

Skills Gap Analysis

Registered Nurse,
SOC 29-1141

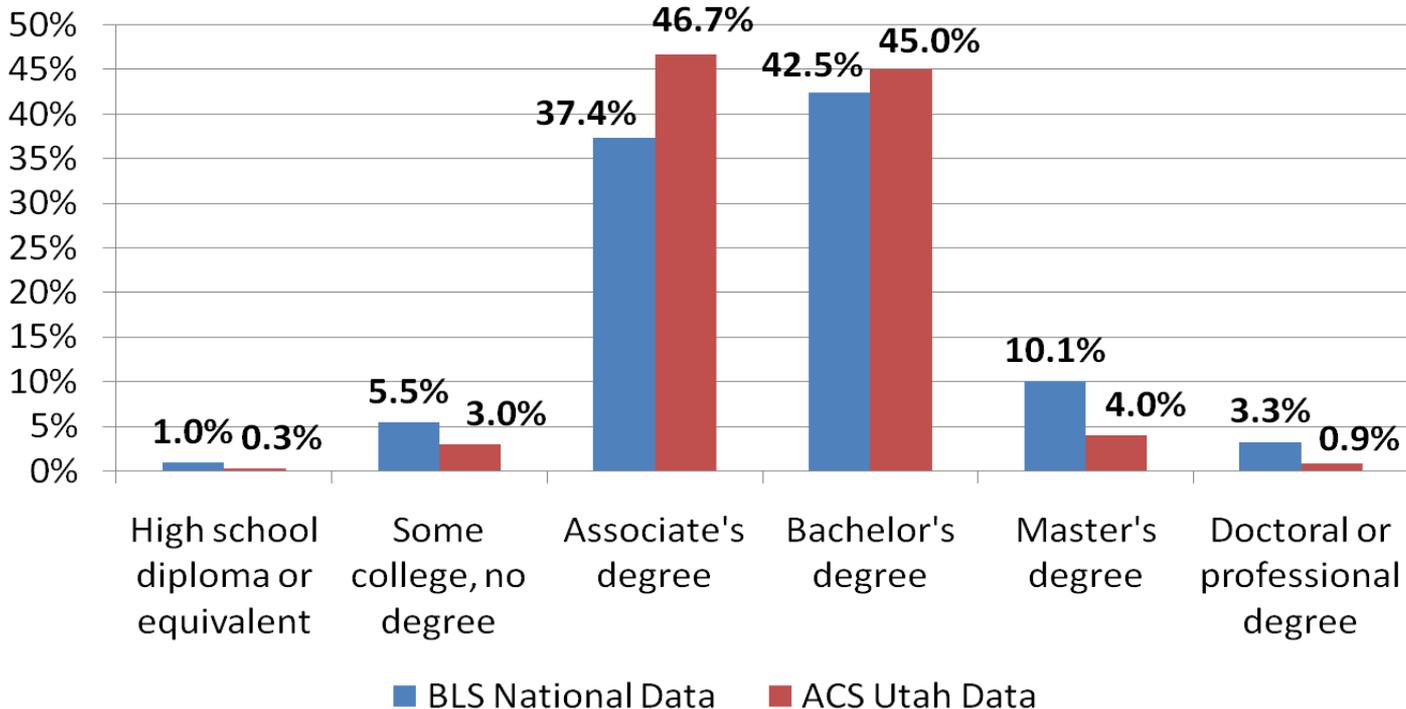


Economic Research and Analysis
Utah Department of Workforce Services

Education and Experience Distribution



Education Distribution



Comparing educational attainment of incumbents in the registered nurse occupation using 2010 Bureau of Labor Statistics (BLS) national data and 2010 American Community Survey (ACS) Utah data.

Required Education in Job Orders

Required experienced indicated in DWS job orders

Education Needed	Frequency
None or none listed	55%
High school diploma/GED	12%
Associate's degree	27%
Bachelor's degree	6%
Masters, professional, or doctorate degree	0%

Required Experience in Job Orders

Required experienced indicated in DWS job orders

Experience Needed	Frequency
None or none listed	4%
1 year	42%
2 or more years	35%
Experience needed, length of time unspecified	19%

Comparing Training Requirements



Training and education requirement information for registered nurses from different sources:

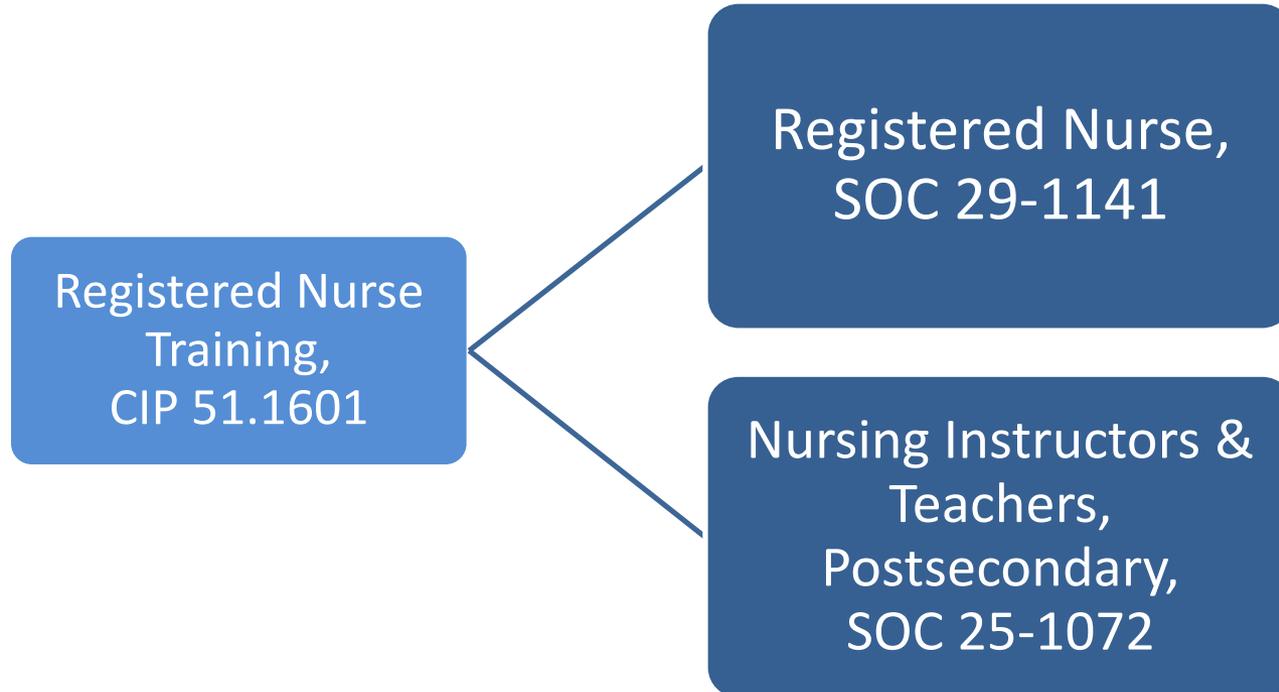
- BLS occupational coding: associate's degree, no experience, no on-the-job training
- Incumbent educational attainment in Utah: 45 percent have bachelor's degrees, 47 percent have associate's degrees
- DWS job postings for 2011: 77 percent of job orders required one or two years experience in addition to the degree

BLS reports no experience or on-the-job training is needed to attain competency in the skills needed for the registered nursing occupation. However, Utah incumbent data finds that over 90 percent of nurses have an associate's or bachelor's degree. Additionally, employers posting job openings with DWS request one to two years of experience 77 percent of the time.

Educational Programs

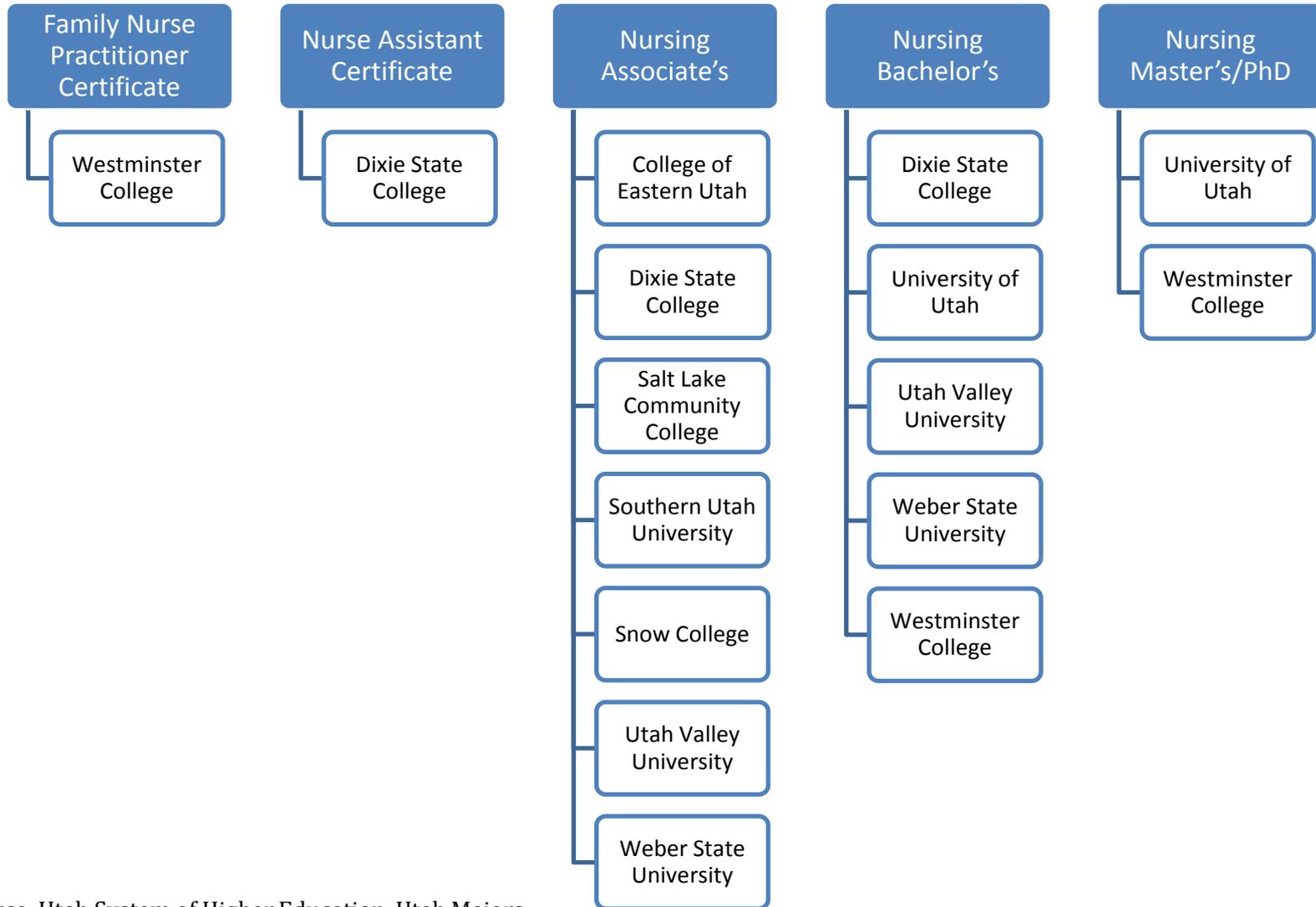


Educational Programs



One Classification of Instructional Programs (CIP) is related to the registered nurse occupation. That CIP also trains for postsecondary nursing instructors and teachers.

Educational Programs



Supply and Demand Analysis



Stock Analysis and DWS Projections

Most recent characteristics of employment in registered nursing for the state along with employment projections for 2020.

2010 Unemployment Rate*	2011 Median Wage	2010 Employment	2020 Projected Employment
3.7%	\$28.57	19,850	26,380

*for nursing degree holders (bachelor's and above)

Flow Analysis

Comparing annual openings, DWS job orders, graduation rates, and licensing rates for registered nursing occupation in Utah

Annual Openings 2008-2018	2011 Job Orders	2010 Graduates	2011 RN Licenses Awarded
1,156	3,148	1,935	2,094

Occupation by Industry

Top industries for the registered nursing occupation in Utah, 2012

Industry	Percent of Employment
Hospitals	57%
Ambulatory health care services	21%
Nursing and residential care facilities	10%
All other	12%

Job Vacancy Study

The length of openings from the Job Vacancy Study (JVS), capturing vacancies from second quarter of 2012.

Length of Opening				
Occupation	Less than 30 Days	30–59 Days	60 or More	Constantly/ Always
Registered Nurse	65.8%	32.2%	1.7%	0.2%

The number of vacancies in the study was approximately 545 for the registered nurse occupation. Vacancies are nearly always filled within the first 30 days, and most of the remaining within the next 30 days, indicating a high demand for registered nurses to fill job vacancies. Very few job openings for registered nurses remain open 60 days or more.

Job openings that require some form of experience made up 95 percent of the vacancies. Since the vacancies were filled relatively rapidly the registered nurses that were hired ostensibly were experienced.

The average offered wage for registered nurses in the JVS was \$22.64, lower than both the statewide median of \$28.57. The JVS reveals that registered nurses are accepting new positions that offer wages lower than the statewide median.

Conclusion



Conclusion



Stock and flow analysis of the registered nurse occupation indicate moderate churn in nursing relative to overall occupational employment level. Growth indicates churn is primarily driven by steady expansion of demand. The unemployment rate, indicating frictional unemployment only, also shows strong demand. Flow statistics seem to indicate that a registered nursing shortage is persistently imminent due to steady growth in healthcare and staffing pattern changes.

But while demand for registered nurses is strong, studying some alternative statistics such as the JVS and educational attainment indicate an overall picture showing that supply meets demand on an average annual basis. The JVS reveals registered nurses quickly filling vacancies and generally accepting comparatively low wages. And, 95 percent of the vacancies require some form of experience. Incumbent educational attainment, with nearly 50 percent of Utah registered nurses having achieved more than an associate's degree, demonstrates a trend toward higher degrees, even while BLS data requires just an associate's degree for entry.

From these various sources we find that the educational attainment and experience level of registered nurses in Utah is high. In contrast, the going wage for most job vacancies is relatively low. In other words, experienced, educated registered nurses are accepting lower wages than one would expect. These indicators show that the demand for registered nurses is being filled in a timely manner and at lower wages than would be expected if a skills gap existed between the availability of and demand for registered nurses.