State of the NNP Workforce
Thursday, Jan. 16, 2018

Webinar Agenda
• NNP Workforce Survey- Key Findings
• Health Care Staffing Trends
• What are Employers Looking For?
• Q&A

Thank You!
How to Ask A Question

- Click “Q&A” to enter your question any time throughout the webinar
- Questions will be addressed at the end of the webinar

Panelists

Elizabeth Welch-Carre, EdD MS APRN NNP-BC
NANNP Council Chair-Elect

Kelly Linkous
Linkous & Associates, LLC

Tim Mattis
ENSEARCH Management Consultants

NNP Workforce Survey

Elizabeth Welch-Carre, EdD MS APRN NNP-BC
NANNP Council Chair-Elect
2016 NNP Workforce Survey

- Survey sent to 5,433 certified NNPs for 14-day period - end of Sept - beginning Oct 2016
- Questions related to salary, benefits, work environment, and satisfaction with salary, benefits and work
- 1,100 responses
- Salary data based on full-time employees (35 hours per week or more)

AANP Regions

<table>
<thead>
<tr>
<th>Region Name</th>
<th>AANP Region Definition</th>
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</thead>
<tbody>
<tr>
<td>Region 1</td>
<td>CT, MA, ME, NH, RI, VT</td>
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<tr>
<td>Region 2</td>
<td>NJ, NY</td>
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<tr>
<td>Region 3</td>
<td>DC, DE, MD, PA, VA, WV</td>
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<tr>
<td>Region 4</td>
<td>KY, NC, SC, TN</td>
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<tr>
<td>Region 5</td>
<td>IL, IN, IA, MN, OH, WI</td>
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<tr>
<td>Region 6</td>
<td>AR, LA, OK, TX</td>
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<tr>
<td>Region 7</td>
<td>IA, KS, MO, NE</td>
</tr>
<tr>
<td>Region 8</td>
<td>CO, MT, ND, AK, UT, WY</td>
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<tr>
<td>Region 9</td>
<td>AZ, CA, HI, NM, NV</td>
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<td>Region 10</td>
<td>AK, ID, OR, WA</td>
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<tr>
<td>Region 11</td>
<td>AL, FL, GA, MS</td>
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The primary practice locations of surveyed NNPs are represented across all AANP regions.
Nurse Practitioner Demographics

- ~234,000 licensed nurse practitioners (NP) per AANP, 2017
- ~5,900 NCC certified neonatal nurse practitioners (NNP)
- ~6.6% of NPs certified in acute care
- ~62% are family practice and 89% in primary care

Age/Experience

- Average age of NPs and NNPs – 49
- 32% NNPs 55 or older
- 2006 - average age NNP - 46
- 2014 - average age of acute care pediatric NP – 40
- 2010 - 43% Neos - 55 or older
- NNPs average number of years in practice - 14.3
- NPs average number of years in practice - 11

Demographics

- Females are large majority (> 90%) of advanced practice registered nurses (APRN), exception CRNAs, only 57% female
- 96% of NNPs are female - stable since 2006
- 78% of NNPs - masters
- 11% of NNPs have a doctorate
- 98% of NPs have graduate degrees
Employment Status

- 72% of NNPs are salaried
- Per NNP administrators (N=40), 72% of NNPs work full time
- Per NNPs:
  - 82% work full-time
  - 19% expected to work > 40 hrs/week
  - 40% working > 40 hrs/week
- 81% of NPs are salaried
  - 82% of NPs working full-time (36 hrs/week or greater)
  - 40% of hourly NPs work OT

Actual Hours vs. Expected Hours Worked Per Week

<table>
<thead>
<tr>
<th>More than 40 hours</th>
<th>35 to 40 hours</th>
<th>30 to 34 hours</th>
<th>25 to 29 hours</th>
<th>Less than 25 hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>19%</td>
<td>46%</td>
<td>63%</td>
<td>39%</td>
<td>5%</td>
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<tr>
<td>Expected hours worked</td>
<td>Actual hours worked</td>
<td>Expected hours worked</td>
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Type of Shifts

- Day shifts only: 10%
- Night shifts only: 4%
- Day/Night rotations: 45%
- 24-hour shifts: 63%

Total Compensation

- Pay
- Health Benefits
- Professional fees, insurance
- PTO

Compensation Variation

**Similar**
- Gender
- Level of Education
- Primary Practice Setting
- Shift Coverage

**Varying**
- Age/Years of Experience
- Region
- Type of Employer
- Administrative Role
Hourly by Quadrant Region and Experience

Hourly Pay by AANP Region

Regional Comparison NNP vs NP salary

<table>
<thead>
<tr>
<th>Region</th>
<th>NNP</th>
<th>NP</th>
</tr>
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<tbody>
<tr>
<td>1</td>
<td>$124k</td>
<td>$100k</td>
</tr>
<tr>
<td>2</td>
<td>$122k</td>
<td>$112k</td>
</tr>
<tr>
<td>3</td>
<td>$118k</td>
<td>$106k</td>
</tr>
<tr>
<td>4</td>
<td>$110k</td>
<td>$104k</td>
</tr>
<tr>
<td>5</td>
<td>$118k</td>
<td>$101k</td>
</tr>
<tr>
<td>6</td>
<td>$114k</td>
<td>$101k</td>
</tr>
<tr>
<td>7</td>
<td>$116k</td>
<td>$99k</td>
</tr>
<tr>
<td>8</td>
<td>$120k</td>
<td>$102k</td>
</tr>
<tr>
<td>9</td>
<td>$135k</td>
<td>$118k</td>
</tr>
<tr>
<td>10</td>
<td>$124k</td>
<td>$112k</td>
</tr>
<tr>
<td>11</td>
<td>$101k</td>
<td>$100k</td>
</tr>
</tbody>
</table>
Salary

- NNP Nationally
  - New grad NNP average starting salary ~ $99K, N=41
  - Average NNP salary based on full-time (FT) 2,080 hrs per year ~ $116k
- Other NP Nationally
  - 2017 Average NP full-time salary ~ $106k
  - 2017 Inpatient NP ~ $115k
  - 2015 Psychiatric mental health NP ~ $108k
  - 2015 Acute care NP ~ $110k

Pay by Employer Type

- Multi Hospital System/Network
  - Average salary ~ $118k
  - Range: $33-$112
- Independent/Community Hospital
  - Average salary ~ $116k
  - Range: $38-$98
- Physician Practice Group
  - Average salary ~ $110k
  - Range: $37-$99
- University/Medical Center
  - Average salary ~ $118k
  - Range: $36-$91
- Other Type of Employer
  - Average salary ~ $124k
  - Range: $35-$90

Administrative Role – National Average

- NNP’s With Non-Admin Role (n=855)
  - Average salary: $56

- NNP’s With Admin Role (n=27)
  - Average salary: $82
Work Hours - OT

- 27% OT
- 27% Jeopardy
- 25% OT & jeopardy

Compensation for OT

- $836 on average
- $63 on average

Annual Bonus

- 32%
Bonus and Type of Employer

- Multi Hospital System / Network: 18%
- Independent Community Hospital: 29%
- Physician Practice Group: 69%
- University / Medical Center: 16%
- Other Practice: 43%

Annual Bonus Based on Setting

- Level 1 & 2: 38%
- Level 3: 33%
- Level 4+: 26%

Annual Pay Increase More Common Than Bonus

- Total MEP: 70%
- By ANMP Region:
  - Region 12: 79%
  - Region 1: 79%
  - Region 2: 67%
  - Region 3: 79%
  - Region 4: 79%
  - Region 5: 80%
  - Region 6: 61%
  - Region 7: 81%
  - Region 8: 89%
  - Region 9: 74%
  - Region 10: 13%
Other Benefits Offered

- Professional Liability Insurance: 82%
- Pension: 81%
- Stock Options: 81%
- Continuing Education Stipend: 80%
- Paid Time off for Conference Attendance: 76%
- Paid Travel to Attend Conference: 71%
- Professional Organizations: 69%
- Mentoring or Mentee Program: 59%
- Vacation: 52%

Other Benefits by Employer

- Professional Liability Insurance
- Continuing education stipend
- Retirement plans for non-physician employees
- Paid vacation, sick, and professional leave
- Paid time off for conference attendance
- Professional organizations
- Paid travel to attend conferences
- Professional to attend conferences

Conference Attendance Funding

- 75% of respondents report receiving funding from their employer to attend educational conferences.

Frequency of Attendance:

- 3 or more per year: 11%
- Yearly: 43%
- Every other year: 15%
- Less than every 2 years: 22%

The majority of NPs report that educational funds are allocated individually.
Tuition Assistance

16. Don’t know if there employer offers tuition reimbursement

19. Don’t know what amount is eligible for reimbursement

Tuition Assistance by Region

Who Pays for Licenses and Certifications?

- NPs, PA, CRNAs, Nurse Anesthesia
- 44%

- APRNs
- 55%

- State DEA License
- 10%

- Federal DEA License
- 5%

NPs working in a physician-owned group are generally not responsible for paying for their licenses.
Benefits Offered to Other NPs

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>PTI</td>
<td>0%</td>
</tr>
<tr>
<td>Health Ins.</td>
<td>10%</td>
</tr>
<tr>
<td>Disability</td>
<td>20%</td>
</tr>
<tr>
<td>Dental</td>
<td>30%</td>
</tr>
<tr>
<td>Vision</td>
<td>40%</td>
</tr>
<tr>
<td>Retirement</td>
<td>50%</td>
</tr>
<tr>
<td>Life Ins.</td>
<td>60%</td>
</tr>
<tr>
<td>Disability Reimb.</td>
<td>70%</td>
</tr>
<tr>
<td>Paid Sick Leave</td>
<td>80%</td>
</tr>
<tr>
<td>License/ Certification Reimb.</td>
<td>90%</td>
</tr>
<tr>
<td>Matching</td>
<td>100%</td>
</tr>
</tbody>
</table>

NNP Satisfaction

- Career: 73%
- Annual Income: 55%
- Paid Time-Off/Vacation: 61%
- Health Benefits: 55%
- Retirement Benefits: 61%

Satisfaction with career can be improved by offering additional benefits such as healthcare plans, vacation time, continuing education, etc.

What Do NNPs Value?

- Work/Life Balance: 95%
- Salary: 90%
- Retirement Benefits & Health Benefits: 81%
- Paid Time-off/Vacation: 80%
- Relocation Expense Reimbursement: 75%
- Tuition Loan: 70%
- Premium Pay: 65%
- Alignment of actual hours to scheduled work hours: 60%
- Holiday Pay/Time: 55%
Shift Matters

Shift Preference Among NNP's Who Work Day/Night Rotations

<table>
<thead>
<tr>
<th>Would prefer</th>
<th>Days Only</th>
<th>24-Hour Shifts</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>25%</td>
<td>48%</td>
<td>24%</td>
<td>5%</td>
</tr>
</tbody>
</table>

All things being equal, would shift length/configuration influence where you choose to work?

- Yes: 85%
- No: 15%
- Don't Know: 0%

There are no meaningful differences by any NNP subgroup, including region.

NNP Staff Shortage

73% of NNP administrators feel they don't have enough NNP staff to cover their needs.
NNP Admin Expectations for Staff Shortages

Currently: 73%

In the Next 5 Years: 65%

In the Next 10 Years: 83%

Who is Filling NNP Vacancies?

47% No one
28% Neonatologist
23% Other APPs
20% Physician Assistant
19% Medical
3% Hospitalist
8% Other HCP

Plan to Hire NNPs

80% Hired NNP
41% New Graduates
41% Experienced
28% Medical
31% Neonatologist
16% Hospitalist
3% Other
Incentives to Hire

- 50% of admin report new grad orientation 3 to 6 months
- 20% greater than 6 months
- 45% report having a mentoring program

Summary

- NNPs earn more than most NPs – average salary $116k
- Salaries vary based on region, experience, employer
- Benefits most commonly offered > 90%
  - Retirement plan
  - Health Insurance
  - Dental Insurance
  - Life Insurance
  - Professional Liability insurance
  - Paid Vacation

Support for NNPs

- 50% of admin report new grad orientation 3 to 6 months
- 20% greater than 6 months
- 45% report having a mentoring program
Staffing Shortage

• Continues to be an issue
• Some incentives offered
• Administrators intend to hire NNPs in the future
• But, some staffing vacancies have been filled with other HCP

What Matters to NNPs

• Work life balance
• Salary
• Retirement
• Paid time off
• Shift configuration

References

References

Walk Down Memory Lane

- The first NICU opened on October 15, 1960 at Yale – New Haven Hospital
- By the beginning of the 1970s Neonatal Intensive care was integrated at most large, full service teaching hospitals
- During the 70s a shortage of NICU caregivers was becoming a critical concern
Walk Down Memory Lane

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- By the beginning of the 1970s Neonatal Intensive care was integrated at most large, full service teaching hospitals
- During the 70s a shortage of NICU caregivers was becoming a critical concern
- In 1975 the ANA published guidelines outlining the first training program for today’s NNPs...for “Neonatal Nurse Clinicians”

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Walk Down Memory Lane

• In 1974 the University of Wisconsin launched the first short-term continuing education program to prepare NNCs
• Later that year the University of Arizona opened an identical program…but for NNPs
• After that, most of the early NNP programs were hospital-based, lasting 4 – 9 months

• But by the early 1980s, the hospital-based certificate programs started closing, replaced by Masters programs

• The first annual Neonatal Nurse Clinicians, Practitioners and Specialists (NNCP) conference was held in 1983 in Denver, CO
Walk Down Memory Lane

- The first annual Neonatal Nurse Clinicians, Practitioners and Specialists (NNCPS) conference was held in 1983 in Denver, CO
- By the second conference there was a mailing list of 650 practicing NNCPSs
  - Developed a newsletter for improved communication...resulting in
  - the formation of an association

NANN was born in 1984

Patricia Johnson, RN, MS, NNP
Neonatal Network, August 2002
Where Are We Now?

Total Number of NCC Certified NNPs:

• Total NNPs: 5,903
• United States: 5,824
• US Armed Forces: 4
• Canada: 75 *

Per NCC
As of 01.11.2018

Growth for the past five years

• 2017........5,700 (+2.83%)
• 2016........5,543 (+4.23%)
• 2015........5,318 (+2.58%)
• 2014........5,184 (+3.78%)
• 2013........4,995 (N/A)
New NNPs Entering the Workforce

• Currently 39 active U.S. NNP programs

Data provided by annual NNP Faculty Survey
Conducted by ENSEARCH
100% participation each year (since 2002)

• 321 estimated new grads in 2017*
New NNPs Entering the Workforce

• Currently 39 active U.S. NNP programs
• 321 estimated new grads in 2017*
• 287 new grads in 2016

From 2008 to 2016 there were 2,398 new NNP grads

➤ Nine (9) year average of 266/year

Out of that, from 2008 - 2011 there were 1,137 grads

➤ Four (4) year average of 284 grads per year
New NNPs Entering the Workforce

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- 321 estimated new grads in 2017*
- 287 new grads in 2016
- From 2008 to 2016 there were 2,398 new NNP grads
  - Nine (9) year average of 266/yr
- Out of that, from 2008 - 2011 there were 1,137 grads
  - Four (4) year average of 284 grads per year
- However, from 2012 – 2016 (the most recent 5 years) there were only 1,261
  - Five (5) year average of 252 grads per year
  - An average drop of 32 grads per year!

But the good news is...

NNP grad numbers have been on the rise:

- 2017...........321  (estimated)
- 2016...........287
- 2015...........245
- 2014...........241

NNP Utilization

How many hospitals are there in the United States which utilize NNPs?
NNP Utilization

Currently, there are approximately 1,300 Hospitals nationwide which utilize NNPs

• In 2016 there were ~1,250
• In 2015 there were ~1,230

The NNP Job Market

Does anyone really know how many NNP job openings there are in the US?
The NNP Job Market

**Best guesstimates**

- Current nationwide job openings: ~400
- It’s a moving target….and on the upswing

Where Are We Going?

The NNP Market Looks Strong
The NNP Market Looks Strong

Job Openings Are On The Rise

• More and more facilities adopting the Neonatologist / NNP staffing model

• NNP usage increasing in outlying DR sites
Job Openings Are On The Rise

• More and more facilities adopting the Neonatologist / NNP staffing model
• NNP usage increasing in outlying DR sites
• More openings in non-clinical roles for NNPs

Compact for APRNs

• Similar to RN Compact but for APRNs
• Approved in May 2015
Compact for APRNs

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• To be implemented when 10 states have enacted the legislation...to date:
  ➢ Idaho, Wyoming, North Dakota

Pending: Nebraska & West Virginia
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  https://www.ncsbn.org/aprn-compact.htm

Other Factors

• NNP grad numbers on the rise
• Improved acceptance of role
  ➢ Stronger relationships between NNPs and rest of the NICU care team
  ➢ Better job satisfaction
Other Factors

• NNP grad numbers on the rise
• Improved acceptance of role
  ➢ Stronger relationships between NNPs and rest of the NICU care team
  ➢ Better job satisfaction
• More DNPs entering the workforce
  ➢ Expansion of role

Improved NCC Pass Rates

NCC Pass Rate Statistics

• 2009 = 76% (264 who tested)
• 2010 = 75% (372 who tested)
• 2011 = 81% (342 who tested)
• 2012 = 78% (332 who tested)

Per NCC, as of 4/27/2017
NCC Pass Rate Statistics

- 2009 = 76% (264 who tested)
- 2010 = 75% (372 who tested)
- 2011 = 81% (342 who tested)
- 2012 = 78% (332 who tested)
- 2013 = 83% (316 who tested)
- 2014 = 83% (265 who tested)
- 2015 = 88% (293 who tested)
- 2016 = 84% (283 who tested)

80%+ past 4 years

Thank You!

What are Employers Looking For in Today’s Market?

Kelly Linkous
Linkous & Associates, LLC
Ideal Candidate Qualities:

- Prior experience
- Well-rounded candidates
- Proactive problem solving
- Those who embrace a life-long learning model
- A willingness to share knowledge and engage in advancement of the profession
- Flexibility

How to Stand Out from the Crowd:

- Get involved
- Be eager to learn
- Be enthusiastic
- Have a good work ethic
- Attend an accredited NNP program
- Have a steady employment history

Questions?