



Finding Employment as a Newly Licensed Registered Nurse in Louisiana

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Executive Summary

The 2013 Newly Licensed Registered Nurse (RN) Survey is a follow-up to the 2011 New Graduate Survey that was conducted in 2011. The Louisiana Center for Nursing (LCN) launched the 2013 New RN Survey in September 2013. The name of the survey was changed to better identify the target population – graduates from pre-RN licensure nursing programs that received their initial RN license between January 1, 2011 and May 31, 2013. The Louisiana Center for Nursing conducted the first New RN Graduate Survey in 2011 in an effort to obtain objective data about the actual and potential employment challenges experienced by new RN graduates in Louisiana. Although 94% of the new RNs that participated in the 2011 survey reported they were able to find initial employment, there were very interesting findings that came out of the 2011 survey that indicated that finding employment extended from being very easy for a few, to extremely difficult with some new graduates reporting that they still had not found jobs 12 months post-graduation.

Findings obtained with the 2013 Newly Licensed RN Survey were compared with those from the 2011 survey in order to identify trends related to the job seeking experiences of newly licensed RNs in Louisiana. There were also items added to the 2013 survey related to the new RNs interest in participating in a nurse residency program, the point at which newly licensed RNs began to look for employment, whether new RNs had degrees and/or certificates in fields outside of nursing, and starting salaries for new RNs. We also attempted to seek additional information about newly licensed RNs that had not found employment at the time of the survey.

Key Findings from the 2013 Newly Licensed RN Survey:

- The majority (94%) of the 1,239 newly licensed RNs responding to the 2013 Newly Licensed RN Survey were able to find employment as a RN, which continues to be in alignment with the findings from the 2011 survey.
- Twenty-seven percent of the respondents (n = 334) graduated from an accelerated RN program and 32% (n = 397) had a degree or certificate in another field.
- Eighty four percent (n = 1,049) of the newly licensed RNs indicated that they were interested in pursuing an advanced degree in nursing compared to 76% (n = 850) in 2011.
- Newly licensed RNs were asked about their interests in participating in a nurse residency program. The majority of the respondents were interested in participating in a nurse residency program if they received a salary or stipend (84%), if it ensured employment (65%), if they did not have to pay to participate (60%), and if participation did not require relocation (49%). Interest dwindled significantly if respondents had to relocate to participate in the nurse residency program (7%), a salary or stipend was not included (6%) or if they had to pay to participate (3%).
- When asked what would motivate newly licensed RNs to participate in a nurse residency program, 87% indicated that they would participate in a nurse residency program to increase their skills, competencies, and confidence. Gaining exposure to employers (61%), improving their resume (57%), and deferment of student loans (50%) were close together in terms of motivators. Only 31% of the respondents indicated that they would participate in a nurse residency program if they could receive college credit.

- When asked about the number of jobs new RNs applied for before being successful in securing a position as a RN, 56% indicated that they applied for less than 3 jobs, compared to 53% in 2011. Approximately 18% of the respondents to the 2013 Newly Licensed RN survey reported applying for more than 12 jobs, compared to 23% in 2011.
- The vast majority of the newly licensed RNs that were employed reported having full-time employment (92%). Part-time employment was reported by 5% of the newly licensed RNs and 3% reported that they were employed on a per diem basis. These findings are very similar to the 2011 survey.
- Starting salaries reported by the respondents were: \$19-\$21/hour (39%); \$22-\$24/hour (39%); \$25-\$27/hour (10%); greater than \$28/hour (6%); \$16-\$18/hour (4%); less than \$16/hour (0.4%); other (.5%).
- Acute care hospitals employed 74% of the newly licensed RNs, with long-term care hiring almost 7% of the newly licensed RNs in 2013, which represents an increase from 5% in 2011.
- Approximately 80% of the respondents in 2013 were able to find employment as a RN in less than 3 months, compared to 68% of the respondents in 2011. Approximately 96% of the respondents that were employed as a RN found employment within 6 months. In 2011, only 87% of the newly licensed RNs found employment as a RN within 6 months.
- Seventy-one percent (71%) of the newly licensed RNs in 2013 reported working in a job of choice as compared to 85% in 2011.
- The 2013 Newly Licensed RN Survey included questions which specifically focused on the new RNs that had not found employment at the time of the survey. There were 78 respondents that reported that they were not currently working as a RN, 13 of whom indicated that they were not seeking employment as a RN at the time of the survey.
 - The vast majority of the 65 newly licensed RNs that had not found employment were educated in Louisiana (91%). Twenty-five (25) graduated in 2012, thirty-two (32) graduated in 2011, and eight (8) graduated in 2010. Sixty percent (39) graduated from an AD program and 40% (26) graduated from a BSN program. It is also interesting to note that 25% graduated from an accelerated nursing program and 31% had a certificate or degree in another field.
 - Reasons that newly licensed RNs were given for not being hired included ‘lack of experience’ (52%); ‘no positions available for new grads’ (46%); ‘currently not hiring’ (29%); and ‘BSN preferred/required’ (13%). Five respondents indicated that they were told that they had been out of school too long and one did not pass the pre-hire assessment test.
 - Over a third of the respondents (25) that had not found employment reported that they were continuing their education. Fifteen (15) reported that they were working full-time in a non-nursing job and 14 were working part-time in a non-nursing job. Nine (9) were working in a non-RN health care related job and 6 were volunteering in health related service.
- Statistically significant differences in job seeking experiences of newly licensed Associate Degree (AD) RNs and Baccalaureate (BSN) RNs were found in the following areas:
 - There was a higher percentage of AD RNs (31%) graduating from an accelerated nursing program compared to BSN RNs (22%)

- Forty percent (40%) of the AD RNs possessed a degree or certificate in another field compared to 23% of the BSN RNs
- Eighty-two percent (82%) of the BSN RNs were between 20 and 30 years of age compared to 43% of the AD RNs
- Eighty-four percent (84%) of the newly licensed BSN RNs found jobs in less than 3 months compared to 75% of the newly licensed AD RNs
- Seventy percent (70%) of the newly licensed BSN RNs were employed by acute care hospitals compared to 65% of the newly licensed AD RNs. A little over 9% of the AD RNs were employed by long-term care/skilled nursing/long-term acute care facilities when compared to 4% of the BSN RNs. Three percent (3%) of the AD RNs were employed by psychiatric facilities compared to 1% of the BSN RNs.
- Full-time and Part-time Employment – 94% of the BSN RNs reported working full-time compared to 90% of the AD RNs. Four percent (4%) of the AD RNs reported working per diem when compared to 2% of the BSN RNs.
- Comments were made by 392 newly licensed RNs about their experiences in seeking initial employment as a RN. The majority of the comments were related to the challenges that they experienced in their search for employment and were centered around the following themes: 1) lack of experience; 2) difficulty finding employment; 3) no positions available for new graduates; 4) salary too low; and 5) working as a nurse tech prior to graduation. Some of their comments can be found in the report.

Recommendations that stem from this report include but are not limited to the following:

- Encourage students nearing completion of their programs to begin the job search early, and while still in school, students should look for internships and externships that may lead to future employment.
- Develop community-based partnerships between education, practice, and other stakeholders such as the Louisiana Workforce Commission and the Louisiana Health Works Commission to formulate nurse residency programs is an essential step in allowing for a smooth transition between academia and practice for newly licensed RN graduates.
- Seek funding to develop nurse residency programs in specialty areas such as community based settings, long-term care, and skilled care facilities so that new RNs will be able to safely transition into these practice settings.
- Continue to create partnerships between universities and community colleges that will allow for the seamless transition from Diploma or AD to BSN.
- Include within the current curriculum a greater emphasis on enhancing the job seeking skills of new graduates by focusing on interviewing skills, resume development, and professionalism.
- Repeat the New Graduate Survey every two years to monitor trends in hiring practices experienced by newly licensed RNs as changes occur in the state's health care system, economy, and nursing workforce, in order to better inform policy makers, schools of nursing, prospective nursing students, and other interested stakeholders.

Introduction

The demand for Registered Nurses (RN) will continue to grow as the U.S. population grows and as the average age of the nation's population increases. Baby Boomers, which represent a significant portion of the current and future population, will place an additional strain on an already strained healthcare system (Zinn, Guglielmi, Davis, & Moses, 2012). As the nation's population ages, so does the RN population. It is predicted that there will be a mass exodus of Baby Boomer RNs that delayed their retirement due to the economic effects of the recession that began in 2009 (Staiger, Auerbach, and Buerhaus, 2012). As the economy begins to improve, it is expected that many of these nurses will begin to leave the workforce or will return to part-time employment (Jones, 2010). Employment of registered nurses is projected to grow 19% from 2012 to 2022, faster than the average for all occupations (Bureau of Labor Statistics, 2014). The nursing shortage is predicted to exist nationwide by 2020, at which point, the demand for nurses will exceed the supply by an estimated 29% to 36% (Zinn, Guglielmi, Davis, & Moses, 2012).

The question now becomes, will there be a sufficient supply of new RNs to take the place of those that will be leaving the workforce? "New-graduate nurses are the largest pool of nurses available for recruitment across the nation" (Little, Ditmer & Bashaw, 2013, p.361). Yet, according to a study conducted by Mancino (2013) which focused on the employment of new RN graduates, 34% of new RN graduates had not found initial employment as a RN four months post-graduation, although the regional results showed that in the South, 74% of new RN graduates were employed four months post-graduation compared to 55% in the West.

Purpose

The 2013 New RN Survey is a follow-up to the 2011 New Graduate Survey that was conducted in 2011. The Louisiana Center for Nursing (LCN) launched the 2013 New RN Survey in September 2013. The name of the survey was changed to better identify the target population which were graduates that received their initial RN license and were eligible for hire. The Louisiana Center for Nursing conducted the first New RN Graduate Survey in 2011 in an effort to obtain objective data about the actual and potential employment challenges experienced by new RN graduates in Louisiana. Although 94% of the new RN graduates that participated in the survey reported they were able to find initial employment as a RN, there were very interesting findings that came out of the 2011 survey that indicated that finding employment extended from being very easy to extremely difficult with some new graduates reporting that they had still not found jobs 12 months post-graduation. Findings obtained with the 2013 survey will be compared with those from the 2011 survey in order to identify trends related to the job seeking experiences of newly licensed RNs in Louisiana.

Methods

The census survey method was used to obtain data for this project. The statewide survey included 64 parishes which make up the 8 regional labor market areas (RLMAs) identified by the Louisiana Workforce Commission (2011). Newly licensed RNs were surveyed through the Louisiana State Board of Nursing (LSBN) database. In addition to demographic questions, newly licensed RNs in Louisiana were asked to respond to questions related to their experiences in finding initial employment as a RN. Questions such as, When did you begin seeking employment?, How many jobs did you apply for prior to securing a RN position?, and Was this your job of choice? were included in the survey (Appendix A). Additional questions were added

to the 2013 Survey which attempted to acquire information about the newly licensed RN's interest in participating in a nurse residency program, if they graduated from an accelerated nursing program, and if they had a certificate or degree in another field. Questions were also added to learn more about newly licensed RNs that had not found employment at the time of the survey.

On September 4, 2013 an email blast with the link to the 2013 LCN Newly Licensed RN Survey went out to a total of 5,691 new RNs that received their initial RN license between January 1, 2011 and May 31, 2013 via survey monkey. Follow-up email blasts were sent at two and three week intervals, and one week prior to the close of the survey. The survey was closed on November 1, 2013 with a total of 1,239 new RNs completing the survey yielding a 21.8% response rate which is slightly higher than the 19.4% response rate obtained with the 2011 LCN New Graduate Survey and slightly lower than the 23.7% response rate obtained by the California Institute for Nursing & Health Care 2011-2012 California New Graduate Hiring Survey (2013). The Statistical Package for Social Sciences (SPSS version 18) was used to conduct the analysis for the survey. Descriptive statistics were used to describe the population and two-way contingency tables and the Chi-Square Test were used to determine differences between newly licensed RNs that were associate degree graduates and those that were baccalaureate degree graduates.

Limitations

Valuable information has been gained from the 1,239 new RNs that completed the 2013 LCN Newly Licensed RN Survey. However, a limitation of the current study is the low response rate which affects the ability to generalize findings outside of the sample of newly licensed RNs completing the survey. The LCN staff will actively seek out opportunities to speak with students enrolled in nursing programs across the state as well as those that are members of the Louisiana Student Nurses Association to increase future participation in responding to the Newly Licensed RN Survey. The findings obtained from these types of surveys will be used to inform potential employers, nursing faculty, policymakers, and other interested stakeholders about the challenges facing newly licensed RNs that are seeking employment in Louisiana.

Findings

Demographic Characteristics of Respondents

Gender

As shown in Figure 1, the vast majority of the 1,239 respondents to the 2013 LCN Newly Licensed RN Survey were female (90.8%) with males representing 9.2% of the respondents, which is in line with the gender make-up of licensed RNs in Louisiana - 89% female and 11% male (LSBN Annual Report, 2013).

Gender of Respondents to the 2013 Newly Licensed RN Survey

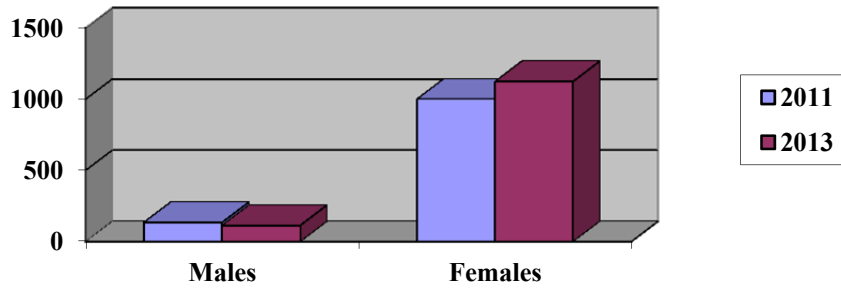


Figure 1. Gender of respondents to the 2013 Newly Licensed RN Survey

Race

The racial makeup of the newly licensed RNs as shown in Figure 2 was 72.3% (n = 896) White, 22.6% (n = 280) Black, 1.3% (n = 16) Asian, 1.9% (n = 24) Hispanic, and 1.9% (n = 23) Other. The racial make-up for all licensed RNs in Louisiana for 2013 was 80% White, 15% Black, 1.6% Hispanic, 1.2% Asian, and 1.71% Other (LSBN Annual Report, 2013).

Racial Distribution of Respondents to the 2013 Newly Licensed RN Survey

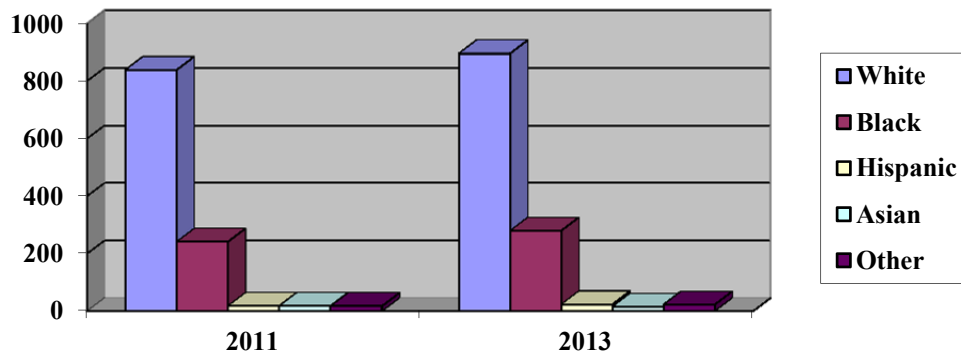


Figure 2. The racial make-up of respondents to the Newly Licensed RN Survey

Age

Overall, newly licensed RNs were relatively young in this sample population (Figure 3). The majority of the respondents (60.9%) were between 20 and 30 years of age which is comparable to 60.3% in this age group that responded to the 2011 New Graduate Survey. Approximately 26% of the respondents were between 31 and 40 years of age, five respondents reported being greater than 60 years of age, and two reported being greater than 70 years old.

Age Distribution of Respondents to the Newly Licensed RN Survey

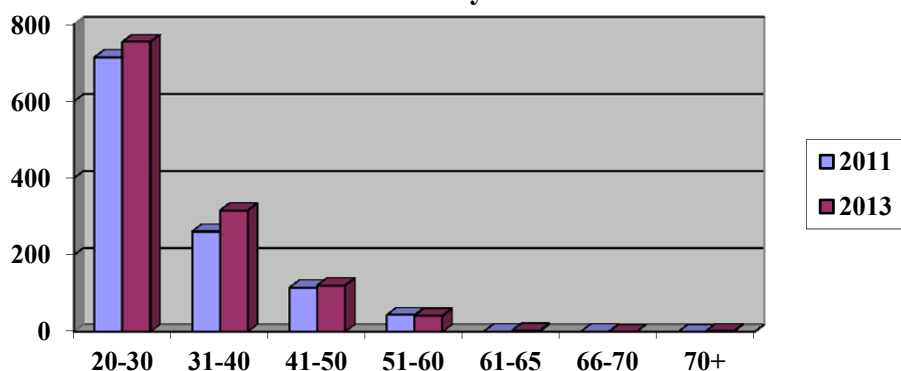


Figure 3. Age range for new RNs licensed between 2011 and 2013.

Residence during School and Upon Licensure as a RN

The three regions with the largest number of respondents to the 2013 Newly Licensed RN Survey were New Orleans, Baton Rouge, and Shreveport (see Table 1 and Appendix B). The Louisiana Workforce Commission’s Regional Labor Market Areas Map (2011) was used to identify regional demarcations. Although there was a significant correlation between parish of residence while in school and current parish of residence, $r(1,237) = n .66, p=.00$, there was a 27% increase in the number of respondents reporting that they did not currently live in Louisiana at the time that the survey was completed.

Table 1. Residence of Respondents According to Region While in School and Following Licensure as a RN

Regional Labor Market Areas	While in School		Current Residence as a RN	
	#	%	#	%
RLMA 1 - New Orleans	343	27.7	356	28.7
RLMA 2 – Baton Rouge	239	19.3	226	18.2
RLMA 3 – Houma	52	4.2	40	3.2
RLMA 4 – Lafayette	99	8.0	121	9.8
RLMA 5 – Lake Charles	111	9.0	88	7.1
RLMA 6 – Alexandria	62	5.0	68	5.5
RLMA 7 – Shreveport	213	17.2	200	16.1
RLMA 8 – Monroe	62	5.0	63	5.1
Not Sure of Region	3	0.2	7	0.6
Do not live in Louisiana	55	4.4	70	5.7
Total	1,239	100	1,239	100

Location of Nursing Education

The vast majority of the respondents (88.9%) completed their RN nursing school education in Louisiana, while 11.1% indicated that their nursing school education occurred in a state other than Louisiana (see Figure 4).

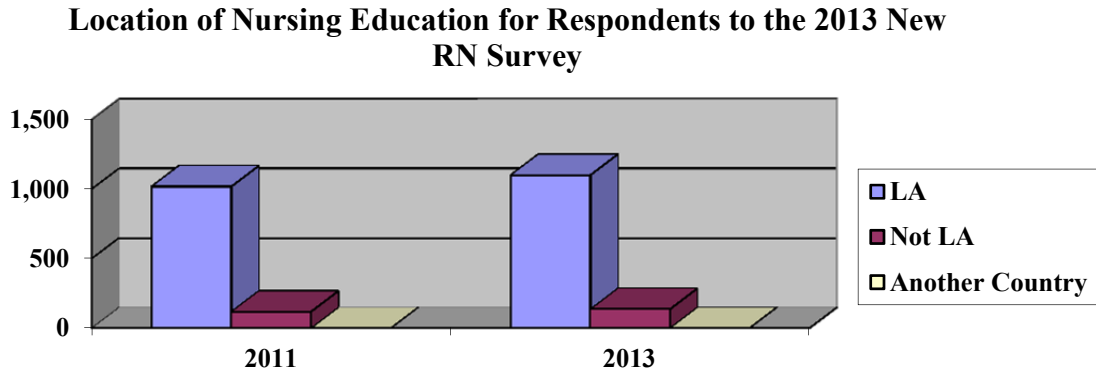


Figure 4. Location of nursing school education for respondents to the Newly Licensed RN Survey

Educational Preparation

A larger proportion of the respondents to the 2013 Newly Licensed RN Survey were prepared at the Associate Degree level (53.0%) when compared to the Baccalaureate level (45.2%), which differs from the 2011 survey in which there was an even split between the number of AD and BSN graduates (49.1% and 48.8% respectively). Only 1.6% of the respondents were prepared at the Diploma level (see Figure 5).

Educational Preparation for Respondents to the 2013 New RN Survey

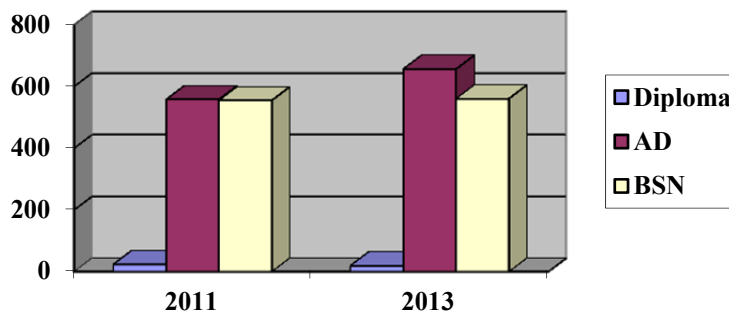


Figure 5. Educational preparation of respondents to the Newly Licensed RN Survey

Twenty-seven percent of the respondents (n=334) graduated from an accelerated RN program. Thirty-two percent (397) reported having a degree or certificate in another field (see Figure 6).

Certificate or Degree in Another Field

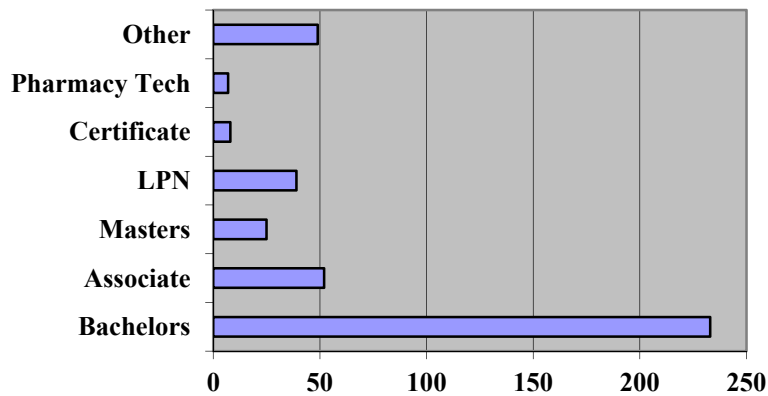


Figure 6. Certificate or Degree in Another Field (2013)

The majority of the newly licensed RNs graduated in December (48.8%) or May (39.8%). In terms of the year of graduation, 45.3% of the respondents graduated in 2012, 41.9% in 2011, and 10.5% in 2010.

Interest in Pursuing an Advanced Degree in Nursing

Over eighty percent (83.5%) of the respondents, as compared to 75.6% in 2011, indicated that they were interested in pursuing an advanced degree. The Master's Degree was the most popular with 38.4% of the 1,046 newly licensed RNs indicating that they plan to further their education within the next 5 years (Figure 7). Thirty-five percent indicated that they plan to pursue a Baccalaureate degree in nursing, and 10.5% are planning to pursue a doctorate within the next five years. A little over 16% were undecided.

Interest in Pursuing Further Education in Nursing

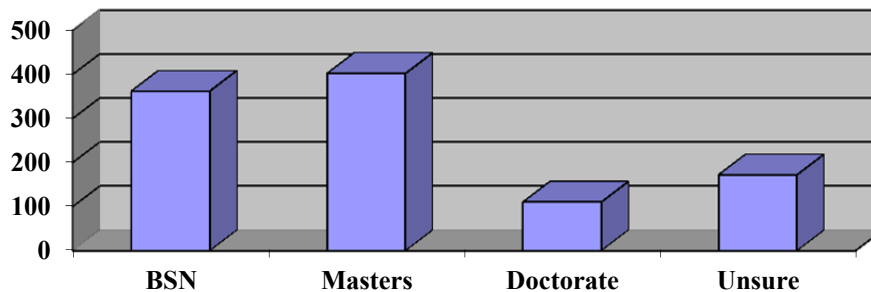


Figure 7. Newly licensed RNs interested in furthering their education in nursing

Interest in Nurse Residency Program

The newly licensed RNs responding to the 2013 Newly Licensed RN Survey were asked about their interests in participating in a nurse residency program (see Figure 8). The majority of the respondents were interested in participating in a nurse residency program if they received a salary or stipend (84.1%), if it ensured employment (64.6%), if they did not have to pay to

participate (60.4%), and if participation did not require relocation (49.1%). Interest dwindled significantly if respondents had to relocate to participate in the nurse residency program (6.5%), a salary or stipend was not included (5.6%) or if they had to pay to participate (2.7%).

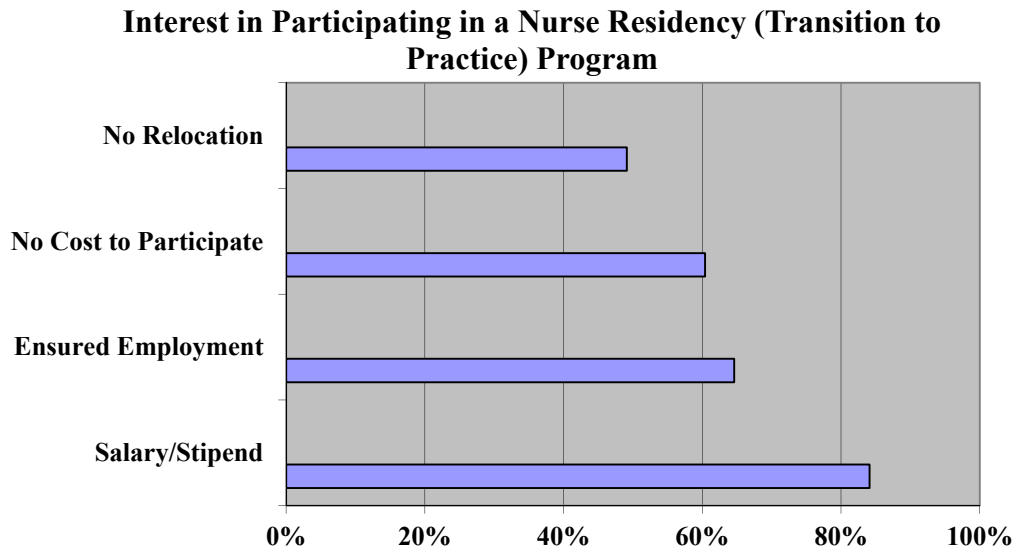


Figure 8. Interest in Participating in a Nurse Residency Program

When asked what would motivate them to participate in a nurse residency program, 86.7% indicated that they would participate in a nurse residency program to increase their skills, competencies, and confidence (see Figure 9). Gaining exposure to employers (61.3%), improving their resume (56.9%), and deferment of student loans (50.2%) were close together in terms of motivators. Only 30.8% of the respondents indicated that they would participate in a nurse residency program if they could receive college credit.

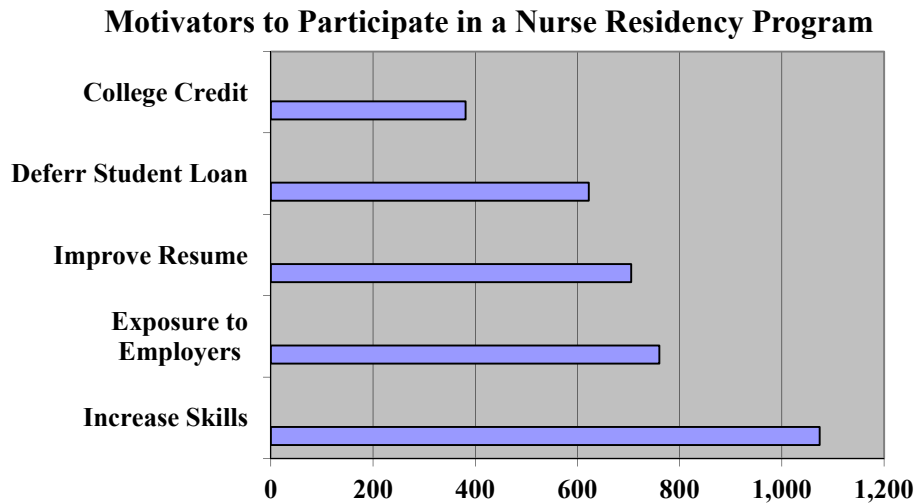


Figure 9. Motivators to Participate in a Nurse Residency Program

Employment Seeking Experiences

Point at Which Newly Licensed RNs Began Seeking Employment

Over 50% (n = 700) of the newly licensed RNs began seeking employment prior to graduation and approximately 23% began their journey toward finding initial employment as a RN immediately after graduation (see Figure 10). Fourteen percent (n = 173) began seeking employment immediately after passing the National Council Licensure Examination for Registered Nurses (NCLEX-RN).

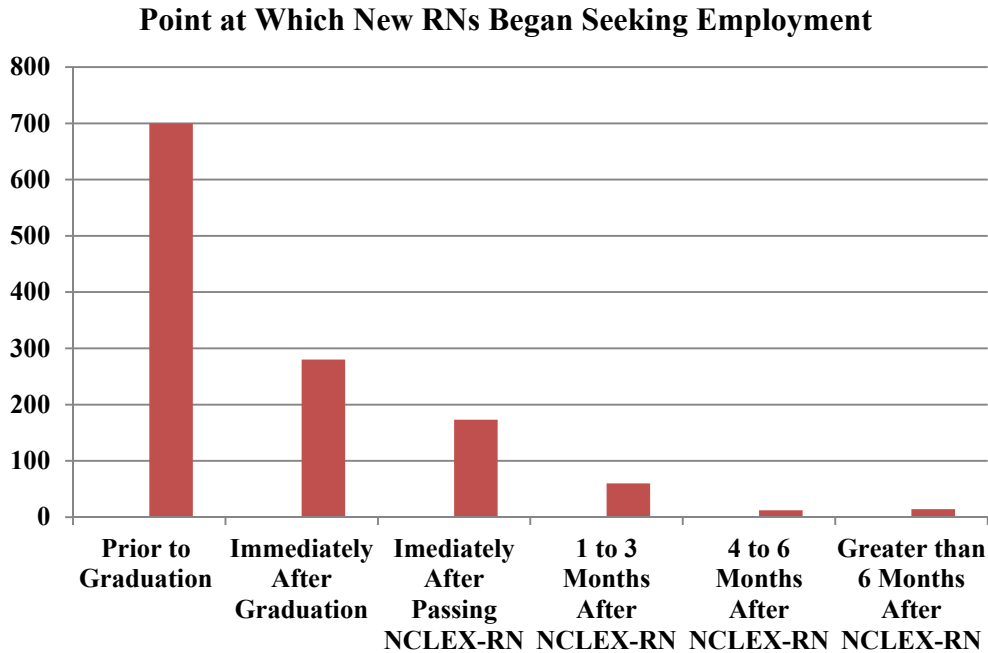


Figure 10: Point at which newly licensed RNs began seeking employment

Length of Time to Find a Job

Approximately 80% of the respondents in 2013 were able to find employment as a RN in less than 3 months, compared to 68% of the respondents in 2011. Approximately 96% of the respondents that were employed as a RN found employment within 6 months. In 2011, only 87% of the newly licensed RNs had found employment as a RN within 6 months (see Figure 11). Less than 1% of the 2013 newly licensed RNs reported greater than 12 months to find a job compared to 2.7% in 2011.

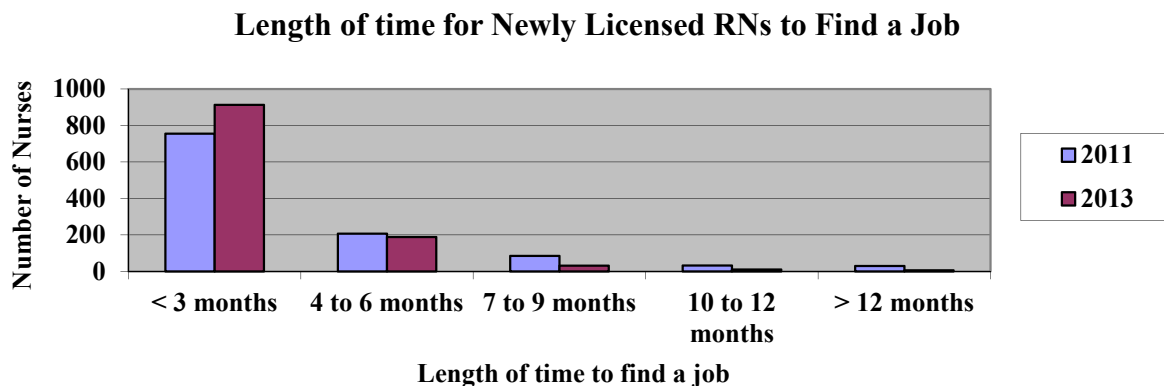


Figure 11. Length of time for newly licensed RNs in Louisiana to find a job

Correlation coefficients were computed to determine if there was a significant relationship between the point at which newly licensed nurses began seeking employment with the length of time it took to find employment. A positive correlation was found to exist between the two variables, $r(1146) = .16, p < .001$. It appears that the sooner new RNs began looking for employment, the length of time to successfully find employment decreased (see Figure 12).

Point at Which New RNs Began Seeking Employment and Length of Time to Find Employment (n = 1,148)

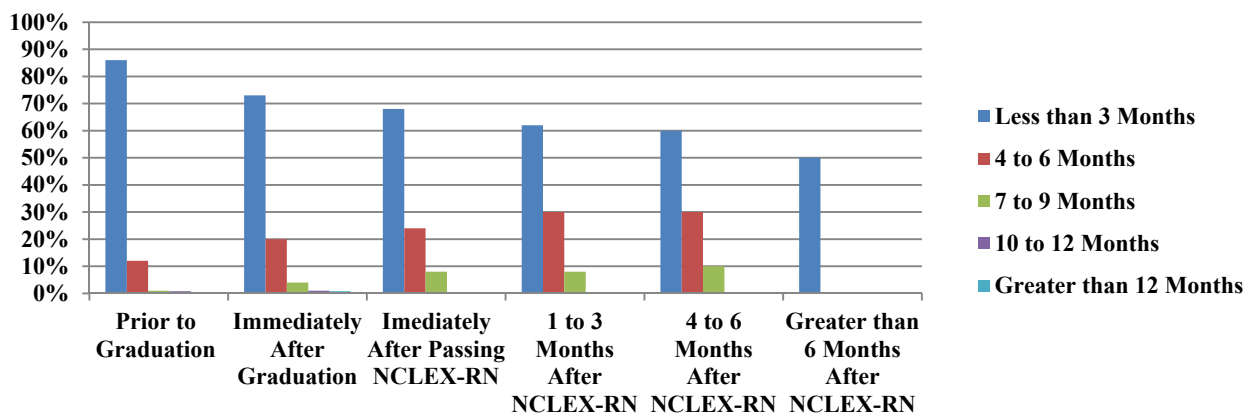


Figure 12. The relationship between the point at which new RNs began seeking employment and the lapse of time to successfully find employment

Number of Applications

When asked about the number of jobs new RNs applied for before being successful in securing a position as a RN, 56% indicated that they applied for less than 3 jobs, compared to 53% in 2011. Approximately 18% of the 2013 respondents to the Newly Licensed RN survey reported applying for more than 12 jobs, compared to 23% in 2011 (see Figure 13).

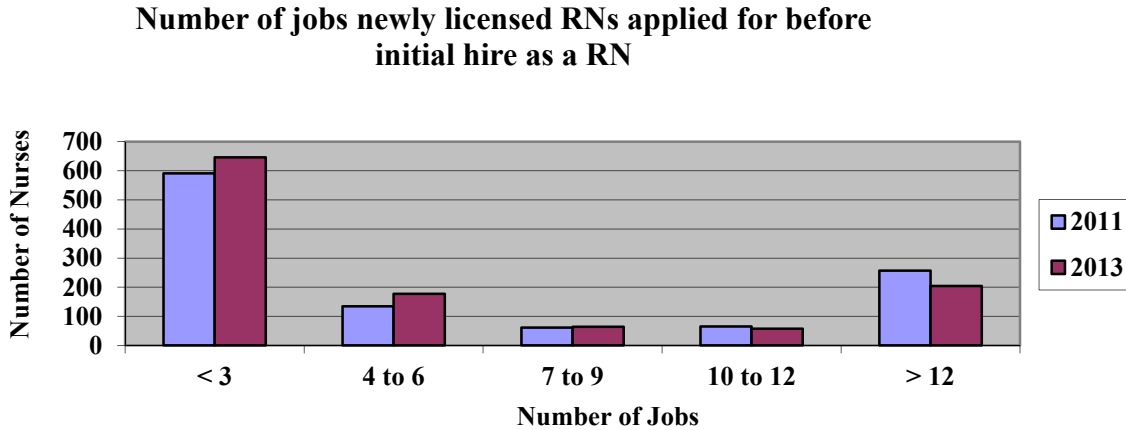


Figure 13. Number of jobs applied for by newly licensed RNs before securing a position as a RN in Louisiana

Method for Finding Employment

The top four avenues for seeking employment reported by the respondents in 2013 by rank were: 1) hospital or health care facility websites; 2) knew someone at the hospital or health facility; 3) previous employment at the hospital or health facility in a non-RN position; and 4) clinical experience at the hospital or health care facility as a student (see Figure 14). These were also the top four in 2011 with the only difference being that more respondents felt that knowing someone at the hospital or health facility was more helpful in securing a position as a RN when compared to previous employment at the hospital or health facility in a non-RN position (see Figure 14).

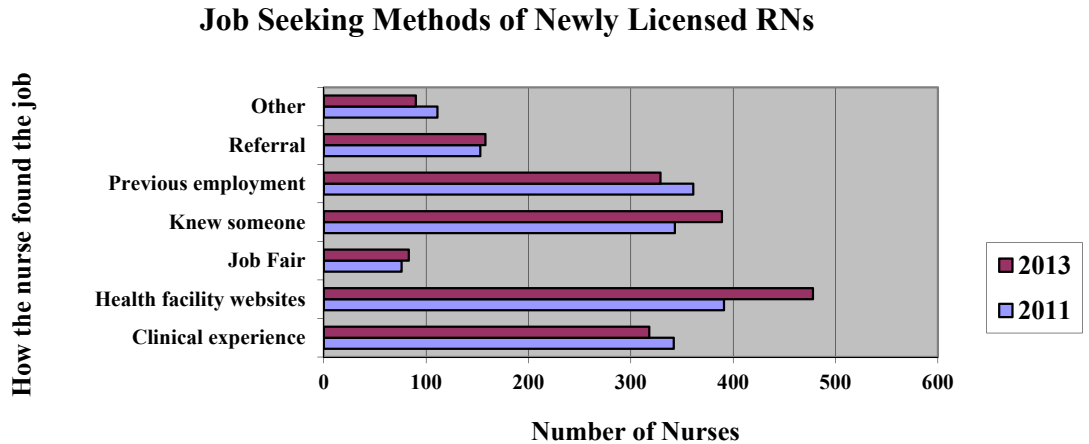


Figure 14. Job seeking methods of respondents to the Newly Licensed RN Survey

Employment

Newly Licensed RNs That Were Successful in Finding Employment

The majority of the newly licensed RNs found employment as a RN (93.7%), while 6.3% had not found employment at the time they completed the survey which is almost identical to the findings from the 2011 New Graduate Survey (Figure 15).

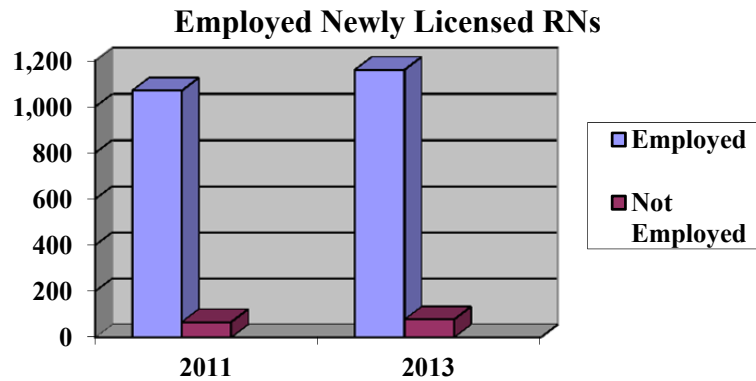


Figure 15: New RNs working as a RN at the time of the survey.

Type of Employment

The vast majority of the newly licensed RNs that were employed reported having full-time employment (92.1%). Part-time employment was reported by 4.9% of the newly licensed RNs and 3% reported that they were employed on a per diem basis (see Figure 16). These findings are very similar to the 2011 survey.

Type of Employment for Newly Licensed RNs

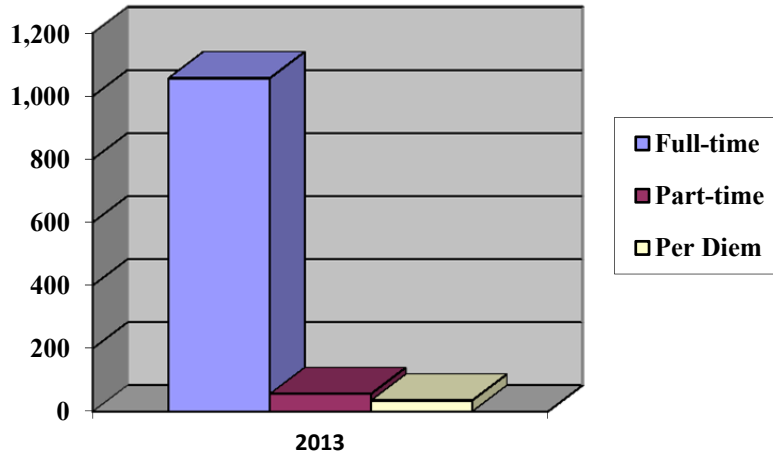


Figure 16. Type of Employment for Newly Licensed RNs

Starting Salaries for Newly Licensed RNs in Louisiana

Thirty-nine percent of the newly licensed RNs that were employed reported that their salary was between \$19-\$21 an hour and 39% reported a starting salary of \$22-\$24 an hour. Approximately 10% reported a starting salary of \$25-\$27 an hour. Six percent of the respondents reported a salary greater than \$28 an hour and five respondents reported a salary of less than \$16 an hour (see Figure 17). The variation in the salaries reported may be due to the type of employing facility, the practice setting or unit, shift differentials, and/or if the newly licensed nurse is working on a per diem basis. There are a limited number of resources available that address starting salaries for new RNs, but according to PayScale.Com (2014), there are variations in starting salaries within regions of the state as well as between regions within the U.S. The average starting salaries for newly licensed RNs in Louisiana obtained with PayScale.Com are in line with those reported by the participants in the current survey. Starting salaries in surrounding states for newly licensed RNs range from \$22 an hour in Mississippi and Arkansas to \$26 an hour in Texas.

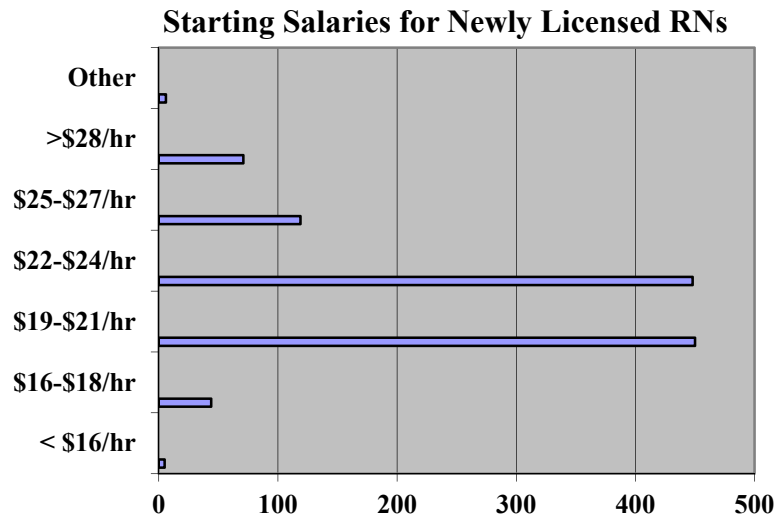


Figure 17. Starting Salaries for Newly Licensed RNs (2013)

Length of Employment at Time of Survey

The majority of the newly licensed RNs had been employed for greater than 12 months (66.5%). The remaining respondents reported being employed between 7 to 9 months (16.5%), 10 to 12 months (7.5%), and 4 to 6 months (6.5%). Three percent (3%) had been employed less than 3 months at the time of the survey (Figure 18).

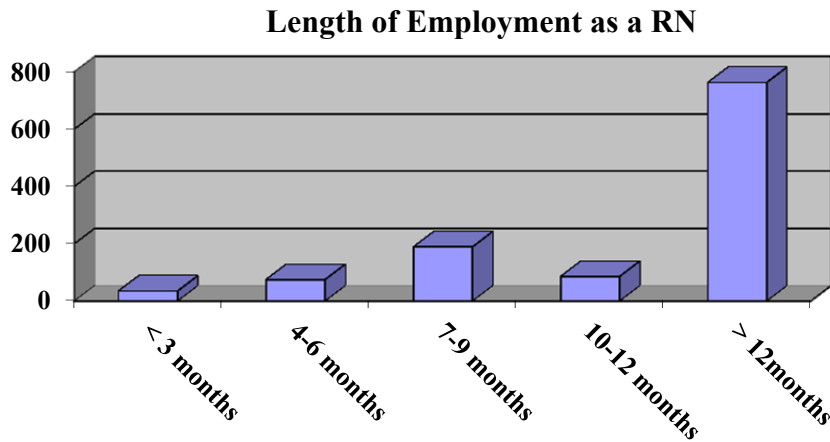


Figure 18: Length of Employment as a Newly Licensed RN

Place of Employment

Acute care hospitals employed 74% of the newly licensed RNs, with long-term care hiring almost 7% of the newly licensed RNs (see Table 2). Long-term care, skilled nursing facilities, and long term acute care facilities employed 6.5% of the newly licensed RNs which is a slight increase from 2011 (5.4%). In 2013, approximately 4.9% of the respondents reported being employed by clinics and ambulatory care compared to 2.6% in 2011.

Table 2. Health Care Facilities Employing Newly Licensed RNs in Louisiana

Type of Facility Employing New RNs (2009-2013)	New RNs 2009-2011		New RNs 2011-2013		% Change
	No.	%	No.	%	
Acute Care Hospital	822	74.7	852	74.2	3.65% ↑
Behavioral Health	17	1.5			
Clinic/Ambulatory Care	29	2.6	56	4.9	93% ↑
Corrections (Jails and Prisons)	2	0.2	0	0	100% ↓
Dialysis Centers	15	1.4	18	1.6	20% ↑
Home Health/ Community/Public Health	22	2.0	46	4.0	109% ↑
Hospice	11	1.0	8	0.7	27% ↓
Insurance Claims/Benefits			3	.3	
Long-Term Care/Skilled Nursing Facility/Long-Term Acute Care	60	5.4	78	6.8	30% ↑
Physician Office	19	1.7	18	1.6	5% ↓
Psychiatric Hospital	12	1.1	24	2.1	100% ↑
Rehabilitation Hospital	9	0.8	16	1.4	78% ↑
School Health	6	0.5	5	.4	17% ↓
Staffing Agency	7	0.6	3	.3	57% ↓
Other	70	6.4	21	1.8	70% ↓
Total	1,101		1,148		

Job of Choice

Seventy-one percent (71.3%) of the newly licensed RNs in 2013 reported working in a job of choice as compared to 85% in 2011. Those reporting that they were not working in their job of choice increased from 15% in 2011 to 27% in 2013 (Figure 19).

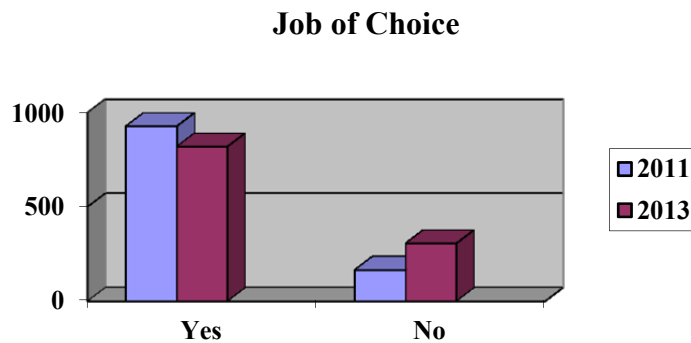


Figure 19. Number of newly licensed RNs in Louisiana working in job of choice

Newly Licensed RNs That Had Not Found Initial Employment

Additional questions were added to the 2013 Newly Licensed RN Survey which specifically addressed those newly licensed RNs that had not found employment at the time of the survey. These questions included: How have you tried to find a job as a RN? Where were you seeking employment? What reasons were you given for not being hired as a RN? What are you doing now? and Have you turned down any RN jobs? There were 78 respondents that reported that they were not currently working as a RN, 13 of whom indicated that they were not seeking employment as a RN at the time of the survey.

The vast majority of the 65 newly licensed RNs that had not found employment were educated in Louisiana (91%). Twenty-five (25) graduated in 2012, thirty-two (32) graduated in 2011, and eight (8) graduated in 2010. Sixty percent (39) graduated from an AD program and 40% (26) graduated from a BSN program. It is also interesting to note that 25% graduated from an accelerated nursing program and 31% had a certificate or degree in another field.

How have you tried to find a job as a RN?

When asked how the new RN attempted to find employment, the top four methods were hospital or health care facility websites, online applications, classified section of the newspaper, and meeting with potential employers / human resource personnel / nurse managers. Job fairs, although reported as a method to find employment, came in last (see Figure 20).

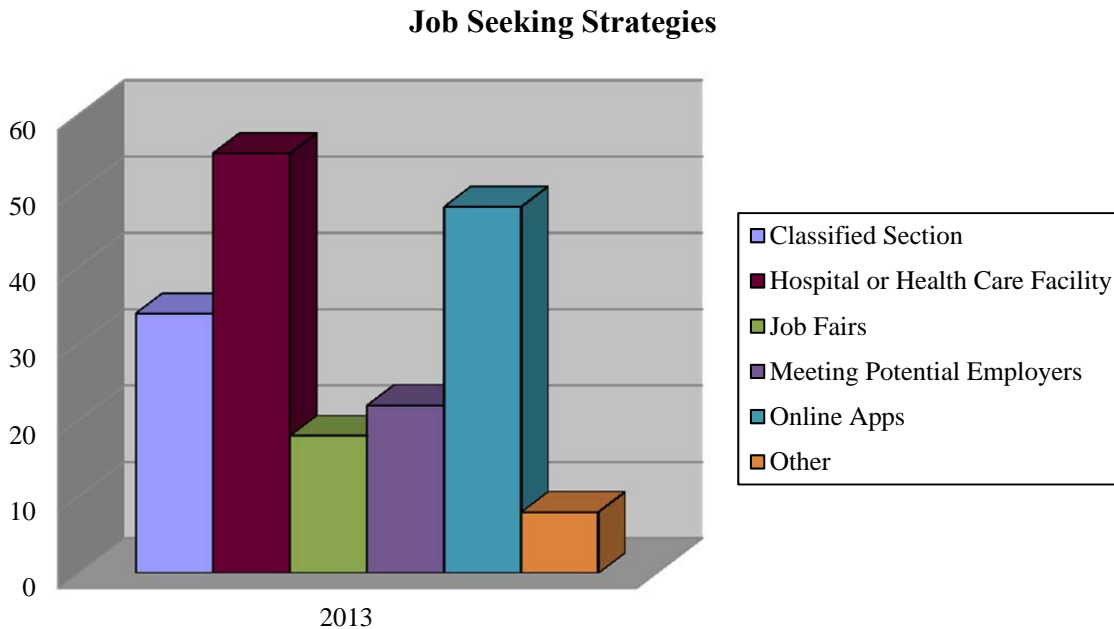


Figure 20. Job seeking methods of newly licensed RNs in Louisiana that had not found employment at the time of the survey

When asked where were they seeking employment, newly licensed RNs reported acute care hospitals, clinic/ambulatory care, home health/community/public health, and long-term

care/skilled nursing facilities/long-term acute care as the types of facilities where they most often sought employment (see Table 3).

Table 3. Health Care Facilities where unemployed newly licensed RNs were seeking employment

	New RNs	
	No.	%
Acute Care Hospital	43	62.3
Clinic/Ambulatory Care	48	69.6
Dialysis Centers	22	31.9
Home Health/ Community/Public Health	47	68.1
Hospice	13	18.8
Long-Term Care/Skilled Nursing Facility/Long-Term Acute Care	43	62.3
Physician Office	22	31.2
Psychiatric Hospital	9	13.0
Rehabilitation Hospital	14	20.3
School Health	11	15.9
Staffing Agency	8	11.6
Not seeking as a RN	13	18.8
Other	6	6

Reasons for not being hired

Reasons that newly licensed RNs were given for not being hired included ‘lack of experience’ (52%); ‘no positions available for new grads’ (46%); ‘currently not hiring’ (29%); and ‘BSN preferred/required’ (13%). Five respondents indicated that they were told that they had been out of school too long and one did not pass the pre-hire assessment test.

What are you doing now?

Over a third of the respondents (25) that were not working as RNs reported that they were continuing their education. Twenty-two percent (15) reported that they were working full-time in a non-nursing job and 20% (14) were working part-time in a non-nursing job. Nine (9) were working in a non-RN health care related job and 6 were volunteering in health related service.

Have you turned down any RN jobs?

Over two-thirds (47) of the 69 newly licensed RNs that had not found a job as a RN reported that they had not turned down any RN job offers, while 32% (22) indicated that they had turned down some job offers. When asked why they turned down job offers, some of the reasons included: ‘not what I wanted’ (12); ‘hours/shift not desirable’ (7); ‘salary too low’ (6); and ‘too far away from home’ (3). Other reasons included ‘reputation of hospital’ (2); ‘required relocation’ (1); and ‘no new grad training / orientation offered’ (1).

Differences in Demographic Outcomes and Job Seeking Experiences of Newly Licensed RNs Prepared at the Associate Degree (AD) and Baccalaureate (BSN) Level of Education (2013)

Six hundred and fifty-seven (657) AD graduates and five hundred and sixty (560) newly licensed RNs completed the LCN 2013 New RN Survey. Two-way contingency tables and the Chi-Square test were used to determine if differences existed between newly licensed RNs that were associate degree graduates and those that were baccalaureate degree graduates. Newly licensed RNs graduating from Diploma programs were not included in this analysis due to the small sample size (n=20). Statistically significant differences were found to exist between newly licensed AD RNs and BSN RNs in the following areas: 1) location of RN education; 2) graduation from an accelerated nursing program; 3) certificate or degree from another nursing program; 4) age of newly licensed RNs; 5) point at which the newly licensed RN began seeking employment; 6) length of time to find employment; 7) number of jobs applied for; 8) type of healthcare facility employed by; 9) full-time or part-time employment; and 10) starting salary. There was no significant difference found in the number of newly licensed AD and BSN RNs that successfully found employment; 93% (n=610) of the newly licensed AD RNs and 95% (n=529) of the newly licensed BSN RNs reported having found initial employment as a RN at the time of the survey.

Location of RN Education

Findings from the 2013 Newly Licensed RN Survey revealed that there was a statistically significant difference between the number of newly licensed AD RNs and BSN RNs relative to where they completed their nursing education, Pearson $\chi^2 (2, N = 1217) = 34.29, p < .001$, Cramer's $V = .17$. Sixteen percent (n=105) of newly licensed AD RNs reported completing their nursing school education outside of Louisiana compared to six percent (n=31) of BSN RNs (see Figure 21).

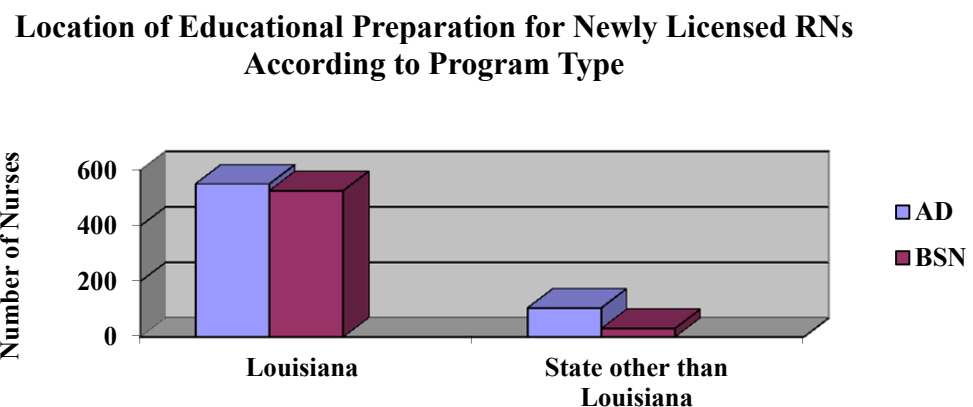


Figure 21. Location of educational preparation for newly licensed AD and BSN Prepared RNs

Graduated from an Accelerated Nursing Program

There was a statistically significant difference between the number of newly licensed BSN RNs (n=122; 22%) graduating from an accelerated nursing program when compared to AD RNs (n=206; 31%), Pearson $\chi^2(1, N = 1217) = 14.06, p < .001$, Cramer's $V = .12$ (Figure 22).

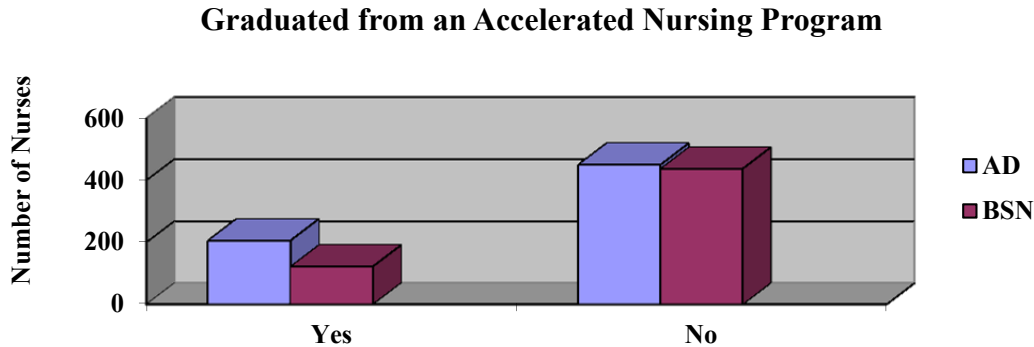


Figure 22. Number of newly licensed AD and BSN RNs graduating from an accelerated nursing program

Degree or Certificate in another Field Prior to Licensure as a RN

There was a statistically significant difference between the number of newly licensed BSN RNs (n=126; 23%) possessing a degree or certificate in another field prior to becoming a licensed RN when compared to AD RNs (n=261; 40%), Pearson $\chi^2(1, N = 1217) = 41.36, p < .001$, Cramer's $V = .18$ (Figure 23).

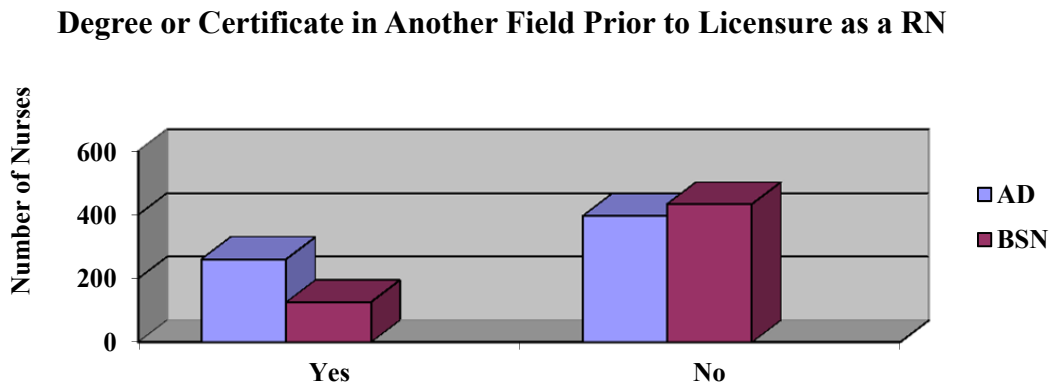


Figure 23. Number of newly licensed AD and BSN RNs with a degree or certificate in another field prior to licensure as a RN

Age of Newly Licensed AD RNs and BSN RNs

There was a statistically significant difference between the ages of newly licensed AD RNs and newly licensed BSN RNs, Pearson $\chi^2(5, N = 1217) = 206.51, p < .001$, Cramer's $V = .41$. As seen in Figure 24, 43% (n=281) of the AD graduates were between 20 and 30 years of age,

compared to 82% (n=461) of the BSN graduates which is pretty much in line with the findings from the 2011 New Graduate Survey (see Figure 24).

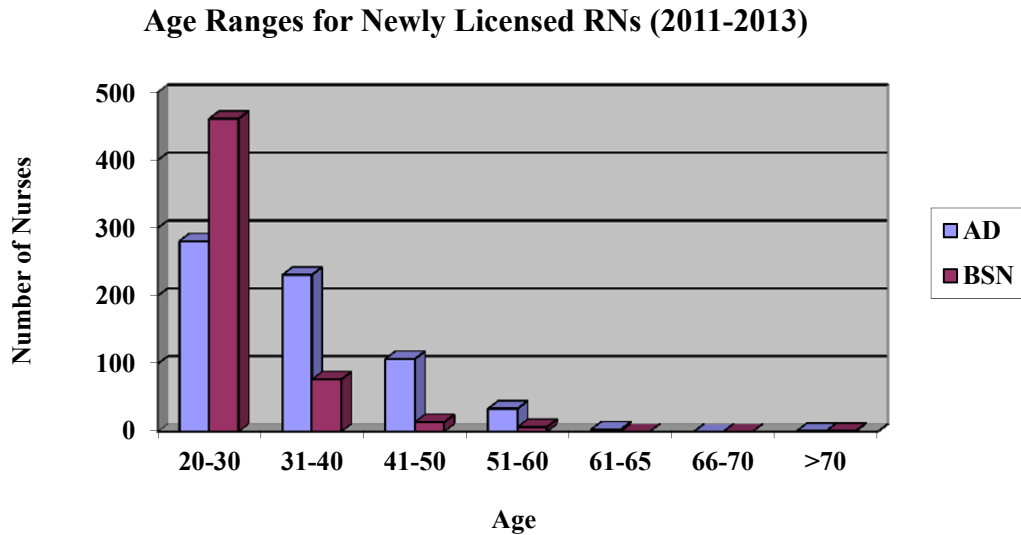


Figure 24. Age of newly licensed AD and BSN RNs responding to the 2013 Newly Licensed RN Survey

Point at Which Newly Licensed Nurses Began to Seek Employment

Differences in the point at which newly licensed AD and BSN RNs began to seek employment was statistically significant, Pearson χ^2 (5, $N = 1217$) = 26.26, $p < .001$, Cramer's $V = .15$. Fifty percent (50%; n=327) of the newly licensed AD RNs reported that they began seeking employment prior to graduation compared to 64%; n=356) of the BSN RNs. Twenty-five percent (25%; n=166) of the AD RNs indicated that they began looking for employment as a RN immediately after graduation compared to 20% (n=110) of BSN RN graduates. Seventeen percent (17%; n=114) of the AD RNs began looking for employment immediately after passing the licensure exam, whereas 10% (n=58) of the BSN RNs waited until after passing the licensure exam (Table 4).

Table 4. Point at Which Newly Licensed RNs Began Seeking Employment

Point at Which Newly Licensed RNs Began Seeking Employment	AD RNs		BSN RNs	
	No.	%	No.	%
Prior to graduation	327	49.8%	356	63.6%
Immediately after graduation	166	25.3%	110	19.6%
Immediately after passing the NCLEX-RN Exam	114	17.4%	58	10.4%
1-3 Months after passing the NCLEX-RN Exam	35	5.3%	25	4.5%
4-6 Months after passing the NCLEX-RN Exam	8	1.2%	4	.7%
Greater than 6 months after passing the NCLEX-RN Exam	7	1.1%	7	1.3%
Total	657	100%	560	100%

Number of Job Applications Submitted by Newly Licensed AD and BSN RNs

There were significant differences between the number of jobs applied for by AD RNs and BSN RNs, Pearson $\chi^2(4, N = 1126) = 12.63, p = .01$, Cramer's $V = .11$ (Figure 25). Fifty-seven percent ($n=343$) of the AD RNs submitted less than three applications compared to 55% ($n=287$) of the BSN RNs before finding employment. Approximately 19% ($n=97$) of the BSN RNs reported submitting four to six applications compared to 13% ($n=79$) of the AD RNs. Twenty percent ($n=119$) of the AD RNs reported submitting more than 12 applications for employment compared to 16% ($n=81$) of the BSN newly licensed RNs.

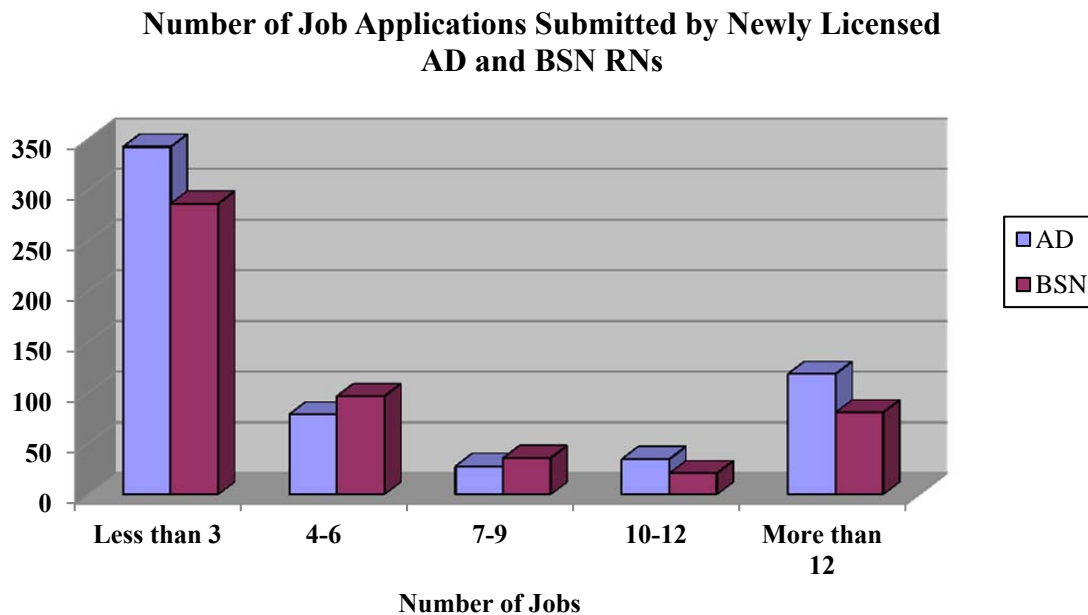


Figure 25. The Number of Job Applications Submitted by Newly Licensed AD and BSN RNs

Length of Time to Find a Job

There was a significant difference between newly licensed AD RNs and BSN RNs relative to the length of time it took to find employment as a RN, Pearson $\chi^2(4, N = 1126) = 16.64, p < .001$, Cramer's $V = .12$. Over 84% ($n=439$) of the newly licensed BSN RNs found jobs in less than 3 months compared to 75% ($n=455$) of the newly licensed AD RNs (see Figure 26).

Length of Time for Newly Licensed AD and BSN RNs to Find a Job

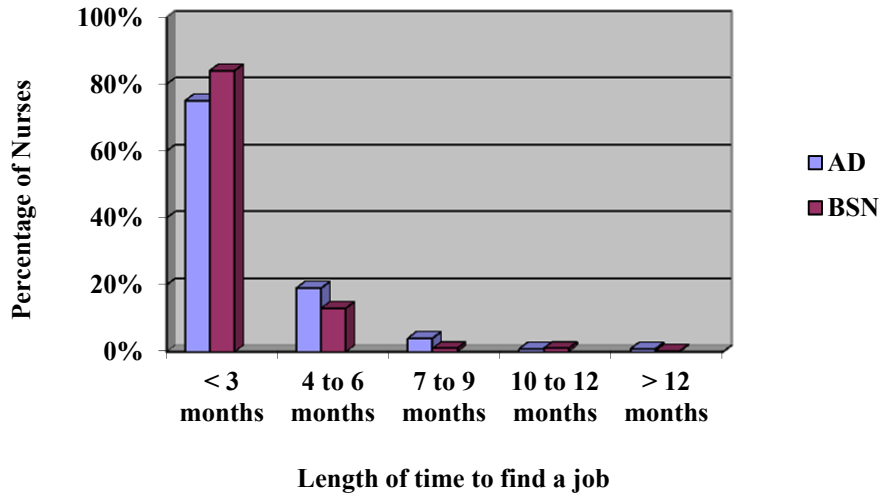


Figure 26. Length of time for newly licensed AD and BSN RNs to find employment post-graduation

Employing Facility

The chi-square analysis revealed that a significant difference did exist between newly licensed AD RNs and BSN RNs in terms of employers, Pearson $\chi^2 (17, N = 1126) = 50.15, p < .001$, Cramer's $V = .21$. Seventy-eight percent ($n=410$) of the newly licensed BSN RNs were employed by acute care hospitals compared to 65% ($n=394$) of the newly licensed AD RNs (see Table 5). A little over 9% ($n=20$) of the AD RNs were employed by long-term care/skilled nursing/long-term acute care facilities when compared to 4.2% ($n=7$) of the BSN RNs. Lastly, 3% ($n=19$) of the AD RNs were employed by psychiatric facilities when compared to 1% ($n=5$) of the BSN RNs.

Table 5. Employment Obtained by New RNs According to Type of Degree

Employing Agency	Associate Degree RNs 2011-2013		Baccalaureate Degree RNs 2011-2013	
	No.	%	No.	%
Acute Care Hospital	394	65.2	410	78.5
Behavioral Health				
Clinic/Ambulatory Care	25	4.1	25	4.8
Corrections (Jails and Prisons)				
Dialysis Centers	12	2.0	4	.8
Home Health/ Community/Public Health	31	5.1	14	2.7
Hospice	6	1.0	1	.2
Long-Term Care/Skilled Nursing Facility/LTAC	56	9.3	22	4.2
Physician Office	12	2.0	5	1.0
Psychiatric Hospital	19	3.1	5	1.0
Rehabilitation Hospital	10	1.7	6	1.1
School Health	4	.7	1	.2
Staffing Agency	1	.2	2	.4
Other	34	5.6	27	5.2
Total	604		522	

Working Full-Time or Part-Time

A larger percentage of the newly licensed BSN RNs responding to this question reported working full-time (94%; n=490) compared to AD RNs (90%; n=546). Both groups were relatively comparable in terms of part-time employment (4% and 5% respectively). It is interesting to note that a larger percentage of AD RNs (4%; n=26) reported working per diem when compared to BSN RNs (2%; n=9). There was a statistically significant difference between the two groups related to full, part-time, and per diem employment, Pearson χ^2 (2, N = 1126) = 6.82, p = .03, Cramer's V = .08.

Starting Salary

There was a significant difference between newly licensed BSN RNs and AD RNs relative to starting salaries, Pearson χ^2 (6, N = 1121) = 20.66, p < .001, Cramer's V = .14. When examining overall percentages and not absolute numbers, the largest percentage of BSN RNs when compared to AD RNs reported salaries between \$19-\$21/hour (42% BSN; 36% AD) and \$22-\$24/hour (41% BSN; 38% AD), whereas, a larger percentage of AD RNs reported salaries of \$25-\$27/hour and greater than \$28/hour, 12% and 8% respectively compared to 9% and 4% for BSNs, respectively (see Figure 27).

Starting Salaries for Newly Licensed RNs

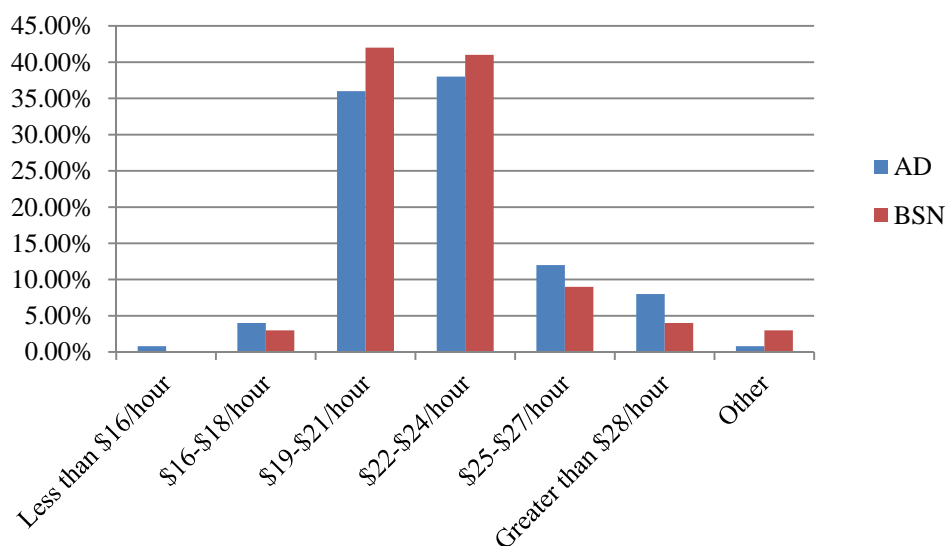


Figure 27. Starting salaries for newly licensed RNs responding to the 2013 Newly Licensed RN Survey

There were no statistically significant differences found between newly licensed RNs prepared at the AD level and those prepared at the BSN level in the following areas; 1) gender; 2) ethnicity; 3) plan to advance nursing education; 4) currently working as a RN; 5) length of time employed as a RN; 6) RN position job of choice; 7) the number of jobs applied for; and 8) length of time seeking employment.

Newly Licensed RNs in Louisiana Share Information About Their Job Seeking Experiences: A Qualitative Perspective

The last question on the 2013 LCN Newly Licensed RN Survey asked newly licensed RNs to share comments/concerns about their employment seeking experiences in Louisiana. Three hundred and ninety-two of the 1,239 newly licensed RNs that responded to the 2013 Newly Licensed RN Survey shared comments about their experiences in pursuing initial employment as a RN in Louisiana. A few of the comments will be shared in this report in an effort to give a voice to the new RNs. The comments are in the authentic language of the respondent. In order to maintain anonymity for all entities involved, the letter ‘X’ will be used when referring to a specific health care agency. The majority of the comments were related to 1) lack of experience; 2) difficulty finding employment; 3) no positions available for new graduates; 4) salary too low; and 5) working as a nurse tech prior to graduation. The following represents a small sample of the comments that were shared by newly licensed RNs.

Lack of Nursing Experience

“Its kind of difficult. Most facilities require experience and it’s hard to get your foot in the door. Also the pay is terrible considering cost of living and student loans.”

“Employment is not the issue, it’s having experience to get the job you want.”

“They all want experience.”

“Many hospitals are seeking to hire more experienced nurses and seem to be getting away from embracing new nurses.”

“Mostly Nursing homes are hiring but are paying LPN pay because of lack of experience.”

“One of the problems I faced while looking for my first RN job, was that the employers wanted at least a year experience from a recent graduate. I even applied at a facility that I had my senior semester clinicals at and they did not even offer me an interview. Some of the other issues the hospitals stated were that they were no longer hiring new graduates. In a field where nurses need to be licensed in order to provide patient care, It is difficult to make the transition from student to professional when employers are unable to hire new graduates due to the fact that most graduates don’t meet the one year experience requirement.”

Difficulty Finding Employment

“Had to leave in order to get a job. Not good for students.”

“You have to know someone to get a job. I was persistent and sought employment in Baton Rouge for 6 months before giving up and returning to my hometown for a job, where I knew the employer. Also employers are not prompt to respond to job applicants. They do not return calls or send emails to inform applicants the job is no longer available. Time is wasted that way.”

“I FOUND IT VERY DIFFICULT TO FIND EMPLOYMENT IN MY AREA AFTER GRADUATION, SO I STARTED APPLYING FURTHER OUT, AND EVENTUALLY TOOK A JOB OUT OF STATE.”

“I started looking for employment in march. Did not find employment until July after submitting >100 applications all over the state. Having the school assist new grads would have been helpful”

“I found it very difficult to find an initial job and to be successful in nursing jobs so far. My initial issue with finding a job was that all employers wanted nurses with one year of experience or more. I was an excellent student at the top of my class with great references. My first job only lasted three months and I terminated my employment because I did not feel comfortable working there due to a total lack of nursing experience on the floor. I was happy in my next job as far as patient care, but was required to work five nights a week plus call and usually only had one night off at a time. This made it difficult to obtain a work-life balance. I decided to work pm through staffing agency and return to

school to be a nurse practitioner. I have to drive one and a half hours to work currently. Students need to be informed that new graduate nurses are not as in demand as what school lets you think.”

“It was very hard to find a job after graduating and getting a license. I don’t know why it is as hard as it but right now before I was offered my job I actually considered moving to another state. After each interview I had I would get the same answer, right now we want someone with more experience. So I understand the frustration that many grads feel, and would hate to have to start over on that search!”

No Positions Available for New Graduates

“I found that it is extremely hard to find a job as a new grad with a ASN degree especially because many companies are applying for magnet status and need a higher BSN ratio. Also not to many places were willing to higher new graduates with out experience. Lastly I found that unless you were a nurse tech during school it is even hard to obtain a position as an Rn”

“Appropriate training is not available for new graduate nurses. At a time when a new nurse is open to improving her skills, high quality support is not available. Nurses and patients suffer as a result.”

“There are a very limited number of jobs open to new grads and it seems to be all about who you know.”

“Many employers advertise that New Grads are welcome to apply, but I was told on more than one occasion that a more experienced applicant was chosen for the position.”

“There is a lot of discouragement from hospitals regarding hiring new grads, yet they go to nursing schools for job fairs.”

Salary Too Low

“The only thing I felt was discouraging was how low the starting salaries were for new graduate and even experienced RN’s. It is one of the reasons I no longer resided or work in Louisiana.”

“Comparison to the rest of the country. Louisiana’s pay rate for RNs is disgraceful.”

“Nursing pay needs to be ten times higher for what we deal with on a daily basis! Had I known what I really would have been paid prior to nursing school I would not have proceeded with returning to school for a second bachelors degree.”

“New grads in Louisiana salaries are not compatible to that of new grads in the neighboring state Texas.”

Working as a Nurse Tech While in School

“You need to have experience working in a hospital as a student. It helped and prepared me so much working as a tech in the department I was applying to be employed in.”

“If I could have done it again I would have done prn work as a tech because you learn so much and have an advantage once you become a nurse.”

“It is extremely important to work as a nurse tech while still in school. It not only looks good on your resume, it helps the transition process to already be employed in the hospital setting and interacting with patients. This comfort level in a hospital shows during an interview and you have more experience to draw upon for interview questions than just clinicals.”

“I found that classmates currently working as nurse techs in the hospital were more likely to get a job in the unit of their choice.”

“The nurse tech programs were once very beneficial for student nurses to gain exposure to inpatient units/ employers. This made for an easier transition for new grads to find jobs on units in which they already held a tech position. It is concerning that a majority of LA hospitals have cut their funding for nurse tech programs.”

Conclusions and Recommendations

Findings from the current survey are in line with the national studies that have been conducted on new RN graduates across the country. Although the vast majority of newly licensed RNs in Louisiana are able to find jobs, there are definite trends related to not only the difficulty in finding initial employment, but also the evolving change in the types of facilities that are employing newly licensed RNs which is reflective of the changing health care system both at the national and state level. Because health care is moving from the acute care setting to ambulatory, community-based, and long-term care settings, newly licensed nurses must be prepared to provide safe and efficient care in these environments. If employers, especially in acute care settings, are indicating a preference for hiring BSN prepared nurses, what is being done to prepare this pipeline of nurses? As a result of the work that Mancino (2013) has done over the last five years with new RN graduates, she feels that it is imperative that leaders in education and practice become proactive and begin to address the issues confronted by new RN graduates. Newly licensed RNs are the workforce of the future and if they are not properly prepared to function in the health care system of the future, the citizens of our country and state will be detrimentally impacted (Little, Ditmer & Bashaw, 2013). Newly licensed RNs must be given the opportunity to work in an environment that equips them with the necessary skills needed to become a safe and effective provider of nursing care (Baumberger-Henry, 2012).

Recommendations:

Recommendations that stem from this report include but are not limited to the following:

- Encourage students nearing completion of their programs to begin the job search early, and while still in school, students should look for internships and externships that may lead to future employment.
- Develop community-based partnerships between education, practice, and other stakeholders such as the Louisiana Workforce Commission and the Louisiana Health Works Commission to formulate nurse residency programs is an essential step in allowing for a smooth transition between academia and practice for newly licensed RN graduates.
- Seek funding to develop nurse residency programs in specialty areas such as community based settings, long-term care, and skilled care facilities so that new RNs will be able to safely transition into these practice settings.
- Continue to create partnerships between universities and community colleges that will allow for the seamless transition from Diploma or AD to BSN.
- Include within the current curriculum a greater emphasis on enhancing the job seeking skills of new graduates by focusing on interviewing skills, resume development, and professionalism.
- Repeat the New Graduate Survey every two years to monitor trends in hiring practices experienced by newly licensed RNs as changes occur in the state's health care system, economy, and nursing workforce, in order to better inform policy makers, schools of nursing, prospective nursing students, and other interested stakeholders.

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Appendix A

Louisiana Center for Nursing 2013 Newly Licensed RN Survey

***1. Did you receive your initial licensure as an RN between 2011-2013?**

- Yes
- No

***2. Where did you complete your RN nursing school education?**

- Louisiana
- State other than Louisiana
- Country other than United States

If you completed your education in another state or country, please indicate the state or country.

***3. Which month did you graduate?**

- | | | |
|--------------------------------|------------------------------|---------------------------------|
| <input type="radio"/> January | <input type="radio"/> May | <input type="radio"/> September |
| <input type="radio"/> February | <input type="radio"/> June | <input type="radio"/> October |
| <input type="radio"/> March | <input type="radio"/> July | <input type="radio"/> November |
| <input type="radio"/> April | <input type="radio"/> August | <input type="radio"/> December |

***4. What year did you graduate?**

- 2009
- 2010
- 2011
- 2012
- 2013
- Other (please specify)

***5. What type of nursing program did you graduate from?**

- Diploma
- Associate Degree
- Baccalaureate
- Other (please specify)

Louisiana Center for Nursing 2013 New RN Survey

***6. Did you graduate from an accelerated nursing program?**

- Yes
- No

***7. Do you have a certificate or degree in another field?**

- Yes
- No

8. If you have a certificate or degree in another field, please indicate the type of certificate or degree below (i.e. Associate Degree in Business).

***9. What parish or county of the state did you reside in while attending nursing school?**

If you are not sure of parish name or did not live in Louisiana while attending nursing school, please indicate the zip code of your place of residence while attending nursing school.

***10. In what parish or county of the state do you currently reside?**

If you are not sure of parish name or do not currently live in Louisiana, please indicate the zip code of your current place of residence.

***11. Age**

- 20-30
- 31-40
- 41-50
- 51-60
- 61-65
- 66-70
- >70

***12. Gender**

- Male
- Female

*13. Ethnicity

- White / Caucasian (Non-Hispanic)
- Black / African American (Non-Hispanic)
- Hispanic / Latino
- Asian (Non-Hispanic)
- American Indian or Alaska Native (Non-Hispanic)
- Native Hawaiian or Other Pacific Islander (Non-Hispanic)
- Other (please specify)

*14. At what point did you begin seeking employment as an RN?

- Prior to graduation
- Immediately after graduation
- Immediately after passing the licensure exam
- 1-3 months after passing the licensure exam
- 4-6 months after passing the licensure exam
- Greater than 6 months after passing the licensure exam

*15. Do you plan to advance your nursing education?

- Yes
- No

16. If yes, which of the following degrees do you plan to pursue in the next 5 years?

- Baccalaureate in Nursing
- Master's in Nursing
- Doctorate
- Not sure / Undecided at this time

Other (please specify)

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***17. Would you have been interested in participating in a transition to practice program (residency program) after receiving your RN license "If": (Check all that apply)**

- A salary/stipend was included with the residency program.
- A salary/stipend was not included with the residency program.
- You had to pay to participate in the residency program.
- You did not have to pay to participate in the residency program.
- Participation in the residency program ensured employment upon successful completion.
- The residency program required relocation.
- The residency program did not require relocation.
- Other (please specify)

***18. What would have motivated you to participate in a residency program? (Check all that apply)**

- College credit
- Deferment of student loan
- Gain exposure to employers
- Improve my resume
- Opportunity to increase skills, competencies, and confidence
- Other (please specify)

***19. Are you currently working as a registered nurse?**

- Yes
- No

20. Please give the zip code of your primary employer.

***21. Are you working full-time or part-time as a registered nurse?**

- Full-time (greater than 32 hours a week)
- Part-time (less than 32 hours a week)
- Per diem

22. Please indicate your starting salary as a newly licensed RN.

- less than \$16/hour
- \$16-\$18/hour
- \$19-\$21/hour
- \$22-\$24/hour
- \$25-\$27/hour
- greater than \$28/hour
- Other (please specify)

***23. How long have you been employed as a registered nurse?**

- Less than 3 months
- 4 to 6 months
- 7 to 9 months
- 10 to 12 months
- Greater than 12 months

*24. What type of healthcare facility are you working in?

- Acute Care Hospital
- Ambulatory Care
- Clinic
- Community Health
- Correctional Facility
- Dialysis Center
- Home Health
- Hospice
- Insurance Claims/Benefits
- Long Term Acute Care Facility
- Long Term Care/Extended Care/Assisted Living
- Physician Office
- Psychiatric Hospital
- Public Health
- Rehabilitation Hospital
- School Health Service
- Skilled Nursing Facility
- Staffing Agency
- Other (please specify)

*25. Is this RN position your job of choice?

- Yes
- No
- Other (please explain)

***26. How long did it take you to find a job as an RN?**

- Less than 3 months
- 4 to 6 months
- 7 to 9 months
- 10 to 12 months
- Greater than 12 months

***27. How many jobs did you apply for before you were successful? (Estimate number)**

- Less than 3
- 4-6
- 7-9
- 10-12
- More than 12

***28. How did you find your job as an RN? (Check all that apply)**

- Clinical experience at the hospital or health care facility as a student
- Hospital or health care facility websites
- Job fair
- Knew someone at the hospital or health facility
- Previous employment at the hospital or health facility in a non-RN position
- Referral
- Other (please specify)

***29. How long have you been looking for a job as an RN?**

- Less than 3 months
- 4 to 6 months
- 7 to 9 months
- 10 to 12 months
- Greater than 12 months

***30. How have you tried to find a job as an RN? (Check all that apply)**

- Classified section of the newspaper
- Hospital or health care facility websites
- Job fairs
- Meeting with potential employers / human resource personnel / nurse managers
- Online Applications
- Other (please specify)

***31. Where have you sought employment as an RN? (Check all that apply)**

- | | |
|--|---|
| <input type="checkbox"/> Acute Care Hospital | <input type="checkbox"/> Long Term Care/Extended Care/Assisted Living |
| <input type="checkbox"/> Ambulatory Care | <input type="checkbox"/> Physician Office |
| <input type="checkbox"/> Clinic | <input type="checkbox"/> Psychiatric Hospital |
| <input type="checkbox"/> Community Health | <input type="checkbox"/> Public Health |
| <input type="checkbox"/> Correctional Facility | <input type="checkbox"/> Rehabilitation Hospital |
| <input type="checkbox"/> Dialysis Center | <input type="checkbox"/> School Health Service |
| <input type="checkbox"/> Home Health | <input type="checkbox"/> Skilled Nursing Facility |
| <input type="checkbox"/> Hospice | <input type="checkbox"/> Staffing Agency |
| <input type="checkbox"/> Insurance Claims/Benefits | <input type="checkbox"/> I am not seeking employment as an RN |
| <input type="checkbox"/> Long Term Acute Care Facility | |
| <input type="checkbox"/> Other (please specify) | |

***32. What reasons were you given for not being hired as an RN? (Check all that apply)**

- BSN preferred/required
- Currently not hiring
- Did not pass pre-hire assessment test
- Lack of experience
- No positions available for new grads
- Out of school too long
- Other (please specify)

***33. What are you doing now?**

- Working part-time in a non-nursing job
- Working full-time in a non-nursing job
- Working in a non-RN health care related job (please specify)
- Volunteering in health related service (please specify)
- Continuing your education (please specify)

Other (please specify)

***34. Have you turned down any RN jobs?**

- Yes
- No

35. If you answered yes to the previous question, please indicate your reason(s) for turning down an RN job(s). (Check all that apply)

- Not what I wanted
- Salary too low
- Hours/shift not desirable
- Required relocation
- Too far away from home
- Reputation of hospital or health care facility
- No new grad training / orientation offered
- I did not turn down an RN job

Other (please specify)

Final page

36. Please share any comments/concerns that you may have regarding new graduates finding employment as a registered nurse in Louisiana.

Thank you for participating in our survey. Please click the done button below to forward your response to the Louisiana Center for Nursing.

Acknowledgement: The New Graduate Survey developed by the California Institute for Nursing & Health Care and UCLA School of Nursing was used as the prototype for the Louisiana Center for Nursing 2013 Newly Licensed Registered Nurse Survey.

Appendix B

Regional Labor Market Areas Map

LOUISIANA'S REGIONAL LABOR MARKET AREAS (RLMAs) DEFINED

New Orleans RLMA: Jefferson, Orleans, Plaquemines, St. Bernard, St. Charles, St. James, St. John the Baptist, St. Tammany

Baton Rouge RLMA: Ascension, East Baton Rouge, East Feliciana, Iberville, Livingston, Pointe Coupee, St. Helena, Tangipahoa, Washington, West Baton Rouge, West Feliciana

Houma RLMA: Assumption, Lafourche, Terrebonne

Lafayette RLMA: Acadia, Evangeline, Iberia, Lafayette, St. Landry, St. Martin, St. Mary, Vermilion

Lake Charles RLMA: Allen, Beauregard, Calcasieu, Cameron, Jefferson Davis

Alexandria RLMA: Avoyelles, Catahoula, Concordia, Grant, LaSalle, Rapides, Vernon, Winn

Shreveport RLMA: Bienville, Bossier, Caddo, Claiborne, DeSoto, Lincoln, Natchitoches, Red River, Sabine, Webster

Monroe RLMA: Caldwell, East Carroll, Franklin, Jackson, Madison, Morehouse, Ouachita, Richland, Tensas, Union, West Carroll

