

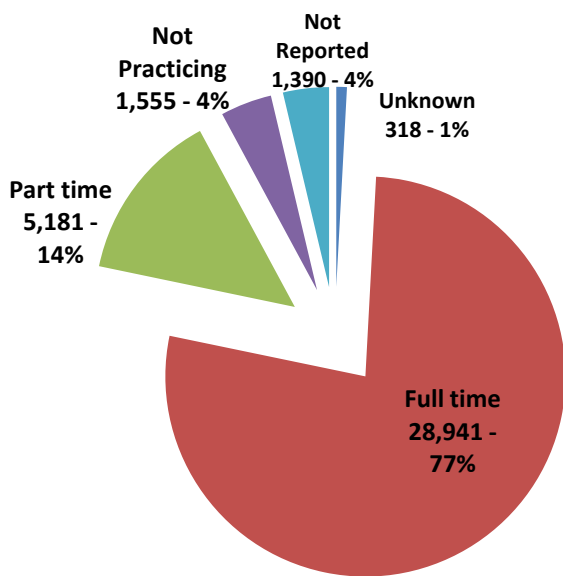


The Baby Boomer Generation of Registered Nurses in Tennessee, June 2008

Baby Boomer Generation of Registered Nurses in Tennessee

The Tennessee Board of Nursing provides data to the Tennessee Center for Nursing annually on the cumulative population of nurses licensed in the State of Tennessee. The list is provided shortly after the end of the second quarter of each year. The following information includes RNs whose DOB falls between 1946 and 1964 with an active license status in Tennessee.

Chart 1. Employment Status of Baby Boomer RNs in TN in 2008



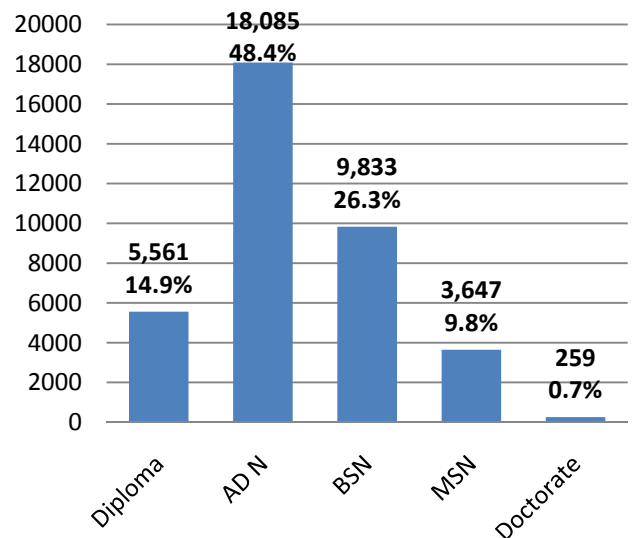
The Baby Boomer generation in TN consists of 50.1% of the RN population or 37,385 nurses. According to the most current national data available (2004), 83.2% of RNs with active licenses were employed in nursing versus 91.3% of those in the Baby Boomer generation in Tennessee in 2008. See Chart 1. Nationally, 58.3% of active RNs were

employed full time, 24.8% employed part time and 16.8% were not employed in 2004. In Tennessee, 77% of active RNs were employed full time, 14% were part time, and 4% were not employed.

Educational Preparation

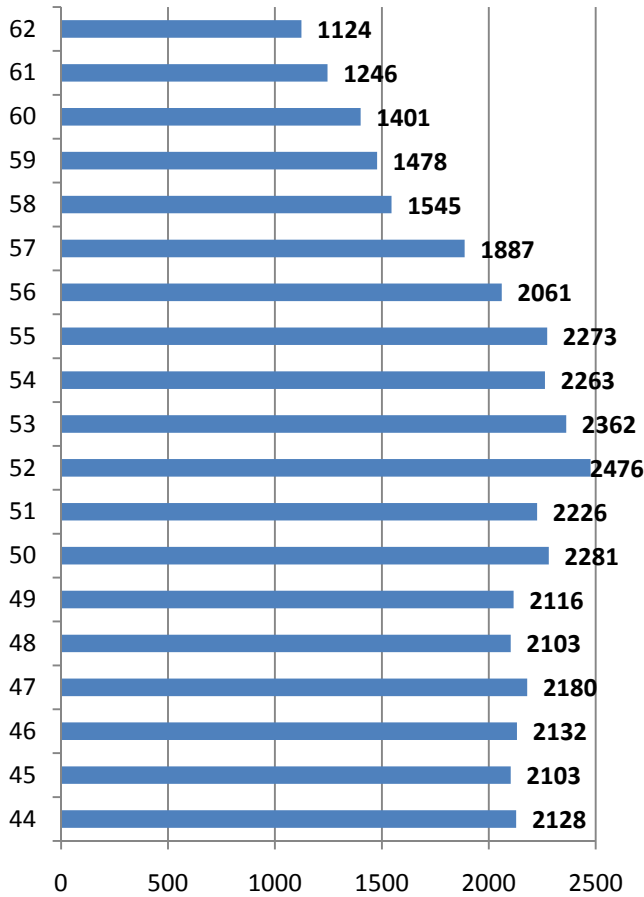
According to the national nursing survey, in 2004, 25.6% of active nurses reported having a diploma, 43.9% reported having an Associate Degree and 31.5% reported having a Baccalaureate Degree or higher. Of the Baby Boomer generation in Tennessee, 14.9% of active RNs reporting having a diploma, 48.4% an Associate Degree, and 36.8% a Baccalaureate Degree or higher – 0.7% with a Doctoral degree. See Chart 2.

Chart 2. Baby Boomer RNs Educational Background in TN in 2008



AGE

Chart 2. Age Distribution of Baby Boomer RNs in TN in 2008



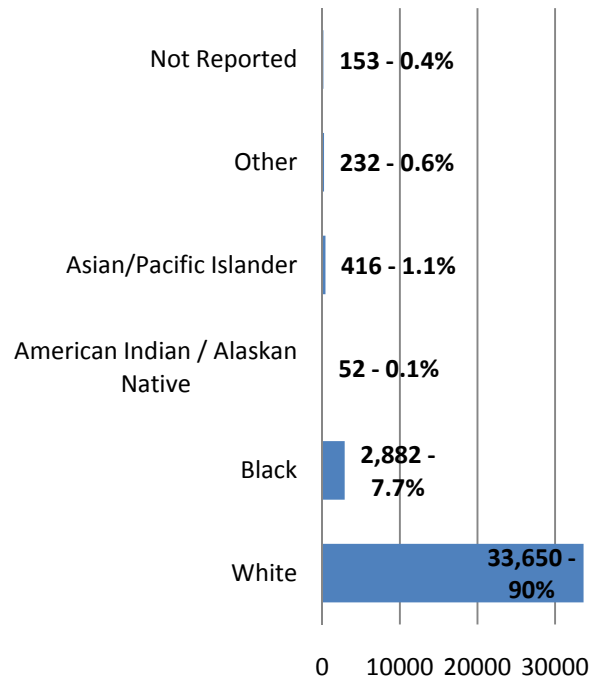
The average age of the RN population in the US is 46.8 (2004) versus Tennessee’s 45.5 (2008), and of the TN Baby Boomer is 52.2. By age, Baby Boomers in Tennessee in their forties comprise about 34% of the RN population, in their fifties almost 50% and in their sixties is 10%. See Chart 3.

Men still comprise a very small percentage (5.8%) of the total RN population nationally, but are slightly higher for Tennessee (9%). They comprise 8.8% of the Baby Boomer generation.

RACIAL BACKGROUND

Nationally, the RN workforce is predominately white, 82% in 2004. This number is slightly higher for Tennessee, with almost 90% of the RN workforce being white in 2008. This is also true for the Baby Boomer generation (See Chart 4). The largest minority group of RNs is black, comprising 4.2% of the national workforce in 2004. The RN population in TN has a slightly higher percentage blacks, almost 8% and is 7.7% of the Baby Boomer Generation. Less than 2% of the Baby Boomer RN workforce is composed of American Indian/Alaskan Native and Asian/Pacific Islander.

Chart 4. Baby Boomer RNs Racial Background in TN in 2008

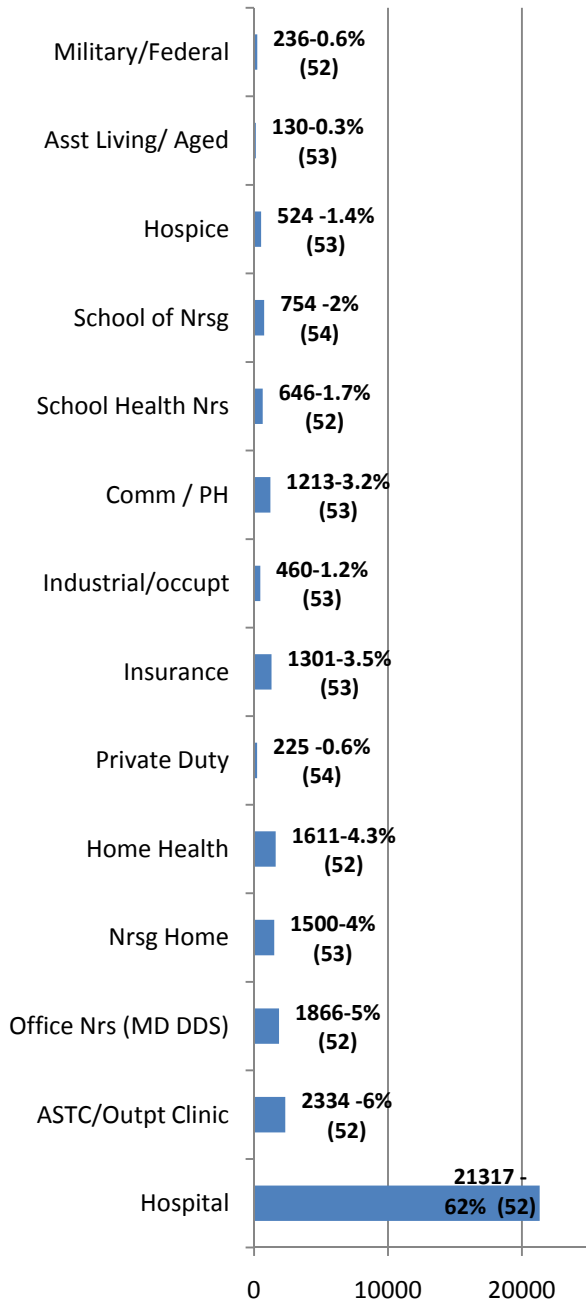


EMPLOYMENT SETTINGS

The largest employer of RNs are hospitals. In 2004, over 1.3 million RNs reported being employed at hospitals. Hospitals employ 62% of the Baby Boomers in TN with an average age of 52. The largest RN employment setting reported is Med/Surg (15% - with an average age of 52), followed closely by Critical/ICU (10% - average

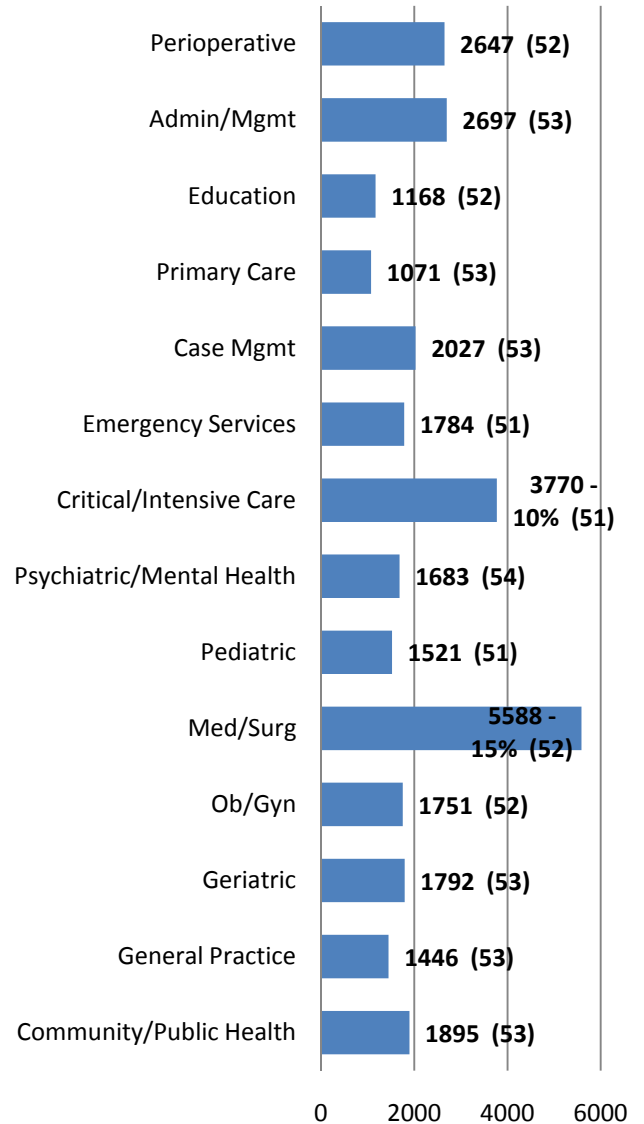
age 51) (See Chart 5). In 2004, only 63,000 nurses reported being in the education field nationally. Only 1,722 or 2.4% of the Tennessee RN workforce reported being employed in education, and of those 1,168 are in the Baby Boomer generation.

Chart 5. Disbtribution of Baby Boomer RNs by Employment Field in TN in 2008 (Avg Age)



** Excludes "Other" (n=2,886) and "Not reported" (n=382) categories.

Chart 6. Distribution of Baby Boomer RNs by Employment Specialty in TN in 2008 (Avg Age)



** Excludes "Other" (n=6,388) and "Not reported" (n=157) categories.

References:

US Department of Health and Human Services. *The Registered Nurse Population: Findings from the 2004 National Sample Survey of Registered Nurses*. Available at <http://bhpr.hrsa.gov/healthworkforce/rnsurvey04/>, Accessed June 2008.