

Job Seeking Experiences and Challenges Facing Newly Licensed RNs in Louisiana

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Finding Employment as a Newly Licensed Registered Nurse in Louisiana

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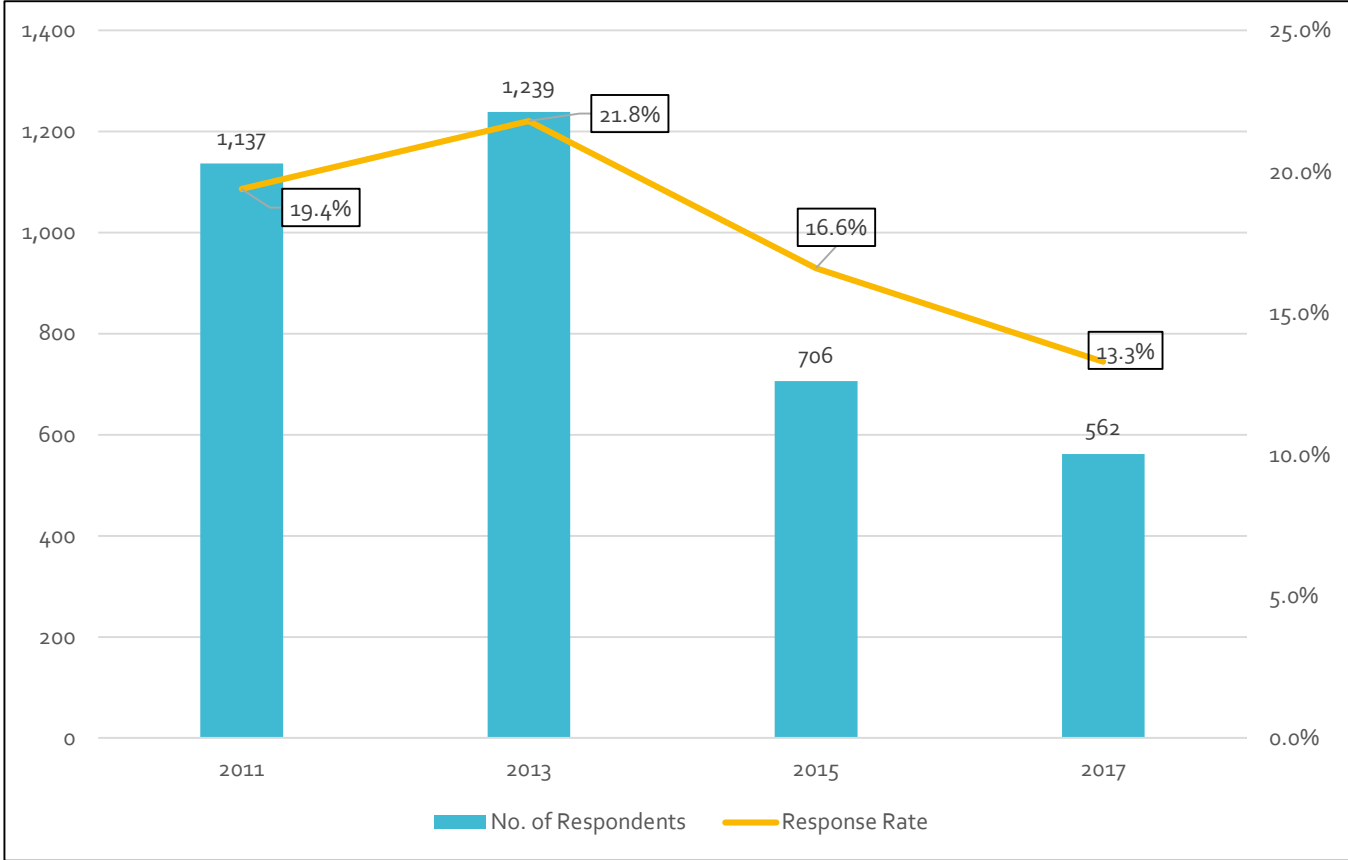
Baton Rouge, LA 70810



Methods

- The Newly Licensed RN Survey included 64 parishes which make up the eight regional labor market areas (RLMAs) identified by the Louisiana Workforce Commission (2018).
- On September 5, 2017 an email blast with the link to the 2017 LCN Newly Licensed RN Survey went out to a total of 4,212 new RNs that received their initial RN license between January 1, 2015 and May 31, 2017 via survey monkey.
- Follow-up email blasts were sent at two- and three-week intervals, and one week prior to the close of the survey. The survey was closed on November 4, 2017 with a total of 562 new RNs completing the survey yielding a 13.3% response rate.

Response Rate

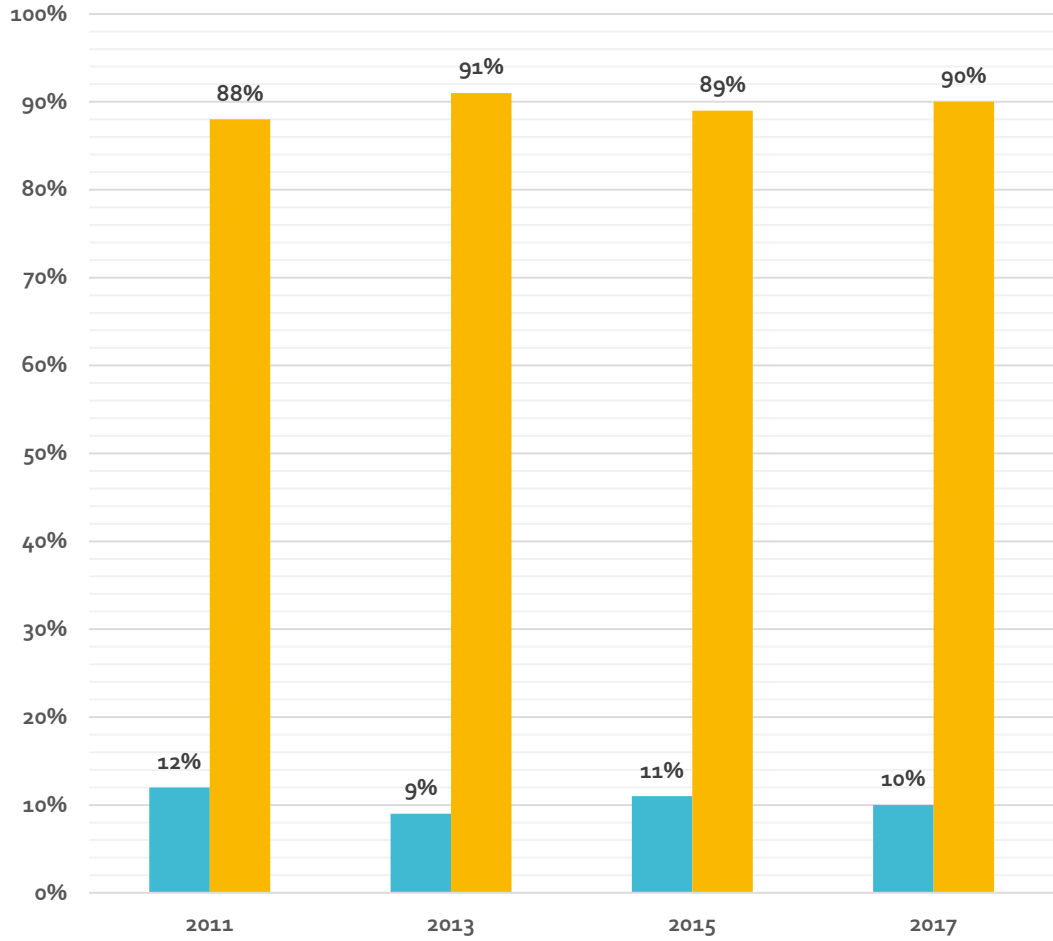


Current Residence of Respondents

Region	2015		2017	
	#	%	#	%
RLMA 1 – New Orleans	206	29%	155	28%
RLMA 2 – Baton Rouge	118	17%	117	21%
RLMA 3 – Houma	33	5%	26	5%
RLMA 4 – Lafayette	72	10%	50	9%
RLMA 5 – Lake Charles	49	7%	31	6%
RLMA 6 – Alexandria	42	6%	34	6%
RLMA 7 – Shreveport	105	15%	92	16%
RLMA 8 – Monroe	37	5%	39	7%
Not Sure of Region	3	0.4%	2	0.4%
Do not live in Louisiana	41	6%	16	3%
Total	706		562	

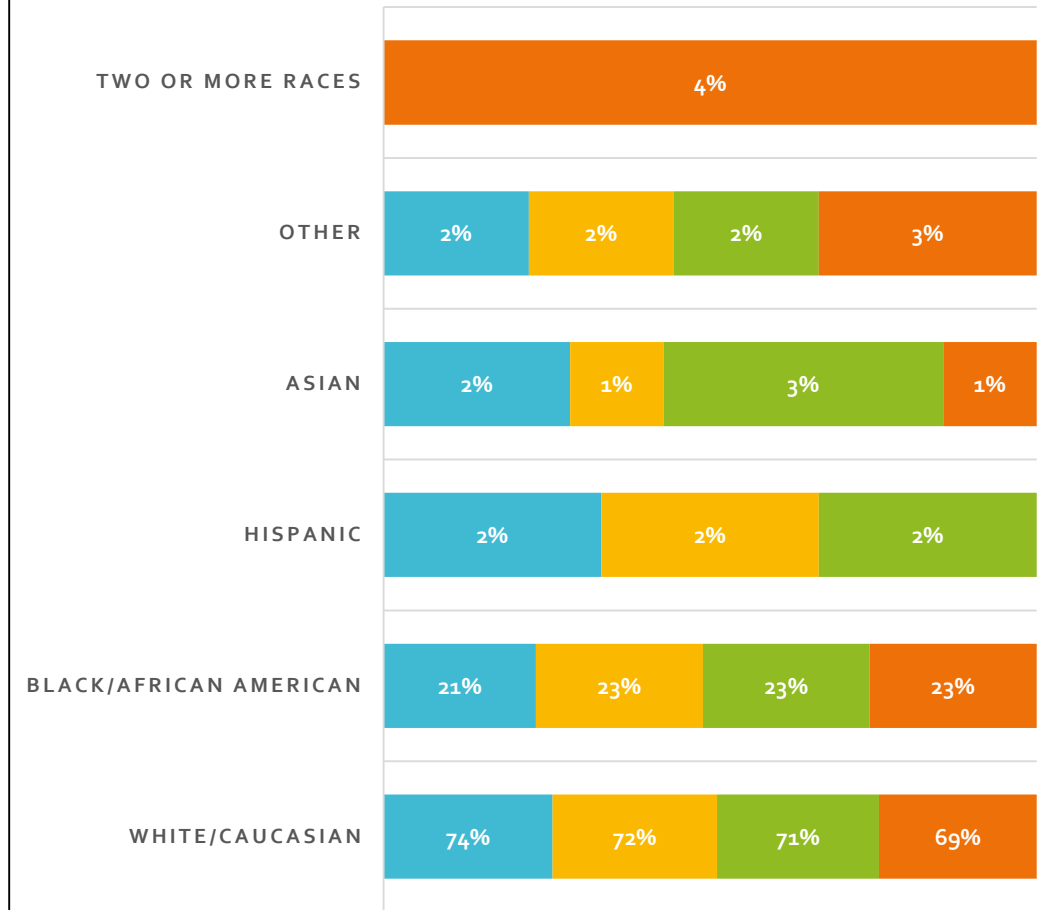
Gender of Respondents

■ Male ■ Female



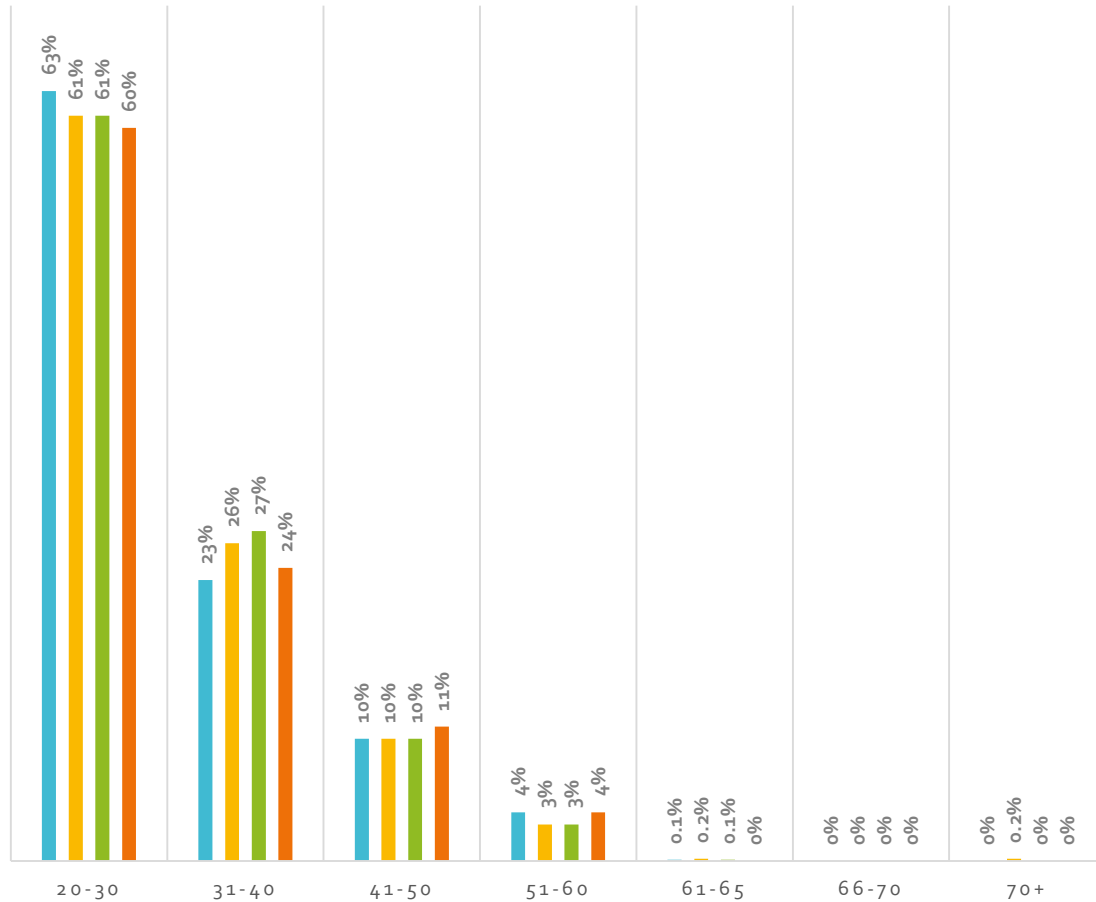
Race / Ethnicity of Respondents

■ 2011 ■ 2013 ■ 2015 ■ 2017

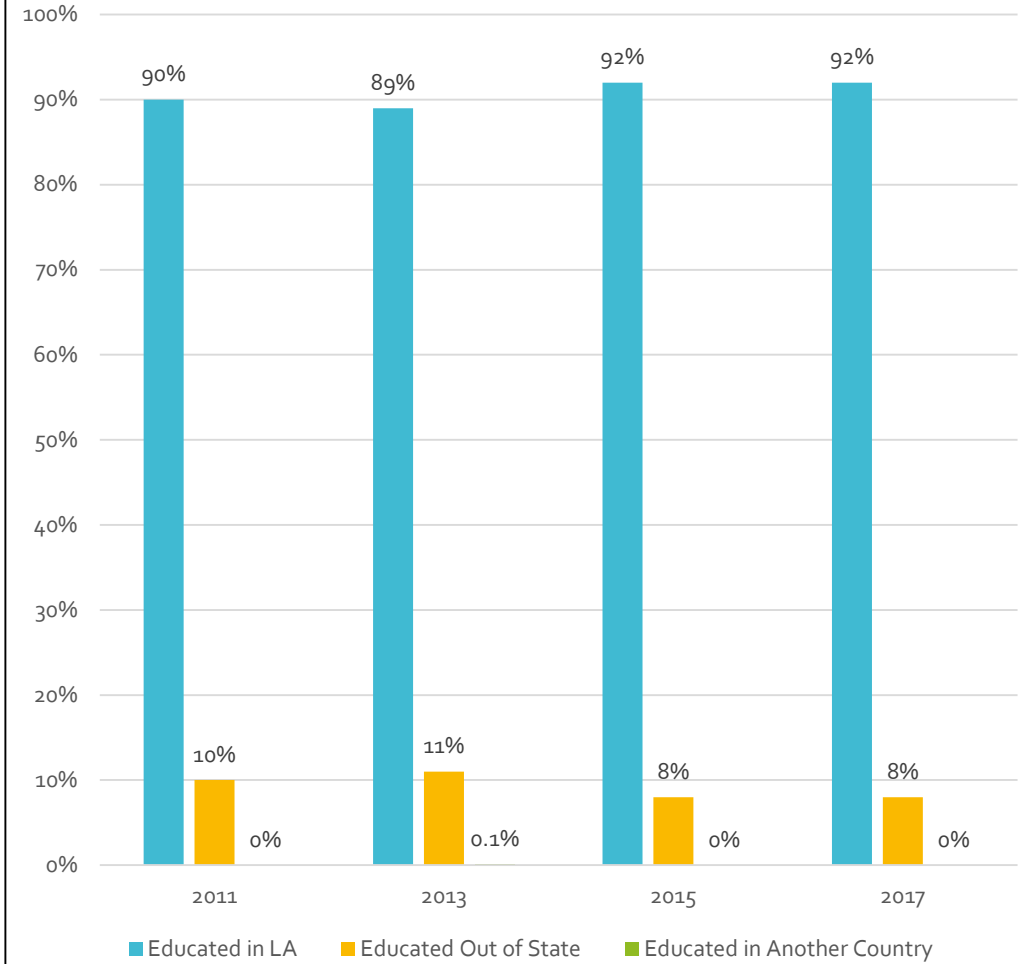


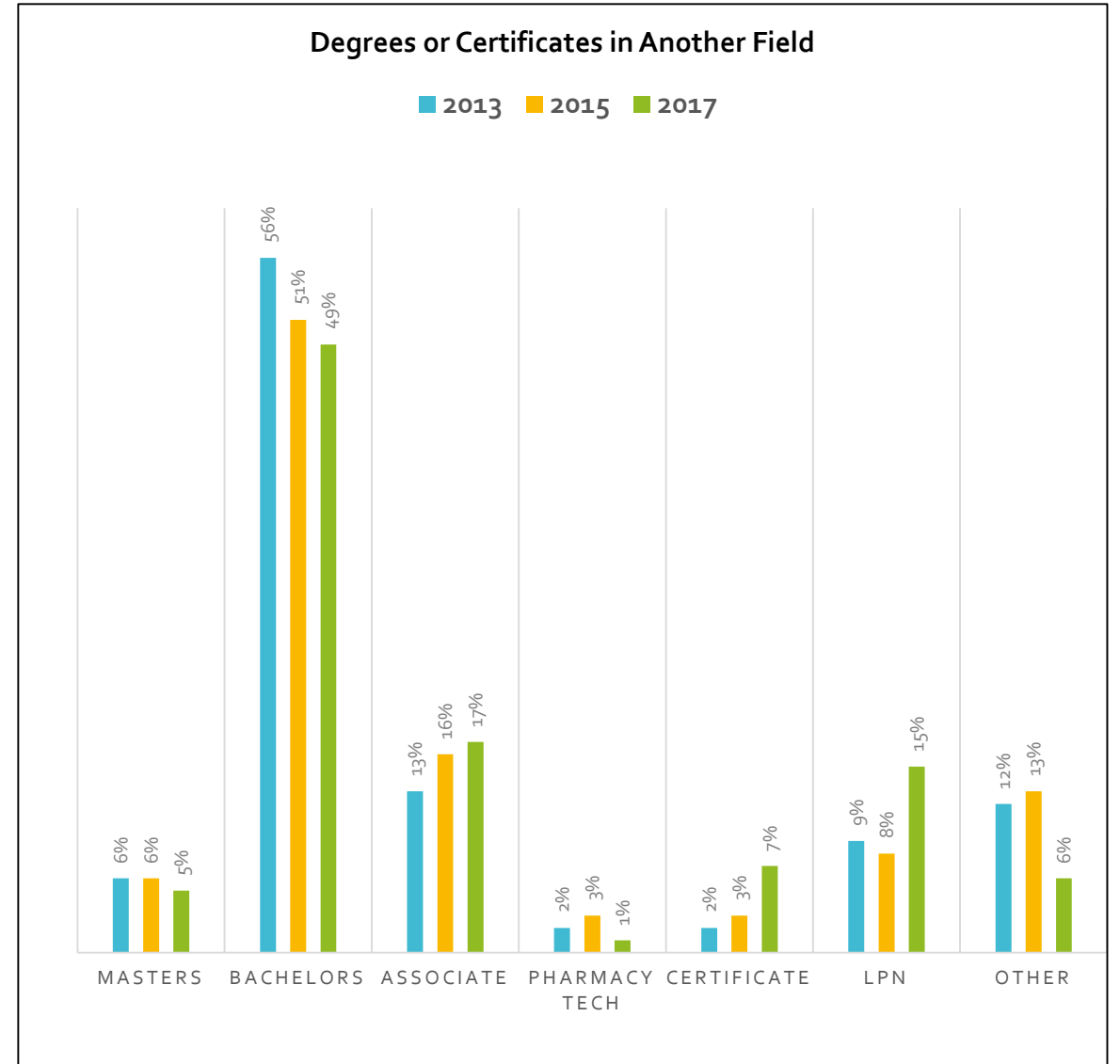
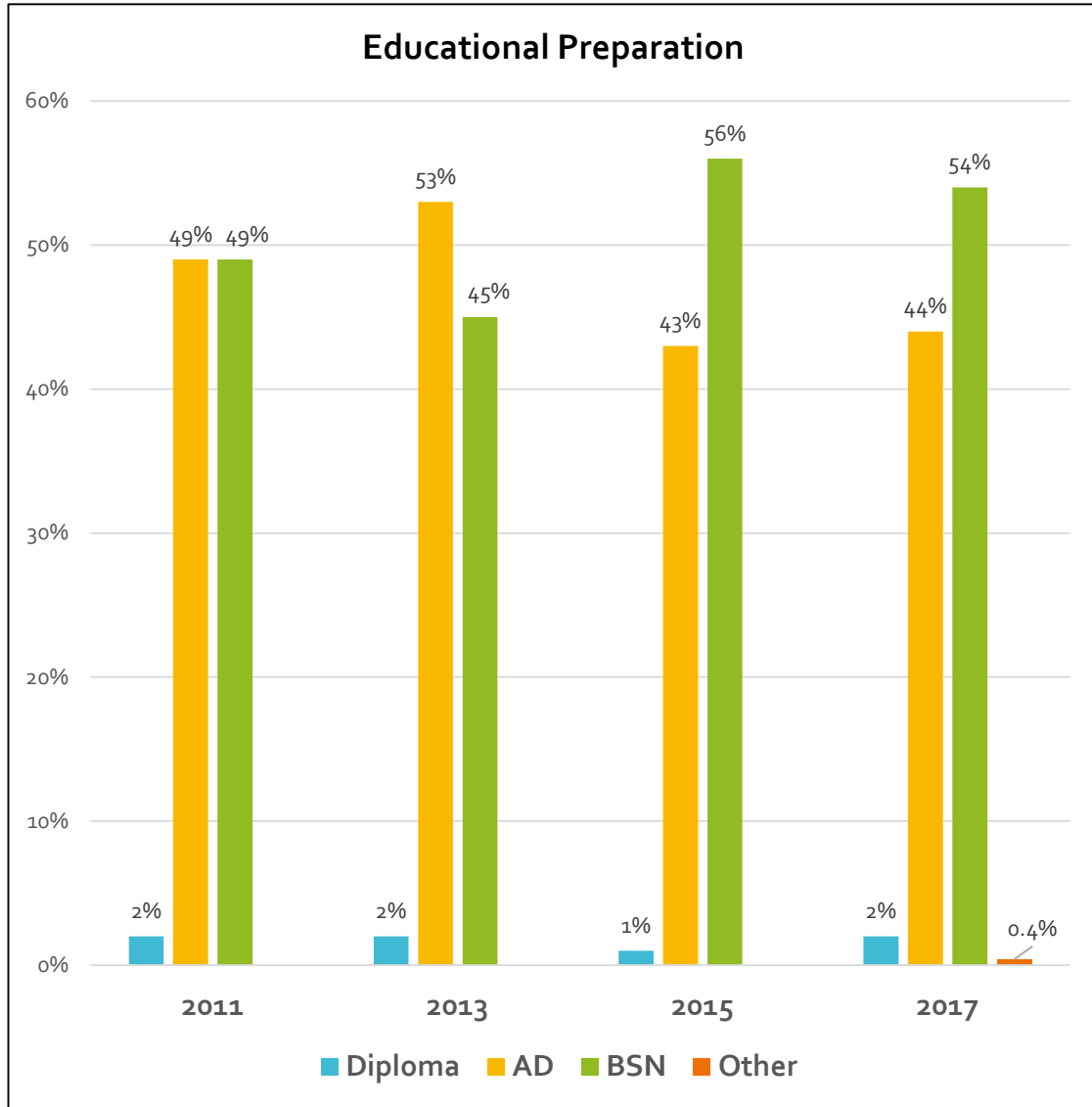
Age of Respondents

■ 2011 ■ 2013 ■ 2015 ■ 2017

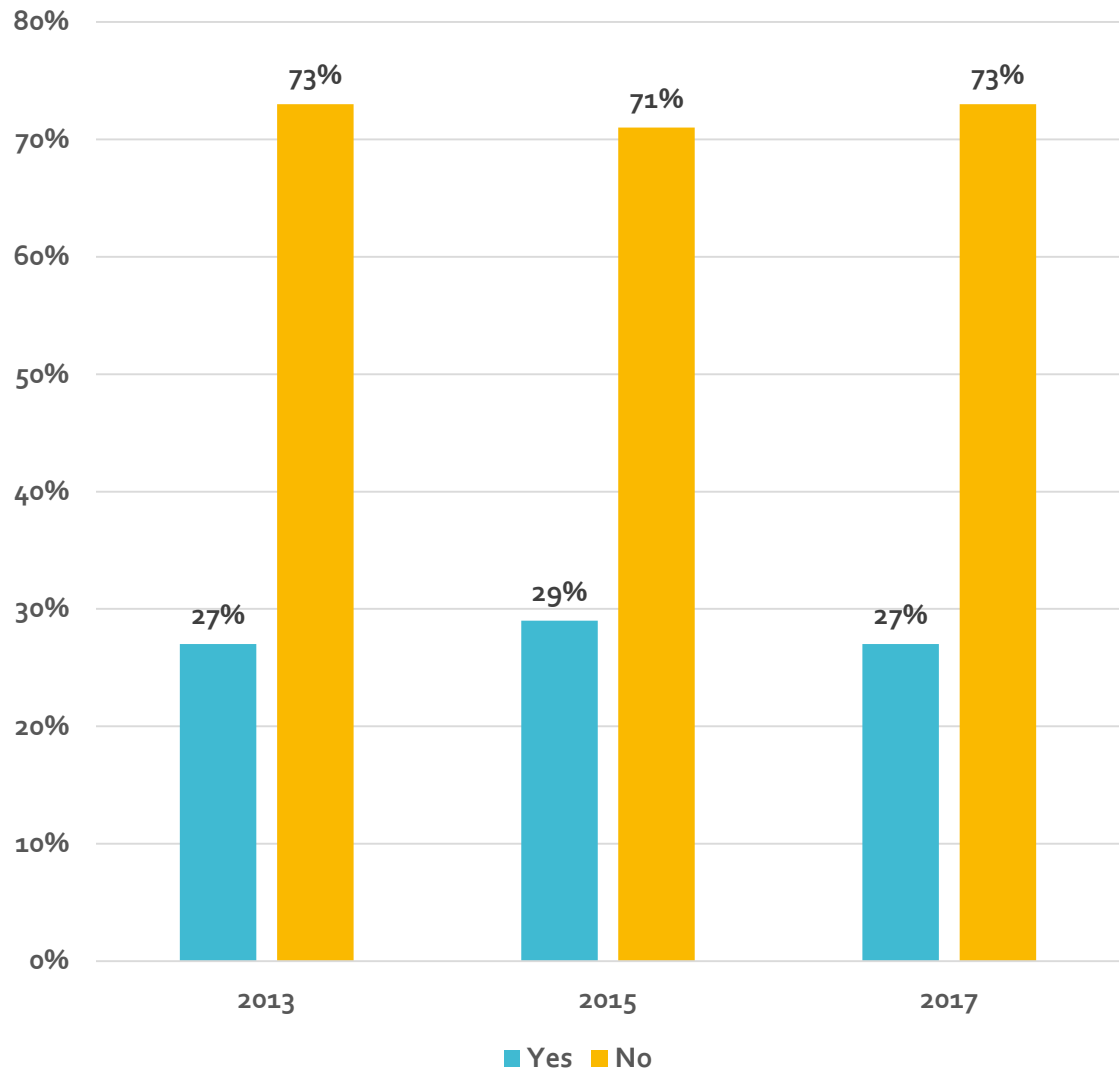


Location of Nursing Education

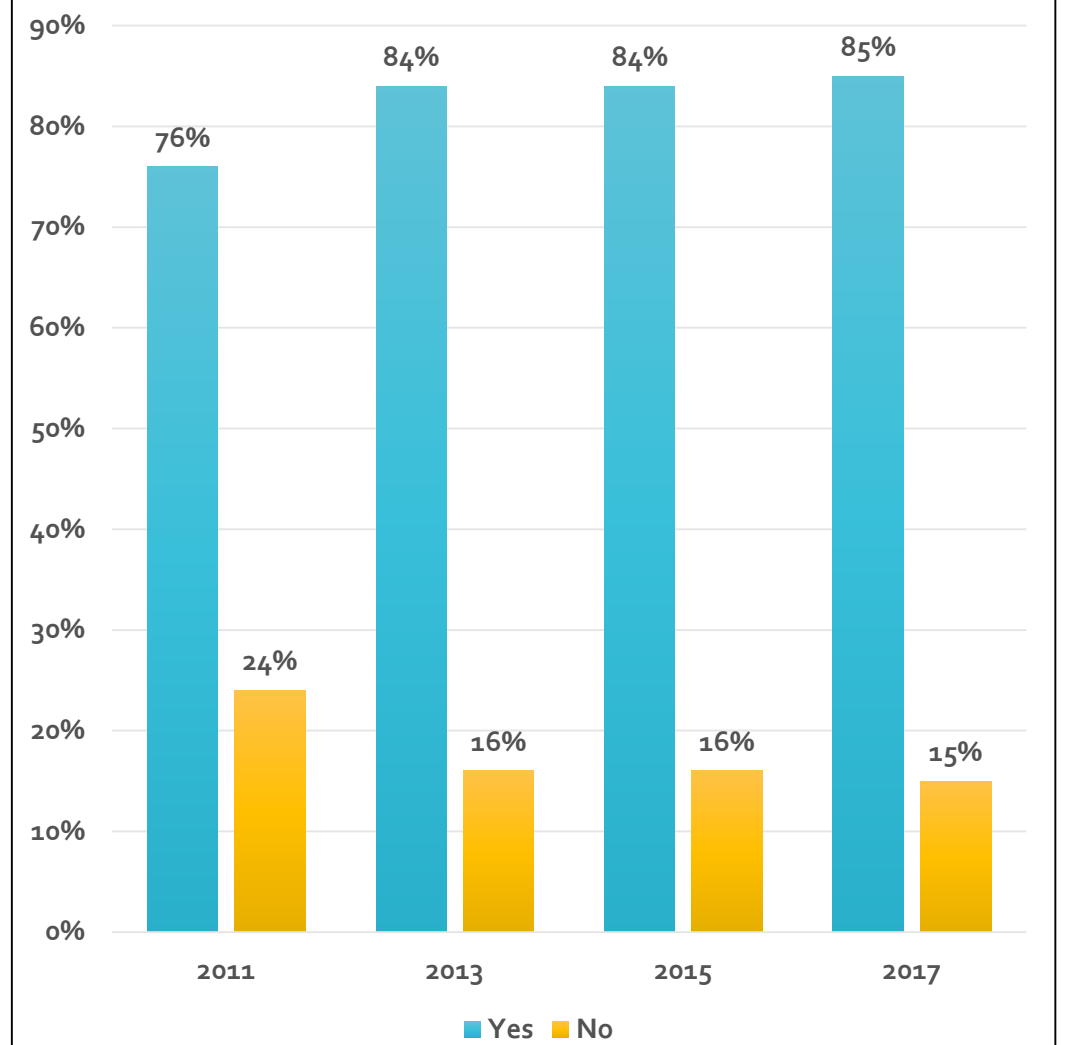




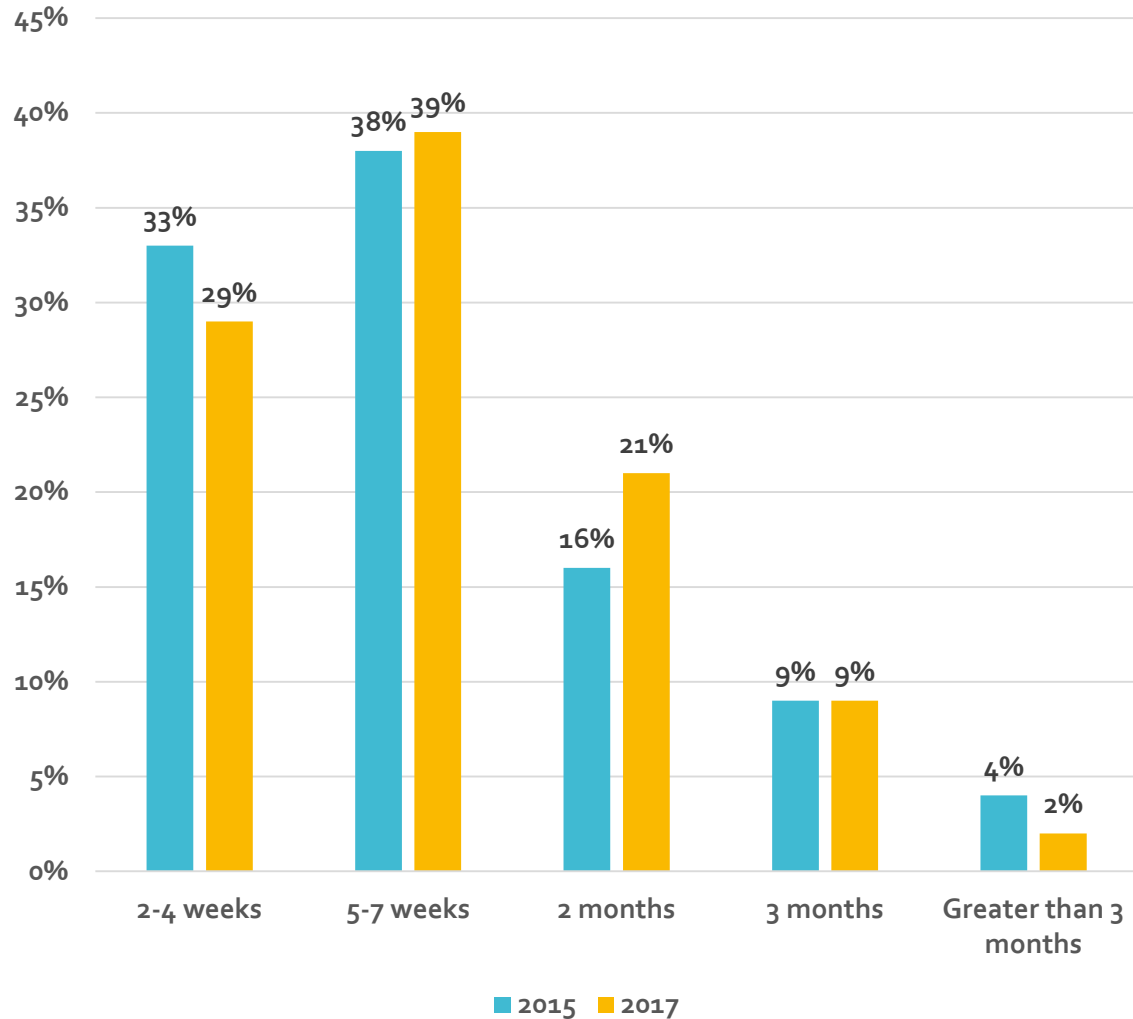
Graduated from an Accelerated Nursing Program



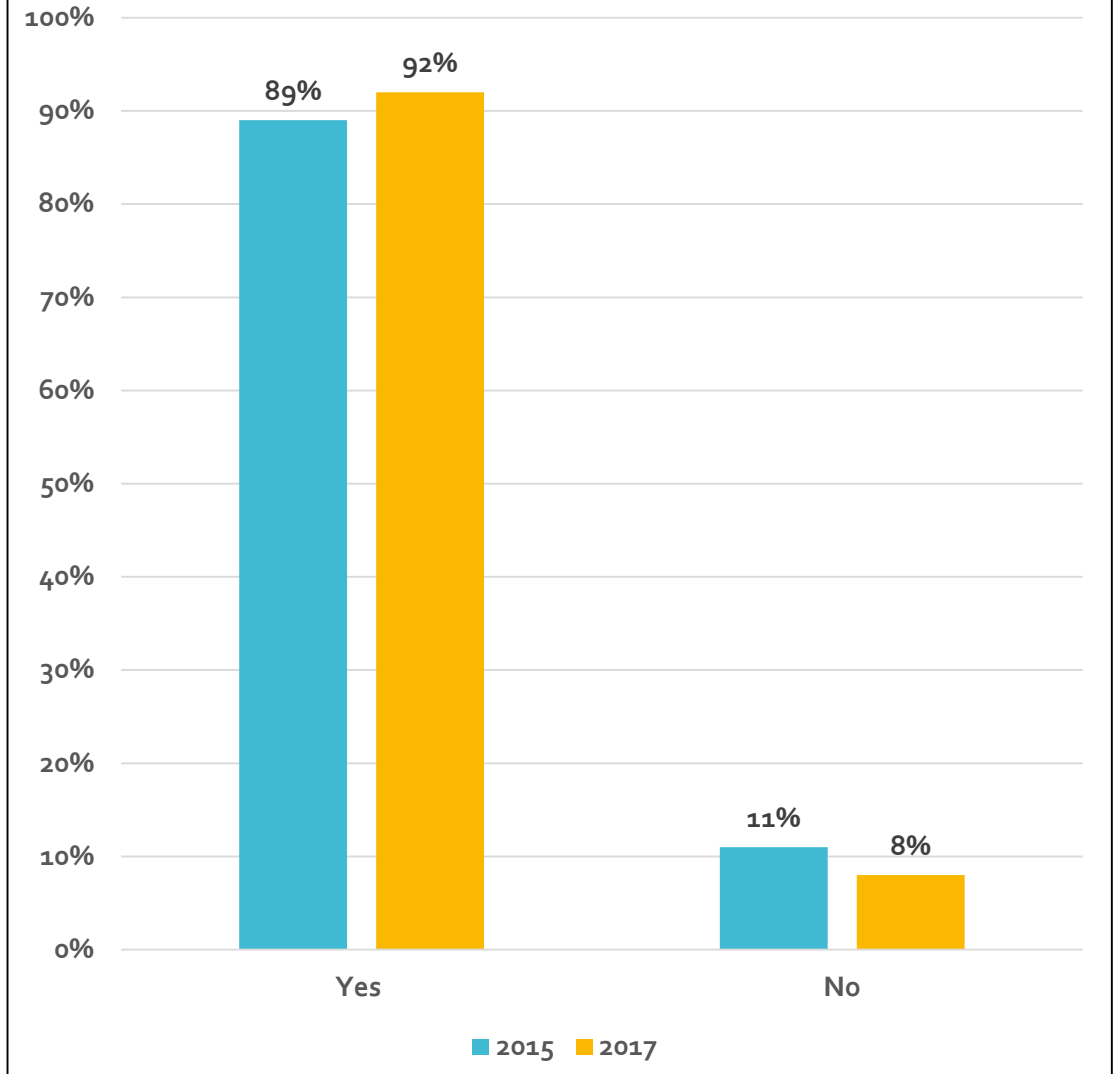
Plans to Advance Education



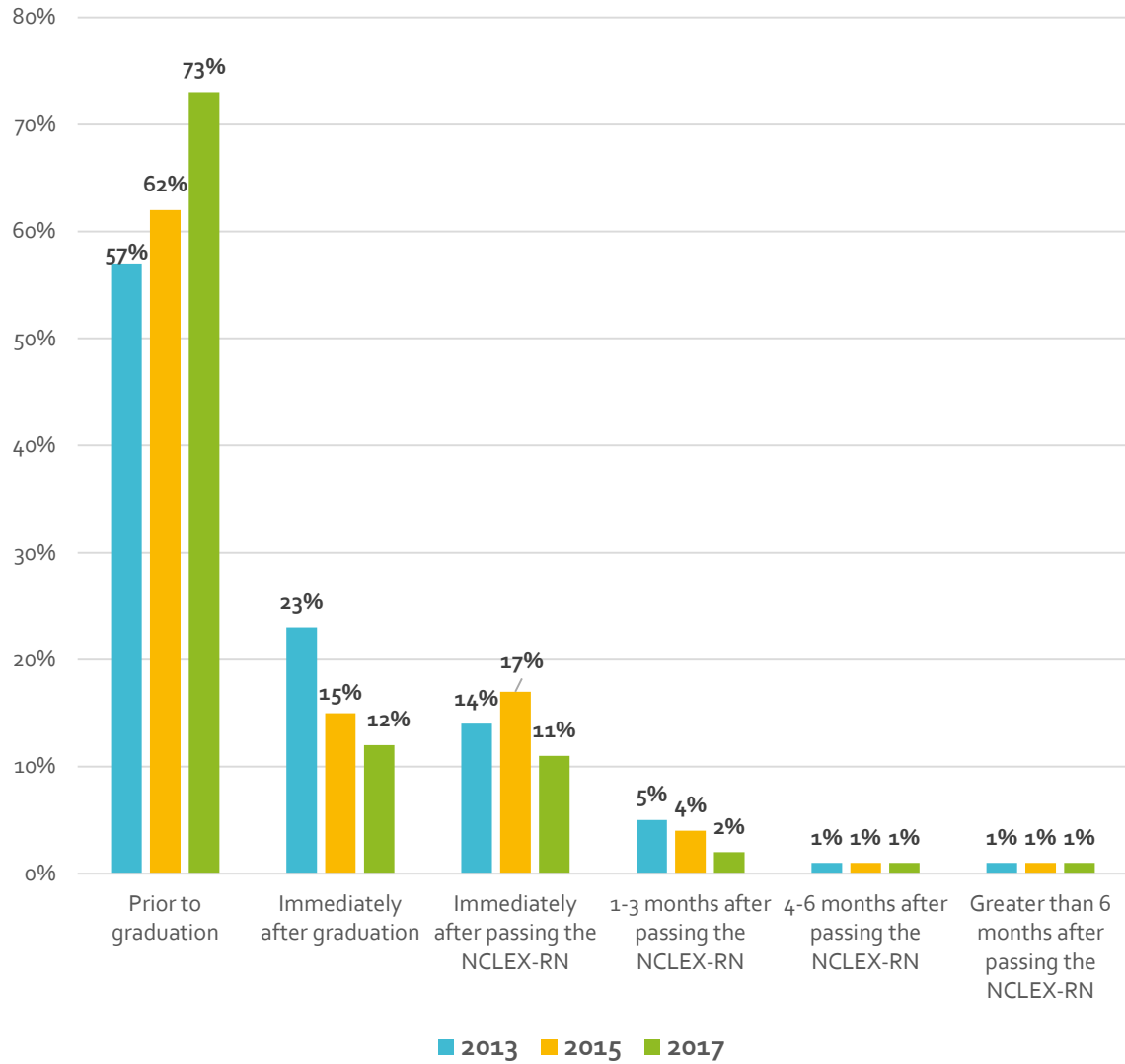
Length of Time Between Graduation and Taking the NCLEX-RN Exam



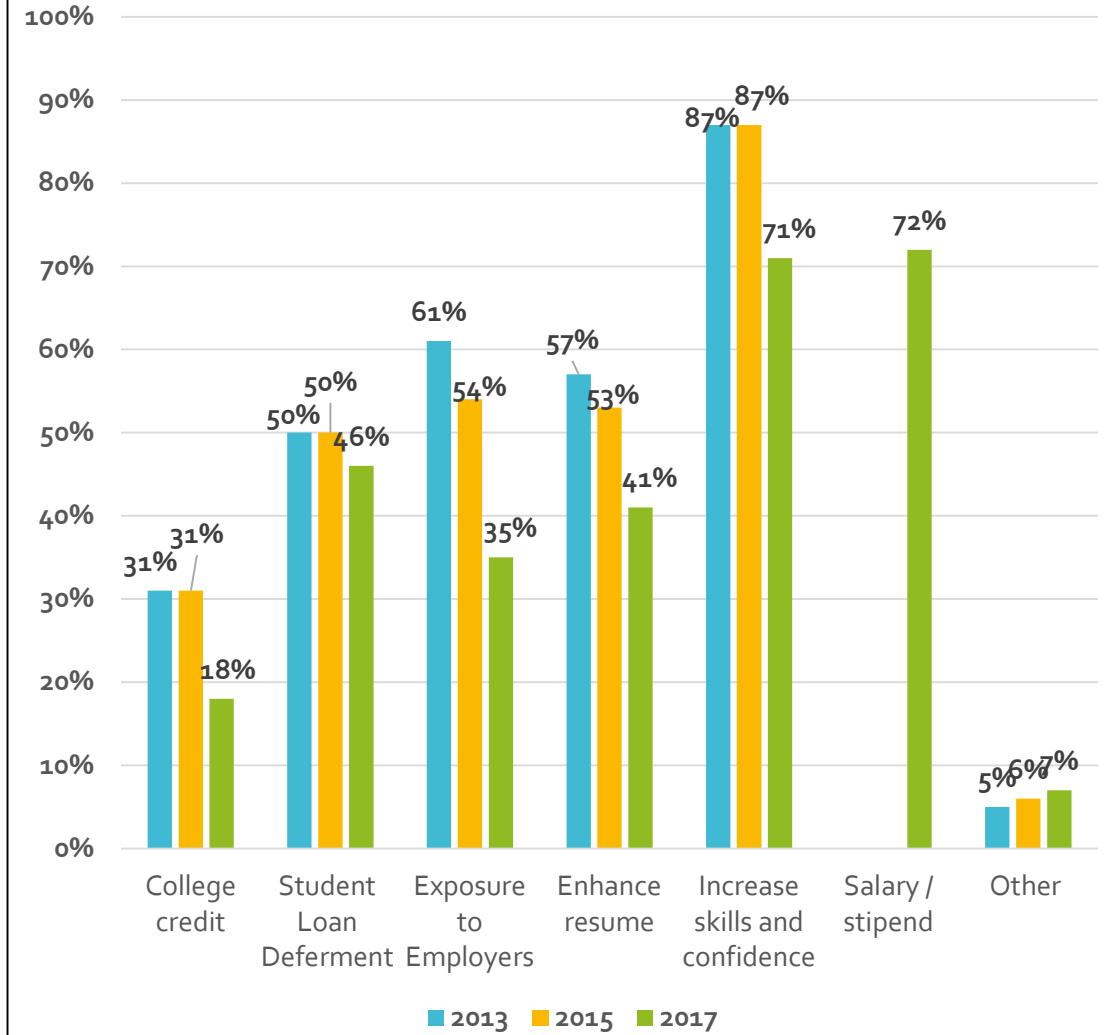
Passage on the NCLEX-RN Exam on 1st Take



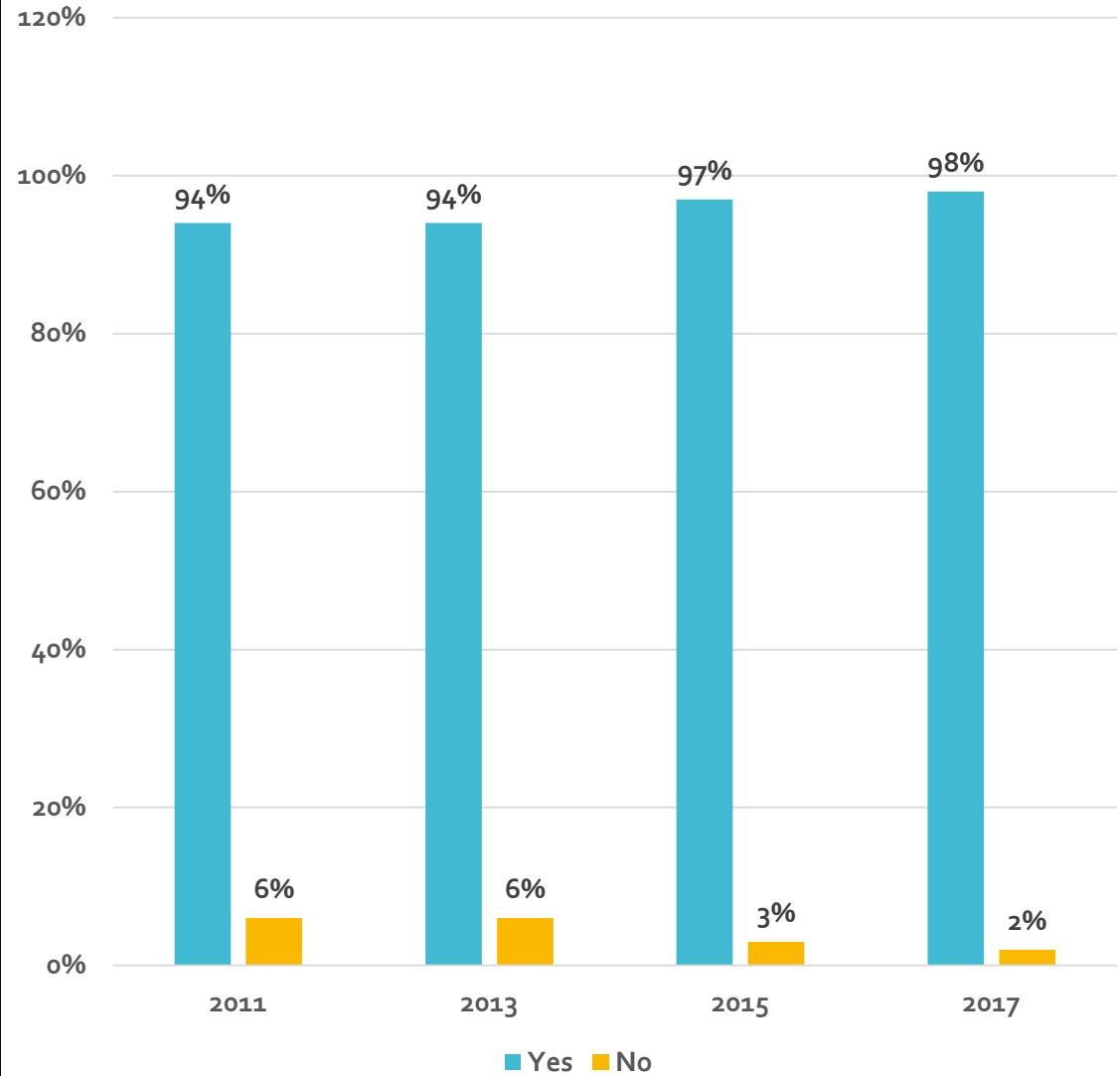
Point at Which Graduates Began Seeking Employment



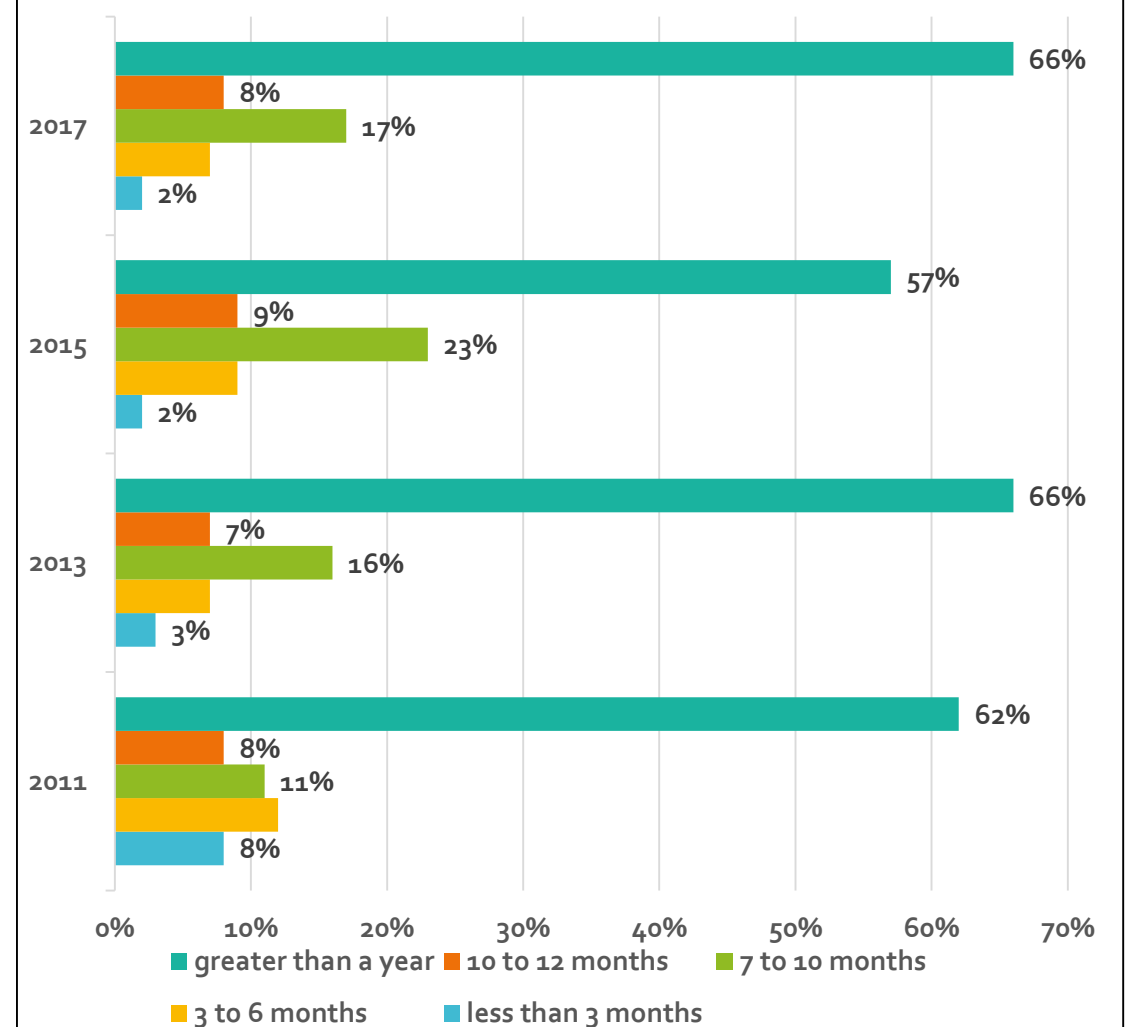
What would motivate newly licensed RNs to participate in a residency program?



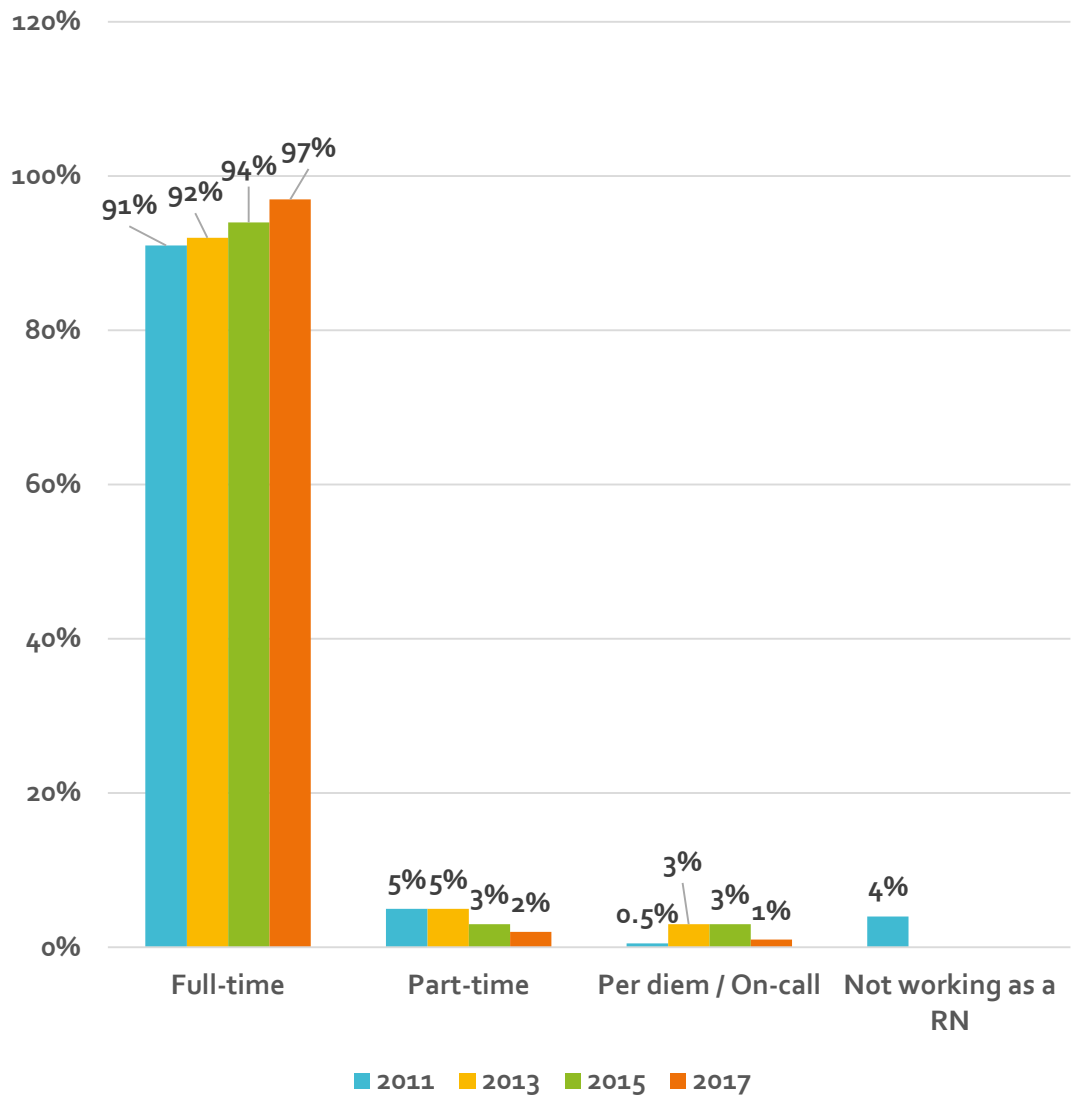
Working as a RN at the Time of the Survey



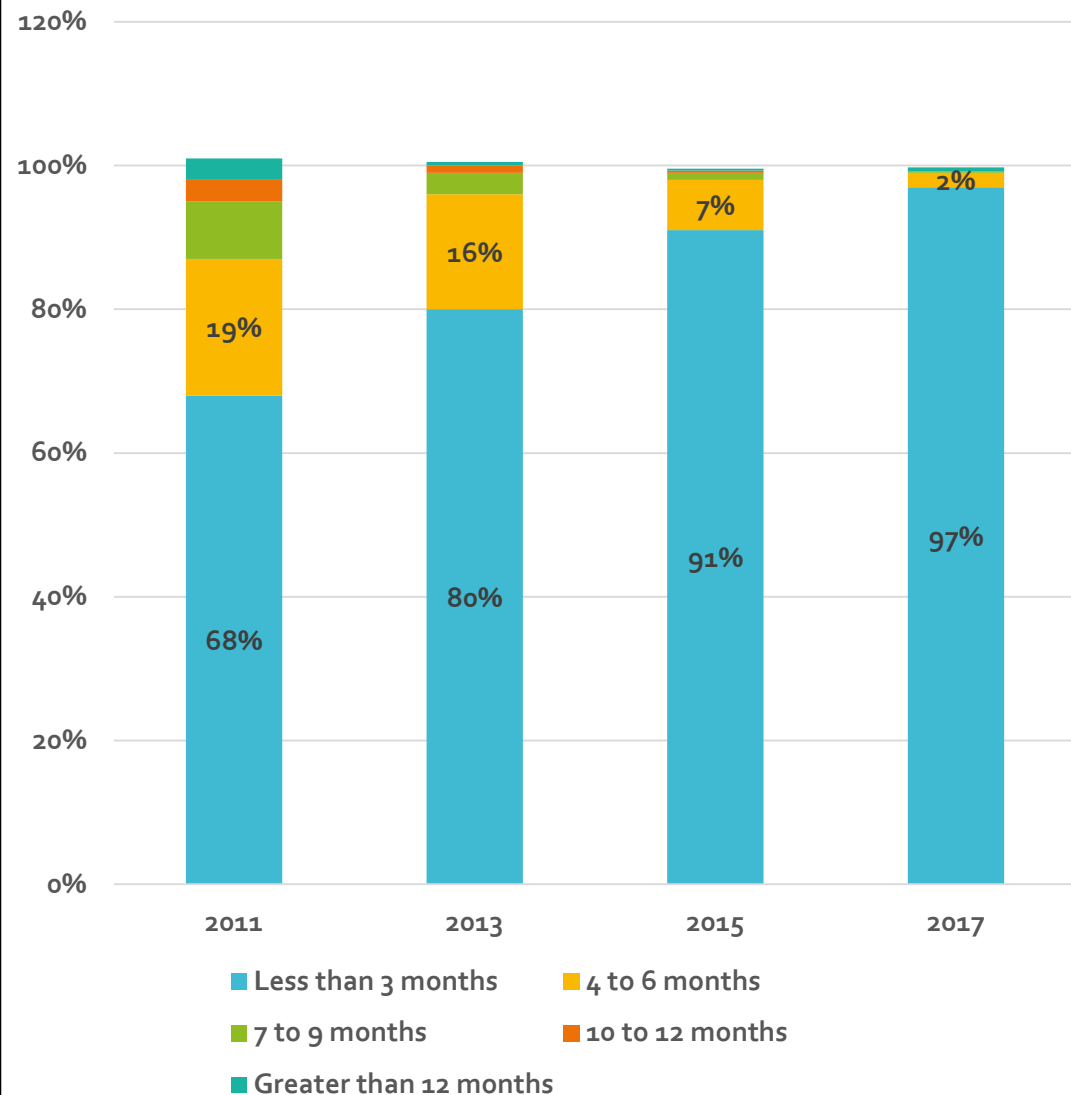
Length of Employment as a RN at the Time of the Survey



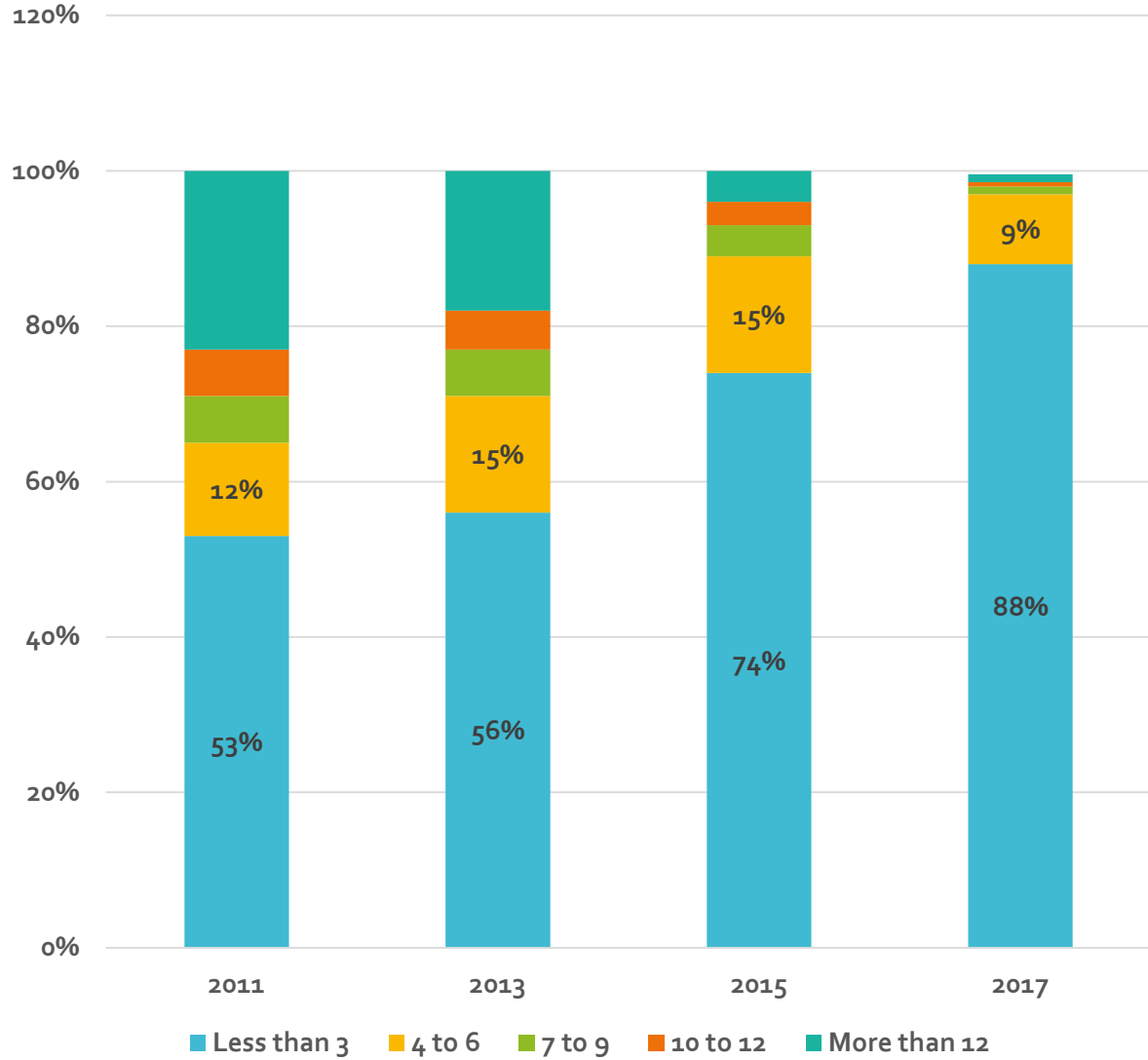
Employment Status as a RN



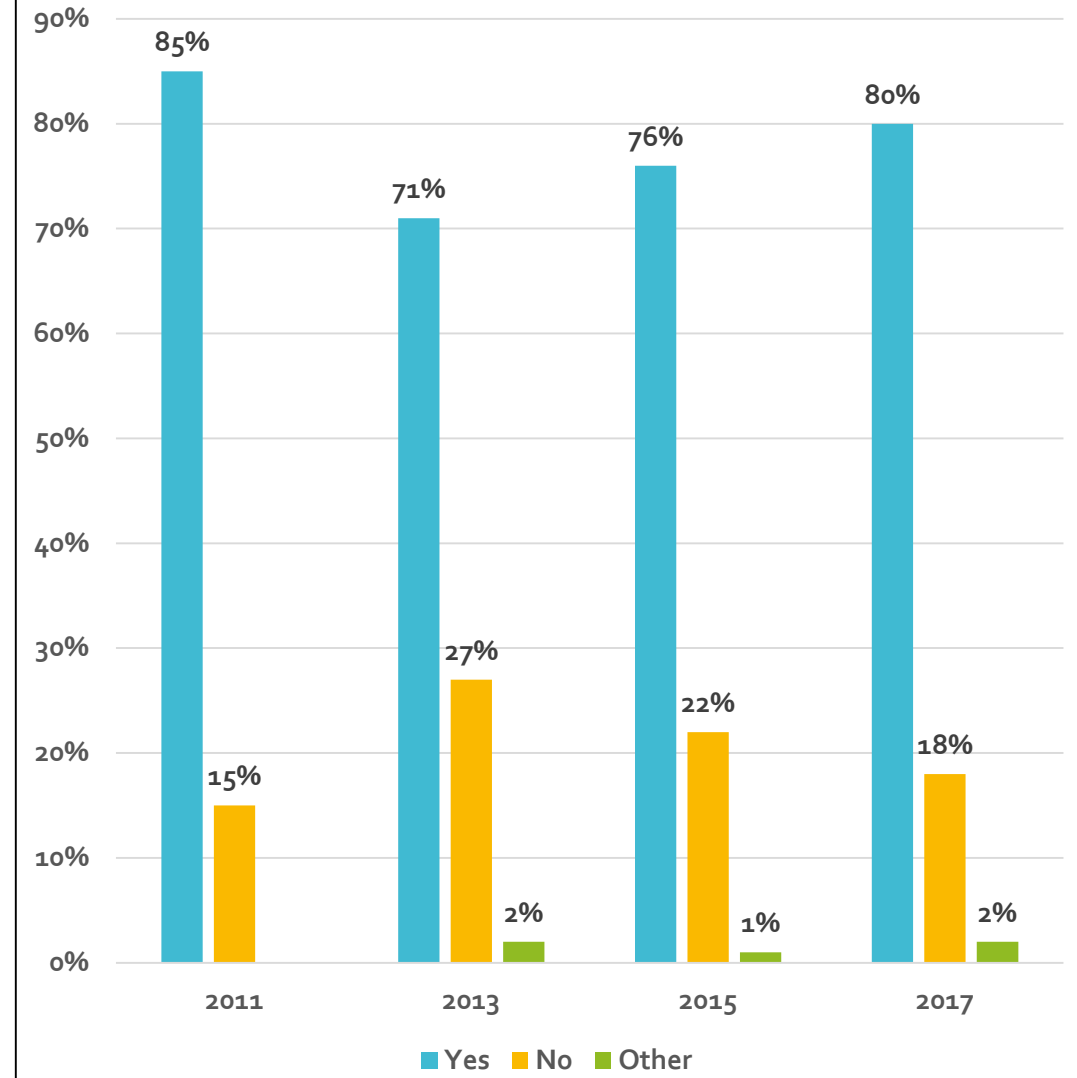
How long did it take you to find a job as a RN?



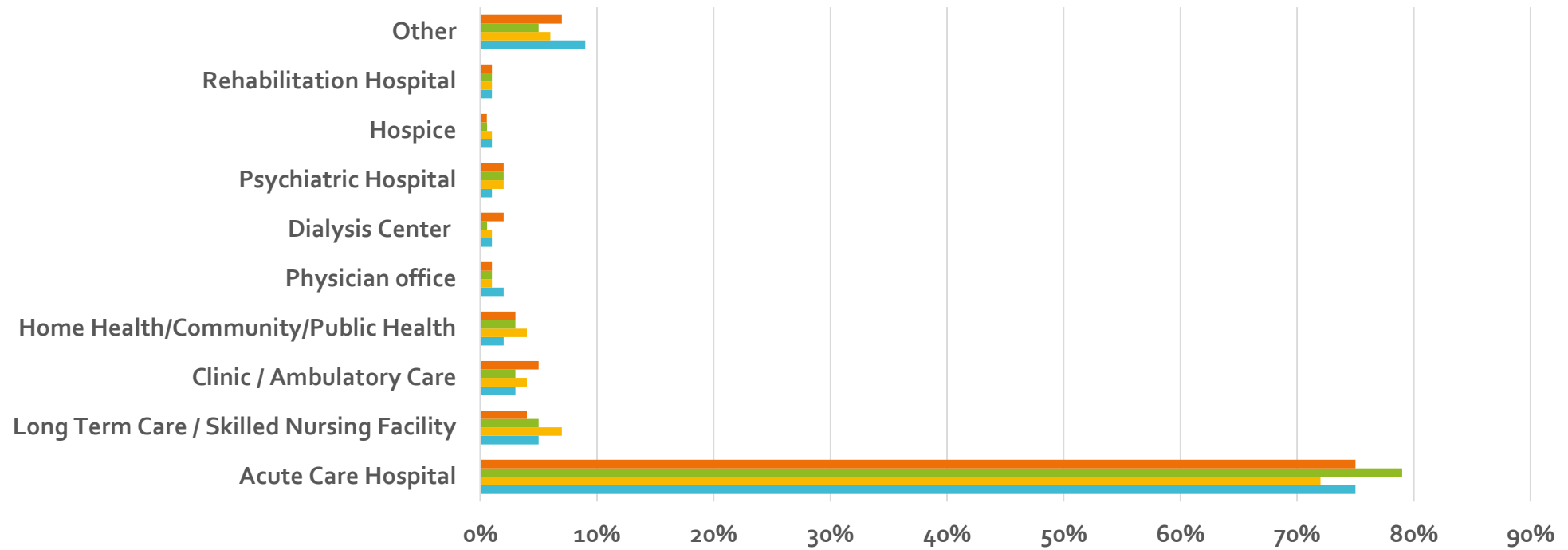
How many jobs did you apply for before you were successful?



Job of Choice



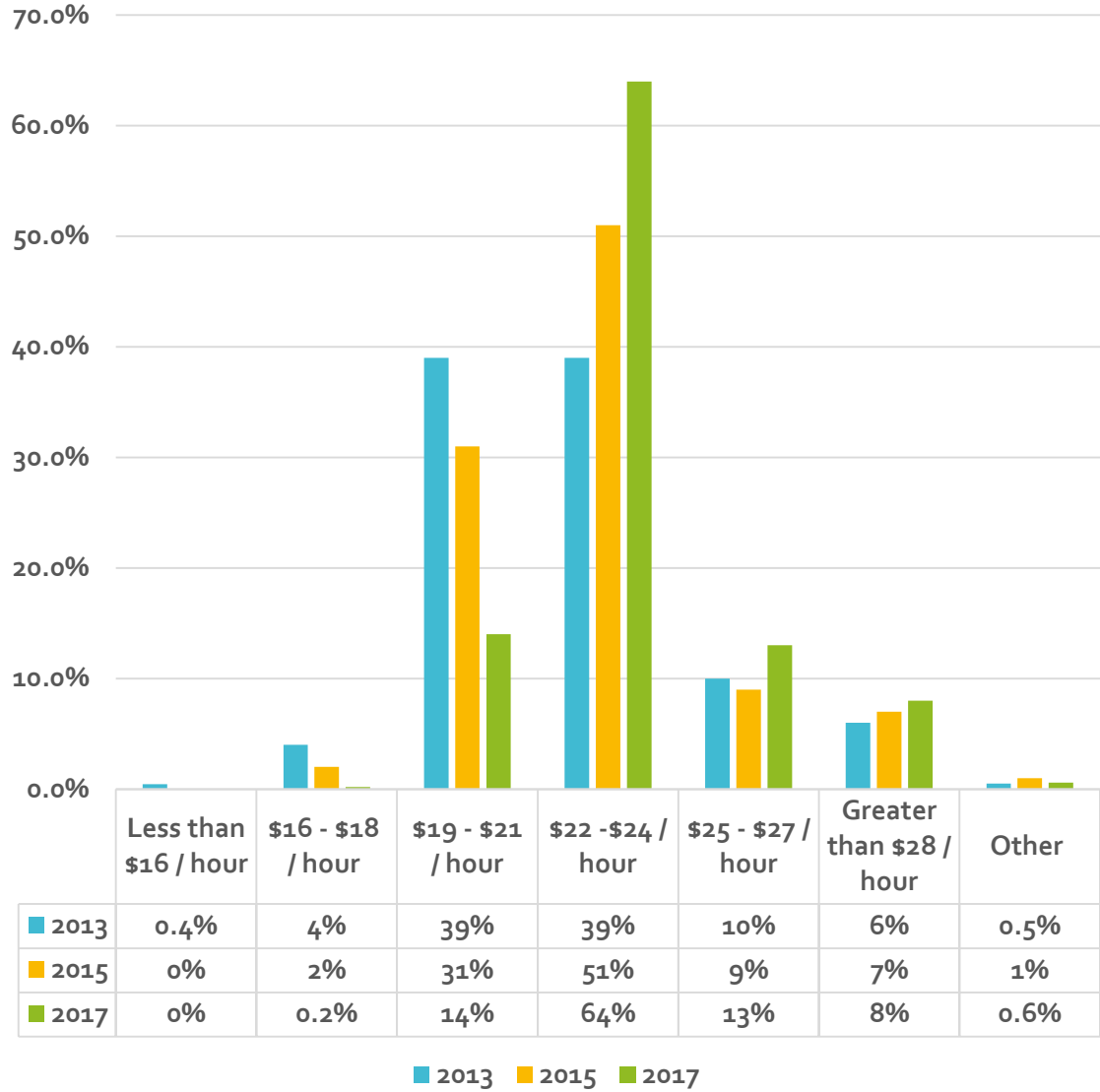
Where are you currently working?



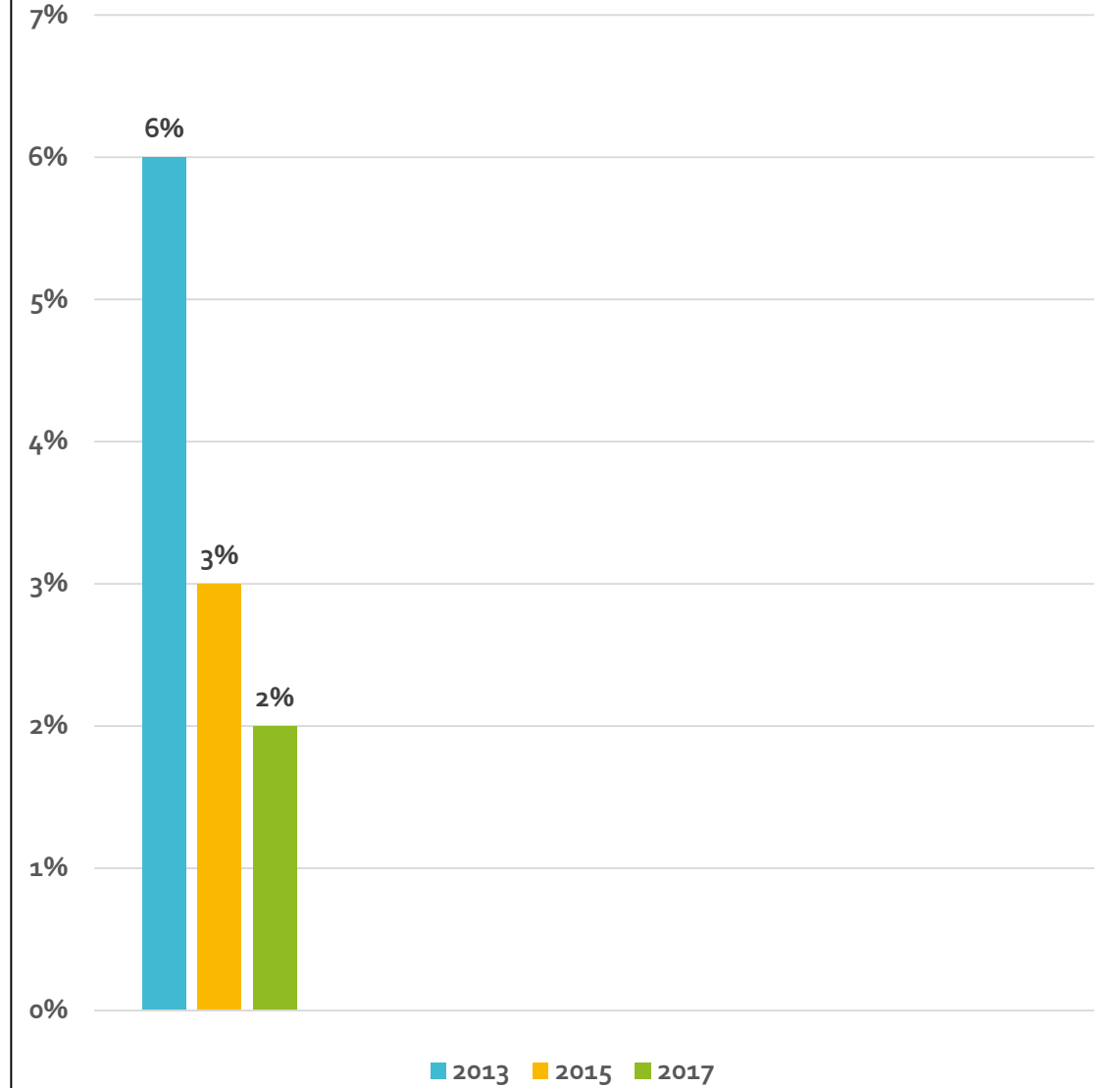
	Acute Care Hospital	Long Term Care / Skilled Nursing Facility	Clinic / Ambulatory Care	Home Health/Community/Public Health	Physician office	Dialysis Center	Psychiatric Hospital	Hospice	Rehabilitation Hospital	Other
2017	75%	4%	5%	3%	1%	2%	2%	0.56%	1%	7%
2015	79%	5%	3%	3%	1%	0.59%	2%	0.59%	1%	5%
2013	72%	7%	4%	4%	1%	1%	2%	1%	1%	6%
2011	75%	5%	3%	2%	2%	1%	1%	1%	1%	9%

■ 2017
 ■ 2015
 ■ 2013
 ■ 2011

Starting Salary as a Newly Licensed RN in LA



Newly Licensed RNs that were not Employed



Reasons Given for Not Being Employed

- Lack of experience
- No positions for new graduates
- Currently not hiring
- Baccalaureate prepared nurses preferred
- Out of school too long
- Did not pass the pre-hire assessment test

Qualitative Findings

- “Finding employment was easy as a new nurse. I was offered 3 positions before I had even graduated due to under staffing issues. It was nice that it was easy to find a job, however it is extremely hard as a new grad to keep up with all the demands of a busy hospital that is not adequately staffed.”
- “Some hospitals have very short orientation periods, forcing new nurses to be fully responsible before being ready. Nursing school does what it can to prepare its graduates, but employers need to understand we not come out of school knowing everything and fully competent. “Throwing new graduates to the wolves” only increases the chance for failure, death, and lawsuits.”

Qualitative Findings

- “I was already employed as an LPN for 8 yrs. then went back to school for RN degree through education assistance program offered thru my job. I love my job and didn’t want to leave so was able to stay after finishing school.”
- “Finding employment is not a difficult task, it’s the lack of pay for what Nurses are worth, that makes it difficult to decide to stay and practice in LA. I have had and heard of a lot of Nurses leaving LA to practice due to being underpaid and underappreciated. It’s not all about the money, but it is a risky job that take a huge toll on both the RN and their families. What can we do to increase pay for RN’s. We are worth it!!!”

Qualitative Findings

- “You have to do more than just fill out the application. In today’s online world you have to go above and beyond to be noticed. My advice would be to pick the job you really want and market yourself to that facility and position. Contact the supervisor of the unit. Contact the director. Send emails, letters and make phone calls. Make sure they know who you are.”
- “Employment opportunities are plentiful however the concept “Nurses eat their Young” makes it hard for novice nurses to gain confidence in their newly attained skills in the delivery of competent holistic care.”

Qualitative Findings

- “As a new RN, the problem is not finding a job, but finding a career that is rewarding and satisfying. Nursing offers a diverse range of areas in which to practice. As a new grad, I took the first job I was offered (as a med/surg RN) and now feel stuck in a job I dislike. Several of my co-workers, also new grads, feel as I do and may explain why our turnover rate is so high. We’ve barely trained/oriented new hires before they’ve quit because they’re looking to find “greener and better pastures.”
- “Patient to nurse ratio is too much. Everywhere is ran by profit and workload is a lot for even experienced nurses.”

Recommendations

- Leaders in academia and practice should work together to identify the competencies that are needed by newly licensed RNs and ensure that they obtain these competencies and are acclimated as valued members of the profession.
- Develop comprehensive nurse residency programs across the state that will allow for a seamless transition from academia to practice for newly licensed RNs.
- Develop nurse mentoring / coaching programs for newly licensed RNs that will allow them to achieve competency, confidence, and autonomy as a RN.
- Create a work environment that is supportive, safe, and provides opportunities for newly licensed RNs to increase their skills and advance professionally within the organization.

Recommendations

- Utilize innovative strategies such as flex scheduling and decreased nurse patient ratios on large units, such as medical surgical units, to create an environment where newly licensed RNs can enhance their skills, feel valued and productive, and grow as leaders.
- Develop collaborative innovative partnerships between universities and community colleges that will allow newly licensed RNs prepared at the Diploma and Associate Degree level to advance their education.
- Explore the role of repayment of student loans as a deterrent to newly licensed RNs advancing their education.
- Repeat the New Graduate Survey every two years to monitor trends in hiring practices experienced by newly licensed RNs as changes occur in the state's health care system, economy, and nursing workforce, in order to better inform policy makers, schools of nursing, prospective nursing students, and other interested stakeholders.

Thank You!

Questions ?

For More Information

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