

Occupational Profile: Registered Nurse

GENERAL OCCUPATION DESCRIPTION

Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Include advance practice nurses such as: nurse practitioners, clinical nurse specialists, certified nurse midwives, and certified registered nurse anesthetists. Advanced practice nursing is practiced by RNs who have specialized formal, post-basic education and who function in highly autonomous and specialized roles.

Occupation Specific Tasks

- Administer local, inhalation, intravenous, and other anesthetics.
- Assess the needs of individuals, families and/or communities, including assessment of individuals' home and/or work environments to identify potential health or safety problems.
- Conduct specified laboratory tests.
- Consult and coordinate with health care team members to assess, plan, implement and evaluate patient care plans.
- Consult with institutions or associations regarding issues and concerns relevant to the practice and profession of nursing.
- Deliver infants and provide prenatal and postpartum care and treatment under obstetrician's supervision.
- Direct and coordinate infection control programs, advising and consulting with specified personnel about necessary precautions.
- Direct and supervise less skilled nursing/health care personnel, or supervise a particular unit on one shift.
- Engage in research activities related to nursing.
- Hand items to surgeons during operations.
- Inform physician of patient's condition during anesthesia.
- Instruct individuals, families and other groups on topics such as health education, disease prevention and childbirth, and develop health improvement programs.
- Maintain accurate, detailed reports and records.
- Modify patient treatment plans as indicated by patients' responses and conditions.
- Monitor all aspects of patient care, including diet and physical activity.
- Monitor, record and report symptoms and changes in patients' conditions.
- Observe nurses and visit patients to ensure that proper nursing care is provided.
- Order, interpret, and evaluate diagnostic tests to identify and assess patient's condition.
- Perform administrative and managerial functions, such as taking responsibility for a unit's staff, budget, planning, and long-range goals.
- Perform physical examinations, make tentative diagnoses, and treat patients en route to hospitals or at disaster site triage centers.
- Prepare patients for, and assist with, examinations and treatments.
- Prepare rooms, sterile instruments, equipment and supplies, and ensure that stock of supplies is maintained.
- Prescribe or recommend drugs, medical devices or other forms of treatment, such as physical therapy, inhalation therapy, or related therapeutic procedures.
- Provide health care, first aid, immunizations and assistance in convalescence and rehabilitation in locations such as schools, hospitals, and industry.
- Provide or arrange for training/instruction of auxiliary personnel or students.
- Record patients' medical information and vital signs.

- Refer students or patients to specialized health resources or community agencies furnishing assistance.
- Work with individuals, groups, and families to plan and implement programs designed to improve the overall health of communities.

Detailed Work Activities:

- administer injections
- administer medications or treatments
- assist in examining or treating dental or medical patients
- care for mentally ill patients
- collect clinical data
- communicate technical information
- conduct patient assessments
- deliver babies
- explain testing procedures to patient
- follow clinical radiation safety procedures
- follow dental or medical office procedures
- follow infectious materials procedures
- follow institutional care procedures
- follow life support procedures
- follow patient observation procedures
- identify body response variations
- instruct on topics such as health education or disease prevention
- interpret medical laboratory test results
- inventory medical supplies or instruments
- lift or transport ill or injured patients
- maintain dental or medical records
- make presentations on health or medical issues
- monitor medical oxygen equipment
- obtain information from clients, customers, or patients
- order medical laboratory tests
- prepare medical treatment room
- prepare patient reports
- prepare patients for tests, therapy, or treatments
- prepare supplies or equipment for surgery
- recognize childhood diseases
- record medical history or data
- set up incubators in hospitals
- set up medical oxygen equipment
- set up patient care equipment
- take vital signs
- treat medical condition of patient
- understand properties or composition of drugs
- understand technical operating, service or repair manuals
- use behavior modification techniques
- use clinical problem solving techniques
- use counseling techniques
- use interpersonal communication techniques
- use knowledge of investigation techniques
- use knowledge of medical terminology
- use knowledge of nursing terminology
- use medical lab techniques

- use nursing practices or procedures
- use personal care procedures
- use research methodology procedures in health care
- use sanitation practices in health care settings
- weigh patients

Source: O*NET online. <http://online.onetcenter.org>

REQUIRED EDUCATION

As shown in the table (right), surveyed employers require either some college (40%), or a four year degree or more (58%) for this occupation.

Required Education	
Percent of Employers Requiring HS Diploma or Less	1.7%
Percent of Employers Requiring BS Diploma or More	58.2%
Some College	40.1%

Source: Bureau of Labor Statistics

Specific Vocational Preparation (SVP Range) *Registered Nurse (6.0 to < 7.0)*

Specific Vocational Preparation is a component of Worker Characteristics information found in the Dictionary of Occupational Titles (U.S. Department of Labor, 1991). Specific Vocational Preparation, as defined in Appendix C of the Dictionary of Occupational Titles, is the amount of lapsed time required by a typical worker to learn the techniques, acquire the information, and develop the facility needed for average performance in a specific job-worker situation.

This training may be acquired in a school, work, military, institutional, or vocational environment. It does not include the orientation time required of a fully qualified worker to become accustomed to the special conditions of any new job. Specific vocational training includes: vocational education, apprenticeship training, in-plant training, on-the-job training, and essential experience in other jobs.

This occupation has an SVP Range of **6.0 to < 7.0**. Most occupations in this zone require training in vocational schools, related on-the-job experience, or an associate's degree. Some may require a bachelor's degree. SVP 6 is defined as "Over 1 year up to and including 2 years."

Job Zone

*Registered Nurse: **Job Zone 3.***

A Job Zone is a group of occupations that are similar in these ways:

- how most people get into the work,
- how much overall experience people need to do the work,
- how much education people need to do the work, and
- how much on-the-job training people need to do the work.

The five Job Zones are:

- Job Zone 1 - occupations that need little or no preparation
- Job Zone 2 - occupations that need some preparation
- Job Zone 3 - occupations that need medium preparation
- Job Zone 4 - occupations that need considerable preparation
- Job Zone 5 - occupations that need extensive preparation

The occupation “Registered Nurse” is classified as **Job Zone 3** or “medium preparation needed.”

Overall Experience: Previous work-related skill, knowledge, or experience is required for these occupations. For example, an electrician must have completed three or four years of apprenticeship or several years of vocational training, and often must have passed a licensing exam, in order to perform the job.

Job Training: Employees in these occupations usually need one or two years of training involving both on-the-job experience and informal training with experienced workers.

Job Zone: Examples These occupations usually involve using communication and organizational skills to coordinate, supervise, manage, or train others to accomplish goals. Examples include funeral directors, electricians, forest and conservation technicians, legal secretaries, interviewers, and insurance sales agents.

WAGES

Registered Nurse is generally considered a high-wage occupation, with possibility for wage advancement with experience. This occupation in the Greater Phoenix MSA is generally paid slightly better as compared to the State of Arizona as a whole, or the United States

Location	Pay Period	2004				
		10%	25%	Median	75%	90%
United States	Hourly	\$18.29	\$21.47	\$25.79	\$31.39	\$37.10
	Yearly	\$38,000	\$44,700	\$53,600	\$65,300	\$77,200
Greater Phoenix MSA	Hourly	\$18.49	\$21.93	\$27.04	\$32.14	\$35.81
	Yearly	\$38,500	\$45,600	\$56,200	\$66,900	\$74,500
Arizona	Hourly	\$17.91	\$21.49	\$26.30	\$31.64	\$35.50
	Yearly	\$37,300	\$44,700	\$54,700	\$65,800	\$73,800

overall. As shown in the table above, in 2004 the median hourly wage was \$25.79 for the United States overall, as compared to the slightly higher \$27.04 for the Greater Phoenix MSA.

Source: Bureau of Labor Statistics

As shown in the table to right, a comparison of wages for this occupation by State reveals Arizona ranks 16th in terms of wages (2004).

RANK	Location	Median Wage 2004	
		Hourly	Annual
1	California	\$32.57	\$67,700
2	Maryland	\$31.52	\$65,600
3	Hawaii	\$31.11	\$64,700
4	Massachusetts	\$30.46	\$63,400
5	New Jersey	\$29.39	\$61,100
16	ARIZONA	\$26.30	\$54,700
	UNITED STATES	\$25.79	\$53,600

Source: Bureau of Labor Statistics

The table below provides a comparison of wages for Registered Nurses by industry for the Greater Phoenix MSA (2005). As shown, the largest employers (hospitals and ambulatory health care services) generally pay as much or more than other sectors. The Educational Services and Social Assistance industry sectors pay far less than the norm.

Wages by Industry: Greater Phoenix MSA (2005)	Rounded Employment	Mean Wage	10th Percentile Wage	25th Percentile Wage	Median Wage	75th Percentile Wage	90th Percentile Wage
Hospitals	11,580	\$29.06	\$20.56	\$24.93	\$29.84	\$33.35	\$36.39
Ambulatory Health Care Services	5,800	\$26.63	\$15.75	\$21.90	\$25.27	\$30.84	\$36.29
Educational Services	1,070	\$16.08	\$11.24	\$14.02	\$15.72	\$17.63	\$21.42
Nursing and Residential Care Facilities	870	\$28.19	\$19.69	\$22.87	\$25.98	\$29.81	\$34.40
Social Assistance	90	\$19.30	\$10.08	\$12.60	\$19.01	\$25.06	\$28.22

Source: Bureau of Labor Statistics

EMPLOYMENT

As shown in the table below, this occupation has a projected 46% growth over 10 years (between 2003 and 2013) for the Greater Phoenix MSA. There is an average projected 1,587 job openings each year, comprised of 1,094 new jobs and 493 position vacated by individuals leaving the field (due to retirement, death, career changes, or other reasons).

	10-YEAR CHANGE			AVERAGE ANNUAL		
	Employment		Percent Change	Job Openings	Growth	Separations
United States	2004	2014				
Registered Nurses	2,393,600	3,096,100	29%	120,340	n/a	n/a
Arizona	Employment		Percent Change	Job Openings	Growth	Separations
Registered Nurses	2002	2012				
Registered Nurses	34,190	54,330	59%	2,730	n/a	n/a
Greater Phoenix MSA	Employment		Percent Change	Job Openings	Growth	Separations
Registered Nurses	2003	2013				
Registered Nurses	23,581	34,525	46%	1,587	1094	493

Job Openings refers to the average annual job openings due to growth and net replacement.

Source: Bureau of Labor Statistics

An additional source of information regarding this occupation can be provided by analysis of employer survey data collected for the Maricopa County Community Colleges by the ERISS Corporation in 2004. As shown, the ERISS survey data shows a projected 1-year growth rate of 9%, which is markedly higher than the average of 4.6% per year reflected by the BLS data above. However, the ERISS data could be considered more indicative of the true trend, as it asks employers only to project 1 year out, and also interviewed more local employers than the BLS survey.

Additionally, the ERISS data provides an indicator of turnover for this occupation, which is reported to be 22%. This is fairly high for a high-skill/high-wage occupation, but also somewhat typical of occupations in the Health Services industry.

ERISS Occupational Survey Data (2004)			
Greater Phoenix MSA	Growth	Turnover	Demand
Registered Nurse	9.0%	22.4%	31.8%

Source: 2004 ERISS occupational survey

Comparison of employment projections for top five regions for Registered Nurses

As shown in the table below, the State of Arizona ranks first in terms of projected 10-year growth for this occupation between 2002 and 2012 (59%). Out of the top five states, in terms of raw numbers, no other State employs or is projected to employ more Registered Nurses.

RANK	Location	Employment		Percent Change
		2002	2012	
1	ARIZONA	34,190	54,330	59%
2	Nevada	15,360	23,220	51%
3	Idaho	9,890	14,630	48%
4	Utah	15,180	22,000	45%
5	Colorado	30,350	43,380	43%

Source: Bureau of Labor Statistics

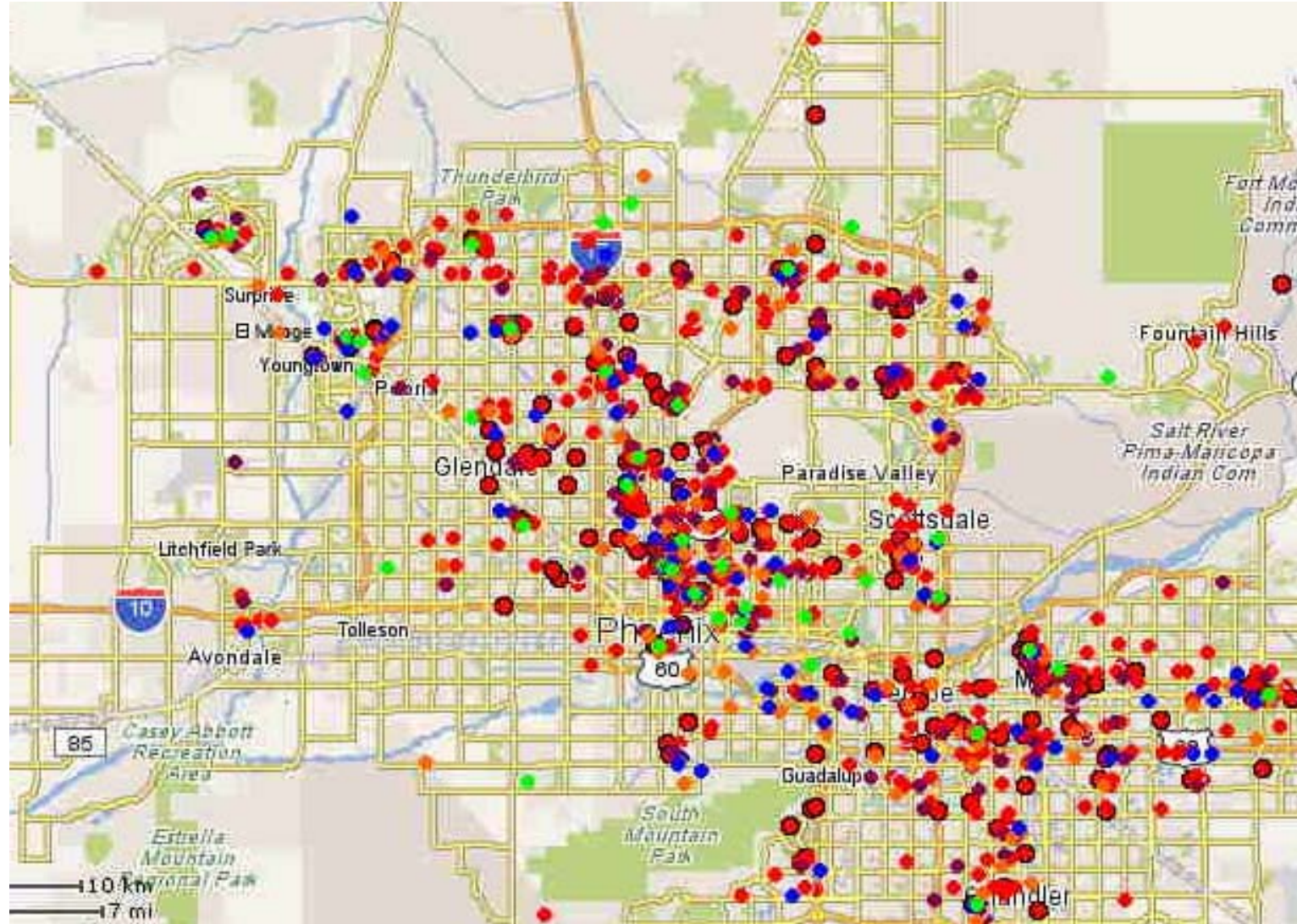
Openings

The State of Arizona ranked 5th nationally in terms of projected openings for the 2004 – 2014 period, with 2,730 openings reported in 2002. As shown in the table below, Registered Nurse was the occupation with the 5th most openings in the Greater Phoenix MSA in 2002.

Top Five Occupations for Job Openings (2002: Greater Phoenix MSA)		
Occupation	Employment (2002)	Job Openings
Cashiers, except gaming	63,550	5,260
Retail salespersons	67,560	3,840
Combined food preparation and serving workers	48,950	3,560
Waiters and waitresses	39,870	2,890
Registered nurses	34,190	2,730

Source: Bureau of Labor Statistics

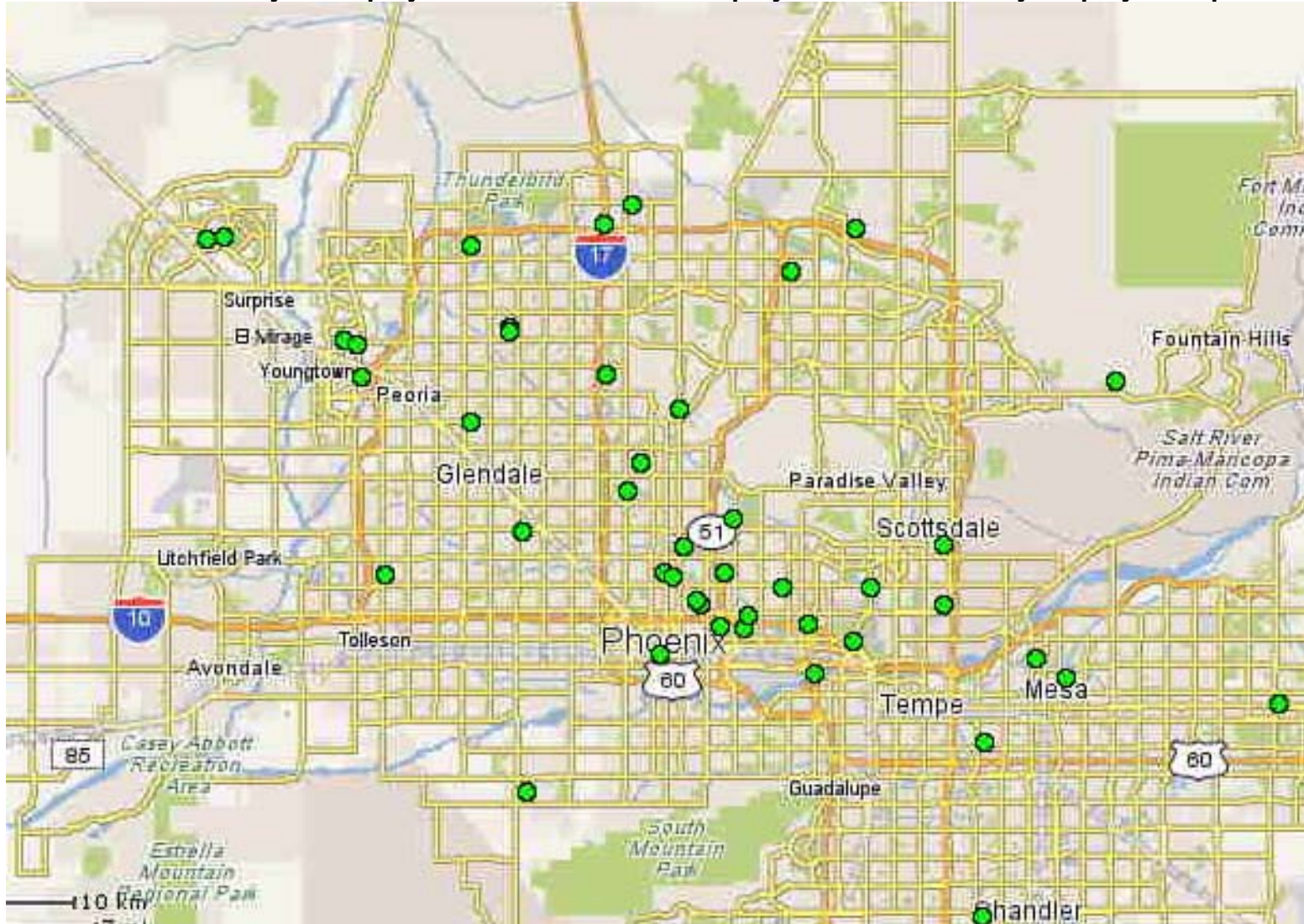
Geo-Location Overlay of Employers with 10 or more Employees that Potentially Employ Occupation



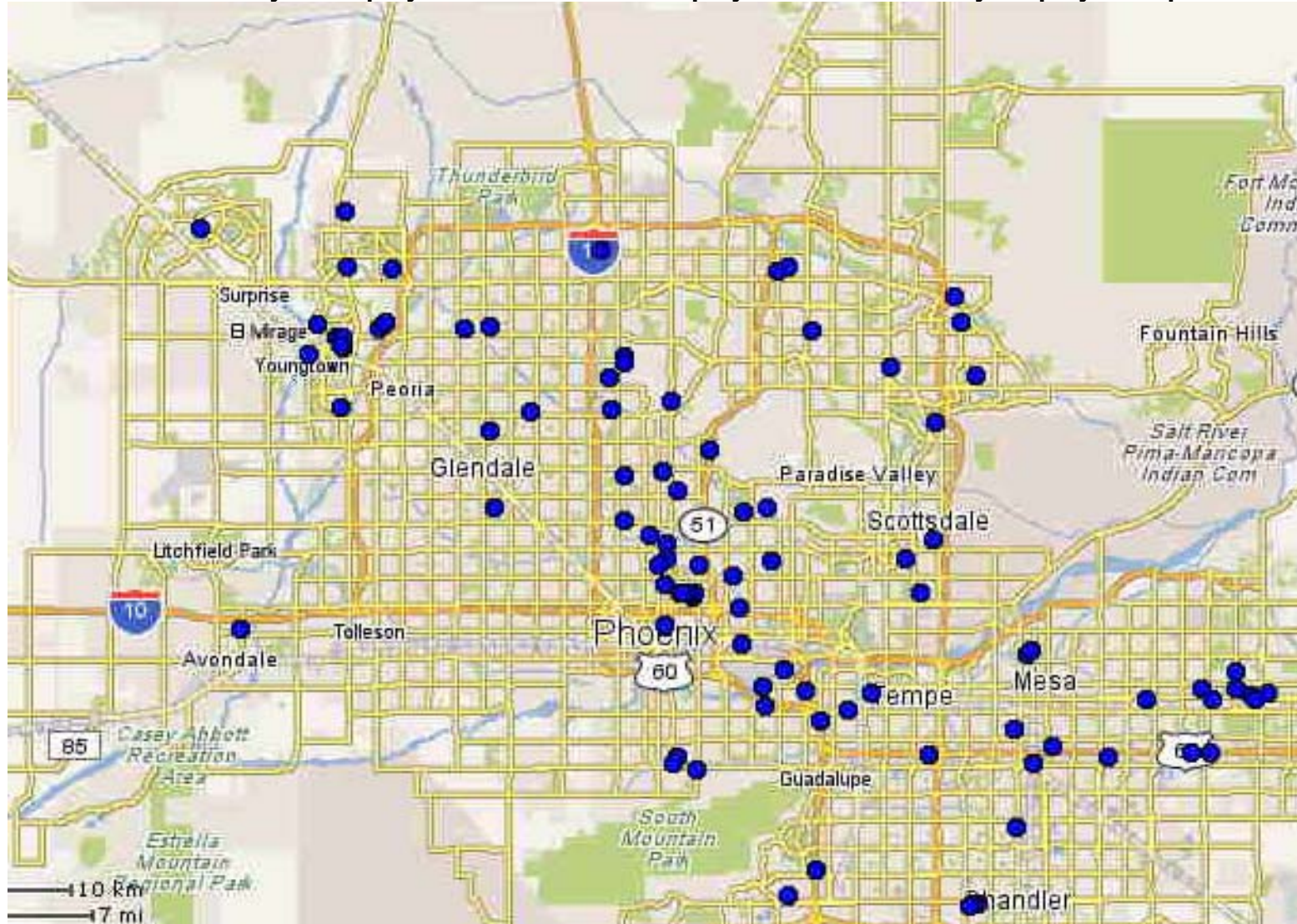
Red = 10 – 24
Maroon = 24 – 49
Orange = 50 – 99

Blue = 100 – 249
Green = 250 or more

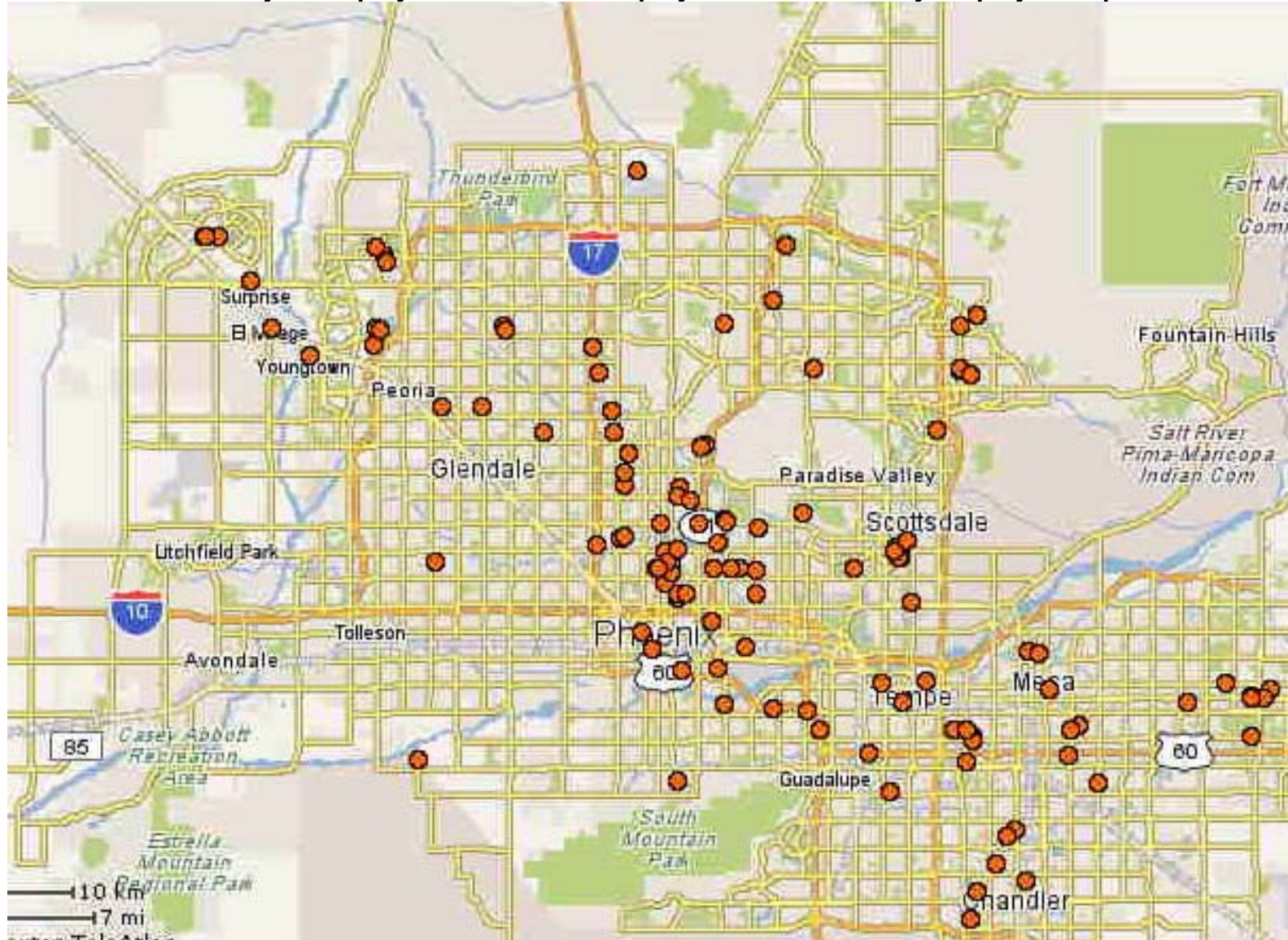
Geo-Location Overlay of Employers with 250 or More Employees that Potentially Employ Occupation



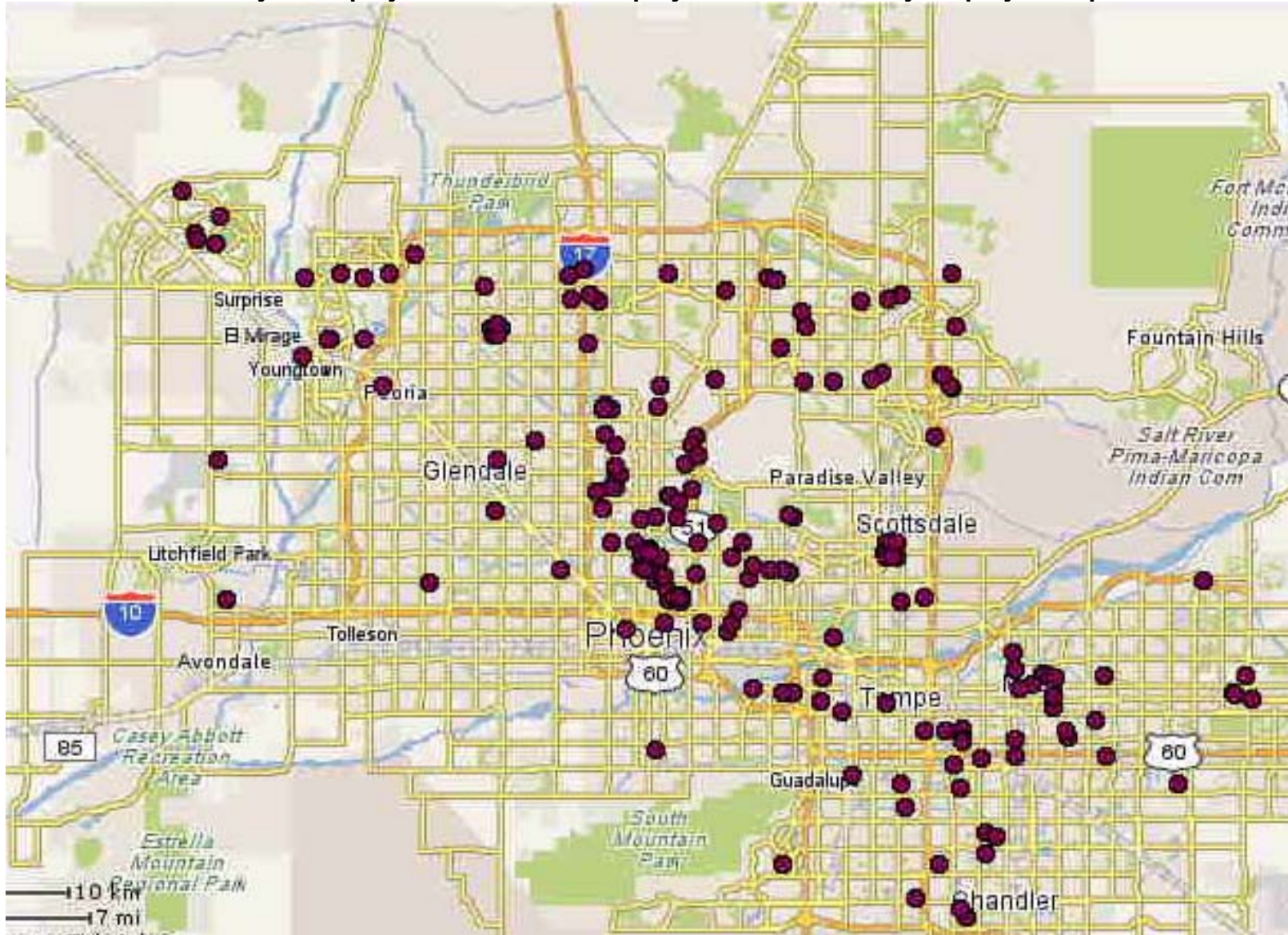
Geo-Location Overlay of Employers with 100 - 249 Employees that Potentially Employ Occupation



Geo-Location Overlay of Employers with 50- 99 Employees that Potentially Employ Occupation



Geo-Location Overlay of Employers with 25 - 49 Employees that Potentially Employ Occupation



Geo-Location Overlay of Employers with 25 - 49 Employees that Potentially Employ Occupation

