

Purpose

To understand the characteristics and distribution of Advanced Practice Nurses (APNs) in Georgia to help with strategic workforce planning and improve access to care

Background & Data

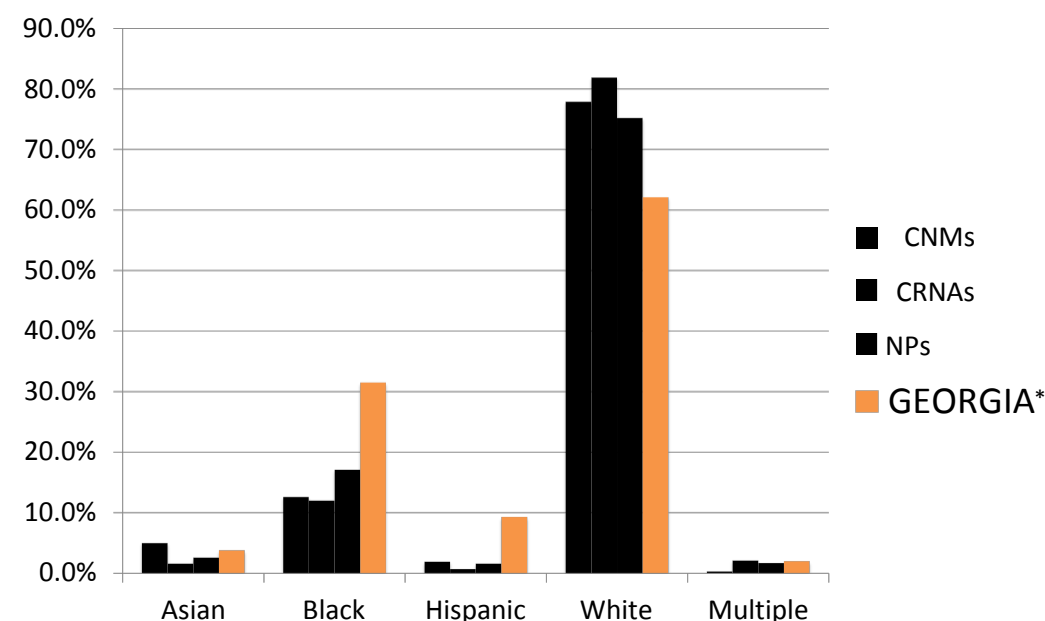
In 2011, with the help of professional nursing organizations, the Georgia Board of Nursing (GBON) reformatted the survey accessed by nurses when they renew their licenses. Survey questions came from the National Nursing Workforce Minimum Dataset (Supply) developed by the National Forum of State Nursing Workforce Centers. It took a few years to resolve data collection glitches, so these results reflect data from the 2014 and 2015 licensure renewals (in Georgia, nursing licenses are valid for 2 years, so half the workforce renews every year.) The overall response rate to the survey was 89.8% (N=7,028).

Data presented here reflect*:

- Nurses with valid licenses who are actively practicing in Georgia
- Certified Nurse Midwives (CNMs), Certified Registered Nurse Anesthetists (CRNAs), and Nurse Practitioners (NPs) – collectively called Advanced Practice Registered Nurses (APRNs)
- Only nurses renewing their licenses (not nurses new to the state)

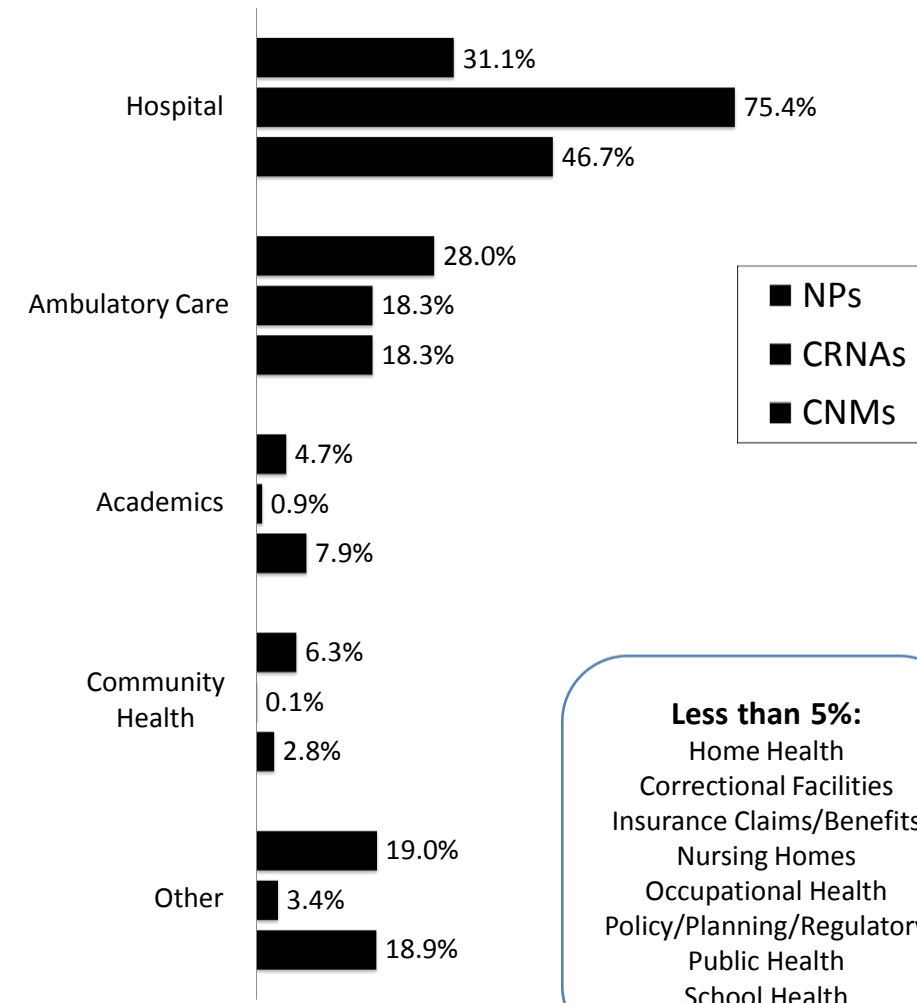
* Unless stated otherwise

Diversity



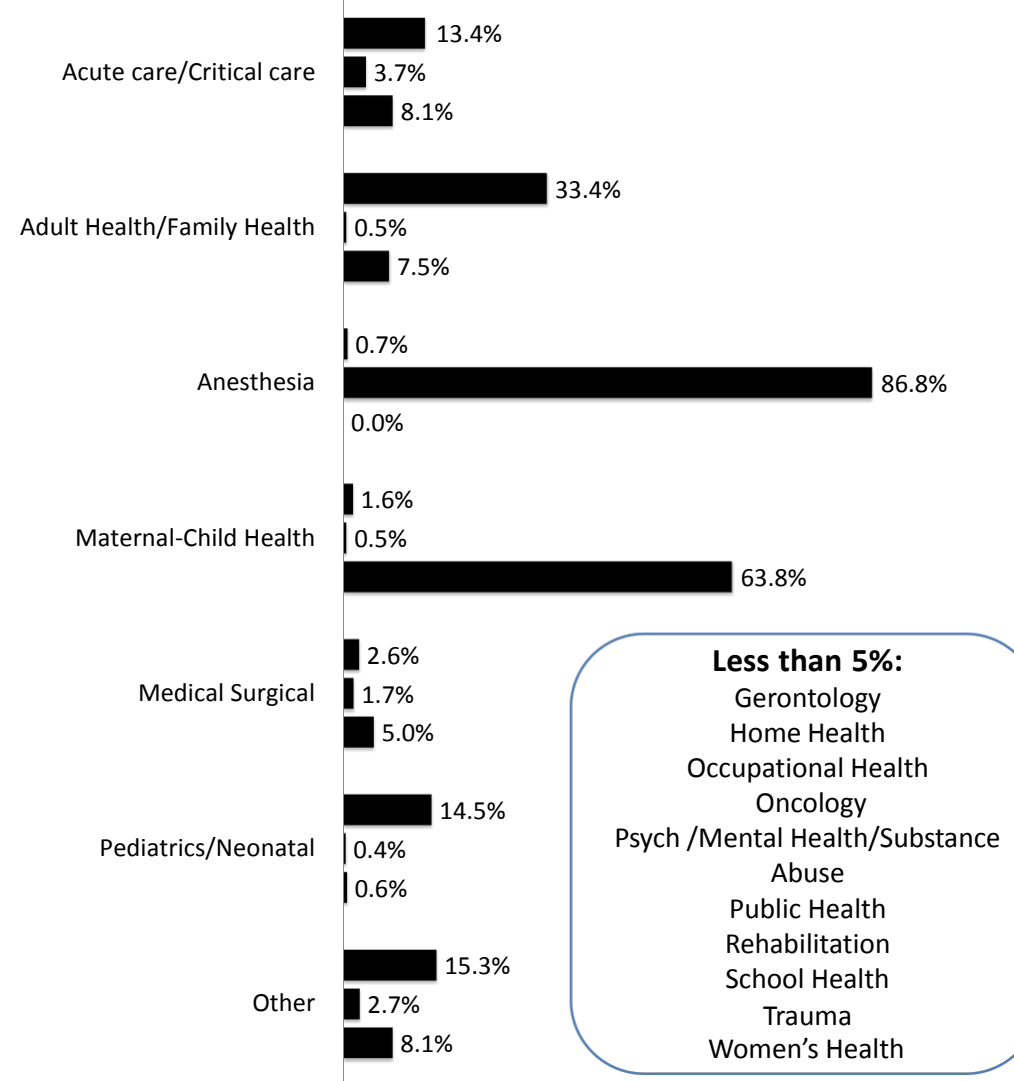
*Georgia numbers based on 2014 estimates from www.census.gov

Primary work setting



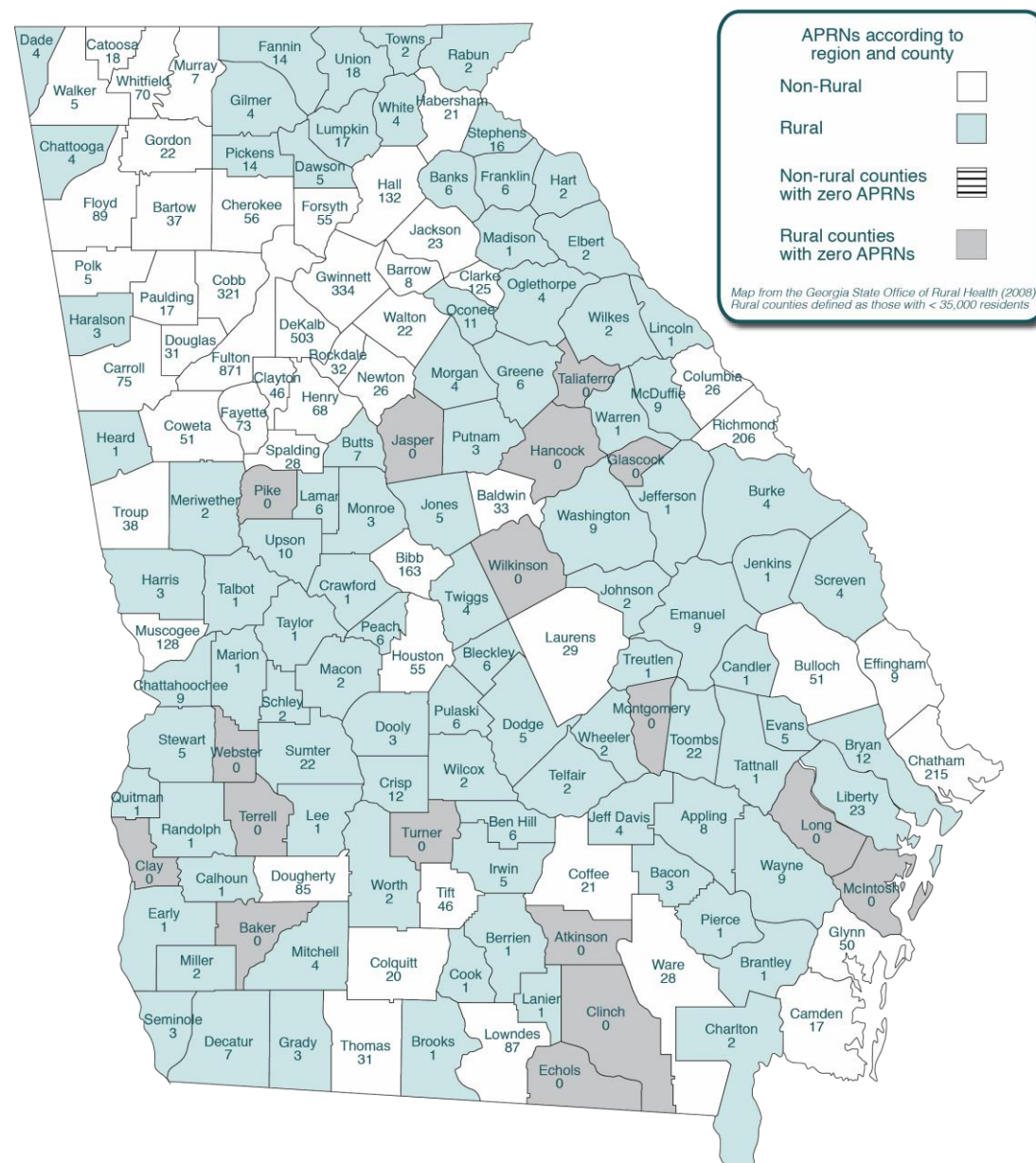
Less than 5%:
Home Health
Correctional Facilities
Insurance Claims/Benefits
Nursing Homes
Occupational Health
Policy/Planning/Regulatory
Public Health
School Health

Primary employment specialty

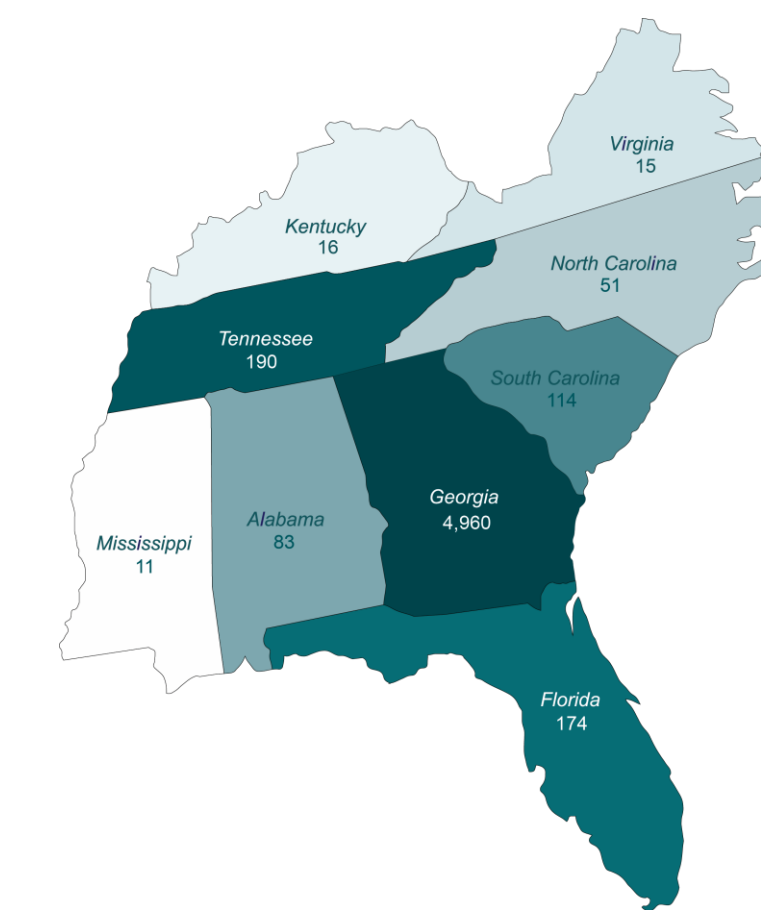


Less than 5%:
Gerontology
Home Health
Occupational Health
Oncology
Psych /Mental Health/Substance Abuse
Public Health
Rehabilitation
School Health
Trauma
Women's Health

APRNs according to county: rural vs. non-rural



Other Southeastern states where APRNs with Georgia licenses are actively practicing



Results & Conclusions

83.1% of survey respondents (N=4,967) are actively employed in Georgia

- Average age 46.1 years
- 3.1% earned their first nursing degree outside the United States
- Few APRNs work in academics
- Blacks and Hispanics are underrepresented in the APRN workforce
- Of APRNs in the Southeast with licenses to practice in Georgia, 11.6% work outside of the state
 - 8.5% are in three states: FL, SC, TN
- 10.7% of Georgia counties have zero APRNs practicing (N=17): all these counties are rural
- 52.2% of Georgia counties have 5 or fewer APRNs practicing (N= 83): 81 of these counties are rural

Future Directions

- Disseminate results
- Do an economic impact study
- Obtain data from a second complete cycle of licensure renewals to assess change
- Update the survey questions in accordance with changes approved by the National Forum of State Nursing Workforce Centers (spring 2016)
- Recruit more people from underrepresented populations to nursing
- Find strategies to recruit more APRNs to rural counties
- Determine why nurses choose to work in FL, SC or TN instead of Georgia and find strategies to attract them to Georgia
- Find strategies to attract APRNs to academia to avoid a faculty shortage

Gender: Percent Male

