

West Virginia Workforce Data Snapshots 2017

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Chair, WVCN Shared Data Council*



West Virginia and National Trends for Registered Nurses, Nursing Instructors and Licensed Practical Nurses 2014 – 2024

¹Projected Annual Job Openings refers to the average annual job openings due to growth and net replacement. O-Net, Bureau of Labor Statistics – Workforce West Virginia

United States	Employment		Percent Change	Projected Annual Job Openings ¹
	2014	2024		
Registered Nurses	2,751,000	3,190,300	+16%	108,840
West Virginia	Employment		Percent Change	Projected Annual Job Openings ¹
	2014	2024		
Registered Nurses	21,320	23,090	+8%	590

Nursing Instructors-Teachers

United States	Employment		Percent Change	<u>Projected Annual Job Openings</u>
	2014	2024		1
Nursing Instructors and Teachers, Postsecondary	68,600	81,800	+19%	2,540
West Virginia	Employment		Percent Change	<u>Projected Annual Job Openings</u>
	2014	2024		1
Nursing Instructors and Teachers, Postsecondary	240	300	+23%	10

Licensed Practical and Vocational Nurses

United States	Employment		Percent Change	<u>Projected Annual Job Openings</u> ¹
	2014	2024		
Licensed Practical and Licensed Vocational Nurses	719,900	837,200	+16%	32,220
West Virginia	Employment		Percent Change	<u>Projected Annual Job Openings</u> ¹
	2014	2024		
Licensed Practical and Licensed Vocational Nurses	6,750	7,360	+9%	230

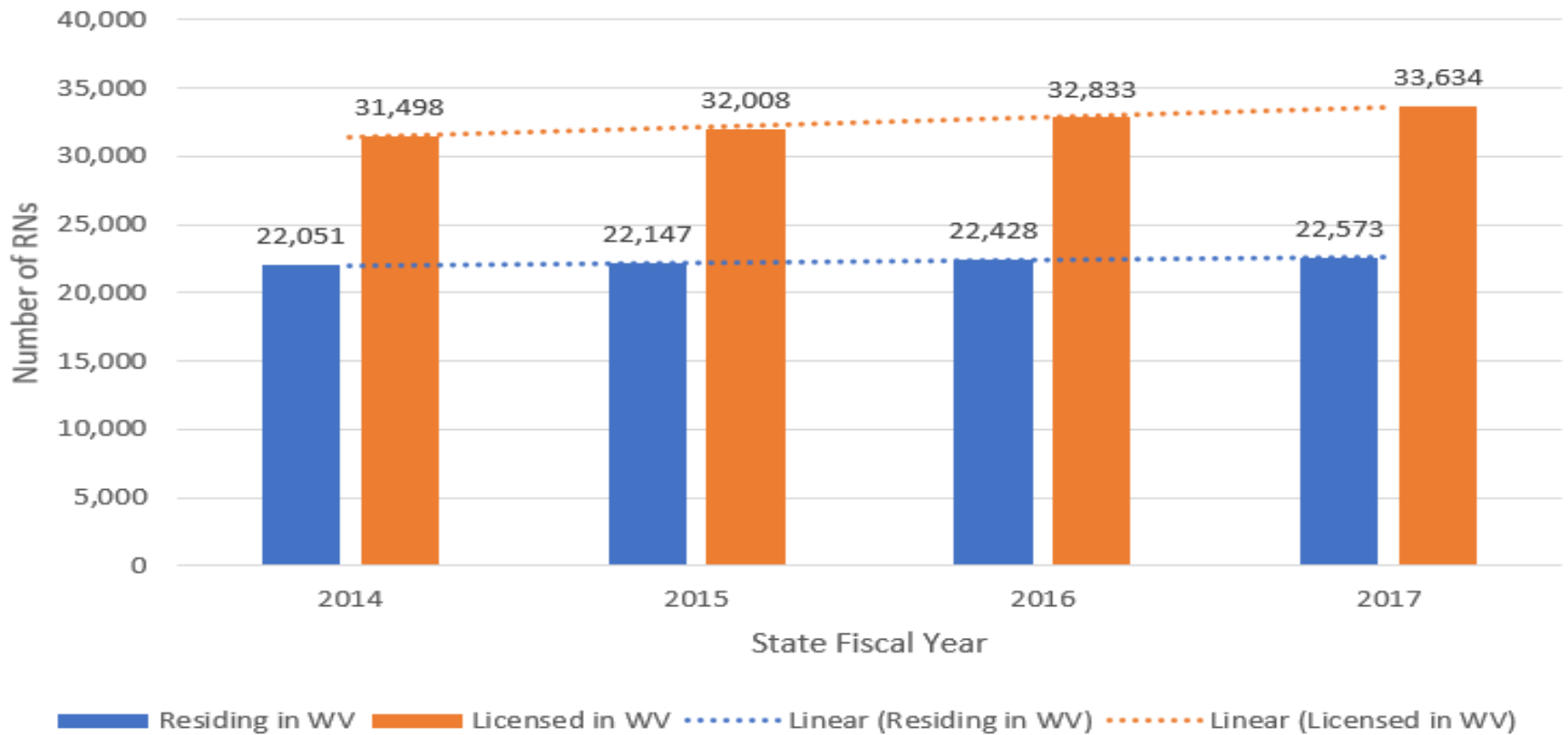
WV Board of Examiners for Registered Professional Nurses

2017 WV RN Statistics



*Sue Painter DNP RN,
Executive Director*

RNs Residing in WV vs Licensed in WV



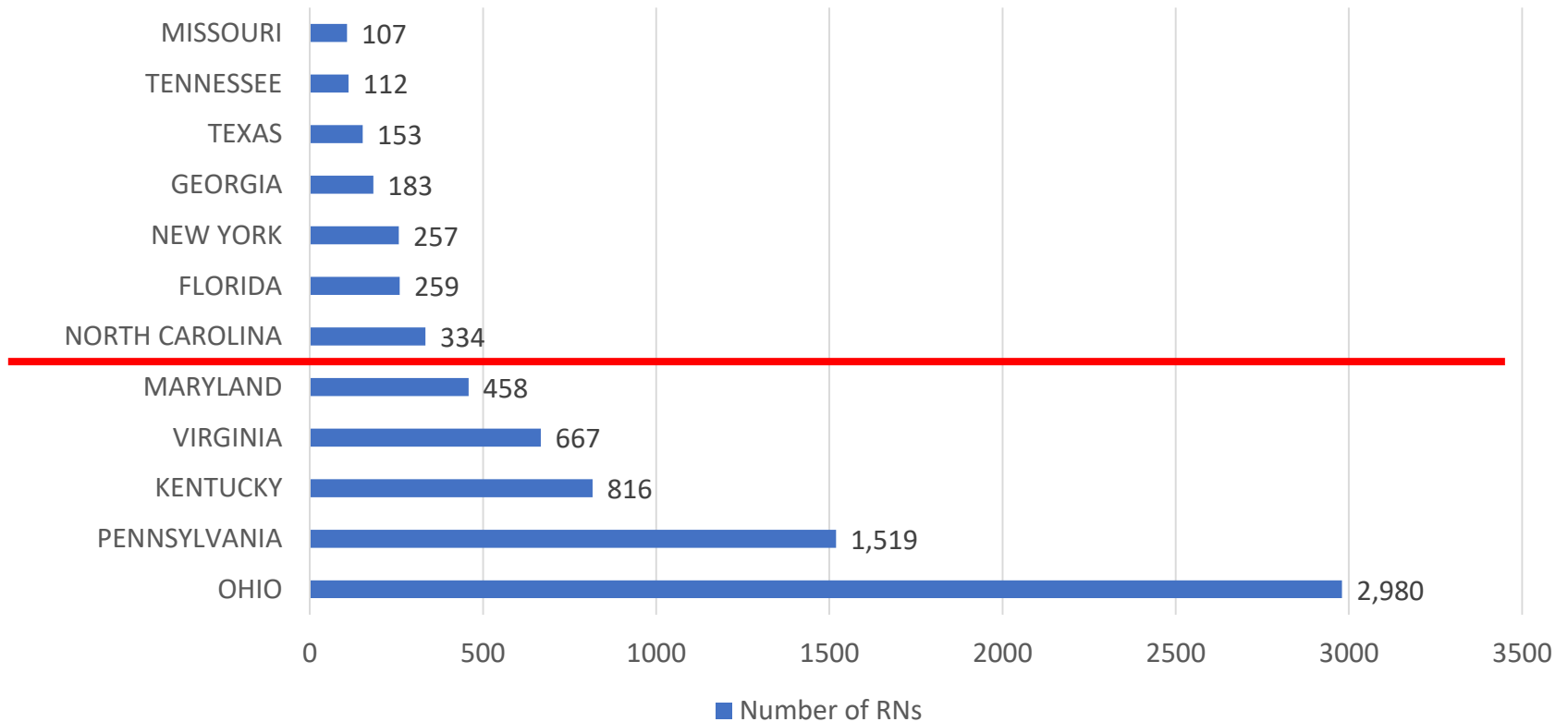
Registered Nurses and State of Residence (2014-2017)

For WV FY 2017, there were 33,634 RNs licensed in our state. This is a slight upward trend over the last 4 years.

Residing within our borders are 67% of those individuals.

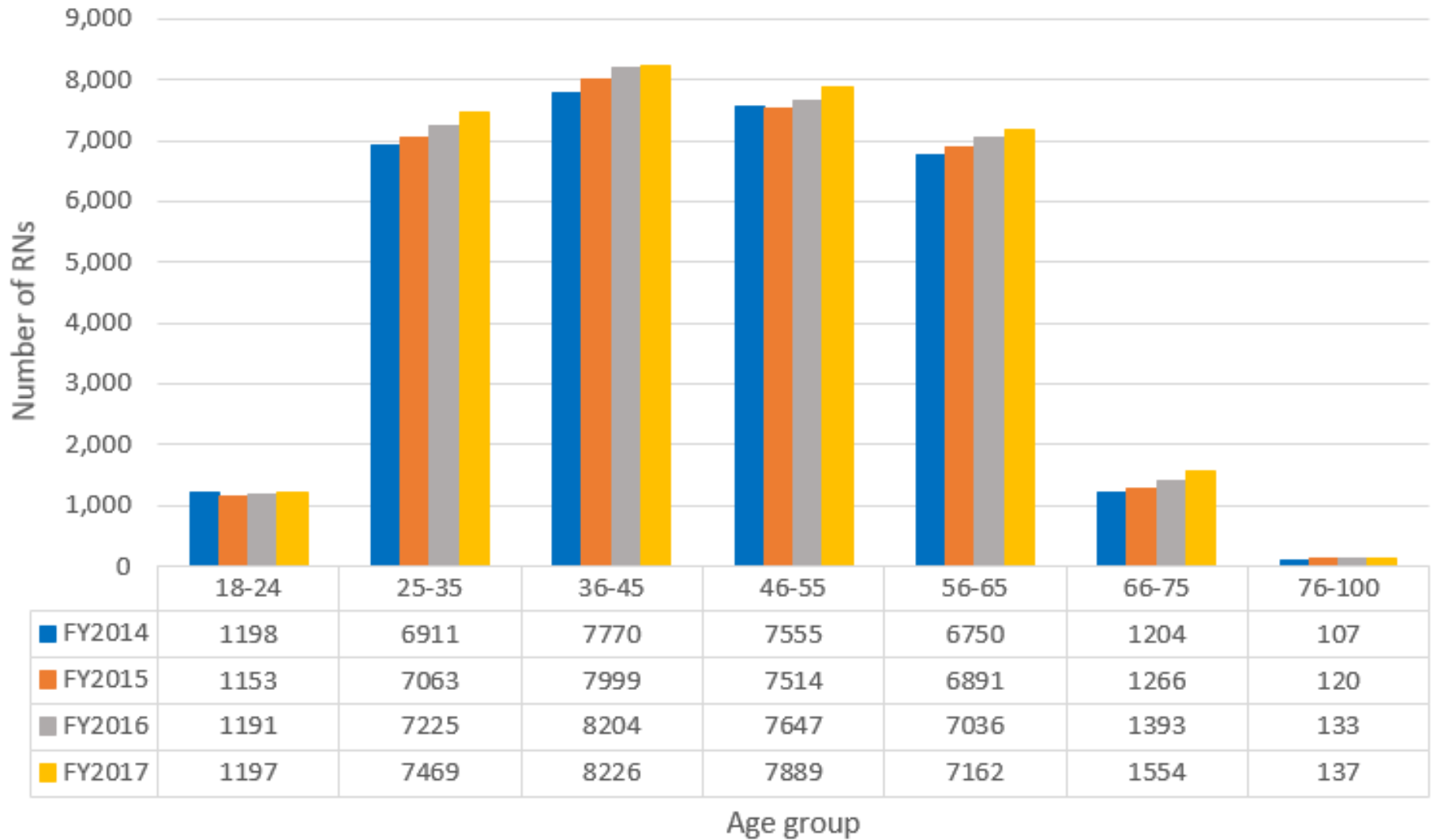
Licensed RNs by state of residence 2017 (other than West Virginia)

Number of RNs



The bulk of the RNs licensed in WV but do not live in WV reside in 5 adjacent states.

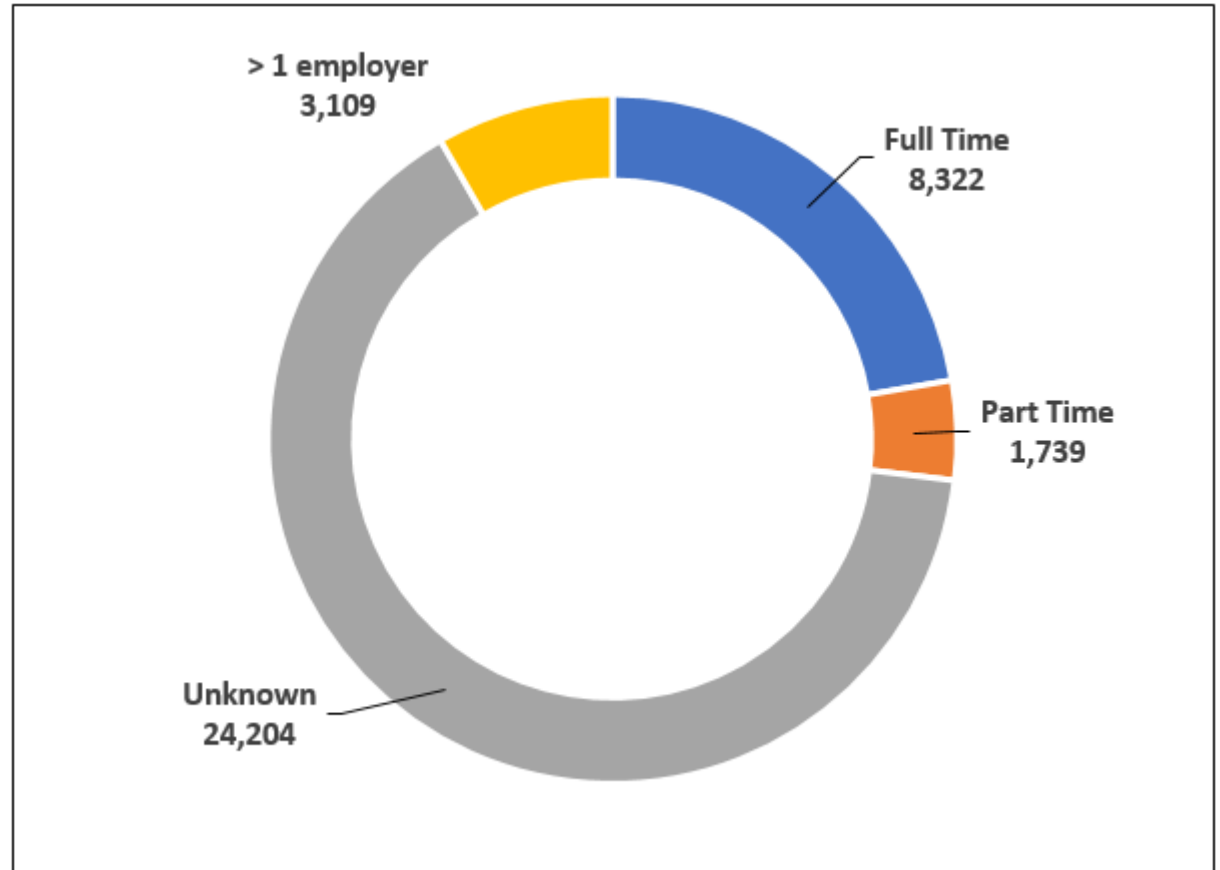
RN age group comparison



Age of Registered Nurses 2014-2017

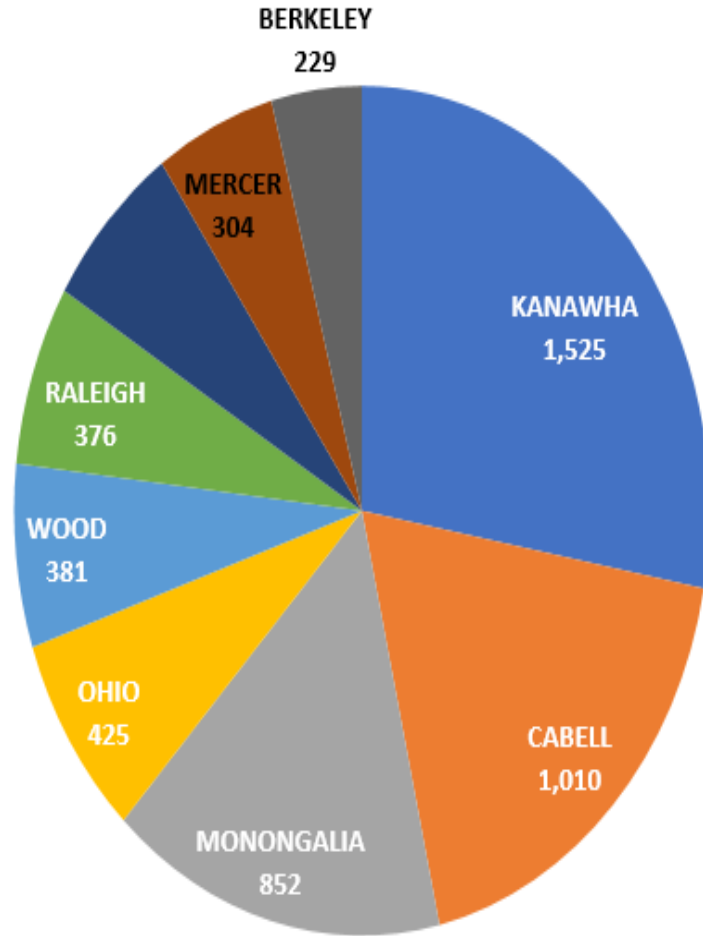
FY2017 Employment status

Unfortunately, the majority of RNs do not report employment status.



FY2017 Fulltime status

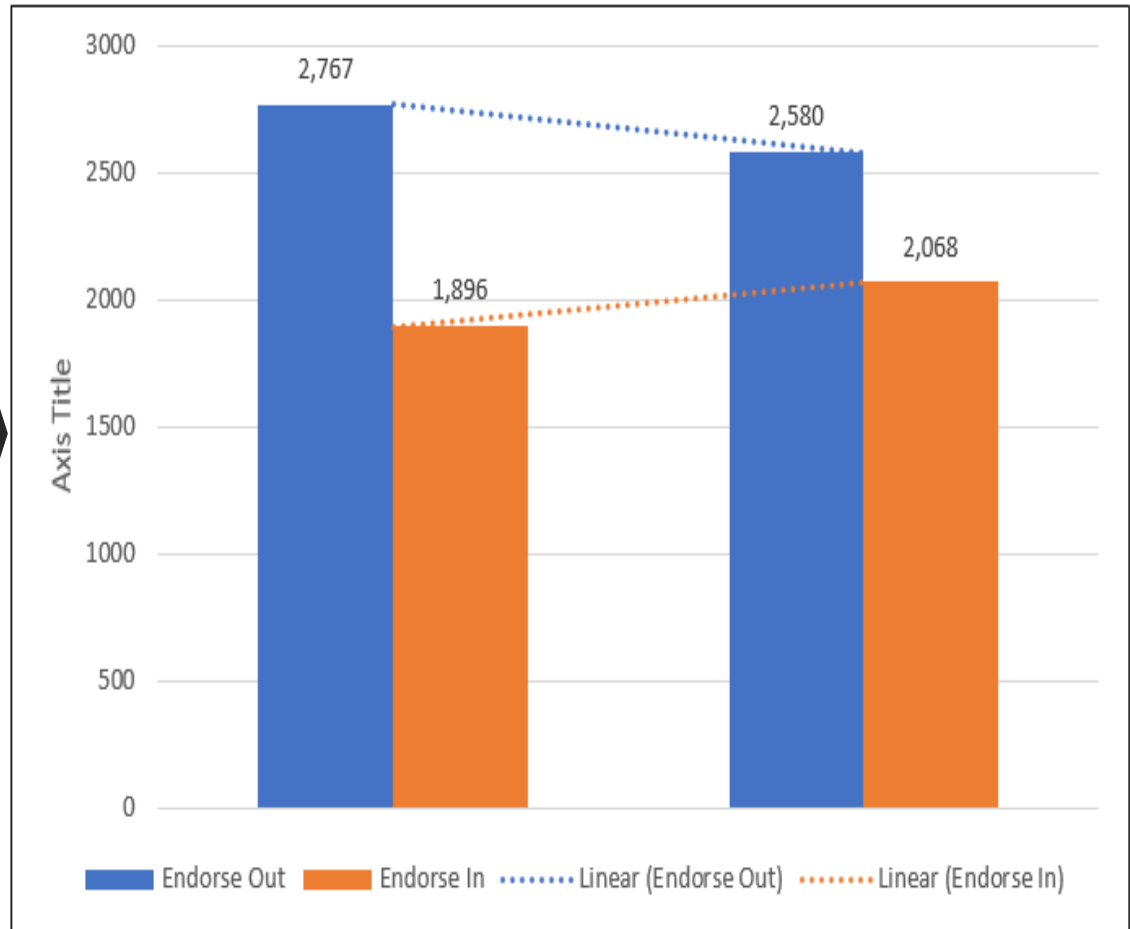
As indicated on the graph, Kanawha county employees the most RNs. Cabell & Monongalia are close behind.



Endorsement
trending:

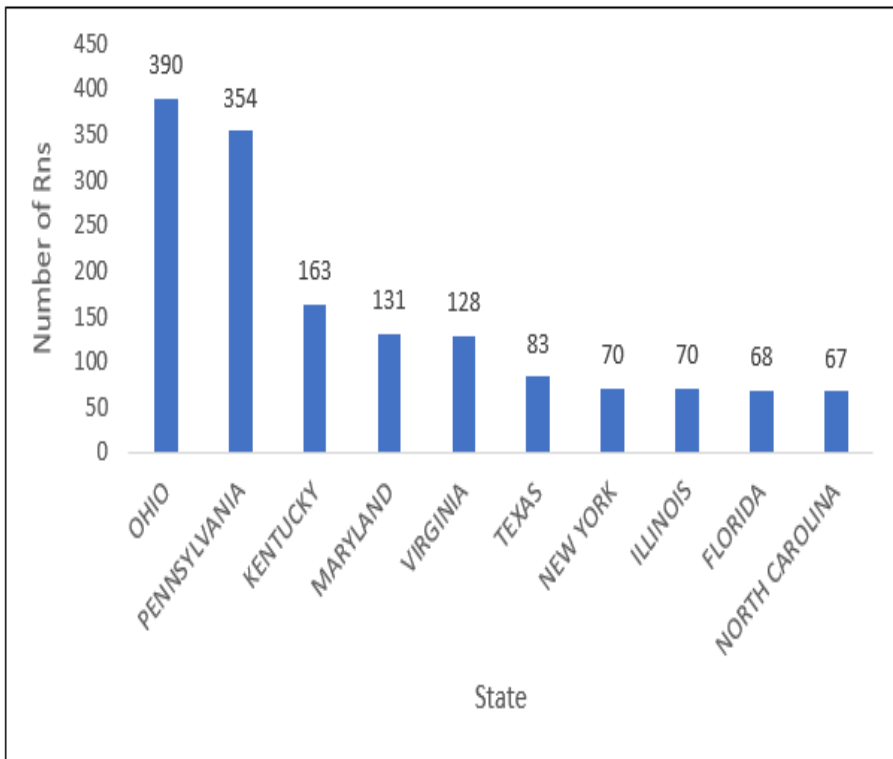
Out of WV is ↓

Into WV is ↑

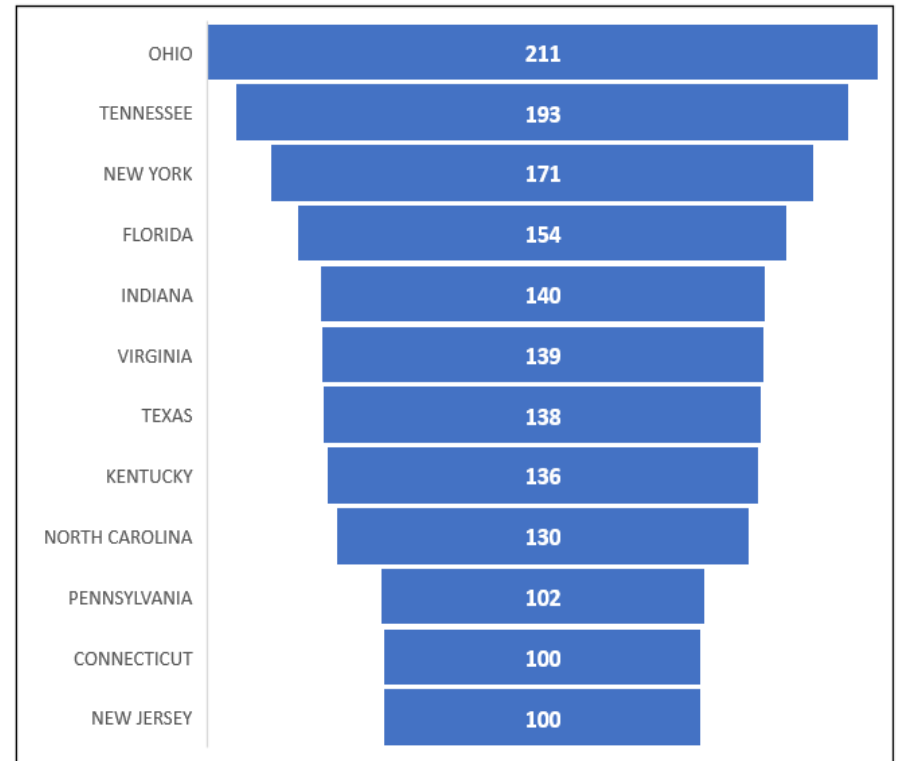


FY2017 Endorsements

Endorsement into WV



Endorsement out of WV

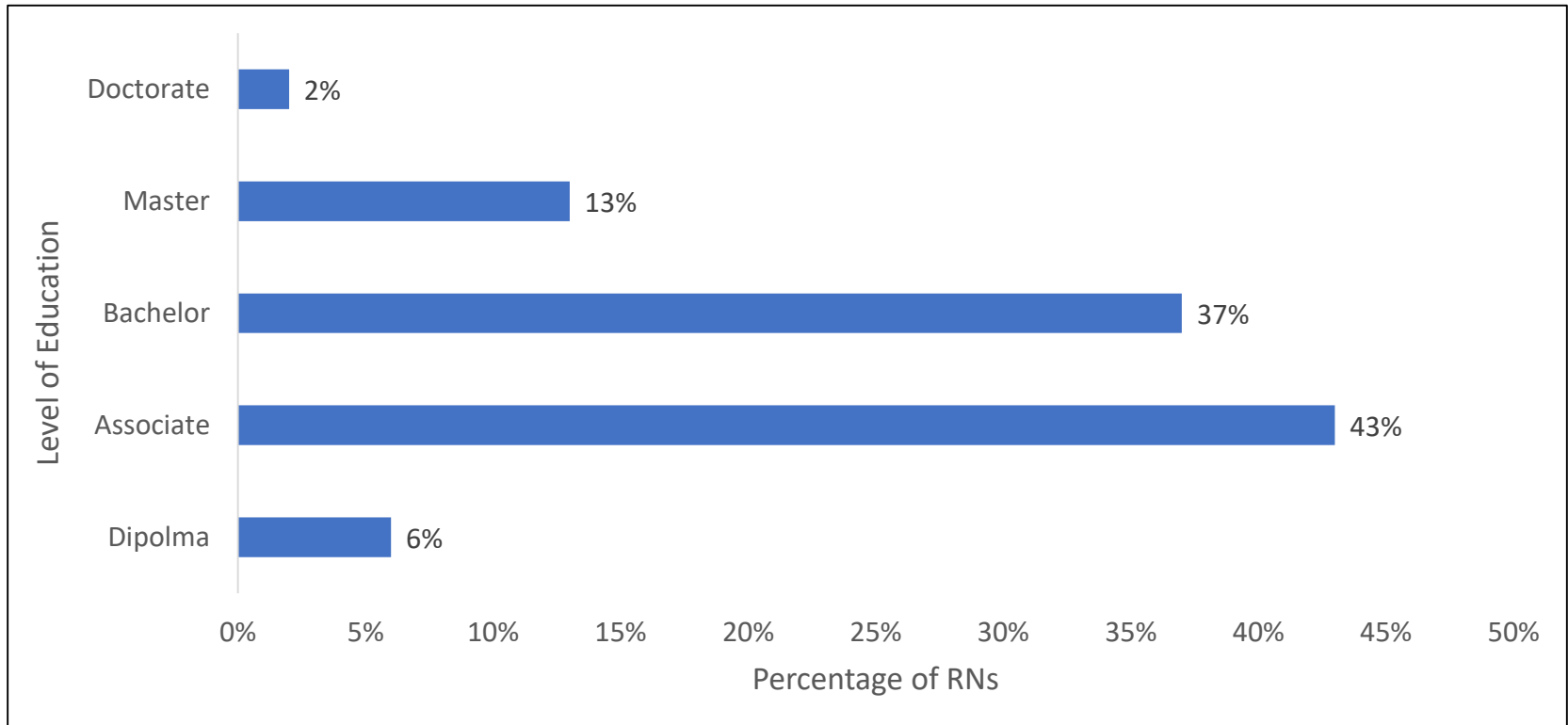


Nursing Education

2016-2017

2017 RN Educational Preparation

by Highest Degree Obtained



FY2017 had a 1% increase in RNs obtaining a Bachelors Degree either in Nursing or another field.
Last diploma program closed in 1996.

2016-2017 Educational Programs

- **100% of new programs that applied were approved by the board during this school year.**
- Those programs were:
 - BridgeValley paramedic to RN
 - WVU SON at Beckley BSN
 - West Liberty BA/BS to BSN
 - Fairmont State ASN weekender program
- Each program can increase their enrollment by 10% annually without prior Board approval.
- The faculty-to-student ratio in a clinical setting is 1 faculty to 8-10 students.
- There is no limit on the number of faculty-to-students in didactic courses.

ADN Programs

based on 2016-2017 Annual Report

	STUDENT CAPACITY	FACULTY VACANCIES
Bluefield State College	114	0
Blue Ridge CTC	54	1
BridgeValley CTC	110	0
Davis and Elkins College	140	0
Eastern WV CTC	20	0
Fairmont State University	122	1
St. Mary's/ MU Coop Program	120	0
Salem International University	24	2
Southern WV CTC	75	1
University of Charleston – Beckley	30	1
WV Junior College	40	0
WV Northern Community College	106	2
WVU at Parkersburg	136	2
TOTAL	1091	10

BSN Programs

based on 2016-2017 Annual Report

	STUDENT CAPACITY	FACULTY VACANCIES
Alderson Broaddus University	74	0
Marshall University	100	0
Shepherd University	120	2
The University of Charleston	53	0
West Liberty University	60	0
WVU IT - Montgomery	25	0
WVU School of Nursing - Morgantown	152	0
WV Wesleyan College	58	1
Wheeling Jesuit University	28	0
TOTAL	670	3

Total available annual positions for BSN and ADN nursing programs

- **ADN: 1091**
- **BSN: 670**

- **TOTAL: 1761 per year**
- **2017 Graduates from nursing programs in WV: 873**
- **2017 Graduates licensed in WV: 758 tested in WV, 70 had out of state addresses**

2015 Total Employment, Mean Hourly Wage and Mean Annual Wage West Virginia and Border States

WVCN Shared Data Committee:

Source: Bureau for Labor Statistics (2016)

Occupational Employment and Wages, May 2015



Registered Nurses

Total Employment, Mean Hourly Wage and Mean Annual Wage (2015)

Area	Total Employment	Mean Hourly Wage	Mean Annual Wage
WV	20,020	\$ 27.89	\$ 58,010
KY	43,630	\$ 28.26	\$ 58,770
MD	51,100	\$ 35.19	\$ 73,200
OH	126,270	\$ 30.19	\$ 62,800
PA	136,090	\$ 32.47	\$ 67,550
VA	63,340	\$ 31.41	\$ 65,340
National	2,745,910	\$ 34.14	\$ 71,000

Licensed Practical Nurses

Total Employment, Mean Hourly Wage and Mean Annual Wage (2015)

Area	Total Employment	Mean Hourly Wage	Mean Annual Wage
WV	6,570	\$ 17.16	\$ 35,680
KY	10,850	\$ 18.84	\$ 39,180
MD	11,640	\$ 24.59	\$ 51,140
OH	40,160	\$ 19.74	\$ 41,060
PA	37,470	\$ 21.43	\$ 44,570
VA	21,410	\$ 19.80	\$ 41,190
National	697,250	\$ 21.17	\$ 44,030

Advanced Practice Nurses

Total Employment, Mean Hourly Wage and Mean Annual Wage (2015)

Nurse Anesthetists

Area	Total Employment	Mean Hourly Wage	Mean Annual Wage
WV	480	\$ 84.31	\$ 175,360
KY	1,210	\$ 77.42	\$ 161,040
MD	510	\$ 75.06	\$ 156,110
OH	2,330	\$ 72.08	\$ 149,920
PA	2,210	\$ 73.49	\$ 152,850
VA	1,270	\$ 80.73	\$ 167,930
National	39,410	\$ 77.04	\$ 160,250

Nurse Midwives

Area	Total Employment	Mean Hourly Wage	Mean Annual Wage
WV	40	\$ 51.51	\$ 107,140
KY	160	\$ 46.74	\$ 97,220
MD	200	\$ 42.75	\$ 88,910
OH	200	\$ 44.90	\$ 93,390
PA	180	\$ 45.10	\$ 93,800
VA	*	*	*
National	7,430	\$ 45.01	\$ 93,610

Advanced Practice Nurses

Total Employment, Mean Hourly Wage and Mean Annual Wage (2015)

NPs Area	Total Employment	Mean Hourly Wage	Mean Annual Wage
WV	890	\$ 43.88	\$ 91,270
KY	2,620	\$ 45.74	\$ 95,140
MD	2,750	\$ 46.25	\$ 96,200
OH	6,300	\$ 46.40	\$ 96,520
PA	4,380	\$ 44.55	\$ 92,670
VA	4,070	\$ 47.58	\$ 98,960
National	136,060	\$ 48.68	\$ 101,260

**West Virginia
Center for
Nursing**

2016 Nursing Faculty Survey

**2016 Nursing Faculty
Survey**

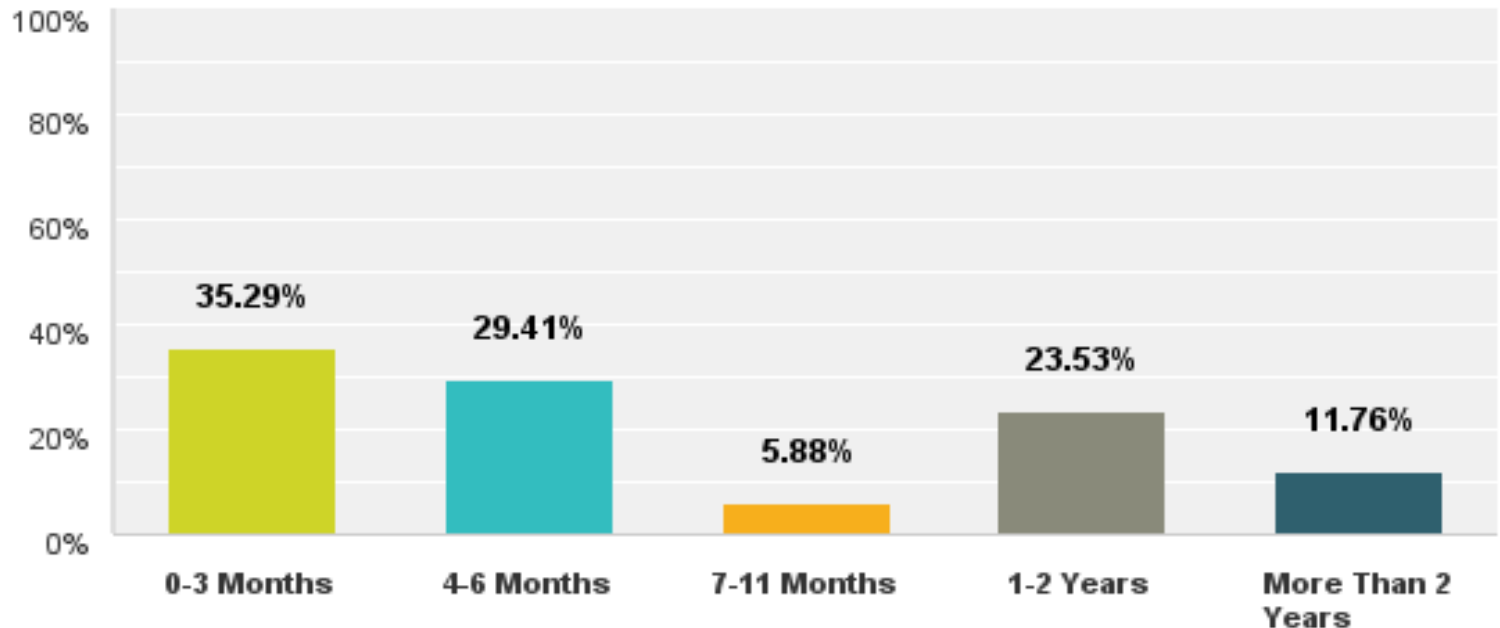
WV Faculty Salaries 2016

	9 month contract	10 month contract	12 month contract
Lecturer/ Instructor	\$31,533- \$58,931	\$77,000*	\$60,000- \$81,387
Assistant Professor	\$40,000- \$68,629	\$37,000- \$77,000	\$50,000- \$90,163
Associate Professor	\$41,215- \$75,817	\$58,000-\$77,000	\$67,300- \$100,200
Professor	\$51,000- \$82,759	\$67,000-\$77,000	\$76,000- \$106,533

Nursing Faculty Vacancies and Retirements

Q19 How long on the average does it take to recruit and fill a vacant nursing faculty position?

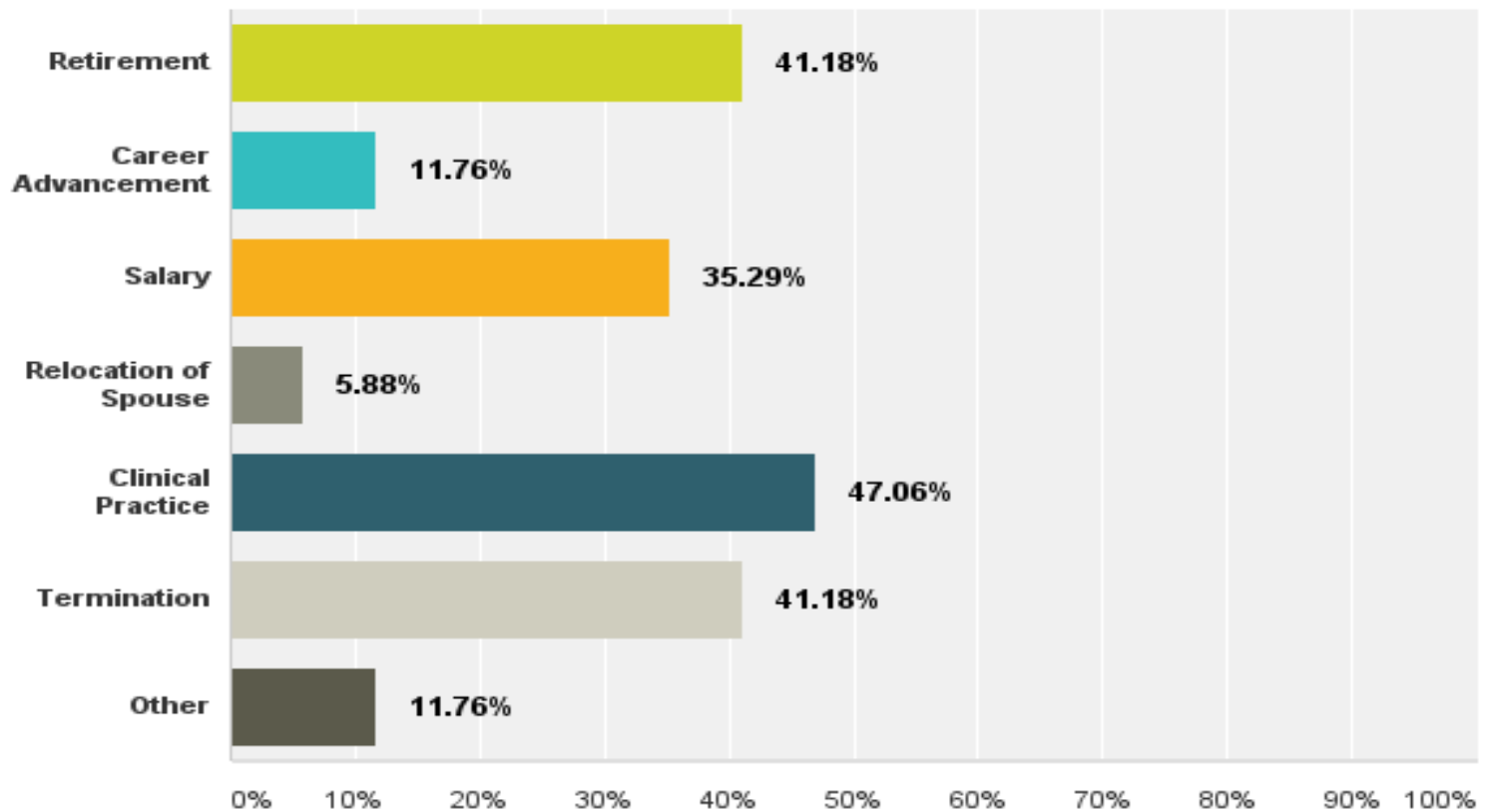
Answered: 17 Skipped: 0



Reasons for Departures

Q20 Primary reason for nursing faculty departures in last two years

Answered: 17 Skipped: 0



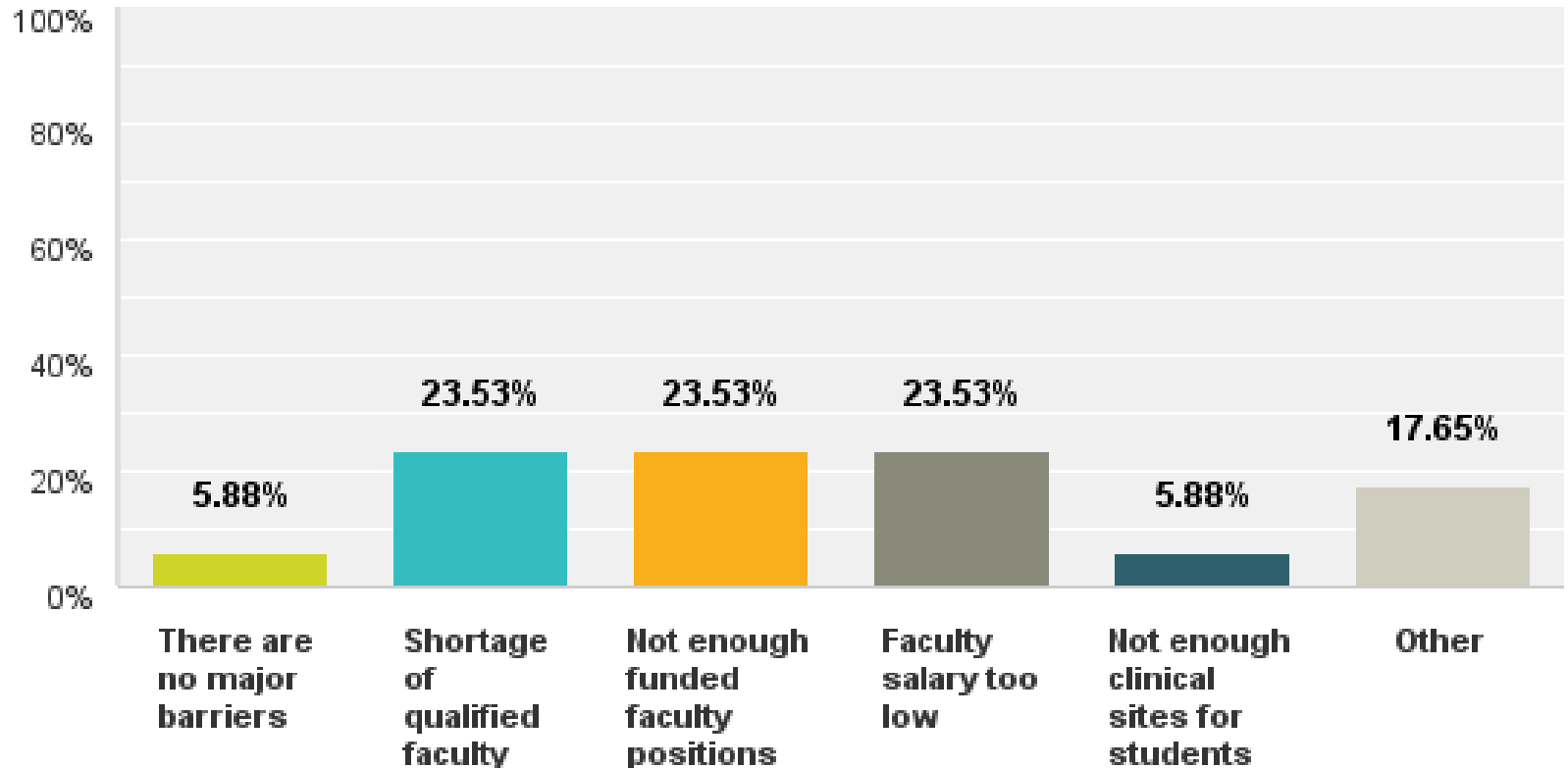
Needs related to expansion of nursing programs

Program Type (Respondents)	FTEs needed to expand by 20 admissions per year
Associate Degree (11)	22
RN-BSN (9)	12.5
BSN (7)	18.5
MSN (3)	8.5
Total	61.5 FTEs across 17 respondents to expand by 20 admissions per year each

Barriers to Expansion

Q23 Major barriers to program expansion

Answered: 17 Skipped: 0



Limitations

- Federal demand data only accounts for demographics, not behaviors
- Local demand data is unavailable, and difficult to obtain from employers (turnover and vacancy rates by region for instance)
- Licensure data are self report
- Expansion data from Schools of Nursing are self report

SUMMARY

- Need for nurses and nursing faculty continues to grow through 2024 (RNs 8%, LPNs 9%, Faculty 23%)
- Number of RNs licensed in WV continues to grow, but now 1/3 live out of state (most in surrounding states)
- Mean salaries for all categories of nurses is lower in WV than in surrounding states
- Nursing faculty salaries remain significantly lower than practice salaries (a common response to reason for leaving faculty positions or being unable to expand)

SUMMARY

- Employment status (FT/PT) for RNs poor due to response rate
- Endorsements of licenses out of WV is down, and into WV is up
- There are 1761 annual spots for nursing student admissions in WV schools of nursing.
- Last year, 873 students graduated from nursing programs in WV, and 758 tested in WV, 688 had a WV address, and 70 had an out of state address.

Thank you!!!!

WV Board of Examiners for Registered Professional Nurses

Sue Painter DNP, RN

WV Center for Nursing

Drema Pierson MSN, MBA, RN

WV Center for Nursing Shared Date Council Members

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