

Characteristics and Attitudes of Newly Licensed RNs in Tennessee: The First Year of Practice

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Purpose

- Track the characteristics, attitudes, workforce and educational mobility of newly licensed RNs in Tennessee in their first 5 years of practice

Background

- U. S. shortfall of 340,00 RNs projected by 2020
 - Auerbach, et al. (2007), *Health Affairs*.
- Tennessee shortfall of 35,000 by 2020
 - *Curing the Crisis...Progress and Prognosis*, 2008
- 87.2% of newly licensed RNs employed by hospitals
 - Kenward & Zhong. (2006) NCSBN Research Brief, Vol 22.
- Turnover rates for new RNs from 7.5% to 70%
 - Roche, et al. (2004). *Journal Nursing Administration*.
 - Squires. (2002). *J Continuing Education in Nursing*.

Study Design

- 5-year longitudinal cohort study
- All new RNs licensed by exam between June 15, 2005 and June 12, 2006
- 5 data waves
 - Baseline, 1, 2, 3 and 5 years post licensure

Procedures

■ Wave 1

- Two-page survey mailed with TN BON licensure notification
- Single mailing with postage paid return envelope

■ Wave 2

- Two-page survey mailed to all Wave 1 responders
- Modified Dillman Tailored Design Method
 - Survey with return envelope
 - Reminder post card
 - Survey with return envelope to non-responders
 - Reminder post card

Surveys

■ Survey 1

- 20 items
- Demographics
- Nursing Education
- Employment as a new RN
 - Orientation Expectations

■ Survey 2

- 30 items
- Education/Professional Development
- Employment
 - Work Environment
 - Orientation

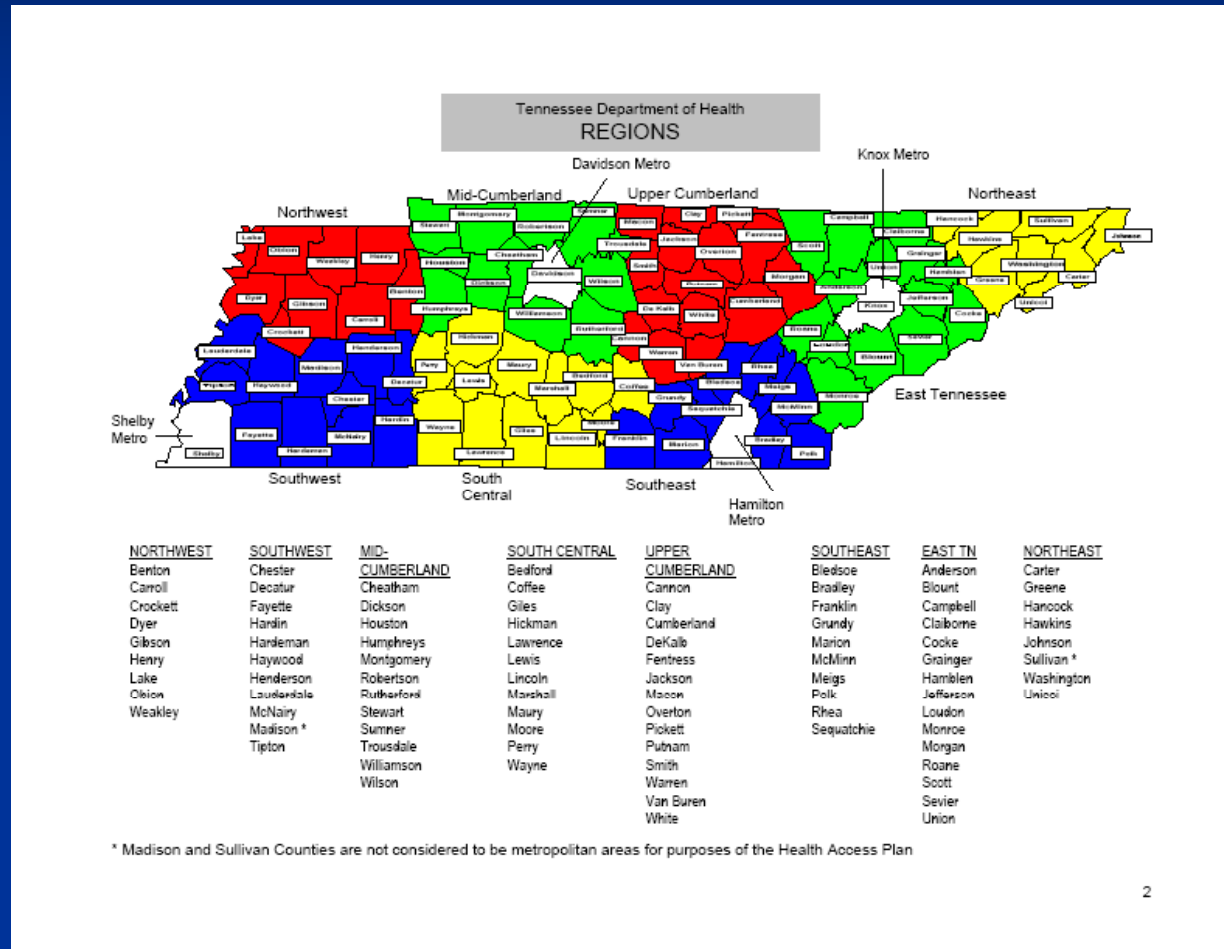
Sample

- Newly Licensed RNs Defined:
 - Those who received their initial RN license by taking and passing the NCLEX exam between 6.8.05 and 6.9.06 (N=3142)
- Wave 1 Responders: N = 1107 (RR = 35.2%)
 - Data collection dates: 6/05 to 9/06
- Wave 2 Responders: N = 656 (RR = 59.3%)
 - Data collection dates 6/06 to 9/07

Participant Demographics

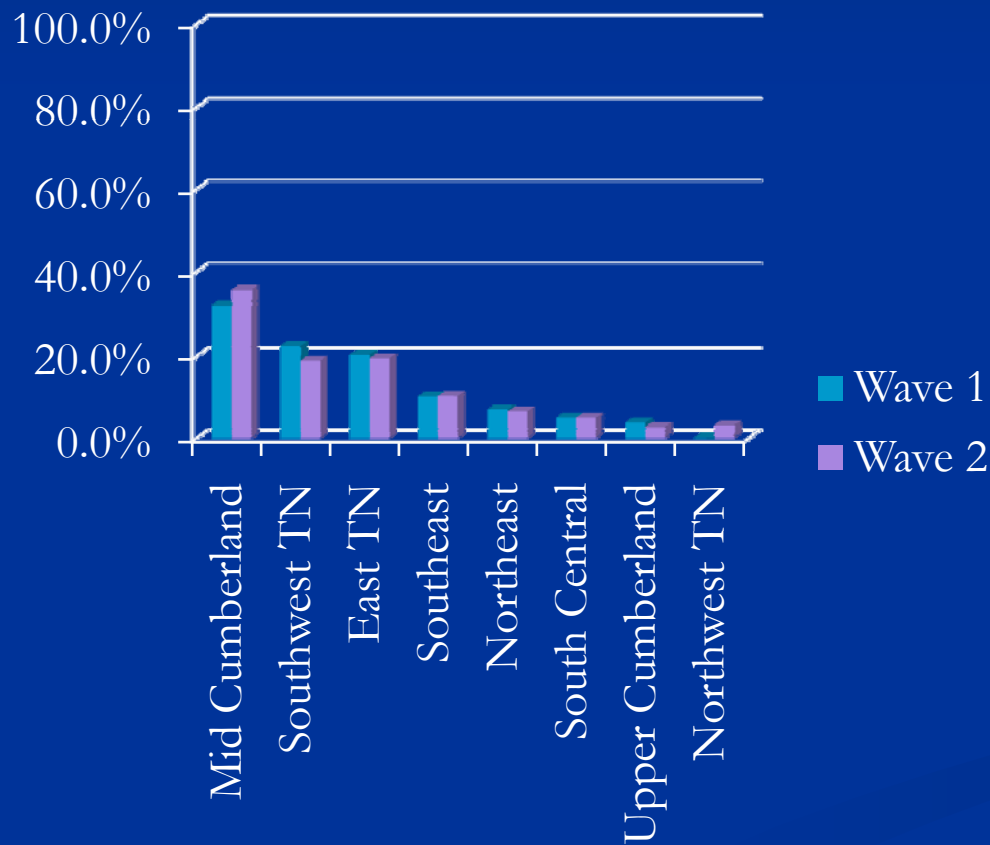
	Wave 1 N=1107	Wave 2 N=656	TN N= 66,136*
Age <i>m(sd)</i> <i>range</i>	29.9 (8.7) 19 - 60	30.2 (8.9) 20 - 59	45 (12) 19 - 90
Age Category (%)			
19 - 29	60.7	58.9	11.4
30 - 39	24.2	24.9	23.1
40 - 49	11.6	12.4	27.7
50 - 60	3.5	3.8	29.4
61 - 70			7.5
71 - 90			0.9
Sex (%)			
Female	91.9	93	90.8
Race (%)			
Caucasian	73.6	75.8	89.1
Black/AA	7.5	4.7	7.9
All Asian	1.5	1.4	1.7
Other/UKN	18.0	17.8	1.3

Geographic Divisions in TN

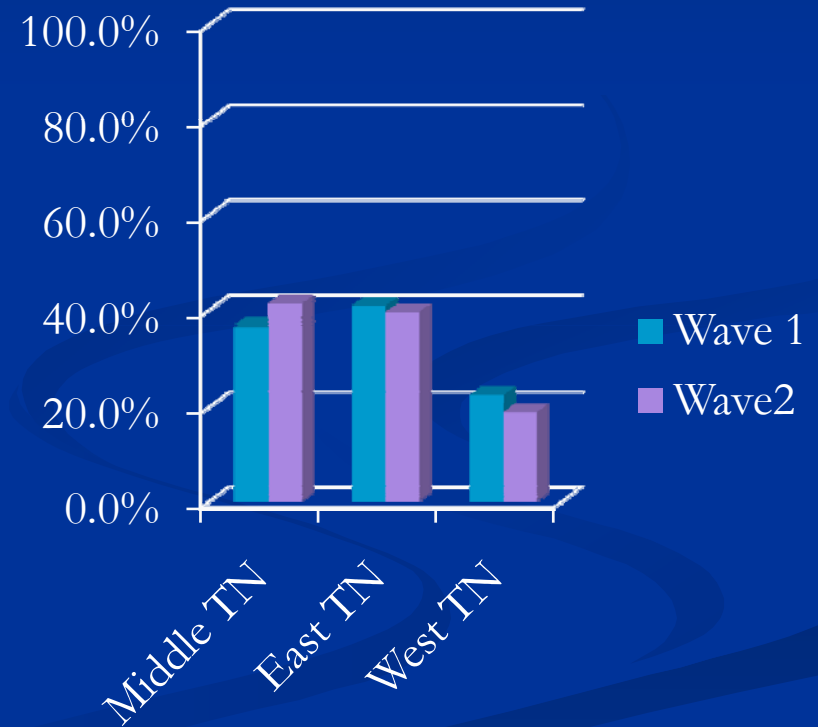


Geographic Distribution

TN Region



TN Grand Division



Educational Characteristics (Baseline)

Nursing Degree/Credential (%)

ADN	50.3
BSN	47.2
Diploma	1.4
Generic Masters	0.8

Previous Degree (25.7%)

Associates	29.5
Bachelors	62.5
Masters/Doctorate/PhD	7.6

Previous Certifications (18.2%)

LPN	53.0
CNA	17.8
EMT	8.9
Some College	2.5
Other	17.8

Worked While in School (%) 76.3

Worked in Healthcare Setting (%) 63.3%

Hours Worked as Student M(SD) 23.6 (11.1)

Employment Characteristics

	Baseline	1 Yr. F/U
Working as RN (%)	99.1	98.5
Type of Unit (%)		
Medical Surgical	39.8	33.9
Critical Care	23.2	22.7
Pediatrics	10.3	7.5
Emergency	9.3	10.1
Maternal/Newborn	5.8	7.3
Other	11.6	18.5
Shift (%)		
Days	42.5	51.5
Nights	38.8	35.5
Evenings	8.6	3.6
Weekends Only	0.7	3.9
Rotating Shifts	3.1	3.3
Other	3.1	2.3
Employment Status (%)		
Full-Time	95.5	90.3
Part-Time	4.5	9.7
# of Part-Time Hours M(SD)	27.1 (5.5)	
Worked in Facility as Student (%)	49.9	

Salary Characteristics

	Baseline	1 Yr. F/U
Hourly Wage M(SD)	18.41(2.23)	20.09(3.68)
Hourly Wage by Sex		
Male	18.49	21.27**
Female	18.39	19.95
Hourly Wage by Degree/Credential		
Generic Masters	20.77*	27.06*
Diploma	19.75	21.41
ADN	18.39	20.16
BSN	18.35	19.84

Top 9 Reasons for Choosing Place of Employment

1. Reputation of Facility (55.5%)
2. Personal Experience at Facility (48.4%)
3. Proximity to Home (43.9%)
4. Hours/Schedule (40.8%)
5. Salary (30.9%)
6. Professional Development Opportunities (36.8%)
7. Benefits Package (27.1%)
8. Clinical Unit Available (27%)
9. Facility/Unit Recommended (14.8%)

Summary

- Longitudinal cohort study that tracks newly licensed RNs over first 5 years of practice
- Baseline and 1-year follow-up data (waves 1 and 2) have been collected
- Descriptive analyses are in process.
- Within subjects analyses are planned
- 2 year follow-up data (wave 3) collection is underway

Implications

- Recruitment of newly licensed RNs
- Retention of newly licensed RNs
- Fill gaps in the literature

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