Changing Demographics in the Nursing Workforce – Is Diversity Increasing?

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The Texas population is becoming increasingly diverse. Culturally competent care is critical to meet the needs of the changing demographics. A diverse nursing workforce improves access to care & health outcomes for all.
Learner Objectives

- Describe the changing demographics of the Texas nursing workforce.
- Identify the extent to which nursing workforce demographics mirror those of the Texas population.
The Center

Texas Center for Nursing Workforce Studies (TCNWS)

- Texas Legislature created TCNWS in 2004
  - Educational and employment trends
  - Supply and demand trends
  - Nursing workforce demographics
  - Migration of nurses
  - Diversity
The BON

- Texas Board of Nursing (BON)
  - Mission
  - Licensees in Texas
    - 298,829 RNs
    - 103,237 LVNs
    - 21,972 APRNs
  - Nursing Education Programs
    - 118 Professional Nursing Education Programs
      - 1 Diploma
      - 67 Associate Degree
      - 50 Baccalaureate Degree
    - 90 Vocational Nursing Education Programs
    - 24 Advanced Practice Registered Nurse Programs
Relationship History

- Began in 2004 with Annual Report, then evolution of electronic data gathering
- Unique, as Center is independent agency and has strong relationship with BON
- BON statute mandates that nursing education programs provide data, therefore 100% response rate
- Relationship strengthened during past decade
Data Collection

- Nursing Education Program Information Survey:
  - Admissions
  - Enrollment
  - Graduation
Diversity

- Culturally competent care: includes knowledge, attitudes, and skills that support caring for people across different languages and cultures. Culture influences not only health practices but also how the healthcare provider and the patient perceive illness (Murphy, 2011)
Diversity in Nursing Practice

- Diversity & quality health care inseparable – creates a path to increased access & improved health & can eliminate health disparities
- Literature documents lack of racial, ethnic, and gender diversity and to a lesser degree, nurses with disabilities in the registered nurse population
- Gender diversity has been documented only in a binary fashion, male and female (NLN, 2016)
Diversity in Nursing Education

- Academia reflects underrepresented racial/ethnic populations
- Minority nurses may have advanced degrees but less likely to enter academia
- NCSBN analysis noted nurse faculty & nurse executives less diverse than staff nurses
- Nursing pipeline programs instrumental in increasing diversity
  (NLN, 2016)
Why track diversity?

- Adverse effects in population health care due to the lack of a diverse workforce that knows how to build inclusive environments are well documented (NLN, 2016)
IOM Committee

- Highlighted the lack of diversity in the workforce
- Identified the need to “emphasize recruitment and retention of adverse nursing workforce as a major priority for both the national Campaign and state Action Coalitions” (IOM, 2015)
Key Diversity Measures

- How well does the racial and ethnic makeup of the workforce match that of the population of Texas?
- How well does the nursing student population match that of the population of Texas?
Race/Ethnicity of RN Workforce
Race/Ethnicity of RN Faculty

- White/Caucasian
- Black/African American
- Hispanic/Latino
- Other

2009: 77.4%
2010: 77.4%
2011: 77.4%
2012: 77.4%
2013: 77.4%
2014: 77.4%
2015: 77.4%
2016: 77.4%
2017: 67.9%

White/Caucasian:
- 2009: 77.4%
- 2010: 77.4%
- 2011: 77.4%
- 2012: 77.4%
- 2013: 77.4%
- 2014: 77.4%
- 2015: 77.4%
- 2016: 77.4%
- 2017: 67.9%

Black/African American:
- 2009: 8.8%
- 2010: 8.8%
- 2011: 8.8%
- 2012: 8.8%
- 2013: 8.8%
- 2014: 9.5%
- 2015: 10.5%
- 2016: 10.5%
- 2017: 13.9%

Hispanic/Latino:
- 2009: 4.9%
- 2010: 4.9%
- 2011: 4.9%
- 2012: 4.9%
- 2013: 4.9%
- 2014: 4.9%
- 2015: 4.9%
- 2016: 4.9%
- 2017: 7.7%

Other:
- 2009: 0.0%
- 2010: 0.0%
- 2011: 0.0%
- 2012: 0.0%
- 2013: 0.0%
- 2014: 0.0%
- 2015: 0.0%
- 2016: 0.0%
- 2017: 0.0%
Race/Ethnicity of RN Graduates

- White/Caucasian: 57.6% in 2009, 49.2% in 2017
- Black/African American: 10.9% in 2009, 12.5% in 2017
- Hispanic/Latino: 22.7% in 2009, 27.9% in 2017
- Other: 8.8% in 2009, 10.3% in 2017
RN Race/Ethnicity Comparison, 2009
RN Race/Ethnicity Comparison, 2017

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Population</th>
<th>Workforce</th>
<th>Faculty</th>
<th>Graduates</th>
</tr>
</thead>
<tbody>
<tr>
<td>WHITE/CAUCASIAN</td>
<td>40.9%</td>
<td>59.2%</td>
<td>49.2%</td>
<td>67.9%</td>
</tr>
<tr>
<td>BLACK/AFRICAN AMERICAN</td>
<td>11.4%</td>
<td>12.7%</td>
<td>13.9%</td>
<td>12.5%</td>
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<tr>
<td>HISPANIC/LATINO</td>
<td>15.5%</td>
<td>10.5%</td>
<td>27.9%</td>
<td>10.5%</td>
</tr>
<tr>
<td>OTHER</td>
<td>6.7%</td>
<td>12.6%</td>
<td>7.7%</td>
<td>10.3%</td>
</tr>
</tbody>
</table>
LVN Race/Ethnicity Comparison, 2009
LVN Race/Ethnicity Comparison, 2017

- White/Caucasian:
  - Population: 40.9%
  - Workforce: 47.8%
  - Faculty: 37.5%
  - Graduates: 59.4%

- Black/African American:
  - Workforce: 11.4%
  - Faculty: 24.0%
  - Graduates: 16.9%
  - Others: 19.8%

- Hispanic/Latino:
  - Workforce: 25.0%
  - Faculty: 19.2%
  - Graduates: 41.0%
  - Others: 37.4%

- Other:
  - Workforce: 6.7%
  - Faculty: 3.2%
  - Graduates: 4.5%
  - Others: 5.3%
RN Race/Ethnicity by Age, 2017

29 AND UNDER | 30-39 | 40-49 | 50-59 | 60-65 | 66+
---|---|---|---|---|---
White/Caucasian | 58.3% | 54.0% | 52.2% | 64.5% | 71.6% | 72.8%
Black/African–American | 11.9% | 13.6% | 12.0% | 13.2% | 9.9% | 8.6%
Hispanic/Latino | 21.1% | 20.4% | 14.6% | 6.4% | 8.9% | 11.9%
Other | 8.8% | 6.8% | 9.9% | 0.9% | 8.2% | 7.8%
LVN Race/Ethnicity by Age, 2017

- White/Caucasian
- Black/African-American
- Hispanic/Latino
- Other

<table>
<thead>
<tr>
<th>Age Group</th>
<th>White/Caucasian</th>
<th>Black/African-American</th>
<th>Hispanic/Latino</th>
<th>Other</th>
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</thead>
<tbody>
<tr>
<td>29 AND UNDER</td>
<td>48.2%</td>
<td>33.8%</td>
<td>3.6%</td>
<td>14.4%</td>
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<tr>
<td>30–39</td>
<td>42.3%</td>
<td>23.4%</td>
<td>3.7%</td>
<td>1.8%</td>
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<tr>
<td>40–49</td>
<td>43.8%</td>
<td>27.4%</td>
<td>3.2%</td>
<td>1.8%</td>
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<tr>
<td>50–59</td>
<td>53.9%</td>
<td>25.3%</td>
<td>2.9%</td>
<td>2.3%</td>
</tr>
<tr>
<td>60–65</td>
<td>59.5%</td>
<td>21.5%</td>
<td>2.3%</td>
<td>4.7%</td>
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<tr>
<td>66+</td>
<td>53.2%</td>
<td>19.4%</td>
<td>1.8%</td>
<td>2.3%</td>
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Initiatives

- Texas Team: Advancing Health through Nursing Academic Progression in Nursing (APIN)

- Goal – Increase percentage of minority nurses in Texas by 50%
  - Minorities include ethnic and gender
Texas Team

- Diversity Advisory Committee & Diversity Consultant
  - Collect and distribute best practices for recruiting minorities
  - Develop content for information sessions for minority RNs interested in returning to school
  - Collect and share scholarship information for minority students
Texas Team (cont.)

- Diversity Champions for each Texas Team region
  - Information sessions at Texas Hispanic–Serving Institutions & Historically Black Colleges & Universities
  - Information sessions at traditional minority association meetings
  - Find mentors to work with minority students

- Texas Team Diversity Mentors
  - Directly mentor three RN–to–BSN students
Outcomes

- Monitor the growth of diversity in nursing students and in the nursing workforce
- Provide baseline data to determine if goals of increased diversity are being met
- Establish a framework to analyze real and projected data to achieve the goal of increasing diversity in the workforce
Conclusions

- Focuses on the importance of data collection in facilitating a diverse nursing workforce, resulting in culturally competent patient care.
- Emphasizes the importance of nursing education programs admitting a more diverse student population.
References

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