

NURSING TRENDS

NURSE LICENSEES AND NURSING EDUCATION IN IOWA

ACADEMIC YEAR 2014-2015
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IOWA CENTER FOR
NURSING
WORKFORCE

A Publication of:



MISSION STATEMENT

The Iowa Center for Nursing Workforce exists to support a dynamic, well-prepared and diverse nurse workforce to meet the health and wellness needs of Iowans.



MISSION STATEMENT

The mission of the board is to protect the public health, safety and welfare by regulating the licensure of nurses, the practice of nurses, nursing education and continuing education.

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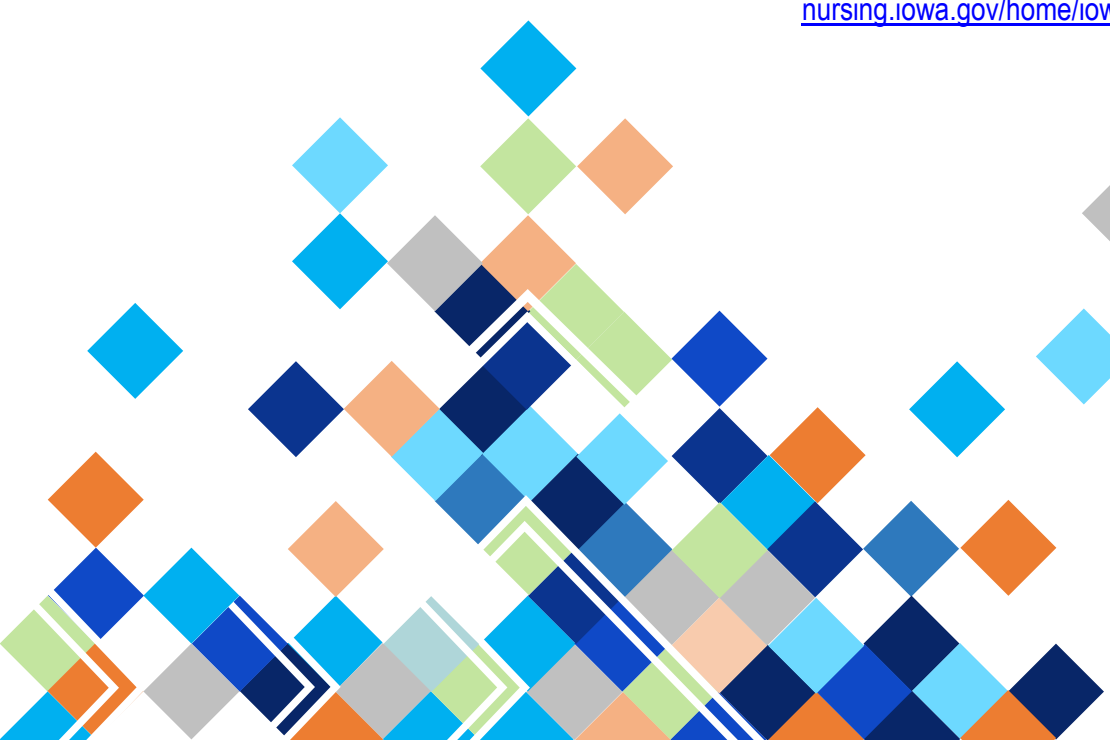


TABLE OF CONTENTS

INTRODUCTION AND METHODOLOGY	3
NURSING SUPPLY	5
Active Licenses	5
Active Population	6
Age Range of Licensees	7
Education of Licensees	9
NURSING EDUCATION	14
Nursing Education Programs	14
Admission Data	15
Enrollment Data	19
Graduation Data	23
Faculty Data	27
CONCLUSION	28





INTRODUCTION AND METHODOLOGY

According to the Health Workforce Simulation Model used by the Health Resources and Services Administration (HRSA) and released in their report titled “The Future of the Nursing Workforce: National- and State-Level Projections, 2012-2025,” from a national perspective, the “change in RN supply between 2012 and 2025 is projected to outpace the demand,” (U.S. Department of Health and Human Services, 2014, pg. 2). “The LPN supply is also projected to outpace demand at the national level” (pg. 3). From state to state, HRSA shows that great variations exist in the workforce supply and demand projections. There are a number of regions in the United States that predict shortfalls of RNs by 2025. However, the model predicts the supply of nurses to exceed demand in all of the Midwestern states, including Iowa.

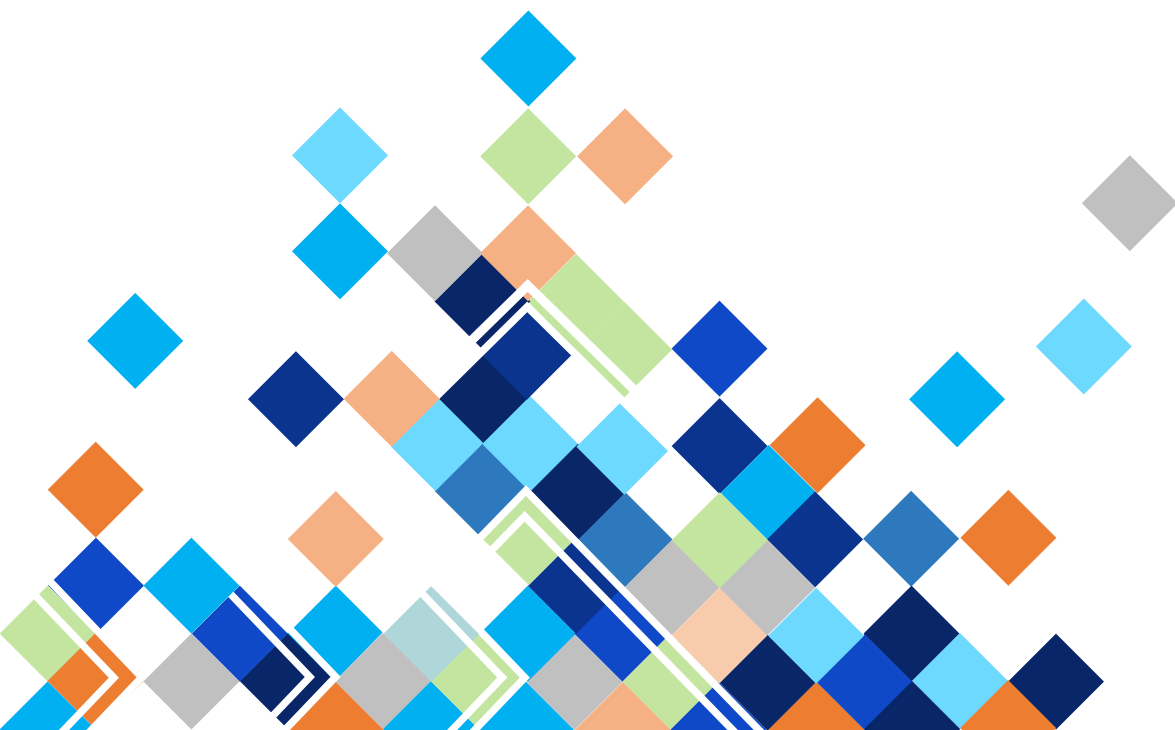
As of the distribution of this report, there are reported pockets of nursing workforce shortages in Iowa; though, there is no single source of demand data in the state to support these claims. Iowa’s *Nursing Trends* report focuses on the supply side of the equation, which shows that there are more actively licensed nurses in the State than at any other time in Iowa’s history. And, since 2005, Iowa’s schools of nursing have increased pre-licensure nursing student graduations by 34.6% for associate degree and BSN degrees, combined.

The Iowa Center for Nursing Workforce is under the umbrella of the Iowa Board of Nursing and produces the *Nursing Trends* report using licensure survey data. In November 2012, the Iowa Board of Nursing implemented a new online database with workforce questions aligned to meet the Nursing Supply Minimum Dataset. During the licensure renewal process, nurses are required to answer survey questions about race, ethnicity, gender, original level of nursing degree credential, highest level of education, employment location, setting and work status (full-time, part-time, unemployed). With a three-year licensure period, as of November 2015, all of Iowa’s nurses had supplied their workforce information at least once.

Overview of data provided in this report:

- Based on active Iowa nurse licensees.
- Licensees may or may not be actively employed in Iowa.
- The report is a high level analysis of trends in workforce and available nursing education programs in Iowa.
- Unless otherwise noted, data is reported for the last 11 years (2005 – 2015).
- Nursing education programs are counted separately by site and type. In some instances, more than one site may share administration, a common philosophy, curriculum, and faculty.
- Charts have been abridged for comparison of the most recent years. Data is available in its entirety from 1986.
- Licensees are not required to update workforce information between renewals

U.S. Department of Health and Human Services, Health Resources and Services Administration, National Center for Health Workforce Analysis. *The Future of the Nursing Workforce: National- and State-Level Projections, 2012-2025*. Rockville, Maryland, 2014. Retrieved from: <http://bhpr.hrsa.gov/healthworkforce/supplydemand/nursing/workforceprojections/nursingprojections.pdf>



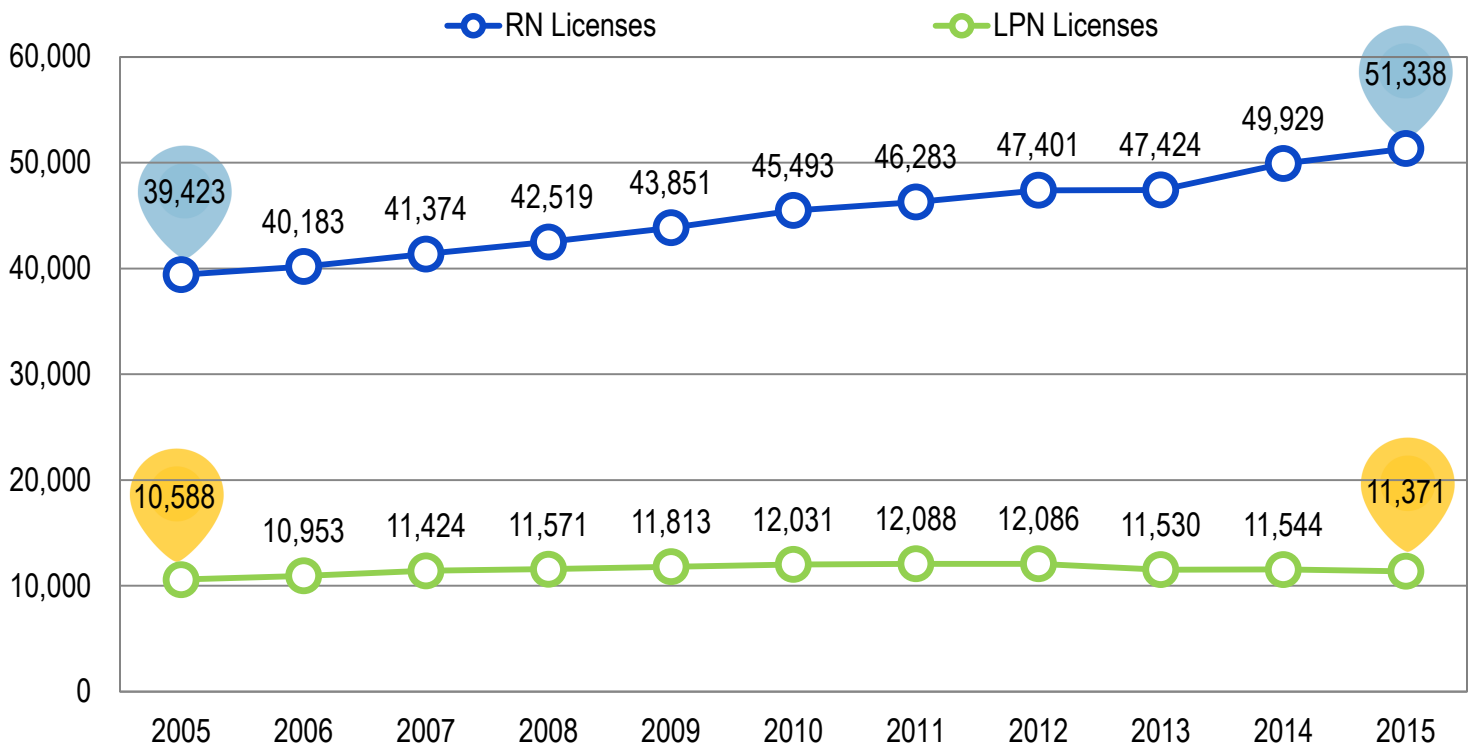
NURSING SUPPLY

ACTIVE LICENSES

The following charts are prepared using the Iowa Board of Nursing annual reports from 2005 to 2015. The graphs illustrate trends in Iowa and provide a basis of comparison for Registered Nurse (RN) and Licensed Practical Nurse (LPN) data.

Note: In Iowa, nurses may hold RN and LPN licenses concurrently. For this reason, the categories are not mutually exclusive on the following charts.

FIGURE 1: Number of Actively Licensed Registered Nurses and Licensed Practical Nurses, 2005-2015



The number of active RNs in Iowa steadily increased from 39,423 in 2005 to 51,338 in 2015. Resulting in an overall growth of 30.2 percent or a net gain of 11,915.

Likewise, the number of active LPNs increased from 10,588 in 2005 to 11,371 in 2015, a net gain of 783. This represents a growth rate of 7.4 percent. However, since 2011 there has been an overall decrease in the number of active LPN licenses of 717; though there was a slight uptick of 14 active licenses between 2013 and 2014.

Note: The Nurse Licensure Compact became effective in Iowa on July 1, 2000. For information about the multi-state licensure compact, visit the Iowa Board of Nursing website at: nursing.iowa.gov.

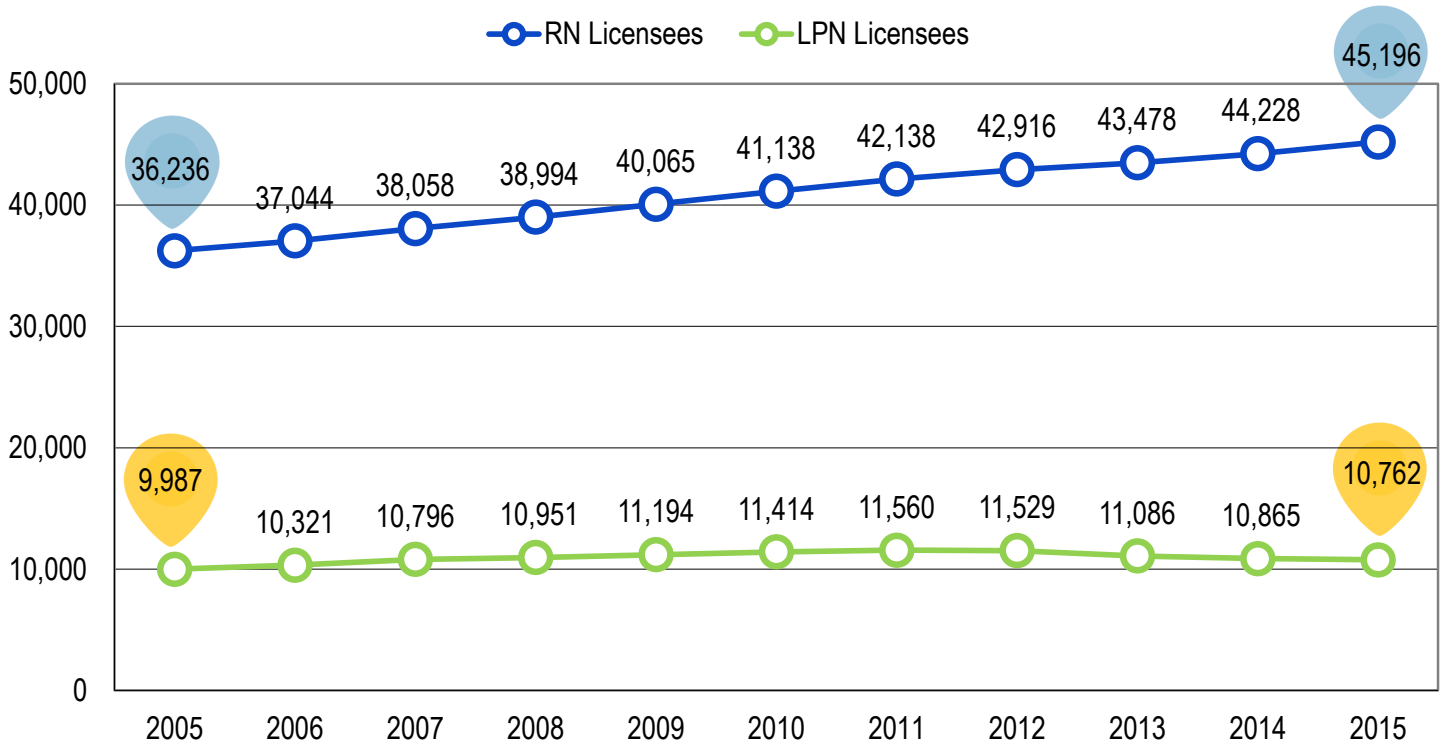
More than a **30%** increase in active RNs
COMPARED TO
 an approximate **7%** increase in active LPNs
 (2005 - 2015)

ACTIVE POPULATION

The following chart shows the population of active nurses in Iowa. The number of RN Iowa residents has steadily increased each year between 2005 and 2015. Over the course of this eleven-year time frame the total number of active RN residents increased by 24.7 percent.

During this same time period, the number of LPN residents in Iowa increased by 7.8 percent; however, since 2012 the total number of active LPN residents experienced a decline of 6.7 percent.

FIGURE 2: Active Nurse Population in Iowa, 2005-2015



Active RN residents **INCREASED** by about **5%** COMPARED TO A **DECREASE** of nearly **7%** among active LPN residents (2012 - 2015)

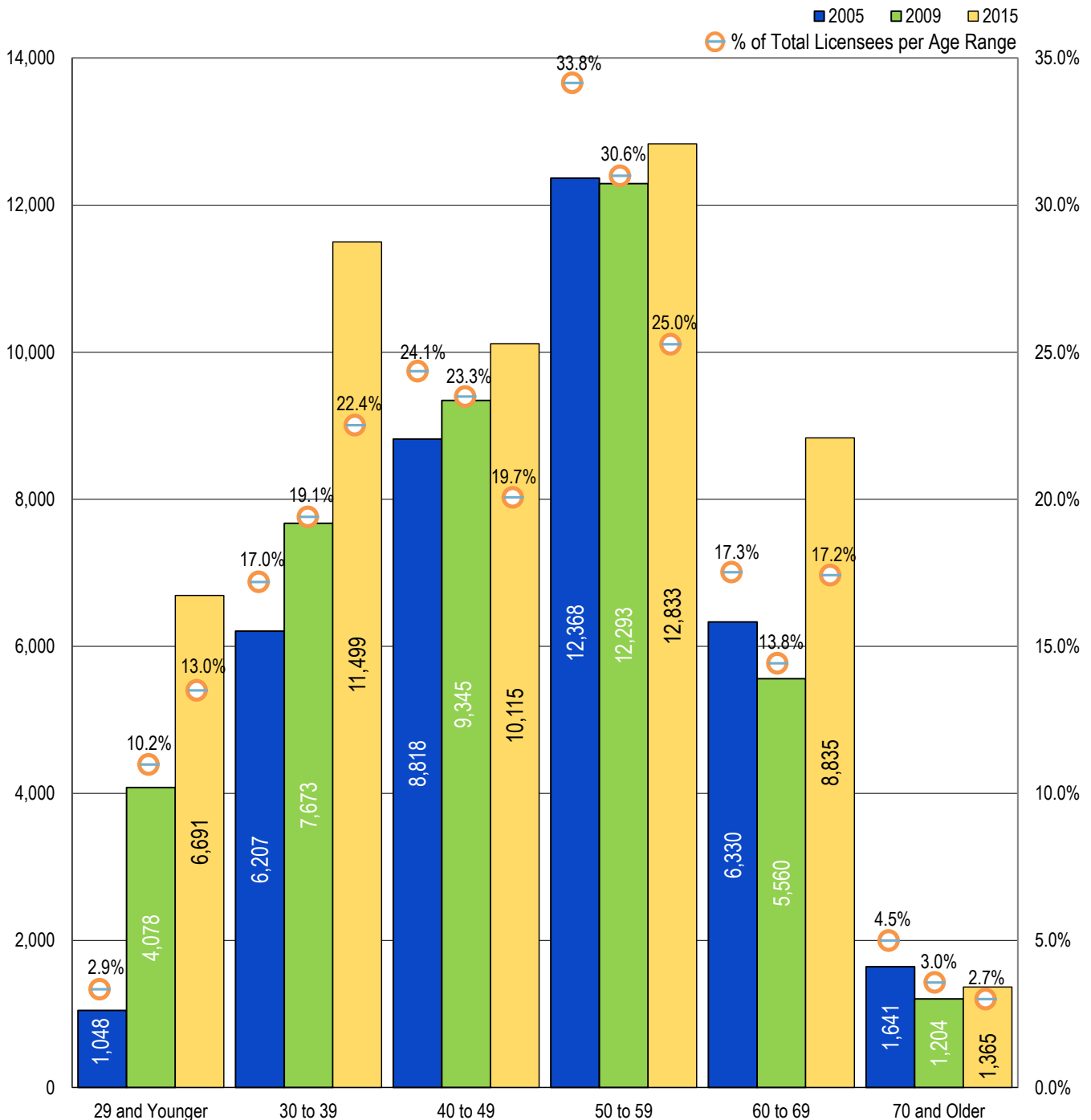
AGE RANGE OF LICENSEES

The following chart illustrates the total number of RN licensees by age range and also gives the percentage of total licensees by age range. There has been a steady increase in the number of licensees aged 39 and under with 35.4 percent of all RN licensees within this age group in 2015.

Nearly half (44.7%) of all RN licensees fall within the 40 to 59 age group. In 2015, the largest cohort of RNs remains within the 50 to 59 year age range (25.0%).

Age data is compared every two years. For the purposes of this illustration, three of the last 11 years of information are displayed.

FIGURE 3: Number and Percentage of RN Licensees by Age Range (2005, 2009, & 2015)



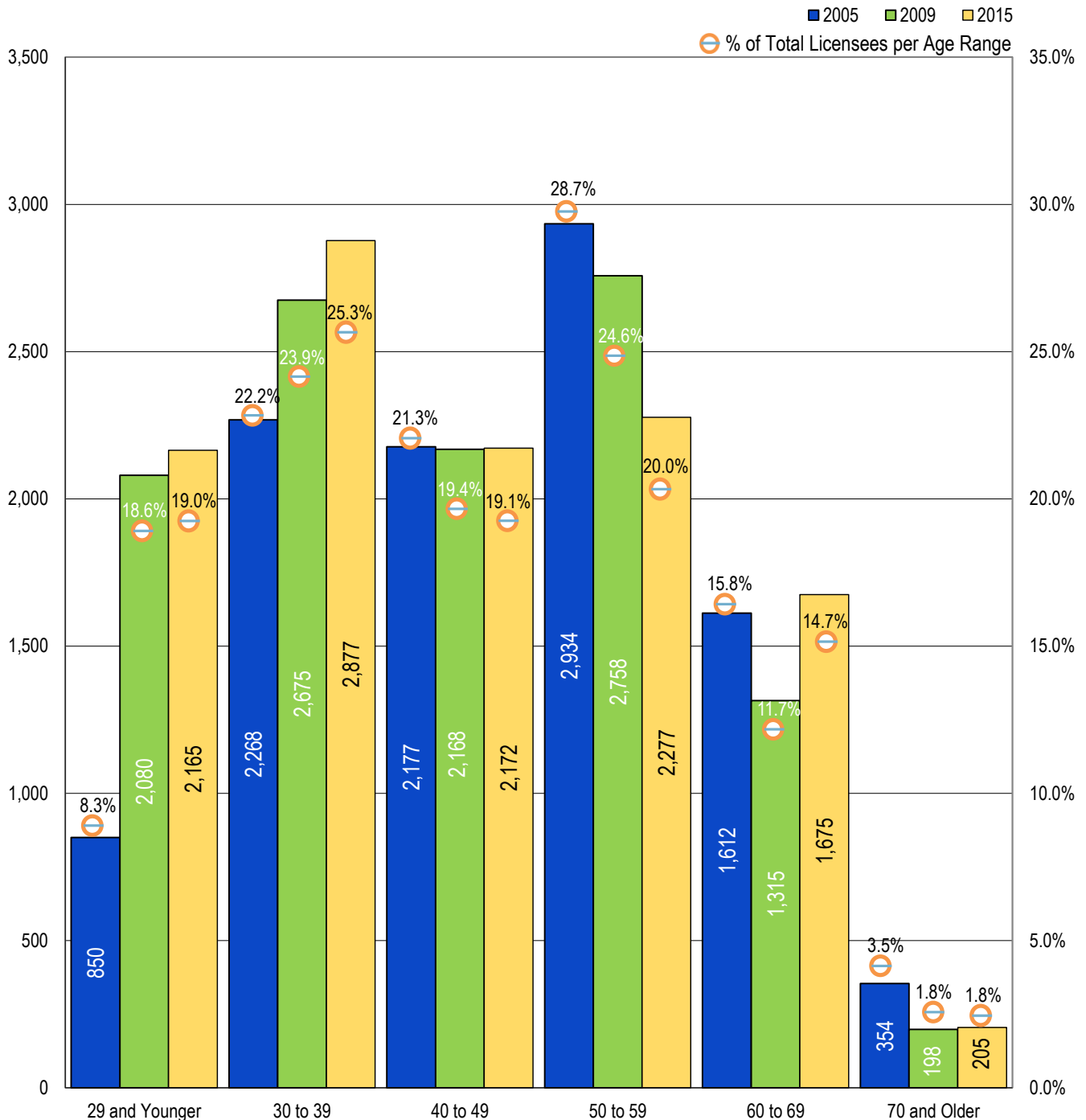
The chart below shows the total number of LPN licensees by age range and also gives the percentage of total licensees by age range.

A significant increase in the number of LPN licensees aged 39 and under has resulted in approximately 44.3 percent of all licensees falling within this age group. This outpaces the 40 to 59 age group which makes up 39.1 percent of all LPN licensees.

In 2015, the largest cohort of LPNs was within the 30 to 39 year age range (25.3%).

Age data is compared every two years. For the purposes of this illustration, three of the last 11 years of information are displayed.

FIGURE 4: Number and Percentage of LPN Licensees by Age Range (2005, 2009, & 2015)



EDUCATION OF LICENSEES

The following chart illustrates the total number of active licensees and the original RN graduate award level.

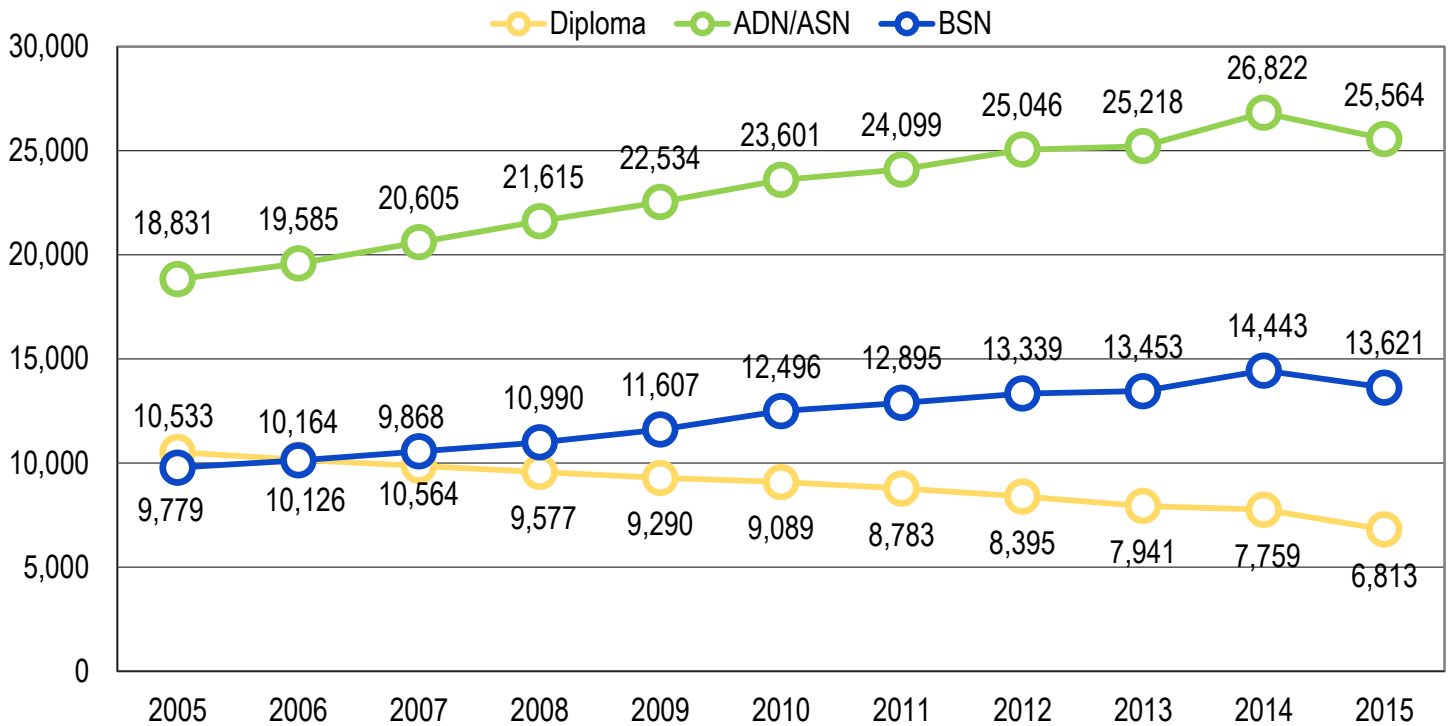
Diploma programs were nursing programs associated with a hospital or medical facility. Diploma numbers continue to decline following the closing of the last Iowa diploma program in 1999.

The number of Associate Degree in Nursing/ Associate of Science in Nursing (ADN/ASN) graduates and Bachelor of Science in Nursing (BSN) graduates have generally been on the rise.

However, the total number of graduates from ADN/ASN programs continues to significantly outpace the number who earn a BSN degree upon original licensure.

Since 2005, the number of ADN/ASNs awarded has increased by 35.8 percent while the number of 4-year degrees earned has increased by 39.3 percent.

FIGURE 5: Basic RN Education, Graduates by Award Level (2005-2015)



Total BSN graduates have increased
AT A RATE NEARLY 4%
GREATER THAN ADN/ASN graduates
 (2005 - 2015)

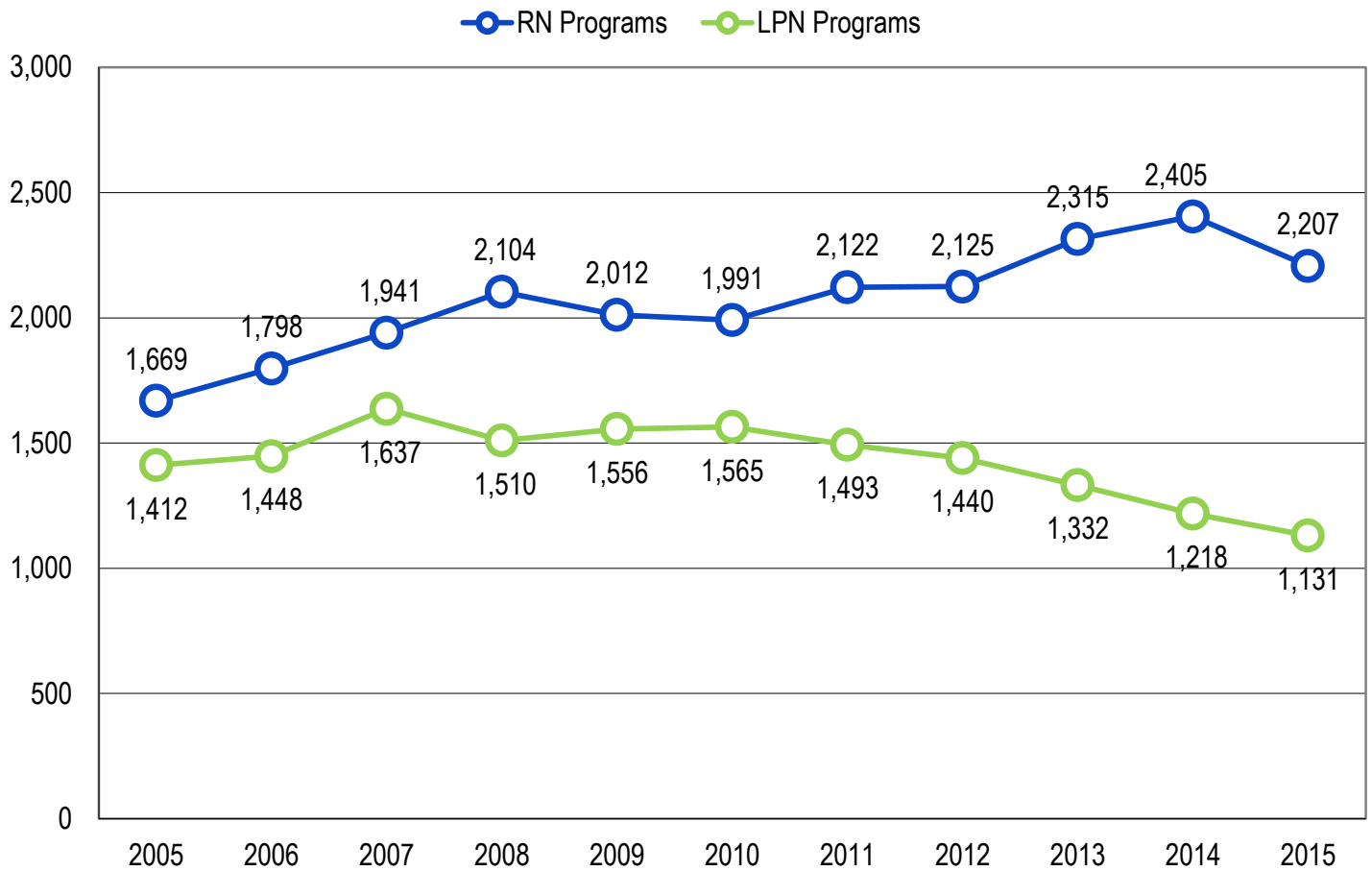
The chart below shows the number of graduates with Iowa's **pre-licensure** nursing programs.

The number of RN graduates increased steadily between 2005 and 2008 and then again between 2010 and 2014. In 2015, RN pre-licensure program graduates dipped by 198—for a total percentage decrease of 8.2. This is the first time in five years there has been a decrease in pre-licensure graduates. This may perhaps be due to stricter admission standards at various institutions across the State of Iowa; instituted in 2012 and 2013.

Since 2010, the number of LPN graduates has steadily declined. In 2015, the total number of graduates was 1,131, a decrease of 7.1 percent from prior the year.

Note: Some nursing education programs at Iowa community colleges are built on a career ladder concept that prepares graduates to apply for LPN licensure upon completion of the first level (year) and RN licensure upon completion of the second level (year).

FIGURE 6: Graduates of Iowa Nursing Education Pre-Licensure Programs (2005-2015)*



*Data collection for RN programs has been modified. Numbers reported here have been revised and may not match data reported previously.

{ In 2015, the total number of RN pre-licensure graduates
DIPPED BY 198, THE FIRST **DECREASE** IN FIVE YEARS }

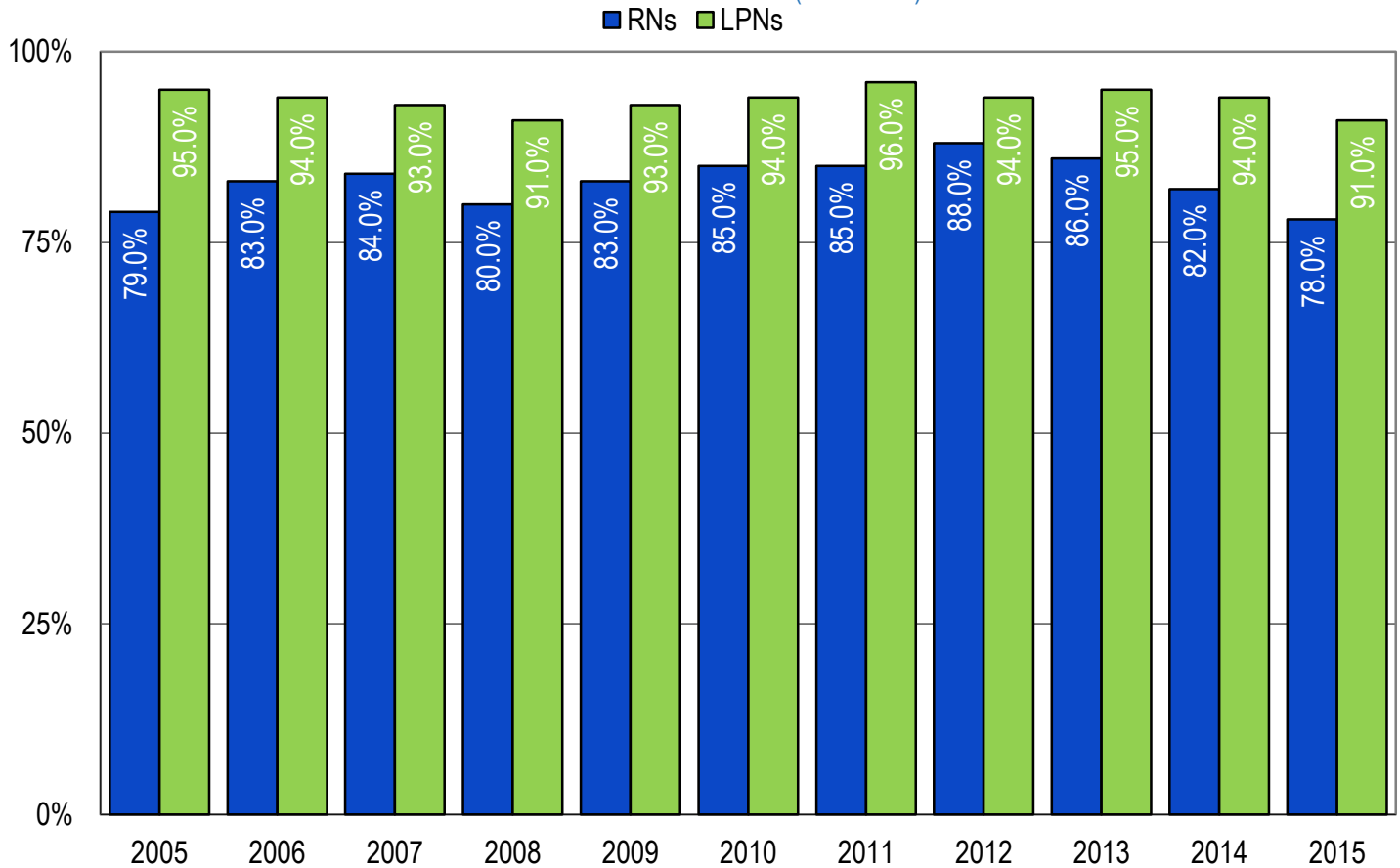
The following chart depicts the pass rates among graduates of Iowa's nursing programs taking the national licensure examination for the first time, during fiscal year reporting, ending June 30, 2015.

Throughout the 2005-2015 time period the pass rate among LPNs never dipped below 91.0 percent.

The average pass rate among RNs during the same time period was 83.0 percent.

Note: The State Board Test Pool Examination (SBTPE) was provided from 1946-1982. The National Council Licensure Examination (NCLEX®) has been provided from 1982-present. After 1988, NCLEX® results were reported as pass/fail. The examination was converted to computerized adaptive testing (CAT) in April 1994.

FIGURE 7: First-Time Tester Passing Rates Among Graduates of Iowa Nursing Programs, National Licensure Examination (2005-2015)



FROM 2005 TO 2015

THE PASS RATE FOR FIRST-TIME TEST-TAKERS AMONG LPNS

NEVER FELL BELOW 91%

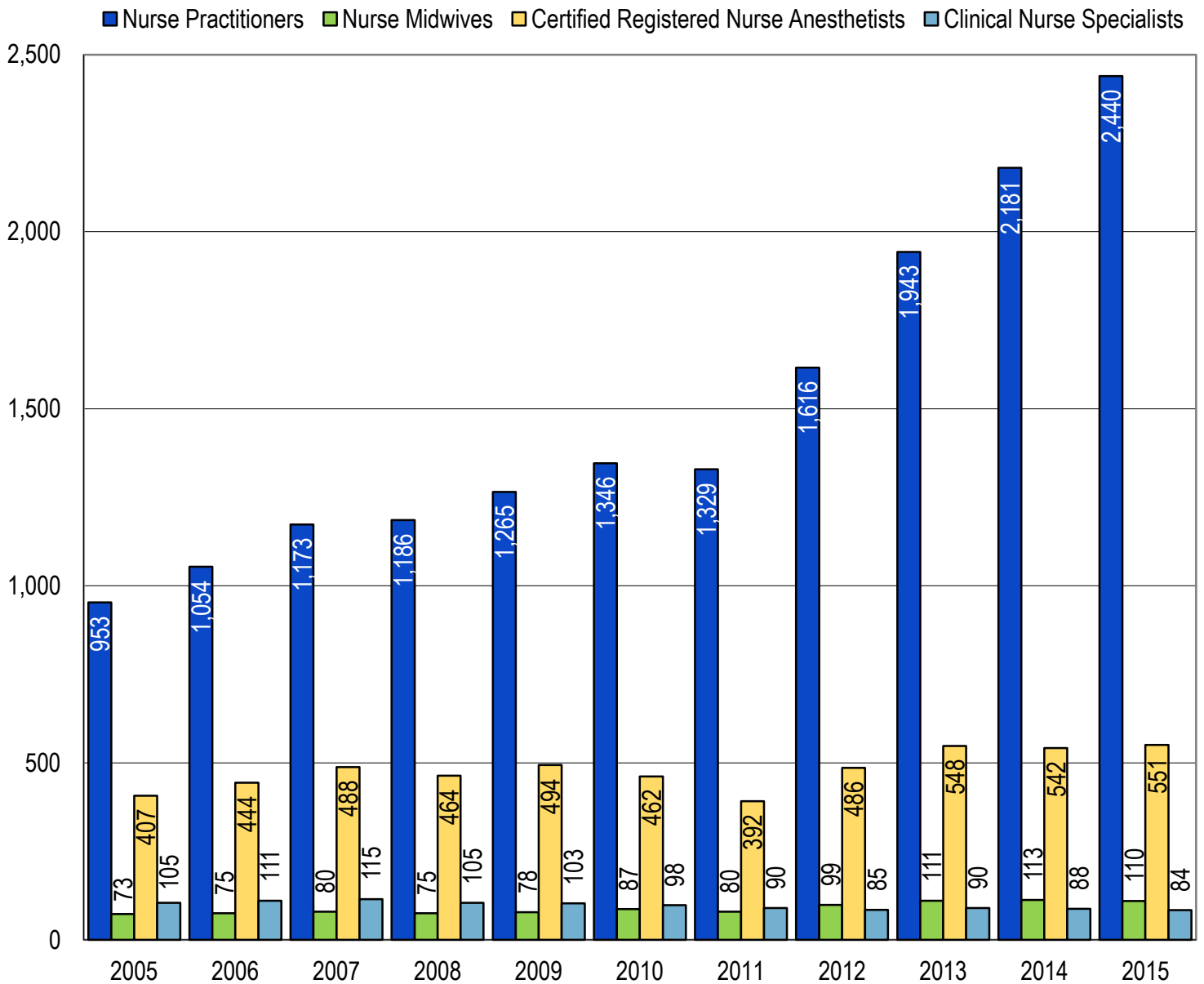
The following chart illustrates the number of Advanced Registered Nurse Practitioners (ARNPs) in Iowa.

Overall, the total number of ARNPs has nearly doubled since 2005. The most significant change among ARNPs within the last year was the Nurse Practitioner category which experienced an increase of 259 licenses (2014-2015).

Both Nurse Midwives and Clinical Nurse Specialists experienced a slight decrease during this same one-year period (-3 and -4, respectively).

Between 2014 and 2015, the total number of ARNPs increased by 8.9 percent.

FIGURE 8: Advanced Registered Nurse Practitioners in Iowa (2005-2015)



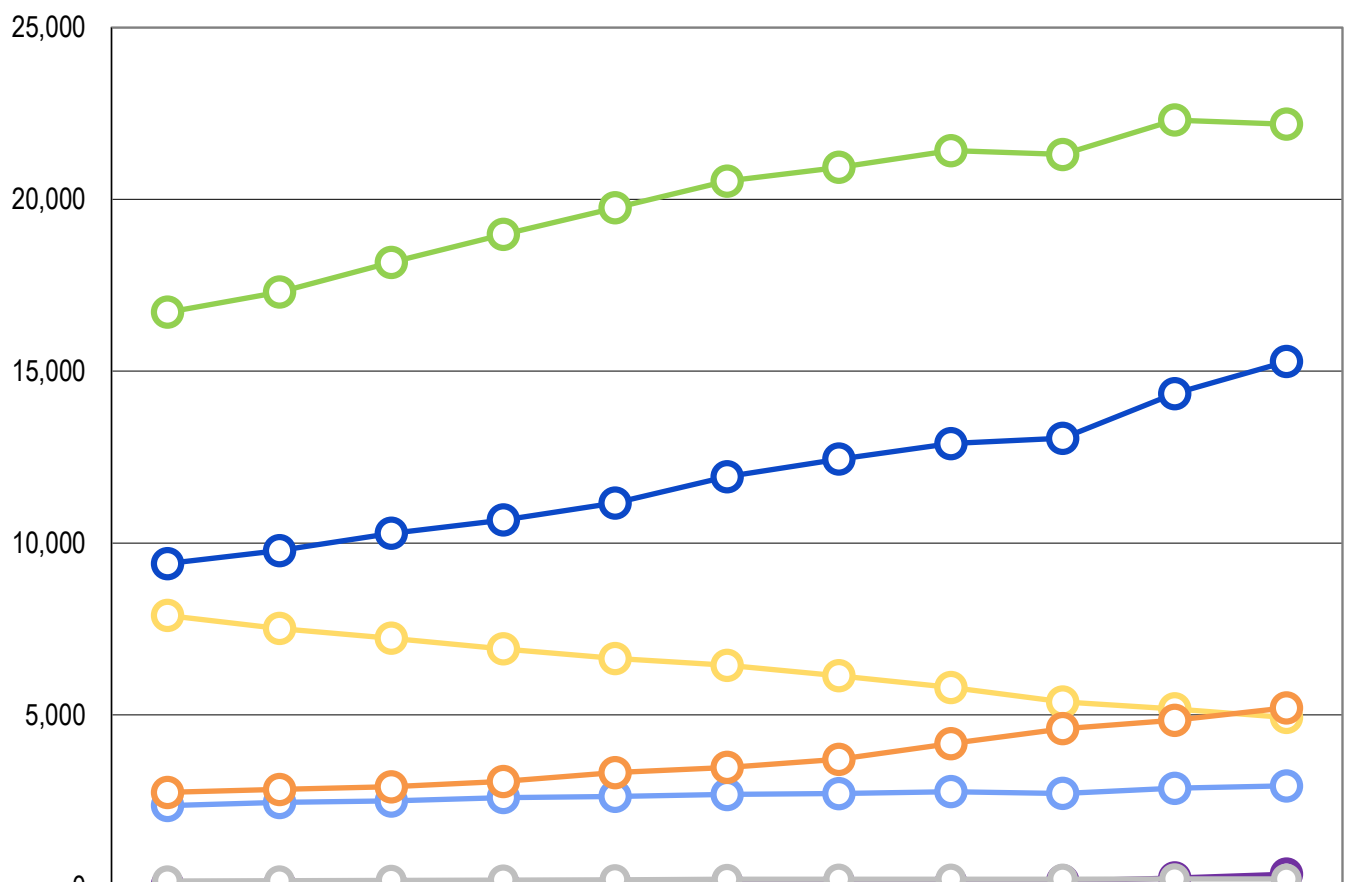
The following chart identifies the highest degree held by active licensed RNs. All degree categories identified by RNs experienced an overall increase since 2005 with the exception of diplomas which is a reflection of the absence of diploma nursing programs in Iowa.

There was a 21.6 percent increase between 2014 and 2015 for RNs who reported a doctorate as their highest degree. During this same time period, there was a 43.0 percent increase in RNs who specifically reported a doctoral level in nursing as their highest degree.

In addition, there was an increase of 6.5 percent during 2014-2015 timeframe among RNs who reported a BSN as their highest degree level and a 5.8 percent increase in baccalaureate degrees, overall.

In 2015, nearly half (47.0%) of total RN licensees reported a highest degree level of a baccalaureate or higher.

FIGURE 9: Highest Degree Held by Active Licensed RNs (2005-2015)



	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Diploma	7,892	7,517	7,232	6,924	6,642	6,443	6,141	5,801	5,379	5,175	4,927
ADN/ASN	16,718	17,301	18,165	18,978	19,751	20,529	20,929	21,415	21,305	22,308	22,186
BSN	9,403	9,781	10,283	10,671	11,168	11,932	12,442	12,893	13,050	14,350	15,282
Other Baccalaureate	2,366	2,456	2,499	2,596	2,630	2,687	2,711	2,769	2,719	2,868	2,935
Masters	2,747	2,832	2,912	3,065	3,323	3,472	3,710	4,167	4,599	4,844	5,205
*Doctoral in Nursing	58	57	57	67	79	93	100	116	170	258	369
Other Doctorate	171	177	191	199	208	220	224	224	222	232	227

*For 2015, of the 369 doctoral in nursing degrees reported: 219 are Doctor of Nursing Practice (DNP) degrees, 40 are other doctoral nursing degrees, and 110 are PhDs in nursing.

NURSING EDUCATION

NURSING EDUCATION PROGRAMS

For the purposes of this report, nursing programs are listed separately by site and type. In some instances, more than one site may share administration by a single program, a common philosophy, curriculum and faculty.

Since 2007, the total number of nursing programs offered in Iowa has increased by 5. From 2008 to 2015, available DNP programs has seen the greatest increase, among all program levels, with a total of 5 programs being added.

The second largest growth was in the ADN/ASN programs.

Professional master's and Clinical Nurse Leader (CNL) master's (pre-licensure) programs were discontinued in 2010. DNP programs were first introduced in 2008.

FIGURE 10: Number of Nursing Education Programs by Type (2007-2015)*

Program	2007	2008	2009	2010	2011	2012	2013	2014	2015
PhD in Nursing	1	1	1	1	1	1	1	1	1
DNP	0	1	1	1	3	4	4	6	6
Post-Master's	5	5	5	5	5	6	6	5	5
Master's	6	6	7	8	9	9	9	8	8
Professional Master's/ CNL (Pre-Licensure) Master's	1	1	1	1	0	0	0	0	0
BSN	18	18	19	19	18	19	19	20	20
ADN/ASN	33	34	35	35	31	36	36	36	36
Practical Nursing	38	38	37	37	33	34	34	31	31
**Diploma	0	0	0	0	0	0	0	0	0
Total	102	104	106	107	100	109	109	107	107

*Data collection for nursing programs has been modified. Numbers reported here have been revised and may not match data reported previously.

**The last diploma program in Iowa closed in 1999.

{ IN **2007**, IOWA DID NOT OFFER **ANY**
 DOCTOR OF NURSING PRACTICE (DNP) PROGRAMS
 IN **2015**, THERE WERE **6**. }

ADMISSIONS DATA

Admission data is based on the number of students who have met program admission requirements and are taking nursing courses the first day classes meet for the reporting year.

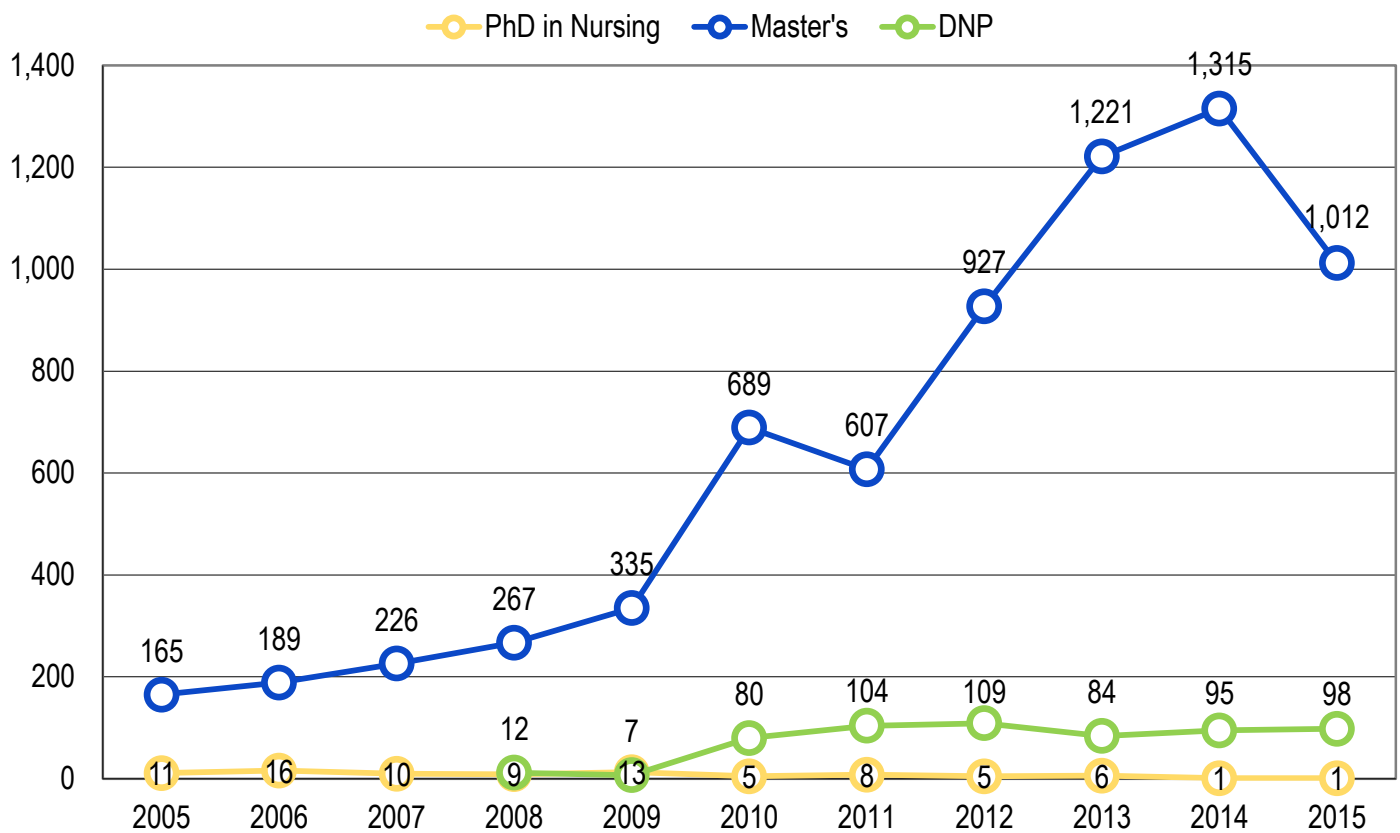
The following chart provides the total number of admissions per school year within graduate nursing programs in Iowa.

During the 2015 school year 99 students were admitted into Iowa's doctoral programs.

For the same school year 1,012 students were admitted into a master's program. This represents a 23 percent decrease over the prior year.

Between 2009 and 2011, two additional master's programs became available in Iowa. This may account for the significant increase in admissions within this program type during this period of time (Figure 10).

FIGURE 11: Admission Totals for Graduate Nursing Programs (2005-2015)



Over the last five years, from 2011 to 2015, the number of students admitted into a master's program has increased by 66.7 percent.

The rise in online graduate programs is likely responsible for the increased admissions.

In 2015, graduate programs in nursing reported 106 students on waiting lists (82 for master's and 24 for doctoral-DNP).

From 2011 to 2015
MASTER'S PROGRAM ADMISSIONS
 INCREASED BY OVER **66%**

The following chart provides the total number of admissions per school year within non-degree certificate nursing programs in Iowa.

The post-master's certificate program is designed for master's prepared nurses pursuing advanced practice certification in a specialty area. The post-master's certificate provides additional knowledge, clinical experience and competency for master's prepared nurses who are seeking a role expansion or role change.

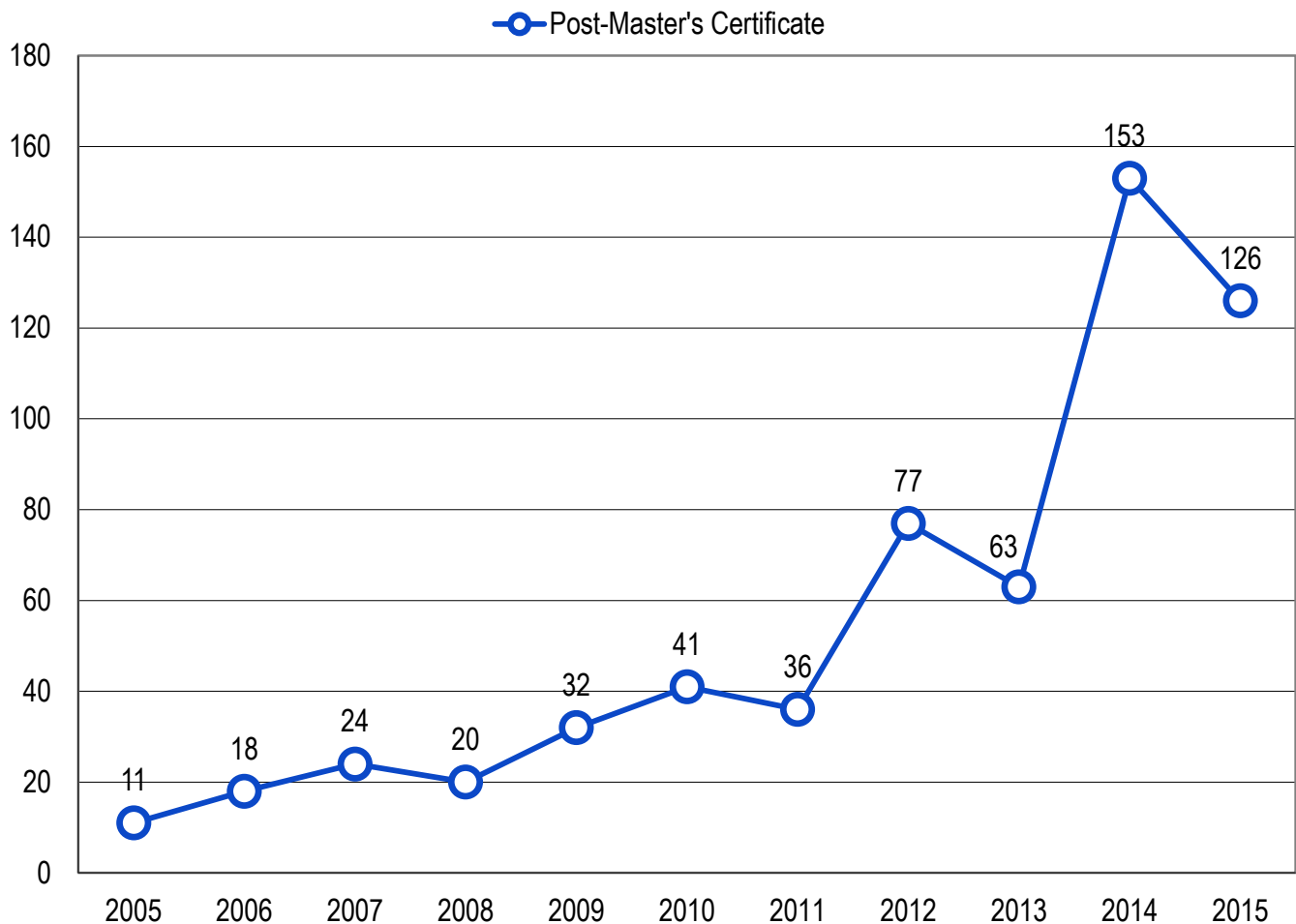
During the 2015 school year 126 students were admitted into Iowa's post-master's certificate

programs. This represents a slight decrease over the prior year (153). However, the 2015 total is still significantly above the admissions numbers from the previous nine years.

The addition of one online post-master's certificate program in 2012 may account for the spike in admissions seen between 2013 and 2014.

In 2015, there were no students on waiting lists for post-master's certificate programs.

FIGURE 12: Admission Totals for Non-Degree Nursing Programs (2005-2015)*



*No data available for non-degree certificate programs other than the post-master's certificate

{ From 2011 to 2015
POST-MASTER'S CERTIFICATE
 ADMISSIONS GREW BY **250%** }

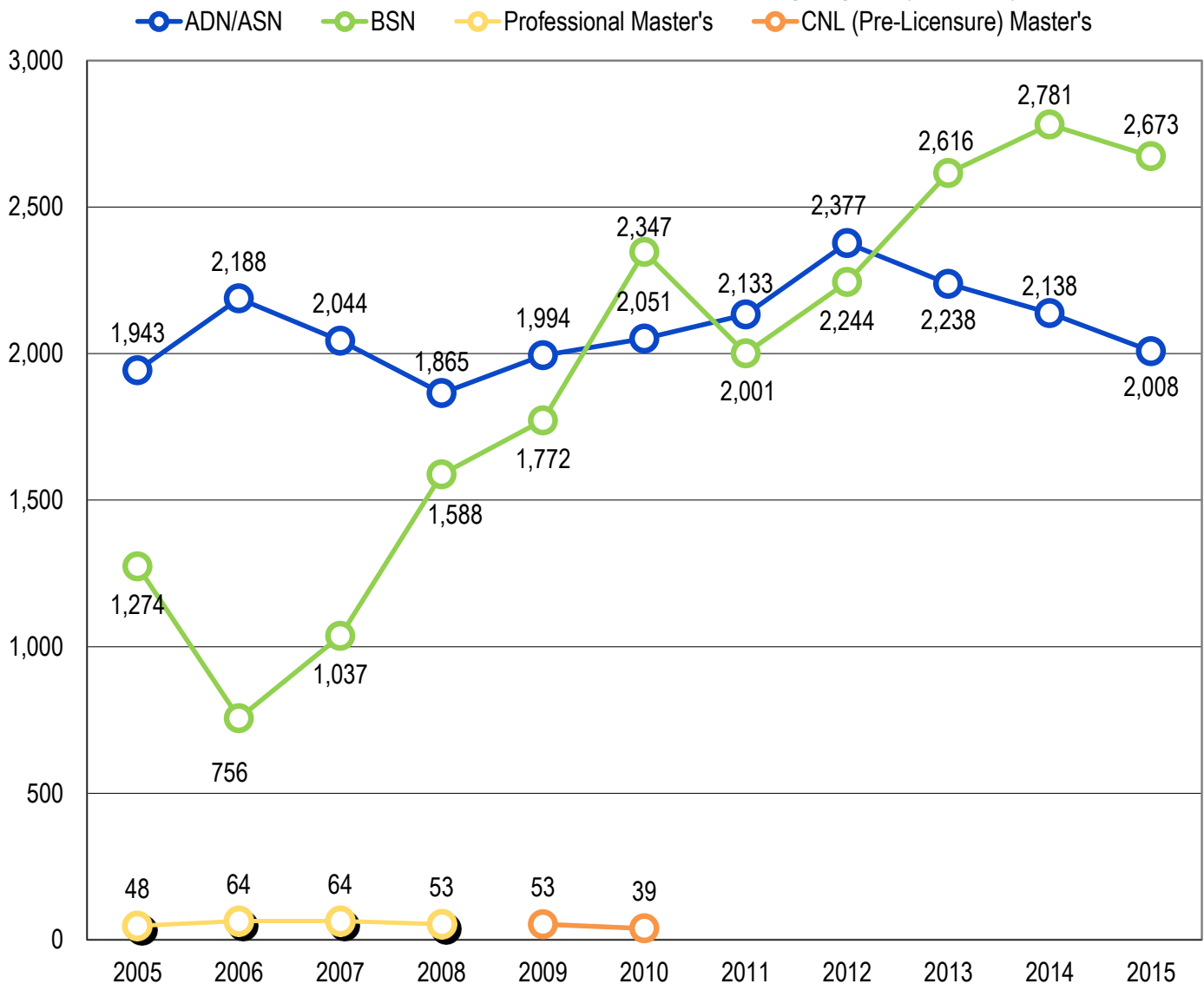
The chart below shows the total number of admissions per school year within pre-licensure and RN nursing programs in Iowa.

During the 2015 school year 4,681 students were admitted into Iowa's pre-licensure and RN programs. This represents a decrease of 4.8 percent over the 2014 school year. Two large ADN programs moved to stand-alone programs in 2015,

eliminating their ladder programs, which may have caused the dip in ADN admissions. Emphasis continues to be placed on nurses attaining the BSN degree.

In 2015, the undergraduate RN programs which include: ADN/ASN and BSN (pre-licensure) degrees had 297 students on waiting lists.

FIGURE 13: Admission Totals for Pre-Licensure and RN Nursing Programs (2005-2015)



The rise in BSN program admissions between 2006 and 2010 may be the result of enrollment increases in online RN to BSN programs.

RN & PRE-LICENSURE ADMISSIONS
 INCREASED OVER **45%**
 (2005 to 2015)

The following chart provides the total number of admissions per school year within practical nursing programs in Iowa.

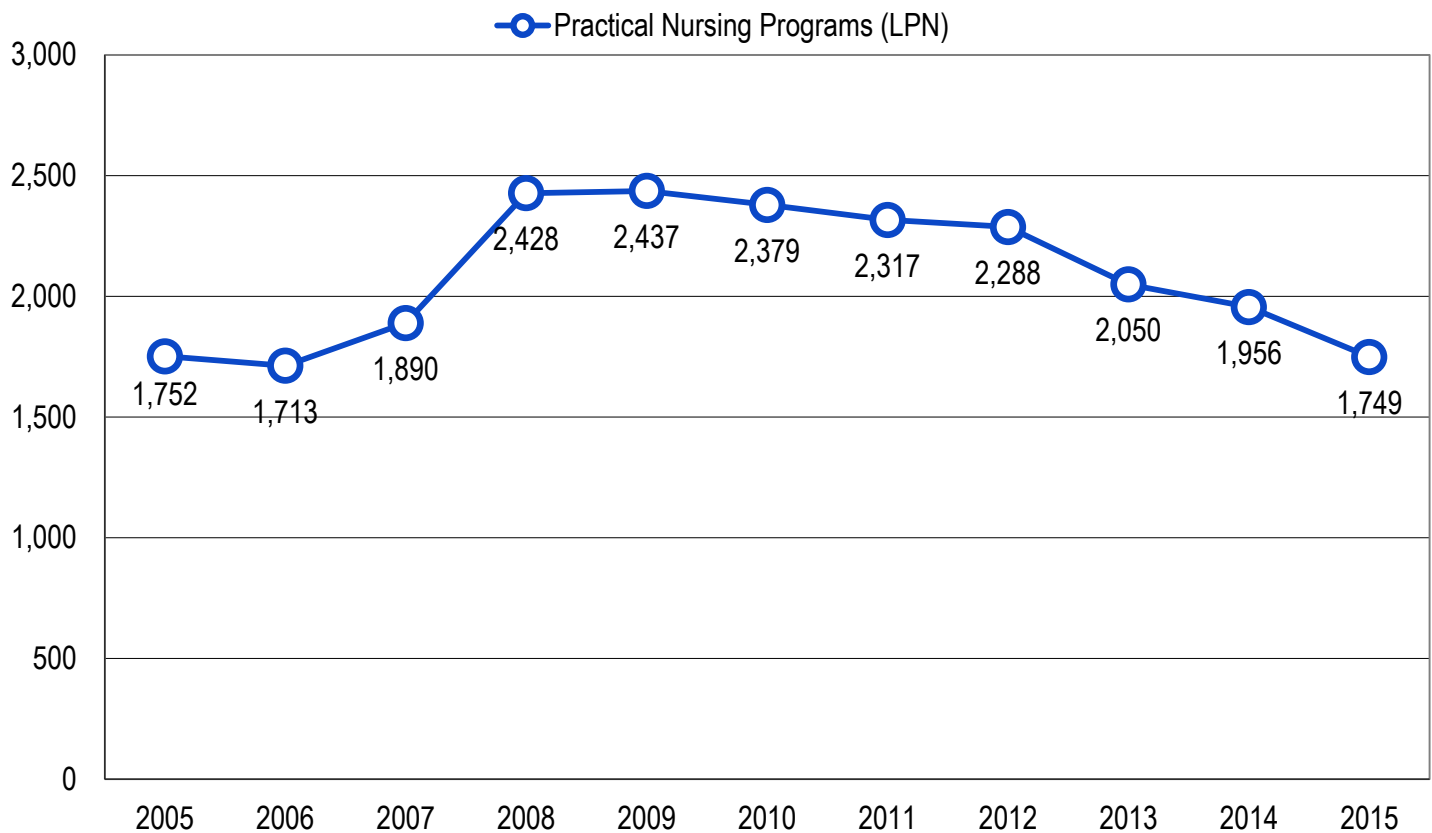
During the 2015 school year 1,749 students were admitted into Iowa's LPN programs. This is a 10.6 percent decrease over the prior year which saw 1,956 admissions.

The downward trend in LPN admissions may be the result of programs moving from ladder programs to LPN and ADN stand-alone programs.

For 2015, there were no students on LPN waiting lists.

Note: In 2015, 80.9 percent of practical nursing graduates proceeded directly to RN programs.

FIGURE 14: Admission Totals for Practical Nursing Programs (2005-2015)



From 2011 to 2015
PRACTICAL NURSING PROGRAM
 ADMISSIONS FELL BY OVER **24%**

ENROLLMENT DATA

Enrollment data is based on the number of students who have met admission requirements, are accepted into the nursing program, and are taking the nursing courses as of October 15th of the reporting year.

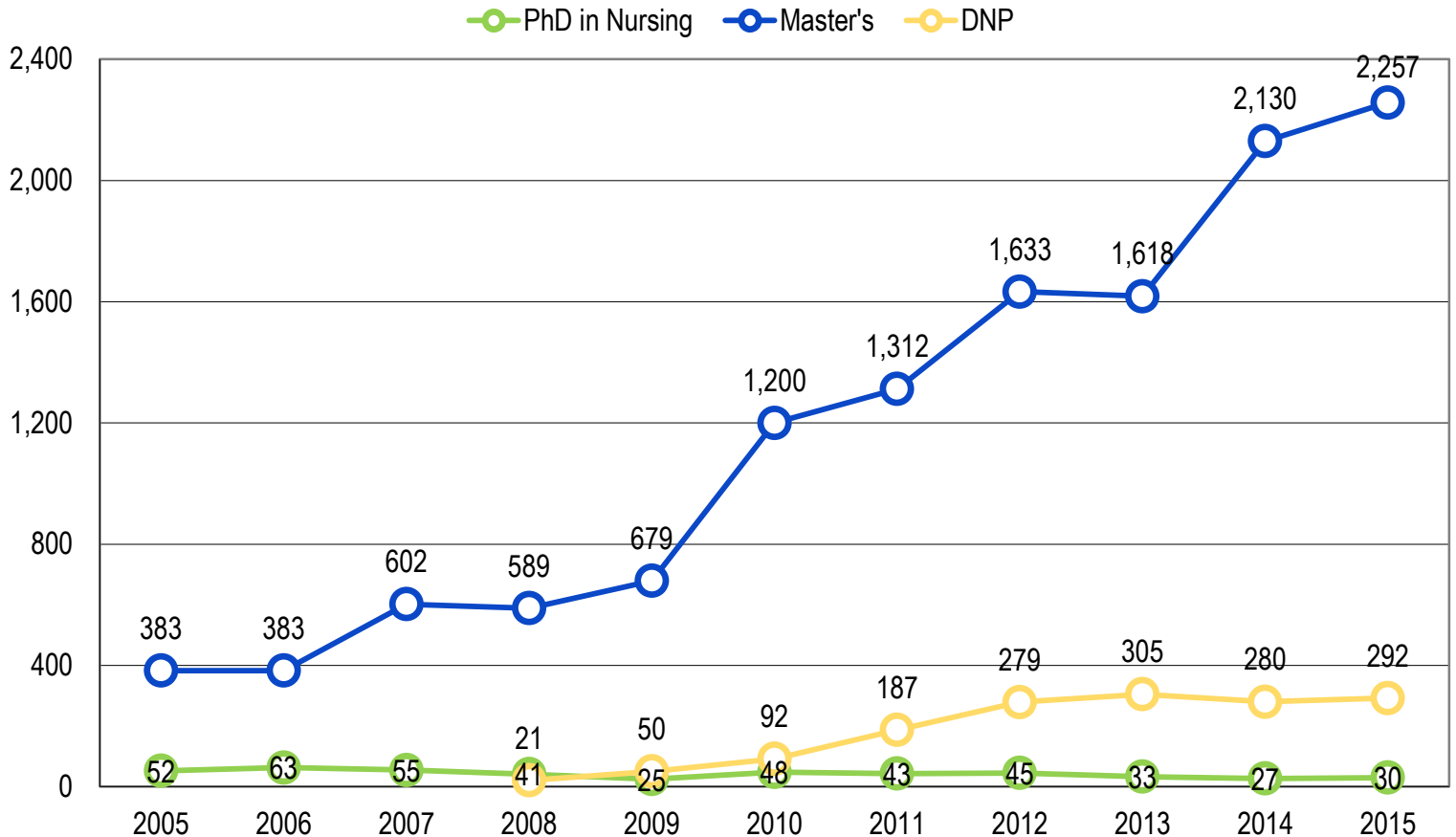
The following chart provides the total number of enrollments per school year within graduate nursing programs in Iowa.

During the 2015 school year 322 students were enrolled in Iowa's doctoral programs, an increase of 4.9 percent compared to 2014.

For the 2015 school year 2,257 students were enrolled in a master's program. This represents a 5.9 percent increase over the prior year.

Between 2009 and 2011, two additional master's programs became available in Iowa. This may account for the significant increase in enrollment within this program type during this period of time (Figure 10).

FIGURE 15: Enrollment Totals for Graduate Nursing Programs (2005-2015)



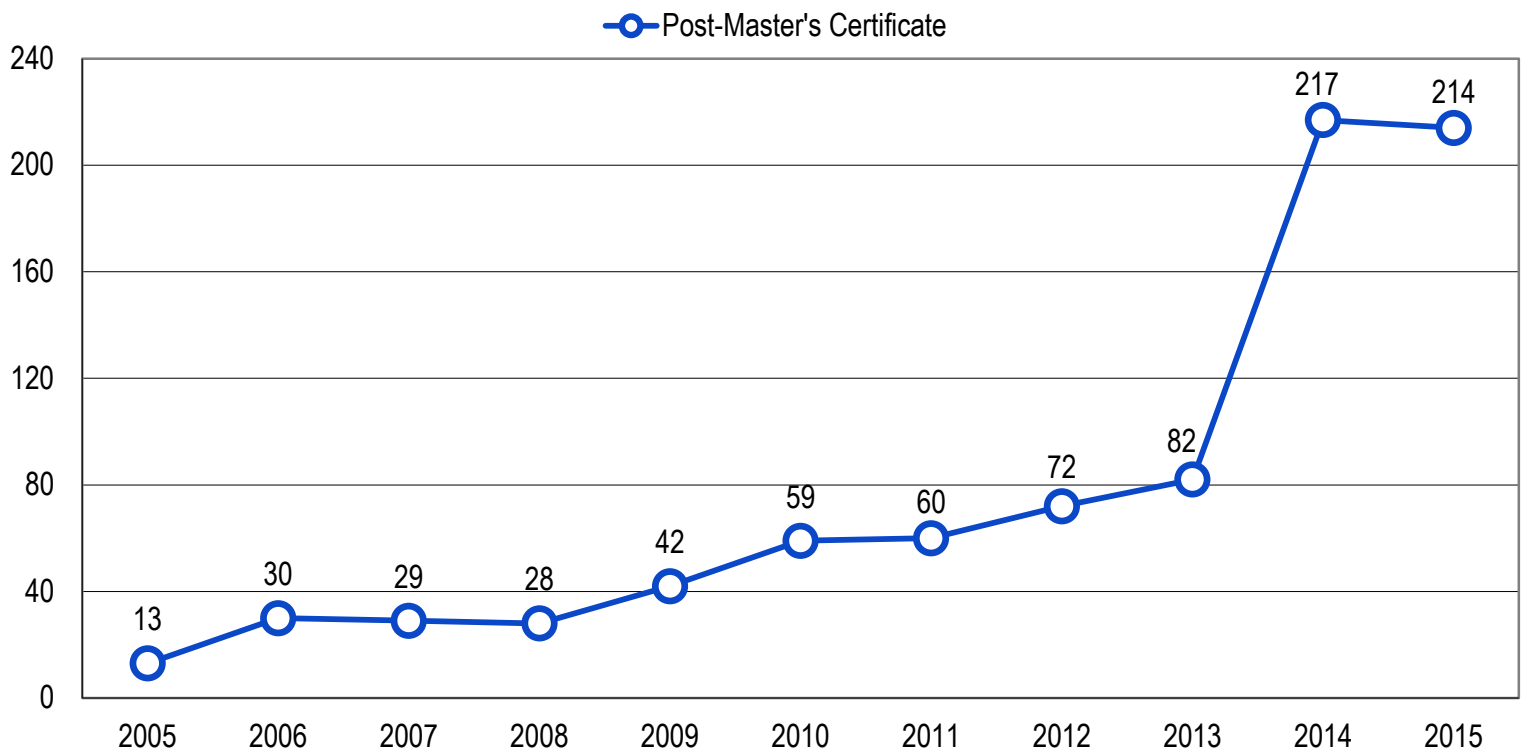
From 2014 to 2015
GRADUATE PROGRAM ENROLLMENT
 GREW BY NEARLY **6%**

The following chart provides the total enrollment level per school year within post-master's certificate nursing programs in Iowa.

During the 2015 school year 214 students were enrolled in Iowa's post-master's certificate programs. This represents a slight decrease over the prior year which had a total enrollment of 217.

The addition of one online post-master's certificate program in 2012 may account for this spike in enrollment. Of the 214 enrolled, 155 students were in an online program

FIGURE 16: Enrollment Totals for Post-Master's Certificate Nursing Programs (2005-2015)



From 2013 to 2015
POST-MASTER'S CERTIFICATE
ENROLLMENT GREW BY **161%**

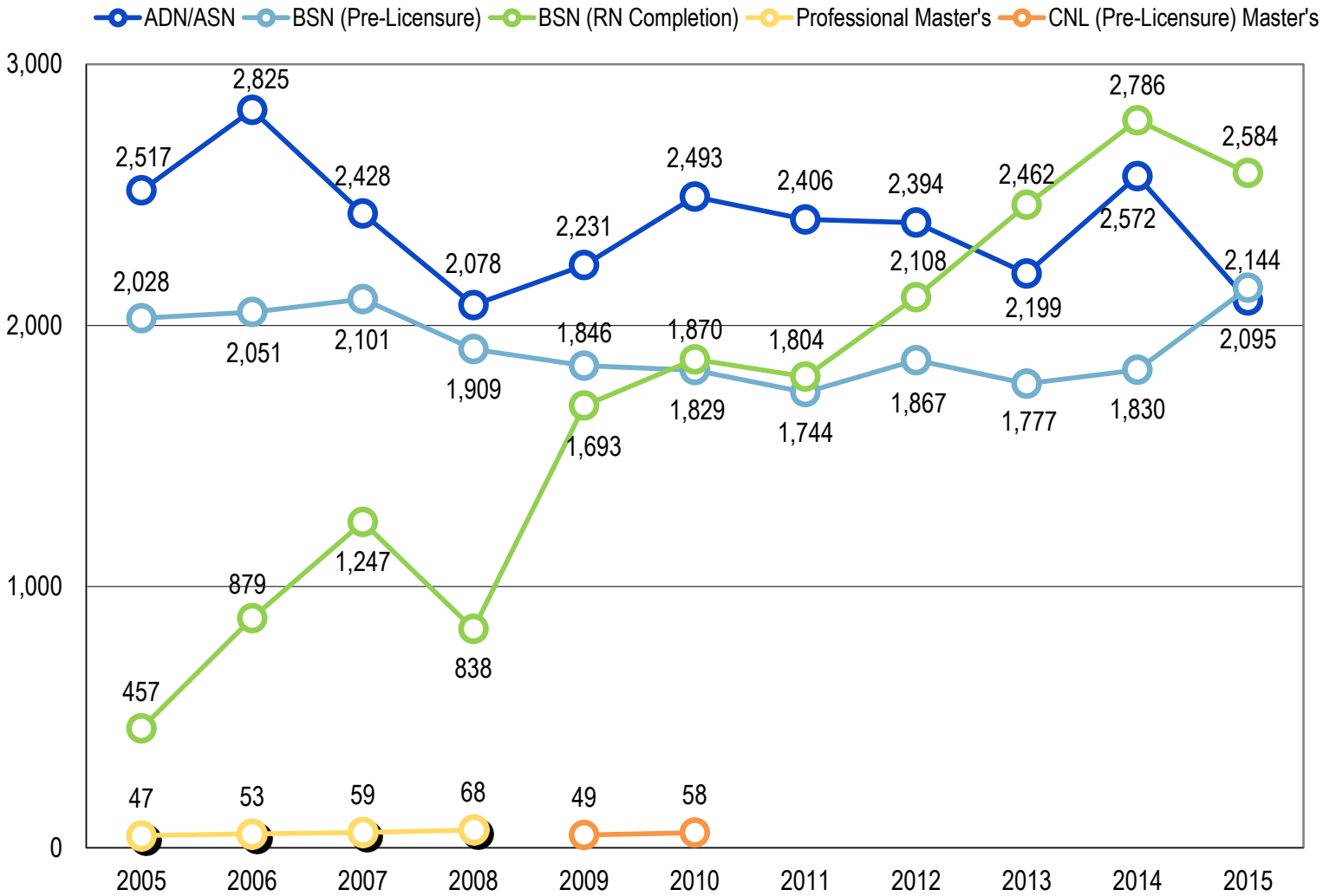
The chart below shows the total enrollment per school year within RN nursing programs in Iowa.

ADN/ASN degree enrollment has dropped off significantly from the 2005 level of 2,517.

During the 2015 school year 6,823 students were enrolled in Iowa's RN programs. This represents a 5.0 percent decrease over the 2014 school year but a 35.1 percent increase since 2005.

However, enrollment within BSN (RN completion) programs has generally experienced steady growth since 2008. From 2008 to 2015 enrollment within these programs has grown by 208.4 percent.

FIGURE 17: Enrollment Totals for Pre-Licensure and RN Nursing Programs (2005-2015)



{ RN NURSING PROGRAM ENROLLMENT }
 INCREASED BY OVER **35%**
 (2005 to 2015)

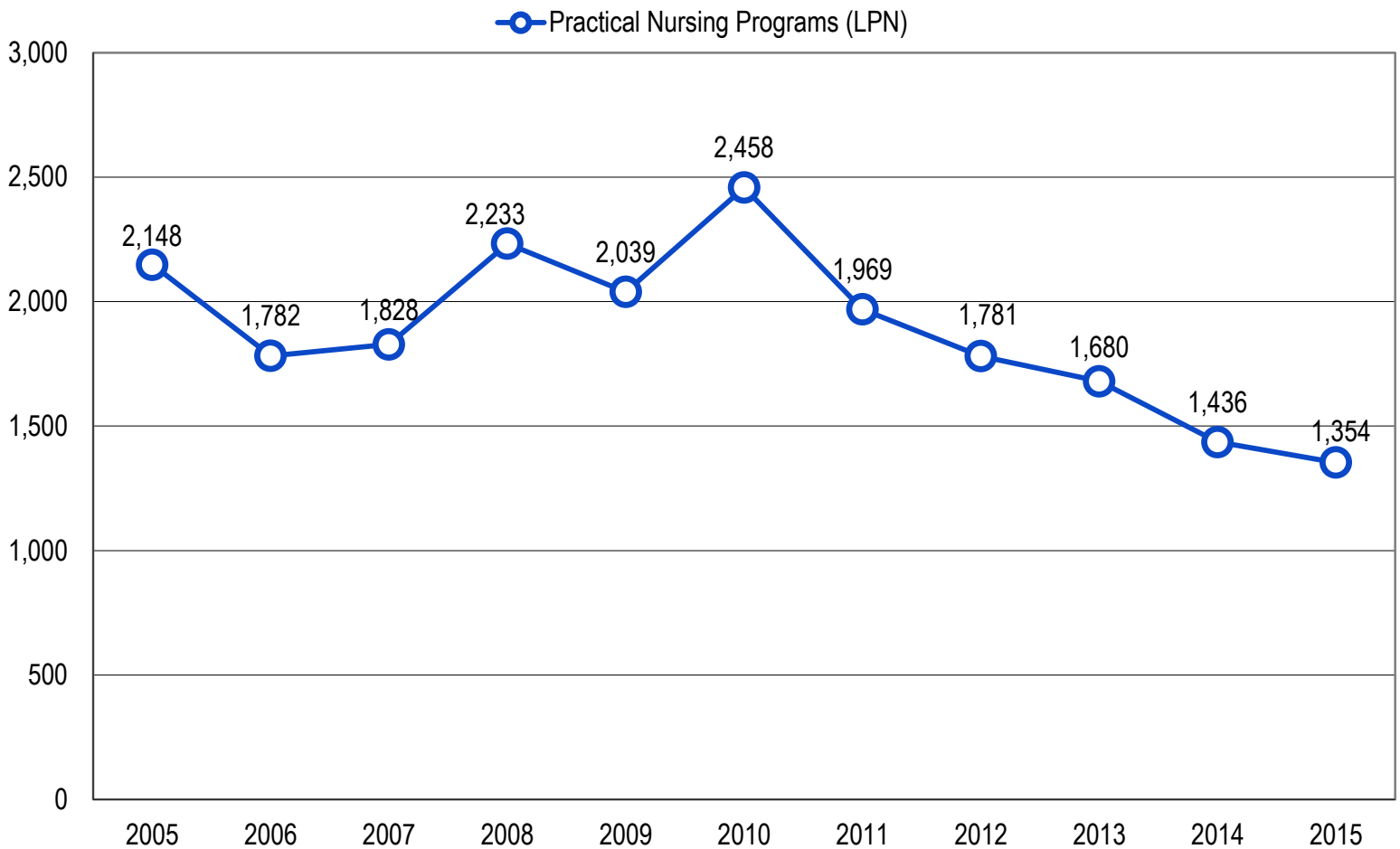
The following chart provides the enrollment levels per school year within practical nursing programs in Iowa.

In 2015, 1,354 students were enrolled in Iowa's LPN programs. This is a 5.7 percent decrease over the prior year which had an enrollment of 1,436.

Enrollment in LPN programs in Iowa has trended downward for the last five years. From 2010 to 2015 there has been a 44.9 percent decline in LPN program enrollment.

The downward trend in LPN enrollment may be the result of the increased market demand for nurses to attain their BSN degrees.

FIGURE 18: Enrollment Totals for Practical Nursing Programs (2005-2015)



From 2005 to 2015
PRACTICAL NURSING PROGRAM
 ENROLLMENT DECLINED OVER **37%**

GRADUATION DATA

Graduation data is based on the number of students who have successfully completed the requirements of a nursing program, earned a degree in nursing, and were assigned a graduation date between August 1st and July 31st of the reporting year.

The following chart provides the total number of graduates per school year from graduate nursing programs in Iowa.

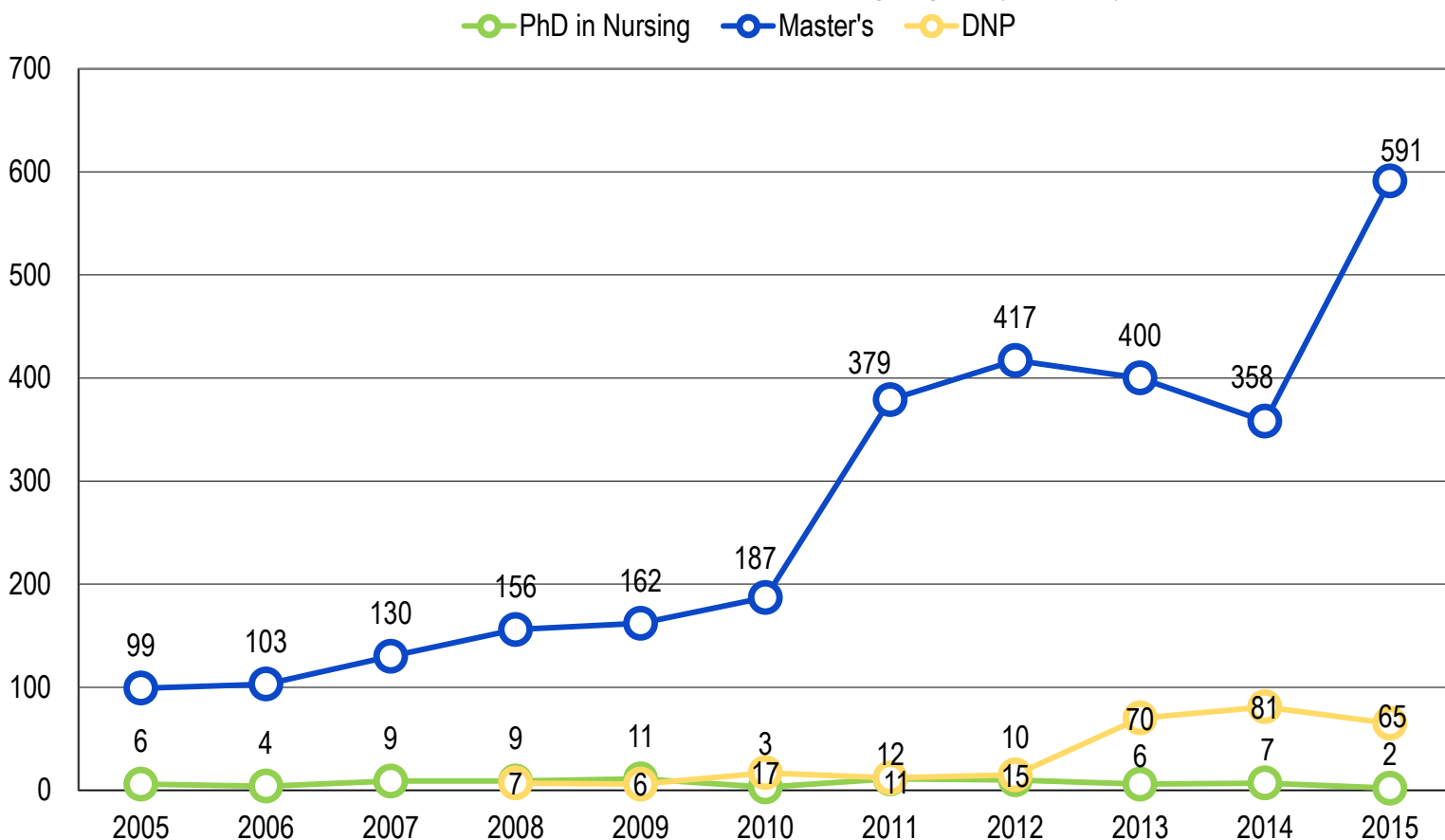
During the 2015 school year 67 students graduated from Iowa's doctoral programs, a decrease of 23.9 percent compared to 2014.

A total of 279 students have graduated from doctoral programs since 2011.

For the 2015 school year 591 students graduated from a master's program. This represents a 65.1 percent increase since 2014.

Between 2009 and 2011, two additional master's programs became available in Iowa. This may account for the significant increase in graduation rates within this program type during this period of time (Figure 10).

FIGURE 19: Graduate Totals from Graduate Nursing Programs (2005-2015)



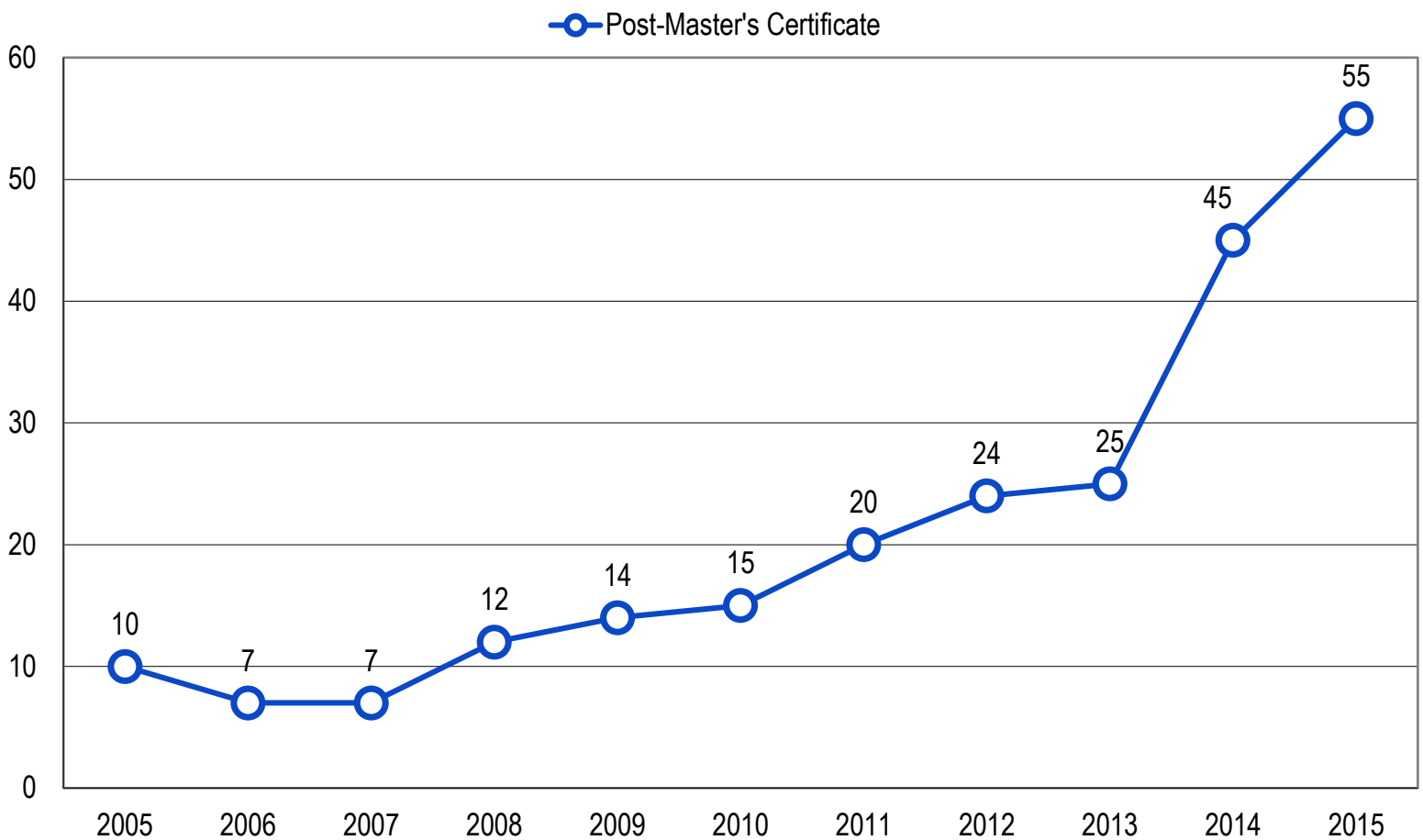
From 2014 to 2015
MASTER'S PROGRAM GRADUATES
 GREW BY OVER **65%**

The following chart provides the total number of graduates per school year from post-master's certificate nursing programs in Iowa.

During the 2015 school year 55 students graduated from Iowa's post-master's certificate programs. This is a 22.2 percent increase over the prior year which had 45 graduates.

The addition of one online post-master's certificate program in 2012 may account for the spike in the graduation level since 2013. Enrollment and graduation numbers vary due to the length of programs, part-time or full-time student status, attrition, or extenuating circumstances for the students.

FIGURE 20: Graduate Totals from Post-Master's Certificate Nursing Programs (2005-2015)



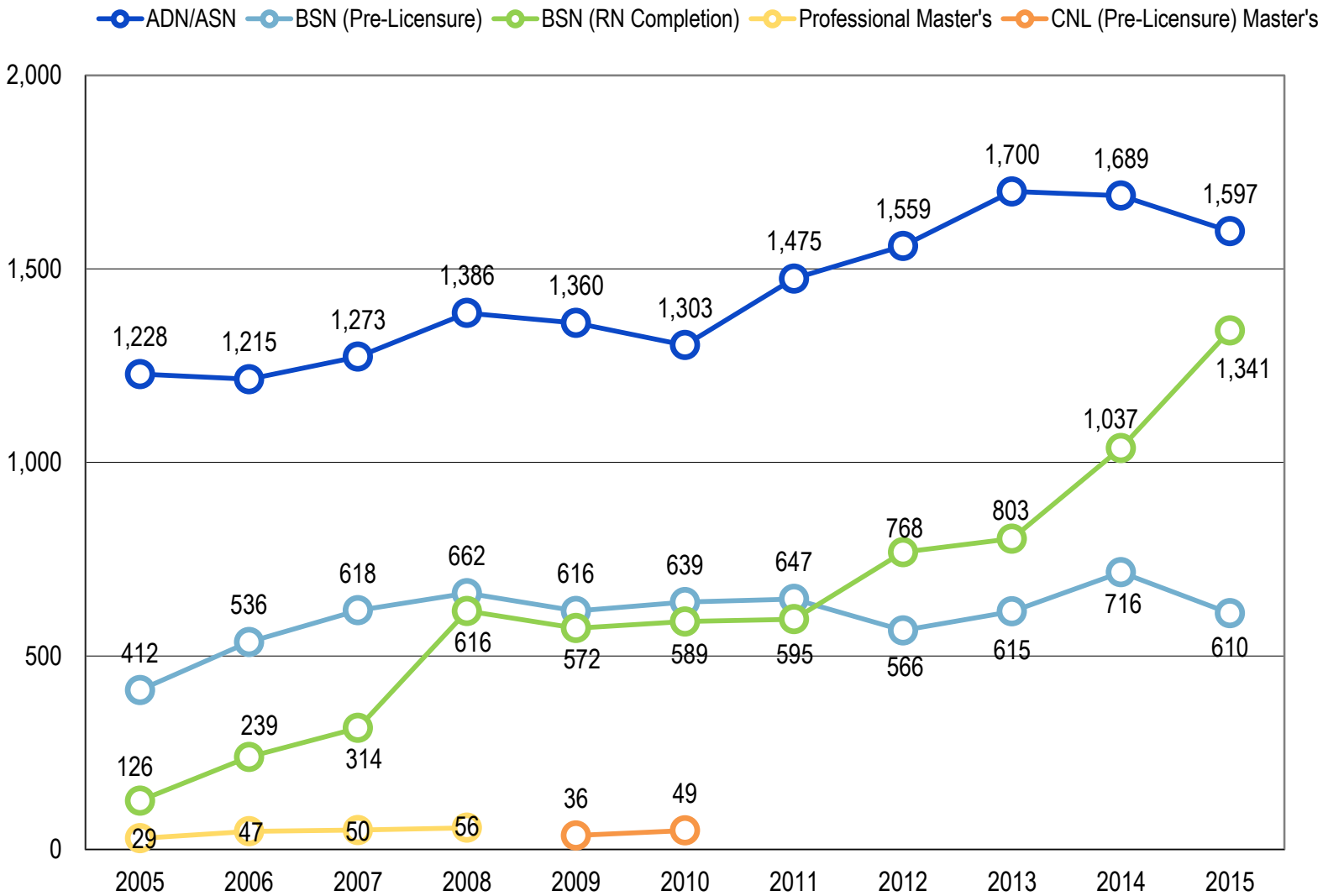
From 2014 to 2015
POST-MASTER'S CERTIFICATE
 PROGRAM GRADUATES
GREW BY MORE THAN 22%

The chart below shows the total graduates per school year from RN nursing programs in Iowa.

During the 2015 school year 3,548 students graduated from Iowa's RN programs. This represents a 3.0 percent increase over the 2014 school year and a 97.6 percent increase since 2005.

In 2015, for the second time in 11 years, the total graduates from the BSN programs combined (both RN completion and pre-licensure) outpaced the number of graduates from ADN/ASN degree programs.

FIGURE 21: Graduate Totals from Pre-Licensure and RN Nursing Programs (2005-2015)



BSN PROGRAM GRADS
 INCREASED OVER **11%**
 (2014 to 2015)

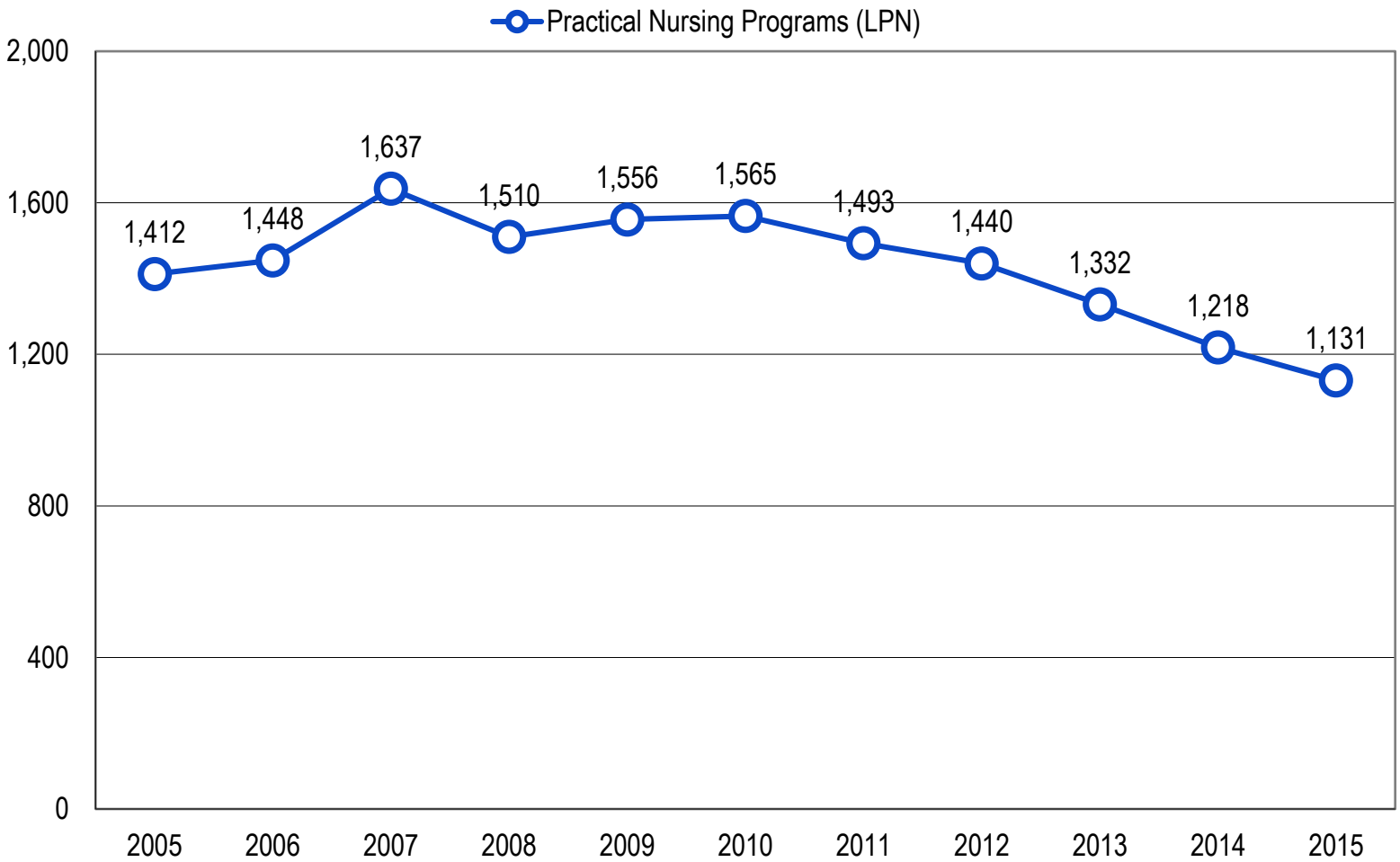
The following chart provides the graduate totals per school year from practical nursing programs in Iowa.

In 2015, 1,131 students graduated from Iowa's LPN programs. This is a 7.1 percent decrease over the prior year which had an enrollment of

1,218. Since 2005, there has been an overall decrease in total graduates of 19.9 percent.

Graduate levels in LPN programs in Iowa has trended downward for the last five years. This may be a reflection of the decrease in enrollment within Iowa's LPN programs.

FIGURE 22: Graduate Totals from Practical Nursing Programs (2005-2015)



From 2005 to 2015
PRACTICAL NURSING PROGRAM
 GRADUATES DECLINED OVER **20%**

FACULTY DATA

The following chart presents the number of nursing program faculty in Iowa by age range (2010-2014).

In 2015, the methodology in survey collection was changed. Due to this, the age ranges of faculty collected 2010-2014 does not match the age ranges provided in 2015. Therefore, the current age information is not absolutely comparable to past years.

In general, Iowa nursing faculty has become increasingly younger. By 2015, 58.9 percent of faculty were 50 years old or younger and 40.6 percent were aged 51 years or older.

In 2015, the nursing programs in Iowa reported 54 total faculty vacancies (27 full-time, 9 part-time and 18 adjunct). In the next two years 94 faculty are expected to retire (62 full-time, 13 part-time and 19 adjunct).

FIGURE 23: Distribution of Faculty Members by Age Range (2010-2014)

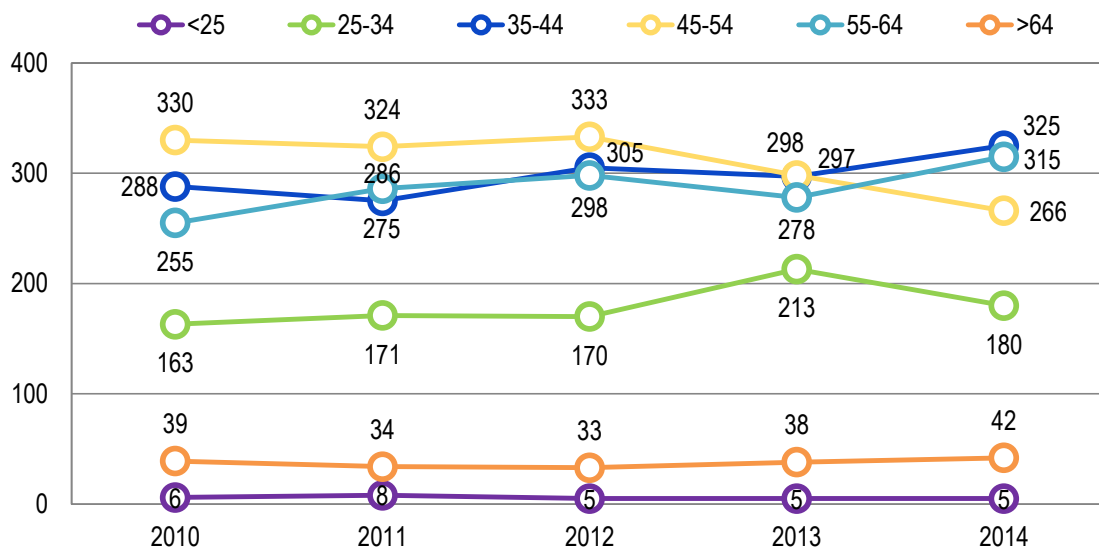
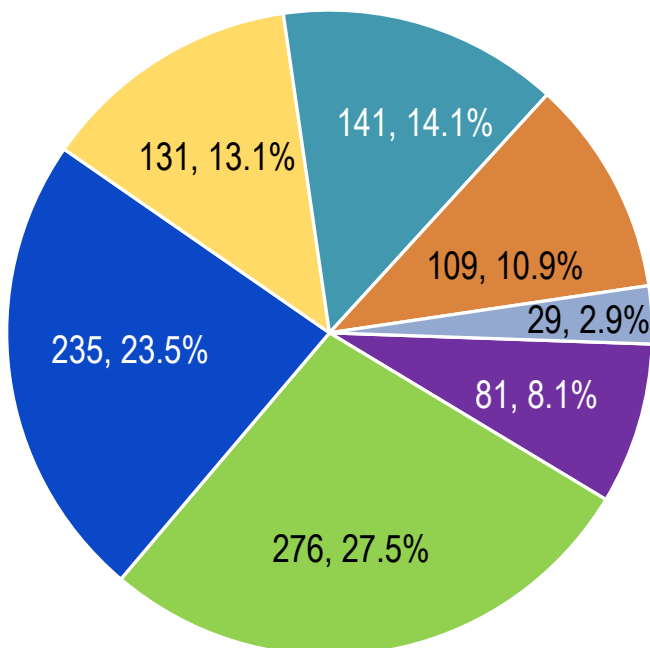


FIGURE 24: Distribution of Faculty Members by Age Range (2015)

■ <30 ■ 31-40 ■ 41-50 ■ 51-55 ■ 56-60 ■ 61-65 ■ >65



Note: Nursing program faculty in Iowa are highly educated. In 2015, over two-thirds (67.9%) of all faculty members had a master's degree or higher. In addition, 28.7 percent had their baccalaureate.

Faculty members who teach nursing theory must hold a master's degree in nursing or an applicable field, or make progress toward such a degree.

94 FACULTY MEMBERS
ARE EXPECTED TO RETIRE
 WITHIN THE NEXT 2 YEARS

CONCLUSION

The following table provides a comparison between the State of Iowa and the nation for various data points and provides the State with a benchmark for assessing its current position in regards to its nursing workforce.

There is a higher saturation of active nurses in the State of Iowa than in the nation with nearly 358 more nurses per 100,000 in population. Both the RN and LPN workforce is younger in Iowa than in the nation; with 35.4 percent of RNs in Iowa 39 years old or younger compared to only 28.9 percent nationwide. In addition, 44.3 of LPNs in Iowa are 39 years old or younger compared to 29.2 percent in the nation.

The State of Iowa has a lower percentage (46.5%) of RNs with a baccalaureate degree or higher than the nation (65.0%). However, Iowa has a greater percentage (35.3%) of students enrolled in an RN-to-BSN nursing program than the nation (28.5%).

This report on the nursing supply in Iowa is a high-level analysis of trends in workforce and available nursing education programs in Iowa as seen over the last 11 years.

Factors to consider in conjunction with the data presented in this report include the changing landscape of healthcare in America and what supply and demand will look like in the future. Additional tracking will occur in future reports as supply information is gathered through the licensure process in this State.

FIGURE 25: Comparison of Selected Data Points Between the State and the Nation

Variable ¹	Iowa	Nation
Total Active Nurse Licenses (RN & LPN) ²	62,709	5,302,697
Nurses per 100,000 Population	2,007.4	1,649.7
Percent Increase in Active RNs (2005-2015)	30.2%	29.3%
Percent Increase in Active LPNs (2005-2015)	7.4%	12.2%
RNs 39 and Younger	35.4%	28.9%
RNs 50 and Older	44.9%	50.2%
LPNs 39 and Younger	44.3%	29.2%
LPNs 50 and Older	36.5%	46.1%
Education - Candidates Educated in Member Board Jurisdictions with Valid Ed Program Codes		
RNs with a Baccalaureate Degree or Higher	46.5%	65.0%
Passing Rate for First-Time Test Takers of NCLEX®, RNs (2014)	82.0%	82.0%
Passing Rate for First-Time Test Takers of NCLEX®, LPNs (2014)	91.0%	82.1%
Breakdown of Enrollment in Nursing Programs by Type of Degree: Baccalaureate and Above		
Percent Enrolled within any Baccalaureate Program	63.0%	69.4%
Percent Enrolled within an RN-to-BSN Program	35.0%	28.5%
Percent Enrolled within a Master's Program	32.0%	24.9%
Percent Enrolled within a DNP Program	3.9%	4.6%
Breakdown of Graduates from Nursing Programs by Type of Degree: Baccalaureate and Above		
Percent Graduated from any Baccalaureate Program	74.0%	75.0%
Percent Graduated from an RN-to-BSN Program	51.0%	34.0%
Percent Graduated from a Master's Program	23.4%	22.4%
Percent Graduated from a DNP Program	2.5%	2.5%

¹Statewide variables, unless otherwise noted, reflect data for the year 2015. National data sources include: Age data: National Council of State Boards of Nursing, 2015 National Nursing Workforce Study; Education data: National Council of State Boards of Nursing, Nurse Licensee Volume and NCLEX® Exam Statistics, 2005 & 2014; Fang, D., Li, Y., Stauffer, D.C., Trautman, D.E. (2016). 2015-2016 Enrollment and Graduations in Baccalaureate and Graduate Programs in Nursing. Washington, DC: American Association of Colleges of Nursing.

²Regarding the reported statewide number: licensees may or may not be actively employed in the State of Iowa.





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