

Associate Degree Nursing

Health Professional Workforce
Workgroup

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Registered Nurses

- Nationally, the demand for RNs in the coming decade is strong, with a projected increase of 22 % in employment (581,500 new jobs) by 2018.
- When considering job growth and the replacement of retiring RNs, a projected 1,039,000 jobs will need to be filled by 2018.

- North Carolina relies on both 2 and 4 year institutions of higher education for the majority of RNs whom after successfully completing their associate or baccalaureate nursing degree sit for the same national licensure examination.

- 55 of the 58 community colleges have an associate degree nursing program.
- In addition to the 55 community colleges, 6 other colleges are approved by the NC Board of Nursing to offer an associate degree in nursing.

Number of RN first-time test takers from the NC
Community College System

Year 2005	Year 2006	Year 2007	Year 2008	Year 2009	Year 2010
Number of students 1,808	Number of students 1,975	Number of students 2,056	Number of students 2,108	Number of students 2,212	Number of students 2,151

- In 2010, a total of 3,945 graduates in N.C. took the NCLEX-RN examination for the first-time.
- 54.5% (2,151 graduates) from the NCCCS
- 8.6% (343 graduates) from “other” associate degree programs
- 33% (1,304 graduates) from the baccalaureate programs
- 3.7% (147 graduates) from the diploma programs

The 2008 National Sample Survey of RNs

- The most commonly reported route for initial nursing education of RNs in the United States is the ADN.
- 20.4% at the diploma level
- 45.4% at the ADN
- 34.2% at the baccalaureate or higher degree

American Association of Community Colleges

- The majority of the nation's new RNs are educated in ADN programs.
- All schools of nursing teach students the competencies necessary for RN practice, as measured by the National Certification Licensure Examination (NCLEX) pass rates.
- ADN programs provide the nation its greatest number of minority RNs.
- Employers are equally likely to hire ADN and BSN prepared graduates.
- ADN programs educate the majority of RNs in rural settings.

A Study of NC Associate Degree Nursing Program Success

- On-time graduates from the NCCCS ADN program have a **90%** retention rate in the North Carolina workforce.
- On-time graduates from the NCCCS ADN programs enter practice near to the community college they attended.
- NCCCS ADN graduates are more likely to practice in long-term care, home care/hospice, and mental health settings, and in rural counties.

Potential Constraints for Nursing Programs

- Physical capacity of nursing programs
- Faculty
- Opportunities for clinical experience

Avenues for the ADN graduate obtaining education after initial licensure

- RN to BSN (i.e. the development of University Centers on community college campuses)
- RN to MSN
- RIBN
- Baccalaureate or higher degree in another area