.D. Clinic
88	Good Samaritan Nursing Center	113	Holy Rosary Medical Center	138	KeyMed, Inc.
89	Great Falls Clinic - Mercury Medical Group	114	Hospice Alliance	139	Kidney Institute
90	Gritman Medical Center	115	Hospice of Eastern Idaho	140	Kootenai Medical Center Physical Therapy
91	Guardian Home Care, Inc.	116	Idaho Center for Reproductive Medicine	141	Kootenai Vision Center
92	Guardian Home Health Services	117	Idaho Doctor's Hospital	142	Kuna Family Medical Clinic
93	Harms Memorial Hospital	118	Idaho Elks Rehab Center	143	Lake City Surgeons
94	Harms Memorial Hospital and Nursing Home	119	Idaho Falls Good Samaritan	144	Lakeside Pediatrics
95	Harms Memorial Hospital Clinic	120	Idaho Falls Health and Rehab	145	Life Care Center of Idaho Falls
96	Hayden Lake Family Practice	121	Idaho Falls Pediatrics	146	Lost Rivers Medical Center
97	Health Care for Women	122	Idaho Home Health & Hospice (7 campuses)	147	Madision Memorial Hospital
98	Health Dept. District 1 Panhandle	123	Idaho Kidney Center	148	Magic Valley Family Practice
99	Health Dept. District 3 - Southwest	124	Idaho Nat'l. Lab. Occupational Health Center	149	McMillan Medical Center
100	Health Dept. District 4 - Central	125	Idaho Physical Therapy	150	Medical Oncology

Source: Idaho Board of Nursing Annual Report, September 2010.

Continued on next page

Table 2-P: Southeastern Idaho Clinical Sites (cont. from previous page)

151	Mercy Medical Center	176	Pediatric and Adolescent Center	201	Pulmonary Consultants of North Idaho
152	Meridian Adult Medicine	177	Physicians Immediate Care Center	202	Quail Ridge
153	Minidoka County School Dist. - Special Services	178	Pioneer Family Medicine	203	Quick Health Inc.
154	Minidoka Extended Care Facility and Hospital	179	Planned Parenthood of Idaho	204	Radiation Oncology
155	Minidoka Memorial Hospital	180	Planned Parenthood of Washington	205	Rexburg Medical Clinic
156	Mountain River Birthing and Surgical Center	181	PMC	206	Rexburg Nursing and Rehab Center
157	Mountain States Group	182	Pocatello Cardiology	207	Rigby Urgent Care
158	Mountain View Hospital	183	Pocatello Care and Rehabilitation	208	Rocky Mountain GYN
159	Mountain View RediCare Incl. w/MT View Hospital	184	Pocatello Children's and Adolescent Clinic	209	Rocky Mountain Surgery Center
160	Mt. View Hyperbaric	185	Pocatello Family Medicine	210	Saint Alphonsus Regional Medical Center
161	Mustard Seed Wellness Clinic	186	Pocatello Free Clinic	211	Saltzer Medical Clinic
162	Nez Perce Tribal Health Clinic	187	Pocatello Pulmonary	212	Sandpoint Pediatrics
163	Nimiippuu Health Clinic	188	Pocatello Women's Correctional Center	213	School District 25
164	North Central District Health	189	Pomeroy Medical Center	214	School District 91
165	North Idaho Medical Care Center	190	Portneuf Convenient Care	215	Senior Health Insurance Benefit Advisors
166	North Idaho Urology PLLC	191	Portneuf Family Medicine	216	Shoshone Community Health Clinic, Inc.
167	North Pines Family Medicine	192	Portneuf Fast-track	217	Shoshone Medical Center
168	North Star Health Care	193	Portneuf Hyperbaric	218	Shoshone-Bannock Tribes Tribal Health Dept.
169	North West Lava Clinic	194	Portneuf IV Therapy	219	Snake River Oncology
170	Nurse Practitioners of Preston	195	Portneuf Medical Center	220	South Central District Health
171	OB/GYN Associates	196	Portneuf WorkMed	221	Southeast Idaho Council of Government
172	Oneida County Hospital	197	Post Falls Family Medicine	222	Southeast Idaho Family Practice
173	Ontario Eye Associates	198	Power County Nursing Home	223	Southeastern District Health Department
174	Oregon Health Sciences University	199	Prescription Center Home Care	224	Southwest District Health
175	Osburn Family Medicine	200	Primary Children's Medical Center	225	St. Alphonsus Physician Services

Source: Idaho Board of Nursing Annual Report, September 2010.

Continued on next page

Table 2-P: Southeastern Idaho Clinical Sites *(cont. from previous page)*

226	St. Alphonsus Regional Medical Center	239	Steele Memorial Hospital & Clinic	252	Valley Medical Center
227	St. Benedicts Family Medical Center	240	Syringa Chalet ECF - State Hospital South	253	Veterans Admin Clinic
228	St. Benedicts Family Medical Center	241	Terry Reilly Health Services Boise Clinic	254	Veterans Administration MC - Pocatello
229	St. John's Medical Center	242	Teton Valley Hospital & Surgical Center	255	Veterans Administration Medical Center
230	St. Luke's Magic Valley	243	Three Rivers Clinic	260	Wood River Medical Center
231	St. Luke's Regional Medical Center	244	Treasure Valley Cardiology	261	Yost Peds
232	St. Luke's Wood River Medical Center	245	Trinity Mtn. Family Practice (Elmore Med. Clinic)	256	Walter Knox Memorial Hospital
233	St. Mark's Hospital	246	Tri-State Memorial Hospital	257	West Valley Medical Center
234	St. Stephen's Episcopal Church Parish Nursing	247	Two Rivers Medical Clinic	258	Woman's Clinic
235	Star Medical	248	University of Capetown - South Africa	259	Women's Clinic of North Idaho
236	Star Valley Medical Center	249	University of Utah - Hospitals and Clinics	260	Wood River Medical Center
237	Stark Medical	250	Upper Valley Pediatrics	261	Yost Peds
238	State Hospitals South	251	Valley Family Health Care		

Source: Idaho Board of Nursing Annual Report, September 2010.

Table 2-Q: East Central Idaho Clinical Sites

1	Aspen Home Health & Hospice	17	Madison Women's Clinic
2	Bingham Memorial Hospital & Extended Care	18	Mountain View Hospital
3	Bonneville Early Intervention Center	19	Mountain View Hospital (Urgent Care)
4	Community Care	20	Rexburg Medical Center
5	Discovery Care Center	21	Rexburg Nursing & Rehabilitation Center
6	District 5 Health Department	22	Seasons Medical
7	Eastern Idaho Public Health District	23	Season's Women's Clinic
8	Eastern Idaho Regional Medical Center	24	Snake River Oncology
9	EICAP Eastern Idaho Community Action Partnership	25	Southeast Idaho Family Practice
10	Gem State Dialysis	26	Southeastern District Health Department
11	Good Samaritan Society	27	State Hospital South
12	Hospice of Eastern Idaho	28	Steele Memorial
13	Idaho Falls Good Samaritan Center	29	Teton Oncology
14	Joshua D Smith & Associates	30	University of Utah Dialysis Program
15	Journeys, Inc.	31	Yellowstone Dialysis
16	Madison Memorial Hospital		

Source: Idaho Board of Nursing Annual Report, September 2010.



January 2011

Idaho Nursing Overview

Section 3
Faculty Issues

QUESTION 1

What is the workload for nursing faculty, how many hours per week do they work during academic breaks and if so, how much?

According to the 2007 Idaho Nursing Workforce Center Nursing Program Directors Survey, most faculty work on a nine- or 10-month contract, and they are not paid to work during the non-contracted months. Thus, two time periods are included in Table 3-A — the number of hours worked during the months when faculty are on contract and the number of hours worked during non-contract months when faculty are not paid to work. On average, faculty work about 25 percent of the time during the summer, which is information that can be used in support of arguments to increase faculty salaries.

Table 3-A: Average Hours Worked per Week by Nursing Faculty

Time Periods	Hours per Week	
	Average	Range
During the school year period when faculty <i>are</i> on contract	47.2	37 - 65
During academic breaks and summer period when faculty <i>are not</i> on contract	11.2	4 - 20

Source: INWC Nursing Program Directors Survey, September 2007.

Note: This information has not been updated since the Idaho Nursing Overview, 2008.

QUESTION 2

How does nursing faculty workload compare with the workload of faculty in other higher education programs?

Full-time faculty in the health sciences, which includes nursing, spend more time at their jobs than faculty in nine other academic areas, according to the 2004 National Study of Postsecondary Faculty.

Some 35,000 faculty and instructional staff from 1,080 public and private not-for-profit degree-granting postsecondary institutions were surveyed. It is a comprehensive study of faculty in postsecondary educational institutions and captures demographic characteristics, academic and professional background, field of instruction, employment history, current employment status including rank and tenure, workload, courses taught, publications, job satisfaction and attitudes, career and retirement plans, benefits and compensation.¹

Institutions surveyed were public and private not-for-profit schools located in the United States, providing student assistance under Title IV and granting associate, bachelor's or advanced degrees.²

Faculty included instructors, researchers, administrators, other instructional staff who held faculty positions but who did not teach and instructional staff without faculty status.³

The study does not report data at individual program levels but rather summarizes the data in 10 major categories: agriculture/home economics, business, education, engineering, fine arts, health sciences, humanities, natural sciences, social sciences and all other fields. While nursing cannot be directly compared to other programs, the survey does allow comparison of health science programs in general.

Table 3-B on page 3-4 reflects the average number of hours worked by full-time and part-time instructional faculty and staff in fall 2003. The average time worked for full-time health science faculty and staff was 56.6 hours per week, more than in any of the other areas. In contrast, part-time health science faculty and staff on average worked less than their counterparts in agriculture/home economics, business, engineering and those in "all other fields."

¹<http://nces.ed.gov/surveys/nsopf/components.asp>

²<http://nces.ed.gov/surveys/nsopf/design.asp>

³<http://nces.ed.gov/surveys/nsopf/design.asp>

Note: This information has not been updated since the Idaho Nursing Overview, 2008.

Cont.

QUESTION 2

How does nursing faculty workload compare with the workload of faculty in other higher education programs?

Table 3-B: Average Number of Hours Instructional Faculty and Staff Reported Working per Week at All Jobs by Employment Status and Program Area, Fall 2003

Program Area	Average Hours Worked per Week	
	Full time	Part time
Agriculture/Home Economics	55.4	43.9
Business	53.7	44.1
Education	53.7	37.7
Engineering	56.1	44.4
Fine Arts	53.4	40.9
Health Sciences	56.5	42.8
Humanities	52.9	38.4
Natural Sciences	54.3	40.1
Social Sciences	54.7	41.7
All Other Fields	53.4	46.1

Note: Instructional faculty and staff include only faculty and staff with instructional responsibilities for credit such as teaching one or more classes for credit or advising or supervising students' academic activities.

Source: U.S. Department of Education, National Center for Education Statistics, 2004 National Study of Postsecondary Faculty (NSOPF:04).

Note: This information has not been updated since the Idaho Nursing Overview, 2008.

Cont.

QUESTION 2

How does nursing faculty workload compare with the workload of faculty in other higher education programs?

Table 3-B(2) Hours Worked and Percent of Faculty Time Spent on Various Activities

Institution	Program	Hours Worked per Week
Boise State University	RN	50
Brigham Young University Idaho	RN	50
Carrington College	LPN	40
Carrington College	RN	40
College of Southern Idaho	LPN	37.5
College of Southern Idaho	RN	37.5
College of Western Idaho	LPN	40
College of Western Idaho	RN	50
Eastern Idaho Technical College	LPN	40
Eastern Idaho Technical College	RN	40
Idaho State University - College of Technology	RN	40
Idaho State University - College of Technology	LPN	40
Idaho State University	RN	56
ITT	RN	40
Lewis-Clark State College	LPN	50
Lewis-Clark State College	RN	50
North Idaho College	LPN	40
North Idaho College	RN	40
Northwest Nazarene University	RN	37
Stevens-Henager	RN	15

Note: This information has not been updated since the Idaho Nursing Overview, 2008.

Cont.

QUESTION 2

How does nursing faculty workload compare with the workload of faculty in other higher education programs?

Full-time instructional faculty and staff spend on average 49.1 percent of their time teaching, 19.1 percent on research activities and 31.8 percent on administrative and other activities. Of all the major program areas, full-time instructional faculty and staff in health sciences spend the least amount of time on teaching activities and the most on administrative and other activities. This difference is probably due to the amount of time spent in clinical rotations.

Table 3-C: Average Percent of Time Spent on Various Activities by Program Area: Fall 2003 Among Full-time Instructional Faculty and Staff

Program Area	Percent of time spent on:		
	Teaching Activities	Research Activities	Administrative and Other Activities
Agriculture/Home Economics	52.6	24.0	23.4
Business	61.6	20.9	17.6
Education	60.0	15.0	25.1
Engineering	56.2	26.2	17.6
Fine Arts	67.1	13.7	19.2
Health Sciences	49.1	19.1	31.8
Humanities	64.6	17.5	17.9
Natural Sciences	54.5	29.7	15.8
Social Sciences	55.4	25.8	18.8
All Other Fields	60.2	15.5	24.3

Note: Instructional faculty and staff include only faculty and staff with instructional responsibilities for credit such as teaching one or more classes for credit or advising or supervising students' academic activities. Individuals were only asked about work time at the sampled institution whereas previous cycles of this study asked about individuals' total work time from all jobs. Detail may not sum to totals because of rounding.

Source: U.S. Department of Education, National Center for Education Statistics, 2004 National Study of Postsecondary Faculty (NSOPF:04).

Cont.

QUESTION 2

How does nursing faculty workload compare with the workload of faculty in other higher education programs?

Table 3-D reflects the average number of classroom hours and student-contact hours per week in for-credit classes for full-time instructional faculty and staff in 2003. Full-time instructional staff had the highest average student-contact hours per week at 344. The next highest program area in terms of student contact, natural sciences, averaged 21 fewer hours per week. Only full-time instructional staff in fine arts reported higher average classroom hours per week than health sciences instructors.

Table 3-D: Average Number of Classroom Hours and Student Contact Hours Per Week in For-Credit Classes for Full-Time Instructional Faculty and Staff by Program Area, Fall 2003

Program Area	Average Classroom Hours per Week	Average Student Contact Hours per Week ¹
Agriculture/Home Economics	8.8	268
Business	10.0	318
Education	10.0	230
Engineering	7.9	197
Fine Arts	11.0	244
Health Sciences	10.5	344
Humanities	9.3	240
Natural Sciences	9.1	323
Social Sciences	8.2	279
All Other Fields	9.8	261

¹ Number of hours per week spent teaching for-credit classes multiplied by the number of students in those classes.

Note: This table includes only the 89 percent of faculty and staff with instructional responsibilities who taught credit classes.

Source: U.S. Department of Education, National Center for Education Statistics, 2004 National Study of Postsecondary Faculty (NSOPF:04).

Note: This information has not been updated since the Idaho Nursing Overview, 2008.

QUESTION 2A

What is the average number of applicants per open faculty position?

According to the 2007 Idaho Nursing Workforce Center Nursing Program Director's Survey, the average number of applicants per open faculty position during the 2006-2007 school year was 1.85. The actual number ranged from one to three applicants per opening.

In 2008 Idaho nursing program directors reported a range of one to six applicants per open faculty position. North Idaho College and Northwest Nazarene University reported an average of one applicant per open full-time faculty position while Brigham Young University-Idaho reported an average of six applicants per full-time opening. The average of the reported responses was 2.31.

Taking data from both surveys into account, during the previous three years there seems to have been a slight increase in the number of applicants per open faculty position. This increase may be attributed to differences in data collection methods between the two surveys or it may reflect real world changes. Additional research is necessary to determine what changes, if any, have occurred in the recruitment process over the three years that may have affected the ratio of applicants to open faculty positions. Being able to identify both positive and negative recruitment strategies will allow programs to develop best practice strategies to increase nursing faculty applicants, which in turn will allow programs to expand their student capacities.

Source: Survey of Idaho Nursing Programs, April 2008, and INWC Nursing Program Directors Survey, September 2007.

Note: This information has not been updated since the Idaho Nursing Overview, 2008.

QUESTION 2B

How does this compare with faculty openings in other disciplines in higher education?

The ratio of applicants to open nursing faculty positions seems quite small. In order to put it into perspective, it is important to know whether this ratio is unique to nursing programs or is systemic in all of academia. Idaho's nursing program directors were asked to compare their applicant pool with the applicant pool of other disciplines in higher education. Ten of the 13 reported they had "fewer applicants in nursing" when compared to other programs at their institutions. One reported "more applicants in the nursing program," and one reported "about the same number of applicants."

The prevailing opinion of Idaho nursing program directors seems to indicate that nursing programs have a smaller pool of applicants per open position when compared to other disciplines. Additional quantitative information should be developed to determine whether this is indeed a fact. Given the money and time, a survey of other discipline program directors could be undertaken to identify the ratio of applicants to open faculty positions. Having numerical evidence that it is harder to fill open faculty positions in nursing than other disciplines would strengthen the argument that nursing education needs additional legislative support and funding.

Source: Survey of Idaho Nursing Programs, April 2008.

Note: This information has not been updated since the Idaho Nursing Overview, 2008.

QUESTION 3

What is the cost of turnover for nursing faculty?

Seven of 13 nursing program directors did not know the total estimated cost of nursing faculty turnover. Six of the nursing program directors reported a total estimated cost between \$5,000 and \$32,316. The average of the reported estimated turnover costs was \$16,219.

QUESTION 4

How much are schools paying in recruitment costs for unsuccessful searches?

Nursing program directors were asked to provide the estimated cost of faculty recruitment in dollars and hours for the 2007-2008 school year. Respondents reported a dollar range of \$600 to \$23,100 with an estimated average recruitment cost of \$5,821. The range of time spent in hours towards faculty recruitment was 20 to 560 hours with an average of 151 hours.

Source: Survey of Idaho Nursing Programs, April 2008.

Note: This information has not been updated since the Idaho Nursing Overview, 2008.

QUESTION 5

How many nursing educators has Idaho attracted from out of state over the last five years?

Nursing program directors report 19 nursing education faculty members were recruited from outside Idaho from 2005-2008.

Of the current 262 nursing faculty, eight hold licenses from compact states. As a further method to identify faculty who have come to Idaho from other states, 135 current faculty received their most recent degree from a school outside of Idaho. (If the most recent degree was awarded from an online-only school and the previous degrees were in Idaho, the faculty member was not counted as being recruited from outside of Idaho). This method gives an idea of out of state recruitment, but does not capture which faculty were recruited recently, nor which may have already been in Idaho and attained the degree through an online or distance option.

Source: Survey of Idaho Nursing Programs, April 2008; Source: Idaho Board of Nursing annual report, 2010.

QUESTION 6

How many nursing educators from out of state have not accepted offers from Idaho programs?

Nursing program directors were asked, "Over the last three years, how many nursing education faculty candidates turned down offers of employment?" This did not specifically ask about candidates from out of state who refused employment offers. The total number of candidates who turned down jobs in the last three years was 40.

Source: Idaho Board of Nursing annual report

Note: This information has not been updated since the Idaho Nursing Overview, 2008.

QUESTION 7

What is the current number of qualified faculty – those who meet credentialing requirements?

Respondents reported that of the 262 nursing faculty statewide, 229, or 87 percent, met credential requirements and 33, or 13 percent, did not.

Each program specifically reported how many full-time, part-time and temporary faculty are part of the nursing education program. They also reported the education levels of each faculty member. Faculty who met credential requirements were defined according to the Rules of the Board of Nursing of the Idaho Administrative Procedures Act¹.

QUESTION 8

What is the number of faculty not currently classified as qualified?

3E: Faculty Counts by Institution								
Institution	Number of Faculty				Qualified			
	Full Time	Full Time Temporary	Part Time	Part Time Temporary	Yes	MSN in Progress	No	%
Boise State University	39	-	9	-	41	1	6	88%
Brigham Young University Idaho	17	-	3	1	19	2	-	100%
Carrington College - LPN	11	-	2	-	12	-	1	92%
Carrington College - RN	6	-	2	-	8	-	-	100%
College of Southern Idaho - LPN	6	-	-	-	6	-	-	100%
College of Southern Idaho - RN	16	-	5	-	16	5	-	100%
College of Western Idaho-PN	2	-	1	3	4	-	2	67%
College of Western Idaho-RN	4	-	-	2	4	-	2	67%
Eastern Idaho Tech. College-PN	8	-	1	-	6	-	3	67%
Eastern Idaho Tech. College-RN	3	-	1	-	3	-	1	75%
Idaho State University - College of Technology (ADRN)	2	-	-	1	2	1	-	100%
Idaho State University - College of Technology (LPN)	3	-	5	2	7	1	2	80%
Idaho State University-BSN	20	-	2	-	22	-	-	100%
ITT	6	-	-	-	6	-	-	100%
Lewis -Clark State College-PN	6	-	1	-	7	-	-	100%
Lewis-Clark State College-RN	21	-	4	-	16	6	3	88%
North Idaho College-PN	2	-	1	-	3	-	-	100%
North Idaho College-RN	11	-	13	-	18	1	5	79%
Northwest Nazarene University	5	-	10	-	5	2	8	47%
Stevens-Henager	1	-	4	-	5	-	-	100%
TOTAL	189	0	64	9	210	19	33	87%

Source: Idaho Board of Nursing annual report, September 2010.

¹Idaho Administrative Code, Rules of the Board of Nursing. IDAPA 23.01.01.640

QUESTION 9

What is the turnover of nursing faculty and nursing staff?

Table 3-F represents the vacancy rates, turnover rates and average salaries among Idaho nurses collected by the Idaho Nursing Workforce Center's Fall 2007 Community Survey. According to the survey, certified nursing assistants had a turnover rate of 41.6 percent, the highest of any surveyed group. Surprisingly, nurses with master's degrees or doctorates had a higher turnover rate than staff RNs with less than one year of job experience. This discrepancy speaks toward the need to improve long-term retention strategies among highly trained nurses.

**Table 3-F: Vacancy and Turnover Rates
Among Nurses in Idaho**

	# Employers Responding	Total Employed Jan-Mar 2007	Turnover Rate During all of 2006	Vacancy Rate Jan-Mar 2007
Advanced Practice Nurse	36	107	10.2%	7.1%
Other Masters or Doctoral Prepared Nurse	23	64	18.3%	5.7%
RN Manager ¹	92	359	13.1%	10.3%
Staff RN: New Grad ²	35	294	16.7%	11.8%
Staff RN: Experienced ³	111	4,232	14.4%	7.8%
Licensed Professional Nurse (LPN)	114	917	15.4%	5.7%
Certified Nursing Assistant (CNA)	90	2,357	41.6%	22.0%
Medical Assistant (MA)	57	311	25.6%	11.4%

¹ RN means licensed in Idaho as a Registered Nurse.

² "New Grad" = less than 1 year of experience as an RN

³ "Experienced" = at least 1 year of experience as an RN.

Source: INWC Community Survey, Fall 2007.

Note: This information has not been updated since the Idaho Nursing Overview, 2008.

Cont.

QUESTION 9

What is the turnover of nursing faculty and nursing staff?

Table 3-G shows the number of faculty who left their positions during the past three school years. These numbers reflect all faculty departures whether due to retirement, returning to clinical practice, moving away, forced resignation or another reason.

The 2005 Idaho Nursing Workforce Center Nursing Program Directors Survey also asked about the number of faculty who left in the 2002-2003 school year, reported as a total of 11 statewide, and the number of faculty who left in the 2003-2004 school year, reported as a total of 14. Total faculty numbers are not available for these years so vacancy rates cannot be calculated.

Table 3-G: Number of Nurse Faculty Leaving Their Positions Each Year			
Year	# Who Left	Total Faculty	% Turnover
2004-05	14	140	10%
2005-06	28	147	19%
2006-07	14	153	9%

Source: INWC Nursing Program Directors Surveys, September 2005, September 2006, September 2007.

Table 3-G(2) shows the number of faculty who reported they plan to leave their faculty position in the next two years. Particularly concerning is the number of faculty planning to leave ASN and BSN programs. Since faculty must have a Master's degree to teach any courses, classroom or clinical, that educate RNs, replacing these faculty may be difficult.

Table 3-G(2): Number of Nursing Faculty Planning to Leave in Two Years			
Program Association	Returning to a Practice Setting	Retiring or Other Reason	Percent
LPN	4	1	9%
ASN	7	2	10%
BSN	16	2	17%
MSN	0	0	0%
Total	27	5	12%

Source: Idaho Board of Nursing annual report, September 2010.

QUESTION 10

*What are the
projected
retirements?*

Table 3-H(1): Number of Nursing Faculty Planning to Retire

Plan to retire in:	Number	Percent	Cumulative Percent
1 yr	6	4.0%	4.0%
2 yrs	6	4.0%	8.0%
3 yrs	5	3.3%	11.3%
4 yrs	4	2.7%	14.0%
5 yrs	18	12.0%	26.0%
No plans to retire in next 5 yrs	111	74.0%	100.0%
Total	150	100	

Source: INWC RN Satisfaction Survey, September 2007.

In spring 2007, the Idaho Nursing Workforce Center distributed a survey to all licensed RNs in Idaho along with their license renewal forms. The planned retirements in Table 3-H(1) likely represented most, if not all, planned faculty retirements at that time.

As part of the Idaho Board of Nursing annual report, a question asked for each faculty member's plan for two years. Table 3-H(2) shows the number of faculty that planned to leave education. The most common answer was that they plan to return to a practice setting, as opposed to retiring or not working for another reason. Part of the reason for returning to practice for many may be that they are currently working towards a master's degree or do not meet the Board of Nursing requirements for qualified faculty. Also, many faculty who stated in 2007 that they planned to retire may have decided to remain working due to economic reasons or may have already retired.

Table 3-H(2): Number of Nursing Faculty Planning to Leave in Two Years

Highest Degree	Returning to a Practice Setting	Retiring or Other Reason	Percent
PHD	0	2	5%
APPN	0	0	0%
MSN	8	2	8%
BSN	16	1	25%
ASN	2	0	29%
LPN	1	0	100%
Total	27	5	13%

Source: Idaho Board of Nursing annual report, September 2010.

Cont.

QUESTION 10

*What are the
projected
retirements?*

Table 3-H(3) shows the overall number of currently licensed Idaho nurses who reported at the time when they most recently renewed their nursing licenses that they plan to retire in two years. Representative of the nursing population as a whole, the bulk of those planning to retire are RNs, either with ASN or BSN, for a total of 338 that will need to be replaced.

Table 3-H(3): Number of Active Nurses Planning to Retire in Next Two Years

Highest Degree	Plan to Retire in Next Two Years	Percent
PHD	4	6%
APPN	22	2%
MSN	27	4%
BSN	115	2%
ASN	223	4%
LPN	87	3%
Total	478	3%

Source: Idaho Board of Nursing licensure database, 2010.

QUESTION 11

What is the number of faculty based on the current student population?

According to the information submitted by the nursing education programs, both public and private, there are 183 full-time and 79 part-time nursing faculty in Idaho. The student population is 2,598 students. The statewide teacher to student ratio is approximately 1:10. BYU-I and ISU are the only schools with ratios higher than 1:10. However, the student numbers do not take into account that some students may be enrolled only part-time. In light of the difficulties associated with attracting qualified nursing instructors, perhaps one way to increase capacity would be to increase student to teacher ratios to 1:10 across the board.

Table 3-I: Current Faculty and Student Populations

Institution	Faculty		Students	Faculty to Student Ratio
	Full-time	Part-time		
Boise State University	39	9	336	1:7
Brigham Young University-Idaho	17	4	445	1:21
Carrington College	17	4	148	1:7
College of Southern Idaho	22	5	251	1:9
College of Western Idaho	6	6	96	1:8
Eastern Idaho Technical College	11	2	102	1:8
Idaho State University	20	2	375	1:17
ISU-College of Technology (ASRN)	2	1	34	1:10
ISU-College of Technology (LPN)	3	7	54	1:10
ITT Technical Institute	-	6	202	1:10
Lewis-Clark State College	27	5	232	1:8
North Idaho College	13	14	137	1:10
Northwest Nazarene University	5	10	177	1:8
Stevens-Henager College	1	4	9	1:3
Total	183	79	2,598	1:10

Source: Idaho Board of Nursing annual report, September 2010.

QUESTION 12

How do faculty salaries compare to practice salaries?

The Occupational Employment Statistics program of the Bureau of Labor Statistics produces employment and wage estimates for over 800 occupations. These estimates are developed using data collected from a semi-annual mail survey measuring occupational employment and wage rates from a sample of 1.2 million business establishments. The survey data in this analysis include establishments sampled during the last six survey periods.¹

QUESTION 13

How do salaries for nursing faculty and staff nurses compare with those in surrounding states?

Employment definitions are based on the Office of Management and Budget's Standard Occupational Classification system, in which nurses and nursing instructors fall into the following categories based on job function:

25-1072: Nursing Instructors and Teachers, Postsecondary.

29-1111: Registered Nurses (includes ASN, BSN, MSN, PH-D and APPN).

29-2061: Licensed Practical and Licensed Vocational Nurses.

Federal wage data include base rate pay, cost-of-living allowances, guaranteed pay, hazardous-duty pay, incentive pay including commissions and production bonuses, tips and on-call pay. Excluded from these wage calculations are back pay, jury duty, overtime, severance, shift differentials, non production bonuses, employer cost for supplementary benefits and tuition reimbursements.²

Table 3-J, using federal data, represents estimated average annual wages for nursing instructors, RNs and LPNs in Idaho and several surrounding states. Oregon, Utah and Wyoming are the only states in the table where nursing instructors on average make more than RNs. Utah's wage differential two years ago was only \$450 but now is \$3,500. Oregon's is \$510. Wyoming's nursing instructors two years ago had an annual wage less than RNs' but now is \$1,300 greater. Nursing instructors in Washington and Montana on average still make less than RNs. Wage information for Nevada and Idaho are currently not available due to federal confidentiality restrictions and a small sample size.

Table 3-J: OES Average Annual Wage May 2009			
State	Instructor	RN	LPN
Montana	\$46,240	\$56,380	\$34,910
Wyoming	\$59,360	\$58,060	\$39,380
Utah	\$62,870	\$59,370	\$39,840
Idaho	*	\$61,320	\$37,860
Washington	\$62,470	\$72,450	\$44,400
Oregon	\$73,810	\$73,300	\$44,830
Nevada	*	\$72,940	\$47,900

In 2007, Idaho's average annual wage for nursing instructors of \$57,360 ranked third among the six states reporting wages. At that time, the Idaho nursing instructor average annual wage was \$3,400 greater than that of RNs. Presently, Idaho's RN wages rank fourth

* Data is not releasable for the current year.

Source: Bureau of Labor Statistics and Occupational Employment Statistics Estimate Delivery System.

*1, 2 Bureau of Labor Statistics Technical Notes: http://www.bls.gov/oes/current/oes_tec.htm.

Cont.

QUESTION 12

How do faculty salaries compare to practice salaries?

Additional sources of salary information include Idaho Business Intelligence Solution, the National Center for Education Statistics' Integrated Postsecondary Education Data System and the 2010 Milliman Northwest Health Care Industry Salary Survey.

IDAHO BUSINESS INTELLIGENCE SOLUTION — IBIS

QUESTION 13

How do salaries for nursing faculty and staff nurses compare with those in surrounding states?

Salary information for public institution nursing faculty is available through the IBIS system. Table 3-K reflects the average hourly wage and annual salary for nursing faculty at state public institutions in Idaho. With access to Social Security numbers for all nursing faculty employed by public institutions, the Idaho Department of Labor can produce average wages for all nursing programs.

Table 3-K: Nursing Faculty Wages at Idaho Public Institutions

Institution	Average Hourly Wage	Average Salary	Median Salary
BSU: Nursing	\$29.80	\$61,988	\$60,611
EITC	\$22.67	\$47,161	\$47,453
ISU: School of Nursing	\$25.91	\$53,893	\$49,400
LCSC: Nursing & Health Sciences	\$23.88	\$49,675	\$46,342
Overall	\$26.59	\$55,314	\$52,000

Source: Idaho Business Intelligence Solution - November 2010.

Cont.

QUESTION 12

How do faculty salaries compare to practice salaries?

QUESTION 13

How do salaries for nursing faculty and staff nurses compare with those in surrounding states?

NCES IPEDS SALARY DATA

An alternate source for faculty salary information is the Integrated Postsecondary Education Data System, which is the main postsecondary education data collection program for the National Center for Education Statistics. These data are robust because participation is mandatory for institutions with program participation agreements. Through the use of twelve online data collection components, the system captures enrollments, program completions, graduation rates, faculty, staff, finances, institutional prices and student financial aid.

The human resources component specifically captures employees by assigned position, full staff and salaries. Collection of salary information primarily focuses on the number of full-time instructional faculty by rank, gender and length of contract; total salary outlay; and fringe benefits. Among the system's strengths are the common contractual period used in salary data analysis and the fact that all Idaho institutions with nursing programs participated. One major limitation is that salary information is only available at the statewide, aggregate level, making it impossible to identify salaries for nursing faculty.

While individual program salaries cannot be directly compared, nine-month contract salary information for full-time instructional faculty is available for Idaho and surrounding states for 2007. Based on this information, Idaho's full-time faculty average \$48,689 per nine-month contract. Full-time faculty in neighboring Washington, Wyoming and Oregon average more. Only Utah and Montana full-time faculty average less. Assuming statewide trends hold for each department's faculty, Idaho's nursing faculty probably make less than their counterparts in Washington, Wyoming and Oregon, based on information found in Table 3-L.

Table 3-L: Average Salary Equated to Nine-month Contracts of Full-time Instructional Faculty - All Ranks

State	Average Salary for Nine-month Contract
Wyoming	\$55,949
Oregon	\$52,259
Washington	\$52,112
Idaho	\$48,689
Utah	\$46,648
Montana	\$43,802

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), 2007.

*Cont.***QUESTION 12**

How do faculty salaries compare to practice salaries?

QUESTION 13

How do salaries for nursing faculty and staff nurses compare with those in surrounding states?

2010 MILLIMAN NORTHWEST HEALTH CARE INDUSTRY SALARY SURVEY

Limitations of federal wage data include the exclusion of wage differential pay and the inability to portray practice salaries at more detailed levels beyond RN and LPN. Using data collected by Milliman's 2010 Northwest Health Care Industry Salary Survey allows for a more in-depth analysis of practice setting salaries for RNs, APPNs and LPNs. This Milliman survey collects salary and benefit information from a variety of health care facilities in the Northwest, making the data highly representative of the actual nursing universe. Because the Idaho sample was very small and limited to hospitals in the Boise area, salaries were taken from the cumulative total of Washington, Oregon and Idaho excluding the Puget Sound and Portland areas, where wages are inflated. Milliman salary surveys are considered reliable and are used by the state of Idaho in preparing the annual recommendation on changes in state employee pay for the state Legislature.

Table 3-M on page 3-20 reflects salaries for various nursing positions based on results from the 2010 Milliman Survey.

Table 3-M: Milliman 2010 Northwest Health Care Industry Salary Survey

Job Code*	Job Title	Average Wage	New Grad Rate	Standby Pay	Min Hours	Shift Diff - Evening	Shift Diff - Night	Shift Diff - Wknd	Avg Cert Pay	Avg Lead Pay
2.11	Certified Nurse Midwife	\$41.63	-	-	-	-	-	-	-	-
2.15	Certified Registered Nurse Anesthetist (CRNA)	\$73.66	-	\$4.81	\$2.50	\$3.84	\$5.06	\$2.13	-	-
16.02	Clinical Nurse Educator	\$36.70	\$26.98	\$3.50	\$2.50	\$2.52	\$4.25	\$2.21	\$0.83	-
2.24	Clinical Nurse Specialist	\$42.30	-	\$3.69	\$2.20	\$2.26	\$4.39	\$2.56	-	-
2.01	Medical Assistant (Certified)	\$15.22	\$13.12	\$3.00	\$2.18	\$1.45	\$2.14	\$1.51	\$0.67	\$1.22
2.03	Nurse Assistant, Registered (NAR)	\$11.99	-	-	-	-	-	-	-	-
2.10a	Nurse Practitioner - General	\$43.41	\$35.52	\$3.96	\$1.83	\$2.63	\$4.24	\$2.38	-	-
2.10b	Nurse Practitioner - Specialized	\$43.60	-	-	-	-	-	\$2.47	-	-
2.05	Nurse Technician	\$13.84	-	\$3.10	\$2.40	\$1.68	\$2.48	\$1.78	-	-
2.04	Nursing Assistant, Certified (CNA)	\$13.23	\$11.26	\$3.06	\$2.09	\$1.43	\$2.12	\$1.57	\$0.77	\$0.80
15.44	Nursing Department Manager / Supv - Clinic	\$37.41	-	-	-	-	-	-	-	-
15.45	Nursing Manager - Acute Care (Single Unit)	\$45.30	-	\$2.92	\$2.00	\$1.55	\$3.00	\$2.08	-	-
15.46	Nursing Mgr - Acute Care (Multiple Units)	\$46.82	-	-	-	-	-	-	-	-
15.47	Nursing Shift Supervisor	\$38.11	-	\$3.33	\$2.00	\$1.80	\$3.20	\$2.60	-	-
2.23	Patient Care / Discharge Coordinator	\$31.22	\$24.85	\$3.42	\$2.00	\$2.24	\$3.30	\$1.93	-	-
6.03	Phlebotomist	\$14.28	\$12.11	\$3.08	\$2.30	\$1.52	\$2.19	\$1.62	\$1.05	\$0.97

2.06a	LPN - Acute Care	\$21.61	\$16.59	\$3.21	\$2.13	\$1.79	\$2.65	\$2.10	\$0.95	\$1.20
2.06b	LPN - Clinic	\$20.11	\$16.62	\$3.22	\$2.00	\$1.45	\$2.27	\$1.65	\$0.74	\$1.34
LPN Average All Care Settings		\$20.89								
2.07a	RN - Acute Care	\$33.67	\$24.51	\$3.46	\$2.28	\$2.24	\$3.78	\$2.73	\$0.94	\$2.10
2.07b	RN - Clinic	\$28.16	\$22.14	\$3.17	\$2.08	\$2.03	\$2.89	\$2.14	\$0.82	\$1.86
2.07c	RN - Home Care / Hospice	\$38.05	\$25.22	\$3.71	\$2.20	\$2.37	\$3.85	\$2.61	\$0.95	\$1.83
RN Average All Care Settings		\$33.46								

*Numbers represent WA, ID, OR, excluding the Puget Sound area and Portland metro area.
Source: 2010 Northwest Health Care Industry Salary Survey, Milliman.

QUESTION 14

How do nursing faculty salaries compare with faculty salaries across higher education and among professional programs?

The Occupational Employment Statistics program of the Bureau of Labor Statistics produces employment and wage estimates for over 800 occupations. These estimates are developed using data collected from a semi-annual mail survey measuring occupational employment and wage rates from a sample of 1.2 million business establishments.¹ The survey data in this analysis include establishments sampled during the last six survey periods.

Employment definitions are based on the Office of Management and Budget's Standard Occupational Classification system, in which higher education faculty are categorized under code 25-1000, Postsecondary Teachers, and are subdivided into 39 categories based on job function.

Wages include base rate pay, cost-of-living allowances, guaranteed pay, hazardous-duty pay, incentive pay including commissions and production bonuses, tips and on-call pay. Excluded from these wage calculations are back pay, jury duty, overtime, severance, shift differentials, non production bonuses, employer cost for supplementary benefits and tuition reimbursements.²

Table 3-N on page 3-22 shows the 2009 estimated average annual wages for postsecondary faculty positions in Idaho and surrounding states. Wage information for several positions were not available in every state due to federal confidentiality restrictions.

Due to a small sample, Idaho's nursing instructors' average annual wages are not available in the May, 2009 release. In 2006 when wages for nursing instructors were available, Idaho ranked sixth among reported wages.³ Business teachers, mathematics, science and biological sciences teachers, philosophy and religion teachers and post-secondary teachers outside the standard fields had higher average annual wages in 2006.

Compared to surrounding states, Idaho's nursing faculty wage lagged behind Washington and Oregon but was ahead of Utah, Wyoming and Montana. In terms of in-state professional programs, Idaho's nursing faculty average annual wage was \$15,497 higher in 2006 than health specialty teachers, those instructors who teach courses in veterinary medicine, dentistry, pharmacy, therapy, laboratory technology and public health

Compared to out-of-state professional programs, average nursing faculty wages in Idaho were also below those of other professional faculty such as law teachers, health specialty teachers and social work teachers.

¹Bureau of Labor Statistics: <http://www.bls.gov/oes>.

²Bureau of Labor Statistics Technical Notes: http://www.bls.gov/oes/current/oes_tec.htm.

³Idaho Nursing Overview, 2008.

Table 3-N: May 2009 OES Average Annual Wage by State

Occupation Title	MT	NV	OR	ID	UT	WA	WY
Business Teachers, Postsecondary	\$56,060	\$79,600	\$91,400	\$71,790	\$79,920	\$69,730	\$89,640
Computer Science Teachers, Postsecondary	\$49,000	\$62,740	\$88,790	-	\$78,360	\$68,730	\$62,550
Mathematical Science Teachers, Postsecondary	\$51,830	-	\$83,900	-	\$62,110	\$65,220	\$63,020
Architecture Teachers, Postsecondary	-	-	\$85,510	-	\$58,560	\$67,340	-
Engineering Teachers, Postsecondary	\$62,970	-	-	-	\$90,070	-	\$89,900
Agricultural Sciences Teachers, Postsecondary	\$56,190	-	-	-	-	-	\$70,360
Biological Science Teachers, Postsecondary	\$53,230	-	\$89,980	-	\$69,580	\$78,060	\$70,900
Forestry and Conservation Science Teachers, Postsecondary	\$53,440	-	-	-	\$73,010	-	-
Atmospheric, Earth, Marine and Space Sciences Teachers, Postsecondary	\$54,740	-	-	-	\$68,600	\$77,100	\$74,540
Chemistry Teachers, Postsecondary	\$54,480	-	\$90,520	-	\$81,100	\$67,670	\$76,000
Environmental Science Teachers, Postsecondary	-	-	-	-	-	\$88,970	-
Physics Teachers, Postsecondary	-	-	\$88,810	-	\$67,330	\$75,550	-
Anthropology and Archeology Teachers, Postsecondary	-	\$70,470	-	-	\$67,410	\$62,870	-
Area, Ethnic and Cultural Studies Teachers, Postsecondary	\$50,470	-	-	-	-	\$62,280	-
Economics Teachers, Postsecondary	-	-	\$101,630	-	\$83,820	\$74,640	-
Geography Teachers, Postsecondary	-	-	-	-	\$66,550	\$61,480	-
Political Science Teachers, Postsecondary	\$55,090	-	-	-	\$64,630	\$70,660	\$69,930
Psychology Teachers, Postsecondary	\$43,110	-	\$81,600	-	\$66,650	\$61,050	\$67,330
Sociology Teachers, Postsecondary	\$50,900	-	\$80,450	-	\$64,470	\$64,410	-
Social Sciences Teachers, Postsecondary, All Other	-	-	\$78,170	-	-	\$69,330	-
Health Specialties Teachers, Postsecondary	\$55,550	\$107,510	\$97,140	\$60,020	\$125,280	-	\$81,580

Source: Bureau of Labor Statistics and Idaho Occupational Employment and Wage Report, May 2010.

Continued on next page.

Table 3-N: May 2009 OES Average Annual Wage by State (cont.)

Occupation Title	MT	NV	OR	ID	UT	WA	WY
Nursing Instructors and Teachers, Postsecondary	\$46,240	-	\$73,810	*	\$62,870	\$62,470	\$59,360
Education Teachers, Postsecondary	-	-	\$63,740	-	\$62,100	\$56,820	\$62,280
Library Science Teachers, Postsecondary	-	-	-	-	-	-	-
Criminal Justice and Law Enforcement Teachers, Postsecondary	-	\$52,960	\$67,310	-	\$54,870	\$51,510	-
Law Teachers, Postsecondary	\$83,300	-	\$109,870	-	\$125,410	-	-
Social Work Teachers, Postsecondary	\$33,320	-	\$91,520	-	\$71,630	-	-
Art, Drama and Music Teachers, Postsecondary	\$46,020	\$51,100	\$65,240	\$44,320	\$56,620	\$54,540	\$63,720
Communications Teachers, Postsecondary	\$50,690	-	\$71,600	-	\$59,560	\$54,570	\$66,520
English Language and Literature Teachers, Postsecondary	\$48,450	-	\$70,670	-	\$59,640	\$51,490	\$60,680
Foreign Language and Literature Teachers, Postsecondary	\$46,790	\$45,810	\$64,690	-	\$61,010	\$52,410	\$63,560
History Teachers, Postsecondary	\$52,330	-	\$77,830	-	\$57,950	\$59,050	-
Philosophy and Religion Teachers, Postsecondary	\$56,320	-	\$63,500	-	\$73,590	\$55,180	-
Graduate Teaching Assistants	\$31,770	-	\$37,290	\$45,360	-	-	-
Home Economics Teachers, Postsecondary	-	-	-	-	\$72,790	\$51,220	-
Recreation and Fitness Studies Teachers, Postsecondary	\$47,380	-	\$77,400	-	\$62,600	\$45,200	\$64,220
Vocational Education Teachers, Postsecondary	\$41,960	\$41,500	\$57,710	\$45,470	\$44,260	\$55,200	\$47,880
Postsecondary Teachers, All Other	\$43,140	\$52,840	\$64,400	\$73,890	\$61,890	\$71,210	\$45,450

* Data not releasable for the current year.

Source: Bureau of Labor Statistics and Idaho Occupational Employment and Wage Report, May 2010.

QUESTION 15

What are the salaries in the following practice settings?

Salaries for Idaho nurses based on work or practice setting, educational level, credentials, position and major clinical area were identified using the state board's licensing databases and state unemployment insurance wage files. Annual average earnings for each of the breakouts were calculated for full-time active nurses with four quarters of reported wages in 2009. Earnings include base rate pay, cost-of-living allowances, guaranteed pay, hazardous-duty pay, incentive pay including commissions and production bonuses, tips, on-call pay, back pay, jury duty, over-time, severance, shift-differentials, non-production bonuses, employer cost for supplementary benefits and tuition reimbursements. Average annual earnings for Idaho nurses on the whole should be higher than the federal OES wages since they include major components of most nursing salaries—overtime and shift-differentials— which are missing from the federal wage report.

A. PRACTICE SETTINGS

LPN. Table 3-O reflects the annual average salary of Idaho's LPNs by practice or work setting. The highest overall average earnings were for LPNs working in insurance companies and in occupational health. Interestingly, both employ the fewest LPNs, less than ten each, but pay on average higher salaries (Table 1-H). Nursing homes employ the largest number of LPNs in Idaho, paying \$39,136 on average in 2009.

Table 3-O: 2009 Annual Average Earnings** of Idaho's Licensed Practical and Licensed Vocational Nurses by Practice Setting							
Practice Setting	Idaho	Northern	North Central	South-western	South Central	South-eastern	East Central
Assisted Living	\$32,037	*	\$23,222	\$32,084	*	*	*
Hospice or Home Health	\$36,353	\$42,430	*	\$35,181	\$29,318	\$45,427	\$33,556
Hospital	\$36,378	\$38,332	\$37,670	\$37,377	\$39,189	\$35,782	\$33,672
Insurance Company	\$48,598	-	*	*	*	-	-
Jail or Prison	\$42,705	*	\$45,205	\$44,475	*	\$39,412	*
Medical Office or Clinic	\$34,893	\$34,175	\$32,412	\$37,775	\$35,528	\$31,939	\$32,200
Nursing Home	\$39,136	\$39,058	\$37,412	\$41,964	\$40,976	\$34,085	\$34,008
Occupational Health	\$47,044	*	*	*	*	*	-
Outpatient Facility	\$41,344	*	*	\$44,191	\$36,751	-	\$43,153
Public Health	\$35,040	*	-	\$35,538	*	*	*
School Health	\$27,173	-	-	*	*	*	\$21,855
Other/Unknown	\$39,354	\$37,076	\$39,139	\$39,921	\$36,736	\$37,597	\$41,728

* Sample is too small or wages vary too much to report a reliable average.

** Average annual earnings of full-time licensed practical and licensed vocational nurses = LPN nurses with four quarters of reported earnings in 2009.

Sources: Idaho Department of Labor Unemployment Insurance Division database, Idaho Board of Nursing licensure database and Idaho Board of Nursing annual report.

Cont.
QUESTION 15

What are the salaries in the following practice settings?

RN. Table 3-P represents the average annual earnings of RNs in Idaho. Like LPNs, RNs working in occupational health and insurance companies earned the most while those in school health earned the least. Hospitals, which employ the largest number of RNs, paid an average \$62,480 to their nurses in 2009.

Table 3-P: 2009 Average Annual Earnings of Idaho's Registered Nurses by Practice Setting							
Practice Setting	Idaho	Northern	North Central	South-western	South Central	South-eastern	East Central
Assisted Living	\$55,296	\$48,129	*	\$61,912	*	*	\$47,363
Hospice or Home Health	\$59,250	\$55,105	\$54,515	\$59,146	\$61,627	\$64,997	\$61,967
Hospital	\$62,480	\$67,502	\$60,119	\$62,499	\$62,176	\$64,692	\$59,368
Insurance Company	\$63,632	-	\$70,764	\$60,236	-	*	-
Jail or Prison	\$59,955	\$58,755	\$54,891	\$61,175	*	\$55,202	*
Medical Office or Clinic	\$50,289	\$46,147	\$43,376	\$53,257	\$49,170	\$52,228	\$50,708
Nursing Education ¹	\$56,106	\$55,133	*	\$56,949	\$48,889	\$62,031	\$65,688
Nursing Home	\$58,059	\$55,317	\$52,948	\$62,439	\$62,306	\$59,315	\$50,053
Occupational Health	\$69,063	*	\$52,163	\$70,306	*	*	\$77,761
Outpatient Facility	\$61,656	\$68,535	\$55,147	\$62,764	\$60,167	\$61,786	\$54,735
Public Health	\$52,961	\$51,419	\$46,182	\$57,169	\$53,247	\$54,741	\$51,563
School Health	\$45,443	\$41,711	*	\$46,886	\$38,873	*	*
Other/Unknown	\$61,224	\$57,384	\$52,001	\$69,025	\$52,516	\$68,354	\$47,976
Faculty- Public Schools Only ²	\$58,728	\$61,260	\$48,930	\$65,966	\$52,005	\$57,385	\$56,444

* Sample is too small or wages vary too much to report a reliable average.

¹ Represents staff nurses indicating they work in nursing education.

² Represents postsecondary nursing faculty with RN licensure employed by public institutions in Idaho.

Average annual earnings of full-time registered nurses = RN (ASN, BSN, MSN, PHD) nurses with four quarters of reported earnings in 2009.

Sources: Idaho Department of Labor Unemployment Insurance Division database, Idaho Board of Nursing licensure database and Idaho Board of Nursing annual report.

Cont.

QUESTION 15

What are the salaries in the following practice settings?

APPN. Advance Practice Professional Nurses earned the highest salaries of all nurses in Idaho in 2009. On average, APPNs earned significantly more working in hospitals, except in northern Idaho. However, average wages of APPNs have higher amounts of variation when viewed by practice setting than those of RNs and LPNs.

Table 3-Q: 2009 Annual Average Earnings of Idaho's Advanced Practice Professional Nurses by Practice Setting

Practice Setting	Idaho	Northern	North Central	South-western	South Central	South Eastern	East Central
Hospice or Home Health	\$76,346	-	-	\$75,946	-	*	-
Hospital	\$135,500	\$86,671	\$151,467	\$128,133	\$129,956	\$148,960	\$181,482
Jail or Prison	\$93,525	-	*	*	-	*	-
Medical Office or Clinic	\$85,199	\$85,803	\$80,007	\$88,967	\$77,586	\$80,063	\$81,232
Nursing Education ¹	\$68,685	*	*	\$63,727	*	\$78,293	*
Nursing Home	\$57,201	-	-	-	-	*	*
Occupational Health	*	-	-	*	-	-	-
Outpatient Facility	\$94,361	\$119,536	*	\$94,552	\$78,094	*	*
Public Health	\$61,679	*	\$55,204	\$67,285	-	-	*
School Health	\$62,950	*	-	*	-	-	*
Other/Unknown	\$87,313	\$68,404	*	\$80,563	*	\$65,068	*
Postsecondary Public Institution ²	\$64,500	\$69,577	\$51,582	\$65,272	\$42,858	\$73,209	\$61,400

* Sample is too small or wages vary too much to report a reliable average.

** Variance between annual earnings of APPNs in outpatient facilities is very high, even within regions.

¹ Represents staff nurses indicating they work in nurse education.

² Represents postsecondary nursing faculty with APPN licensure employed by public institutions in Idaho. Due to limited numbers regional data must be suppressed to maintain confidentiality.

Average annual earnings of full-time advance practice professional nurses = APPN nurses with four quarters of reported earnings in 2009.

Sources: Idaho Department of Labor Unemployment Insurance Division database, Idaho Board of Nursing licensure database and Idaho Board of Nursing annual report.

QUESTION 16

What are the salaries by education and by licensure?

EDUCATION LEVEL

In most occupations, more education equates to higher earning potential. Table 3-R below shows this trend holds for Idaho with LPNs having the lowest average annual earnings in 2009 and APPNs the highest. The trend deviates a bit when comparing nurses with master's degrees or doctorates. Master's-prepared nurses in a clinical setting earned \$7,140 more on average than nurses with doctorates in 2009.

Table 3-R: 2009 Annual Average Earnings of Idaho's Nurses by Education Level

Education Level	Idaho	Northern	North Central	South-western	South Central	South-eastern	East Central
Staff - LPN	\$37,300	\$37,638	\$37,161	\$39,143	\$38,460	\$35,089	\$33,937
Staff - AS-RN	\$58,539	\$61,585	\$55,530	\$58,858	\$58,593	\$61,497	\$56,804
Staff - BA-RN	\$60,944	\$63,377	\$56,730	\$61,054	\$65,373	\$63,837	\$57,477
Staff - MS-RN	\$83,154	\$72,803	\$85,182	\$85,521	\$78,801	\$74,847	\$81,511
Staff - PHD-RN	\$76,014	\$56,284	\$53,281	\$84,372	*	\$79,425	\$84,510
Staff - APPN	\$105,276	\$84,077	\$109,521	\$105,572	\$87,180	\$107,088	\$131,586
Staff - UNKNOWN	\$54,613	\$50,753	\$65,535	\$52,777	*	\$76,967	\$111,594
Public Institution Nursing Faculty - AS-RN ¹	\$56,704	*	*	\$77,487	*	\$53,983	\$41,364
Public Institution Nursing Faculty - BA-RN ¹	\$54,314	\$66,042	\$43,591	\$62,390	\$49,893	\$47,567	\$64,610
Public Institution Nursing Faculty - MS-RN ¹	\$55,878	\$57,280	\$46,635	\$59,832	\$53,906	\$57,651	\$53,305
Public Institution Nursing Faculty - PHD-RN ¹	\$74,539	\$91,502	\$61,716	\$80,253	*	\$65,982	*
Public Institution Nursing Faculty - APPN ¹	\$64,500	\$69,577	\$51,582	\$65,272	\$42,858	\$73,209	\$61,400

¹Due to limited numbers regional data must be suppressed to maintain confidentiality.

Average annual earnings of full-time nurses = nurses with four quarters of reported earnings in 2009.

Sources: Idaho Department of Labor Unemployment Insurance Division database, Idaho Board of Nursing Licensure database and Idaho Board of Nursing annual report.

Cont.

QUESTION 16

What are the salaries by education and by licensure?

LICENSURE LEVEL

In 2009 the average annual salary for an LPN working in Idaho was \$37,300. In comparison, Idaho RNs averaged \$60,584, roughly \$23,000 more. The highest earning nurses, APPNs, averaged \$45,000 more than RNs and \$64,000 more than LPNs.

Table 3-S: 2009 Annual Average Earnings of Idaho's Nurses by Licensure Level

Licensure Level	Idaho	Northern	North Central	South-western	South Central	South-eastern	East Central
LPN	\$37,300	\$37,638	\$37,161	\$39,143	\$38,460	\$35,089	\$33,937
RN	\$60,584	\$62,479	\$56,685	\$61,363	\$60,551	\$63,417	\$58,223
APPN	\$105,276	\$84,077	\$109,521	\$105,572	\$87,180	\$107,088	\$131,586
Public Institution Nursing Faculty ¹	\$67,789	\$69,577	\$48,357	\$65,272	\$42,858	\$82,556	\$61,400

¹ Represents postsecondary nursing faculty with RN and APPN licensure employed by public institutions in Idaho. Average annual earnings of full-time nurses = nurses with four quarters of reported earnings in 2009.

Sources: Idaho Department of Labor Unemployment Insurance Division database, Idaho Board of Nursing licensure database and Idaho Board of Nursing annual report.

CREDENTIALS**QUESTION 17**

What are the salaries by credential?

Based on the information found in Table 3-U, the highest earners among Idaho's APPNs are registered nurse anesthetists. They made on average \$149,780 in 2009. The average salary of nurse practitioners, the largest group of APPNs in the state, was \$83,878 in 2009. Certified nurse midwives earn the lowest average salary among non-faculty APPNs at \$66,956 in 2009. With less than 50 certified nurse midwives or clinical nurse specialists licensed in Idaho, average earnings have greater variation between the regions of the state.

Table 3-U: 2009 Annual Average Earnings of Idaho's Advanced Practice Professional Nurses by Credential

Credential	Idaho	Northern	North Central	South-western	South Central	South-eastern	East Central
Certified Nurse Midwife	\$66,956	\$79,513	*	\$74,592	\$40,755	\$76,737	*
Clinical Nurse Specialist	\$77,160	\$92,684	-	\$81,893	*	\$66,323	-
Nurse Practitioner	\$83,878	\$80,008	\$75,592	\$87,301	\$78,522	\$79,331	\$83,781
Registered Nurse Anesthetist	\$149,780	\$95,455	\$167,177	\$140,687	\$144,548	\$175,662	\$184,252
Public Institution Nursing Faculty-APPN ¹	\$64,500	\$69,577	\$51,582	\$65,272	\$42,858	\$73,209	\$61,400

¹ Represents postsecondary nursing faculty with APPN licensure employed by public institutions in Idaho. Due to limited numbers regional data must be suppressed to maintain confidentiality.

* Sample is too small or wages vary too much to report a reliable average.

Average annual earnings of full-time advance practice professional nurses = APPN nurses with four quarters of reported earnings in 2009.

Sources: Idaho Department of Labor Unemployment Insurance division database, Idaho Board of Nursing licensure database and Idaho Board of Nursing annual report.

QUESTION 18**POSITION**

What are the salaries in the following positions?

LPNs. As shown in Table 3-V, on average LPNs in the top paying position, administrator or supervisor, earn roughly \$8,500 more than those employed as staff or general duty nurses. Case managers, lead nurses, and quality assurance LPNs all had roughly the same annual average earnings.

Table 3-V: 2009 Annual Average Earnings of Idaho's Licensed Practical and Licensed Vocational Nurses by Position

Position	Idaho	Northern	North Central	South-western	South Central	South-eastern	East Central
Administrator/Supervisor	\$44,357	\$48,230	\$39,161	\$45,544	\$44,149	\$40,228	\$46,606
Case Manager	\$39,609	\$45,246	*	\$38,198	\$44,407	*	*
Charge/Lead Nurse	\$39,147	\$38,510	\$37,608	\$41,806	\$40,303	\$33,101	\$37,606
Consultant/Researcher	*	-	-	*	-	*	-
Educator	*	-	-	-	-	-	*
Quality Assurance/Outcome Management	\$39,021	-	*	\$41,203	\$41,595	\$38,060	*
Staff or General Duty	\$35,886	\$36,196	\$35,729	\$37,820	\$36,556	\$35,128	\$31,887
Other/Unknown	\$41,010	\$44,354	\$47,556	\$40,956	\$40,096	\$36,454	\$38,739

* Sample is too small or wages vary too much to report a reliable average.

Average annual earnings of full-time licensed practical and licensed vocational nurses = LPN nurses with four quarters of reported earnings in 2009.

Sources: Idaho Department of Labor Unemployment Insurance Division database, Idaho Board of Nursing licensure database and Idaho Board of Nursing annual report.

Cont.

QUESTION 18

*What are
the salaries
in the following
positions?*

POSITION

RNs. Table 3-W reflects the annual average earnings of RNs by position with those employed as administrators or supervisors earning an average of \$79,899 in 2009. The bulk of RNs, 55 percent, are employed as staff or general duty nurses and on average earned \$55,522. The second largest group, 17 percent, are RNs working as charge or lead nurses, earning \$63,085 on average.

Table 3-W: 2009 Annual Average Earnings of Idaho's Registered Nurses by Position

Position	Idaho	Northern	North Central	South-western	South Central	South-eastern	East Central
Administrator/Supervisor	\$79,899	\$80,532	\$74,055	\$84,185	\$74,528	\$75,125	\$76,659
Advanced Practice	\$70,930	*	-	\$83,834	*	-	*
Case Manager	\$59,524	\$60,245	\$60,545	\$59,911	\$56,861	\$65,122	\$56,985
Charge/Lead Nurse	\$63,085	\$63,972	\$59,327	\$65,679	\$63,683	\$62,435	\$59,013
Consultant/Researcher	\$65,961	\$41,518	*	\$68,183	*	*	*
Educator ¹	\$62,729	\$64,867	\$48,753	\$64,656	\$60,496	\$67,166	\$58,270
Public Institution Nursing Faculty ²	\$58,728	\$61,260	\$48,930	\$65,966	\$52,005	\$57,385	\$56,444
Quality Assurance/Outcome Management	\$64,850	\$73,399	\$58,769	\$62,848	\$76,724	\$70,791	\$59,307
Staff or General Duty	\$55,522	\$58,701	\$51,729	\$55,779	\$56,140	\$59,237	\$52,996
Other/Unknown	\$60,172	\$55,594	\$58,444	\$62,194	\$59,183	\$61,752	\$63,015

¹ Represents staff nurses indicating they work in nursing education.

² Represents postsecondary nursing faculty with RN licensure employed by public institutions in Idaho.

* Sample is too small or wages vary too much to report a reliable average.

Average annual earnings of full-time registered nurses = RN (ASN, BSN, MSN, PHD) nurses with four quarters of reported earnings in 2009.

Sources: Idaho Department of Labor Unemployment Insurance Division database, Idaho Board of Nursing licensure database and Idaho Board of Nursing annual report.

Cont.

QUESTION 18

*What are
the salaries
in the following
positions?*

POSITION

APPNs. Nurses with APPN licenses who reported working as charge/lead nurse or staff or general duty had the highest average annual earnings in 2009. However, the number in each position other than advanced practice were significantly smaller, with 83 percent in advanced practice positions and earning an average \$106,699.

Table 3-X: 2009 Annual Average Earnings of Idaho's Advanced Practice Professional Nurses by Position

Position	Idaho	North	North Central	South-western	South Central	South-eastern	East Central
Administrator/Supervisor	\$82,963	*	-	\$94,752	*	*	-
Advanced Practice	\$106,699	*	\$107,837	\$106,586	\$91,707	\$108,537	\$132,674
Charge/Lead Nurse	\$114,689	-	-	\$114,689	-	-	-
Consultant/Researcher	*	-	-	*	-	-	-
Educator ¹	\$58,521	-	*	\$54,807	*	\$67,448	*
Public Institution Nursing Faculty ²	\$64,500	\$69,577	\$51,582	\$65,272	\$42,858	\$73,209	*
Staff or General Duty	\$117,303	\$55,064	*	\$123,473	\$85,689	\$131,482	*
Other/Unknown	\$95,122	-	*	\$84,553	-	\$108,230	\$109,131

¹ Represents staff nurses indicating they work in nursing education.

² Represents postsecondary nursing faculty with RN licensure employed by public institutions in Idaho

* Sample is too small or wages vary too much to report a reliable average.

Average annual earnings of full-time advanced practice professional nurses = APPN nurses with four quarters of reported earnings in 2009.

Sources: Idaho Department of Labor Unemployment Insurance Division database, Idaho Board of Nursing licensure database and Idaho Board of Nursing annual report.

QUESTION 19

What are the salaries in the following major clinical areas?

MAJOR CLINICAL AREA

LPNs. Table 3-Y shows the average annual earnings of Idaho's LPNs by major clinical area. Though not as common across the state, LPNs in hospice/home health and rehabilitative/restorative care had the highest annual average earnings in 2009 at \$42,238. LPNs working in pediatric/neonatal care and family practices earned the least, averaging less than \$33,000. The geriatric area employed more LPNs than any other major clinical area, 35 percent, followed by medical/surgical and then other or unknown. Nurses in geriatric care earned \$38,949 on average.

Table 3-Y: 2009 Annual Average Earnings of Idaho's Licensed Practical and Licensed Vocational Nurses by Major Clinical Area

Major Clinical Area	Idaho	North	North Central	South-western	South Central	South-eastern	East Central
Community/Public Health	\$33,961	\$33,599	\$35,490	\$36,368	\$30,306	\$31,358	\$33,937
Emergency	\$34,493	\$36,580	*	\$37,180	-	\$39,511	\$29,096
Family Practice	\$32,696	\$33,821	*	\$30,836	\$38,444	\$30,691	\$33,180
Geriatric	\$38,949	\$39,616	\$35,675	\$41,269	\$39,435	\$36,139	\$36,062
Gynecologic/Obstetric	\$37,003	\$27,089	\$48,320	\$38,584	\$36,667	\$38,460	\$34,852
Hospice/Home Health	\$42,238	-	-	\$39,178	-	-	*
Medical/Surgical	\$36,282	\$38,579	\$37,300	\$38,592	\$37,848	\$35,515	\$32,788
Pediatric/Neonatal	\$32,354	\$33,007	*	\$33,997	\$26,253	\$35,175	\$30,075
Psychiatric/Mental Health	\$38,062	\$37,269	\$38,773	\$42,487	\$40,337	\$33,556	\$33,339
Rehab/Restorative	\$38,860	\$48,117	*	\$37,431	\$40,239	\$37,233	*
Other/Unknown	\$38,019	\$36,020	\$43,617	\$39,355	\$41,512	\$34,459	\$34,388

Average annual earnings of full-time licensed practical and licensed vocational nurses = LPN nurses with four quarters of reported earnings in 2009.

* Sample is too small or wages vary too much to report a reliable average.

Sources: Idaho Department of Labor Unemployment Insurance Division database, Idaho Board of Nursing licensure database and Idaho Board of Nursing annual report.

Cont.

QUESTION 19

What are the salaries in the following major clinical areas?

MAJOR CLINICAL AREA

RNs. Average earnings for RNs based on major clinical area were highest in emergency and other/unknown, both at roughly \$64,000. The two areas employing the most RNs were medical/surgical and other/unknown with 29 and 28 percent. Very few, less than 50 statewide, worked in family practice, which also had the lowest average earnings in 2009.

Table 3-Z: 2009 Annual Average Earnings of Idaho's Registered Nurses by Major Clinical Area

Major Clinical Area	Idaho	North	North Central	South-western	South Central	South-eastern	East Central
Community/Public Health	\$58,503	\$53,562	\$53,370	\$61,164	\$56,350	\$63,317	\$56,713
Emergency	\$63,893	\$62,754	\$58,937	\$66,396	\$66,678	\$65,130	\$57,877
Family Practice	\$46,113	\$48,638	\$42,794	\$48,808	*	*	*
Geriatric	\$57,598	\$56,594	\$51,799	\$61,157	\$59,069	\$60,778	\$52,501
Gynecologic/Obstetric	\$56,515	\$56,077	\$52,504	\$57,831	\$59,520	\$58,421	\$52,727
Hospice/Home Health	\$61,931	\$52,054	-	\$63,684	\$73,860	*	*
Medical/Surgical	\$60,234	\$63,576	\$57,388	\$60,187	\$58,921	\$63,795	\$59,313
Pediatric/Neonatal	\$56,566	\$46,617	\$49,177	\$58,511	\$55,975	\$63,205	\$51,383
Psychiatric/Mental Health	\$57,912	\$65,233	\$54,297	\$56,455	\$61,120	\$59,342	\$55,349
Public Institution Nursing Faculty ¹	\$58,728	\$61,260	\$48,930	\$65,966	\$52,005	\$57,385	\$56,444
Rehab/Restorative	\$61,230	\$71,160	\$55,431	\$58,680	\$62,840	\$67,197	\$61,444
Other/Unknown	\$63,797	\$67,825	\$60,994	\$63,679	\$62,919	\$66,686	\$62,524

¹ Represents postsecondary nursing faculty with RN and APPN licensure employed by public institutions in Idaho. Average annual earnings of full-time registered nurses = RN (ASN, BSN, MSN, PHD) nurses with four quarters of reported earnings in 2009.

* Sample is too small or wages vary too much to report a reliable average.

Sources: Idaho Department of Labor Unemployment Insurance Division database, Idaho Board of Nursing licensure database and Idaho Board of Nursing annual report.

Cont.

QUESTION 19

What are the salaries in the following major clinical areas?

MAJOR CLINICAL AREA

APPNs. Table 3-AA represents the 2009 annual average earnings for APPNs in Idaho by major clinical area. Medical/surgical APPNs averaged \$118,082, the highest average annual earnings of the known clinical areas. However, the majority of APPNs, almost 300 total, work in some other or unknown clinical area and at the statewide level had average earnings higher than their counterparts. The clinical areas with 50 to 100 APPNs are family practice, gynecologic/obstetric, and medical/surgical.

Table 3-AA: 2009 Annual Average Earnings of Idaho's Advanced Practice Professional Nurses by Major Clinical Area

Major Clinical Area	Idaho	North	North Central	South-western	South Central	South-eastern	East Central
Community/Public Health	\$72,507	*	*	\$76,105	-	*	-
Emergency	\$71,875	-	-	\$78,279	*	*	*
Family Practice	\$84,329	\$70,297	\$79,490	\$85,160	\$79,482	\$96,941	\$82,816
Geriatric	\$65,008	*	-	*	*	*	-
Gynecologic/Obstetric	\$80,260	\$82,736	*	\$89,027	\$44,202	\$70,184	\$91,757
Hospice/Home Health	*	-	-	*	-	-	-
Medical/Surgical	\$118,082	\$102,716	\$142,240	\$114,004	*	\$92,804	\$173,474
Pediatric/Neonatal	\$78,001	\$88,111	-	\$69,792	*	-	-
Psychiatric/Mental Health	\$78,058	*	*	\$80,972	*	*	*
Postsecondary Public Institution ¹	\$64,500	\$69,577	\$51,582	\$65,272	\$42,858	\$73,209	\$61,400
Rehab/Restorative	-	-	-	-	-	-	-
Other/Unknown	\$122,383	\$85,783	\$139,750	\$119,669	\$112,634	\$140,399	\$145,161

¹ Represents postsecondary nursing faculty with RN and APPN licensure employed by public institutions in Idaho. Average annual earnings of full-time advanced practice professional nurses = APPN nurses with four quarters of reported earnings in 2009.

* Sample is too small or wages vary too much to report a reliable average.

Sources: Idaho Department of Labor Unemployment Insurance Division database, Idaho Board of Nursing licensure database and Idaho Board of Nursing annual report.



Appendix A

Demographics by Region

Idaho Statewide

Idaho Statewide – Age Breakdown						
Age	2008 Population	2018 Population	Change	% Change	2008 % of Cohort	2018 % of Cohort
Under 5 years	123,751	134,026	10,275	8%	8.1%	7.9%
5 to 9 years	114,519	132,770	18,251	16%	7.5%	7.9%
10 to 14 years	109,467	127,413	17,946	16%	7.2%	7.5%
15 to 19 years	115,347	116,938	1,591	1%	7.6%	6.9%
20 to 24 years	113,813	108,836	-4,977	-4%	7.5%	6.4%
25 to 29 years	110,906	109,147	-1,759	-2%	7.3%	6.5%
30 to 34 years	95,328	113,666	18,338	19%	6.2%	6.7%
35 to 39 years	97,020	111,547	14,527	15%	6.4%	6.6%
40 to 44 years	94,390	101,235	6,845	7%	6.2%	6.0%
45 to 49 years	103,974	93,287	-10,687	-10%	6.8%	5.5%
50 to 54 years	101,539	92,785	-8,754	-9%	6.7%	5.5%
55 to 59 years	91,158	98,664	7,506	8%	6.0%	5.8%
60 to 64 years	74,521	96,390	21,869	29%	4.9%	5.7%
65 to 69 years	55,785	84,042	28,257	51%	3.7%	5.0%
70 to 74 years	41,763	67,724	25,961	62%	2.7%	4.0%
75 to 79 years	33,593	45,287	11,694	35%	2.2%	2.7%
80 to 84 years	26,100	29,100	3,000	11%	1.7%	1.7%
85 years and over	24,531	27,829	3,298	13%	1.6%	1.6%
Total	1,527,504	1,690,686	163,182	11%	100%	100%

Source: EMSI - 2nd Quarter 2010.



Idaho Statewide

Idaho Statewide — Race/Ethnicity Breakdown						
Race/Ethnicity	2008 Population	2018 Population	Change	% Change	2008 % of Cohort	2018 % of Cohort
White, Non-Hispanic	1,296,542	1,403,525	106,983	8%	84.9%	83.0%
White Hispanic	147,413	183,475	36,062	24%	9.7%	10.9%
Non-White Hispanic	8,937	12,210	3,273	37%	0.6%	0.7%
Black or African American	11,235	15,130	3,895	35%	0.7%	0.9%
American Indian or Alaska Native	19,377	21,868	2,491	13%	1.3%	1.3%
Asian	17,004	20,745	3,741	22%	1.1%	1.2%
Native Hawaiian and Other Pacific Islander	1,807	2,171	364	20%	0.1%	0.1%
Two or More Races	25,187	31,561	6,374	25%	1.7%	1.9%
Total	1,527,504	1,690,686	163,182	11%	100.0%	100.0%

Source: EMSI Covered Employment - 2nd Quarter 2010.



Idaho Statewide

Idaho Statewide — Gender Breakdown						
Gender	2008 Population	2018 Population	Change	% Change	2008 % of Cohort	2018 % of Cohort
Males	766,580	876,064	109,484	14%	50.3%	50.5%
Females	757,236	859,570	102,334	14%	49.7%	49.5%
Total	1,523,816	1,735,633	211,817	14%	100%	100%

Source: EMSI Covered Employment - 2nd Quarter 2010.



Northern Idaho Counties (Region 1)

BENEWAH, BONNER, BOUNDARY, KOOTENAI AND SHOSHONE

Northern Idaho – Age Breakdown						
Age	2008 Population	2018 Population	Change	% Change	2008 % of Cohort	2018 % of Cohort
Under 5 years	12,946	14,644	1,698	13%	6.1%	6.2%
5 to 9 years	13,810	15,038	1,228	9%	6.5%	6.4%
10 to 14 years	14,274	14,652	378	3%	6.7%	6.2%
15 to 19 years	14,568	13,196	-1,372	-9%	6.9%	5.6%
20 to 24 years	11,580	10,809	-771	-7%	5.5%	4.6%
25 to 29 years	13,566	13,636	70	1%	6.4%	5.8%
30 to 34 years	11,782	15,294	3,512	30%	5.6%	6.5%
35 to 39 years	12,807	15,461	2,654	21%	6.1%	6.6%
40 to 44 years	13,578	13,752	174	1%	6.4%	5.9%
45 to 49 years	15,751	13,295	-2,456	-16%	7.4%	5.7%
50 to 54 years	16,528	14,404	-2,124	-13%	7.8%	6.1%
55 to 59 years	15,892	16,338	446	3%	7.5%	7.0%
60 to 64 years	13,398	17,394	3,996	30%	6.3%	7.4%
65 to 69 years	10,238	15,999	5,761	56%	4.8%	6.8%
70 to 74 years	7,406	12,767	5,361	72%	3.5%	5.4%
75 to 79 years	5,618	8,248	2,630	47%	2.7%	3.5%
80 to 84 years	4,245	5,101	856	20%	2.0%	2.2%
85 years and over	3,691	4,531	840	23%	1.7%	1.9%
Total	211,678	234,558	22,880	11%	100.0%	100.0%

Source: EMSI Complete Employment — 2nd Quarter 2010.



Northern Idaho Counties (Region 1)

BENEWAH, BONNER, BOUNDARY, KOOTENAI AND SHOSHONE

Northern Idaho – Race/Ethnicity Breakdown						
Race/Ethnicity	2008 Population	2018 Population	Change	% Change	2008 % of Cohort	2018 % of Cohort
White, Non-Hispanic	195,809	214,501	18,692	10%	92.5%	91.4%
White Hispanic	6,123	8,036	1,913	31%	2.9%	3.4%
Non-White Hispanic	543	715	172	32%	0.3%	0.3%
Black or African American	959	1,412	453	47%	0.5%	0.6%
American Indian or Alaska Native	3,294	3,707	413	13%	1.6%	1.6%
Asian	1,189	1,513	324	27%	0.6%	0.6%
Native Hawaiian and Other Pacific Islander	123	140	17	14%	0.1%	0.1%
Two or More Races	3,637	4,535	898	25%	1.7%	1.9%
Total	211,678	234,558	22,880	11%	100.0%	100.0%

Source: EMSI Complete Employment – 2nd Quarter 2010.

Northern Idaho – Gender Breakdown						
Gender	2008 Population	2018 Population	Change	% Change	2008 % of Cohort	2018 % of Cohort
Males	105,459	116,790	11,331	11%	49.8%	49.8%
Females	106,219	117,769	11,550	11%	50.2%	50.2%
Total	211,678	234,558	22,880	11%	100.0%	100.0%

Source: EMSI Complete Employment – 2nd Quarter 2010.



Northern Idaho Counties (Region 1)

BENEWAH, BONNER, BOUNDARY, KOOTENAI AND SHOSHONE

Northern Idaho – Education Levels				
Demographic	2006 Population Aged ≥ 25	2016 Population Aged ≥ 25	Change	% Change
Less Than 9th Grade	3,098	2,607	-491	-15.85%
9th Grade to 12th Grade	10,661	10,069	-592	-5.55%
High School Diploma	45,667	49,053	3,387	7.42%
Some College	41,240	45,467	4,227	10.25%
Associate Degree	10,619	11,448	829	7.81%
Bachelor's Degree	18,882	23,635	4,752	25.17%
Graduate Degree and Higher	9,209	11,752	2,543	27.61%
Total	139,375	154,030	14,655	10.51%

Source: EMSI Complete Employment—March 2008.



North Central Counties (Region 2)

CLEARWATER, IDAHO, LATAH, LEWIS AND NEZ PERCE

North Central Idaho – Age Breakdown						
Age	2008 Popula- tion	2018 Popula- tion	Change	% Change	2008 % of Cohort	2018 % of Cohort
Under 5 years	5,852	6,068	216	4%	5.6%	5.6%
5 to 9 years	5,433	6,033	600	11%	5.2%	5.6%
10 to 14 years	5,664	6,014	350	6%	5.5%	5.6%
15 to 19 years	8,616	7,752	-864	-10%	8.3%	7.2%
20 to 24 years	11,949	10,753	-1,196	-10%	11.5%	10.0%
25 to 29 years	6,609	6,595	-14	0%	6.4%	6.1%
30 to 34 years	4,712	6,179	1467	31%	4.5%	5.7%
35 to 39 years	5,653	5,584	-69	-1%	5.4%	5.2%
40 to 44 years	5,747	4,816	-931	-16%	5.5%	4.5%
45 to 49 years	7,057	5,617	-1,440	-20%	6.8%	5.2%
50 to 54 years	7,383	6,009	-1,374	-19%	7.1%	5.6%
55 to 59 years	6,824	7,101	277	4%	6.6%	6.6%
60 to 64 years	5,854	7,411	1,557	27%	5.6%	6.9%
65 to 69 years	4,688	6,593	1,905	41%	4.5%	6.1%
70 to 74 years	3,612	5,582	1,970	55%	3.5%	5.2%
75 to 79 years	3,106	4,010	904	29%	3.0%	3.7%
80 to 84 years	2,529	2,786	257	10%	2.4%	2.6%
85 years and over	2,558	2,957	399	16%	2.5%	2.7%
Total	103,845	107,861	4,016	4%	100.0%	100.0%

Source: EMSI Complete Employment — 2nd Quarter 2010.



North Central Counties (Region 2)

CLEARWATER, IDAHO, LATAH, LEWIS AND NEZ PERCE

North Central Idaho – Race/Ethnicity Breakdown						
Race/Ethnicity	2008 Population	2018 Population	Change	% Change	2008 % of Cohort	2018 % of Cohort
White, Non-Hispanic	94,124	96,496	2,372	3%	90.6%	89.5%
White Hispanic	2,360	2,886	526	22%	2.3%	2.7%
Non-White Hispanic	276	343	67	24%	0.3%	0.3%
Black or African American	553	701	148	27%	0.5%	0.6%
American Indian or Alaska Native	3,270	3,582	312	10%	3.2%	3.3%
Asian	1,306	1,539	233	18%	1.3%	1.4%
Native Hawaiian and Other Pacific Islander	83	91	8	10%	0.1%	0.1%
Two or More Races	1,872	2,222	350	19%	1.8%	2.1%
Total	103,845	107,861	4,016	4%	100.0%	100.0%

Source: EMSI Complete Employment - 2nd Quarter 2010.

North Central Idaho – Gender Breakdown						
Gender	2008 Population	2018 Population	Change	% Change	2008 % of Cohort	2018 % of Cohort
Males	52,629	54,542	1,913	4%	50.7%	50.6%
Females	51,216	53,319	2,103	4%	49.3%	49.4%
Total	103,845	107,861	4,016	4%	100.0%	100.0%

Source: EMSI Complete Employment - 2nd Quarter 2010.



North Central Counties (Region 2)

CLEARWATER, IDAHO, LATAH, LEWIS AND NEZ PERCE

North Central Idaho – Education Levels				
Demographic	2006 Population Aged ≥ 25	2016 Population Aged ≥ 25	Change	% Change
Less Than 9th Grade	3,098	2,607	-491	-15.85%
9th Grade to 12th Grade	10,661	10,069	-592	-5.55%
High School Diploma	45,667	49,053	3,387	7.42%
Some College	41,240	45,467	4,227	10.25%
Associate Degree	10,619	11,448	829	7.81%
Bachelor's Degree	18,882	23,635	4,752	25.17%
Graduate Degree and Higher	9,209	11,752	2,543	27.61%
Total	139,375	154,030	14,655	10.51%

Source: EMSI Complete Employment—March 2008.



Southwestern Counties (Region 3)

ADA, ADAMS, BOISE, CANYON, ELMORE, GEM, OWYHEE, PAYETTE, VALLEY AND WASHINGTON

Southwestern Idaho – Age Breakdown						
Age	2008 Population	2018 Population	Change	% Change	2008 % of Cohort	2018 % of Cohort
Under 5 years	55,300	60,359	5,059	9%	8.2%	7.9%
5 to 9 years	51,752	59,012	7,260	14%	7.7%	7.7%
10 to 14 years	49,070	56,685	7,615	16%	7.3%	7.4%
15 to 19 years	46,029	49,296	3,267	7%	6.8%	6.5%
20 to 24 years	44,920	46,528	1,608	4%	6.7%	6.1%
25 to 29 years	55,230	54,360	-870	-2%	8.2%	7.1%
30 to 34 years	48,709	54,623	5,914	12%	7.2%	7.2%
35 to 39 years	48,167	54,884	6,717	14%	7.2%	7.2%
40 to 44 years	44,609	51,102	6,493	15%	6.6%	6.7%
45 to 49 years	46,425	45,045	-1,380	-3%	6.9%	5.9%
50 to 54 years	42,991	42,913	-78	0%	6.4%	5.6%
55 to 59 years	37,788	42,932	5,144	14%	5.6%	5.6%
60 to 64 years	30,715	39,882	9,167	30%	4.6%	5.2%
65 to 69 years	22,180	34,891	12,711	57%	3.3%	4.6%
70 to 74 years	16,550	28,519	11,969	72%	2.5%	3.7%
75 to 79 years	13,006	18,536	5,530	43%	1.9%	2.4%
80 to 84 years	10,214	11,680	1,466	14%	1.5%	1.5%
85 years and over	9,757	11,071	1,314	13%	1.5%	1.5%
Total	673,413	762,317	88,904	13%	100.0%	100.0%

Source: EMSI Complete Employment - 2nd Quarter 2010.



Southwestern Counties (Region 3)

ADA, ADAMS, BOISE, CANYON, ELMORE, GEM, OWYHEE, PAYETTE, VALLEY AND WASHINGTON

Southwestern Idaho – Race/Ethnicity Breakdown						
Race/Ethnicity	2008 Population	2018 Population	Change	% Change	2008 % of Cohort	2018 % of Cohort
White, Non-Hispanic	556,578	615,610	59,032	11%	82.7%	80.8%
White Hispanic	74,645	92,867	18,222	24%	11.1%	12.2%
Non-White Hispanic	4,868	6,965	2,097	43%	0.7%	0.9%
Black or African American	7,293	9,730	2,437	33%	1.1%	1.3%
American Indian or Alaska Native	5,404	6,480	1,076	20%	0.8%	0.9%
Asian	10,733	13,154	2,421	23%	1.6%	1.7%
Native Hawaiian and Other Pacific Islander	1,095	1,358	263	24%	0.2%	0.2%
Two or More Races	12,797	16,153	3,356	26%	1.9%	2.1%
Total	673,413	762,317	88,904	13%	100.0%	100.0%

Source: EMSI Complete Employment - 2nd Quarter 2010.

Southwestern Idaho – Gender Breakdown						
Gender	2008 Population	2018 Population	Change	% Change	2008 % of Cohort	2018 % of Cohort
Males	339,643	384,361	44,718	13%	50.4%	50.4%
Females	333,770	377,957	44,187	13%	49.6%	49.6%
Total	673,413	762,317	88,904	13%	100.0%	100.0%

Source: EMSI Complete Employment - 2nd Quarter 2010.



Southwestern Counties (Region 3)

ADA, ADAMS, BOISE, CANYON, ELMORE, GEM, OWYHEE, PAYETTE, VALLEY AND WASHINGTON

Southwestern Idaho — Education Levels				
Demographic	2006 Population Aged ≥ 25	2016 Population Aged ≥ 25	Change	% Change
Less Than 9th Grade	15,553	17,268	1,714	11.02%
9th Grade to 12th Grade	28,660	31,247	2,587	9.02%
High School Diploma	105,864	125,516	19,652	18.56%
Some College	117,350	141,458	24,108	20.54%
Associate Degree	27,626	32,458	4,831	17.49%
Bachelor's Degree	79,232	108,254	29,022	36.63%
Graduate Degree and Higher	34,834	47,743	12,909	37.06%
Total	409,120	503,943	94,823	23.18%

Source: EMSI Complete Employment—March 2008.



South Central Counties (Region 4)

BLAINE, CAMAS, CASSIA, GOODING, JEROME, LINCOLN, MINIDOKA AND TWIN FALLS

South Central Idaho – Age Breakdown						
Age	2008 Population	2018 Population	Change	% Change	2008 % of Cohort	2018 % of Cohort
Under 5 years	15,471	16,084	613	4%	8.7%	8.4%
5 to 9 years	13,814	16,039	2,225	16%	7.8%	8.4%
10 to 14 years	13,082	15,769	2,687	21%	7.4%	8.3%
15 to 19 years	13,285	13,204	-81	-1%	7.5%	6.9%
20 to 24 years	11,099	10,337	-762	-7%	6.3%	5.4%
25 to 29 years	11,629	11,241	-388	-3%	6.6%	5.9%
30 to 34 years	10,444	12,058	1,614	15%	5.9%	6.3%
35 to 39 years	10,280	11,702	1,422	14%	5.8%	6.1%
40 to 44 years	10,742	10,697	-45	0%	6.1%	5.6%
45 to 49 years	12,157	9,962	-2,195	-18%	6.9%	5.2%
50 to 54 years	12,163	10,590	-1,573	-13%	6.9%	5.6%
55 to 59 years	10,580	11,545	965	9%	6.0%	6.1%
60 to 64 years	8,909	11,272	2,363	27%	5.0%	5.9%
65 to 69 years	6,918	9,439	2,521	36%	3.9%	5.0%
70 to 74 years	5,293	7,734	2,441	46%	3.0%	4.1%
75 to 79 years	4,426	5,425	999	23%	2.5%	2.8%
80 to 84 years	3,515	3,640	125	4%	2.0%	1.9%
85 years and over	3,575	3,787	212	6%	2.0%	2.0%
Total	177,381	190,526	13,145	7%	100.0%	100.0%

Source: EMSI Complete Employment - 2nd Quarter 2010.



South Central Counties (Region 4)

BLAINE, CAMAS, CASSIA, GOODING, JEROME, LINCOLN, MINIDOKA AND TWIN FALLS

South Central Idaho – Race/Ethnicity Breakdown						
Race/Ethnicity	2008 Population	2018 Population	Change	% Change	2008 % of Cohort	2018 % of Cohort
White, Non-Hispanic	137,968	141,582	3,614	3%	77.8%	74.3%
White Hispanic	33,032	41,073	8,041	24%	18.6%	21.6%
Non-White Hispanic	1,187	1,523	336	28%	0.7%	0.8%
Black or African American	598	824	226	38%	0.3%	0.4%
American Indian or Alaska Native	1,142	1,315	173	15%	0.6%	0.7%
Asian	1,118	1,328	210	19%	0.6%	0.7%
Native Hawaiian and Other Pacific Islander	116	131	15	13%	0.1%	0.1%
Two or More Races	2,220	2,750	530	24%	1.3%	1.4%
Total	177,381	190,526	13,145	7%	100.0%	100.0%

Source: EMSI Complete Employment - 2nd Quarter 2010.

South Central Idaho – Gender Breakdown						
Gender	2008 Population	2018 Population	Change	% Change	2008 % of Cohort	2018 % of Cohort
Males	89,504	96,383	6,879	8%	50.5%	50.6%
Females	87,877	94,143	6,266	7%	49.5%	49.4%
Total	177,381	190,526	13,145	7%	100.0%	100.0%

Source: EMSI Complete Employment - 2nd Quarter 2010.



South Central Counties (Region 4)

BLAINE, CAMAS, CASSIA, GOODING, JEROME, LINCOLN, MINIDOKA AND TWIN FALLS

South Central — Education Levels				
Demographic	2006 Population Aged ≥ 25	2016 Population Aged ≥ 25	Change	% Change
Less Than 9th Grade	7,372	7,664	292	3.96%
9th Grade to 12th Grade	9,891	9,957	66	0.67%
High School Diploma	31,795	34,919	3,124	9.83%
Some College	29,499	32,819	3,320	11.26%
Associate Degree	7,695	8,395	699	9.08%
Bachelor's Degree	15,571	19,639	4,068	26.12%
Graduate Degree and Higher	7,461	9,649	2,188	29.32%
Total	109,285	123,041	13,757	12.59%

Source: EMSI Complete Employment—March 2008.



Southeastern Counties (Region 5)

BANNOCK, BEAR LAKE, BINGHAM, CARIBOU, FRANKLIN, ONEIDA AND POWER

Southeastern Idaho – Age Breakdown						
Age	2008 Population	2018 Population	Change	% Change	2008 % of Cohort	2018 % of Cohort
Under 5 years	14,573	14,735	162	1%	9.0%	8.6%
5 to 9 years	13,202	14,812	1610	12%	8.1%	8.7%
10 to 14 years	12,512	14,468	1956	16%	7.7%	8.5%
15 to 19 years	13,415	13,216	-199	-1%	8.3%	7.7%
20 to 24 years	15,036	13,149	-1887	-13%	9.3%	7.7%
25 to 29 years	10,142	9,730	-412	-4%	6.3%	5.7%
30 to 34 years	8,401	9,871	1470	17%	5.2%	5.8%
35 to 39 years	9,167	9,188	21	0%	5.7%	5.4%
40 to 44 years	8,926	8,634	-292	-3%	5.5%	5.1%
45 to 49 years	10,486	9,063	-1423	-14%	6.5%	5.3%
50 to 54 years	10,685	8,938	-1747	-16%	6.6%	5.2%
55 to 59 years	9,630	9,904	274	3%	5.9%	5.8%
60 to 64 years	7,444	10,110	2666	36%	4.6%	5.9%
65 to 69 years	5,500	8,490	2990	54%	3.4%	5.0%
70 to 74 years	4,330	6,478	2148	50%	2.7%	3.8%
75 to 79 years	3,660	4,417	757	21%	2.3%	2.6%
80 to 84 years	2,717	2,919	202	7%	1.7%	1.7%
85 years and over	2,526	2,772	246	10%	1.6%	1.6%
Total	162,352	170,893	8541	5%	100.0%	100.0%

Source: EMSI Complete Employment - 2nd Quarter 2010.



Southeastern Counties (Region 5)

BANNOCK, BEAR LAKE, BINGHAM, CARIBOU, FRANKLIN, ONEIDA AND POWER

Southeastern Idaho — Race/Ethnicity Breakdown						
Race/Ethnicity	2008 Population	2018 Population	Change	% Change	2008 % of Cohort	2018 % of Cohort
White, Non-Hispanic	137,078	141,177	4,099	3%	84.4%	82.6%
White Hispanic	14,122	16,765	2,643	19%	8.7%	9.8%
Non-White Hispanic	1,279	1,656	377	29%	0.8%	1.0%
Black or African American	806	1,022	216	27%	0.5%	0.6%
American Indian or Alaska Native	5,195	5,510	315	6%	3.2%	3.2%
Asian	1,392	1,699	307	22%	0.9%	1.0%
Native Hawaiian and Other Pacific Islander	210	246	36	17%	0.1%	0.1%
Two or More Races	2,270	2,819	549	24%	1.4%	1.6%
Total	162,352	170,893	8,541	5%	100.0%	100.0%

Source: EMSI Complete Employment - 2nd Quarter 2010.

Southeastern Idaho — Gender Breakdown						
Gender	2008 Population	2018 Population	Change	% Change	2008 % of Cohort	2018 % of Cohort
Males	80,726	84,878	4,152	5%	49.7%	49.7%
Females	81,626	86,015	4,389	5%	50.3%	50.3%
Total	162,352	170,893	8,541	5%	100.0%	100.0%

Source: EMSI Complete Employment - 2nd Quarter 2010.



Southeastern Counties (Region 5)

BANNOCK, BEAR LAKE, BINGHAM, CARIBOU, FRANKLIN, ONEIDA AND POWER

Southeastern— Education Levels				
Demographic	2006 Population Aged ≥ 25	2016 Population Aged ≥ 25	Change	% Change
Less Than 9th Grade	3,486	3,691	206	5.90%
9th Grade to 12th Grade	6,981	6,990	9	0.13%
High School Diploma	28,130	31,501	3,372	11.99%
Some College	28,279	32,133	3,854	13.63%
Associate Degree	6,477	6,996	519	8.02%
Bachelor's Degree	14,665	18,650	3,985	27.17%
Graduate Degree and Higher	6,591	8,275	1,684	25.55%
Total	94,609	108,237	13,628	14.40%

Source: EMSI Complete Employment—March 2008.



East Central Counties (Region 6)

BONNEVILLE, BUTTE, CLARK, CUSTER, FREMONT INCLUDING YELLOWSTONE NATIONAL PARK, JEFFERSON, LEMHI, MADISON AND TETON

East Central Idaho – Age Breakdown						
Age	2008 Population	2018 Population	Change	% Change	2008 % of Cohort	2018 % of Cohort
Under 5 years	19,609	22,137	2,528	13%	9.9%	9.9%
5 to 9 years	16,508	21,835	5,327	32%	8.3%	9.7%
10 to 14 years	14,865	19,825	4,960	33%	7.5%	8.8%
15 to 19 years	19,434	20,273	839	4%	9.8%	9.0%
20 to 24 years	19,230	17,261	-1,969	-10%	9.7%	7.7%
25 to 29 years	13,731	13,585	-146	-1%	6.9%	6.1%
30 to 34 years	11,280	15,642	4,362	39%	5.7%	7.0%
35 to 39 years	10,946	14,727	3,781	35%	5.5%	6.6%
40 to 44 years	10,787	12,234	1,447	13%	5.4%	5.4%
45 to 49 years	12,098	10,305	-1,793	-15%	6.1%	4.6%
50 to 54 years	11,789	9,930	-1,859	-16%	5.9%	4.4%
55 to 59 years	10,445	10,843	398	4%	5.3%	4.8%
60 to 64 years	8,201	10,321	2,120	26%	4.1%	4.6%
65 to 69 years	6,261	8,630	2,369	38%	3.2%	3.8%
70 to 74 years	4,572	6,645	2,073	45%	2.3%	3.0%
75 to 79 years	3,777	4,651	874	23%	1.9%	2.1%
80 to 84 years	2,880	2,974	94	3%	1.5%	1.3%
85 years and over	2,424	2,711	287	12%	1.2%	1.2%
Total	198,835	224,530	25,695	13%	100.0%	100.0%

Source: EMSI Complete Employment - 2nd Quarter 2010.



East Central Counties (Region 6)

BONNEVILLE, BUTTE, CLARK, CUSTER, FREMONT INCLUDING YELLOWSTONE NATIONAL PARK, JEFFERSON, LEMHI, MADISON AND TETON

East Central Idaho – Race/Ethnicity Breakdown						
Race/Ethnicity	2008 Population	2018 Population	Change	% Change	2008 % of Cohort	2018 % of Cohort
White, Non-Hispanic	174,985	194,161	19,176	11%	88.0%	86.5%
White Hispanic	17,131	21,848	4,717	28%	8.6%	9.7%
Non-White Hispanic	784	1,008	224	29%	0.4%	0.4%
Black or African American	1,026	1,439	413	40%	0.5%	0.6%
American Indian or Alaska Native	1,072	1,274	202	19%	0.5%	0.6%
Asian	1,266	1,513	247	20%	0.6%	0.7%
Native Hawaiian and Other Pacific Islander	181	206	25	14%	0.1%	0.1%
Two or More Races	2,391	3,082	691	29%	1.2%	1.4%
Total	198,835	224,530	25,695	13%	100.0%	100.0%

Source: EMSI Complete Employment - 2nd Quarter 2010.

East Central Idaho – Gender Breakdown						
Gender	2008 Population	2018 Population	Change	% Change	2008 % of Cohort	2018 % of Cohort
Males	99,449	112,256	12,807	13%	50.0%	50.0%
Females	99,387	112,274	12,887	13%	50.0%	50.0%
Total	198,835	224,530	25,695	13%	100.0%	100.0%

Source: EMSI Complete Employment - 2nd Quarter 2010.



East Central Counties (Region 6)

BONNEVILLE, BUTTE, CLARK, CUSTER, FREMONT INCLUDING YELLOWSTONE NATIONAL PARK, JEFFERSON, LEMHI, MADISON AND TETON

Northeastern— Education Levels				
Demographic	2006 Population Aged ≥ 25	2016 Population Aged ≥ 25	Change	% Change
Less Than 9th Grade	3,986	3,948	-38	-0.95%
9th Grade to 12th Grade	6,498	6,261	-237	-3.65%
High School Diploma	28,216	29,904	1,688	5.98%
Some College	29,366	32,230	2,865	9.76%
Associate Degree	9,756	10,653	897	9.20%
Bachelor's Degree	18,189	22,510	4,321	23.76%
Graduate Degree and Higher	9,069	11,250	2,181	24.05%
Total	105,078	116,755	11,677	11.11%

Source: EMSI Complete Employment—March 2008.

Appendix B

Nursing Education Data by Region



Idaho Statewide

Idaho 2009 Completions by County			
County	Completions	County	Completions
Ada	354	Custer	0
Madison	339	Elmore	0
Bannock	193	Franklin	0
Twin Falls	128	Fremont	0
Kootenai	75	Gem	0
Bonneville	68	Gooding	0
Nez Perce	60	Idaho	0
Canyon	44	Jefferson	0
Adams	0	Jerome	0
Bear Lake	0	Latah	0
Benewah	0	Lemhi	0
Bingham	0	Lewis	0
Blaine	0	Lincoln	0
Boise	0	Minidoka	0
Bonner	0	Oneida	0
Boundary	0	Owyhee	0
Butte	0	Payette	0
Camas	0	Power	0
Caribou	0	Shoshone	0
Cassia	0	Teton	0
Clark	0	Valley	0
Clearwater	0	Washington	0

Source: EMSI Occupational Programs Report — March 2010.



Idaho Statewide

Idaho – Occupational Programs by Institution				
CIP Code	Title	Institution	Award Level	2009 Completions
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	North Idaho College	Associate's degree	52
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	ITT Technical Institute-Boise	Associate's degree	0
51.1699	Nursing, Other	North Idaho College	Associate's degree	0
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Brigham Young University-Idaho	Associate's degree	159
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	College of Western Idaho	Associate's degree	0
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	College of Southern Idaho	Associate's degree	78
51.1613	Licensed Practical/Vocational Nurse Training	Lewis-Clark State College	Associate's degree	5
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Carrington College (Apollo)	Associate's degree	57
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Boise State University	Associate's degree	117
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Idaho State University	Associate's degree	26
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Eastern Idaho Technical College	Associate's degree	10
51.1613	Licensed Practical/Vocational Nurse Training	Boise State University	Award of at least 1 but less than 2 academic years	37
51.1613	Licensed Practical/Vocational Nurse Training	College of Southern Idaho	Award of at least 1 but less than 2 academic years	50
51.1613	Licensed Practical/Vocational Nurse Training	Carrington College (Apollo)	Award of at least 1 but less than 2 academic years	81
51.1613	Licensed Practical/Vocational Nurse Training	Idaho State University	Award of at least 1 but less than 2 academic years	0
51.1613	Licensed Practical/Vocational Nurse Training	North Idaho College	Award of at least 1 but less than 2 academic years	23
51.1613	Licensed Practical/Vocational Nurse Training	College of Western Idaho	Award of at least 1 but less than 2 academic years	0
51.1613	Licensed Practical/Vocational Nurse Training	Eastern Idaho Technical College	Award of at least 2 but less than 4 academic years	58
51.1613	Licensed Practical/Vocational Nurse Training	Idaho State University	Award of at least 2 but less than 4 academic years	28
51.1613	Licensed Practical/Vocational Nurse Training	College of Southern Idaho	Award of less than 1 academic year	0
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Brigham Young University-Idaho	Bachelor's degree	180
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Boise State University	Bachelor's degree	62
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Idaho State University	Bachelor's degree	107
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Northwest Nazarene University	Bachelor's degree	44
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Lewis-Clark State College	Bachelor's degree	55
51.1699	Nursing, Other	Idaho State University	Master's degree	0
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Idaho State University	Master's degree	32
51.1699	Nursing, Other	Idaho State University	Post-master's certificate	0



Northern Idaho Counties (Region 1)

BENEWAH, BONNER, BOUNDARY, KOOTENAI AND SHOSHONE

Northern Idaho – Occupational Programs		
CIP Code	Occupation Title	2009 Completions
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	52
51.1613	Licensed Practical/Vocational Nurse Training	23
51.1699	Nursing, Other	0
51.1603	Adult Health Nurse/Nursing	---
51.1604	Nurse Anesthetist	---
51.1605	Family Practice Nurse/Nurse Practitioner	---
51.1606	Maternal/Child Health and Neonatal Nurse/Nursing	---
51.1607	Nurse Midwife/Nursing Midwifery	---
51.1608	Nursing Science (MS, PhD)	---
51.1609	Pediatric Nurse/Nursing	---
51.161	Psychiatric/Mental Health Nurse/Nursing	---
51.1611	Public Health/Community Nurse/Nursing	---
51.1612	Perioperative/Operating Room and Surgical Nurse/Nursing	---
51.1616	Clinical Nurse Specialist	---
51.1617	Critical Care Nursing	---
51.1618	Occupational and Environmental Health Nursing	---

Source: EMSI Occupational Programs Report – March 2010.



Northern Idaho Counties (Region 1)

BENEWAH, BONNER, BOUNDARY, KOOTENAI AND SHOSHONE

Northern Idaho Completions by County	
County	Completions
Kootenai	75
Benewah	0
Bonner	0
Boundary	0
Shoshone	0

Source: EMSI Occupational Programs Report — March 2010

Northern Idaho — Occupational Programs by Institution				
CIP Code	Title	Institution	Award Level	2009 Completions
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	North Idaho College	Associate's degree	52
51.1699	Nursing, Other	North Idaho College	Associate's degree	0
51.1613	Licensed Practical/Vocational Nurse Training	North Idaho College	Award of at least 1 but less than 2 academic years	23

Source: EMSI Occupational Programs Report — March 2010.



North Central Counties (Region 2)

CLEARWATER, IDAHO, LATAH, LEWIS AND NEZ PERCE

North Central Idaho – Occupational Programs		
CIP Code	Occupation Title	2009 Completions
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	55
51.1613	Licensed Practical/Vocational Nurse Training	5
51.1603	Adult Health Nurse/Nursing	---
51.1604	Nurse Anesthetist	---
51.1605	Family Practice Nurse/Nurse Practitioner	---
51.1606	Maternal/Child Health and Neonatal Nurse/Nursing	---
51.1607	Nurse Midwife/Nursing Midwifery	---
51.1608	Nursing Science (MS, PhD)	---
51.1609	Pediatric Nurse/Nursing	---
51.161	Psychiatric/Mental Health Nurse/Nursing	---
51.1611	Public Health/Community Nurse/Nursing	---
51.1612	Perioperative/Operating Room and Surgical Nurse/Nursing	---
51.1616	Clinical Nurse Specialist	---
51.1617	Critical Care Nursing	---
51.1618	Occupational and Environmental Health Nursing	---
51.1699	Nursing, Other	---

Source: EMSI Occupational Programs Report – March 2010.



North Central (Region 2) Counties

CLEARWATER, IDAHO, LATAH, LEWIS AND NEZ PERCE

North Central Idaho Completions by County	
County	Completions
Nez Perce	60
Clearwater	0
Idaho	0
Latah	0
Lewis	0

Source: EMSI Occupational Programs Report—March 2010.

North Central Idaho — Occupational Programs by Institution				
CIP Code	Title	Institution	Award Level	2009 Completions
51.1613	Licensed Practical/Vocational Nurse Training	Lewis-Clark State College	Associate's degree	5
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Lewis-Clark State College	Bachelor's degree	55

Source: EMSI Occupational Programs Report — March 2010.



Southwestern (Region 3) Counties

ADA, ADAMS, BOISE, CANYON, ELMORE, GEM, OWYHEE, PAYETTE, VALLEY AND WASHINGTON

Southwestern Idaho — Occupational Programs		
CIP Code	Occupation Title	2009 Completions
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	280
51.1613	Licensed Practical/Vocational Nurse Training	118
51.1603	Adult Health Nurse/Nursing	---
51.1604	Nurse Anesthetist	---
51.1605	Family Practice Nurse/Nurse Practitioner	---
51.1606	Maternal/Child Health and Neonatal Nurse/Nursing	---
51.1607	Nurse Midwife/Nursing Midwifery	---
51.1608	Nursing Science (MS, PhD)	---
51.1609	Pediatric Nurse/Nursing	---
51.161	Psychiatric/Mental Health Nurse/Nursing	---
51.1611	Public Health/Community Nurse/Nursing	---
51.1612	Perioperative/Operating Room and Surgical Nurse/Nursing	---
51.1616	Clinical Nurse Specialist	---
51.1617	Critical Care Nursing	---
51.1618	Occupational and Environmental Health Nursing	---
51.1699	Nursing, Other	---

Source: EMSI Occupational Programs Report — March 2010.



Southwestern (Region 3) Counties

ADA, ADAMS, BOISE, CANYON, ELMORE, GEM, OWYHEE, PAYETTE, VALLEY AND WASHINGTON

Southwestern Idaho — Completions by County	
County	Completions
Ada	354
Canyon	44
Adams	0
Boise	0
Elmore	0
Gem	0
Owyhee	0
Payette	0
Valley	0
Washington	0

Source: EMSI Occupational Programs Report — March 2010.

Southwestern Idaho — Occupational Programs by Institution				
CIP Code	Title	Institution	Award Level	2009 Completions
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Carrington College (Apollo)	Associate's degree	57
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	College of Western Idaho	Associate's degree	0
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Boise State University	Associate's degree	117
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	ITT Technical Institute-Boise	Associate's degree	0
51.1613	Licensed Practical/Vocational Nurse Training	College of Western Idaho	Award of at least 1 but less than 2 academic years	0
51.1613	Licensed Practical/Vocational Nurse Training	Boise State University	Award of at least 1 but less than 2 academic years	37
51.1613	Licensed Practical/Vocational Nurse Training	Carrington College (Apollo)	Award of at least 1 but less than 2 academic years	81
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Boise State University	Bachelor's degree	62
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Northwest Nazarene University	Bachelor's degree	44

Source: EMSI Occupational Programs Report — March 2010.



South Central (Region 4) Counties

BLAINE, CAMAS, CASSIA, GOODING, JEROME, LINCOLN, MINIDOKA AND
TWIN FALLS

South Central Idaho – Occupational Programs		
CIP Code	Occupation Title	2009 Completions
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	78
51.1613	Licensed Practical/Vocational Nurse Training	50
51.1603	Adult Health Nurse/Nursing	---
51.1604	Nurse Anesthetist	---
51.1605	Family Practice Nurse/Nurse Practitioner	---
51.1606	Maternal/Child Health and Neonatal Nurse/Nursing	---
51.1607	Nurse Midwife/Nursing Midwifery	---
51.1608	Nursing Science (MS, PhD)	---
51.1609	Pediatric Nurse/Nursing	---
51.161	Psychiatric/Mental Health Nurse/Nursing	---
51.1611	Public Health/Community Nurse/Nursing	---
51.1612	Perioperative/Operating Room and Surgical Nurse/Nursing	---
51.1616	Clinical Nurse Specialist	---
51.1617	Critical Care Nursing	---
51.1618	Occupational and Environmental Health Nursing	---
51.1699	Nursing, Other	---

Source: EMSI Occupational Programs Report – March 2010.



South Central (Region 4) Counties

BLAINE, CAMAS, CASSIA, GOODING, JEROME, LINCOLN, MINIDOKA AND TWIN FALLS

South Central Idaho — Completions by County	
County	Completions
Twin Falls	128
Blaine	0
Camas	0
Cassia	0
Gooding	0
Jerome	0
Lincoln	0
Minidoka	0

Source: EMSI Occupational Programs Report—March 2010.

South Central Idaho — Occupational Programs by Institution				
CIP Code	Title	Institution	Award Level	2009 Completions
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	College of Southern Idaho	Associate's degree	78
51.1613	Licensed Practical/Vocational Nurse Training	College of Southern Idaho	Award of at least 1 but less than 2 academic years	50
51.1613	Licensed Practical/Vocational Nurse Training	College of Southern Idaho	Award of less than 1 academic year	0

Source: EMSI Occupational Programs Report — March 2010.



Southeastern (Region 5) Counties

BANNOCK, BEAR LAKE, BINGHAM, CARIBOU, FRANKLIN, ONEIDA AND POWER

Southeastern Idaho – Occupational Programs		
CIP Code	Occupation Title	2009 Completions
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	165
51.1613	Licensed Practical/Vocational Nurse Training	28
51.1699	Nursing, Other	0
51.1603	Adult Health Nurse/Nursing	---
51.1604	Nurse Anesthetist	---
51.1605	Family Practice Nurse/Nurse Practitioner	---
51.1606	Maternal/Child Health and Neonatal Nurse/Nursing	---
51.1607	Nurse Midwife/Nursing Midwifery	---
51.1608	Nursing Science (MS, PhD)	---
51.1609	Pediatric Nurse/Nursing	---
51.161	Psychiatric/Mental Health Nurse/Nursing	---
51.1611	Public Health/Community Nurse/Nursing	---
51.1612	Perioperative/Operating Room and Surgical Nurse/Nursing	---
51.1616	Clinical Nurse Specialist	---
51.1617	Critical Care Nursing	---
51.1618	Occupational and Environmental Health Nursing	---

Source: EMSI Occupational Programs Report — March 2010.



Southeastern (Region 5) Counties

BANNOCK, BEAR LAKE, BINGHAM, CARIBOU, FRANKLIN, ONEIDA AND POWER

Southeastern Idaho — Completions by County	
County	Completions
Bannock	193
Bear Lake	0
Bingham	0
Caribou	0
Franklin	0
Oneida	0
Power	0

Source: EMSI Occupational Programs Report—March 2010.

Southeastern Idaho — Occupational Programs by Institution				
CIP Code	Title	Institution	Award Level	2009 Completions
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Idaho State University	Associate's degree	26
51.1613	Licensed Practical/Vocational Nurse Training	Idaho State University	Award of at least 1 but less than 2 academic years	0
51.1613	Licensed Practical/Vocational Nurse Training	Idaho State University	Award of at least 2 but less than 4 academic years	28
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Idaho State University	Bachelor's degree	107
51.1699	Nursing, Other	Idaho State University	Master's degree	0
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Idaho State University	Master's degree	32
51.1699	Nursing, Other	Idaho State University	Post-master's certificate	0

Source: EMSI Occupational Programs Report — March 2010.



East Central (Region 6) Counties

BONNEVILLE, BUTTE, CLARK, CUSTER, FREMONT INCLUDING YELLOWSTONE NATIONAL PARK, JEFFERSON, LEMHI, MADISON AND TETON

East Central Idaho — Occupational Programs		
CIP Code	Occupation Title	2009 Completions
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	349
51.1613	Licensed Practical/Vocational Nurse Training	58
51.1603	Adult Health Nurse/Nursing	---
51.1604	Nurse Anesthetist	---
51.1605	Family Practice Nurse/Nurse Practitioner	---
51.1606	Maternal/Child Health and Neonatal Nurse/Nursing	---
51.1607	Nurse Midwife/Nursing Midwifery	---
51.1608	Nursing Science (MS, PhD)	---
51.1609	Pediatric Nurse/Nursing	---
51.161	Psychiatric/Mental Health Nurse/Nursing	---
51.1611	Public Health/Community Nurse/Nursing	---
51.1612	Perioperative/Operating Room and Surgical Nurse/Nursing	---
51.1616	Clinical Nurse Specialist	---
51.1617	Critical Care Nursing	---
51.1618	Occupational and Environmental Health Nursing	---
51.1699	Nursing, Other	---

Source: EMSI Occupational Programs Report — March 2010.



East Central (Region 6) Counties

BONNEVILLE, BUTTE, CLARK, CUSTER, FREMONT INCLUDING YELLOWSTONE NATIONAL PARK, JEFFERSON, LEMHI, MADISON AND TETON

East Central Idaho — Completions by County	
County	Completions
Madison	339
Bonneville	68
Butte	0
Clark	0
Custer	0
Fremont	0
Jefferson	0
Lemhi	0
Teton	0

Source: EMSI Occupational Programs Report—March 2010.

East Central Idaho — Occupational Programs by Institution				
CIP Code	Title	Institution	Award Level	2009 Completions
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Eastern Idaho Technical College	Associate's degree	10
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Brigham Young University-Idaho	Associate's degree	159
51.1613	Licensed Practical/Vocational Nurse Training	Eastern Idaho Technical College	Award of at least 2 but less than 4 academic years	58
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Brigham Young University-Idaho	Bachelor's degree	180

Source: EMSI Occupational Programs Report — March 2010.

Appendix C

Nursing Programs Offered by Idaho Schools

NURSING PROGRAMS OFFERED AT IDAHO SCHOOLS

BOISE STATE UNIVERSITY

Boise, ID

- Advanced Placement for LPN to BSN
- Bachelor of Science in Nursing
- Master of Science in Nursing
- Master of Nursing

Online/Distance Completion Option

- Advanced Placement RN to Bachelor of Science in Nursing

BRIGHAM YOUNG UNIVERSITY-IDAHO

Rexburg, ID

- Associate of Science in Nursing (RN)
- Registered Nurse to Bachelor of Science in Nursing

CARRINGTON COLLEGE (APOLLO)

Boise, ID

- Licensed Practical Nursing
- Associate Degree Registered Nurse

COLLEGE OF SOUTHERN IDAHO

Twin Falls, ID

- Licensed Practical Nurse
- Associate of Science in Nursing (RN)

COLLEGE OF WESTERN IDAHO

Nampa, ID

- Associate of Science in Nursing (RN)

Cont.
NURSING
PROGRAMS
OFFERED AT
IDAHO SCHOOLS

EASTERN IDAHO TECHNICAL COLLEGE

Idaho Falls, ID

- Licensed Practical Nurse
- Associate Degree Nursing—Licensed Practical Nurse to Registered Nurse

IDAHO STATE UNIVERSITY

College of Technology, Pocatello

- Licensed Practical Nurse
- Associate of Science in Nursing
- Associate Degree Registered Nurse- LPN to RN

School of Nursing

- Bachelor of Science in Nursing
- Accelerated Bachelor of Science in Nursing
- Bachelor of Science in Nursing Completion Program for LPNs and RNs
- Master of Science in Nursing

Two paths are offered: Associate Degree to Master of Science in Nursing and Bachelor of Science in Nursing to Master of Science in Nursing. The following lists the five specialty areas of study available in the MSN program:

- Family Nurse Practitioner, APPN license (FNP)
- Clinical Nurse Specialist, APPN license (CNS)
- Clinical Nurse Leader (CNL)
- Nurse Leadership (NL)
- Nursing Education (NE)
- Post-Master's Certificates for Specialty Areas

ITT TECHNICAL INSTITUTE

Boise, ID

- Associate of Science in Nursing (RN)

Cont.
NURSING
PROGRAMS
OFFERED AT
IDAHO SCHOOLS

LEWIS-CLARK STATE COLLEGE

Lewiston, ID

- Associate of Applied Science for Practical Nursing
- Bachelor of Science in Nursing
- Registered Nurse to Bachelor of Science in Nursing

NORTH IDAHO COLLEGE

Coeur d'Alene, ID

- Licensed Practical Nurse
- Associate of Science Licensed Practical Nurse
- Associate of Science Registered Nurse

NORTHWEST NAZARENE UNIVERSITY

Nampa, ID

- Bachelor of Science in Nursing
- Master of Science in Nursing, Nursing Education

STEVENS-HENAGER COLLEGE

Boise, ID

- Bachelor of Science completion degree

Appendix D

Survey of Idaho Nursing Programs



About the Survey

Thank you for your participation. This survey will help us provide a comprehensive picture of Idaho's capacity to train future nurses and nurse educators. Data will be used by the Governor's Idaho Nursing Workforce Advisory Council to develop a comprehensive approach to reducing the statewide nursing shortage and by the Department of Labor to assess the future supply of nursing personnel. Approximate time to complete this questionnaire is two hours.

Please submit survey results to Sara Gieseke at the Idaho Department of Labor by: **April 7, 2008**

SECTION 1: STUDENT CAPACITY

1. What is the total number of **students** enrolled in your nursing education programs for the 07-08 school year?

- a. Full-time _____
- b. Part-time _____

2. What is the total number of **faculty** in your nursing education programs for the 07-08 school year?

- a. Full-time _____
- b. Part-time _____
- c. Adjunct _____

3. What is the current capacity (number of seats) for nursing students at your school for each of the following programs (*enter N/A if your school does not have a program*)?

- a. LPN _____
- b. AS RN _____
- c. BS RN _____
- d. MS _____
- e. PhD _____
- f. Other (*please specify*) _____

4. Do you plan to increase the capacity of your nursing programs over the next five years? Yes / No

If yes, how many new seats do you plan to add?

- a. LPN _____
- b. AS RN _____
- c. BS RN _____
- d. MS _____
- e. PhD _____
- f. Other (please specify) _____

5. Do you plan to add any new nursing programs over the next five years? Yes / No

If yes, what new programs do you plan to add?

- a. LPN _____
- b. AS RN _____
- c. BS RN _____
- d. MS _____
- e. PhD _____
- f. Other (please specify) _____

6. Please rank the following capacity constraints by order of importance, with 1 being the most important.

	Rank
Qualified students	_____
Qualified faculty	_____
Clinical site availability	_____
Funding	_____
Campus facilities and equipment	_____
Operating support	_____
Scheduling constraints for classes	_____
Background coursework for incoming students	_____
Other (please specify) _____	_____

7. During the 07-08 school year, what is the number of qualified nursing students denied admission to your nursing programs due to any of the capacity constraints listed above (Q6)? _____

8. Do you track students who are denied admission in one year but accepted at a later date? Yes / No

If yes, what percentage of students who were once denied admission to a nursing education program are accepted at a later date? _____%

9. What is the number of faculty in your nursing education programs who meet credential requirements?
Faculty who meet credential requirements have a minimum of a master's degree with a nursing major.

- a. Full-time _____
- b. Part-time _____
- c. Adjunct _____

10. What is the number of faculty in your nursing education programs who *do not* meet credential requirements?

- a. Full-time _____
- b. Part-time _____
- c. Adjunct _____

11. Over the last three years, what was the average number of applicants per open faculty position within your nursing education programs?

- a. Full-time _____
- d. Part-time _____
- e. Adjunct _____

12. How does the number of nursing education faculty applicants compare to the number of applicants for faculty openings in other programs at your college or university?

- ☐ More applicants in nursing program
- ☐ Fewer applicants in nursing program
- ☐ About the same number of applicants

13. What sources are you currently using to advertise for nursing faculty candidates?

- | | |
|---|--|
| <input type="checkbox"/> Online job posting sites | <input type="checkbox"/> Headhunter service |
| <input type="checkbox"/> School Web site | <input type="checkbox"/> List serve/E-mail announcements |
| <input type="checkbox"/> Television | <input type="checkbox"/> Chronicle of Higher Education |
| <input type="checkbox"/> Flyers | <input type="checkbox"/> Idaho Department of Labor |
| <input type="checkbox"/> Career fairs | <input type="checkbox"/> Nursing Association Journals |
| <input type="checkbox"/> Newspaper | <input type="checkbox"/> Other (<i>please specify</i>) _____ |

14. Over the last three years, how many nursing education faculty members have been recruited from outside Idaho? _____

15. Over the last three years, how many nursing education faculty candidates turned down offers of employment? _____

16. What was the estimated cost of faculty recruitment in 07-08? *(Please include both hour and dollar estimates)*

\$ _____ Time spent (in hours) _____

17. What was the total estimated cost of nursing education faculty turnover in 07-08? \$ _____
(Please consider the overall cost including replacement faculty, cancelled courses, recruitment, and training)

18. If you could change **one thing** about the applicants for nursing faculty, what would it be?

- | | |
|---|---|
| <input type="checkbox"/> More age diverse applicants | <input type="checkbox"/> More applicants from other fields |
| <input type="checkbox"/> More applicants who meet credential requirements | <input type="checkbox"/> More local or in-state applicants |
| <input type="checkbox"/> More Ph.D. educated applicants | <input type="checkbox"/> More applicants in general |
| <input type="checkbox"/> More experienced applicants | <input type="checkbox"/> More diverse gender representation |
| | <input type="checkbox"/> Other (please specify) _____ |

SECTION 3: CLINICAL ROTATIONS

19. What organizations does your institution currently use for student clinical rotations?
(Please list the names of these organizations below, use the back page if more space is needed, or attach a separate spreadsheet)

20. What limiting factors has your school experienced, if any, to providing clinical rotations?
(Please check all that apply)

- | | |
|---|--|
| <input type="checkbox"/> Faculty participation | <input type="checkbox"/> Conflicts with other schools |
| <input type="checkbox"/> Participation by organizations | <input type="checkbox"/> Too few training nurses |
| <input type="checkbox"/> Space provided by organizations | <input type="checkbox"/> Student time conflicts |
| <input type="checkbox"/> Equipment provided by organizations | <input type="checkbox"/> Availability of supervisory staff |
| <input type="checkbox"/> Location of participating organization | <input type="checkbox"/> Other (please specify) _____ |
| <input type="checkbox"/> Faculty time availability | |

21. Do you feel that you have enough participating organizations to meet your clinical rotation needs? **Yes / No**
22. Do you feel your school is competing with other institutions for clinic availability? **Yes / No**
23. On average, do students perform clinical rotations at one site or multiple sites? **One Site / Multiple Sites**
24. In your experience, what barriers exist between colleges and universities to work collaboratively in scheduling clinical rotations?

25. What creative solutions for clinical rotations are being developed and used by your school?
(*Example: more simulation, extended hours, summer programs, rotating program acceptance*)

26. Are the solutions mentioned in Q25 above being shared with other colleges and universities? **YES / NO**
If yes, how are these solutions being shared?

25. Would you be interested in receiving a copy of the final report? **YES/NO**

I certify that the information submitted in this form is complete and accurate to the best of my knowledge.

Signature of Respondent:

Date:

Respondent Name Printed

Name of School

Contact Phone Number

Please submit survey responses in
the return envelope provided to
Sara Gieseke
Idaho Department of Labor
Communications & Research
317 W Main St
Boise, ID 83703



Sara.Gieseke@labor.idaho.gov
Office: (208) 332-3570 x 3246
Fax: (208) 334-6455

Appendix E

Nursing Supply-Demand Gap Analysis

DEFINITIONS

SNAPSHOT VARIABLES

Total Annual Supply: The total number of program graduates for each year from all institutions in the specified region.

Adjusted Annual Supply: The number of program graduates for each year that obtain an Idaho license and are employed as a nurse in the specified region six months after graduation.

Annual Demand: The number of new nurses required for each year based on needs due to growth and to replacement of existing workers.

Chronic Vacancies: The accumulated difference between the number of nurses needed to meet demand plus vacancies and the adjusted supply of nurses in the specified region.

CUMULATIVE VARIABLES

Total Supply: The accumulated number of program graduates from all institutions in the specified region.

Adjusted Supply: The accumulated number of program graduates each year that obtain an Idaho license and are employed as a nurse in the specified region six months after graduation.

Annual Demand: The accumulated number of new nurses required, based on needs due to growth and to replacement of existing workers.

Chronic Vacancies: The accumulated difference between the number of nurses needed to meet demand plus vacancies and the adjusted supply of nurses in the specified region.



Chart 9: LPNs - Snapshot - Statewide

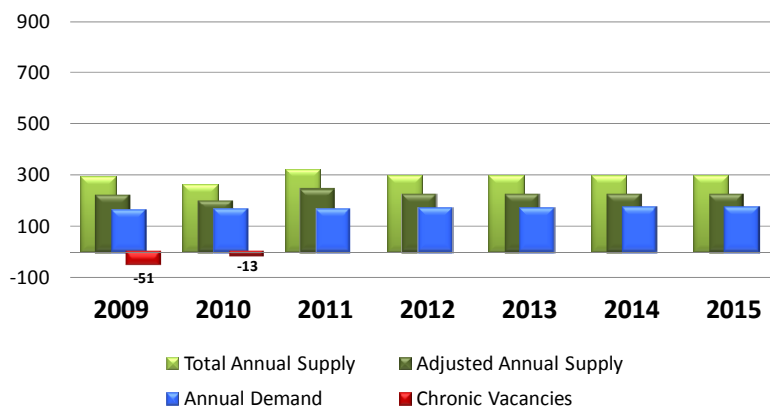


Chart 8: RNs - Snapshot - Statewide

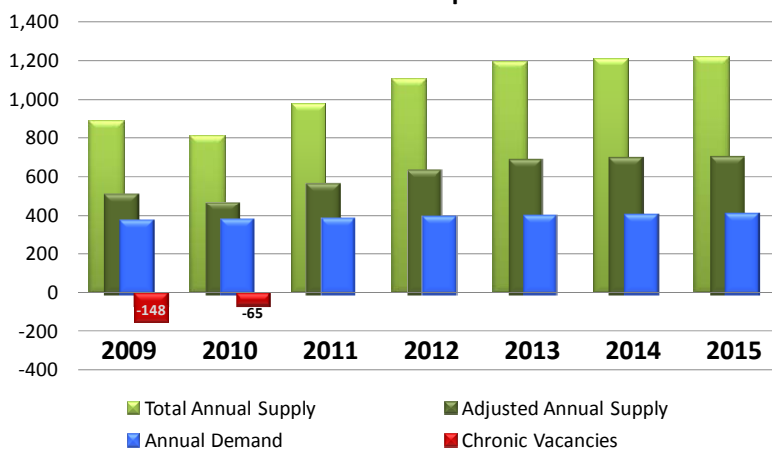
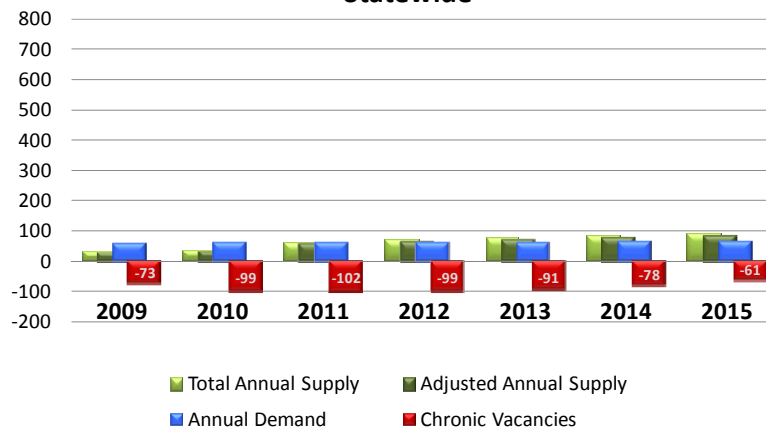


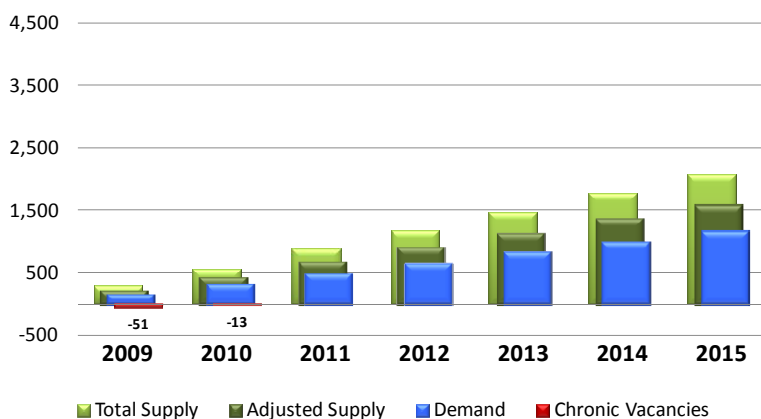
Chart 7: All Other RNs & APPNs - Snapshot - Statewide



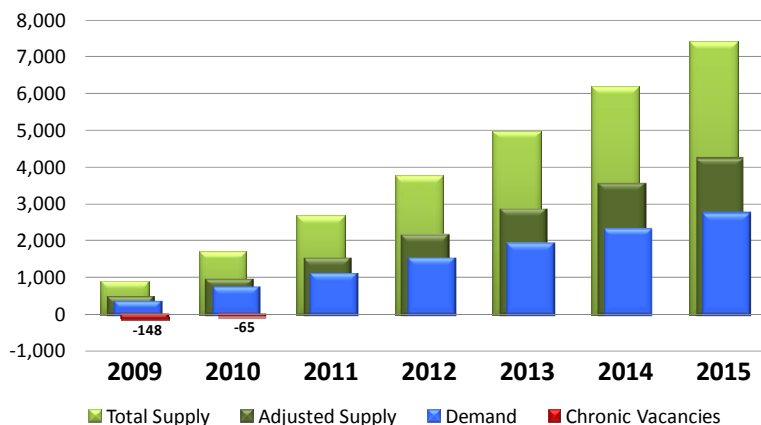
* Snapshot charts include new supply and demand for each year and the accumulated chronic vacancies.



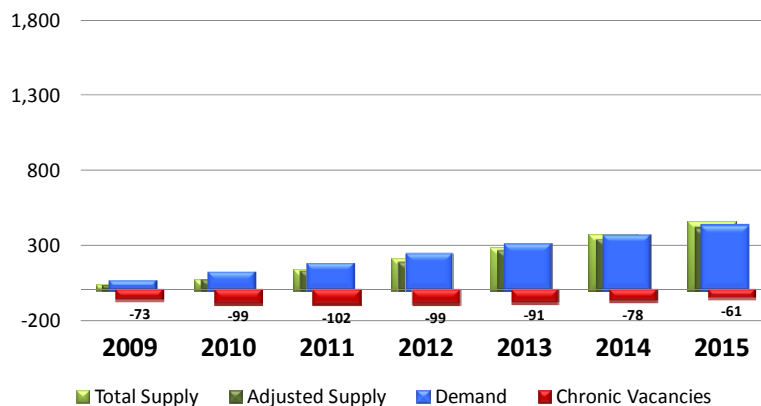
LPNs - Cumulative - Statewide



RNs - Cumulative - Statewide



All Other RNs & APPNs - Cumulative - Statewide



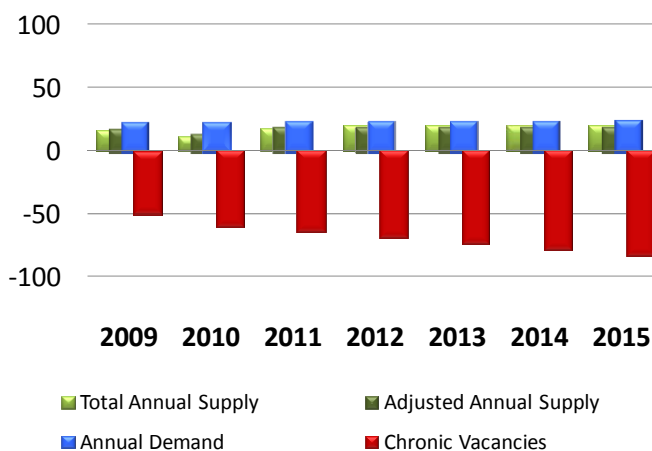
* Cumulative charts include each year's accumulated supply, demand and chronic vacancies.



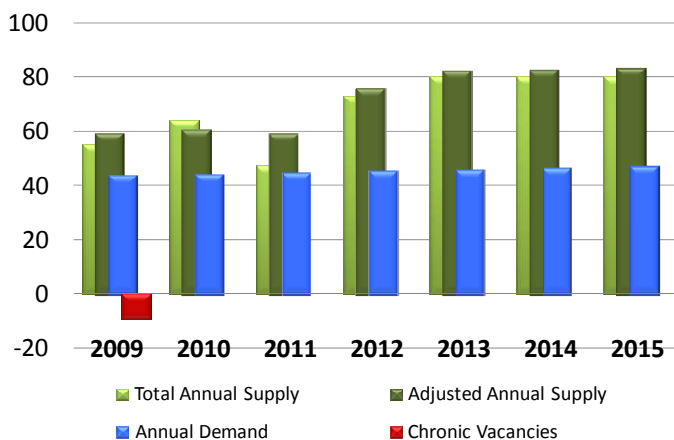
Region 1

Benewah
Bonner
Boundary
Kootenai
Shoshone
counties

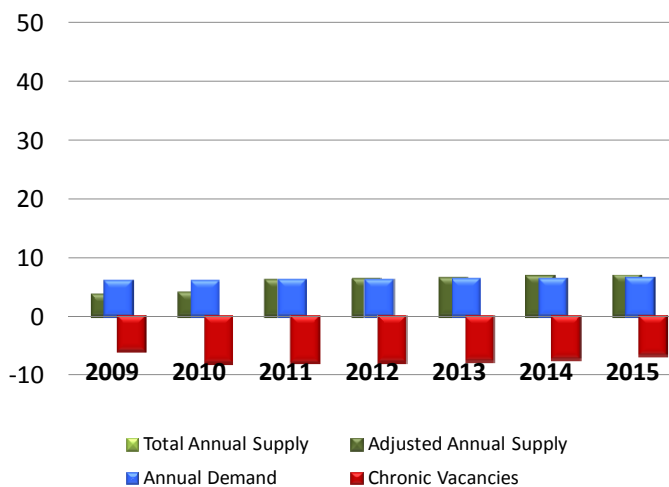
LPNs - Snapshot - Region 1



RNs - Snapshot - Region 1



All Other RNs & APPNs - Snapshot - Region 1



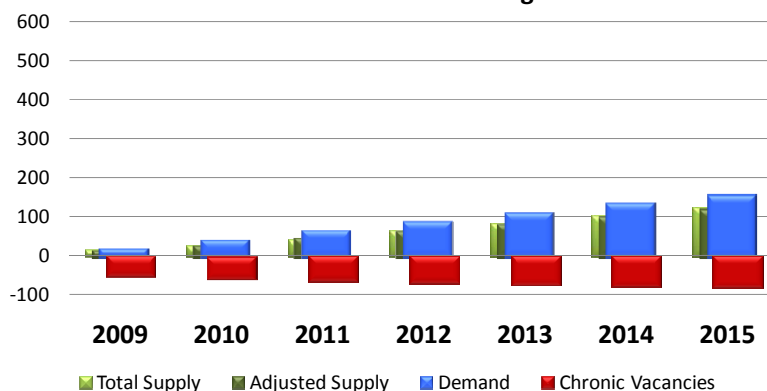
* Snapshot charts include new supply and demand for each year and the accumulated chronic vacancies.



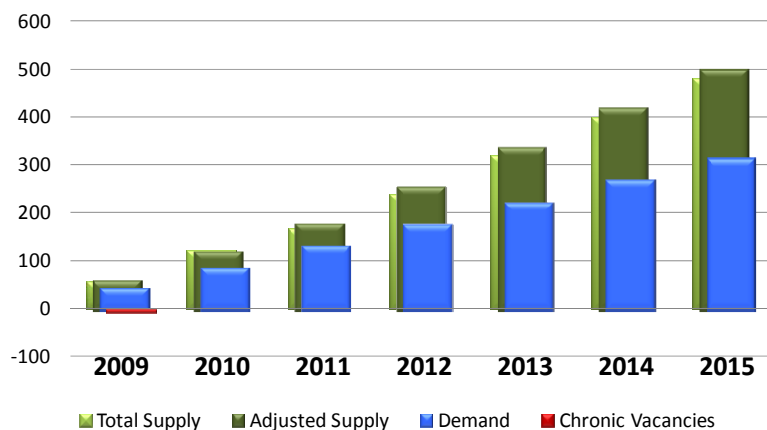
Region 1

Benewah
Bonner
Boundary
Kootenai
Shoshone
counties

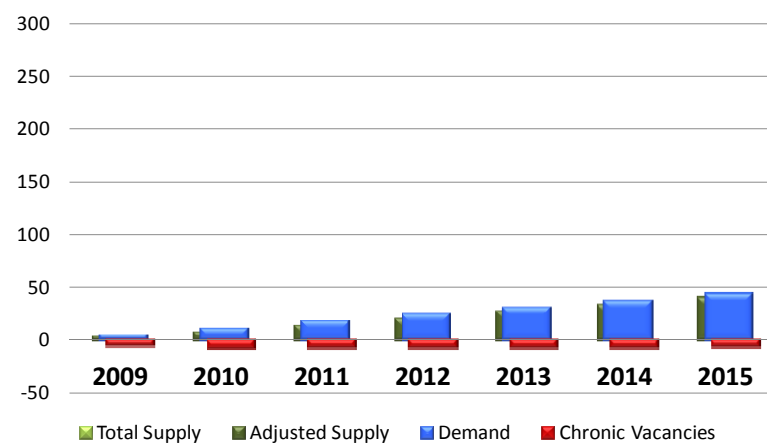
LPNs - Cumulative - Region 1



RNs - Cumulative - Region 1



All Other RNs & APPNs - Cumulative - Region 1



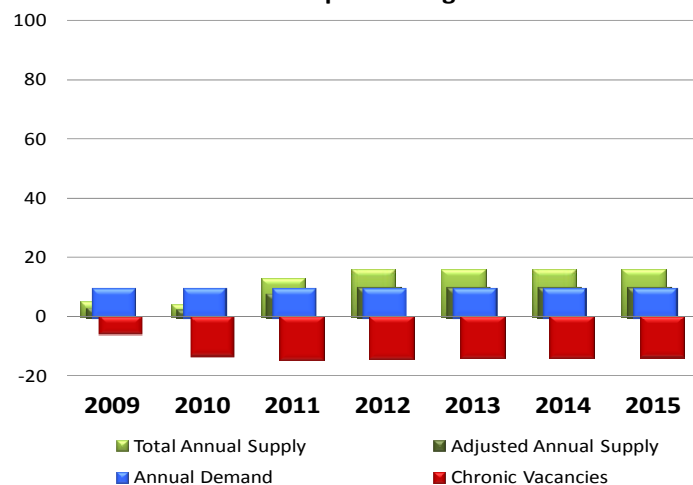
* Cumulative charts include each year's accumulated supply, demand and chronic vacancies.



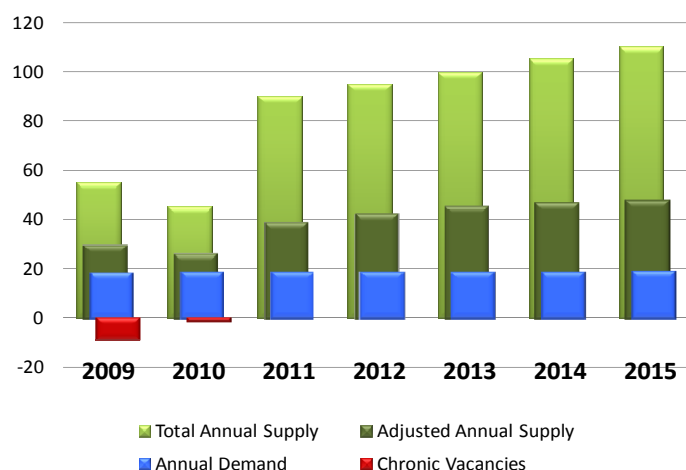
Region 2

Clearwater
Idaho
Latah
Lewis
Nez Perce
counties

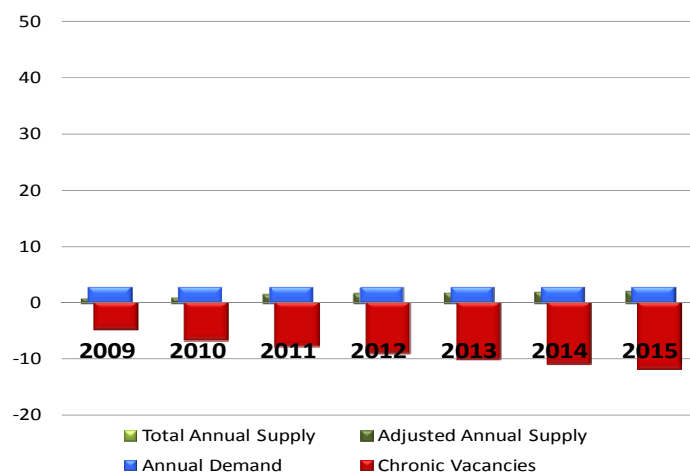
LPNs - Snapshot - Region 2



RNs - Snapshot - Region 2



All Other RNs & APPNs - Snapshot - Region 2



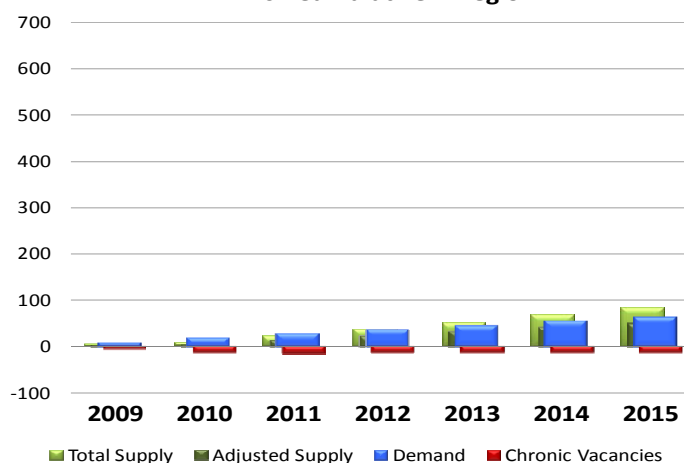
* Snapshot charts include new supply and demand for each year and the accumulated chronic vacancies.



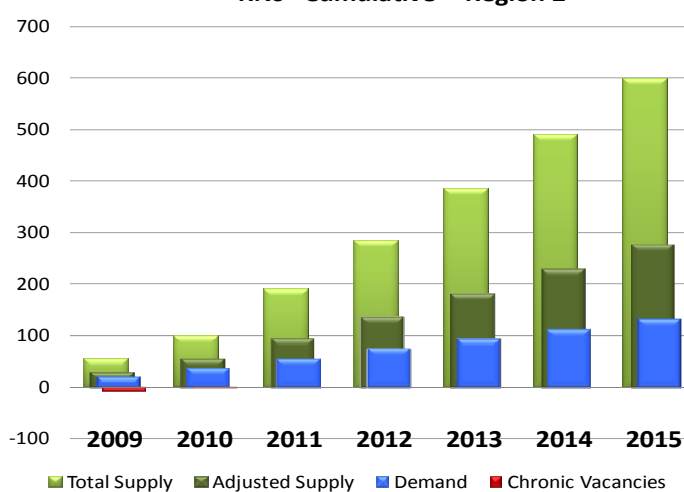
Region 2

Clearwater
Idaho
Latah
Lewis
Nez Perce
counties

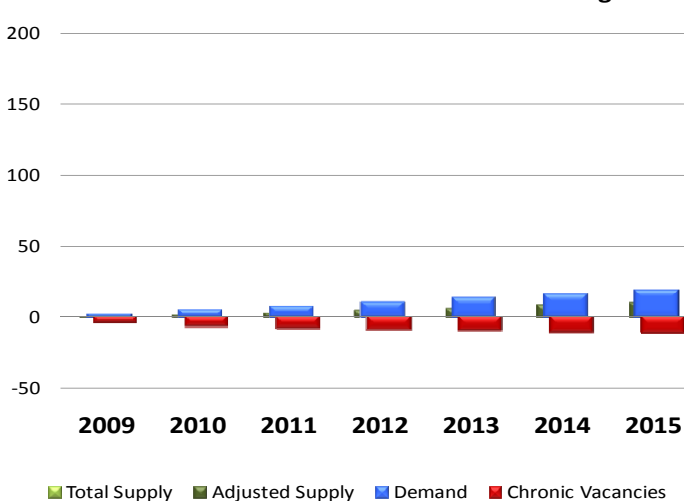
LPNs - Cumulative - Region 2



RNs - Cumulative - Region 2



All Other RNs & APPNs - Cumulative - Region 2



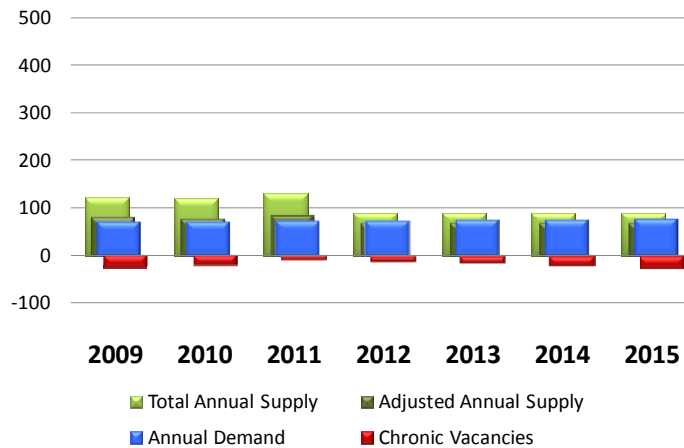
* Cumulative charts include each year's accumulated supply, demand and chronic vacancies.



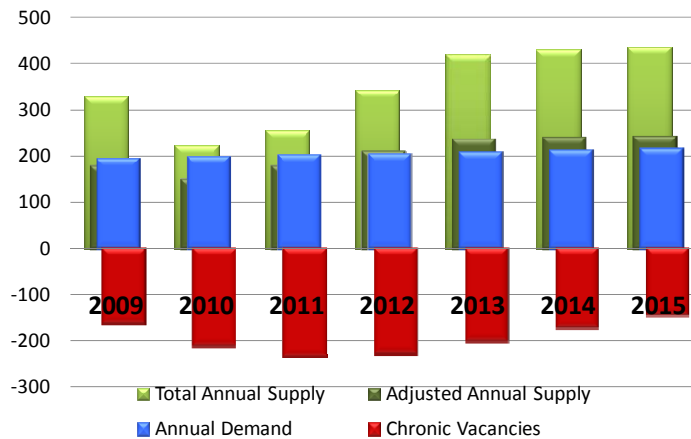
Region 3

Ada
Adams
Boise
Canyon
Elmore
Gem
Owyhee
Payette,
Valley
Washington
counties

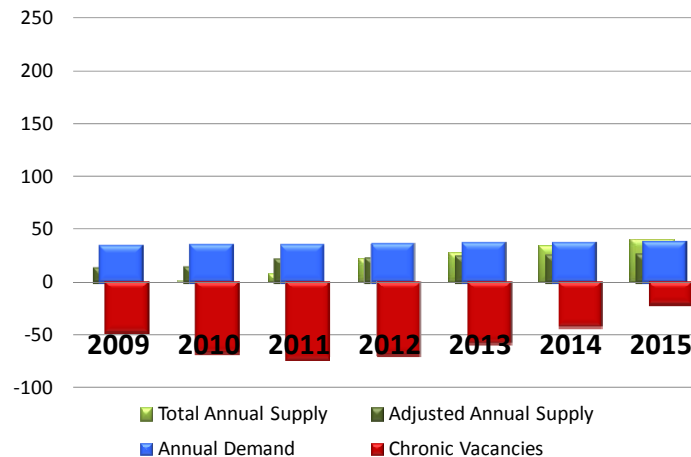
LPNs - Snapshot - Region 3



RNs - Snapshot - Region 3



All Other RNs & APPNs - Snapshot - Region 3



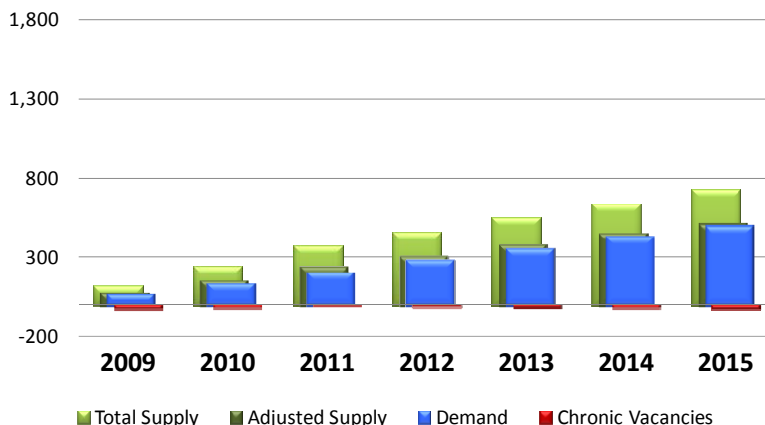
* Snapshot charts include new supply and demand for each year and the accumulated chronic vacancies.



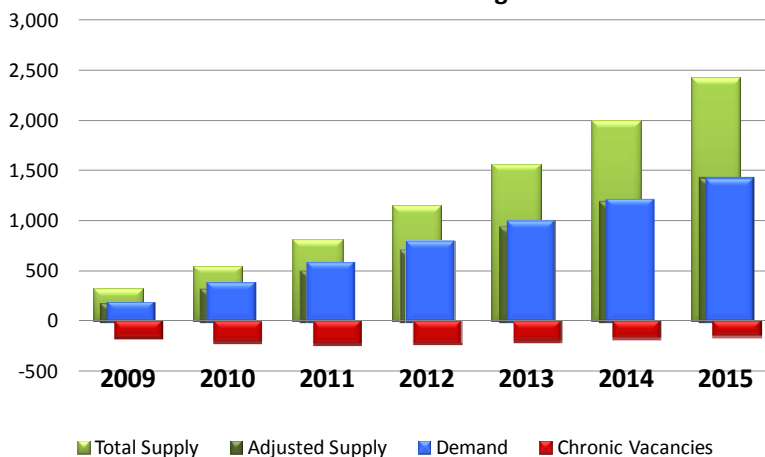
Region 3

Ada
Adams
Boise
Canyon
Elmore
Gem
Owyhee
Payette,
Valley
Washington
counties

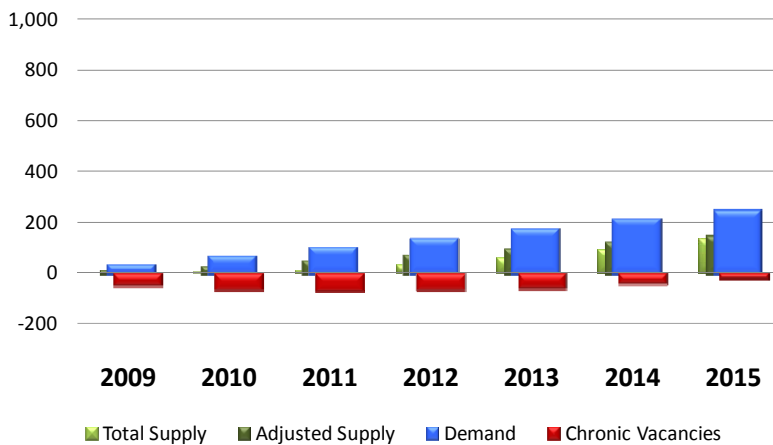
LPNs - Cumulative - Region 3



RNs - Cumulative - Region 3



All Other RNs & APPNs - Cumulative - Region 3



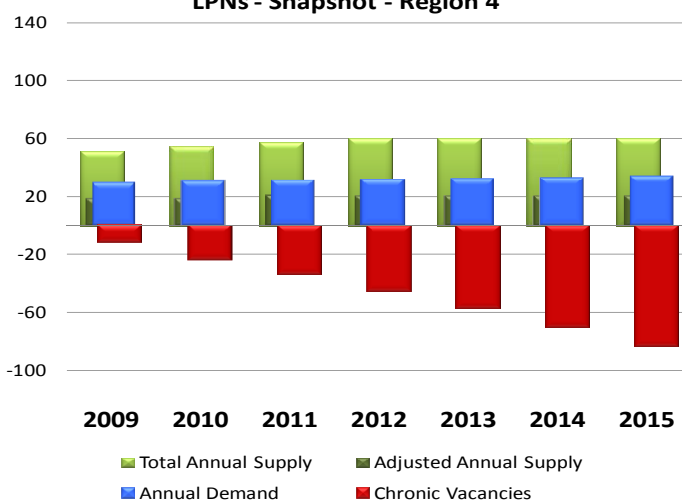
* Cumulative charts include each year's accumulated supply, demand and chronic vacancies.



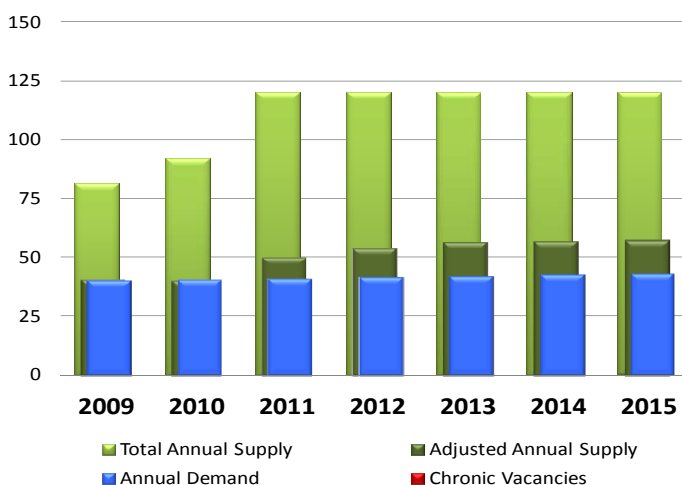
Region 4

Blaine
Camas
Cassia
Gooding
Jerome
Lincoln
Minidoka
Twin Falls
counties

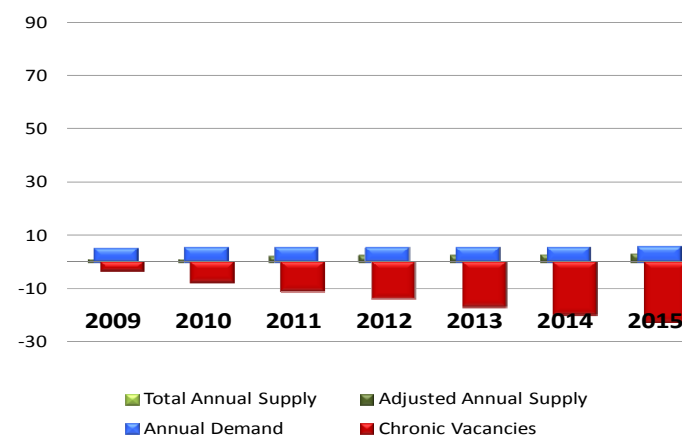
LPNs - Snapshot - Region 4



RNs - Snapshot - Region 4



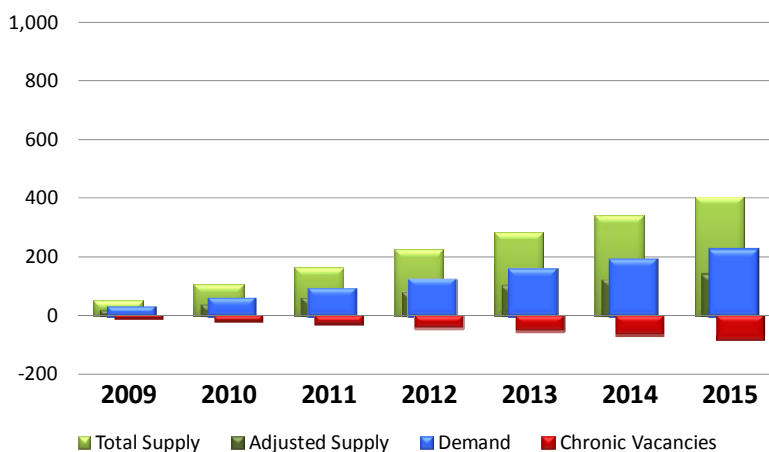
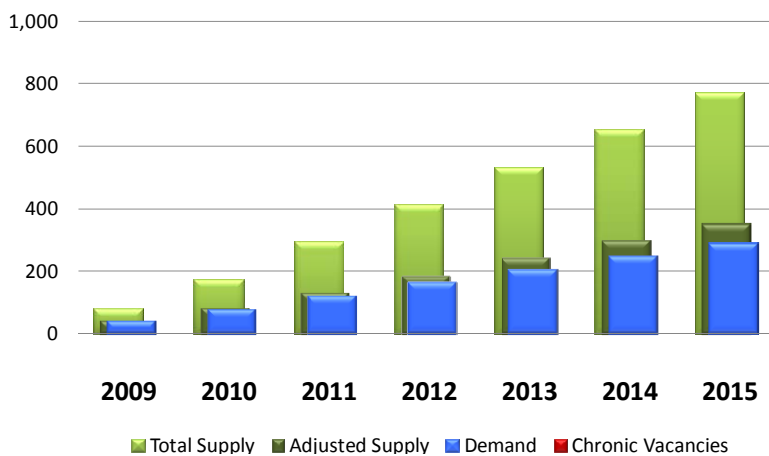
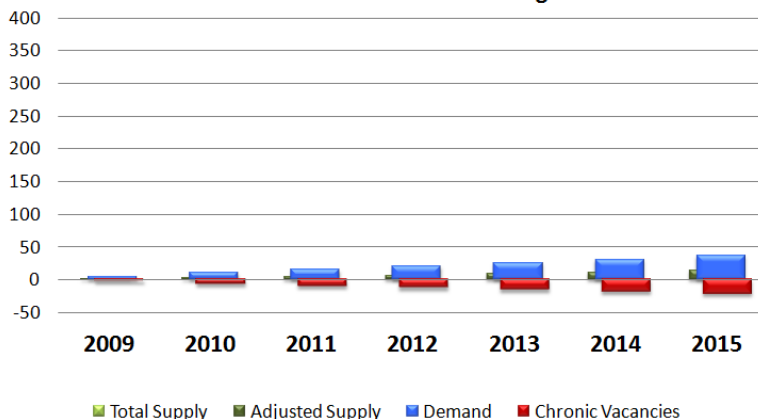
All Other RNs & APPNs - Snapshot - Region 4



* Snapshot charts include new supply and demand for each year and the accumulated chronic vacancies.

**Region 4**

Blaine
Camas
Cassia
Gooding
Jerome
Lincoln
Minidoka
Twin Falls
counties

LPNs - Cumulative - Region 4**RNs - Cumulative - Region 4****All Other RNs & APPNs - Cumulative - Region 4**

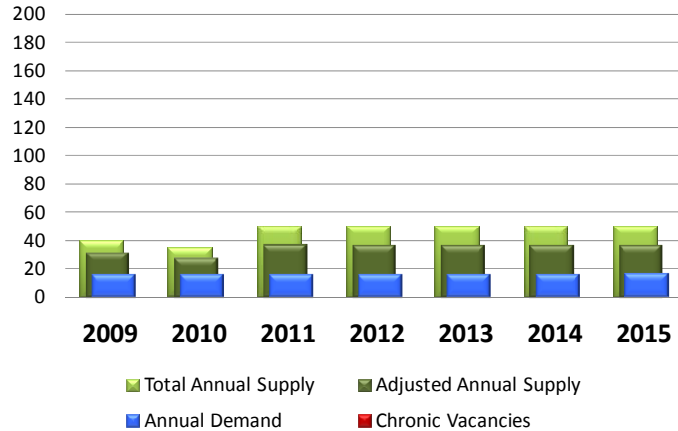
* Cumulative charts include each year's accumulated supply, demand and chronic vacancies.



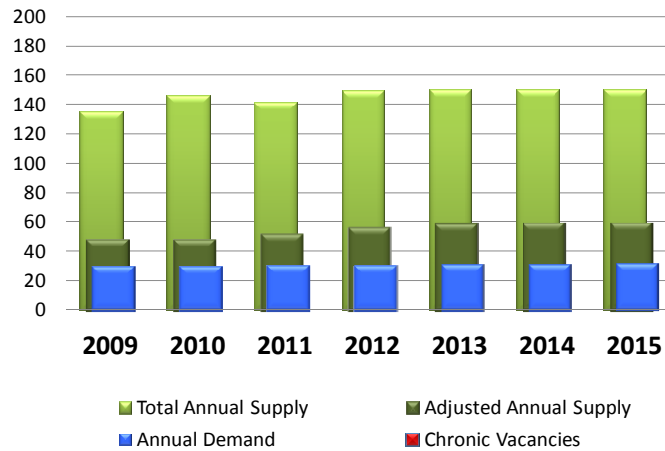
Region 5

Bannock
Bear Lake
Bingham
Caribou
Franklin
Oneida
Power
counties

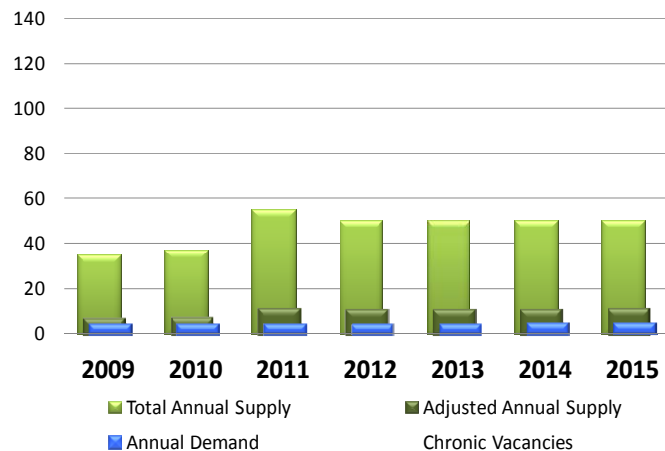
LPNs - Snapshot - Region 5



RNs - Snapshot - Region 5



All Other RNs & APPNs - Snapshot - Region 5



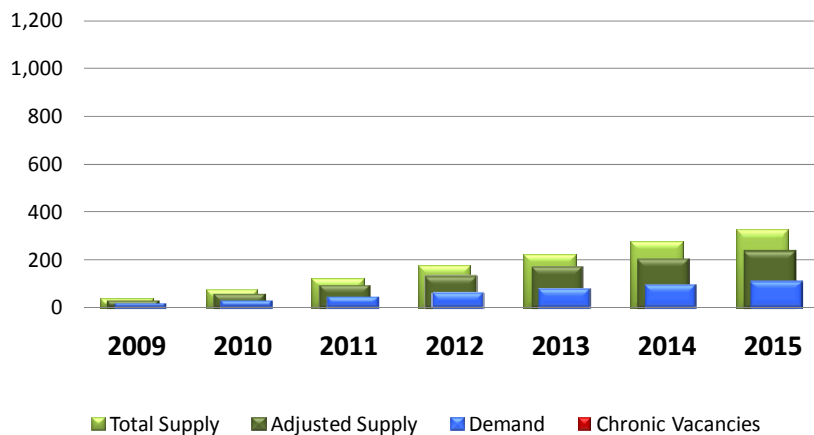
* Snapshot charts include new supply and demand for each year and the accumulated chronic vacancies.



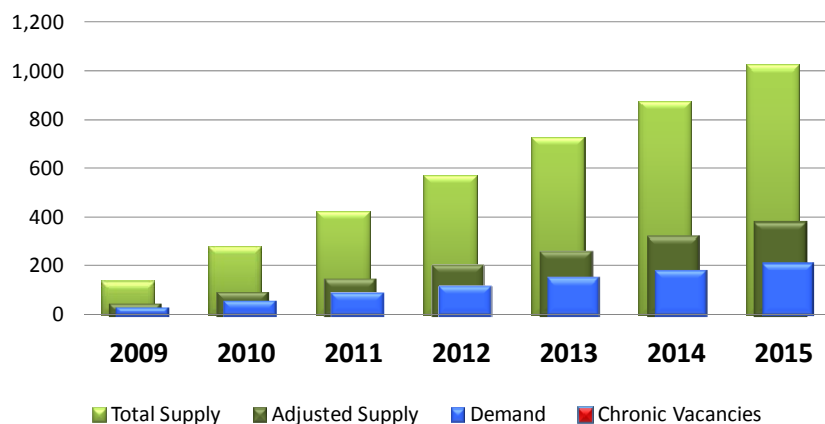
Region 5

Bannock
Bear Lake
Bingham
Caribou
Franklin
Oneida
Power
counties

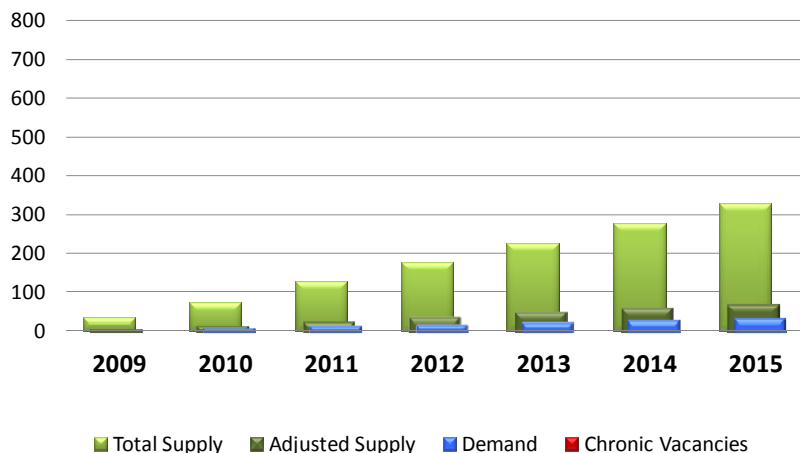
LPNs - Cumulative - Region 5



RNs - Cumulative - Region 5



All Other RNs & APPNs - Cumulative - Region 5



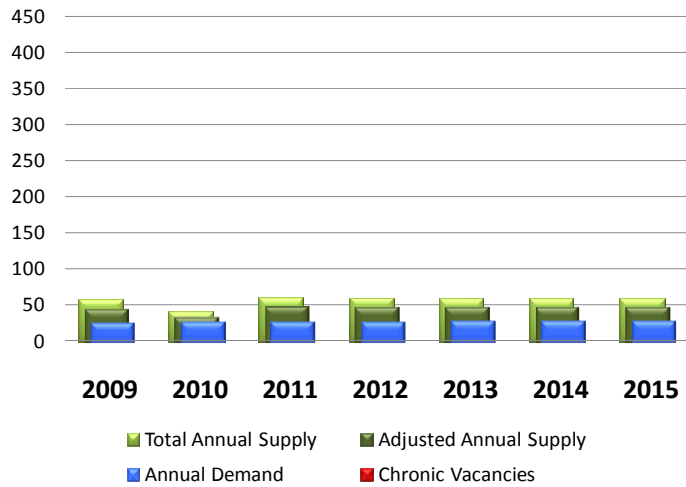
* Cumulative charts include each year's accumulated supply, demand and chronic vacancies.



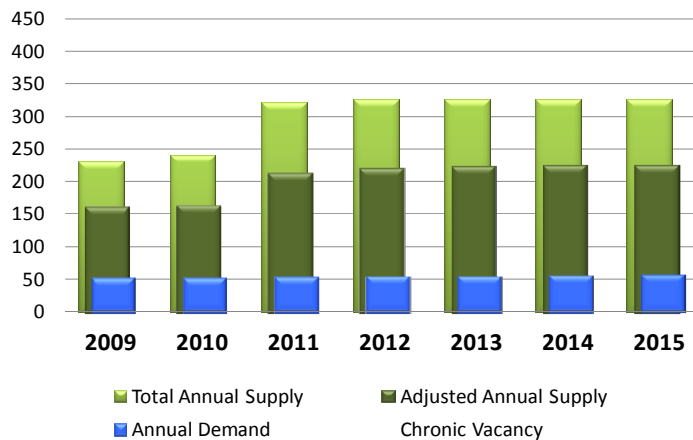
Region 5

Bonneville
Butte
Clark
Custer
Fremont
Jefferson
Lemhi
Madison
Teton
counties

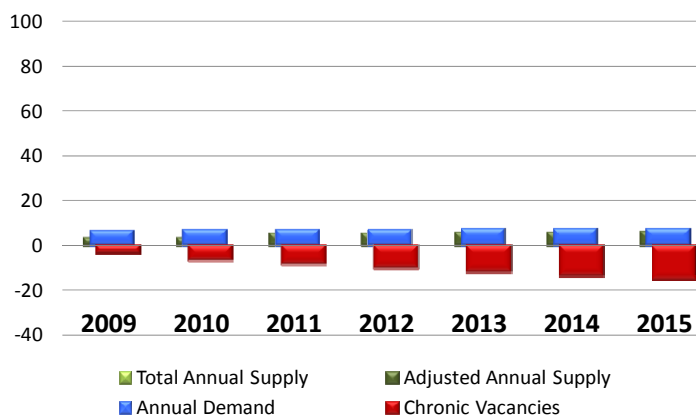
LPNs - Snapshot - Region 6



RNs - Snapshot - Region 6



All Other RN & APPN - Snapshot - Region 6



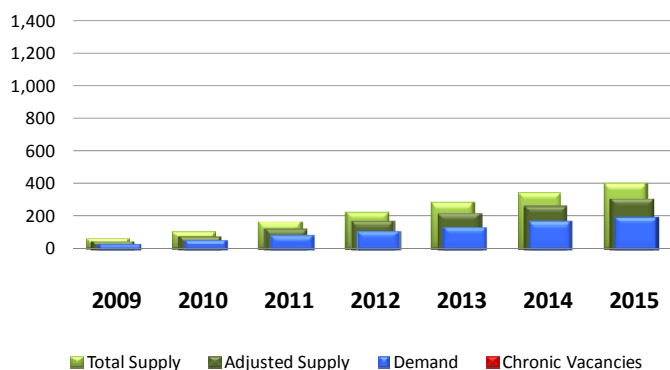
* Snapshot charts include new supply and demand for each year and the accumulated chronic vacancies.



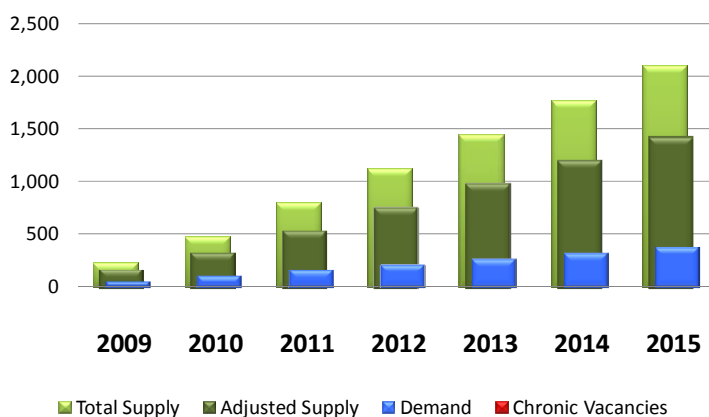
Region 5

Bonneville
Butte
Clark
Custer
Fremont
Jefferson
Lemhi
Madison
Teton
counties

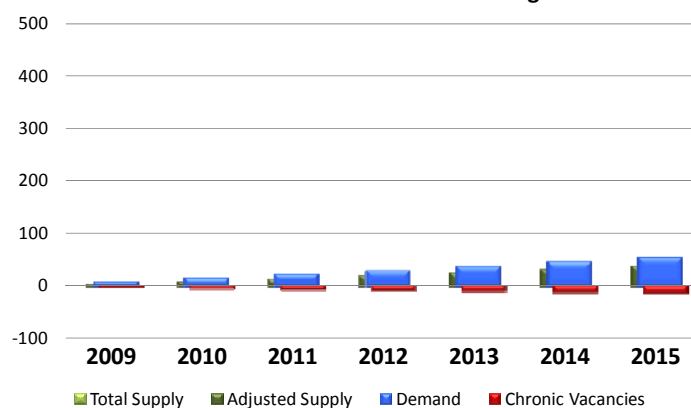
LPNs - Cumulative - Region 6



RNs - Cumulative - Region 6



ALL Other RN & APPN - Cumulative - Region 6



* Cumulative charts include each year's accumulated supply, demand and chronic vacancies.

Appendix F – Growth and Replacement Data by Region

Projected Annual Growth 2008-2018, Statewide														
Licensure Level	2008 Demand	2018 Demand	10 year Growth	Annualized Growth Rate	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
LPN	2,926	3,713	787	2.41%	71	72	74	76	78	79	81	83	85	87
AS-RN	5,165	6,558	1,393	2.42%	125	128	131	134	137	141	144	148	151	155
BS-RN	3,919	4,976	1,057	2.42%	95	97	99	102	104	107	109	112	115	117
ALL OTHER RN	672	854	181	2.42%	16	17	17	17	18	18	19	19	20	20
APPN	748	950	202	2.42%	18	19	19	19	20	20	21	21	22	22
TOTAL	13,430	17,050	3,620	2.42%	324	332	340	348	357	366	374	383	393	402

Projected Annual Net Replacements 2008-2018, Statewide														
Licensure Level	2008 Demand	2018 Demand	Total Net Replacements	10 Year Replacement Rate	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
LPN	2,926	3,713	915	31.3%	92	92	92	92	92	92	92	92	92	92
AS-RN	5,165	6,558	905	17.5%	90	90	90	90	90	90	90	90	90	90
BS-RN	3,919	4,976	686	17.5%	69	69	69	69	69	69	69	69	69	69
ALL OTHER RN	672	854	118	17.5%	12	12	12	12	12	12	12	12	12	12
APPN	748	950	131	17.5%	13	13	13	13	13	13	13	13	13	13
TOTAL	13,430	17,050	2,755	---	275	275	275	275	275	275	275	275	275	275

Vacancies, Statewide	
Licensure Level	Spring 2010 Vacancies
LPN	113
AS-RN	159
BS-RN	121
ALL OTHER RN	21
APPN	25
TOTAL	438

Projected Annual Growth, Net Replacements and Vacancies 2008-2018																
Licensure Level	2008 Demand	2018 Demand	10 year Growth	10 Year Net Replacements	Vacancies	10 Year Growth, Replacement & Vacancies	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
LPN	2,926	3,713	787	915	113	1,815	275	164	165	167	169	171	173	175	177	179
AS-RN	5,165	6,558	1,393	905	159	2,457	374	218	221	225	228	231	235	238	242	245
BS-RN	3,919	4,976	1,057	686	121	1,864	284	166	168	170	173	175	178	181	183	186
ALL OTHER RN	672	854	181	118	21	320	49	28	29	29	30	30	31	31	31	32
APPN	748	950	202	131	25	358	56	32	32	33	33	33	34	34	35	36
TOTAL	13,430	17,050	3,620	2,755	438	6,813	1,038	608	616	624	632	641	650	659	668	678

Projected Annual Growth 2008-2018														
Northern Idaho (Region 1) — Benewah, Bonner, Boundary, Kootenai and Shoshone Counties														
Licensure Level	2008 Demand	2018 Demand	10 year Growth	Annualized Growth Rate	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
LPN	412	513	101	2.22%	9	9	10	10	10	10	10	11	11	11
AS-RN	715	888	173	2.18%	16	16	16	17	17	17	18	18	19	19
BS-RN	387	481	93	2.18%	8	9	9	9	9	9	10	10	10	10
ALL OTHER RN	64	80	16	2.18%	1	1	1	2	2	2	2	2	2	2
APPN	89	111	22	2.18%	2	2	2	2	2	2	2	2	2	2
TOTAL	1,668	2,072	404	2.19%	37	37	38	39	40	41	42	43	44	44

Projected Annual Net Replacements 2008-2018, Northern Idaho														
Licensure Level	2008 Demand	2018 Demand	Total Net Replacements	10 Year Replacement Rate	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
LPN	412	513	130	31.3%	13	13	13	13	13	13	13	13	13	13
AS-RN	715	888	125	17.5%	13	13	13	13	13	13	13	13	13	13
BS-RN	387	481	68	17.5%	7	7	7	7	7	7	7	7	7	7
ALL OTHER RN	64	80	11	17.5%	0	1	1	1	1	1	1	1	1	1
APPN	89	111	16	17.5%	2	2	2	2	2	2	2	2	2	2
TOTAL	1,668	2,072	350	---	35	35	35	35	35	35	35	35	35	35

Vacancies, Northern Idaho	
Licensure Level	Spring 2010 Vacancies
LPN	45
AS-RN	16
BS-RN	9
ALL OTHER RN	1
APPN	2
TOTAL	73

Projected Annual Growth, Net Replacements and Vacancies 2008-2018, Northern Idaho																
Licensure Level	2008 Demand	2018 Demand	10 year Growth	10 Year Net Replacements	Vacan- cies	10 Year Growth, Replacement & Vacancies	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
LPN	412	513	101	130	45	276	67	22	23	23	23	23	23	24	24	24
AS-RN	715	888	173	125	16	314	44	28	29	29	30	30	30	31	31	32
BS-RN	387	481	93	68	9	170	24	15	16	16	16	16	16	17	17	17
ALL OTHER RN	64	80	16	11	1	28	2	3	3	3	3	3	3	3	3	3
APPN	89	111	22	16	2	39	6	4	4	4	4	4	4	4	4	4
TOTAL	1,668	2,072	404	350	73	827	143	72	73	74	75	76	77	78	79	79

Projected Annual Growth 2008-2018														
North Central Idaho (Region 2) — Clearwater, Idaho, Latah, Lewis and Nez Perce Counties														
Licensure Level	2008 Demand	2018 Demand	10 year Growth	Annualized Growth Rate	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
LPN	218	242	24	1.05%	2	2	2	2	2	2	2	2	2	3
AS-RN	406	452	46	1.09%	4	4	5	5	5	5	5	5	5	5
BS-RN	244	272	28	1.09%	3	3	3	3	3	3	3	3	3	3
ALL OTHER RN	40	44	5	1.09%	0	0	0	0	0	0	0	0	0	0
APPN	53	59	6	1.09%	1	1	1	1	1	1	1	1	1	1
TOTAL	961	1,070	109	1.08%	10	10	11	11	11	11	11	11	11	11

Projected Annual Net Replacements 2008-2018, North Central Idaho														
Licensure Level	2008 Demand	2018 Demand	Total Net Replacements	10 Year Re- placement Rate	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
LPN	218	242	70	31.3%	7	7	7	7	7	7	7	7	7	7
AS-RN	406	452	71	17.5%	7	7	7	7	7	7	7	7	7	7
BS-RN	244	272	43	17.5%	4	4	4	4	4	4	4	4	4	4
ALL OTHER RN	40	44	7	17.5%	1	1	1	1	1	1	1	1	1	1
APPN	53	59	9	17.5%	1	1	1	1	1	1	1	1	1	1
TOTAL	961	1,070	200	---	20	20	20	20	20	20	20	20	20	20

Vacancies, North Central Idaho	
Licensure Level	Spring 2010 Vacancies
LPN	0
AS-RN	13
BS-RN	8
ALL OTHER RN	1
APPN	2
TOTAL	24

Projected Annual Growth, Net Replacements and Vacancies 2008-2018, North Central Idaho																
Licensure Level	2008 Demand	2018 Demand	10 year Growth	10 Year Net Re- placements	Vacan- cies	10 Year Growth, Replacement & Vacancies	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
LPN	218	242	24	70	0	94	9	9	9	9	9	9	9	9	9	10
AS-RN	406	452	46	71	13	130	25	12	12	12	12	12	12	12	12	12
BS-RN	244	272	28	43	8	79	15	7	7	7	7	7	7	7	7	7
ALL OTHER RN	40	44	5	7	1	12	2	1	1	1	1	1	1	1	1	1
APPN	53	59	6	9	2	17	4	2	2	2	2	2	2	2	2	2
TOTAL	961	1,070	109	200	24	333	54	30	31	31	31	31	31	31	31	31

Projected Annual Growth 2008-2018														
Southwestern Idaho (Region 3) — Ada, Adams, Boise, Canyon, Elmore, Gem, Owyhee, Payette, Valley and Washington Counties														
Licensure Level	2008 Demand	2018 Demand	10 year Growth	Annualized Growth Rate	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
LPN	1,183	1,548	365	2.73%	32	33	34	35	36	37	38	39	40	41
AS-RN	2,253	2,945	692	2.71%	61	63	65	66	68	70	72	74	76	78
BS-RN	2,117	2,767	650	2.71%	57	59	61	62	64	66	67	69	71	73
ALL OTHER RN	400	523	123	2.71%	11	11	11	12	12	12	13	13	13	14
APPN	366	478	112	2.71%	10	10	10	11	11	11	12	12	12	13
TOTAL	6,319	8,261	1,942	2.72%	172	176	181	186	191	196	202	207	213	218

Projected Annual Net Replacements 2008-2018, Southwestern Idaho														
Licensure Level	2008 Demand	2018 Demand	Total Net Replacements	10 Year Replacement Rate	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
LPN	1,183	1,548	370	31.3%	37	37	37	37	37	37	37	37	37	37
AS-RN	2,253	2,945	395	17.5%	39	39	39	39	39	39	39	39	39	39
BS-RN	2,117	2,767	371	17.5%	37	37	37	37	37	37	37	37	37	37
ALL OTHER RN	400	523	70	17.5%	7	7	7	7	7	7	7	7	7	7
APPN	366	478	64	17.5%	6	6	6	6	6	6	6	6	6	6
TOTAL	6,319	8,261	1,270	---	127	127	127	127	127	127	127	127	127	127

Vacancies, Southwestern Idaho	
Licensure Level	Spring 2010 Vacancies
LPN	38
AS-RN	74
BS-RN	73
ALL OTHER RN	13
APPN	13
TOTAL	211

Projected Annual Growth, Net Replacements and Vacancies 2008-2018, Southwestern Idaho															
Licensure Level	2008 Demand	2018 Demand	10 year Growth	10 Year Net Replacements	Vacancies	10 Year Growth, Replacement & Vacancies	2009	2010	2011	2012	2013	2014	2015	2016	2017 2018
LPN	1,183	1,548	365	370	38	773	107	70	71	72	73	74	75	76	77 78
AS-RN	2,253	2,945	692	395	74	1,161	175	102	104	106	108	109	111	113	115 117
BS-RN	2,117	2,767	650	371	73	1,094	168	96	98	99	101	103	105	106	108 110
ALL OTHER RN	400	523	123	70	13	206	31	18	18	19	19	19	20	20	20 21
APPN	366	478	112	64	13	189	29	17	17	17	17	18	18	18	19 19
TOTAL	6,319	8,261	1,942	1,270	211	3,423	510	303	308	313	318	323	329	334	340 345

Projected Annual Growth 2008-2018														
South Central Idaho (Region 4) —					Blaine, Camas, Cassia, Gooding, Jerome, Lincoln, Minidoka and Twin Falls Counties									
Licensure Level	2008 Demand	2018 Demand	10 year Growth	Annualized Growth Rate	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
LPN	380	471	91	2.17%	8	8	9	9	9	9	9	10	10	10
AS-RN	749	926	177	2.14%	16	16	17	17	17	18	18	19	19	19
BS-RN	273	337	64	2.14%	6	6	6	6	6	6	7	7	7	7
ALL OTHER RN	48	60	11	2.14%	1	1	1	1	1	1	1	1	1	1
APPN	82	101	19	2.14%	2	2	2	2	2	2	2	2	2	2
TOTAL	1,532	1,895	363	2.15%	33	34	34	35	36	37	37	38	39	40

Projected Annual Net Replacements 2008-2018, South Central Idaho														
Licensure Level	2008 Demand	2018 Demand	Total Net Replacements	10 Year Re- placement Rate	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
LPN	380	471	120	31.3%	12	12	12	12	12	12	12	12	12	12
AS-RN	749	926	130	17.5%	13	13	13	13	13	13	13	13	13	13
BS-RN	273	337	47	17.5%	5	5	5	5	5	5	5	5	5	5
ALL OTHER RN	48	60	8	17.5%	1	1	1	1	1	1	1	1	1	1
APPN	82	101	14	17.5%	1	1	1	1	1	1	1	1	1	1
TOTAL	1,532	1,895	320	---	32	32	32	32	32	32	32	32	32	32

Vacancies, South Central Idaho	
Licensure Level	Spring 2010 Vacancies
LPN	6
AS-RN	35
BS-RN	13
ALL OTHER RN	2
APPN	4
TOTAL	60

Projected Annual Growth, Net Replacements and Vacancies 2008-2018, South Central Idaho																
Licensure Level	2008 Demand	2018 Demand	10 year Growth	10 Year Net Re- placements	Vacan- cies	10 Year Growth, Replacement & Vacancies	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
LPN	380	471	91	120	6	217	26	20	21	21	21	21	21	22	22	22
AS-RN	749	926	177	130	35	342	64	29	30	30	30	31	31	32	32	32
BS-RN	273	337	64	47	13	125	24	11	11	11	11	11	11	12	12	12
ALL OTHER RN	48	60	11	8	2	22	4	2	2	2	2	2	2	2	2	2
APPN	82	101	19	14	4	38	7	3	3	3	3	3	3	3	4	4
TOTAL	1,532	1,895	363	320	60	743	125	66	66	67	68	69	69	70	71	72

Projected Annual Growth 2008-2018														
Southeastern Idaho (Region 5) — Bannock, Bear Lake, Bingham, Caribou, Franklin, Oneida and Power Counties														
Licensure Level	2008 Demand	2018 Demand	10 year Growth	Annualized Growth Rate	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
LPN	323	384	61	1.74%	6	6	6	6	6	6	6	6	6	7
AS-RN	386	458	72	1.72%	7	7	7	7	7	7	7	7	8	8
BS-RN	478	567	89	1.72%	8	8	8	9	9	9	9	9	9	10
ALL OTHER RN	61	72	11	1.72%	1	1	1	1	1	1	1	1	1	1
APPN	71	84	13	1.72%	1	1	1	1	1	1	1	1	1	1
TOTAL	1,319	1,565	246	1.72%	23	23	24	24	24	25	25	26	26	27

Projected Annual Net Replacements 2008-2018, Southeastern Idaho														
Licensure Level	2008 Demand	2018 Demand	Total Net Replacements	10 Year Re- placement Rate	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
LPN	323	384	100	31.3%	10	10	10	10	10	10	10	10	10	10
AS-RN	386	458	66	17.5%	7	7	7	7	7	7	7	7	7	7
BS-RN	478	567	82	17.5%	8	8	8	8	8	8	8	8	8	8
ALL OTHER RN	61	72	10	17.5%	1	1	1	1	1	1	1	1	1	1
APPN	71	84	12	17.5%	1	1	1	1	1	1	1	1	1	1
TOTAL	1,319	1,565	270	---	27	27	27	27	27	27	27	27	27	27

Vacancies, Southeastern Idaho

Licensure Level	Spring 2010 Vacancies
LPN	9
AS-RN	6
BS-RN	7
ALL OTHER RN	1
APPN	1
TOTAL	24

Projected Annual Growth, Net Replacements and Vacancies 2008-2018, Southeastern Idaho																
Licensure Level	2008 Demand	2018 Demand	10 year Growth	10 Year Net Re- placements	Vacan- cies	10 Year Growth, Replacement & Vacancies										
LPN	323	384	61	100	9	170	25	16	16	16	16	16	16	16	16	17
AS-RN	386	458	72	66	6	144	19	13	13	14	14	14	14	14	14	14
BS-RN	478	567	89	82	7	177	23	17	17	17	17	17	17	17	18	18
ALL OTHER RN	61	72	11	10	1	23	3	2	2	2	2	2	2	2	2	2
APPN	71	84	13	12	1	26	3	2	2	2	3	3	3	3	3	3
TOTAL	1,319	1,565	246	270	24	540	74	50	51	51	51	51	52	52	53	54

Projected Annual Growth 2008-2018														
East Central Idaho (Region 6) — Bonneville, Butte, Clark, Custer, Freemont, Jefferson, Lemhi, Madison and Teton Counties														
Licensure Level	2008 Demand	2018 Demand	10 year Growth	Annualized Growth Rate	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
LPN	411	555	144	3.05%	13	13	13	14	14	15	15	15	16	16
AS-RN	625	835	210	2.94%	18	19	19	20	21	21	22	22	23	24
BS-RN	448	598	150	2.94%	13	14	14	14	15	15	16	16	17	17
ALL OTHER RN	62	83	21	2.94%	2	2	2	2	2	2	2	2	2	2
APPN	87	116	29	2.94%	3	3	3	3	3	3	3	3	3	3
TOTAL	1,633	2,187	554	2.96%	48	50	51	53	54	56	58	59	61	63

Projected Annual Net Replacements 2008-2018, East Central Idaho														
Licensure Level	2008 Demand	2018 De-mand	Total Net Replacements	10 Year Re-placement Rate	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
LPN	411	555	140	31.3%	14	14	14	14	14	14	14	14	14	14
AS-RN	625	835	107	17.5%	11	11	11	11	11	11	11	11	11	11
BS-RN	448	598	77	17.5%	8	8	8	8	8	8	8	8	8	8
ALL OTHER RN	62	83	11	17.5%	1	1	1	1	1	1	1	1	1	1
APPN	87	116	15	17.5%	1	1	1	1	1	1	1	1	1	1
TOTAL	1,633	2,187	350	---	35	35	35	35	35	35	35	35	35	35

Vacancies, East Central Idaho	
Licensure Level	Spring 2010 Vacancies
LPN	15
AS-RN	16
BS-RN	12
ALL OTHER RN	2
APPN	2
TOTAL	47

Projected Annual Growth, Net Replacements and Vacancies 2008-2018, East Central Idaho															
Licensure Level	2008 Demand	2018 Demand	10 year Growth	10 Year Net Replacements	Vacancies	10 Year Growth, Replacement & Vacancies	2009	2010	2011	2012	2013	2014	2015	2016	2017 2018
LPN	411	555	144	140	15	299	42	27	27	28	28	29	29	29	30 30
AS-RN	625	835	210	107	16	333	45	30	30	31	31	32	33	33	34 35
BS-RN	448	598	150	77	12	239	33	21	22	22	22	23	23	24	24 25
ALL OTHER RN	62	83	21	11	2	33	5	3	3	3	3	3	3	3	3 3
APPN	87	116	29	15	2	46	6	4	4	4	4	4	5	5	5 5
TOTAL	1,633	2,187	554	350	47	951	130	85	86	88	89	91	93	94	96 98