



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



National Association of
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A Division of AWHONN

Panelists



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



Kelly Linkous
Linkous & Associates, LLC



Tim Mattis
ENSEARCH Management
Consultants

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NNP Workforce Survey

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

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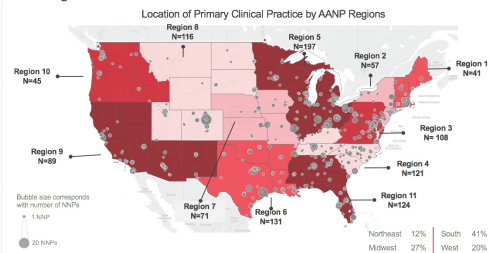
2016 NNP Workforce Survey

- 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

Region Name	AANP Region Definition
Region 1	CT, MA, ME, NH, RI, VT
Region 2	NJ, NY
Region 3	DC, DE, MD, PA, VA, WV
Region 4	KY, NC, SC, TN
Region 5	IL, IN, MI, MN, OH, WI
Region 6	AR, LA, OK, TX
Region 7	IA, KS, MO, NE
Region 8	CO, MT, ND, SK, UT, WY
Region 9	AZ, CA, HI, NM, NV
Region 10	AK, ID, OR, WA
Region 11	AL, FL, GA, MS

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



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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

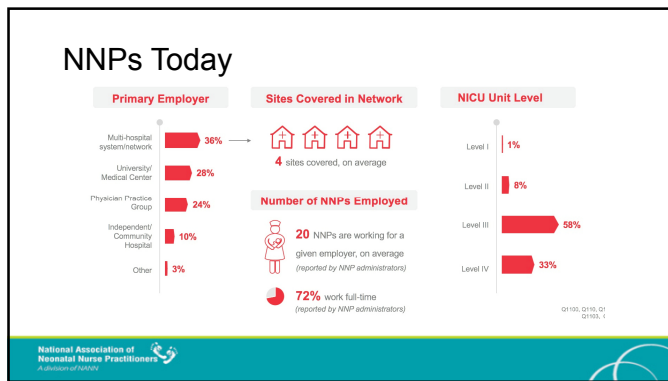
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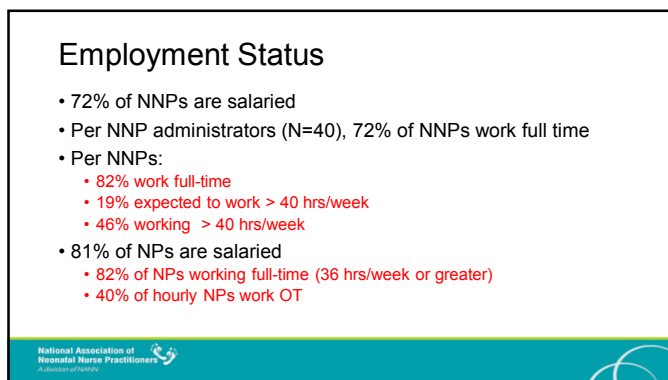
Demographics

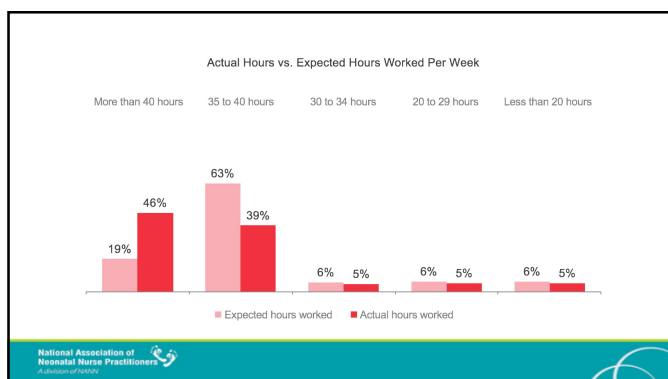
- Females are large majority (> 90%) of advanced practice registered nurses (APRN), exception CRNAs, only 57% female
- 96% of NNPs are female - stable since 2006
- 78% of NNPs - masters
- 11% of NNPs have a doctorate
- 98% of NPs have graduate degrees

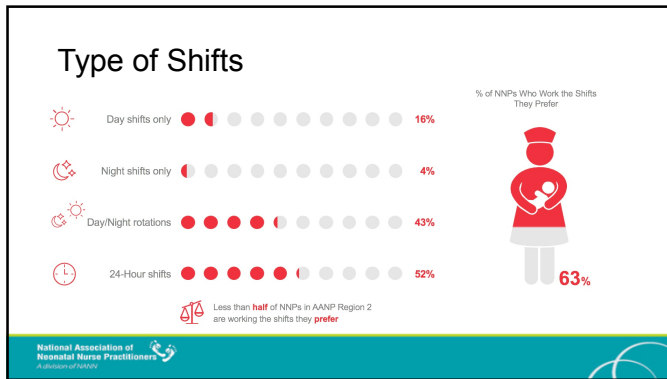


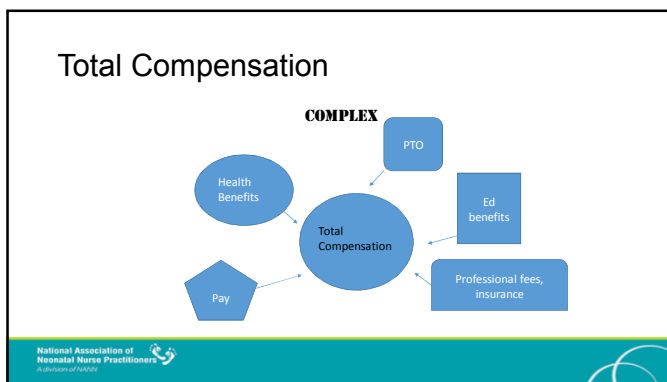
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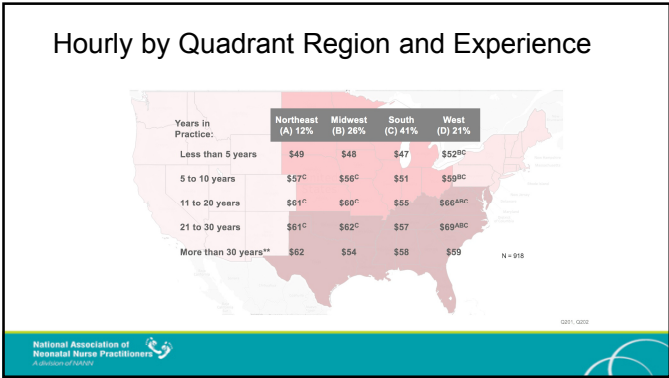


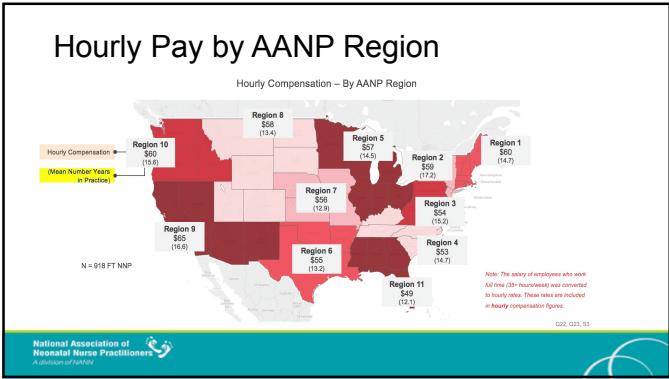


Compensation Variation

<p>Similar</p> <ul style="list-style-type: none"> • Gender • Level of Education • Primary Practice Setting • Shift Coverage 	<p>Varying</p> <ul style="list-style-type: none"> • Age/Years of Experience • Region • Type of Employer • Administrative Role
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Regional Comparison NNP vs NP salary

Region	NNP	NP
1	\$124k	\$106k
2	\$122k	\$112k
3	\$112k	\$103k
4	\$110k	\$101k
5	\$118k	\$101k
6	\$114k	\$107k
7	\$116k	\$99k
8	\$120k	\$102k
9	\$135k	\$118k
10	\$124k	\$112k
11	\$101k	\$100k

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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
 - <https://www.bankrate.com/calculators/savings/moving-cost-of-living-calculator.aspx>
 - <http://money.cnn.com/calculator/pf/cost-of-living/index.html>

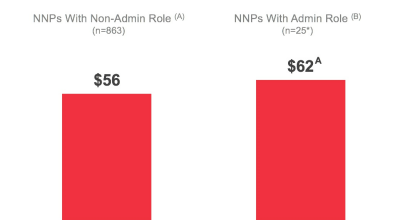
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Pay by Employer Type

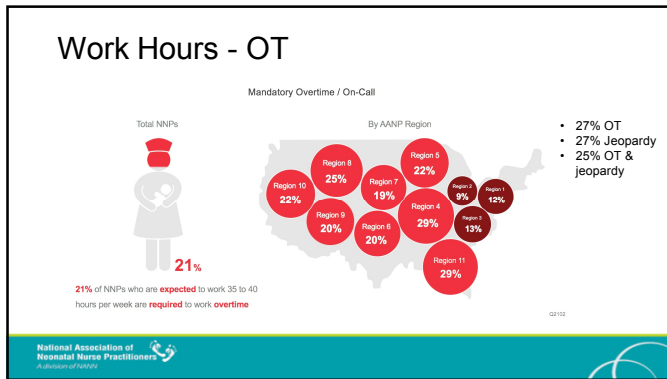


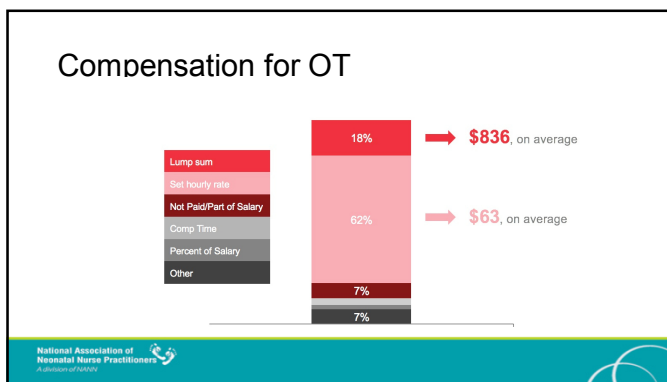
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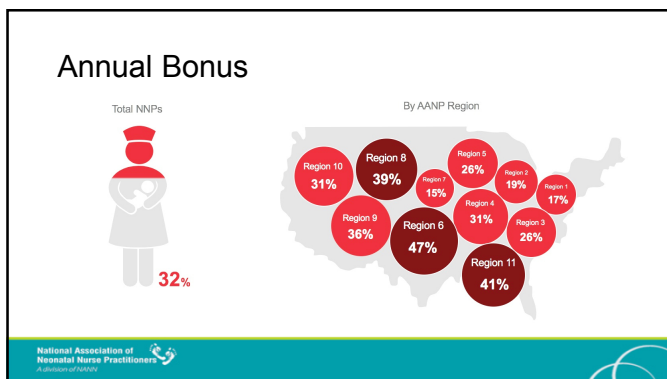
Administrative Role – National Average

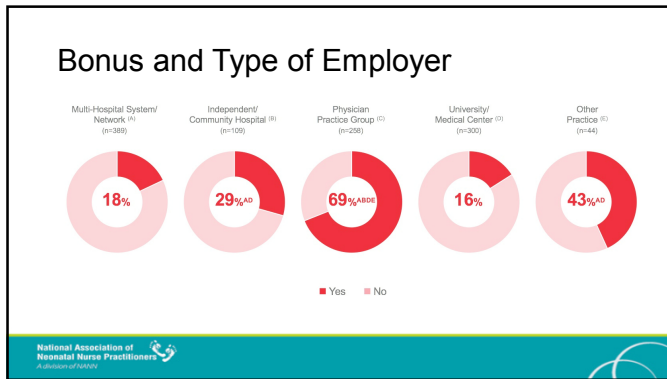


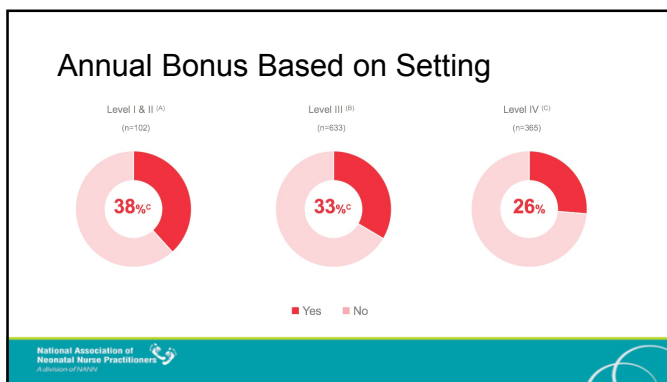
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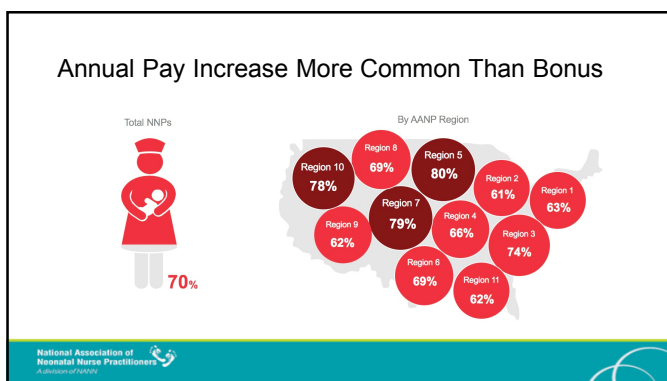




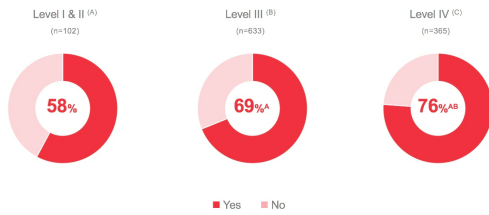






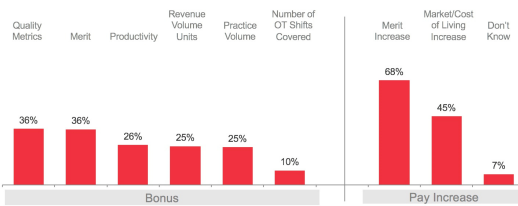


Pay Increase and NICU Type



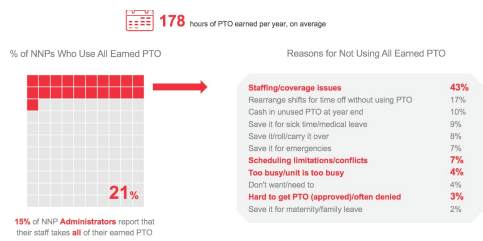
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Influences on Bonus or Pay Raise

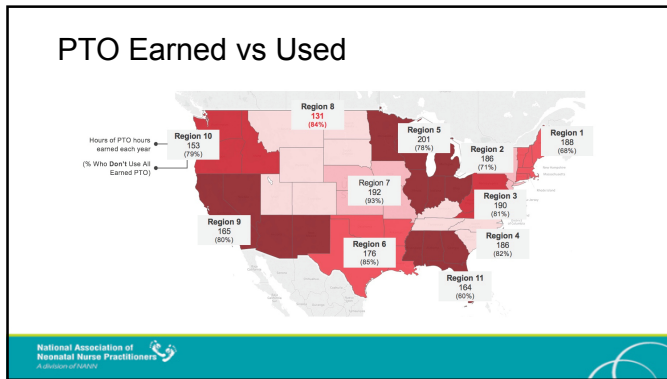


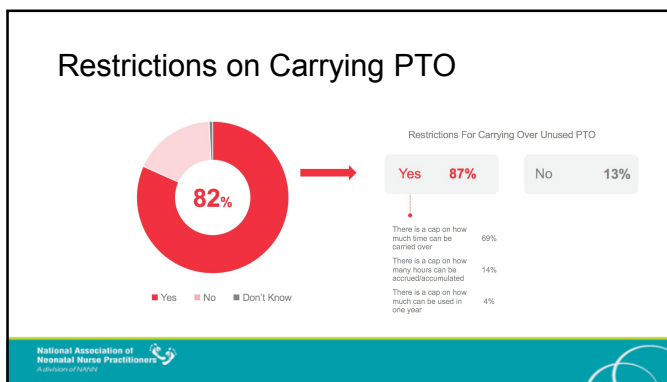
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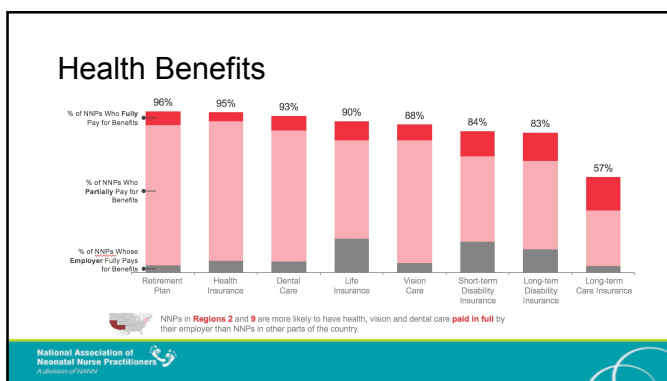
Paid Time Off (PTO)



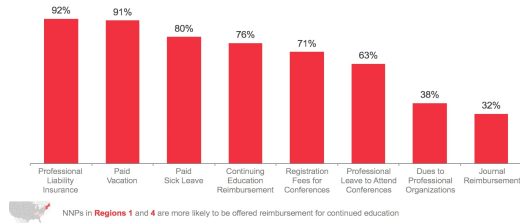
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Other Benefits Offered



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Other Benefits by Employer



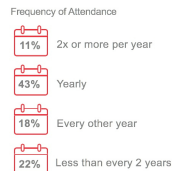
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Conference Attendance Funding

75%

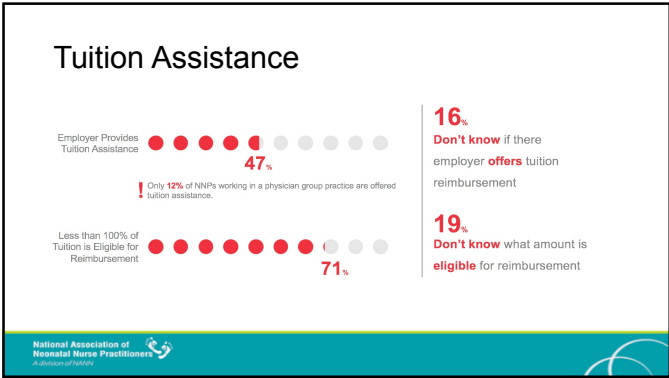
Report receiving funding from their employer to attend educational conferences

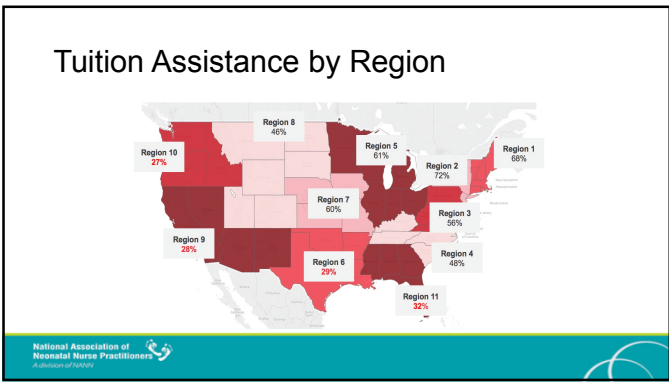
Nearly all NNPs employed by a physician group practice receive funding to attend educational conferences

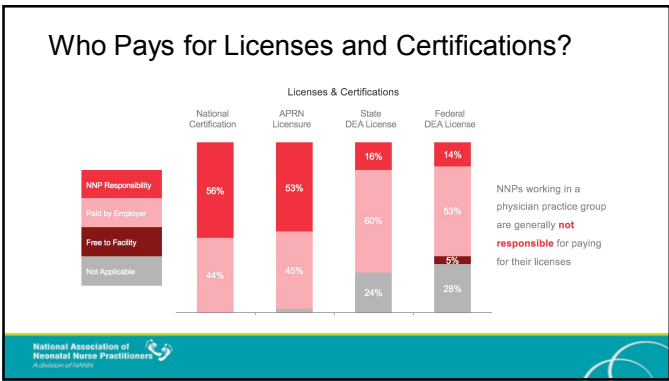


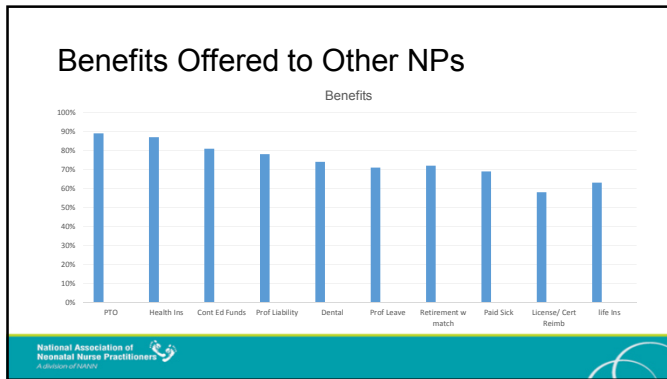
The majority of NNPs report that educational funds are allocated **individually**

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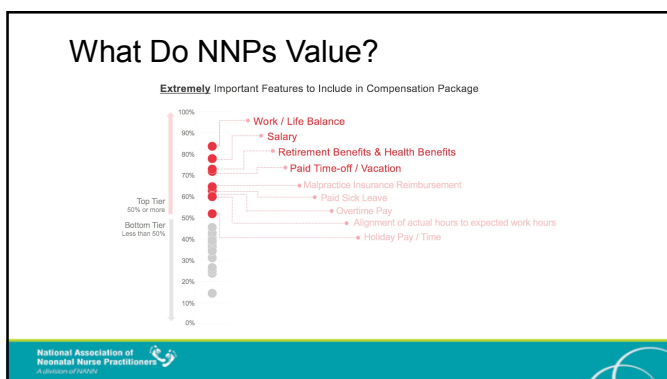






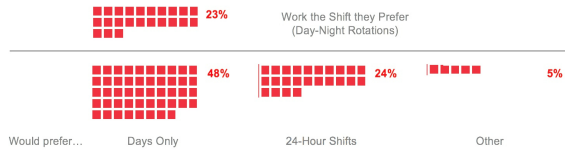






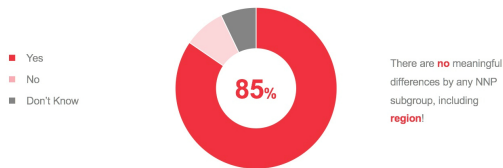
Shift Matters

Shift Preference Among NNPs Who Work Day/Night Rotations



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

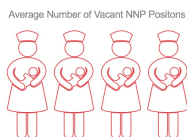


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NNP Staff Shortage

73%

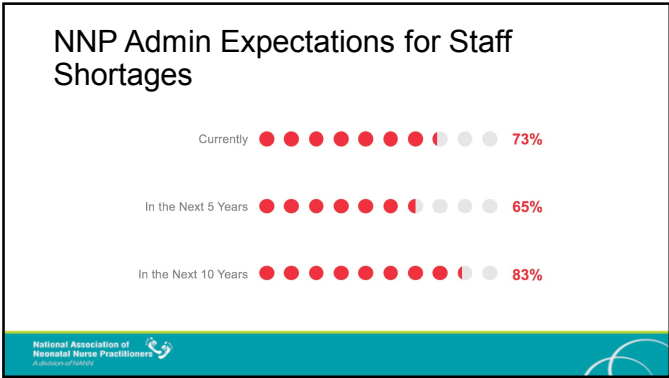
Of NNP administrators feel they **don't** have enough NNP staff to cover their **needs**

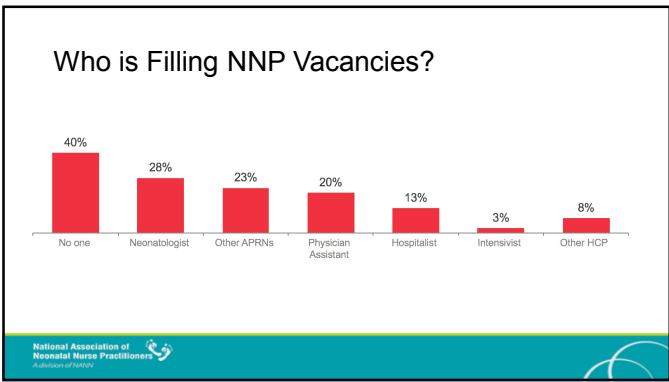


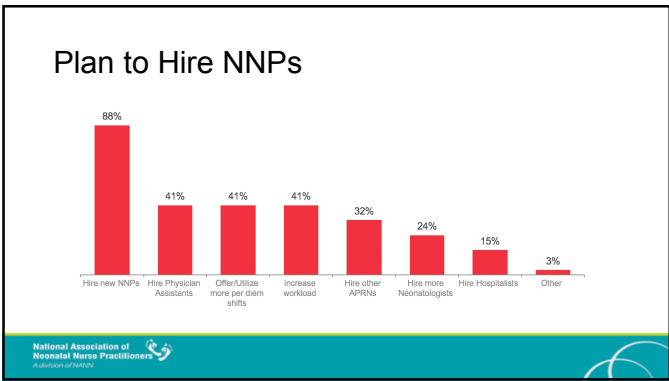
There are a number of **factors** that play a role in **staff shortages**, these include:

Not finding qualified candidates	59%
Lack of budget	52%
Vacancies/unfilled positions	45%
Salary offered	41%
Location	34%
Other team members do not feel the need	28%

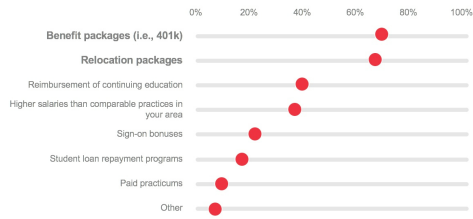
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Incentives to Hire



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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

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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

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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

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The NNP Workforce: Now and Into the Future

Tim Mattis
ENSEARCH Management Consultants

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Where Have We Been?



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Walk Down Memory Lane

- The first NICU opened on October 15, 1960 at Yale – New Haven Hospital

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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

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- 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

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 - Developed a newsletter for improved communication...resulting in the formation of an association

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 - ✓ NANN was born in 1984
 - National certification for NNPCs started in 1983

Patricia Johnson, RN, MS, NNP

Neonatal Network, August 2002

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Where Are We Now?



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NNPs By The Numbers

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

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NNPs By The Numbers

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)

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New NNPs Entering the Workforce



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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)

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- 321 estimated new grads in 2017*

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- 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

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- 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
- However, from 2012 – 2016 (the most recent 5 years) there were only 1,261 grads
 - Five (5) year average of **252** grads per year

An average drop of 32 grads per year!

New NNPs Entering the Workforce

**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

NNP Utilization

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- 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



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Job Openings Are On The Rise

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

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Job Openings Are On The Rise

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- NNP usage increasing in outlying DR sites

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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

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- Approved in May 2015

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- To be implemented when 10 states have enacted the legislation....to date:

Compact for APRNs

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Compact for APRNs

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

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Other Factors

- NNP grad numbers on the rise

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Other Factors

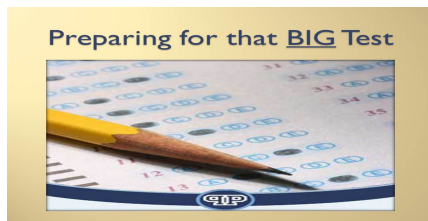
- NNP grad numbers on the rise
- Improved acceptance of role
 - Stronger relationships between NNPs and rest of the NICU care team
 - Better job satisfaction

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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

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Thank You!



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What are Employers Looking For in Today's Market?

Kelly Linkous
Linkous & Associates, LLC

National Association of
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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?