



2019 Indiana Registered Nurse Workforce Brief

Bowen Center for Health Workforce Research and Policy // October 2020



SCHOOL OF MEDICINE

BOWEN CENTER FOR HEALTH
WORKFORCE RESEARCH & POLICY

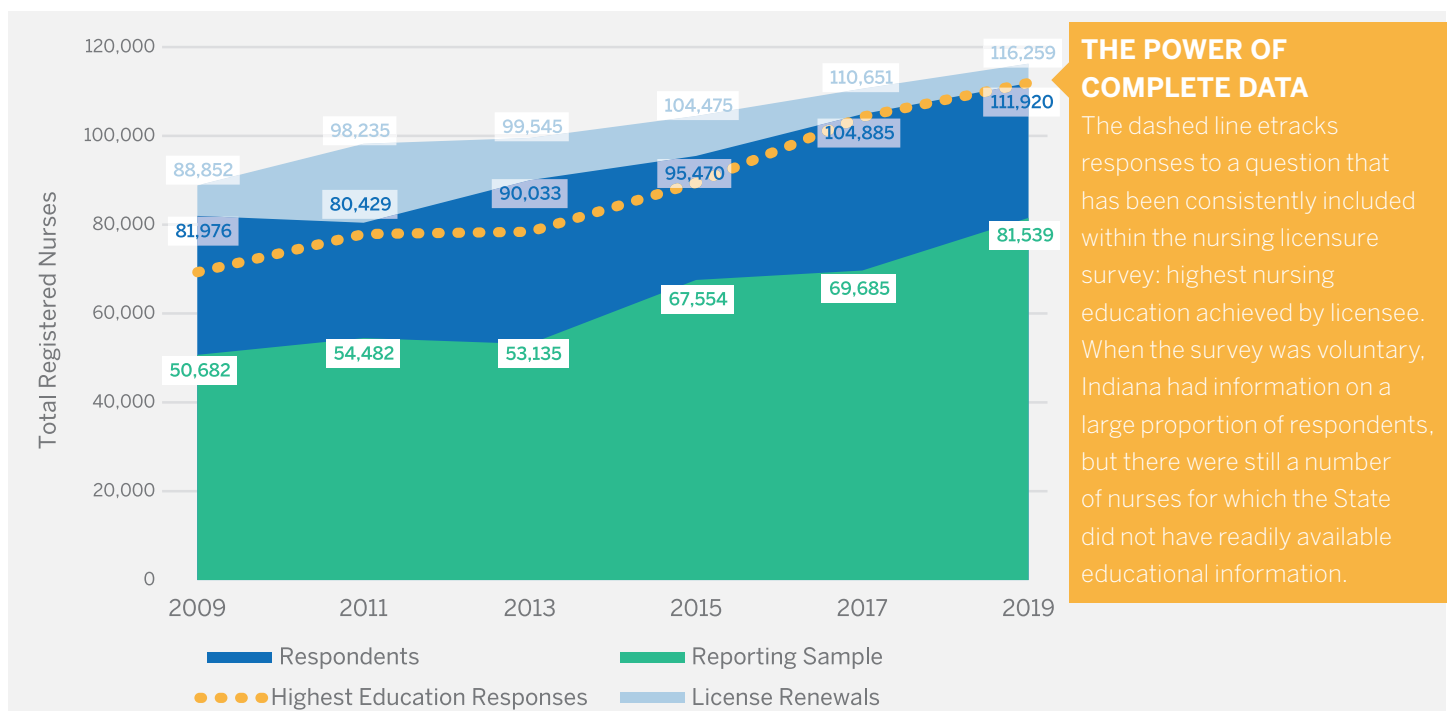
INDIANA'S NURSING WORKFORCE THROUGHOUT THE YEARS

Indiana is fortunate to have a robust mechanism to identify, quantify, and describe the nursing workforce throughout the State. In Indiana, nurses are licensed and regulated by the Indiana State Board of Nursing at the Indiana Professional Licensing Agency (PLA). The PLA is responsible for administering numerous health professional licenses, including registered nurses. For the past few decades, Indiana's registered nurses have provided information on their demographic, education, and practice characteristics through a series of supplemental questions that were embedded within the license renewal process. In 2018, a law was enacted that required all nursing licensees (and other selected health professions) who were completing online license renewal to provide key information in order to inform State policy and planning (Senate Enrolled Act/SEA 223-2018¹). This law went into effect for nurses beginning with their 2019 license renewals.

The figure below depicts the trends in total Indiana registered nurse licenses, respondents to the supplemental questions, and the nurses that were included in the reporting sample (self-identified as actively practicing in Indiana) from 2009 to 2019. As evidenced by the trends, SEA 223-2018 resulted in a significant increase in the number of licensed nurses that were respondents and included in the reporting sample for 2019. Many of these nurses were previously non-respondents to the voluntary survey. NOTE: Nurses completing their renewal manually (on paper) do not receive the supplemental survey questions.

THE 2019 INDIANA REGISTERED NURSING WORKFORCE

In 2019, 116,259 registered nurses renewed their Indiana license. Of those renewals, 111,920 (96.3%) were active licenses that were renewed electronically. The remaining 3.7% (4,339) of renewals in 2019 were either inactive licenses or were renewed manually (paper applications) and did not have supplemental questions administered. SEA 223-2018 has resulted in complete information being available on 96.3% of all licensed nurses in Indiana.



WHO IS INCLUDED IN THE REPORTING SAMPLE?

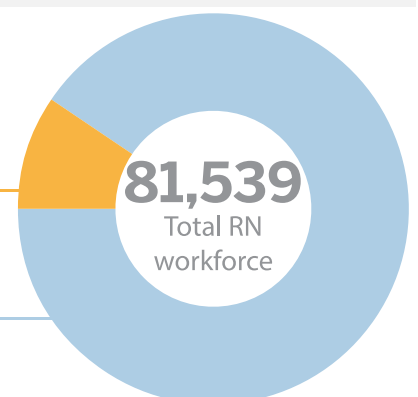
- Active RNs who renewed their license online
- Practicing nursing
- Serving Hoosiers
- Referred to as the "Indiana Registered Nurse Workforce"

WHO IS NOT INCLUDED IN THE REPORTING SAMPLE?

- RNs who renewed their licenses offline (paper renewals)
- RNs with inactive licenses
- RNs who are located out of state and do not report serving Hoosiers

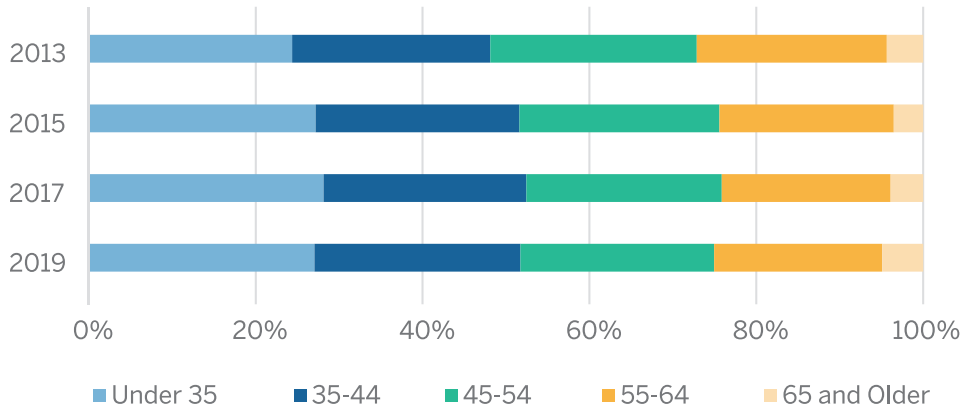
9.5% (7,746)
Advanced Practice Registered Nurse

90.5% (73,793)
RNs (non APRNs)



DEMOGRAPHICS CHARACTERISTICS

What are trends in RN age over time?



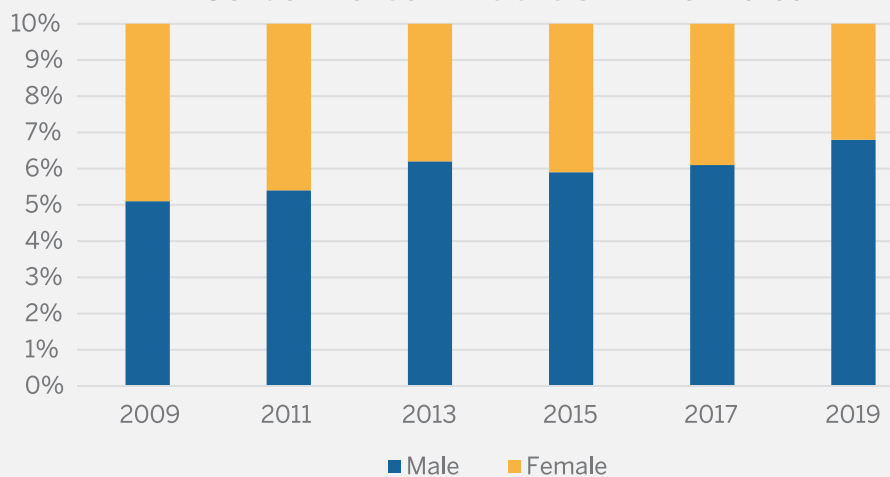
The trends in RN age have been stable for the past 6 years.

44.8

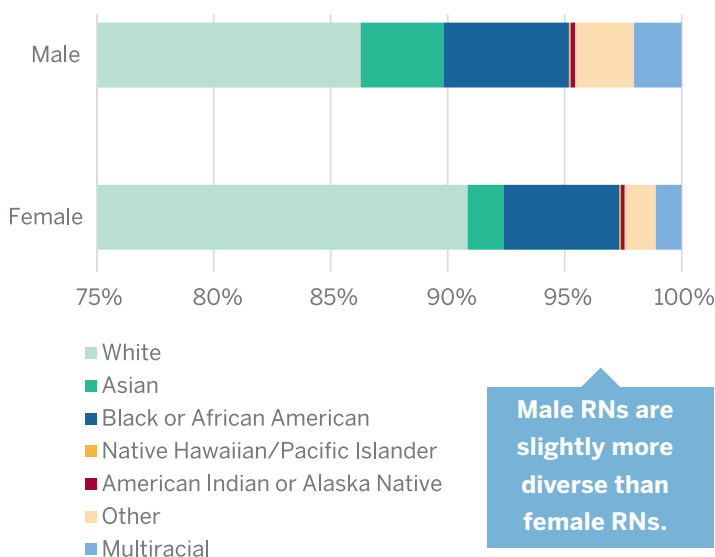
Average Age of Indiana RN

Gender Trends in Indiana's RN Workforce

Indiana's RN workforce has shown incremental increases in male representation over the last decade.

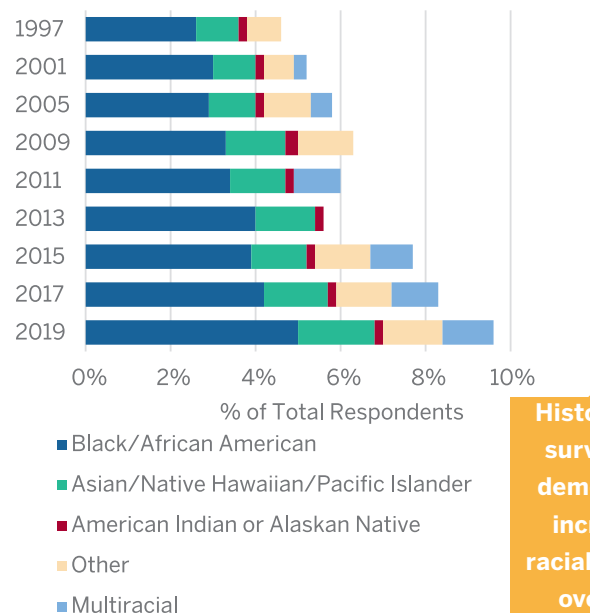


What is the racial composition of male RNs vs. female RNs?



Male RNs are slightly more diverse than female RNs.

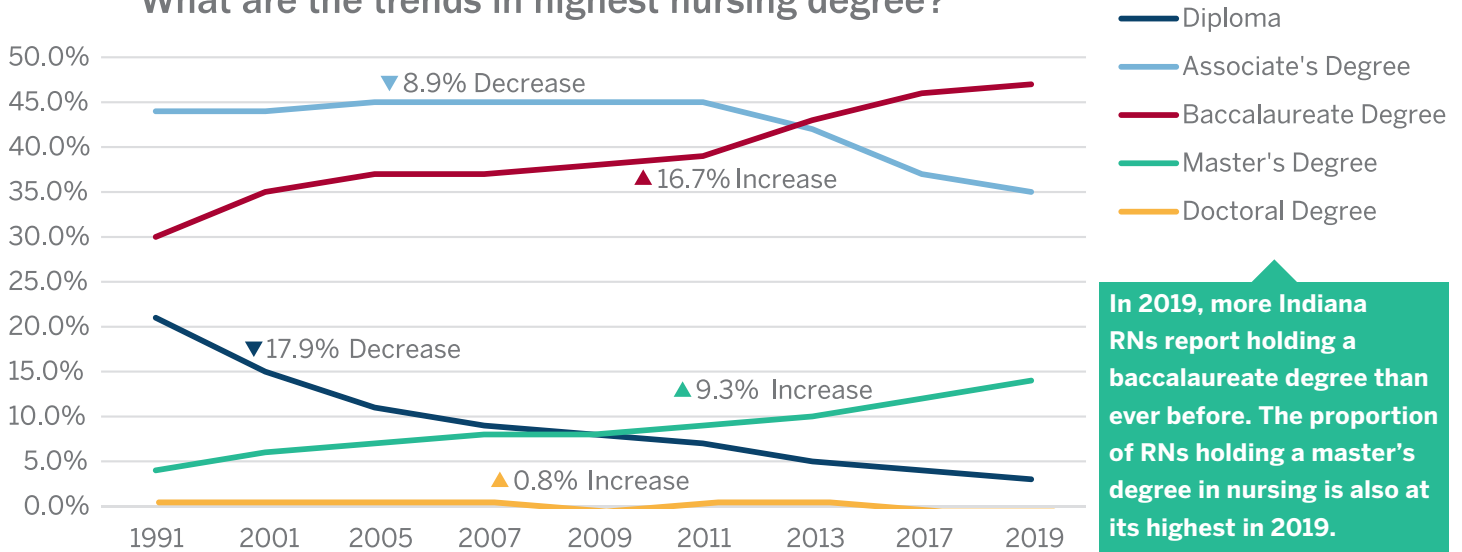
What are trends in RN workforce racial diversity over time?



Historical RN survey data demonstrate increasing racial diversity over time

EDUCATIONAL CHARACTERISTICS

What are the trends in highest nursing degree?



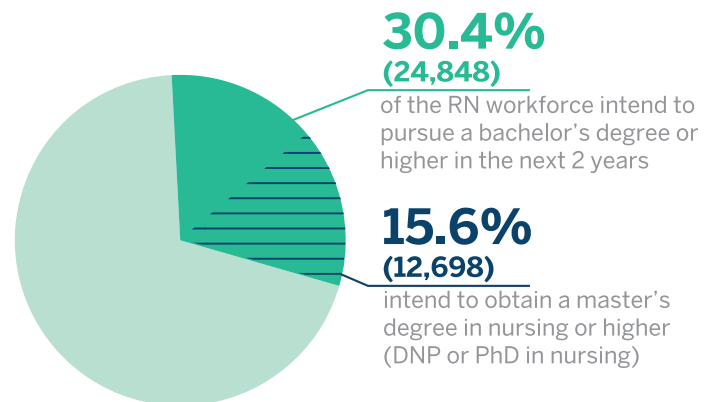
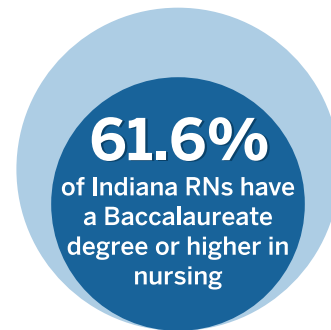
ANOTHER LOOK AT RN EDUCATION & TRAINING: A CASE STUDY OF SANE NURSES

In addition to formal training received from academic institutions, many registered nurses elect to complete additional specialty/skill-specific training programs affiliated with their practice (such as CPR, ALS/BLS, etc.).

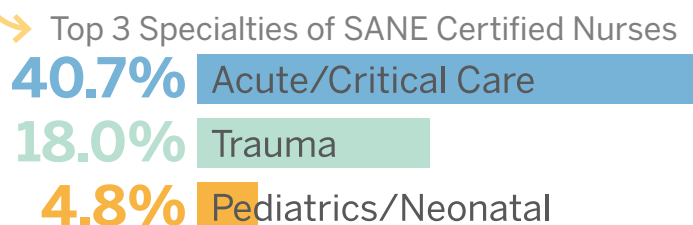
Indiana Code (IC 16-21-8) states that every hospital licensed through the Indiana State Department of Health that provides general medical services must provide forensic medical exams.¹ These exams may be provided by a physician or a Sexual Assault Nurse Examiner ("SANE nurse"; IC 16-21-8-3).

The International Association of Forensic Nurses (IAFN)² labels a SANE nurse as a registered nurse who has completed education and clinical practice to provide medical forensic care for a patient who has experienced sexual assault or abuse. After completing relevant courses, nurses can acquire SANE board certification in adults/adolescents or pediatrics from IAFN.

Prior to 2019, the State of Indiana did not have a repository of information on SANE nurses throughout the State. As a result of SEA 223-2018, **312 SANE-certified RNs** self-identify on their licensure survey³ ("services" question) as to whether or not they have been SANE-certified. Enhanced data analysis capacity allows a deeper dive into the top 3 specialties that SANE registered nurses report: Acute/Critical Care (40.7%), Trauma (18.0%), and Pediatrics/Neonatal (4.8%).



312 total Indiana SANE Certified Nurses



1. Indiana Code 16-21-8. Available at: <http://iga.in.gov/legislative/laws/2019/ic/titles/016#16-21-8-12>.

2. International Association of Forensic Nurses. Available at: <https://www.forensicnurses.org/page/aboutSANE>

3. The 2019 Indiana Registered Nurse Licensure Survey is available at: <https://scholarworks.iupui.edu/bitstream/handle/1805/18969/2019%20Nurse%20Survey%20Instrument.pdf?sequence=1&isAllowed=y> (Question 13 is in regards to SANE-certification).

EMPLOYMENT CHARACTERISTICS

12.4%

Of RNs hold more than one position in nursing

How many positions do RNs hold?



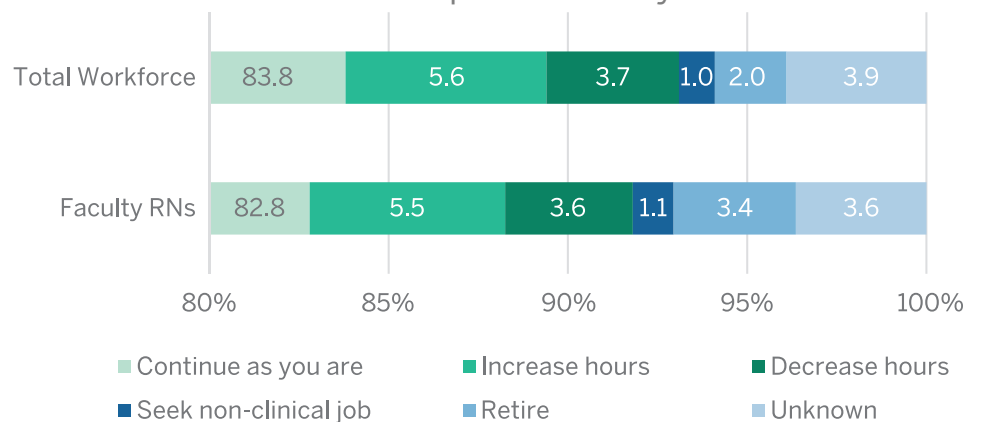
INDIANA NURSE FACULTY

Indiana has **1,320** registered nurses that report their principal nursing position as "Nurse Educator (faculty)." The majority of these nurse faculty report their practice setting as within academic institutions (65.4%). The next top practice setting among nurse faculty is within a hospital (16.4%).

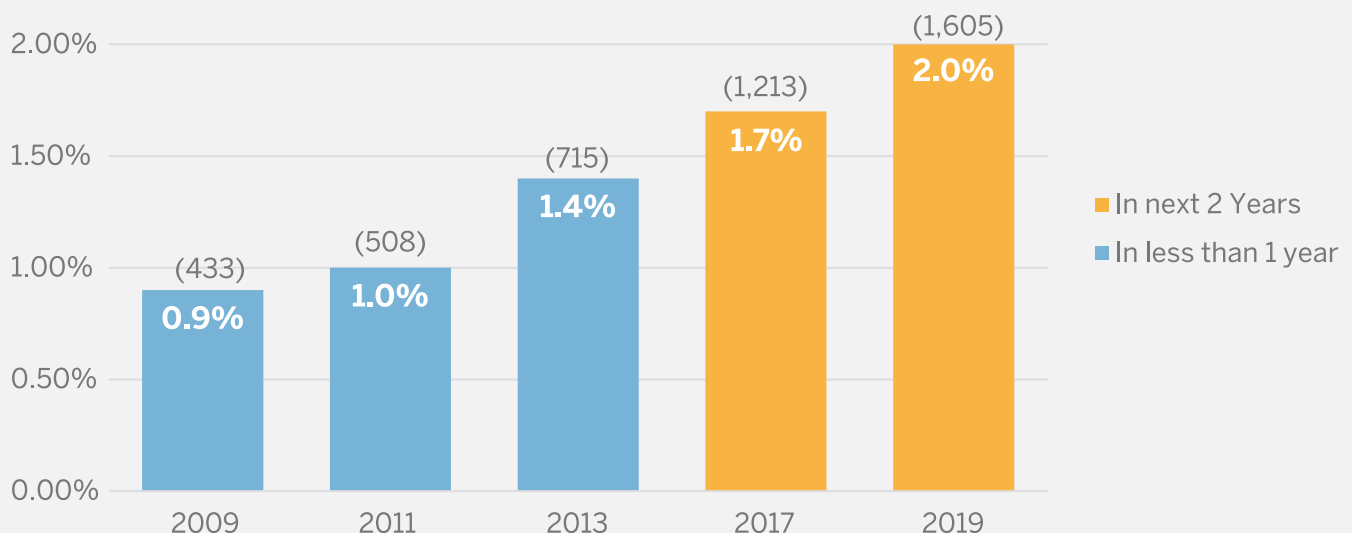
A deeper dive into the employment plans of nurse faculty compared to the overall RN workforce can be found within the diagram on the right.

1,320 Nurses report their primary position as "Nurse Educator (faculty)."

What are the future plans of faculty nurse educators?



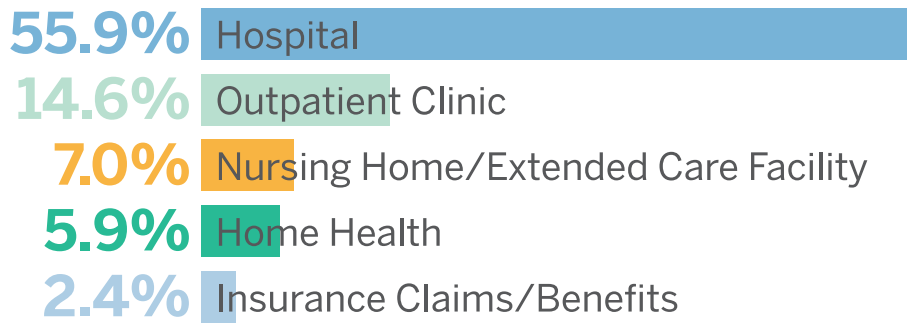
Total Nursing Workforce Anticipating Retirement*



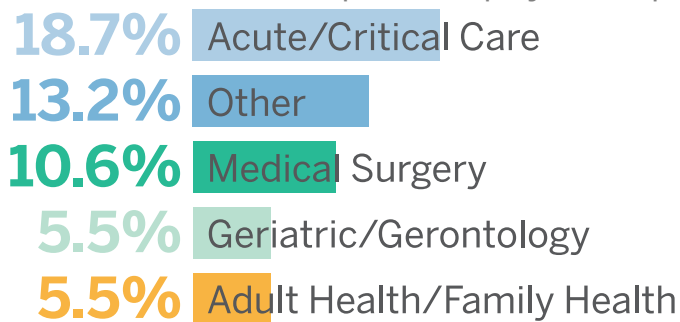
*Information on nurse employment was not collected in 2015. There was variation in survey question between surveys administered 2009-2013 and survey administered in 2017 and 2019. Full surveys and data reports available in historical data reports.

PRACTICE CHARACTERISTICS

Indiana RNs Top Five Practice Settings

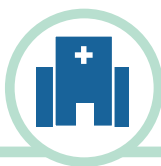


Indiana RNs Top Five Employment Specialties

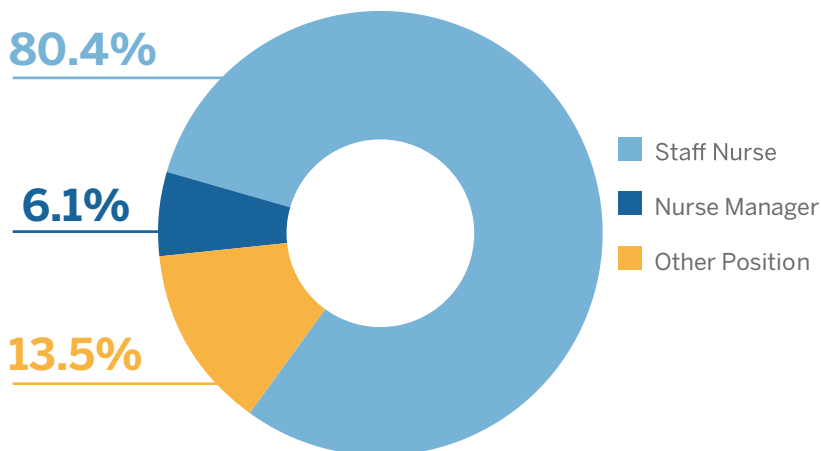


NURSING ROLES

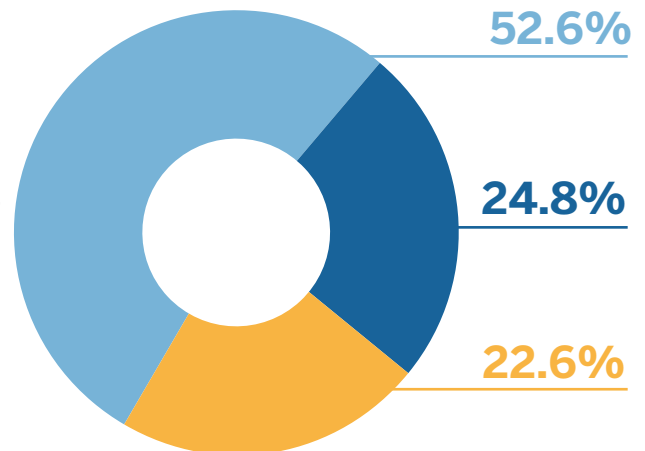
In hospitals the majority of the RN workforce report being staff nurses (80.4%) and a smaller proportion report leadership positions, such as nurse managers (6.1%). Comparing the roles of the total RN workforce to the RNs that report working in "Nursing Homes or Extended Living Care Facilities," there is a visible difference in the proportions staff nurses and those who report leadership positions. In these facilities, half of the workforce are staff nurses (52.6%), while almost one in four registered nurses report holding a position as a nurse manager (24.8%).



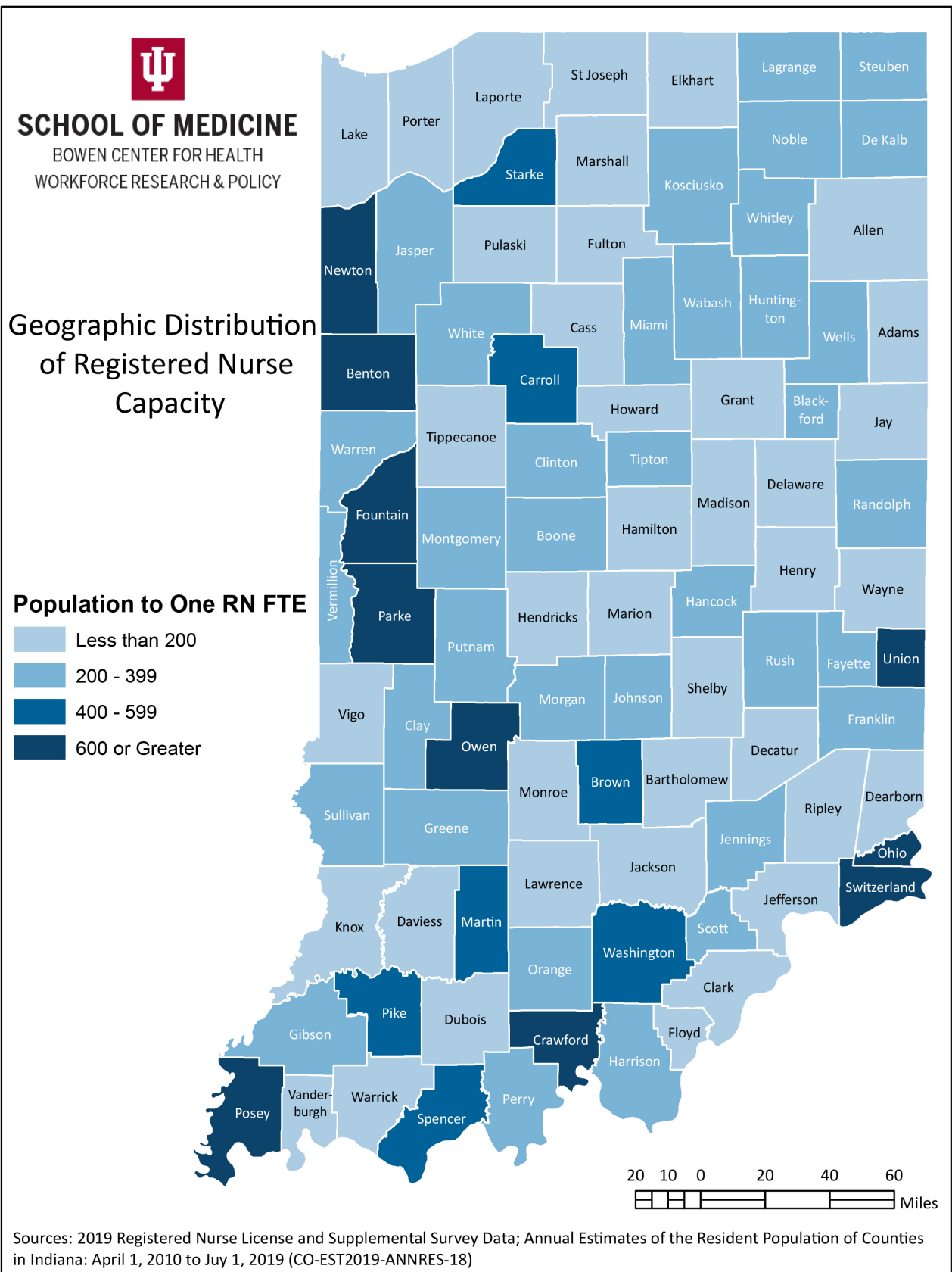
What does the hospital-based RN workforce look like?



What does the long-term care-based RN workforce look like?



INDIANA REGISTERED NURSES: PRACTICE DISTRIBUTION



INDIANA NURSING WORKFORCE POLICY UPDATES

NLC: NURSE LICENSURE COMPACT

A licensure compact is a legal agreement between states regarding licensure of nurses.¹ If a state participates in a licensure compact, an individual seeking licensure can easily practice in any state that participates in the compact, enhancing portability of licensure. In 2019, Indiana enacted the NLC through House Enrolled Act 1344-2019.² The NLC will go into effect on July 1, 2020.³

WHAT DOES THE NLC MEAN FOR INDIANA NURSES?

Indiana-based nurses (Registered Nurses and Licensed Practical Nurses) will be able to obtain a multi-state license for an additional fee of \$25 if they meet the Uniform Licensure Requirements.⁴ Nurses that are based in other compact states will be able to practice in Indiana under their multistate license.

WHAT DOES THE NLC MEAN FOR NURSING WORKFORCE DATA?

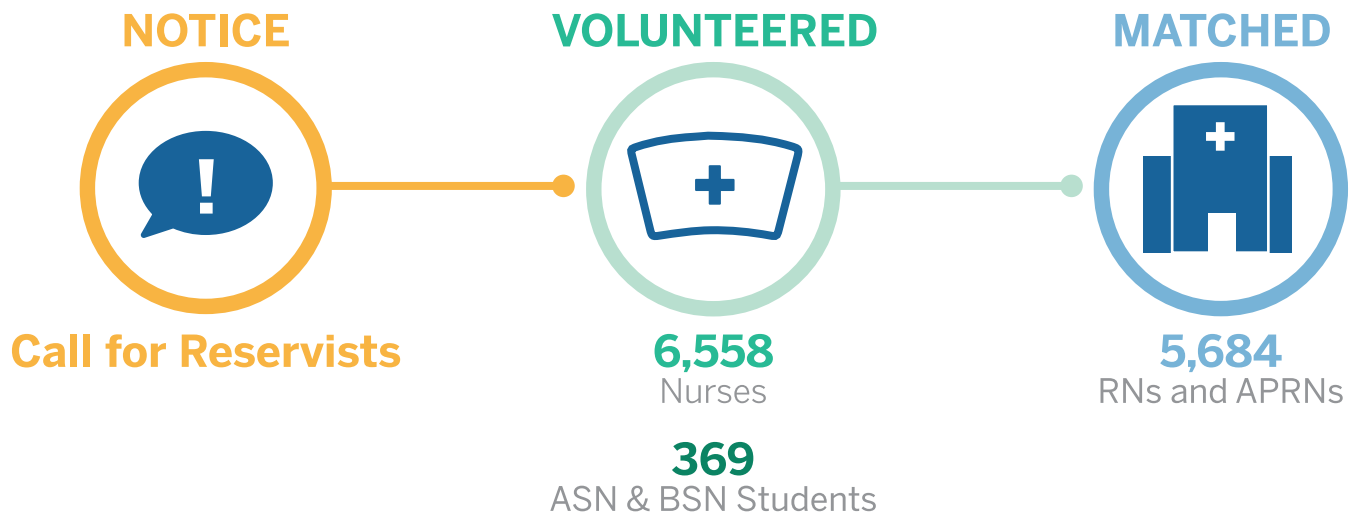
Nurses that have Indiana as their primary state of residence will be required to complete an Indiana licensure survey when they renew their multistate license. Nurses with another primary state of residence will be permitted to practice in Indiana without completing the Indiana licensure survey. There may be a loss of information on these individuals, but information may be able to be obtained from other participating State Boards of Nursing on these individuals.

THE NURSING WORKFORCE RESPONSE TO COVID-19

As COVID-19 struck Indiana's homeland, Indiana implemented policies to facilitate nurses' service in the COVID workforce response. These policies include:

- Allowing out-of-state licensed nurses to practice in Indiana (Executive Order, EO 20-05)
- Permitting retired nurses to practice under their former license during the period of the emergency (EO 20-13)

In late March, the Indiana State Department of Health released a survey to identify health care professionals who may be interested in serving as a part of the COVID-19 response throughout the State. In response to the callout solicited by the State, as of May 20th, 2020:⁵ 6,558 nurses and 369 ASN and BSN nursing students stepped forward to serve as a part of the COVID-19 workforce response. A total of 5,684 RNs and APRNs were matched to hospitals throughout the State.⁶



1. National Council of State Boards of Nursing. (2018). Nurse Licensure Compact (NLC). Available at: <https://www.ncsbn.org/nurse-licensurecompact.htm>

2. More information on House Bill 1344-2019 can be found at: <http://iga.in.gov/legislative/2019/bills/house/1344>

3. Per the Professional Licensing Agency's website at: <https://www.in.gov/pla/nursing.htm>

4. Uniform Licensure Requirements. Available at: https://www.ncsbn.org/NLC_ULRs.pdf

5. Available at: https://scholarworks.iupui.edu/bitstream/handle/1805/22918/5-20-20%20Statistics%20for%20Volunteers_Matches.pdf?sequence=6&isAllowed=y

To receive updated information on legislative initiatives related to the health workforce, subscribe to our mailing list at www.bowenportal.org to receive the Bowen Biweekly Bill Brief (B4) during the legislative session.



ACKNOWLEDGEMENTS

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RECOMMENDED CITATION

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