Why are registered nurses retiring later?

Joanne Spetz, PhD
Ulrike Muench, PhD, RN
University of California, San Francisco

Anticipated RN Retirements

- The Baby Boom generation of RNs is expected to retire soon

  - Oldest Baby Boom RNs reached 65 years in 2010

  - The Baby Boom retirements will remove a large share of RNs from the US workforce

- But… retirements do not seem to be hitting

  - Recession impact

  - General trend toward delayed retirements

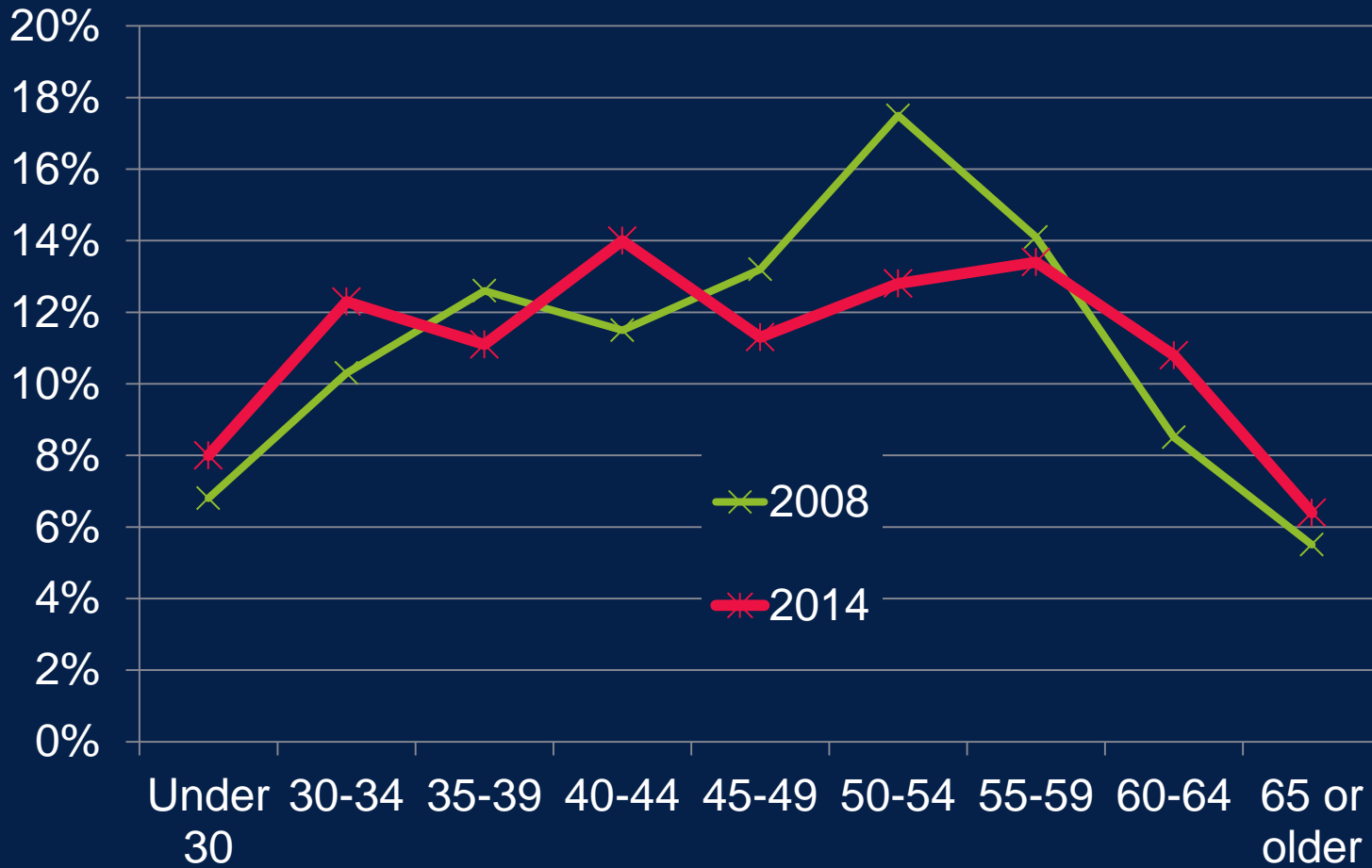   - Auerbach, Buerhaus, Staiger 2014

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Auerbach, Buerhaus, & Staiger findings

- 1969–90: for a group of RNs working at age fifty:

  – 47 percent were still working at age 62

  – 9 percent were working at age 69

- 1991–2012:

  – 74 percent were still working at age 62

  – 24 percent were working at age 69

- Extended nursing careers by 2.5 years after age fifty

- Many RNs tend to shift out of hospital settings as they age

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This study…

- Examines predictors of retirement of RNs

  - Not being employed

  - Planning to retire within 5 years

- Data: California Board of Registered Nursing biennial RNs surveys

  - 2008, 2014

- Methods:

  - Descriptive statistics

  - Probit regressions

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Ages of working RNs

California's Licensed RNs: 55 years and older

	2008	2014		2008	2014
Age group			**Race/ethnicity**		
55-58 years	36.2%	32.6%	Black	4.0%	4.5%
59-61 years	20.6%	21.7%	White	72.0%	70.2%
62-64 years	16.3%	15.5%	Other/Mixed	2.8%	3.4%
65-67 years	10.7%	12.1%	Filipino	11.1%	14.4%
68-72 years	10.5%	10.6%	Other Asian/PI	6.2%	4.7%
73 years+	5.8%	7.5%	Hispanic	4.0%	2.8%
Gender			**Marital status**		
Female	90.7%	92.0%	Single	5.5%	8.5%
Male	9.3%	8.0%	Married/Partner	63.5%	65.8%
			Sep/Wid/Div	31.0%	25.7%

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California's License RNs: 55 years and older

	2008	2014		2008	2014
Kids at home			Care for adult	23.6%	27.0%
No Kids	75.7%	67.2%	**Highest RN ed**		
1@home	17.7%	21.4%	Diploma	19.7%	9.3%
2@Home	4.9%	6.9%	Associate	32.5%	29.6%
3@home	1.2%	4.1%	Bachelor's	33.0%	38.6%
4+@home	0.5%	0.4%	Master's	14.4%	18.8%
			Doctorate	0.4%	3.7%
Has kids <13 only	0.8%	2.5%	International Ed	19.1%	
Has kids >13 only	22.3%	87.7%			
Has kids 13+/-	1.2%	9.8%			

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California's Licensed RNs: 55 years and older

	2008	2014		2008	2014
Work setting			**Job satisfaction**		
Hospital	45.1%	58.2%	Very dissatisfied	2.0%	1.0%
SNF/rehab	7.1%	6.5%	Dissatisfied	6.3%	4.8%
Mental health	3.1%	3.9%	Neutral	7.7%	7.5%
Ambulatory	13.2%	11.0%	Satisfied	42.8%	49.8%
Public Health	4.4%	2.3%	Very satisfied	41.3%	36.9%
Case managem.	4.4%	2.4%	**Satisfaction with profession**		
Home health	4.4%	4.9%	Very dissatisfied	2.9%	2.9%
Other	18.4%	10.8%	Dissatisfied	10.4%	5.6%
Has retirement benefit	87.3%	86.2%	Neutral	14.7%	8.6%
			Satisfied	48.7%	38.5%
			Very satisfied	23.5%	44.5%

Cross-tabs: Employment in nursing (Bold if significantly different)

	2008	2014		2008	2014
Overall rate	74.7%	72.6%	**Race/ethnicity****		
Age group			Black	**72.8%**	**67.1%**
55-58 years	**87.5%**	**87.4%**	White	**70.5%**	**70.6%**
59-61 years	**82.2%**	**85.1%**	Other/Mixed	**89.5%**	**71.9%**
62-64 years	**71.4%**	**71.7%**	Filipino	**88.6%**	**83.4%**
65-67 years	**71.1%**	**60.0%**	Other Asian/PI	**86.8%**	**70.4%**
68-72 years	**45.9%**	**34.0%**	Hispanic	**83.2%**	**76.5%**
73 years+	**36.9%**	**48.6%**	**Marital status**		
Gender			Single	**76.2%**	75.2%
Female	74.4%	72.4%	Married/Partner	**73.6%**	71.0%
Male	78.5%	76.7%	Sep/Divorced	**82.4%**	76.6%
			Widowed	**65.7%**	

Cross-tabs: Employment in nursing (Bold if significantly different)

	2008	2014		2008	2014
Kids at home			Care for adult	78.4%	71.7%
No Kids	**70.5%**	**67.2%**	**Highest RN ed**		
1@home	**87.1%**	**82.1%**	Diploma	**68.3%**	62.5%
2@Home	**91.1%**	**80.5%**	Associate	**79.3%**	73.1%
3@home	**97.7%**	**90.1%**	Bachelor's	**73.3%**	77.1%
4+@home	**67.5%**	**100.0%**	Master's	**78.3%**	67.7%
			Doctorate	**100.0%**	71.9%
Has kids <13 only	93.0%	69.9%	International Ed	**81.2%**	79.2%
Has kids >13 only	**88.2%**	75.5%			
Has kids 13+/-	82.5%	83.6%			

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Cross-tabs: Employment in nursing (Bold if significantly different)

	2008	2014		2008	2014
Non-nursing household income			**Satisfaction with profession**		
$0	**100.0%**	**100.0%**	Very dissatisfied	**74.8%**	65.6%
$1-30K	**81.8%**	**85.6%**	Dissatisfied	**58.7%**	55.2%
$31-45K	**72.2%**	**70.0%**	Neutral	**71.4%**	65.0%
$46-60K	**71.8%**	**74.0%**	Satisfied	**79.1%**	74.2%
$61-75K	**69.6%**	**64.6%**	Very satisfied	**81.1%**	75.4%
$76-100K	**63.1%**	**66.8%**	**County unemployment rate**		
$101K+	**48.9%**	**41.1%**	Bottom quartile	71.8%	72.0%
			2nd quartile	76.3%	69.5%
			3rd quartile	75.5%	68.1%
			Top quartile	76.9%	69.6%

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Probit of employment
Probability derivatives (bold if p<0.05)

	2008	2014		2008	2014
59-61 years	-0.041	-0.036	HHI $31-75K	**-0.375**	-0.400
62-64 years	**-0.131**	**-0.158**	HHI $76K+	**-0.575**	-0.611
65-67 years	**-0.214**	**-0.310**	Kid <13	0.082	*0.099*
68-72 years	**-0.438**	**-0.342**	Adult care	-0.017	-0.011
73 years +	**-0.538**	**-0.502**	MSN/PhD	0.005	**0.046**
Non-White	0.045	-0.022	IEN	-0.037	-0.026
Married	**0.164**	**0.219**	Unemp rate	*0.016*	**-0.014**
			Num obs	1,549	1,837
			Pseudo R2	0.2698	0.2850

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Intentions of Employed RNs

	Within 2 years (2014)		Within 5 years (2014)		Within 5 years (2008)	
	Plan to reduce hours	Plan to retire	Plan to reduce hours	Plan to retire	Plan to reduce hours	Plan to retire
All RNs	10.9%	15.5%	15.4%	41.8%	17.9%	40.4%
55-58	8.1%	2.5%	15.6%	20.5%	23.0%	15.8%
59-61	11.8%	9.7%	14.6%	45.3%	17.4%	40.5%
62-64	13.7%	22.4%	16.4%	56.1%	15.5%	59.8%
65-67	12.8%	34.4%	16.9%	53.6%	16.8%	60.6%
68-72	17.4%	31.5%	16.6%	49.2%	7.8%	71.5%
73+	6.0%	24.5%	10.1%	69.5%	6.2%	68.7%

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Probit of planning to retire in 5 years
Probability derivatives (bold if p<0.05)

	2008	2014		2008	2014
59-61 years	**0.297**	**0.269**	Adult care	0.067	-0.048
62-64 years	**0.502**	**0.398**	MSN/PhD	0.034	-0.013
65-67 years	**0.524**	**0.413**	IEN	-0.093	0.053
68-72 years	**0.597**	**0.351**	Hospital	0.038	0.013
73 years +	**0.544**	**0.330**	Staff nurse	-0.042	-0.010
Non-White	-0.002	0.049	Retirement ben.	0.060	0.003
Married	0.053	**0.166**	Unemp rate	-0.002	0.002
HHI $31-75K	*0.081*	-0.056			
HHI $76K+	**0.167**	-0.031	Num obs	925	1,092
Kid <13	-0.070	-0.049	Pseudo R2	0.1786	0.0956

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Changing characteristics of older RNs

- Between 2008 and 2014, California's older RNs…

  - Became more likely to have kids over 18 years at home

  - Became more likely to have a bachelor's or graduate degree

  - Became more likely to work in hospitals

  - Became more satisfied with the profession

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Retirement patterns

- Employment declines with age

  - Employment rates of RNs ages 65+ dropped 2008-2014

  - Employment of all racial/ethnic groups dropped, except Whites

- Employment increases with presence of kids

- Employment drops with non-nursing household income

- Intentions…

  - A higher share of RNs 55-61 years old plans to retire in the next 5 years now than in 2008

  - A lower share of RNs 65-72 years old plans to retire in the next 5 years

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Controlling for other variables…

- Employment probability:

  - Drops with age

  - Rises with marriage

  - Dropped with household income in 2008 but NOT in 2014

  - Rises with a graduate degree in 2014

- Planned retirement within 5 years:

  - Higher if married in 2014

  - Was higher with household income in 2008, but NOT 2014

  - Models have low predictive value

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