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*"Utilizing community partnerships and technology to build Michigan's health workforce"*

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**FOR IMMEDIATE RELEASE**  
**October 25, 2007**

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## ***Michigan Center for Nursing Releases Survey of Nurses***

*Results provide the most reliable, comprehensive data available to date on the nursing workforce in Michigan*

The Michigan Center for Nursing released results from the *Survey of Nurses 2007*, which includes data on nurses' employment status, geographic distribution, age, plans to continue practicing, work setting, practice area, education, gender, and racial/ethnic background.

Key findings from the survey show that:

- Approximately 85 percent of licensed RNs and 81 percent of licensed LPNs report that they are *active* in nursing—working in nursing or a related area full- or part-time. These percentages have changed very little since the survey of nurses was implemented in 2004.
- An estimated 91,933 to 94,066 licensed registered nurses are working in nursing or a related area *in Michigan*—77,224 to 79,956 (85 percent) of these RNs provide direct patient care services in their main nursing position.
- An estimated 20,315 to 21,272 licensed practical nurses are working in nursing or a related area *in Michigan*—18,344 to 19,634 (91 percent) of these LPNs provide direct patient care services.
- Only about 2 percent of licensed nurses are unemployed and seeking employment in nursing; this number is unchanged from survey findings in 2004, 2005, and 2006.
- Of the RNs working full- or part-time in nursing, about 72 percent are employed 35 or more hours per week. This percentage has not changed significantly since the current annual survey of nurses was initiated. In the 1998–99 licensure survey 68 percent of active RNs reported they were employed 35 or more hours per week.
- The proportion of active LPNs employed 35 or more hours per week is about 68 percent, compared to 65 percent in 1998–99.
- The ratio of active *registered nurses* to population in Michigan is approximately 921 RNs for every 100,000 people; the ratio of active *licensed practical nurses* to population is approximately 206 LPNs per 100,000 people.

Carole Stacy, director of the Michigan Center for Nursing, said: "Thanks to the nurses who since 2004 have returned the survey form in record breaking numbers we now have a complete picture of our nursing workforce. This will enable all of us who work on initiatives to alleviate the nursing shortage to have a good picture of where we are and where we can go."

Stacy said the center will disseminate the data through their e-newsletter, website and at various nursing groups and encourage its use for strategic planning and collaborative efforts to strengthen the nursing workforce.

Responses to the detailed survey questionnaire were received from more than 43,676 returned registered nurse (RN) surveys, yielding a margin of error of  $\pm 0.5$  percent with 95 percent confidence; and 9,098 returned licensed practical nurse (LPN) surveys, yielding a margin of error of  $\pm 1.0$  percent with 95 percent confidence. The high response rate and sampling design assure that the survey findings are applicable to the entire population of nurses licensed in Michigan.

The Michigan Center for Nursing, under the auspices of the Michigan Health Council, was established in 2003 with funding support initiated through the former Michigan Department of Consumer and Industry Services and now administered by the Michigan Department of Community Health.

Public Sector Consultants Inc. (PSC), a Lansing public policy research firm, conducted the survey and prepared the report for the Michigan Center for Nursing.

A description of the Michigan nursing workforce is contained in the report, including:

- About 27 percent of *active* registered nurses in this license renewal cohort are aged 55 or older, compared to 22 percent of active registered nurses *in the same license renewal cohort* who responded to the survey in 2005. About 35 percent of *active* licensed practical nurses in this license renewal cohort are aged 55 or older, compared to 30 percent in 2005.
- About 38 percent of *active* RNs and 41 percent of *active* LPNs say they plan to practice nursing for only one to ten more years. This group is larger than it was in 2005 when 35 percent of all active RNs and 38 percent of all active LPNs *in the same license renewal cohort* said they planned to practice nursing for only one to ten more years.
- In 2007, about 22 percent of all RNs and 21 percent of all LPNs surveyed said they had voluntarily left a nursing position in the last two years. Of these, more than half – 57 percent of RNs and 64 percent of LPNs—said they left to take another nursing position with a different organization.
- Nearly three-fourths of *active* registered nurses (about 74 percent, the same number reported in 2005 and 2006) are employed in either the hospital inpatient or outpatient setting; LPNs (about 45 percent) are most likely to be employed in nursing homes or long-term care facilities.
- About 6 percent of *active* RNs and 5 percent of active LPNs are male.
- About 6 percent of *active* RNs are African American, 4 percent are Asian, and 1 percent are American Indian/Alaskan Native.
- About 14 percent of *active* LPNs are African American, 2 percent are Asian, and 2 percent are American Indian/Alaskan Native.
- About 1 percent of *active* RNs and 2 percent of active LPNs are Spanish/Hispanic/Latino.

The full report, *Michigan Center for Nursing Survey of Nurses 2007*, is available online at [www.michigancenterfornursing.org](http://www.michigancenterfornursing.org).

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