

IDAHO NURSING OVERVIEW



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Idaho Nursing Overview

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Idaho Nursing Gap Report

Introduction

Idaho's educational institutions' recent emphasis on providing highly trained and skilled nurses for the state's health care industry has, for the most part, created balanced market conditions for employers and a highly sought after workforce.

Idaho's population and workforce are aging faster than the nation and with Idaho attracting increasing numbers of older residents from elsewhere, this great demographic shift is expanding the health care sector as existing technologies keep us alive longer. Considering these factors, Idaho's health care sector is expected to grow faster than any other sector over the next decade. There has never been a greater responsibility on health care providers to tap into a talented and plentiful workforce to meet their demands. In fact, health care is projected to grow 2.5 percent annually while the rest of the economy, on average, is expected to grow 1.5 percent.

The *Idaho Nursing Overview* breaks down supply and demand data of the health care industry and nursing occupations independently and in detail. This *Nursing Gap Report* attempts to coalesce these findings and analyze the data collectively to identify existing and potential nursing workforce shortages and/or surpluses.

Methodology

Gap analyses are challenging due to what researchers call "interactive and simultaneous relationships among variables." The various supply, demand and gap relationships of contiguous geographies such as bordering states and regions also provide challenges to researchers trying to assess state and regional gaps. The combination of these economic and workforce metrics is symbiotic as equilibrium is always sought naturally in open market economies. However, economic and labor markets are not perfectly linear and open. Some markets are closed based on geography, culture and the interests of workers choosing where they want to live and work. These caveats must be considered when assessing actual shortages or surpluses in Idaho and within the regions of the state.

Idaho Department of Labor economists analyzed these variables to determine the nursing workforce shortages and surpluses using statistical trends, supply and demand data, outside research outcomes and wage-record matching with the state Board of Nursing licensure database. In this gap analysis, researchers adjusted raw supply and demand figures to account for the migration trends of nurses and to more effectively measure the demand for nurses for both

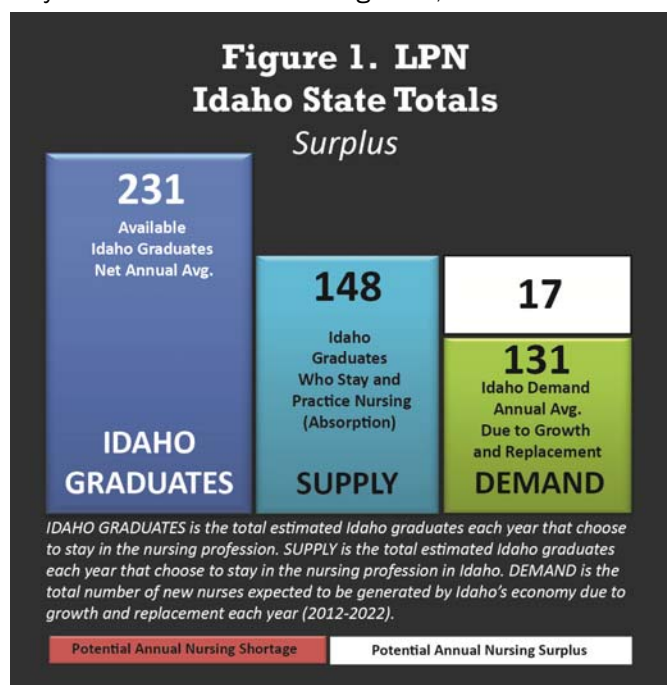
growth and replacement needs, especially those openings due to nurses retiring over the next decade.

The darkest blue bar in Figure 1 shows the number of Idaho educational institution nursing graduates who go on to actually work in nursing occupations. The lighter blue bar is the number who work in nursing occupations in Idaho based on current data and trends – the absorption trend, or those absorbed into Idaho’s economy and workforce. The green is the projected economic demand, and the red shows potential workforce shortages while white workforce surpluses.

Licensed Practical Nurses - State Analysis

For the state as a whole, Idaho has a surplus of licensed practical nurses, graduating over 230 each year while demand due to growth, attrition and replacement is around 130. Even at the existing rate Idaho absorbs its own graduates as indicated by the light blue bar. The findings suggest an oversupply of LPNs for Idaho’s needs. That being said, many existing LPNs will also transition to pursue RN degrees. Also, a portion of the LPN surplus is absorbed in surrounding regions and states. This is where the symbiotic relationship of our region’s economy can be observed. Note the contiguous states in the Pacific Northwest and Mountain region (PNM) show a deficit of around 60 LPNs each year, according to the Health Resources and Services Administration’s *“The Future of the Nursing Workforce: National and State Level Projections, 2012-2025.”* While the magnitude of this regional deficit is not substantial, it is enough to provide job opportunities for surplus graduates in Idaho.

Adding more support to the notion of a surplus is the declining proportion of LPN graduates who choose to stay and work in Idaho. In the last three nursing studies conducted by the department, fewer job opportunities



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has forced graduates to look for work outside of Idaho in greater numbers. LPN rates of those who stay in Idaho fluctuated from near 80 percent in 2008 down to around 65 percent in 2013 while the rate for registered nurses of around 59 percent, although lower, has been extremely stable over the last several years, suggesting the market for RNs is at or near equilibrium in Idaho.

Registered Nurses - State Analysis:

While the labor market for LPNs seems to reflect a surplus of job candidates, data suggest the RN labor market is tighter but near equilibrium. The state of Idaho graduates around 800 RNs each year while demand due to growth, attrition and replacement requires around 600 nurses. At the existing rate of absorption – 59 percent – there will be openings that will need to be filled by out-of-state graduates but not enough to create a significant deficit. According to the Health Resources and Services Administration's *"The Future of the Nursing Workforce: National and State Level Projections, 2012-2025,"* Idaho and its contiguous states suffer from a regional deficit of around 1,000 RNs each year, much more significant than the LPN regional shortage of only 60 a year. This regional shortage is one of many factors contributing to the low but consistent absorption rate of around 59 percent of nurses who choose to work in Idaho each year.

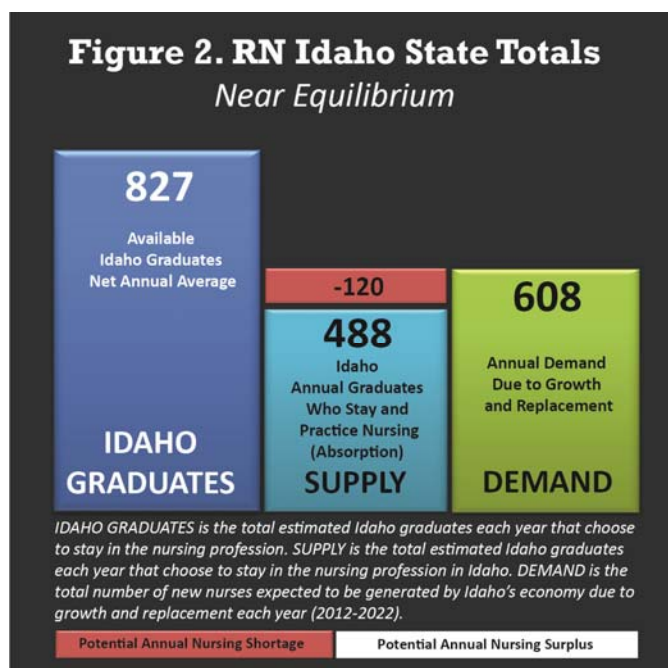
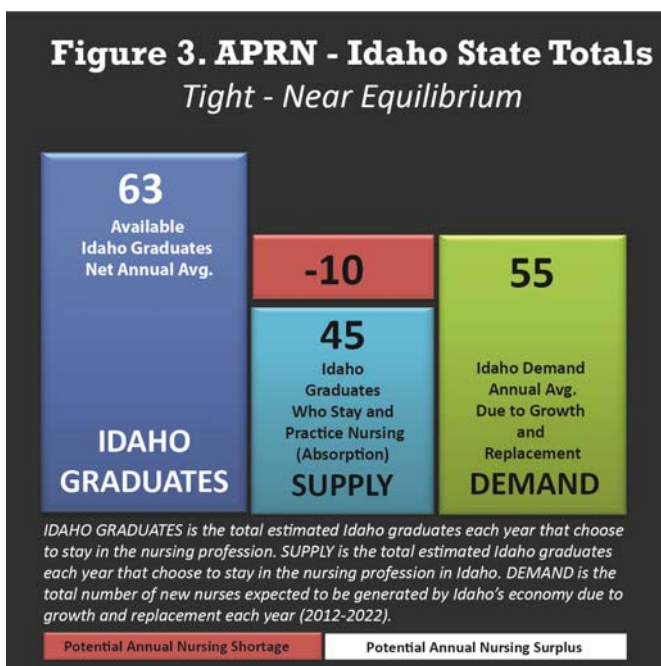


Figure 2 shows Idaho institutions do supply enough nurses at 827 as compared to the annual projected demand of 608. Therefore, Idaho's current rate of nursing graduates appears to be sufficient to fulfill nursing workforce demands over the next four years. However, the current and consistent trend is only around 59 percent of nursing graduates with associate and bachelor's degrees choose to practice in Idaho, leaving a shortage of 120 nursing openings each year that need to be filled by nurses from other states. In open and free markets across contiguous geographies, these supply and demand properties are symbiotic and will naturally seek equilibrium at all levels. However, severe shortages or surpluses could damage the fundamental properties of the labor market and resulting economy.

Advanced Practice Registered Nurses (APRN) – State Analysis

Idaho's labor market condition for APRNs is tight but near equilibrium for the state as a whole as shown in Figure 3. The state graduates over 60 advanced practice registered nurses each year while Idaho's economy demands about 55. The current absorption rate of 45 a year – 72 percent – suggests Idaho is approaching a tight but fairly balanced labor market. The full **Idaho Nursing Overview** goes into greater detail exploring the many challenges educational institutions have in competing for instructors. Rather than teach, APRNs are highly sought after professionals who are attracted into higher compensated private sector businesses to practice their profession.



LPN, RN and APRN - Regional Analyses

From an Idaho regional perspective, supply and demand metrics vary significantly from one end of the state to the other. Regionally:

- **Northern** Idaho is experiencing a shortage of RNs and APRNs but has a healthy balance in the LPN labor market.
- Due to nursing graduates from Lewis-Clark State College, **north central** Idaho produces a surplus of RNs while they approach equilibrium for LPNs and APRNs.
- The fast-growing and aging population in the **southwestern** region is experiencing varying levels of shortages in RNs, LPNs and APRNs, having to acquire workforce from surpluses in the north, east and other contiguous states to meet workforce needs.
- **South Central** Idaho produces a surplus of LPNs due to the College of Southern Idaho and is slightly deficit yet near equilibrium for RNs and APRNs.

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- **Southeastern** Idaho produces more than 150 nurses each year, creating surpluses for APRNs and LPNs for the region with a fairly balanced labor market for RNs.
- **Eastern** Idaho benefits from Brigham Young University-Idaho's production of over 200 nurses each year, resulting in surpluses of both RNs and LPNs. However, since APRNs are not trained in this region, the labor market is tight, requiring employers to attract workers from southeastern Idaho and other contiguous regions that train APRNs.

Statewide View

Figure 4. LPN Snapshot illustrates only southwestern Idaho does not produce enough nurses to fulfill the LPN demand. It must draw from nurses in other states or from other regions in Idaho where substantial LPN surpluses exist such as in eastern Idaho.

Figure 5. RN Snapshot suggests balanced labor markets in some regions and shortages and surpluses in others. Northern and southwestern Idaho appear to have shortages of different magnitudes, north central and eastern Idaho are in surplus and south central and southeastern Idaho are experiencing more balanced labor markets. In addition, northern Idaho institutions primarily train associate degree registered nurses so all bachelor degree registered nurses must come from outside the region or from distance learning programs to meet market demands. Northern Idaho is drawing nurses from contiguous states and other Idaho regions with surpluses of nursing graduates in north central and eastern Idaho.

The numerous combinations of these economic and workforce variables is always fluid and dynamic as the markets naturally seek equilibrium, healthy or not. Because economic and labor markets are not perfectly linear and open, quantitative research cannot be solely relied on when analyzing this complex social science.

Figure 4: LPN Snapshot

Annual Supply, Demand
and Potential Gaps

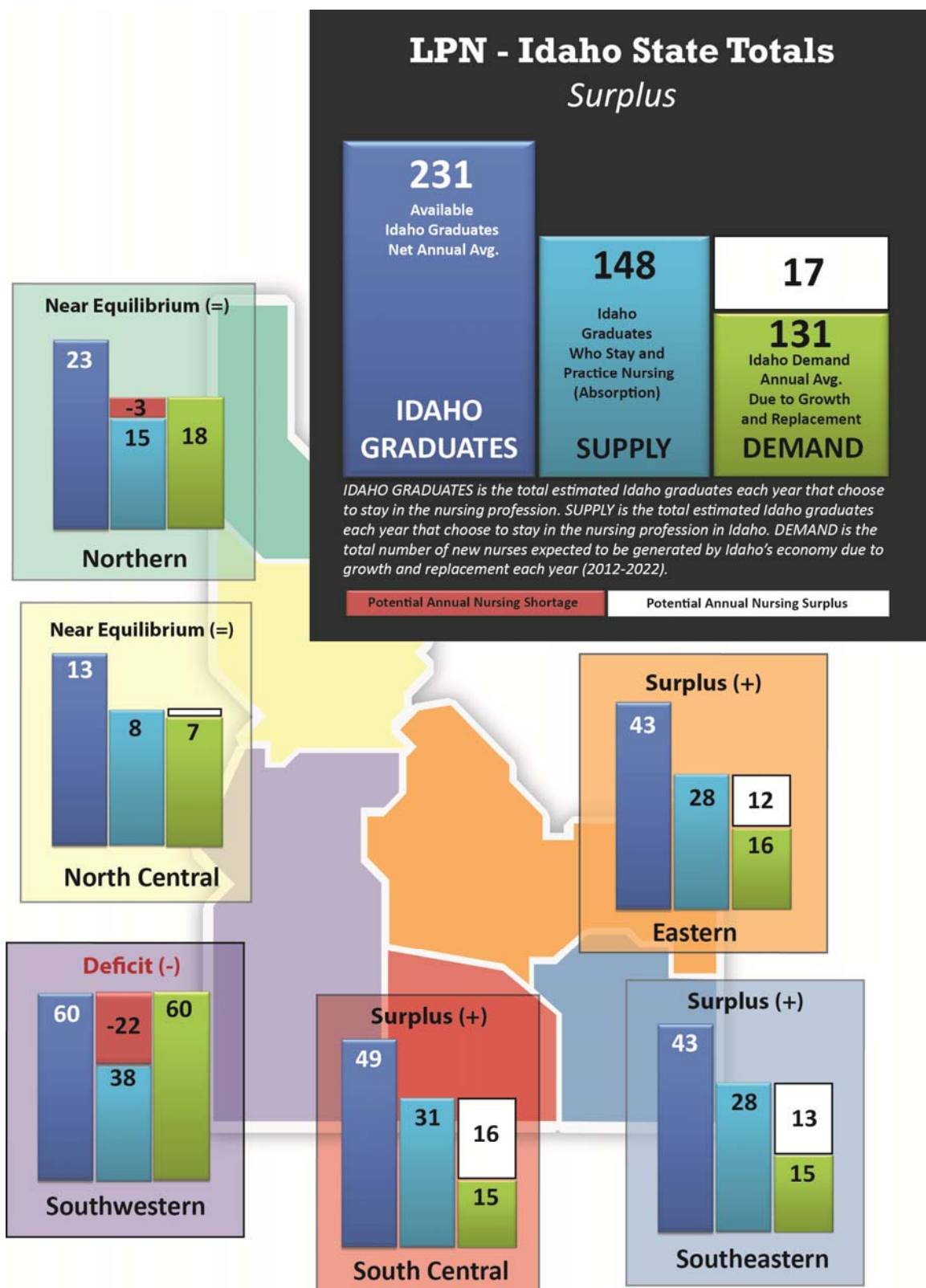


Figure 5: RN Snapshot

**Annual Supply, Demand
and Potential Gaps**

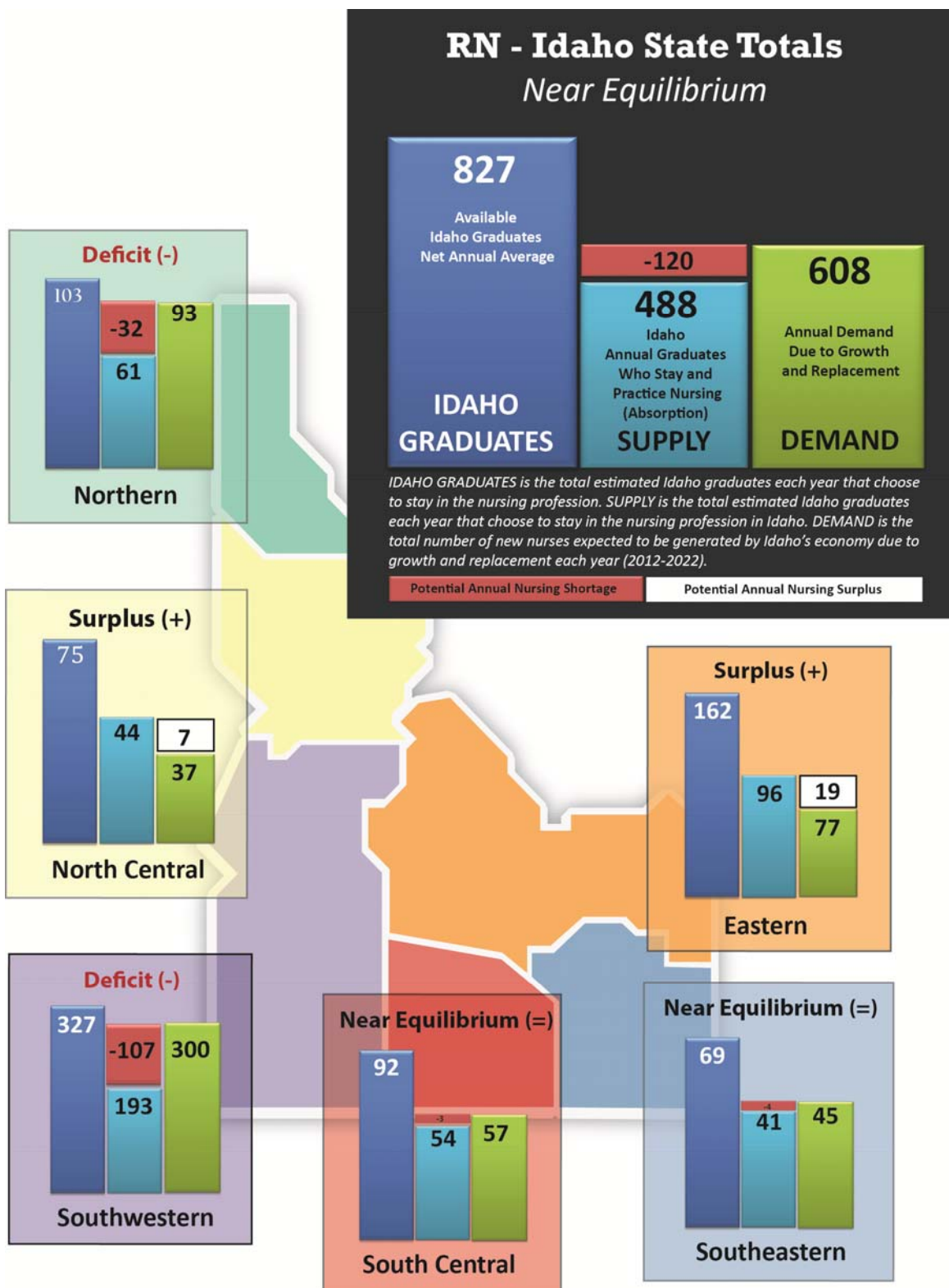
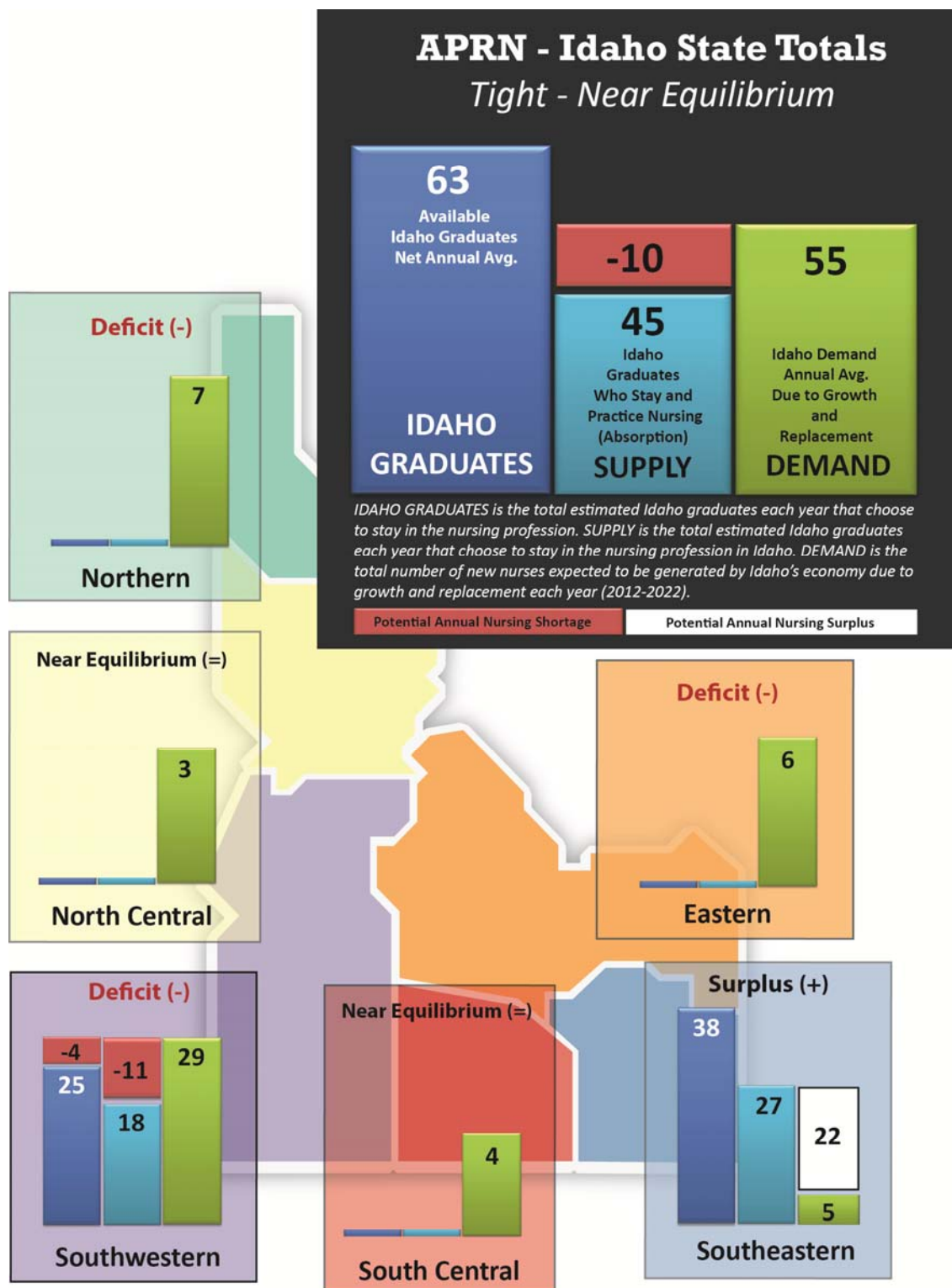


Figure 6. APRN Snapshot

Annual Supply, Demand
and Potential Gaps



Summary of Key Findings

- According to the Idaho Department of Labor's 2012-2022 Long-Term Occupations Projections, registered nurses ranked as the second hot job in Idaho in terms of fastest growing, most abundant and highest paying. Licensed practical and licensed vocational nurses ranked 22nd.
- Compared to 2010, the number of registered nurses and advanced practice registered nurses with active Idaho licenses in 2013 were employed in nursing out of state – 14.7 percent of registered nurses in 2013 compared to 10.6 percent in 2010; 14.5 percent of advanced practice registered nurses were employed in nursing out of state in 2013 compared to 11.5 percent in 2010.
- As of December 2013, 53 percent of registered nurses licensed in Idaho and working as nurses held a bachelor's degree or higher – six percentage points higher than in 2008.
- With the recent focus on the educational attainment of new nurses, Idaho has been increasing its capacity for higher-educated nurses, but it still lags far behind the national goal of 80 percent of registered nurses holding bachelor's degrees and doubling the number of nurses with doctorates.
- There is no lack of interest in nursing as a career. Only 1,331 of the more than 2,200 applicants were admitted as students in 2013-2014.
- Although nursing schools attract students, not every graduate from Idaho enters the nursing workforce in Idaho. About 65 percent of licensed practical nursing graduates and 60 percent of registered nursing graduates stay in Idaho to work as nurses.
- Among Idaho and the surrounding six states, registered nursing salaries in Idaho ranked sixth in 2013, down from fourth in 2009. Licensed practical nursing salaries ranked sixth in both years.
- Idaho had 760 registered nurses and advanced practice registered nurses per 100,000 population in 2013, up from 736 in 2011 to show an improving density of health care personnel. The national rate was 874 in 2011.
- In the 2013-2014 academic year, Idaho nursing programs had 236 faculty, of which 22, or 9.3 percent, indicated they planned to leave their faculty position in two years – a drop 2.7 percent compared to 2010.

Further Points for Study

- Increasing the accuracy of projecting the future supply of nurses by obtaining additional information on general population immigration and outmigration and on Idaho nursing retirements, attrition and movement to other states. Collecting this data would require several different approaches including obtaining recent graduate Social Security numbers and surveying Idaho nurses.
- Surveying nurses with active licenses who indicated they work in other states or other sectors of the economy would help determine reasons for leaving Idaho's nursing workforce.
- Collecting information on the impact of health care reform on nursing in Idaho.
- Nine percent of licensed practical nurses, 4 percent of registered nurses and nearly 2 percent of advanced practice registered nurses with active Idaho licenses reported not being employed or seeking work. Further research about those qualified and potential nurses could provide data on the average time it takes them to find new jobs in nursing or non-nursing fields.
- Identifying what qualifications/education levels for nurses are desired from an employer's perspective can be looked at in further detail, in order to better provide programs with guidelines on future trends.
- Nursing faculty shortage has been an issue across the country. Conducting further studies on faculty constraints will help recognize the issues specific to Idaho.

Introduction

The Idaho Nursing Overview uses a variety of sources for current nursing workforce status and projected trends in nursing. This report will be used by colleges and universities in program planning, by nursing educators and practitioners to advocate for legislative policy, for grant applications and for research.

This first section of this report assesses supply and demand for nurses in Idaho. The second section details findings from the 2013 Nursing Program Directors' Survey on nursing education capacity to address current and future nursing education issues. Since salary is considered a decisive factor affecting the nursing workforce, section three details nursing salary in Idaho and compares it with surrounding states. The final section focuses on nursing faculty, who require specific educational and professional experience, because the previous report projected a shortage.

The report covers licensed practical and licensed vocational nursing, registered nursing and advanced practice registered nursing.

Licensed practical and licensed vocational nurses, or LPNs, provide basic nursing care in settings such as hospitals, nursing homes, extended care facilities, physicians' offices and private homes under the direction of registered nurses and doctors. To work as an LPN, practitioners must complete a state-approved education program, pass the National Council Licensure Examination and be licensed. Most LPNs need a postsecondary, non-degree award.¹

Registered nurses, or RNs, provide and coordinate patient care, educate patients and the public about various health conditions and provide advice and emotional support to patients and their families. A registered nurse must graduate from an approved nursing program, pass the National Council Licensure Examination and be licensed.²

Advanced practice registered nurses, or APRNs, hold an RN license and are licensed in at least one of the four specialties: nurse practitioner, or NP; certified nurse midwife, or CNM; clinical nurse specialist, or CNS; and registered nurse anesthetists, or RNA. An APRN must have a master's degree in one of the APRN roles.³

All Idaho-licensed LPNs, RNs and APRNs are in a two-year renewal cycle. APRNs are required to obtain 30 contact hours of continuing education during the renewal period. LPNs and RNs are not required to complete any continuing education.⁴

¹ <http://www.bls.gov/ooh/healthcare/licensed-practical-and-licensed-vocational-nurses.htm#tab-1>

² <http://www.bls.gov/ooh/healthcare/registered-nurses.htm#tab-1>

³ <http://www.bls.gov/ooh/healthcare/nurse-anesthetists-nurse-midwives-and-nurse-practitioners.htm#tab-1>

⁴ Idaho Administrative Code 23.01.01 Rules of the Idaho Board of Nursing

Section 1: Supply and Demand

1.1 Supply

The Idaho Board of Nursing regulates the state's nursing practice and education to safeguard public health, safety and welfare.⁵ As a byproduct, the board collects information about Idaho's nursing supply.

1.1.1 Current Supply of Idaho Licensed Nurses by Employment

Table 1.1.1-1 represents the current supply of Idaho licensed practical nurses, or LPNs, with active Idaho licenses in December 2013, which totaled 3,937. Yet only 2,403, or 61 percent, indicated they were working as nurses in Idaho. The rest were either retired, working outside the state, volunteering, employed in fields other than nursing or not working. Of this group, 352 said they were seeking work. While LPNs not working as nurses could be a pool for filling nursing openings, it's possible their age, work status and life situations may prohibit using them as the sole means of increasing the number of working nurses.⁶

Table 1.1.1-1: 2013 Licensed Practical and Licensed Vocational Nurses With Active Idaho Licenses

Employment	Current Idaho Licenses	Region							
		Northern	North Central	South-western	South Central	South-eastern	Eastern	Out of State	Unknown
Employed in Nursing Full Time	2,140	223	125	721	274	291	296	98	112
Employed in Nursing Part Time	544	49	34	165	69	70	86	24	47
Employed Outside Nursing	226	14	10	41	29	20	27	38	47
Not Employed – Seeking Work	352	20	3	66	12	25	21	143	62
Not Employed – Student	167	3	---	6	4	6	---	50	98
Not Employed – Not Seeking Work	209	7	1	15	4	14	6	153	9
Volunteer	23	3	---	5	2	1	4	8	---
Emeritus	2	---	---	---	1	---	---	1	---
Retired	126	10	4	15	2	10	7	67	11
Unknown	148	---	---	19	---	4	4	9	112
TOTAL*	3,937	329	177	1,053	397	441	451	591	498

Source: Idaho Board of Nursing Licensure Database.

*Totals may not add due to rounding.

⁵ <http://ibn.idaho.gov/IBNPortal/>

⁶ Report of the Governor's Nursing Task Force, October 2006.

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Table 1.1.1-2 represents the supply of Idaho registered nurses, or RNs, with active Idaho licenses in December 2013, which totaled 18,763. Almost 61 percent, or 11,358, were working as nurses in Idaho. The rest were either retired, working outside the state, working in another field or not working at all. This pool might be used to enhance the nursing workforce, but their age, living situations and work status may make it extremely difficult to coax many back into nursing. Additional research may be necessary to determine why these nurses are choosing to work in other states and other sectors of the economy.

Table 1.1.1-2: 2013 Registered Nurses with Active Idaho Licenses

Employment	Current Idaho Licenses	Region							
		Northern	North Central	South-western	South Central	South-eastern	Eastern	Out of State	Unknown
Employed in Nursing Full Time	11,367	1,041	749	4,178	833	656	955	2,364	591
Employed in Nursing Part Time	3,512	450	238	1,329	301	238	390	394	172
Employed Outside Nursing	457	48	25	131	36	20	36	89	72
Not Employed – Seeking Work	796	56	27	124	29	15	26	448	71
Not Employed – Student	388	2	2	11	2	2	8	87	274
Not Employed – Not Seeking Work	893	26	14	75	11	11	23	722	11
Volunteer	179	14	11	32	6	6	6	99	5
Emeritus	24	---	---	3	---	1	---	20	---
Retired	753	29	15	102	15	10	23	545	14
Unknown	394	6	---	22	3	3	---	68	292
TOTAL*	18,763	1,672	1,081	6,007	1,236	962	1,467	4,836	1,502

Source: Idaho Board of Nursing Licensure Database.

*Totals may not add due to rounding.

Table 1.1.1-3 represents the supply of Idaho advanced practice registered nurses, or APRNs, with active Idaho licenses in December 2013, which totaled 1,489. Seventy percent were working as nurses in Idaho. APRNs with active Idaho licenses were more likely than LPNs or RNs to work in nursing, yet 30 percent were either retired, employed in another field or state, volunteering or not working at all. As with the other nursing groups, some might be convinced to re-enter the field of nursing, but possibly their age, work status and life situations may not make that feasible.

Table 1.1.1-3: 2013 Advanced Practice Registered Nurses with Active Idaho Licenses

Employment	Current Idaho Licenses	Region							
		Northern	North Central	South-western	South Central	South-eastern	Eastern	Out of State	Unknown
Employed in Nursing Full Time	1,120	115	57	445	64	75	99	183	82
Employed in Nursing Part Time	239	29	10	92	15	14	23	32	24
Employed Outside Nursing	19	2	2	4	---	2	1	7	1
Not Employed – Seeking Work	24	2	---	2	---	---	3	17	---
Not Employed –Student	15	---	---	3	---	2	---	9	1
Not Employed – Not Seeking Work	24	2	1	3	---	---	---	17	1
Volunteer	1	---	---	---	---	---	---	1	---
Emeritus	1	---	---	---	---	---	---	1	---
Retired	24	1	1	1	---	---	---	20	1
Unknown	22	---	---	1	---	---	---	21	---
TOTAL*	1,489	151	71	551	79	93	126	308	110

Source: Idaho Board of Nursing Licensure Database.

*Totals may not add due to rounding.

1.1.2 Current Supply by the Level of Education

During the licensing renewal process, the board captures the latest education status of each renewing nurse. Table 1.1.2 reflects the supply of active licensed Idaho nurses as of December 2013 based on their stated highest level of education. Sixteen percent have certificates or associate degrees and were licensed as LPNs, 35 percent have associate degrees and were licensed as RNs and 32 percent bachelor's degrees and were licensed as RNs. Almost 4,000, or 16 percent, of active licensed Idaho nurses have master's degrees or advanced practice professional certificates, a significant increase of 2,242, or 11 percent, in 2010.

Table 1.1.2: Current Active Idaho Licensed Nurses by Education Level (2013)

Education Level	Current Idaho Licenses	Region							
		Northern	North Central	South-western	South Central	South-eastern	Eastern	Out of State	Unknown
LPN	3,937	329	177	1,053	397	441	451	591	498
ASN	8,462	920	598	2,445	754	386	747	2122	490
BSN	7,823	631	423	3,012	411	509	641	1806	390
All Other**	3,967	272	131	1,101	150	160	205	1216	732
TOTAL*	24,189	2,152	1,329	7,611	1,712	1,496	2,044	5,735	2,110

Source: Idaho Board of Nursing Licensure Database.

*Totals may not add due to rounding.

**All Other includes the following: MSN, PhD, APRN and Unknown.

1.1.3 Current and Future Supply by Education Level

Several more years of data on historical patterns of immigration, outmigration, retirements and attrition of nurses to other fields are needed to effectively forecast Idaho's nursing supply. Current estimates are based on projected graduates reported in the 2013 Board of Nursing Annual Report by all Idaho nursing program directors. The major assumption is that nursing students graduating from an Idaho school will remain in Idaho and work as nurses. This limited approach provides only a portion of the supply outlook although it can provide some insight.

In 2019 Idaho nursing programs anticipate graduating 203 licensed practical nurses, 365 nurses with Associate of Science degrees in nursing, 500 Bachelor of Science degrees in nursing and 57 nurses in other graduates categories.

Table 1.1.3: Comparison of Recent Nursing Graduates ('13-'14) to Projected Graduates (2019)

Education Level	Idaho		Northern		North Central		Southwestern		South Central		Southeastern		Eastern	
	13-14	2019	13-14	2019	13-14	2019	13-14	2019	13-14	2019	13-14	2019	13-14	2019
LPN	223	203	24	30	12	16	50	66	46	50	43	0	48	41
ASN	367	365	69	80	0	0	100	160	75	100	31	0	92	25
BSN	539	500	0	0	124	130	168	160	0	0	88	100	159	110
All Other	52	57	0	0	0	0	4	15	0	0	48	42	0	0
TOTAL*	1,181	1,125	93	110	136	146	322	401	121	150	210	142	299	176

Source: 2013 Board of Nursing Annual Report.

Comparing historical nursing graduates data, nursing graduates with bachelor's degrees or higher accounted for 32 percent of all nursing graduates in 2008, 45 percent in 2010 and 50 percent in 2014. Idaho has been producing fewer LPN and ASN graduates and more BSN and higher degree nursing graduates in the last six years.

Table 1.1.3-2: Comparison of 2008, 2010 and 2014 Nursing Graduates

Education and Licensure Level	Idaho					
	2007-2008		2009-2010		2013-2014	
	# of Graduates	% of Total	# of Graduates	% of Total	# of Graduates	% of Total
LPN	307	30.1%	264	22.5%	223	18.9%
ASN	386	37.8%	380	32.4%	367	31.1%
BSN	312	30.6%	486	41.4%	539	45.6%
All Other*	15	1.5%	43	3.7%	52	4.4%
TOTAL	1,020	100.0%	1,173	100.0%	1,181	100.0%

Source: 2008, 2010 and 2013 Board of Nursing Annual Report.

* All Other: Higher than BSN.

1.2 Projected Demand

The Idaho Department of Labor's Long-Term Occupational Projections projects demand for nurses over 10 years from 2012. Job vacancies in 2013 were collected from the Conference Board Help WantedOnline® Data Series and adjusted for normal churn in the labor market for each type of work setting to reflect current demand due to the creation of new positions.

1.2.1 Employment Levels

Table 1.2.1 shows the projected 2022 demand for nurses in Idaho based on 2012 employment levels. Nurses with associate degrees account for the largest portion of nurses working in Idaho. Over 900 RNs have master's degrees or doctorates, and 893 have Advanced Practice Registered Nurse certification. Between 2012 and 2022, the number of LPNs will increase 639, RNs 3,223 and APRNs 239. The state will also need to replace 710 LPNs, 2,370 RNs and 169 APRNs, who will retire, relocate or leave nursing for some other reason.

Table 1.2.1: Demand for Idaho Nurses					
Education Level	Idaho				
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements
LPN	2,915	3,554	639	44	710
ASN	5,759	7,276	1,517	117	1,116
BSN	5,539	6,999	1,460	112	1,073
All Other RN	933	1,179	246	19	181
APRN	893	1,132	239	10	169
TOTAL*	16,039	20,140	4,101	302	3,249

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing

Table 1.2.1: Demand for Idaho Nurses by Region												
Education Level	Northern				North Central				Southwestern			
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022
LPN	384	479	95	5	90	216	240	24	3	50	1,316	1,646
ASN	882	1,055	173	9	170	490	525	35	7	94	2,318	2,778
BSN	605	723	118	6	117	347	372	25	5	66	2,855	3,422
All Other RN	116	139	23	1	22	49	53	4	1	9	521	625
APRN	116	152	36	1	21	64	75	10	1	11	481	627
TOTAL*	2,103	2,548	445	23	420	1,166	1,264	98	16	230	7,491	9,098

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).
*Totals may not add due to rounding.

Table 1.2.1: Demand for Idaho Nurses by Region												
Education Level	South Central				Southeastern				Eastern			
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022
LPN	304	370	66	4	70	281	344	63	4	70	345	438
ASN	753	881	128	13	146	441	517	77	5	84	744	909
BSN	410	480	70	7	80	581	682	101	6	111	638	780
All Other RN	71	83	12	1	14	76	90	13	1	15	79	96
APRN	87	109	23	0	11	80	102	22	0	11	100	134
TOTAL*	1,625	1,924	299	27	320	1,459	1,735	276	16	290	1,906	2,357

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).
*Totals may not add due to rounding.

1.2.2 Industry based on the North American Industry Classification System

Assessing nursing demand based on industry employment merges industry level employment data collected from the Bureau of Labor Statistics' Quarterly Census of Employment and Wages and staffing patterns developed from the Occupational Employment Statistics program. Combining industry employment with staffing patterns provides both current and projected demand for nurses in Idaho.

In 2012, hospitals employed 30 percent of all LPNs, 62 percent of all RNs and about 24 percent of all APRNs. By 2022 hospitals will have increased their share of RNs to 64 percent – 9,900 of the more than 11,100 nurses on hospital payrolls, making hospitals far and away the major employer of registered nurses.

Ambulatory health care services ranked second in employing LPNs and RNs in 2012 but employed more APRNs than any other sector, accounting for roughly 65 percent of the total.

Nursing and residential care facilities in 2012 were the third largest employer of both LPNs at nearly 27 percent and RNs but at under 6 percent.

Between 2008 and 2012, the number of LPNs employed by education services fell significantly from 71 to 17 while the number of RNs and APRNs increased from 64 to 197.

Table 1.2.2: Industry Employment of Idaho Nurses

Industry	Licensed Practical & Licensed Vocational Nurses (LPN)		Registered Nurses (RN)		Advanced Practice Registered Nurses (APRNs)	
	2012	2022	2012	2022	2012	2022
Administrative & Support and Waste Services	126	157	352	440	0	0
Ambulatory Health Care Services	865	1,075	2,288	2,931	546	692
Educational Services	17	18	197	211	--	--
Hospitals	880	1,018	7,661	9,894	207	227
Nursing and Residential Care Facilities	780	1,018	708	858	--	--
Social Assistance	38	53	68	94	31	40
Government	166	170	495	509	39	40
Other*	43	45	507	574	25	76
TOTAL**	2,915	3,554	12,276	15,511	848	1,075

Source: Idaho Department of Labor 2012-2022 Projections.

* Other includes Finance and Insurance and other for LPN.

--: Data was suppressed and was included in the other group.

1.2.3 Practice Setting

Work settings can also be used to assess the nursing workforce. Using categories from the Idaho Board of Nursing licensing data and the Department of Labor's 2012-2022 projections, a schematic was developed to determine current and projected demand for Idaho nurses based on work or medical practice setting. Tables 1.2.3-1 through 1.2.3-6 depict full-time and part-time employment for LPNs, RNs and APRNs at each of the 12 standard practice settings. Without trend data on changing or shifting levels of practice-setting employment, a constant-share approach was used to apportion 2022 projections.

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Full-time LPNs. Idaho LPNs work in a variety of practice settings ranging from assisted living to school health. Of the 2,915 LPNs working in Idaho, nearly 80 percent work full time. Of these, 30.8 percent work in medical offices or clinics, 29 percent in nursing homes and 15.4 percent in hospitals. In contrast, relatively few full-time LPNs work in occupational health or for insurance companies. Assuming there are no changes to the current staffing pattern, Full-time LPNs are projected to increase 509 over the projection period.

Table 1.2.3-1: Practice Setting Growth, Net Replacement & Vacancies for Full-Time Licensed Vocational & Licensed Practical Nurses Between 2012 and 2022					
Practice Setting	Idaho				
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements
Assisted Living	30	37	7	0	7
Hospice or Home Health	191	233	42	3	47
Hospital	358	436	78	6	87
Insurance Company	10	12	2	0	2
Jail or Prison	76	92	17	1	18
Medical Office or Clinic	717	874	157	11	175
Nursing Home	674	822	148	11	164
Occupational Health	8	10	2	0	2
Outpatient Facility	42	51	9	1	10
Public Health	29	35	6	0	7
School Health	11	13	2	0	3
Unknown/Other	178	217	39	3	43
TOTAL*	2,324	2,834	509	36	566

and the Conference Board Help WantedOnLine® Data Series (HWOL).

*Totals may not add due to rounding.

Practice Setting	Northern						North Central						Southwestern					
	2012			2022			2012			2022			2012			2022		
	Total Growth	Current Vacancies	Total Net Replacements	Total Growth	Current Vacancies	Total Net Replacements	Total Growth	Current Vacancies	Total Net Replacements	Total Growth	Current Vacancies	Total Net Replacements	Total Growth	Current Vacancies	Total Net Replacements	Total Growth	Current Vacancies	Total Net Replacements
Assisted Living	0	5	1	0	0	1	3	3	0	0	0	1	19	24	5	0	0	5
Hospice or Home Health	33	41	8	0	0	8	14	15	2	0	0	3	116	146	29	2	2	28
Hospital	26	33	6	0	0	6	19	21	2	0	0	4	141	177	35	2	2	34
Insurance Company	-	-	-	-	-	-	1	2	0	0	0	0	9	11	2	0	0	2
Jail or Prison	4	5	1	0	0	1	8	9	1	0	0	2	57	71	14	1	1	14
Medical Office or Clinic	91	113	22	1	1	21	34	38	4	1	1	8	281	351	70	5	5	68
Nursing Home	113	140	28	2	2	26	80	89	9	1	1	18	300	375	75	5	5	73
Occupational Health	-	-	-	-	-	-	1	2	0	0	0	0	1	2	0	0	0	0
Outpatient Facility	4	5	1	0	0	1	4	5	0	0	0	1	20	25	5	0	0	5
Public Health	5	7	1	0	0	1	-	-	-	-	-	-	12	15	3	0	0	3
School Health	1	2	0	0	0	0	1	2	0	0	0	0	7	9	2	0	0	2
Unknown/Other	25	31	6	0	0	6	6	6	1	0	0	1	86	107	22	1	1	21
TOTAL*	302	382	76	5	5	72	172	191	19	3	3	40	1,049	1,312	263	17	17	255

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing
Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).

*Totals may not add due to rounding.

Practice Setting	South Central						Southeastern						Eastern					
	2012			2022			2012			2022			2012			2022		
	Total Growth	Current Vacancies	Total Net Replacements	Total Growth	Current Vacancies	Total Net Replacements	Total Growth	Current Vacancies	Total Net Replacements	Total Growth	Current Vacancies	Total Net Replacements	Total Growth	Current Vacancies	Total Net Replacements	Total Growth	Current Vacancies	Total Net Replacements
Assisted Living	2	2	0	0	0	0	2	3	1	0	0	1	2	2	1	0	0	0
Hospice or Home Health	15	18	3	0	0	3	8	9	2	0	0	2	17	21	5	0	0	4
Hospital	32	39	7	0	0	7	52	64	12	1	1	13	59	74	16	1	1	14
Insurance Company	-	-	-	-	-	-	-	-	-	-	-	-	1	1	0	0	0	0
Jail or Prison	2	2	0	0	0	0	5	7	1	0	0	1	6	7	2	0	0	1
Medical Office or Clinic	86	104	19	1	1	20	74	90	17	1	1	18	110	139	30	1	1	25
Nursing Home	81	99	18	0	0	19	57	70	13	1	0	14	45	57	12	0	0	10
Occupational Health	2	2	0	0	0	0	2	3	1	0	0	1	-	-	-	-	-	-
Outpatient Facility	7	9	2	0	0	2	1	1	0	0	0	0	6	7	2	0	0	1
Public Health	3	3	1	0	0	1	5	7	1	0	0	1	2	2	1	0	0	0
School Health	-	-	-	-	-	-	-	-	-	-	-	-	2	2	1	0	0	0
Unknown/Other	13	16	3	0	0	3	17	21	4	0	0	4	28	35	8	0	0	6
TOTAL*	242	295	53	3	3	56	224	274	50	4	4	56	275	349	74	3	3	64

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing
Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).

*Totals may not add due to rounding.

Part-Time LPNs. Roughly 20 percent of LPNs in Idaho work part time with the majority in medical offices or clinics, nursing homes and hospitals. Based on the share of LPNs, demand is projected to increase 130 for part-time LPNs by 2022.

Table 1.2.3-2: Practice Setting Growth, Net Replacement & Vacancies Needs for Part-Time Licensed Vocational & Licensed Practical Nurses Between 2012 and 2022

Practice Setting	Idaho				
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements
Assisted Living	17	21	4	0	4
Hospice or Home Health	104	126	23	3	25
Hospital	91	111	20	2	22
Insurance Company	1	2	0	0	0
Jail or Prison	9	11	2	0	2
Medical Office or Clinic	186	227	41	5	45
Nursing Home	112	137	25	3	27
Occupational Health	2	3	1	0	1
Outpatient Facility	12	15	3	0	3
Public Health	9	11	2	0	2
School Health	2	3	1	0	1
Unknown/Other	44	53	10	1	11
TOTAL*	591	720	130	15	144

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).

**Totals may not add due to rounding.*

Table 1.2.3-2: Practice Setting Growth, Net Replacement & Vacancies Needs for Part-Time Licensed Vocational & Licensed Practical Nurses Between 2012 and 2022												
Practice Setting	Northern					North Central					Southwestern	
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022
Assisted Living	3	4	1	0	1	4	4	0	0	1	6	8
Hospice or Home Health	6	8	2	0	1	9	10	1	0	2	47	59
Hospital	8	10	2	0	2	8	9	1	0	2	31	38
Insurance Company	-	-	-	-	-	1	1	0	0	0	-	-
Jail or Prison	-	-	-	-	-	-	-	-	-	-	6	8
Medical Office or Clinic	30	38	7	1	7	9	10	1	0	2	74	93
Nursing Home	21	26	5	1	5	10	11	1	0	2	58	73
Occupational Health	2	2	0	0	0	-	-	-	-	-	-	-
Outpatient Facility	-	-	-	-	-	1	1	0	0	0	8	10
Public Health	-	-	-	-	-	-	-	-	-	-	6	8
School Health	2	2	0	0	0	-	-	-	-	-	2	2
Unknown/Other	6	8	2	0	1	1	1	0	0	0	27	34
TOTAL*	78	97	19	2	18	44	49	5	1	10	267	334

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing

Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).

*Totals may not add due to rounding.

Table 1.2.3-2: Practice Setting Growth, Net Replacement & Vacancies Needs for Part-Time Licensed Vocational & Licensed Practical Nurses Between 2012 and 2020												
Practice Setting	South Central					Southeastern					Eastern	
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022
Assisted Living	2	2	0	0	0	1	1	0	0	0	2	2
Hospice or Home Health	16	20	3	0	4	8	10	2	0	2	12	15
Hospital	4	4	1	0	1	14	17	3	0	3	18	23
Insurance Company	-	-	-	-	-	-	-	-	-	-	-	-
Jail or Prison	-	-	-	-	-	2	2	0	0	0	1	1
Medical Office or Clinic	16	20	3	0	4	23	28	5	0	6	25	32
Nursing Home	16	20	3	0	4	6	7	1	0	1	7	8
Occupational Health	1	1	0	0	0	-	-	-	-	-	-	-
Outpatient Facility	-	-	-	-	-	2	3	1	0	1	1	1
Public Health	1	1	0	0	0	-	-	-	-	-	2	2
School Health	-	-	-	-	-	-	-	-	-	-	-	-
Unknown/Other	6	8	1	0	1	2	2	0	0	0	3	4
TOTAL*	62	75	13	2	14	57	70	13	1	14	70	89

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing

Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).

*Totals may not add due to rounding.

REGISTERED NURSES

Full-Time RNs. In 2012 9,344 Idaho RNs were employed full time – more than 60 percent by hospitals. Other large employers included medical offices or clinics, hospices or home health care services and nursing homes. Insurance companies, jails, prisons, occupational health and assisted living facilities employed very few RNs, and no demand existed for telephone nursing, according to the Board of Nursing’s licensure data.

Table 1.2.3-3: Growth, Net Replacement & Total Vacancies by Practice Setting Full-Time Registered Nurses Between 2012 and 2022					
Practice Setting	Idaho				
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements
Assisted Living	49	62	13	1	9
Hospice or Home Health	635	803	167	15	123
Hospital	5,867	7,413	1,546	143	1,137
Insurance Company	121	153	32	3	23
Jail or Prison	69	87	18	2	13
Medical Office or Clinic	652	824	172	16	126
Nursing Education	210	265	55	5	41
Nursing Home	634	801	167	15	123
Occupational Health	27	34	7	1	5
Outpatient Facility	402	508	106	10	78
Public Health	113	143	30	3	22
School Health	132	167	35	3	26
Telephone Nursing	0	0	0	0	0
Other	432	546	114	10	84
TOTAL*	9,344	11,806	2,462	227	1,811

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board Help WantedOnLine® Data Series (HWOL).

*Totals may not add due to rounding.

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Practice Setting	Northern					North Central					Southwestern				
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	Total Net Replacements
Assisted Living	11	13	2	0	2	6	7	0	0	1	17	20	3	0	3
Hospice or Home Health	98	117	19	1	19	11	12	1	0	2	275	329	55	6	53
Hospital	701	838	137	9	135	366	392	26	6	70	2750	3296	546	58	534
Insurance Company	2	3	0	0	0	32	34	2	1	6	71	85	14	2	14
Jail or Prison	2	3	0	0	0	6	7	0	0	1	0	57	10	1	9
Medical Office or Clinic	78	93	15	1	15	75	80	5	1	14	343	411	68	7	67
Nursing Education	24	28	5	0	5	12	13	1	0	2	92	110	18	2	18
Nursing Home	131	156	26	2	25	88	94	6	1	17	226	271	45	6	44
Occupational Health	1	1	0	0	0	3	3	0	0	1	6	7	1	0	1
Outpatient Facility	72	86	14	1	14	32	34	2	1	6	194	232	38	4	38
Public Health	21	25	4	0	4	13	14	1	0	2	41	49	8	1	8
School Health	24	28	5	0	5	3	3	0	0	1	85	102	17	2	17
Telephone Nursing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	61	73	12	1	12	32	34	2	1	6	204	245	41	4	40
TOTAL*	1,225	1,464	240	15	236	677	725	49	11	129	4,302	5,214	864	94	845

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing

Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).

*Totals may not add due to rounding.

Practice Setting	South Central					Southeastern					Eastern				
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	Total Net Replacements
Assisted Living	7	8	1	0	1	5	6	1	0	1	2	3	1	0	0
Hospice or Home Health	80	94	14	2	16	79	93	14	1	15	93	114	21	3	18
Hospital	629	737	107	13	122	534	628	93	7	102	778	951	173	28	149
Insurance Company	0	0	0	0	0	5	6	1	0	1	0	0	0	0	0
Jail or Prison	1	1	0	0	0	8	9	1	0	1	0	0	0	0	0
Medical Office or Clinic	43	50	7	1	8	35	41	6	0	7	51	63	11	2	10
Nursing Education	28	33	5	1	5	19	23	3	0	4	33	40	7	1	6
Nursing Home	65	76	11	1	13	59	69	10	1	11	50	61	11	2	10
Occupational Health	2	3	0	0	0	0	0	0	0	0	14	17	3	0	3
Outpatient Facility	33	38	6	1	6	36	42	6	0	7	27	33	6	1	5
Public Health	9	11	2	0	2	14	17	2	0	3	14	17	3	0	3
School Health	7	8	1	0	1	4	5	1	0	1	6	7	1	0	1
Telephone Nursing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	38	45	7	1	7	41	48	7	1	8	47	57	10	2	9
TOTAL*	943	1,104	161	19	183	839	985	146	10	160	1,116	1,364	248	40	213

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing

Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).

*Totals may not add due to rounding.

Part-Time RNs. Nearly one in four RNs was employed part time in 2012, and 60.6 percent worked in hospitals. Only four other practice settings employed more than 5 percent of part-time RNs - hospices or home health care services, medical offices or clinics, outpatient facilities and other not specified job settings. Part-time RNs are projected to increase by 761 between 2012 and 2022.

Table 1.2.3-4: Growth, Net Replacements & Total Vacancies by Practice Setting for Part-Time Registered Nurses Between 2012 and 2022					
Practice Setting	Idaho				
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements
Assisted Living	27	35	7	0	5
Hospice or Home Health	221	280	58	4	43
Hospital	1,748	2,209	461	30	339
Insurance Company	11	14	3	0	2
Jail or Prison	6	7	2	0	1
Medical Office or Clinic	272	344	72	5	53
Nursing Education	65	82	17	1	13
Nursing Home	105	132	28	2	20
Occupational Health	10	12	3	0	2
Outpatient Facility	178	225	47	3	35
Public Health	33	42	9	1	6
School Health	57	72	15	1	11
Telephone Nursing	-	-	-	-	-
Other	153	193	40	3	30
TOTAL*	2,887	3,648	761	49	559

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).

**Totals may not add due to rounding.*

Practice Setting	Northern						North Central						Southwestern					
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements		2012	2022	Total Growth	Current Vacancies	Total Net Replacements		2012	2022	Total Growth	Current Vacancies	Total Net Replacements	
Assisted Living	7	8	1	0	1		4	4	0	0	1		8	10	2	0	2	
Hospice or Home Health	34	41	7	0	7		17	18	1	0	3		81	97	16	1	16	
Hospital	222	265	43	2	43		100	107	7	1	19		851	1,021	169	16	165	
Insurance Company	-	-	-	-	-		-	-	-	-	-		11	13	2	0	2	
Jail or Prison	1	1	0	0	0		-	-	-	-	-		1	1	0	0	0	
Medical Office or Clinic	36	43	7	0	7		28	30	2	0	5		131	158	26	1	26	
Nursing Education	4	5	1	0	1		5	6	0	0	1		28	34	6	0	5	
Nursing Home	16	19	3	0	3		19	21	1	0	4		28	34	6	0	5	
Occupational Health	-	-	-	-	-		2	2	0	0	0		4	5	1	0	1	
Outpatient Facility	27	32	5	0	5		12	13	1	0	2		82	98	16	1	16	
Public Health	3	4	1	0	1		1	1	0	0	0		15	18	3	0	-	
School Health	7	8	1	0	1		4	8	0	0	-		32	39	6	1	6	
Telephone Nursing	-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Other	21	25	4	0	4		18	19	1	0	3		70	84	14	1	14	
TOTAL*	378	452	74	4	73		209	228	15	3	39		1,344	1,611	267	23	258	

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).

*Totals may not add due to rounding.

Practice Setting	South Central						Southeastern						Eastern					
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements		2012	2022	Total Growth	Current Vacancies	Total Net Replacements		2012	2022	Total Growth	Current Vacancies	Total Net Replacements	
Assisted Living	2	2	0	0	0		3	4	1	0	1		3	3	1	0	1	
Hospice or Home Health	22	26	4	0	4		32	37	6	0	6		30	37	7	1	6	
Hospital	175	205	30	4	34		140	165	24	2	27		225	274	50	4	43	
Insurance Company	-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Jail or Prison	2	2	0	0	0		2	3	0	0	0		-	-	-	-	-	
Medical Office or Clinic	23	27	4	1	5		14	17	2	0	3		32	39	7	1	6	
Nursing Education	9	10	1	0	2		10	12	2	0	2		8	10	2	0	2	
Nursing Home	11	12	2	0	2		14	17	2	0	3		12	15	3	0	2	
Occupational Health	1	1	0	0	0		1	1	0	0	0		2	2	0	0	0	
Outpatient Facility	24	28	4	1	5		15	18	3	0	3		14	17	3	0	3	
Public Health	2	2	0	0	0		7	8	1	0	1		5	6	1	0	1	
School Health	5	6	1	0	1		5	6	1	0	1		4	4	1	0	1	
Telephone Nursing	-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Other	15	18	3	0	3		15	18	3	0	3		11	13	2	0	2	
TOTAL*	291	341	50	6	56		259	304	45	3	49		345	421	77	7	66	

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).

*Totals may not add due to rounding.

ADVANCED PRACTICE REGISTERED NURSES

Full-Time APRNs. APRNs make up the smallest percentage of Idaho nurses, just 736 employed full-time statewide in 2012. Employment for full-time APRNs is projected to increase to 933 by 2022. As with all other types of nurses, major employers of APRNs include hospitals, medical offices and clinics.

Table 1.2.3-5: Growth, Net Replacements & Vacancies by Practice Setting for Full-Time Advanced Practice Registered Nurses between 2012 and 2022					
Practice Setting	Idaho				
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements
Assisted Living	-	-	-	-	-
Hospice or Home Health	9	11	2	0	2
Hospital	301	382	81	4	57
Insurance Company	1	1	0	0	0
Jail or Prison	3	4	1	0	1
Medical Office or Clinic	266	337	71	3	50
Nursing Education	22	27	6	0	4
Nursing Home	3	3	1	0	0
Occupational Health	5	7	1	0	1
Outpatient Facility	76	96	20	1	14
Public Health	9	12	3	0	2
School Health	3	3	1	0	0
Telephone Nursing	-	-	-	-	-
Other	39	49	10	0	7
TOTAL*	736	933	197	9	139

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board Help WantedOnLine® Data Series (HWOL).

*Totals may not add due to rounding.

Practice Setting	Northern				North Central				Southwestern			
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	Total Growth	2012	Total Net Replacements
Assisted Living	-	-	-	-	-	-	-	-	-	-	-	-
Hospice or Home Health	1	1	0	0	0	-	-	-	-	2	5	1
Hospital	23	31	7	0	4	18	20	3	0	53	174	34
Insurance Company	-	-	-	-	-	-	-	-	-	0	1	0
Jail or Prison	-	-	-	-	-	-	-	-	-	0	3	1
Medical Office or Clinic	48	63	15	0	9	22	26	4	0	37	122	24
Nursing Education	2	2	1	0	0	4	4	1	0	3	11	2
Nursing Home	2	2	1	0	0	-	-	-	-	-	-	-
Occupational Health	-	-	-	-	-	-	-	-	-	-	-	-
Outpatient Facility	9	12	3	0	2	4	4	1	0	15	51	10
Public Health	2	2	1	0	0	1	1	0	0	2	6	1
School Health	2	2	1	0	0	-	-	-	-	0	1	0
Telephone Nursing	-	-	-	-	-	-	-	-	-	-	-	-
Other	7	10	2	0	1	5	5	1	0	6	20	4
TOTAL*	96	125	30	1	17	53	61	8	1	120	396	78

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).
*Totals may not add due to rounding.

Practice Setting	South Central				Southeastern				Eastern			
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	Total Growth	2012	Total Net Replacements
Assisted Living	-	-	-	-	-	-	-	-	-	-	-	-
Hospice or Home Health	-	-	-	-	-	-	-	-	-	-	-	-
Hospital	38	48	10	0	5	26	32	7	0	12	38	8
Insurance Company	-	-	-	-	-	-	-	-	-	-	-	-
Jail or Prison	-	-	-	-	-	-	-	-	-	-	-	-
Medical Office or Clinic	25	31	6	0	3	24	30	6	0	11	34	7
Nursing Education	2	3	1	0	0	4	4	1	0	0	1	0
Nursing Home	-	-	-	-	-	1	1	0	0	-	-	-
Occupational Health	-	-	-	-	-	2	2	0	0	-	-	-
Outpatient Facility	4	6	1	0	1	6	8	2	0	1	4	1
Public Health	-	-	-	-	-	-	-	-	-	-	-	-
School Health	-	-	-	-	-	-	-	-	-	-	-	-
Telephone Nursing	-	-	-	-	-	-	-	-	-	-	-	-
Other	2	3	1	1	0	4	4	1	0	1	2	0
TOTAL*	71	90	19	1	9	66	84	18	0	27	83	17

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).
*Totals may not add due to rounding.

Part-Time APRNs. Less than 18 percent of APRNs, 157, worked part time in Idaho in 2012. By 2022, the total should increase to 199. As with all other nurses, most part-time APRNs were employed in hospitals and medical offices or clinics.

Table 1.2.3-6: Growth, Net Replacements & Vacancies by Practice Setting for Part-Time Advanced Practice Registered Nurses Between 2012 and 2022					
Practice Setting	Idaho				
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements
Assisted Living	-	-	-	-	-
Hospice or Home Health	4	5	1	0	1
Hospital	45	58	12	1	9
Insurance Company	-	-	-	-	-
Jail or Prison	1	1	0	0	0
Medical Office or Clinic	57	72	15	1	11
Nursing Education	3	3	1	0	0
Nursing Home	-	-	-	-	-
Occupational Health	-	-	-	-	-
Outpatient Facility	22	28	6	0	4
Public Health	9	12	3	0	2
School Health	-	-	-	-	-
Telephone Nursing	-	-	-	-	-
Other	15	20	4	0	3
TOTAL*	157	199	42	3	30

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).

**Totals may not add due to rounding.*

Practice Setting	Table 1.2.3-6: Growth, Net Replacements & Vacancies by Practice Setting for Part-Time Advanced Practice Registered Nurses Between 2012 and 2022									
	Northern					North Central				
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	Total Net Replacements
Assisted Living	-	-	-	-	-	-	-	-	-	-
Hospice or Home Health	1	1	0	0	-	-	-	-	-	-
Hospital	6	8	2	0	1	2	3	0	0	1
Insurance Company	-	-	-	-	-	-	-	-	-	-
Jail or Prison	-	-	-	-	-	-	-	-	-	-
Medical Office or Clinic	10	13	3	0	2	8	9	1	0	1
Nursing Education	-	-	-	-	-	-	-	-	-	-
Nursing Home	-	-	-	-	-	-	-	-	-	-
Occupational Health	-	-	-	-	-	-	-	-	-	-
Outpatient Facility	1	2	0	0	0	-	-	-	-	-
Public Health	1	1	0	0	0	1	1	0	0	0
School Health	-	-	-	-	-	-	-	-	-	-
Telephone Nursing	-	-	-	-	-	-	-	-	-	-
Other	1	2	0	0	0	-	-	-	-	-
TOTAL*	20	27	6	0	4	11	13	2	0	2

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing
Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).
*Totals may not add due to rounding.

Practice Setting	Table 1.2.3-6: Growth, Net Replacements & Vacancies by Practice Setting for Part-Time Advanced Practice Registered Nurses Between 2012 and 2022									
	South Central					Southeastern				
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	Total Net Replacements
Assisted Living	-	-	-	-	-	-	-	-	-	-
Hospice or Home Health	1	1	0	0	0	-	-	-	-	-
Hospital	2	3	1	0	0	4	5	1	-	1
Insurance Company	-	-	-	-	-	-	-	-	-	-
Jail or Prison	-	-	-	-	-	1	1	0	-	0
Medical Office or Clinic	6	8	2	0	1	7	9	2	-	1
Nursing Education	1	1	0	0	0	-	-	-	-	-
Nursing Home	-	-	-	-	-	-	-	-	-	-
Occupational Health	-	-	-	-	-	-	-	-	-	-
Outpatient Facility	2	3	1	0	0	-	-	-	-	-
Public Health	1	1	0	1	0	2	3	1	0	0
School Health	-	-	-	-	-	-	-	-	-	-
Telephone Nursing	-	-	-	-	-	-	-	-	-	-
Other	2	3	1	0	0	-	-	-	-	-
TOTAL*	15	19	4	1	2	14	18	4	-	2

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing
Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).
*Totals may not add due to rounding.

1.2.4 Position

The nursing workforce can be assessed by positions as well. Using categorical breakouts from the board's licensing data and the state Labor Department's 2012-2022 projections for nursing employment, a schematic was developed to determine the current and projected demand for Idaho nurses based on position. Tables 1.2.4-1 through 1.2.4-6 depict full-time and part-time employment for LPNs, RNs and APRNs in nine positions nurses typically hold. Without trend data on changing or shifting levels of position employment, a constant-share approach was used to determine 2022 projections.

LICENSED VOCATIONAL AND LICENSED PRACTICAL NURSES

Full-Time LPNs. Of all full-time LPNs, nearly 70 percent held the position of staff or general duty nurse. The number of full-time LPNs employed as staff or general duty nurses is projected to increase 352 by 2022 to maintain that 70 percent level. Following that was charge or lead nurse at just over 15 percent, and the addition of 79 more LPNs in that job will keep the rate at 15 percent in 2022. No LPNs were employed as consultant/researchers or educators in 2012, according to the board's data.

Table 1.2.4-1: Growth, Net Replacements & Vacancies by Position for Full-Time Licensed Vocational and Licensed Practical Nurses Between 2012 and 2022

Position	Idaho				
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements
Administrator/Supervisor	81	98	18	1	20
Case Manager	18	22	4	0	4
Charge/Lead Nurse	359	438	79	6	87
Consultant/Researcher	0	0	0	-	0
Educator	0	0	0	0	0
Quality Assurance/Outcome Management	14	18	3	0	4
Staff or General Duty	1,604	1,956	352	25	391
Other/Unknown	248	302	54	4	60
TOTAL*	2,324	2,834	509	36	566

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).

*Totals may not add due to rounding.

Position	Northern				North Central				Southwestern			
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	2012	2022	Total Growth
Administrator/Supervisor	14	17	3	0	3	6	58	12	1	47	58	12
Case Manager	4	5	1	0	1	1	9	2	0	7	9	2
Charge/Lead Nurse	43	53	11	1	10	32	195	39	3	156	195	39
Consultant/Researcher	-	-	-	-	-	-	-	-	-	-	-	-
Educator	-	-	-	-	-	-	-	-	-	-	-	-
Quality Assurance/Outcome Management	-	-	-	-	-	1	4	1	0	-	4	1
Staff or General Duty	207	259	51	3	49	107	926	186	12	3	926	186
Other/Unknown	38	48	10	1	9	25	120	24	2	741	120	24
TOTAL*	306	382	76	5	72	172	1,312	263	17	953	1,312	263

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing License Databases and the Conference Board Help WantedOnline® Data Series (HWOL).

*Totals may not add due to rounding.

Position	South Central				Southeastern				Eastern			
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	2012	2022	Total Growth
Administrator/Supervisor	4	4	1	0	1	6	8	1	0	8	11	2
Case Manager	2	2	0	0	0	1	1	0	0	3	4	1
Charge/Lead Nurse	46	56	10	1	11	36	44	8	1	35	45	10
Consultant/Researcher	-	-	-	-	-	-	-	-	-	-	-	-
Educator	-	-	-	-	-	-	-	-	-	-	-	-
Quality Assurance/Outcome Management	4	5	1	0	1	2	3	1	0	1	1	0
Staff or General Duty	157	191	34	2	36	156	190	35	3	200	254	54
Other/Unknown	30	37	7	0	7	23	28	5	0	28	35	8
TOTAL*	242	295	53	3	56	224	274	50	4	275	349	74

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing License Databases and the Conference Board Help WantedOnline® Data Series (HWOL).

*Totals may not add due to rounding.

Part-Time LPNs. Similar trends were evident for part-time LPNs. The most growth is projected for staff or general duty nurses.

Table 1.2.4-2: Growth, Net Replacements & Vacancies by Position for Part-Time Licensed Vocational and Licensed Practical Nurses Between 2012 and 2022					
Position	Idaho				
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements
Administrator/Supervisor	6	8	1	0	2
Case Manager	1	2	0	0	0
Charge/Lead Nurse	45	55	10	1	11
Consultant/Researcher	-	-	-	-	-
Educator	-	-	-	-	-
Quality Assurance/Outcome Management	1	2	0	0	0
Staff or General Duty	463	565	102	12	113
Other/Unknown	74	90	16	2	18
TOTAL*	591	720	130	15	144

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board Help WantedOnLine® Data Series (HWOL).

**Totals may not add due to rounding.*

Table 1.2.4-2: Growth, Net Replacements & Vacancies by Position for Part-Time Licensed Vocational and Licensed Practical Nurses Between 2012 and 2022															
Position	Northern			North Central			Southwestern								
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	Total Net Replacements
Administrator/Supervisor	-	-	-	-	-	-	-	-	-	-	8	10	2	0	2
Case Manager	-	-	-	-	-	1	1	0	0	0	-	-	-	-	-
Charge/Lead Nurse	6	8	2	0	1	3	3	0	0	1	18	22	4	1	4
Consultant/Researcher	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Educator	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Quality Assurance/Outcome Management	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Staff or General Duty	67	83	17	2	16	31	34	3	1	7	-	243	49	6	47
Other/Unknown	5	6	1	0	1	9	10	1	0	2	194	59	12	1	11
TOTAL*	78	97	19	2	18	44	49	5	1	10	220	334	67	8	65

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).

*Totals may not add due to rounding.

Table 1.2.4-2: Growth, Net Replacements & Vacancies by Position for Part-Time Licensed Vocational and Licensed Practical Nurses Between 2012 and 2022																
Position	South Central						Southeastern						Eastern			
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements		2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	Total Net Replacements
Administrator/Supervisor	-	-	-	-	-		-	-	-	-	-	-	-	-	-	-
Case Manager	-	-	-	-	-		-	-	-	-	-	-	-	-	-	-
Charge/Lead Nurse	10	12	2	0	2		2	3	1	0	1	4	5	1	0	1
Consultant/Researcher	-	-	-	-	-		-	-	-	-	-	-	-	-	-	-
Educator	-	-	-	-	-		-	-	-	-	-	-	-	-	-	-
Quality Assurance/Outcome Management	1	1	0	0	0		-	-	-	-	-	-	-	-	-	-
Staff or General Duty	42	51	9	1	10		51	63	11	1	13	61	77	16	1	14
Other/Unknown	9	11	2	0	2		3	4	1	0	1	5	6	1	0	1
TOTAL*	62	75	13	2	14		57	70	13	1	14	70	89	19	2	16

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).

*Totals may not add due to rounding.

REGISTERED NURSES

Full-Time RNs. Staff or general duty RNs made up 53 percent of the full-time RN workforce in 2012, and they are projected to remain at that level with the addition of 1,315 by 2022. Full-time RNs working as charge or lead nurses are projected to increase by 400 through 2022. RNs working as administrators or supervisors will remain just above 11 percent as that share of the RN workforce increases 280 by 2022.

Table 1.2.4-3: Growth, Net Replacements & Vacancies by Position for Full-Time Registered Nurses Between 2012 and 2022

Position	Idaho				
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements
Administrator/Supervisor	1,063	1,343	280	26	166
Advanced Practice	10	13	3	0	2
Case Manager	661	835	174	16	103
Charge/Lead Nurse	1,520	1,920	400	37	238
Consultant/Researcher	28	35	7	1	4
Educator	337	425	89	8	53
Quality Assurance/Outcome Management	161	204	42	4	25
Staff or General Duty	4,991	6,306	1,315	121	781
Other/Unknown	574	726	151	14	90
TOTAL*	9,344	11,806	2,462	227	1,463

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).

*Totals may not add due to rounding.

Position	Northern				North Central				Southwestern			
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	2012	2022	Total Growth	Total Net Replacements
Administrator/Supervisor	153	183	30	2	29	76	81	5	479	574	95	93
Advanced Practice	2	3	0	0	0	1	1	0	5	6	1	1
Case Manager	75	90	15	1	15	33	36	2	348	417	69	68
Charge/Lead Nurse	205	245	40	3	39	143	153	10	568	681	113	110
Consultant/Researcher	2	3	0	0	0	2	2	0	18	21	4	0
Educator	34	41	7	0	7	21	22	1	169	202	33	4
Quality Assurance/Outcome Management	16	20	3	0	3	9	10	1	91	109	18	2
Staff or General Duty	651	778	127	8	125	351	376	25	2,388	2,863	474	464
Other/Unknown	86	103	17	1	17	42	45	3	284	341	56	55
TOTAL*	1,225	1,464	240	15	236	677	725	49	4,350	5,214	864	845

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing
Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).
*Totals may not add due to rounding.

Position	South Central				Southeastern				Eastern			
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	2012	2022	Total Growth	Total Net Replacements
Administrator/Supervisor	101	118	17	2	20	101	119	18	134	164	30	26
Advanced Practice	0	0	0	0	0	0	0	0	1	1	0	0
Case Manager	66	77	11	1	13	55	65	10	69	84	15	13
Charge/Lead Nurse	196	229	33	4	38	180	212	31	206	251	46	39
Consultant/Researcher	2	3	0	0	0	3	3	0	0	0	0	0
Educator	40	46	7	1	8	28	33	5	37	46	8	7
Quality Assurance/Outcome Management	10	12	2	0	2	14	17	2	16	20	4	3
Staff or General Duty	474	555	81	10	92	407	477	71	609	744	135	116
Other/Unknown	54	64	9	1	11	51	60	9	43	53	10	8
TOTAL*	943	1,104	161	19	183	839	985	146	1,116	1,364	248	213

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing
Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).
*Totals may not add due to rounding.

Part-Time RNs. Compared to full-time RNs, a higher percentage of part-time RNs was employed in staff or general duty nursing. This group is projected to increase by 542 from 2,057 in 2012 to 2,599 in 2022.

Table 1.2.5-4: Growth, Net Replacement & Vacancies by Major Clinical Area for Part-Time Registered Nurses Between 2012 and 2022					
Major Clinical Area	Idaho				
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements
Community/Public Health	133	168	35	2	26
Emergency	181	229	48	3	35
Family Practice	21	26	5	0	4
Geriatric	214	270	56	4	41
Gynecologic/Obstetric	346	437	91	6	67
Hospice/Home Health	21	26	5	0	4
Medical/Surgical	724	915	191	12	140
Pediatric/Neonatal	189	239	50	3	37
Psychiatric/Mental Health	96	121	25	2	19
Rehab/Restorative	69	87	18	1	13
Other/Unknown	894	1,129	236	15	173
TOTAL*	2,887	3,648	761	49	559

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).

*Totals may not add due to rounding.

Table 1.2.4-4: Growth, Net Replacements & Vacancies by Position for Part-Time Registered Nurses Between 2012 and 2022													
Position	Northern					North Central					Southwestern		
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth
Administrator/Supervisor	13	16	3	0	3	9	9	1	0	2	23	28	5
Advanced Practice	-	-	-	-	-	-	-	-	-	-	2	2	0
Case Manager	12	14	2	0	2	3	6	0	0	1	71	85	14
Charge/Lead Nurse	36	43	7	0	7	25	26	2	0	5	81	97	16
Consultant/Researcher	5	6	1	0	1	3	3	0	0	1	13	16	3
Educator	9	11	2	0	2	10	10	1	0	2	60	72	12
Quality Assurance/Outcome Management	3	4	1	0	1	1	1	0	0	0	15	18	3
Staff or General Duty	270	323	53	3	52	139	149	10	2	27	986	1,182	196
Other/Unknown	29	35	6	0	6	21	23	2	0	4	93	112	18
TOTAL*	378	452	74	4	73	209	227	15	3	40	1,344	1,611	267

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).

*Totals may not add due to rounding.

Table 1.2.4-4: Growth, Net Replacements & Vacancies by Position for Part-Time Registered Nurses Between 2012 and 2022													
Position	South Central					Southeastern					Eastern		
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth
Administrator/Supervisor	12	14	2	0	2	3	4	1	0	1	4	4	1
Advanced Practice	1	1	0	0	0	1	1	0	0	0	1	1	0
Case Manager	16	19	3	0	3	16	19	3	0	3	12	15	3
Charge/Lead Nurse	35	41	6	1	7	30	36	5	0	6	34	42	8
Consultant/Researcher	0	0	0	0	0	1	1	0	0	0	0	0	0
Educator	23	27	4	1	5	11	13	2	0	2	15	18	3
Quality Assurance/Outcome Management	6	7	1	0	1	5	6	1	0	1	4	4	1
Staff or General Duty	181	212	31	4	35	171	201	30	2	33	266	325	59
Other/Unknown	17	20	3	0	3	20	23	3	0	4	9	11	2
TOTAL*	291	341	50	6	56	259	304	45	3	49	345	421	77

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).

*Totals may not add due to rounding.

ADVANCED PRACTICE REGISTERED NURSES

Full-Time APRNs. Over 70 percent of Idaho full-time APRNs — 527 — were employed in the position of advanced practice in 2012, down from 80 percent in 2008. Sixty full-time APRNs worked as staff or general duty nurses, 19 as educators and 13 as administrators or supervisors. The only other category with more than 10 employees was the residual other category.

Table 1.2.4-5: Growth, Net Replacements & Vacancies by Position for Full-Time Advanced Practice Registered Nurses Between 2012 and 2022

Position	Idaho				
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements
Administrator/Supervisor	13	16	3	0	2
Advanced Practice	527	668	141	6	100
Case Manager	2	2	0	0	0
Charge/Lead Nurse	9	11	2	0	2
Consultant/Researcher	2	2	0	0	0
Educator	19	24	5	0	4
Quality Assurance/Outcome Management	3	3	1	0	0
Staff or General Duty	60	76	16	1	11
Other/Unknown	102	130	27	1	19
TOTAL*	736	933	197	9	139

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board Help WantedOnLine® Data Series (HWOL).

*Totals may not add due to rounding.

Position	Northern			North Central			Southwestern		
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Total Net Replacements
Administrator/Supervisor	1	1	0	0	0	8	10	2	2
Advanced Practice	72	95	23	0	13	276	360	84	54
Case Manager	0	0	0	0	0	0	0	0	0
Charge/Lead Nurse	0	0	0	0	0	5	7	2	1
Consultant/Researcher	0	0	0	0	0	2	2	1	0
Educator	2	2	1	0	0	10	13	3	2
Quality Assurance/Outcome Management	0	0	0	0	0	2	2	1	0
Staff or General Duty	7	9	2	0	1	34	44	10	7
Other/Unknown	14	19	4	0	3	60	78	18	12
TOTAL*	96	125	30	1	17	396	517	120	78

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board Help WantedOnLine® Data Series (HWOL).

*Totals may not add due to rounding.

Position	South Central			Southeastern			Eastern		
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Total Net Replacements
Administrator/Supervisor	1	1	0	0	0	0	0	0	0
Advanced Practice	52	66	14	0	7	59	79	20	12
Case Manager	0	0	0	0	0	1	1	0	0
Charge/Lead Nurse	0	0	0	0	0	1	1	0	0
Consultant/Researcher	0	0	0	0	0	0	0	0	0
Educator	1	1	0	0	0	1	1	0	0
Quality Assurance/Outcome Management	0	0	0	0	0	0	0	0	0
Staff or General Duty	6	7	1	0	1	7	9	2	1
Other/Unknown	11	14	3	0	1	14	19	5	3
TOTAL*	71	90	19	0	9	83	110	27	17

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board Help WantedOnLine® Data Series (HWOL).

*Totals may not add due to rounding.

Part-Time APRNs. While the number of APRNs working part time was less than 160 in 2012, the majority held positions in advanced practice as with full-time APRNs.

Table 1.2.4-6: Growth, Net Replacements & Vacancies by Position for Part-Time Advanced Practice Registered Nurses Between 2012 and 2022					
Position	Idaho				
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements
Administrator/Supervisor	2	2	0	0	0
Advanced Practice	105	133	28	2	20
Case Manager	3	3	1	0	0
Charge/Lead Nurse	3	3	1	0	0
Consultant/Researcher	0	0	0	0	0
Educator	4	5	1	0	1
Quality Assurance/Outcome Management	0	0	0	0	0
Staff or General Duty	25	32	7	0	5
Other/Unknown	16	21	4	0	3
TOTAL*	157	199	42	3	30

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board

Table 1.2.4-6: Growth, Net Replacements & Vacancies by Position for Part-Time Advanced Practice Registered Nurses Between 2012 and 2022															
Position	Northern				North Central				Southwestern						
	2012	2022	Total Growth	Total Chronic Vacancy	Total Net Replacements	2012	2022	Total Growth	Total Chronic Vacancy	Total Net Replacements	2012	2022	Total Growth	Total Chronic Vacancy	Total Net Replacements
Administrator/Supervisor	0	0	0	0	0	0	0	0	0	0	2	2	1	0	0
Advanced Practice Case Manager	13	18	4	0	2	8	9	1	0	1	54	71	16	1	11
Charge/Lead Nurse	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0
Consultant/Researcher	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Educator	0	0	0	0	0	0	0	0	0	0	3	4	1	0	1
Quality Assurance/Outcome Management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Staff or General Duty	4	5	1	0	1	0	0	0	0	0	14	18	4	0	3
Other/Unknown	3	4	1	0	1	3	4	1	0	1	9	12	3	0	2
TOTAL*	20	27	6	0	4	11	13	2	0	2	85	110	26	2	17

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing
Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).
*Totals may not add due to rounding.

Table 1.2.4-6: Growth, Net Replacements & Vacancies by Position for Part-Time Advanced Practice Registered Nurses Between 2012 and 2022															
Position	South Central				Southeastern				Eastern						
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	Total Net Replacements
Administrator/Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Advanced Practice	12	15	3	0	2	10	13	3	0	1	12	15	4	0	2
Case Manager	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Charge/Lead Nurse	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0
Consultant/Researcher	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Educator	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0
Quality Assurance/Outcome Management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Staff or General Duty	1	1	0	0	0	3	4	1	0	0	4	5	1	0	1
Other/Unknown	0	0	0	0	0	1	1	0	0	0	1	1	0	0	0
TOTAL*	15	19	4	0	2	14	18	4	0	2	18	23	6	0	4

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing
Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).
*Totals may not add due to rounding.

1.2.5 Major Clinical Area

The last way to assess nursing workforce needs is by major clinical area. Using categorical breakouts from the Board of Nursing's licensing data and the Labor Department's 2012-2022 projections for nursing employment, a schematic was developed to determine the current and projected demand for Idaho nurses based on major clinical area. Without trend data on changing or shifting levels of clinical area employment, a constant-share approach was used to determine 2022 projections.

LICENSED VOCATIONAL AND LICENSED PRACTICAL NURSES

Full-Time LPNs. Thirty-one percent of full-time LPNs in Idaho were employed in geriatrics, 13 percent in medical and surgical settings and 23 percent in some other or unknown clinical area in 2012. The remaining 33 percent were in community or public health, emergency, family practice, gynecologic/obstetrics, pediatric/neonatal, psychiatric/mental health or rehabilitative or restorative care. By 2022, Idaho is projected to add 509 full-time LPNs to the workforce.

Table 1.2.5-1: Growth, Net Replacements & Vacancies by Major Clinical Area for Full-Time Licensed Professional and Licensed Vocational Nurses Between 2012 and 2022					
Major Clinical Area	Idaho				
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements
Community/Public Health	171	208	37	3	42
Emergency	33	40	7	1	8
Family Practice	76	92	17	1	18
Geriatric	725	884	159	11	177
Gynecologic/Obstetric	92	112	20	1	22
Hospice/Home Health	14	18	3	0	4
Medical/Surgical	305	371	67	5	74
Pediatric/Neonatal	132	162	29	2	32
Psychiatric/Mental Health	129	157	28	2	31
Rehab/Restorative	114	139	25	2	28
Other/Unknown	533	650	117	8	130
TOTAL*	2,324	2,834	509	36	566

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).

*Totals may not add due to rounding.

Major Clinical Area	Northern				North Central				Southwestern			
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	2012	2022	Total Growth
Community/Public Health	29	36	7	0	7	3	3	0	0	68	86	17
Emergency	4	5	1	0	1	1	2	0	0	20	25	5
Family Practice	10	12	2	0	2	6	6	1	0	28	35	7
Geriatric	122	152	30	2	29	76	84	8	1	339	424	85
Gynecologic/Obstetric	10	12	2	0	2	1	2	0	0	29	36	7
Hospice/Home Health	0	0	0	0	0	1	2	0	0	13	16	3
Medical/Surgical	45	57	11	1	11	26	29	3	0	92	115	23
Pediatric/Neonatal	25	31	6	0	6	6	6	1	0	73	91	18
Psychiatric/Mental Health	4	5	1	0	1	10	11	1	0	64	80	16
Rehab/Restorative	8	10	2	0	2	8	9	1	0	80	100	20
Other/Unknown	49	62	12	1	12	34	38	4	1	243	304	61
TOTAL*	306	382	76	5	72	172	191	19	3	1,049	1,312	263

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).

*Totals may not add due to rounding.

Major Clinical Area	South Central				Southeastern				Eastern			
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	2012	2022	Total Growth
Community/Public Health	19	23	4	0	4	25	31	6	0	17	21	5
Emergency	1	1	0	0	0	2	2	0	0	6	7	2
Family Practice	11	13	2	0	2	8	9	2	0	10	13	3
Geriatric	82	100	18	1	19	59	72	13	1	52	66	14
Gynecologic/Obstetric	11	14	2	0	3	10	12	2	0	20	26	6
Hospice/Home Health	0	0	0	0	0	0	0	0	0	2	2	1
Medical/Surgical	31	38	7	0	7	33	41	7	1	56	71	15
Pediatric/Neonatal	10	12	2	0	2	9	11	2	0	14	18	4
Psychiatric/Mental Health	10	12	2	0	2	28	35	6	0	5	6	1
Rehab/Restorative	8	10	2	0	2	8	9	2	0	8	11	2
Other/Unknown	60	73	13	1	14	42	52	9	1	85	109	23
TOTAL*	242	295	53	3	56	224	274	50	4	275	349	74

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).

*Totals may not add due to rounding.

Part-Time LPNs. As with full-time LPNs, 28 percent of part-time LPNs were employed in geriatrics while 22 percent worked in some other or unknown clinical area. The medical/surgical area ranked third with 17 percent.

Table 1.2.5-2: Growth, Net Replacements & Vacancies by Major Clinical Area for Part-Time Licensed Professional and Licensed Vocational Nurses Between 2012 and 2022

Major Clinical Area	Idaho				
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements
Community/Public Health	52	64	12	1	13
Emergency	12	15	3	0	3
Family Practice	14	17	3	0	3
Geriatric	165	201	36	4	40
Gynecologic/Obstetric	21	26	5	1	5
Hospice/Home Health	4	5	1	0	1
Medical/Surgical	102	125	22	3	25
Pediatric/Neonatal	41	50	9	1	10
Psychiatric/Mental Health	21	26	5	1	5
Rehab/Restorative	25	30	5	1	6
Other/Unknown	132	161	29	3	32
TOTAL*	591	720	130	15	144

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board Help WantedOnLine® Data Series (HWOL).

**Totals may not add due to rounding.*

Major Clinical Area	Northern				North Central				Southwestern			
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022
Community/Public Health	6	8	2	0	1	5	6	1	0	1	23	28
Emergency	5	6	1	0	1	1	1	0	0	0	6	8
Family Practice	2	2	0	0	0	0	0	0	0	0	6	8
Geriatric	21	26	5	1	5	18	20	2	1	4	89	111
Gynecologic/Obstetric	6	8	2	0	1	1	1	0	0	0	5	6
Hospice/Home Health	0	0	0	0	0	0	0	0	0	0	0	0
Medical/Surgical	11	14	3	0	3	8	9	1	0	2	26	32
Pediatric/Neonatal	6	8	2	0	1	0	0	0	0	0	26	32
Psychiatric/Mental Health	3	4	1	0	1	3	3	0	0	1	6	8
Rehab/Restorative	2	2	0	0	0	3	3	0	0	1	18	22
Other/Unknown	16	20	4	0	4	5	6	1	0	1	61	77
TOTAL*	78	97	19	2	18	44	49	5	1	10	267	334

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing
Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).
*Totals may not add due to rounding.

Major Clinical Area	South Central				Southeastern				Eastern			
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022
Community/Public Health	2	2	0	0	0	5	6	1	0	1	10	12
Emergency	0	0	0	0	0	0	0	0	0	0	2	2
Family Practice	1	1	0	0	0	2	3	1	0	1	2	2
Geriatric	25	30	5	1	6	7	8	1	0	2	11	14
Gynecologic/Obstetric	3	3	1	0	1	2	3	1	0	1	2	3
Hospice/Home Health	2	2	0	0	0	0	0	0	0	0	1	1
Medical/Surgical	7	9	2	0	2	17	21	4	0	4	20	25
Pediatric/Neonatal	2	2	0	0	0	5	6	1	0	1	4	5
Psychiatric/Mental Health	3	3	1	0	1	3	4	1	0	1	2	2
Rehab/Restorative	3	3	1	0	1	1	1	0	0	0	2	2
Other/Unknown	15	18	3	0	3	15	18	3	0	4	15	20
TOTAL*	62	75	13	2	14	57	70	13	1	14	70	89

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing
Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).
*Totals may not add due to rounding.

REGISTERED NURSES

Full-Time RNs. Full-time RNs are projected to increase 2,462 between 2012 and 2022. Almost 59 percent of this increase is projected in medical or surgical and other unknown clinical areas. Nearly a third of full-time RNs worked in an area that is not specified in the Board of Nursing definitions, accounting for the largest portion of full-time RNs based on major clinical area.

Table 1.2.5-3: Growth, Net Replacement & Vacancies by Major Clinical Area for Full-Time Registered Nurses Between 2012 and 2022

Major Clinical Area	Idaho				
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements
Community/Public Health	400	505	105	10	77
Emergency	764	966	201	19	148
Family Practice	44	56	12	1	9
Geriatric	916	1,158	241	22	178
Gynecologic/Obstetric	652	824	172	16	126
Hospice/Home Health	73	93	19	2	14
Medical/Surgical	2,465	3,114	650	60	478
Pediatric/Neonatal	415	525	109	10	80
Psychiatric/Mental Health	350	442	92	9	68
Rehab/Restorative	237	299	62	6	46
Other/Unknown	3,027	3,825	798	74	587
TOTAL*	9,344	11,806	2,462	227	1,811

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the

Conference Board Help WantedOnLine® Data Series (HWOL).

*Totals may not add due to rounding.

Major Clinical Area	Northern				North Central				Southwestern			
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	2012	2022	Total Growth
Community/Public Health	62	75	12	1	12	32	34	2	1	188	226	37
Emergency	88	106	17	1	17	55	59	4	1	347	416	69
Family Practice	7	8	1	0	1	5	6	0	0	16	19	3
Geriatric	142	170	28	2	27	87	93	6	1	382	458	76
Gynecologic/Obstetric	54	65	11	1	10	44	47	3	1	292	349	58
Hospice/Home Health	19	23	4	0	4	2	2	0	0	30	36	6
Medical/Surgical	344	411	67	4	66	173	186	12	3	1,062	1,273	211
Pediatric/Neonatal	39	46	8	0	7	17	18	1	0	3	312	52
Psychiatric/Mental Health	48	58	9	1	9	31	33	2	0	138	166	28
Rehab/Restorative	36	44	7	0	7	11	12	1	0	120	144	24
Other/Unknown	385	460	75	5	74	220	235	16	4	1,515	1,816	301
TOTAL*	1,225	1,464	240	15	236	677	725	49	11	4,350	5,214	864

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).

*Totals may not add due to rounding.

Major Clinical Area	South Central				Southeastern				Eastern			
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	2012	2022	Total Growth
Community/Public Health	18	21	3	0	4	55	65	10	1	37	46	8
Emergency	77	90	13	2	15	84	99	15	1	99	121	22
Family Practice	7	8	1	0	1	3	3	0	0	6	7	1
Geriatric	109	127	19	2	21	82	96	14	2	95	116	21
Gynecologic/Obstetric	86	101	15	2	17	52	62	9	1	111	136	25
Hospice/Home Health	11	13	2	0	2	4	5	1	0	7	9	2
Medical/Surgical	331	387	56	7	64	211	248	37	3	301	368	67
Pediatric/Neonatal	27	32	5	1	5	17	20	3	0	41	50	9
Psychiatric/Mental Health	23	26	4	0	4	72	84	12	2	36	44	8
Rehab/Restorative	15	17	3	0	3	23	27	4	0	28	34	6
Other/Unknown	240	281	41	5	46	237	278	41	3	354	433	79
TOTAL*	943	1,104	161	19	183	839	985	146	12	1,116	1,364	248

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).

*Totals may not add due to rounding.

Part-Time RNs. Part-time RNs are projected to increase 761 between 2012 and 2022 with 191 in the medical or surgical area. As with full-time RNs, 31 percent of part-time RNs worked in some other unspecified clinical area.

Table 1.2.5-4: Growth, Net Replacement & Vacancies by Major Clinical Area for Part-Time Registered Nurses Between 2012 and 2022					
Major Clinical Area	Idaho				
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements
Community/Public Health	133	168	35	2	26
Emergency	181	229	48	3	35
Family Practice	21	26	5	0	4
Geriatric	214	270	56	4	41
Gynecologic/Obstetric	346	437	91	6	67
Hospice/Home Health	21	26	5	0	4
Medical/Surgical	724	915	191	12	140
Pediatric/Neonatal	189	239	50	3	37
Psychiatric/Mental Health	96	121	25	2	19
Rehab/Restorative	69	87	18	1	13
Other/Unknown	894	1,129	236	15	173
TOTAL*	2,887	3,648	761	49	559

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board Help WantedOnLine® Data Series (HWOL).

*Totals may not add due to rounding.

Major Clinical Area	Northern					North Central					Southwestern				
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	Total Net Replacements
Community/Public Health	16	19	3	0	3	13	14	1	0	3	58	69	11	1	11
Emergency	26	31	5	0	5	15	16	1	0	3	68	81	13	1	13
Family Practice	3	3	0	0	0	2	2	0	0	0	5	6	1	0	1
Geriatric	34	40	7	0	6	27	29	2	0	5	80	96	16	1	16
Gynecologic/Obstetric	36	43	7	0	7	26	28	2	0	5	157	188	31	3	30
Hospice/Home Health	3	3	0	0	0	4	4	0	0	1	6	7	1	0	1
Medical/Surgical	94	113	18	1	18	46	49	3	1	9	323	387	64	7	63
Pediatric/Neonatal	14	17	3	0	3	6	7	0	0	1	120	144	24	2	23
Psychiatric/Mental Health	16	19	3	0	3	11	12	1	0	2	41	50	8	1	8
Rehab/Restorative	8	10	2	0	2	4	4	0	0	1	36	44	7	1	7
Other/Unknown	129	154	25	1	25	55	59	4	1	11	450	539	89	8	87
TOTAL*	378	452	74	4	73	209	224	15	3	40	1,344	1,611	267	24	261

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).

*Totals may not add due to rounding.

Major Clinical Area	South Central					Southeastern					Eastern				
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	Total Net Replacements
Community/Public Health	12	14	2	0	2	16	19	3	0	3	16	19	4	0	3
Emergency	21	25	4	0	4	24	28	4	0	5	23	28	5	0	4
Family Practice	4	5	1	0	1	4	5	1	0	1	3	3	1	0	1
Geriatric	21	25	4	0	4	24	28	4	0	5	21	26	5	0	4
Gynecologic/Obstetric	30	35	5	1	6	33	38	6	0	6	57	69	13	1	11
Hospice/Home Health	5	6	1	0	1	2	3	0	0	0	1	1	0	0	0
Medical/Surgical	78	92	13	2	15	72	84	13	1	14	96	118	21	2	18
Pediatric/Neonatal	6	7	1	0	1	17	20	3	0	3	25	30	6	0	5
Psychiatric/Mental Health	6	7	1	0	1	13	15	2	0	2	6	8	1	0	1
Rehab/Restorative	9	10	1	0	2	7	8	1	0	1	4	5	1	0	1
Other/Unknown	100	117	17	2	19	47	55	8	1	9	93	113	21	2	18
TOTAL*	291	341	50	6	56	259	304	45	3	49	345	421	77	7	66

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).

*Totals may not add due to rounding.

ADVANCED PRACTICE REGISTERED NURSES

Full-Time APRNs. Over half of full-time APRNs worked in some other unspecified clinical area. Full-time APRNs working in family practice and in medical or surgical clinical areas are both projected to grow by over 20 between 2012 and 2022.

Table 1.2.5-5: Growth, Net Replacements & Vacancies by Major Clinical Areas for Full-Time Advanced Practice Registered Nurses Between 2012 and 2022

Major Clinical Area	Idaho				
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements
Community/Public Health	29	37	8	0	6
Emergency	12	15	3	0	2
Family Practice	84	107	23	1	16
Geriatric	10	13	3	0	2
Gynecologic/Obstetric	56	71	15	1	11
Hospice/Home Health	2	2	0	0	0
Medical/Surgical	83	106	22	1	16
Pediatric/Neonatal	30	38	8	0	6
Psychiatric/Mental Health	54	69	15	1	10
Rehab/Restorative	0	0	0	0	0
Other/Unknown	374	475	100	5	71
TOTAL*	736	933	197	9	139

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).

*Totals may not add due to rounding.

Table 1.2.5-5: Growth, Net Replacements & Vacancies by Major Clinical Areas for Full-Time Advanced Practice Registered Nurses Between 2012 and 2022												
Major Clinical Area	Northern				North Central				Southwestern			
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	2012	2022	Total Growth
Community/Public Health	3	4	1	0	1	4	4	1	0	16	21	5
Emergency	1	1	0	0	0	2	2	0	0	8	10	2
Family Practice	12	15	4	0	2	6	6	1	0	43	56	13
Geriatric	3	4	1	0	1	0	0	0	0	4	5	1
Gynecologic/Obstetric	8	11	3	0	2	1	1	0	0	27	35	8
Hospice/Home Health	0	0	0	0	0	0	0	0	0	2	2	1
Medical/Surgical	12	16	4	0	2	14	16	2	0	37	49	11
Pediatric/Neonatal	6	8	2	0	1	0	0	0	0	22	29	7
Psychiatric/Mental Health	5	7	2	0	1	6	6	1	0	35	45	11
Rehab/Restorative	0	0	0	0	0	0	0	0	0	0	0	0
Other/Unknown	45	59	14	0	8	21	25	3	0	203	265	62
TOTAL*	96	125	30	1	17	53	61	8	1	396	517	120
												5
												78

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing
Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).
*Totals may not add due to rounding.

Table 1.2.5-5: Growth, Net Replacements & Vacancies by Major Clinical Areas for Full-Time Advanced Practice Registered Nurses Between 2012 and 2022												
Major Clinical Area	South Central				Southeastern				Eastern			
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	2012	2022	Total Growth
Community/Public Health	1	1	0	0	0	4	6	1	0	2	2	1
Emergency	0	0	0	0	0	0	0	0	0	2	2	1
Family Practice	10	13	3	0	1	11	13	3	0	8	10	2
Geriatric	1	1	0	0	0	1	1	0	0	2	2	1
Gynecologic/Obstetric	6	7	1	0	1	3	3	1	0	13	18	4
Hospice/Home Health	0	0	0	0	0	0	0	0	0	0	0	0
Medical/Surgical	9	11	2	0	1	6	8	2	0	8	11	3
Pediatric/Neonatal	2	3	1	0	0	0	0	0	0	1	1	0
Psychiatric/Mental Health	3	4	1	0	0	3	3	1	0	5	7	2
Rehab/Restorative	0	0	0	0	0	0	0	0	0	0	0	0
Other/Unknown	39	49	10	0	5	39	49	10	0	43	57	14
TOTAL*	71	90	19	0	9	66	84	18	0	83	110	27
												0
												17

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing
Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).
*Totals may not add due to rounding.

Part-Time APRNs. Keeping with the trend for full-time APRNs, most part-time APRNs, more than 38 percent, worked in some other unspecified clinical area. Most major clinical areas employed fewer than 20 part-time APRNs in 2012 with the exception of gynecologic/obstetric or some other unspecified clinical area.

Table 1.2.5-6: Growth, Net Replacements & Vacancies by Major Clinical Areas for Part-Time Advanced Practice Registered Nurses Between 2012 and 2022					
Major Clinical Area	Idaho				
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements
Community/Public Health	9	12	3	0	2
Emergency	6	8	2	0	1
Family Practice	16	21	4	0	3
Geriatric	5	7	1	0	1
Gynecologic/Obstetric	20	25	5	0	4
Hospice/Home Health	1	1	0	0	0
Medical/Surgical	18	23	5	0	3
Pediatric/Neonatal	7	9	2	0	1
Psychiatric/Mental Health	14	17	4	0	3
Rehab/Restorative	1	1	0	0	0
Other/Unknown	60	76	16	1	11
TOTAL*	157	199	42	3	30

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursing Licensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).

*Totals may not add due to rounding.

Table 1.2.5-6: Growth, Net Replacements & Vacancies by Major Clinical Areas for Part-Time Advanced Practice Registered Nurses Between 2012 and 2022

Major Clinical Area	Northern					North Central					Southwestern				
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	Total Net Replacements
Community/Public Health	1	2	0	0	0	1	1	0	0	0	5	6	1	0	1
Emergency	0	0	0	0	0	0	0	0	0	0	3	4	1	0	1
Family Practice	2	3	1	0	0	3	4	1	0	1	6	7	2	0	1
Geriatric	1	1	0	0	0	0	0	0	0	0	3	4	1	0	1
Gynecologic/Obstetric	1	2	0	0	0	1	1	0	0	0	11	14	3	0	2
Hospice/Home Health	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0
Medical/Surgical	1	2	0	0	0	0	0	0	0	0	11	14	3	0	2
Pediatric/Neonatal	1	2	0	0	0	0	0	0	0	0	4	5	1	0	1
Psychiatric/Mental Health	2	3	1	0	0	0	0	0	0	0	8	11	3	0	2
Rehab/Restorative	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0
Other/Unknown	10	13	3	0	2	6	7	1	0	1	33	43	10	1	6
TOTAL*	20	27	6	0	4	11	13	2	0	2	85	110	26	2	17

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursingicensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).

*Totals may not add due to rounding.

Table 1.2.5-6: Growth, Net Replacements & Vacancies by Major Clinical Areas for Part-Time Advanced Practice Registered Nurses Between 2012 and 2022

Major Clinical Area	South Central				Southeastern				Eastern						
	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	Total Net Replacements	2012	2022	Total Growth	Current Vacancies	Total Net Replacements
Community/Public Health	1	1	0	0	0	1	1	0	0	0	1	1	0	0	0
Emergency	2	3	1	0	0	0	0	0	0	0	2	2	1	0	0
Family Practice	1	1	0	0	1	3	4	1	0	0	2	3	1	0	0
Geriatric	1	1	0	0	0	1	1	0	0	0	0	0	0	0	0
Gynecologic/Obstetric	1	1	0	0	0	3	4	1	0	0	3	4	1	0	1
Hospice/Home Health	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Medical/Surgical	1	1	0	0	1	3	4	1	0	0	2	3	1	0	0
Pediatric/Neonatal	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0
Psychiatric/Mental Health	1	1	0	0	0	1	1	0	0	0	2	2	1	0	0
Rehab/Restorative	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other/Unknown	6	8	2	0	1	2	3	1	0	0	5	7	2	0	1
TOTAL*	15	19	4	0	2	14	18	4	-	2	18	23	6	0	4

Source: Idaho Department of Labor 2012-2022 Projections, Idaho Board of Nursingicensure Databases and the Conference Board Help WantedOnline® Data Series (HWOL).

*Totals may not add due to rounding.

1.2.6 Nursing Faculty Positions

According to the 2013 Survey of Idaho Nursing Programs, nearly 80 percent of the nursing faculty was employed full-time in Idaho while 19 percent was employed part-time and the remaining 1 percent held adjunct positions. Nursing faculty is expected to grow 39.5 percent from 2012 to 2022. By 2022 the state is projected to add 102 additional nursing faculties and will need another 40 faculties to fill jobs opened by retirements, returns to clinical practice, relocations to other states or other reasons.

Table 1.2.6: Nursing Faculty Employment Outlook					
Nursing Faculty Positions	2012	2022	Total Openings due to Growth	Total Openings due to Replacement	Total Openings due to Growth and Replacement
Full Time	217	298	81	32	113
Part Time	52	71	19	8	27
Adjunct	3	5	1	1	2
TOTAL	272	374	102	40	142

Source: Idaho Department of Labor 2012-2022 Projections and 2013 Idaho Board of Nursing Annual Report.

1.2.7 Future Plan

Overall 3 percent of currently licensed Idaho nurses reported at the time of their most recent license renewal that they planned to retire in five years. It is expected that a total of 601 nurses will need to be replaced.

Table 1.2.7: Number of Active Nurses Planning to Retire in next 5 years		
Highest Degree	Plan to retire in next 5 years	Percent
PHD	5	5.6%
APRN	33	2.4%
MSN	60	6.3%
BSN	183	2.8%
ASN	259	3.7%
LPN	61	2.3%
Total	601	3.2%

Source: Idaho Board of Nursing Licensure Database.

1.3 Demographic Factors Impacting the Nursing Workforce

1.3.1 Age and Ethnicity

IDAHO NURSING POPULATION

Based on information from the State Board of Nursing's licensing databases for 2013, 55 percent of LPNs were 45 or older, down from 61 percent in 2010. Nearly 87 percent of LPNs were Caucasian while the U.S. Census Bureau estimates the overall Idaho population was 83.5 percent Caucasian⁷.

Table 1.3.1-1: 2013 Demographics of Working LPNs With Active Idaho Licenses

Age Group	Total	Ethnicity						
		African American	American Indian/ Alaskan Native	Asian/Pacific Islander	Caucasian	Hispanic	Multi-racial	Other/ Unknown
18 to 24	39	0	0	3	29	4	2	1
25 to 34	533	9	2	2	441	48	6	25
35 to 44	632	3	13	8	543	30	7	28
45 to 54	632	1	8	14	549	26	5	29
55 to 64	667	1	8	6	596	24	2	30
Over 65	180	0	1	3	165	3	1	7
Unknown	1	0	0	0	0	0	1	0
Total	2,684	14	32	36	2,323	135	24	120

Source: Idaho Board of Nursing Licensure Database.

Among RNs, nearly 54 percent were 45 and older, similar to LPNs. About 88 percent were Caucasian.

Table 1.3.1-2: 2013 Demographics of Working RNs With Active Idaho Licenses

Age Group	Total	Ethnicity						
		African American	American Indian/ Alaskan Native	Asian/Pacific Islander	Caucasian	Hispanic	Multi-racial	Other/Unknown
18 to 24	300	-	-	5	265	8	5	17
25 to 34	3,014	30	13	40	2,649	86	34	162
35 to 44	3,540	50	20	90	3,072	86	24	198
45 to 54	3,517	71	20	43	3,056	84	24	219
55 to 64	3,732	37	10	27	3,395	51	25	187
Over 65	774	10	6	1	714	10	6	27
Unknown	2	-	-	-	1	-	-	1
Total	14,879	198	69	206	13,152	325	118	811

Source: Idaho Board of Nursing Licensure Database.

⁷U.S. Census Bureau, State and County QuickFacts, Idaho. <http://quickfacts.census.gov/qfd/>

Nearly 60 percent of APRNs were 45 and older, making them on average the oldest group of nurses in Idaho. In fact, 476 APRNs, 35 percent, were 55 or older. Slightly more than 89 percent of APRNs were Caucasian.

Table 1.3.1-3: 2013 Demographics of Working APPNs With Active Idaho Licenses

Age Group	Total	Ethnicity						
		African American	American Indian/ Alaskan Native	Asian/Pacific Islander	Caucasian	Hispanic	Multi-racial	Other/Unknown
18 to 24	-	0	0	0	0	0	0	0
25 to 34	168	0	0	3	153	2	2	8
35 to 44	386	0	0	7	341	6	4	28
45 to 54	328	1	2	2	305	5	0	13
55 to 64	387	0	1	3	336	1	4	42
Over 65	89	0	1	1	80	0	1	6
Unknown	1	0	0	0	1	0	0	0
Total	1,359	1	4	16	1,216	14	11	97

Source: Idaho Board of Nursing Licensure Database.

STATE POPULATION-BY AGE DISTRIBUTION

Age will impact the future nursing workforce. Based on projections from Economic Modeling Specialists International, individuals 65 to 69 are projected to increase 34 percent between 2013 and 2023, and those 70 to 74 will increase 60 percent. Those 75 to 79 are projected to grow 57 percent. The aging population will undoubtedly increase the demand for nurses both from a need-for-care perspective and from a need to replace retiring nurses.

Table 1.3.1-4: Idaho—Age Breakdown

Age	2013 Population	2023 Population	Change	% Change	2013 % of Total	2023 % of Total
Under 5 years	120,315	129,382	9,067	8%	7.37%	7.44%
5 to 9 years	124,621	129,450	4,829	4%	7.64%	7.44%
10 to 14 years	123,332	124,851	1,519	1%	7.56%	7.18%
15 to 19 years	117,381	127,430	10,049	9%	7.19%	7.32%
20 to 24 years	111,163	113,682	2,519	2%	6.81%	6.53%
25 to 29 years	106,825	102,423	-4,402	-4%	6.55%	5.89%
30 to 34 years	108,835	105,741	-3,094	-3%	6.67%	6.08%
35 to 39 years	99,024	106,942	7,918	8%	6.07%	6.15%
40 to 44 years	96,432	105,528	9,096	9%	5.91%	6.07%
45 to 49 years	98,896	95,474	-3,422	-3%	6.06%	5.49%
50 to 54 years	105,598	92,758	-12,840	-12%	6.47%	5.33%
55 to 59 years	103,436	93,749	-9,687	-9%	6.34%	5.39%
60 to 64 years	96,077	101,820	5,743	6%	5.89%	5.85%
65 to 69 years	74,976	100,159	25,183	34%	4.59%	5.76%
70 to 74 years	53,715	86,122	32,407	60%	3.29%	4.95%
75 to 79 years	37,772	59,221	21,449	57%	2.31%	3.40%
80 to 84 years	26,720	35,610	8,890	33%	1.64%	2.05%
85 years and over	26,744	29,599	2,855	11%	1.64%	1.70%
Total	1,631,862	1,739,941	108,079	7%	100.00%	100.00%

Source: EMSI Covered QCEW Employment 2013.4

STATE POPULATION BY ETHNIC DISTRIBUTION

According to EMSI, in 2013 white nonHispanics made up 82.89 percent of Idaho's population. The largest ethnic group was Hispanics at 10.73 percent. Each of the other races fell below 2 percent with the highest two or more races at 1.85 percent. Whites are projected to continue to account for the largest share of nurses through 2023. The percentage will decline only slightly because other minority groups are projected to grow at a relatively modest pace, remaining only a small portion of the total population. While Idaho's ethnic diversity was less than the nation as a whole,⁸ the ethnic diversity is even less in Idaho's nursing workforce. The importance of diversity in providing quality health care to the minority population has been acknowledged by many nursing organizations.⁹ Therefore, how to introduce different approaches to nursing recruitment and retention may become an issue.

Table 1.3.1-5: Idaho- Race/ Ethnicity Breakdown						
Race/Ethnicity	2013 Population	2023 Population	Change	% Change	2013 % of Total	2023 % of Total
American Indian or Alaskan Native, Hispanic	9,582	12,247	2,665	28%	0.59%	0.70%
American Indian or Alaskan Native, Non-	18,396	19,445	1,049	6%	1.13%	1.12%
Asian, Hispanic	1,592	2,046	454	29%	0.10%	0.12%
Asian, Non-Hispanic	20,840	24,124	3,284	16%	1.28%	1.39%
Black, Hispanic	2,283	2,816	533	23%	0.14%	0.16%
Black, Non-Hispanic	10,791	13,300	2,509	23%	0.66%	0.76%
Native Hawaiian or Pacific Islander, Hispanic	697	891	194	28%	0.04%	0.05%
Native Hawaiian or Pacific Islander, Non-	2,456	2,886	430	18%	0.15%	0.17%
Two or More Races, Hispanic	7,227	9,304	2,077	29%	0.44%	0.53%
Two or More Races, Non-Hispanic	30,143	36,737	6,594	22%	1.85%	2.11%
White, Hispanic	175,177	203,735	28,558	16%	10.73%	11.71%
White, Non-Hispanic	1,352,672	1,412,416	59,744	4%	82.89%	81.18%
Total	1,631,856	1,739,947	108,091	7%	100.00%	100.00%

Source: EMSI Covered QCEW Employment 2013.4

⁸ <http://quickfacts.census.gov/qfd/states/16000.html>

⁹ Fact Sheet: Enhancing Diversity in the Nursing Workforce, released by the American Association of Colleges of Nursing

1.3.2 Gender

Women dominate nursing in Idaho. Men make up a small portion of the three different types of nurses – 8.8 percent of LPNs, 11.6 percent of RNs and 32.4 percent of APRNs. This suggests that male nurses tend to pursue higher education more than female nurses.

Table 1.3.2-1: 2013 Demographics of Working Nurses with Active Idaho Licenses				
Gender	Licensure			Total
	LPNs	RNs	APRNs	
Female	2,445	13,109	917	16,471
Male	236	1,727	440	2,403
Unknown	3	43	2	48
Total	2,684	14,879	1,359	18,922

Source: Idaho Board of Nursing Licensure Database.

Based on projections from EMSI, in the next 10 years there will only be a slight shift in the percentage of men and women.

Table 1.3.2-2: Idaho—Gender Breakdown						
Gender	2013 Population	2023 Population	Change	% Change	2013 % of Total	2023 % of Total
Male	816,786	869,812	53,026	6%	50.05%	49.99%
Female	815,077	870,131	55,054	7%	49.95%	50.01%
Total	1,631,863	1,739,943	108,080	7%	100.00%	100.00%

Source: EMSI Covered QCEW Employment 2013.4

1.3.3 Population Growth

Identifying areas of future major population growth can help determine where increased demand for nurses will most likely occur. Over the next decade, EMSI projects Idaho's population will grow faster than the nation, 7 percent compared to 4 percent. The north central region of the state was the only area with projected growth below the national rate. The remaining five areas are all projected to grow at 5 percent or higher. Much of that growth is projected for the Boise metropolitan area and eastern Idaho, and both are expected to experience an 8 percent increase by 2023.

Table 1.3.3-1: Population Growth by Region				
Area	2013 Population	2023 Population	Change	% Change
Northern	219,794	231,442	11,648	5%
North Central	107,826	111,453	3,627	3%
Southwestern	724,321	779,442	55,121	8%
South Central	192,179	204,203	12,024	6%
Southeastern	170,790	179,116	8,326	5%
Eastern	216,952	234,285	17,333	8%
State	1,631,862	1,739,941	108,079	7%
Nation	316,994,057	330,401,791	13,407,734	4%

Source: EMSI Covered QCEW Employment 2013.4

The nurse to population ratio provides a broad indication of the strength of health care services. To ensure comparability to the results summarized by the Kaiser Foundation¹⁰, the number of nurses per 100,000 Idahoans used the same definitions of registered nurses and employment.¹¹ Registered nurses plus advanced practice registered nurses in Idaho have increased from 736 per 100,000 in 2011 to 760 in 2013 while the nationwide rate was 874 in 2011.

Although no optimal level of health care workers for a population has been defined, a low density of health care personnel usually suggests inadequate capacity to meet minimum coverage of essential services. Idaho might increase nursing demands in order to reach the national ratio.

Table 1.3.3-2: 2013 Idaho's Nurses per 100,000 Population							
	Idaho	Region					
		Northern	North Central	South- western	South Central	South- eastern	Eastern
Total # of RNs + APRNs	12,396	1,635	1,054	6,044	1,213	983	1,467
Total # of Populaton	1,631,862	219,794	107,826	724,321	192,179	170,790	216,952
Nurses per 100,000 Population	760	744	978	834	631	576	676

Source: EMSI Covered QCEW Employment 2013.4 and Idaho Board of Nursing Licensure Databases.

Idaho: Excluded Unknown and Out of State.

¹⁰ Kaiser Foundation - <http://kff.org/other/state-indicator/registered-nurses-per-100000-population/>

¹¹ Definition of registered nurses and employment: Registered nurses include advance practice nurses. Employment refers to the number of workers who can be classified as full-time or part-time employees.

1.3.4 Education Level

Finally education may influence Idaho's nursing workforce. Over the next decade the number of Idaho residents 25 and older with bachelor's degrees is expected to increase 8 percent. In 2008, 23.8 percent of Idaho's population 25 and older was projected to have bachelor's or higher degree in 2018. However, Idaho has already met and surpassed that level at 24.4 percent in 2013 and the trend of pursuing higher education is projected to continue through 2023. Both existing and projected increases bode well for the state in terms of the applicant pool for nursing education.

Table 1.3.4: Educational Levels of Idaho Population Aged 25 and Older				
Demographic	2013 Population Aged ≥ 25	2023 Population Aged ≥ 25	Change	% Change
Less Than 9th Grade	37,858	33,975	-3,883	-10%
9th Grade to 12th Grade	95,992	118,708	22,716	24%
High School Diploma	288,344	304,190	15,846	5%
Some College	275,871	296,315	20,444	7%
Associate's Degree	84,233	89,088	4,855	6%
Bachelor's Degree	173,518	186,820	13,302	8%
Graduate Degree and Higher	79,235	86,052	6,817	9%
Total	1,035,050	1,115,147	80,097	8%

Source: EMSI Complete Employment—2013.

Section 2: Education Capacity

The Idaho Board of Nursing surveys all postsecondary nursing programs annually, collecting data on nursing student enrollments and constraints that limit student admissions. Since not all graduates from an Idaho program will be employed in Idaho or in the same profession they studied for, matching graduate information provided by the public institutions with unemployment insurance records from Idaho Department of Labor can estimate the number of Idaho graduates entering the nursing field in Idaho. It can also provide insight into the size of future nursing workforce from Idaho.

2.1 Nursing Program Capacity

In the 2013-2014 academic year, 12 institutions admitted 1,331 new students – 248 to licensed practical nursing programs, 1,059 to both associate and bachelor's degree registered nursing programs and 24 students to master's degree or higher programs.

Idaho's nursing program directors reported 938 potential and qualified students were denied admission in 2013-2014. Boise State University's bachelor's program turned away the most qualified applicants at 237 following by Brigham Young University-Idaho at 185 applicants, College of Western Idaho at 163 and North Idaho College at 117. Some of the students that were denied may have applied to more than one program, so the same individual may have been counted more than one time.

Table 2.1.1: Newly Admitted Nursing Students for Academic Year 2013-2014							
Institution	Program						TOTAL
	LPN	AS RN	BS RN	MSN	DNP	PhD N	
Boise State University			120				120
Brigham Young University-Idaho		126	184				310
Carrington College	62	47					109
College of Southern Idaho	60	94					154
College of Western Idaho		37					37
Eastern Idaho Technical College	40	24					64
Idaho State University			101	9	2	2	114
ISU-College of Technology	43	32					75
ITT Technical Institute		78					78
Lewis-Clark State College	16		103				119
North Idaho College	27	76					103
Northwest Nazarene University			37	11			48
TOTAL	248	514	545	20	2	2	1,331

Source: Idaho Board of Nursing Annual Report, 2013.

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Table 2.1.2: Idaho Nursing School Admission Denials School Year 2013-2014

Institution	LPN	AS RN	BS RN	MSN	DPN	PhD	TOTAL
Boise State University	---	---	237	---	---	---	237
Brigham Young University-Idaho	---	110	75	---	---	---	185
Carrington College	0	0	---	---	---	---	0
College of Southern Idaho	5	20	---	---	---	---	25
College of Western Idaho	---	163	---	---	---	---	163
Eastern Idaho Technical College	0	16	---	---	---	---	16
Idaho State University	---	---	35	3	1	1	40
ISU-College of Technology	32	42	---	---	---	---	74
ITT Technical Institute	---	42	---	---	---	---	42
Lewis-Clark State College	1	---	27	---	---	---	28
North Idaho College	6	111	---	---	---	---	117
Northwest Nazarene University	---	---	9	2	---	---	11
Total	44	504	383	5	1	1	938*

Source: Idaho Board of Nursing Annual Report, 2013.

* Total may include the same individual who applied to more than one program

In the 2013-2014 academic year, 2,391 students total were enrolled in nursing programs in Idaho. Nursing programs have capacity for 247 licensed practical nurses, 1,130 Associate of Science in Nursing degrees, 1,350 Bachelor of Science in Nursing degrees, 50 Master of Science in Nursing degrees and 72 Doctor of Nursing Practice or Ph.D. in Nursing degrees, totaling 2,849 possible enrollments. Overall, there was still capacity for more students.

Table 2.1.3: Enrollment of Continuing and Newly Admitted Students and Current Program Capacity by Institution

Institution	Current Students	LPN Capacity	AS RN Capacity	BS RN Capacity	MSN Capacity	DNP Capacity	PhD Capacity
Boise State University	310	---	---	408	---	---	---
Brigham Young University-Idaho	335	---	252	320	---	---	---
Carrington College	112	66	48	---	---	---	---
College of Southern Idaho	225	50	200	---	---	---	---
College of Western Idaho	72	---	80	---	---	---	---
Eastern Idaho Technical College	105	41	54	---	---	---	---
Idaho State University	252	---	---	202	20	60	12
Idaho State University--College of Technology	75	44	36	---	---	---	---
ITT Technical Institute	314	---	300	---	---	---	---
Lewis-Clark State College	228	16	---	260	---	---	---
North Idaho College	163	30	160	---	---	---	---
Northwest Nazarene University	200	---	---	160	30	---	---
Total	2,391	247	1,130	1,350	50	60	12

* Capacity is found by multiplying the maximum expected for one year by the number of years in the program.

Source: Idaho Board of Nursing Annual Report, 2013.

Idaho's nursing program directors also reported the capacity constraints faced by their respective departments. Only one program, the LPN program at the College of Southern Idaho, reported no constraints nor the need to expand. The rest all reported constraints in clinical site availability. Three programs, LPN and associate degree programs at Eastern Idaho Technical College and the LPN program at North Idaho College, have funding constraints. A list of all cooperating agency partners with nursing programs for enhancing students' clinical experience is included in Table 2.1.5-1 to Table 2.1.5-6. Table 2.1.6 shows a total of Idaho's 14 nursing programs with classes that incorporate simulated experiences in lieu of the traditional clinical experience with patients.

See Table 2.1.4: Idaho Nursing Program Capacity Constraints on next page.

Table 2.1.4 Idaho Nursing Program Capacity Constraints										
Institution		Degree	Capacity Constraints							
			No constraints/no need to expand	Background coursework for incoming students	Campus facilities and equipment	Clinical site availability	Funding	Operating support	Qualified students	Scheduling constraints for classes
Boise State University - BSN		BSN				✓				
Brigham Young University Idaho - ASN/BSN		ASN				✓				
Brigham Young University Idaho - ASN/BSN		BSN				✓				
Carrington College - LPN		LPN				✓				
Carrington College - RN		ASN				✓				
College of Southern Idaho (LPN)		LPN	✓							
College of Southern Idaho (RN)		ASN				✓				
College of Western Idaho-RN		ASN				✓				
Eastern Idaho Technical College-PN		LPN				✓	✓			
Eastern Idaho Technical College-RN		ASN				✓	✓	✓		✓
Idaho State University - College of Technology (ADRN)		ASN				✓			✓	
Idaho State University - College of Technology (LPN)		LPN				✓				
Idaho State University-BSN		BSN				✓				
Idaho State University-MSN		MSN				✓				
Idaho State University-MSN		PHD				✓				
ITT		ASN				✓				
Lewis-Clark State College-PN		LPN				✓				
Lewis-Clark State College-RN		BSN				✓				
North Idaho College-PN		LPN		✓		✓	✓		✓	
North Idaho College-RN		ASN				✓				
Northwest Nazarene University		BSN				✓				
Northwest Nazarene University		MSN				✓				

Source: Idaho Board of Nursing Annual Report, 2013.

Source: Idaho Board of Nursing Annual Report, 2013.

Table 2.1.5-1: Northern Idaho Clinical Sites

1	After Hours Urgent Care	18	North Idaho Orthopedic and Sports Medicine
2	Benewah Community Hospital	19	Northern Idaho Advanced Care Hospital
3	Benewah Medical Center	20	Northwest Family Medicine
4	Bonner General Hospital	21	Northwest Specialty Hospital
5	Coeur d'Alene Health and Rehab Center	22	Panhandle Health District
6	Coeur d'Alene Pediatrics	23	Panhandle Home Health
7	Creekside Inn Memory Care Community	24	Premier Urgent Care
8	Hospice of North Idaho	25	Providence Medical Center and Children's Hospital
9	Ivy Court	26	Sandpoint Family Medicine and Urgent Care
10	Kootenai Medical Center	27	Sandpoint Pediatrics
11	LaCrosse Health & Rehabilitation Center	28	Sandpoint Women's Health
12	Life Care Center of Coeur d'Alene	29	Shoshone Medical Center
13	Life Care Center of Post Falls	30	St. Lukes Rehabilitation Center
14	Life Care Center of Sandpoint	31	Valley Hospital and Medical Center
15	Mountain Valley Care & Rehabilitation	32	Valley Vista Care Center
16	North Idaho Advanced Care Hospital	33	Women's Clinic of North Idaho
17	North Idaho Home Health		

Source: Idaho Board of Nursing Annual Report, 2013.

Table 2.1.5-2: North Central Idaho Clinical Sites

1	Airway Heights (WA Dept. of Corrections)	30	Lakeland School District #272	59	Pullman Regional Hospital
2	Aspen Park Healthcare	31	Lewis Clark Endoscopy	60	Pullman School District #267
3	Benewah Medical Center	32	Lewiston Orthopedic Associates PA	61	Region II Health Department
4	Bonner General Hospital	33	Lewiston Rehab & Care Center	62	Sacred Heart Medical Center
5	Central District Health Department	34	Lewiston School District	63	Saint Alphonsus Medical Center - Ontario, Inc.
6	Clarkston Care Center	35	Life Care Center of Coeur d'Alene	64	Southway Internists
7	Clearwater Medical Clinic	36	Life Care Center of Lewiston	65	St Joseph's Regional Medical Center
8	Clearwater Valley Hospital	37	Medical Lake School District #326	66	St Margaret's Shelter
9	Coeur d'Alene School District #271	38	Moscow Family Medicine	67	St Mary's Hospital & Medical Center
10	Community Health Associates of Spokane	39	Moscow Good Samaritan Village	68	St. Alphonsus Regional Medical Center
11	Deaconess Hospital of Spokane	40	Naval Hospital Oak Harbor	69	St. Joseph Regional Medical Center
12	Dirne Community Health Center	41	Nez Perce Tribe / Nimiipuu Health	70	St. Luke's Regional Medical Center
13	Elite Home Health and Hospice	42	North Idaho Home Health	71	St. Margaret's Shelter
14	Eye Care Specialists PC	43	Northeast Nevada Regional Hospital	72	St. Vincent de Paul - CDA
15	Family Home Care & Hospice	44	Northwest Children's Home	73	State Hospital North
16	Garfield County Memorial Hospital	45	Northwest Specialty Hospital	74	State Hospital North Mental Health
17	Genesis World Mission, Inc.	46	Orchards Rehabilitation & Care Center	75	Syringa General Hospital
18	Gonzaga University	47	Palouse Surgery Center	76	Syringa Primary Care Clinic
19	Good Samaritan Center	48	Panhandle Health District	77	Syringa Surgical Center
20	Grande Ronde Hospital	49	PeaceHealth Southwest Medical Center	78	Tri-State Hospital Clinic
21	Gritman Medical Center	50	Post Falls School District #273	79	Tri-State Memorial Hospital
22	Harborview Medical Center	51	Providence Centralia Hospital	80	VA Medical Center - Spokane, WA
23	Hospice of North Idaho	52	Providence Health & Services-Washington	81	Valley Hospital - Spokane, WA
24	Idaho Department Health & Welfare, Region 1	53	Providence Mother Joseph Care Center	82	Valley Medical Center
25	Interventional Pain Consultants	54	Providence Regional Medical Center Everett	83	Washington State University Health & Wellness Svcs
26	IPC Surgical Center	55	Providence Sound Home Care and Hospital	84	Wedgewood Terrace
27	Kellogg School District #391	56	Providence St. Mary Medical Center	85	Whitman Hospital & Medical Center
28	Kootenai Health	57	Providence St. Peter Hospital	86	Wound Care Center
29	Kootenai Medical Center	58	Public Health - Idaho North Central District	87	WSU Health & Wellness Services

Source: Idaho Board of Nursing Annual Report, 2013.

Table 2.1.5-3: Southwestern Idaho Clinical Sites

1	Ada County Jail	50	HillCrest Care Center	99	Planned Parenthood of Idaho
2	Ada County Sheriff Department	51	Holly Manor	100	Presbyterian Nursing Home
3	Affinity, Inc.	52	Hope's Door	101	Primary Health Inc.
4	Agency for New Americans	53	Human Supports of Idaho	102	Primary Health Pediatrics
5	Ashley Manor, LLC	54	Humphrey's Diabetic Center	103	Prison Health Services
6	Aspen Rehabilitation	55	Idaho Coalition Against Sexual & Domestic Violence	104	Progressive Nursing
7	Blue Cross of Idaho	56	Idaho Department of Health and Welfare	105	Progressive Nursing Staff PRN
8	Boise Alliance for the Mentally Ill	57	Idaho Elks Rehabilitation Hospital	106	Region III Health and Welfare
9	Boise City Ada County Housing Authority	58	Idaho Gastroenterology	107	River of Life Rescue Mission
10	Boise Health and Rehab	59	Idaho Health and Welfare-3rd District Court	108	Rocky Mountain OB/ GYN
11	Boise OB/ GYN	60	Idaho Home Health and Hospice	109	Roman Catholic Diocese
12	Boise Orthopedic Clinic	61	Idaho Juvenile Rehabilitation Center-Nampa	110	Saint Alphonsus Medical Center, Nampa
13	Boise Public Schools (Boise Ind. School Dist. #1)	62	Idaho School Boards Association	111	Salzer Medical Group
14	Boise Samaritan Village	63	Idaho State School and Hospital	112	Snake River Alliance
15	Boise State University Student Health Services	64	Idaho State University Department of Nursing	113	Small Bantu Z Community
16	Boise Veterans Administration Medical Center	65	Idaho State Veterans Home	114	South Central District Health Department
17	Boise West YMCA/Child Care	66	Idaho Veterans Home	115	Southwest District Health
18	Boys and Girls Clubs of Ada County & Nampa	67	Intermountain Claims INC	116	Southwest Idaho Acute Care
19	Caldwell Care Center	68	Intermountain Hospital	117	Southwest Idaho Advanced Care Hospital
20	Canyon County Clinic	69	Intermountain Orthopedics	118	St. Alphonsus Medical Center, Nampa
21	Capital Care Center	70	Intermountain Pediatric Clinic	119	St. Alphonsus Nampa
22	Cascade Rehabilitation and Care Center	71	Karcher Estates	120	St. Alphonsus Regional Medical Center
23	Central District Health Department	72	Kuna School District	121	St. Luke's Home Health
24	Center for Lifetime Health	73	Learning Tree School	122	St. Luke's Meridian
25	Community Council of Idaho/Head Start	74	Life Care Center of Treasure Valley	123	St. Luke's Regional Medical Center
26	Community House	75	Life Counseling Center	124	State Insurance Fund of Idaho
27	Community Support Center	76	March of Dimes	125	Stats Pads
28	Complex Care Hospital of Idaho	77	Marquis Care at Shaw Mountain	126	SunBridge Rehabilitation & Living Center
29	DaVita Table Rock Dialysis	78	McCall Memorial Hospital	127	SunHealth Behavioral Health System
30	Department of Environmental Quality	79	McMillan Medical Center	128	Teen Challenge of Idaho
31	Eagle Eye Surgery and Laser	80	Melba School District	129	Terry Reilly Health Services
32	Easter Seals Growing Place	81	Mercy Medical Center	130	Touchmark
33	Elmore County Medical Center	82	Meridian Schools	131	Treasure Valley Pediatrics
34	Emmett Rehab. & HealthCare	83	Middleton School District	132	Trinity Family Clinic
35	Emmett School District	84	Midland Health and Rehabilitation	133	Trinity Mission Health & Rehab of Holly
36	Episcopal Diocese	85	Mountain Home AFB Hospital	134	United Hospice
37	Eye Associates PA	86	Mountain States Group	135	V & T Mental Health Services
38	Family Advocate Program	87	Nampa Care Center	136	Valley View Retirement Community
39	Family Home Health and Hospice	88	Nampa Family Justice Center	137	Veteran's Administration Hospital
40	Family Medical Residency	89	Nampa First Church of the Nazarene	138	Walter Knox Memorial Hospital
41	Family Medicine Health - Idaho	90	Nampa Recreation Center	139	Weiser Memorial Hospital
42	Four Rivers/ Davita	91	Nampa School District	140	West Valley Medical Center
43	Friends in Action	92	New Horizon Academy Day Care	141	WICAP (Western Idaho Community Action Partnership)
44	Friends of Children & Families (Headstart)	93	New Horizon Day Care - Ustick	142	Willow Park Assisted Living
45	Genesis World Mission Garden City Community Clinic	94	Notus School District	143	Willow Tree Holistic Health
46	Gooding County Memorial Hospital	95	OB/ GYN Associates	144	Woman's Clinic
47	Guardian Home Health Care	96	OB-GYN Center, P.A.	145	Women's Health Associates (Dr. Brenda Williams)
48	Hands of Hope NW	97	Orthopedic Surgery Center of Idaho		
49	HealthSouth (Treasure Valley Hospital)	98	Park Place Assisted Living Community		

Source: Idaho Board of Nursing Annual Report, 2013.

Table 2.1.5-4: South Central Idaho Clinical Sites

1	Bingham Memorial	16	Oak Creek Care Center
2	Bridgeview Long Term Care Center	17	Park View Care & Rehabilitation
3	Cassia Regional Medical Center	18	Portneuf Medical Center
4	Community Support Center	19	River Ridge Rehabilitation and Living Center
5	Desert View Care Center	20	SLMVRMC Physician Center
6	Eastern Idaho Regional Medical Center	21	St. Alphonsus Regional Medical Center
7	Family Health Services	22	St. Luke's CanyonView Behavioral Health Services
8	Lincoln County Care Center	23	St. Luke's Jerome
9	Madison Memorial Hospital	24	St. Luke's Magic Valley Medical Center
10	Mini Cassia Care Center	25	St. Luke's Regional Medical Center
11	Minidoka Memorial Hospital	26	St. Luke's Wood River
12	Mountain States Tumor Institute	27	Twin Falls Care Center
13	Mountain View Psychiatric Hospital	28	Twin Falls County Jail Adult/Youth Facilities
14	North Canyon Medical Center	29	Walker Center
15	Northside Canyon		

Source: Idaho Board of Nursing Annual Report, 2013.

Table 2.1.5-5: Southeastern Idaho Clinical Sites

1	3-B Detention and Treatment Center	26	Billings Clinic	51	Cassia Regional Medical Center
2	A to Z Family Care	27	Bingham Memorial and Long-Term Care	52	Cedar Creek Family Medicine
3	Acadia Wellness Center	28	Bingham Women's Center	53	Center for Pancreatic Disease
4	Access Behavioral Health	29	Blackfoot Medical Center	54	Center for Physical Rehab
5	Access Home Care & Hospice	30	Blackfoot Orthopedic Services	55	Center for Physical Rehabilitation
6	Adams County Health Center, Inc.	31	Boise Osteopathic Medical Clinic	56	Center for Spine Wellness
7	Addiction Rehabilitation Associates	32	Boise VA Medical Center	57	Central Dist. Health Department
8	Ahlstrom, Jon, MD	33	Boston MedFlight	58	Centura Health
9	Aid for Friends	34	Bozeman Creek Family Practice	59	Centura Home Care & Hospice
10	Alameda Optical	35	Bozeman Deaconess Family Med and Pediatrics	60	Centura Senior Life Center
11	Alaska Native Medical Center	36	BSU Department of Nursing	61	Cherry Lane Family Clinic
12	Alaska Native Tribal Health Consortium	37	BSU Health, Wellness & Counseling Services	62	Clay Campbell, MD - Family Practice
13	Alliance Medical Group dba Primary Health Med Grp	38	Cadache Valley Women's Center	63	Clear View Eye Clinic
14	Alpine ENT (Mark Capener MD)	39	Caldwell Housing Authority (Farmway Village)	64	Clearwater Valley Hospital and Clinics
15	American Heart Association	40	Caldwell Urology	65	Clinic at Eagle
16	Ashton Memorial Inc	41	Canyon View Clinic	66	Clinic at Middleton
17	Associates in Family Practice PA	42	Canyon View Clinic, Budge Clinic	67	Clinic at Parma
18	Avista Adventist Hospital	43	Capital City Family Medicine	68	Clinic at Wilder
19	Baker, Wallace C, MD	44	Cardiothoracic & Vascular Associates	69	Club, Inc.
20	Barnock County Detention Facilities	45	Cardiovascular Consultant of Idaho	70	Coeur d'Alene Pediatrics PA
21	Basin Community Health Center	46	Cardiovascular Consultant of Idaho (Eagle)	71	Colon and Rectal Surgery
22	Bear Lake Community Health Center	47	Caribou County Hospital and Nursing Home	72	Columbia County Health System Clinic
23	Bear Lake Memorial and Extended Care Facility	48	Caribou Memorial Hospital	73	Community Clinic, Inc.
24	Bear River Medical Arts	49	Carson City Medical Group (Dr. Gunn)	74	Community Family Clinic
25	Billings Area Indian Health Service	50	Cascade Family Care	75	Community Hospitals of Indiana

Table 2.1.5-3: Southeastern Idaho Clinical Sites (cont. from previous page)

76	Community Mental Health Services	101	Dr. Ronald Mlak	126	Family Care Physicians, PA
77	Complex Care Hospital of Idaho (Life Care)	102	Dr. St. Stenberg Professional Offices	127	Family Crisis Center
78	Complex Care of Idaho	103	Dr. Yost, Christian C and Gentry C	128	Family First Health Centers
79	Copper View Medical	104	Eagle Orthopedic & Sports Physical Therapy	129	Family First Medical Center
80	Creekside Home Health	105	Eastern Idaho Cardiology	130	Family Health Center
81	Davis Family Medicine	106	Eastern Idaho MC and Extended Care Facility	131	Family Health Services (Rupert)
82	Delta Family Medicine	107	Eastern Idaho Public Health District	132	Family Health Services Twin Falls
83	Delta Family Medicine	108	Eastern Idaho Regional Medical Center (EIRMC)	133	Family Healthcare Associates
84	Dermatology Center of Canyon County	109	Eastern Oregon Medical Assoc.	134	Family Medicine (Eagle)
85	Desert Valley Family Practice	110	Elko Outreach Clinic	135	Family Medicine (Meridian)
86	Desert View Care Center	111	Elmore Medical Center	136	Family Medicine (Parkcenter)
87	Diabetic Nurse Educator	112	Ely CBOC	137	Family Medicine Health Center
88	Diamed Diabetic Clinic	113	Embrace Wellness	138	Family Practice and Housecalls Clinic
89	Digestive Health Clinic	114	Emerg+A+Care	139	Firth Medical Clinic
90	Dixie Regional Medical Center	115	Emergency Medicine of Idaho, P.A.	140	Foothills Physical Therapy
91	Doctors for Idaho Fire Services	116	Encompass Home Care, Inc.	141	Fountain Green Clinic
92	Dr. Adam Wray	117	Encompass Home Health Services	142	Four Rivers Clinic
93	Dr. Emily Knobloch	118	Ensign Monte Vista Hills Rehabilitation	143	Franklin County Hospital and Nursing Home
94	Dr. Geoffrey Swanson Family Practice	119	Ensign Pocatello Care and Rehab	144	Franklin County Medical Center
95	Dr. Harris (Progressive Pediatrics)	120	Evening Medical Clinic	145	Friends of Children & Families
96	Dr. John Torquato	121	Everett Clinic	146	Friendship Clinic
97	Dr. Josepu Ippolito	122	Excel Weight Loss Solutions	147	Fruitland Clinic
98	Dr. Mary Huggins	123	Express Care	148	Garden Valley Family
99	Dr. Newcombe	124	Eye Care Specialists	149	Gem Family Practice
100	Dr. Robert Rosin	125	Family Care Clinic	150	Gem State Dermatology

Table 2.1.5-5: Southeastern Idaho Clinical Sites (cont. from previous page)

151	Glenns Ferry Health Center	176	Holy Rosary Medical Center	201	Idaho Nat'l Lab. Occupational Health Center
152	Gloria Beery, FNP	177	Hope Clinic	202	Idaho Nephrology Associates
153	Good Samaritan Nursing Center	178	Hospice Alliance	203	Idaho Neurological Institute
154	Granger Medical West Valley	179	Hospice of Eastern Idaho	204	Idaho Pediatric GI
155	Gritman Medical Center	180	Humphreys Diabetes (Boise, Meridian)	205	Idaho Primary Care Association
156	Gritman Physical Therapy	181	IHS Indian Hospital	206	Idaho Pulmonary Associates
157	Gros Ventre OB/GYN	182	ID Cardiology Assoc (Nampa, Caldwell, Jefferson)	207	Idaho Sports and Spine
158	Guardian Home Health	183	Idaho Cardiology-Advanced Heart Failure	208	Idaho Sports Medicine
159	Harms Memorial Hospital and Nursing Home	184	Idaho Center for Reproductive Medicine	209	Idaho State School and Hospital
160	Hayden Lake Family Practice	185	Idaho Correctional Center	210	Idaho State University - Student Health
161	Health and Wellness Sleep Institute	186	Idaho Department of Correction	211	Idaho State Veterans Home
162	Health Care for Women	187	Idaho Dermatology	212	Idaho Urgent Care
163	Health Clinic of Utah	188	Idaho Doctor's Hospital	213	IHC Health Services Dept. McKay Dee Hospital
164	Health Dept District 3 Southwest	189	Idaho Elks Rehab Center	214	IHS Indian Hospital
165	Health Dept District 4 Central	190	Idaho Emergency Physicians	215	Indiana University Health
166	Health Dept District 6 Southeastern	191	Idaho Endocrinology	216	Initial Point Family Medicine PLLC
167	Health Dept District 7 Eastern	192	Idaho Falls Dermatology	217	Integrated Physical Therapy
168	Healthcare for Women	193	Idaho Falls Family and Sports Medicine	218	Integrative Medicine Clinic
169	HealthWest (McCammon, Aberdeen, Downey, Lava)	194	Idaho Falls Good Samaritan	219	Integrative Medical Center
170	Healthworks	195	Idaho Falls Health and Rehab	220	Intermountain Medical Center
171	Heart 'N Home Hospice & Palliative Care	196	Idaho Falls Pediatric Clinic	221	Internal Medicine (Boise, Meridian, Eagle)
172	Helping Hands Home Health	197	Idaho Heart Care	222	ISU Early Learning Center
173	Hillcrest Haven	198	Idaho Home Health & Hospice (7 campuses)	223	ISU Pocatello Family Practice
174	Hobble Creek Medical Clinic	199	Idaho Hyperbarics	224	ISU Student Health Center
175	Holy Apostles Catholic Church Parish Nursing	200	Idaho Kidney Center	225	Jackson Hole Family Practice

Table 2.1.5-5: Southeastern Idaho Clinical Sites (cont. from previous page)

226	John Franson M.D. Clinic	251	Mathew Free Clinic	276	Mt. View Hyperbaric
227	Julia Mangan Family Practice	252	Mangan, Julia NP	277	Nave, Mary, MD
228	Juvenile Detention Center Region VI	253	Mary E. Orians, MSN, FNP	278	Need a Nurse
229	Kaniku Health Services	254	Maternal Fetal Medicine	279	Neph CBOC
230	Keller Skin and Cancer Care, PC	255	McCall Medical Clinic	280	Nephrology
231	Kindred Nursing and Rehabilitation	256	McKay-Dee Hospital	281	Neurology
232	King, Alona Dr.	257	McMillan Medical Center	282	Neurosurgery
233	Kootenai Health	258	Meadows Valley Medical	283	Newcombe, E.H. MD
234	Kootenai Medical Center Physical Therapy	259	Medical Oncology	284	Nimipuu Health
235	Kuna Family Medical Clinic	260	Memorial Health Services	285	North Canyon Medical Center
236	Lake City Surgeons	261	Meridian Family Medicine	286	North Central District Health
237	Lakeside Pediatrics	262	Metabolic & Bariatric Surgery	287	North Idaho Advanced Care Hospital
238	Larry Ohman	263	Michael Koelsch, MD	288	North Idaho College Student Health
239	LCS Student Health Center	264	Moron Health Services	289	North Idaho Dermatology
240	LDS Hospital	265	Mori-Cassia Criminal Justice Center	290	North Idaho Nephrology
241	Lewisston Emergency Physicians Group	266	Mridoka Extended Care Facility and Hospital	291	North Idaho Urology PLLC
242	Life Care Center of Idaho Falls	267	Mores Creek Family Medicine	292	North Star Health Care
243	Lifespan Family Practice	268	Moscow Medical	293	North View Physical Therapy
244	Lincoln Court	269	Mountain Medical Clinic	294	Northern Idaho Advanced Care
245	Littleton Adventist Hospital	270	Mountain River Medical Center	295	Northview Medical Clinic
246	Logan Regional Medical Center	271	Mountain States Group	296	Northwest Neurobehavioral Health
247	Lost Rivers Medical Center	272	Mountain States Tumor Institute	297	Northwest Pulmonary and Sleep
248	Madison Memorial Hospital	273	Mountain View Medical Center	298	Nurse Practitioners of Preston
249	Madison Women's Clinic	274	Mountain View RedCare Incl. w/MT View Hospital	299	OB/GYN Associates
250	Magic Valley Family Practice	275	Mt State Urology (Boise, Meridian)	300	Obstetrics & Gynecology

Table 2.1.5-5: Southeastern Idaho Clinical Sites (cont. from previous page)

301	Occupation Health (Boise, Meridian)	326	Peewee Pediatric	351	Portneuf WorkMed
302	Ogden CBOC	327	Penrose Community Hospital	352	Power County Nursing Home
303	Olinstead, Alan, MD	328	Physician Select Management	353	Powers Medical Center
304	Oneida County Clinic	329	Physicians Immediate Care Center	354	Prairie Family Medicine, PLLC
305	Oneida Memorial Hospital	330	Physiotherapy	355	Premier Pediatrics
306	Ontario Eye Associates	331	Pioneer Family Medicine	356	Prescription Center Home Care
307	Ontario Family Medicine	332	Planned Parenthood of the Great Northwest	357	Prescription Center Pharmacy
308	Oregon Health Sciences University	333	Planned Parenthood of Inland Northwest	358	Primary Care Pediatrics
309	Orem CBOC	334	Pocatello Cardiology	359	Primary Children's Medical Center
310	Orem Community Hospital	335	Pocatello Care and Rehabilitation	360	Primary Group State Street Urgent Care
311	Orians, Mary E. MSN, FNP	336	Pocatello CBOC	361	Primary Health Medical Group
312	Orthopedic Surgery and Sports Medicine	337	Pocatello Children's and Adolescent Clinic	362	Private Diagnostic Clinic, PLLC
313	Pacific Coast Physicians	338	Pocatello Family Medicine	363	Proactive Physical Therapy
314	Palouse Foot and Ankle Clinic	339	Pocatello Women's Correctional Center	364	Providence Health & Services
315	Palouse Medical	340	Pocatello Women's Health Clinic	365	Providence Spokane Heart
316	Parhandle Health District	341	Pocatello/Chubbuck School District 25	366	Psychiatric Services
317	Parker Adventist Hospital	342	Pomeroy Medical Center	367	Public Hospital
318	Partners in Healthcare, Inc	343	Porter Adventist Hospital	368	Pullman Family Medicine
319	Payette Lakes Medical Center	344	Porter Hospice	369	Quail Ridge
320	Peach Tree Wellness Center	345	Portneuf Convenient Care	370	Quinn Meadows Rehab & Care Center
321	Pearson/ Neighborhood Access	346	Portneuf Family Medicine	371	Quinn Meadows Rehabilitation and Care Center
322	Pediatric and Adolescent Center	347	Portneuf Fast-track	372	Radiation Oncology
323	Pediatric Center	348	Portneuf Home Health	373	Rathdrum Clinic
324	Pediatric GI	349	Portneuf IV Therapy	374	Redi Care Clinic
325	Pediatrics Plus	350	Portneuf Medical Center	375	Rehabilitative Health Services

Table 2.1.5-5: Southeastern Idaho Clinical Sites (cont. from previous page)		
376	Residential Transition Center	426 St. Francis Hospital
377	Rexburg Medical Center	427 St. George CBOC
378	Rexburg Nursing and Rehab Center	428 St. John's Medical Center
379	Richard Jacobs MD	429 St. Luke's Employee Health and Wellness
380	Rigby Urgent Care	430 St. Luke's Boise
381	Riverstone Health	431 St. Luke's Internal Medicine-Care Point
382	Riverton Hospital	432 St. Luke's Internal Medicine, all areas
383	Rocky Mountain Diabetes and Osteoporosis Center PA	433 St. Luke's Magic Valley
384	Rocky Mountain GYN	434 St. Luke's Meridian
385	Rocky Mountain Health and Wellness	435 St. Luke's Regional Medical Center
386	Rocky Mountain Surgery Center	436 St. Luke's Woman's Clinic
387	Roosevelt CBOC	437 St. Luke's Wood River
388	Roots and Wings Family Health Care	438 St. Luke's Wood River Medical Center
389	Rosetta Assisted Living	439 St. Mark's Hospital
390	Rosin, Robert Dr.	440 St. Mary - Corwin Medical Center
391	Safe Haven Hospital and Rehabilitation Center	441 St. Mary's Hospitals & Clinics
392	Salmon River Medical	442 St. Thomas More Hospital
393	Saltzer Medical Group	443 Stanton Healthcare
394	Samaritan Clinic	444 Star Medical
395	San Luis Sports Therapy	445 Star Valley Medical Center
396	Sandpoint Pediatrics	446 Stark Medical
397	SAPS/SAMG (Boise, Meridian, Nampa)	447 State Hospitals South
398	Scholes & Scholes Dermatology	448 Steele Memorial Medical Center
399	School District 2 Nursing Services	449 Step Mountain Clinic
400	Selah Medical Center	450 Summers, Bradley K, MD

Table 2.1.5-5: Southeastern Idaho Clinical Sites (cont. from previous page)

451	Surgical Specialists of Spokane	476	Upper Valley Community Health Services, Inc.	501	West Valley Medical Center
452	Syringa Chalet ECF - State Hospital South	477	USAF - Mountain Home	502	Western Medical Associates
453	Syringa Family Medicine	478	Utah Cancer Specialists	503	White, Barbara A
454	Syringa Hospital and Clinics	479	Utah State University Student Health	504	Women's Health Associates
455	Taylor Crossing Dialysis Center	480	Utah Valley Regional Medical Center	505	Wood River OB/GYN
456	Terry Reilly Health Services Boise Clinic	481	VA Veterans Administration Medical Center	506	Wray, Adam Dr.
457	Teton Pediatrics	482	Valley Family Health Care	507	Xpress MedCare
458	Teton Valley Hospital & Surgical Center	483	Valley Medical Center (UW Medicine)	508	Yost Peds
459	The Orthopedic Specialty Hospital	484	Valley View Medical Center		
460	The Woman's Clinic (Boise, Meridian)	485	Vanderbilt University		
461	Thomas Jefferson University Hospital	486	Verne E Gibbs Health Center		
462	Total Family Medicine	487	Veterans Admin Clinic		
463	Total Renal Care, Inc	488	Veterans Administration MC - Pocatello		
464	Treasure Valley Cardiology	489	Veterans Administration Medical Center		
465	Treasure Valley Hospice	490	Vineyard Medical Clinic		
466	Treasure Valley Hospital	491	Walden University, LLC		
467	Treasure Valley Medical Group	492	Wallace C Baker MD		
468	Treasure Valley Pediatric Clinic	493	Walter Knox Memorial Hospital		
469	Treehouse Clinic, Treehouse Pediatrics	494	Wasatch Endocrinology		
470	Treasure Valley Medical Group	495	Washington State University, Health & Wellness		
471	Trinity Mountain Medical Clinic	496	Wee Pediatrics		
472	Tri-State Memorial Hospital	497	Weiser Memorial Hospital		
473	Twin Falls Orthopedics	498	Wellness Screening and Vaccinations		
474	Unity Health Center	499	West Family Medicine		
475	University of Utah - Hospitals and Clinics	500	West Idaho Orthopedics & Sports		

Source: Idaho Board of Nursing Annual Report, 2013.

Table 2.1.6 Idaho Nursing Programs that Incorporate Simulation

Institution	Degree	If program incorporate simulated experiences	Classes that incorporate simulation	
			Class Name	% of time simulation experienced per class
Boise State University - BSN	BSN	Yes	NURS 105	10
			NURS 343	3
			NURS 345	5
			NURS 344	15
Brigham Young University Idaho - ASN/BSN	ASN	Yes	Nurs 122	10
			Nurs 230	10
			Nurs 222	10
Brigham Young University Idaho - ASN/BSN	BSN	No	---	---
Carrington College - LPN	LPN	Yes	Maternal-Child	25
			Medical-Surgical	25
			Pediatrics	30
Carrington College - RN	ASN	Yes	NUR 251 Medical-Surgical Nursing	25
College of Southern Idaho (LPN)	LPN	Yes	Simulation Clinical	33
College of Southern Idaho (RN)	ASN	Yes	NURR206	3
			NURR204	6
			NURR 201	8
			NURR105	6
			NURR 101	3
College of Western Idaho-RN	ASN	Yes	med surg advanced	25
			Med surg Basic	20
			nursing specialties	25
Eastern Idaho Technical College-PN	LPN	Yes	NRS 207	10
			NRS 243	20
			NRS 143	20
			NRS 115	20
			NRS 116	20
Eastern Idaho Technical College-RN	ASN	Yes	ADN 231	15
			ADN 221	15
			ADN 212	5
Idaho State University - College of Technology (LPN)	LPN	Yes	Fundamentals Lab, Medical /surgical Lab Clinical Foundations I, II, & III	15
Idaho State University - College of Technology (ADRN)	ASN	Yes	Health Assessment Lab, Clinical Foundations of Nursing III and IV	10
Idaho State University-BSN	BSN	No	---	---
Idaho State University-MSN	MSN	No	---	---
Idaho State University-MSN	PHD	No	---	---
ITT	ASN	No	---	---
Lewis -Clark State College-PN	LPN	No	---	---
Lewis-Clark State College-RN	BSN	Yes	NU477 - Guided Preceptorship	4
			NU332 - Practicum: Alteration in Health 1	7
			NU416 - Family Health	6
			NU342 - Practicum: Alteration in Health 11	7
North Idaho College-PN	LPN	No	---	---
North Idaho College-RN	ASN	Yes	NURS 190; NURS 195; NURS 290; NURS 295	5
Northwest Nazarene University	BSN	Yes	Acute med/surg and complex med/surg	23
Northwest Nazarene University	MSN	No	---	---

2.2 Nursing Program Completions

Economic Modeling Specialists International used the raw datasets from the National Center for Education Statistics to provide completion data from 2012 for the state and the regions and institutions.

Completion rates are categorized using the Classification of Instructional Programs, which is developed to provide a schematic that supports the accurate tracking, assessment and reporting of fields of study and program completion activity by higher education institutions throughout the United States.

Idaho currently has three of the 26 classification breakouts associated with nursing – registered nursing, nursing administration and licensed practical and vocational nursing. They are defined as:

Registered Nursing/Registered Nursing: A program that generally prepares individuals in the knowledge, techniques and procedures for promoting health and providing care for sick, disabled, infirmed or other individuals or groups. Includes instruction in the administration of medication and treatments, assisting a physician during treatments and examinations, referring patients to physicians and other health care specialists and planning education for health maintenance.¹²

Nursing Administration: A program that prepares registered nurses to manage nursing personnel and services in hospitals and other health care delivery agencies including instruction in principles of health care administration, resource and financial management, health care law and policy, medical personnel management and managed care operations.¹³

Licensed Practical and Licensed Vocational Nursing: A program that prepares individuals to assist in providing general nursing care under the direction of a registered nurse, physician or dentist. Includes instruction in taking patient vital signs, applying sterile dressings, patient health education and assistance with examinations and treatment.¹⁴

¹² CIP definition source: <http://nces.ed.gov/ipeds/cipcode/cipdetail.aspx?y=55&cipid=88814>

¹³ CIP definition source: <http://nces.ed.gov/ipeds/cipcode/cipdetail.aspx?y=55&cip=51.3802>

¹⁴ CIP definition source: <http://nces.ed.gov/ipeds/cipcode/cipdetail.aspx?y=55&cip=51.3901>

In 2012 Idaho's reporting institutions graduated 1,336 nurses, according to data submitted to the National Center for Education Statistics. The majority of graduates were registered nurses at 1,089 followed by 243 licensed practical nurses and 4 nursing administrators.

Table 2.2.1: Idaho – Occupational Programs		
CIP Code	Title	2012 Completions
51.3801	Registered Nursing/Registered Nurse	1,089
51.3901	Licensed Practical/Vocational Nurse Training	243
51.3802	Nursing Administration	4
51.3803	Adult Health Nurse/Nursing	-
51.3804	Nurse Anesthetist	-
51.3807	Nurse Midwife/Nursing Midwifery	-
51.3805	Family Practice Nurse/Nursing	-
51.3808	Nursing Science	-
51.3806	Maternal/Child Health and Neonatal Nurse/Nursing	-
51.3809	Pediatric Nurse/Nursing	-
51.3811	Public Health/Community Nurse/Nursing	-
51.3810	Psychiatric/Mental Health Nurse/Nursing	-
51.3812	Perioperative/Operating Room and Surgical Nurse/Nursing	-
51.3814	Critical Care Nursing	-
51.3815	Occupational and Environmental Health Nursing	-
51.3816	Emergency Room/Trauma Nursing	-
51.3817	Nursing Education	-
51.3818	Nursing Practice	-
51.3819	Palliative Care Nursing	-
51.3820	Clinical Nurse Leader	-
51.3821	Geriatric Nurse/Nursing	-
51.3813	Clinical Nurse Specialist	-
51.3822	Women's Health Nurse/Nursing	-
51.3899	Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing, Other	-
51.3902	Nursing Assistant/Aide and Patient Care Assistant/Aide	-
51.3999	Practical Nursing, Vocational Nursing and Nursing Assistants, Other	-

Source: EMSI covered QCEW employment 2013.4

Only eight of Idaho's 44 counties graduated nurses in 2012, according to reports from the institutions. Ada County had the highest number of nursing graduates at 370 followed by Madison County with 277 and Bannock County with 262.

Table 2.2.2: Idaho – Occupational Programs by County			
County	2012 Completions	County	2012 Completions
Ada	370	Custer	0
Madison	277	Elmore	0
Bannock	262	Franklin	0
Twin Falls	126	Fremont	0
Nez Perce	98	Gem	0
Kootenai	84	Gooding	0
Canyon	64	Idaho	0
Bonneville	55	Jefferson	0
Adams	0	Jerome	0
Bear Lake	0	Latah	0
Benewah	0	Lemhi	0
Bingham	0	Lewis	0
Blaine	0	Lincoln	0
Boise	0	Minidoka	0
Bonner	0	Oneida	0
Boundary	0	Owyhee	0
Butte	0	Payette	0
Camas	0	Power	0
Caribou	0	Shoshone	0
Cassia	0	Teton	0
Clark	0	Valley	0
Clearwater	0	Washington	0

Source: EMSI Covered QCEW Employment 2013.4

In 2012, nine reporting programs graduated 446 students with an Associate of Science in Nursing degree. Brigham Young University-Idaho and the College of Southern Idaho accounted for the most. Six reporting institutions graduated 603 students with Bachelor of Science in Nursing degrees, and three reporting institutions – Idaho State University, Boise State University and Northwest Nazarene University – graduated a combined 57 with a Master of Science in Nursing degrees. Compared to completions in 2009, this was an encouraging sign of producing more nurses with bachelor's degrees or higher. There was an increase of 25 master's degrees and 155 bachelor's degrees.

Six institutions reported 243 completions in their licensed practical nursing programs, down from 282 in 2009. Lewis-Clark State College and Eastern Idaho Technical College graduated licensed practical nurses with associate degrees. Students in the other four institutions completed licensed practical nursing programs of at least one but less than two academic years.

Table 2.2.3: Idaho – Occupational Programs by Institution

CIP Code	Title	Institution	Award Level	2012 Completions
51.3801	Registered Nursing/Registered Nurse	Brigham Young University-Idaho	Associates degree	122
51.3801	Registered Nursing/Registered Nurse	Idaho State University	Associates degree	33
51.3801	Registered Nursing/Registered Nurse	College of Southern Idaho	Associates degree	80
51.3801	Registered Nursing/Registered Nurse	North Idaho College	Associates degree	61
51.3801	Registered Nursing/Registered Nurse	Carrington College-Boise	Associates degree	56
51.3801	Registered Nursing/Registered Nurse	ITT Technical Institute-Boise	Associates degree	42
51.3801	Registered Nursing/Registered Nurse	College of Western Idaho	Associates degree	26
51.3801	Registered Nursing/Registered Nurse	Eastern Idaho Technical College	Associates degree	13
51.3901	Licensed Practical/Vocational Nurse Training	Lewis-Clark State College	Associates degree	13
51.3901	Licensed Practical/Vocational Nurse Training	Carrington College-Boise	Award of at least 1 but less than 2 academic years	66
51.3901	Licensed Practical/Vocational Nurse Training	Idaho State University	Award of at least 1 but less than 2 academic years	53
51.3901	Licensed Practical/Vocational Nurse Training	College of Southern Idaho	Award of at least 1 but less than 2 academic years	46
51.3901	Licensed Practical/Vocational Nurse Training	North Idaho College	Award of at least 1 but less than 2 academic years	23
51.3901	Licensed Practical/Vocational Nurse Training	Eastern Idaho Technical College	Award of at least 2 but less than 4 academic years	42
51.3801	Registered Nursing/Registered Nurse	Brigham Young University-Idaho	Bachelors degree	155
51.3801	Registered Nursing/Registered Nurse	Idaho State University	Bachelors degree	126
51.3801	Registered Nursing/Registered Nurse	Boise State University	Bachelors degree	199
51.3801	Registered Nursing/Registered Nurse	Lewis-Clark State College	Bachelors degree	85
51.3801	Registered Nursing/Registered Nurse	Northwest Nazarene University	Bachelors degree	34
51.3801	Registered Nursing/Registered Nurse	Stevens Henager College	Bachelors degree	4
51.3801	Registered Nursing/Registered Nurse	Idaho State University	Masters degree	50
51.3801	Registered Nursing/Registered Nurse	Boise State University	Masters degree	3
51.3802	Nursing Administration	Northwest Nazarene University	Masters degree	4

Source: EMSI Covered QCEW Employment 2013.4

2.3 New Graduates' Licensing and Working Status

Some nurses with licensed practical nursing or registered nursing licenses chose to continue their education and were not considered new licensees or new to the nursing workforce. Between July 2012 and August 2013, 84 LPN and 468 RN graduates from public nursing institutions in Idaho obtained their Idaho nursing licenses, accounting for 93 percent of all LPN graduates and 77 percent of all RN graduates.

Table 2.3.1: New Licensees From Public Educational Institution				
Institution	LPN		RN	
	2013 Graduates	2013 Graduates Obtaining 1st Idaho Nursing License	2013 Graduates	2013 Graduates Obtaining 1st Idaho Nursing License
Boise State University	---	---	133	112
College of Southern Idaho	*	*	73	60
College of Western Idaho	---	---	49	45
Eastern Idaho Technical College	38	36	17	17
Idaho State University	42	38	189	138
Lewis-Clark State College	10	10	82	45
North Idaho College	*	*	68	51
Total	90	84	611	468

2013 graduates: Includes graduates from 7/1/2012 to 8/31/2013. * Data is not provided.

Source: Idaho Board of Nursing Licensure database and public educational institutions provided data.

The working status of nurses with new licenses can be identified by determining whether the graduate was working in Idaho three months after the quarter of graduation what region the job was in and whether the job was in an industry that employs nurses. This is done by matching graduate information with Department of Labor wage records.

Idaho's public institutions graduated 701 nursing students, and 60 percent of the registered nurses and 64 percent of the licensed practical nurses were working in Idaho.

A small number of nurses ended up working in a region other than where they had graduated, accounting for 5.6 percent of all licensed practical nurse graduates and 6.4 percent of all registered nurse graduates.

Nearly 25 percent of new graduates worked for employers with multiple locations but that report all employees as one unit. Those nursing graduates could still be working in the region where they graduated but the records would not show it.

Table 2.3.2: Active Idaho Nurses Who Graduated from an Idaho Public Institution in 2013 and Received Their First License by Program Location and Region of Employment*							
Institution Region	Degree Type	Total # of Grads	Total # of 1 st Idaho Nursing License	Total # of Matched Grads Working in Idaho	# Matched Working in Region Where Graduated	# Matched Working in Another Region	# Matched Working Statewide
Northern	LPN	---	---	---	---	---	---
	RN	68	51	34	29	0	5
North Central	LPN	10	10	5	3	0	2
	RN	82	45	33	7	6	20
Southwestern	LPN	---	---	---	---	---	---
	RN	182	157	119	62	1	56
South Central	LPN	---	---	---	---	---	---
	RN	73	60	50	11	3	36
Southeastern	LPN	42	38	28	21	3	4
	RN	189	138	115	51	29	35
Eastern	LPN	38	36	25	17	2	6
	RN	17	17	15	7	0	8
Idaho	LPN	90	84	58	41	5	12
	RN	611	468	366	167	39	160

Notes:

*Region of employment derived from Unemployment Insurance data; includes nurses employed in 3 months following graduation in an industry which employs nurses.

2013 New nurses graduated between 7/1/2012 and 8/31/2013.

Source: Idaho Department of Labor Unemployment Insurance Database, Idaho Board of Nursing Licensure Database and institution provided data (Northern : INC-RN; North Central: LCSC-LPN, LCSC-RN; Southwestern: BSU-RN, CWI-RN; South Central: CSI-RN; Southeastern: ISU-LPN, ISU-RN; Eastern: EITC-LPN, EITC-RN.

Nearly 7 percent of the 58 newly licensed LPNs who are working in Idaho were 45 or older and 3.4 percent were age 50 and above. Of the RNs who were newly licensed and working in Idaho, more than 10 percent were 45 or older and the over-55 group accounted for 1.9 percent of the total.

Table 2.3.3: Age Distribution of New Graduates who Graduated From an Idaho Public Institution in 2013, Received Their First Licenses and Worked in Idaho				
AGE GROUP	LPN		RN	
	Count	% of Total	Count	% of Total
< 25	15	25.9%	97	26.5%
25 to 29	13	22.4%	82	22.4%
30 to 34	14	24.1%	78	21.3%
35 to 39	6	10.3%	41	11.2%
40 to 44	6	10.3%	31	8.5%
45 to 49	2	3.4%	15	4.1%
50 to 54	2	3.4%	15	4.1%
Over 55	---	---	7	1.9%
Total	58	100.0%	366	100.0%

Source: Idaho Department of Labor Unemployment Insurance Database, Idaho Board of Nursing Licensure Database and institution provided data

Section 3: Overview of Nursing Salary

3.1 Salaries for Idaho Nurses

Salaries for Idaho nurses based on work or practice setting, educational level, credentials, position and major clinical area were based on Idaho Board of Nursing licensure data and the state unemployment insurance wage files. Median annual earnings for each of the breakouts were evaluated for full-time active nurses with four quarters of reported wages from the last quarter of 2012 through the third quarter of 2013. Earnings include base rate pay, cost-of-living allowances, guaranteed pay, hazardous-duty pay, incentive pay including commissions and production bonuses, tips, on-call pay, back pay, jury duty, overtime, severance, shift differentials, nonproduction bonuses, employer cost for supplementary benefits and tuition reimbursements. These earnings figures are generally higher than the median wage estimates established by the Occupational Employment Statistics survey because those estimates do not include two major components of most nursing salaries – overtime and shift differentials – which are included in the unemployment insurance wage reports.

3.1.1 Practice Settings

LPNs working in nursing homes and outpatient facilities had the highest median annual wages at over \$40,000 in 2013 while LPNs working in school health had the lowest at just over \$21,000.

RNs working in occupational health earned the most in 2013 with a median wage of \$72,045 followed by those working in insurance companies at \$65,862. RNs working in school health earned the least – just under \$41,400.

Hospitals were at the top of the list for APRN earnings at a median of \$133,899, and they also employed the largest number of APRNs in Idaho (Table 1.2.3-5). Their median wage in hospitals was more than twice the median wage in nursing education, the largest gap between high and low of the three nursing license categories.

Table 3.1.1: 2013 Median Annual Earnings of Idaho's Full-Time Nurses by Practice Setting

Practice Setting	LPN	RN	APRN
Assisted Living	\$33,037	\$50,595	---
Hospice or Home Health	\$34,140	\$59,601	\$71,842
Hospital	\$37,540	\$62,271	\$133,899
Insurance Company	\$36,843	\$65,862	*
Jail or Prison	\$37,241	\$61,496	\$94,436
Medical Office or Clinic	\$34,517	\$53,610	\$91,626
Nursing Education	---	\$59,056	\$61,833
Nursing Home	\$40,316	\$56,630	*
Occupational Health	\$39,162	\$72,045	*
Outpatient Facility	\$40,315	\$62,766	\$91,664
Public Health	*	\$48,857	*
School Health	\$21,291	\$41,374	*
Other/Unknown	\$39,919	\$59,012	\$102,501

* Due to limited numbers data was suppressed to maintain confidentiality.

Sources: Idaho Department of Labor Unemployment Insurance division database, Idaho Board of Nursing licensure database and Idaho Board of Nursing annual report.

3.1.2 Education Level

For many occupations, higher education equals higher earning potential, and it is true for nurses. In nursing, licensure also reflects education, and the median wage rises as both licensure level and educational attainment rise. LPNs had the lowest median annual earnings at \$36,837 in 2013 and APRNs had the highest at \$101,299. RNs were in the middle – as they are educationally – at \$60,704. Looking only at RNs, a sizeable increase of more than \$13,000 went to RNs with master's degrees, and RNs holding doctorates earned even more.

Table 3.1.2: 2013 Median Annual Earnings of Idaho's Full-Time Nurses by Education Level

Education and Licensure Level	Idaho
LPN	\$36,837
RN	\$60,704
AS-RN	\$59,495
BA-RN	\$60,770
MS-RN	\$74,145
PHD-RN	\$75,530
UNKNOWN-RN	\$55,941
APPN	\$101,299

Sources: Idaho Department of Labor Unemployment Insurance Division Database, Idaho Board of Nursing Licensure Database and Idaho Board of Nursing Annual Report.

3.1.3 Nursing Faculty

On average, nursing faculty working in public schools earned \$57,217 in 2013. Faculty with doctorates or post-master's or APRN certificates had a median salary of over \$70,000. The lowest median wage at \$38,169 went to faculty with associate or bachelor's degrees.

Table 3.1.3-1: 2013 Median Annual Earnings of Nursing Faculty at Idaho's Public Institutions by Education Level

Highest Education Level	Idaho
ASN & BSN	\$38,169
MSN & Master	\$51,329
PHD & Post-Master's Certificate & APPN	\$70,484
Overall	\$57,217

Sources: Idaho Department of Labor Unemployment Insurance Division Database and Idaho Board of Nursing Annual Report.

Salary information for public institution nursing faculty is also available through the Idaho Business Intelligence Solution system, which tracks both average and median hourly and annual salary for nursing faculty at those schools in Idaho.

Table 3.1.3-2: Nursing Faculty Wages at Idaho Public Institutions

Institution	Average Hourly Wage	Average Salary	Median Hourly Wage	Median Salary
BSU	\$33.56	\$69,802	\$31.51	\$65,541
EITC	\$25.28	\$52,574	\$25.00	\$52,000
ISU	\$31.94	\$66,433	\$27.66	\$57,522
LCSC	\$25.25	\$52,523	\$24.41	\$50,764
Overall	\$30.12	\$62,642	\$26.72	\$55,578

Source: Idaho Business Intelligence Solution - 2014

3.1.4 Credentials

Looking only at APRNs by credentials, the highest earners in 2013 were registered nurse anesthetists with a median salary of \$149,655, about \$57,000 more than the second highest-paid group, clinical nurse specialists. The median salary of nurse practitioners, the largest group of APRNs in the state, was \$91,401 in 2013 to rank third among the four credentials. Certified nurse midwives earned the least with a median income of \$88,562.

Table 3.1.4: 2013 Median Annual Earnings of Idaho's Full-Time APRNs by Credential	
Credential	Idaho
Certified Nurse Midwife	\$88,562
Clinical Nurse Specialist	\$92,342
Nurse Practitioner	\$91,401
Registered Nurse Anesthetist	\$149,655

Sources: Idaho Department of Labor Unemployment Insurance division database, Idaho Board of Nursing licensure database and Idaho Board of Nursing annual report.

3.1.5 Position

The top paid LPNs were in quality assurance or outcome management at a median annual wage of \$46,418 in 2013. That was nearly \$10,000 higher than the median for the 68 percent of LPNs who hold staff or general duty positions.

RNs working as consultants or researchers had the highest median pay at \$89,835 in 2013, but they were just 1 percent of all RNs. In contrast, RNs holding advanced practice positions had the lowest median annual earnings, making only about half what the consultant-researchers made.

Earnings varied markedly among APRNs of different positions. Administrators or supervisors had the highest earnings at a little more than \$115,000. Only three other positions – other or unknown, staff or general duty and advanced practice – had median annual earnings in excess of \$100,000.

Table 3.1.5: 2013 Median Annual Earnings of Idaho's Full-Time Nurses by Position

Position	LPN	RN	APRN
Administrator/Supervisor	\$44,721	\$78,559	\$115,194
Advanced Practice	---	\$46,594	\$102,073
Case Manager	\$43,451	\$61,632	*
Charge/Lead Nurse	\$39,514	\$63,148	\$63,547
Consultant/Researcher	---	\$89,835	---
Educator	---	\$61,591	\$64,427
Quality Assurance/Outcome Management	\$46,418	\$69,120	*
Staff or General Duty	\$35,775	\$56,217	\$104,768
Other/Unknown	\$36,887	\$63,306	\$112,224

* Due to limited numbers data was suppressed to maintain confidentiality.

Sources: Idaho Department of Labor Unemployment Insurance division database, Idaho Board of Nursing licensure database and Idaho Board of Nursing annual report.

3.1.6 Major Clinical Area

Comparing different major clinical areas, median annual earnings for LPNs ranged from \$32,237 in pediatrics and neonatal care to \$46,245 in hospice and home health. LPNs working in geriatrics earned the second highest wage, and they accounted for more than 30 percent of all LPNs.

The highest earnings group among RNs was working in hospice and home health with a median annual income of \$64,803 in 2013, but they made up less than 1 percent of all RNs.

The majority of RNs worked in some other or unknown clinical area and had a median salary of \$63,985 in 2013, slightly less than the top group. Unlike LPNs, RNs in family practice earned the least at \$46,544 – more than \$18,000 less than those in hospice and home health.

In addition to earning more than LPNs and RNs, median annual earnings for APRNs varied quite significantly among different major clinical areas. Two groups, APRNs in emergency and APRNs in other or unknown areas, earned median wages of more than \$111,000 in 2013 while those in geriatric earned the least at \$72,260.

Table 3.1.6: 2013 Median Annual Earnings of Idaho's Nurses by Major Clinical Area

Major Clinical Area	LPN	RN	APRN
Community/Public Health	\$32,839	\$57,903	\$86,897
Emergency	\$37,339	\$63,847	\$111,912
Family Practice	\$37,142	\$46,544	\$87,879
Geriatric	\$40,146	\$57,663	\$72,260
Gynecologic/Obstetric	\$33,266	\$59,554	\$94,356
Hospice/Home Health	\$46,245	\$64,803	*
Medical/Surgical	\$35,807	\$59,182	\$104,629
Pediatric/Neonatal	\$32,237	\$54,350	\$96,473
Psychiatric/Mental Health	\$37,285	\$59,352	\$89,380
Rehab/Restorative	\$36,402	\$56,402	---
Other/Unknown	\$36,379	\$63,985	\$112,597

* Due to limited numbers data was suppressed to maintain confidentiality.

Data on annual earnings are from full-time nurses with four quarters of reported earnings of the 4th quarter of 2012 to the 3rd quarter of 2013.

Sources: Idaho Department of Labor Unemployment Insurance division database, Idaho Board of Nursing licensure database, and Idaho Board of Nursing annual report.

3.2 Estimated Wage in Idaho and Six Surrounding States

3.2.1 Occupation

The Occupational Employment Statistics program of the Bureau of Labor Statistics produces estimated employment and wages for over 800 occupations. These estimates are developed using data collected from semi-annual mail surveys on occupational employment and wage rates from a sample of 1.2 million business establishments. The survey data in this analysis include establishments sampled during the last six survey periods.¹⁵

Employment definitions are based on the 2010 Office of Management and Budget's Standard Occupational Classification system, in which nurses and nursing instructors fall into the following categories based on job function:

- 25-1072: Nursing Instructors and Teachers, Postsecondary
- 29-1141: Registered Nurses
- 29-1151: Nurse Anesthetists
- 29-1161: Nurse Midwives
- 29-1171: Nurse Practitioners
- 29-2061: Licensed Practical and Licensed Vocational Nurses

¹⁵ Bureau of Labor Statistics Technical Notes, http://www.bls.gov/oes/current/oes_tec.htm

Federal wage data include base rate pay, cost-of-living allowances, guaranteed pay, hazardous-duty pay, incentive pay including commissions and production bonuses, tips and on-call pay. Excluded from these wage calculations are back pay, jury duty, overtime, severance, shift differentials, nonproduction bonuses, employer cost for supplementary benefits and tuition reimbursements.¹⁶

Table 3.2.1-1 represents estimated median annual wages for LPNs, RNs, nursing instructors and APRNs including nurse anesthetists, nurse midwives and nurse practitioners in Idaho and the six surrounding states. Aside from Utah, Washington and Oregon, wage information for nurse midwives was not available due to federal confidentiality restrictions.

Of the seven states, only Utah and Nevada paid their nursing instructors more than RNs. In Idaho, the median annual wage for RNs was \$2,310 higher than instructors.

In 2013, Idaho's median annual wage for both LPNs and RNs ranked second to last among the bordering states, surpassing only Montana. Nursing instructors with a median annual salary of \$51,300 ranked last among the seven states.

Idaho's nurse practitioners with a median annual wage of \$88,840 and nurse anesthetists with a median annual wage of \$145,400 both ranked fifth among all seven states. In general, annual wages for Idaho's nurses fall in the bottom half when compared to surrounding states.

Table 3.2.1-1: Median Annual Wage Estimates From OES May 2013						
State	LPNs	RNs	Instructors	Nurse Anesthetists	Nurse Midwives	Nurse Practitioners
Montana	\$37,530	\$58,840	\$55,280	\$138,610	*	\$88,210
Wyoming	\$42,570	\$60,450	\$57,900	\$185,730	*	\$88,740
Utah	\$40,330	\$59,040	\$61,350	\$124,100	\$80,620.00	\$89,600
Idaho	\$38,330	\$58,980	\$51,300	\$145,400	*	\$88,840
Washington	\$47,100	\$75,500	\$58,350	\$165,330	\$88,150.00	\$95,860
Oregon	\$48,100	\$80,360	\$61,770	\$151,650	\$106,810	\$104,320
Nevada	\$51,970	\$78,240	\$80,310	> \$187,200	*	\$90,830

* Estimated wage is not available.

Source: OES May 2013 National Occupational Employment and Wage Estimates.

¹⁶ OES Research Estimates by State and Industry
http://www.bls.gov/oes/2012/may/oes_research_estimates_2012.htm

Table 3.2.1-2 shows salary for postsecondary teachers by program fields and by Idaho's surrounding states. Based on the Standard Occupational Classification system, faculty teaching in postsecondary programs are categorized under code 25-1000, Postsecondary Teachers, and are subdivided into 38 job categories. Due to federal confidentiality restrictions, wage information for several positions is not available in every state.

Idaho's nursing faculty wage was below all surrounding states. Comparing program fields within Idaho, engineering teachers earned the most at a median \$78,630 while postsecondary teachers falling in unspecified job categories earned the least at \$18,600. Nursing faculty, with a median annual salary of \$51,300, ranked 14th among the 28 teaching categories covered by the survey where wages were reported.

See Table 3.2.1-2: May 2013 OES Median Annual Wage by Program Fields and States on next page.

Table 3.2.1-2: May 2013 OES Median Annual Wage by Program Fields and States

Occupation Title	Idaho	Montana	Nevada	Oregon	Utah	Washington	Wyoming
Agricultural Sciences Teachers, Postsecondary	\$64,000	\$76,610	*	\$75,370	\$61,620	*	\$73,780
Anthropology and Archeology Teachers, Postsecondary	\$47,770	\$68,890	*	\$93,510	*	\$59,230	*
Architecture Teachers, Postsecondary	*	\$55,130	*	*	\$69,810	*	*
Area, Ethnic, and Cultural Studies Teachers, Postsecondary	*	\$48,080	*	\$69,170	\$51,960	\$58,320	*
Art, Drama, and Music Teachers, Postsecondary	\$46,480	\$47,000	\$48,800	\$68,640	\$50,840	\$52,990	\$61,450
Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	\$65,630	\$65,800	*	\$101,000	*	\$82,560	\$79,160
Biological Science Teachers, Postsecondary	\$51,680	\$73,510	\$66,270	\$80,820	\$75,100	\$61,600	\$71,480
Business Teachers, Postsecondary	\$47,950	\$71,990	\$65,610	\$69,700	\$67,400	\$58,110	\$65,050
Chemistry Teachers, Postsecondary	\$51,630	\$65,240	*	\$87,960	\$77,930	\$55,890	\$71,960
Communications Teachers, Postsecondary	\$46,680	\$57,180	\$61,320	\$65,660	\$47,810	\$53,530	\$58,530
Computer Science Teachers, Postsecondary	\$57,450	\$61,110	\$55,230	\$79,970	\$71,870	\$59,470	\$70,680
Criminal Justice and Law Enforcement Teachers, Postsecondary	\$52,670	*	*	\$57,350	\$52,740	\$46,630	\$65,080
Economics Teachers, Postsecondary	\$69,190	*	*	\$105,050	\$90,440	\$56,780	*
Education Teachers, Postsecondary	\$49,730	\$55,400	\$49,810	\$59,190	\$56,270	\$53,780	\$60,310
Engineering Teachers, Postsecondary	\$78,630	\$79,800	*	\$120,730	\$96,750	\$89,050	*
English Language and Literature Teachers, Postsecondary	\$42,920	\$51,510	\$54,370	\$78,020	\$56,630	\$51,470	\$59,270
Environmental Science Teachers, Postsecondary	*	\$69,970	*	\$69,440	*	\$109,590	*
Foreign Language and Literature Teachers, Postsecondary	\$43,900	\$59,040	*	\$52,760	\$56,120	\$49,320	*
Forestry and Conservation Science Teachers, Postsecondary	*	*	*	\$95,220	*	\$92,450	*
Geography Teachers, Postsecondary	*	*	*	\$80,890	\$70,060	\$55,790	*
Graduate Teaching Assistants	*	\$98,610	*	\$35,820	\$40,240	*	\$38,680
Health Specialties Teachers, Postsecondary	\$61,940	\$69,740	\$114,490	\$70,350	\$105,240	\$121,710	\$75,120
History Teachers, Postsecondary	\$49,470	\$65,010	\$57,710	\$81,720	\$62,990	\$57,910	*
Home Economics Teachers, Postsecondary	*	*	*	*	\$66,700	\$50,220	*
Law Teachers, Postsecondary	*	*	*	\$117,640	*	\$96,840	*
Library Science Teachers, Postsecondary	*	\$53,670	*	\$66,970	\$55,920	\$78,380	*
Mathematical Science Teachers, Postsecondary	\$45,170	\$53,720	\$57,090	\$70,610	\$60,450	\$57,130	\$64,800
Nursing Instructors and Teachers, Postsecondary	\$51,300	\$55,280	\$80,310	\$61,770	\$61,350	\$58,350	\$57,900
Philosophy and Religion Teachers, Postsecondary	\$53,350	\$58,090	*	\$66,770	\$70,310	\$56,880	*
Physics Teachers, Postsecondary	\$61,900	\$82,410	*	\$90,090	\$81,220	\$64,950	*
Political Science Teachers, Postsecondary	\$52,450	\$66,230	\$58,680	\$83,920	\$69,810	\$67,230	\$69,460
Postsecondary Teachers, All Other	\$18,600	\$44,550	\$52,080	\$46,800	*	\$60,380	\$59,500
Psychology Teachers, Postsecondary	\$49,780	\$74,340	\$58,990	\$74,550	\$59,900	\$55,390	\$68,790
Recreation and Fitness Studies Teachers, Postsecondary	\$39,680	\$45,020	*	\$62,180	\$53,770	\$44,580	\$61,650
Social Sciences Teachers, Postsecondary, All Other	*	\$75,840	*	\$67,470	*	\$55,430	*
Social Work Teachers, Postsecondary	\$53,920	*	*	\$73,040	*	\$68,170	*
Sociology Teachers, Postsecondary	\$46,170	\$63,350	\$55,790	\$98,030	\$57,730	\$58,480	*
Vocational Education Teachers, Postsecondary	\$42,190	\$57,610	\$47,950	\$45,590	\$40,310	\$53,290	\$50,300

Source: May 2013 State Occupational Employment and Wage Estimates

3.2.2 Industry

The Occupational Employment Statistics program also provides wage and employment estimates by industry¹⁶ for Idaho. Nurse practitioners working in hospitals earned the most at a median annual wage of \$92,280 while those working in social assistance earned a much lower median of \$68,190. The wages for RNs ranged from \$44,800 for those working in educational services to \$62,270 for those in federal, state and local government. The range of wages for LPNs employed in different industries was not as large as RNs and nurse practitioners, running from \$37,160 to \$40,990.

Table 3.2.2: May 2013 Median Annual Wage for Idaho's Nurses by Industry			
Industries	Licensed Practical and Licensed Vocational Nurses	Registered Nurses	Nurse Practitioners
Administrative & Support and Waste Services	\$38,270	\$61,250	---
Ambulatory Health Care Services	\$37,610	\$56,060	\$89,230
Educational Services	---	\$44,800	---
Hospitals	\$38,110	\$60,540	\$92,280
Nursing and Residential Care Facilities	\$40,060	\$55,950	---
Social Assistance	\$40,990	\$54,990	\$68,190
Federal, State and Local Government	\$37,160	\$62,270	---

The definition of industry is based on the North American Industry Classification System (NAICS).

Source: OES Research Estimates by State and Industry, Released in May 2014.

¹⁶ OES Research Estimates by State and Industry
http://www.bls.gov/oes/2012/may/oes_research_estimates_2012.htm

Section 4: Faculty Issues

4.1 Current Faculty Headcount

Idaho nursing programs had 236 faculty, of which 80 percent are full time, in the 2013-2014 academic year. Ninety-three percent, or 219, met credential requirements.¹⁷ Of the other 7 percent, 8 faculty were pursuing master's degrees or higher to be qualified. Taking these into account, the percentage of qualified nursing faculty can be expected to reach 96 percent.

Northwest Nazarene University relied most heavily on part-time faculty at 59 percent followed by Idaho State University's College of Technology LPN program and Eastern Idaho Technical College's RN program where half of faculty were part time.

Table 4.1: Faculty Counts by Institution (2013-2014)

Institution	Number of Faculty				Qualified			
	Full Time	Full Time Temporary	Part Time	Part Time Temporary	Yes	No, but with MSN or higher in progress	No	Percent
Boise State University - BSN	36	0	1	0	35	0	2	95%
Brigham Young University Idaho - ASN/BSN	18	0	2	0	20	0	0	100%
Carrington College - LPN	10	0	0	1	11	0	0	100%
Carrington College - RN	7	0	1	0	7	1	0	100%
College of Southern Idaho (LPN)	6	0	0	0	6	0	0	100%
College of Southern Idaho (RN)	14	0	3	0	13	3	1	94%
College of Western Idaho-RN	6	1	4	1	12	0	0	100%
Eastern Idaho Technical College-PN	6	0	3	0	8	1	0	100%
Eastern Idaho Technical College-RN	2	0	2	0	2	1	1	75%
Idaho State University - College of Technology (ADRN)	3	0	0	0	3	0	0	100%
Idaho State University - College of Technology (LPN)	3	0	3	0	6	0	0	100%
Idaho State University-BSN	12	0	0	0	12	0	0	100%
Idaho Sate University-MSN	9	0	0	0	9	0	0	100%
ITT	7	0	0	0	7	0	0	100%
Lewis -Clark State College-PN	6	0	1	0	7	0	0	100%
Lewis-Clark State College-RN	20	0	4	0	21	1	2	92%
North Idaho College-PN	1	0	0	1	1	0	1	50%
North Idaho College-RN	12	0	8	0	17	1	2	90%
Northwest Nazarene University	9	0	13	0	22	0	0	100%
Total	187	1	45	3	219	8	9	96%

Source: Idaho Board of Nursing Annual Report, 2013.

¹⁷ Credential requirements are defined according to the Rules of the Board of Nursing under the Idaho Administrative Procedures Act.

4.2 Nursing Faculty Working Hours Allocation

The hours faculty worked per week ranged from 30 at North Idaho College's nursing program to 50 at Boise State University, Idaho State University's College of Technology and Northwest Nazarene University. With the exception of the College of Western Idaho's nursing program, nursing faculty spent the largest percentage of time on classroom/clinical instruction followed by Instructional preparation. For the College of Western Idaho, instructional preparation accounted for the largest proportion with classroom-/clinical instruction coming second.

Table 4.2: Hours Worked and Percent of Faculty Time Spent on Various Activities

Institution	Program	Hours Worked per Week	Percent of Time Spent on:				
			Student Advising	Classroom/Clinical Instruction	Instructional preparation	Institutional responsibilities	Research
Boise State University	BSN	50	10	60	20	5	5
Brigham Young University Idaho	RN	45	20	50	20	10	0
Carrington College	LPN	40	10	55	25	10	0
Carrington College	RN	40	10	55	25	10	0
College of Southern Idaho	LPN	37.5	5	60	20	5	10
College of Southern Idaho	ASN	37.5	12	56	21	11	0
College of Western Idaho	ASN	40	10	35	40	10	5
Eastern Idaho Technical College	LPN	40	10	50	35	5	0
Eastern Idaho Technical College	ASN	40	10	60	25	5	0
Idaho State University - College of Technology	ASN	50	0	60	20	10	10
Idaho State University - College of Technology	LPN	50	5	65	20	5	5
Idaho State University	BSN	40	10	65	20	0	5
Idaho State University	MSN/PHD	40	3	60	10	7	20
ITT	ASN	40	30	40	20	10	0
Lewis -Clark State College	LPN	40	10	60	20	5	5
Lewis-Clark State College	BSN	40	10	60	20	5	5
North Idaho College	LPN	40	10	60	25	5	0
North Idaho College	ASN	30	8	50	20	20	2
Northwest Nazarene University	BSN	50	8	70	15	5	2
Northwest Nazarene University	MSN	50	8	70	15	5	2

Source: Idaho Board of Nursing Annual Report, 2013.

4.3 Retention

Among 236 faculty, 13 indicated that they planned on returning to a practice setting, and nine said that they were retiring or leaving due to other reasons. Particularly concerning was the number of faculty planning to leave associate, bachelor's and master's degree programs. Since faculty who educate RNs must have a master's degree to teach any courses, classroom or clinical, replacing these faculty may be difficult.

Table 4.3-1: Number of Nursing Faculty Planning to Leave in Two Years by Nursing Program Degree

Program Degree	Number of Faculty	Plan to Leave		
		Returning to a practice setting	Retiring or other reason	Percent
MSN	9	0	1	11.1%
BSN	95	8	6	14.7%
ASN	91	4	2	6.6%
LPN	41	1	0	2.4%
Total	236	13	9	9.3%

Without considering faculty growth or whether the plans to leave will change, 22 positions are expected to need to be filled within two years.

Table 4.3-2: Number of Nursing Faculty Planning to Leave in Two Years by Highest Degree

Highest Degree	Number of Faculty	Plan to Leave		
		Returning to a Practice Setting	Retiring or Working Not as a Nurse	Percent
PhD	44	2	4	14%
APRN	15	0	0	0%
Post-Master's Certificate	7	0	1	14%
MSN & Master	129	6	4	8%
BSN & Baccalaureate & ASN	41	5	0	12%
Total	236	13	9	9%

Source: Idaho Board of Nursing Annual Report, 2013.

4.4 Faculty to Student Ratio

According to the information submitted by the nursing education programs, both public and private, 188 full-time and 48 part-time nursing faculty were teaching 2,391 students. Nursing program directors also report the faculty to student ratio in clinical courses ranged from 1:7 to 1:10 across the state.

Table 4.4: Current Faculty and Student Populations				
Institution	Faculty		Students	Faculty to Student Ratio in Clinical Courses
	Full-time	Part-time		
Boise State University	36	1	310	1:10
Brigham Young University-Idaho	18	2	335	1:10
Carrington College	17	2	112	1:8
College of Southern Idaho	20	3	225	1:10
College of Western Idaho	7	5	72	1:8
Eastern Idaho Technical College	8	5	105	1:10
Idaho State University-BSN	12	0	193	1:10
Idaho State University-MSN	9	0	59	1:8
ISU-College of Technology	6	3	75	1:10
ITT Technical Institute	7	0	314	1:8
Lewis-Clark State College	26	5	228	1:8
North Idaho College	13	9	163	1:10
Northwest Nazarene University	9	13	200	1:7
Total	188	48	2,391	

Source: Idaho Board of Nursing Annual Report, 2013.

4.5 Nursing Faculty Vacancy

Nursing program directors also reported current faculty vacancy. By the time they submitted the survey, Idaho State's bachelor's in nursing program had two vacancies for clinical and theory instructors, and the master's program had four vacancies for clinical and theory instructors. Northwest Nazarene University had three vacancies for clinical instructors and one for a theory Instructor. In most cases it takes at least two months and often a year to fill vacancies.

Table 4.5: Time to Hiring a Qualified Nursing Faculty (Month)

Institution	Position Title					
	Clinical Instructor	Lab Coordinator	Theory Instructor	Advisor	Chair/Director	Clinical and Theory Instructor
Boise State University - BSN	*	*	*	*	*	*
Brigham Young University Idaho - ASN/BSN	12	12	12	*	*	12
Carrington College - LPN	1	*	*	*	*	1
Carrington College - RN	*	*	*	*	*	*
College of Southern Idaho (LPN)	*	*	*	*	*	*
College of Southern Idaho (RN)	*	*	*	*	*	*
College of Western Idaho-RN	3	*	6	3	*	*
Eastern Idaho Technical College	*	*	*	*	*	*
Idaho State University - College of Technology	*	*	*	*	*	*
Idaho State University-BSN	*	*	*	*	*	3
Idaho Sate University-MSN	*	*	*	*	*	3
ITT	2	*	3	*	*	*
Lewis -Clark State College-PN	*	*	*	*	*	*
Lewis-Clark State College-RN	*	*	*	*	*	2
North Idaho College-RN	3	*	*	*	*	2
North Idaho College-PN	3	*	*	*	*	2
Northwest Nazarene University	12	*	12	*	*	*

* either N/A or less than one month

Source: Idaho Board of Nursing Annual Report, 2013.

Appendix A: Data Sources and Methodology

Idaho Nursing Overview 2015

Section 1 – Supply and Demand

Idaho's nursing workforce data are provided in this section. Data on Section 1 come from the Idaho Board of Nursing licensure database, Idaho Department of Labor 2012-2022 Projections, 2013 Board of Nursing Annual Report, the Conference Board Help WantedOnLine® Data Series, Economic Modeling Specialists International, Quarterly Census of Employment and Wages for 2013 and Idaho Department of Labor unemployment insurance wage records.

The Idaho Board of Nursing licensure database is the key source of both the supply and demand analyses. The numbers of licensees are counted by region, education level and various work settings. To project future demand, projected growth from the Idaho Department of Labor 2012-2022 Projections was allocated proportionally among each category.

Using the projected growth rate and replacements for registered nurses and licensed practical and licensed vocational nurses found in the Idaho Department of Labor's Long-Term Occupational Projections, the current numbers are projected 10 years into the future as depicted in the supply and demand tables.

Data on vacancies come from the Conference Board Help WantedOnLine® Data Series. It provides a measure of online advertised job openings accumulated from a large number of job boards with duplicate announcements removed. Considering the issue of churning in the labor market, which generates about 95 percent of the job openings, 95 percent of the data from this series was discarded and the remaining 5 percent are considered as actual vacancies.

Section 2 – Education Capacity

The Idaho Board of Nursing annually surveys all postsecondary nursing education programs, and these data are a major source of information about student matriculation, program capacity constraint and clinical training sites. Capacity is estimated by multiplying the maximum expected for one year by the number of years in the program. EMSI provides data from the Integrated Postsecondary Education Data System about the number of nursing graduates by geographic region. Additionally, the Idaho Department of Labor cross-matched newly licensed nursing graduates with its wage records to determine whether they were working in the same region where they graduated.

Section 3 – Overview of Nursing Salary

Information on nursing salary in Idaho is provided by matching the Idaho Board of Nursing licensure database with the Idaho Department of Labor unemployment insurance wage records to produce a more in-depth review of the salaries for nurses working full time. 2013 annual wage data were collected from the fourth quarter of 2012 to the third quarter of 2013. Instead of presenting average earnings data, median annual earnings were computed to avoid the effect of outliers. Source of wage data comparing different states is primarily derived from the Occupational Employment Statistics of the U.S. Bureau of Labor Statistics. Salary disparities between nursing faculty and faculties in other disciplines are also included in this section, using data from the May 2013 State Occupational Employment and Wage Estimates.

Section 4 – Faculty Issues

Nursing faculty data are collected from the Idaho Board of Nursing's annual Nursing Program Directors Survey, which covers faculty issues such as education degree, faculty-to-student ratios, workload and retirement. Nursing faculty qualification was determined by combining the highest education degree obtained and the rules of the Board of Nursing under the Idaho Administrative Procedures Act.

Appendix B: Nursing Programs Offered by Idaho Schools

Idaho Nursing Overview 2015

Nursing Programs Offered by Idaho Schools

Boise State University

Boise

<https://hs.boisestate.edu/nursing/>

- Bachelor of Science in Nursing
- Adult-Gerontology Nurse Practitioner (AGNP)
- Online/Distance Completion Option
 - RN-BS Online/Distance Degree Completion Track
 - Post Master's Doctoral Program: Doctor of Nursing Practice (DNP)

Brigham Young University – Idaho

Rexburg

<http://www.byui.edu/nursing>

- Associate of Science in Nursing (RN)
- Registered Nurse to Bachelor of Science in Nursing

Carrington College

Boise

<http://carrington.edu/schools/boise-idaho/>

- Licensed Practical Nursing
- Associate Degree Registered Nurse

College of Southern Idaho

Twin Falls

<http://www.csi.edu/degrees/>

- Licensed Practical Nurse
- Associate of Science in Nursing (RN)

College of Western Idaho

Nampa

<http://cwidaho.cc/academics/nursing>

- Associate of Science in Nursing (RN)

Eastern Idaho Technical College

Idaho Falls

<http://www.eitc.edu/academics.cfm>

- Licensed Practical Nurse
- Associate Degree Nursing—Licensed Practical Nurse to Registered Nurse

Idaho State University, College of Technology

Pocatello

<http://www.isu.edu/ctech/programs.shtml>

- Licensed Practical Nurse
- Associate Degree Registered Nurse— LPN to RN

Idaho State University, School of Nursing

Pocatello

<http://www.isu.edu/nursing/programs.shtml>

- Bachelor of Science in Nursing
- Accelerated Bachelor of Science in Nursing
- Baccalaureate Completion Nursing Program.
- Master of Science
- Doctor of Philosophy (Ph.D.) in Nursing
- Doctor of Nursing Practice (DNP)

ITT Technical

Boise

<http://itt-tech.edu/campus/school.cfm>

- Associate of Science in Nursing

Lewis-Clark State College

<http://www.lcsc.edu/nursing/>

Lewiston

- Bachelor of Science in Nursing
- RN to BSN Track
- Practical Nursing
- LPN to BSN Track

North Idaho College

Coeur d'Alene

<http://www.nic.edu/programs/>

- Practical Nursing (P.N.)
- Registered Nursing (R.N.)

Northwest Nazarene University

Nampa

<http://www.nnu.edu/academics/academic-departments/nursing-degree/>

- Bachelor of Science in Nursing
- Master of Science in Nursing