

# IDAHO NURSING OVERVIEW

Winter 2009

**IDAHO**  
DEPARTMENT OF LABOR  
C.L. "BUTCH" OTTER, GOVERNOR  
ROGER B. MADSEN, DIRECTOR

# IDAHO NURSING OVERVIEW

Winter 2009

## RESEARCH TEAM

Sara Gieseke Scudder, Research Analyst, Principle  
Naala Figueras, Research Assistant  
John Van Dyke, Research Assistant  
Idaho Department of Labor

[labor.idaho.gov](http://labor.idaho.gov)

**IDAHO**  
DEPARTMENT OF LABOR  
C.L. "BUTCH" OTTER, GOVERNOR  
ROGER B. MADSEN, DIRECTOR

Costs associated with this publication are available by contacting the Idaho Department of Labor, which is funded in part by federal grants from the U.S. Department of Labor. The Idaho Department of Labor is an equal opportunity employer.

## Table of Contents

Idaho Nursing Workforce Advisory Council Membership	5
Key Findings	6
Idaho Nursing Workforce Advisory Council Goals & Strategies	7
Executive Summary	8
Recommendations	32
<b>SECTION 1 – SUPPLY AND DEMAND</b>	<b>33</b>
Q-1. What is the current supply and demand for nurses at all levels in Idaho?	34
Q-1A. What is the current supply for LPNs, ASN, RN, BS RN, MS and Ph.D. prepared nurses?	37
Q-1B. What is the current demand for LPNs, ASN, RN, BS RN, MS and PhD prepared nurses?	38
Q-1C. What is the projected demand for LPNs, ASN, RN, BS RN, MS and PhD prepared nurses?	38
Q-1D. What is the projected supply for LPNs, ASN, RN, BS RN, MS and PhD prepared nurses?	40
Q-2 ,3. What work force is necessary to meet Idaho's current nursing demands for each type of industry?	41
What work force is necessary to meet Idaho's current nursing demands for each type of practice setting?	42
What work force is necessary to meet Idaho's current nursing demands for each type of education level?	60
What work force is necessary to meet Idaho's current nursing demands for each type of position?	64
What work force is necessary to meet Idaho's current nursing demands for each type of major clinical area?	78
What work force is necessary to meet Idaho's current nursing demands for each licensure level?	96
What work force is necessary to meet Idaho's current nursing demands for each type of credential?	98
Q-4. What trends impact future work force needs?	100
Q-5. How many faculty members are needed in the future to account for growth and for replacement?	106
Q-5A. How many LPNs, RNs and APPNs are needed to accommodate future growth?	106
Q-5B. How many LPNs, RNs and APPNs are needed to accommodate future replacement?	106
Q-6. What factors determine where new graduates seek work? Find work?	107
<b>SECTION 2 – EDUCATION CAPACITY</b>	<b>108</b>
Q-1. How many seats are currently available in each program offered at BYU-I, NNU, CSI, NIC, BSU, ISU, EITC, and LCSC?	109
Q-2. What is the number of potential nursing students denied admission to nursing programs due to lack of space?	111
Q-3A. What is the current capacity potential for nursing programs?	112
Q-3B. What is the future capacity potential for nursing programs?	113
Q-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?	113
Q-5. What are the number and type of nursing degrees currently offered by BYU-I, NNU, CSI, NIC, BSU, ISU, EITC, and LCSC?	114

Q-6A. Is Idaho producing the number of graduates in the regions in which they are needed? ----- 114

Q-6B. Is Idaho producing the type of graduates in the regions in which they are needed?----- 114

Q-6C. Where are Idaho graduates working – region, in-state, not working or out-of state? ----- 120

Q-7. Are student who are denied admission in one year accepted at a later date? ----- 121

Q-8. What organizations are currently being used for clinical rotations? Are they being used to capacity? ----- 121

Q-9. Are students performing their clinical rotations at one site or multiple sites?----- 121

Q-10. In order of importance, what are the limiting factors to increasing the number of seats?----- 121

Q-11. What are the barriers to colleges and universities working collaboratively in scheduling clinical rotations?----- 122

Q-12. What creative solutions for clinical rotations are being developed and used by universities? Are they being shared? How so?----- 123

Q-13. Are health provider organizations willing to partner with colleges/universities to change the way clinical rotations are currently staffed & scheduled?----- 124

**SECTION 3 – FACULTY ISSUES ----- 133**

Q-1. What is the workload for nursing faculty, how many hours per week do they work, do they work during academic breaks and if so, how much?----- 134

Q-2. How does nursing faculty workload compare with the workload of faculty in other higher education programs?----- 135

Q-2A. What is the average number of applicants per open faculty position?----- 139

Q-2B. How does this compare with faculty openings in other disciplines in higher education?----- 139

Q-3. What is the cost of turnover for nursing faculty? ----- 140

Q-4. How much are schools paying for recruitment costs for unsuccessful searches? ----- 140

Q-5. How many nursing educators has Idaho attracted from out of state over the last five years? ----- 140

Q-6. How many nursing educators from out of state have not accepted offers from Idaho programs?----- 140

Q-7. What is the current number of qualified faculty – those who meet credentialing requirements? --- 141

Q-8. What is the number of faculty not currently classified as qualified? ----- 141

Q-9. What is the turnover of nursing faculty and nursing staff? ----- 142

Q-10. What are the projected retirements? ----- 144

Q-11. What is the number of faculty based on the current student population? ----- 145

Q-12. How do faculty salaries compare to practice salaries?----- 146

Q-13. How do salaries for nursing faculty and staff nurses compare with those in surrounding states? ----- 146

Q-14. How do nursing faculty salaries compare with faculty salaries across higher education and among professional programs? ----- 151

Q-15. What are the salaries in the following practice settings?----- 154

Q-16. What are the salaries by education and by licensure?----- 157

Q-17. What are the salaries by credential? ----- 158

Q-18. What are the salaries in the following positions? ----- 159

Q-19. What are the work force salaries in the following major clinical areas?----- 162

**APPENDIX A – IDAHO DEMOGRAPHICS BY REGION----- 165**

**APPENDIX B – NURSING EDUCATION DATA BY REGION ----- 184**

**APPENDIX C – NURSING PROGRAMS OFFERED AT IDAHO SCHOOLS ----- 197**

**APPENDIX D – SURVEY OF IDAHO NURSING PROGRAMS----- 200**

**APPENDIX E – NURSING SUPPLY-DEMAND GAP ANALYSIS ----- 208**

**APPENDIX F – GROWTH AND REPLACEMENT DATA BY REGION----- 216**

**APPENDIX G – FOLLOW-UP SURVEY OF IDAHO NURSING PROGRAMS----- 224**



# Idaho Nursing Workforce Advisory Council Membership

**B.J. Swanson**

Council Chair, Chairman of the Board of Gritman Medical Center, Moscow

**Dr. Carol Ashton**

Associate Dean and Director of the School of Nursing, Idaho State University, Pocatello

**Susan Ault**

Executive Director of the Idaho Alliance of Leaders in Nursing, Boise

**Sen. Diane Bilyeu**

Pocatello

**Dr. Clauddeen Buettner**

Executive Vice President and Chief Academic Officer for the College of Southern Idaho

**Rep. Margaret Henbest**

Boise

**Karen Hodge**

Director of Women's and Children's Services at St. Alphonsus Regional Medical Center, Boise

**Roger B. Madsen**

Director of the Idaho Department of Labor, Boise

**Sen. John McGee**

Marketing Director for West Valley Medical Center, Caldwell

**Steve Millard**

President of the Idaho Hospital Association, Boise

**Kathleen Nelson**

Division Manager for Health Professions at Eastern Idaho Technical College, Idaho Falls

**Tammy Perkins**

Office of the Governor, Boise

**Mike Rush**

Executive Director of the State Board of Education, Boise

**Dr. David Schmitz**

President of the Idaho Academy of Family Physicians, Boise

**Dr. Pamela Springer**

Associate Dean of the College of Health Sciences and Chair of the Department of Nursing at Boise State University, Boise

**Robert Vande Merwe**

Executive Director of the Idaho Health Care Association, Boise

**Rep. Fred Wood**

Medical Director for the Cassia Regional Medical Center, Burley

**Manuelita Burns**

Director of Health Professions and Nursing at North Idaho College, Coeur d'Alene

**Noreen Davis**

Vice President of Nursing and Patient Care Services for St. Luke's Health System, Boise

**Sandra Evans**

Executive Director of the Idaho Board of Nursing, Boise

**Dr. Tony Fernandez**

Provost and Vice President for Academic Affairs at Lewis-Clark State College, Lewiston

**Steve Frei**

Chief Nursing Officer for Syringa General Hospital, Grangeville

## Key Findings

- Between 2006 and 2016, health care will be the hottest industry when comparing the combination of the state's fastest-growing, largest and highest-paying industries.
- By 2016 Idaho's population aged 55 and over is expected to increase by nearly 50 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.
- In the next nine years Idaho will need just over 7,500 more nurses to meet demand due to economic growth, replacement and chronic vacancies. Nearly 70 percent of the increased demand in Idaho will be for registered nurses, exceeding national demand.
- There is no lack of interest in nursing as a career. Of the more than 2,000 qualified nursing student applicants in 2007-2008, more than 900 were turned away. Boise State University turned away more than 300. Brigham Young University-Idaho turned away more than 250 and the College of Southern Idaho deferred enrollment of more than 100 students.
- Idaho institutions have funded plans for graduating around 9,400 nurses through 2013, yet not all of these new graduates will become licensed to work in Idaho. The actual number of nurses who graduate and go on to receive state licensure varies by both region and licensure level.
- Even with a projected 5.9 percent annualized growth rate in nursing graduates, the state will continue to experience severe shortages in graduate level nurses and several regions will continue to experience nursing shortages across all licensure levels.
- Idaho's nursing faculty and their counterparts in the health sciences are national leaders in average hours of work per week and average hours of student contact per week. Yet they are seventh in terms of average yearly wages compared to other Idaho faculty.
- Educators with advanced practice certificates earn only 57 percent of what they could earn in a private health care-practice setting and nurses with master's degrees earn only 65 percent of what those working in a private health care practice setting earn.
- More than a quarter - 26% of the state's current nursing faculty is expected to leave the labor force by 2013. While this translates into only 35 replacements, the ability to fill these openings as well as an additional 69 positions due to economic growth will require the state and institutions to implement practices and policies that will attract more than two applicants per open position.
- Idaho's nursing program directors ranked "qualified faculty" as the number one factor affecting program capacity. Without the ability to train enough graduate level nurses to meet demand, the number of "qualified faculty" will continue to affect Idaho's ability to increase graduation rates above and beyond current funding levels.

# Idaho Nursing Workforce Advisory Council

## Goals & Strategies

---

### **Goal I: Retain and increase nursing faculty to meet growing demand.**

#### **Strategies:**

- A. Increase capacity in nursing master's and doctoral education.
  - Expand nursing master's programs at Idaho institutions
  - Implement nursing doctoral program proposed by Idaho State University
  - Enact legislation to expand opportunities for Idaho residents under compact or contractual agreements for nursing doctorate programs
- B. Expand access to nursing doctoral and master's level programs for educators through scholarships, loan repayment and other incentives.
- C. Engage practice staff as affiliate faculty by using incentives and adopting common standards statewide.
- D. Increase current nursing faculty salaries over three years to be competitive with industry standards.
- E. Create opportunities for extended contracts, year-round employment and other options to increase earning potential and boost retention of nursing faculty.

### **Goal II: Continue support for increased educational capacity across the range of nursing degree options to best meet industry and regional demand for nurses and improve retention of graduates.**

#### **Strategies:**

- A. Prioritize investment in post graduate programs which demonstrate the most severe shortages.
- B. Devote resources to build the instructional and physical infrastructure based on regional demand and supply forecasts.
- C. Explore opportunities afforded by year-round programs to increase access for students, expedite student completion, expand opportunities for clinical sites and improve efficiency.
- D. Expand access to nursing education and advanced education by implementing scholarships, loan forgiveness, stipends and other financial aid.
- E. Establish public-private partnerships to ensure nursing education has adequate technology, facilities and practice sites.
- F. Incorporate innovative practices to enhance educational capacity.
- G. Establish public-private initiatives to encourage work force retention in all sectors.

### **Goal III: Sustain the current nursing work force initiative to ensure the availability of critical work force data for informed planning.**

#### **Strategies:**

- A. Define the initiative as a center for long-range health care work force planning.
  - Expand scope and membership to include additional health care disciplines
  - Extend data sharing agreements to other licensing and operating boards
  - Establish timeline and public-private funding mechanism
- B. Provide a collective voice for developing and disseminating Idaho nursing work force policy initiatives.
  - Develop timely data and share resources to promote strategically-driven processes for nursing work force issues
  - Develop a strategic plan to implement goals and strategies
  - Provide continued monitoring of progress towards goals
  - Establish effective mechanisms to communicate critical information to decision-makers

## Idaho Nursing Workforce Advisory Council Summary of Findings and Recommendations

### Executive Summary



The Idaho Nursing Workforce Advisory Council was created to assess Idaho's nursing work force needs and the adequacy of the supply of nurses and to advise the Governor, Board of Education, legislators and other policy makers. The council brings together leaders from industry, education and government to offer their unique contributions to address an issue that challenges the health care industry across the country.

In its first year, the council developed a data agenda, reviewed and combined data from a variety of sources and developed a plan to begin aligning work force supply with demand. The council recommends three overarching goals for increasing and sustaining Idaho's nursing work force through a public-private partnership that fosters worker development, recruitment and retention and is supported by comprehensive work force information and planning.

- I. Retain and increase current nursing faculty to meet growing demand.
- II. Continue support for increased educational capacity across the range of nursing degree options to best meet industry and regional demand for nurses and improve retention of graduates
- III. Sustain the current nursing work force initiative to ensure the availability of critical work force data for informed planning.

**Goal I****Retain and increase nursing faculty to meet growing demand.****Strategies**

- A. Increase capacity in nursing master's and doctoral education.
  - Expand nursing master's programs at Idaho institutions
  - Implement nursing doctoral program proposed by Idaho State University
  - Enact legislation to expand opportunities for Idaho residents under compact or contractual agreements for nursing doctorate programs
- B. Expand access to nursing doctoral and master's level programs for educators through scholarships, loan repayment and other incentives.
- C. Engage practice staff as affiliate faculty through use of incentives and common standards adopted statewide.
- D. Increase current nursing faculty salaries over three years to be competitive with industry standards.
- E. Create opportunities for extended contracts, year-round employment and other options to increase earning potential and boost retention of nursing faculty.

No other factor influences the state's capacity to educate nurses more than the availability of nursing faculty. Nurse 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 estimate 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 of a 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 significant levels of faculty and expense required to train those on the front lines of health care.

In addition to the stringent 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 only 1.85 applicants. In 2008, this number rose only slightly to 2.31. While the overall number of faculty increased to 166 full time and 72 adjunct and part time for the 2007-2008 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. The 2008 Survey of Idaho Nursing Programs shows more than half of current instructors are older than 50 and only 10 percent are 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.

Another factor 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. With council endorsement, Idaho State University has requested approval to offer an eight-seat doctoral program. Idaho State University and Boise State University currently offer the only graduate nursing programs with Boise State University's first five graduates expected to enter the work force in 2010. Until that time, Idaho State University's roughly 15 new post-baccalaureate nursing graduates are unrealistically expected to meet both the education and practice-setting demand, which in 2008 stands at roughly 150. In response to this gap between supply and demand, the council recommends increasing Idaho's advanced education capacity by beginning a doctoral program and expanding master's programs in the state university system. The council also recommends entering into contracts with other states to allow Idaho students to attend out-of-state nursing doctoral programs at affordable costs.

Only 22 percent of Idaho's nursing faculty possess doctorates while more than half are teaching with master's degrees and nearly a quarter have bachelor's degrees. This creates 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. To ensure the availability of faculty with appropriate credentials, the council recommends providing scholarships, loan repayments and other incentives to encourage faculty to attain the ever higher levels of education required for highly skilled nurses.



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 only 57 percent of what they could earn in a health care-practice setting. People with master's degrees working as full-time educators fare only slightly better. They account for most of the instructional work force and earn only 65 percent of what those working in health care practice settings earn. Educators with bachelor's degrees earn 79 percent of their health care sector counterparts while those with doctorates earn 96 percent. The council recommends salaries be raised over a period of three years to make them competitive with comparable industry standards for wages paid to nursing directors and managers.

The council further recommends creating opportunities for extended contracts, year-round employment and other options to increase the earnings potential of nurse educators. This would have the added benefit of easing the strain on clinical sites and offer better use of new and existing facilities. Students and health care employers can also benefit from more compressed training schedules and the potential to meet demand more quickly.

Finally, the council recommends alternatives to expand education capacity by engaging nurses in practice as preceptors at clinical sites. Statewide standards would need to be adopted to ensure appropriate training and guarantee patient safety. Incentives may be needed to encourage nurses in practice to assume additional duties of student education and training.

**Goal II**     **Continue support for increased educational capacity across the range of nursing degree options to best meet industry and regional demand for nurses and improve retention of graduates.**

**Strategies**

- A. Prioritize investment in post graduate programs which demonstrate the most severe shortages.
- B. Devote resources to build the instructional and physical infrastructure based on regional demand and supply forecasts.
- C. Explore opportunities afforded by year-round programs to increase access for students, expedite student completion, expand opportunities for clinical sites and improve efficiency.
- D. Expand access to nursing education and advanced education by implementing scholarships, loan forgiveness, stipends and other financial aid.
- E. Establish public-private partnerships to ensure nursing education has adequate technology, facilities and practice sites.
- F. Incorporate innovative practices to enhance educational capacity.
- G. Establish public-private initiatives to encourage work force retention in all sectors.

Idaho is not exempt from the nursing work force shortage that is sweeping the country. Idaho health care employers report chronic vacancy levels and indicate hospital expansion plans will continue to drive demand for more nurses. On a per capita basis, the size of Idaho's nursing work force is smaller than all surrounding states except Nevada, falling more than 20 percent below the national average.

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

**Statewide Supply and Demand:**  
Where are we Going?

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.

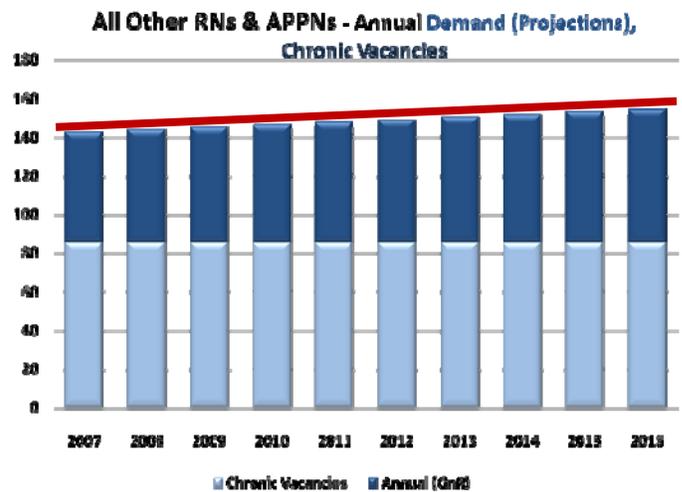
In the next nine years Idaho will need just over 7,500 more nurses to meet demand due to economic growth, replacement and chronic vacancies. Nearly 70 percent of the increased demand will be for associate and baccalaureate level registered nurses, 21 percent for licensed practical nurses and roughly 9 percent for graduate level nurses. Vacancy rate data provided by both the Idaho Hospital Association’s 2006 vacancy survey and the Idaho Long-term Care 2008 vacancy survey coupled with information from the Bureau of Labor Statistics estimates the current shortage at around 920 nurses. Growth due to population increase and replacement of nurses retiring or leaving the profession would be in addition to that figure.

**Demand Analysis<sup>1</sup>**

**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 these areas put the expected need for graduate level nurses at 630. Chronic vacancies for this group currently stand at 85. By the end of the decade, the cumulative demand for graduate level nurses stands at roughly 715. Over the next decade annual demand is projected to grow from roughly 140 in 2007 to nearly 160 by 2016. See Chart 1.

Chart 1



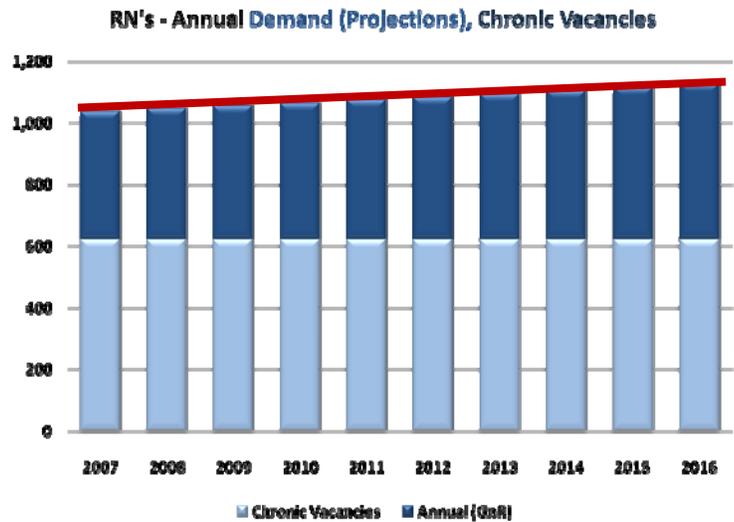
Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey, and the 2007 American Health Care Association’s Nursing Vacancy and Turnover Survey for Idaho.

<sup>1</sup>Assumptions inherent to demand projections: The ratio of nurses based on licensure level (e.g., RN, LPN and graduate) in 2016 is proportionate to levels found in 2006.

**Overall Demand for RNs (ASN and BSN)**

RNs will make up over 4,500 of the new nurses required to meet just economic growth and replacement. Idaho’s forecasted growth rate for RNs is around 36 percent over the next decade, significantly exceeding the estimated national growth rate for RNs of 23 percent. On top of that, the Idaho Hospital Association vacancy survey in 2006 estimated that around 300 RN jobs are chronically vacant because of an immediate under-supply of nurses. The Idaho Long-term Care vacancy survey in 2008 estimated an additional need for 320. This means over the next decade the RN work force is expected to experience a cumulative demand of over 5,100 new RNs due to growth, replacement and the existing vacancy rate. What this increase means on an annual basis is presented in Chart 2. Currently the annual demand for nurses stands at slightly more than 1,000, and it is expected to grow by 3.2 percent each year, topping out at more than 1,100 in 2016.

Chart 2



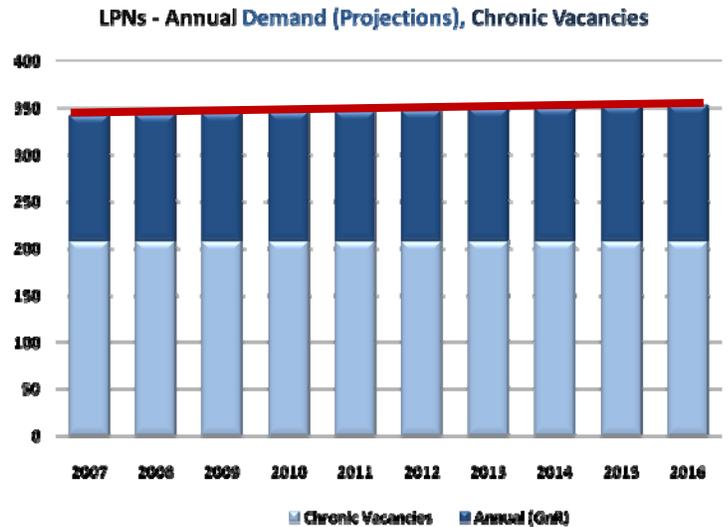
Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey, and the 2007 American Health Care Association’s Nursing Vacancy and Turn-over Survey for Idaho.



**Overall Demand for LPNs**

The number of LPNs necessary to meet both economic growth and replacement is expected to be 1,400 over the next decade. In addition, another 200 or more will be needed to mitigate chronic vacancies affecting employers throughout the state. This means that over the next decade the cumulative demand for LPNs will be more than 1,600. On an annual basis this means the demand for LPNs will rise by approximately 1.9 percent a year, reaching an annual demand of slightly more than 350 in 2016. See Chart 3.

Chart 3



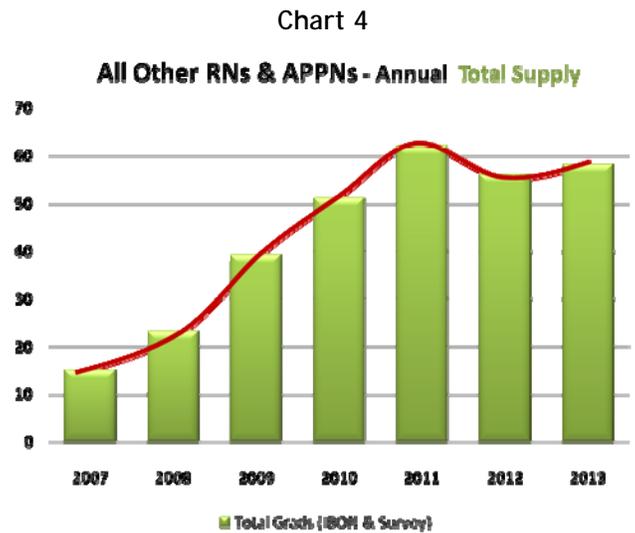
Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey, and the 2007 American Health Care Association’s Nursing Vacancy and Turn-over Survey for Idaho.

Supply Analysis<sup>2</sup>

To account for nursing students currently in the queue for graduation and those who will participate in already planned and funded expansions at specific institutions, forecasted graduation rate data were obtained from Idaho’s educational institutions and thus became the basis for defining new nursing supply within the state. The data indicate Idaho institutions have funded plans for graduating around 9,400 nurses between 2007 and 2013.

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

The smallest pool of nurses, but also the most highly trained, include master’s, doctorate and advance practice nurses. This group makes up roughly 9 percent of the nursing population in Idaho but according to the state’s educational institutions, is expected to grow on average 21 percent per year between 2007 and 2013. That increases graduates from 15 in 2007 to 58 in 2013, adding roughly 300 new graduates to the mix.



Source: Idaho Program Director’s Follow-up Survey, August 2008.

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



**Overall Supply of RNs (ASN and BSNs)**

Graduation data provided by the National Center for Educational Statistics, the Idaho State Board of Nursing and Idaho state educational institutions indicate RN graduation rates are expected to grow on average 7 percent per year through 2013. This growth means Idaho educational institutions will be graduating 6,700 RNs between 2007 and 2013. In annual growth this translates into an increase from nearly 700 graduates in 2007 to more than 1,200 graduates in 2016.

**Overall Supply of LPNs**

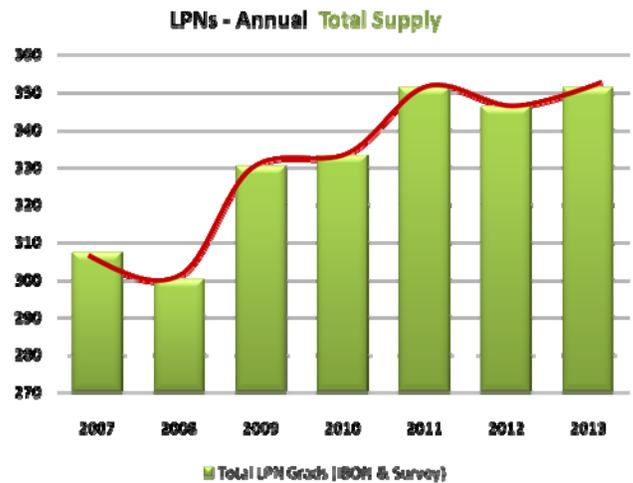
According to Idaho’s educational institutions, LPN graduates are projected to increase by 14 percent between 2007 and 2013, adding an additional 2,300 to the supply. Annual LPN graduation rates are projected to decline slightly between 2007 and 2008, but will experience two distinct periods of rapid growth. In the first period, 2008 and 2009, LPN graduate levels are projected to increase by 10 percent. In the second period, 2010 to 2011, LPN graduates are projected to increase by 5.5 percent.

Chart 5



Source: Idaho Program Director’s Follow-up Survey, August 2008.

Chart 6



Source: Idaho Program Director’s Follow-up Survey, August 2008.

Gap Analysis<sup>3</sup>

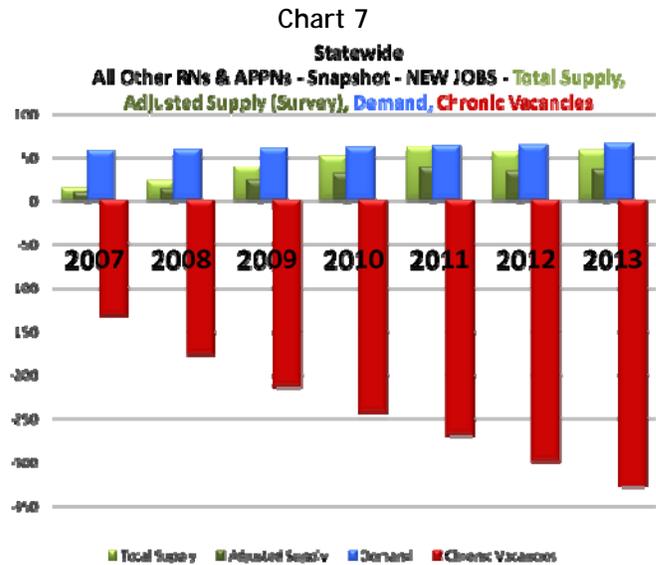
Projected growth, replacements, vacancies and graduation rates collectively allow evaluation of nursing supply and demand to determine if a gap exists and whether it will close or widen over the next decade.

**Work Force Demand and the Graduate Level Nursing Shortage**

Graduate nurses pursue master’s and doctoral degrees as well as Advanced Practice certificates. Under current program conditions, the majority of graduates in this category are pursuing an Advanced Practice License for the first time. Only a small percentage of these graduates are RNs upgrading to a master’s degree and therefore we assume 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, the program is awaiting Board of Education approval and funding. Therefore the supply of graduate-level nurses through 2013 does not project doctoral graduates.

Chart 7 shows the growth rate of 21 percent per year fails to address the rising 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.

<sup>3</sup>Gap 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. Using data from the Idaho Board of Nursing we assume this percentage to be 60 percent for RNs, 80 percent for LPNs and 80 percent for graduate nurses.

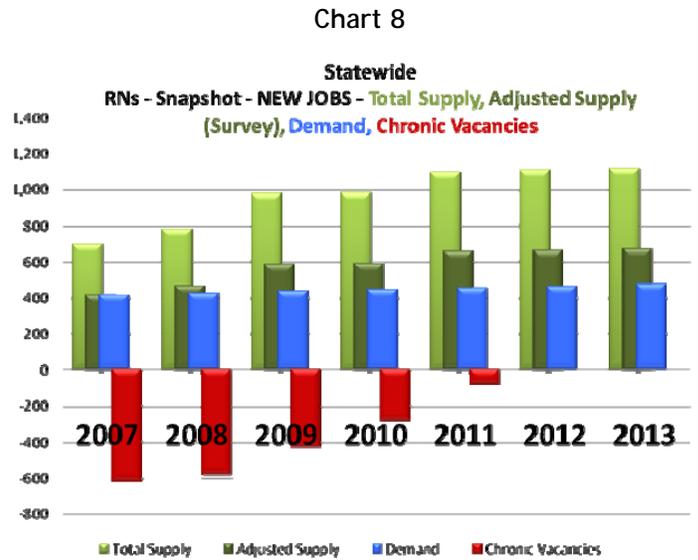


Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey, the 2007 American Health Care Association’s Nursing Vacancy and Turnover Survey for Idaho and the Idaho Program Director’s Follow-up Survey, August 2008.

**Work Force Demand and the RN Shortage**

Combining the projected growth rate of nursing graduates with existing data from the Board of Nursing and the Idaho Department of Labor, the supply of new graduates between 2007 and 2013 who are expected to gain Idaho RN licensure for the first time and choose to stay in Idaho is 4,020. Thus the remaining 2,700 graduates during this time period will either be upgrading their degrees from ASN to BSN and therefore are not new RNs, or they have decided not to pursue a nursing license or pursue one in another state.

Chart 8 depicts the RN shortage using expected graduation information and licensure levels through 2013. As the graphic shows, under current market conditions and funded educational institution expansions the shortage of RNs is projected to disappear by 2012.



Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey, the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho and the Idaho Program Director's Follow-up Survey, August 2008.

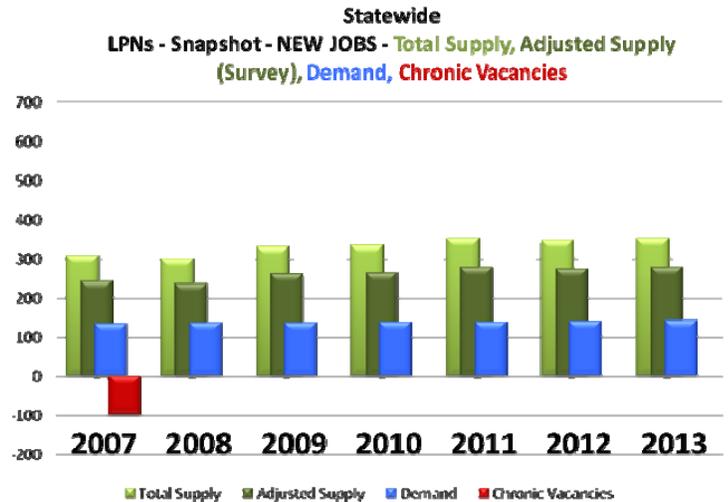


**Work Force Demand and the LPN Shortage**

Unlike RNs, where new graduates might already be licensed, all new LPN graduates must apply for their first nursing license. According to the Idaho Board of Nursing, about 80 percent of new LPN graduates receive a license. So of the 2,300 graduates, the state can expect about 1,840 to enter the work force. Chart 9 to the right indicates that even with the relatively low growth rate for graduates, supply is projected to catch up with demand in 2008.

Many of the assumptions inherent in this gap analysis are based on static one-year estimates. In addition long-term projections, which forecasts out five years or more, focus on highlighting occupational growth and therefore smooth out business cycles inherent in all economies. In the real world some assumptions may not play out over time. Therefore this task force is beginning to collect data longitudinally to evaluate how historical and existing trends could affect future supply and demand. The ability of the council to obtain longitudinal data on vacancy rates, graduation projections and licensing ratios will improve the gap analysis. Obtaining precise information on all nursing program graduates would allow a more definite determination of new RN graduates who already were licensed, those who decide to pursue other work and those who decide to work outside of Idaho.

Chart 9



Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey, the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho and the Idaho Program Director's Follow-up Survey, August 2008.

## Responding to Demand



With graduate level nurses demonstrating the most severe shortage, the council has indicated the priority for education investments should be in advanced nursing programs, masters, advance practice certification and doctoral levels. This is essential in creating a pool of nurse educators who can train future nurses. It is also a critical investment for practice where Advance Practice Nurses are in demand to increase capacity of the health care delivery system already stressed by a shortage of primary health care professionals.

The council recognizes changes must be made in the approach to educating nurses to address the shortage. A range of solutions has been recommended to bring more programs, services and ultimately trained nurses to rural areas and to use current technology to improve the learning experience and bridge the gap in clinical sites that are at capacity. Education redesign is offered as a solution, challenging educators to reconsider scheduling, curriculum, entry points and clinical experiences. In particular, the council recommends exploring year round scheduling to expedite the learning process, ease the burden on clinical sites and improve efficiency in use of faculty and facilities. Technology such as simulation and distance learning are recommended as solutions that both expand capacity and improve the quality of the learning experience.

Idaho schools have already embraced some of these strategies and are using them to great advantage. As an example, all masters' programs are currently offered on-line, ensuring access for students across the state. Idaho State University offers its baccalaureate completion program on-line as well, allowing those with degrees to train for a BSN 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 to be used as building blocks toward a nursing education rather than 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. The council was instrumental in pooling resources from the Idaho Department of Labor with the Idaho Alliance for Leaders in Nursing to expand a scholarship for nursing graduates and rural nurses to be offered for the 2008-2009 school year.

For the long term, the council recommends continued partnerships with industry and education to share technology, manpower and supplies through creative approaches to procurement and staffing. This is an area that needs further investigation, but cooperative approaches among education institutions and industry in areas such as simulation can provide alternatives to ease the faculty shortage and ensure that students have the opportunity to train in the latest technology.

Retention of education faculty and nurses in practice settings is a critical factor in addressing any nurse shortage. Faced with an aging nurse and nurse instructor work force, the supply of nurses simply cannot keep pace with the rising demand for health care from baby boomers. Fifty-three percent of Idaho RNs are 45 and older, slightly lower than for LPNs at 56.5 percent and the two of every three APPNs 45 or older. Perhaps more alarming is that 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. The council recommends tracking turnover of new nurses during their first two years and implementing strategies to assist nurses in their transition into the workplace. Among these recommendations are voluntary adoption of more formalized residency programs for new nurses, pre- and post- graduation transition programs and standards for industry based mentors and preceptors. These present excellent opportunities for furthering the public-private partnerships that are so prevalent in the industry for building and sustaining the work force.

The council has recommended aligning investments with regional supply-demand forecasts. This can be viewed from two perspectives—the gap in work force supply and demand and the gap between applicant interest and educational capacity. Ideally, these two factors align. The current capacity to assess the gaps is somewhat limited by available data. This could be improved by matching Social Security numbers from Idaho institutions against the Board of Nursing licensure database and the Department of Labor employer wage records to specifically identify Idaho graduates who become employed in Idaho.

## 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 will be entering 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 also more pronounced in northern Idaho. An in-depth view of gap analysis by region is located on page 26 of this report and 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, 815 applicants were accepted in an associate or bachelor's RN program for the 2007-2008 school year while 785 were turned away. In the program for licensed practical nurses, there were 461 applicants for the 330 seats. Boise State University was least able to meet demand from prospective nursing students, turning away 326. This was followed by Brigham Young University-Idaho, which denied enrollment to 264 students. The College of Southern Idaho deferred the enrollment of 151 students, Idaho State University denied enrollment to 50 and North Idaho College turned away 59. Lewis-Clark State College and Eastern Idaho Technical College appear to be better positioned to meet the needs of potential nursing students, turning away only small numbers while Apollo College and Northwest Nazarene University reported that they were not constrained by capacity.

While students can and do move to pursue educational objectives, student interest should be considered. The council has recommended that education expansion be targeted at those regions where demand is greatest. Nontraditional students may be less able to take advantage of educational opportunities in another region because of family and other responsibilities.

Both the College of Southern Idaho and Lewis-Clark State College have broken ground on new state-funded health care facilities to expand their nursing programs. Idaho State University has invested in upgrading its nurse education facilities in Pocatello and has joined with the Meridian School District to gain space for health care programs. Boise State University is relying on private donations to build a new facility, and new LPN and ASN programs are slated to start in 2009 on the new College of Western Idaho campus.

These provide opportunities to expand nursing programs if investments are made in necessary faculty.

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.

### Goal III

**Sustain the current nursing work force initiative as to ensure the availability of critical work force data for informed planning.**

### Strategies

- A. Define the initiative as a center for long-range health care work force planning.
  - Expand scope and membership to include additional health care disciplines
  - Extend data sharing agreements to other licensing and operating boards
  - Establish timeline and public-private funding mechanism
- B. Provide a collective voice for developing and disseminating Idaho nursing work force policy initiatives.
  - Develop timely data and share resources to promote strategically driven processes for nursing work force issues
  - Develop a strategic plan to implement goals and strategies
  - Provide continued monitoring of progress towards goals
  - Establish effective mechanisms to communicate critical information to decision-makers

The nursing work force initiative provides a critical service to government, education and the industry by better tracking work force supply and

demand and educational capacity to meet that demand. The effort can be used to direct limited education resources to the most critical areas. Initial investments in data sharing between the Board of Nursing and the Department of Labor have contributed substantially to the body of knowledge on the nursing work force. This will be enhanced further as data from the state's educational institutions is merged with these databases.

The council recommends the expansion of this initiative to the health care industry as a whole to better inform work force and education planning in an industry that dominates the state's Hot Jobs forecasts. The council recommends further refinement of nursing data and extension of this partnership approach to the health care industry to guide appropriate investments in the state's health care work force. The council would be reconfigured to reflect the broader focus of the health care sector and charged with development of a strategic plan to refine the many strategies that are envisioned and oversight of its implementation. The council envisions a public-private partnership engaging business, government, work force leaders and education to identify and solve issues that contribute to growing and sustaining the work force. The council also recommends a partnership strategy to finance the work of the council and its research.

A sustained, permanent effort will provide data for decision-makers to make informed decisions regarding investments in Idaho's health care and health care education system. Ultimately it is Idaho citizens who will benefit from a well designed and thoughtfully implemented plan.

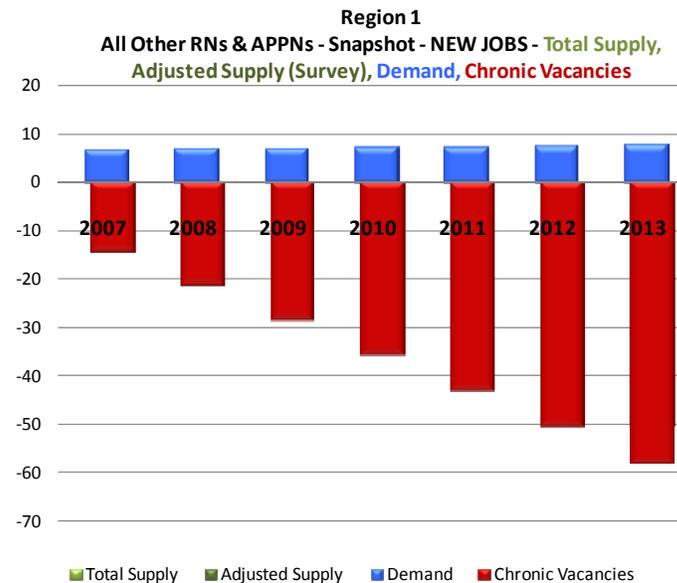
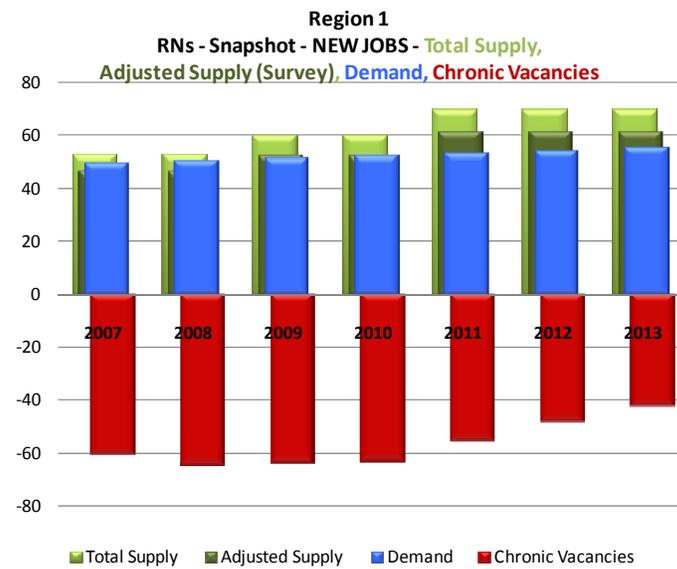
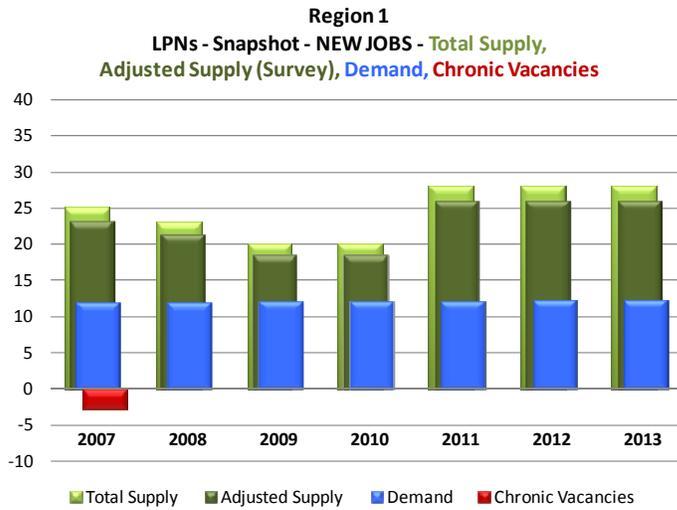
---

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 2013. Demand estimates were developed using the Bureau of Labor statistics methodology and therefore are projected out to 2016.

Regional Gap Analysis

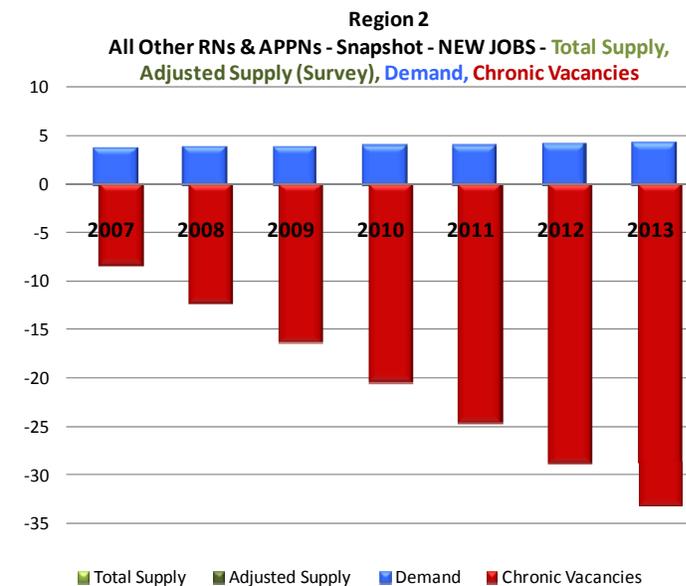
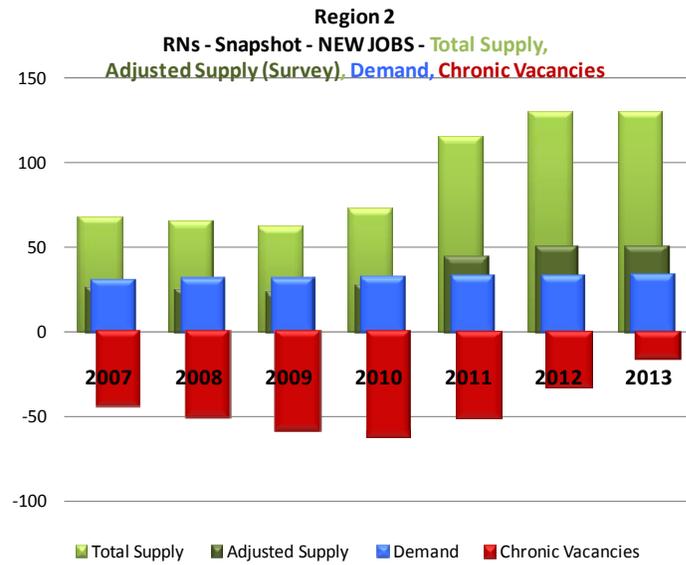
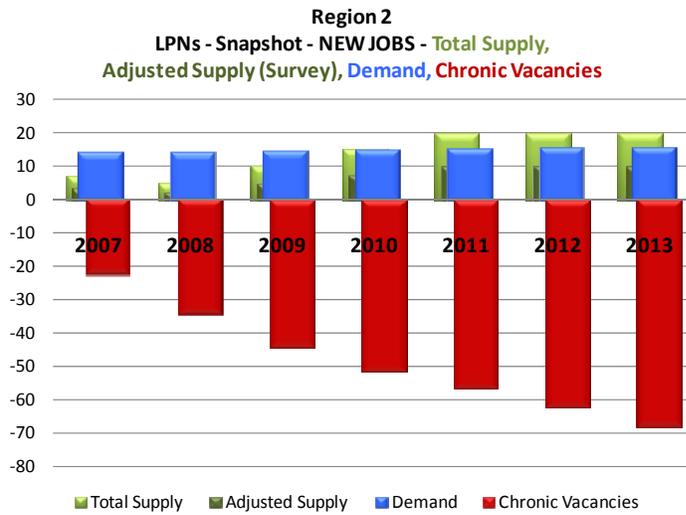
Region 1

Benewah,  
Bonner,  
Boundary,  
Kootenai  
and  
Shoshone  
Counties



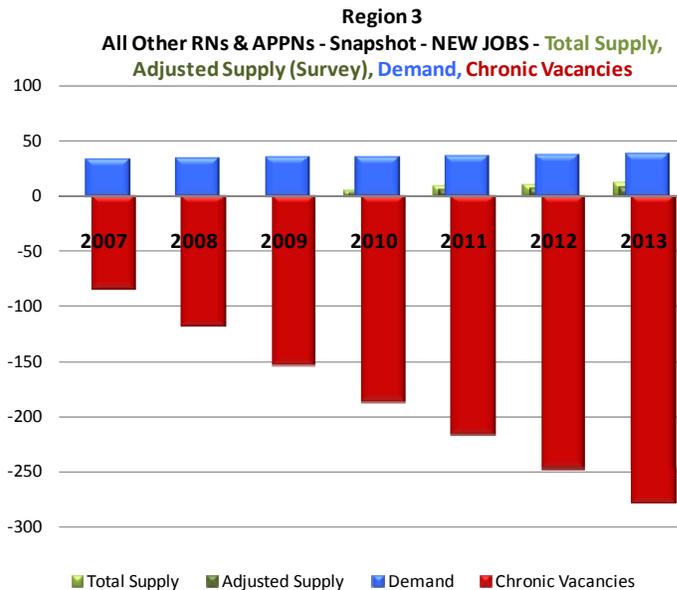
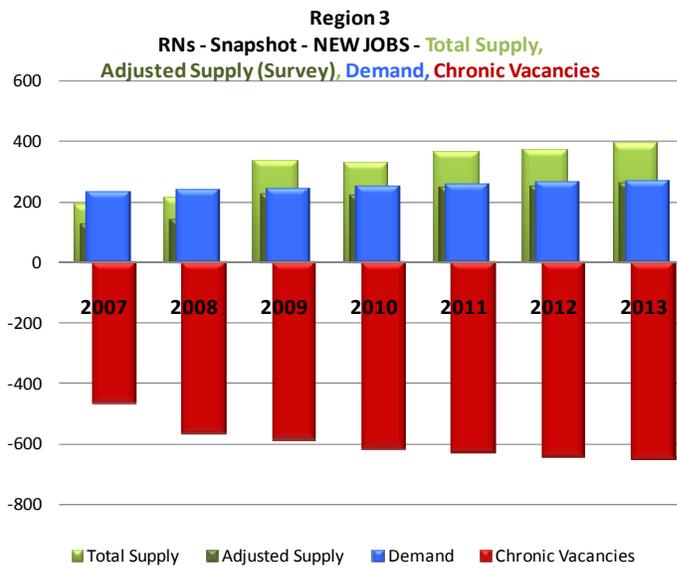
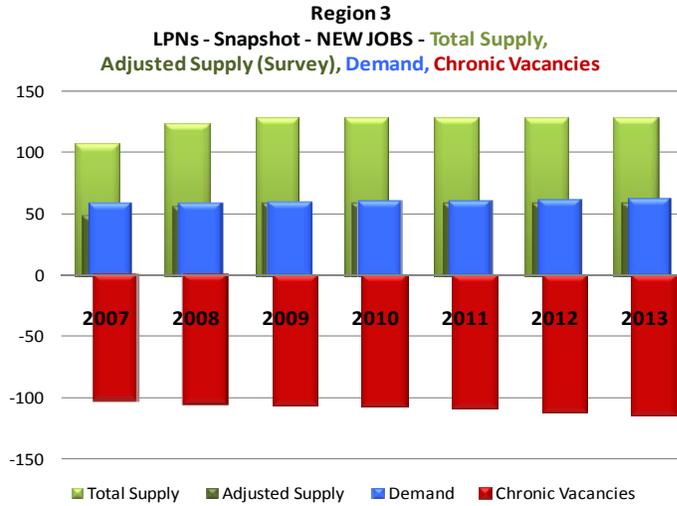
Region 2

Clearwater,  
Idaho,  
Latah,  
Lewis,  
and  
Nez Perce  
Counties



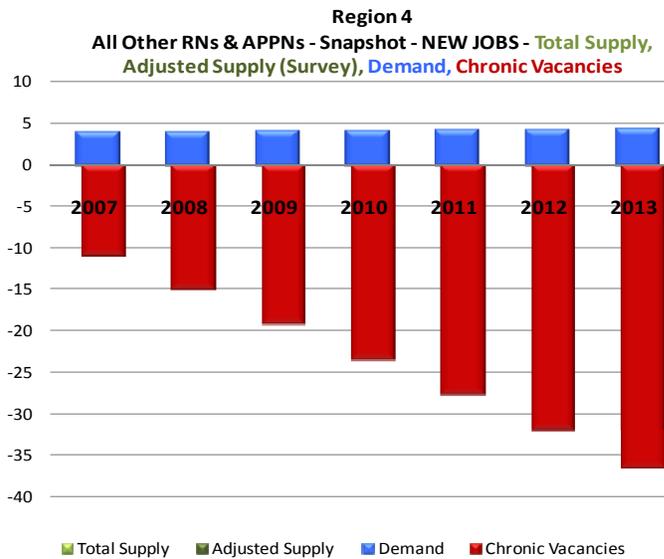
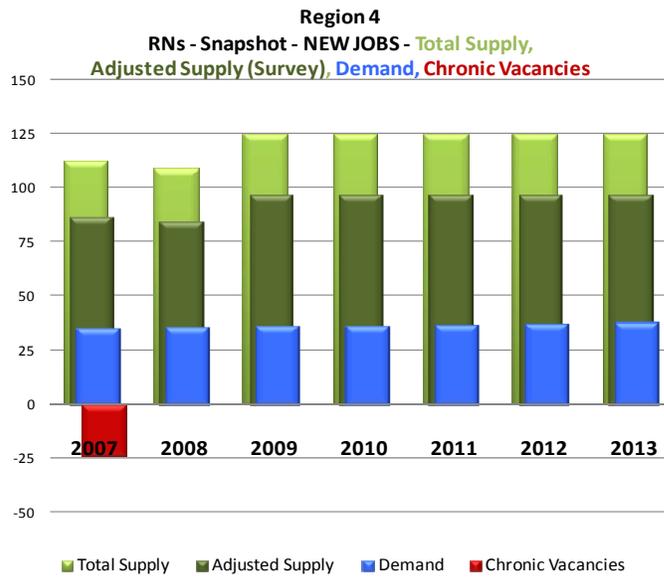
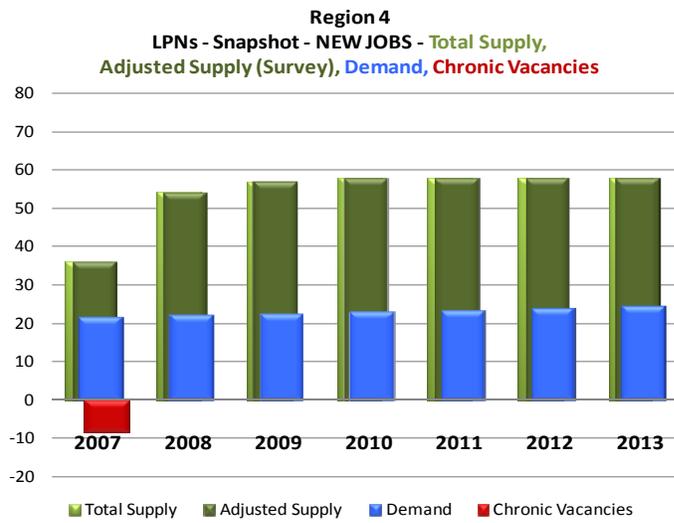
Region 3

Ada,  
Adams,  
Boise,  
Canyon,  
Elmore,  
Gem,  
Owyhee,  
Payette,  
Valley  
and  
Washington  
Counties



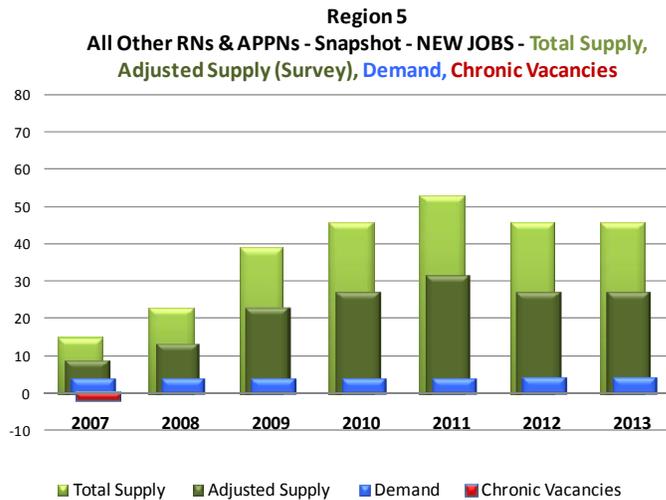
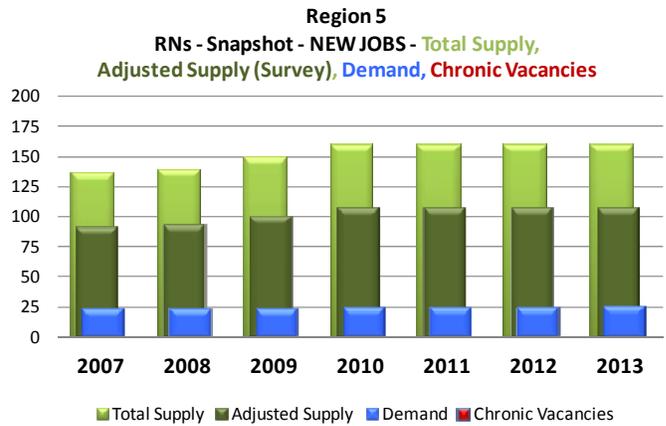
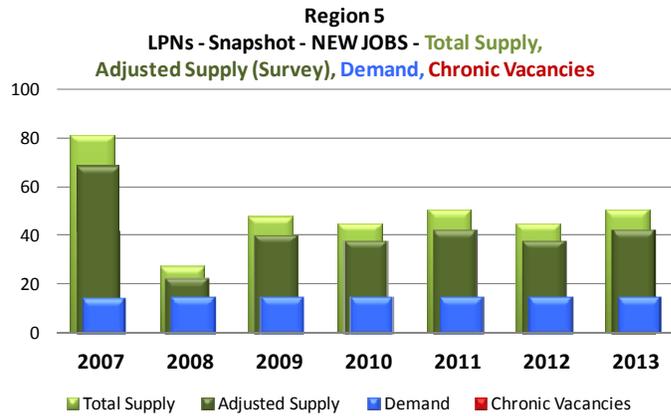
Region 4

Blaine,  
Camas,  
Cassia,  
Gooding,  
Jerome,  
Lincoln,  
Minidoka  
and  
Twin Falls  
Counties



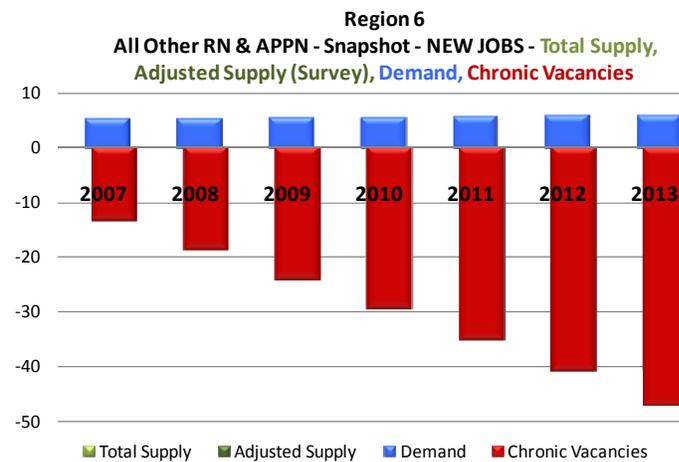
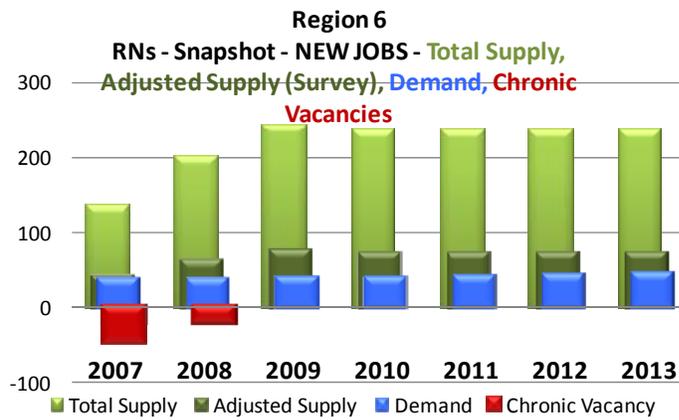
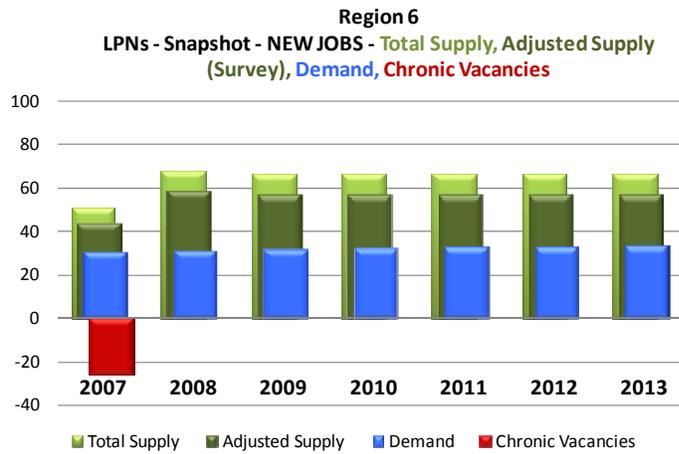
Region 5

Bannock,  
Bear Lake,  
Bingham,  
Caribou,  
Franklin,  
Oneida  
and  
Power  
Counties



Region 6

Bonneville,  
Butte,  
Clark,  
Custer,  
Fremont,  
Jefferson,  
Lemhi,  
Madison,  
and  
Teton  
Counties



## Recommendations

- Vacancy information is available only for January through March 2007, which may or may not accurately represent the annual vacancy rates. It is recommended that Idaho's health services sector be surveyed to determine annual vacancy rates by licensure level, practice setting, education and position.
- Currently, the Idaho Board of Nursing's licensure databases contain only point in time data. It is recommended that the Idaho Department of Labor work with the board to develop a longitudinal database in order to capture shifting levels of nurses based on practice settings, positions, major clinical areas, licensure and education. The ability to track changing trends over time using the longitudinal database will provide the council with increased knowledge of supply and demand.
- 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 obtaining 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.
- 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.
- Data from the 2004 National Study of Postsecondary Faculty is available for health science programs. With time and additional funding, the council can apply for a research status, which would allow it access to the raw survey data. If the strict publication rules from the national study allow, the council might be able to directly compare nursing faculty among states and between other programs.

# **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.<sup>1</sup> As a byproduct, the board collects important information about Idaho’s nursing supply. Table 1-A represents the current supply of Idaho Licensed Practical and Licensed Vocation Nurses, or LPNs, based on the board’s licensing database. For this report supply is defined as all nurses with active Idaho licenses in February 2008. There were 3,980 LPNs with active Idaho licenses, yet only 2,617 indicated they were working as nurses in Idaho. The remaining 1,363 were either retired, working out of state, volunteering, employed in fields other than nursing or not working at all. While it may be appropriate to try mitigating a portion of any nursing shortage by tapping the 30 percent of LPNs not working as nurses, their age, work status and life situations would prohibit using this as the sole means of tackling the problem.<sup>2</sup>

**Table 1-A: 2008 Licensed Practical and Licensed Vocational Nurses With Active Idaho Licenses**

Employment	Total*	Northern	North Central	South-western	South Central	South-eastern	North-eastern	Out of State	Unknown
Employed in Nursing Full Time	2,149	244	130	790	257	310	316	102	--
Employed in Nursing Part Time	594	76	47	161	89	104	93	24	--
Employed Outside Nursing	338	19	14	53	31	28	26	21	146
Not Employed — Seeking Work	134	9	5	41	9	12	15	34	9
Not Employed — Student	211	1	1	9	2	7	5	12	174
Not Employed — Not Seeking Work	272	11	8	61	25	41	22	103	1
Volunteer	16	1	1	3	1	2	4	4	--
Retired	106	7	7	29	11	13	12	27	--
Unknown	160	2	--	1	1	--	--	2	154
<b>TOTAL*</b>	<b>3,980</b>	<b>370</b>	<b>213</b>	<b>1,148</b>	<b>426</b>	<b>517</b>	<b>493</b>	<b>329</b>	<b>484</b>

<sup>1</sup><http://www2.state.id.us/ibn/>

<sup>2</sup>Report of the Governor’s Nursing Task Force, October 2006.

Source: Idaho Board of Nursing Licensure Database.

\*Totals may not add due to rounding.

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 2008. There were 13,935 RNs with active Idaho licenses, yet only 10,048 were working as nurses in Idaho. This means that nearly 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: 2008 Registered Nurses with Active Idaho Licenses**

Employment	Total*	Northern	North Central	South-western	South Central	South-eastern	North-eastern	Out of State	Unknown
Employed in Nursing Full Time	8,217	890	687	3,462	638	611	792	1,020	117
Employed in Nursing Part Time	3,088	468	198	1,243	311	209	390	237	32
Employed Outside Nursing	571	48	32	181	28	22	31	37	192
Not Employed — Seeking Work	310	28	17	68	19	15	23	105	35
Not Employed — Student	220	3	3	15	4	3	6	16	170
Not Employed — Not Seeking Work	790	77	52	195	44	45	81	251	45
Volunteer	74	10	6	21	3	3	6	22	3
Emeritus	6	—	2	—	—	—	1	3	—
Retired	386	30	22	138	28	22	42	99	5
Unknown	273	1	1	6	2	—	1	12	250
<b>TOTAL*</b>	<b>13,935</b>	<b>1,555</b>	<b>1,020</b>	<b>5,329</b>	<b>1,077</b>	<b>930</b>	<b>1,373</b>	<b>1,802</b>	<b>849</b>

Source: Idaho Board of Nursing Licensure Database.  
 \*Totals may not add due to rounding.

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 2008. There were 926 APPNs with active Idaho licenses, yet only 733 were 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: 2008 Advanced Practice Professional Nurses with Active Idaho Licenses									
Employment	Total*	Northern	North Central	South-western	South Central	South-eastern	North-eastern	Out of State	Unk
Employed in Nursing Full Time	703	86	48	300	37	50	82	100	---
Employed in Nursing Part Time	144	18	15	71	10	6	10	14	---
Employed Outside Nursing	14	3	---	5	---	---	5	1	---
Not Employed — Seeking Work	10	1	---	2	---	2	---	4	1
Not Employed — Student	15	---	---	2	---	---	1	7	5
Not Employed — Not Seeking Work	11	---	1	6	---	---	---	3	1
Volunteer	3	---	---	3	---	---	---	---	---
Retired	11	2	---	3	---	---	2	4	---
Unknown	15	---	---	1	---	---	---	3	11
<b>TOTAL*</b>	<b>926</b>	<b>110</b>	<b>63</b>	<b>393</b>	<b>47</b>	<b>58</b>	<b>100</b>	<b>136</b>	<b>18</b>

Source: Idaho Board of Nursing Licensure Database.  
 \*Totals may not add due to rounding.

**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 2008 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. Fewer than 2,000 have master’s degrees or advanced practice professional certificates. Overall more than 2,200 nurses with active Idaho licenses are not working in Idaho.

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

Education Level	Total*	Northern	North Central	South-western	South Central	South-eastern	North-eastern	Out of State	Unknown
LPN	3,980	370	213	1,148	426	517	493	329	484
ASN	7,573	985	622	2,634	747	386	794	906	499
BSN	5,413	488	352	2,296	277	474	514	688	324
All Other	1,885	194	111	797	100	128	166	344	45
<b>TOTAL*</b>	<b>18,851</b>	<b>2,037</b>	<b>1,298</b>	<b>6,875</b>	<b>1,550</b>	<b>1,505</b>	<b>1,967</b>	<b>2,267</b>	<b>1,352</b>

Source: Idaho Board of Nursing Licensure Database.  
 \*Totals may not add due to rounding.

**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 2016 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 2016 demand for nurses in Idaho based on 2006 employment levels. The demand for RNs is projected to increase at an annualized rate of 3.2 percent with the majority of growth concentrated at the associate and bachelor's degree levels. LPN demand is projected at 1.9 percent annualized growth, and APPN demand is projected at 3.2 percent annualized growth. In total, the demand for nurses is projected to increase by 2.9 percent annually through 2016.

Table 1-E: Demand for Idaho Nurses					
Level	Idaho				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
LPN	2,888	3,501	613	207	787
ASN	5,010	6,837	1,828	359	827
BSN	3,660	4,995	1,335	262	604
All Other RN	516	704	188	37	85
CNM	22	30	8	2	4
CNS	23	31	8	2	4
NP	400	546	146	29	66
RNA	226	308	82	16	37
<b>TOTAL</b>	<b>12,743</b>	<b>16,951</b>	<b>4,208</b>	<b>913</b>	<b>2,414</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

*\*Totals may not add due to rounding.*

*See regional tables on next page.*

Table 1-E: Demand for Idaho Nurses by Region

Level	Northern				North Central				Southwestern					
	2006	2016	Total Growth	Total Chronic Vacancy	2006	2016	Total Growth	Total Chronic Vacancy	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	
LPN	281	325	44	14	236	262	26	12	65	1,163	1,462	299	92	317
ASN	756	999	243	38	493	627	134	25	82	2,404	3,423	1,019	194	396
BSN	371	482	111	19	286	354	68	14	47	2,135	3,036	901	165	352
All Other RN	57	72	16	3	31	37	6	2	5	309	447	138	24	51
CNM	4	5	1	0	1	1	0	0	0	9	12	3	2	2
CNS	1	1	0	0	2	2	1	0	0	17	23	6	2	3
NP	64	87	23	3	32	44	12	2	6	201	275	73	16	34
RNA	27	37	10	1	22	31	8	1	4	112	153	41	9	20
<b>TOTAL</b>	<b>1,560</b>	<b>2,008</b>	<b>449</b>	<b>78</b>	<b>1,104</b>	<b>1,358</b>	<b>255</b>	<b>55</b>	<b>209</b>	<b>6,350</b>	<b>8,831</b>	<b>2,481</b>	<b>503</b>	<b>1,175</b>

Level	South Central				Southeastern				Northeastern					
	2006	2016	Total Growth	Total Chronic Vacancy	2006	2016	Total Growth	Total Chronic Vacancy	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	
LPN	284	308	24	22	381	424	43	28	104	543	720	177	40	148
ASN	687	848	161	54	77	266	69	19	44	404	605	201	29	67
BSN	255	307	52	20	42	331	72	24	55	282	413	131	21	47
All Other RN	45	53	8	4	7	43	8	3	7	31	44	13	2	5
CNM	2	2	1	0	1	2	1	0	0	5	6	2	0	0
CNS	2	2	1	0	1	1	0	0	0	0	0	0	0	0
NP	29	40	11	2	8	31	42	2	5	43	58	16	3	5
RNA	10	14	4	1	3	17	24	1	3	37	51	14	3	4
<b>TOTAL</b>	<b>1,313</b>	<b>1,574</b>	<b>261</b>	<b>103</b>	<b>138</b>	<b>1,072</b>	<b>1,283</b>	<b>211</b>	<b>78</b>	<b>218</b>	<b>1,344</b>	<b>1,896</b>	<b>553</b>	<b>276</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

\*Totals may not add due to rounding.

**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 2016. 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, preferably four, before a legitimate look is taken at projecting Idaho’s nursing supply.

At this point, future nursing supply can only be assessed based on current educational capacity and projected capacity increases. This provides only a portion of the supply outlook. While this approach is limiting in some respects, it can provide some insight. The major assumption of this approach is that all 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 during the 2008 Survey of Idaho Nursing Programs to provide current and projected graduates in five years. Idaho nursing programs currently have the capacity to produce 307 LPNs, 386 ASNs, 312 BSNs, 15 all other graduates. In the next five years, Idaho’s institutions with nursing programs expect to increase graduates for LPNs by 12, ASNs by 15, BSNs by 394 and all other graduates by 45.

**Table 1-F: Comparison of all Nursing Graduates (2007) to Projected Graduates (2013) ALL PROGRAMS**

Education Level	Idaho*		Northern		North Central		Southwestern		South Central		Southeastern		Northeastern	
	2007	2013	2007	2013	2007	2013	2007	2013	2007	2013	2007	2013	2007	2013
LPN	307	319	25	28	7	20	107	107	36	58	81	50	51	56
ASN	386	401	53	90	-	-	118	0	112	125	24	30	79	156
BSN	312	706	-	-	68	166	74	310	-	-	112	130	58	100
All Other	15	60	-	-	-	-	-	12	-	-	15	48	-	-
<b>TOTAL*</b>	<b>1,020</b>	<b>1,486</b>	<b>78</b>	<b>118</b>	<b>75</b>	<b>186</b>	<b>299</b>	<b>429</b>	<b>148</b>	<b>183</b>	<b>232</b>	<b>258</b>	<b>188</b>	<b>312</b>

Source: 2008 Survey of Idaho Nursing Programs— Follow-up.

**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, health care services and nursing and residential care facilities. But 319 nurses in 2006 were working in industries other than the major ones. By 2016, 379 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)	
	2006	2016	2006	2016
Ambulatory Health Care Services	780	1,010	1,936	2,897
Educational Services	100	114	45	54
Hospitals	1,090	1,119	6,307	8,405
Nursing and Residential Care Facilities	656	970	762	1,142
Private Households	1	1	1	2
Social Assistance	—	—	36	50
Government	184	202	528	611
Other	79	90	240	289
<b>TOTAL*</b>	<b>2,890</b>	<b>3,505</b>	<b>9,855</b>	<b>13,450</b>

Source: Idaho Department of Labor 2006-2016 Projections.  
 \*Totals may not add due to rounding.

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 2006-2016 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 2016 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 2,888 LPNs working in Idaho, nearly 80 per cent work full time. In fact, one in three full-time LPNs works in a nursing home

**Table 1-H: Practice Setting Growth, Net Replacement & Chronic Vacancies for Full-Time Licensed Vocational & Licensed Practical Nurses Between 2006 and 2016**

Practice Setting	Idaho				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Assisted Living	50	60	11	4	14
Hospice or Home Health	147	178	31	11	40
Hospital	505	613	107	36	138
Insurance Company	0	0	0	0	0
Jail or Prison	4	5	1	0	1
Medical Office or Clinic	568	689	121	41	155
Nursing Home	749	908	159	54	204
Occupational Health	11	13	2	1	3
Outpatient Facility	13	16	3	1	4
Public Health	22	27	5	2	6
School Health	50	60	11	4	14
Unknown/Other	139	169	30	10	38
<b>TOTAL</b>	<b>2,259</b>	<b>2,738</b>	<b>479</b>	<b>162</b>	<b>616</b>

setting while one in four works at a medical office or clinic. In addition, hospitals employ nearly one in four full-time LPNs. In contrast, relatively few full-time LPNs work in a jail or prison setting, and none works 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 almost 500 over the next 10 years.

*See regional tables on next two pages.*



Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.  
 \*Totals may not add due to rounding.

**Table 1-H: Practice Setting Growth, Net Replacement & Chronic Vacancies for Full-Time Licensed Vocational & Licensed Practical Nurses Between 2006 and 2016**

Practice Setting	Northern					North Central					Southwestern				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Assisted Living	5	6	1	0	1	3	3	0	0	1	31	39	8	2	8
Hospice or Home Health	13	15	2	1	3	10	11	1	0	3	68	84	16	6	19
Hospital	25	29	4	1	7	32	36	4	2	9	158	193	35	13	44
Insurance Company	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Jail or Prison	0	0	0	0	0	1	2	0	0	0	2	2	0	0	1
Medical Office or Clinic	73	84	11	4	20	28	32	3	1	8	241	300	59	19	64
Nursing Home	92	106	14	4	25	89	98	10	4	24	287	374	86	22	78
Occupational Health	0	0	0	0	0	1	2	0	0	0	5	6	1	0	1
Outpatient Facility	1	1	0	0	0	0	0	0	0	0	7	8	1	1	2
Public Health	1	1	0	0	0	0	0	0	0	0	11	15	4	1	3
School Health	1	1	0	0	0	6	6	1	0	2	31	39	8	3	9
Unknown/Other	9	10	1	0	2	14	16	2	1	4	67	83	16	6	19
<b>TOTAL</b>	<b>220</b>	<b>254</b>	<b>34</b>	<b>11</b>	<b>60</b>	<b>185</b>	<b>205</b>	<b>20</b>	<b>9</b>	<b>51</b>	<b>910</b>	<b>1,144</b>	<b>234</b>	<b>72</b>	<b>248</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho. Table continued on next

\*Totals may not add due to rounding.

Table continued from previous page.

**Table 1-H: Practice Setting Growth, Net Replacement & Chronic Vacancies for Full-Time Licensed Vocational & Licensed Practical Nurses Between 2006 and 2016**

Practice Setting	South Central					Southeastern					Northeastern				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Assisted Living	3	4	0	0	1	2	2	0	0	1	5	7	2	0	1
Hospice or Home Health	13	14	1	1	4	14	16	2	1	4	28	37	9	2	8
Hospital	29	32	3	2	8	106	118	12	8	29	155	205	49	11	43
Insurance Company	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Jail or Prison	0	0	0	0	0	0	0	0	0	0	1	2	0	0	0
Medical Office or Clinic	55	60	5	4	15	64	72	7	5	18	106	141	35	8	29
Nursing Home	103	112	9	8	27	85	94	9	6	23	93	125	32	7	25
Occupational Health	2	2	0	0	0	3	3	0	0	1	0	0	0	0	0
Outpatient Facility	0	0	0	0	0	1	1	0	0	0	4	5	1	0	1
Public Health	3	3	0	0	1	6	6	1	0	2	1	2	0	0	0
School Health	2	2	0	0	0	5	5	1	0	1	5	7	2	0	1
Unknown/Other	12	13	1	1	3	12	14	1	1	3	24	32	8	2	7
<b>TOTAL</b>	<b>222</b>	<b>241</b>	<b>19</b>	<b>18</b>	<b>60</b>	<b>298</b>	<b>332</b>	<b>34</b>	<b>22</b>	<b>81</b>	<b>425</b>	<b>563</b>	<b>138</b>	<b>31</b>	<b>116</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

\*Totals may not add due to rounding.

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. In contrast to full-time LPNs, no part-time LPNs can be found in the jail or prison setting, but they can be found working for insurance companies. Based on their share of LPNs, demand is projected to increase for part-time LPNs by 134 over the next 10 years. Shifting the demand for part-time LPNs to full-time LPNs may be one way to reduce the LPN shortage.

Table 1-J: Practice Setting Growth, Net Replacement & Chronic Vacancies Needs for Part-Time Licensed Vocational & Licensed Practical Nurses Between 2006 and 2016					
Practice Setting	Idaho				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Assisted Living	23	28	5	2	6
Hospice or Home Health	86	104	18	6	23
Hospital	151	183	32	11	41
Insurance Company	1	1	0	0	0
Jail or Prison	0	0	0	0	0
Medical Office or Clinic	171	207	36	12	47
Nursing Home	131	159	28	9	36
Occupational Health	2	3	0	0	1
Outpatient Facility	6	7	1	0	2
Public Health	9	11	2	1	2
School Health	10	12	2	1	3
Unknown/Other	39	47	8	3	11
<b>TOTAL</b>	<b>629</b>	<b>763</b>	<b>134</b>	<b>45</b>	<b>171</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.  
*\*Totals may not add due to rounding.*

*See regional tables on next two pages.*

**Table 1-J: Practice Setting Growth, Net Replacement & Chronic Vacancies Needs for Part-Time Licensed Vocational & Licensed Practical Nurses Between 2006 and 2016**

Practice Setting	Northern					North Central					Southwestern				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Assisted Living	6	8	2	0	2	1	2	1	0	0	8	8	0	0	1
Hospice or Home Health	10	11	2	0	3	8	8	1	0	2	30	36	6	2	8
Hospital	14	19	4	1	4	9	12	3	0	2	55	63	8	4	14
Insurance Company	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Jail or Prison	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Medical Office or Clinic	14	15	1	1	4	17	18	1	1	5	63	82	19	5	18
Nursing Home	14	16	2	1	4	12	13	1	1	3	60	73	14	4	15
Occupational Health	1	1	0	0	0	0	0	0	0	0	0	1	1	0	0
Outpatient Facility	1	1	0	0	0	0	0	0	0	0	3	3	0	0	0
Public Health	0	0	0	0	0	1	1	0	0	0	4	6	2	0	2
School Health	0	0	0	0	0	2	2	0	0	1	6	7	1	0	2
Unknown/Other	2	0	-2	0	0	1	0	-1	0	0	24	39	14	2	9
<b>TOTAL</b>	<b>61</b>	<b>71</b>	<b>10</b>	<b>3</b>	<b>17</b>	<b>51</b>	<b>58</b>	<b>7</b>	<b>3</b>	<b>14</b>	<b>253</b>	<b>318</b>	<b>65</b>	<b>20</b>	<b>69</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

\*Totals may not add due to rounding.

Table continued on next

Table continued from previous page.

**Table 1-J: Practice Setting Growth, Net Replacement & Chronic Vacancies Needs for Part-Time Licensed Vocational & Licensed Practical Nurses Between 2006 and 2016**

Practice Setting	South Central					Southeastern					Northeastern				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Assisted Living	2	3	1	0	1	6	7	2	0	2	0	0	0	0	0
Hospice or Home Health	8	9	1	1	2	9	10	1	1	2	22	29	7	2	6
Hospital	15	18	3	1	4	26	29	3	2	7	32	42	10	2	9
Insurance Company	0	0	0	0	0	0	0	0	0	0	1	2	0	0	0
Jail or Prison	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Medical Office or Clinic	16	16	0	1	4	18	19	1	1	5	43	57	14	3	12
Nursing Home	16	17	1	1	4	18	22	4	1	5	11	17	6	1	3
Occupational Health	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Outpatient Facility	1	2	0	0	0	1	1	0	0	0	0	0	0	0	0
Public Health	1	1	0	0	0	0	0	0	0	0	3	3	1	0	1
School Health	0	0	0	0	0	2	3	0	0	1	0	0	0	0	0
Unknown/Other	2	0	-2	0	1	3	2	-2	0	1	6	6	0	0	2
<b>TOTAL</b>	<b>62</b>	<b>67</b>	<b>5</b>	<b>5</b>	<b>17</b>	<b>83</b>	<b>92</b>	<b>9</b>	<b>6</b>	<b>23</b>	<b>118</b>	<b>157</b>	<b>39</b>	<b>9</b>	<b>32</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.  
 \*Totals may not add due to rounding.

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 6,579 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. There is very little demand for RNs in insurance companies, jails, prisons, occupational health, assisted living or telephone nursing.

**Table 1-K: Growth, Net Replacement & Total Chronic Vacancies by Practice Setting Full-Time Registered Nurses Between 2006 and 2016**

Practice Setting	Idaho				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Assisted Living	40	55	15	3	7
Hospice or Home Health	450	614	164	32	74
Hospital	4,234	5,779	1,545	304	699
Insurance Company	80	109	29	6	13
Jail or Prison	47	65	17	3	8
Medical Office or Clinic	425	580	155	30	70
Nursing Education	135	184	49	10	22
Nursing Home	462	630	168	33	76
Occupational Health	39	53	14	3	6
Outpatient Facility	222	303	81	16	37
Public Health	134	183	49	10	22
School Health	98	134	36	7	16
Telephone Nursing	2	3	1	0	0
Other	211	288	77	15	35
<b>TOTAL</b>	<b>6,579</b>	<b>8,979</b>	<b>2,400</b>	<b>472</b>	<b>1,086</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

*See regional tables on next two pages.*

Table 1-K: Growth, Net Replacement & Total Chronic Vacancies by Practice Setting Full-Time Registered Nurses Between 2006 and 2016

Practice Setting	Northern					North Central					Southwestern				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Assisted Living	8	10	2	0	1	4	5	1	0	1	16	23	7	1	3
Hospice or Home Health	76	100	24	4	12	25	33	8	1	4	212	302	90	17	35
Hospital	502	656	154	25	83	336	420	84	17	55	2,293	3,262	969	180	380
Insurance Company	4	5	1	0	1	23	28	5	1	4	50	72	22	4	8
Jail or Prison	5	6	1	0	1	3	3	1	0	0	32	45	13	3	5
Medical Office or Clinic	57	75	18	3	10	49	62	13	2	8	235	333	98	19	38
Nursing Education	13	19	5	1	2	9	12	2	0	1	56	81	25	4	10
Nursing Home	78	104	26	4	13	70	89	19	4	12	194	282	89	16	31
Occupational Health	1	2	1	0	0	5	6	1	0	1	22	29	7	2	3
Outpatient Facility	38	50	12	2	6	24	31	6	1	4	104	151	46	9	17
Public Health	26	34	8	1	4	15	19	4	1	3	51	75	24	4	8
School Health	10	13	3	1	2	1	2	1	0	0	83	113	30	6	13
Telephone Nursing	0	0	0	0	0	0	0	0	0	0	2	3	1	0	0
Other	30	39	9	1	5	15	19	4	1	3	123	175	52	10	21
<b>TOTAL</b>	<b>848</b>	<b>1,113</b>	<b>265</b>	<b>42</b>	<b>140</b>	<b>580</b>	<b>729</b>	<b>149</b>	<b>29</b>	<b>96</b>	<b>3,474</b>	<b>4,946</b>	<b>1,473</b>	<b>274</b>	<b>573</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and 2007 the American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

\*Totals may not add due to rounding.

Table continued on next page.

Table continued from previous page.

Practice Setting	South Central					Southeastern					Northeastern				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Assisted Living	9	11	2	1	1	2	2	0	0	0	2	3	1	0	0
Hospice or Home Health	59	73	14	5	10	42	53	11	3	7	36	54	18	3	6
Hospital	435	530	95	34	71	298	366	67	22	49	370	544	175	27	61
Insurance Company	1	1	0	0	0	1	1	0	0	0	1	2	1	0	0
Jail or Prison	2	3	0	0	0	5	6	1	0	1	1	2	1	0	0
Medical Office or Clinic	44	55	10	4	7	17	21	4	1	3	23	35	12	2	4
Nursing Education	23	28	5	2	4	18	21	4	1	3	15	23	8	1	2
Nursing Home	71	88	17	6	12	31	40	9	2	5	18	27	9	1	3
Occupational Health	2	4	1	0	0	3	4	1	0	0	6	9	3	0	1
Outpatient Facility	21	26	5	2	3	20	25	5	1	3	14	21	7	1	2
Public Health	20	24	4	2	3	9	11	2	1	1	13	19	6	1	2
School Health	2	2	0	0	1	1	2	1	0	0	1	2	1	0	0
Telephone Nursing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	17	20	4	1	3	13	15	2	1	2	13	20	7	1	2
<b>TOTAL</b>	<b>706</b>	<b>864</b>	<b>158</b>	<b>56</b>	<b>116</b>	<b>459</b>	<b>565</b>	<b>107</b>	<b>33</b>	<b>76</b>	<b>513</b>	<b>760</b>	<b>247</b>	<b>37</b>	<b>85</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.  
 \*Totals may not add due to rounding.

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 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 and outpatient facilities. Part-time employment is projected to increase by 951 jobs between 2006 and 2016. Shifting part-time RNs to full time may be an easy way to address any shortage of RNs in the labor force.

**Table 1-L: Growth, Net Replacements & Total Chronic Vacancies by Practice Setting Part-Time Registered Nurses Between 2006 and 2016**

Practice Setting	Idaho				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Assisted Living	40	54	15	3	7
Hospice or Home Health	190	260	69	14	31
Hospital	1,602	2,187	585	115	264
Insurance Company	12	16	4	1	2
Jail or Prison	6	9	2	0	1
Medical Office or Clinic	260	355	95	19	43
Nursing Education	52	71	19	4	9
Nursing Home	101	138	37	7	17
Occupational Health	12	16	4	1	2
Outpatient Facility	141	192	51	10	23
Public Health	42	57	15	3	7
School Health	51	69	19	4	8
Telephone Nursing	2	3	1	0	0
Other	96	131	35	7	16
<b>TOTAL</b>	<b>2,606</b>	<b>3,557</b>	<b>951</b>	<b>187</b>	<b>430</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

*\*Totals may not add due to rounding.*

*See regional tables on next two pages.*

**Table 1-L: Growth, Net Replacements & Total Chronic Vacancies by Practice Setting Part-Time Registered Nurses Between 2006 and 2016**

Practice Setting	Northern					North Central					Southwestern				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Assisted Living	8	10	2	0	1	7	9	2	0	1	14	21	7	1	2
Hospice or Home Health	26	36	10	1	5	26	34	8	1	4	90	128	38	7	14
Hospital	198	259	61	10	33	107	133	26	5	18	890	1,263	373	69	148
Insurance Company	1	1	0	0	0	0	0	0	0	0	11	14	3	1	2
Jail or Prison	0	0	0	0	0	1	1	0	0	0	2	3	1	0	0
Medical Office or Clinic	30	40	9	2	5	41	51	10	2	7	125	180	55	10	21
Nursing Education	4	6	1	0	1	5	6	1	0	1	21	31	10	1	3
Nursing Home	17	22	5	1	3	15	19	4	1	3	43	65	22	4	8
Occupational Health	1	2	0	0	0	2	3	1	0	0	7	8	2	1	1
Outpatient Facility	26	34	8	1	4	9	13	3	0	2	66	95	29	6	12
Public Health	6	8	2	0	1	3	4	1	0	1	17	27	10	1	2
School Health	7	9	2	0	1	1	1	0	0	1	39	54	15	3	6
Telephone Nursing	0	0	0	0	0	0	0	0	0	0	2	3	1	0	0
Other	11	14	3	1	2	13	16	3	1	2	49	68	20	4	8
<b>TOTAL</b>	<b>336</b>	<b>441</b>	<b>105</b>	<b>17</b>	<b>56</b>	<b>230</b>	<b>289</b>	<b>60</b>	<b>11</b>	<b>39</b>	<b>1,376</b>	<b>1,960</b>	<b>584</b>	<b>109</b>	<b>226</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

\*Totals may not add due to rounding.

Table continued on next page.

Table continued from previous page.

Practice Setting	South Central				Southeastern				Northeastern						
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Assisted Living	6	8	1	0	1	2	2	0	0	0	3	4	1	0	0
Hospice or Home Health	23	29	5	2	4	16	20	5	1	3	10	14	4	1	2
Hospital	166	202	36	13	27	108	132	24	8	18	134	198	64	10	22
Insurance Company	0	0	0	0	0	1	1	0	0	0	0	1	1	0	0
Jail or Prison	3	3	1	0	0	1	1	0	0	0	0	0	0	0	0
Medical Office or Clinic	29	35	6	2	5	11	12	1	1	2	25	37	12	2	4
Nursing Education	12	14	3	1	2	5	6	1	0	1	5	8	3	0	1
Nursing Home	12	14	3	1	2	10	13	2	1	2	3	5	2	0	1
Occupational Health	1	1	0	0	0	0	0	0	0	0	1	2	1	0	0
Outpatient Facility	12	14	2	1	2	14	17	3	1	2	13	19	6	1	2
Public Health	4	6	1	0	1	6	8	1	0	1	4	5	1	0	1
School Health	3	3	1	0	1	2	2	1	0	0	0	0	0	0	0
Telephone Nursing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	11	13	2	1	2	8	10	2	1	1	6	10	4		1
<b>TOTAL</b>	<b>281</b>	<b>342</b>	<b>62</b>	<b>22</b>	<b>46</b>	<b>183</b>	<b>224</b>	<b>41</b>	<b>13</b>	<b>30</b>	<b>204</b>	<b>301</b>	<b>97</b>	<b>14</b>	<b>34</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.  
 \*Totals may not add due to rounding.

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 551 full-time APPNs statewide in 2006. Employment for full-time APPNs is projected to increase to 752 by 2016. 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 & Chronic Vacancies for Full-Time Advance Practice Professional Nurses between 2006 and 2016**

Practice Setting	Idaho				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Assisted Living	0	0	0	0	0
Hospice or Home Health	4	5	1	0	1
Hospital	233	318	85	17	38
Insurance Company	0	0	0	0	0
Jail or Prison	5	6	2	0	1
Medical Office or Clinic	203	277	74	15	34
Nursing Education	22	30	8	2	4
Nursing Home	5	6	2	0	1
Occupational Health	2	2	1	0	0
Outpatient Facility	29	40	11	2	5
Public Health	13	17	5	1	2
School Health	5	7	2	0	1
Telephone Nursing	0	0	0	0	0
Other	31	42	11	2	5
<b>TOTAL</b>	<b>551</b>	<b>752</b>	<b>201</b>	<b>40</b>	<b>91</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.  
*\*Totals may not add due to rounding.*

*See regional tables on next two pages.*

**Table 1-M: Practice Setting Growth, Net Replacements & Chronic Vacancies for Full-Time Advance Practice Professional Nurses between 2006 and 2016**

Practice Setting	Northern				North Central				Southwestern						
	2006	2016	Total Growth	Total Chronic Vacancy	2006	2016	Total Growth	Total Chronic Vacancy	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements		
Assisted Living	0	0	0	0	0	0	0	0	0	0	0	0	0		
Hospice or Home Health	0	0	0	0	0	0	0	0	3	4	1	0	0		
Hospital	29	38	9	1	24	31	6	1	4	122	174	52	10	20	
Insurance Company	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Jail or Prison	0	0	0	0	1	1	0	0	0	3	4	1	0	0	
Medical Office or Clinic	34	44	11	2	14	18	4	1	2	101	144	43	8	17	
Nursing Education	1	1	0	0	3	4	1	0	1	8	11	3	1	1	
Nursing Home	0	0	0	0	0	0	0	0	0	3	4	1	0	0	
Occupational Health	0	0	0	0	0	0	0	0	0	2	3	1	0	0	
Outpatient Facility	2	2	1	0	1	1	0	0	0	19	28	8	2	3	
Public Health	2	3	1	0	2	3	1	0	0	7	10	3	1	1	
School Health	1	1	0	0	0	0	0	0	0	3	4	1	0	0	
Telephone Nursing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Other	2	3	1	0	3	4	1	0	1	20	29	9	2	3	
<b>TOTAL</b>	<b>71</b>	<b>93</b>	<b>22</b>	<b>4</b>	<b>12</b>	<b>49</b>	<b>61</b>	<b>12</b>	<b>2</b>	<b>8</b>	<b>291</b>	<b>415</b>	<b>124</b>	<b>23</b>	<b>48</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

\*Totals may not add due to rounding.

Table continued on next page.

Table continued from previous page.

Practice Setting	South Central				Southeastern				Northeastern						
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Assisted Living	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hospice or Home Health	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0
Hospital	21	25	5	2	3	14	17	3	1	2	20	30	10	1	3
Insurance Company	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Jail or Prison	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0
Medical Office or Clinic	22	27	5	2	4	15	18	3	1	2	16	23	8	1	3
Nursing Education	5	6	1	0	1	5	6	1	0	1	2	2	1	0	0
Nursing Home	2	2	0	0	0	0	0	0	0	0	1	1	0	0	0
Occupational Health	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outpatient Facility	6	8	1	1	1	2	2	0	0	0	2	2	1	0	0
Public Health	0	0	0	0	0	0	0	0	0	0	1	2	1	0	0
School Health	2	2	0	0	0	0	0	0	0	0	1	1	0	0	0
Telephone Nursing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	2	2	0	0	0	2	3	1	0	0	2	2	1	0	0
<b>TOTAL</b>	<b>59</b>	<b>72</b>	<b>13</b>	<b>5</b>	<b>10</b>	<b>38</b>	<b>47</b>	<b>9</b>	<b>3</b>	<b>6</b>	<b>43</b>	<b>64</b>	<b>21</b>	<b>3</b>	<b>7</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.  
 \*Totals may not add due to rounding.

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 119 part-time APPNs in 2006 and is expected to employ an additional 43 by 2016. 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 & Chronic Vacancies for Part-Time Advance Practice Professional Nurses Between 2006 and 2016					
Practice Setting	Idaho				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Assisted Living	1	1	0	0	0
Hospice or Home Health	4	5	1	0	1
Hospital	27	36	10	2	4
Insurance Company	0	0	0	0	0
Jail or Prison	1	1	0	0	0
Medical Office or Clinic	48	66	18	6	8
Nursing Education	5	7	2	0	1
Nursing Home	2	2	1	0	0
Occupational Health	0	0	0	0	0
Outpatient Facility	15	20	5	1	2
Public Health	9	12	3	0	2
School Health	1	1	0	0	0
Telephone Nursing	0	0	0	0	0
Other	6	9	2	0	1
<b>TOTAL</b>	<b>119</b>	<b>162</b>	<b>43</b>	<b>9</b>	<b>20</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

*\* Totals may not add due to rounding.*

*See regional tables on next two pages.*

Table 1-N: Practice Setting Growth, Net Replacements & Chronic Vacancies for Part-Time Advance Practice Professional Nurses Between 2006 and 2016

Practice Setting	Northern					North Central					Southwestern				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Assisted Living	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Hospice or Home Health	1	1	0	0	0	0	0	0	0	0	3	4	1	0	1
Hospital	2	2	1	0	0	2	3	1	0	1	18	25	8	2	3
Insurance Company	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Jail or Prison	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Medical Office or Clinic	6	8	2	1	1	4	5	1	0	1	27	38	11	2	4
Nursing Education	3	3	1	0	0	1	1	0	0	0	1	1	0	0	0
Nursing Home	1	1	0	0	0	1	1	0	0	0	0	0	0	0	0
Occupational Health	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outpatient Facility	2	2	1	0	0	1	2	0	0	0	8	11	3	1	1
Public Health	1	1	0	0	0	1	2	0	0	0	3	4	1	0	0
School Health	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Telephone Nursing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	4	6	2	0	1
<b>TOTAL</b>	<b>15</b>	<b>20</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>10</b>	<b>13</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>63</b>	<b>89</b>	<b>27</b>	<b>5</b>	<b>11</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

Table continued on next page.

\*Totals may not add due to rounding.

Table continued from previous page.

Practice Setting	South Central					Southeastern					Northeastern				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Assisted Living	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hospice or Home Health	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hospital	3	3	1	0	0	0	0	0	0	0	2	3	1	0	0
Insurance Company	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Jail or Prison	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Medical Office or Clinic	5	6	1	1	1	3	3	1	1	0	4	5	2	1	1
Nursing Education	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Nursing Home	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Occupational Health	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outpatient Facility	0	0	0	0	0	3	3	1	0	0	1	1	0	0	0
Public Health	3	3	1	0	0	1	2	0	0	0	1	1	0	0	0
School Health	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0
Telephone Nursing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	1	2	0	0	0	1	1	0	0	0
<b>TOTAL</b>	<b>13</b>	<b>16</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>8</b>	<b>10</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>9</b>	<b>14</b>	<b>4</b>	<b>1</b>	<b>2</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.  
 \*Totals may not add due to rounding.

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 2006-2016 projections for nursing employment, a schematic can be 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 2016 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 500 RNs have a master's degree or doctorate, and only 670 have Advance Practice Professional Certification. This relatively small number of graduate level nurses 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-O: Growth, Net Replacements & Chronic Vacancies by Education Level Idaho Nurses Between 2006 and 2016					
Ed Type	Idaho				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
LPN	2,888	3,501	613	207	787
AS-RN	5,010	6,837	1,828	359	827
BA-RN	3,660	4,995	1,335	262	604
All Other RN	516	704	188	37	85
APPN	670	914	244	48	111
<b>TOTAL</b>	<b>12,743</b>	<b>16,951</b>	<b>4,208</b>	<b>913</b>	<b>2,414</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.  
*\*Totals may not add due to rounding.*

*See regional tables on next page.*

Table 1-O: Growth, Net Replacements & Chronic Vacancies by Education Level Idaho Nurses Between 2006 and 2016

Ed Type	Northern					North Central					Southwestern				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
LPN	281	325	44	14	77	236	262	26	12	65	1,163	1,462	299	92	317
AS-RN	756	999	243	38	125	493	627	134	25	82	2,404	3,423	1,019	194	396
BA-RN	371	482	111	19	61	286	354	68	14	47	2,135	3,036	901	165	352
All Other RN	57	72	16	3	9	31	37	6	2	5	309	447	138	24	51
APPN	95	130	35	5	14	78	111	33	3	10	339	463	124	27	58
<b>TOTAL</b>	<b>1,560</b>	<b>2,008</b>	<b>449</b>	<b>78</b>	<b>287</b>	<b>1,104</b>	<b>1,358</b>	<b>255</b>	<b>55</b>	<b>209</b>	<b>6,350</b>	<b>8,831</b>	<b>2,481</b>	<b>501</b>	<b>1,175</b>

Table continued on next page.

Ed Level	South Central					Southeastern					Northeastern				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
LPN	284	308	24	22		381	424	43	28	104	543	720	177	40	148
AS-RN	687	848	161	54	77	266	335	69	19	44	404	605	201	29	67
BA-RN	255	307	52	20	42	331	403	72	24	55	282	413	131	21	47
All Other RN	45	53	8	4	7	43	51	8	3	7	31	44	13	2	5
APPN	43	59	16	3	12	51	70	19	4	8	84	115	31	6	9
<b>TOTAL</b>	<b>1,313</b>	<b>1,574</b>	<b>261</b>	<b>104</b>	<b>138</b>	<b>1,072</b>	<b>1,283</b>	<b>211</b>	<b>78</b>	<b>218</b>	<b>1,344</b>	<b>1,896</b>	<b>553</b>	<b>98</b>	<b>275</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

\*Totals may not add due to rounding.

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 2006-2016 projections for nursing employment, a schematic can be 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 use to determine 2016 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 340 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 80. The position employing the fewest full-time LPNs, consultant and researcher, is projected to increase by only one over the decade.

Table 1-P: Position Growth, Net Replacements & Chronic Vacancies for Full-Time Licensed Vocational and Licensed Practical Nurses Between 2006 and 2016					
Position	Idaho				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Administrator/Supervisor	77	94	16	6	21
Case Manager	40	48	8	3	11
Charge/Lead Nurse	376	456	80	27	103
Consultant/Researcher	3	4	1	0	1
Quality Assurance/Outcome Management	19	23	4	1	5
Staff or General Duty	1,605	1,945	340	115	437
Other/Unknown	139	169	30	10	38
<b>TOTAL</b>	<b>2,259</b>	<b>2,738</b>	<b>479</b>	<b>162</b>	<b>616</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association’s Nursing Vacancy and Turnover Survey for Idaho.

*See regional tables on next page.*



Table 1-P: Position Growth, Net Replacements & Chronic Vacancies for Full-Time Licensed Vocational and Licensed Practical Nurses Between 2006 and 2016

Position	Northern					North Central					Southwestern				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Administrator/Supervisor	7	8	1	0	2	3	3	0	0	1	32	39	7	2	8
Case Manager	8	9	1	0	2	4	5	0	0	1	14	18	4	1	3
Charge/Lead Nurse	42	49	7	2	12	37	41	4	2	10	154	200	46	11	42
Consultant/Researcher	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Quality Assurance/Outcome Management	2	2	0	0	0	4	5	0	0	1	6	7	1	0	2
Staff or General Duty	146	169	23	7	40	122	136	13	6	34	641	798	158	51	174
Other/Unknown	14	16	2	1	4	14	16	2	1	4	63	81	18	5	18
<b>TOTAL</b>	<b>220</b>	<b>254</b>	<b>34</b>	<b>11</b>	<b>60</b>	<b>185</b>	<b>205</b>	<b>20</b>	<b>9</b>	<b>51</b>	<b>910</b>	<b>1,114</b>	<b>234</b>	<b>72</b>	<b>247</b>

Position	South Central					Southeastern					Northeastern				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Administrator/Supervisor	10	10	1	1	3	10	11	1	1	3	16	21	5	1	4
Case Manager	5	6	0	0	1	3	3	0	0	1	5	7	2	0	1
Charge/Lead Nurse	55	60	5	4	15	46	51	5	3	13	42	55	14	3	11
Consultant/Researcher	0	0	0	0	0	1	1	0	0	0	1	2	0	0	0
Quality Assurance/Outcome Management	1	1	0	0	0	4	4	0	0	1	3	4	1	0	1
Staff or General Duty	135	146	11	11	37	225	250	25	16	61	336	446	110	24	92
Other/Unknown	16	18	1	1	4	10	11	1	1	3	22	29	7	2	6
<b>TOTAL</b>	<b>222</b>	<b>241</b>	<b>19</b>	<b>18</b>	<b>60</b>	<b>298</b>	<b>332</b>	<b>34</b>	<b>22</b>	<b>81</b>	<b>425</b>	<b>563</b>	<b>138</b>	<b>31</b>	<b>116</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

\*Totals may not add due to rounding.



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 followed by charge or lead nurses and other or unknown positions.

Table 1-Q: Position Growth, Net Replacements & Chronic Vacancies for Part-Time Licensed Vocational and Licensed Practical Nurses Between 2006 and 2016					
Position	Idaho				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Administrator/ Supervisor	9	11	2	1	2
Case Manager	7	8	1	0	2
Charge/Lead Nurse	57	70	12	4	16
Consultant/ Researcher	3	4	1	0	1
Quality Assurance/ Outcome Management	2	3	0	0	1
Staff or General Duty	493	598	105	35	134
Other/Unknown	57	70	12	4	16
<b>TOTAL</b>	<b>629</b>	<b>763</b>	<b>134</b>	<b>45</b>	<b>171</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

*\*Totals may not add due to rounding.*

*See regional tables on next page.*

Table 1-Q: Position Growth, Net Replacements & Chronic Vacancies for Part-Time Licensed Vocational and Licensed Practical Nurses Between 2006 and 2016

Position	Northern					North Central					Southwestern						
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements		
Administrator/Supervisor	1	1	0	0	0	0	0	0	0	0	0	0	5	6	1	0	1
Case Manager	2	2	0	0	0	1	1	0	0	0	0	0	2	2	0	0	0
Charge/Lead Nurse	9	10	1	0	2	7	7	1	0	0	2	26	35	8	2	7	7
Consultant/Researcher	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0	0	0
Quality Assurance/Outcome Management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Staff or General Duty	43	50	7	2	12	39	44	4	2	11	193	243	50	15	52	52	52
Other/Unknown	6	7	1	0	2	4	5	0	0	1	26	32	6	2	8	8	8
<b>TOTAL</b>	<b>61</b>	<b>71</b>	<b>10</b>	<b>3</b>	<b>17</b>	<b>51</b>	<b>57</b>	<b>6</b>	<b>3</b>	<b>14</b>	<b>253</b>	<b>319</b>	<b>66</b>	<b>20</b>	<b>69</b>	<b>69</b>	<b>69</b>

Position	South Central					Southeastern					Northeastern				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Administrator/Supervisor	1	1	0	0	0	2	2	0	0	0	1	2	0	0	0
Case Manager	1	1	0	0	0	0	0	0	0	0	1	2	0	0	0
Charge/Lead Nurse	8	8	1	1	2	4	4	0	0	1	4	5	1	0	1
Consultant/Researcher	0	0	0	0	0	1	1	0	0	1	2	2	0	0	0
Quality Assurance/Outcome Management	0	0	0	0	0	0	0	0	0	0	3	3	1	0	1
Staff or General Duty	47	51	4	4	13	74	83	8	5	20	95	126	31	7	26
Other/Unknown	6	6	0	0	2	2	3	0	0	1	13	17	4	1	3
<b>TOTAL</b>	<b>62</b>	<b>67</b>	<b>5</b>	<b>5</b>	<b>17</b>	<b>83</b>	<b>92</b>	<b>9</b>	<b>6</b>	<b>23</b>	<b>118</b>	<b>157</b>	<b>39</b>	<b>9</b>	<b>32</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.  
\*Totals may not add due to rounding.

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 56 percent of the full-time work force, and they are projected to increase by over 1,300 between 2006 and 2016. Full-time RNs working as charge or lead nurses are projected to increase by 345 over the next 10 years. Additionally, full-time RNs working as administrators or supervisors comprise 13 percent of the full-time work force, and demand for this position is expected to increase by over 316 in the next decade.

Table 1-R: Growth, Net Replacements & Chronic Vacancies of Full-Time Registered Nurses by Position Between 2006 and 2016					
Position	Idaho				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Administrator/Supervisor	865	1,181	316	62	143
Advanced Practice	10	14	4	1	2
Case Manager	421	575	154	30	69
Charge/Lead Nurse	946	1,291	345	68	156
Consultant/Researcher	40	55	15	3	7
Educator	265	361	97	19	44
Quality Assurance/Outcome Management	91	124	33	7	15
Staff or General Duty	3,689	5,035	1,346	264	609
Other/Unknown	252	344	92	18	42
<b>TOTAL</b>	<b>6,579</b>	<b>8,979</b>	<b>2,400</b>	<b>472</b>	<b>1,086</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

*See regional tables on next two pages.*

**Table 1-R: Growth, Net Replacements & Chronic Vacancies of Full-Time Registered Nurses by Position Between 2006 and 2016**

Position	Northern					North Central					Southwestern				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Administrator/Supervisor	125	166	41	6	21	74	95	21	4	12	417	591	173	34	69
Advanced Practice	2	3	1	0	0	0	0	0	0	0	7	10	3	1	1
Case Manager	43	56	13	2	7	29	35	7	1	5	248	356	108	19	41
Charge/Lead Nurse	120	161	41	6	19	111	143	32	5	18	380	544	164	32	65
Consultant/Researcher	7	9	2	0	1	2	2	0	0	0	27	38	11	2	5
Educator	28	36	9	1	5	14	18	4	1	2	134	192	57	10	23
Quality Assurance/Outcome Management	10	13	3	0	2	5	6	1	0	1	59	82	23	5	10
Staff or General Duty	487	636	150	24	81	319	398	79	16	53	2,039	2,903	864	160	335
Other/Unknown	28	34	7	1	5	26	31	5	1	4	161	231	70	12	26
<b>TOTAL</b>	<b>848</b>	<b>1,113</b>	<b>265</b>	<b>42</b>	<b>140</b>	<b>580</b>	<b>729</b>	<b>149</b>	<b>29</b>	<b>96</b>					

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

\*Totals may not add due to rounding.

Table continued on next page.



Table continued from previous page.

Position	South Central					Southeastern					Northeastern				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Administrator/Supervisor	106	132	26	8	17	74	94	19	5	12	68	103	35	5	11
Advanced Practice	0	0	0	0	0	1	1	0	0	0	1	1	0	0	0
Case Manager	52	63	11	4	9	28	34	6	2	5	21	31	10	2	4
Charge/Lead Nurse	146	182	36	11	23	95	120	25	7	15	94	141	48	7	15
Consultant/Researcher	0	0	0	0	0	2	3	1	0	0	2	3	1	0	0
Educator	34	42	8	3	6	28	34	6	2	5	27	39	13	2	4
Quality Assurance/Outcome Management	7	8	1	1	1	2	3	1	0	0	8	12	4	1	1
Staff or General Duty	339	412	73	27	56	219	265	46	16	36	286	419	133	21	47
Other/Unknown	22	25	3	2	4	9	12	3	1	2	6	10	4	1	1
<b>TOTAL</b>	<b>706</b>	<b>864</b>	<b>158</b>	<b>56</b>	<b>116</b>	<b>459</b>	<b>565</b>	<b>107</b>	<b>33</b>	<b>76</b>	<b>513</b>	<b>760</b>	<b>247</b>	<b>37</b>	<b>85</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

\*Totals may not add due to rounding.

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 700 between 2006 and 2016.

Table 1-S: Growth, Net Replacements & Chronic Vacancies of Part-Time Registered Nurses by Position Between 2006 and 2016					
Position	Idaho				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Administrator/Supervisor	82	112	30	6	14
Advanced Practice	9	13	3	1	2
Case Manager	100	136	36	7	16
Charge/Lead Nurse	197	269	72	14	33
Consultant/Researcher	34	47	12	2	6
Educator	116	158	42	8	19
Quality Assurance/Outcome Management	23	32	8	2	4
Staff or General Duty	1,925	2,627	702	138	318
Other/Unknown	120	164	44	9	20
<b>TOTAL</b>	<b>2,606</b>	<b>3,557</b>	<b>951</b>	<b>187</b>	<b>430</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

*See regional tables on next two pages.*

**Table 1-S: Growth, Net Replacements & Chronic Vacancies of Part-Time Registered Nurses by Position Between 2006 and 2016**

Position	Northern				North Central				Southwestern				
	2006	2016	Total Growth	Total Chronic Vacancy	2006	2016	Total Growth	Total Chronic Vacancy	2006	2016	Total Growth	Total Chronic Vacancy	
Administrator/Supervisor	14	19	4	1	9	12	2	0	2	34	51	17	3
Advanced Practice	1	2	0	0	0	0	0	0	0	4	6	2	0
Case Manager	5	7	2	0	1	1	0	0	0	68	96	28	5
Charge/Lead Nurse	34	44	11	2	28	35	8	1	4	62	92	30	6
Consultant/Researcher	5	7	2	0	2	4	2	0	1	21	29	7	2
Educator	8	10	2	0	6	7	1	0	1	59	85	26	5
Quality Assurance/Outcome Management	1	2	0	0	0	0	0	0	0	12	17	5	1
Staff or General Duty	253	332	79	13	168	211	43	8	28	1,040	1,474	434	82
Other/Unknown	15	19	4	1	15	18	3	1	3	76	110	34	6
<b>TOTAL</b>	<b>336</b>	<b>441</b>	<b>105</b>	<b>17</b>	<b>230</b>	<b>289</b>	<b>60</b>	<b>11</b>	<b>38</b>	<b>1,376</b>	<b>1,960</b>	<b>584</b>	<b>109</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

Table continued on next page.

\*Totals may not add due to rounding.

Table continued from previous page.

Position	South Central				Southeastern				Northeastern						
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Administrator/Supervisor	10	12	2	1	2	10	12	2	1	2	5	7	2	0	1
Advanced Practice	2	2	0	0	0	2	2	0	0	0	0	0	0	0	0
Case Manager	14	18	3	1	3	9	12	2	1	2	2	4	2	0	1
Charge/Lead Nurse	26	33	6	2	4	26	33	7	2	4	21	32	10	1	3
Consultant/Researcher	3	3	1	0	0	3	3	1	0	0	1	1	0	0	0
Educator	22	26	5	2	4	10	13	2	1	2	11	16	5	1	2
Quality Assurance/Outcome Management	4	4	1	0	1	5	6	1	0	1	1	2	1	0	0
Staff or General Duty	191	233	43	15	31	114	140	27	8	19	160	236	77	12	26
Other/Unknown	9	10	1	1	2	2	2	0	0	1	3	4	1	0	1
<b>TOTAL</b>	<b>280</b>	<b>342</b>	<b>63</b>	<b>22</b>	<b>46</b>	<b>182</b>	<b>224</b>	<b>42</b>	<b>13</b>	<b>30</b>	<b>203</b>	<b>301</b>	<b>98</b>	<b>15</b>	<b>34</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.  
 \*Totals may not add due to rounding.

Cont.  
**QUESTIONS 2 & 3**  
*What work force is necessary to meet Idaho's current and future nursing demand for each type of position?*

**ADVANCE PRACTICE PROFESSIONAL NURSES**

**Full-Time APPNs.** Table 1-T shows over 80 percent of Idaho full-time APPNs — 461 — are employed in advance practice. Fifty-four full-time APPNs work as staff or general duty nurses, 20 as educators, 12 as administrators or supervisors, two as case managers and three as charge or lead nurses. Full-time APPNs do not work as consultants/researchers, quality assurance/outcome managers or in other unknown positions.

Table 1-T: Position Growth, Net Replacements & Chronic Vacancies for Full-Time Advance Practice Professional Nurses Between 2006 and 2016					
Position	Idaho				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Administrator/Supervisor	12	16	4	1	2
Advanced Practice	461	629	168	33	76
Case Manager	2	2	1	0	0
Charge/Lead Nurse	3	4	1	0	0
Consultant/Researcher	0	0	0	0	0
Educator	20	27	7	1	3
Quality Assurance/Outcome Management	0	0	0	0	0
Staff or General Duty	54	74	20	4	9
Other/Unknown	0	0	0	0	0
<b>TOTAL</b>	<b>551</b>	<b>752</b>	<b>201</b>	<b>40</b>	<b>91</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

*\*Totals may not add due to rounding.*

*See regional tables on next two pages.*

**Table 1-T: Position Growth, Net Replacements & Chronic Vacancies for Full-Time Advance Practice Professional Nurses Between 2006 and 2016**

Position	Northern				North Central				Southwestern						
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Administrator/Supervisor	2	2	1	0	0	1	1	0	0	0	7	10	3	1	1
Advanced Practice	61	80	19	3	10	39	50	10	2	7	246	351	105	19	41
Case Manager	0	0	0	0	0	0	0	0	0	0	1	0	-1	0	0
Charge/Lead Nurse	0	0	0	0	0	0	0	0	0	0	1	2	1	0	0
Consultant/Researcher	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Educator	1	1	0	0	0	3	4	1	0	1	7	11	4	1	1
Quality Assurance/Outcome Management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Staff or General Duty	7	10	2	1	1	5	6	1	0	1	29	40	11	2	5
Other/Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>71</b>	<b>93</b>	<b>22</b>	<b>4</b>	<b>12</b>	<b>49</b>	<b>61</b>	<b>12</b>	<b>2</b>	<b>8</b>	<b>291</b>	<b>414</b>	<b>123</b>	<b>23</b>	<b>48</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

Table continued on next page.

\*Totals may not add due to rounding.

Table continued from previous page.

Position	South Central				Southeastern				Northeastern						
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Administrator/Supervisor	0	0	0	0	0	2	2	0	0	0	1	1	0	0	0
Advanced Practice	46	57	10	4	8	31	38	7	2	5	36	53	17	3	6
Case Manager	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Charge/Lead Nurse	0	0	0	0	0	0	0	0	0	0	1	2	1	0	0
Consultant/Researcher	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Educator	3	4	1	0	1	5	6	1	0	1	2	2	1	0	0
Quality Assurance/Outcome Management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Staff or General Duty	8	10	2	1	1	2	2	0	0	0	4	6	2	0	1
Other/Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>59</b>	<b>72</b>	<b>13</b>	<b>5</b>	<b>10</b>	<b>38</b>	<b>47</b>	<b>9</b>	<b>2</b>	<b>6</b>	<b>43</b>	<b>64</b>	<b>21</b>	<b>3</b>	<b>7</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.  
 \*Totals may not add due to rounding.

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 119, Table 1-U shows the trends in positions are similar to those of full-time APPNs.

Table 1-U: Position Growth, Net Replacements & Chronic Vacancies for Part-Time Advance Practice Professional Nurses Between 2006 and 2016					
Position	Idaho				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Administrator/Supervisor	2	2	1	0	0
Advanced Practice	90	122	33	6	15
Case Manager	0	0	0	0	0
Charge/Lead Nurse	3	4	1	0	0
Consultant/Researcher	3	4	1	0	0
Educator	7	10	3	1	1
Quality Assurance/Outcome Management	0	0	0	0	0
Staff or General Duty	15	20	5	1	2
Other/Unknown	0	0	0	0	0
<b>TOTAL</b>	<b>119</b>	<b>162</b>	<b>43</b>	<b>8</b>	<b>20</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

*See regional tables on next two pages.*

**Table 1-U: Position Growth, Net Replacements & Chronic Vacancies for Part-Time Advance Practice Professional Nurses Between 2006 and 2016**

Position	Northern					North Central					Southwestern				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Administrator/Supervisor	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0
Advanced Practice	8	10	2	0	1	8	11	2	0	1	49	68	19	4	8
Case Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Charge/Lead Nurse	0	0	0	0	0	1	2	0	0	0	1	2	1	0	0
Consultant/Researcher	3	3	1	0	0	0	0	0	0	0	0	0	0	0	0
Educator	3	4	1	1	1	1	1	0	0	0	2	3	1	0	0
Quality Assurance/Outcome Management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Staff or General Duty	2	2	1	0	0	0	0	0	0	0	10	14	4	1	2
Other/Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>15</b>	<b>20</b>	<b>5</b>	<b>1</b>	<b>3</b>	<b>10</b>	<b>13</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>63</b>	<b>88</b>	<b>26</b>	<b>5</b>	<b>10</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

Table continued on next page.

\*Totals may not add due to rounding.

Table continued from previous page.

Position	South Central						Southeastern						Northeastern					
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements			
	13	16	3	1	2	8	10	2	1	1	9	14	4	0	1			
Administrator/Supervisor	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0			
Advanced Practice	10	12	2	1	2	8	10	2	1	1	6	10	3	0	1			
Case Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Charge/Lead Nurse	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Consultant/Researcher	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Educator	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0			
Quality Assurance/Outcome Management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Staff or General Duty	1	2	0	0	0	0	0	0	0	0	2	3	1	0	0			
Other/Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
<b>TOTAL</b>	<b>13</b>	<b>16</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>8</b>	<b>10</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>9</b>	<b>14</b>	<b>4</b>	<b>0</b>	<b>1</b>			

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

\*Totals may not add due to rounding.

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 2006-2016 projections for nursing employment, a schematic can be 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 2016 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 nearly 40 percent of full-time LPNs in Idaho are employed in geriatrics, 18 percent in medical and surgical and another 17 percent are employed in some other or unknown clinical area. The remaining 23 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 & Chronic Vacancies for Full-Time Licensed Professional and Licensed Vocational Nurses Between 2006 and 2016					
Major Clinical Area	Idaho				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Community/Public Health	114	138	24	8	31
Emergency	52	63	11	4	14
Geriatric	875	1,061	186	63	238
Gynecologic/Obstetric	98	119	21	7	27
Medical/Surgical	415	503	88	30	113
Pediatric/Neonatal	122	148	26	9	33
Psychiatric/Mental Health	115	139	24	8	31
Rehab/Restorative	79	96	17	6	22
Other/Unknown	388	471	82	28	106
<b>TOTAL</b>	<b>2,259</b>	<b>2,738</b>	<b>479</b>	<b>162</b>	<b>616</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

*\*Totals may not add due to rounding.*



*See regional tables on next two pages.*

**Table 1-V: Major Clinical Area Growth, Net Replacements & Chronic Vacancies for Full-Time Licensed Professional and Licensed Vocational Nurses Between 2006 and 2016**

Major Clinical Area	Northern					North Central					Southwestern				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Community/Public Health	12	14	2	1	3	6	6	1	0	2	48	61	12	4	13
Emergency	9	10	1	0	2	6	6	1	0	2	21	25	4	2	6
Geriatric	95	112	17	5	26	95	108	12	5	26	356	439	83	27	95
Gynecologic/Obstetric	6	7	1	0	2	7	8	1	0	2	45	54	10	4	12
Medical/Surgical	32	36	3	2	9	24	25	1	1	7	104	143	39	9	31
Pediatric/Neonatal	15	18	2	1	4	4	5	0	0	1	62	75	13	5	17
Psychiatric/Mental Health	6	7	1	0	2	10	11	1	0	3	53	69	17	4	13
Rehab/Restorative	7	8	1	0	2	3	3	0	0	1	44	55	11	3	12
Other/Unknown	36	42	6	2	10	30	33	3	1	8	177	223	46	14	48
<b>TOTAL</b>	<b>220</b>	<b>254</b>	<b>34</b>	<b>11</b>	<b>60</b>	<b>185</b>	<b>205</b>	<b>20</b>	<b>9</b>	<b>51</b>	<b>910</b>	<b>1,145</b>	<b>235</b>	<b>72</b>	<b>248</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

Table continued on next page.

\*Totals may not add due to rounding.

Table continued from previous page.

Major Clinical Area	South Central					Southeastern					Northeastern				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Community/ Public Health	12	13	1	1	3	16	18	2	1	4	17	26	9	1	5
Emergency	2	2	0	0	0	6	6	1	0	2	9	12	3	1	3
Geriatric	108	119	11	9	29	96	109	13	7	26	125	174	49	9	34
Gynecologic/ Obstetric	10	10	1	1	3	12	14	1	1	3	19	25	6	1	5
Medical/ Surgical	33	34	1	3	9	68	74	6	5	19	153	192	39	11	42
Pediatric/ Neonatal	5	6	0	0	1	13	15	2	1	4	23	30	7	2	6
Psychiatric/ Mental Health	10	10	1	1	3	31	34	3	2	8	5	7	2	0	1
Rehab/ Restorative	4	5	0	0	1	11	12	1	1	3	11	14	4	1	3
Other/ Unknown	39	42	3	3	11	44	49	5	3	12	62	82	20	5	17
<b>TOTAL</b>	<b>222</b>	<b>241</b>	<b>19</b>	<b>18</b>	<b>60</b>	<b>298</b>	<b>332</b>	<b>34</b>	<b>22</b>	<b>81</b>	<b>425</b>	<b>563</b>	<b>138</b>	<b>31</b>	<b>116</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.  
 \*Totals may not add due to rounding.

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, psychiatric/mental health and rehabilitative or restorative care employ the fewest part-time LPNs.

Table 1-W: Major Clinical Area Growth, Net Replacements & Chronic Vacancies for Part-Time Licensed Professional and Licensed Vocational Nurses Between 2006 and 2016					
Major Clinical Area	Idaho				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Community/Public Health	29	35	6	2	8
Emergency	21	25	4	2	6
Geriatric	200	242	42	14	54
Gynecologic/Obstetric	30	36	6	2	8
Medical/Surgical	141	171	30	10	38
Pediatric/Neonatal	42	51	9	3	11
Psychiatric/Mental Health	22	27	5	2	6
Rehab/Restorative	28	33	6	2	8
Other/Unknown	117	142	25	8	32
<b>TOTAL</b>	<b>629</b>	<b>763</b>	<b>134</b>	<b>45</b>	<b>171</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

*\*Totals may not add due to rounding.*

*See regional tables on next two pages.*

**Table 1-W: Major Clinical Area Growth, Net Replacements & Chronic Vacancies for Part-Time Licensed Professional and Licensed Vocational Nurses Between 2006 and 2016**

Major Clinical Area	Northern				North Central				Southwestern						
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Community/Public Health	0	0	0	0	0	1	1	0	0	0	13	14	1	1	4
Emergency	2	3	0	0	1	2	2	0	0	1	12	16	4	1	3
Geriatric	25	29	4	1	7	22	24	2	1	6	79	98	19	6	19
Gynecologic/Obstetric	5	6	1	0	1	1	1	0	0	0	11	14	3	1	3
Medical/Surgical	12	14	2	1	3	5	6	1	0	2	39	53	14	3	10
Pediatric/Neonatal	6	7	1	0	2	1	1	0	0	0	23	28	5	2	7
Psychiatric/Mental Health	3	4	1	0	1	1	1	0	0	0	9	12	2	1	3
Rehab/Restorative	2	2	0	0	0	2	2	0	0	1	16	20	4	1	5
Other/Unknown	6	7	1	0	2	15	17	2	1	4	51	64	13	4	15
<b>TOTAL</b>	<b>61</b>	<b>71</b>	<b>10</b>	<b>3</b>	<b>17</b>	<b>51</b>	<b>57</b>	<b>6</b>	<b>3</b>	<b>14</b>	<b>253</b>	<b>318</b>	<b>65</b>	<b>20</b>	<b>69</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

Table continued on next page.

\*Totals may not add due to rounding.

Table continued from previous page.

Major Clinical Area	South Central					Southeastern					Northeastern				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Community/ Public Health	1	2	0	0	0	2	2	0	0	0	11	16	5	1	4
Emergency	3	4	0	0	1	0	0	0	0	1	1	2	0	0	0
Geriatric	22	23	2	2	6	28	31	3	2	8	24	36	12	2	7
Gynecologic/ Obstetric	2	2	0	0	1	4	4	0	0	1	6	8	2	0	2
Medical/ Surgical	16	17	1	1	4	24	27	3	2	7	45	54	9	3	11
Pediatric/ Neonatal	1	2	0	0	0	4	4	0	0	1	6	8	2	0	2
Psychiatric/ Mental Health	1	2	0	0	0	3	4	0	0	1	4	5	1	0	1
Rehab/ Restorative	3	3	0	0	1	2	3	0	0	1	3	3	1	0	1
Other/ Unknown	12	13	1	1	3	16	18	2	1	4	18	24	6	1	5
<b>TOTAL</b>	<b>62</b>	<b>67</b>	<b>5</b>	<b>5</b>	<b>17</b>	<b>83</b>	<b>92</b>	<b>9</b>	<b>6</b>	<b>23</b>	<b>118</b>	<b>157</b>	<b>39</b>	<b>9</b>	<b>32</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

\*Totals may not add due to rounding.

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 2,400 between 2006 and 2016. Over a third of this increase is projected in medical or surgical employment. Nearly 22 percent of full-time RNs work in some other unknown clinical area.

Table 1-X: Growth, Net Replacement & Chronic Vacancies of Full-Time Registered Nurses Between 2006 and 2016 by Major Clinical Area					
Major Clinical Area	Idaho				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Community/Public Health	295	403	108	21	49
Emergency	519	708	189	37	86
Geriatric	739	1,008	270	53	122
Gynecologic/Obstetric	519	708	189	37	86
Medical/Surgical	2,285	3,119	834	164	377
Pediatric/Neonatal	323	441	118	23	53
Psychiatric/Mental Health	285	389	104	20	47
Rehab/Restorative	155	212	57	11	26
Other/Unknown	1,459	1,991	532	105	241
<b>TOTAL</b>	<b>6,579</b>	<b>8,979</b>	<b>2,400</b>	<b>472</b>	<b>1,086</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.  
*\*Totals may not add due to rounding.*

*See regional tables on next two pages.*

**Table 1-X: Growth, Net Replacement & Chronic Vacancies of Full-Time Registered Nurses Between 2006 and 2016 by Major Clinical Area**

Major Clinical Area	Northern				North Central				Southwestern					
	2006	2016	Total Growth	Total Chronic Vacancy	2006	2016	Total Growth	Total Chronic Vacancy	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	
Community/Public Health	42	55	13	2	26	55	29	1	4	148	213	64	12	24
Emergency	70	91	22	3	45	91	47	2	7	271	385	114	21	45
Geriatric	119	157	38	6	98	157	59	5	16	323	472	149	27	53
Gynecologic/Obstetric	50	66	16	3	35	66	31	2	6	286	403	117	22	47
Medical/Surgical	313	413	100	16	201	413	212	10	33	1,142	1,625	482	91	189
Pediatric/Neonatal	27	33	6	1	11	33	22	1	2	221	316	95	16	36
Psychiatric/Mental Health	33	46	12	2	28	46	17	1	4	125	174	49	11	22
Rehab/Restorative	18	24	6	1	6	24	18	0	1	97	135	38	7	15
Other/Unknown	175	227	52	9	130	227	97	7	22	859	1,225	367	67	141
<b>TOTAL</b>	<b>848</b>	<b>1,113</b>	<b>265</b>	<b>42</b>	<b>580</b>	<b>1,113</b>	<b>533</b>	<b>29</b>	<b>96</b>	<b>3,473</b>	<b>4,948</b>	<b>1,476</b>	<b>272</b>	<b>573</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

Table continued on next page.

\*Totals may not add due to rounding.

Table continued from previous page.

Major Clinical Area	South Central					Southeastern					Northeastern				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Community/ Public Health	31	38	7	2	5	23	29	5	2	4	25	36	12	2	4
Emergency	49	60	11	4	8	42	52	10	3	7	43	63	21	3	7
Geriatric	106	131	25	8	17	50	62	12	4	8	42	62	20	3	7
Gynecologic/ Obstetric	63	77	14	5	10	38	47	10	3	6	46	69	23	3	8
Medical/ Surgical	280	345	65	22	46	153	191	38	11	25	195	291	96	14	32
Pediatric/ Neonatal	24	29	5	2	4	20	24	4	2	3	20	28	8	1	3
Psychiatric/ Mental Health	26	34	8	2	4	48	60	13	3	8	24	38	13	2	4
Rehab/ Restorative	15	19	3	1	3	10	12	2	1	2	9	14	6	1	2
Other/ Unknown	111	132	21	9	18	75	89	13	5	12	110	158	49	8	18
<b>TOTAL</b>	<b>706</b>	<b>864</b>	<b>158</b>	<b>56</b>	<b>116</b>	<b>459</b>	<b>565</b>	<b>107</b>	<b>33</b>	<b>76</b>	<b>513</b>	<b>760</b>	<b>247</b>	<b>37</b>	<b>85</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

\*Totals may not add due to rounding.

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 289 over the next 10 years compared to rehabilitative or restorative care, which is projected to increase by only 21 in the same period as shown in Table 1-Y. As with full-time RNs, a large ratio of part-time RNs, nearly 24 percent, work in some other or unknown clinical area.

Table 1-Y: Growth, Net Replacement & Chronic Vacancies of Part-Time Registered Nurses Between 2006 and 2016 by Major Clinical Area					
Major Clinical Area	Idaho				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Community/Public Health	121	165	44	9	20
Emergency	171	233	62	12	28
Geriatric	252	344	92	18	42
Gynecologic/Obstetric	357	487	130	26	59
Medical/Surgical	791	1,080	289	57	131
Pediatric/Neonatal	165	225	60	12	27
Psychiatric/Mental Health	71	97	26	5	12
Rehab/Restorative	56	77	21	4	9
Other/Unknown	621	848	227	45	103
<b>TOTAL</b>	<b>2,606</b>	<b>3,557</b>	<b>951</b>	<b>187</b>	<b>430</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

*See regional tables on next two pages.*

**Table 1-Y: Growth, Net Replacement & Chronic Vacancies of Part-Time Registered Nurses Between 2006 and 2016 by Major Clinical Area**

Major Clinical Area	Northern					North Central					Southwestern				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Community/Public Health	16	21	5	1	3	13	16	3	1	2	64	88	24	5	10
Emergency	30	40	9	1	5	10	13	2	0	2	82	118	36	7	14
Geriatric	37	48	11	2	6	37	47	10	2	6	114	162	48	9	18
Gynecologic/Obstetric	33	41	9	2	5	27	32	6	1	4	197	282	86	15	33
Medical/Surgical	111	147	37	6	18	73	94	21	4	12	395	556	161	31	65
Pediatric/Neonatal	11	12	1	1	2	10	11	1	1	2	110	161	51	8	18
Psychiatric/Mental Health	14	19	4	1	2	10	13	3	1	2	29	42	14	2	5
Rehab/Restorative	2	3	1	0	0	5	6	1	0	1	47	64	17	3	7
Other/Unknown	83	110	27	4	14	44	57	13	2	8	342	483	140	27	56
<b>TOTAL</b>	<b>336</b>	<b>441</b>	<b>105</b>	<b>17</b>	<b>56</b>	<b>230</b>	<b>289</b>	<b>59</b>	<b>11</b>	<b>38</b>	<b>1,380</b>	<b>1,957</b>	<b>577</b>	<b>109</b>	<b>226</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

Table continued on next page.

\*Totals may not add due to rounding.

Table continued from previous page.

**Table 1-Y: Growth, Net Replacement & Chronic Vacancies of Part-Time Registered Nurses Between 2006 and 2016 by Major Clinical Area**

Major Clinical Area	South Central				Southeastern				Northeastern						
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Community/ Public Health	5	9	4	1	1	15	18	3	1	2	9	13	4	1	1
Emergency	18	22	4	1	3	14	17	3	1	2	17	24	8	1	3
Geriatric	33	40	6	3	5	25	31	6	2	4	11	16	5	1	2
Gynecologic/ Obstetric	34	41	6	3	5	23	27	4	2	4	44	63	20	3	7
Medical/ Surgical	99	123	24	8	16	49	62	13	4	8	65	98	33	5	11
Pediatric/ Neonatal	4	4	0	0	1	14	15	1	1	2	16	21	6	1	3
Psychiatric/ Mental Health	6	8	1	0	1	7	9	2	1	1	4	6	2	0	1
Rehab/ Restorative	1	1	0	0	0	1	1	0	0	0	1	2	1	0	0
Other/ Unknown	79	97	18	6	13	35	44	9	3	6	38	57	20	3	6
<b>TOTAL</b>	<b>280</b>	<b>344</b>	<b>64</b>	<b>22</b>	<b>46</b>	<b>182</b>	<b>224</b>	<b>42</b>	<b>13</b>	<b>30</b>	<b>203</b>	<b>301</b>	<b>98</b>	<b>15</b>	<b>34</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

\*Totals may not add due to rounding.

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?*

**ADVANCE PRACTICE PROFESSIONAL NURSES**

**Full-Time APPNs.** Table 1-Z shows a very high number of full-time APPNs, 44 percent, work in some other or unknown clinical area. Full-time APPNs working in medical or surgical clinical areas are projected to increase by 55 between 2006 and 2016. Only four full-time APPNs work in rehabilitative or restorative care.

Table 1-Z: Major Clinical Areas Growth, Net Replacements & Chronic Vacancies for Full--Time Advanced Practice Professional Nurses Between 2006 and 2016					
Major Clinical Area	Idaho				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Community/Public Health	18	25	7	1	3
Emergency	16	22	6	1	3
Geriatric	13	17	5	1	2
Gynecologic/Obstetric	59	80	21	4	10
Medical/Surgical	151	206	55	11	25
Pediatric/Neonatal	20	27	7	1	3
Psychiatric/Mental Health	28	39	10	2	5
Rehab/Restorative	4	5	1	0	1
Other/Unknown	242	331	88	17	40
<b>TOTAL</b>	<b>551</b>	<b>752</b>	<b>201</b>	<b>40</b>	<b>91</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

*See regional tables on next two pages.*

**Table 1-7: Major Clinical Areas Growth, Net Replacements & Chronic Vacancies for Full-Time Advanced Practice Professional Nurses Between 2006 and 2016**

Major Clinical Area	Northern				North Central				Southwestern				
	2006	2016	Total Growth	Total Chronic Vacancy	2006	2016	Total Growth	Total Chronic Vacancy	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Community/Public Health	0	0	0	0	3	4	1	0	12	17	5	1	2
Emergency	1	1	0	0	0	0	0	0	11	15	5	1	2
Geriatric	2	3	1	0	1	1	0	0	8	11	3	1	1
Gynecologic/Obstetric	12	15	4	1	3	4	1	0	26	38	11	2	4
Medical/Surgical	22	29	7	1	14	18	4	1	82	117	35	6	13
Pediatric/Neonatal	4	5	1	0	0	0	0	0	15	20	6	1	3
Psychiatric/Mental Health	0	0	0	0	3	4	1	0	23	30	7	2	4
Rehab/Restorative	0	0	0	0	0	0	0	0	3	4	1	0	0
Other/Unknown	30	39	9	1	24	31	6	1	112	161	49	9	18
<b>TOTAL</b>	<b>71</b>	<b>93</b>	<b>22</b>	<b>4</b>	<b>49</b>	<b>61</b>	<b>12</b>	<b>2</b>	<b>291</b>	<b>413</b>	<b>122</b>	<b>23</b>	<b>48</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

Table continued on next page.

\*Totals may not add due to rounding.

Table continued from previous page.

**Table 1-7: Major Clinical Areas Growth, Net Replacements & Chronic Vacancies for Full--Time Advanced Practice Professional Nurses Between 2006 and 2016**

Major Clinical Area	South Central				Southeastern				Northeastern						
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Community/ Public Health	3	4	1	0	1	0	0	0	0	0	0	0	0	0	0
Emergency	2	2	0	0	0	2	2	0	0	0	2	2	1	0	0
Geriatric	0	0	0	0	0	1	1	0	0	0	1	2	1	0	0
Gynecologic/ Obstetric	6	8	1	1	1	5	6	1	0	1	6	9	3	0	1
Medical/ Surgical	11	14	3	1	2	9	11	2	1	2	11	16	5	1	2
Pediatric/ Neonatal	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Psychiatric/ Mental Health	2	2	0	0	0	0	0	0	0	0	2	2	1	0	0
Rehab/ Restorative	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0
Other/ Unknown	34	41	8	3	6	22	27	5	2	4	21	31	10	2	3
<b>TOTAL</b>	<b>59</b>	<b>72</b>	<b>13</b>	<b>5</b>	<b>10</b>	<b>38</b>	<b>47</b>	<b>9</b>	<b>3</b>	<b>6</b>	<b>43</b>	<b>64</b>	<b>21</b>	<b>3</b>	<b>7</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.  
 \*Totals may not add due to rounding.

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. Each of the following major clinical areas employs fewer than 10 part-time APPNs: community or public health, emergency, geriatric, pediatric/neonatal and rehabilitative or restorative care.

**Table 1-AA: Major Clinical Areas Growth, Net Replacements & Chronic Vacancies for Part-Time Advanced Practice Professional Nurses Between 2006 and 2016**

Major Clinical Area	Idaho				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Community/Public Health	6	9	2	0	1
Emergency	3	4	1	0	0
Geriatric	2	2	1	0	0
Gynecologic/Obstetric	15	20	5	1	2
Medical/Surgical	22	30	8	2	4
Pediatric/Neonatal	4	5	1	0	1
Psychiatric/Mental Health	11	15	4	1	2
Rehab/Restorative	3	4	1	0	0
Other/Unknown	54	74	20	4	9
<b>TOTAL</b>	<b>119</b>	<b>162</b>	<b>43</b>	<b>9</b>	<b>20</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

*See regional tables on next two pages.*

**Table 1-AA: Major Clinical Areas Growth, Net Replacements & Chronic Vacancies for Part-Time Advanced Practice Professional Nurses Between 2006 and 2016**

Major Clinical Area	Northern					North Central					Southwestern				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Community/Public Health	2	2	1	0	1	1	1	0	0	0	3	4	1	0	0
Emergency	0	0	0	0	0	0	0	0	0	0	3	4	1	0	0
Geriatric	0	0	0	0	0	1	1	0	0	0	1	1	0	0	0
Gynecologic/Obstetric	2	2	1	0	0	1	2	0	0	0	6	9	3	0	1
Medical/Surgical	3	4	1	0	1	1	2	0	0	1	10	15	5	1	1
Pediatric/Neonatal	0	0	0	0	0	0	0	0	0	0	3	4	1	0	1
Psychiatric/Mental Health	0	0	0	0	0	1	1	0	0	0	8	11	3	1	1
Rehab/Restorative	1	1	0	0	0	0	0	0	0	0	2	3	1	0	0
Other/Unknown	8	10	2	1	1	6	7	1	0	1	28	39	11	2	6
<b>TOTAL</b>	<b>15</b>	<b>20</b>	<b>5</b>	<b>1</b>	<b>3</b>	<b>10</b>	<b>13</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>63</b>	<b>89</b>	<b>27</b>	<b>4</b>	<b>10</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

Table continued on next page.

\*Totals may not add due to rounding.

Table continued from previous page.

Major Clinical Area	South Central					Southeastern					Northeastern				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Community/ Public Health	0	0	0	0	0	1	2	0	0	0	0	0	0	0	0
Emergency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Geriatric	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gynecologic/ Obstetric	1	2	0	0	0	0	0	0	0	0	4	5	2	1	1
Medical/ Surgical	3	3	1	0	0	3	3	1	1	1	1	1	0	0	0
Pediatric/ Neonatal	0	0	0	0	0	1	2	0	0	0	0	0	0	0	0
Psychiatric/ Mental Health	1	2	0	0	1	1	2	0	0	0	0	0	0	0	0
Rehab/ Restorative	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other/ Unknown	8	9	2	1	1	1	2	0	0	0	5	7	2	0	0
<b>TOTAL</b>	<b>13</b>	<b>16</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>8</b>	<b>10</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>9</b>	<b>14</b>	<b>4</b>	<b>1</b>	<b>1</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.  
\*Totals may not add due to rounding.

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 2006-2016 projections, Table 1-BB shows that 72 percent of all nurses in Idaho are RNs, 23 percent are LPNs and 5 percent are APPNs. Based on these ratios, in 2016 Idaho can expect to employ 3,501 LPNs, 12,536 RNs and 914 APPNs.

Table 1-BB: Growth, Net Replacement & Chronic Vacancies of Idaho Nurse Between 2006 and 2016 by Licensure					
Licensure	Idaho				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
LPN	2,888	3,501	613	207	787
RN	9,185	12,536	3,351	658	1,516
APPN	670	914	244	48	111
<b>TOTAL</b>	<b>12,743</b>	<b>16,951</b>	<b>4,208</b>	<b>913</b>	<b>2,414</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association’s Nursing Vacancy and Turnover Survey for Idaho.

*See regional tables on next page.*

Table 1-BB: Growth, Net Replacement & Chronic Vacancies of Idaho Nurse Between 2006 and 2016 by Licensure

Licensure	Northern						North Central						Southwestern					
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	
LPN	281	325	44	14	77	236	262	26	12	65	1,163	1,462	299	92	317			
RN	1,184	1,554	370	59	196	810	1,018	208	40	134	4,848	6,907	2,059	383	800			
APPN	95	130	35	5	14	58	79	21	3	10	339	463	124	27	58			
<b>TOTAL</b>	<b>1,560</b>	<b>2,008</b>	<b>449</b>	<b>78</b>	<b>287</b>	<b>1,104</b>	<b>1,358</b>	<b>255</b>	<b>55</b>	<b>209</b>	<b>6,350</b>	<b>8,832</b>	<b>2,482</b>	<b>501</b>	<b>1,175</b>			

Licensure	South Central						Southeastern						Northeastern					
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements	
LPN	284	308	24	22		381	424	43	28	104	543	720	177	40	148			
RN	986	1,207	221	78	162	640	789	149	106	162	717	1,062	345	52	118			
APPN	43	59	16	3	12	51	70	19	4	8	84	115	31	6	9			
<b>TOTAL</b>	<b>1,313</b>	<b>1,574</b>	<b>261</b>	<b>104</b>	<b>174</b>	<b>1,072</b>	<b>1,283</b>	<b>211</b>	<b>138</b>	<b>274</b>	<b>1,344</b>	<b>1,896</b>	<b>553</b>	<b>98</b>	<b>275</b>			

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

\*Totals may not add due to rounding.

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 2006-2016 projections, Idaho currently employs 22 certified nurse midwives, 23 clinical nurse specialists, 400 nurse practitioners and 226 nurse anesthetists. In total this group is projected to increase by 244 through 2016 with most of the growth in nurse practitioners.

Table 1-CC: Growth, Net Replacement & Chronic Vacancies of Idaho Advanced Practice Professional Nurses Between 2006 and 2016 by Credential					
Credential	Idaho				
	2006	2016	Total Growth	Total Chronic Vacancy	Total Net Replacements
Certified Nurse Midwife	22	30	8	2	4
Clinical Nurse Specialist	23	31	8	2	4
Nurse Practitioner	400	546	146	29	66
Registered Nurse Anesthetist	226	308	82	16	37
<b>TOTAL</b>	<b>670</b>	<b>914</b>	<b>244</b>	<b>48</b>	<b>111</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

*See regional tables on next page.*

Table 1-CC: Growth, Net Replacement & Chronic Vacancies of Idaho Advanced Practice Professional Nurses Between 2006 and 2016 by Credential

Credential	Northern						North Central			Southwestern				
	2006	2016	Total Growth	Total Chronic Vacancies	Total Net Replacements	2006	2016	Total Growth	2006	2016	Total Growth	Total Chronic Vacancies	Total Net Replacements	
Certified Nurse Midwife	4	5	1	0	1	1	1	0	0	0	9	12	3	2
Clinical Nurse Specialist	1	1	0	0	0	2	2	1	0	0	17	23	6	3
Nurse Practitioner	64	87	23	3	10	32	44	12	2	6	201	275	73	34
Registered Nurse Anesthetist	27	37	10	1	4	22	31	8	1	4	112	153	41	20
<b>TOTAL</b>	<b>95</b>	<b>130</b>	<b>35</b>	<b>5</b>	<b>14</b>	<b>58</b>	<b>79</b>	<b>21</b>	<b>3</b>	<b>10</b>	<b>339</b>	<b>463</b>	<b>124</b>	<b>58</b>

Credential	South Central					Southeastern					Northeastern				
	2006	2016	Total Growth	Total Chronic Vacancies	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancies	Total Net Replacements	2006	2016	Total Growth	Total Chronic Vacancies	Total Net Replacements
Certified Nurse Midwife	2	2	1	0	1	2	2	1	0	0	5	6	2	0	0
Clinical Nurse Specialist	2	2	1	0	1	1	1	0	0	0	0	0	0	0	0
Nurse Practitioner	29	40	11	2	8	31	42	11	2	5	43	58	16	3	5
Registered Nurse Anesthetist	10	14	4	1	3	17	24	6	1	3	37	51	14	3	4
<b>TOTAL</b>	<b>43</b>	<b>59</b>	<b>16</b>	<b>3</b>	<b>12</b>	<b>51</b>	<b>70</b>	<b>19</b>	<b>4</b>	<b>8</b>	<b>84</b>	<b>115</b>	<b>31</b>	<b>6</b>	<b>9</b>

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.

\*Totals may not add due to rounding.

**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 2008. Nearly three in five LPNs were age 45 or older. Following ethnicity trends in the state, nearly 90 percent of LPNs were Caucasian.

Table 1-DD: 2008 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	--	--	--	29	1	--	2
25 to 34	1	4	--	405	24	8	22
35 to 44	3	8	4	509	19	2	32
45 to 54	3	12	8	759	28	1	41
55 to 64	--	7	10	673	15	3	38
Over 65	--	7	1	201	2	1	7

Source: BON database and IDOL projections.

Cont.  
**QUESTION 4**  
*What trends impact future work force needs?*

Among RNs, 53.3 percent were 45 and older, slightly lower than for LPNs at 56.5 percent. The percentage of Caucasian nurses, 91.5 percent, was higher than the percentage of whites in the population, 86.3 percent.

**Table 1-EE: 2008 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	---	101	4	2	5
25 to 34	3	5	24	1585	37	5	74
35 to 44	6	13	34	1825	31	11	80
45 to 54	5	16	25	2582	32	12	161
55 to 64	5	13	9	1951	24	13	113
Over 65	1	1	3	359	2	2	12
Unknown	---	---	---	1	---	---	---

Source: BON database and IDOL projections.

Nearly two in three APPNs were age 45 and older, making them on average the oldest group of nurses in Idaho. Almost 95 percent of APPNs were Caucasian.

**Table 1-FF: 2008 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	2	46	1	1	---
35 to 44	1	1	2	153	4	---	3
45 to 54	---	1	---	238	4	---	15
55 to 64	1	1	2	155	---	1	7
Over 65	---	1	---	31	---	---	---
Unknown	---	---	---	---	---	---	1

Source: BON database and IDOL projections.

Cont.

**QUESTION 4**

*What trends impact future work force needs?*

**FUTURE WORK FORCE TRENDS**

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 60 to 64 are projected to increase by 64 percent between 2006 and 2016, and an even greater increase of 79 percent is projected for the those 65 to 69. 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	2006 Population	2016 Population	Change	% Change	2006 % of Total	2016 % of Total
Under 5 years	112,963	130,378	17,415	15%	7.70%	7.41%
5 to 9 years	105,712	128,495	22,783	22%	7.21%	7.30%
10 to 14 years	107,231	125,092	17,861	17%	7.31%	7.11%
15 to 19 years	110,742	115,522	4,780	4%	7.55%	6.56%
20 to 24 years	106,719	108,935	2,216	2%	7.28%	6.19%
25 to 29 years	110,968	113,513	2,545	2%	7.57%	6.45%
30 to 34 years	93,374	123,878	30,504	33%	6.37%	7.04%
35 to 39 years	94,709	130,238	35,529	38%	6.46%	7.40%
40 to 44 years	99,298	105,273	5,975	6%	6.77%	5.98%
45 to 49 years	104,500	107,995	3,495	3%	7.13%	6.14%
50 to 54 years	98,391	103,476	5,085	5%	6.71%	5.88%
55 to 59 years	87,346	111,899	24,553	28%	5.96%	6.36%
60 to 64 years	65,339	106,966	41,627	64%	4.46%	6.08%
65 to 69 years	49,685	88,850	39,165	79%	3.39%	5.05%
70 to 74 years	39,039	60,317	21,278	55%	2.66%	3.43%
75 to 79 years	32,209	41,824	9,615	30%	2.20%	2.38%
80 to 84 years	24,856	28,357	3,501	14%	1.69%	1.61%
85 years and over	23,384	29,102	5,718	24%	1.59%	1.65%
<b>TOTAL</b>	<b>1,466,464</b>	<b>1,760,111</b>	<b>293,647</b>	<b>20%</b>	<b>100.00%</b>	<b>100.00%</b>

Source: EMSI Complete Employment—March 2008.

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 2006 and 2016 non-white Hispanics are projected to grow by 42 percent and white Hispanics are projected to increase by 35 percent. In addition, the African-American population is projected to increase by 40 percent. While these groups are projected to only see minor increases in their percentages of the total population, this increase in ethnic diversification may require different approaches to nursing recruitment and retention.

Table 1-HH: Idaho - Race/Ethnicity Breakdown						
Race/Ethnicity	2006 Population	2016 Population	Change	% Change	2006 % of Total	2016 % of Total
White, Non-Hispanic	1,266,216	1,493,329	227,112	18%	86.34%	84.84%
White Hispanic	130,327	175,441	45,114	35%	8.89%	9.97%
Non-White Hispanic	6,278	8,923	2,645	42%	0.43%	0.51%
Black or African-American	7,022	9,836	2,814	40%	0.48%	0.56%
American Indian or Alaska Native	18,068	21,658	3,590	20%	1.23%	1.23%
Asian	15,236	20,081	4,845	32%	1.04%	1.14%
Native Hawaiian and other Pacific Islander	1,586	2,053	467	29%	0.11%	0.12%
Two or More Races	21,732	28,791	7,060	32%	1.48%	1.64%
<b>TOTAL POPULATION</b>	<b>1,466,464</b>	<b>1,760,111</b>	<b>293,647</b>	<b>20%</b>	<b>100%</b>	<b>100%</b>

Source: EMSI Complete Employment—March 2008.

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	2006 Population	2016 Population	Change	% Change	2006 % of Total	2016 % of Total
<b>Males</b>	738,365	888,763	150,397	20%	50.35%	50.49%
<b>Females</b>	728,099	871,348	143,249	20%	49.65%	49.51%
<b>TOTAL</b>	<b>1,466,464</b>	<b>1,760,111</b>	<b>293,647</b>	<b>20%</b>	<b>100%</b>	<b>100%</b>

Source: EMSI Complete Employment—March 2008.

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 26 percent increase over the next 10 years. In addition, north central, south central

**Table 1-KK: Population Growth by Region**

Area	2006 Population	2016 Population	Change	% Change
<b>Northern</b>	206,151	230,598	24,447	12%
<b>North Central</b>	101,186	123,289	22,102	22%
<b>Southwestern</b>	640,887	809,598	168,710	26%
<b>South Central</b>	173,631	201,290	27,659	16%
<b>Southeastern</b>	160,245	186,951	26,706	17%
<b>Northeastern</b>	184,363	208,385	24,022	13%
<b>State</b>	1,466,465	1,760,111	293,646	20%
<b>Nation</b>	299,398,484	343,255,911	43,857,428	15%

and southeastern Idaho are also expected to have growth rates higher than the 15 percent national forecast. Only two regions, northern and northeastern Idaho, are projected to have slightly lower than average population growth.

Source: EMSI Complete Employment—March 2008.

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 31.6 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-II: Educational Levels of Idaho Population Aged 25 and Older**

Demographic	2006 Population Aged ≥ 25	2016 Population Aged ≥ 25	Change	% Change
Less Than 9th Grade	35,234	36,793	1,559	4.43%
9 <sup>th</sup> Grade to 12th Grade	67,230	69,266	2,035	3.03%
High School Diploma	259,999	294,583	34,585	13.30%
Some College	262,111	303,416	41,305	15.76%
Associate Degree	66,826	75,245	8,419	12.60%
Bachelor's Degree	158,060	208,072	50,012	31.64%
Graduate Degree and Higher	73,636	97,200	23,564	32.00%
<b>TOTAL</b>	<b>923,097</b>	<b>1,084,576</b>	<b>161,479</b>	<b>17.49%</b>

Source: EMSI Complete Employment—March 2008.

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 165 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 2008 Survey of Idaho Nursing Programs, Idaho currently employs 232 nursing faculty with nearly 70 percent full time. By 2016 the state will need 69 additional nursing faculty. Idaho will also need to fill another 35 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 2007 and 2016.

Table 1-MM: Nursing Faculty Employment Outlook					
Nursing Faculty Positions	2007	2016	Total Openings due to Growth	Total Openings due to Net Replacement	Total Openings due to Growth and Net Replacement
Full Time	160	208	48	24	72
Pull Time	24	31	7	4	11
Adjunct	48	62	14	7	22
<b>TOTAL</b>	<b>232</b>	<b>301</b>	<b>69</b>	<b>35</b>	<b>105</b>

Source: 2008 Survey of Idaho Nursing Programs.

**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 2006 and 2016 nursing employment is projected to grow by 615 LPNs, 3,351 RNs and 244 APPNs. The state will also need to fill 787 LPN positions, 1,516 RN positions and 111 APPN positions due to retirements, relocation or some other reason.

Table 1-NN: Nursing Growth and Replacement Rates					
Licensure	2006	2016	Total Openings due to Growth	Total Openings due to Net Replacement	Total Openings due to Growth and Net Replacement
LPN	2,890	3,505	615	787	1,402
RN	9,185	12,536	3,351	1,516	4,867
APPN	670	914	244	111	355

Source: Idaho Department of Labor 2006-2016 Projections and 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 work 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 at the end of 2007. 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.

# **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?*

There are two approaches 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 2008-2009 academic year. The 10 institutions provide 325 LPN seats and 1,078 RN seats including both master’s and advanced practice candidates. Of the total 1,403 newly admitted nursing students, 1,022 were admitted to one of Idaho’s undergraduate RN programs. 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 Calendar Year 2008-2009\***

Institution	LPN	AS RN	BS RN	MSN	APPN					PMNC	TOTAL
					NE	FNP	CNS	NL	CNL		
Apollo	90	54									144
BSU		60	120	9							189
BYUI		134	180								314
CSI	60	100									160
EITC	56	12									68
ISU	45	30	130	8	8	25	3	1		2	252
LCSC	10	5	80								95
NIC	20	83									103
NNU			34								34
Selland	44										44
<b>TOTAL</b>	<b>325</b>	<b>478</b>	<b>544</b>	<b>17</b>	<b>8</b>	<b>25</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>1,403</b>

\*The academic year begins Fall 2008 through Summer 2009.

NE-Nursing Education; NP-Family Nurse Practitioner; CNS-Clinical Nurse Specialist; NL-Nursing Leadership; CNL-Clinical Nurse Leader; PMNC-Post Masters Nursing Certificate.

Source: Follow-up Survey of Idaho Nursing Programs, September 2008.

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 capacity for full-time and part-time students and the capacity for each degree classification offered in the state. According to the 2008 Survey of Idaho Nursing Programs, Idaho has seats for 360 LPNs, 967 Associate of Science in Nursing degrees, 1,144 Bachelor of Science in Nursing degrees, 62 Master of Science in Nursing degrees and 68 advanced practice degrees. Increases over the last four years that raised capacity to 2,602 have resulted in the number of students listed as full-time or part-time falling short of that level by 278 because continuing students were admitted under tighter capacity constraints.

Table 2-B: Enrollment of Full- and Part-Time Continuing and Newly Admitted Students and Current Program Capacity by Institution							
Institution	Full-time Students	Part-time Students	LPN Capacity	AS RN Capacity	BS RN Capacity	MSN Capacity	APPN Capacity
Apollo College	123	-	90	90	-	-	-
Boise State University	431	11	-	240	180	30	-
Brigham Young University-Idaho	268	160	-	192	360	-	-
College of Southern Idaho	267	-	60	240	-	-	-
Eastern Idaho Technical College	36	54	76	15	-	-	-
Idaho State University	264	97	-	-	280	32	68
ISU-College of Technology (ASRN)	31	-	-	30	-	-	-
ISU-College of Technology (LPN)	35	4	50	-	-	-	-
Lewis-Clark State College	102	44	10	-	144	-	-
North Idaho College	160	-	30	160	-	-	-
Northwest Nazarene University	70	122	-	-	180	-	-
Selland College of BSU	44	-	44	-	-	-	-
<b>Total</b>	<b>1,831</b>	<b>492</b>	<b>360</b>	<b>967</b>	<b>1,144</b>	<b>62</b>	<b>68</b>

Source: Survey of Idaho Nursing Programs, April 2008.

**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 916 potential students were denied admission to an Idaho nursing program in 2007-2008 due to issues of capacity. Boise State University, Brigham Young University-Idaho and the College of Southern Idaho together turned away 80 percent of those students. In contrast, Apollo College did not turn away any students due to capacity constraints.

Table 2-C: Idaho Nursing School Admission Denials				
Institution	LPN	AS RN	BS RN	TOTAL
Apollo College	0	0	0	0
Boise State University*	78	124	124	326
Brigham Young University-Idaho	0	238	16	254
College of Southern Idaho	15	136	0	151
Eastern Idaho Technical College	12	5	0	17
Idaho State University	12	8	30	50
Lewis-Clark State College	0	0	50	50
North Idaho College	14	45	0	59
Northwest Nazarene University	0	0	9	9
<b>Total</b>	<b>131</b>	<b>556</b>	<b>229</b>	<b>916</b>

\*During this time BSU did not distinguish between students applying to AS RN or BS RN; therefore denials were divided equally between programs. Also, LPN data represents Seland Technical College denials.

Source: 2007 Board of Nursing Annual Survey.

**QUESTION 3A**

*What is the current capacity potential for nursing programs?*

According to the 2008 Survey of Idaho Nursing Programs, the state currently has 1,831 full-time and 492 part-time nursing students. Program capacity is highest for those students wishing to pursue a Bachelor of Science in Nursing degree with 1,144 spaces available at five different institutions. Very little capacity exists to produce nurses with master’s degrees or higher. Only two institutions have master’s programs, and space is limited to 62 students. One institution offers APPN programs for 68 students. Again the number of full-time and part-time students in Table 2-D is less than capacity due to increased admission capacity for new students over the last four years. The result has been that the number of students listed as full-time or part-time falls short of current capacity because continuing students were admitted under tighter capacity constraints.

Even though programs are slowly increasing capacity, Idaho is still experiencing supply issues because every nurse who receives a degree from an accredited Idaho program does not seek employment in Idaho or enter the field of nursing. Therefore the state needs to increase supply so that the number of new nurses who do remain in Idaho and choose to work in nursing meets the state’s demand for nurses. Additional research is required to determine why new graduates remain in Idaho and enter the nursing work force.

**Table 2-D: Total Number of Full- and Part-Time Students and Current Program Capacity by Institution**

Institution	Full-time Students	Part-time Students	LPN Capacity	AS RN Capacity	BS RN Capacity	MSN Capacity	APPN Capacity
Apollo College	123	-	90	90	-	-	-
Boise State University	431	11	-	240	180	30	-
Brigham Young University-Idaho	268	160	-	192	360	-	-
College of Southern Idaho	267	-	60	240	-	-	-
Eastern Idaho Technical College	36	54	76	15	-	-	-
Idaho State University	264	97	-	-	280	32	68
ISU-College of Technology (ASRN)	31	-	-	30	-	-	-
ISU-College of Technology (LPN)	35	4	50	-	-	-	-
Lewis-Clark State College	102	44	10	-	144	-	-
North Idaho College	160	-	30	160	-	-	-
Northwest Nazarene University	70	122	-	-	180	-	-
Selland College of BSU	44	-	44	-	-	-	-
<b>Total</b>	<b>1,831</b>	<b>492</b>	<b>360</b>	<b>967</b>	<b>1,144</b>	<b>62</b>	<b>68</b>

Source: Survey of Idaho Nursing Programs, April 2008.

**QUESTION 3B**

*What is the future capacity potential for nursing programs?*

One way to increase the supply of nurses is to look at increasing nursing education capacity. Based on information collected from the 2008 Survey of Idaho Nursing Programs, nine of the 12 programs plan to increase their capacity in the next five years. No increase is planned in LPN seats. Planned are increases of 68 AS RN seats, 209 BS RN seats, 30 master’s seats and eight doctoral seats. Boise State is converting its current 240-seat ASN program to a BSN program once the Seland College moves to the College of Western Idaho.

**Table 2-E: Planned Program Increase by Program Type and Institution**

Institution	LPN	AS RN	BS RN	MS RN	PhD	Funded / Unfunded
Boise State University	--	--	100	15	--	BS RN Funded / MS RN Unfunded
Brigham Young University-Idaho	--	8	--	--	--	Funded
Eastern Idaho Technical College	--	10	--	--	--	Unfunded
Lewis-Clark State College	--	10	73	--	--	48 Funded; 35 Unfunded
North Idaho College	--	20	--	--	--	Unfunded
Seland College of BSU	--	30	--	--	--	30 Transferred from BSU; Funded
Northwest Nazarene University	--	--	26	--	--	Funded
Idaho State University	--	20	10	--	8	28 Unfunded; 10 Funded
<b>Total</b>	<b>0</b>	<b>68</b>	<b>209</b>	<b>15</b>	<b>8</b>	<b>300 Total* — 192 Funded*, 108 Unfunded</b>

\*Totals do not include Seland’s increase in AS RN since it involves a simultaneous decrease from the BSU AS RN program.  
Source: Follow-up Survey of Idaho’s Nursing Programs, September 2008.

**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?*

Three institutions plan to add a nursing education program in the next five years. Boise State University will also expand the options available to students in its BS RN completion program and a second master’s degree option. Northwest Nazarene University plans to add a master’s program in the fall of 2009 beginning with about 15 students and increasing to a planned capacity of 35 to 40 students. Idaho State University plans to add a psychiatric nurse practitioner specialty to its existing master’s program.

While some progress is being made to increase capacity and programs in Idaho, success hinges on not only funding but faculty recruitment.

**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, using the raw datasets collected by the National Center for Education Statistics, provides completion data from 2006 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.<sup>1</sup>

**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.<sup>2</sup>

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

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

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

<sup>3</sup>CIP 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 2006 reports submitted to the National Center for Education Statistics. These numbers do not reflect the total number of 2006 completions in Idaho since they do not account for completion rates from Apollo College, but they do represent 95 percent of all institutions in the state that offer some type of nursing degree.

In 2006 Idaho’s reporting institutions graduated 876 nursing students. The majority of students, 664, were registered nurses while only 26 graduated as something other than an RN or LPN.

**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-F: Idaho - Occupational Programs**

CIP Code	Title	2006 Completions
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	664
51.1613	Licensed Practical/Vocational Nurse Training	186
51.1699	Nursing, Other	26
51.1603	Adult Health Nurse/Nursing	N/A
51.1604	Nurse Anesthetist	N/A
51.1605	Family Practice Nurse/Nurse Practitioner	N/A
51.1606	Maternal/Child Health and Neonatal Nurse/Nursing	N/A
51.1607	Nurse Midwife/Nursing Midwifery	N/A
51.1608	Nursing Science (MS, PhD)	N/A
51.1609	Pediatric Nurse/Nursing	N/A
51.1610	Psychiatric/Mental Health Nurse/Nursing	N/A
51.1611	Public Health/Community Nurse/Nursing	N/A
51.1612	Perioperative/Operating Room and Surgical Nurse/Nursing	N/A
51.1616	Clinical Nurse Specialist	N/A
51.1617	Critical Care Nursing	N/A
51.1618	Occupational and Environmental Health Nursing	N/A

Source: EMSI and National Center for Education Statistics.

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 2006 nursing student graduates from Idaho reporting institutions based on county. Only eight of Idaho’s 44 counties graduated nurses in 2006. Ada County had the highest number of nursing graduates at 217 followed by Bannock with 156 and Madison with 142. In comparison Canyon County only produced 11 and Bonneville just 55.

Table 2-G: Idaho – Occupational Programs by County			
County	2006 Completions	County	2006 Completions
Ada	217	Custer	0
Bannock	156	Elmore	0
Madison	142	Franklin	0
Twin Falls	116	Fremont + Yellowstone Park	0
Kootenai	100	Gem	0
Nez Perce	79	Gooding	0
Bonneville	55	Idaho	0
Canyon	11	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 and National Center for Education Statistics.

*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-H on page 68 represents the completion rates by program for reporting institutions. There are currently five reporting programs that graduated 379 students with Associate of Science in Nursing degrees. Boise State University produced the most at 146 in 2006. The five reporting institutions graduated 263 students with Bachelor of Science in Nursing degrees. Only Idaho State University had graduates with Master of Science in Nursing degrees — 22 in 2006.

There are seven institutions that reported completion rates for LPN programs totaling 186 in 2006. Idaho State University, Lewis-Clark State College and Eastern Idaho Technical College graduated LPNs with associate degrees. Students at the other four completed LPN programs of at least one but less than two academic years.

**QUESTION 6A**

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

One reporting institutions indicated they graduated nurses in the other category. Idaho State University graduated 25 associate degree-trained Nursing, Other. and had one student rated as Nursing, Other complete a post-master's certificate.

**QUESTION 6B**

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

Table 2-H: Idaho – Occupational Programs by Institution

CIP Code	Title	Institution	Award Level	2006 Completions
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Boise State University	Associate Degree	146
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	BYU-Idaho	Associate Degree	88
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	College of Southern Idaho	Associate Degree	83
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Idaho State University	Associate Degree	13
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	North Idaho College	Associate Degree	49
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Boise State University	Bachelor's Degree	43
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	BYU-Idaho	Bachelor's Degree	54
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Idaho State University	Bachelor's Degree	88
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Lewis-Clark State College	Bachelor's Degree	67
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Northwest Nazarene University	Bachelor's Degree	11
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Idaho State University	Master's Degree	22
51.1613	Licensed Practical / Vocational Nurse Training	Lewis-Clark State College	Associate Degree	12
51.1613	Licensed Practical/ Vocational Nurse Training	Boise State University	Award of at Least 1 but Less than 2 Academic Years	28
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	26
51.1613	Licensed Practical/ Vocational Nurse Training	Eastern Idaho Technical College	Award of at Least 2 but Less than 4 Academic Years	55
51.1613	Licensed Practical/ Vocational Nurse Training	Idaho State University	Award of at Least 2 but Less than 4 Academic Years	32
51.1613	Licensed Practical/ Vocational Nurse Training	College of Southern Idaho	Award of Less than 1 Academic Year	33
51.1699	Nursing, Other	Idaho State University	Associate Degree	25
51.1699	Nursing, Other	Idaho State University	Master's Degree	0
51.1699	Nursing, Other	Idaho State University	Post-master's Certificate	1

Source: EMSI , National Center for Education Statistics and 2007 Board of Nursing Annual Survey.

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?*

According to 2006 National Center for Education Statistics completion rates for all institutions, Idaho graduated 898 nursing students. Of these graduates, 582 received their first active Idaho LPN or RN nursing license, indicating that 65 percent of nurses graduating from an Idaho institution in 2006 entered the Idaho work force for the first time. The remaining 35 percent either had a previous RN license, chose to work outside the state or decided to enter another field besides nursing.

Table 2-1: 2006 Completions by Educational Institution				
Institution	LPN		RN	
	2006 Graduates	2006 Graduates Obtaining 1st ID Nursing License	2006 Graduates	2006 Graduates Obtaining 1st ID Nursing License
Apollo College*	22	21	--	--
Boise State University/Selland	28	2	189	129
Brigham Young University-Idaho	--	--	142	45
College of Southern Idaho	33	37	83	64
Eastern Idaho Technical College	55	47	--	--
Idaho State University	57	48	124	83
Lewis-Clark State College	12	6	67	26
North Idaho College	26	24	49	43
Northwest Nazarene University	--	--	11	7
<b>Total</b>	<b>233</b>	<b>185</b>	<b>665</b>	<b>397</b>

Source: EMSI , National Center for Education Statistics and 2007 Board of Nursing Annual Survey.

**QUESTION 6C**  
*Where are Idaho graduates working – region, in-state, not working or out-of-state?*

Data from the Idaho Department of Labor’s unemployment insurance wage files and from the Idaho Board of Nursing’s licensing databases indicate that over 25 percent of 2006 and 2007 nursing graduates working in Idaho completed programs in other states.

The state and board data provide information regarding recent graduate employment. The board’s databases provide the information necessary to cross-match 2006 and 2007 graduates who received their first Idaho license with 2007 unemployment insurance wage files to determine whether a graduate is employed in Idaho. If a graduate has Idaho reported wages, the graduate is working in Idaho. If a graduate does not have reported Idaho wages, the only conclusion is that the graduate is either working in another state, already had a license or is not working at all. Determining which is not possible without the aide of graduate social security numbers.

Table 2-J reflects the 2006 and 2007 first time license graduates from Idaho nursing programs and out-of-state nursing programs as well as their region of employment. Graduate information only includes active nurses with Idaho licenses as recorded by the state board’s database. Region of employment is derived from unemployment wage files. Active nurses without unemployment insurance wage data are reported as “Unknown.”

Table 2-J: Active Idaho Nurses Who Graduated in 2006-2007 and Received Their First License by Program Location and Region of Employment*				
Region	Idaho Nursing Program Graduates w/1st Time Idaho License		Out-of-State Nursing Program Graduates	
	RN	LPN	RN	LPN
Northern	76	33	30	5
North Central	12	6	54	7
Northeastern	116	52	24	3
South Central	23	18	1	0
Southeastern	67	52	18	1
Southwestern	147	78	62	20
Cross Regions	239	105	135	12
Unknown	118	48	58	16
<b>Total</b>	<b>798</b>	<b>392</b>	<b>382</b>	<b>64</b>

\*Region of Employment Derived from Unemployment Insurance Data; includes nurses employed in 4th quarter 2007 in an industry which employs nurses.

Source: Idaho Department of Labor Unemployment Insurance Database and Idaho Nursing Board Licensure Database.

**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 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 limiting factors —

- 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.

**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.

**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.

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.

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

Source: Survey of Idaho Nursing Programs, April 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	Bonner General Hospital	8 Northwest Specialty Hospital
2	Deaconess Hospital	9 Pinewood Care Center
3	Eastern State Hospital	10 Sacred Heart Medical Center
4	Ivy Court	11 Shriners Children's Hospital
5	Kootenai Medical Center	12 St. Luke's Rehabilitation Institute
6	La Crosse Health and Rehabilitation Center	13 Valley Hospital and Medical Center
7	Life Care Center of Coeur d'Alene	

Source: Survey of Idaho Nursing Programs, April 2008.

Table 2-M: North Central Idaho Clinical Sites			
1	Deaconess Medical Center	51	Spokane Public School
2	Dirne Health Clinic	52	Spokane Visiting Nurses Association
3	Early Childhood Center	53	State Hospital North Mental Health
4	Family Home Care Corporation	54	Syringa General Hospital
5	Gritman Medical Center	55	Syringa Surgical Center
6	Hospice of North Idaho	56	Tri-State Health and Rehab
7	Hospice of Spokane	57	Tri-State Memorial Hospital
8	Idaho School Boards Association	58	Valley Medical Center
9	Interventional Pain Consultants	59	Wallowa Memorial Hospital
10	Kadlec Medical Center	60	WSU Student Health Center
11	Kaiser Aluminum and Chemical	61	Whitman County Hospital
12	Kootenai County Jail	62	Whitman Hospital and Medical Center
13	Kootenai Medical Center	63	ABC Skin Correction Clinic
14	Lake City Senior Center	64	Bank Street Clinic
15	Lake Pend Oreille School District	65	Benewah Community Health Nursing
16	Lakeland School District (Coeur d' Alene)	66	Benewah Medical and Wellness Center
17	Lewiston Rehab and Care	67	Bonner General Hospital
18	Lewiston School District	68	Cancer Care Northwest
19	Life Care Center of Coeur d' Alene	69	Clark Fork Valley Hospital
20	Lifecare Center of Lewiston	70	Cancer Care Northwest
21	McCall Memorial Hospital	71	Clark Fork Valley Hospital
22	Medical Lake School District	72	Clarkston School District
23	Moscow Good Samaritan Village	73	Clearwater Medical Clinic
24	Neurology Clinic of Coeur d' Alene	74	Clearwater Valley Hospital
25	Newport Hospital	75	Coeur d' Alene School District
		76	Community Healthcare of the Palouse

Source: Survey of Idaho Nursing Programs, April 2008.

Table 2-N: Southwestern Idaho Clinical Sites <i>(cont. on next page)</i>			
1	ADA Plastic Surgery	26 Elmore Medical Center	51 Idaho School Boards Association
2	Affinity, Inc.	27 Elmore Medical Center	52 Idaho State School and Hospital
3	Agency for New Americans	28 Emmett Rehabilitation and Health Care	53 Idaho Veterans Home
4	Alternative Counseling and Rehabilitation	29 Emmett School District	54 Intermountain Hospital
5	Alzheimer's Association Greater Idaho Region	30 Episcopal Diocese	55 Intermountain Hospital
6	American Heart Association	31 Eye Associates PA	56 Intermountain Orthopedics
7	Boise House and Community Development	32 Family Advocate Program	57 Intermountain Pediatric Clinic
8	Boise Orthopedic Clinic	33 Family Home Health	58 Karcher Estates
9	Boise Public Schools (Boise Independent School District #1)	34 Family Practice Medical Center	59 Karcher Estates
10	Boise State University Children's Center	35 Four Rivers Health Service	60 Kuna School District
11	Boise State University Homemakers	36 Friends of Children & Families (Head Start)	61 Learning Tree School
12	Boise State University Student Health Service	37 Glenn's Ferry Health Center	62 Life Care Center
13	Boys and Girls Clubs of Ada County & Nampa	38 Guardian Home Care	63 LTC Facilities
14	Caldwell Care Center	39 HealthSouth-Treasure Valley Hospital	64 March of Dimes
15	Canyon County Paramedics	40 Hillcrest Care Center	65 Marquis Care at Shaw Mountain
16	Capital City Family Medicine	41 Hollingshead Eye Center	66 McCall Memorial Hospital
17	Cascade Rehabilitation and Care Center	42 Human Supports of Idaho	67 Mercy Medical Center
18	Central District Health Department	43 Idaho Cardiology Associates	68 Mercy Medical Center
19	Clinics	44 Idaho Coalition Against Sexual & Domestic Violence	69 Mercy Medical Center
20	Community House	45 Idaho Department of Health and Welfare	70 Meridian Schools
21	Day Care	46 Idaho Dept. of Juvenile Corrections	71 Midland Health and Rehabilitation Center
22	Daybreak Mental Health Services	47 Idaho Elks Rehabilitation Hospital	72 Nampa Care Center
23	Dr. Anne Church	48 Idaho Elks Rehabilitation Hospital	73 Nampa School District
24	Eagle Eye Surgery and Laser	49 Idaho Elks Rehabilitation Hospital	74 Nampa Schools
25	Easter Seals Growing Place	50 Idaho Gastroenterology	75 Primary Health Pediatrics

Source: Survey of Idaho Nursing Programs, April 2008.

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

76	Primary Health, Inc.	92	Terry Reilly Health Services, Boise & Nampa
77	Prison Health Services, Inc.	93	Treasure Valley Pediatrics
78	Progressive Nursing Staff PRN	94	Valley View Retirement Community
79	Region III Health and Welfare	95	Veterans Affairs Medical Center
80	Roman Catholic Diocese	96	Veterans Affairs Medical Center
81	Saint Alphonsus Home Health Services	97	Veterans Affairs Medical Center
82	Saint Alphonsus Nephrology Center	98	Vydas Resources, Inc.
83	Saltzer Medical Group	99	Walter Knox Memorial Hospital
84	Southwest District Health Department	100	Walter Knox Memorial Hospital
85	St. Alphonsus Regional Medical Center	101	Weiser Memorial Hospital
86	St. Alphonsus Regional Medical Center	102	West Valley Medical Center
87	St. Luke's Regional Medical Center	103	West Valley Medical Center
88	St. Luke's Regional Medical Center	104	West Valley Medical Center
89	SunBridge Rehabilitation and Living Center	105	Willow Park Assisted Living
90	SunHealth Behavioral Health System	106	Woman's Clinic
91	Teen Challenge of Idaho	107	Women's Health Associates (Dr. Brenda Williams)

Source: Survey of Idaho Nursing Programs, April 2008.

Table 2-O: South Central Idaho Clinical Sites			
1	Walker Center	18	St. Luke's Regional Medical Center
2	Physicians Center	19	St. Luke's Wood River Medical Center
3	South Central District Health	20	Sunbridge Care Center
4	Parkview Care and Rehabilitation	21	Twin Falls Care Center
5	Bingham Memorial Hospital	22	Dr. Mark A. Dowdle
6	Bridgeview Estates	23	Dr. M. Terry Jeppson
7	Canyon View Psychiatric and Addiction Services	24	DaVita Dialysis
8	Cassia Regional Medical Center	25	Cassia Regional Medical Center
9	Eastern Idaho Regional Medical Center	26	Home Health Professionals
10	Gooding County Memorial Hospital	27	Idaho Home Health Care (Rupert, Hailey, Buhl, and Twin Falls)
11	Lost Rivers District Hospital	28	Minidoka Memorial Hospital
12	Madison Memorial Hospital	29	Portneuf Behavioral Health
13	Minidoka Memorial Hospital	30	Psychiatric Services
14	Portneuf Medical Center	31	Region V Adult Mental Health
15	St. Alphonsus Regional Medical Center	32	Mountain View Care Center
16	St. Benedict's Family Medical Center	33	Family Health Services
17	St. Luke's Magic Valley Regional Medical Center	34	Snake River Care and Rehab

Source: Survey of Idaho Nursing Programs, April 2008.

Table 2-P: Southeastern Idaho Clinical Sites

1	ABCD Practices	23	BYU Idaho Student Health	45	Dr Margaret Huggins
2	Ada Vision	24	Caribou Memorial Hospital	46	Dr Michael Mann
3	Ada West Dermatology/St Luke's Meridian Medical Center	25	Cassia Regional Medical Center	47	Dr Newcombe
4	Addiction Rehabilitation Associates	26	Cedar Health Center	48	Dr Robert Jones
5	Alameda Optical	27	Center for Community and Justice	49	Dr Robert Lotstein
6	American Falls Joint School District 381	28	Clear View Eye Clinic	50	Dr Ronald Miciak
7	American Red Cross of Idaho	29	Clinic at Middleton	51	Dr Solomon Paley
8	Ammon Medical and Urgent Care	30	Clinic at Parma	52	Dr Terry Sanderson
9	Ashton Family Medical Center	31	Clinic at Wilder	53	Dr Thomas Call
10	Associates in Family Practice PA	32	Club Inc	54	Dr Timothy Ramsden
11	Bannock County Detention	33	Coeur d'Alene Pediatrics PA	55	Dr Yolanda Marcos, MD
12	Basin Community Health Center	34	Community Care of Rigby	56	Dr Yost, Christina C and Gentry C
13	Beacon Hospital and Rehabilitation	35	Community Care Urgent and Injury	57	Eastern Idaho Cardiology Associates
14	Bear Lake Memorial Hospital	36	Community Family Clinic	58	Eastern Idaho Regional Medical Center
15	Big Brothers Big Sisters	37	Creekside Home Health and Hospice	59	Eye Care Specialists
16	Bingham Memorial Hospital	38	Creekside Pain Clinic	60	Family Care Clinic of Idaho Falls
17	Black Canyon Family Medicine	39	Diabetes and Metabolism Specialists	61	Family Health Associates PA
18	Blackfoot Medical Center	40	Diabetes Internal Medicine	62	Family Health Services Twin Falls on Eastland
19	Boise Neurology	41	Dime Community Health Clinic	63	Family Medicine Center
20	Boise Pediatrics/St Alphonsus	42	Dr Alana King and Dr Porter	64	Family Practice and House calls Clinic
21	Boise State University Department of Nursing	43	Dr George Wilcox	65	Family Practice Group
22	Bridger Clinic	44	Dr John A Sturges, MD, PA	66	Family Practice Medical Center

Source: Survey of Idaho Nursing Programs, April 2008.

Continued on next page

Table 2-P: Southeastern Idaho Clinical Sites (cont.)			
67	Family Service Alliance of SE Idaho	89	Health District 4 Central
68	Family Violence Sexual Assault Intervention Center	90	Health District 4 Central: WIC
69	Franklin County Medical Center	91	Health West Pocatello
70	Garden City Community Clinic, Genesis World Mission	92	Heart and Vascular Institute
71	Gate City Women's Health	93	Heart Institute of Spokane
72	Gia Swope, NP	94	Help Inc Child and Family Support Center
73	Glenns Ferry Health Center	95	Helping Hands Home Health
74	Gonzaga University	96	Holy Apostles Catholic Church Parish Nursing
75	Good Samaritan Nursing Center	97	Holy Rosary Medical Center
76	Grand Teton Gastroenterology	98	Hospice of Eastern Idaho
77	Gritman Medical Center	99	Hospice Alliance
78	Harms Memorial Hospital	100	Idaho Cardiology
79	Hayden Lake Family Practice	101	Idaho Center for Reproductive Medicine
80	Health and Basin Community Health Center	102	Idaho Elks Rehab Center
81	Health Care for Women	103	Idaho Kidney Center
82	Health Department District 1: Panhandle	104	Idaho Physical Therapy
83	Health Department District 2	105	Idaho Pulmonary Associates
84	Health Department District 5: South Central	106	Idaho State School and Hospital
85	Health Department District 5: Mental Health	107	Idaho State University Student Health
86	Health Department District 6	108	Idaho Urgent Care
87	Health Department District 7: Eastern	109	Idaho Cardiology Associates
88	Health District 3: Southwest	110	IHC Health Services Education Department McKay Dee Hospital
111	Integrated Physical Therapy	111	Integrated Physical Therapy
112	Intermountain Medical Clinic	112	Intermountain Medical Clinic
113	KeyMed, Inc	113	KeyMed, Inc
114	Kootenai Medical Center Physical Therapy	114	Kootenai Medical Center Physical Therapy
115	Kootenai Vision Center	115	Kootenai Vision Center
159	Pulmonary Consultants of North Idaho	159	Pulmonary Consultants of North Idaho
160	Quick Health, Inc	160	Quick Health, Inc
161	Rexburg Medical Clinic	161	Rexburg Medical Clinic
162	Rocky Mountain GYN	162	Rocky Mountain GYN
163	Rocky Mountain Surgery Center	163	Rocky Mountain Surgery Center
164	Saltzer Medical Group	164	Saltzer Medical Group
165	Sandpoint Pediatrics	165	Sandpoint Pediatrics
166	School District 25	166	School District 25
167	School District 91	167	School District 91
168	Shadow Butte View Elementary School	168	Shadow Butte View Elementary School
169	SHIBA Senior Health Insurance Benefit	169	SHIBA Senior Health Insurance Benefit
170	Shoshone Community Health Clinic, Inc	170	Shoshone Community Health Clinic, Inc
171	Shoshone Medical Center	171	Shoshone Medical Center
172	Shoshone-Bannock Tribes Tribal Health Department	172	Shoshone-Bannock Tribes Tribal Health Department
173	Snake River Oncology	173	Snake River Oncology
174	Southeast Idaho Council of Governments	174	Southeast Idaho Council of Governments
175	St Alphonus Physicians Services	175	St Alphonus Physicians Services

Source: Survey of Idaho Nursing Programs, April 2008.

*Continued on next page*

Table 2-P: Southeastern Idaho Clinical Sites (cont.)			
176	St Alphonsus Regional Medical Center	185 State Hospital South	195 Valley Family Health Care
177	St Benedicts Family Medical Center	186 Steele Memorial Clinic	196 Valley Medical Center and Children's Clinic
178	St John's Medical Center	187 Terry Reilly Health Services, Corporate Headquarters	197 Veterans Administration Medical Center
179	St Joseph Regional Medical Center	188 Teton Valley Hospital	198 Veterans Administration Medical Center Pocatello
180	St Lukes Regional Medical Center	189 Three Rivers Clinic	199 Walter Knox Memorial Hospital
181	St Stephen's Episcopal Church Parish Nursing	190 Twin Rivers Physical Therapy	200 West Valley Medical Center
182	Star Medical	191 Two Rivers Medical Center	201 Woman's Clinic
183	Star Valley Medical Center	192 University of Capetown South Africa	202 Women's Clinic of North Idaho
184	Stark Medical	193 University of Utah Hospitals and Clinics	203 Wood River Medical Center
		194 Upper Valley Pediatrics	204 World Relief

Source: Survey of Idaho Nursing Programs, April 2008.

Table 2-Q: Northeastern Idaho Clinical Sites	
1 Eastern Idaho Regional Medical Center	6 Steele Memorial Hospital
2 Mountain View Hospital	7 Teton Valley Hospital and Surgicenter
3 Madison Memorial Hospital	8 Community Care Center
4 Good Samaritan Nursing Home	9 Hospice of Eastern Idaho
5 Rexburg Nursing Center	10 Various Private Physicians Offices and Clinics

Source: Survey of Idaho Nursing Programs, April 2008.

# **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 are on Contract	47.2	37 - 65
During Academic Breaks and Summer Period when Faculty are Not on Contract	11.2	4 - 20

Source: INWC Nursing Program Directors Survey, September 2007.

**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 include 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.<sup>1</sup>

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.<sup>2</sup>

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

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 to other programs.

Table 3-B on page 87 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."

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

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

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

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
<b>Agriculture/Home Economics</b>	55.4	43.9
<b>Business</b>	53.7	44.1
<b>Education</b>	53.7	37.7
<b>Engineering</b>	56.1	44.4
<b>Fine Arts</b>	53.4	40.9
<b>Health Sciences</b>	<b>56.5</b>	<b>42.8</b>
<b>Humanities</b>	52.9	38.4
<b>Natural Sciences</b>	54.3	40.1
<b>Social Sciences</b>	54.7	41.7
<b>All Other Fields</b>	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).

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 % 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
<b>Agriculture/Home Economics</b>	52.6	24.0	23.4
<b>Business</b>	61.6	20.9	17.6
<b>Education</b>	60.0	15.0	25.1
<b>Engineering</b>	56.2	26.2	17.6
<b>Fine Arts</b>	67.1	13.7	19.2
<b>Health Sciences</b>	<b>49.1</b>	<b>19.1</b>	<b>31.8</b>
<b>Humanities</b>	64.6	17.5	17.9
<b>Natural Sciences</b>	54.5	29.7	15.8
<b>Social Sciences</b>	55.4	25.8	18.8
<b>All Other Fields</b>	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 <sup>1</sup>
<b>Agriculture/Home Economics</b>	8.8	268
<b>Business</b>	10.0	318
<b>Education</b>	10.0	230
<b>Engineering</b>	7.9	197
<b>Fine Arts</b>	11.0	244
<b>Health Sciences</b>	<b>10.5</b>	<b>344</b>
<b>Humanities</b>	9.3	240
<b>Natural Sciences</b>	9.1	323
<b>Social Sciences</b>	8.2	279
<b>All Other Fields</b>	9.8	261

<sup>1</sup> 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).

**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 last 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 last 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.

**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.

**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.

---

Source: Survey of Idaho Nursing Programs, April 2008.

**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.

**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 have been recruited from outside Idaho in the last three years.

---

Source: Survey of Idaho Nursing Programs, April 2008.

**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.

**QUESTION 7**

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

Respondents reported that of the 238 nursing faculty statewide, 181, or 76 percent, met credential requirements and 57, or 24 percent, did not.

They were specifically asked how many full-time, part-time and adjunct faculty are part of their nursing education program. They were then asked how many of those met credential requirements. Faculty who met credential requirements were defined as having a minimum of a master’s degree with a nursing major. However, some respondents noted that LPN instructors were required to have a minimum of a bachelor’s degree, and they also reported that some instructors had master’s degrees in related fields but not specifically in nursing.

**QUESTION 8**

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

**Table 3-E: Faculty Counts by Institution**

Institution	Full-Time Faculty			Part-Time Faculty			Adjunct Faculty		
	All	Credentialed		All	Credentialed		All	Credentialed	
		Yes	No		Yes	No		Yes	No
<b>Apollo College</b>	12	5	7	2	0	2	---	---	---
<b>Boise State University</b>	38	38	0	3	3	0	7	0	7
<b>Brigham Young University-Idaho</b>	17	17	0	---	---	---	6	3	3
<b>College of Southern Idaho</b>	24	19	5	6	4	2	---	---	---
<b>Eastern Idaho Technical College</b>	6	6	0	8	5	3	---	---	---
<b>Idaho State University</b>	24	23	1	2	2	0	9	7	2
<b>ISU-College of Technology (ASRN)</b>	1	1	0	2	2	0	---	---	---
<b>ISU-College of Technology (LPN)</b>	3	2	1	1	0	1	3	0	3
<b>Lewis-Clark State College</b>	20	19	1	---	---	---	1	1	0
<b>North Idaho College</b>	12	9	3	---	---	---	5	2	3
<b>Northwest Nazarene University</b>	6	6	0	---	---	---	16	5	11
<b>Selland College of BSU</b>	3	2	1	---	---	---	1	0	1
<b>Total</b>	<b>166</b>	<b>147</b>	<b>19</b>	<b>24</b>	<b>16</b>	<b>8</b>	<b>48</b>	<b>18</b>	<b>30</b>

Source: Survey of Idaho Nursing Programs, April 2008.

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

<sup>1</sup> RN means licensed in Idaho as a Registered Nurse.  
<sup>2</sup> “New Grad” = less than 1 year of experience as an RN  
<sup>3</sup> “Experienced” = at least 1 year of experience as an RN.  
 Source: INWC Community Survey, Fall 2007.

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
<b>2004-05</b>	14	140	10%
<b>2005-06</b>	28	147	19%
<b>2006-07</b>	14	153	9%

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

**QUESTION 10**

*What are the projected retirements?*

In spring 2007, the Idaho Nursing Workforce Center distributed a survey to all licensed RNs in Idaho along with their license renewal forms. Responses were received from over 9,000 RNs, 71 percent, and 150 identified their main employment as nurse faculty. The planned retirements in Table 3-D likely represent most, if not all, planned faculty retirements.

The numbers in the table below are cumulative. For example, within the next three years, 17 faculty plan to retire, which is the total of those who plan to retire in the first year, the second year and the third year. Based on the information provided in the table below, 26 percent of current faculty plan to retire within the next five years.

Table 3-H: Number of Nurse 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
<b>Total</b>	<b>150</b>	<b>100.0</b>	

Source: INWC RN Satisfaction Survey, September 2007.

**QUESTION 11**

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

According to the 2008 Survey of Idaho Nursing Programs, there are 160 full-time, 24 part-time and 48 adjunct nursing faculty in Idaho providing educational services to 1,831 full-time and 492 part-time nursing students. The statewide student-teacher ratio is 1:10. Brigham Young University-Idaho is the only individual institution with a student to teacher ratio higher than the state average. It provides nursing education using a 1:19 ratio as shown in Table 3-E. 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 across the board.

**Table 3-I: Current Faculty and Student Populations**

Institution	Faculty			Students		Faculty to Student Ratio
	Full-time	Part-time	Adjunct	Full-time	Part-time	
Apollo College	12	2	—	123	—	1:9
Boise State University	38	3	7	431	11	1:9
Brigham Young University-Idaho	17	—	6	268	160	1:19
College of Southern Idaho	24	6	—	267	—	1:9
Eastern Idaho Technical College	6	8	—	36	54	1:7
Idaho State University	24	2	9	264	97	1:10
ISU-College of Technology (ASRN)	1	2	—	31	—	1:10
ISU-College of Technology (LPN)	3	1	3	35	4	1:6
Lewis-Clark State College	20	—	1	102	44	1:7
North Idaho College	12	—	5	160	—	1:9
Northwest Nazarene University	6	—	16	70	122	1:9
Selland College of BSU	3	—	1	44	—	1:11
<b>Total</b>	<b>166</b>	<b>24</b>	<b>48</b>	<b>1,831</b>	<b>492</b>	<b>1:10</b>

Source: Survey of Idaho Nursing Programs, April 2008.

**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?*

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.<sup>1</sup>

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.
- 29-2011: 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.<sup>2</sup>

Table 3-J, using federal data, represents estimated average annual wages for nursing instructors, RNs and LPNs in Idaho and several surrounding states. Idaho, Oregon and Utah are the only states in the table where nursing instructors on average make more than RNs. Utah’s wage differential is just \$450. Oregon’s is \$1,140 and Idaho’s is \$3,400 per year. Nursing instructors in Washington, Wyoming and Montana on average make less than RNs. Nevada wages were not available.

Idaho’s average annual wage for nursing instructors of \$57,360 ranked third among the six states reporting wages. Only the average annual wage for RNs in Wyoming at \$52,800 and Montana at \$53,320 were lower than Idaho’s \$53,960. Average

**Table 3-J: OES Average Annual Wage**

State	Instructor	RN	LPN
Montana	\$42,120	\$53,320	\$32,590
Wyoming	\$50,800	\$52,800	\$36,310
Utah	\$56,630	\$56,180	\$35,890
<b>Idaho</b>	<b>\$57,360</b>	<b>\$53,960</b>	<b>\$36,250</b>
Washington	\$60,070	\$67,430	\$42,290
Oregon	\$68,390	\$67,250	\$42,150
Nevada	not available	\$67,430	\$43,610

annual wages for LPNs in Nevada, Washington, Oregon and Wyoming were higher than Idaho’s \$36,250.

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

<sup>1, 2</sup> Bureau of Labor Statistics Technical Notes: [http://www.bls.gov/oes/current/oes\\_tec.htm](http://www.bls.gov/oes/current/oes_tec.htm).

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?*

Additional sources of salary information include Idaho Business Intelligence Solution, the National Center for Education Statistics' Integrated Postsecondary Education Data System and the 2007 Milliman Northwest Health Care Industry Salary Survey.

**IDAHO BUSINESS INTELLIGENCE SOLUTION — IBIS**

Salary information for public institution nursing faculty is available through the IBIS system. Table 3-K reflects the average hourly wage for a sample of 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: Idaho Public Institutions Average Wage	
Institution	Average Hourly Wage
<b>BSU: Center for Health Technology</b>	\$21.72
<b>BSU: Nursing</b>	\$29.90
<b>ISU: School of Nursing</b>	\$25.46
<b>LCSC: Nursing &amp; Health Sciences</b>	\$22.70
<b>Average overall</b>	\$25.95

Source: Idaho Business Intelligence Solution.

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 so robust because participation is mandatory for institutions with Program Participation Agreements. Through the use of 12 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 the 2005-2006 school year. Based on this information, Idaho’s full-time faculty average \$44,441 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 component program, 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
Washington	\$48,285
Wyoming	\$47,065
Oregon	\$46,461
<b>Idaho</b>	<b>\$44,441</b>
Utah	\$43,745
Montana	\$40,713

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, 05-06, Salaries Component.

*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?***2007 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 the 2007 Milliman 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 101 reflects salaries for various nursing positions based on results from the 2007 Milliman Survey.

Table 3-M: Milliman 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
2.15	Certified Registered Nurse Anesthetist (CRNA)	\$68.64	NA	\$4.28	\$2.33	NA	NA	NA	NA	NA
2.24	Clinical Nurse Specialist	\$36.94	NA	\$3.36	\$2.50	\$2.26	\$3.36	\$1.86	NA	NA
2.06a	LPN - Acute Care	\$18.90	\$15.03	\$3.09	\$2.07	\$1.66	\$2.45	\$2.07	\$0.82	\$1.30
2.06b	LPN - Clinic	\$18.20	\$14.65	\$3.14	\$1.88	\$1.52	\$2.13	\$1.43	NA	\$1.00
2.06c	LPN - Home Care / Hospice	\$19.18	NA	\$3.10	\$2.00	\$1.75	\$2.30	\$2.45	NA	NA
	<b>LPN Average All Care Settings</b>	<b>\$18.54</b>								
2.01	Medical Assistant (Certified)	\$14.36	\$12.51	\$2.89	\$2.10	\$1.48	\$1.69	\$1.31	\$0.60	\$1.22
2.03	Nurse Assistant	\$11.58	NA	NA	NA	\$1.01	\$1.64	\$1.70	NA	NA
2.10a	Nurse Practitioner - General	\$37.60	\$30.21	\$2.73	\$2.00	\$2.00	\$3.15	\$2.08	NA	NA
2.05	Nurse Technician	\$13.16	NA	\$2.41	\$2.00	\$1.39	\$1.99	\$2.01	NA	NA
2.04	Nursing Assistant, Certified (CNA)	\$12.37	\$10.53	\$2.75	\$2.02	\$1.27	\$1.88	\$1.39	\$0.33	\$0.84
15.44	Nursing Department Manager / Supervisor - Clinic	\$33.81	NA	NA	NA	NA	NA	NA	NA	NA
15.45	Nursing Manager - Acute Care (Single Unit)	\$41.64	NA	NA	NA	NA	NA	NA	NA	NA
15.46	Nursing Mgr - Acute Care (Multiple Units)	\$44.29	NA	NA	NA	NA	NA	NA	NA	NA
15.47	Nursing Shift Supervisor	\$36.21	NA	\$3.32	\$2.50	\$1.90	\$2.79	\$2.43	\$0.86	NA
2.23	Patient Care / Discharge Coordinator	\$29.84	\$23.19	\$2.80	\$2.00	\$1.25	\$1.92	\$1.42	NA	NA
6.03	Phlebotomist	\$13.30	\$11.44	\$2.89	\$2.26	\$1.33	\$1.97	\$1.49	\$0.65	\$1.00
2.07a	RN - Acute Care	\$31.20	\$22.69	\$3.29	\$2.22	\$2.10	\$3.53	\$2.64	\$0.81	\$1.86
2.07b	RN - Clinic	\$25.51	\$20.10	\$3.22	\$2.00	\$2.02	\$2.76	\$2.27	\$0.82	\$1.67
2.07c	RN - Home Care / Hospice	\$32.57	\$23.35	\$3.30	\$2.00	\$2.22	\$3.91	\$2.35	\$0.82	\$1.47
	<b>RN Average All Care Settings</b>	<b>\$30.90</b>								
4.01	Skilled Nursing Care	\$11.12	NA	NA	\$1.50	\$1.04	\$1.45	\$1.01	NA	NA
4.02	Skilled Nursing LPN	\$17.42	NA	\$2.58	\$1.50	\$1.37	\$2.08	\$1.50	NA	NA
4.03	Skilled Nursing RN	\$24.20	NA	\$2.92	\$1.50	\$1.56	\$2.76	\$1.57	\$0.83	\$1.77

\*Please note that numbers represent WA, ID, OR but exclude the Puget Sound area and Portland metro area.  
Source: 2007 Milliman NW Health Care Industry Salary Survey.

**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.<sup>1</sup> 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.<sup>2</sup>

Table 3-N on page 103 shows the 2006 estimated average annual wages for post-secondary faculty positions in Idaho and surrounding states. Wage information for several positions was not available in every state due to federal confidentiality restrictions.

Idaho's nursing instructors' average annual wage of \$57,362 ranked sixth among reported wages for Idaho faculty based on federal wage data. 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 lag other professional faculty such as law teachers, health specialty teachers and social work teachers.

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

<sup>2</sup>Bureau of Labor Statistics Technical Notes: [http://www.bls.gov/oes/current/oes\\_tec.htm](http://www.bls.gov/oes/current/oes_tec.htm).

Table 3-N: 2006 OES Average Annual Wage by State

Occupation Title	MT	NV	OR	ID	UT	WA	WY
<b>Business teachers, postsecondary</b>	\$51,660	\$67,610	\$85,830	<b>\$58,278</b>	\$77,870	\$73,760	\$66,740
<b>Computer science teachers, postsecondary</b>	\$49,180	n/a	\$88,330	n/a	\$77,740	\$72,760	\$60,150
<b>Mathematical science teachers, postsecondary</b>	\$48,890	n/a	\$76,520	<b>\$72,393</b>	\$64,620	\$66,280	\$52,140
<b>Architecture teachers, postsecondary</b>	n/a	n/a	\$73,350	n/a	\$71,090	\$67,430	n/a
<b>Engineering teachers, postsecondary</b>	\$67,930	n/a	n/a	n/a	\$98,460	\$92,860	\$74,870
<b>Agricultural sciences teachers, postsecondary</b>	\$52,350	n/a	\$65,340	n/a	\$66,800	n/a	\$66,530
<b>Biological science teachers, postsecondary</b>	\$50,190	n/a	\$79,470	<b>\$68,986</b>	\$71,130	\$77,190	\$60,860
<b>Forestry and conservation science teachers, postsecondary</b>	n/a	n/a	\$74,470	n/a	n/a	n/a	n/a
<b>Atmospheric, earth, marine, and space sciences teachers, postsecondary</b>	n/a	n/a	n/a	n/a	\$80,560	\$71,770	\$76,880
<b>Chemistry teachers, postsecondary</b>	\$54,000	n/a	\$81,410	n/a	\$81,980	\$68,640	\$69,070
<b>Environmental science teachers, postsecondary</b>	\$51,930	n/a	n/a	n/a	\$64,040	\$84,400	n/a
<b>Physics teachers, postsecondary</b>	\$61,700	n/a	\$83,440	n/a	\$76,040	\$73,830	n/a
<b>Anthropology and archeology teachers, postsecondary</b>	n/a	n/a	\$82,810	n/a	n/a	\$62,030	n/a
<b>Area, ethnic, and cultural studies teachers, postsecondary</b>	\$37,870	n/a	\$69,900	n/a	n/a	\$62,480	n/a
<b>Economics teachers, postsecondary</b>	n/a	n/a	\$93,350	n/a	\$89,420	\$75,680	n/a
<b>Geography teachers, postsecondary</b>	n/a	n/a	n/a	n/a	n/a	\$56,410	n/a
<b>Political science teachers, postsecondary</b>	\$57,310	n/a	\$75,590	n/a	\$68,720	\$71,240	n/a
<b>Psychology teachers, postsecondary</b>	n/a	n/a	\$77,800	n/a	\$68,040	\$63,610	\$55,150
<b>Sociology teachers, postsecondary</b>	\$44,050	n/a	\$75,280	n/a	\$69,290	\$64,220	n/a
<b>Social sciences teachers, postsecondary, all other</b>	n/a	n/a	\$73,280	n/a	n/a	\$60,050	n/a
<b>Health specialties teachers, postsecondary</b>	\$58,810	n/a	n/a	<b>\$41,865</b>	\$124,060	n/a	\$73,390

Continued on next page.

Table 3-N: 2006 OES Average Annual Wage by State (cont.)

Occupation Title	MT	NV	OR	ID	UT	WA	WY
<b>Nursing instructors and teachers, postsecondary</b>	\$42,120	n/a	\$68,390	<b>\$57,362</b>	\$56,630	\$60,070	\$50,800
<b>Education teachers, postsecondary</b>	\$38,120	n/a	\$61,930	<b>\$41,846</b>	\$55,700	\$59,470	\$50,590
<b>Library science teachers, postsecondary</b>	n/a	n/a	\$68,460	n/a	n/a	\$73,490	n/a
<b>Criminal justice and law enforcement teachers, postsecondary</b>	n/a	n/a	\$64,370	n/a	\$48,280	\$56,710	n/a
<b>Law teachers, postsecondary</b>	n/a	n/a	\$102,880	n/a	n/a	\$96,110	n/a
<b>Social work teachers, postsecondary</b>	n/a	n/a	\$66,110	n/a	n/a	n/a	n/a
<b>Art, drama, and music teachers, postsecondary</b>	\$45,440	\$49,780	\$62,460	<b>\$48,447</b>	\$49,040	\$51,140	\$53,460
<b>Communications teachers, postsecondary</b>	\$45,830	n/a	\$71,090	n/a	\$51,390	\$54,130	\$49,930
<b>English language and literature teachers, postsecondary</b>	\$47,370	n/a	\$78,240	<b>\$41,586</b>	\$52,770	\$51,810	\$51,070
<b>Foreign language and literature teachers, postsecondary</b>	n/a	n/a	\$67,500	<b>\$26,444</b>	\$50,530	\$52,860	\$49,280
<b>History teachers, postsecondary</b>	\$52,140	n/a	\$76,030	n/a	\$52,970	\$59,940	n/a
<b>Philosophy and religion teachers, postsecondary</b>	\$21,400	n/a	\$57,250	<b>\$63,972</b>	\$59,620	\$60,120	n/a
<b>Graduate teaching assistants</b>	n/a	n/a	\$33,700	<b>\$35,716</b>	n/a	\$34,310	n/a
<b>Home economics teachers, postsecondary</b>	n/a	n/a	n/a	n/a	\$58,720	\$59,310	n/a
<b>Recreation and fitness studies teachers, postsecondary</b>	\$29,220	\$44,830	\$63,160	n/a	\$53,180	\$43,930	\$56,730
<b>Vocational education teachers, postsecondary</b>	\$38,340	\$46,150	\$56,610	<b>\$43,625</b>	\$41,910	\$48,050	\$43,100
<b>Postsecondary teachers, all other</b>	\$48,950	n/a	\$74,980	<b>\$60,237</b>	\$59,250	\$67,940	\$43,900

Source: Bureau of Labor Statistics.

**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 2007. 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. Wages for LPNs in various settings throughout Idaho ranged from \$23,715 to \$53,243 in 2007. The highest overall average earnings were for LPNs working in jails or prisons while those working in outpatient facilities made the least. Nursing homes employ the largest number of LPNs in Idaho, and nurses working in them on average earned \$37,986 in 2007. Interestingly, jails, prisons and occupational health facilities employ the fewest LPNs but pay on average higher salaries.

Practice Setting	Idaho	Northern	North Central	South-western	South Central	Southeastern	Northeastern
Assisted Living	\$38,104	\$32,537	\$26,450	\$39,819	\$32,424	\$38,444	\$47,173
Hospice or Home Health	\$32,936	\$34,183	\$22,342	\$34,375	\$30,579	\$38,639	\$27,892
Hospital	\$34,082	\$40,016	\$38,200	\$36,399	\$36,338	\$31,545	\$31,413
Jail or Prison	\$53,243	---	\$63,545	\$42,941	---	---	---
Medical Office or Clinic	\$32,962	\$31,291	\$31,997	\$36,237	\$33,046	\$30,345	\$29,116
Nursing Home	\$37,986	\$37,626	\$36,565	\$40,393	\$37,527	\$34,094	\$36,671
Occupational Health	\$40,826	---	\$29,356	\$27,540	\$64,814	\$41,944	---
Outpatient Facility	\$23,715	\$31,777	---	\$20,365	---	\$41,399	\$20,893
Public Health	\$35,099	\$29,728	---	\$38,088	\$37,198	\$29,030	\$43,678
School Health	\$38,729	\$43,235	\$40,095	\$40,592	\$33,107	\$30,844	\$34,277
Other/Unknown	\$38,244	\$43,382	\$40,538	\$37,483	\$39,474	\$36,179	\$37,922

Sources: Idaho Department of Labor Unemployment Insurance Division Database and Idaho Board of Nursing Licensure Database.

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, which ranged from \$43,863 for school RNs to \$70,507 for RNs working in occupational health in 2007. Hospitals, which employ the largest number of RNs, paid an average \$60,382 to their nurses in 2007.

**Table 3-P: 2007 Average Annual Earnings of Idaho’s Registered Nurses by Practice Setting**

Practice Setting	Idaho	Northern	North Central	South-western	South Central	South-eastern	North-eastern	Unknown
Assisted Living	\$50,263	\$45,730	\$36,137	\$53,043	\$56,861	\$52,373	\$54,725	---
Hospice or Home Health	\$56,752	\$48,614	\$53,461	\$57,649	\$59,257	\$59,096	\$61,541	---
Hospital	\$60,382	\$64,194	\$55,793	\$60,986	\$61,798	\$58,013	\$58,553	\$40,112
Insurance Company	\$59,965	\$60,093	\$63,006	\$58,295	---	---	\$57,383	\$61,349
Jail or Prison	\$59,315	\$55,752	\$53,657	\$59,312	\$95,659	\$55,868	\$65,426	---
Medical Office or Clinic	\$48,814	\$44,603	\$40,552	\$51,251	\$47,164	\$54,624	\$52,084	\$31,496
Nursing Education <sup>1</sup>	\$49,707	\$56,409	---	\$49,258	\$35,649	\$52,474	\$55,452	---
Postsecondary Public Institution <sup>2</sup>	\$54,972	\$52,335	\$50,872	\$45,420	\$47,552	\$57,966	\$61,156	---
Nursing Home	\$55,738	\$54,798	\$48,925	\$59,285	\$55,740	\$59,178	\$51,745	\$43,798
Occupational Health	\$70,507	---	\$50,459	\$77,118	\$47,998	\$75,039	\$71,870	---
Outpatient Facility	\$57,383	\$55,431	\$50,425	\$61,051	\$48,373	\$62,489	\$54,936	\$40,702
Public Health	\$51,264	\$47,279	\$43,674	\$56,250	\$54,972	\$51,574	\$48,428	---
School Health	\$43,863	\$39,094	\$42,400	\$44,502	\$43,336	\$44,737	\$51,875	---
Telephone Nursing	\$56,130	---	---	\$56,130	---	---	---	---
Other/Unknown	\$59,162	\$57,631	\$45,824	\$61,239	\$65,093	\$58,550	\$55,878	\$54,955

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 2007.

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 2007. According to Table 3-Q, they made anywhere from \$54,667 in nursing homes to \$127,574 in hospital settings in 2007.

**Table 3-Q: 2007 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	North eastern
Hospice or Home Health	\$68,664	---	---	\$67,260	---	\$72,876	---
Hospital	\$127,574	\$98,341	\$124,366	\$122,273	\$120,205	\$151,125	\$142,463
Jail or Prison	\$78,838	---	\$80,983	\$80,160	---	\$74,050	---
Medical Office or Clinic	\$78,252	\$71,346	\$66,693	\$82,897	\$79,311	\$82,093	\$72,561
Nursing Education <sup>1</sup>	\$45,409	\$39,271	---	\$57,684	---	---	---
Postsecondary Public Institution <sup>2</sup>	\$56,999	---	n/a	n/a	n/a	n/a	n/a
Nursing Home	\$54,667	---	---	\$62,354	\$34,646	---	\$67,002
Occupational Health	\$73,222	---	---	\$73,222	---	---	---
Outpatient Facility	\$104,313	\$65,826	\$55,023	\$119,172	\$76,810	\$90,000	\$113,552
Public Health	\$59,468	\$54,816	\$48,805	\$64,242	---	---	\$60,217
School Health	\$68,361	\$52,832	---	\$71,073	\$40,222	---	\$103,894
Other/Unknown	\$103,685	\$76,663	\$80,818	\$108,872	\$10,775	\$142,059	\$92,161

<sup>1</sup> Represents staff nurses indicating they work in nurse education.

<sup>2</sup> 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 2007.

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

**QUESTION 16 EDUCATION LEVEL**

*What are the salaries by education and by licensure?*

In most occupations, more education equates to higher earning potential. Table 3-R below shows this trend holds for Idaho with LPNs earning the lowest average annual salary in 2007 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 \$7,139 more on average than nurses with doctorates in 2007.

**Table 3-R: 2007 Annual Average Earnings of Idaho’s Nurses by Education Level**

Education Level	Idaho	Northern	North Central	South-western	South Central	South-eastern	North-eastern	Unknown
Staff - LPN	\$35,443	\$35,381	\$35,874	\$37,678	\$36,045	\$32,617	\$32,344	---
Staff - AS-RN	\$56,335	\$58,054	\$51,353	\$56,886	\$57,436	\$55,195	\$56,448	\$39,843
Staff - BA-RN	\$59,007	\$58,460	\$53,571	\$59,692	\$61,583	\$60,376	\$57,875	\$43,364
Staff - MS-RN	\$80,164	\$79,598	\$76,102	\$82,819	\$98,188	\$61,200	\$79,589	\$52,707
Staff - PHD-RN	\$73,025	---	\$67,922	\$76,565	---	\$39,195	---	---
Staff - UN-KNOWN	\$66,266	\$47,657	---	\$73,829	\$60,470	\$58,678	---	---
APPN	\$99,493	\$74,290	\$92,856	\$101,518	\$87,541	\$119,280	\$109,533	---
Public Institution Nursing Faculty - BA-RN <sup>1</sup>	\$46,632	n/a	n/a	n/a	n/a	n/a	n/a	---
Public Institution Nursing Faculty - MS-RN <sup>1</sup>	\$52,295	n/a	n/a	n/a	n/a	n/a	n/a	---
Public Institution Nursing Faculty - PHD-RN <sup>1</sup>	\$69,819	n/a	n/a	n/a	n/a	n/a	n/a	---
Public Institution Nursing Faculty - APPN <sup>1</sup>	\$56,999	n/a	n/a	n/a	n/a	n/a	n/a	---

<sup>1</sup> Due 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 2007. 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**

According to Table 3-S, in 2007 the average annual salary for an LPN working in Idaho was \$35,443. In comparison, Idaho RNs averaged \$58,371 in 2007, roughly \$23,000 more. The highest earning nurses, APPNs, averaged \$41,000 more than RNs and \$64,000 more than LPNs.

Table 3-S: 2007 Annual Average Earnings of Idaho’s Nurses by Licensure Level								
Licensure Level	Idaho	Northern	North Central	South-western	South Central	South-eastern	North-eastern	Un-known
LPN	\$35,443	\$35,381	\$35,874	\$37,678	\$36,045	\$32,617	\$32,344	---
RN	\$58,371	\$58,857	\$52,709	\$59,446	\$59,149	\$58,155	\$57,901	\$42,458
APPN	\$99,493	\$74,290	\$92,856	\$101,518	\$87,541	\$119,280	\$109,533	---
Public Institution Nursing Faculty <sup>1</sup>	\$55,298	\$52,335	\$50,888	\$60,102	\$49,670	\$59,296	\$47,626	---

<sup>1</sup> 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 2007.

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

**QUESTION 17**

*What are the salaries by credential?*

**CREDENTIALS**

Based on the information found in Table 3-U, the highest earners among Idaho’s APPNs are registered nurse anesthetists. They made on average \$137,703 in 2007. The average salary of nurse practitioners, the largest group of APPNs in the state, was \$78,803 in 2007. Certified nurse midwives earn the lowest average salary among APPNs at \$70,791 in 2007.

Table 3-U: 2007 Annual Average Earnings of Idaho’s Advanced Practice Professional Nurses by Credential							
Credential	Idaho	Northern	North Central	South-western	South Central	South-eastern	North-eastern
Certified Nurse Midwife	\$70,791	\$71,580	---	\$71,081	\$58,820	\$85,793	\$63,312
Clinical Nurse Specialist	\$76,992	\$79,590	\$67,130	\$78,705	---	---	---
Nurse Practitioner	\$78,803	\$68,731	\$67,801	\$85,977	\$66,273	\$87,582	\$70,553
Registered Nurse Anesthetist	\$137,703	\$103,827	\$146,737	\$131,861	\$143,297	\$151,167	\$149,214
Public Institution Nursing Faculty-APPN1	\$56,999	n/a	n/a	n/a	n/a	n/a	n/a

<sup>1</sup> 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 2007.

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

**QUESTION 18**

*What are the salaries in the following positions?*

**POSITION**

LPNs. According to Table 3-V, the difference between the top paying LPN position, administrator or supervisor, and the lowest paying, staff or general duty nurse, is less than \$8,800 a year. On average LPNs employed as consultants or researchers earned the second highest salary in 2007, making \$42,504.

**Table 3-V: 2007 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	North-eastern
Administrator/ Supervisor	\$42,930	\$42,888	\$57,164	\$47,330	\$37,987	\$37,610	\$42,526
Case Manager	\$38,994	\$35,829	\$42,068	\$36,909	\$44,190	\$40,582	\$37,785
Charge/Lead Nurse	\$37,306	\$36,853	\$35,484	\$40,343	\$37,195	\$32,086	\$34,819
Consultant/ Researcher	\$42,504	\$45,772	---	---	---	\$54,069	\$27,670
Quality Assurance/ Outcome Management	\$41,679	\$34,928	\$38,272	\$47,161	\$46,920	\$36,454	---
Staff or General Duty	\$34,201	\$34,351	\$34,860	\$36,369	\$34,195	\$31,990	\$31,438
Other/Unknown	\$38,733	\$37,154	\$39,976	\$39,352	\$42,877	\$39,124	\$31,333

Sources: Idaho Department of Labor Unemployment Insurance Division Database and Idaho Board of Nursing Licensure Database.

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 in an advance practice setting earning an average of \$79,399 in 2007. The bulk of RNs are employed as staff or general duty nurses and on average earned \$53,791. Salaries of RNs working as administrators or supervisors lagged those in advanced practice by only \$4,600.

Table 3-W: 2007 Annual Average Earnings of Idaho’s Registered Nurses by Position								
Position	Idaho	Northern	North Central	South-western	South Central	South-eastern	North-eastern	Unknown
Administrator/ Supervisor	\$74,770	\$76,109	\$66,252	\$78,099	\$72,672	\$70,600	\$73,795	\$56,125
Advanced Practice	\$79,399	--	--	\$83,044	--	\$66,972	\$77,248	--
Case Manager	\$57,348	\$52,788	\$54,879	\$58,652	\$56,352	\$57,651	\$57,624	\$57,028
Charge/Lead Nurse	\$60,370	\$61,516	\$54,569	\$63,703	\$60,698	\$56,615	\$59,121	\$38,240
Consultant/ Researcher	\$65,759	\$49,380	\$93,602	\$66,071	--	\$106,790	\$56,785	--
Educator <sup>1</sup>	\$59,167	\$62,024	\$54,042	\$60,989	\$57,070	\$55,019	\$57,377	--
Public Institution Nursing Faculty <sup>2</sup>	\$54,972	\$52,335	\$50,872	\$61,156	\$47,552	\$57,966	\$45,420	--
Quality Assurance/ Outcome Management	\$60,809	\$63,299	\$66,384	\$59,051	\$62,341	\$71,468	\$60,809	--
Staff or General Duty	\$53,791	\$55,152	\$47,812	\$54,621	\$54,603	\$54,370	\$52,892	\$35,935
Other/Unknown	\$57,934	\$49,019	\$59,473	\$59,625	\$56,486	\$54,363	\$63,093	\$45,993

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 2007.

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**

APNs. According to Table 3-X, the earnings of staff or general duty APPNs in 2007 lagged those of their counterparts employed as administrators or supervisors by about \$7,400. APPNs working as case managers averaged \$52,081 in 2007. The majority of APPNs work in advance practice and made an average of \$99,674.

**Table 3-X: 2007 Annual Average Earnings of Idaho’s Advanced Practice Professional Nurses by Position**

Position	Idaho	North	North Central	South-western	South Central	South-eastern	North-eastern
Administrator/ Supervisor	\$112,057	\$52,832	---	\$105,451	---	\$158,185	---
Advanced Practice	\$99,674	\$76,590	\$94,650	\$101,806	\$91,691	\$115,887	\$107,863
Case Manager	\$52,081	---	---	\$69,426	\$34,736	---	---
Charge/Lead Nurse	\$60,640	---	---	\$42,612	---	---	\$69,654
Educator <sup>1</sup>	\$39,271	\$39,271	---	---	---	---	---
<b>Public Institution Nursing Faculty<sup>2</sup></b>	\$56,999	n/a	n/a	n/a	n/a	n/a	n/a
Staff or General Duty	\$104,638	\$63,693	\$55,177	\$102,507	\$79,992	\$138,069	\$137,857

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 2007.

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 reflects the average annual salary of Idaho’s LPNs by major clinical area. LPNs in rehabilitative or restorative care had the highest annual average earnings in 2007 at \$37,689. LPNs working in pediatric/neonatal care earned the least, averaging just \$30,147. The medical/surgical area employed more LPNs than any other major clinical area, yet LPNs working in this area averaged less than their counterparts in emergency, geriatrics and gynecologic/obstetrics care.

**Table 3-Y: 2007 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	North-eastern
Community/Public Health	\$33,169	\$36,980	\$29,197	\$33,846	\$31,860	\$31,159	\$32,289
Emergency	\$35,282	\$32,881	\$37,933	\$37,268	\$33,057	\$32,680	\$35,506
Geriatric	\$37,328	\$36,522	\$36,261	\$39,813	\$36,269	\$34,202	\$35,703
Gynecologic/Obstetric	\$36,153	\$23,542	\$46,127	\$37,621	\$41,317	\$39,273	\$28,748
Medical/Surgical	\$33,517	\$36,035	\$36,319	\$36,555	\$35,196	\$30,593	\$31,399
Pediatric/Neonatal	\$30,147	\$29,453	\$28,353	\$30,743	\$33,723	\$28,075	\$29,348
Psychiatric/Mental Health	\$36,150	\$41,475	\$34,514	\$39,136	\$35,901	\$32,778	\$33,854
Rehab/Restorative	\$37,689	\$47,090	\$38,070	\$37,013	\$44,056	\$35,645	\$28,644
Other/Unknown	\$35,031	\$33,290	\$34,501	\$37,771	\$36,111	\$31,760	\$30,177

Sources: Idaho Department of Labor Unemployment Insurance Division Database and Idaho Board of Nursing Licensure Database.

Cont.

**QUESTION 19**

*What are the salaries in the following major clinical areas?*

**MAJOR CLINICAL AREA**

RNs. According to Table 3-Z, average earnings for RNs based on major clinical area ranged from \$61,897 in emergency to \$55,069 in pediatric/neonatal. The majority of RNs in Idaho work in the medical/surgical area, averaging \$58,540.

**Table 3-Z: 2007 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	North-eastern	Unknown
Community/Public Health	\$55,433	\$50,803	\$48,632	\$57,998	\$51,087	\$60,530	\$55,719	---
Emergency	\$61,897	\$58,323	\$58,784	\$62,837	\$64,372	\$59,519	\$63,743	---
Geriatric	\$55,202	\$53,582	\$48,119	\$57,493	\$57,387	\$57,554	\$54,492	\$46,578
Gynecologic/Obstetric	\$55,610	\$57,455	\$46,127	\$58,010	\$54,973	\$56,466	\$50,795	\$52,707
Medical/Surgical	\$58,540	\$61,842	\$52,808	\$59,508	\$59,519	\$57,165	\$56,466	\$45,069
Pediatric/Neonatal	\$55,069	\$50,631	\$43,280	\$56,393	\$55,555	\$53,340	\$54,376	---
Psychiatric/Mental Health	\$56,799	\$64,084	\$51,147	\$55,541	\$62,926	\$55,141	\$59,014	---
Postsecondary Public Institution <sup>1</sup>	\$54,972	\$52,335	\$50,872	\$61,156	\$47,552	\$57,966	\$45,420	—
Rehab/Restorative	\$58,530	\$58,190	\$59,258	\$57,559	\$58,847	\$66,214	\$58,422	\$38,240
Other/Unknown	\$61,079	\$59,989	\$58,077	\$61,301	\$62,344	\$62,092	\$63,057	\$37,515

<sup>1</sup> 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 2007.

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 2007 annual average earnings for APPNs in Idaho by major clinical area. Medical/surgical APPNs averaged \$110,188, nearly \$47,000 higher than APPNs working in the community/public health area. The majority of APPNs work in some other/unknown clinical area and on average earn higher salaries than their counterparts.

**Table 3-AA: 2007 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	North-eastern
Community/Public Health	\$63,367	---	\$61,549	\$66,629	\$39,460	---	---
Emergency	\$97,464	\$105,212	---	\$97,134	\$61,351	\$113,012	\$97,258
Geriatric	\$63,906	\$56,827	---	\$63,820	---	\$35,901	\$81,618
Gynecologic/Obstetric	\$78,624	\$62,960	\$51,227	\$86,129	\$47,570	\$83,282	\$92,206
Medical/Surgical	\$110,188	\$75,950	\$146,878	\$109,953	\$91,004	\$139,867	\$127,496
Pediatric/Neonatal	\$77,682	\$77,211		\$75,925	\$102,889	---	---
Psychiatric/Mental Health	\$73,864	---	\$68,350	\$76,832	---	---	\$62,635
<b>Postsecondary Public Institution<sup>1</sup></b>	\$56,999	n/a	n/a	n/a	n/a	n/a	n/a
Rehab/Restorative	\$99,903	---	---	\$99,903	---	---	---
Other/Unknown	\$109,142	\$78,804	\$103,317	\$114,268	\$99,700	\$125,011	\$112,049

<sup>1</sup> 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 2007. 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**



## Northern Idaho (Region 1) Counties

BENEWAH, BONNER, BOUNDARY, KOOTENAI AND SHOSHONE

Northern Idaho — Age Breakdown						
Age	2006 Population	2016 Population	Change	% Change	2006 % of Cohort	2016 % of Cohort
Under 5 Years	12,232	14,547	2,315	19%	5.93%	6.31%
5 to 9 Years	13,006	14,111	1,105	8%	6.31%	6.12%
10 to 14 Years	14,249	13,354	(895)	(6%)	6.91%	5.79%
15 to 19 Years	14,517	12,890	(1,626)	(11%)	7.04%	5.59%
20 to 24 Years	12,772	11,945	(827)	(6%)	6.20%	5.18%
25 to 29 Years	14,062	15,020	958	7%	6.82%	6.51%
30 to 34 Years	11,914	17,472	5,558	47%	5.78%	7.58%
35 to 39 Years	12,917	17,669	4,752	37%	6.27%	7.66%
40 to 44 Years	14,087	13,214	(873)	(6%)	6.83%	5.73%
45 to 49 Years	15,916	14,218	(1,698)	(11%)	7.72%	6.17%
50 to 54 Years	15,774	14,077	(1,697)	(11%)	7.65%	6.10%
55 to 59 Years	14,938	16,039	1,101	7%	7.25%	6.96%
60 to 64 Years	11,169	16,205	5,036	45%	5.42%	7.03%
65 to 69 Years	8,715	14,289	5,574	64%	4.23%	6.20%
70 to 74 Years	6,881	9,596	2,715	39%	3.34%	4.16%
75 to 79 Years	5,441	6,860	1,419	26%	2.64%	2.97%
80 to 84 Years	4,126	4,643	517	13%	2.00%	2.01%
85 Years and Over	3,435	4,449	1,014	30%	1.67%	1.93%
<b>Total</b>	<b>206,151</b>	<b>230,598</b>	<b>24,447</b>	<b>12%</b>	<b>100.00%</b>	<b>100.00%</b>

Source: EMSI Complete Employment—March 2008.



## Northern Idaho (Region 1) Counties

BENEWAH, BONNER, BOUNDARY, KOOTENAI AND SHOSHONE

Northern Idaho – Race/Ethnicity Breakdown						
Race/Ethnicity	2006 Population	2016 Population	Change	% Change	2006 % of Cohort	2016 % of Cohort
White, Non-Hispanic	192,567	214,012	21,444	11%	93.41%	92.81%
White Hispanic	5,445	6,775	1,330	24%	2.64%	2.94%
Non-White Hispanic	374	499	125	33%	0.18%	0.22%
Black or African-American	457	637	180	39%	0.22%	0.28%
American Indian or Alaska Native	3,096	3,604	507	16%	1.50%	1.56%
Asian	1,007	1,231	224	22%	0.49%	0.53%
Native Hawaiian and Other Pacific Islander	151	195	44	29%	0.07%	0.08%
Two or More Races	3,053	3,646	594	19%	1.48%	1.58%
<b>Total</b>	<b>206,151</b>	<b>230,598</b>	<b>24,447</b>	<b>12%</b>	<b>100.00%</b>	<b>100.00%</b>

Source: EMSI Complete Employment—March 2008.

Northern Idaho – Gender Breakdown						
Race/Ethnicity	2006 Population	2016 Population	Change	% Change	2006 % of Cohort	2016 % of Cohort
Males	102,902	115,218	12,315	12%	49.92%	49.96%
Females	103,248	115,380	12,132	12%	50.08%	50.04%
<b>Total</b>	<b>206,151</b>	<b>230,598</b>	<b>24,447</b>	<b>12%</b>	<b>100.00%</b>	<b>100.00%</b>

Source: EMSI Complete Employment—March 2008.



## Northern Idaho (Region 1) Counties

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%
<b>Total</b>	<b>139,375</b>	<b>154,030</b>	<b>14,655</b>	<b>10.51%</b>

Source: EMSI Complete Employment—March 2008.



## North Central (Region 2) Counties

CLEARWATER, IDAHO, LATAH, LEWIS AND NEZ PERCE

North Central Idaho — Age Breakdown						
Age	2006 Population	2016 Population	Change	% Change	2006 % of Cohort	2016 % of Cohort
Under 5 Years	5,663	6,400	737	13%	5.60%	5.19%
5 to 9 Years	5,482	6,620	1,137	21%	5.42%	5.37%
10 to 14 Years	5,928	7,019	1,091	18%	5.86%	5.69%
15 to 19 Years	8,554	8,822	268	3%	8.45%	7.16%
20 to 24 Years	9,930	10,720	790	8%	9.81%	8.70%
25 to 29 Years	6,270	7,512	1,242	20%	6.20%	6.09%
30 to 34 Years	5,430	7,285	1,855	34%	5.37%	5.91%
35 to 39 Years	5,519	6,434	915	17%	5.45%	5.22%
40 to 44 Years	6,429	6,204	(225)	(3%)	6.35%	5.03%
45 to 49 Years	7,323	6,961	(362)	(5%)	7.24%	5.65%
50 to 54 Years	7,208	7,600	392	5%	7.12%	6.16%
55 to 59 Years	6,834	9,025	2,191	32%	6.75%	7.32%
60 to 64 Years	5,113	9,003	3,890	76%	5.05%	7.30%
65 to 69 Years	4,292	7,847	3,555	83%	4.24%	6.36%
70 to 74 Years	3,450	5,384	1,934	56%	3.41%	4.37%
75 to 79 Years	3,005	4,256	1,251	42%	2.97%	3.45%
80 to 84 Years	2,398	2,970	572	24%	2.37%	2.41%
85 Years and Over	2,360	3,226	866	37%	2.33%	2.62%
<b>Total</b>	<b>101,186</b>	<b>123,289</b>	<b>22,102</b>	<b>22%</b>	<b>100.00%</b>	<b>100.00%</b>

Source: EMSI Complete Employment—March 2008.



## North Central (Region 2) Counties

CLEARWATER, IDAHO, LATAH, LEWIS AND NEZ PERCE

### North Central Idaho – Race/Ethnicity Breakdown

Race/Ethnicity	2006 Population	2016 Population	Change	% Change	2006 % of Cohort	2016 % of Cohort
White, Non-Hispanic	91,752	110,149	18,397	20%	90.68%	89.34%
White Hispanic	2,199	3,050	851	39%	2.17%	2.47%
Non-White Hispanic	195	266	71	36%	0.19%	0.22%
Black or African-American	470	720	250	53%	0.46%	0.58%
American Indian or Alaska Native	3,187	4,253	1,066	33%	3.15%	3.45%
Asian	1,552	2,398	846	55%	1.53%	1.95%
Native Hawaiian and Other Pacific Islander	92	143	51	55%	0.09%	0.12%
Two or More Races	1,739	2,309	571	33%	1.72%	1.87%
<b>Total</b>	<b>101,186</b>	<b>123,289</b>	<b>22,102</b>	<b>22%</b>	<b>100.00%</b>	<b>100.00%</b>

Source: EMSI Complete Employment—March 2008.

### North Central Idaho – Gender Breakdown

Race/Ethnicity	2006 Population	2016 Population	Change	% Change	2006 % of Cohort	2016 % of Cohort
Males	51,842	63,855	12,013	23%	51.23%	51.79%
Females	49,344	59,434	10,090	20%	48.77%	48.21%
<b>Total</b>	<b>101,186</b>	<b>123,289</b>	<b>22,102</b>	<b>22%</b>	<b>100.00%</b>	<b>100.00%</b>

Source: EMSI Complete Employment—March 2008.



## North Central (Region 2) Counties

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%
<b>Total</b>	<b>139,375</b>	<b>154,030</b>	<b>14,655</b>	<b>10.51%</b>

Source: EMSI Complete Employment—March 2008.



### Southwestern (Region 3) Counties

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

Southwestern Idaho — Age Breakdown						
Age	2006 Population	2016 Population	Change	% Change	2006 % of Cohort	2016 % of Cohort
Under 5 Years	50,391	60,048	9,656	19%	7.86%	7.42%
5 to 9 Years	47,378	58,868	11,490	24%	7.39%	7.27%
10 to 14 Years	47,224	56,767	9,543	20%	7.37%	7.01%
15 to 19 Years	43,699	50,190	6,492	15%	6.82%	6.20%
20 to 24 Years	43,075	49,121	6,046	14%	6.72%	6.07%
25 to 29 Years	53,334	54,660	1,326	2%	8.32%	6.75%
30 to 34 Years	46,864	59,352	12,488	27%	7.31%	7.33%
35 to 39 Years	46,997	66,357	19,360	41%	7.33%	8.20%
40 to 44 Years	46,270	54,132	7,862	17%	7.22%	6.69%
45 to 49 Years	45,279	53,656	8,377	19%	7.07%	6.63%
50 to 54 Years	41,477	48,232	6,755	16%	6.47%	5.96%
55 to 59 Years	36,196	48,880	12,683	35%	5.65%	6.04%
60 to 64 Years	26,522	45,159	18,637	70%	4.14%	5.58%
65 to 69 Years	19,542	37,816	18,274	94%	3.05%	4.67%
70 to 74 Years	15,161	25,666	10,505	69%	2.37%	3.17%
75 to 79 Years	12,399	17,145	4,746	38%	1.93%	2.12%
80 to 84 Years	9,551	11,495	1,943	20%	1.49%	1.42%
85 Years and Over	9,526	12,053	2,527	27%	1.49%	1.49%
<b>Total</b>	<b>640,887</b>	<b>809,598</b>	<b>168,710</b>	<b>26%</b>	<b>100.00%</b>	<b>100.00%</b>

Source: EMSI Complete Employment—March 2008.



### Southwestern (Region 3) Counties

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

Southwestern Idaho – Race/Ethnicity Breakdown						
Race/Ethnicity	2006 Population	2016 Population	Change	% Change	2006 % of Cohort	2016 % of Cohort
White, Non-Hispanic	541,774	673,815	132,040	24%	84.54%	83.23%
White Hispanic	65,389	90,172	24,782	38%	10.20%	11.14%
Non-White Hispanic	3,368	5,231	1,863	55%	0.53%	0.65%
Black or African-American	4,644	6,652	2,008	43%	0.72%	0.82%
American Indian or Alaska Native	4,851	5,426	575	12%	0.76%	0.67%
Asian	9,166	12,388	3,222	35%	1.43%	1.53%
Native Hawaiian and Other Pacific Islander	902	1,198	295	33%	0.14%	0.15%
Two or More Races	10,792	14,717	3,925	36%	1.68%	1.82%
<b>Total</b>	<b>640,887</b>	<b>809,598</b>	<b>168,710</b>	<b>26%</b>	<b>100.00%</b>	<b>100.00%</b>

Source: EMSI Complete Employment—March 2008.

Southwestern Idaho – Gender Breakdown						
Race/Ethnicity	2006 Population	2016 Population	Change	% Change	2006 % of Cohort	2016 % of Cohort
Males	323,900	409,489	85,589	26%	50.54%	50.58%
Females	316,988	400,109	83,121	26%	49.46%	49.42%
<b>Total</b>	<b>640,887</b>	<b>809,598</b>	<b>168,710</b>	<b>26%</b>	<b>100.00%</b>	<b>100.00%</b>

Source: EMSI Complete Employment—March 2008.



## Southwestern (Region 3) Counties

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%
<b>Total</b>	<b>409,120</b>	<b>503,943</b>	<b>94,823</b>	<b>23.18%</b>

Source: EMSI Complete Employment—March 2008.



## South Central (Region 4) Counties

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

South Central — Age Breakdown						
Age	2006 Population	2016 Population	Change	% Change	2006 % of Cohort	2016 % of Cohort
Under 5 Years	13,932	15,274	1,343	10%	8.02%	7.59%
5 to 9 Years	12,757	15,253	2,496	20%	7.35%	7.58%
10 to 14 Years	13,091	15,419	2,328	18%	7.54%	7.66%
15 to 19 Years	12,963	13,302	339	3%	7.47%	6.61%
20 to 24 Years	11,604	11,313	(291)	(3%)	6.68%	5.62%
25 to 29 Years	11,555	11,788	233	2%	6.65%	5.86%
30 to 34 Years	10,329	12,892	2,563	25%	5.95%	6.40%
35 to 39 Years	10,259	12,927	2,668	26%	5.91%	6.42%
40 to 44 Years	11,741	11,748	7	0%	6.76%	5.84%
45 to 49 Years	12,405	12,070	(335)	(3%)	7.14%	6.00%
50 to 54 Years	11,716	12,172	456	4%	6.75%	6.05%
55 to 59 Years	10,405	13,310	2,905	28%	5.99%	6.61%
60 to 64 Years	8,086	12,879	4,793	59%	4.66%	6.40%
65 to 69 Years	6,248	10,369	4,121	66%	3.60%	5.15%
70 to 74 Years	5,126	7,303	2,177	42%	2.95%	3.63%
75 to 79 Years	4,374	5,170	796	18%	2.52%	2.57%
80 to 84 Years	3,534	3,821	287	8%	2.04%	1.90%
85 Years and Over	3,508	4,281	773	22%	2.02%	2.13%
<b>Total</b>	<b>173,631</b>	<b>201,290</b>	<b>27,659</b>	<b>16%</b>	<b>100.00%</b>	<b>100.00%</b>

Source: EMSI Complete Employment—March 2008.



## South Central (Region 4) Counties

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

South Central Idaho – Race/Ethnicity Breakdown						
Race/Ethnicity	2006 Population	2016 Population	Change	% Change	2006 % of Cohort	2016 % of Cohort
White, Non-Hispanic	138,301	153,539	15,238	11%	79.65%	76.28%
White Hispanic	29,933	40,866	10,932	37%	17.24%	20.30%
Non-White Hispanic	922	1,263	341	37%	0.53%	0.63%
Black or African-American	235	306	72	31%	0.14%	0.15%
American Indian or Alaska Native	1,091	1,468	377	35%	0.63%	0.73%
Asian	1,079	1,181	103	10%	0.62%	0.59%
Native Hawaiian and Other Pacific Islander	95	114	19	20%	0.05%	0.06%
Two or More Races	1,976	2,553	577	29%	1.14%	1.27%
<b>Total</b>	<b>173,631</b>	<b>201,290</b>	<b>27,659</b>	<b>16%</b>	<b>100.00%</b>	<b>100.00%</b>

Source: EMSI Complete Employment—March 2008.

South Central Idaho – Gender Breakdown						
Race/Ethnicity	2006 Population	2016 Population	Change	% Change	2006 % of Cohort	2016 % of Cohort
Males	87,662	102,349	14,687	17%	50.49%	50.85%
Females	85,969	98,941	12,972	15%	49.51%	49.15%
<b>Total</b>	<b>173,631</b>	<b>201,290</b>	<b>27,659</b>	<b>16%</b>	<b>100.00%</b>	<b>100.00%</b>

Source: EMSI Complete Employment—March 2008.



## South Central (Region 4) Counties

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%
<b>Total</b>	<b>109,285</b>	<b>123,041</b>	<b>13,757</b>	<b>12.59%</b>

Source: EMSI Complete Employment—March 2008.



## Southeastern (Region 5) Counties

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

Southeastern — Age Breakdown						
Age	2006 Population	2016 Population	Change	% Change	2006 % of Cohort	2016 % of Cohort
Under 5 Years	13,997	15,230	1,233	9%	8.73%	8.15%
5 to 9 Years	13,033	15,426	2,393	18%	8.13%	8.25%
10 to 14 Years	12,566	15,546	2,981	24%	7.84%	8.32%
15 to 19 Years	12,965	13,713	748	6%	8.09%	7.34%
20 to 24 Years	13,076	12,014	(1,061)	(8%)	8.16%	6.43%
25 to 29 Years	11,575	11,421	(154)	(1%)	7.22%	6.11%
30 to 34 Years	9,100	11,876	2,776	31%	5.68%	6.35%
35 to 39 Years	9,111	11,599	2,488	27%	5.69%	6.20%
40 to 44 Years	9,529	9,929	400	4%	5.95%	5.31%
45 to 49 Years	11,062	10,591	(471)	(4%)	6.90%	5.67%
50 to 54 Years	10,598	10,294	(304)	(3%)	6.61%	5.51%
55 to 59 Years	9,207	12,212	3,005	33%	5.75%	6.53%
60 to 64 Years	6,739	11,851	5,112	76%	4.21%	6.34%
65 to 69 Years	5,165	9,430	4,265	83%	3.22%	5.04%
70 to 74 Years	4,175	6,075	1,900	46%	2.61%	3.25%
75 to 79 Years	3,413	4,220	807	24%	2.13%	2.26%
80 to 84 Years	2,562	2,892	330	13%	1.60%	1.55%
85 Years and Over	2,373	2,632	259	11%	1.48%	1.41%
<b>Total</b>	<b>160,245</b>	<b>186,951</b>	<b>26,706</b>	<b>17%</b>	<b>100.00%</b>	<b>100.00%</b>

Source: EMSI Complete Employment—March 2008.



## Southeastern (Region 5) Counties

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

Southeastern – Race/Ethnicity Breakdown						
Race/Ethnicity	2006 Population	2016 Population	Change	% Change	2006 % of Cohort	2016 % of Cohort
White, Non-Hispanic	137,525	158,356	20,831	15%	85.82%	84.70%
White Hispanic	12,846	16,456	3,610	28%	8.02%	8.80%
Non-White Hispanic	890	1,081	191	21%	0.56%	0.58%
Black or African-American	590	736	146	25%	0.37%	0.39%
American Indian or Alaska Native	4,880	5,730	850	17%	3.05%	3.06%
Asian	1,298	1,698	400	31%	0.81%	0.91%
Native Hawaiian and Other Pacific Islander	191	235	44	23%	0.12%	0.13%
Two or More Races	2,025	2,659	634	31%	1.26%	1.42%
<b>Total</b>	<b>160,245</b>	<b>186,951</b>	<b>26,706</b>	<b>17%</b>	<b>100.00%</b>	<b>100.00%</b>

Source: EMSI Complete Employment—March 2008.

Southeastern – Gender Breakdown						
Race/Ethnicity	2006 Population	2016 Population	Change	% Change	2006 % of Cohort	2016 % of Cohort
Males	79,922	93,530	13,608	17%	49.88%	50.03%
Females	80,323	93,422	13,099	16%	50.12%	49.97%
<b>Total</b>	<b>160,245</b>	<b>186,951</b>	<b>26,706</b>	<b>17%</b>	<b>100.00%</b>	<b>100.00%</b>

Source: EMSI Complete Employment—March 2008.



## Southeastern (Region 5) Counties

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%
<b>Total</b>	<b>94,609</b>	<b>108,237</b>	<b>13,628</b>	<b>14.40%</b>

Source: EMSI Complete Employment—March 2008.



### Northeastern (Region 6) Counties

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

Northeastern — Age Breakdown						
Age	2006 Population	2016 Population	Change	% Change	2006 % of Cohort	2016 % of Cohort
Under 5 Years	16,748	18,879	2,131	13%	9.08%	9.06%
5 to 9 Years	14,056	18,218	4,162	30%	7.62%	8.74%
10 to 14 Years	14,173	16,988	2,815	20%	7.69%	8.15%
15 to 19 Years	18,045	16,605	(1,440)	(8%)	9.79%	7.97%
20 to 24 Years	16,262	13,822	(2,441)	(15%)	8.82%	6.63%
25 to 29 Years	14,172	13,113	(1,059)	(7%)	7.69%	6.29%
30 to 34 Years	9,737	15,000	5,263	54%	5.28%	7.20%
35 to 39 Years	9,906	15,253	5,347	54%	5.37%	7.32%
40 to 44 Years	11,242	10,045	(1,197)	(11%)	6.10%	4.82%
45 to 49 Years	12,515	10,498	(2,016)	(16%)	6.79%	5.04%
50 to 54 Years	11,618	11,100	(518)	(4%)	6.30%	5.33%
55 to 59 Years	9,766	12,433	2,667	27%	5.30%	5.97%
60 to 64 Years	7,710	11,869	4,160	54%	4.18%	5.70%
65 to 69 Years	5,723	9,099	3,376	59%	3.10%	4.37%
70 to 74 Years	4,246	6,293	2,047	48%	2.30%	3.02%
75 to 79 Years	3,577	4,172	595	17%	1.94%	2.00%
80 to 84 Years	2,685	2,536	(148)	(6%)	1.46%	1.22%
85 Years and Over	2,182	2,462	280	13%	1.18%	1.18%
<b>Total</b>	<b>184,363</b>	<b>208,385</b>	<b>24,022</b>	<b>13%</b>	<b>100.00%</b>	<b>100.00%</b>

Source: EMSI Complete Employment—March 2008.



## Northeastern (Region 6) Counties

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

Northeastern – Race/Ethnicity Breakdown						
Race/Ethnicity	2006 Population	2016 Population	Change	% Change	2006 % of Cohort	2016 % of Cohort
White, Non-Hispanic	164,297	183,458	19,162	12%	89.12%	88.04%
White Hispanic	14,514	18,123	3,609	25%	7.87%	8.70%
Non-White Hispanic	528	582	54	10%	0.29%	0.28%
Black or African-American	627	785	158	25%	0.34%	0.38%
American Indian or Alaska Native	962	1,177	216	22%	0.52%	0.56%
Asian	1,133	1,184	51	4%	0.61%	0.57%
Native Hawaiian and Other Pacific Islander	155	169	14	9%	0.08%	0.08%
Two or More Races	2,147	2,907	759	35%	1.16%	1.40%
<b>Total</b>	<b>184,363</b>	<b>208,385</b>	<b>24,022</b>	<b>13%</b>	<b>100.00%</b>	<b>100.00%</b>

Source: EMSI Complete Employment—March 2008.

Northeastern – Gender Breakdown						
Race/Ethnicity	2006 Population	2016 Population	Change	% Change	2006 % of Cohort	2016 % of Cohort
Males	92,137	104,322	12,186	13%	49.98%	50.06%
Females	92,226	104,063	11,837	13%	50.02%	49.94%
<b>Total</b>	<b>184,363</b>	<b>208,385</b>	<b>24,022</b>	<b>13%</b>	<b>100.00%</b>	<b>100.00%</b>

Source: EMSI Complete Employment—March 2008.



## Northeastern (Region 6) Counties

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%
<b>Total</b>	<b>105,078</b>	<b>116,755</b>	<b>11,677</b>	<b>11.11%</b>

Source: EMSI Complete Employment—March 2008.

APPENDIX B

**NURSING  
EDUCATION DATA  
BY REGION**



## Northern Idaho (Region 1) Counties

BENEWAH, BONNER, BOUNDARY, KOOTENAI AND SHOSHONE

Northern Idaho — Occupational Programs		
CIP Code	Occupation Title	2006 Completions
<b>51.1601</b>	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	49
<b>51.1613</b>	Licensed Practical/Vocational Nurse Training	26
<b>51.1699</b>	Nursing, Other	25
<b>51.1603</b>	Adult Health Nurse/Nursing	N/A
<b>51.1604</b>	Nurse Anesthetist	N/A
<b>51.1605</b>	Family Practice Nurse/Nurse Practitioner	N/A
<b>51.1606</b>	Maternal/Child Health and Neonatal Nurse/Nursing	N/A
<b>51.1607</b>	Nurse Midwife/Nursing Midwifery	N/A
<b>51.1608</b>	Nursing Science (MS, PhD)	N/A
<b>51.1609</b>	Pediatric Nurse/Nursing	N/A
<b>51.161</b>	Psychiatric/Mental Health Nurse/Nursing	N/A
<b>51.1611</b>	Public Health/Community Nurse/Nursing	N/A
<b>51.1612</b>	Perioperative/Operating Room and Surgical Nurse/Nursing	N/A
<b>51.1616</b>	Clinical Nurse Specialist	N/A
<b>51.1617</b>	Critical Care Nursing	N/A
<b>51.1618</b>	Occupational and Environmental Health Nursing	N/A

Source: EMSI and National Center for Education Statistics.



## Northern Idaho (Region 1) Counties

BENEWAH, BONNER, BOUNDARY, KOOTENAI AND SHOSHONE

Northern Idaho — Completions by County	
County	Completions
Kootenai	100
Benewah	0
Bonner	0
Boundary	0
Shoshone	0

Source: EMSI and National Center for Education Statistics.

Northern Idaho — Occupational Programs by Institution				
CIP Code	Title	Institution	Award Level	2006 Completions
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	North Idaho College	Associate Degree	49
51.1613	Licensed Practical/Vocational Nurse Training	North Idaho College	Award of at Least 1 but Less than 2 Academic Years	26
51.1699	Nursing, Other	North Idaho College	Associate Degree	25

Source: EMSI and National Center for Education Statistics.



## North Central (Region 2) Counties

CLEARWATER, IDAHO, LATAH, LEWIS AND NEZ PERCE

North Central Idaho — Occupational Programs		
CIP Code	Title	2006 Completions
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	67
51.1613	Licensed Practical/Vocational Nurse Training	12
51.1603	Adult Health Nurse/Nursing	N/A
51.1604	Nurse Anesthetist	N/A
51.1605	Family Practice Nurse/Nurse Practitioner	N/A
51.1606	Maternal/Child Health and Neonatal Nurse/Nursing	N/A
51.1607	Nurse Midwife/Nursing Midwifery	N/A
51.1608	Nursing Science (MS, PhD)	N/A
51.1609	Pediatric Nurse/Nursing	N/A
51.161	Psychiatric/Mental Health Nurse/Nursing	N/A
51.1611	Public Health/Community Nurse/Nursing	N/A
51.1612	Perioperative/Operating Room and Surgical Nurse/Nursing	N/A
51.1616	Clinical Nurse Specialist	N/A
51.1617	Critical Care Nursing	N/A
51.1618	Occupational and Environmental Health Nursing	N/A
51.1699	Nursing, Other	N/A

Source: EMSI and National Center for Education Statistics.



## North Central (Region 2) Counties

CLEARWATER, IDAHO, LATAH, LEWIS AND NEZ PERCE

North Central Idaho — Completions by County	
County	Completions
Nez Perce	79
Clearwater	0
Idaho	0
Latah	0
Lewis	0

Source: EMSI and National Center for Education Statistics.

North Central Idaho — Occupational Programs by Institution				
CIP Code	Title	Institution	Award Level	2006 Completions
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Lewis-Clark State College	Bachelor's Degree	67
51.1613	Licensed Practical/Vocational Nurse Training	Lewis-Clark State College	Associate Degree	12

Source: EMSI and National Center for Education Statistics.



## Southwestern (Region 3) Counties

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

Southwestern Idaho — Occupational Programs		
CIP Code	Occupation Title	2006 Completions
<b>51.1601</b>	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	200
<b>51.1613</b>	Licensed Practical/Vocational Nurse Training	28
<b>51.1603</b>	Adult Health Nurse/Nursing	N/A
<b>51.1604</b>	Nurse Anesthetist	N/A
<b>51.1605</b>	Family Practice Nurse/Nurse Practitioner	N/A
<b>51.1606</b>	Maternal/Child Health and Neonatal Nurse/Nursing	N/A
<b>51.1607</b>	Nurse Midwife/Nursing Midwifery	N/A
<b>51.1608</b>	Nursing Science (MS, PhD)	N/A
<b>51.1609</b>	Pediatric Nurse/Nursing	N/A
<b>51.161</b>	Psychiatric/Mental Health Nurse/Nursing	N/A
<b>51.1611</b>	Public Health/Community Nurse/Nursing	N/A
<b>51.1612</b>	Perioperative/Operating Room and Surgical Nurse/Nursing	N/A
<b>51.1616</b>	Clinical Nurse Specialist	N/A
<b>51.1617</b>	Critical Care Nursing	N/A
<b>51.1618</b>	Occupational and Environmental Health Nursing	N/A
<b>51.1699</b>	Nursing, Other	N/A

Source: EMSI and National Center for Education Statistics.



## Southwestern (Region 3) Counties

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

Southwestern Idaho — Completions by County	
County	Completions
Ada	217
Canyon	11
Adams	0
Boise	0
Elmore	0
Gem	0
Owyhee	0
Payette	0
Valley	0
Washington	0

Source: EMSI and National Center for Education Statistics.

Southwestern Idaho — Occupational Programs by Institution				
CIP Code	Title	Institution	Award Level	2006 Completions
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Boise State University	Associate Degree	146
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Boise State University	Bachelor's Degree	43
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Northwest Nazarene University	Bachelor's Degree	11
51.1613	Licensed Practical/Vocational Nurse Training	Boise State University	Award of at Least 1 but Less than 2 Academic Years	28

Source: EMSI and National Center for Education Statistics.



## South Central (Region 4) Counties

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

South Central Idaho – Occupational Programs		
CIP Code	Occupation Title	2006 Completions
<b>51.1601</b>	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	83
<b>51.1613</b>	Licensed Practical/Vocational Nurse Training	33
<b>51.1603</b>	Adult Health Nurse/Nursing	N/A
<b>51.1604</b>	Nurse Anesthetist	N/A
<b>51.1605</b>	Family Practice Nurse/Nurse Practitioner	N/A
<b>51.1606</b>	Maternal/Child Health and Neonatal Nurse/Nursing	N/A
<b>51.1607</b>	Nurse Midwife/Nursing Midwifery	N/A
<b>51.1608</b>	Nursing Science (MS, PhD)	N/A
<b>51.1609</b>	Pediatric Nurse/Nursing	N/A
<b>51.161</b>	Psychiatric/Mental Health Nurse/Nursing	N/A
<b>51.1611</b>	Public Health/Community Nurse/Nursing	N/A
<b>51.1612</b>	Perioperative/Operating Room and Surgical Nurse/Nursing	N/A
<b>51.1616</b>	Clinical Nurse Specialist	N/A
<b>51.1617</b>	Critical Care Nursing	N/A
<b>51.1618</b>	Occupational and Environmental Health Nursing	N/A
<b>51.1699</b>	Nursing, Other	N/A

Source: EMSI and National Center for Education Statistics.



## 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	116
Blaine	0
Camas	0
Cassia	0
Gooding	0
Jerome	0
Lincoln	0
Minidoka	0

Source: EMSI and National Center for Education Statistics.

South Central Idaho — Occupational Programs by Institution				
CIP Code	Title	Institution	Award Level	2006 Completions
<b>51.1601</b>	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	College of Southern Idaho	Associate Degree	83
<b>51.1613</b>	Licensed Practical/Vocational Nurse Training	College of Southern Idaho	Award of Less than 1 Academic Year	33

Source: EMSI and National Center for Education Statistics.



## Southeastern (Region 5) Counties

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

### Southeastern Idaho — Occupational Programs

CIP Code	Occupation Title	2006 Completions
<b>51.1601</b>	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	123
<b>51.1613</b>	Licensed Practical/Vocational Nurse Training	32
<b>51.1699</b>	Nursing, Other	1
<b>51.1603</b>	Adult Health Nurse/Nursing	N/A
<b>51.1604</b>	Nurse Anesthetist	N/A
<b>51.1605</b>	Family Practice Nurse/Nurse Practitioner	N/A
<b>51.1606</b>	Maternal/Child Health and Neonatal Nurse/Nursing	N/A
<b>51.1607</b>	Nurse Midwife/Nursing Midwifery	N/A
<b>51.1608</b>	Nursing Science (MS, PhD)	N/A
<b>51.1609</b>	Pediatric Nurse/Nursing	N/A
<b>51.161</b>	Psychiatric/Mental Health Nurse/Nursing	N/A
<b>51.1611</b>	Public Health/Community Nurse/Nursing	N/A
<b>51.1612</b>	Perioperative/Operating Room and Surgical Nurse/Nursing	N/A
<b>51.1616</b>	Clinical Nurse Specialist	N/A
<b>51.1617</b>	Critical Care Nursing	N/A
<b>51.1618</b>	Occupational and Environmental Health Nursing	N/A

Source: EMSI and National Center for Education Statistics.



## Southeastern (Region 5) Counties

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

Southeastern Idaho — Completions by County	
County	Completions
Bannock	156
Bear Lake	0
Bingham	0
Caribou	0
Franklin	0
Oneida	0
Power	0

Source: EMSI and National Center for Education Statistics.

Southeastern Idaho — Occupational Programs by Institution				
CIP Code	Title	Institution	Award Level	2006 Completions
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Idaho State University	Associate Degree	13
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Idaho State University	Bachelor's Degree	88
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Idaho State University	Master's Degree	22
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	32
51.1699	Nursing, Other	Idaho State University	Master's Degree	0
51.1699	Nursing, Other	Idaho State University	Post-master's Certificate	1

Source: EMSI and National Center for Education Statistics.



## Northeastern (Region 6) Counties

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

Northeastern Idaho — Occupational Programs		
CIP Code	Occupation Title	2006 Completions
<b>51.1601</b>	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	142
<b>51.1613</b>	Licensed Practical/Vocational Nurse Training	55
<b>51.1603</b>	Adult Health Nurse/Nursing	N/A
<b>51.1604</b>	Nurse Anesthetist	N/A
<b>51.1605</b>	Family Practice Nurse/Nurse Practitioner	N/A
<b>51.1606</b>	Maternal/Child Health and Neonatal Nurse/Nursing	N/A
<b>51.1607</b>	Nurse Midwife/Nursing Midwifery	N/A
<b>51.1608</b>	Nursing Science (MS, PhD)	N/A
<b>51.1609</b>	Pediatric Nurse/Nursing	N/A
<b>51.161</b>	Psychiatric/Mental Health Nurse/Nursing	N/A
<b>51.1611</b>	Public Health/Community Nurse/Nursing	N/A
<b>51.1612</b>	Perioperative/Operating Room and Surgical Nurse/Nursing	N/A
<b>51.1616</b>	Clinical Nurse Specialist	N/A
<b>51.1617</b>	Critical Care Nursing	N/A
<b>51.1618</b>	Occupational and Environmental Health Nursing	N/A
<b>51.1699</b>	Nursing, Other	N/A

Source: EMSI and National Center for Education Statistics.



## Northeastern (Region 6) Counties

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

Northeastern Idaho — Completions by County	
County	Completions
Madison	142
Bonneville	55
Butte	0
Clark	0
Custer	0
Fremont + Yellowstone Park	0
Jefferson	0
Lemhi	0
Teton	0

Source: EMSI and National Center for Education Statistics.

Northeastern Idaho — Occupational Programs by Institution				
CIP Code	Title	Institution	Award Level	2006 Completions
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Brigham Young University-Idaho	Associate Degree	88
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN)	Brigham Young University-Idaho	Bachelor's Degree	54
51.1613	Licensed Practical/Vocational Nurse Training	Eastern Idaho Technical College	Award of at Least 2 but Less than 4 Academic Years	55

Source: EMSI and National Center for Education Statistics.

APPENDIX C

**NURSING  
PROGRAMS  
OFFERED BY  
IDAHO SCHOOLS**

NURSING  
PROGRAMS  
OFFERED AT  
IDAHO SCHOOLS

**APOLLO COLLEGE**

- Licensed Practical Nurse
- Associate Degree Registered Nurse

**BOISE STATE UNIVERSITY**

- Advanced Placement LPN/BSN
- Advanced Placement ASN/BSN
- Bachelor of Science in Nursing
- Master of Science in Nursing
- Master of Nursing

**BRIGHAM YOUNG UNIVERSITY-IDAHO**

- Associate of Science in Nursing
- Registered Nurse Baccalaureate of Science in Nursing

**COLLEGE OF SOUTHERN IDAHO**

- Licensed Practical Nurse
- Associate of Science in Nursing

**EASTERN IDAHO TECHNICAL COLLEGE**

- Licensed Practical Nurse
- Licensed Practical Nurse to Registered Nurse

*Cont.*  
NURSING  
PROGRAMS  
OFFERED AT  
IDAHO SCHOOLS

**IDAHO STATE UNIVERSITY**

- Licensed Practical Nurse (College of Technology)
- Associate Degree Registered Nurse (College of Technology)
- Traditional Bachelor of Science in Nursing
- Accelerated Bachelor of Science in Nursing
- Bachelor of Science in Nursing Completion Program
- Master of Science in Nursing (Online course)

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

- Clinical Nurse Leader ([CNL](#))
  - Clinical Nurse Specialist ([CNS](#))
  - Family Nurse Practitioner ([FNP](#))
  - Nursing Education
  - Nursing Leadership
- Post-Master's Certificates for Specialty Areas

**LEWIS-CLARK STATE COLLEGE**

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

**NORTH IDAHO COLLEGE**

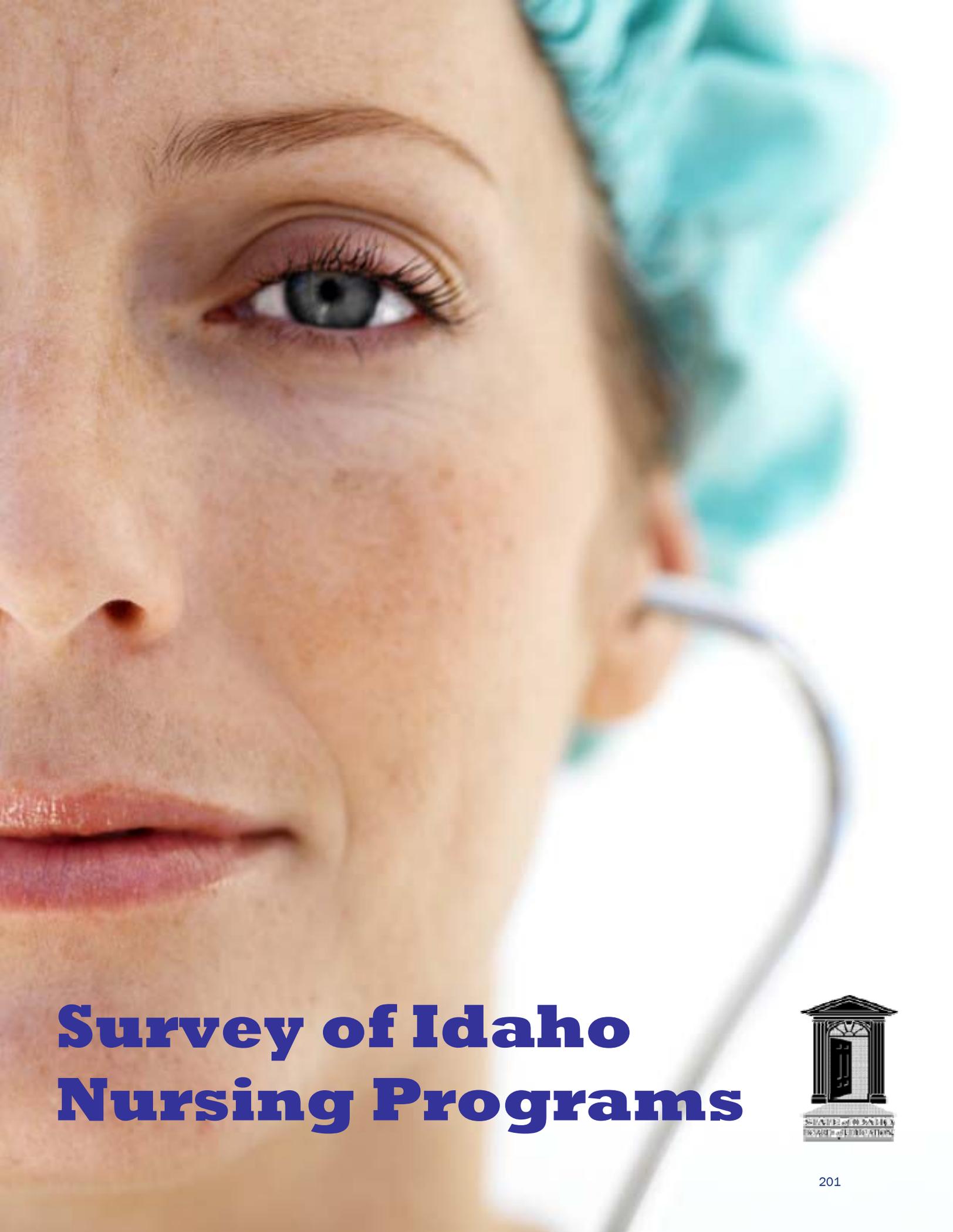
- Licensed Practical Nurse
- Associate Degree Registered Nurse

**NORTHWEST NAZARENE UNIVERSITY**

- Bachelor of Science in Nursing

APPENDIX D

# SURVEY OF IDAHO NURSING PROGRAMS



# **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 ( <i>please specify</i> ) _____	_____
_____	_____

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](mailto:Sara.Gieseke@labor.idaho.gov)  
Office: (208) 332-3570 x 3246  
Fax: (208) 334-6455

## APPENDIX E

# NURSING SUPPLY-DEMAND GAP ANALYSIS

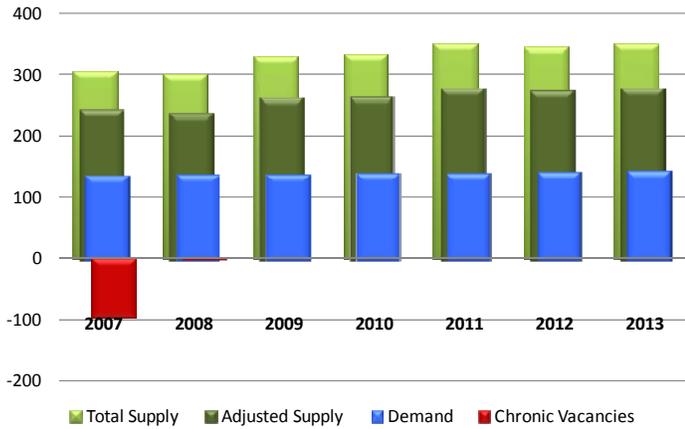
---

Source for tables in Appendix E: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey, the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho and the Idaho Program Director's Follow-up Survey, August 2008.

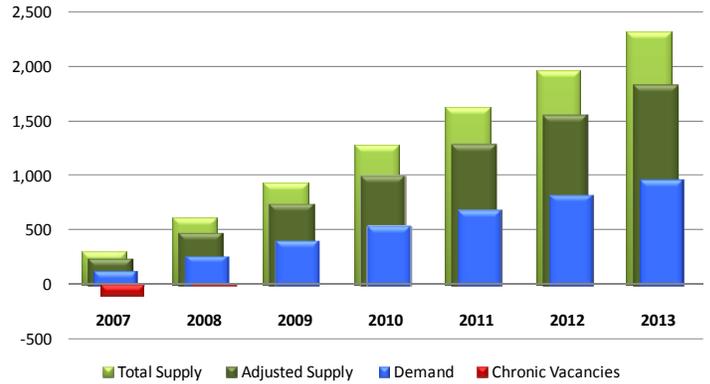
# IDAHO NURSING OVERVIEW — WINTER 2009

# APPENDIX E — IDAHO STATEWIDE

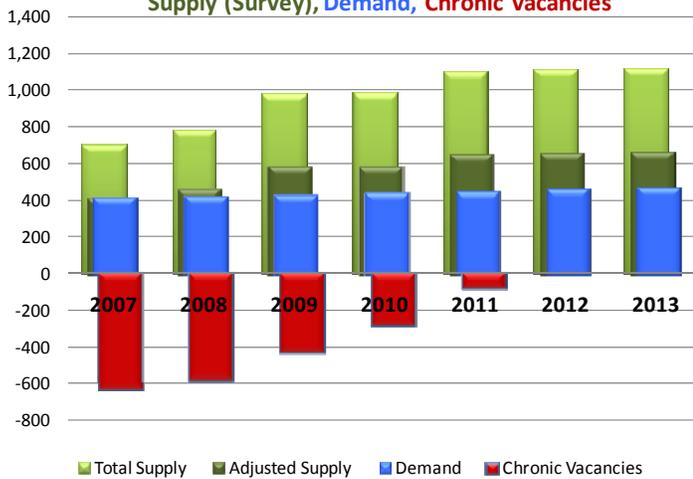
Statewide  
**LPNs - Snapshot - NEW JOBS - Total Supply, Adjusted Supply**  
 (Survey), Demand, Chronic Vacancies



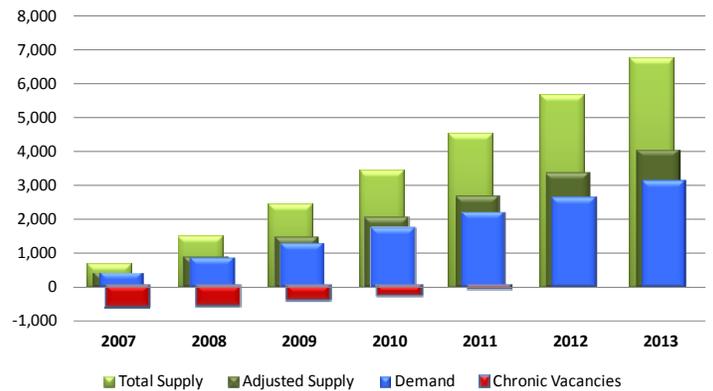
Statewide  
**LPNs - Cumulative - NEW JOBS - Total Supply, Adjusted Supply**  
 (Survey), Demand (Projections), Chronic Vacancies



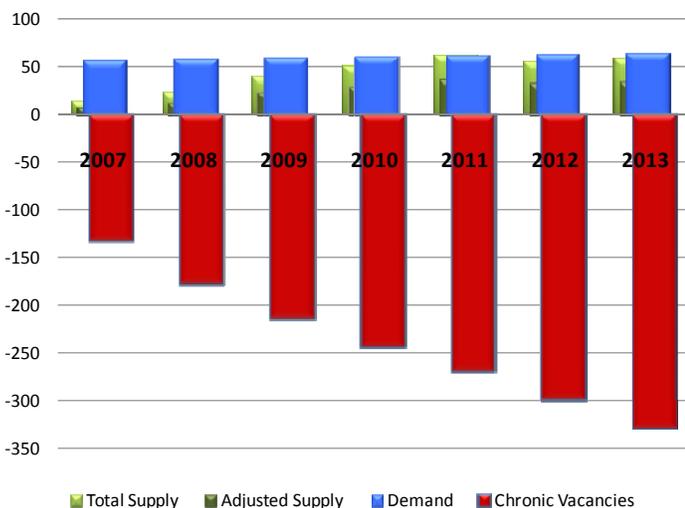
Statewide  
**RNs - Snapshot - NEW JOBS - Total Supply, Adjusted**  
 Supply (Survey), Demand, Chronic Vacancies



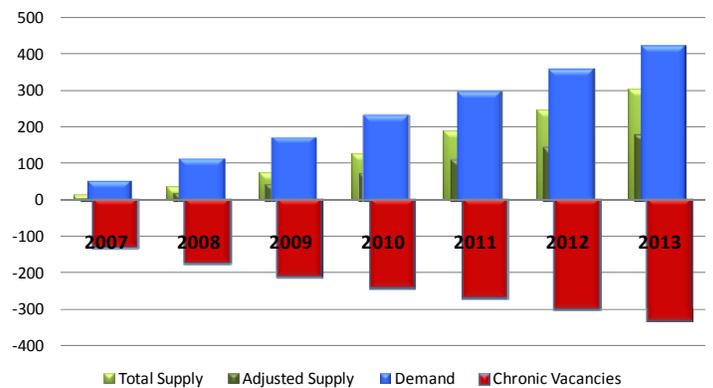
Statewide  
**RNs - Cumulative - NEW JOBS - Total Supply, Adjusted Supply**  
 (Survey), Demand (Projections), Chronic Vacancies



Statewide  
**All Other RNs & APPNs - Snapshot - NEW JOBS - Total Supply,**  
 Adjusted Supply (Survey), Demand, Chronic Vacancies

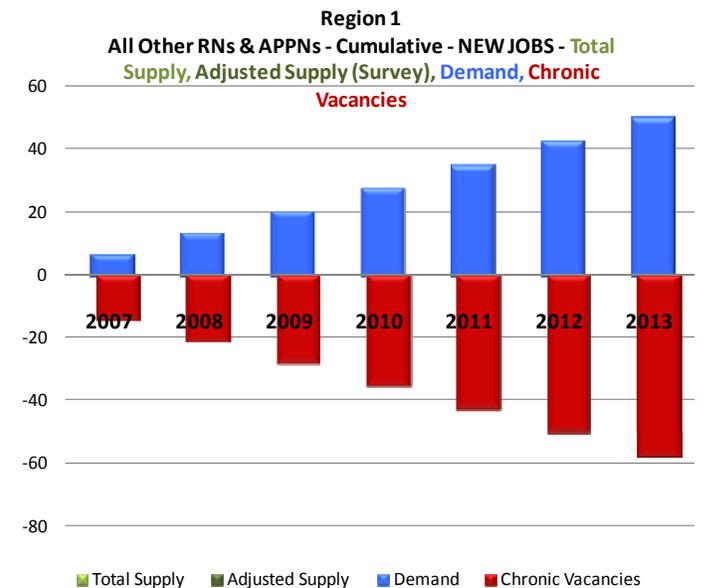
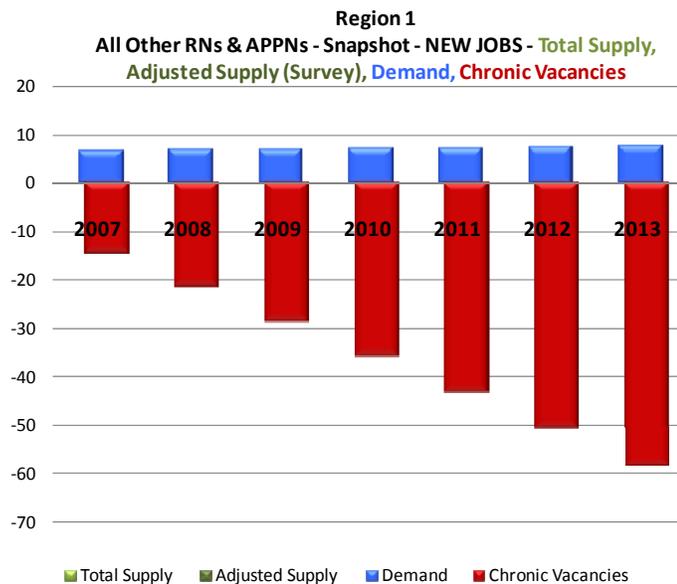
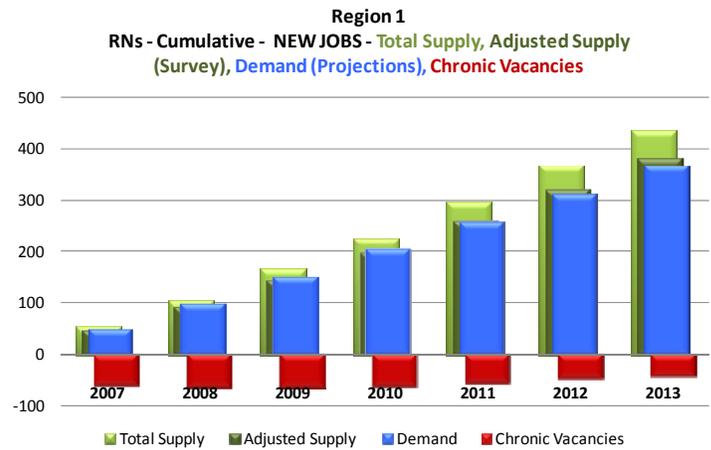
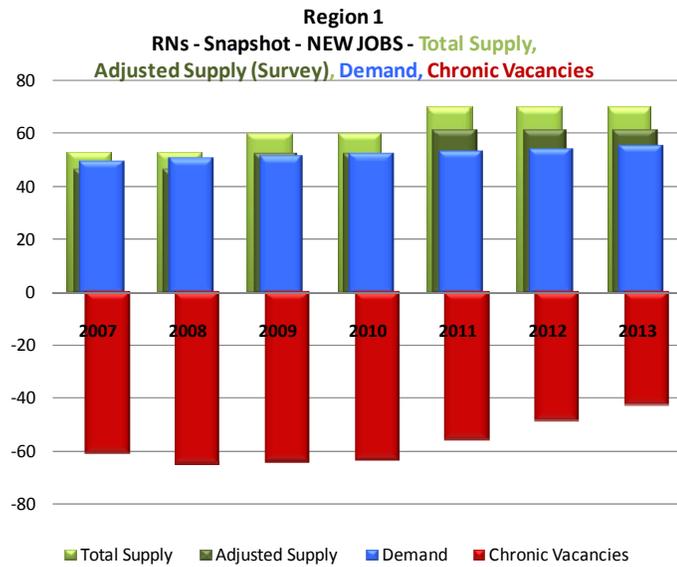
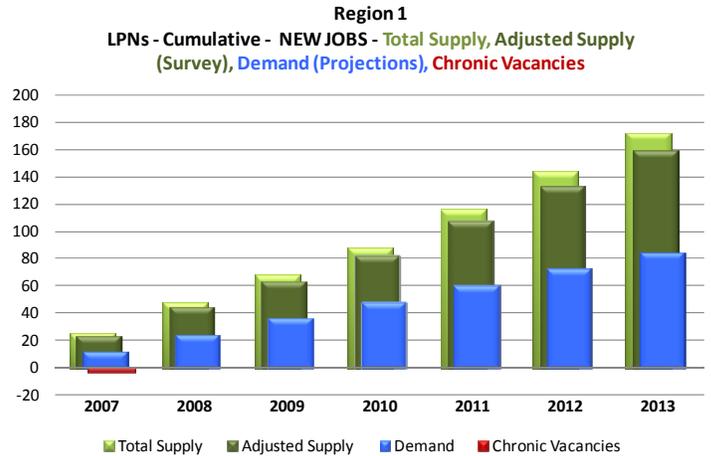
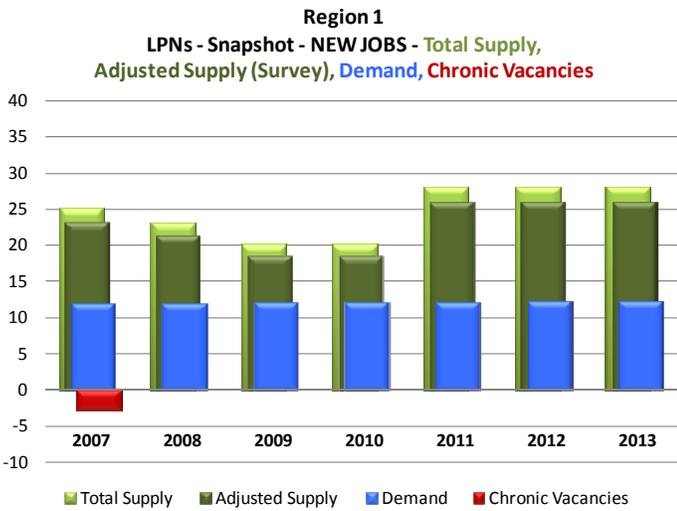


Statewide  
**All Other RNs & APPNs - Cumulative - NEW JOBS - Total Supply,**  
 Adjusted Supply (Survey), Demand (Projections), Chronic Vacancies



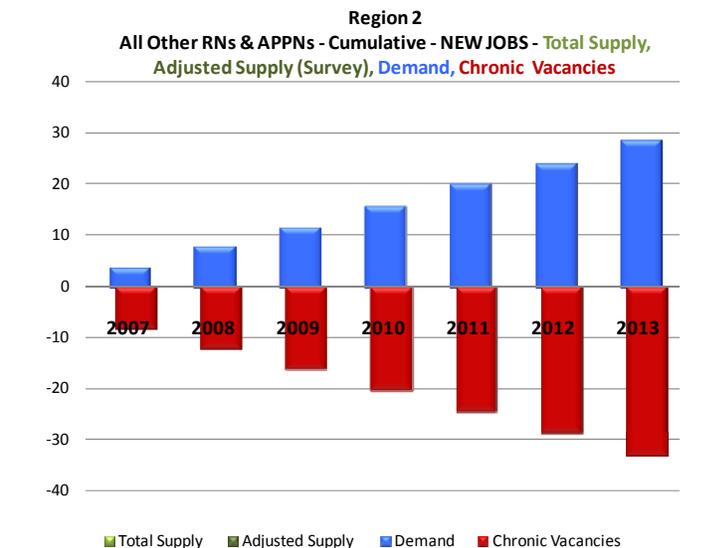
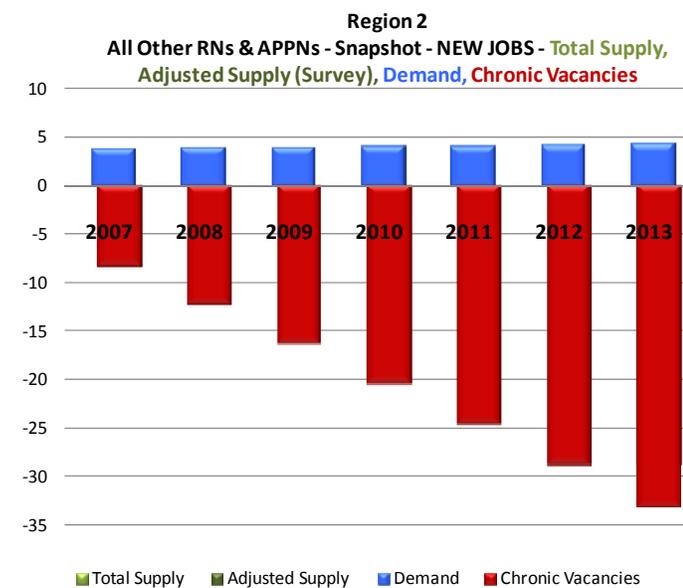
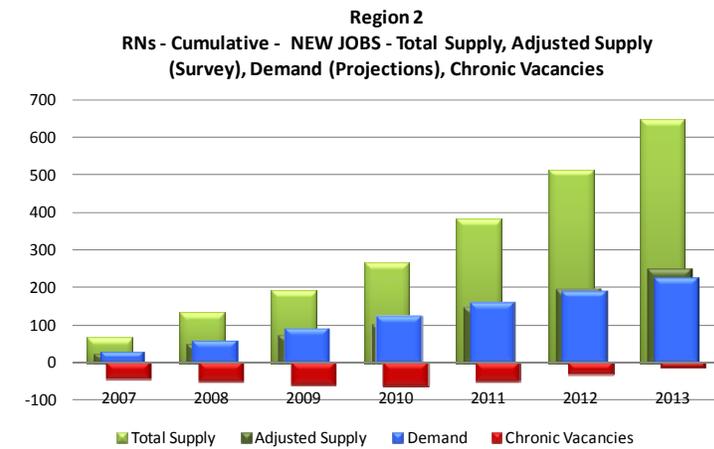
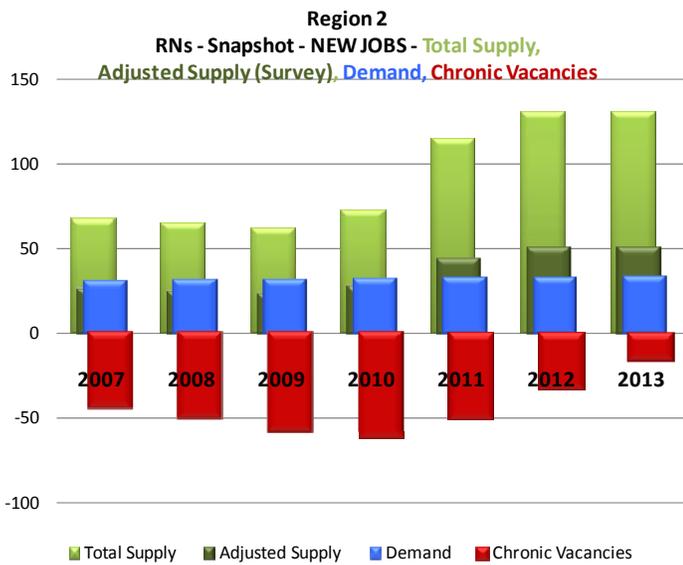
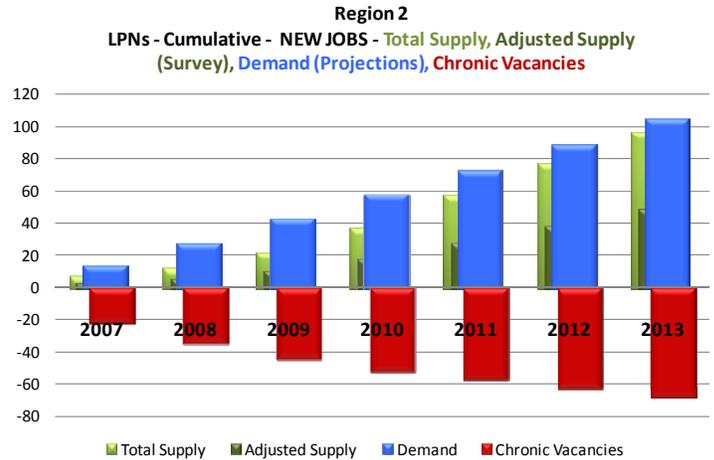
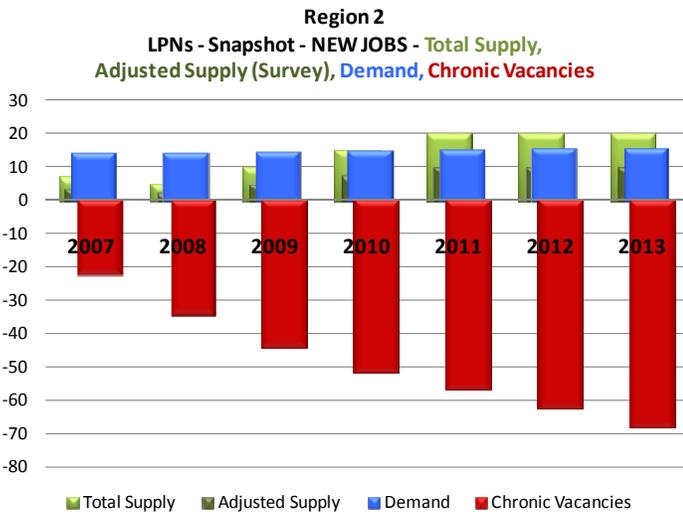
# IDAHO NURSING OVERVIEW — WINTER 2009

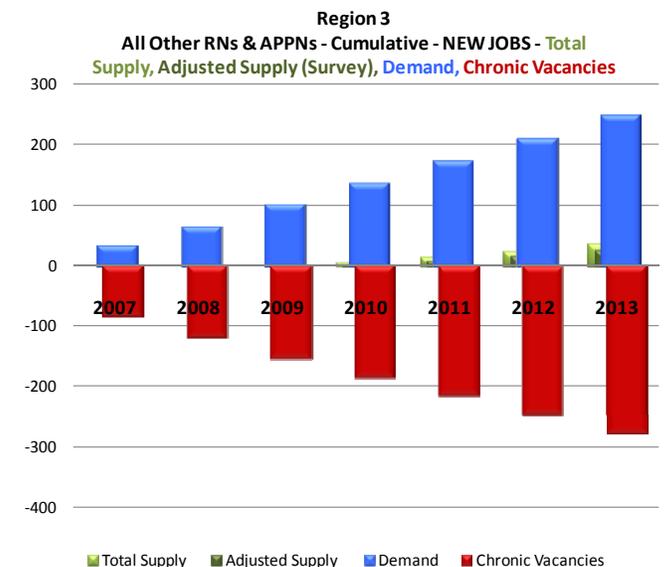
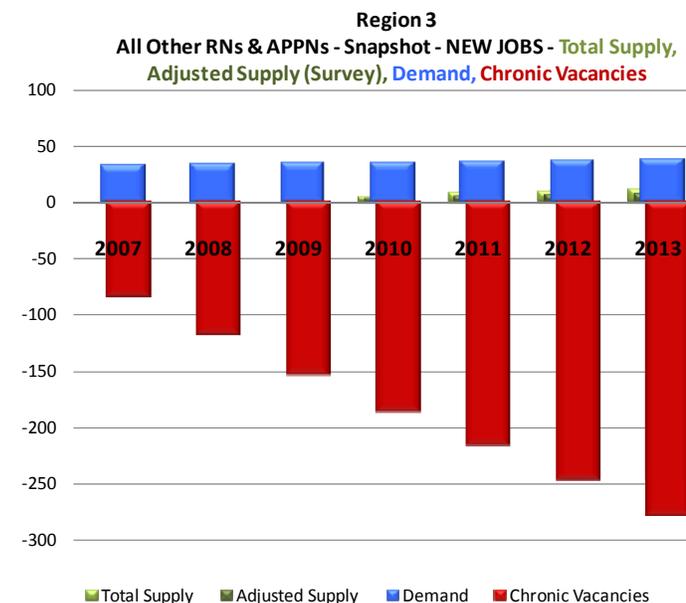
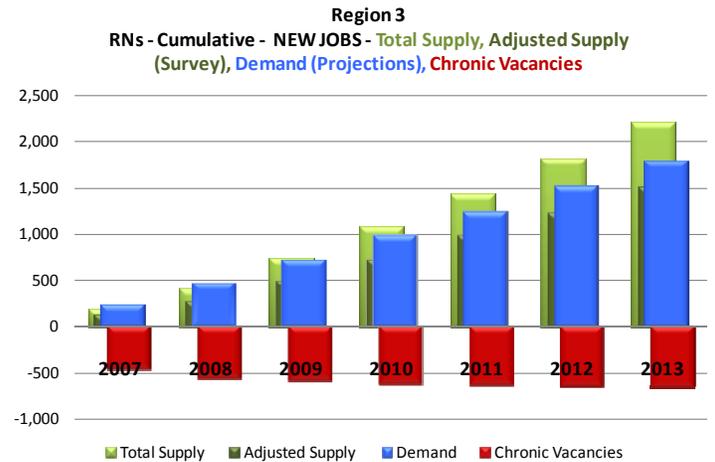
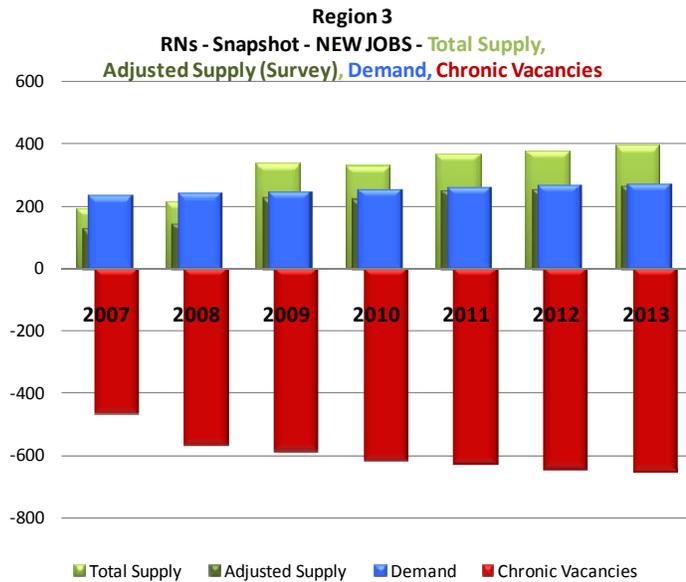
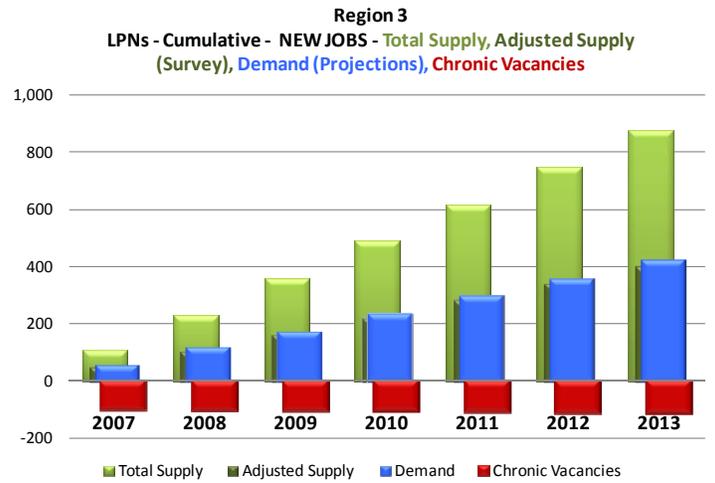
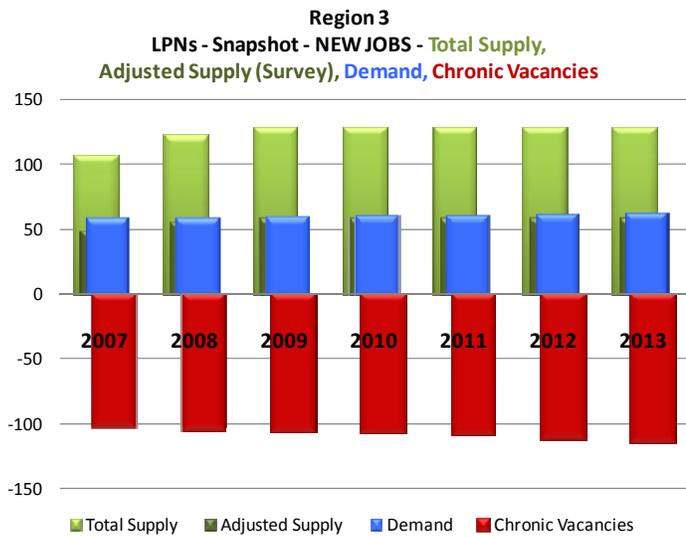
# APPENDIX E — REGION 1 - NORTHERN IDAHO



# IDAHO NURSING OVERVIEW — WINTER 2009

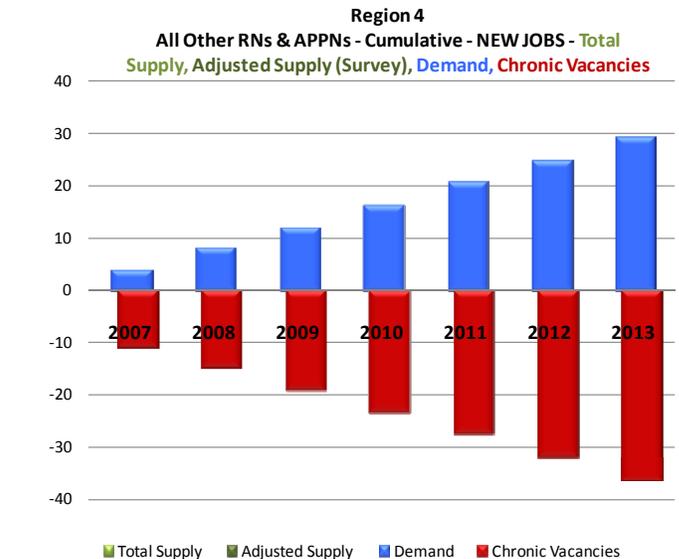
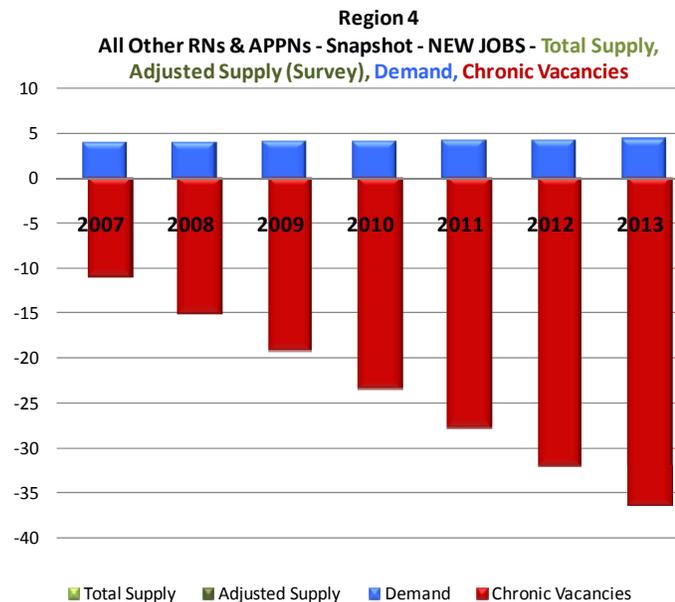
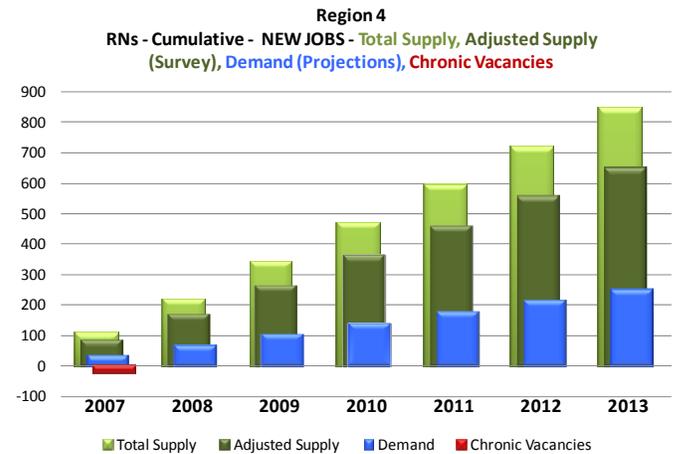
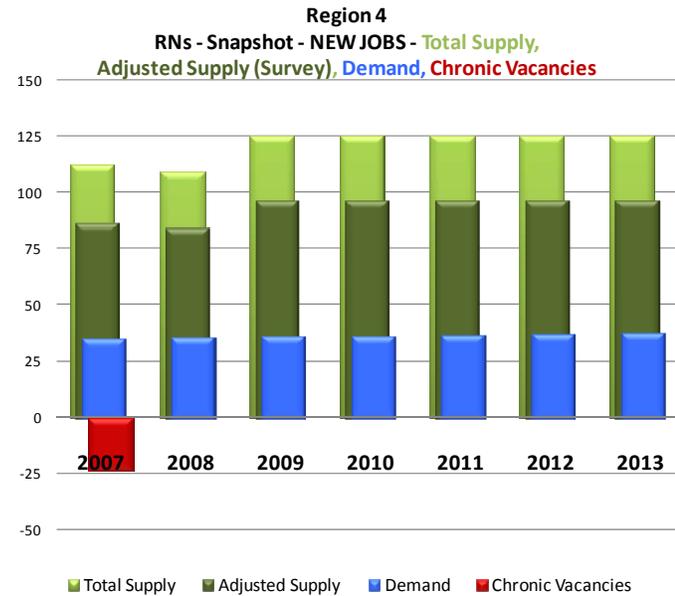
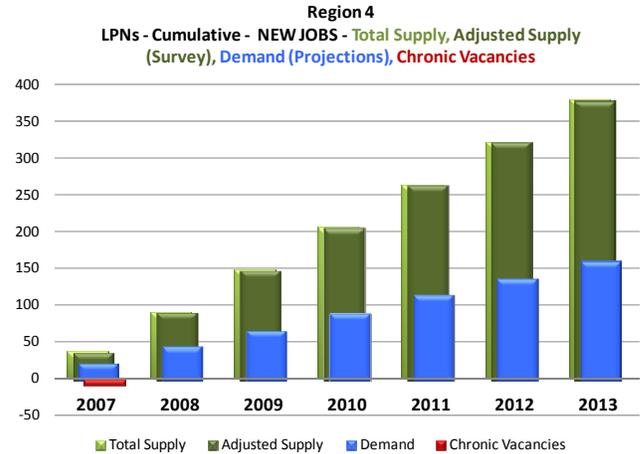
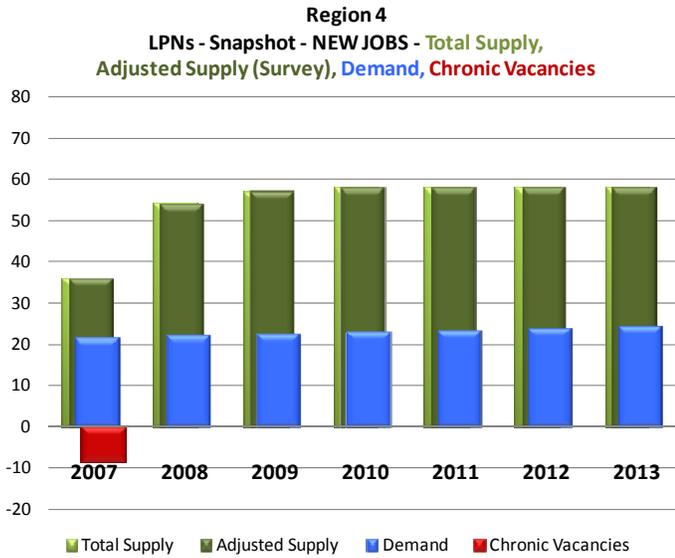
# APPENDIX E — REGION 2 - NORTH CENTRAL IDAHO

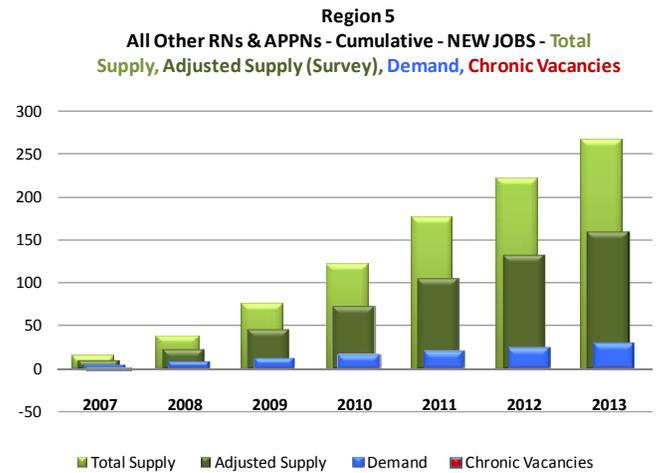
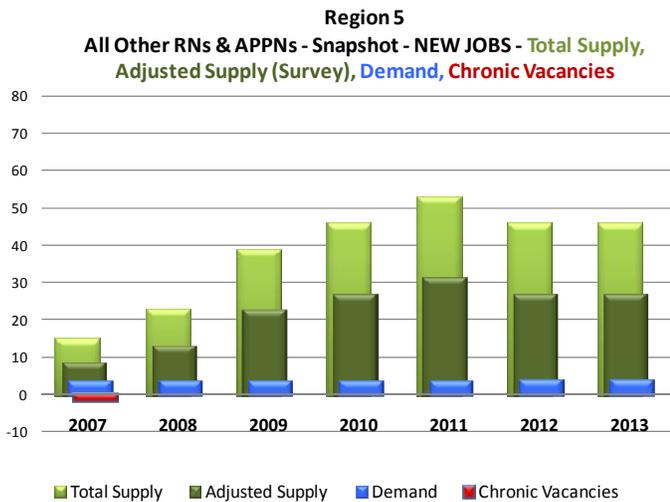
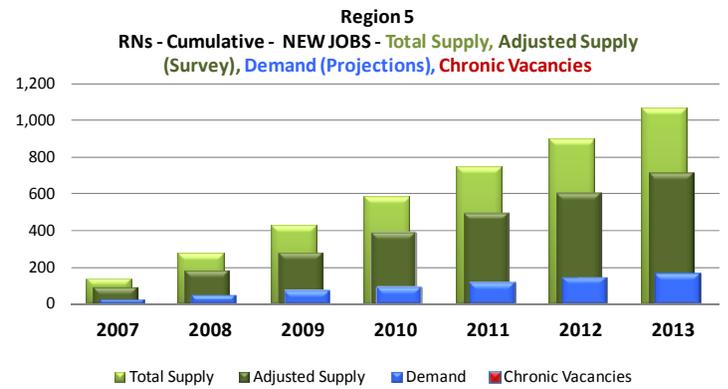
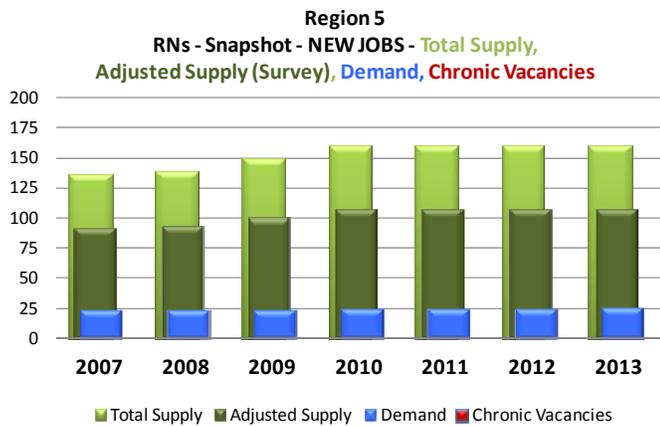
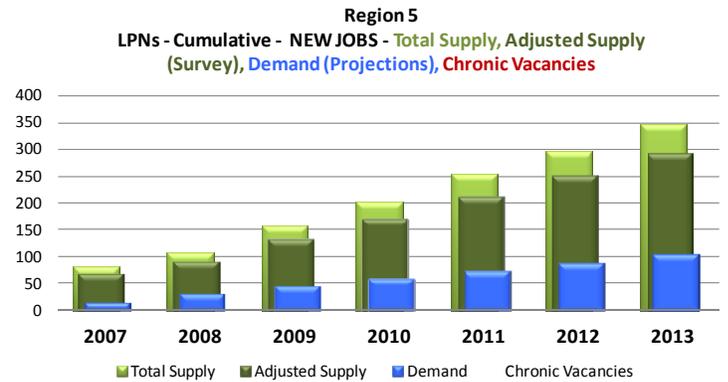
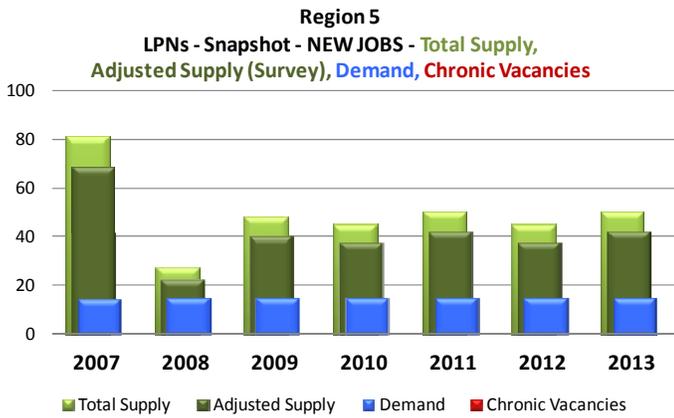




# IDAHO NURSING OVERVIEW — WINTER 2009

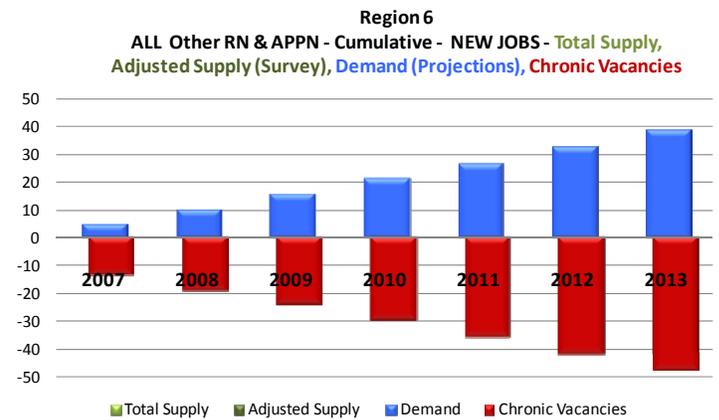
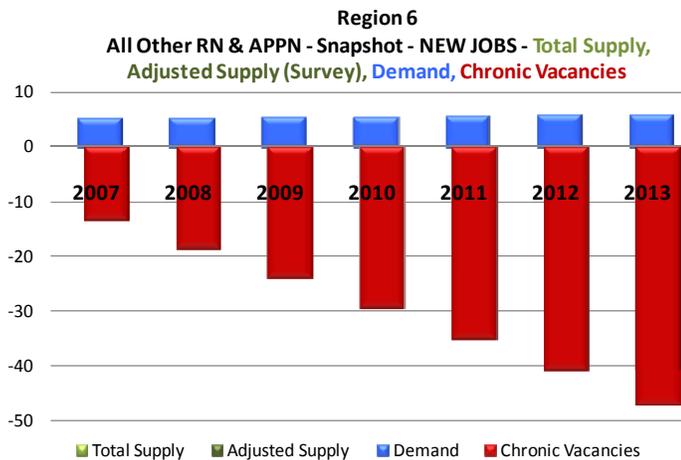
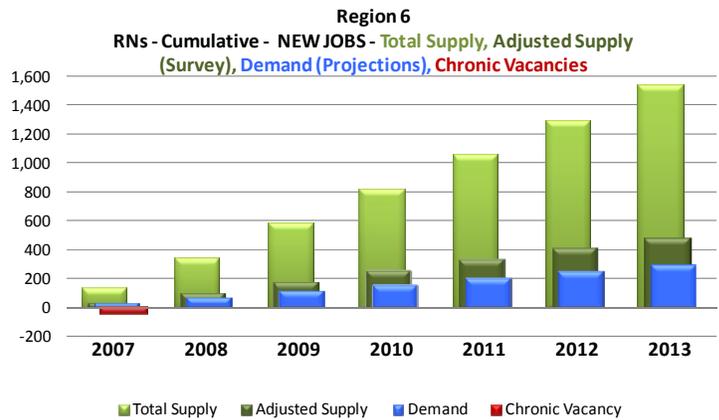
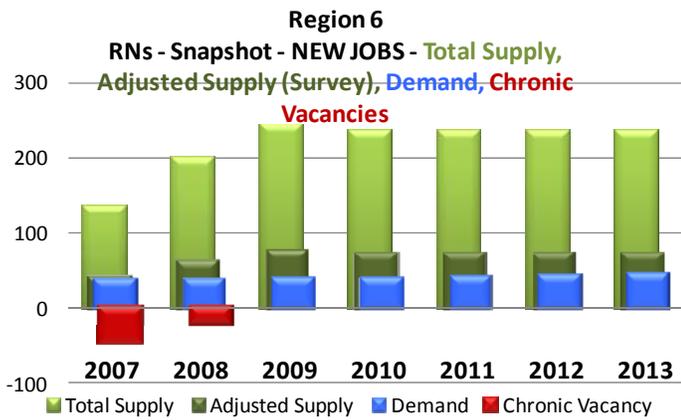
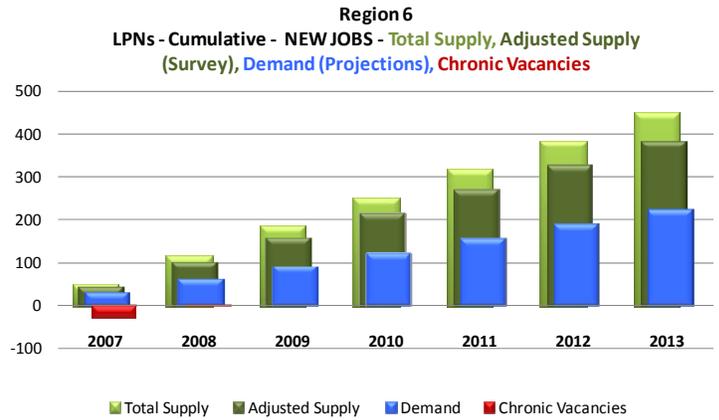
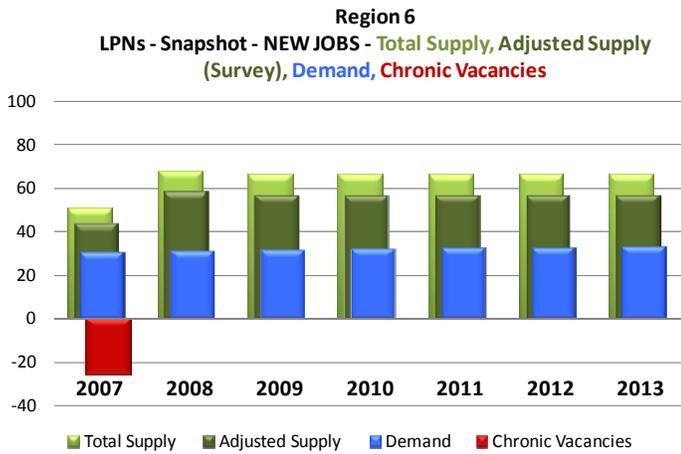
# APPENDIX E — REGION 4 - SOUTH CENTRAL IDAHO





# IDAHO NURSING OVERVIEW — WINTER 2009

# APPENDIX E — REGION 6 - NORTHEASTERN IDAHO



APPENDIX F

**GROWTH AND  
REPLACEMENT DATA  
BY REGION**

Projected Annual Growth 2006-2016 – Idaho Statewide														
Licensure Level	2006	2016	10 Year Growth	Annualized Growth Rate	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
LPN	2,888	3,501	613	1.94%	56	57	58	59	61	62	63	64	65	67
AS-RN	5,010	6,837	1,828	3.16%	158	163	168	174	179	185	191	197	203	209
BS-RN	3,660	4,995	1,335	3.16%	116	119	123	127	131	135	139	144	148	153
ALL OTHER RN	516	704	188	3.16%	16	17	17	18	18	19	20	20	21	22
APPN	670	914	244	3.16%	21	22	23	23	24	25	26	26	27	28
<b>TOTAL</b>	<b>12,743</b>	<b>16,951</b>	<b>4,208</b>	<b>2.89%</b>	<b>369</b>	<b>380</b>	<b>391</b>	<b>402</b>	<b>413</b>	<b>425</b>	<b>438</b>	<b>450</b>	<b>463</b>	<b>477</b>

Projected Annual Net Replacements 2006-2016														
Licensure Level	2006	2016	Total Net Replacements	10 Year Replacement Rate	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
LPN	2,888	3,501	787	27.3%	79	79	79	79	79	79	79	79	79	79
AS-RN	5,010	6,837	827	16.5%	83	83	83	83	83	83	83	83	83	83
BS-RN	3,660	4,995	604	16.5%	60	60	60	60	60	60	60	60	60	60
ALL OTHER RN	516	704	85	16.5%	9	9	9	9	9	9	9	9	9	9
APPN	670	914	111	16.5%	11	11	11	11	11	11	11	11	11	11
<b>TOTAL</b>	<b>12,743</b>	<b>16,951</b>	<b>2,414</b>	<b>—</b>	<b>241</b>									

Vacancy Rate 2006-2016					
Licensure Level	2006	2016	IHA Chronic Vacancy Rate	LTC Chronic Vacancy Rate	Chronic Vacancies
LPN	2,888	3,501	6.4%	14.2%	207
AS-RN	5,010	6,837	6.4%	14.2%	359
BS-RN	3,660	4,995	6.4%	14.2%	262
ALL OTHER RN	516	704	6.4%	14.2%	37
APPN	670	914	6.4%	14.2%	48
<b>TOTAL</b>	<b>12,743</b>	<b>16,951</b>	<b>6.4%</b>	<b>14.2%</b>	<b>913</b>

Projected Annual Growth, Net Replacements and Vacancies 2006-2016																
Licensure Level	2006	2016	10 Year Growth	10 Year Net Replacements	Chronic Vacancies	10 Year Growth, Replacement & Chronic Vacancies	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
LPN	2,888	3,501	613	787	207	1,607	342	136	137	138	139	140	142	143	144	145
AS-RN	5,010	6,837	1,828	827	359	3,014	600	246	251	256	262	268	273	279	286	292
BS-RN	3,660	4,995	1,335	604	262	2,201	438	180	183	187	191	195	200	204	209	213
ALL OTHER RN	516	704	188	85	37	310	62	25	26	26	27	28	28	29	29	30
APPN	670	914	244	111	48	403	80	33	34	34	35	36	37	37	38	39
<b>TOTAL</b>	<b>12,743</b>	<b>16,951</b>	<b>4,208</b>	<b>2,414</b>	<b>913</b>	<b>7,535</b>	<b>1,522</b>	<b>620</b>	<b>631</b>	<b>643</b>	<b>655</b>	<b>667</b>	<b>680</b>	<b>693</b>	<b>706</b>	<b>720</b>

**Projected Annual Growth 2006-2016**  
**Northern Idaho (Region 1) – Benewah, Bonner, Boundary, Kootenai and Shoshone Counties**

Licensure Level	2006	2016	10 Year Growth	Annualized Growth Rate	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
LPN	281	325	44	1.47%	4	4	4	4	4	4	4	5	5	5
AS-RN	756	999	243	2.83%	21	22	23	23	24	25	25	26	27	27
BS-RN	371	482	111	2.65%	10	10	10	11	11	11	12	12	12	12
ALL OTHER RN	57	72	16	2.48%	1	1	1	2	2	2	2	2	2	2
APPN	95	130	35	3.16%	3	3	3	3	3	4	4	4	4	4
<b>TOTAL</b>	<b>1,560</b>	<b>2,008</b>	<b>449</b>	<b>2.56%</b>	<b>40</b>	<b>41</b>	<b>42</b>	<b>43</b>	<b>44</b>	<b>45</b>	<b>46</b>	<b>48</b>	<b>49</b>	<b>50</b>

**Projected Annual Net Replacements 2006-2016**

Licensure Level	2006	2016	Total Net Replacements	10 Year Replacement Rate	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
LPN	281	325	77	27.3%	8	8	8	8	8	8	8	8	8	8
AS-RN	756	999	125	16.5%	12	12	12	12	12	12	12	12	12	12
BS-RN	371	482	61	16.5%	6	6	6	6	6	6	6	6	6	6
ALL OTHER RN	57	72	9	16.5%	0	1	1	1	1	1	1	1	1	1
APPN	95	130	14	16.5%	1	1	1	1	1	1	1	1	1	1
<b>TOTAL</b>	<b>1,560</b>	<b>2,008</b>	<b>287</b>	<b>—</b>	<b>29</b>									

**Vacancy Rate 2006-2016**

Licensure Level	2006	2016	IHA Chronic Vacancy Rate	LTC Chronic Vacancy Rate	Chronic Vacancies
LPN	281	325	4.5%	14.2%	14
AS-RN	756	999	4.5%	14.2%	38
BS-RN	371	482	4.5%	14.2%	19
ALL OTHER RN	57	72	4.5%	14.2%	3
APPN	95	130	4.5%	14.2%	5
<b>TOTAL</b>	<b>1,560</b>	<b>2,008</b>	<b>4.5%</b>	<b>14.2%</b>	<b>79</b>

**Projected Annual Growth, Net Replacements and Vacancies 2006-2016**

Licensure Level	2006	2016	10 Year Growth	10 Year Net Replacements	Chronic Vacancies	10 Year Growth, Replacement & Chronic Vacancies	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
LPN	281	325	44	77	14	135	26	12	12	12	12	12	12	12	12	12
AS-RN	756	999	243	125	38	406	72	34	35	36	36	37	38	38	39	40
BS-RN	371	482	111	61	19	191	35	16	17	17	17	17	18	18	18	19
ALL OTHER RN	57	72	16	9	3	28	4	2	2	2	2	3	3	3	3	3
APPN	95	130	35	14	5	54	9	5	5	5	5	5	5	5	5	5
<b>TOTAL</b>	<b>1,560</b>	<b>2,008</b>	<b>449</b>	<b>287</b>	<b>79</b>	<b>814</b>	<b>146</b>	<b>70</b>	<b>71</b>	<b>72</b>	<b>73</b>	<b>74</b>	<b>75</b>	<b>76</b>	<b>78</b>	<b>79</b>

**Projected Annual Growth 2006-2016**  
**North Central Idaho (Region 2) – Clearwater, Idaho, Latah, Lewis and Nez Perce Counties**

Licensure Level	2006	2016	10 Year Growth	Annualized Growth Rate	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
LPN	236	325	89	3.25%	8	8	8	8	9	9	9	10	10	10
AS-RN	493	627	134	2.43%	12	12	13	13	13	13	14	14	14	15
BS-RN	286	354	68	2.17%	6	6	6	7	7	7	7	7	7	8
ALL OTHER RN	31	37	6	1.77%	1	1	1	1	1	1	1	1	1	1
APPN	58	79	21	3.16%	2	2	2	2	2	2	2	2	2	2
<b>TOTAL</b>	<b>1,104</b>	<b>1,421</b>	<b>318</b>	<b>2.56%</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>	<b>31</b>	<b>32</b>	<b>33</b>	<b>34</b>	<b>35</b>	<b>36</b>

**Projected Annual Net Replacements 2006-2016**

Licensure Level	2006	2016	Total Net Replacements	10 Year Replacement Rate	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
LPN	236	325	65	27.3%	7	7	7	7	7	7	7	7	7	7
AS-RN	493	627	82	16.5%	8	8	8	8	8	8	8	8	8	8
BS-RN	286	354	47	16.5%	5	5	5	5	5	5	5	5	5	5
ALL OTHER RN	31	37	5	16.5%	1	1	1	1	1	1	1	1	1	1
APPN	58	79	10	16.5%	1	1	1	1	1	1	1	1	1	1
<b>TOTAL</b>	<b>1,104</b>	<b>1,421</b>	<b>209</b>	<b>—</b>	<b>21</b>									

**Vacancy Rate 2006-2016**

Licensure Level	2006	2016	IHA Chronic Vacancy Rate	LTC Chronic Vacancy Rate	Chronic Vacancies
LPN	236	325	4.5%	14.2%	12
AS-RN	493	627	4.5%	14.2%	25
BS-RN	286	354	4.5%	14.2%	14
ALL OTHER RN	31	37	4.5%	14.2%	2
APPN	58	79	4.5%	14.2%	3
<b>TOTAL</b>	<b>1,104</b>	<b>1,421</b>	<b>4.5%</b>	<b>14.2%</b>	<b>56</b>

**Projected Annual Growth, Net Replacements and Vacancies 2006-2016**

Licensure Level	2006	2016	10 Year Growth	10 Year Net Replacements	Chronic Vacancies	10 Year Growth, Replacement & Chronic Vacancies	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
LPN	236	325	89	65	12	166	26	14	15	15	15	16	16	16	16	17
AS-RN	493	627	134	82	25	240	45	20	21	21	21	22	22	22	23	23
BS-RN	286	354	68	47	14	130	25	11	11	11	11	12	12	12	12	12
ALL OTHER RN	31	37	6	5	2	13	3	1	1	1	1	1	1	1	1	1
APPN	58	79	21	10	3	34	6	3	3	3	3	3	3	3	3	3
<b>TOTAL</b>	<b>1,104</b>	<b>1,421</b>	<b>318</b>	<b>209</b>	<b>56</b>	<b>582</b>	<b>105</b>	<b>50</b>	<b>51</b>	<b>51</b>	<b>52</b>	<b>53</b>	<b>54</b>	<b>55</b>	<b>56</b>	<b>57</b>

**Projected Annual Growth 2006-2016**  
**Southwestern Idaho (Region 3) – Ada, Adams, Boise, Canyon, Elmore, Gem, Owyhee, Payette, Valley and Washington Counties**

Licensure Level	2006	2016	10 Year Growth	Annualized Growth Rate	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
LPN	1,163	1,462	299	2.31%	27	28	28	29	29	30	31	32	32	33
AS-RN	2,404	3,423	1,019	3.60%	86	90	93	96	100	103	107	111	115	119
BS-RN	2,135	3,036	901	3.58%	76	79	82	85	88	91	94	98	101	105
ALL OTHER RN	309	447	138	3.75%	12	12	12	13	13	14	14	15	16	16
APPN	339	463	124	3.16%	11	11	11	12	12	13	13	13	14	14
<b>TOTAL</b>	<b>6,350</b>	<b>8,831</b>	<b>2,481</b>	<b>3.35%</b>	<b>213</b>	<b>220</b>	<b>227</b>	<b>235</b>	<b>243</b>	<b>251</b>	<b>259</b>	<b>268</b>	<b>277</b>	<b>286</b>

**Projected Annual Net Replacements 2006-2016**

Licensure Level	2006	2016	Total Net Replacements	10 Year Replacement Rate	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
LPN	1,163	1,462	317	27.3%	32	32	32	32	32	32	32	32	32	32
AS-RN	2,404	3,423	396	16.5%	40	40	40	40	40	40	40	40	40	40
BS-RN	2,135	3,036	352	16.5%	35	35	35	35	35	35	35	35	35	35
ALL OTHER RN	309	447	51	16.5%	5	5	5	5	5	5	5	5	5	5
APPN	339	463	58	16.5%	6	6	6	6	6	6	6	6	6	6
<b>TOTAL</b>	<b>6,350</b>	<b>8,831</b>	<b>1,175</b>	<b>—</b>	<b>118</b>									

**Vacancy Rate 2006-2016**

Licensure Level	2006	2016	IHA Chronic Vacancy Rate	LTC Chronic Vacancy Rate	Chronic Vacancies
LPN	1,163	1,462	7.1%	14.2%	92
AS-RN	2,404	3,423	7.1%	14.2%	191
BS-RN	2,135	3,036	7.1%	14.2%	170
ALL OTHER RN	309	447	7.1%	14.2%	25
APPN	339	463	7.1%	14.2%	27
<b>TOTAL</b>	<b>6,350</b>	<b>8,831</b>	<b>7.1%</b>	<b>14.2%</b>	<b>505</b>

**Projected Annual Growth, Net Replacements and Vacancies 2006-2016**

Licensure Level	2006	2016	10 Year Growth	10 Year Net Replacements	Chronic Vacancies	10 Year Growth, Replacement & Chronic Vacancies	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
LPN	1,163	1,462	299	317	92	708	151	59	60	61	61	62	63	63	64	65
AS-RN	2,404	3,423	1,019	396	191	1,607	317	129	132	136	139	143	147	150	154	159
BS-RN	2,135	3,036	901	352	170	1,423	281	114	117	120	123	126	130	133	137	140
ALL OTHER RN	309	447	138	51	25	214	41	17	18	18	19	19	20	20	21	21
APPN	339	463	124	58	27	209	44	17	17	18	18	18	19	19	20	20
<b>TOTAL</b>	<b>6,350</b>	<b>8,831</b>	<b>2,481</b>	<b>1,175</b>	<b>505</b>	<b>4,161</b>	<b>835</b>	<b>337</b>	<b>344</b>	<b>352</b>	<b>360</b>	<b>369</b>	<b>377</b>	<b>386</b>	<b>395</b>	<b>405</b>

Projected Annual Growth 2006-2016														
South Central Idaho (Region 4) – Blaine, Camas, Cassia, Gooding, Jerome, Lincoln, Minidoka and Twin Falls Counties														
Licensure Level	2006	2016	10 Year Growth	Annualized Growth Rate	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
LPN	284	308	24	0.81%	2	2	2	2	2	2	2	2	2	2
AS-RN	687	848	161	2.13%	15	15	15	16	16	16	17	17	17	18
BS-RN	255	307	52	1.88%	5	5	5	5	5	5	5	5	6	6
ALL OTHER RN	45	53	8	1.66%	1	1	1	1	1	1	1	1	1	1
APPN	43	59	16	3.16%	1	1	1	1	2	2	2	2	2	2
<b>TOTAL</b>	<b>1,313</b>	<b>1,574</b>	<b>261</b>	<b>1.83%</b>	<b>24</b>	<b>24</b>	<b>25</b>	<b>25</b>	<b>26</b>	<b>26</b>	<b>27</b>	<b>27</b>	<b>28</b>	<b>28</b>

Projected Annual Net Replacements 2006-2016														
Licensure Level	2006	2016	Total Net Replacements	10 Year Replacement Rate	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
LPN	284	308	77	27.3%	8	8	8	8	8	8	8	8	8	8
AS-RN	687	848	113	16.5%	11	11	11	11	11	11	11	11	11	11
BS-RN	255	307	42	16.5%	4	4	4	4	4	4	4	4	4	4
ALL OTHER RN	45	53	7	16.5%	1	1	1	1	1	1	1	1	1	1
APPN	43	59	12	16.5%	1	1	1	1	1	1	1	1	1	1
<b>TOTAL</b>	<b>1,313</b>	<b>1,574</b>	<b>251</b>	<b>—</b>	<b>25</b>									

Vacancy Rate 2006-2016					
Licensure Level	2006	2016	IHA Chronic Vacancy Rate	LTC Chronic Vacancy Rate	Chronic Vacancies
LPN	284	308	7.1%	14.2%	23
AS-RN	687	848	7.1%	14.2%	55
BS-RN	255	307	7.1%	14.2%	20
ALL OTHER RN	45	53	7.1%	14.2%	4
APPN	43	59	7.1%	14.2%	3
<b>TOTAL</b>	<b>1,313</b>	<b>1,574</b>	<b>7.1%</b>	<b>14.2%</b>	<b>104</b>

Projected Annual Growth, Net Replacements and Vacancies 2006-2016																
Licensure Level	2006	2016	10 Year Growth	10 Year Net Replacements	Chronic Vacancies	10 Year Growth, Replacement & Chronic Vacancies	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
LPN	284	308	24	77	23	124	33	10	10	10	10	10	10	10	10	10
AS-RN	687	848	161	113	55	328	81	26	27	27	27	28	28	28	29	29
BS-RN	255	307	52	42	20	114	29	9	9	9	9	9	10	10	10	10
ALL OTHER RN	45	53	8	7	4	19	5	1	2	2	2	2	2	2	2	2
APPN	43	59	16	12	3	31	6	3	3	3	3	3	3	3	3	3
<b>TOTAL</b>	<b>1,313</b>	<b>1,574</b>	<b>261</b>	<b>251</b>	<b>104</b>	<b>616</b>	<b>153</b>	<b>49</b>	<b>50</b>	<b>50</b>	<b>51</b>	<b>51</b>	<b>52</b>	<b>52</b>	<b>53</b>	<b>54</b>

Projected Annual Growth 2006-2016 Southeastern Idaho (Region 5) – Bannock, Bear Lake, Bingham, Caribou, Franklin, Oneida and Power Counties														
Licensure Level	2006	2016	10 Year Growth	Annualized Growth Rate	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
LPN	381	424	43	1.08%	4	4	4	4	4	4	4	4	4	5
AS-RN	266	335	69	2.33%	6	6	7	7	7	7	7	7	7	8
BS-RN	331	403	72	1.99%	7	7	7	7	7	7	7	8	8	8
ALL OTHER RN	43	51	8	1.72%	1	1	1	1	1	1	1	1	1	1
APPN	51	70	19	3.16%	2	2	2	2	2	2	2	2	2	2
<b>TOTAL</b>	<b>1,072</b>	<b>1,283</b>	<b>211</b>	<b>1.81%</b>	<b>19</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>21</b>	<b>21</b>	<b>22</b>	<b>22</b>	<b>22</b>	<b>23</b>

Projected Annual Net Replacements 2006-2016														
Licensure Level	2006	2016	Total Net Replacements	10 Year Replacement Rate	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
LPN	381	424	104	27.3%	10	10	10	10	10	10	10	10	10	10
AS-RN	266	335	44	16.5%	4	4	4	4	4	4	4	4	4	4
BS-RN	331	403	55	16.5%	5	5	5	5	5	5	5	5	5	5
ALL OTHER RN	43	51	7	16.5%	1	1	1	1	1	1	1	1	1	1
APPN	51	70	8	16.5%	1	1	1	1	1	1	1	1	1	1
<b>TOTAL</b>	<b>1,072</b>	<b>1,283</b>	<b>218</b>	<b>—</b>	<b>22</b>									

Vacancy Rate 2006-2016					
Licensure Level	2006	2016	IHA Chronic Vacancy Rate	LTC Chronic Vacancy Rate	Chronic Vacancies
LPN	381	424	6.5%	14.2%	28
AS-RN	266	335	6.5%	14.2%	19
BS-RN	331	403	6.5%	14.2%	24
ALL OTHER RN	43	51	6.5%	14.2%	3
APPN	51	70	6.5%	14.2%	4
<b>TOTAL</b>	<b>1,072</b>	<b>1,283</b>	<b>6.5%</b>	<b>14.2%</b>	<b>78</b>

Projected Annual Growth, Net Replacements and Vacancies 2006-2016																
Licensure Level	2006	2016	10 Year Growth	10 Year Net Replacements	Chronic Vacancies	10 Year Growth, Replacement & Chronic Vacancies	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
LPN	381	424	43	104	28	175	42	15	15	15	15	15	15	15	15	15
AS-RN	266	335	69	44	19	133	30	11	11	11	11	11	12	12	12	12
BS-RN	331	403	72	55	24	151	36	12	12	12	13	13	13	13	13	13
ALL OTHER RN	43	51	8	7	3	18	5	1	1	1	2	2	2	2	2	2
APPN	51	70	19	8	4	30	6	2	2	3	3	3	3	3	3	3
<b>TOTAL</b>	<b>1,072</b>	<b>1,283</b>	<b>211</b>	<b>218</b>	<b>78</b>	<b>507</b>	<b>119</b>	<b>41</b>	<b>42</b>	<b>42</b>	<b>43</b>	<b>43</b>	<b>43</b>	<b>44</b>	<b>44</b>	<b>45</b>

Projected Annual Growth 2006-2016 Northeastern Idaho (Region 6) – Bonneville, Butte, Clark, Custer, Freemont, Jefferson, Lemhi, Madison and Teton Counties														
Licensure Level	2006	2016	10 Year Growth	Annualized Growth Rate	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
LPN	543	720	177	2.86%	16	16	16	17	17	18	18	19	19	20
AS-RN	404	605	201	4.13%	17	17	18	19	20	20	21	22	23	24
BS-RN	282	413	131	3.88%	11	11	12	12	13	13	14	14	15	15
ALL OTHER RN	31	44	13	3.54%	1	1	1	1	1	1	1	1	1	1
APPN	84	115	31	3.16%	3	3	3	3	3	3	3	3	3	4
<b>TOTAL</b>	<b>1,344</b>	<b>1,896</b>	<b>553</b>	<b>3.50%</b>	<b>47</b>	<b>49</b>	<b>50</b>	<b>52</b>	<b>54</b>	<b>56</b>	<b>58</b>	<b>60</b>	<b>62</b>	<b>64</b>

Projected Annual Net Replacements 2006-2016														
Licensure Level	2006	2016	Total Net Replacements	10 Year Replacement Rate	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
LPN	543	720	148	27.3%	15	15	15	15	15	15	15	15	15	15
AS-RN	404	605	67	16.5%	7	7	7	7	7	7	7	7	7	7
BS-RN	282	413	47	16.5%	5	5	5	5	5	5	5	5	5	5
ALL OTHER RN	31	44	5	16.5%	1	1	1	1	1	1	1	1	1	1
APPN	84	115	9	16.5%	1	1	1	1	1	1	1	1	1	1
<b>TOTAL</b>	<b>1,344</b>	<b>1,896</b>	<b>275</b>	<b>—</b>	<b>28</b>									

Vacancy Rate 2006-2016					
Licensure Level	2006	2016	IHA Chronic Vacancy Rate	LTC Chronic Vacancy Rate	Chronic Vacancies
LPN	543	720	6.5%	14.2%	40
AS-RN	404	605	6.5%	14.2%	29
BS-RN	282	413	6.5%	14.2%	21
ALL OTHER RN	31	44	6.5%	14.2%	2
APPN	84	115	6.5%	14.2%	6
<b>TOTAL</b>	<b>1,344</b>	<b>1,896</b>	<b>6.5%</b>	<b>14.2%</b>	<b>98</b>

Projected Annual Growth, Net Replacements and Vacancies 2006-2016																
Licensure Level	2006	2016	10 Year Growth	10 Year Net Replacements	Chronic Vacancies	10 Year Growth, Replacement & Chronic Vacancies	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
LPN	543	720	177	148	40	365	70	31	31	32	32	33	33	34	34	35
AS-RN	404	605	201	67	29	297	53	24	25	25	26	27	28	29	30	31
BS-RN	282	413	131	47	21	198	36	16	16	17	17	18	18	19	19	20
ALL OTHER RN	31	44	13	5	2	20	4	2	2	2	2	2	2	2	2	2
APPN	84	115	31	9	6	45	10	4	4	4	4	4	4	4	4	4
<b>TOTAL</b>	<b>1,344</b>	<b>1,896</b>	<b>553</b>	<b>275</b>	<b>98</b>	<b>925</b>	<b>172</b>	<b>76</b>	<b>78</b>	<b>80</b>	<b>82</b>	<b>83</b>	<b>85</b>	<b>88</b>	<b>90</b>	<b>92</b>

## APPENDIX G

# FOLLOW-UP SURVEY OF IDAHO NURSING PROGRAMS

---

Source: Idaho Department of Labor 2006-2016 Projections, Idaho Board of Nursing Licensure Databases, Idaho Hospital Association 2006 Vacancy Survey and the 2007 American Health Care Association's Nursing Vacancy and Turnover Survey for Idaho.



**Survey of Idaho  
Nursing  
Programs  
Follow-up**

Thank you for your participation in this follow-up survey. This survey will help clarify information provided in the initial Survey of Idaho Nursing Programs. Data will be used by the Governor's Idaho Nursing Workforce Advisory Council to develop a comprehensive approach to reducing a potential statewide nursing shortage and by the Department of Labor to assess the future supply of nursing personnel. Approximate time to complete this questionnaire is one hour.

Please submit survey results to Sara Gieseke at the Idaho Department of Labor by Sept. 5, 2008.

- Using the table below or a separate spreadsheet, please list all of the degree options your nursing education program currently offers, along with the standard award level, degree option locations, and number of admission cycles during the academic calendar year.

Degree Option		Type of Certificate or Degree (Certificate, Associate, Bachelor, or Master Degree, Post-Master's Certificate, Advance Practice Certificate, etc.)	Length of Program (Award of less than 1 academic year; Award of at least 1 but less than 2 academic years; Award of at least 2 but less than 4 academic years; Award of 4 or more academic years)	Degree Option Location (i.e. home campus, online, satellite campus)	If the program is primarily offered online, please indicate the county or counties where the majority of enrolled students currently reside.	How many times per school year are students admitted to this program?
EXAMPLE: LPN		Certificate	Award of less than 1 academic year	Online	Regions 1 and 2	2
1.	Licensed Practical Nurse / Associate Degree leading to LPN					
2.	Associate of Applied Science in Nursing					
3.	Associate Degree leading to RN					
4.	Accelerated Bachelor of Science in Nursing / Advanced Placement LPN to RN					
5.	Traditional BS					
6.	BS completion					
7.	Nursing undergraduate, other*					

\*Degree options that do not share similar characteristics as the provided degree options should be handwritten within the "other" row.

2. For each option listed below, please indicate:
- a. Number of new admits for academic year
  - b. Recent graduates
  - c. Expected graduates

Degree Option <sup>1</sup>		Number Of New Admits <sup>1</sup>	Number of Graduates	Number of expected graduates by academic year					Does this program enroll students with previous nursing licensure? Yes/No	If yes, how many of your 2007-2008 graduates had an LPN license prior to admission? How many had an RN license?
		2008-2009	2007-2008	2008-2009	2009-2010	2010-2011	2001-2012	2012-2013		
EX.	Traditional BS	151	103	107	115	127	135	135	Yes	30 LPN
1.	Licensed Practical Nurse / Associate Degree leading to LPN									
2.	Associate of Applied Science in Nursing									
3.	Associate Degree leading to RN									
4.	Accelerated Bachelor of Science in Nursing / Advanced Placement LPN to RN									
5.	Traditional BS									
6.	BS completion									
7.	Nursing undergraduate, other* _____									

<sup>1</sup> Please include only those students admitted for the 2008-2009 school year. Do not include students admitted for another school calendar year.

\*Degree options that do not share similar characteristics as the provided degree options should be handwritten within the "other" row.

3. Do you plan to increase, decrease or shift<sup>1</sup> the capacity of your nursing programs over the next five years<sup>2</sup>? In this case, capacity is defined as the number of seats available to new students during a given school year. YES/NO

If yes, please indicate:

- The degree option
- If seat capacity is increasing please fill out the relevant information highlighted in blue.
- If seat capacity is decreasing please fill out the relevant information highlighted in green.

CHANGES IN PROGRAM SEAT CAPACITY									
Degree Option		Have these plans been submitted to the State Board of Education for approval? Yes/No	INCREASING SEAT CAPACITY					DECREASING SEAT CAPACITY	
			How many seats do you plan to increase?	If increasing, are these new seats funded, unfunded, or unsure?	Is this a new program?	Planned Year of Implementation	How many nursing faculty will be necessary for expansion?	How many seats do you plan to decrease?	If decreasing, is this due to cancellation or a shift to another program?
Examples	AS	N/a	N/a	N/a	N/a	N/a	N/a	20	Shift to BSN/MSN
	BS	Yes	15	10 funded/10 unfunded	NO	N/a	N/a	N/a	N/a
	MS	No	5	5 funded/0 unfunded	YES	2009-2010	1	N/a	N/a
1.	Licensed Practical Nurse / Associate Degree leading to LPN								
2.	Associate of Applied Science in Nursing								
3.	Associate Degree leading to RN								
4.	Accelerated Bachelor of Science in Nursing / Advanced Placement LPN to RN								
5.	Traditional BS								
6.	BS completion								
7.	Nursing undergraduate, other*								

<sup>1</sup> A "shift" would mean decreasing one program's seat capacity to accommodate the increase of another.

<sup>2</sup> For projection purposes, please use school year 2008-2009 as your base.

\*Degree options that do not share similar characteristics as the provided degree options should be handwritten within the "other" row.

4. Please list salary ranges for potential new faculty in each of your degree options based on their education, experience, employment status, and salary range.

Degree Option Please use the list of degree options found on page 1 of the survey		Nursing Faculty Education Level		Fulltime or Part-time/Adjunct	Clinical/Tenured Track	Salary Range based on experience		
		Highest Degree	Highest Nursing Degree			Little Experience (from 0 to 3 years)	Moderate Experience (from 3 years, 1 day to 7 years)	Very Experienced (More than 7 years)
Traditional BS		PHD in Education	Master in Nursing	Fulltime		50-55K	56-60K	65K+
Traditional BS		PHD Nursing	PHD Nursing	Fulltime		60-65K	66-70K	75K+
1.	Licensed Practical Nurse / Associate Degree leading to LPN							
2.	Associate of Applied Science in Nursing							
3.	Associate Degree leading to RN							
4.	Accelerated Bachelor of Science in Nursing / Advanced Placement LPN to RN							
5.	Traditional BS							
6.	BS completion							
7.	Nursing undergraduate, other*							

\*Degree options that do not share similar characteristics as the provided degree options should be handwritten within the "other" row.

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 provided return envelope to  
Sara Gieseke  
Idaho Department of Labor  
Communications & Research  
317 W Main St  
Boise, ID 83703



[Sara.Gieseke@labor.idaho.gov](mailto:Sara.Gieseke@labor.idaho.gov)  
Office: (208) 332-3570 x 3246  
Fax: (208) 334-6455