2016 Survey of Michigan Nurses

Executive Summary

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Office of Nursing Policy
Michigan Department of Health and Human Services

Prepared by the
Michigan Public Health Institute

Introduction

The *Survey of Michigan Nurses* has been supported by the Michigan Department of Health and Human Services (MDHHS) annually since 2004 to gather information about the supply of and demand for nurses in Michigan. Information gathered from this survey is used to inform state and local decision-making about the recruitment, education, and employment status of the nurse population.

This survey includes questions that primarily focus on: 1) license type and educational background; 2) employment status, including current practice setting; 3) length of time in practice and plans to continue practicing as a nurse; and 4) demographic information.

Methodology

The MDHHS – Office of Nursing Policy contracted with the Michigan Public Health Institute (MPHI) to revise the annual *Survey of Michigan Nurses*, collect and analyze the data, and report findings to nursing stakeholders in a variety of formats.

Nurses licensed in Michigan are divided into two cohorts, based upon the year in which they first received their license, and each cohort must renew their license every two years. Nurses scheduled to renew their license in 2016 received an invitation to participate in the annual *Survey of Michigan Nurses* along with their license renewal notice from the Michigan Department of Licensing and Regulatory Affairs. Nurses who chose to participate in the *Survey of Michigan Nurses* had two options for completing the survey: 1) online through SurveyMonkey as part of their license renewal process or 2) a paper survey returned by mail to MPHI. Nurses were able to respond to the survey, either online or by mail, from December 2015 through May 2016.

Survey Respondents & Response Rates

A total of 19,405 nurses responded to the *2016 Survey of Michigan Nurses*. The response rate for the 17,244 RNs who responded to the survey was 24.7%, while the response rate for the 2,161 responding LPNs was 17.8%. Overall, the majority of responding nurses (87.1%) chose to complete the survey online. While RNs utilized the online option at about the same proportion as the overall rate, both APRNs (83.8%) and LPNs (83.0%) used the online option somewhat less often.

Results

All results are presented as weighted estimates that reflect Michigan's overall nurse population.

EDUCATION

Nurses were asked to select each of the varying levels of degrees/certificates that they possess. Almost half (48.1%) of RNs have a Bachelor's Degree in Nursing. LPNs are most likely to hold an LPN diploma/certificate (96.5%). One percent of RNs indicated that they have a Doctorate in Nursing. Among nurses with a doctorate degree in nursing, 55.1% indicated they had a Doctor of Nursing Practice (DNP) degree and 41.8% hold a Doctor of Philosophy (PhD) degree.

It is estimated that 5.5% of RNs and 2.9% of LPNs are currently enrolled in a program to earn a Bachelor of Science in Nursing, while 3.3% of RNs are enrolled in a program to obtain a Master of Science in Nursing. Among nurses enrolled in a program to earn a Master of Science in Nursing or a Doctor of Nursing Practice degree, 91.0% were estimated to be enrolled in a program that will prepare them to be a Nurse Practitioner.

EMPLOYMENT

Among all licensed nurses in Michigan, 84.0% of RNs and 77.5% of LPNs are currently employed as a nurse. The percentage of RNs and LPNs who are currently employed tends to decrease as age increases, and nurses who are 65 years and older are the least likely to be currently employed. Male RNs and LPNs are more likely to be currently employed than female RNs and LPNs, respectively.

The highest proportion of RNs live (34.3%) and work (32.7%) in the Detroit Metro region. While the Detroit Metro region also has the highest proportion of LPNs living and working within this region, the percentages are somewhat lower (29.2% and 29.6%, respectively). The percentage of RNs licensed in Michigan who are employed outside of Michigan (11.4%) is similar to the percentage of RNs who live outside of Michigan (11.2%). Conversely, a higher percentage of LPNs live outside of Michigan (4.9%) than work outside of the State (3.7%).

In general, RNs and LPNs are more likely to work 40 to 48 hours per week in nursing or a related area as they approach the 55 to 64 year old age range. On the other hand, nurses who are 65 years of age or older are most likely to work fewer than 30 hours per week in nursing or a related area. The percentage of RNs and LPNs working 30 to 39 hours per week in nursing or a related area decreases as age increases.

Most RNs (64.7%) and LPNs (56.2%) have been working as a nurse for 10 or more years. Conversely, 15.8% of RNs have been working for less than 3 years compared to 21.2% of LPNs.

To assist in projecting the supply of nurses in the future, nurses who are currently working were asked to indicate for how many more years they plan to continue working as a nurse. Most RNs (60.8%) and LPNs (57.5%) estimated that they will continue working as a nurse for more than 10 years. A much smaller percentage of RNs (4.5%) and LPNs (4.1%) plan to work as a nurse for fewer than 2 additional years.

While more than half of all RNs and LPNs indicated they planned to continue working as a nurse for 10 years or more, responses varied based upon the age of the responding nurse. Most RNs (83%) and LPNs (70.5%) who are aged 65 or older indicated that they plan to continue working as a nurse for five or fewer years. RNs and LPNs between the ages of 55 and 64 were most likely to indicate they plan to continue working for two to five more years or for six to ten more years. Nurses younger than 55 years old most frequently indicated that they plan to continue practicing as a nurse for more than 10 years. When looking at nurses aged 55 years and older, more than half of RNs (53.6%) indicated that they plan to stop working within the next 5 years. Similarly, about half of LPNs (49.6%) also indicated that they plan to stop working within the next 5 years.

DIRECT CARE

Almost eight out of ten RNs (81.3%) and almost nine out of ten LPNs (87.9%) provide direct care services to patients and their families as a part of their main nursing position. Among RNs who plan to stop working as a

nurse within the next 5 years, 70% provide direct care services compared to 83.8% of RNs who plan to work for more than 5 years. Of the LPNs who plan to work for less than 5 years, 83.5% provide direct care services compared to 88.8% of LPNs who plan to work for more than 5 years.

In general, about 40% of RNs (excluding APRNs) and about one-third of both APRNs (including Nurse Practitioners, Nurse Midwives, and Nurse Anesthetists) and LPNs provide direct care services to patients and their families for 36 to 41 hours per week. However, 20.2% of APRNs provide direct care, on average, between 42 and 48 hours per week with another 8.2% of APRNs providing direct care for 49 or more hours per week. A smaller percent of RNs (5.5%) and LPNs (9.3%) provide direct care services for 42 to 48 hours per week.

Licensed nurses who are employed as a nurse and provide direct patient care work in a wide variety of practice areas. Greater than one-third of LPNs mainly work in geriatrics or elderly care. RNs work in various practice settings, but the largest percentage of RNs (14.2%) work in the medical-surgical field.

Some licensed nurses who are employed in nursing do not provide direct patient care services as part of their main nursing role. These nurses work in a variety of other roles including case management (12.9% of RNs), care coordination (10.7% of LPNs), and administration (14.8% of RNs).

PRACTICE SETTING
Among nurses who are currently working in nursing or a related area, the largest percentage of RNs (53.8%) are estimated to be working in a hospital inpatient setting and the largest percentage of LPNs (46.6%) are estimated to be working in a nursing home or long-term care facility. RNs (17.5%) are also likely to be employed in a hospital outpatient setting and many LPNs work in a physician's office (17.1%) or in home health care (16.1%).

Among RNs, the practice settings with the highest percentage of nurses who plan to stop working in the next 5 years are Universities or Colleges of Nursing (31.8%) followed by elementary or secondary school health (28.3%) and a combination of other practice settings not listed on the survey (27.3%). Among LPNs, the practice settings with the highest percentage of nurses who plan to stop working within the next 5 years are insurance companies/health plans (32.4%), elementary or secondary school health (32.2%), and hospital outpatient settings (31.0%).

Licensed nurses participate in a variety of interprofessional activities as part of their regular nursing responsibilities. More than six in ten RNs (64.7%) participate in clinical discussions or "huddles" with the patient care team. While LPNs are less likely than RNs to participate in these interprofessional activities, over half of LPNs (50.5%) reported participating in team discussion of team members' roles and responsibilities. Few RNs (11%) and LPNs (19.4%) indicated that they did not participate in any of the listed interprofessional activities.

Nurses who made a change in employment setting in the past 3 years were asked to indicate what type of change they made. Most nurses who did make an employment change indicated that they made some other type of employment change that was not listed on the survey (46.2% of RNs and 51.8% of LPNs who made an employment change). Of the RNs who selected one of the provided response options, the largest percentage (19.5%) indicated that they made a change from an inpatient setting to an outpatient setting. LPNs were most likely (12.4% of those who made an employment change) to indicate that they made a change from a direct patient care setting to a non-direct patient care setting.

Additional Information
To obtain a full copy of the *2016 Survey of Michigan Nurses* report, past years' reports, and information based on Michigan's nurse licensure data, please visit www.minurse.org.