

**Analysis of Utah's  
REGISTERED NURSE  
Workforce**

**RN workforce trends using  
Existing data files of Agencies of Utah  
State Government**

**Analysis completed 2009**

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Utah Medical Education Council

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## Methods Summary

The Utah Medical Education Council (UMEC) used existing data sources to conduct an analysis that highlights registered nurse (RN) workforce trends in the state of Utah.

The analysis is done by comparing licensed registered nurse information available through the Utah Division of Occupational & Professional Licensing (DOPL) with Employment data available through the Utah Department of Workforce Services (DWS) Labor Statistics (called Employment Security in other states). The DOPL license data reflects all the licensed RNs in Utah as of February, 2009. The DWS employment data is from the third quarter of 2008.

Information including age, gender, license issue and expiration dates, date of birth, and license address was obtained from DOPL data. Information regarding employer industry, county of practice and wage statistics were obtained from DWS data.

The UMEC would like to thank the industry partners for their help in validating and clarifying the RN data.

**RNs By County and Gender**

	Gender	Total Licensed	Licensed Working	Licensed Not Working*
Beaver	M	2	2	0
	F	31	28	3
	NR	0	0	0
Box Elder	M	17	12	5
	F	252	163	89
	NR	0	0	0
Cache	M	59	42	17
	F	615	472	143
	NR	1	1	0
Carbon	M	13	11	2
	F	143	130	13
	NR	0	0	0
Daggett	M	0	0	0
	F	2	1	1
	NR	0	0	0
Davis	M	246	144	102
	F	2,366	1,398	968
	NR	2	1	1
Duchesne	M	11	9	2
	F	94	87	7
	NR	1	1	0
Emery	M	4	2	2
	F	47	7	40
	NR	0	0	0
Garfield	M	1	1	0
	F	26	22	4
	NR	0	0	0
Grand	M	8	7	1
	F	40	31	9
	NR	0	0	0
Iron	M	32	26	6
	F	262	200	62
	NR	1	1	0
Juab	M	6	5	1
	F	49	52	-3
	NR	1	0	1
Kane	M	7	4	3
	F	33	20	13
	NR	1	0	1
Millard	M	8	6	2
	F	81	57	24
	NR	0	0	0
Morgan	M	6	4	2
	F	96	37	59
	NR	0	0	0
Piute	M	0	0	0
	F	5	2	3
	NR	0	0	0
Rich	M	2	1	1
	F	10	2	8
	NR	0	0	0

\* Some of the RNs listed in other counties by license addresses, practice in the counties with negative numbers. Eg. Salt Lake has RNs from other counties coming in to work.

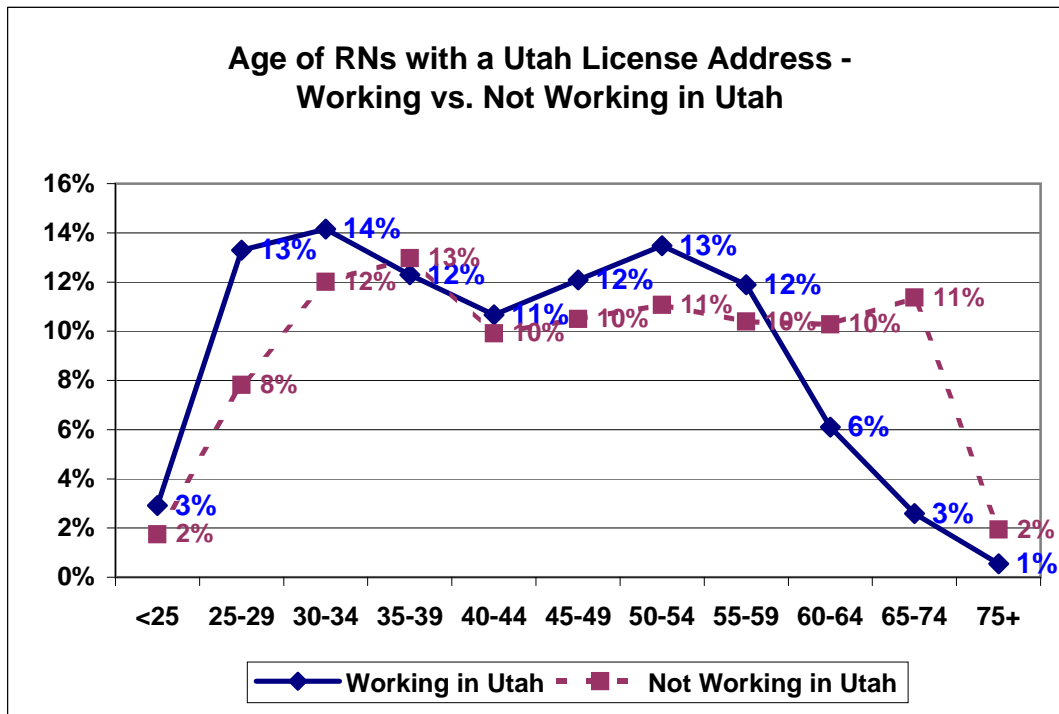
**RNs By County and Gender Contd.**

	Gender	Total	Licensed	Licensed Not
		Licensed	Working	Working*
Salt Lake	M	879	943	-64
	F	7,024	7,109	-85
	NR	24	27	-3
San Juan	M	6	3	3
	F	66	39	27
	NR	0	0	0
Sanpete	M	12	10	2
	F	128	95	33
	NR	0	0	0
Sevier	M	8	5	3
	F	104	80	24
	NR	1	0	1
Summit	M	19	7	12
	F	294	107	187
	NR	3	2	1
Tooele	M	43	21	22
	F	237	134	103
	NR	3	1	2
Uintah	M	9	8	1
	F	134	132	2
	NR	1	2	-1
Utah	M	436	366	70
	F	3,076	2,387	689
	NR	9	8	1
Wasatch	M	13	8	5
	F	136	66	70
	NR	1	0	1
Washington	M	150	119	31
	F	894	623	271
	NR	1	1	0
Wayne	M	0	0	0
	F	13	5	8
	NR	0	0	0
Weber	M	170	167	3
	F	1,508	1,421	87
	NR	3	2	1
Total	M	2,167	1,933	234
	F	17,766	14,907	2,859
	NR	53	47	6
<b>Grand Total</b>	-	<b>19,986</b>	<b>16,887</b>	<b>3,099</b>
<b>Percent</b>	-	<b>100%</b>	<b>84%</b>	<b>15%</b>
Out of State/Missing	M	142	16	142
	F	1,112	95	1,112
	NR	15	2	15
Total	M	2,309	1,949	376
	F	18,878	15,002	3,971
	NR	68	49	21
<b>Grand Total</b>	-	<b>21,255</b>	<b>17,000</b>	<b>4,255**</b>
<b>Percent</b>	-	<b>100%</b>	<b>80%</b>	<b>20%</b>

\*\*The table on page 7 provides more detail on this category of RNs.

**Age of RNs with a Utah License Address - Working vs. Not Working in Utah**

Age Cohort	Working in Utah	Percent	Not Working in Utah	Percent
<25	495	3%	54	2%
25-29	2,260	13%	243	8%
30-34	2,405	14%	373	12%
35-39	2,089	12%	403	13%
40-44	1,813	11%	308	10%
45-49	2,054	12%	326	10%
50-54	2,292	13%	344	11%
55-59	2,022	12%	323	10%
60-64	1,038	6%	319	10%
65-74	439	3%	353	11%
75+	93	1%	60	2%
Total	17,000	100%	3,106	100%



# Registered Nurses Who Received a Utah Wage for 2008

Includes RNs by Age Group and County of Employer Address

County of Employment	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-74	75+	Total	Percent
<b>Bear River Multi County District (Box Elder, Cache, Rich)</b>	10	31	39	35	30	33	36	40	12	6	2	274	2%
<i>Cache</i>	10	27	24	19	20	23	24	28	7	4	1	187	1%
<b>Weber River Multi County District (Davis, Morgan, Weber)</b>	56	274	271	272	237	264	260	237	157	56	10	2,094	12%
<i>Davis</i>	28	146	149	143	131	132	122	128	86	27	4	1,096	6%
<i>Weber</i>	28	123	118	126	102	123	134	104	69	28	5	960	6%
<b>Uintah Basin Multi County District (Dagget, Duchesne, Uintah)</b>	6	29	32	30	23	27	26	36	15	11	1	236	1%
<b>Southwestern Utah Multi County District (Beaver, Garfield, Iron, Kane, Washington)</b>	15	23	35	40	34	32	39	37	33	21	6	315	2%
<i>Washington</i>	8	10	21	25	24	17	21	20	23	17	3	189	1%
<b>Southeastern Utah Multi County District (Carbon, Emery, Grand, San Juan)</b>	6	19	30	28	19	27	41	36	13	6	0	225	1%
<b>Central Utah Multi County District (Juab, Millard, Piute, Sanpete, Sevier, Wayne)</b>	4	17	20	22	14	16	33	19	7	4	0	156	1%
<b>Great Salt Lake Multi County District (Salt Lake, Tooele)</b>	350	1,674	1,746	1,469	1,254	1,454	1,632	1,439	702	291	67	12,078	71%
<i>Salt Lake</i>	349	1,665	1,726	1,454	1,237	1,443	1,619	1,431	697	288	66	11,975	70%
<b>Provo River Multi County District (Summit, Utah, Wasatch)</b>	48	193	232	193	202	201	225	178	99	44	7	1,622	10%
<i>Utah</i>	48	191	226	188	193	191	210	168	97	43	7	1,562	9%
<b>Total</b>	<b>495</b>	<b>2,260</b>	<b>2,405</b>	<b>2,089</b>	<b>1,813</b>	<b>2,054</b>	<b>2,292</b>	<b>2,022</b>	<b>1,038</b>	<b>439</b>	<b>93</b>	<b>17,000</b>	<b>100%</b>
<b>Percent</b>	<b>3%</b>	<b>13%</b>	<b>14%</b>	<b>12%</b>	<b>11%</b>	<b>12%</b>	<b>13%</b>	<b>12%</b>	<b>6%</b>	<b>3%</b>	<b>1%</b>	<b>100%</b>	

# Registered Nurses who did not receive a Utah wage for the year 2008

Includes RNs by Age groups and County of License Address

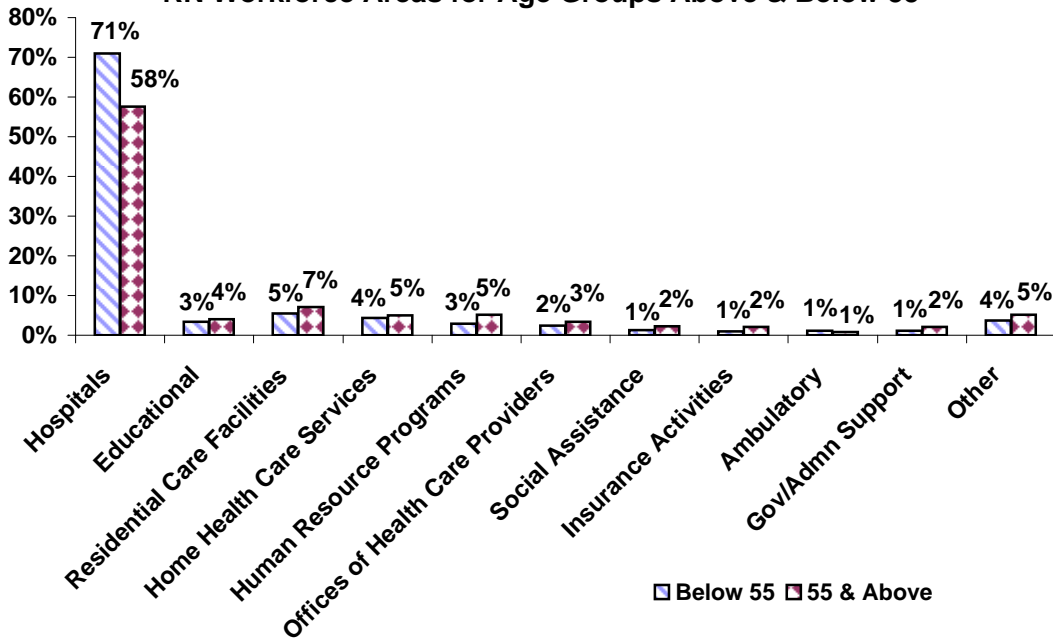
County of License Address	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-74	75+	Total	Percent
<b>Bear River Multi County District (Box Elder, Cache, Rich)</b>	1	11	15	16	13	16	16	13	17	21	4	143	3%
Cache	1	8	11	12	9	13	12	10	12	17	1	106	2%
<b>Weber River Multi County District (Davis, Morgan, Weber)</b>	15	57	94	92	82	79	59	61	60	64	15	678	16%
Davis	9	39	61	66	54	45	36	35	32	41	6	424	10%
Weber	4	17	29	25	27	29	21	26	27	22	9	236	6%
<b>Uintah Basin Multi County District (Daggett, Duchesne, Uintah)</b>	0	3	4	5	2	3	4	3	2	3	1	30	1%
<b>Southwestern Utah Multi County District (Beaver, Garfield, Iron, Kane, Washington)</b>	2	20	17	25	15	26	33	19	30	47	7	241	6%
Washington	1	14	9	20	12	19	24	14	24	37	5	179	4%
<b>Southeastern Utah Multi County District (Carbon, Emery, Grand, San Juan)</b>	0	1	3	9	2	7	7	9	3	4	1	46	1%
<b>Central Utah Multi County District (Juab, Millard, Piute, Sanpete, Sevier, Wayne)</b>	2	2	4	4	6	5	3	2	7	10	0	45	1%
<b>Great Salt Lake Multi County District (Salt Lake, Tooele)</b>	17	89	141	141	109	128	160	147	140	146	27	1,245	29%
Salt Lake	16	88	139	134	100	126	157	143	137	144	26	1,210	28%
<b>Provo River Multi County District (Summit, Utah, Wasatch)</b>	17	58	94	110	78	60	58	65	59	58	5	662	16%
Utah	16	53	86	99	71	50	40	43	49	50	3	560	13%
<b>Total</b>	<b>54</b>	<b>241</b>	<b>372</b>	<b>402</b>	<b>307</b>	<b>324</b>	<b>340</b>	<b>319</b>	<b>318</b>	<b>353</b>	<b>60</b>	<b>3,090</b>	
<b>Percent</b>	<b>2%</b>	<b>8%</b>	<b>12%</b>	<b>13%</b>	<b>10%</b>	<b>10%</b>	<b>11%</b>	<b>10%</b>	<b>10%</b>	<b>11%</b>	<b>2%</b>	<b>100%</b>	
<b>Out of State/Missing</b>	13	81	113	111	128	134	209	178	121	52	25	1,165	27%
<b>Total</b>	<b>67</b>	<b>320</b>	<b>484</b>	<b>512</b>	<b>434</b>	<b>458</b>	<b>546</b>	<b>493</b>	<b>438</b>	<b>405</b>	<b>85</b>	<b>4,255</b>	100%
<b>Percent</b>	<b>2%</b>	<b>8%</b>	<b>11%</b>	<b>12%</b>	<b>10%</b>	<b>11%</b>	<b>13%</b>	<b>12%</b>	<b>10%</b>	<b>10%</b>	<b>2%</b>	<b>100%</b>	

## Utah Registered Nurses by Employment Area and County of Employment Address for the year 2008

Includes only Registered Nurses that are Working in Utah

County of Employment Address	Employment Categories											Total	
	Hospitals	Educational Services	Residential Care Facilities	Home Health Care Services	Human Resource Programs	Offices of Health Care Providers	Social Assistance	Insurance Activities	Ambulatory Health Care	Admin/ Govt Support	Other		
<b>Bear River Multi County District (Box Elder, Cache, Rich)</b>	450	33	44	25	4	30	0	2	64	12	28	692	4%
<i>Cache</i>	304	27	32	24	2	28	0	1	61	12	23	514	3%
<b>Weber River Multi County District (Davis, Morgan, Weber)</b>	2,226	83	410	43	67	84	35	13	94	18	101	3,174	19%
<i>Davis</i>	1,029	22	244	21	56	19	14	7	52	6	73	1,543	9%
<i>Weber</i>	1,158	61	166	22	11	65	21	6	40	12	28	1,590	9%
<b>Uintah Basin Multi County District (Daggett, Duchesne, Uintah)</b>	154	5	9	50	6	1	2	0	0	1	13	241	1%
<b>Southwestern Utah Multi County District (Beaver, Garfield, Iron, Kane, Washington)</b>	752	28	81	37	14	48	5	1	8	23	50	1,047	6%
<i>Washington</i>	552	9	52	33	8	33	3	0	0	23	30	743	4%
<b>Southeastern Utah Multi County District (Carbon, Emery, Grand, San Juan)</b>	152	7	23	3	4	15	0	0	0	20	6	230	1%
<b>Central Utah Multi County District (Juab, Millard, Piute, Sanpete, Sevier, Wayne)</b>	213	10	40	3	19	3	1	0	2	13	13	317	2%
<b>Great Salt Lake Multi County District (Salt Lake, Tooele)</b>	5,666	280	368	532	215	217	193	220	150	146	361	8,348	49%
<i>Salt Lake</i>	5,541	275	364	532	214	216	193	219	148	146	344	8,192	48%
<b>Provo River Multi County District (Summit, Utah, Wasatch)</b>	1,972	145	179	77	236	56	20	4	98	2	162	2,951	17%
<i>Utah</i>	1,867	134	171	77	227	49	20	2	80	1	133	2,761	16%
<b>Total</b>	<b>11,585</b>	<b>591</b>	<b>1,154</b>	<b>770</b>	<b>565</b>	<b>454</b>	<b>256</b>	<b>240</b>	<b>416</b>	<b>235</b>	<b>734</b>	<b>17,000</b>	100%
<b>Percent</b>	68%	3%	7%	5%	3%	3%	2%	1%	2%	1%	4%	100%	

## RN Workforce Areas for Age Groups Above & Below 55



Issue Year	Total Issued	Analysis of Utah RN Licenses Issued and Expired (1989-2009)												% Active	
		1989	1991	1993	1995	1997	1999	2001	2003	2005	2007	2009*	2011**		
1989	891	54	96	70	33	61	23	46	49	16	20	29	394	44.2%	
1990	1,076		117	98	60	88	27	79	63	17	33	38	456	42.4%	
1991	1,133		62	103	67	88	21	119	88	18	26	22	519	45.8%	
1992	1,178			164	102	144	37	70	34	24	49	54	500	42.4%	
1993	1,356			24	134	171	42	75	125	33	36	37	679	50.1%	
1994	1,260				56	181	53	80	122	23	39	46	660	52.4%	
1995	1,090				4	161	60	76	106	25	33	41	584	53.6%	
1996	1,226				8	145	87	98	173	39	56	48	572	46.7%	
1997	1,335					131	110	140	177	42	56	60	619	46.4%	
1998	1,225						55	55	198	178	23	66	49	601	49.1%
1999	1,186						1	1	164	225	64	83	54	594	50.1%
2000	1,456								182	307	116	100	85	666	45.7%
2001	1,176									242	29	121	73	711	60.5%
2002	1,055									143	97	86	61	668	63.3%
2003	1,262									9	23	132	110	988	78.3%
2004	1,492									8	25	206	114	1139	76.3%
2005	1,638										15	185	160	1278	78.0%
2006	1,644											101	211	1332	81.0%
2007	1,856											17	190	1649	88.8%
2008	2,197												117	2080	94.7%
2009	262													262	100.0%

\* Expired in 2009, not currently active

\*\* Currently Active

## Utah RNs by age and issue year for licences issued 2005-2009 (%)

Age Cohorts	Issue Year				
	2005	2006	2007	2008	2009
Under 25	1%	4%	8%	17%	26%
25-29	31%	32%	32%	28%	31%
30-34	21%	21%	18%	16%	17%
35-39	13%	13%	13%	10%	8%
40-44	9%	10%	8%	9%	5%
45-49	8%	7%	7%	6%	5%
50-54	6%	5%	5%	6%	3%
55-59	6%	5%	4%	4%	2%
60-64	3%	3%	2%	2%	1%
65+	2%	2%	3%	2%	2%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

## Utah Registered Nurses by age at issue year and age at expiration

Age group at issue year	Age at Expiration										Total
	under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	
under 25	5%	27%	18%	11%	9%	7%	8%	7%	5%	3%	12,073
25-29		15%	34%	17%	11%	7%	6%	5%	3%	2%	8,841
30-34			16%	32%	15%	11%	12%	7%	5%	3%	5,598
35-39				14%	28%	15%	15%	14%	7%	7%	4,391
40-44					13%	30%	15%	16%	15%	11%	3,399
45-49						16%	33%	17%	14%	21%	2,483
50-54							16%	39%	18%	27%	1,539
55-59								22%	42%	36%	905
60-64									12%	88%	1,125
65+										100%	3,816
<b>Total</b>	<b>586</b>	<b>4,514</b>	<b>6,139</b>	<b>5,275</b>	<b>4,571</b>	<b>4,146</b>	<b>4,297</b>	<b>4,109</b>	<b>3,139</b>	<b>7,394</b>	

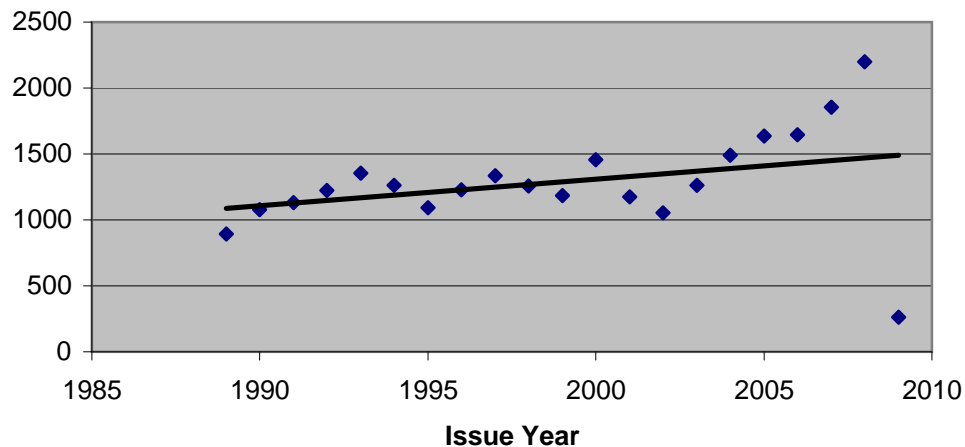
Note: Majority of the RNs licensed in Utah seem to let their licenses expire within the first five to ten years of getting their Utah license, irrespective of the age they get their license.

### Registered Nurses Licensed in Utah (1989-2009)

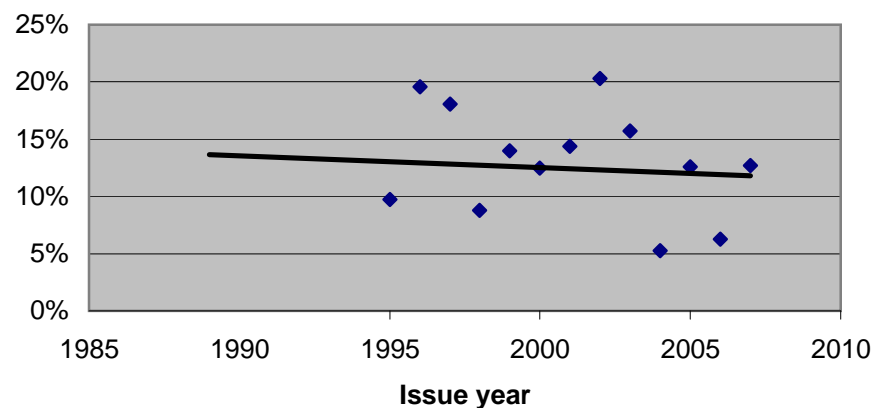
Issue Year	Licences Issued	% Male	% living out of State	% not renewing after first full licensing period	% not renewing after first full licensing period, living out of state	% not renewing after 5 years of licensure
1989	891	7%	23%	17%	35%	25%
1990	1076	9%	25%	11%	35%	26%
1991	1133	10%	26%	15%	52%	20%
1992	1224	11%	26%	14%	52%	31%
1993	1356	12%	23%	12%	45%	27%
1994	1260	14%	23%	4%	41%	23%
1995	1091	15%	22%	10%	49%	21%
1996	1226	15%	26%	20%	40%	28%
1997	1335	14%	30%	18%	60%	29%
1998	1255	14%	31%	9%	60%	35%
1999	1186	13%	30%	14%	73%	38%
2000	1456	13%	38%	13%	86%	47%
2001	1176	14%	28%	14%	64%	28%
2002	1055	10%	21%	20%	56%	21%
2003	1262	11%	25%	16%	70%	41%
2004	1492	13%	19%	5%	22%	
2005	1638	14%	17%	13%	44%	
2006	1644	16%	17%	6%	29%	
2007	1856	17%	14%	13%	54%	
2008	2197	16%	16%			
2009	262	15%	8%			
Average*	1340	13%	23%	13%	51%	29%

\*Average is calculated for 1989 through 2008 only. 2009 data is incomplete.

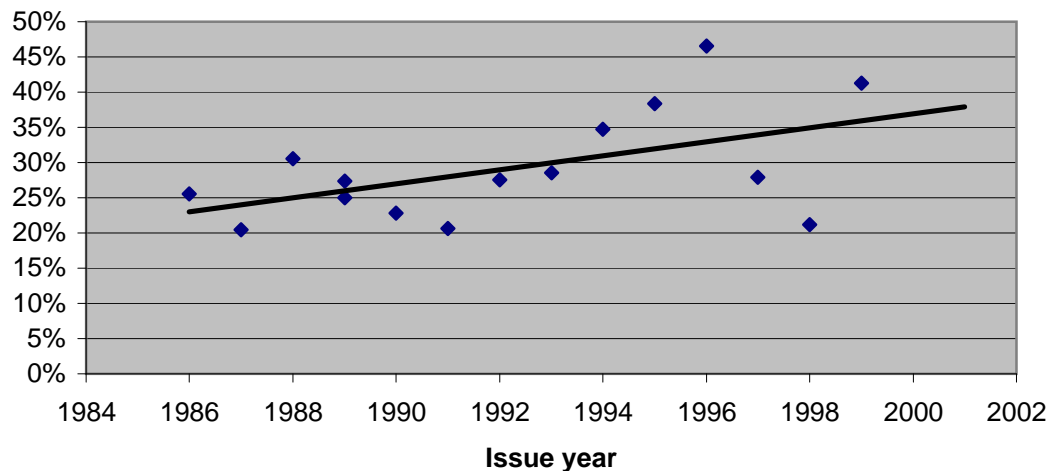
#### Licenses Issued



#### Percent Not renewing after first licensing period



#### Percent not renewing after 5 years



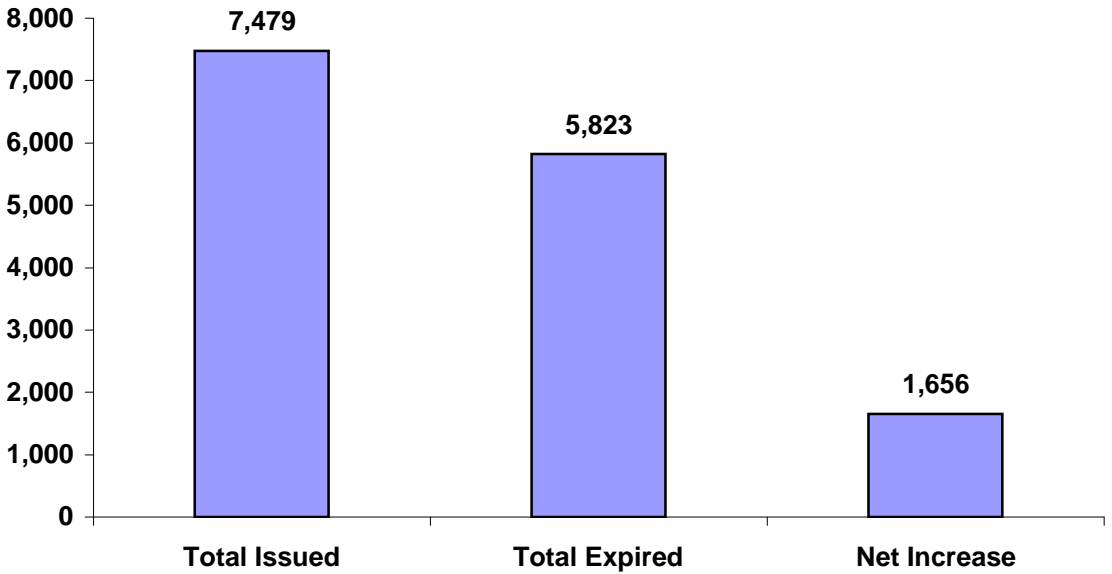
### Registered Nurses Expiring Licenses (1989-2009)

Year /Age of License Expiry →	< 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total Expired
1989	39	236	239	285	132	68	48	43	66	98	1,254
1991	36	157	186	175	99	84	42	34	34	58	905
1993	41	131	171	179	146	76	56	51	80	233	1,164
1995	22	96	174	174	176	129	191	53	67	118	1,200
1997	15	156	176	210	220	245	120	82	102	135	1,461
1999	51	238	252	233	238	412	150	99	90	124	1,887
2001	23	179	282	234	267	257	163	124	114	162	1,805
2003	38	234	320	267	257	304	248	160	138	169	2,135
2005	67	270	276	209	199	160	286	162	148	162	1,939
2007	43	278	301	209	154	156	189	188	161	199	1,878
2009	47	317	309	265	230	213	216	216	191	251	2,255
<b>Average</b>	<b>38</b>	<b>208</b>	<b>244</b>	<b>222</b>	<b>193</b>	<b>191</b>	<b>155</b>	<b>110</b>	<b>108</b>	<b>155</b>	<b>1,626</b>
Percent	2%	13%	15%	14%	12%	12%	10%	7%	7%	10%	100%

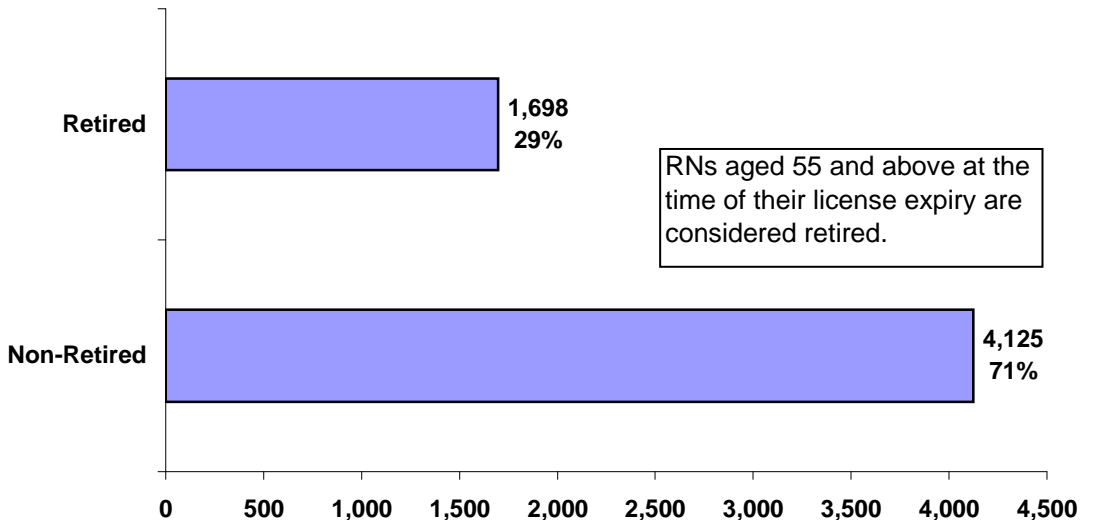
### Current Licenses active through 2011

Year /Age of License Expiry →	< 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total active through
2011	113	1,988	3,065	2,638	2,404	2,318	2,793	2,770	1,760	1,406	21,255
Percent	1%	9%	14%	12%	11%	11%	13%	13%	8%	7%	100%

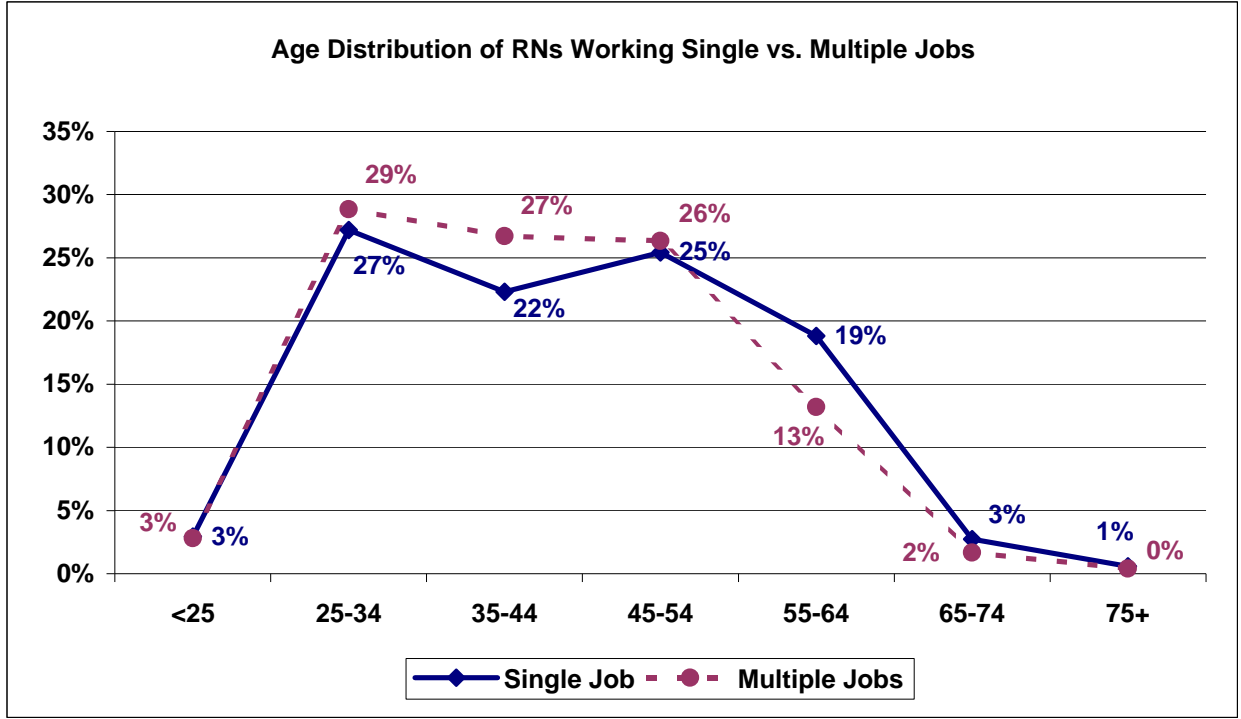
## Total RN Licenses Issued and Expired 2005-2009



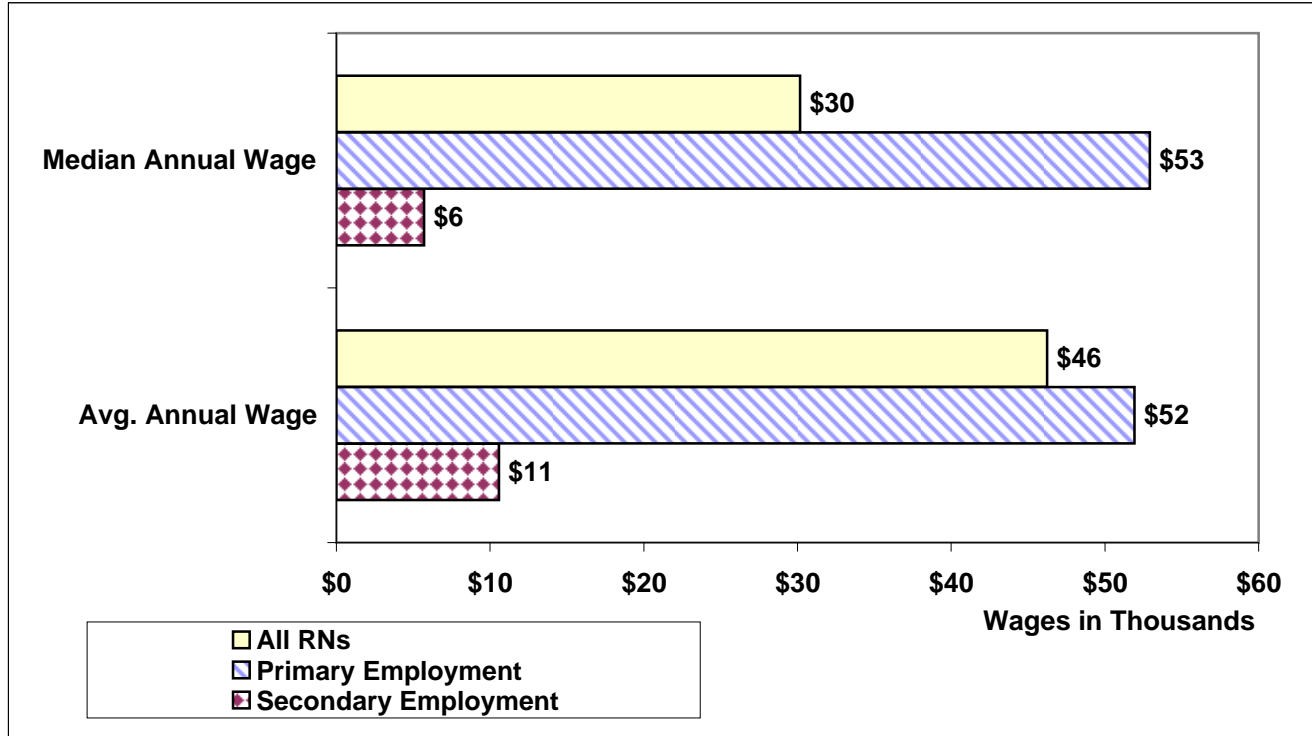
## Reason for Letting RN License Expire (2005-2009)



Registered Nurses With Multiple Jobs		
# RN's working one job only	14,501	85%
# RN's working more than one job	2,499	15%
<b>Total</b>	<b>17,000</b>	<b>100%</b>



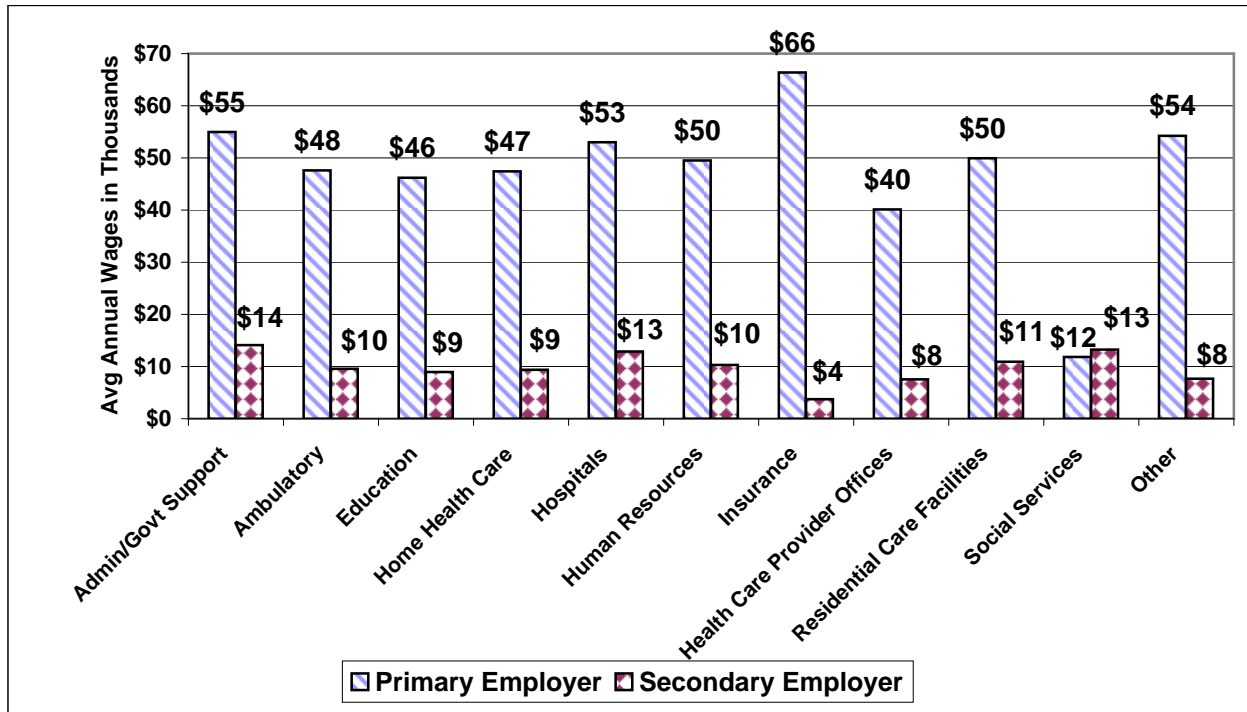
### Registered Nurses Median and Mean Annual Wages, 2008\*



\* Annual averages computed based on the 3rd quarter wages reported

### Mean & Median Annual Wages of RNs by Employment Category, 2008\*

RN Work Setting	Primary Employer			Secondary Employer		
	Mean	Median	Std. Dev	Mean	Median	Std. Dev**
Admin/Govt Support	\$54,982	\$53,681	\$8,186	\$14,089	\$6,872	\$5,997
Ambulatory	\$47,595	\$47,672	\$15,214	\$9,545	\$8,982	\$1,158
Education	\$46,206	\$52,385	\$14,980	\$8,969	\$3,512	\$2,407
Home Health Care	\$47,448	\$35,214	\$10,960	\$9,399	\$4,037	\$1,577
Hospitals	\$52,985	\$52,046	\$2,953	\$12,911	\$11,604	\$5,503
Human Resources	\$49,523	\$38,036	\$14,404	\$10,331	\$7,025	\$1,508
Insurance	\$66,353	\$56,580	\$8,654	\$3,722	\$4,532	\$3,815
Health Care Provider Offices	\$40,123	\$44,608	\$16,648	\$7,521	\$4,504	\$301
Residential Care Facilities	\$49,915	\$44,290	\$12,255	\$10,947	\$5,834	\$3,164
Social Services	\$11,862	\$67,956	\$23,965	\$13,281	\$8,931	\$82
Other	\$54,238	\$53,756	\$29,907	\$7,690	\$4,254	\$4,331



\* Annual averages computed based on the 3rd quarter wages reported

\*\* Mean - Weighted Mean of Mean Employer Average Wage; Median - Median of Median Employer Average Wage; Std. Deviation - Std. Deviation of Means