Oregon's Newly-Licensed Nurse Workforce

OCN
Oregon Center for NURSING

oregoncenterfornursing.org

Introduction

Background

The Oregon Center for Nursing (OCN) and its many partner organizations have been made increasingly aware of perceived difficulties among newly-licensed nurses in securing their first job as a registered nurse in Oregon. The number of graduates of Oregon–based undergraduate nursing programs has increased by **66%** over the past decade *(OCN, 2014)*, while the projected growth of new job openings for registered nurses is approximately **22%** from 2008-2018 *(Turner, 2010)*. Moreover, and from OCN's 2010 estimates, both the vacancy and turnover rates in existing registered nurse positions have decreased in hospitals and long-term care facilities where a majority of newly-licensed nurse seek employment *(OCN, 2011)*. Hence, there is a potential supply-demand surplus for newly-licensed registered nurses in Oregon.

Recent insights from Arizona and California paint a general picture of improvement in employment among newly-licensed nurses, and also highlight important differences in rates of employment comparing baccalaureate degree with associate degree nurses *(Randolph, 2014; California Institute for Nursing & Health Care, 2015)*. Although the slight majority of Oregon nurses hold a baccalaureate degree or higher (**53%**), there are a sizeable number of registered nurses who hold an associate's degree (**40%**) *(Oregon Health Authority, 2015)*. Thus, new insights into the employment of newly-licensed nurses in Oregon in general, and by level of education, would help develop evidence-based guidance for new graduates, provide guidance to employers who may be seeking newly-licensed nurses, help align recommendations about entry-level nursing work settings and practice areas from undergraduate programs with the current work environment, and help forecast the need for registered nurse-to-baccalaureate of science in nursing programs.

Design

In 2015, OCN established a New Graduate Study Advisory Committee consisting of practice, academic and research partners from around the state of Oregon. Leveraging the expertise of the advisory committee and harmonizing data collection to be consistent with similar endeavors in regional states, OCN designed and administered a survey of newly-licensed Oregon nurses.

The survey was designed to capture demographic and educational characteristics, discover detailed information on search strategies and newly-licensed nurses' first job post licensure, or ongoing search strategies for those not currently employed as registered nurses. There was a **maximum of 28 items for employed newly-licensed nurses**, and a **maximum of 25 items for those not yet employed as registered nurses**. The survey was estimated to take **no more than 15 minutes** to complete.

Email addresses **of all nurses licensed by examination between September 1, 2014 and August 31, 2015** were obtained from the Oregon State Board of Nursing; the list included those licensed by examination in Oregon who were educated in a foreign country. The anonymous survey was **administered via SurveyMonkey®** and **launched on September 1, 2015**. A total of **1338 newly-licensed nurses** had valid email addresses.

Results

Geographical Distribution of Newly-Licensed Nurses in Oregon
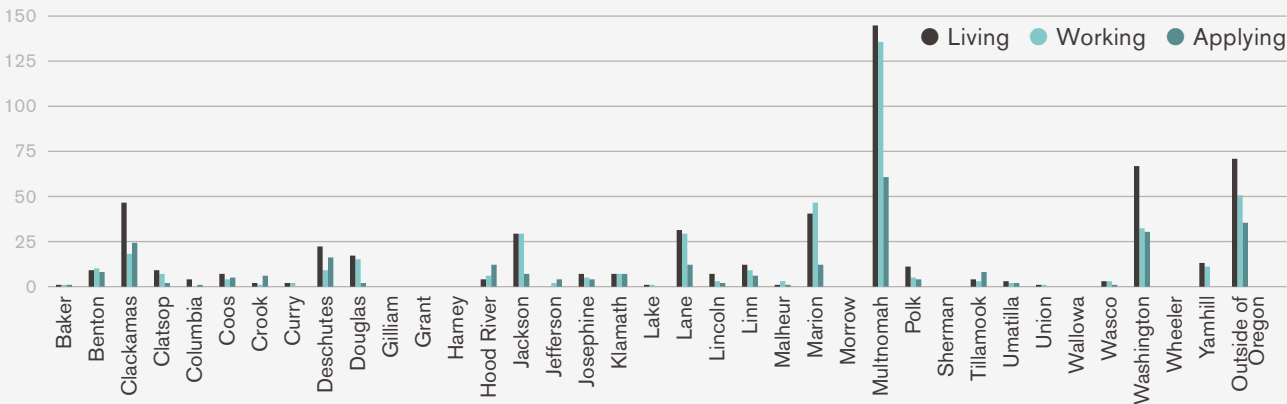
Demographics

A total of 579 newly licensed nurses responded to the survey (**43.3% response rate**). The average age of newly licensed nurses was 30.4±8.0 years (range = 20 to 59 years), and the vast majority of respondents (85.0%) were female. Males made up 13.8% of the sample and an additional 1.2% identified as "Other". Most newly licensed nurses (85.1%) self-identified as being Non-Hispanic and Caucasian. 3.9% of respondents identified as being Hispanic; 9.7% identified as being Asian, 3.5% identified as being American Indian or Alaskan Native, and 1.9% identified as being Black or African American.

Geography

Newly-licensed nurses were living and working/applying for work all across Oregon **(FIGURE 1)**, with the exceptions of Gilliam, Grant, Harney, Morrow, Sherman, Wallowa and Wheeler—counties where the fewest registered nurses are working in general *(Oregon Health Authority, 2013)*.

Nursing School Information

A majority of newly licensed Oregon nurses graduated from nursing school in 2015 (70.8%) or 2014 (22.3%) **(FIGURE 2)**. **73.6% of newly licensed nurses attended**

FIGURE 2
Year of Graduation

- 2015
- 2014
- 2013
- 2012
- <2012

0.9% 4%
2.1%
22.3%
70.8%
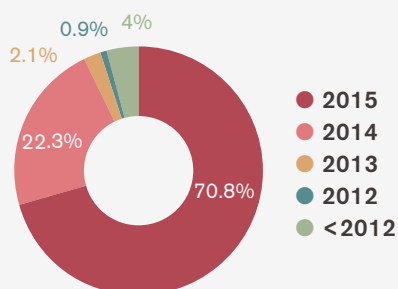
Oregon-based nursing programs, whereas others attended nursing programs outside of Oregon (20.4%) or a nursing program in a foreign country (6.0%). At the time of the survey, 43.2% of respondents had an associate's degree in nursing (ADN), 56.2% had a baccalaureate degree in Nursing (BSN) and the remaining 0.7% had a master's degree in nursing (MSN) **(FIGURE 3)**.

FIGURE 3
Highest Degree in Nursing

- BSN
- ADN
- MSN

0.7%
43.2%
56.2%
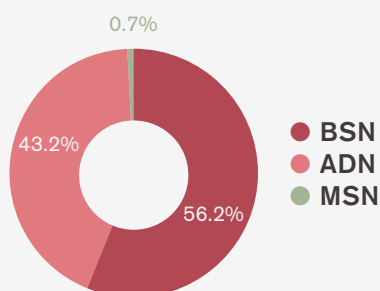
Of the 249 respondents with an associate's degree in nursing, **95.9% indicated they planned to attend an RN-to-BSN completion program within the next five years**, and an additional 1.6% indicated they planned to attend an RN-to-BSN completion program within six to 10 years. Only 2.4% indicated they did not plan to attend an RN-to-BSN completion program. This result is higher than national averages, where 63% of ADN graduates indicate they plan to attend RN-to-BSN completion programs *(Feeg, 2015).*

Employment Overview

Overall, **(81.1%) of newly-licensed nurses (n=463) were currently employed as registered nurses** (FIGURE 4). There were no significant differences in age, gender, ethnicity or degree (**BSN = 81.4%** and **ADN = 81.2%**) comparing respondents who were currently employed as nurses with those who were not. There were considerable differences in
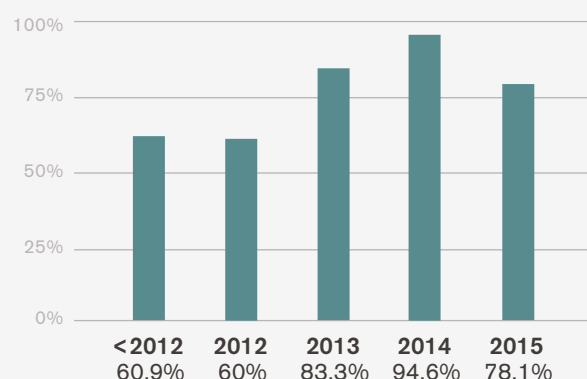
FIGURE 4
Newly-Licensed Oregon Nurses Currently Employed as Registered Nurses


- Yes
- No

18.9%
81.1%
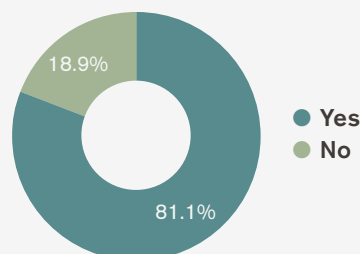
design and definitions comparing these results with similar work conducted in other states; but the newly-licensed nurse employment rate in Oregon was generally lower than Arizona (88.0%; *Randolph, 2014*) and higher than California (65.1%; *California Institute for Nursing & Health Care, 2015*). The newly-licensed nurse employment rate in Oregon was higher than the 2012 (77%; *American Association of Colleges of Nursing, 2012*) and the 2014 employment rate among newly-licensed nurses in the western states (68%; *Feeg, 2015*). Finally, the newly-licensed nurse employment rate in Oregon was slightly lower than the 2015 four to six month employment rate among newly-licensed nurses in the western states (83%; *American Association of Colleges of Nursing, 2015*).

There were significant differences, however, in the rates of employment as a nurse by year of graduation ($\chi 2 = 25.2$, p<0.001) **(FIGURE 5)**; **the highest rate of employment as a newly-licensed nurse was observed among 2014 graduates** (94.6%) and the lowest rates of employment as a nurse were observed among those who graduated nursing programs prior to or during 2012 (60.9%). There also were significant differences in the rates of employment as a nurse by location of nursing program attended ($\chi 2 = 9.0$, p=0.011) **(FIGURE 6)**; **the highest rate of employment as a newly-licensed nurse was observed among those who attended Oregon-based programs** (83.1%), and the lowest rate of employment as a nurse was observed among respondents who attended nursing programs in foreign countries (62.9%).
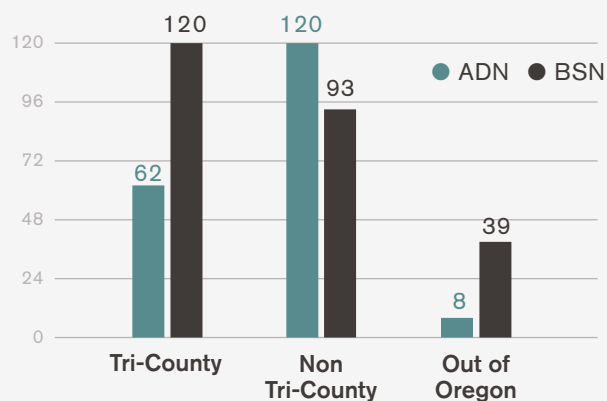
FIGURE 5
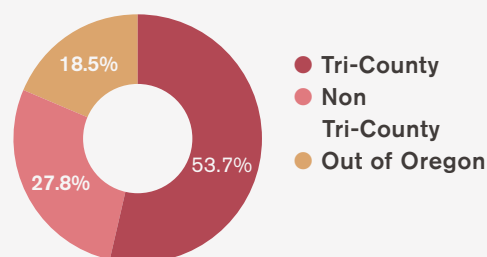Employed Newly-Licensed Nurses by Year of Graduation

| <2012 | 2012 | 2013 | 2014 | 2015 |
| 60.9% | 60% | 83.3% | 94.6% | 78.1% |

FIGURE 6
Employed Newly-Licensed Nurses by Location of Nursing Program

| Foreign Country | Oregon–Based Program | Out of Oregon |
| 62.9% | 83.1% | 79.1% |
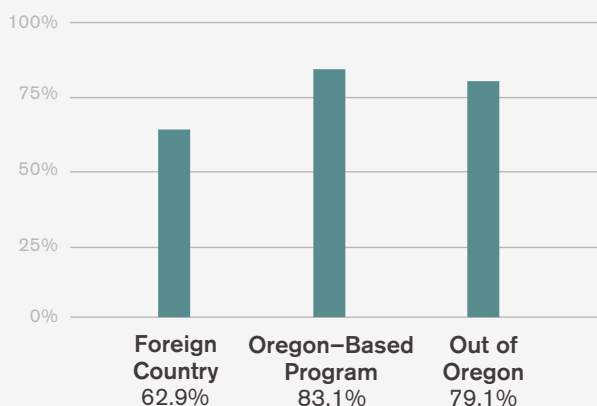
FIGURE 7
Employed Newly-Licensed Nurses by Geography and Degree Type

● ADN ● BSN

	Tri-County	Non Tri-County	Out of Oregon
ADN	62	120	8
BSN	120	93	39

FIGURE 8
Unemployed Newly-Licensed Nurses by Geography

● Tri-County 53.7%
● Non Tri-County 27.8%
● Out of Oregon 18.5%

More *employed* newly-licensed nurses in the tri-county area (i.e. Clackamas, Multnomah and Washington counties) were BSN-prepared, and more employed newly-licensed nurses outside of the tri-county area were ADN-prepared ($\chi 2 = 34.3$, p<0.001) **(FIGURE 7)**. These findings are consistent with the distribution of programs across Oregon with more BSN programs in the tri-county area and more ADN programs outside of the tri-county area. Finally, a greater proportion of *unemployed* newly-licensed nurses lived in the tri-county area compared with other regions of Oregon ($\chi 2 = 13.94$, p<0.001) **(FIGURE 8)**.

Employed Newly-Licensed Nurses

The vast majority (83.1%) of newly-licensed nurses who were employed secured an offer within one to three months, and another 10.6% secured an employment offer within four to six months of obtaining licensure (FIGURE 9). Overall, **76.0% of all newly-licensed Oregon nurses secured employment within six months of obtaining licensure** (FIGURE 10).
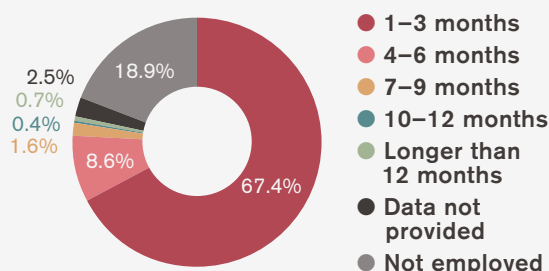
FIGURE 9
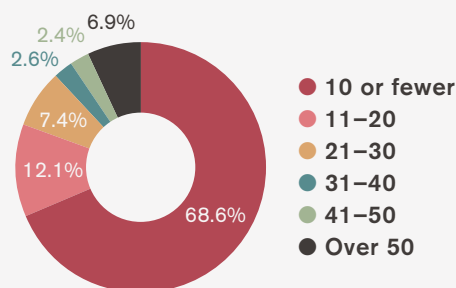Employed Newly-Licensed Nurses by Time to Securing Employment

- 1–3 months
- 4–6 months
- 7–9 months
- 10–12 months
- Longer than 12 months
- Data not provided
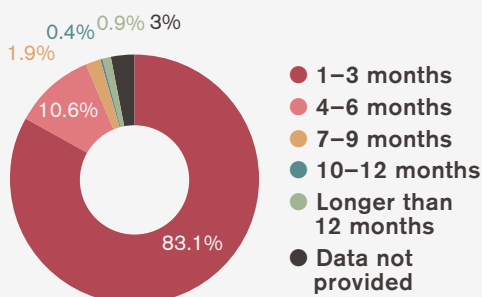
FIGURE 10
All Newly-Licensed Nurses by Time to Securing Employment

- 1–3 months
- 4–6 months
- 7–9 months
- 10–12 months
- Longer than 12 months
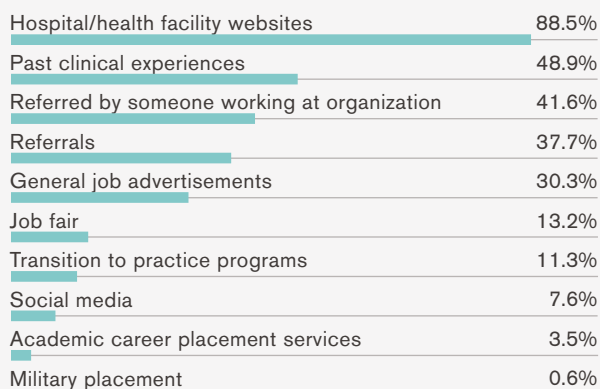- Data not provided
- Not employed

Among respondents who were currently employed as nurses, **68.6% submitted 10 or fewer job applications**, and another 12.1% submitted between 11 and 20 applications before securing employment (FIGURE 11). **82.8% of employed newly-licensed nurses were working full-time**, 6.9% were working part-time and 10.3% were working per diem or on-call. 87.3% of employed newly-licensed nurses had positions that offered benefits such as medical/dental insurance, sick leave and/or 401K.

FIGURE 11
Employed Newly-Licensed Nurses by Number of Applications Submitted

- 10 or fewer
- 11–20
- 21–30
- 31–40
- 41–50
- Over 50

FIGURE 12
Percentage of Employed Newly-Licensed Nurses by Strategies Used to Secure Employment

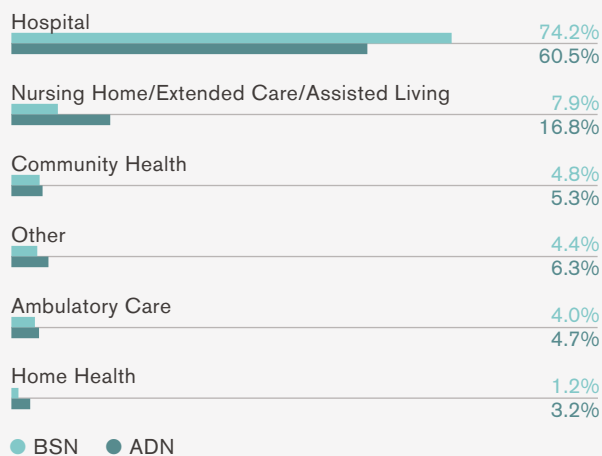| Strategy	Percentage
Hospital/health facility websites	88.5%
Past clinical experiences	48.9%
Referred by someone working at organization	41.6%
Referrals	37.7%
General job advertisements	30.3%
Job fair	13.2%
Transition to practice programs	11.3%
Social media	7.6%
Academic career placement services	3.5%
Military placement	0.6%

Newly-licensed nurses used many strategies to help secure employment; **88.5% indicated that they used hospital/ health facility websites**, and fewer than half of respondents using other strategies (FIGURE 12).

Work Setting and Practice Area

With respect to the work setting of first nursing jobs post licensure, **68.1% of newly-licensed nurses secured employment in a hospital**, 11.6% worked in nursing home/extended care/assisted living, 4.9% worked in community health, 4.2% worked in ambulatory care and 2.0% worked in home health. Nationally, 77.4% of newly-licensed nurses work in hospitals, 7.8% work in nursing homes, 1.7% work in community health, and 2.6% work in ambulatory care settings *(Kovner, 2011)*. There were many differences between the work settings of first nursing jobs comparing BSN- and ADN-prepared nurses. For example, **more newly-licensed nurses working in hospitals were BSN-prepared, and more newly-licensed nurses working in nursing home/extended care/assisted living were ADN-prepared** ($\chi 2 = 18.4$, p=0.031) **(FIGURE 13)**. These data are consistent with national findings that 72% of BSN graduates are employed in hospitals compared to 61% of ADN graduates *(Auerbach, 2015)*.

FIGURE 13
First Post-Licensure Work Setting Comparing BSN and ADN Newly-Licensed Nurses

Hospital — 74.2% / 60.5%
Nursing Home/Extended Care/Assisted Living — 7.9% / 16.8%
Community Health — 4.8% / 5.3%
Other — 4.4% / 6.3%
Ambulatory Care — 4.0% / 4.7%
Home Health — 1.2% / 3.2%

● BSN ● ADN

80.4% of employed newly-licensed nurses indicated that a hospital would be their ideal work setting while only **68.1% were currently working in a hospital** **(FIGURE 14)**. In contrast, only **0.5% of employed newly-licensed nurses indicated that working in a nursing home/extended care/assisted living setting would be ideal while 11.6% were currently working in these settings**. Less than 2.5% indicated that either their first or ideal nursing job was in an academic setting (educational/research), school health service, public health, or correctional facility. Overall, **64.6% of newly-licensed nurses were working in the setting they consider to be ideal**.

FIGURE 14
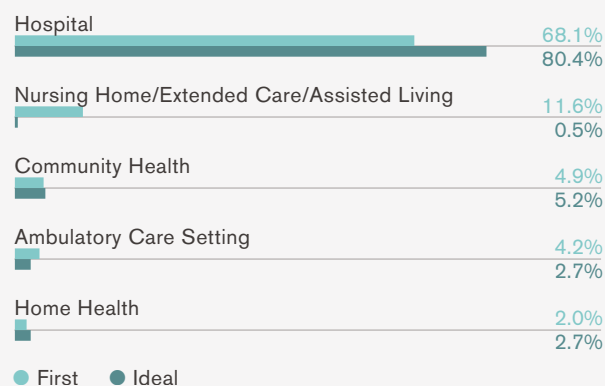### First Versus Ideal Nursing Job Work Setting

Hospital — 68.1% / 80.4%
Nursing Home/Extended Care/Assisted Living — 11.6% / 0.5%
Community Health — 4.9% / 5.2%
Ambulatory Care Setting — 4.2% / 2.7%
Home Health — 2.0% / 2.7%

● First ● Ideal

FIGURE 15
Practice Area of First Job Post Licensure

Medical Surgical	27.5%
Acute Care/Critical Care	24.1%
Other	9.8%
Geriatric/Gerontology	6.5%
Pediatrics/Neonatal	4.9%
Psychiatric/Mental Health/Substance Abuse	4.7%
Rehabilitation	3.8%
Maternal-Child Health	3.3%
Oncology	3.1%
Community	2.7%
Women's Health	2.2%
Adult Health/Family Health	2.2%
Home Health	1.6%

Regarding the practice area of first job post licensure, **a majority of newly-licensed nurses either worked in medical surgical nursing (27.5%) or acute/critical care (24.2%)**. Less than 1.5% worked in occupational health, school health, trauma, palliative care or public health **(FIGURE 15)**.

More newly-licensed nurses reported wanting to work in acute/critical care, maternal-child health, pediatrics/neonatal, women's health, oncology and community health compared with those who are currently working in those specialty area. In contrast, more newly-licensed nurses are working in medical surgical nursing and in geriatrics/gerontology than the number of newly-licensed nurses who indicate these

FIGURE 16
First Versus Ideal Nursing Practice Area

Practice Area	First	Ideal
Acute Care/Critical Care	24.1%	30.0%
Medical Surgical	27.5%	10.4%
Maternal-Child Health	3.3%	9.7%
Other	9.8%	9.5%
Pediatrics/Neonatal	4.9%	9.0%
Trauma	0.9%	5.4%
Women's Health	2.2%	4.7%
Oncology	3.1%	4.5%
Community	2.7%	3.4%
Psychiatric/Mental Health/Substance Abuse	4.7%	2.9%
Geriatric/Gerontology	6.5%	1.6%

● First   ● Ideal

practice areas as being ideal. Less than 2.5% indicated that either their first or ideal job was in the practice area of public health, palliative care, occupational health, rehabilitation, school health, adult health/family health, or home health. In sum, **40.6% of newly-licensed nurses were working in what they considered to be their ideal practice area (FIGURE 16)**. Information on first versus ideal work settings and practice areas is important because turnover is more likely among nurses not working in areas they consider to be ideal *(Beecroft, 2008)*.
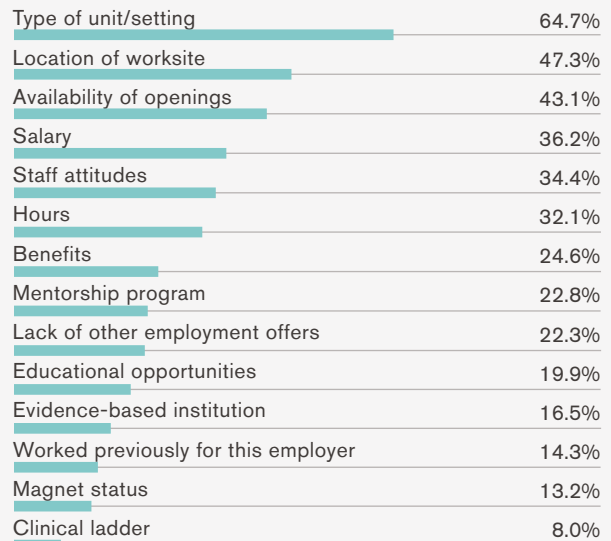
Reasons for Choosing First Job Post Licensure and Satisfaction

Employed newly-licensed nurses chose their first job post licensure for a variety of reasons, including the type of unit/setting (64.7%), location (47.3%) and availability of openings (43.1%) among many other factors **(FIGURE 17)**.

Even though work settings and practice areas were not ideal for all respondents, **the vast majority (91.0%) of newly-licensed nurses were either satisfied or highly satisfied with their first nursing job** post licensure **(FIGURE 18)**.
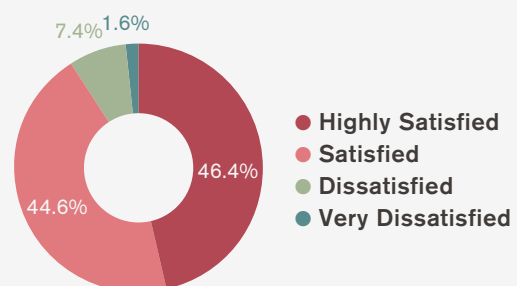
FIGURE 17
Top 3 Reasons for Choosing First Job Post Licensure

Reason	%
Type of unit/setting	64.7%
Location of worksite	47.3%
Availability of openings	43.1%
Salary	36.2%
Staff attitudes	34.4%
Hours	32.1%
Benefits	24.6%
Mentorship program	22.8%
Lack of other employment offers	22.3%
Educational opportunities	19.9%
Evidence-based institution	16.5%
Worked previously for this employer	14.3%
Magnet status	13.2%
Clinical ladder	8.0%

FIGURE 18
Level of Satisfaction with First Job Post Licensure

7.4% 1.6%
46.4%
44.6%

● Highly Satisfied
● Satisfied
● Dissatisfied
● Very Dissatisfied

Unemployed Newly-Licensed Nurses

Overall, 18.9% of newly-licensed nurses (n=108) were not currently employed are a nurse **(FIGURE 19)**. Among newly-licensed nurses who were not employed, a **vast majority (89.9%) were currently looking for work as a registered nurse**, and 45.8% were employed either in a healthcare job (29.2%) or non-healthcare job (16.7%); **54.2% were not employed (FIGURE 20)**.

FIGURE 19
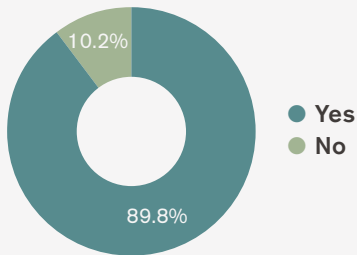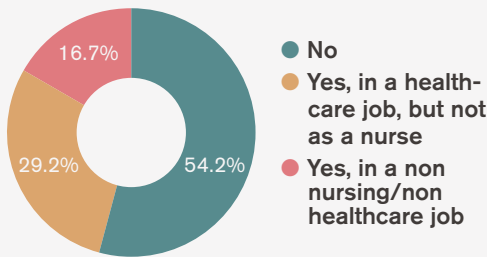Unemployed Newly-Licensed Nurses Looking for Work as an RN

- Yes
- No

10.2%
89.8%

FIGURE 20
Unemployed Newly-Licensed Nurses Looking for Work as an RN

- No
- Yes, in a health-care job, but not as a nurse
- Yes, in a non nursing/non healthcare job

16.7%
29.2%
54.2%

Among newly-licensed nurses who were not employed, a majority (64.6%) were currently engaged in continuing education, and 42.7% were volunteering in a health related services/programs. **Newly-licensed nurses who were not employed submitted considerably more job applications for nursing positions compared with employed newly-licensed nurses** (z=6.2, p<0.001) **(FIGURE 21)**. **More than one-third have applied for 10 or fewer nursing jobs**; hence, applying for more than 10 nursing jobs may be part of the solution to finding employment for some newly-licensed nurses.

FIGURE 21
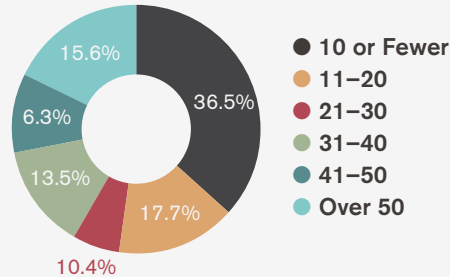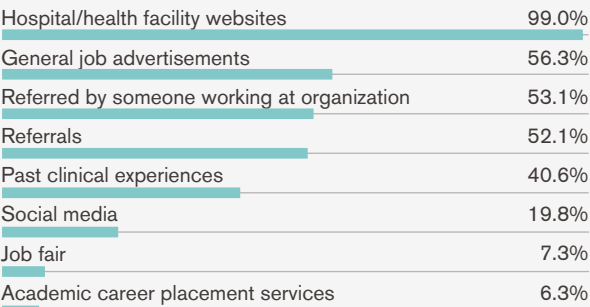Unemployed Newly-Licensed Nurses: Number of Applications

- 10 or Fewer
- 11–20
- 21–30
- 31–40
- 41–50
- Over 50

15.6%
6.3%
13.5%
10.4%
17.7%
36.5%

FIGURE 22
Job Finding Methods Used by Unemployed Newly-Licensed Nurses

Hospital/health facility websites	99.0%
General job advertisements	56.3%
Referred by someone working at organization	53.1%
Referrals	52.1%
Past clinical experiences	40.6%
Social media	19.8%
Job fair	7.3%
Academic career placement services	6.3%

Almost all newly-licensed nurses who were not employed (99.0%) used hospital/health facility websites as a method of finding employment, 56.3% used general job advertisements, and slightly more than half used referrals as a method of finding employment **(FIGURE 22)**.

The **vast majority of unemployed newly-licensed nurses (95.8%) applied for nursing positions in hospitals, whereas fewer than 38.0% applied for nursing positions in other work settings (FIGURE 23)**. Only 68.1% of newly-licensed nurses in this survey secured employment in a hospital. Thus, seeking employment outside of the hospital setting may enhance newly-licensed nurses' success in securing employment in a nursing job.

FIGURE 23
Unemployed Newly-Licensed Nurses Applying for Jobs by Work Setting

Hospital	95.8%
Nursing Home/Extended Care/Assisted Living	37.5%
Ambulatory Care Setting	26.0%
Community Health	22.9%
Home Health	19.8%
Correctional Facility	15.6%
Public Health	12.5%
School Health Service	10.4%

FIGURE 24
Unemployed Newly-Licensed Nurses Applying for Jobs by Practice Area

Medical Surgical	78.1%
Acute Care/Critical care	67.7%
Oncology	47.9%
Adult Health/Family Health	46.9%
Geriatric/Gerontology	33.3%
Pediatrics/Neonatal	31.3%
Maternal-Child Health	28.1%
Women's Health	27.1%
Psychiatric/Mental Health/Substance Abuse	26.0%
Trauma	21.9%
Rehabilitation	21.9%
Community	20.8%
Home Health	18.8%
Palliative Care	17.7%
Public Health	14.6%
School Health	7.6%

The majority of unemployed newly-licensed nurses applied for nursing positions in medical surgical or acute/critical care, whereas fewer than half applied for nursing positions in other practice areas **(FIGURE 24)**. Only 27.5% of newly-licensed nurses in this survey worked in medical surgical nursing and only 24.2% worked in or acute/critical care. Hence, seeking employment in alternative practice areas may enhance newly-licensed nurses' success in securing employment.

Unemployed newly-licensed nurses reported being willing to accept nursing jobs entailing a variety of shifts/work hours; 38.5% of unemployed newly-licensed nurses reported being willing on-call/per-diem jobs **(FIGURE 25)**.

The number one reason employers have provided for not offering newly-licensed nurses jobs is the lack of experience (76.0%) followed by no positions being available **(FIGURE 26)**. Almost 19% of unemployed newly-licensed nurses had been told by employers that a position requires a baccalaureate degree in nursing.

FIGURE 25
Unemployed Newly-Licensed Nurses Willing to Accept Jobs

Days	97.9%
Full-time	95.8%
12-hour shifts	94.8%
Evenings	89.6%
8-hour shifts	87.5%
Weekends	87.5%
Nights	82.3%
Part-time	70.8%
On-call/per diem	38.5%

FIGURE 26
Top Reasons Employers Have Given for Not Offering Nursing Jobs

Lack of experience	76.0%
No positions available	26.0%
Other	24.0%
Positions require a baccalaureate degree in nursing	18.8%
Work experience is not applicable to the position	16.7%
Not yet passing the NCLEX	3.1%
Positions require a master's degree or higher in nursing	3.1%

Transition to Practice/Residency Programs

Participants were asked to respond to several questions related to whether or not they participated in a formal transition to practice or new graduate residency program after graduation. It was left up to the participant to discern if their post-graduation experiences constituted a formal transition to practice/residency program.

After graduation, **38.3% of employed newly-licensed nurses participated in transition to practice/residency programs whereas 61.7% did not**. Of those who participated in transition to practice/residency programs, 97.1% were paid for participating in these programs and **89.0% indicated that participation in these programs helped them obtain employment**. Newly-licensed nurses indicated several incentives influenced their participation in transition to practice/residency programs, including the opportunity to increase skills, the opportunity to gain experience, and the promise of employment pending completion of the program **(FIGURE 27)**.

Among employed nurses, 27.7% of newly-licensed nurses working in the tri-county area participated in transition to practice/residency programs, 45.8% of newly-licensed nurses working outside the tri-county area participated in transition to practice/residency programs, and 38.0% of newly-licensed nurses working outside of Oregon participated in transition to practice/residency programs $(\chi 2 = 13.8, p=0.001)$ **(FIGURE 28)**.

After graduation, 3.1% of unemployed newly-licensed nurses participated in a transition to practice or new graduate residency program**. Of unemployed newly-licensed nurses, 78.1% nurses indicated that they would be willing to participate in transition to practice/new graduate residency programs offering paid internships, 49.0% indicated that they would be willing to participate in programs that provide opportunities to work in non-acute healthcare facilities, 20.8% indicated that they would be willing to participate in programs offering unpaid internships, and 10.4% indicated that they would be willing to participate in programs that require payment or tuition from them.

Opportunity to increase skills/competencies/confidence	87.3%
Opportunity to gain experience	86.1%
Promise of employment pending completion of program	76.9%
Resume improvement	21.4%
Deferment of student loans	1.2%
College credit applicable to BSN or MSN degree	1.2%

Employed Newly-Licensed Nurses Participating in Transition to Practice/Residency Programs by Region

- Tri-County: No 133, Yes 51
- Non Tri-County: No 116, Yes 98
- Out of Oregon: No 31, Yes 19
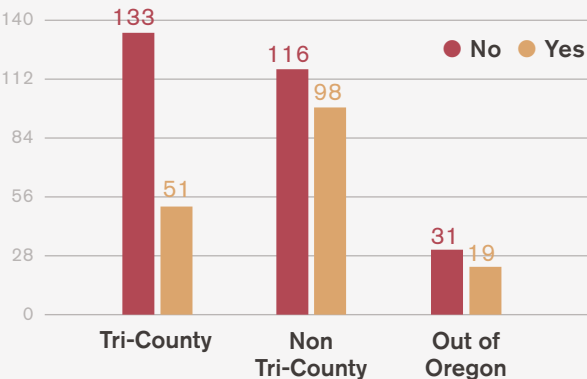
Discussion

Upon graduation from a nursing program, newly-licensed nurses are understandably anxious to find jobs and put their skills to good use. Educators and employers also have an interest in engaging this new workforce. This study provides a glimpse of the experiences newly-licensed nurses have following licensure in 2015.

Though findings from this study can be educational for current nursing students, there are additional factors which may change the job market for new licensees in the future. Changes in how and where healthcare is delivered should also be taken into consideration when considering a first post-licensure job. In the future, more care is predicted to take place in community-based settings as opposed to hospitals. While the majority of participants in this study found jobs in hospital settings, the future workforce may not be primarily in the hospital (Vesely, 2014). Students should keep an open mind about where they search for work, and nursing program coursework should prepare students to work in a wide variety of work settings.

Employers also have a role in transitioning newly-licensed nurses into the workplace. Unemployed newly-licensed nurses report the main reason for not successfully obtaining employment is due to lack of experience. Employers can develop and encourage new nurse s to utilize transition to practice programs to gain experience needed to fill open positions, particularly in anticipated growth areas such as long term care, public health, and other community-based settings.

Additional iterations of this study will illuminate if the job outlook for newly-licensed nurses change in the future, and if the changes follow predictions related to healthcare transformation. The following recommendations can be considered to support and engage the newly-licensed nurse workforce.

Main Recommendations

For newly-licensed nurses:

① Utilize a variety of job seeking methods including using hospital/health facility websites, past clinical experiences, general job advertisements and referrals as a method of finding employment.

② Seek work in a variety of practice settings outside of hospitals including nursing home/extended care/assisted living, community health, ambulatory care and home health.

③ Seek work in a variety of practice areas including acute care/critical care, adult health/family health, community health, geriatrics/gerontology, home health, maternal-child health, medical surgical, oncology, pediatrics/neonatal, public health, rehabilitation and women's health.

④ Utilize job placement resources offered by nursing programs and/or educational institutions.

⑤ As the vast majority of newly-licensed nurses who are employed are satisfied with their job even if it is not an ideal environment, keep an open mind when exploring job opportunities.

For Employers:

① Develop and publicize formal transition-to-practice programs to encourage and support newly-licensed nurses to seek employment.

② Partner with undergraduate nursing programs to provide increased opportunities for students to experience a variety of settings and practice areas.

③ Post job openings on hospital/health facility websites and in general job advertisements; this is where newly-licensed nurses are looking for work.

For Nursing Programs:

① Strongly encourage graduates to seek work in a variety of settings and practice areas; not all newly-licensed nurses will be able to find work in a hospital on a medical-surgical unit.

② Partner with employers to facilitate opportunities for students to experience a variety of settings and practice areas.

③ Continue to assess the availability of in-state RN-to-BSN programs.

④ Develop tools for newly licensed nurses to identify and evaluate online RN-to-BSN programs for quality and personal learning styles and goals.

Study Team

Christopher S. Lee, PhD, RN, FAHA, FAAN
Oregon Health & Science University School of Nursing

Jana Bitton, MPA
Executive Director, Oregon Center for Nursing

Kelley Ilic, BA
Operations Manager, Oregon Center for Nursing

Claire Bream, RN, BSN
Bay Area Hospital

Bev Epeneter, EdD, MN, BSN
Linfield College School of Nursing

Troy Larkin, MN, RN
Providence Health & Services

Tricia Tully, RN, MS
Lane Community College

Kaye Wilson-Anderson, DNS, MSN, BSN
University of Portland

Peggy Wros, PhD, RN
Oregon Health & Science University School of Nursing

References

American Association of Colleges of Nursing (2012). Research Brief: Employment of New Nurse Graduates and Employer Preferences for Baccalaureate-Prepared Nurses. Available at: http://www.aacn.nche.edu/leading_initiatives_news/news/2012/employment12

American Association of Colleges of Nursing (2015). Research Brief: Employment of New Nurse Graduates and Employer Preferences for Baccalaureate-Prepared Nurses. Available at: http://www.aacn.nche.edu/leading-initiatives/research-data/Research-Brief-2015.pdf

Auerbach, D. I., Buerhaus, P.I., Staiger, D.O. (2015). Do Associate Degree Registered Nurses Fare Differently in the Nurse Labor Market Compared to Baccalaureate-Prepared RNs? Nurs Econ, 33(1): 8-12.

Beecroft, P.C., Dorey, F., Wenten, M. (2008). Turnover intention in new graduate nurses: a multivariate analysis. J Adv Nurs, 62(1): 41–52.

California Institute for Nursing & Health Care (2015). 2013 – 2014 California New Graduate Hiring Survey. Available at: http://healthimpact.org/wp-content/uploads/2015/09/NewGradSurveyReportofFindings2015.pdf

Feeg, V., Mancino, D.J. (2015). Shifting Employment and Education Trends for New Nursing Graduates. Dean's Notes, 36(3), 1-4. Available at: https://www.ajj.com/sites/default/files/services/publishing/deansnotes/jan15.pdf

Kovner, C.T., Brewer, C.S., Fatehi, F., Katigbak, C. (2011). Changing Trends in Newly Licensed RNs. AJN, 114 (2), 26-34.

Oregon Center for Nursing (2011). Nurses Wanted: The Changing Demand for Registered Nurses in Oregon. Available at: http://oregoncenterfornursing.org/wp-content/uploads/2014/09/2011-Nurses-Wanted.pdf

Oregon Center for Nursing (2014). Nursing Education in Oregon. Available at: http://oregoncenterfornursing.org/wp-content/uploads/2014/09/Education-Infographic2.jpg

Oregon Health Authority (2013). Oregon Health Professions: Occupational and County Profiles. Portland, Oregon: Oregon Health Authority. Available at: http://oregoncenterfornursing.org/wp-content/uploads/2014/09/2013-Oregon-Health-Occupation-Profiles-Report.pdf

Oregon Health Authority. (2015). Oregon Health Professions: Occupational and County Profiles-2014. Portland, OR: Oregon Health Authority. Retrieved from: https://apps.state.or.us/Forms/Served/le8120.pdf

Turner B. (2010) Nursing Occupations Among Oregon's Fastest Growing. Oregon Employment Department. Available at: http://www.qualityinfo.org/olmisj/ArticleReader?itemid=00003969. See citation in: Oregon Center for Nursing (2011). Nurses Wanted: The Changing Demand for Registered Nurses in Oregon. Available at: http://oregoncenterfornursing.org/wp-content/uploads/2014/09/2011-Nurses-Wanted.pdf

Randolph P.K. (2014). Arizona State Board of Nursing Employment of Newly Licensed RN's. Arizona Board of Nursing. Available at: https://www.azbn.gov/Documents/News/2014/Report%20of%20newly%20lic%20RNs%202014.pdf

Vesely, R. (2014). The great migration: moving more care from inpatient to outpatient settings is a transformative trend for hospitals. Hospitals & Health Networks, March 11th. Available at: http://www.hhnmag.com/articles/5005-the-great-migration