



# W O R K F O R C E TRENDING NOW

From the office of William J. Grubbs, President & CEO of Cross Country Healthcare

December 4, 2015

## NOVEMBER JOB GROWTH SOLID, GAINING 211,000 JOBS; UNEMPLOYMENT RATE REMAINS FLAT AT 5%

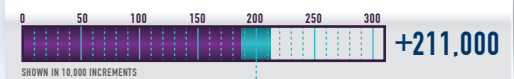
The U.S. Bureau of Labor Statistics Employment Report revealed that job growth remains strong and steady, with 211,000 new jobs added. This was slightly above the 200,000 expected by economists. The labor force participation rate came in at 62.5%, with the economy fast-approaching full employment.

Employment gains for earlier in the fall were upwardly revised by a combined 35,000. The government reported that 298,000 jobs were created in October, instead of the 271,000 jobs originally reported, and 145,000 jobs were created in September as compared to the initially reported 137,000.

Healthcare accounted for approximately 11% of November job growth, adding 23,800 jobs. Hospitals led job growth last month, gaining 13,400 new jobs. Ambulatory healthcare job growth slowed in November, only adding 2,700 jobs. Nursing and residential care facilities contributed 2,100 jobs. Job growth within the healthcare sector has grown by a total of 369,900 jobs to date in 2015.

### NOVEMBER JOBS ADDED BY SEGMENT

#### ALL U.S. JOBS



HEALTHCARE JOBS +23,800

HOSPITALS +13,400

AMBULATORY CARE +2,700

NURSING & RESIDENTIAL CARE +2,100

## NURSING BSN ENROLLMENT ON RISE; EMPLOYER PREFERENCE FOR RNS WITH HIGHER-LEVEL EDUCATION

According to a survey conducted by the American Association of Colleges of Nursing (AACN), enrollments in entry level Bachelor of Science in Nursing (BSN) degree programs have increased by almost 5%, and enrollments in RN-BSN programs for RNs trying to advance their education are up over 10%. These surging enrollment numbers are directly related to the rapidly evolving healthcare landscape over the past several years. Nurses are doing everything they can to develop the skills necessary to meet patient care needs in addition to staying competitive within their industry. Although the continuing nursing shortage has worked in nurses' favor for the most part, hospitals desperate to keep their budgets in the black cannot afford to train less educated nurses. Therefore, nurses with a higher education and/or more experience are able to choose the most lucrative and favorable opportunities available.



### Total Enrollment in All BSN Programs, Increase from 2013 to 2014

2013	2014
299,118	320,074

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## SURVEYED NURSES WISH THEY HAD FURTHERED THEIR EDUCATION

A November 2015 survey of more than 8,000 nurses currently working in the United States delivered some surprising answers regarding satisfaction with their education levels. The majority of nurses, in all skill levels and specialties, responding indicated that if they could do it all over again, they would further their educations. Advance Practice Nurses were more likely to be satisfied with their current education levels. More than half of Registered Nurses and Licensed Practical Nurses surveyed wish they had furthered their educations.

Surveyed Nurses Wish They Had Furthered Their Education

	APNs	RNs	LPN/LVN
Choose the same education	35%	19%	6%
Further their education	37%	51%	60%

## HIGHER DEGREE LEVELS AND SATISFACTION GO HAND-IN-HAND

It goes without saying that the surveyed nurses with the highest levels of education were also the most satisfied with the education choices they made earlier in their careers. About half of those with Doctoral Degrees were satisfied with their education level. Those with Associate Degrees or lower were considerably less satisfied. The more education nurses chose also coincided with higher salary levels and job satisfaction.

Nurse Education Level Satisfaction, By Degree

Doctoral Degree	49%
Master's Degree	33%
Bachelor's Degree	21%
RN Diploma Program	13%
Associate Degree	10%
Practical Nurse Training	4%

## INSTITUTE OF MEDICINE RECOMMENDS ADVANCED EDUCATION FOR ALL NURSES

The healthcare landscape has changed dramatically over the past several years, mostly due to regulations enacted by the Affordable Care Act and the Centers for Medicaid and Medicare Services (CMS). Additionally, numerous studies have confirmed a link between the education level of nurses and rates of patient death, medical errors, and better patient outcomes.

In its most recent Future of Nursing report, the Institute of Medicine (IOM) recommended to increase the number of RNs with a bachelor degree to 80% by the year 2020. The study also recommended that healthcare organizations and nursing schools collaborate to make this happen. To that end, Cross Country Staffing, a division of Cross Country Healthcare, recently announced a partnership with the Ameritech College of Healthcare. As part of a signed agreement, this partnership will provide Cross Country Staffing's travel nurses a 20% reduction on tuition for the school's online RN-BSN degree program. This program is a 100% online platform, and is designed to maximize flexibility for working professionals and parents. The school features nationally recognized faculty and accreditation through the Accrediting Bureau of Health Education Schools.

Ameritech College of Healthcare's RN-BSN program is comprised of 12 seven-and-a half-week courses, allowing nurses to complete their BSN in just three semesters. Six starts are available throughout each academic year. Ameritech, an institution that has specialized in healthcare training since 1979, also accepts transfer credits.

Sources:

<http://www.aacn.nche.edu/news/articles/2015/enrollment>

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<https://iom.nationalacademies.org/-/media/Files/Report%20Files/2010/The-Future-of-Nursing/Future%20of%20Nursing%202010%20Recommendations.pdf>