

TECHNICAL NOTES:

The data reported in this publication reflect the results of a survey mandated under Chapter 106.30 of the Wisconsin Statutes for all registered nurses (RNs) in Wisconsin. The survey was conducted as an element in the biennial license renewal requirement for the year 2014. The mandate was communicated to nurses through numerous venues and organizations, as well as to employers.

Two forms of the *Wisconsin 2014 RN Workforce Survey* were utilized; an online version and a paper version. The responses from both formats totaled 83,918. Data summarized in this overview include only responses from the online survey (n=81,190). It does not include responses from the paper survey (n=2,728). Additionally, responses of RNs who neither lived nor worked in the state of Wisconsin are not included in this summary (n=6,615). Other questionable data removed included respondents who reported becoming an RN prior to earning first degree or certification, providing direct patient care for six or more years prior to first license or six years prior to first degree or certification, or working more than 92 hours a week. This resulted in a final data set (n=73,136) to represent an accurate assessment of the actual nursing workforce employed and/or living in the state.

The 2014 survey instrument was constructed and processed by the Wisconsin Department of Workforce

Development. Members of the Wisconsin Healthcare Workforce Data Collaborative and experts from nursing organizations contributed to the survey design and questions. The survey was administered by the Wisconsin Department of Safety and Professional Services.

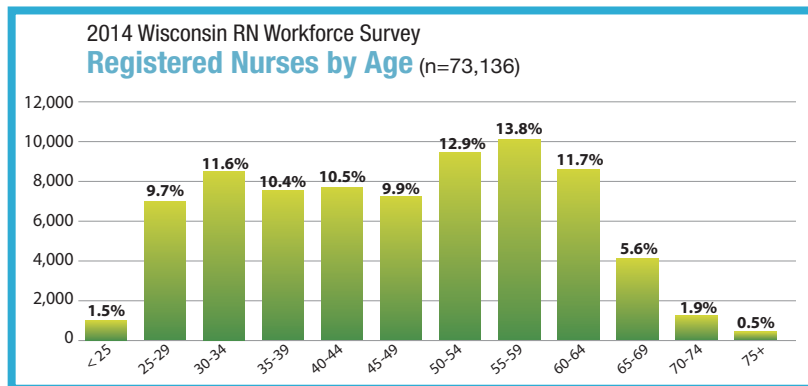
The survey encompasses multiple characteristics of the registered nurse workforce, and contains all data elements of the *National Nursing Workforce Minimum Dataset: Supply*, as developed by The Forum of State Nursing Workforce Centers www.nursingworkforcecenters.org.

Detailed analysis of the *Wisconsin 2014 RN Workforce Survey* is carried out by nurse researchers for the Wisconsin Center for Nursing, Inc. For complete reports and more information on the nursing workforce and nursing education in Wisconsin go to www.wicenterfornursing.org.

On behalf of the Wisconsin Center for Nursing and the many partners involved with the design, implementation and analysis of the Wisconsin 2014 RN Workforce Survey, we wish to thank all who assisted with the survey, and the nurses of Wisconsin for completing the survey. The cooperation and dedication of all involved will aid policy makers and others in assuring a sufficient, competent and diverse nursing workforce for the people of Wisconsin.

To receive additional copies of this publication, send your request to info@wicenterfornursing.org

Wisconsin 2014 RN Workforce Survey



Data Source: Labor Market Information, Wisconsin Department of Workforce Development, 2014.



At a Glance Information

	Total Valid Online Survey Respondents	% of Applicable Respondents
Total Survey Response n = 83,918*	73,136	100
Gender (n=73,136)		
Female	68,117	93.1
Male	5,019	6.9
Race/Ethnicity (n=73,136)		
White	69,559	95.1
Black/African American	1,327	1.8
Hispanic	1,141	1.6
Asian	1,045	1.4
Other	1,205	1.6
Age Distribution (n=73,136)		
Less than 25	1,090	1.5
25-34	15,569	21.3
35-44	15,291	20.9
45-54	16,695	22.8
55-64	18,626	25.5
65 and older	5,865	8.0
Highest Degree Held in Nursing (n=73,136)		
Diploma in Nursing	5,723	7.8
Associate degree in Nursing	26,444	36.2
Bachelor Degree in Nursing	32,263	44.1
Master degree in Nursing	8,092	11.1
Doctorate of Nursing Practice	239	0.3
Doctorate of Nursing Science/Nursing Doctorate	23	0.0
PhD in Nursing	251	0.3

Most Recent Nursing Degree Earned in Wisconsin (n=73,136)
54,994 / 75.2%

Holds at Least ONE Current National Board Certification (n=73,136)
16,763 / 22.9%

Employment Status (n=73,136)		
Actively working as a nurse	61,610	84.2
Actively working in health care, not nursing	2,109	2.9
Actively working in another field	1,144	1.6
Unemployed, seeking work in nursing	1,388	1.9
Unemployed, seeking work in another field	158	0.2
Unemployed, not seeking work	2,119	2.9
Retired	4,608	6.3

Age 55 & Over by Work Setting (28.7%)	55 & over (%)	Average Age
Academic Education	655	49.5
Ambulatory Care	3,436	31.9
Home Health	1,198	32.7
Hospital	7,532	22.9
Nursing Home/Extended Care	2,070	31.4
Public/Community Health	946	39.8
Other	2,078	43.5

Wisconsin Labor Market

	Total Valid Online Survey Respondents	% of Applicable Respondents
Registered Nurse Workforce (n=73,136)		
Working in Healthcare	63,719	87.1
Working in Healthcare in Wisconsin	59,397	81.2
Primary Place of Work in Current Wisconsin Labor Market (n=60,515)		
Academic Education	1,281	2.1
Ambulatory Care	10,511	17.4
Home Health	3,554	5.9
Hospital	32,004	52.9
Nursing Home/Extended Care	6,434	10.6
Public/Community Health	2,295	3.8
Other	4,436	7.3
Nursing Positions at Primary Place of Work in Wisconsin (n=60,515)		
Staff Nurse	38,487	63.6
Case Manager	4,155	6.9
Nurse Manager	4,544	7.5
Advanced Practice Nurse	3,724	6.2
Administrator	955	1.6
Nurse Executive	672	1.1
Nursing Faculty	1,208	2.0
Other	6,770	11.2

Current Direct Patient Care Providers (DPC) in Wisconsin (n=60,515)
50,140 / 82.9%

Plans to Leave DPC in Wisconsin (n=50,140)

Less than 2 years	3,212	6.4
2-4 years	6,882	13.7
5-9 years	10,960	21.9
10 or more years	29,086	58.0

Nurses Serving as Appointed or Elected Leaders (n=73,136)		
Governance Boards	966	1.3
Public Officials	307	0.4

Advanced Practice Nurse (APN) Workforce

<p>Certified to practice as APN (n=73,136) 4,417 / 6.0%</p>	<p>Certified as APN Prescriber in Wisconsin (n=4,266) 2,712 / 63.6%</p>	<p>Working in Role Requiring an APN in Wisconsin (n=60,515) 3,703 / 6.1%</p>
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Advanced Practice Nurses in Wisconsin with Master's or Higher (n=4,119)		
Nurse Practitioner	2,661	64.6
Clinical Nurse Specialist	368	8.9
Certified Nurse Midwife	160	3.9
Certified Registered Nurse Anesthetist	536	13.0
Advanced Practice Nurse Prescriber	2,645	64.2

*Online responses = 81,190 Paper responses = 2,728

Online responses from RN's who do not live or work in Wisconsin = 6,615

Data Source: Labor Market Information, Wisconsin Department of Workforce Development, 2014