

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 biannual license renewal requirement for the year 2016. The mandate was communicated to nurses through numerous venues and organizations, as well as to employers.

Two forms of the *Wisconsin 2016 RN Workforce Survey* were utilized; an online version and a paper version. The responses from both formats totaled 87,444. Data summarized in this overview include only responses from the online survey (n=85,370). It does not include responses from the paper survey (n=2,074), or responses of RNs who neither lived nor worked in the state of Wisconsin (n=7,203). **The results summarized in this overview (n=76,781) are based only on data from the online responses after exclusionary criteria were applied to remove any questionable or misleading data. This was done in order to strengthen the validity of the data, and to focus on RNs who live and/or work in Wisconsin.**

The 2016 survey instrument was constructed and processed by the Wisconsin Department of Workforce Development. Members of the Data Collaborative of the Wisconsin Council on Medical Education and Workforce (WCMEW), 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 National Forum of State Nursing Workforce Centers www.nursingworkforcecenters.org.

Detailed analysis of the *Wisconsin 2016 RN Workforce Survey* was carried out by nurse researchers from the University of Wisconsin-Madison, School of Nursing: Susan J. Zahner, DrPH, MPH, RN, FAAN; Barbara Pinekenstein, DNP, RN-BC, CPHIMS; and Jessica G. Rainbow, BA, BSN, RN, Project Assistant and PhD Student. The statistician for the project was Jeffrey B. Henriques, PhD. For complete reports and more information on the nursing workforce and nursing education in Wisconsin go to www.wicenterfornursing.org.

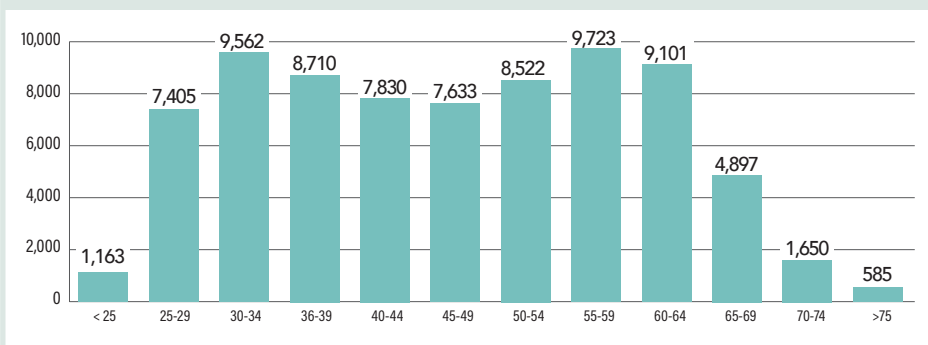
On behalf of the Wisconsin Center for Nursing and the many partners involved with the design, implementation and analysis of the *Wisconsin 2016 RN Workforce Survey*, we wish to thank all who assisted with the survey, and the nurses of Wisconsin for completing the survey. The cooperation and dedication 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 2016 RN Workforce Survey



2016 Wisconsin registered nurses by age (n= 76,781)



At a Glance Information

	Total valid online survey respondents	% of applicable respondents	
Total survey response n = 87,444*	76,781	100	
Gender (n=76,781)			
Female	71,338	92.9	
Male	5,443	7.1	
Age distribution (n=76,781)			
Less than 25	1,163	1.5	
25-34	16,967	22.1	
35-44	16,540	21.5	
45-54	16,155	21.0	
55-64	18,824	24.5	
65 and older	7,132	9.3	
Race/Ethnicity (n=76,781)			
White	72,873	94.9	
Black/African American	1,428	1.9	
Hispanic	1,303	1.7	
Asian	1,181	1.5	
Other	1,299	1.7	
Highest degree held in nursing (n=76,781)			
Diploma in nursing	5,081	6.6	
Associate degree in nursing	27,407	35.7	
Bachelor degree in nursing	35,434	46.1	
Master degree in nursing	7,873	10.3	
Doctorate of nursing practice	422	0.5	
Doctorate of nursing science/nursing doctorate	17	0.0	
PhD in Nursing	251	0.3	
<div style="display: flex; justify-content: space-between; margin-top: 20px;"> <div style="width: 45%;"> <p>Holds at least one current national board certification 17,793 / 23.2% (n=76,781)</p> </div> <div style="width: 45%;"> <p>Earned most recent nursing degree in Wisconsin 57,612 / 75% (n=76,781)</p> </div> </div>			
Employment status (n=76,781)			
Actively working as a nurse	63,492	82.7	
Actively working in health care, not nursing	3,093	4.0	
Actively working in another field	1,328	1.7	
Unemployed, seeking work in nursing	1,073	1.4	
Unemployed, seeking work in another field	132	0.2	
Unemployed, not seeking work	2,067	2.7	
Retired	5,596	7.3	
Age 55 & over by work setting	(28.7%)	55 & over (%)	Average Age
Academic education	784	46.0	52
Ambulatory care	3,676	30.3	46
Home health	1,238	34.0	48
Hospital	7,504	22.0	42
Nursing home/extended care	2,079	34.0	47
Public/community health	1,082	41.8	50
Other	2,188	44.0	51

Wisconsin Labor Market

	Total valid online survey respondents	% of applicable respondents
Registered nurse workforce (n=76,781)		
Working in healthcare	66,585	86.7
Working in healthcare in Wisconsin	61,942	80.7
Primary place of work in current Wisconsin labor market (n=63,201)		
Academic education	1,631	2.6
Ambulatory care	11,850	18.7
Home health	3,521	5.6
Hospital	33,113	52.4
Nursing home/extended care	5,943	9.4
Public/community health	2,524	4.0
Other	4,619	7.3
Serves in a Leadership Position		
1,206 / 1.6%		
Governance Boards		
285 / 0.4%		
(n=76,781)		
Nursing positions at primary place of work in Wisconsin (n=63,201)		
Staff nurse	39,246	62.1
Case manager	5,567	8.8
Nurse manager	4,506	7.1
Advanced practice nurse	4,303	6.8
Administrator	919	1.5
Nurse executive	731	1.2
Nursing faculty	1,155	1.8
Other	6,774	10.7
Plans to leave Direct Patient Care (DPC) in Wisconsin (n=49,698)		
Less than 2 years	3,115	6.3
2-4 years	6,685	13.5
5-9 years	10,340	20.8
10 or more years	27,998	56.3
Current DPC providers in Wisconsin		
49,698 / 78.6%		
(n=63,201)		
Certified as APN prescriber in Wisconsin		
3,412 / 69.9%		
(n = 4,883)		
Working in role requiring an APN in Wisconsin		
4,360 / 6.9%		
(n = 63,201)		
Advanced Practice Nurse (APN) Workforce (n=73,136)		
Certified to practice as APN	5,056	6.6
Certified to practice as APN and working in Wisconsin	4,883	6.4
Advanced Practice Nurses in Wisconsin with master's or higher (n=4,292)		
Nurse practitioner	2,582	60.2
Clinical nurse specialist	319	7.4
Certified nurse midwife	163	3.8
Certified registered nurse anesthetist	311	7.2
Advanced practice nurse prescriber	3,142	73.2

*Online responses = 85,370 Paper responses = 2,074

Online responses from RN's who do not live or work in Wisconsin = 7,203

Data Source: Labor Market Information, Wisconsin Department of Workforce Development, 2016