

## IDAHO NURSING OVERVIEW: AN INTERIM REPORT



MAY 2017  
IDAHO DEPARTMENT OF LABOR  
COMMUNICATIONS & RESEARCH

# Idaho Nursing Overview: An Interim Report

May 2017



## Communications and Research

Georgia Smith, Deputy Director  
Bob Uhlenkott, Chief Research Officer

## Report prepared by

Jessica Beaver-Nelson, Senior Research Analyst  
Christopher Cecil-Cantrell, Senior Research Analyst

## Acknowledgements

Research Team: Ethan Mansfield, Regional Economist; Salvador Vazquez, Research Analyst  
Supervisor

The Idaho Nursing Overview was produced with collaboration from the Idaho Board of Nursing, Idaho Alliance of Leaders in Nursing, Boise State University, Brigham Young University – Idaho, Carrington College, College of Southern Idaho, College of Western Idaho, Eastern Idaho Technical College, Idaho State University, College of Technology and School of Nursing, ITT Technical, Lewis-Clark State College, North Idaho College and Northwest Nazarene University.

This publication is available online at [labor.idaho.gov/publications/NursingOverview2017](http://labor.idaho.gov/publications/NursingOverview2017). For more information, contact [Jessica.Beaver-Nelson@labor.idaho.gov](mailto:Jessica.Beaver-Nelson@labor.idaho.gov) or (208) 332-3570 ext. 4415.

This publication is produced by the Idaho Department of Labor which is funded at least in part by federal grants from the U.S. Department of Labor. Costs associated with this publication are available by contacting the Idaho Department of Labor.



## Table of Contents

Introduction.....	1
Summary of Key Findings.....	3
Idaho Nursing Gap Report for Idaho Nurse Graduates .....	5
Section 1: Supply and Demand .....	16
1.1 Supply .....	16
1.1.1 Current Supply of Idaho Licensed Nurses by Employment.....	16
1.1.2 Current Supply by the Level of Education.....	17
1.1.3 Current and Future Supply by Education Level.....	17
1.2 Projected Demand.....	18
1.2.1 Projecting Exits for LPNs .....	18
1.3 Demographic Factors Impacting the Nursing Workforce .....	19
1.3.1 State Population by Age Distribution .....	19
1.3.2 State Distribution by Ethnic Distribution.....	20
1.3.3 State Population by Gender.....	21
1.3.4 Population Growth.....	22
Section 2: Education Capacity .....	23
2.1 Nursing Program Capacity.....	23
2.2 Nursing Program Completions.....	29
2.3 New Graduates' Licensing and Working Status.....	31
Section 3: Overview of Nursing Salary .....	32
3.1 Salaries for Idaho Nurses.....	32
3.1.1 Credentials.....	32
3.1.2 Education Level.....	32
3.1.3 Practice Settings.....	33
3.1.4 Position .....	34
3.1.5 Major Clinical Area .....	34
3.2 Estimated Wage in Idaho and Six Surrounding States .....	36
3.2.1 Occupation.....	36
Section 4: Faculty Issues.....	37
4.1 Current Faculty Headcount .....	37
4.2 Nursing Faculty Working Hours Allocation.....	38

**Idaho Nursing  
Overview 2017**

4.3 Retention .....	38
4.4 Faculty to Student Ratio.....	39
Appendix A: Summary Graphics by LPN, RN, APRN Occupations .....	40
Appendix B: Data Sources and Methodology .....	43
Section 1 - Supply and Demand .....	43
Section 2 - Education Capacity .....	43
Section 3 - Overview of Nursing Salary.....	43
Section 4 - Faculty Issues .....	44
Appendix C: Nursing Programs Offered by Idaho Schools .....	45

## Introduction

The Idaho Nursing Overview: Interim Report uses a variety of sources for current nursing workforce status and projected trends in nursing. This report is used by colleges and universities in program planning; by employers of nurses to determine workforce availability that impacts existing and future services; and by other health care stakeholder organizations for grant applications, research and to advocate for legislative policy.

This report includes workforce supply and demand data for licensed practical nurses (LPN), registered nurses (RN) and advanced practice registered nurses (APRN) in the categories of certified nurse practitioner, certified nurse midwife, clinical nurse specialist and certified registered nurse anesthetist. This overview also includes a nursing gap report, which addresses existing and potential nursing workforce shortages and/or surpluses. Following the gap report, the remaining report is divided into four sections: (1) supply and demand, (2) education capacity, (3) overview of nursing salaries and (4) nursing faculty issues.

The data sources used in creating this report are (1) the Idaho Board of Nursing licensure database, (2) the Idaho Board of Nursing annual Nursing Program Directors' Survey, (3) the Unemployment Insurance Wage Records and Wage Record Interchange System 2 (WRIS2) with the Idaho Department of Labor and (4) the Idaho Department of Labor's 2014-2024 Long-Term Occupations Projections.

For the purposes of this report's use of the acronyms, LPN, RN and APRN are defined as follows:

LPN – licensed practical and licensed vocational nurses - provide basic nursing care in settings such as hospitals, nursing homes, extended care facilities, physicians' offices and private homes under the direction of registered nurses and doctors. To work as an LPN, an individual must complete a state-approved education program, pass the National Council Licensure Examination and be licensed. Most LPNs need a postsecondary, non-degree award.<sup>1</sup>

RN – registered nurses - provide and coordinate patient care, educate patients and the public about various health conditions and provide advice and emotional support to patients and their families. A registered nurse must graduate from an approved nursing program, pass the National Council Licensure Examination and be licensed.<sup>2</sup>

APRN – advanced practice registered nurses - hold an RN license and are additionally licensed in at least one of the four specialties: nurse practitioner (NP), certified nurse midwife (CNM), clinical nurse specialist (CNS) and registered nurse anesthetists (RNA). An APRN must have a master's degree in one of the APRN roles.<sup>3</sup>

---

<sup>1</sup> <http://www.bls.gov/ooh/healthcare/licensed-practical-and-licensed-vocational-nurses.htm#tab-1>

<sup>2</sup> <http://www.bls.gov/ooh/healthcare/registered-nurses.htm#tab-1>

<sup>3</sup> <https://www.bls.gov/ooh/healthcare/nurse-anesthetists-nurse-midwives-and-nurse-practitioners.htm>

Data limitations include self-reported information by the RN workforce at the time of their license renewal in 2015 and during 2016 initial license applications. During this time, the Idaho Board of Nursing implemented a new license database and the initial phase required some data collection and input modifications, so not all data that will be collected in the future was captured using the 2015 tool. Due to a lack of clarity, some responses to data elements were not entered by RNs. Because of these issues, a workforce interim report was determined to provide a workforce status assessment between the more complete 2015 report and the next complete report in 2018. Another limitation of workforce employment numbers is that nurses working in Idaho using a compact license from another state are not captured because they are not reported to the Idaho Board of Nursing. Usually these are travel nurses or nurses on short-term assignments who do not have a permanent Idaho residence. A limitation of the nurses' education level data is that nurses who are currently licensed and complete second degrees are reported to the database during the every-other-year license renewal cycle.

All Idaho licensed LPNs, RNs and APRNs are in a two-year renewal cycle. APRNs are required to obtain 30 contact hours of continuing education during the renewal period, including 10 hours in pharmacology if they maintain prescriptive authority. LPNs and RNs are not required to complete any continuing education.<sup>4</sup>

---

<sup>4</sup> Idaho Administrative Code 23.01.01 Rules of the Idaho Board of Nursing <https://adminrules.idaho.gov/rules/2011/23/0101.pdf>

## Summary of Key Findings

- Across the LPN and RN occupations in Idaho, Idaho institutions produce and license just enough nurses for a healthy labor market across the state as a whole, although some regions have shortages. Significant shortages in many of the surrounding states are attracting Idaho graduates and thus negatively impacting the supply in Idaho areas already experiencing shortages.
- APRNs in the role of nurse practitioner are only produced at Idaho State University in southeastern Idaho. New programs have opened at Boise State University and Northwest Nazarene University to admit students, but have yet to produce graduates.
- There are no Idaho-based education programs for APRNs in the roles of nurse midwife, clinical nurse specialist or certified registered nurse anesthetist. Additionally, there were lower numbers of annual graduates seeking initial license this year as compared to previous years because this was the first year the Idaho State University program changed to a doctorate of nursing practice degree. There were graduates of the program who were currently licensed as APRN-CNP (certified nurse practitioner) holding master's degrees who completed the doctorate degree.
- As the southwestern region's population continues to grow significantly faster than the state and national average, it will continue to put pressure on an extremely tight labor market to produce the necessary volume of LPNs, RNs, and APRNs to keep up with the health care workforce demands of this growing and aging region.
- According to the Idaho Department of Labor's [2014-2024 Long-Term Occupations Projections](#),\* registered nurses ranked as the 11<sup>th</sup> hot job in Idaho in terms of fastest growing, most abundant and highest paying. Though down from the No. 2 spot in the 2012-2022 projections, it is important to note the demand and desirability of RN occupations has not subsided. Rather, all other occupations are seeing growth where growth had not previously existed.
- Historical nursing graduate data for candidates seeking initial license shows that nurses who graduated with bachelor's degrees or higher accounted for 31 percent of all nursing graduates in 2008, 41 percent in 2010 and 45 percent in 2014 and 2016. Idaho has been producing fewer LPN and associate of science in nursing (ASN) graduates and more bachelor of science in nursing (BSN) and higher degree nursing graduates in the last 10 years.
- The current supply of Idaho LPNs with active licenses as of December 2016 totaled 3,650. More than 87 percent of these licensees are in Idaho with more than 75 percent indicating they are working as nurses. The supply of Idaho RNs with active licenses in December 2016 totaled 22,489 and almost 75 percent, or 16,854, indicated that they are located in Idaho. The supply of Idaho APRNs with active licenses in December 2016 totaled 1,850 and 70 percent, or 1,297, indicated they are located in Idaho.
- Consistent with national data, the nursing population in Idaho is primarily female. Males make up a larger proportion of the nurse population as the level of education increases.

---

\* <http://lmi.idaho.gov/projections>

## Idaho Nursing Overview 2017

- In the 2015-2016 academic year, Idaho had a total of 1,019 nursing graduates – 221 LPNs, 792 RNs and six APRNs. Additionally, graduates from Idaho institutions were awarded 522 new licenses in 2015-2016 - 131 for LPNs, 388 for RNs and three for APRNs.
- Across eight Idaho institutions, 1,238 new students were admitted in the 2015-2016 academic year. An additional 537 qualified applicants were denied admission to one of the programs, but may have been admitted into another. In the 2015-2016 academic year, nursing programs had the capacity for 2,449 students. Additionally, nearly all programs reported constraints in clinical site availability, qualified faculty members and scheduling.
- For many occupations, higher education equals higher earning potential, but for nurses, this appears to be less of a factor. Overall, nurses with vocational certificates had the lowest median annual earnings in Idaho and those with bachelor's degrees had the highest. These findings may vary depending on practice setting, position held or major clinical area.
- Comparing Idaho to its surrounding six states, nursing salaries in Idaho are falling behind, risking a higher outward migration of nurses. Idaho's wages for nurse anesthetists ranked fourth out of the six states. The state ranked sixth for LPNs and RNs, remaining unchanged from 2013, and ranked seventh for nurse practitioners wages in 2015, down from sixth in 2013.
- In the 2015-2016 academic year, Idaho nursing programs had 193 individual nursing faculty, some serving in multiple programs, who taught 2,301 enrolled nursing students. Seventeen of these faculty members indicated they are planning to stop teaching and either return to practice or retire within the next two years.



## Idaho Nursing Gap Report for Idaho Nurse Graduates

### Introduction

Idaho's educational institutions have emphasized providing highly trained and skilled nurses to build a graduate pipeline for the state's health care sector. An analysis shows at the statewide level, the effort has created balanced market conditions for employers with a highly sought-after workforce for RNs and LPNs. However, lower graduation rates in 2016 put increased pressure on the worker shortage for APRN occupations. Although Idaho's workforce is one of the youngest in the country, it is aging faster than the national average because Idaho's competitive cost of living and high quality of life attracts an increasing number of older residents. While this demographic shift continues to place increased demands on the health care sector as people are living longer, the aging workforce also is challenged to keep up with the demand.

There has never been a greater responsibility on health care education programs to cultivate a talented and plentiful workforce to meet health care provider demands in the next decade. Idaho's employment growth over the next 10 years is projected to grow three times faster than the nation at a robust pace of 1.8 percent annually, and the health care sector is expected to grow even faster at around 2 percent per year.

The *Idaho Nursing Overview* breaks down both the talent pipeline and demand data of the health care industry and nursing occupations independently and in detail. This *Nursing Gap Report* attempts to coalesce these findings and analyze the data collectively to identify existing and impending nursing workforce shortages and/or surpluses.

### Methodology

Gap analyses are challenging due to what researchers call "interactive and simultaneous relationships among variables." The various talent pipeline, supply, demand and gap relationships of contiguous geographies such as bordering states and regions also provide challenges to researchers attempting to assess national, state and regional gaps. The combination of these economic and workforce metrics is symbiotic as market equilibrium is always sought naturally in open market economies. However, economic and labor markets are not perfectly linear and open. Some markets are closed based on geography, culture and the interests of workers choosing where they want to live and work. These caveats must be considered when assessing actual shortages or surpluses in Idaho and within the regions of the state.

Idaho Department of Labor analysts studied these variables to determine the nursing workforce shortages and surpluses using statistical trends, graduate pipeline information and demand data. Outside research outcomes and techniques using wage-record matching to the state Board of Nursing licensure database enabled analysts to better hone in on the supply-side analysis. In this gap analysis, researchers use updated demand figures to

account for the migration trends of nurses to more effectively measure the demand for nurses for both growth and replacement needs, especially those openings due to nurses retiring over the next decade.

In Figures 1-3, the dark blue bar shows the number of Idaho nursing graduates added to the supply pipeline each year from Idaho educational institutions. The lighter blue bar is the estimate of nurses actually absorbed into Idaho’s nursing workforce based on current data and trends (absorption rate). The green bar is the projected economic demand derived from the department’s formal mid-term projections. A red bar shows the potential resulting workforce shortages while the white bar indicates estimated potential workforce surpluses.

### Licensed Practical Nurses – Statewide Total’s Analysis

For the state as a whole, Idaho produces a slight surplus of LPNs by graduating more than 180 each year while demand due to growth, attrition and replacement is estimated at 138. At the existing rate, Idaho absorbs a high proportion of its own graduates as indicated by 160 in the light blue bar. The findings suggest a slight oversupply of LPNs for Idaho’s immediate needs. Local programs and community colleges have responded to local market needs and LPN enrollment has varied based on the community’s higher retention of LPN graduates. A small portion of the LPN surplus is absorbed in surrounding regions and states. This is where the symbiotic relationship of the region’s economy can be observed. The contiguous states in the Pacific Northwest and Mountain region show a deficit of around 60



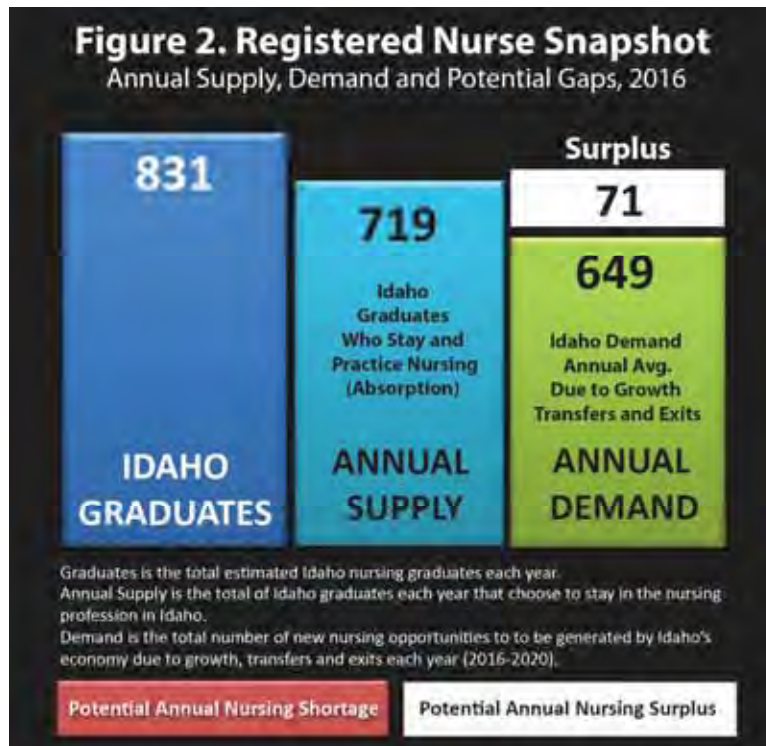
LPNs each year, according to the Health Resources and Services Administration’s *The Future of the Nursing Workforce: National and State Level Projections, 2012-2025*.<sup>\*</sup> While the magnitude of this regional deficit is not substantial, it is enough to provide nearby job opportunities for surplus graduates from Idaho programs, while presenting challenges for keeping talented nurses in the state.

\* <https://bhw.hrsa.gov/sites/default/files/bhw/nchwa/projections/nursingprojections.pdf>

## Registered Nurses - State Analysis

New 2016 data also suggest a slight surplus of RNs in the labor market, but is approaching equilibrium. Idaho graduates around 830 RNs each year while demand due to growth, attrition and replacement requires around 600 nurses. At the existing rate of absorption there are enough Idaho graduates to meet statewide demand. According to the Health Resources and Services Administration's [The Future of the Nursing Workforce: National and State Level Projections, 2012-2025](#), Idaho and its contiguous states suffer from a regional deficit of around 1,000 RNs each year, much more significant than the LPN regional shortage of only 60 a year.

Figure 2 shows Idaho institutions do supply enough nurses at 831 as compared to the annual projected annual demand of 649. Therefore, Idaho's current rate of nursing graduates appears to be sufficient to fulfill nursing workforce demands over the next four years. In open and free markets across contiguous geographies, these supply and demand properties are symbiotic and will naturally seek equilibrium at all levels. However, severe shortages or surpluses could damage the fundamental properties of the labor market and resulting economy. With RN workforce shortages in four of our six bordering states there will be continued pressure to retain those graduates in Idaho's workforce.



### Advanced Practice Registered Nurses (APRN) – State Analysis

Idaho's labor market condition for APRNs is in a significant deficit position for the state as a whole as shown in Figure 3. The state is expected to graduate fewer than 10 APRNs this year while Idaho's economy will demand around 37. The full *Idaho Nursing Overview: An Interim Report* goes into greater detail exploring the many challenges educational institutions have in competing for instructors. Rather than teach, many APRNs are highly sought-after professionals who are attracted into higher compensated private or other public sector businesses to practice rather than teach their profession.



### LPN, RN and APRN - Regional Analyses

From an Idaho regional perspective, supply and demand metrics vary significantly from one end of the state to the other. The trend of thriving population migration and growth continues in larger urban areas, yet is stifled in rural Idaho. The locations of Idaho's nursing education providers also have a profound impact on regional nursing workforce surpluses and deficits.

#### Regionally:

- Northern Idaho is experiencing a significant shortage of RNs and APRNs with moderate deficit challenges in the LPN labor market. Since the last report, competition for health care workers has become tighter. The region's proximity to the Washington border and the associated workforce deficits in that state will continue to be a significant draw from the northern Idaho graduate pipeline.

## Idaho Nursing Overview 2017

- Due to the heavy volume of RN nursing graduates from Lewis-Clark State College, north central Idaho produces a surplus of RNs, is at equilibrium for LPNs and has a slight deficit of the APRN occupation.
- Southwestern Idaho's fast-growing and aging population is the primary cause for varying levels of shortages among RNs, LPNs and APRNs. This region of the state is forced to rely heavily on a nursing graduate pipeline from other regions around Idaho as well as from contiguous states to meet its workforce needs. With four of Idaho's six contiguous states running nursing workforce deficits, there is increased pressure to recruit nurses from outside the Pacific Northwest and Rocky Mountain region.
- South central Idaho produces a significant surplus of LPNs due to the College of Southern Idaho nursing program. The region maintains an equilibrium for RNs and continues to experience a slight deficit of APRNs. This region produces LPNs to narrow the gap of LPN shortages in contiguous regions.
- Southeastern Idaho contributes heavily to the nursing workforce in Idaho producing around 170 nurses each year which creates surpluses for LPNs, RNs and APRNs. The surpluses in this region are vital to mitigate nursing deficits in other regions of the state.
- Eastern Idaho experiences the Brigham Young University-Idaho's production of well over 200 nurses each year which results in surpluses of both RNs and LPNs. Recent changes at BYU-I in moving to a BSN program and discontinuing the ASN program may impact supply. APRNs are not trained in this region, the labor market is tight, requiring employers to attract workers from southeastern Idaho and other contiguous regions that produce APRNs.

The numerous combinations of these economic and workforce variables is always fluid and dynamic as the markets naturally seek equilibrium, healthy or not. Due to the fact that economic and labor markets are not perfectly linear and open, quantitative research cannot be solely relied on when analyzing this complex social science.

# Northern Idaho

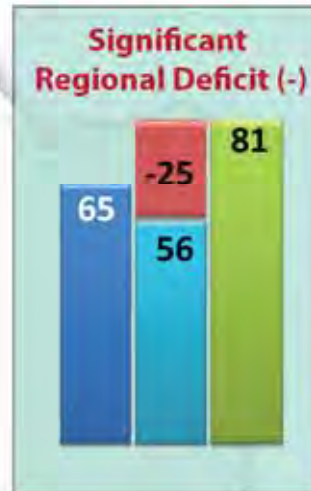
Northern Idaho is experiencing a significant shortage of RNs and APRNs with moderate deficit challenges in the LPN labor market. Since the last report competition for health care workers has become tighter. The region's proximity to the Washington border and the associated workforce deficits in that border state will continue to be a significant draw from the northern Idaho graduate pipeline.



Licensed  
Practical Nurse



Registered  
Nurse



Advanced Practice  
Registered Nurse

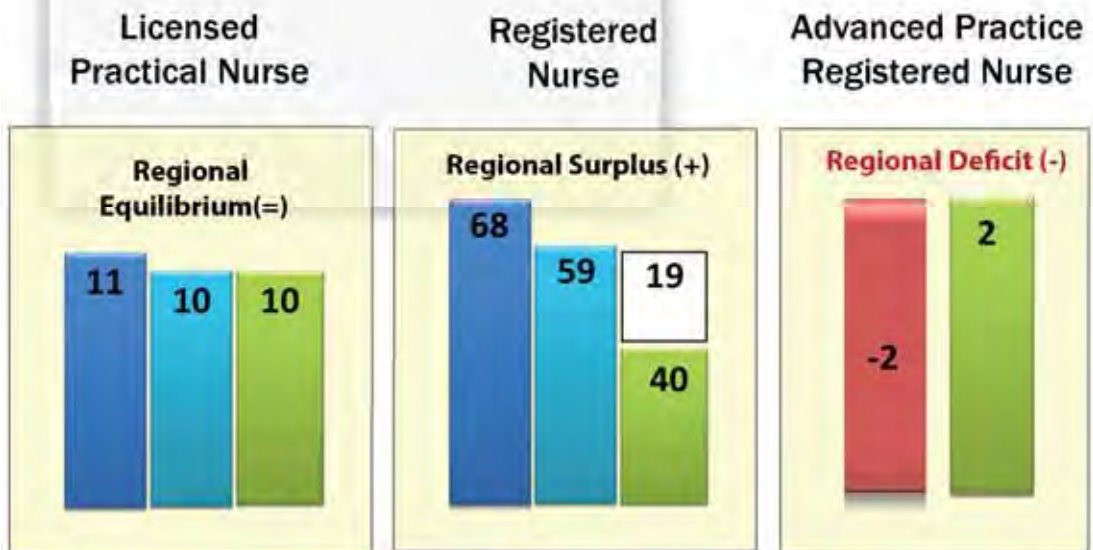


- Number of Idaho nursing graduates from Idaho educational institutions
- Estimated number of nurses absorbed into Idaho nursing workforce
- Potential nursing workforce shortages
- Projected demand for nurses
- Projected surplus of nurses

Data from 2016

# North Central Idaho

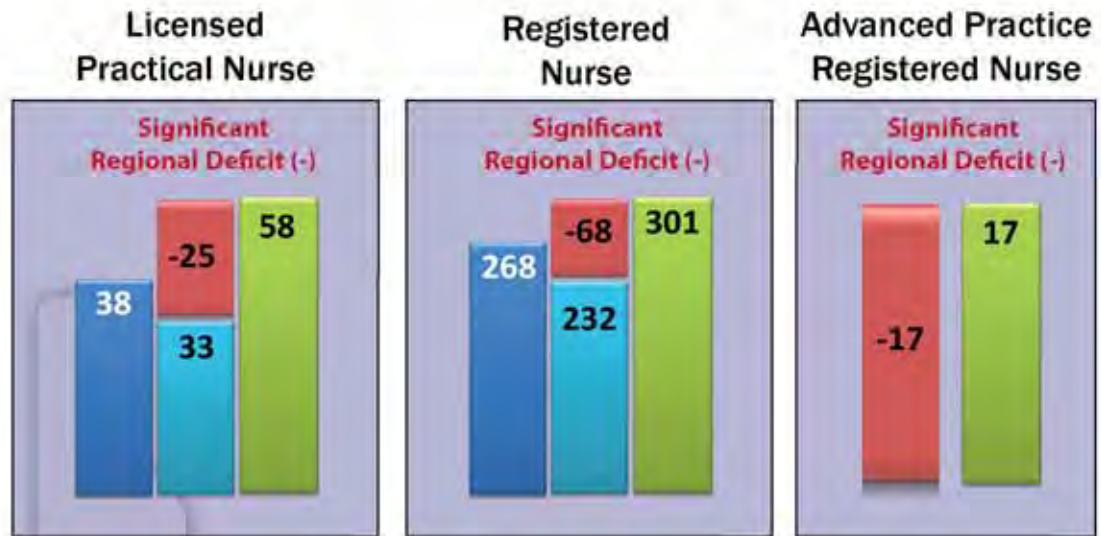
Due to the heavy volume of RN graduates from Lewis-Clark State College, north central Idaho produces a surplus of RNs, maintains equilibrium for LPNs and has a slight deficit position for the APRN occupation.



Data from 2016

- Number of Idaho nursing graduates from Idaho educational institutions
- Estimated number of nurses absorbed into Idaho nursing workforce
- Potential nursing workforce shortages
- Projected demand for nurses
- Projected surplus of nurses

# Southwestern Idaho



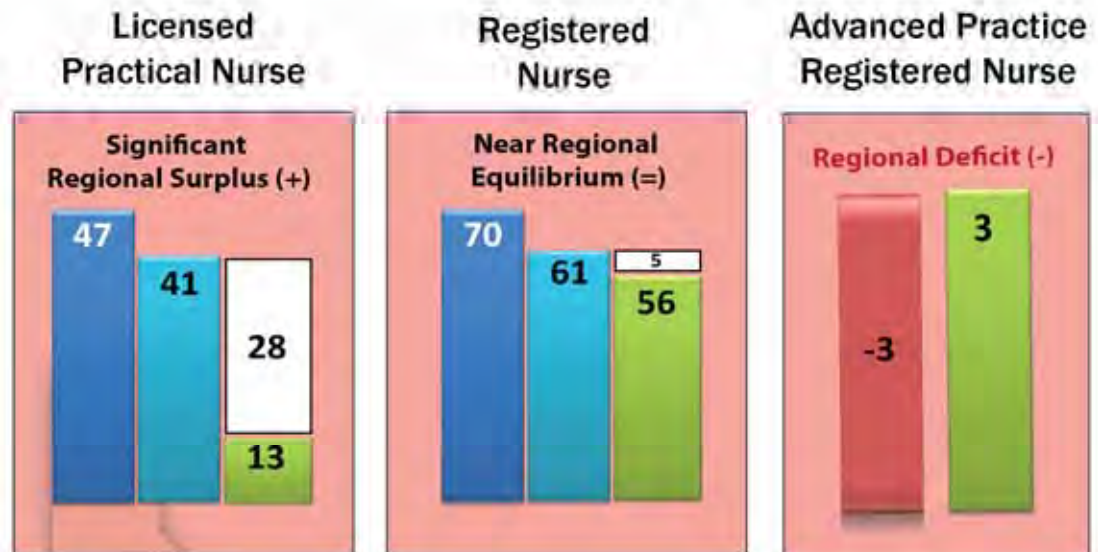
Data from 2016

The fast-growing and aging population in the southwestern region is the primary cause for varying levels of shortages in RNs, LPNs and APRNs. This region of the state is forced to rely heavily on a nursing graduate pipeline from other regions around Idaho as well as from contiguous states to meet its workforce needs. With four of Idaho's six contiguous states running nursing workforce deficits there is increased pressure to recruit nurses from outside the Pacific Northwest and Rocky Mountain region.

- Number of Idaho nursing graduates from Idaho educational institutions
- Estimated number of nurses absorbed into Idaho nursing workforce
- Potential nursing workforce shortages
- Projected demand for nurses
- Projected surplus of nurses

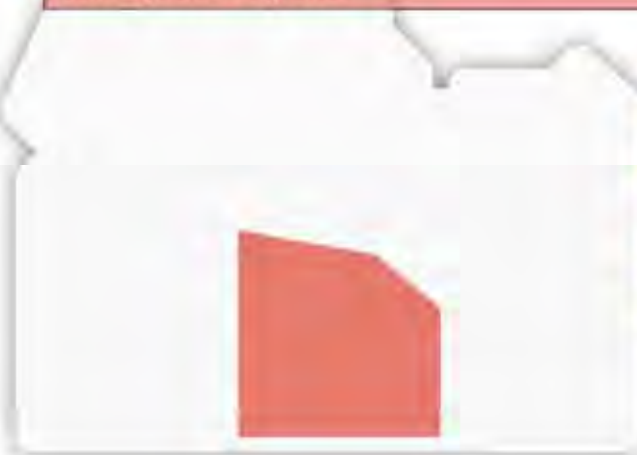


# South Central Idaho



Data from 2016

South Central Idaho produces a significant surplus of LPNs due to the College of Southern Idaho. It maintains an equilibrium for RNs and continues to experience a slight deficit position for APRNs. This region produces LPNs to narrow the gap of LPN shortages in contiguous regions.



- Number of Idaho nursing graduates from Idaho educational institutions
- Estimated number of nurses absorbed into Idaho nursing workforce
- Potential nursing workforce shortages
- Projected demand for nurses
- Projected surplus of nurses

# Southeastern Idaho

## Licensed Practical Nurse



## Registered Nurse



## Advanced Practice Registered Nurse



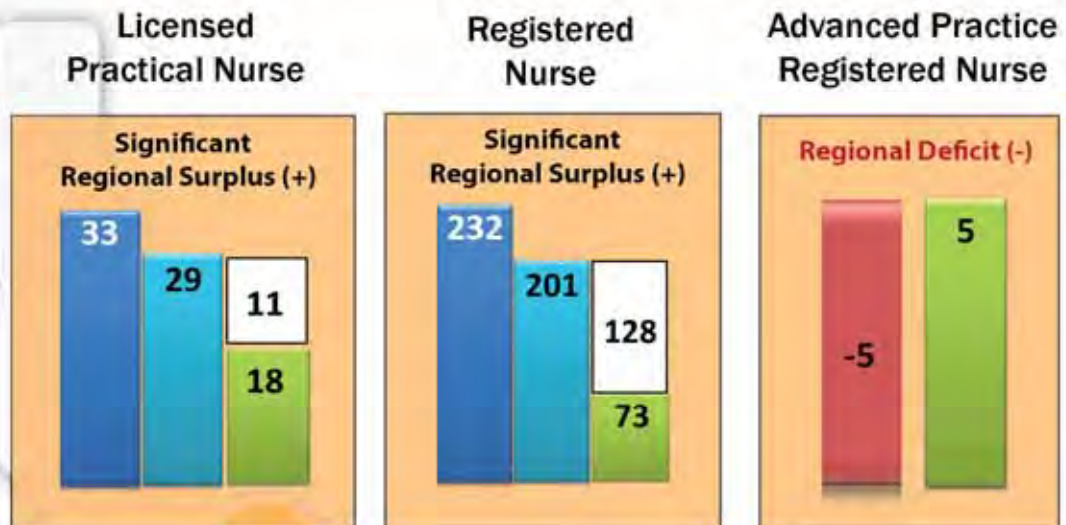
Data from 2016

Southeastern Idaho contributes heavily to the nursing workforce in Idaho producing around 170 nurses each year, which creates surpluses for LPNs, RNs and APRNs. The surpluses in this region are vital in order to mitigate nursing workforce deficits in other regions of the state.

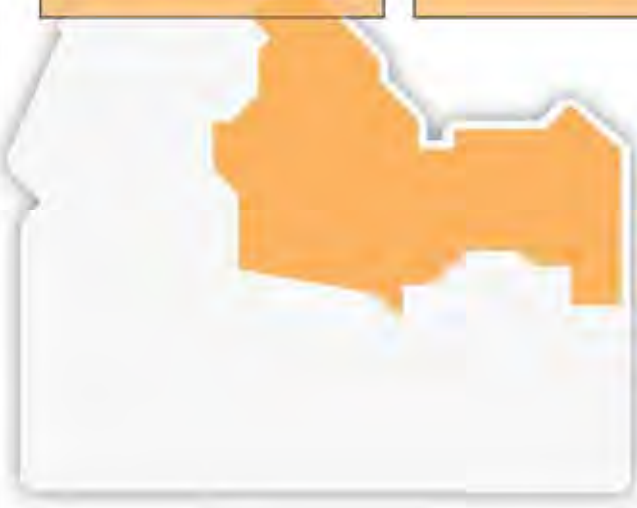
- Number of Idaho nursing graduates from Idaho educational institutions
- Estimated number of nurses absorbed into Idaho nursing workforce
- Potential nursing workforce shortages
- Projected demand for nurses
- Projected surplus of nurses

# Eastern Idaho

Eastern Idaho benefits from Brigham Young University-Idaho's production of well over 200 nurses each year, which results in surpluses of both RNs and LPNs. However, since APRNs are not trained in this region, the labor market is tight, requiring employers to attract workers from southeastern Idaho and other contiguous regions that produce APRNs.



Data from 2016



- Number of Idaho nursing graduates from Idaho educational institutions
- Estimated number of nurses absorbed into Idaho nursing workforce
- Potential nursing workforce shortages
- Projected demand for nurses
- Projected surplus of nurses

## Section 1: Supply and Demand

### 1.1 Supply

The Idaho Board of Nursing regulates the state’s nursing practice and education to safeguard public health, safety and welfare.<sup>5</sup> As a byproduct, the board collects information about Idaho’s nursing supply.

#### 1.1.1 Current Supply of Idaho Licensed Practical Nurses by Employment

Table 1.1.1-1 represents the current supply of Idaho LPNs, with active licenses as of December 2016, which totaled 3,650. More than 87 percent, or 3,206, of these licensees are in Idaho with more than 75 percent indicating they are working in nursing. The rest were either retired, volunteering or not working. While LPNs not working as nurses could be a pool for filling nursing openings, it is possible that age, work status and/or life situations may limit their availability to increase the number of working nurses.<sup>6</sup>

1.1.1-1 LPNs in Idaho by Employment Status								
Employment Status	Region							
	Out-of-State	Eastern	North Central	Northern	South Central	Southeastern	Southwestern	Statewide
Employed, Unknown	28	16	8	6	14	15	60	119
Full-time, As a Nurse	241	300	85	244	305	286	709	1,929
Full-time, Not as a Nurse	22	20	6	10	16	21	35	108
Part-time, As a Nurse	49	71	14	61	61	67	114	388
Part-time, Not as a Nurse	8	11	5	10	16	13	19	74
Per Diem, As a Nurse	20	18	10	7	18	19	33	105
Per Diem, Not as a Nurse	---	---	---	---	---	5	6	11
Retired or Unemployed	76	77	18	52	57	101	167	472
<b>Totals</b>	<b>444</b>	<b>513</b>	<b>146</b>	<b>390</b>	<b>487</b>	<b>527</b>	<b>1,143</b>	<b>3,206</b>

\*Source: Idaho Board of Nursing Database, Labor Wage Records and WRIS 2

--- Observations omitted due to small frequency.

Table 1.1.1-2 represents the supply of Idaho RN with active Idaho licenses in December 2016, totaling 22,489 with 16,854 indicating they are located in Idaho. Updated RN information will be provided after the RN licensing renewal period scheduled from May through August 2017 using the Idaho Board of Nursing’s new reporting system.

1.1.1-2 RNs in Idaho by Employment Status								
Employment Status	Region							
	Out-of-State	Eastern	North Central	Northern	South Central	Southeastern	Southwestern	Statewide
Employed, Unknown	4,648	1,934	1,041	2,209	1,588	1,430	7,939	16,141
Full-time, As a Nurse	614	29	6	28	22	22	83	190
Full-time, Not as a Nurse	9	---	---	4	6	4	17	31
Part-time, As a Nurse	76	11	---	6	9	3	18	47
Part-time, Not as a Nurse	14	4	11	11	18	3	75	122
Per Diem, As a Nurse	52	3	3	4	---	7	7	24
Per Diem, Not as a Nurse	13	---	3	5	---	---	23	31
Retired or Unemployed	209	31	17	35	21	27	137	268
<b>Totals</b>	<b>5,635</b>	<b>2,012</b>	<b>1,081</b>	<b>2,302</b>	<b>1,664</b>	<b>1,496</b>	<b>8,299</b>	<b>16,854</b>

\*Source: Idaho Board of Nursing Database, Labor Wage Records and WRIS 2

--- Observations omitted due to small frequency.

<sup>5</sup> <https://ibn.idaho.gov/IBNPortal/>

<sup>6</sup> [https://labor.idaho.gov/publications/nursing/Nursing\\_Task\\_Force\\_Report.pdf](https://labor.idaho.gov/publications/nursing/Nursing_Task_Force_Report.pdf)

## Idaho Nursing Overview 2017

Table 1.1.1-3 represents the supply of Idaho APRNs with active licenses in December 2016, totaling 1,850 with 1,297 indicating they are located in Idaho. Updated APRN information will be provided after the licensing renewal period scheduled for the summer of 2017. As with the other nursing groups, additional factors may limit the possibility of using these nurses as a talent pool for Idaho's nursing workforce.

1.1.1-3 APRNs in Idaho by Employment Status								
Employment Status	Region							
	Out-of-State	Eastern	North Central	Northern	South Central	Southeastern	Southwestern	Statewide
Employed, Unknown	446	117	77	171	111	112	651	1,239
Full-time, As a Nurse	68	5	4	---	5	4	17	35
Part-time, As a Nurse	14	---	---	---	---	---	4	4
Per Diem, As a Nurse	7	---	---	---	---	3	---	3
Retired or Unemployed	18	7	---	4	---	---	5	16
<b>Totals</b>	<b>553</b>	<b>129</b>	<b>81</b>	<b>175</b>	<b>116</b>	<b>119</b>	<b>677</b>	<b>1,297</b>

\*Source: Idaho Board of Nursing Database, Labor Wage Records and WRIS 2

--- Observations omitted due to small frequency.

### 1.1.2 Current Supply by the Level of Education

During the licensing renewal process, the board captures the latest education status of each renewing nurse. Table 1.1.2 reflects the supply of active licensed Idaho nurses by their highest level of education. Of the 16,820 Idaho nurses providing information on their post-secondary education credentials, approximately 18 percent have certificates as LPNs, 60 percent have associate degrees and 39 percent hold bachelor's degrees.

1.1.2 Idaho Nurses Stratified by Degree Level								
Degree	Region							
	Out-of-State	Eastern	North Central	Northern	South Central	Southeastern	Southwestern	Statewide
Vocational Certificate	427	502	139	382	482	510	1,112	3,127
Associate Degree	3,242	1,384	563	2,554	1,315	808	4,471	10,199
Baccalaureate Degree	2,386	627	421	747	343	697	3,808	6,643
Advanced Degrees	110	9	3	5	10	---	35	62
<b>Totals</b>	<b>9,376</b>	<b>2,099</b>	<b>1,057</b>	<b>2,175</b>	<b>1,897</b>	<b>1,722</b>	<b>7,870</b>	<b>16,820</b>

\*Source: Idaho Board of Nursing Database and WRIS 2

--- Observations omitted due to small frequency.

### 1.1.3 Current and Future Supply by Education Level

Several more years of data on historical patterns of immigration, outmigration, retirements and attrition of nurses to other fields are needed to effectively forecast Idaho's nursing supply. Current estimates are based on projected graduates reported by all Idaho nursing program directors in the Nursing Program Directors' Annual Survey 2015-2016. There is an assumption that nursing students graduating from an Idaho school will remain in Idaho and work as nurses. However, though insightful, this assumption provides a limited view at the supply outlook.

Comparing historical nursing graduate data, nurses who graduated with bachelor's degrees or higher accounted for 31 percent of all nursing graduates in 2008, 41 percent in 2010 and 45 percent in 2014 and 2016. Idaho has been producing fewer LPN and ASN graduates and more BSN and higher degree nursing graduates in the past 10 years.

1.1.3 Idaho Graduates per Academic Year by Degree								
Degree	2007-2008		2009-2010		2013-2014		2015-2016	
	# of Graduates	% of Total	# of Graduates	% of Total	# of Graduates	% of Total	# of Graduates	% of Total
LPN	307	30.1%	264	22.5%	223	18.9%	171	15.4%
ASN	386	37.8%	380	32.4%	367	31.1%	337	30.3%
BSN	312	30.6%	486	41.4%	539	45.6%	505	45.3%
Advanced Degrees	15	1.5%	43	3.7%	52	4.4%	101	9.0%
<b>Totals</b>	<b>1,020</b>	<b>100%</b>	<b>1,173</b>	<b>100%</b>	<b>1,181</b>	<b>100%</b>	<b>1,114</b>	<b>100%</b>

Source: 2008, 2010, 2013 and 2016 Board of Nursing Annual Report

## 1.2 Projected Demand

The Idaho Department of Labor's Long-Term Occupational Projections estimates demand for nurses over 10 years from 2014. These projections include estimations for the current number of LPNs, RNs and APRNs employed in each region of the state as well as the total number of projected jobs within that certification. The total number of jobs include the "churn" due to movement within the field and the total number of new positions opening within the occupation through 2024.

### 1.2.1 Projecting Exits for LPNs

The Board of Nursing now collects information from nurses renewing licenses about whether they intend to renew in two years when the license would otherwise become inactive. At this time, only LPNs have responded to this new question; RNs and other licenses will report after Aug. 31, 2017, when renewal of those licenses are due. Within Idaho, 5.3 percent of nurses are expected to allow their license to change to an inactive status primarily due to retirement.

1.2.2 Idaho LPNs - Renewals Expected in Two Years									
Response	Region								% of the State
	Out-of-State	Eastern	North Central	Northern	South Central	Southeastern	Southwestern	Statewide	
No	41	26	9	20	25	21	42	143	5.3%
Pending	193	28	11	15	33	38	70	195	7.2%
Yes	681	383	104	297	377	372	829	2,362	87.5%

Source: Idaho Board of Nursing Database

During the renewal process, a nurse may enter an emeritus status, foregoing the right to practice until the license is reactivated. A suggestion has been provided that, should a need for more nurses arise, nurses with an emeritus status may be willing to return to the workforce. However, there are only five licenses in an emeritus status in Idaho. The other 138 emeritus licenses on file do not have known locations and may have moved out-of-state.

### 1.3 Demographic Factors Impacting the Nursing Workforce

#### Idaho Nursing Population

Based on information from the State Board of Nursing’s licensing databases for 2016, 55 percent of LPNs were age 45 or older, which has closely remained unchanged since 2013. Nearly 90 percent of LPNs are Caucasian while the U.S. Census Bureau estimates the overall Idaho population was 84 percent Caucasian<sup>7</sup>. Most LPNs are female, accounting for more than 91 percent of active licenses.

Among RNs, nearly 55 percent were age 45 or older, 91 percent identified as Caucasian and 86 percent are female. Finally, nearly 60 percent of APRNs were 45 or older, making them, on average, the oldest group of nurses in Idaho. Slightly more than 92 percent of APRNs identified as Caucasian and nearly 70 percent of APRNs identified as female.

#### 1.3.1 State Population by Age Distribution

Based on projections from the Idaho Department of Labor, age will impact the future nursing workforce. Individuals age 65 to 69 are projected to increase 32 percent between 2015 and 2025, those age 70 to 74 will increase 27 percent and individuals age 75 to 79 are projected to grow 17 percent. The aging population will undoubtedly increase the demand for nurses both from a need-for-care and a need-to-replace retiring nurses perspective.

1.3.1-1 Idaho Projected Age Breakdown						
Age	2015 Population	2025 Population	Net Growth	Percent Growth	Percent of Total 2015	Percent of Total 2025
Under 5 years	112,425	127,526	15,101	13.4%	6.8%	6.7%
5 to 9 years	123,221	144,323	21,102	17.1%	7.5%	7.6%
10 to 14 years	123,534	138,315	14,781	12.0%	7.5%	7.3%
15 to 19 years	116,966	121,301	4,335	3.7%	7.1%	6.4%
20 to 24 years	111,107	122,528	11,421	10.3%	6.7%	6.4%
25 to 29 years	108,799	127,107	18,308	16.8%	6.6%	6.7%
30 to 34 years	108,377	125,973	17,596	16.2%	6.6%	6.6%
35 to 39 years	104,690	112,716	8,026	7.7%	6.3%	5.9%
40 to 44 years	97,623	98,325	702	0.7%	5.9%	5.2%
45 to 49 years	95,803	94,747	-1,056	-1.1%	5.8%	5.0%
50 to 54 years	102,558	119,316	16,758	16.3%	6.2%	6.3%
55 to 59 years	105,358	136,682	31,324	29.7%	6.4%	7.2%
60 to 64 years	97,843	133,293	35,450	36.2%	5.9%	7.0%
65 to 69 years	84,340	111,480	27,140	32.2%	5.1%	5.8%
70 to 74 years	61,211	77,578	16,367	26.7%	3.7%	4.1%
75 to 79 years	41,777	48,735	6,958	16.7%	2.5%	2.6%
80 to 84 years	27,968	32,423	4,455	15.9%	1.7%	1.7%
85 years and over	27,825	33,509	5,684	20.4%	1.7%	1.8%
<b>Total</b>	<b>1,651,425</b>	<b>1,905,876</b>	<b>254,451</b>	<b>15.4%</b>	<b>100.0%</b>	<b>100.0%</b>

Source: Idaho Department of Labor, Communications and Research Division, Population Projections, 2016

<sup>7</sup> <https://www.census.gov/quickfacts/table/PST045216/16>

The current nursing workforce population has a peak number of workers in the age ranges 25 to 34, 35 to 44 and 45 to 54. Looking back to section 1.2.2, roughly 5.3 percent of LPNs do not intend to renew their licenses in the next two years, which is approximately half of the 65 or older group who hold active licenses.

1.3.1-2 Idaho Nurse Ages			
Age	License		
	LPN	RN	ARPN
25 to 34	19.3%	18.6%	10.1%
35 to 44	23.3%	25.4%	31.7%
45 to 54	20.1%	20.2%	25.5%
55 to 64	24.4%	22.0%	23.3%
65 or Older	10.4%	12.6%	9.4%
Unknown**	2.5%	1.2%	0.0%

Source: Idaho Board of Nursing Database

\*Percentages may not total to 100% due to rounding

\*\*Unknown also includes small frequency cells

### 1.3.2 State Population by Ethnic Distribution

According to the U.S. Census, in 2010 white, non-Hispanics made up 84 percent of Idaho's population and Hispanics made up 11.2 percent. No other group exceeded 2 percent. In 2015, white, non-Hispanics made up slightly less of the population, 82.5 percent, as minority groups continued to grow at a relatively modest rate.

1.3.2-1 Ethnicity Breakdown by Percent			
Race or Identified Ethnicity	Idaho Percentages		National Percentages
	2010	2015	
African American	0.6%	0.8%	13.3%
American Indian or Alaska Native	1.4%	1.7%	1.2%
Asian	1.2%	1.5%	5.6%
Native Hawaiian or Pacific Islander	0.1%	0.2%	0.2%
Hispanic or Latino	11.2%	12.2%	17.6%
White	84.0%	82.5%	61.6%
Other Races (Including multiple)	1.5%	1.1%	2.6%
<b>Total Population</b>	<b>1,567,582</b>	<b>1,654,930</b>	<b>323,127,513</b>

Source: U.S. Census Bureau

The importance of diversity in providing quality health care to the minority population has been acknowledged by many nursing organizations.<sup>8</sup> New or different approaches may need to be developed to address nursing recruitment and retention. More than 90 percent of the current nursing population in Idaho identifies as white / Caucasian with fewer identifying as Hispanic / Latino (approximately 7 percent) compared to Idaho's general population.

<sup>8</sup> <http://www.aacn.nche.edu/media-relations/fact-sheets/enhancing-diversity>



1.3.2-2 Idaho Nurse Ethnicity Breakdown			
Race / Ethnicity	Licence Type		
	LPN	RN	APRN
Black/African American	0.8%	0.4%	0.5%
Hispanic/Latino	6.0%	0.6%	0.4%
Other	4.5%	7.0%	6.4%
White/Caucasian	90.6%	92.1%	93.1%

Source: Idaho Board of Nursing Database

\*Percentages calculated as a total of the license type.

Totals may not add to 100% due to rounding.

### 1.3.3 State Population by Gender

Based on Labor projections, in the next 10 years there will be only a slight shift in the percentages of men and women in Idaho's general population.

1.3.3-1 Idaho Gender Breakdown						
	2015	2025	Net	Percent	Percent of	Percent of
	Population	Population	Growth	Growth	Total 2015	Total 2025
Female	825,330	957,361	132,031	16.0%	50.0%	50.2%
Male	826,095	948,515	122,421	14.8%	50.0%	49.8%
<b>Total</b>	<b>1,651,425</b>	<b>1,905,876</b>	<b>254,451</b>	<b>15.4%</b>	<b>100.0%</b>	<b>100.0%</b>

Projections, 2016

Within the nursing population in Idaho, women are the dominant gender. Though men make up a smaller portion of the different types of nurses (about one-eighth of the total nurse population), men do make up an increasing proportion of the nurse population as the level of education increases. These findings indicate that there may be a relationship between gender and the level of postsecondary education attained (Chi-square = 126.93, p-value < 0.00001). Further exploration is needed to explain these findings.

1.3.3-2 Idaho Nurse Population by Gender				
Gender	License			Total
	LPN	RN	APRN	
Female	90.96%	86.41%	69.46%	87.06%
Male	9.04%	13.59%	30.54%	12.94%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Source: Idaho Board of Nursing Database

### 1.3.4 Population Growth

Identifying areas of future major population growth can help determine where increased demand for nurses will most likely occur. Over the next decade, the Idaho Department of Labor projects that Idaho's population will grow by 15 percent. The north central region of the state is projected to grow the slowest while the most growth is expected to occur in the southwestern region which includes the Boise metropolitan area.

1.3.4-1 Idaho Regional Breakdown				
	2015 Population	2025 Population	Net Growth	Percent Change
North	225,007	257,158	32,151	14.3%
North Central	107,383	112,517	5,134	4.8%
Southwest	749,500	897,775	148,275	19.8%
South Central	192,395	212,051	19,656	10.2%
Southeast	163,062	175,942	12,880	7.9%
East	214,078	250,434	36,356	17.0%
<b>Totals</b>	<b>1,651,425</b>	<b>1,905,876</b>	<b>254,451</b>	<b>15.4%</b>

Source: Idaho Department of Labor, Communications and Research Division, Population Projections, 2016

Using the Kaiser Foundation's count of professionally employed nurses for the nation, it's possible to compare the strength of Idaho's health care services with the nation. Nationally, there were 125 nurses per 1,000 individuals in 2015, while Idaho had 109 per 1,000 the same year.

1.3.4-2 Idaho Active Nurses as Compared to the Nation			
	Professionally Active Nurses	Population	Nurses per 1,000 Population
United States	4,148,730	320,090,857	125
<b>Idaho</b>	<b>20,147</b>	<b>1,654,930</b>	<b>109</b>

Source: Kaiser Foundation

## Section 2: Education Capacity

The Idaho Board of Nursing surveys all postsecondary nursing programs annually to collect data on nursing student enrollments and constraints that limit student admissions with the Nursing Program Directors' Annual Survey. Since not all graduates from an Idaho program will be employed in Idaho or in the same profession they studied for, matching graduate information provided by the public institutions to unemployment insurance records from the Idaho Department of Labor can assist in estimating the number of Idaho graduates entering the nursing workforce. It can also provide insight into the size of Idaho's future nursing workforce.

### 2.1 Nursing Program Capacity

In the 2015-2016 academic year, eight institutions admitted 1,238 new students – 355 to LPN programs, 863 to both associate and bachelor's degree RN programs and 20 students to master's degree or higher programs.

2.1.1 New Admissions for Academic Year 2015-2016				
Institution	Level of Certification			
	LPN	RN AS	RN BS	DNP
Boise State University			120	
Brigham Young University-Idaho			280	
Carrington College	78	49		
College of Southern Idaho	49	50		
College of Western Idaho		40		
Eastern Idaho Technical College	25	41		
Idaho State University	36	33	101	20
ITT Technical Institute	101			
Lewis-Clark State College	6		78	
North Idaho College	19	71		
Northwest Nazarene University	41			
<b>Totals</b>	<b>355</b>	<b>284</b>	<b>579</b>	<b>20</b>

Source: Idaho Board of Nursing Annual Report, 2016

Note: RN AS - registered nurse, associate of science; RN BS - registered nurse, bachelor's of science

Idaho's nursing program directors reported 537 potential and qualified students were denied admission in 2015-2016. The College of Western Idaho turned away the most qualified applicants at 226 for the RN program, followed by Boise State University with 78 denials for the RN programs and 73 from Eastern Idaho Technical College LPN and RN programs. Students denied at one institution may have applied to more than one program and therefore may have been counted more than once.

2.1.2 Admission Denials for the Academic Year 2015-2016				
Institution	Certification Level			
	LPN	RN AS	RN BS	DNP
Boise State University			78	
Brigham Young University-Idaho				
Carrington College				
College of Southern Idaho		13		
College of Western Idaho		226		
Eastern Idaho Technical College	22	51		
Idaho State University		15	14	21
ITT Technical Institute				
Lewis-Clark State College				
North Idaho College		69		
Northwest Nazarene University			28	
<b>Total</b>	<b>22</b>	<b>374</b>	<b>120</b>	<b>21</b>

Source: Idaho Board of Nursing Annual Report, 2016

Note: RN AS - registered nurse, associate of science; RN BS - registered nurse, bachelor's of science

In the 2015-2016 academic year, a total of 2,301 students were enrolled in nursing programs in Idaho. Nursing programs have capacity for 251 LPNs, 863 ASN degrees, 1,288 BSN degrees, 47 Doctor of Nursing Practice (DNP) or Ph.D. in Nursing degrees, totaling 2,449 possible enrollments. Overall, there was capacity for additional students to be enrolled across programs despite some programs exceeding capacity. However, the closing of ITT Technical Institute will limit the ability to meet the rising demand for RNs.

2.1.3 Student Capacity for Academic Year 2015-2016					
Institution	Current Students	Capacity			
		LPN	RN AS	RN BS	DNP
Boise State University	292	-	-	300	-
Brigham Young University-Idaho	450	-	-	498	-
Carrington College	212	90	90	-	-
College of Southern Idaho	396	60	220	-	-
College of Western Idaho	80	-	80	-	-
Eastern Idaho Technical College	65	20	50	-	-
Idaho State University	264	46	35	190	47
ITT Technical Institute	113	-	240	-	-
Lewis-Clark State College	155	15	-	180	-
North Idaho College	157	20	148	-	-
Northwest Nazarene University	117	-	-	120	-
<b>Total</b>	<b>2,301</b>	<b>251</b>	<b>863</b>	<b>1,288</b>	<b>47</b>

Source: Idaho Board of Nursing Annual Report, 2016

Note: RN AS - registered nurse, associate of science; RN BS - registered nurse, bachelor's of science

## Idaho Nursing Overview 2017

Idaho's nursing program directors also reported on capacity constraints faced by their respective departments. Only one program, the LPN program at the College of Southern Idaho, reported no constraints nor the need to expand. Nearly all other programs reported constraints in clinical site availability. Qualified faculty are another significant problem - nine of the 19 programs reporting it as a major constraint. Scheduling constraints have also been reported as a significant impediment to expansion by eight programs. Several programs noted the strategic desire to expand as a minimal concern. A list of all cooperating agency partners with nursing programs for enhancing students' clinical experience is included in Tables 2.1.5-1 to 2.1.5-6.

2.1.4 Idaho Nursing Program Expansion Constraints									
Institution	Program	Degree	Constraint						
			Lack of Qualified Applicants	Lack of Qualified Faculty	Clinical Sites Availability	Funding	Campus Facilities or Infrastructure	Scheduling Constraints	No Strategic Plan or Desire to Expand
Boise State University	RN	BSN			✓		✓	✓	
Brigham Young University-Idaho	RN	BSN	✓	✓	✓			✓	
Carrington College	LPN	VC			✓		✓	✓	
Carrington College	RN	ASN	✓	✓	✓			✓	
College of Southern Idaho	LPN	VC							
College of Southern Idaho	RN	ASN		✓					
College of Western Idaho	LPN	ASN		ü	✓	ü	✓	✓	
Eastern Idaho Technical College	LPN	VC			✓	ü			
Eastern Idaho Technical College	RN	ASN		ü	✓	ü			
Idaho State University	LPN	VC		✓	✓				
Idaho State University	MRN	BSN			✓				
Idaho State University	MSN	DNP			✓				
Idaho State University-AND	RN	ASN		ü	✓			✓	
ITT Technical Institute	RN	ASN			✓				
Lewis-Clark State College	LPN	ASN			✓				
Lewis-Clark State College	RN	BSN		✓	✓			✓	
North Idaho College	LPN	VC		ü	✓				
North Idaho College	RN	ASN			✓				
Northwest Nazarene University	RN	BSN			✓	ü		✓	

Source: Idaho Board of Nursing Annual Report, 2016

Idaho Nursing  
Overview 2017

2.1.5-1 Clinical Centers for Northern Idaho	
Area Agency on Aging	Lacrosse
Benewah Community Hospital	Life Care Centers
Bonner General Hospital	Mountain Valley Care and Rehab
Boundary Hospital	North Idaho Dermatology Clinic
CDA Peds	Northern Idaho Advanced Care Hospital
Coeur d'Alene Pediatrics	Northwest Specialty Hospital
Coeur d'Alene School District	Northwest Urgent Care
Creekside Memory Care unit	Panhandle Home Health
Crest Home Health and Hospice	Paul E. Koch, OD
Heritage Place	Pend Oreille Health Care
Hospice of North Idaho	Post Falls School District
Ivy Court	Sandpoint Women's Health
Kootenai Clinics	Shoshone Medical Center
Kootenai Urgent Care	Total Physical Therapy

Source: Idaho Board of Nursing Annual Report, 2016

2.1.5-2 Clinical Centers for North Central Idaho	
Alpine Vision Center	Lewis-Clark Endoscopy
Clearwater Medical Clinic	Lewiston Orthopedics
Clearwater Valley Hospital	Life Care Center
Gritman Medical Center	Nimiipuu Health
Idaho Correctional Institution	St. Joseph Regional Medical Center
Institute of Physical Therapy	State Hospital North
Kendrick Medical Clinic	Valley Medical Center
Kym Orthopedics, PLLC	

Source: Idaho Board of Nursing Annual Report, 2016

## Idaho Nursing Overview 2017

2.1.5-3 Clinical Centers for Southwestern Idaho	
366th Medical Group	Life Counseling Center
ADA County Sheriff's Office	LifeCare Center
Ada Vision Center	Lifeways
Affinity, Inc.	Locust Grove Women's Health
Aspen Transitional Rehab	Marquis Care at Shaw Mountain
Auburn Crest Hospice	McCall Memorial Hospital
Avemere	Melody Edwards, P.T.
BHC Intermountain Hospital, INC.	Meridian Care & Rehabilitation Center
Blue Cross of Idaho	Meridian Schools
Boise Alliance for the Mentally Ill	Midland Health and Rehabilitation
Boise City Ada County Housing Authority	Mountain States Group
Boise Orthopedic Clinic	Nampa Care Center
Boise Public Schools (Boise Ind. School Dist. #1)	Nampa Family Justice Center
Boise Samaritan Village	Nampa First Church of the Nazarene
Boise State University Student Health Services	Nampa Recreation Center
Boise VA Medical Center	Nampa School District
Boise Valley Asthma & Allergy Clinic	New Horizon Child Care
Boise West YMCA	North End Children's Health Clinic
Boys and Girls Club of ADA County	Notus School District
Caldwell Care Center	OB-GYN Center, P.A.
Camp River Run	OGA
Canyon County Clinic	Optum - Care Delivery & Management - United HealthCare
Carrington College Simulation Lab	Orthopedic Surgery Center of
Cascade Medical Center	Park Place Assisted Living Community
Central District Health	Peak Physical Therapy
Cherry Ridge at Emmett Care and Rehabilitation Center	Pediatric and Adolescent Center
West Valley Medical Centers	Pioneer Family Medicine
Community House	Planned Parenthood of Idaho
Community Support Center	Primary Health Pediatrics
Complex Care Hospital of Idaho	Prison Health Services
Department of Environmental Quality	Progressive Nursing Staff PRN
Desert Sage	Region III Health and Welfare
Eagle Eye Surgery and Laser	Rehab Authority
Easter Seals Growing Place	River of Life Rescue Mission
Elmore Medical Center	Roman Catholic Diocese
Emmett Rehab. & HealthCare	Safe Haven Hospital of Treasure Valley
Encompass Home Health & Hospice	Salzer Medical Group
Episcopal Diocese	SAMG Health System
Eye Associates PA	Simulation - Carrington on College Simulation Lab
Family Home Health	Snake River Alliance
Family Medical Residency of Idaho	Somali Bantu Z Community
Friends of Children & Families (Headstart)	Sunshine Family Health Clinic
Friendship Clinic	SouthWest Advanced Care Hospital
Genesis Health Care	Southwest Idaho Public Health District 3
Genesis World Mission Garden City Community Clinic	Southwest Idaho Advanced Care Hospital
Good Samaritan Home	St. Alphonsus Medical System
Hands of Hope NW	St. Luke's Hospitals & Clinics
HealthSouth (Treasure Valley Hospital)	State Insurance Fund of Idaho
Heart N Home Hospice	Stats Pads
HillCrest Care Center	SunHealth Behavioral Health System
Horizon Home Health & Hospice	Surgical Care Affiliates LLC
Human Supports of Idaho	SWIACH
Humphrey's Diabetic Center	Tadje Orthopedics
Idaho Coalition Against Sexual & Domestic Violence	Teen Challenge of Idaho
Idaho Elks Rehabilitation Hospital	Terry Reilly Health Service
Idaho Eye Pros	Treasure Valley Hospice
Idaho Heart Care	Treasure Valley Hospital
Idaho Juvenile Rehabilitation Center-Nampa	Trinity Mission Health & Rehab
Idaho Physical Medicine & Rehab	V & T Mental Health Services
Idaho School Boards Association	VA Medical Center, Boise
Idaho State Correctional Institute	Valley View Retirement Community
Idaho State University Department of Nursing	Vallhove School District
Idaho State Veteran's Home	Valor Health
Intermountain Hospitals and Services	Vibra Hospital
Karcher Estates of Nampa	Walter Knox Memorial Hospital
Keystone Health	West Valley Medical Centers
Kindred	WICAP (Western Idaho Community Action Partnership)
Kuna School District	Woman's Clinic
Learning Tree School	Women's Health Associates (Dr. Brenda Williams)
Liberty Dialysis Clinic	

Source: Idaho Board of Nursing Annual Report, 2016

### 2.1.5-4 Clinical Centers for South Central Idaho

Alliance Home Health and Hospice	Mini-Cassia Care Center
Ashley Manor	Minidoka Memorial Hospital and Extended Care Facility
Bridgeview Estates	Mountain View Center for Geriatric Psychiatry
Cassia Regional Medical Center	North Canyon Medical Center
Community Support Center	Oak Creek Care and Rehabilitation Center
Desert View Care Center	Parke View Rehabilitation and Care Center
District 5 Health Department	Region 5 Mental Health
Family Health Services	South Central District Health
Gooding County Memorial Hospital	St. Luke's Medical Centers
Jerome Family Clinic	Twin Falls Center
Magic Valley Regional Medical Center	Walker Center Addiction Treatment Programs

Source: Idaho Board of Nursing Annual Report, 2016

### 2.1.5-5 Clinical Centers for Southeastern Idaho

Access Home Care & Hospice	Heritage Health Services
Alameda Optical	Idaho Doctors Hospital
Alliance Home Health and Hospice	Idaho Home Health & Hospice
Bannock County Jail	Idaho Kidney Institute
Bear Lake Memorial and Skilled Nursing Facility	Idaho State Veteran's Home
Bingham Memorial Hospital and Extended Care Facility	ISU Family Practice
Blackfoot Medical Center	ISU Student Health
Caribou Memorial Hospital and Living Center	Marathon Health
Caring Hearts Assisted Living	Monte Vista Hills
Cedar Creek Family Medicine	Oneida County Hospital/LTC/Home Health
Church Hill Downs Group Home	Physical Therapy Specialists of Idaho
Community Care	Pocatello Family Practice
Copper Summit	Pocatello Women's Correctional Center
DaVita Gate City Dialysis Center	Portneuf Medical Center
Dr. Brian Anderson	Power County Hospital
Dr. John Franson	Quinn Meadows
Dr. S. Johnson	Rocky Mountain Surgery Center
Encompass Home Health & Hospice	Safe Haven-Hospital and Rehabilitation
Firth Medical Center	Shoshone-Bannock Tribes-Tribal Health & Human Services
Franklin County Hospital and Long Term Care	South Eastern District Health Department
Gateway Care and Rehabilitation	Southeastern Idaho Public Health Department
Gateway Transitional Care Center	State Hospital South
Grace Lutheran Church - Parish Nursing	The Gables
Harms Memorial Hospital and Long Term Care	The Pocatello Free Clinic

Source: Idaho Board of Nursing Annual Report, 2016



2.1.5-6 Clinical Centers for Eastern Idaho	
Alliance Homehealth, Hospice, and Home Assist	Lincoln Court
Ashton Living Center	Lost Rivers Medical Center
Avalon Home Health and Hospice	Madison Carriage Cove
Behavioral Health Community Crisis Center of East Idaho	Madison Memorial Hospital
Bonneville Joint School District 93	Madison Women's Clinic
BYU Idaho Student Health Center	Morning Star Senior Living Center
Challis Area Health Center	Mountain View Hospital
Community Care (Multiple Facilities)	Mt. Vernon Assisted Living Center
DaVita Dialysis Center	Nuclear Care Partners
District 7 Health Department	Onesource Home Health Care
Eastern Idaho Community Action Partnership	Parkwood Meadows Assisted Living
Eastern Idaho Public Health District	Promontory Point Rehabilitation
Eastern Idaho Regional Medical Center	Redicare
Gem State Dialysis	Rexburg Medical Center
Good Samaritan Society	Seasons Medical
Hands of Hope Home Health & Hospice	Southeast Idaho Family Practice
Hearts for Hospice and Home Health	Steele Memorial Medical Center
Homestead Assisted Living	Teton Cancer Institute
Homestead at Carriage Cove	Teton Healthcare
Hospice of Eastern Idaho	Teton Oncology
INL Occupational Health Center	Teton Post Acute Care and Rehabilitation
Journeys, Inc	Teton Valley Hospital and Surgical Center
King, Alona Dr.	Turtle and Crane Assisted Living
Life Care Center of Idaho Falls	

Source: Idaho Board of Nursing Annual Report, 2016

## 2.2 Nursing Program Completions

Data collected from the 2015–2016 Nursing Program Directors' Annual Survey included the number of individuals completing programs. For this report, completion is considered the acquisition of a vocational certificate or a degree from an educational institution. Please note that the determination of the number of incumbent RNs who hold a BSN can only be accurately calculated at the time of RN license renewal as this is the only opportunity for a nurse initially licensed with an ASN degree to report the completion of a BSN degree post-licensure.

In the 2015 – 2016 academic year a total of 1,019 nursing graduates were reported – 182 LPNs, 831 RNs and six ARPNS. Of the 182 LPNs awarded, 171 were vocational certificates while the remaining 11 were associate degrees. Most graduates originated from southwestern or eastern Idaho. Seven of the total 19 programs located in these regions produced just over half of all nursing graduates for the academic year.

Idaho Nursing  
Overview 2017

2.2.1 Graduates by Institution, Degree Level and CIP Code				
Institution and Degree Level	51.3801	51.3901	51.3810/51.3805	2015-2016
	RN	LPN	Advanced Degree	Completers
<b>Boise State University</b>	<b>116</b>	-	-	<b>116</b>
General baccalaureate degree	116	-	-	116
<b>Brigham Young University-Idaho</b>	<b>197</b>	-	-	<b>197</b>
General baccalaureate degree	197	-	-	197
<b>Carrington College</b>	<b>40</b>	<b>38</b>	-	<b>78</b>
Vocational Certificate	-	38	-	38
Associate of Science degree	40	-	-	40
<b>College of Southern Idaho</b>	<b>70</b>	<b>47</b>	-	<b>117</b>
Vocational Certificate	-	47	-	47
Associate of Science degree	70	-	-	70
<b>College of Western Idaho</b>	<b>39</b>	-	-	<b>39</b>
Associate of Science degree	39	-	-	39
<b>Eastern Idaho Technical College</b>	<b>35</b>	<b>33</b>	-	<b>68</b>
Vocational Certificate	-	33	-	33
Associate of Science degree	35	-	-	35
<b>Idaho State University</b>	<b>128</b>	<b>34</b>	<b>6</b>	<b>168</b>
Vocational Certificate	-	34	-	34
Associate of Science degree	33	-	-	33
General baccalaureate degree	95	-	-	95
Doctors of Nursing Practice Medical	-	-	6	6
<b>ITT Technical Institute</b>	<b>44</b>	-	-	<b>44</b>
Associate of Science degree	44	-	-	44
<b>Lewis-Clark State College</b>	<b>68</b>	<b>11</b>	-	<b>79</b>
Associate of Science degree	-	11	-	11
General baccalaureate degree	68	-	-	68
<b>North Idaho College</b>	<b>65</b>	<b>19</b>	-	<b>84</b>
Vocational Certificate	-	19	-	19
Associate of Science degree	65	-	-	65
<b>Northwest Nazarene University</b>	<b>29</b>	-	-	<b>29</b>
General baccalaureate degree	29	-	-	29
<b>Totals</b>	<b>792</b>	<b>221</b>	<b>6</b>	<b>1,019</b>

### 2.3 New Graduates' Licensing and Working Status

Some nurses with LPN or RN licenses chose to continue their education and were not considered new licensees or new to the nursing workforce of the total 1,019 graduates reported for the 2015-2016 academic year. For LPNs, there were a total of 131 new licenses granted among the 2015 and 2016 graduates from Idaho institutions. When accounting for the expanded timespan for new licensures, the percentage of new graduates obtaining licenses is estimated to be as high as 59 percent. For Idaho educated RNs, there were 388 new licenses awarded, estimated to account for as much as 49 percent of new graduates obtaining licenses. New licenses awarded to graduates from out-of-state institutions totaled 36 LPNs, 230 RNs and 94 APRNs. Out-of-state graduates were located in Idaho for the examined time period.

2.3.1-1 New Licenses, Idaho Graduates and Where They Are Found					
Certification	Graduation Year	Idaho Graduate		Out-of-State Graduate	
		In Idaho	Out-of-State	In Idaho	Out-of-State
LPN	2015	52	5	19	10
	2016	79	9	17	9
RN	2015	103	25	110	126
	2016	285	20	120	86
APRN	2015	---	---	74	20
	2016	3	---	20	14

Source: Idaho Board of Nursing Licensure Database and WRIS2

Approximately 70 percent of the newly licensed LPNs located in Idaho were age 34 or younger and 9 percent were age 45 and above. Of the RNs who were newly licensed and located in Idaho, almost half (47 percent) were ages 35 to 44.

2.3.1-2 New Nursing Licenses by Age			
Certification	Age	Located in Idaho	Located Out of State
LPN	18 to 24	30	4
	25 to 34	73	25
	35 to 44	26	12
	45 to 54	10	3
	55 to 64	3	---
RN	18 to 24	57	67
	25 to 34	---	---
	35 to 44	97	91
	45 to 54	48	34
	55 to 64	4	11
APRN	18 to 24	---	---
	25 to 34	---	40
	35 to 44	---	59
	45 to 54	---	18
	55 to 64	---	4

Source: Idaho Board of Nursing Licensure Database and WRIS2

--- Cells equal to 0 or of small frequency omitted to protect identities

## Section 3: Overview of Nursing Salary

### 3.1 Salaries for Idaho Nurses

Salaries for Idaho nurses based on credential level, education, practice setting, position and major clinical area were based on Idaho Board of Nursing licensure data and the state unemployment insurance wage files. Median annual earnings for each of the breakouts were evaluated for full-time active nurses for the year 2015. 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, overtime, severance, shift differentials, nonproduction bonuses, employer cost for supplementary benefits and tuition reimbursements. These earnings figures are generally higher than the median wage estimates established by the Occupational Employment Statistics survey because those estimates do not include two major components of most nursing salaries – overtime and shift differentials – which are included in the unemployment insurance wage reports.

#### 3.1.1 Credentials

In looking at credentials, LPNs receive a median salary of \$34,525 annually. The median salary for RNs is \$23,294 more than that of an LPN, and the lowest specialization for APRNs is another \$22,750 above the median salary for RNs. Clinical nurse anesthetists have a median salary of \$153,613, the highest of any licensed nursing field in Idaho.

3.1.1 Nursing Salaries by Certification Level	
License Type	Median Wage
LPN	\$34,525
RN	\$57,819
APRN-Certified Nurse Midwife	\$80,569
APRN-Certified Nurse Practitioner	\$88,715
APRN-Clinical Nurse Specialist	\$91,202
APRN-Certified Registered Nurse Anesthetist	\$153,613

#### 3.1.2 Education Level

For many occupations, higher education equals higher earning potential. For nurses, this appears to be less of a factor. An LPN may hold either a certificate or an associate degree. An RN may hold either an associate, bachelor's or master's degree. Nurses with vocational certificates had the lowest median annual earnings and those with bachelor's degrees had the highest.

3.1.2 Annualized Salaries for Idaho Nurses by Education Level			
Degree	Credential Level		
	LPN	RN	APRN
Vocational/Practical Certificate-Nursing	\$34,578	\$56,277	\$81,221
Associate Degree	\$31,290	\$57,622	\$94,341
Baccalaureate Degree		\$59,851	\$96,011
Master's Degree		\$52,883	\$54,155
Doctorate Degree		\$55,392	\$70,887

Source: Board of Nursing Database and Department of Labor Wage Records

### 3.1.3 Practice Settings

LPNs working in insurance claims and benefits had the highest median annual wage at \$42,005 in 2015 while LPNs working in school health had the lowest at \$19,960.

RNs working in insurance claims and benefits earned the most in 2015 with a median wage of \$59,844 followed by those working in home health at \$41,303. RNs working in community health earned the least at \$23,456.

Home health topped the list for APRN earnings at a median of \$60,984. Those working in academic settings received significantly lower wages.

3.1.3 Nurse Salaries by Practice Setting			
Practice Setting	Credential Level		
	LPN	RN	APRN
Insurance Claims/Benefits	\$42,005	\$59,844	---
Academic Setting	\$33,455	---	\$43,151
Ambulatory Care Setting	\$36,311	\$37,501	---
Assisted Living Facility	\$37,758	\$36,870	---
Community Health	\$32,617	\$23,456	---
Correctional Facility	\$39,430	\$34,344	---
Home Health	\$32,245	\$41,303	\$60,984
Hospital	\$35,494	\$33,812	\$57,504
Nursing Home/Extended Care	\$39,738	\$24,374	---
Occupational Health	\$32,938	---	---
Public Health	\$32,891	---	---
School Health Service	\$19,960	---	---

--- These cells have been censored due to zero or small frequency.

### 3.1.4 Position

The top paid LPNs were nursing executives or managers at a median annual wage of \$50,827 and \$45,385, respectively in 2015. Most other LPN positions pay within the \$30,000 to \$40,000 range.

RNs currently have the highest median wage working as case managers making \$69,014 annually. However, most RNs are employed as staff nurses whose median wage is \$31,060. Only 29 percent of RNs hold positions other than staff nurse.

ARNPs do not hold as many different types of positions as other licensures. The most apparent marginal gain over an RN appears to be for a staff nurse where the median salary for an APRN is more than \$15,000 higher than an RN in the same position. However the highest median wage for ARPNs is for case managers making an annual median wage of \$72,186.

3.1.4 Nurse Salaries by Position			
Position	Credential Level		
	LPN	RN	ARNP
Advance Practice Nurse	\$32,612	\$62,804	\$61,894
Case Manager	\$43,588	\$69,014	\$72,186
Clinical Nurse Leader	\$38,645	---	---
Consultant	\$22,667	---	---
Nurse Executive	\$50,827	---	---
Nurse Faculty	\$33,262	\$22,778	---
Nurse Manager	\$45,385	\$59,180	\$68,564
Other-Health Related	\$31,573	\$14,139	---
Other-Not Health Related	\$31,476	---	---
Staff Nurse	\$35,637	\$31,060	\$46,230

--- These cells have been censored due to zero or small frequency.

### 3.1.5 Major Clinical Area

Comparing different major clinical areas, median annual earnings for LPNs ranged from \$24,496 in information technology to \$48,591 in oncology. Roughly one quarter of LPNs worked in geriatrics/gerontology with a median wage of \$39,381.

The highest earnings group among RNs working in adult and family health were the highest earnings group among RNs with a median annual income of \$62,802 in 2015. However, about one-third of RNs were employed in clinical areas with an annual median wage less than \$30,000.

For ARPNs, the highest median wage for 2015 was paid to emergency and trauma nurses at \$73,642.

3.1.5 Nurse Salaries by Major Clinical Area			
Major Clinical Area	Credential Level		
	LPN	RN	ARPN
Acute Care/Critical Care	\$33,900	\$37,891	---
Adult Health/Family Health	\$34,074	\$62,802	\$60,984
Cardiology	\$40,920	\$17,024	---
Community	\$32,397	---	---
Emergency/Trauma	\$31,546	\$41,096	\$73,642
Genetics	\$38,949	---	---
Geriatric/Gerontology	\$39,381	\$34,022	---
Home Health	\$32,910	\$35,314	---
Informatics	\$46,179	---	---
Information Technology	\$24,496	---	---
Maternal-Child Health	\$37,643	\$13,620	---
Medical Surgical	\$34,926	\$21,091	---
Neonatal	\$41,962	---	---
Nephrology	\$40,375	---	---
Neurology/Neurosurgical	\$37,849	\$38,076	---
Occupational health	\$35,466	---	---
Oncology	\$48,591	---	---
Orthopedic	\$39,872	\$25,461	---
Other	\$36,809	\$44,821	\$59,844
Palliative Care/Hospice	\$36,875	---	---
Pediatrics	\$31,233	\$29,721	---
Perioperative	\$40,939	\$51,298	---
Primary Care	\$36,454	\$27,598	---
Psychiatric/Mental Health/Substance Abuse	\$37,625	\$35,059	---
Public Health	\$32,558	---	---
Rehabilitation	\$34,904	\$23,923	---
School Health	\$30,970	---	---
Urologic	\$39,505	---	---
Women's Health	\$32,760	---	---

— These cells have been censored due to zero or small frequency.

## 3.2 Estimated Wage in Idaho and Six Surrounding States

### 3.2.1 Occupation

The Occupational Employment Statistics program of the Bureau of Labor Statistics produces estimated employment and wages for more than 800 occupations. These estimates are developed using data collected from semiannual mail surveys on occupational employment and wage rates from a sample of 1.2 million business establishments across the nation. The survey data in this analysis include establishments sampled during the past six survey periods.<sup>9</sup>

Employment definitions are based on the 2010 Office of Management and Budget's Standard Occupational Classification system in which nurses fall into the following categories based on job function:

- 29-1141: Registered Nurses
- 29-1151: Nurse Anesthetists
- 29-1171: Nurse Practitioners
- 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, nonproduction bonuses, employer cost for supplementary benefits and tuition reimbursements.<sup>10</sup>

Table 3.2.1 represents estimated median annual wages for LPNs, RNs and APRNs including nurse anesthetists and nurse practitioners in Idaho and the six surrounding states.

In 2015, Idaho's median annual wage for both LPNs and nurse practitioners ranked last among the bordering states and second to last for RNs, surpassing only Utah. Idaho's nurse anesthetists have the fourth highest median wage among the neighboring states.

3.2.1 Occupational Employment Statistics Estimates for Nursing Salaries, Idaho and Surrounding States				
State	Occupation			
	Licensed Practical and Licensed Vocational Nurses	Registered Nurses	Nurse Anesthetists	Nurse Practitioners
Idaho	\$39,870	\$61,280	\$196,430	\$94,570
Montana	\$39,490	\$62,650	\$243,550	\$94,720
Nevada	\$52,630	\$81,460		\$100,690
Oregon	\$49,160	\$83,800	\$200,850	\$111,210
Utah	\$43,110	\$61,000	\$168,850	\$95,200
Washington	\$49,980	\$78,130	\$171,140	\$103,910
Wyoming	\$44,080	\$62,080	\$210,210	\$101,440

<sup>9</sup> [https://www.bls.gov/oes/current/oes\\_tec.htm](https://www.bls.gov/oes/current/oes_tec.htm)

<sup>10</sup> [https://www.bls.gov/oes/2016/may/oes\\_research\\_estimates.htm](https://www.bls.gov/oes/2016/may/oes_research_estimates.htm)



## Section 4: Faculty Issues

### 4.1 Current Faculty Headcount

Idaho nursing programs had 193 individual faculty, some serving in multiple programs, during the 2015-2016 academic year. Eleven programs had open positions noted as unfilled due to unqualified faculty. Table 4.1.1 illustrates the educational attainment of faculty, the number of unfilled positions and number of faculty who met the requirement held by the Board of Nursing. About 89 percent of faculty met the minimum requirement. Of the other 21 faculty, nine had indications of seeking a higher credential, which would meet the requirement. In addition, there were 18 unfilled positions at the time survey results were received among 11 programs.

4.1.1 Education Levels for Instructors of Nursing Programs						
Institution	Program	Degree Level of Staff			Unfilled Positions	Full Positions
		Baccalaureate	Master*	Doctorate		
Boise State University	RN	-	14	9	-	23
Brigham Young University-Idaho	RN	1	9	8	-	18
Carrington College	LPN	5	3	-	1	8
Carrington College	RN	2	7	-	1	5
College of Southern Idaho	LPN	-	4	-	-	4
College of Southern Idaho	RN	1	13	2	1	15
College of Western Idaho	RN	3	2	2	-	7
Eastern Idaho Technical College	LPN	-	4	-	-	3
Eastern Idaho Technical College	RN	-	4	-	1	4
Idaho State University	LPN	1	5	-	1	5
Idaho State University	MRN**	1	7	13	4	21
Idaho State University	MSN**	1	7	13	4	21
Idaho State University-AND	RN	1	5	1	1	3
ITT Technical Institute	RN	1	6	-	-	7
Lewis-Clark State College	LPN	1	-	-	1	2
Lewis-Clark State College	RN	1	17	5	2	26
North Idaho College	LPN	-	2	-	-	2
North Idaho College	RN	1	15	2	-	11
Northwest Nazarene University	RN	1	4	4	1	8
<b>Totals</b>		<b>21</b>	<b>128</b>	<b>59</b>	<b>18</b>	<b>193</b>

Source: Idaho Board of Nursing Annual Report, 2016

\*A Master degree, or the pursuit thereof, is the minimum requirement for faculty instructors under the Rules of the Board of Nursing under the Idaho Administrative Procedures Act.

\*\*Faculty under these programs function as faculty for multiple programs.

## 4.2 Nursing Faculty Working Hours Allocation

Across all programs, nursing faculty devote most of their time to direct student teaching. The College of Western Idaho was the exception where instructional preparation accounted for the largest proportion followed by direct student teaching.

4.2.1 Faculty Counts and Time Usage by Institution and Program								
Institution	Program	Current Faculty	Percent of Time Spent on:					
			Student Advising	Tutoring or Remediation	Instructional Preparation	Direct Student Teaching	Institutional Responsibilities	Research
Boise State University	RN	23	10	10	20	30	20	10
Brigham Young University-Idaho	RN	18	10	10	20	40	10	-
Carrington College	LPN	8	-	25	25	40	10	-
Carrington College	RN	9	-	25	25	40	10	-
College of Southern Idaho	LPN	4	5	10	25	50	5	5
College of Southern Idaho	RN	16	-	-	-	-	-	-
College of Western Idaho	RN	7	5	20	45	25	5	0
Eastern Idaho Technical College	LPN	4	-	10	28	40	13	10
Eastern Idaho Technical College	RN	4	-	10	28	40	13	10
Idaho State University	LPN	6	-	10	15	65	10	-
Idaho State University	MRN	21	1	1	1	7	3	3
Idaho State University	MSN	21	1	1	1	7	3	3
Idaho State University-AND	RN	7	5	15	20	50	5	-
ITT Technical Institute	RN	7	5	25	10	55	5	-
Lewis-Clark State College	LPN	1	5	5	20	60	10	-
Lewis-Clark State College	RN	23	10	5	20	60	5	-
North Idaho College	LPN	2	5	5	20	60	5	5
North Idaho College	RN	18	5	3	20	50	20	2
Northwest Nazarene University	RN	9	8	10	15	60	5	2
<b>TOTAL</b>		<b>193</b>						

Source: Idaho Board of Nursing Annual Report, 2016; Faculty total modified to account for faculty serving multiple programs.

## 4.3 Retention

Among 193 current individual faculty, two indicated they planned on returning to a practice setting and 16 said they were retiring or leaving due to other reasons. Particularly of interest was the number of faculty planning to leave associate, bachelors and master's degrees programs. Faculty who educate practicing and future RNs must have a master's degree to teach any courses - classroom or clinical. Replacing these faculty may be difficult.

Without considering faculty growth or whether plans to leave faculty positions will change, 18 positions may need to be filled within the next two years.

4.3.1 Nursing Faculty Planning to Leave within Two Years by Nursing Program Degree					
Program Degree	Current Faculty	Planning to Leave			Percent
		Return to Practice	Retire	Other	
Vocational Certificate	22	1	1	0	9.1%
Associate Degree	54	1	3	1	9.3%
Baccalaureate Degree	96	0	9	0	9.4%
Master's Degree	21	0	2	0	9.5%
<b>Total</b>	<b>193</b>	<b>2</b>	<b>15</b>	<b>1</b>	<b>9.3%</b>

Source: Idaho Board of Nursing Annual Report, 2016

\*Total row is modified to account for faculty serving multiple programs.

#### 4.4 Faculty to Student Ratio

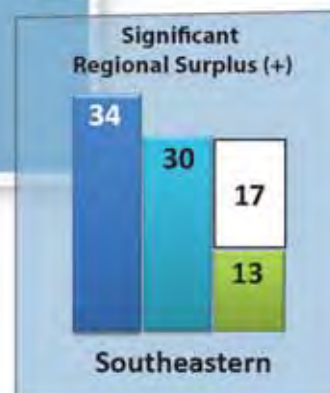
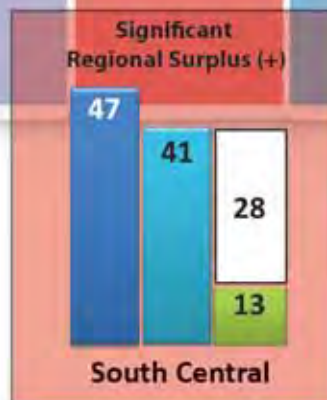
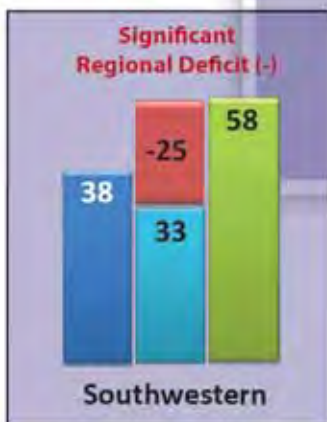
According to the information submitted by the nursing education programs, both public and private, 193 individual nursing faculty were teaching 2,301 students. Nursing program directors also reported the faculty-to-student ratio in clinical courses ranged from 1:5 to 1:13 across most of the state. However, BYU-I, the College of Southern Idaho's RN program and the ITT Technical institute (now closed) exceeded these proportions.

4.4.1 Faculty to Student Ratio				
Institution	Program	Full-Time Faculty Members	Students	Instructor:Student Ratio
Boise State University	RN	23	292	1:13
Brigham Young University-Idaho	RN	18	450	1:25
Carrington College	LPN	8	106	1:13
Carrington College	RN	9	106	1:12
College of Southern Idaho	LPN	4	44	1:11
College of Southern Idaho	RN	16	352	1:22
College of Western Idaho	RN	7	80	1:11
Eastern Idaho Technical College	LPN	4	25	1:6
Eastern Idaho Technical College	RN	4	40	1:10
Idaho State University	LPN	6	36	1:6
Idaho State University	MRN	21	162	1:8
Idaho State University	MSN	21	33	1:2
Idaho State University-AND	RN	7	33	1:5
ITT Technical Institute	RN	7	113	1:16
Lewis-Clark State College	LPN	1	5	1:5
Lewis-Clark State College	RN	23	150	1:7
North Idaho College	LPN	2	20	1:10
North Idaho College	RN	18	137	1:8
Northwest Nazarene University	RN	9	117	1:13
<b>Totals</b>		<b>208</b>	<b>2,301</b>	<b>-</b>

Source: Idaho Board of Nursing Annual Report, 2016; Faculty total modified to account for faculty serving multiple programs.

# Appendix A: Summary Graphics by LPN, RN, APRN Occupations

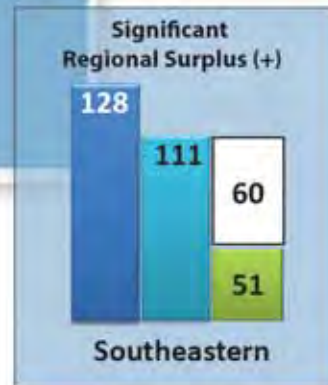
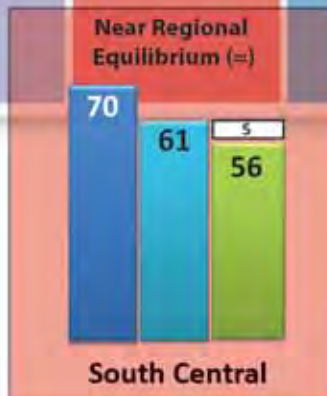
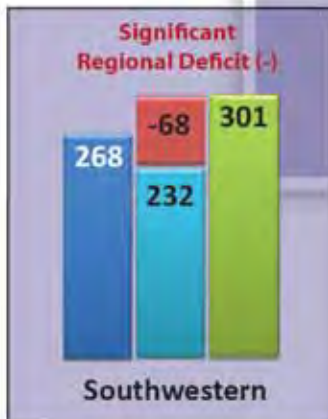
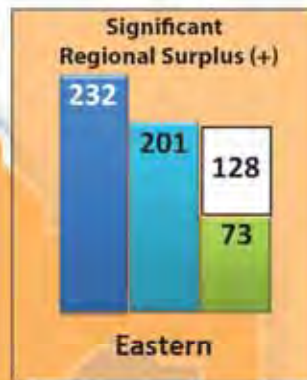
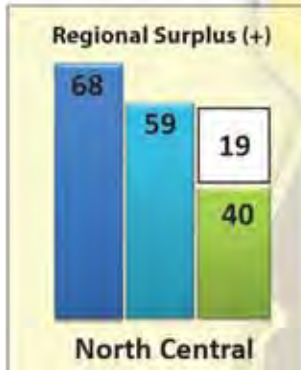
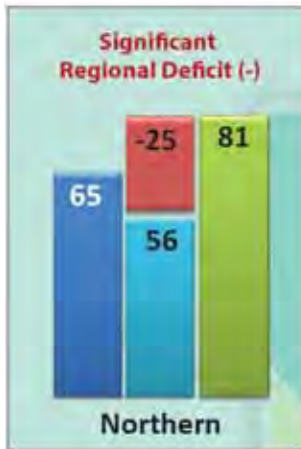
## Licensed Practical Nurse



Data from 2016

- Number of Idaho nursing graduates from Idaho educational institutions
- Estimated number of nurses absorbed into Idaho nursing workforce
- Potential nursing workforce shortages
- Projected demand for nurses
- Projected surplus of nurses

# Registered Nurse



Data from 2016

- Number of Idaho nursing graduates from Idaho educational institutions
- Estimated number of nurses absorbed into Idaho nursing workforce
- Potential nursing workforce shortages
- Projected demand for nurses
- Projected surplus of nurses

# Advanced Practice Registered Nurse



Data from 2016

- Number of Idaho nursing graduates from Idaho educational institutions
- Estimated number of nurses into Idaho nursing workforce
- Potential nursing workforce shortages
- Projected demand for nurses
- Projected surplus of nurses

## Appendix B: Data Sources and Methodology

### Section 1 – Supply and Demand

Idaho's nursing workforce data are provided in this section. Data in Section 1 come from the Idaho Board of Nursing licensure database, Idaho Department of Labor 2014-2024 projections, the 2015-2016 Nursing Program Directors' Annual Survey and the Idaho Department of Labor unemployment insurance wage records.

The Idaho Board of Nursing licensure database is the key source of both the supply and demand analyses. The numbers of licensees are counted by region, education level and various work settings. To project future demand, projected growth from the Idaho Department of Labor 2014-2024 projections was allocated proportionally among each category.

The Idaho Department of Labor's long-term occupational projections estimate demand for nurses over 10 years from 2014. These projections include estimations for the current number of LPNs, RNs, and APRNs employed in each region of the state as well as the total number of projected jobs within that certification. The total number of jobs include the "churn" due to movement within the field and the total number of new positions opening within the occupation through 2024. Researchers used updated demand figures to account for migration trends of nurses to more effectively measure demand for nurses for both growth and replacement needs, especially those openings due to nurses retiring over the next decade.

### Section 2 – Education Capacity

The Idaho Board of Nursing annually surveys all postsecondary nursing education programs, and these data are a major source of information about student matriculation, program capacity, constraints and clinical training sites. Capacity is estimated by multiplying the maximum number of students expected for one year by the number of years in the program. Additionally, the Idaho Department of Labor cross-matched newly licensed nursing graduates with its wage records to determine whether nurses were working in the same region where they graduated.

### Section 3 – Overview of Nursing Salary

Information on nursing salaries in Idaho is provided by matching the Idaho Board of Nursing licensure database with the Idaho Department of Labor unemployment insurance wage records to produce a more in-depth review of the salaries for nurses working full time. Median annual earnings for each of the breakouts were evaluated for full-time active nurses for 2015. 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, overtime, severance, shift differentials, nonproduction bonuses, employer cost for supplementary benefits and tuition reimbursements. These earnings figures are generally higher than the median wage estimates established by the Occupational

Employment Statistics survey because those estimates do not include two major components of most nursing salaries – overtime and shift differentials – which are included in the unemployment insurance wage reports.

#### **Section 4 – Faculty Issues**

Nursing faculty data are collected from the Idaho Board of Nursing’s annual Nursing Program Directors’ Survey, which covers faculty issues such as educational degree, faculty-to-student ratios, workload and retirement. Nursing faculty qualification was determined by combining the highest educational degree obtained and the rules of the Board of Nursing under the Idaho Administrative Procedures Act.



## Appendix C: Nursing Programs Offered by Idaho Schools

### Boise State University

Boise

<https://hs.boisestate.edu/nursing/>

- Bachelor of Science in Nursing
- Adult-Gerontology Nurse Practitioner
- Online/Distance Completion Option
- Registered Nurse-Bachelor of Science Online/Distance Degree Completion Track
- Post Master's Doctoral Program: Doctor of Nursing Practice (DNP)

### Brigham Young University – Idaho

Rexburg

<http://www.byui.edu/nursing>

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

### Carrington College

Boise

<http://carrington.edu/schools/boise-idaho/>

- Licensed Practical Nursing
- Associate Degree Registered Nurse

### College of Southern Idaho

Twin Falls

<http://www.csi.edu/degrees/>

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

### College of Western Idaho

Nampa

<http://cwidaho.cc/academics/nursing>

- Associate of Science in Nursing (RN)

### Eastern Idaho Technical College

Idaho Falls

<http://www.eitc.edu/academics.cfm>

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

### Idaho State University, College of Technology

Pocatello

<http://www.isu.edu/ctech/programs.shtml>

- Licensed Practical Nurse
- Associate Degree Registered Nurse– Licensed Practical Nurse to Registered Nurse

### Idaho State University, School of Nursing

Pocatello

<http://www.isu.edu/nursing/programs.shtml>

- Bachelor of Science in Nursing
- Accelerated Bachelor of Science in Nursing
- Baccalaureate Completion Nursing Program.
- Master of Science
- Doctor of Philosophy (Ph.D.) in Nursing
- Doctor of Nursing Practice

### Lewis-Clark State College

<http://www.lcsc.edu/nursing/>

Lewiston

- Bachelor of Science in Nursing
- Registered Nurse to Bachelor of Science Track
- Practical Nursing
- Licensed Practical Nurse to Registered Nurse Track

### North Idaho College

Coeur d'Alene

<http://www.nic.edu/programs/>

- Practical Nursing
- Registered Nursing

### Northwest Nazarene University

Nampa

<http://www.nnu.edu/academics/academic-departments/nursing-degree/>

- Bachelor of Science in Nursing
- Master of Science in Nursing