

Foreign-Trained Registered Nurses in the United States

Critical Challenges for a Decade Of Human Resources in Health in the America

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Overview of Paper

- Examines foreign-trained RNs in the U.S. using available data sets on RNs in the U.S.
- Provides a basic description of foreign-trained RNs in the US, including
 - demographics
 - work settings
 - source countries
 - destination states
- Assesses the contribution that foreign-born RNs, of which foreign-trained RNs comprise a large subset, make to the diversity of the RN workforce in the US.



The Center for Health Workforce Studies at the University at Albany

- Conducts studies of the supply, demand, use and education of the health workforce
- Committed to collecting and analyzing data to understand workforce dynamics and trends
- Goal to inform public policies, the health and education sectors and the public
- One of six regional centers with a cooperative agreement with HRSA/Bureau of Health Professions



Methods

- Demographic and trend data on foreign-trained nurses were drawn from the 1980-2000 National Nurse Sample Surveys. Analyses included RNs who reported that they were active in nursing
- Data used to compare foreign-born RNs with the country of birth for the population of the U.S. and New York City were drawn from the 2000 Decennial Census Public Use Microdata Sample (PUMS).

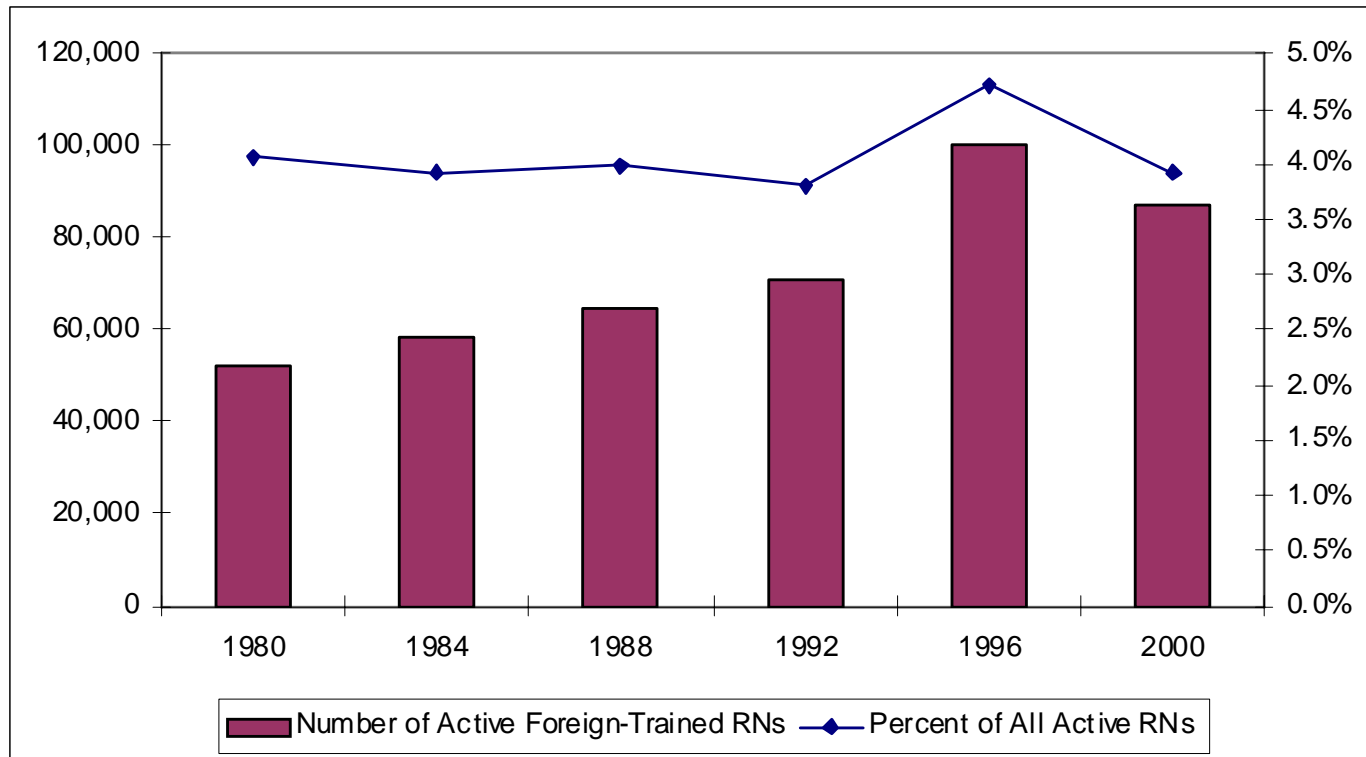


Methods

- PUMS analysis included RNs who
 - self-reported their occupation as “registered nurse”,
 - reported their employment status as “employed, at work”
 - reported their educational level as “more than high school”
 - were classified as “foreign-born” if their self-reported place of birth was outside the 50 states and the District of Columbia.
- PUMS analyses of New York City compared individuals who resided in the New York, NY primary metropolitan statistical area (PMSA) and RNs who reported their place of work to be the New York, NY PMSA.

Foreign-trained RNs comprised 4% of the active RNs in the United States in 2000

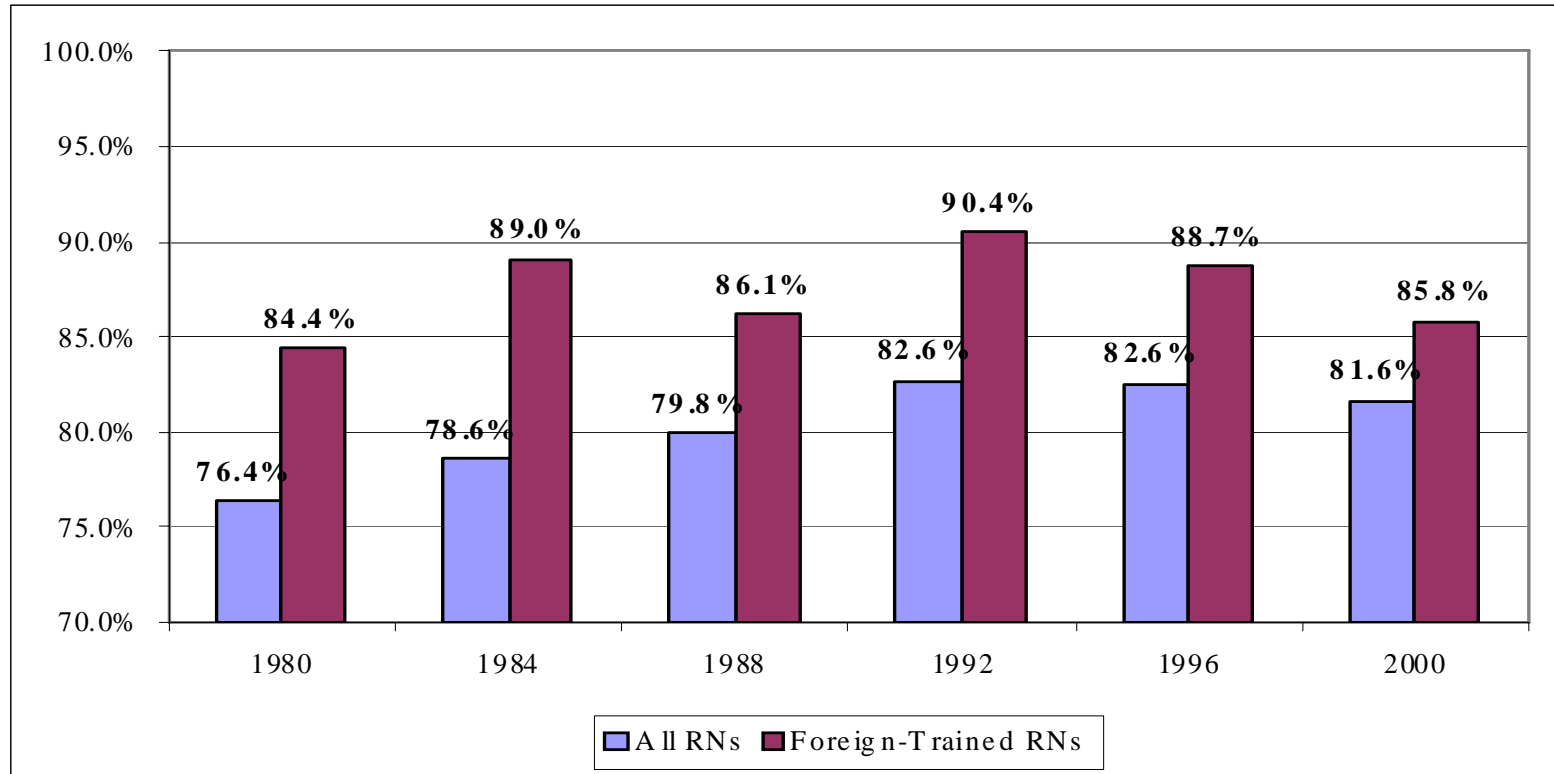
**The Number and Percent of Act Foreign-Trained RNs
in the United States, 1980 – 2004**



Source: National Sample Survey of Registered Nurses, 1980, 1984, 1988, 1992, 1996, and 2000

More foreign-trained RNs were actively employed in nursing than RNs overall

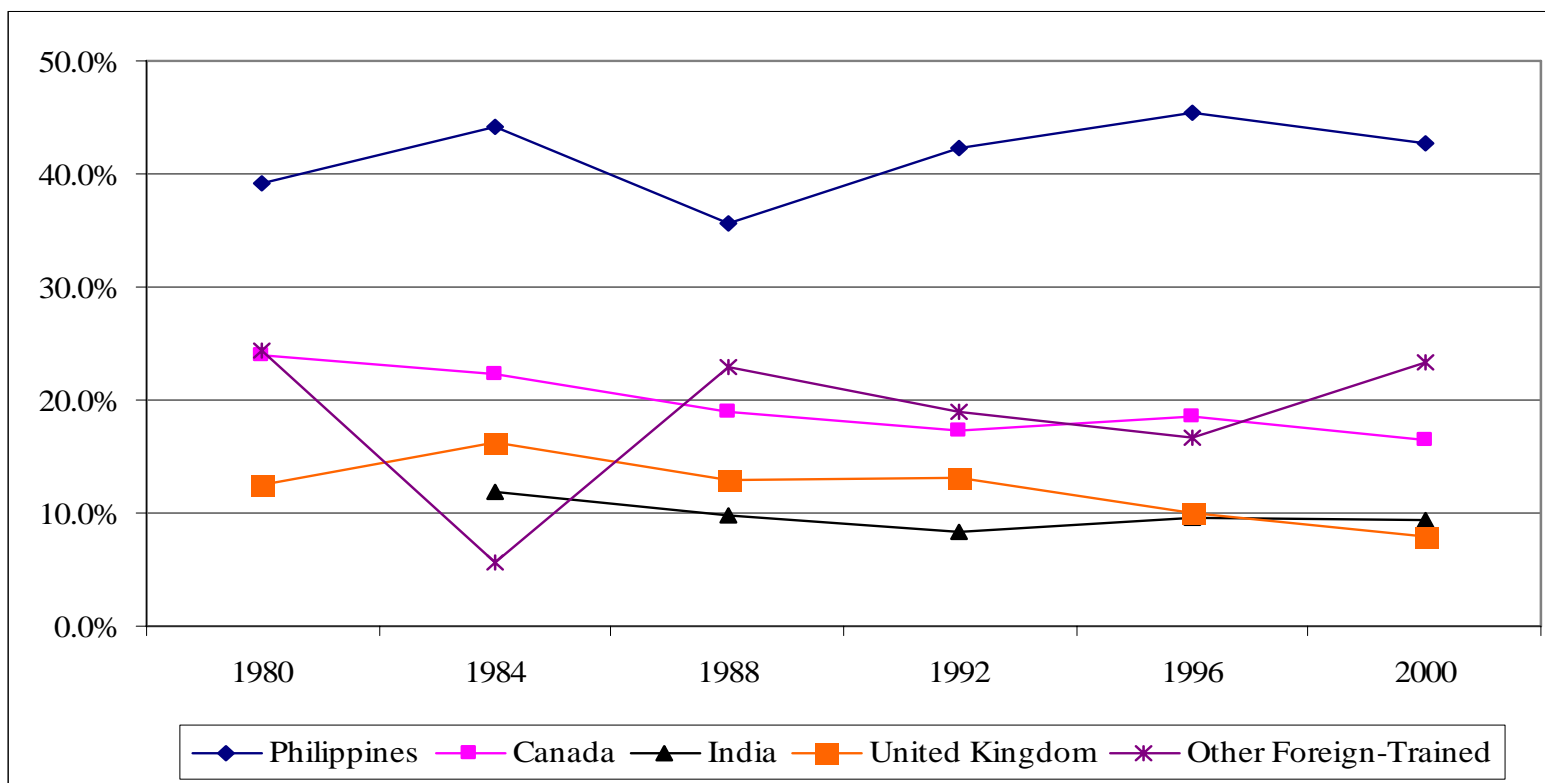
**Percent RNs in the US Who Are Employed in Nursing
All RNs vs. Foreign-Trained RNs**



Source: National Sample Survey of Registered Nurses, 1980, 1984, 1988, 1992, 1996, and 2000

Four countries provided the majority of foreign-trained RNs

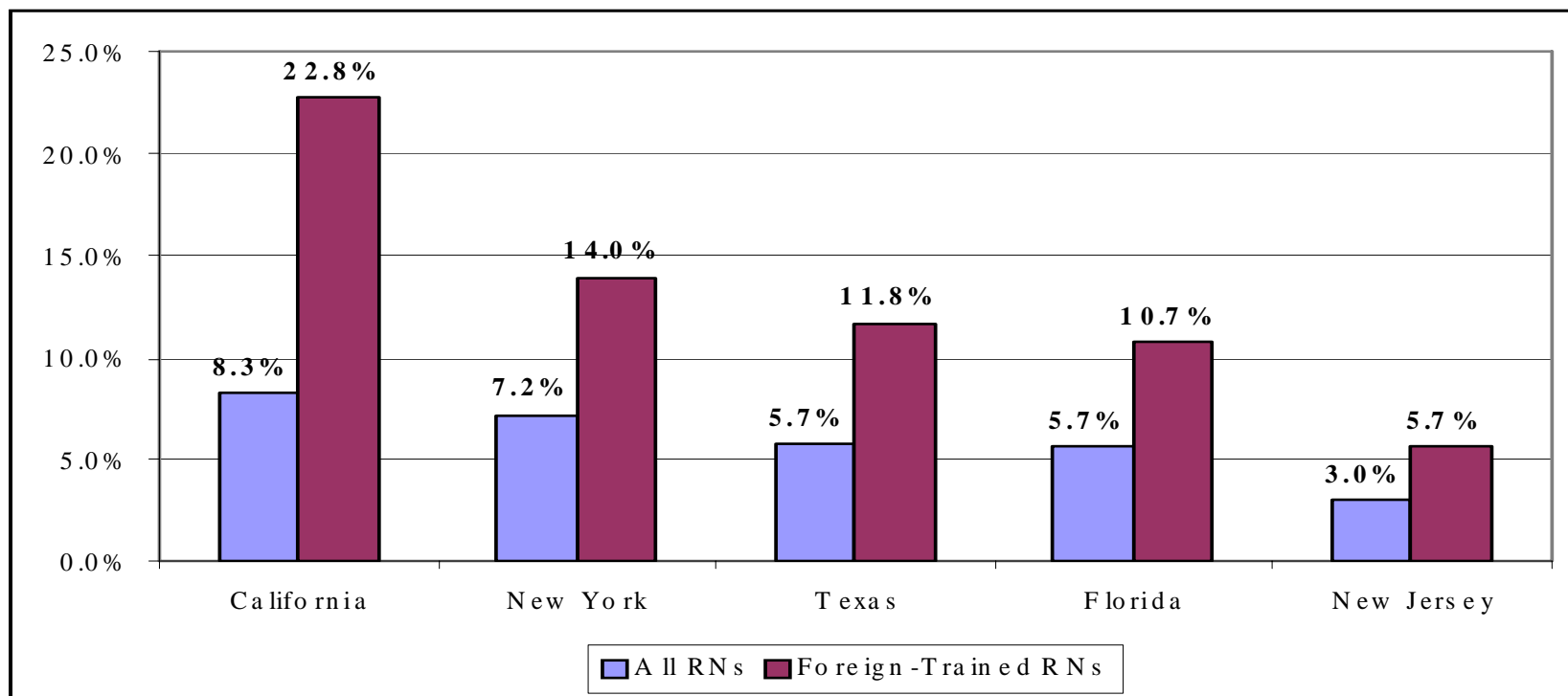
**Percent of Active Foreign-Trained RNs in the United States
By Country of Origin, 1980 – 2000**



Source: National Sample Survey of Registered Nurses, 1980, 1984, 1988, 1992, 1996, and 2000

The majority of foreign-trained RNs practiced in five states

**Percent of Active RNs Practicing in Selected States
All RNs vs. Foreign-Trained RNs**

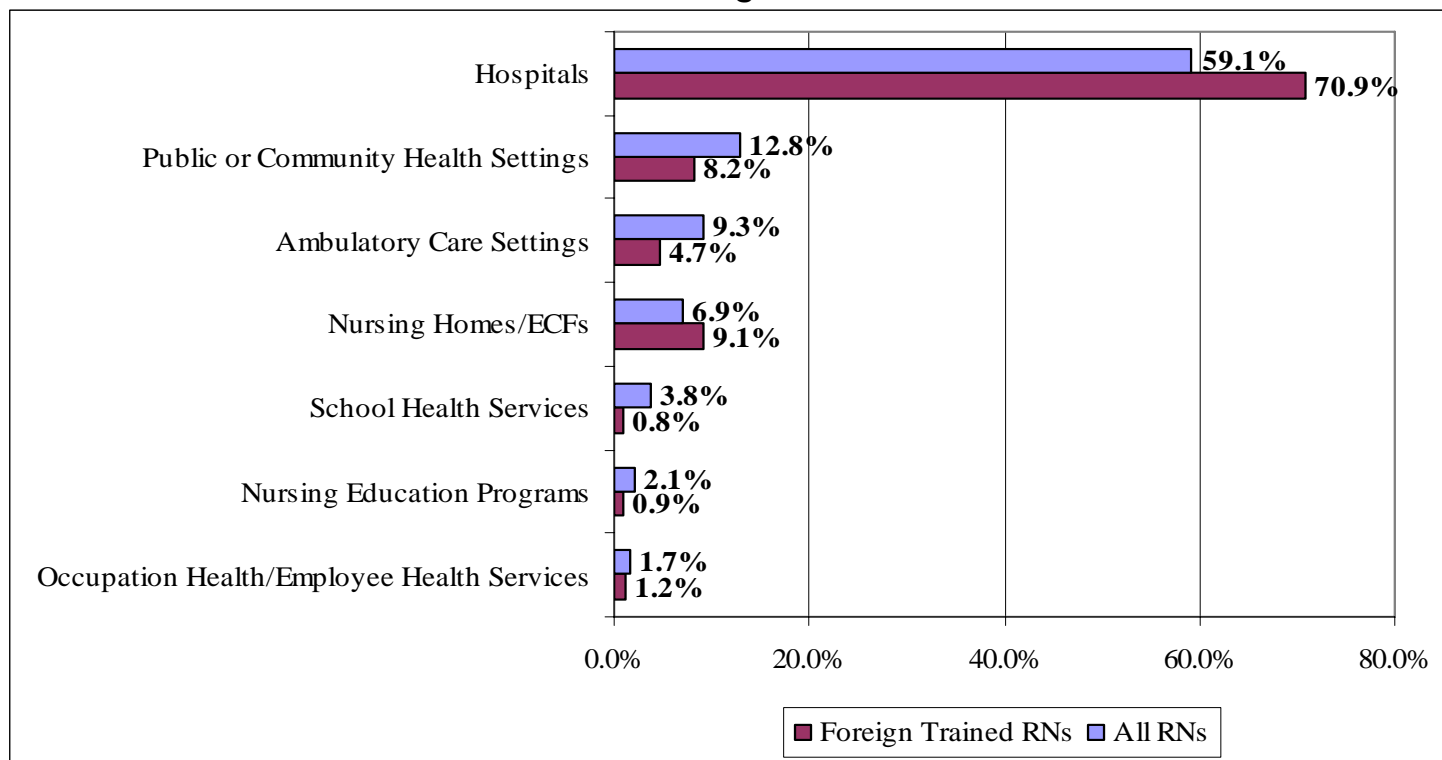


Source: National Sample Survey of Registered Nurses, 2000

More foreign-trained RNs worked in hospitals and nursing homes than RNs overall

Primary Practice Setting of Active RNs in the United States in 2000

All RNs vs. Foreign-Trained RNs

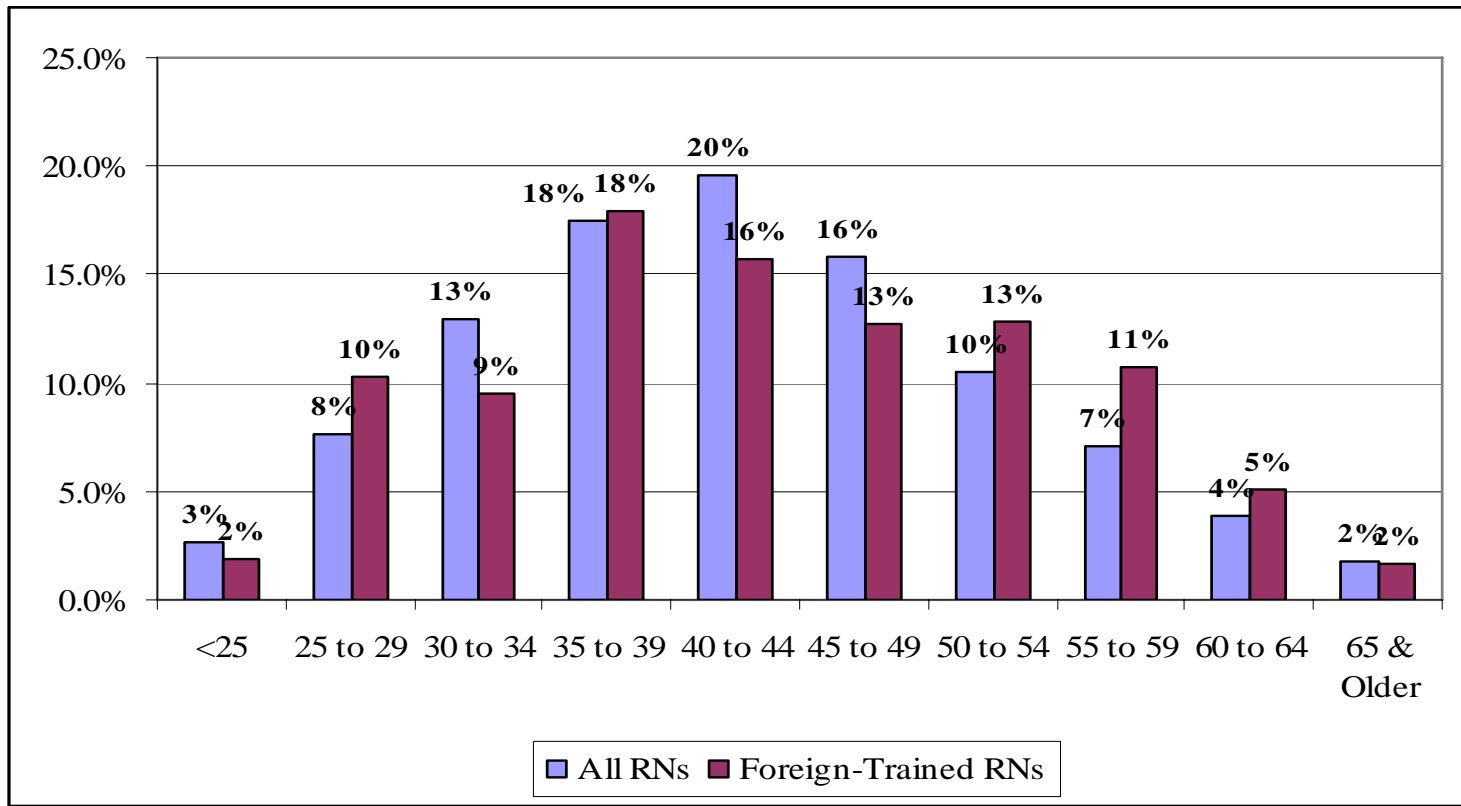


Source: National Sample Survey of Registered Nurses, 2000

Foreign-trained RNs were older than RNs overall

Age of Distribution of Active RNs in the United States in 2000

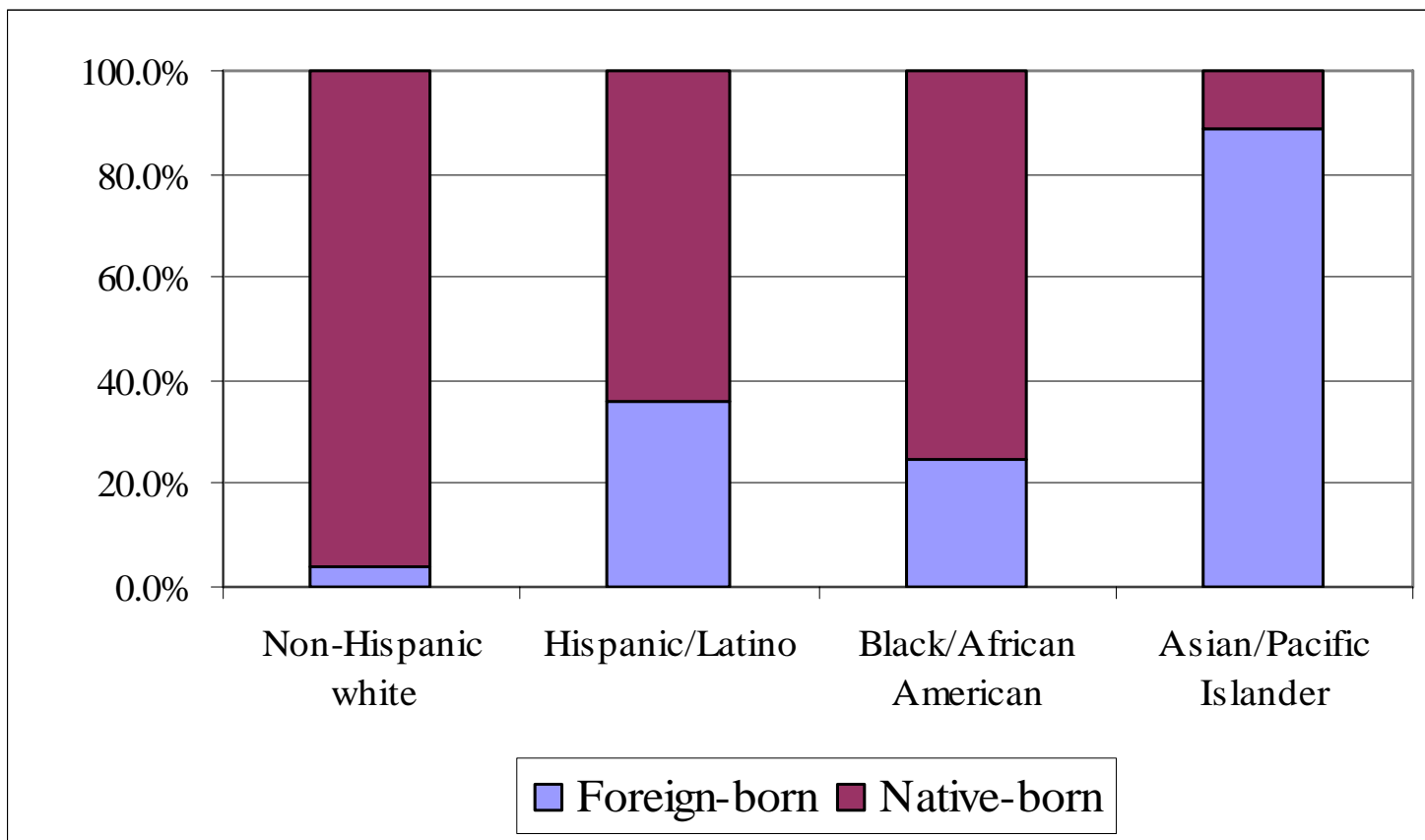
All RNs vs. Foreign-Trained RNs



Source: National Sample Survey of Registered Nurses, 2000

Foreign-born RNs dramatically increase the diversity of the RN workforce

Foreign-born RNs dramatically increase the diversity of the RN Workforce



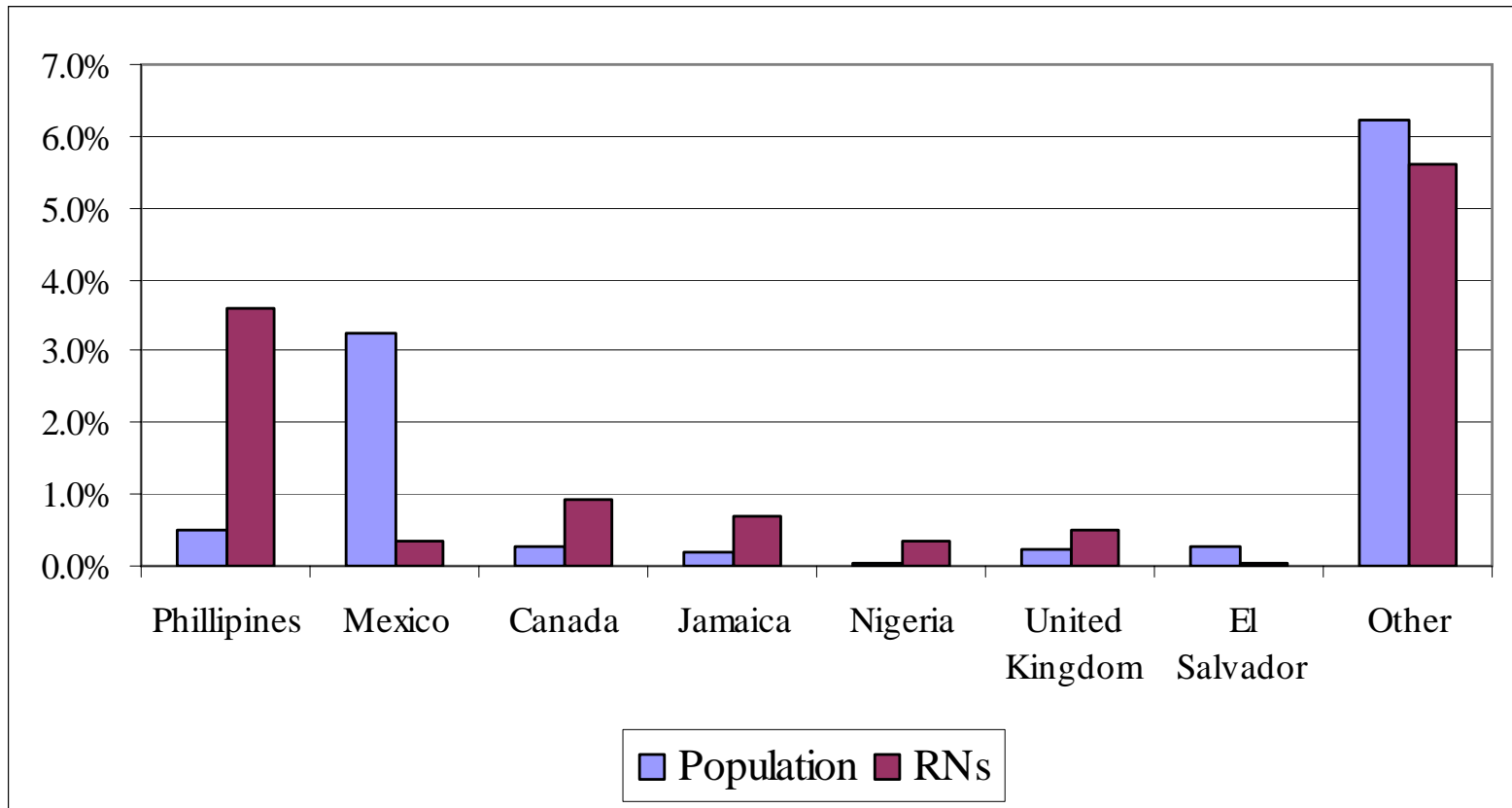
Source: U.S. Decennial Census, 2000, Public Use Microdata Sample

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The distribution of RNs by country of birth is fairly well-matched to that of the US population

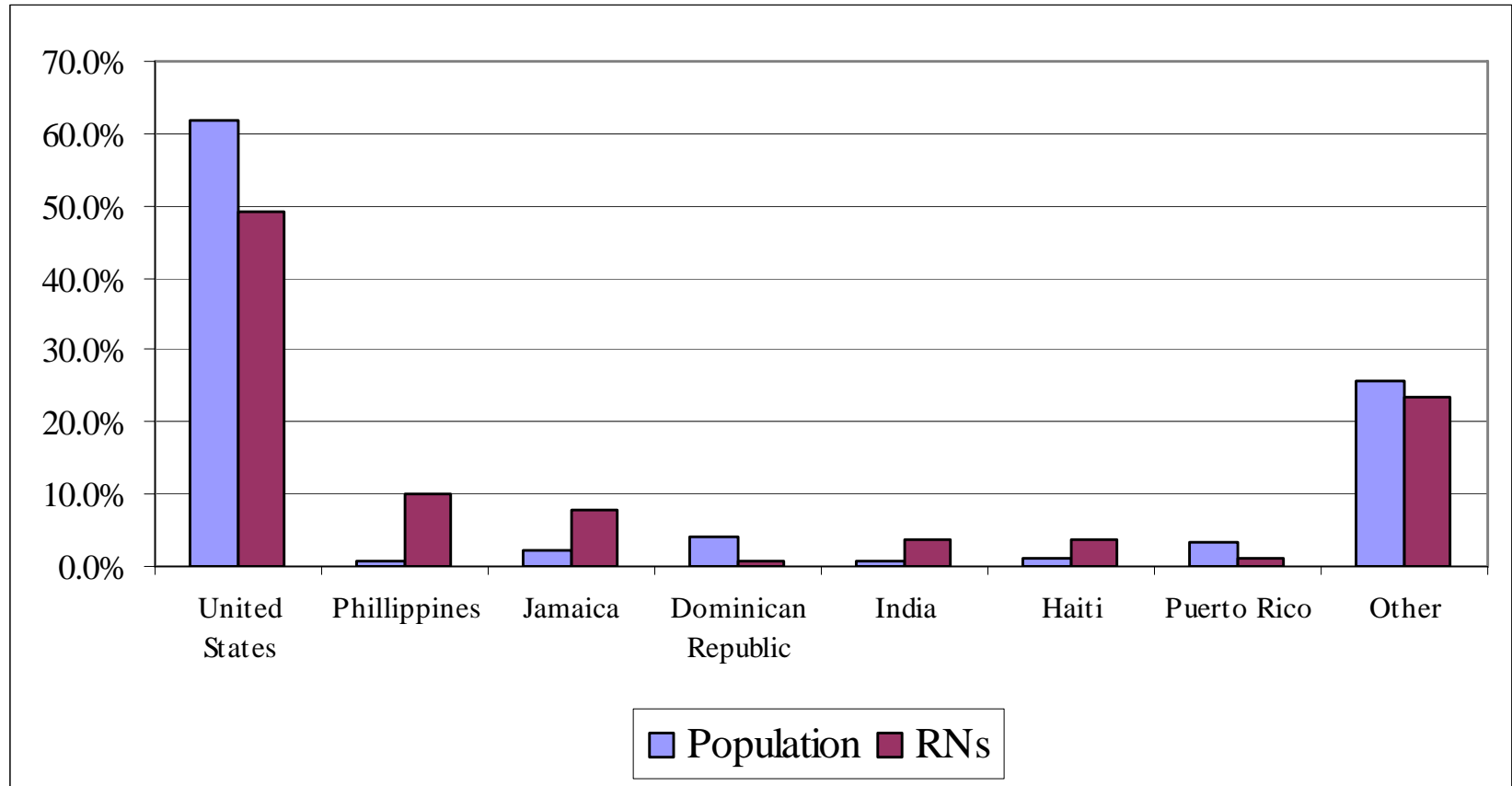
Place of Birth for RNs and the U.S. Population, 2000



Source: U.S. Decennial Census, 2000, Public Use Micro-data Sample

Cultural Similarity: A Case Study Of New York City

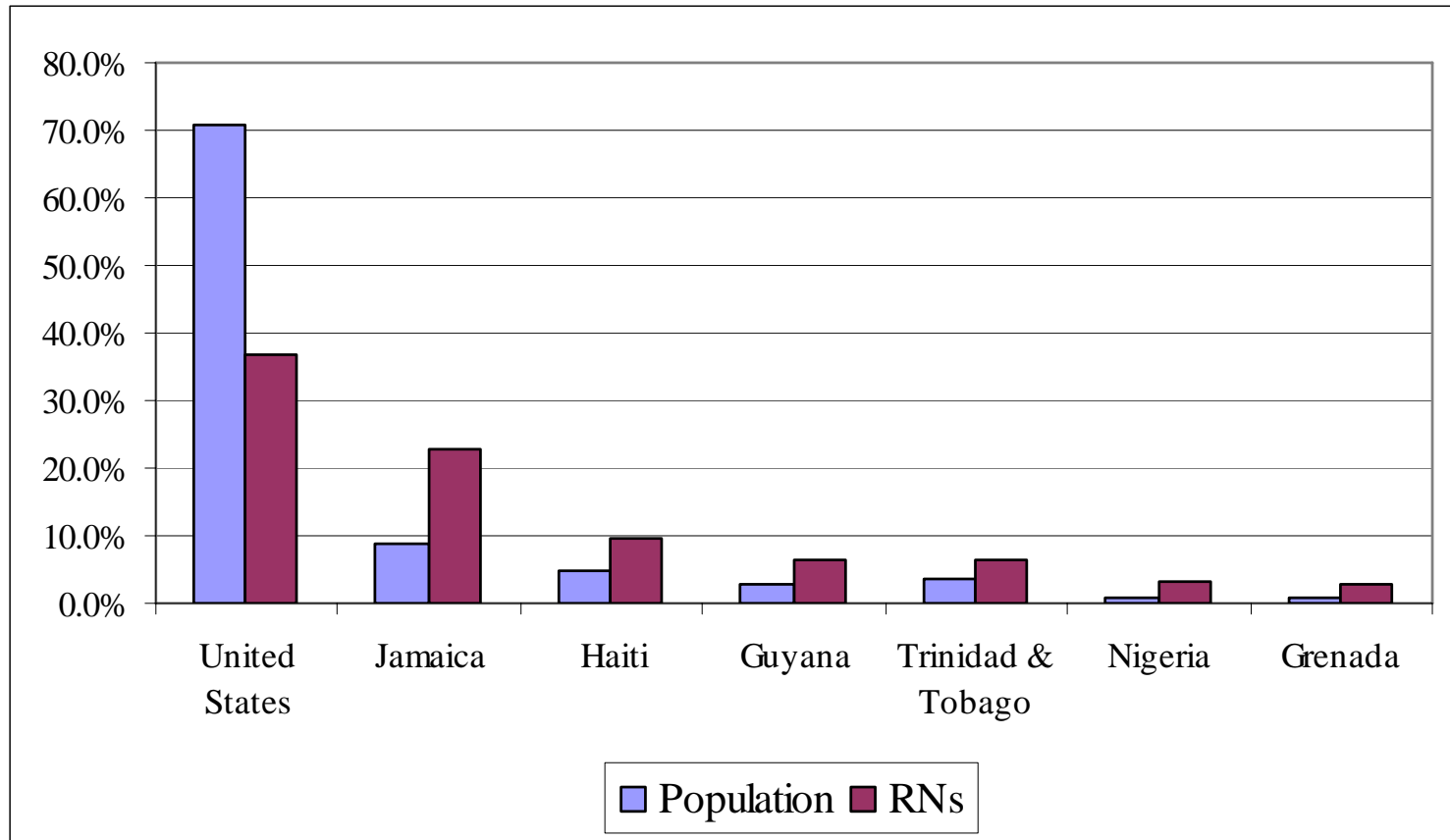
Place of Birth, NYC Population and RNs, 2000



Source: U.S. Decennial Census, 2000, Public Use Micro-data Sample

In NYC, US-born Black RNs are under-represented in nursing, while foreign-born black RNs are over-represented

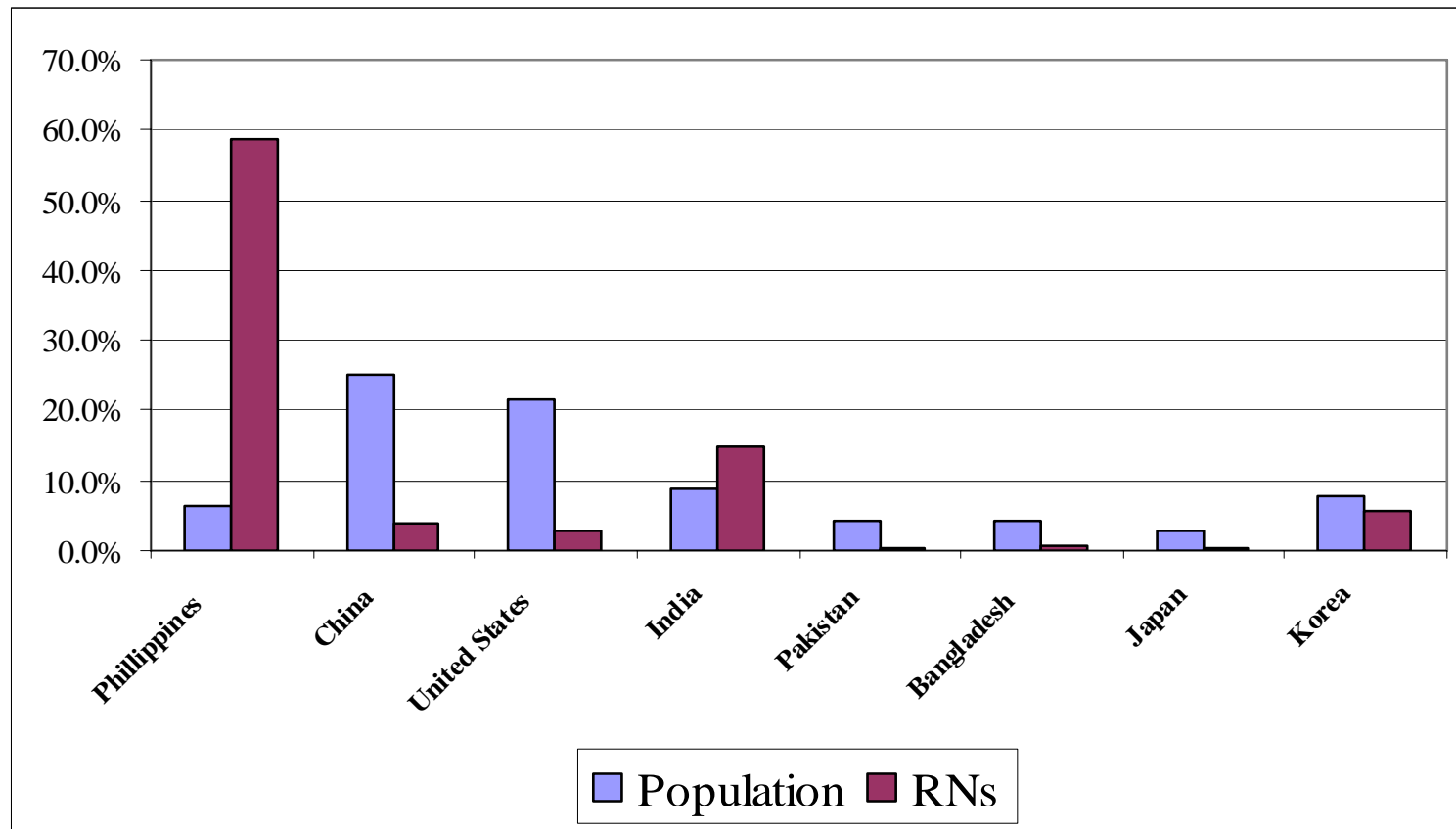
Place of birth for Black/African American RNs and Black/African American Population in NYC, 2000



Source: U.S. Decennial Census, 2000, Public Use Micro-data Sample

Asian RNs in NYC do not resemble the Asian population in NYC

Place of Birth for Asians RNs and Asian Population in NYC, 2000



Source: U.S. Decennial Census, 2000, Public Use Micro-data Sample



Study Limitations

Data limitations

- Data provided in the demographic profile represents estimates of foreign-trained RNs since there are no comprehensive data sets on this cohort of RNs in the US
- The data presented on the diversity of the nursing workforce was based on the number of foreign-born RNs since there are no data sets available to support a comparable analysis of foreign-trained RNs.



Consideration for Future Studies: Research Questions

- Were reasons for migrating consistent with the subsequent experiences of foreign-trained RNs?
- How well oriented are foreign-trained RNs to new nursing roles and responsibilities?
- To what extent do foreign-trained RNs provide safe and effective nursing care?