Aging and Retirement Trends in Oregon's Nursing Workforce

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Major Challenges Facing Oregon's Nursing Workforce

- Aging population in Oregon

- Aging nursing and healthcare workforce

- Significant shortages of nurse faculty

- Changes to healthcare reform laws

Number of Nursing Professionals in Oregon

Table 1 | Number of Licensed and Practicing Nursing Professionals in Oregon-2016

	CNA	LPN	RN	APRN
Licensed	18,025	4,934	51,926	4,290
Practicing	15,638	4,035	41,105	3,489

Source: OHA, Public Use Nursing Workforce Data File, 2016

Median Age of Nursing Profession Workforce

License Type	2012	2014	2016
Certified Nurse Assistant	36	35	35
Licensed Practical Nurse	49	45	43
Registered Nurse	50	49	47
Nurse Practitioner	53	52	50

Age Distribution of Registered Nurses

Median Age at Original License Issuance

License Type	2012	2014	2016
Certified Nurse Assistant	28	28	27
Licensed Practical Nurse	33	32	32
Registered Nurse	31	31	32
Nurse Practitioner	39	39	39

Percent of Licensed RNs by Age Group
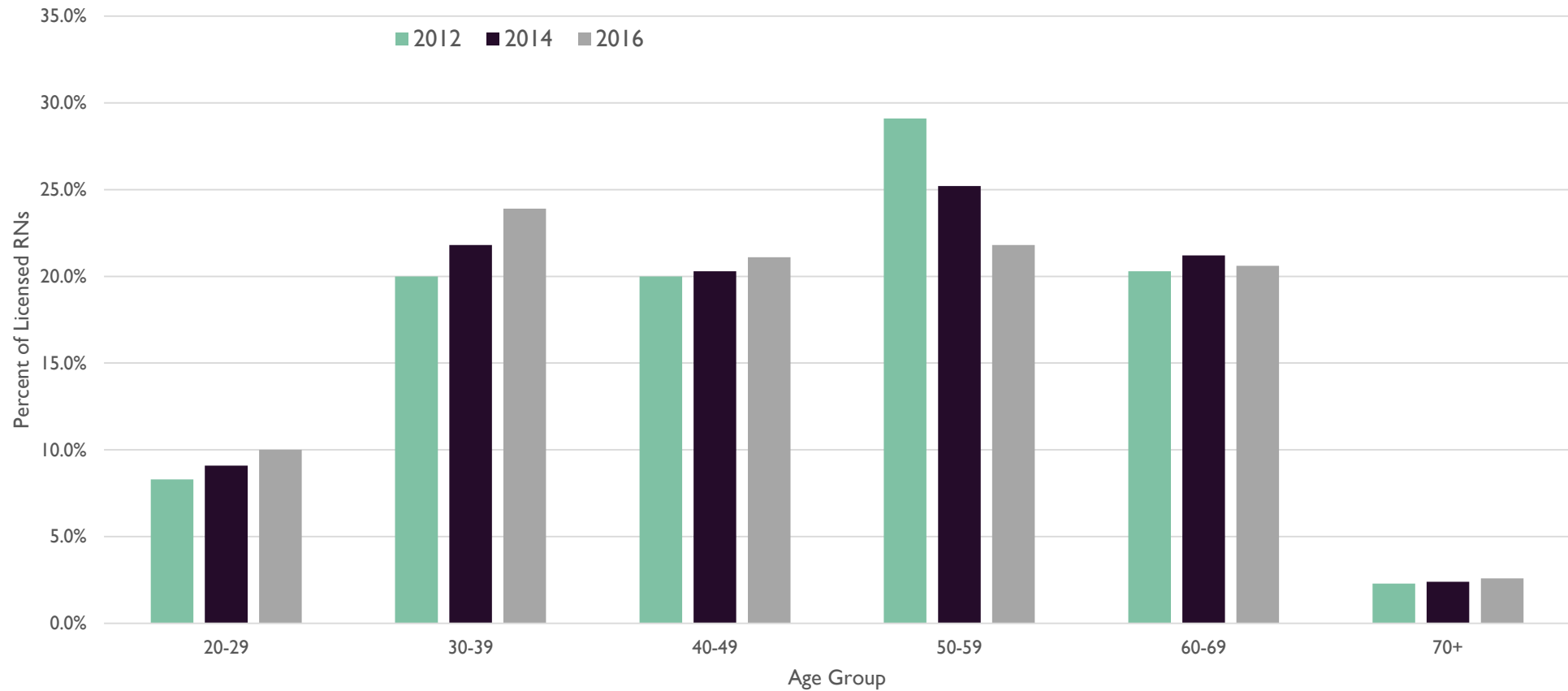
Median Age of RNs – Rural and Urban Counties

County Type	2012	2014	2016
Rural Counties	53	51	50
Urban Counties	51	50	47

Median Age of RN Workforce by Employment Setting

Employment Setting	2012	2014	2016
Clinic	55	52	52
Hospital	47	45	44
Long Term Care	52	49	47
Other	56	55	55

Percent of RNs by Age Group and Employment Setting - 2016
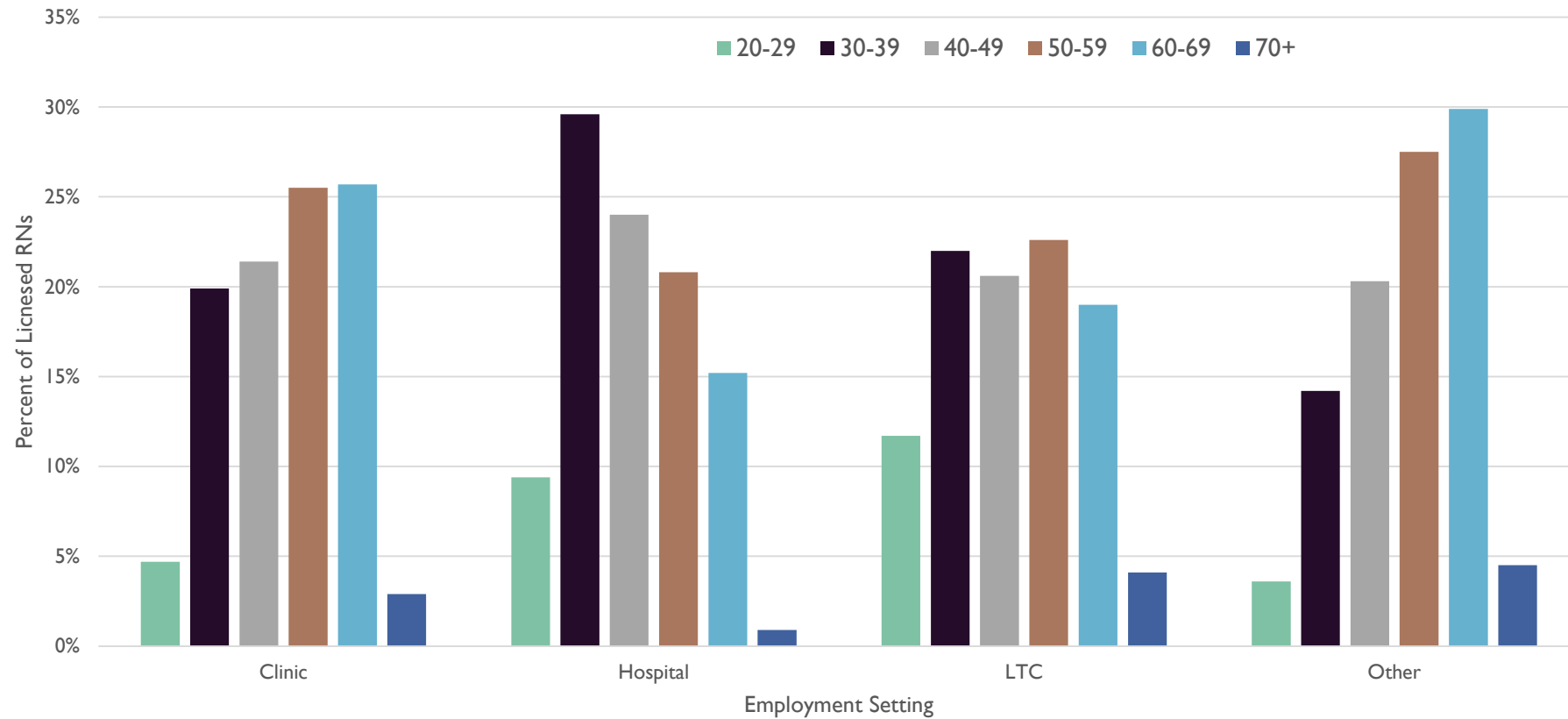
Percent of RNs Planning to Retire in Next 2 Years

Age Group	2012	2014	2016
50-59	1%	0%	1%
60-69	9%	6%	17%
70+	24%	24%	25%

Percent of RNs Planning to Retire in Next 3-5 Years

Age Group	2012	2014	2016
50-59	5%	3%	7%
60-69	32%	26%	37%
70+	33%	34%	34%

Percent of RNs Planning to Reduce Practice Hours

Age Group	2012	2014	2016
50-59	6.7%	4.5%	4.5%
60-69	18.5%	12.3%	9.4%
70+	20.9%	18.1%	12.1%

Percent of RNs Planning to Increase Practice Hours

Age Group	2012	2014	2016
50-59	18.5%	8.6%	4.0%
60-69	10.8%	5.4%	3.0%
70+	10.9%	7.7%	4.3%

Percent of RNs Planning to Maintain Practice Hours

Age Group	2012	2014	2016
50-59	68.2%	80.0%	81.6%
60-69	55.8%	71.1%	69.4%
70+	44.2%	60.9%	61.9%

Summary of Findings

- Oregon's current nursing workforce is younger than in the recent past

- The median age for RNs was 47 in 2016; down three years from that in 2012

- More younger nurses are entering the workforce

- The younger nursing workforce is a statewide phenomenon

Summary of Findings (cont.)

- Proportionally more RNs aged 60-69 are planning to retire in the next 5 years than in previous years

- Little difference in retirement planning was observed across these years for RNs aged 50-59 or older than 70

- RNs older than 50 years-of-age are more likely to maintain practice hours in 2016 than that age cohort in 2012

QUESTIONS?

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