

# FUTURE OF NURSING™

## Campaign for Action

AT THE CENTER TO CHAMPION NURSING IN AMERICA



Robert Wood Johnson Foundation

**AARP** Foundation

### RN- to- BSN: Tracking Bachelor's Degrees Now and Tomorrow

December 15, 2016

#### Presenters:

**Patricia Polansky**, RN, MSN, Director, Program Development and Implementation, Center to Champion Nursing in America (CCNA)

**Tina Gerardi**, MS, RN, CAE, Deputy Director, APIN National Program Office

**Joanne Spetz**, PhD Professor, Philip R. Lee Institute for Health Policy Studies, Associate Director for Research, Healthforce Center, University of California, San Francisco

#### Goals of the Webinar:

- The Future of Nursing: Campaign for Action and Academic Progression in Nursing (APIN) program are co-hosting this webinar to discuss state-by-state progress on rates at which registered nurses are gaining bachelor's degrees. Presenter Joanne Spetz, PhD, FAAN, director of the University of California will discuss state by state progress on rates at which registered nurses are earning bachelor's degrees.
- She will also review a projection tool states can use to customize graduation data to measure movement toward the Institute of Medicine recommendation that 80 percent of nurses have a baccalaureate degree by 2020.

Across the country, there is a movement to advance the field of nursing so that all Americans have access to high quality, patient-centered care in a health care system where nurses contribute as essential partners in achieving success. This national level [Future of Nursing: Campaign for Action](#) is a result of the Institute of Medicine's landmark 2010 report on the [Future of Nursing: Leading Change, Advancing Health](#).

The *Campaign for Action's* field-based teams, the [Action Coalitions](#) (ACs), are leading this movement and are equipping themselves with knowledge gained from technical assistance provided by the Center to Champion Nursing in America (CCNA), a joint initiative of AARP, the AARP Foundation, and the Robert Wood Johnson Foundation. Such technical assistance comes in the form of webinars, face to face interactions, and other facilitated engagements with public policy leaders, content experts, consultants, and Action Coalition peers across the country.



Tina Gerardi, MS, RN,CAE Deputy Director, APIN National Program Office



Pat Polansky, Director, Program Development and Implementation, CCNA Nursing



**Joanne Spetz, PhD** Professor, Philip R. Lee Institute for Health Policy Studies, Associate Director for Research, Healthforce Center, University of California, San Francisco

- Today's webinar is being recorded and will be posted on our website, [www.campaignforaction.org/webinars](http://www.campaignforaction.org/webinars) At this link we will also post the projection tool and two companion documents: a guide for using the projection tool and a copy of the state progress map.

Spetz, the main speaker, began with talking about the varieties of RN Education Data. Depending on the size of the data, the margin of error can be significantly different. In Montana for example the margin of error is 20 percentage points because the number of people polled is so small. Spetz urged participants to send her data from their states for her to review to see if their data is better.

The American Community Survey, which is used by the University of California, is taken by the U.S. Census Bureau. For smaller states the samples are relatively small. The degree of accuracy depends on the number of people surveyed. Small states have relatively few nurses so the margin of error can be very high. That's a problem with

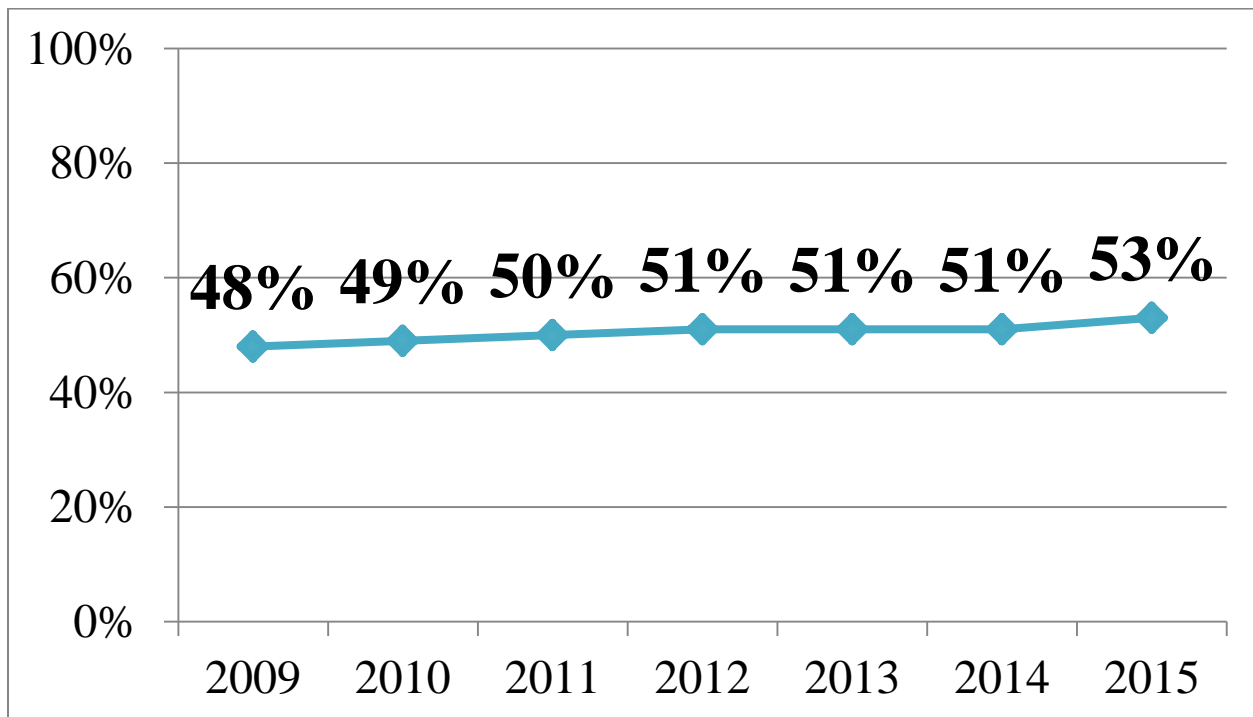
national data but “it’s the best we have today.” Spetz said she looks forward to the next national nurses survey in 2018.

Data is not always consistent. People with bachelor degrees are asked if their highest degree is in nursing. “There are nuances there that make it hard to compare state to state.”

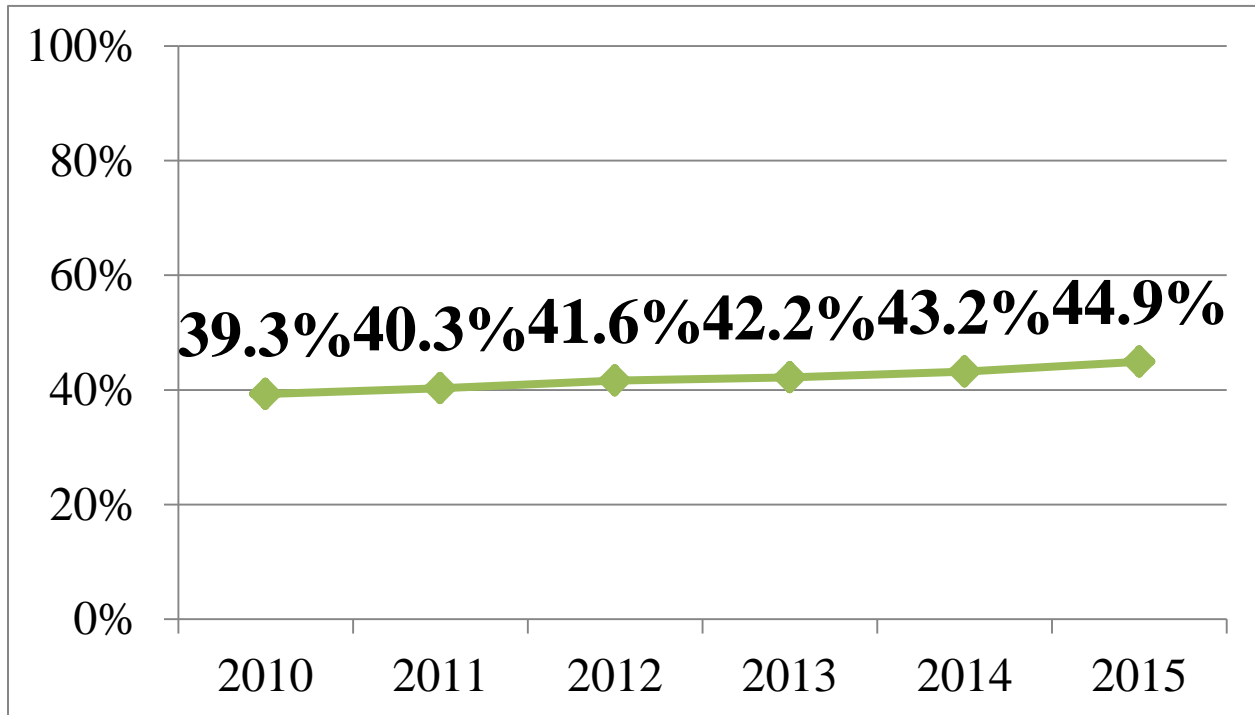
There was better accuracy in 2015 than in 2009 when surveys began.

Spetz presented a variety of data to give a full picture of what the nursing picture looks like:

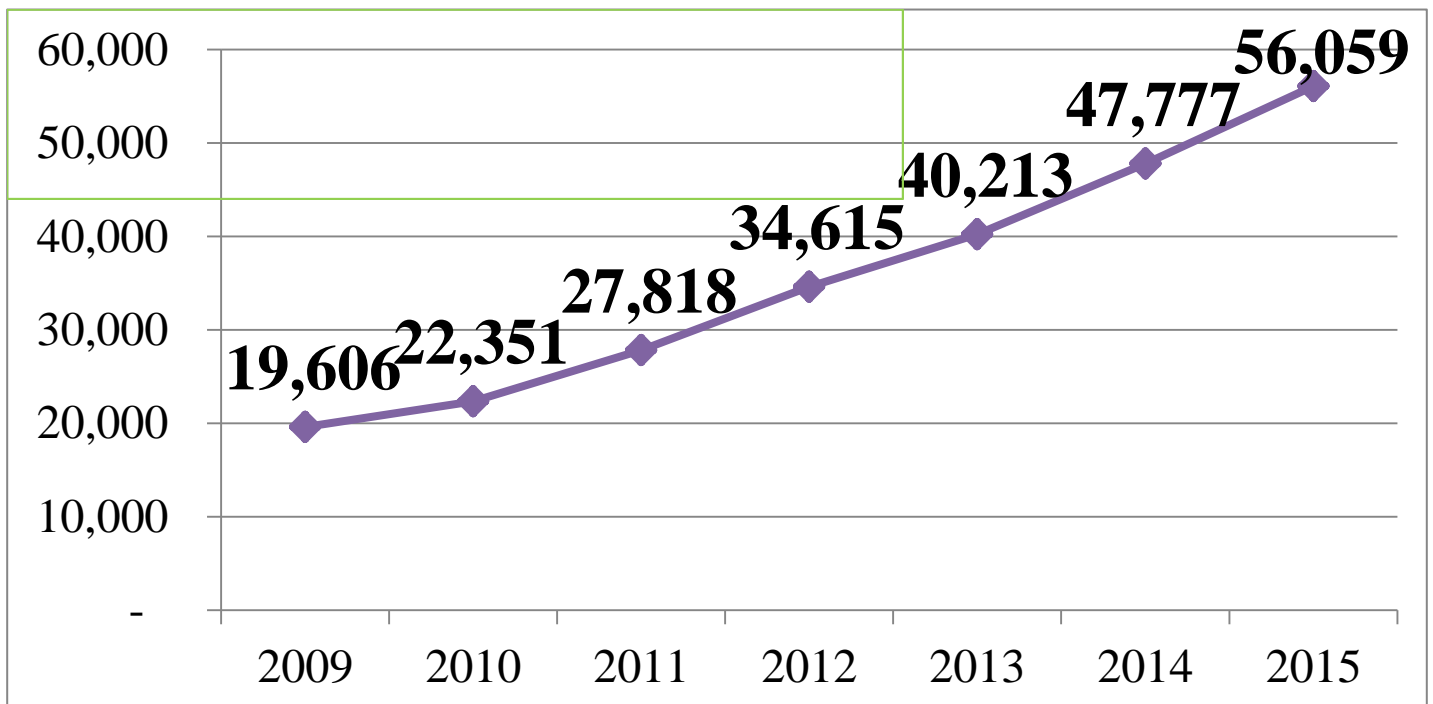
### Percent of RNs in the US with BS in Nursing or Higher Degree in any Field:



### Increase of First-Time NCLEX Test-Takers in the US with BSN or MSN:



### Number of RN-to-BSN Graduates in the US

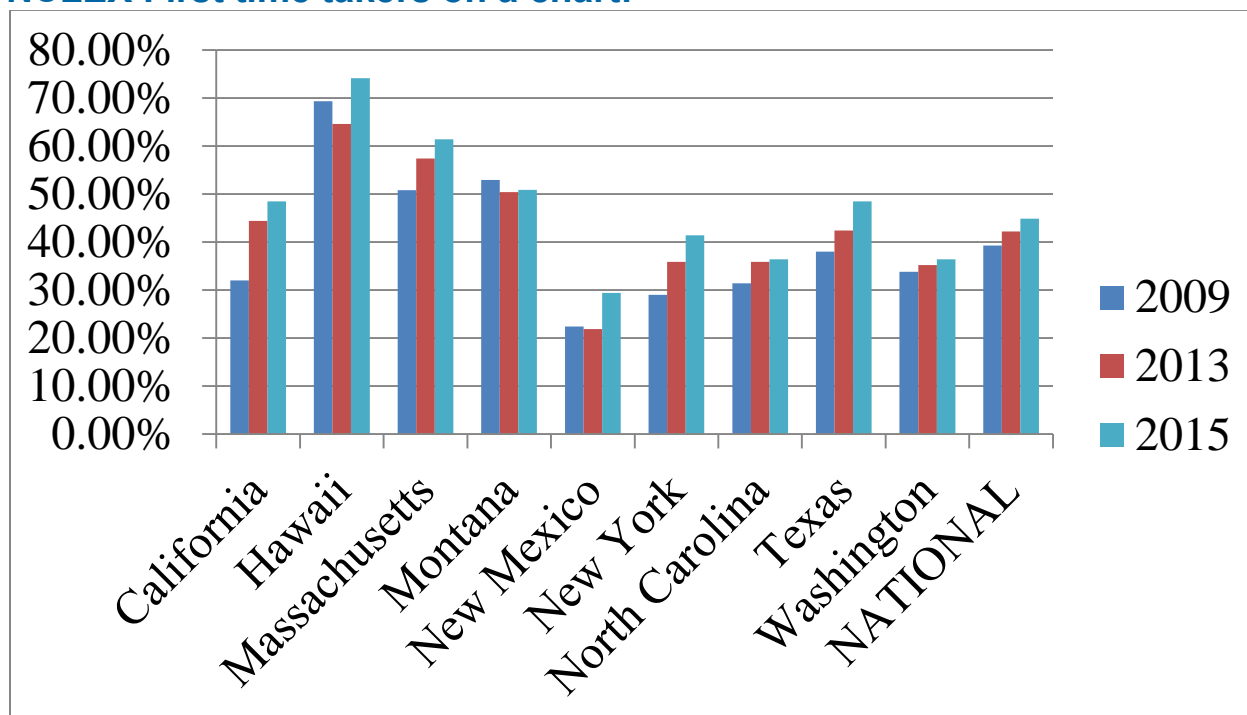




Michigan*	62.3%
Idaho*	62.2%
California*	61.5%
Nebraska*	61.3%
New Jersey*	61.1%
South Dakota*	49.2%
South Carolina*	46.0%
Kentucky	46.0%
Oklahoma	45.8%
Alabama*	45.8%
Florida*	45.7%
Vermont*	43.5%
Iowa*	41.2%
Arkansas*	40.0%
Wyoming	38.3%

\* in this chart refers to State Supplied Data

## NCLEX First time takers on a chart:



Spetz presented a forecasting tool that states can use to customize graduation data and to measure movement toward the 80 percent nurses with a baccalaureate degree by 2020 as recommended by the Institute of Medicine.

Within the tool will be age distribution and how soon non-BSN RNs retire, age distribution of new graduates and age distribution of RN to BSN completions.

Enter your own data, or hypothetical data, in the green cells.

The following is an example, as shared on the webinar:

### **BSN forecasting tool - United States**

**Version 2.1**

**December 4, 2016**

Created by Joanne Spetz, Ph.D.

University of California, San Francisco  
 Funded by AONE / Robert Wood Johnson  
 Foundation

Total number of employed nurses

	Model value	Your value
# employed RNs	3,235,374	3,235,374

Source: American Community Survey, 2015

Age distribution of employed nurses (percentages)

	Model value	Your value
<31 years	17.98%	17.98%
31-40 years	24.00%	24.00%
41-50 years	23.78%	23.78%
51-60 years	23.67%	23.67%
61 years and older	10.57%	10.57%

Source: American Community Survey, 2015

Total number of employed BSN+ nurses

	Model value	Your value
# employed BSN+	1,719,742	1,719,742

Source: American Community Survey, 2015

Age distribution of employed BSN+ nurses

	Model value	Your value
<31 years	20.16%	20.16%
31-40 years	24.42%	24.42%
41-50 years	23.69%	23.69%
51-60 years	22.21%	22.21%
61 years and older	9.52%	9.52%

Source: American Community Survey, 2015



Annual numbers of entry-level program graduates

	Model value	Your value
AD & Diploma	86,986	86,986
BSN & Master's	70,863	70,863

Source: NCSBN, 2015

Age distribution of AD & Diploma graduates

	Model value	Your value
<31 years	53.6%	53.6%
31-40 years	30.8%	30.8%
41-50 years	13.1%	13.1%
51-60 years	2.5%	2.5%
61 years and older	0.1%	0.1%

Source: California BRN Annual Schools Report, 2014-15

Age distribution of BSN+ graduates

	Model value	Your value
<31 years	75.3%	75.3%
31-40 years	17.8%	17.8%
41-50 years	5.1%	5.1%
51-60 years	1.5%	1.5%
61 years and older	0.1%	0.1%

Source: California BRN Annual Schools Report, 2014-15

Annual numbers of RN-to-BSN program graduates

	Model value	Your value
# RN-to-BSN grads	56,059	56,059

Sources: AACN, 2015

Age distribution of RN-to-BSN graduates				
	Model value		Your value	
<31 years	19.2%		19.2%	
31-40 years	36.4%		36.4%	
41-50 years	26.7%		26.7%	
51-60 years	17.8%		17.8%	
61 years and older	0.0%		0.0%	

Source: California BRN Survey of RN Education Experiences

The IOM's recommendations include: the need for more advanced education of registered nurses; nurses leading innovations in health care and being appointed to decision making bodies; all nurses practicing to the full extent of their education and training; a more diverse nursing workforce and faculty; and more interprofessional collaboration among nurses, physicians, and other members of the health care team in the educational and clinical environments.

For more information from the Center to Champion Nursing in America about this webinar, technical assistance or other questions related to the Future of Nursing, Campaign for Action contact Madeline O'Brien at [mobrien@arp.org](mailto:mobrien@arp.org)

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