Shortage or Maldistribution
Shifting the Conversation About Oregon's Nursing Workforce

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Licensed and Practicing Nurse Professionals in Oregon

Table 1: Number of Licensed and Practicing Nurse Professionals in Oregon, 2018

	Certified Nursing Assistants (CNA)	Licensed Practical Nurses (LPN)	Registered Nurses (RN)	Advanced Practice Registered Nurses (APRN)
Licensed	18,101	5,246	55,316	4,829
Practicing	15,500	4,300	42,500	3,780

Source: OHA, Public Use Nursing Workforce Data File, 2018

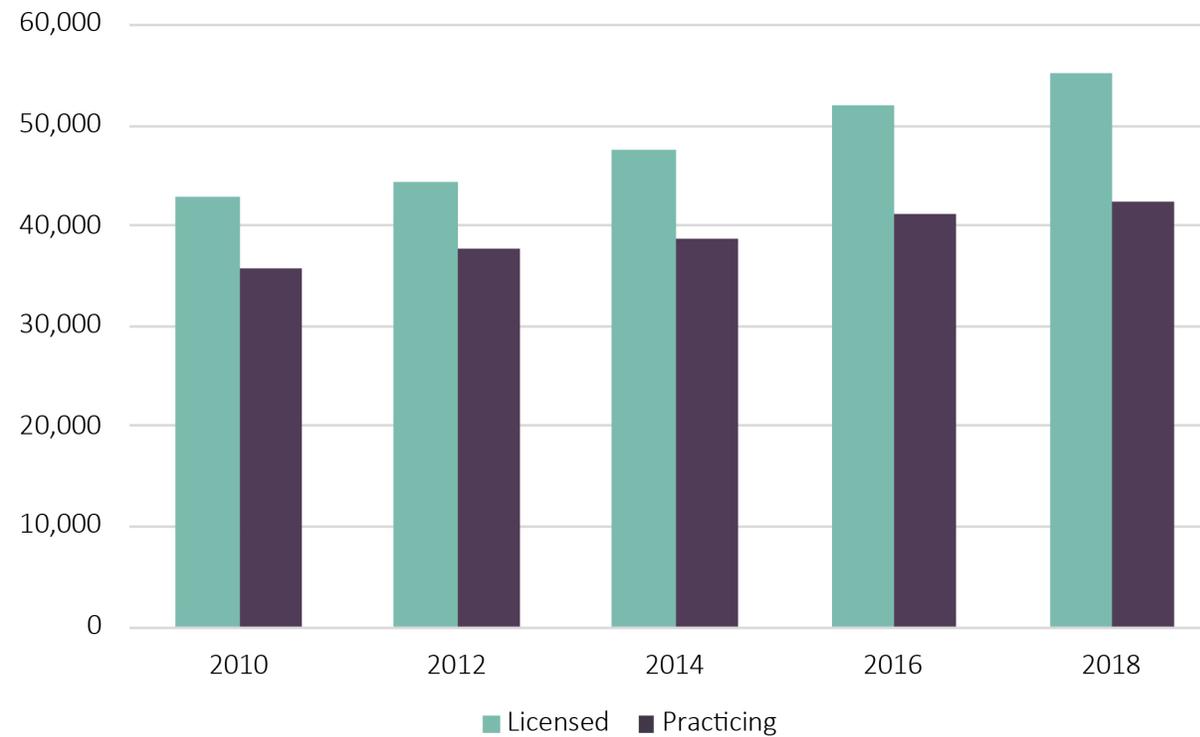# Licensed and Practicing Nurse Professionals in Oregon

Table 2: Number of Licensed and Practicing Nurse Professionals in Oregon, 2010-2018

	2010	2012	2014	2016	2018	Average Annual Growth
CNA						
Licensed	18,331	18,872	18,414	18,025	18,101	-0.1%
Practicing	16,700	16,600	16,200	15,600	15,500	-0.9%
LPN						
Licensed	4,081	4,283	4,660	4,934	5,246	3.2%
Practicing	3,300	3,500	3,700	4,000	4,300	3.4%
RN						
Licensed	43,015	44,481	47,456	51,926	55,316	3.3%
Practicing	35,800	37,700	38,800	41,100	42,500	2.2%
APRN						
Licensed	2,908	3,142	3,591	4,290	4,829	6.8%
Practicing	2,410	2,720	2,950	3,490	3,780	6.0%

Source: OHA, Public Use Nursing Workforce Data File, 2010-2018
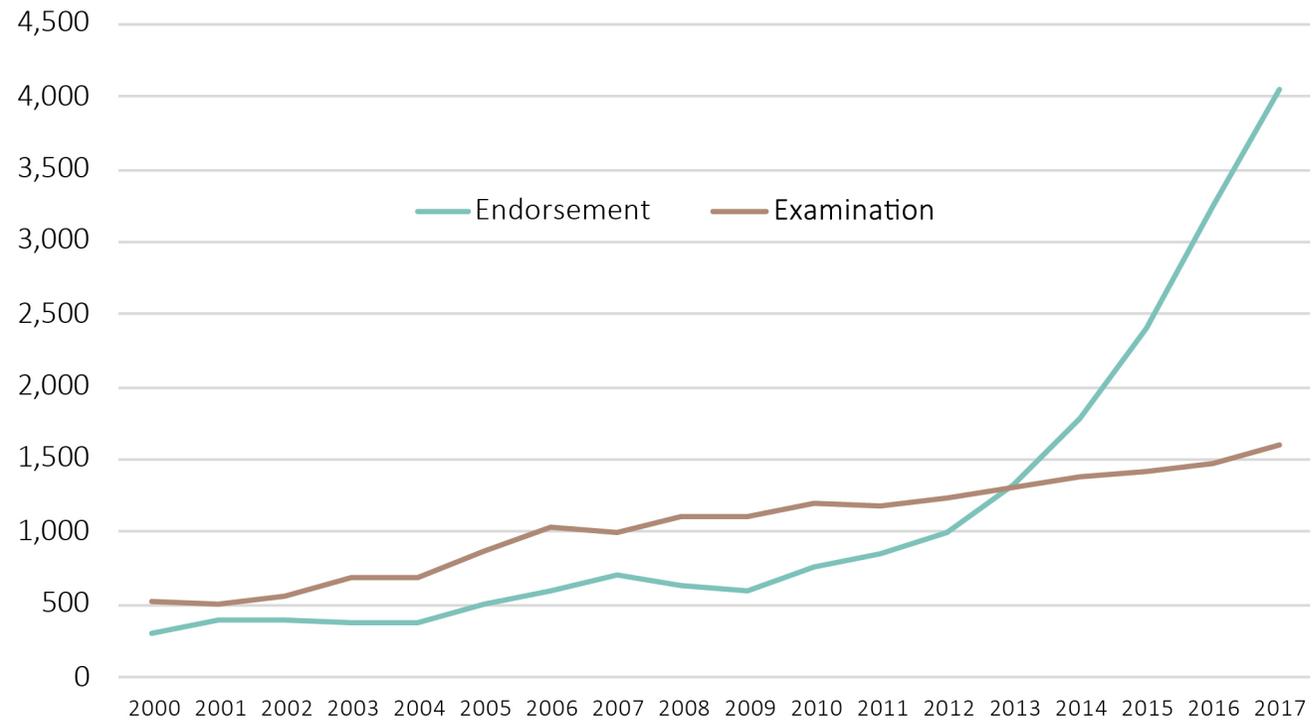
Licensed and Practicing RNs in Oregon

Figure 1: Trends for Licensed and Practicing RNs in Oregon, 2010-2018

Source: OHA, Public Use Nursing Workforce Data File, 2010-2018

RNs by Method of Licensure

Figure 2: Number of RN Licenses Approved by Year of Licensure

Source: OCN (2017b). Licensed by endorsement: Why are nurses obtaining Oregon nursing licenses? Presentation to the Oregon State Board of Nursing. Nov 2017. Portland OR

Age Distribution for RNs, 2010-2018

Table 3: Age Distribution of RNs from 2010-2018

AGE GROUP	2010	2012	2014	2016	2018
<25	1.3%	1.0%	0.9%	0.8%	1.1%
25-34	14.6%	17.6%	17.4%	18.7%	20.6%
35-44	18.8%	20.9%	23.0%	23.1%	24.1%
45-54	28.0%	24.3%	22.6%	20.1%	19.9%
55-64	31.1%	30.2%	29.3%	25.0%	22.8%
65+	6.2%	6.0%	6.8%	12.2%	11.4%

Source: OHA, Public Use Nursing Workforce Data File, 2010-2018

Age Distribution for RNs, 2010-2018

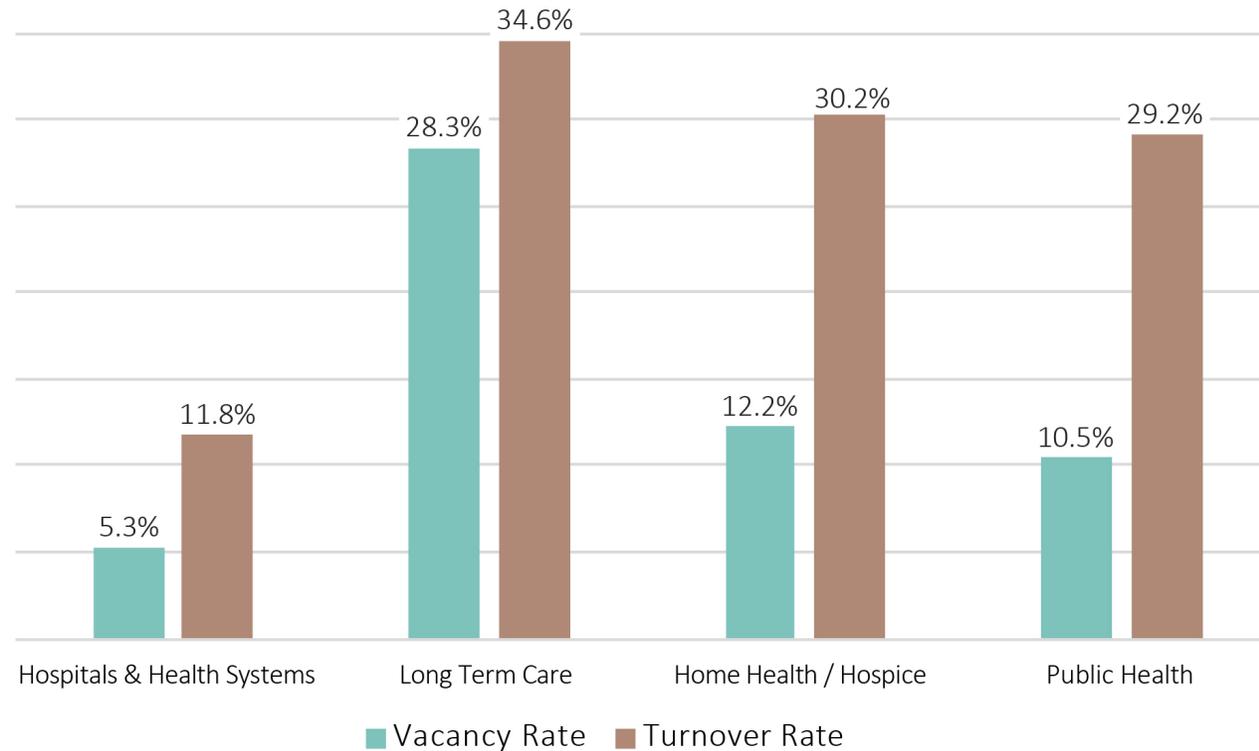**Figure 3: Age Distribution of RNs for 2012-2018**

Source: OHA, Public Use Nursing Workforce Data File, 2012-2018

Statewide Nursing Shortage Not Likely

- Growth rate for practicing RNs is twice the rate of population growth.

- High growth for endorsing RNs continues.

- RNs are much younger in 2018 than in 2010.

  - In 2010, 34.7% of RNs were <45 years-of-age and the median age was 51.

  - In 2018, 45.8% of RNs were <45 years-of-age and the median age was 46.

- Younger RNs are entering the workforce in sufficient numbers to counterbalance retirements among older RNs.

Vacancy and Turnover Rates by Setting

Figure 4: RN Vacancy and Turnover Rates by Setting

Source: OCN (2018b). The demand for nursing professionals in Oregon – 2018. Portland OR

RN-to-Population Ratios by County

Table 4: RN-to-Population Ratios by County

COUNTY	Number of Practicing RNs	County Population	RN-to-Population Ratio	COUNTY	Number of Practicing RNs	County Population	RN-to-Population Ratio
Baker	99	15,980	161.4	Lake	59	7,807	132.3
Benton	883	88,249	99.9	Lane	3,130	363,471	116.1
Clackamas	2,589	399,962	154.5	Lincoln	309	47,307	153.1
Clatsop	318	38,021	119.6	Linn	648	121,074	186.8
Columbia	55	50,207	912.9	Malheur	243	30,421	125.2
Coos	639	62,921	98.5	Marion	3,075	330,453	107.5
Crook	87	21,717	249.6	Morrow	34	11,153	328.0
Curry	95	25,377	235.5	Multnomah	11,639	788,459	67.7
Deschutes	1,917	175,321	91.5	Polk	175	79,666	455.2
Douglas	793	107,576	135.7	Sherman	1	1,635	1,635.0
Gilliam	1	1,910	1,910.0	Tillamook	147	25,840	175.8
Grant	43	7,209	167.7	Umatilla	457	76,736	167.9
Harney	41	7,195	175.5	Union	208	25,810	124.1
Hood River	182	22,938	126.0	Wallowa	49	6,864	140.1
Jackson	2,146	212,070	98.8	Wasco	290	25,687	88.6
Jefferson	117	22,707	194.1	Washington	4,497	572,071	127.2
Josephine	535	84,514	158.0	Wheeler	4	1,415	353.8
Klamath	435	66,018	151.8	Yamhill	597	102,366	171.5

Sources: OHA, Public Use Nursing Workforce Data File, 2018; Census Bureau, American Community Survey, 5-Yr Estimates, 2017

Evidence for Maldistribution

- Vacancy and turnover rates differ markedly across practice settings.

- HRSA reports large variation across states in the supply of RNs and LPNs.

- Disparity in RN-to-population ratios across counties in Oregon.

- Anecdotal evidence from rural healthcare employers.

Conclusions

- Statewide nursing shortage is very unlikely in the near future.

- Ample evidence of maldistribution across practice setting and geographic areas.

- Direct evidence of maldistribution across practice settings can point to clear interventions.

- Factors leading to geographic maldistribution are varied and appear very localized.

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