

Washington State's Registered Nurse Workforce: Results of a 2018 Survey

October 2018

Susan M. Skillman, MS, Benjamin A. Stubbs, MPH, Sofia A. Aragon, JD, BSN, RN

KEY FINDINGS

The Washington Center for Nursing engaged the University of Washington Center for Health Workforce Studies to survey Washington's registered nurses (RNs) in 2018 to provide up-to-date information about the state's RN supply. The survey included questions from the Nursing Minimum Data Set (employment status, job characteristics, demographics, education, and credentials) as well as questions about satisfaction with their current nursing position, career plans, salary, and employment history. This report summarizes the findings from this survey.

- Nearly 83% of the more than 93,000 RNs with Washington licenses in the survey sample were estimated to be employed as RNs and an additional 7% were also licensed and practicing as advanced registered nurse practitioners (ARNPs). Just under 4% of Washington's licensed RNs were unemployed and the rest were retired, volunteering or employed in another role.
- Since 2007, when the last survey of Washington's RNs was conducted, the number of RNs with state licenses has increased by about 20,000, and the average age of RNs has decreased by nearly two years. Despite the decreased average age, 29% of practicing RNs in Washington are currently age 55 or older, which means many are likely to be retiring from the workforce in the next decade.
- More than a tenth of RNs practicing in Washington were men in 2018 compared with 8% in 2007. Because the total number of RNs in Washington has increased, the two percentage point increase represents more than 2,800 additional men in the state's RN workforce compared to a decade ago.
- The number and percentage of practicing RNs in Washington who are Hispanic/Latino and/or from race groups other than White have also increased since 2007, although the distribution across ethnic and racial categories still does not match the distribution in Washington's overall population.
- Overall, more than 63% of surveyed nurses have baccalaureate or higher nursing degrees. Of these RNs, about half completed that degree program at an institution in Washington state.
- More than 75% of RNs under age 30 (and 81% of those age 19-24) have a baccalaureate degree in nursing or higher.
- Washington's RNs are quite satisfied with their jobs and roles, although in some settings and age groups half or more report feeling overworked and/or concerned regarding the adequacy of nurse staffing at their workplace.
- RN median salaries in Washington are higher than the U.S. as a whole but vary by age, setting, educational attainment, and geography.

CONTENTS:

Key Findings	1
Acknowledgements.....	2
Introduction	2
Methods	2
Findings	4
Discussion	17
References	19
Authors	20
Funding	20
Suggested Citation	20
Appendix A	21
Methods Appendix	
Appendix B	23
Tables of Study Findings	
Appendix C	43
Questionnaire	



Washington State's Registered Nurse Workforce: Results of a 2018 Survey

INTRODUCTION

Registered nurses (RNs) are the largest component of Washington State's and the nation's health workforce, filling nearly 3 million jobs in the U.S. in 2016.¹ The number of RNs with Washington state licenses has grown from about 71,000 in 2006 to more than 94,000 in 2018.² The most recent detailed study of the characteristics of Washington's RN workforce came from a 2007 survey of RNs conducted by Washington's Department of Health and analyzed by the University of Washington Center for Health Workforce Studies (UW CHWS),³ with support from the Washington Center for Nursing (WCN). Prior to that survey, scant data on the demographic, education, and practice characteristics of the RN workforce was available for Washington, limiting the ability to assess questions such as how many of the licensed RNs actively work in their field, in what specialties, what level of education they had attained, the race and ethnicity of the workforce, and other information relevant to health workforce planning. Description of the state's RN supply was limited to using the mailing address, birthdate and sex fields from state license records.

Recognizing the need to update this information, the WCN engaged the UW CHWS to conduct a study in 2018 to describe Washington's current RN supply in more detail than available from the description of Washington's 2018 RN supply in the RN Data Snapshot,² produced using basic license data. This study was to involve a statewide survey using questions corresponding to the Minimum Data Set for nursing -- questions originally developed by the National Forum for State Nursing Workforce Centers and modified by the Forum and the National Council of State Boards of Nursing.⁴⁻⁵ WCN and UW CHWS agreed it would be informative to ask additional questions assessing RNs' satisfaction with their jobs and careers. This report summarizes the findings from this survey, conducted in early 2018.

METHODS

QUESTIONNAIRE DEVELOPMENT AND TESTING

Core survey questions were developed based on the Minimum Data Set for nursing. Additional questions related to nursing career plans and job satisfaction were added in consultation with local partners. The expanded race and ethnicity questions recommended by the Educational Opportunity Gap Oversight and Accountability Committee 2016 Annual Report and adopted by the Washington State Department of Health and Nursing Commission as part of mandated licensure surveys were included in the questionnaire. After pilot-testing by the WCN Board of Directors, a web-based version of the survey questionnaire as well as a paper version were created. The questionnaire is attached as **Appendix C**.

ACKNOWLEDGEMENTS

Thanks to all of the registered nurses and nursing organizations who contributed their valuable time to respond to this survey and to the Board of Directors of the Washington Center for Nursing for pilot testing the questionnaire. Participating nursing organizations included the Council on Nursing Education in WA State, the Filipino Nurses and Professional Health Care Association, the Leadership Washington Nursing Action Coalition, Mary Mahoney Professional Nurses Organization, Northwest Organization of Nurse Executives, the Nursing Care Quality Assurance Commission, the School Nurse Organization of WA, WA State Nurses Association, WA State Public Health Association, SEIU Healthcare 1199NW, United Food and Commercial Workers 141 and others. In addition, Washington State University's Social and Economic Sciences Research Center provided survey expertise. Beverly Marshall was responsible for final layout of this document.

SURVEY SAMPLE, SUBJECT RECRUITMENT AND HUMAN SUBJECTS APPROVAL

The survey sample was drawn from a list of all active licenses for RNs in the state of Washington as of November 22, 2017, including licenses with an out-of-state mailing address. The list was obtained from the Washington State Nursing Care Quality Assurance Commission according to approved protocols. The sample of licensees to be surveyed involved two groups: 1) approximately 78,800 licensees with an email address associated with their license, and 2) 5,000 randomly selected licensees invited via paper through the U.S. Postal Service. Subject recruitment occurred February through March, 2018. WCN employed a marketing consultant to develop a communications outreach plan to improve survey participation.

Recruitment by email: All active licensees who had an email address associated with their license were initially contacted by email on February 2, 2018 and invited to complete the web version of the questionnaire. The validity of email addresses could not be confirmed until invitations were sent, and those addresses that could be determined to be undeliverable (e.g., bounce messages received) were removed from the list for subsequent email invitations. Reminder emails with a link to the web survey were sent weekly after the initial email. A total of four reminder emails were sent.

Recruitment by U.S. Postal Service: Invitations were mailed to the randomly selected group of 5,000 licensees using U.S. Postal Service First Class Mail. The first mailed paper invitation used a letter that provided a web link and unique identifier for the respondent to use to complete the web version of the questionnaire. If the web-based questionnaire had not been filled out after two weeks, a paper copy of the questionnaire was sent with a postage prepaid return envelope. A reminder postcard was mailed one week later and a second copy of the paper questionnaire was sent after another week if the completed survey had not yet been returned. Email reminders were also sent to invitees in this group approximately three days after each mailing was sent. There were a few licensees in the random sample for which paper invitations were returned as undeliverable, and these were replaced in the sample by a new, randomly selected RN from the license list.

The procedures and data protection protocols for this study were approved by the State of Washington Institutional Review Board.

RESPONSE RATE

Of the random sample, one RN was determined ineligible and 237 had an invalid mailing address and were replaced by an RN originally assigned to the email-only group. Among those contacted only by email, none were determined ineligible but 9,320 did not have an email address in the RN licensing data and an additional 52 had an invalid email address (generated a “bounce” notice). The overall response rate, excluding those with no mailing or email address, was 11.1% (9,214 responses representing 10.0% from the email-only group and 28.8% from the random sample).

DATA ANALYSIS AND STUDY GROUP

Descriptive statistics were used to summarize survey responses. Survey weights were applied, as described below. An initial set of survey questions asked for the respondent’s licensure and certification level (registered nurse or advanced practice nurse practitioner) and whether the respondent was actively employed, unemployed, retired, or working only as a volunteer. Unless otherwise noted, the analyses summarized in this report refer to nurses actively employed as an RN. All statistical analyses were performed using R version 3.3.0.⁶

GEOGRAPHIC ASSIGNMENT

Geographic location was defined as follows: The mailing address ZIP code was used to determine the state of residence and, for those who lived in Washington, the county of residence. Using a data crosswalk of Washington ZIP codes to counties, we assigned RNs with Washington licenses to one of the state’s nine Accountable Communities of Health (ACH) healthcare planning regions.⁷ Licensees were assigned to one of the nine Washington ACHs, Oregon, Idaho or another state or country.

SURVEY WEIGHTING TO REDUCE BIAS

To investigate possible response bias, we compared survey respondents to non-respondents using birthdate, sex and geographic location from the RN license file. Additionally, respondents from the random sample were compared with those respondents who were in the email contact group using the same variables to determine if the two groups of respondents were statistically different. The two response groups did not differ on the variables examined. However, survey respondents were older than the overall licensed nursing population, were less likely to live in a state other than Washington, Oregon or Idaho and, for licensees living in Washington, were less likely to live in the Healthier Here ACH region. Therefore, we applied post-survey weighting by age and geographic location to allow survey results to reflect the age and geographic distribution of the overall nursing population. The average survey weight for those RNs employed as an RN and practicing in Washington (the main analysis group) was 0.98 and the minimum and maximum weights were 0.59 and 2.50 respectively. The methods appendix, **Appendix A**, shows the characteristics of respondents employed as an RN compared with the overall licensed RN population by age and sex (**Table A1**) and by geography (**Table A2**).

DATA CLEANING

Several questions that asked for quantitative responses were cleaned to remove responses that were judged to be unlikely. For example, answers for the total hours worked per week, number of weeks worked per year and annual salary were set to unknown if they were greater than 90 hours, greater than 52 weeks and greater than \$2,500,000 respectively. Similarly, negative values were set to unknown for each of these questions. Missing responses were inferred, when possible. For example, if a respondent responded with a “yes” indicating they held a baccalaureate degree in nursing, but did not answer “no” to other degree options, we changed those other responses to be “no.” Similarly, if a respondent reported direct patient hours or clinical administration hours but did not report hours for other activities such as teaching or research we inferred that those missing values were zero. This was also true if a respondent did not report their total weekly hours but provided hours spent in individual activities, in which case we inferred that the total weekly hours was the sum of the individually reported hours. Due to these data cleaning steps and the fact that respondents sometimes did not answer questions (and we were not able to infer the answer), the number of respondents (the “n”) varies across survey questions.

FINDINGS

NURSES WITH WASHINGTON STATE RN LICENSES

Of the 93,230 nurses with Washington RN licenses in early 2018, 71,285 (76.5%) resided in Washington State (based on their mailing ZIP code in the licensing database) and 76,168 (81.7%) were estimated to be practicing (actively employed in nursing as an RN, ARNP or LPN) in Washington (based on survey responses) (**Table B1** in **Appendix B**). Approximately 77,200 nurses with a Washington State RN license were actively employed as an RN in any state, 6,170 were employed as an Advanced

Table 1:
Employment Status* of RNs with Washington Licenses, 2018

	Estimated Total	Percent**
Employed as RN	77,200	82.8%
Employed as ARNP	6,170	6.6%
Employed as LPN	618	0.7%
Employed as a nurse, no license required	277	0.3%
Employed as a nurse, unknown level	1,115	1.2%
Employed in another field and not in nursing	1,673	1.8%
Unemployed	3,327	3.6%
Retired	2,362	2.5%
Volunteer	471	0.5%

*Employment in any state.

** Missing data (weighted): 0.02% of survey responses were missing employment status.

Registered Nurse Practitioner (ARNP) and 618 were employed as a Licensed Practical Nurse (LPN) in any state (Table 1). An estimated 1,673 nurses had an RN license but were employed in another field (not in nursing) and 3,327 were unemployed. Among nurses who were unemployed, approximately 40% indicated they were taking care of home and family and about a quarter indicated that it was difficult to find a nursing position (Table B2).

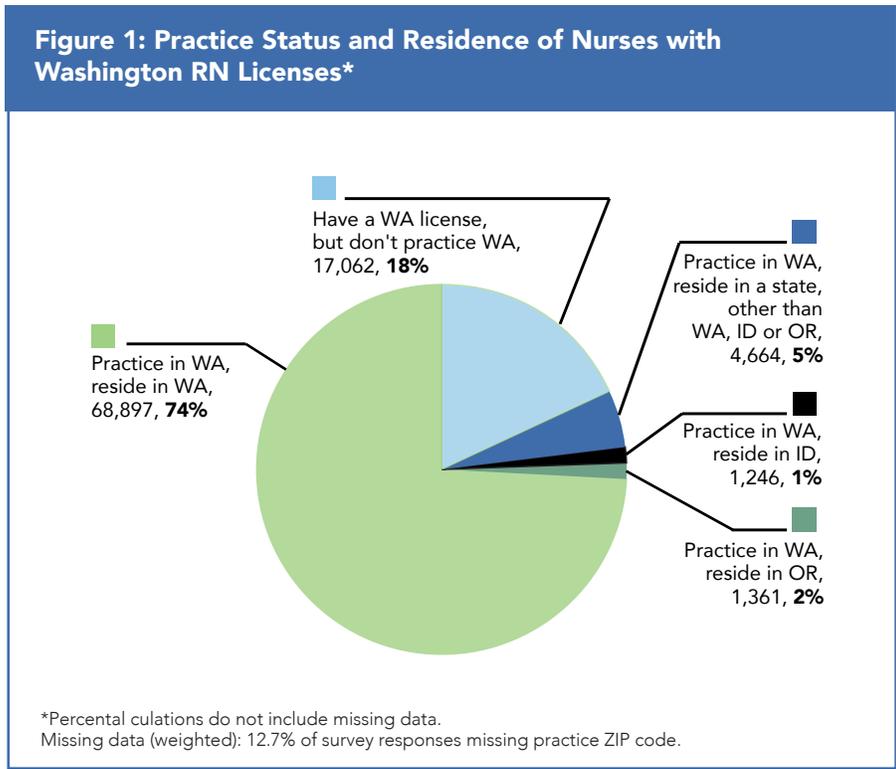
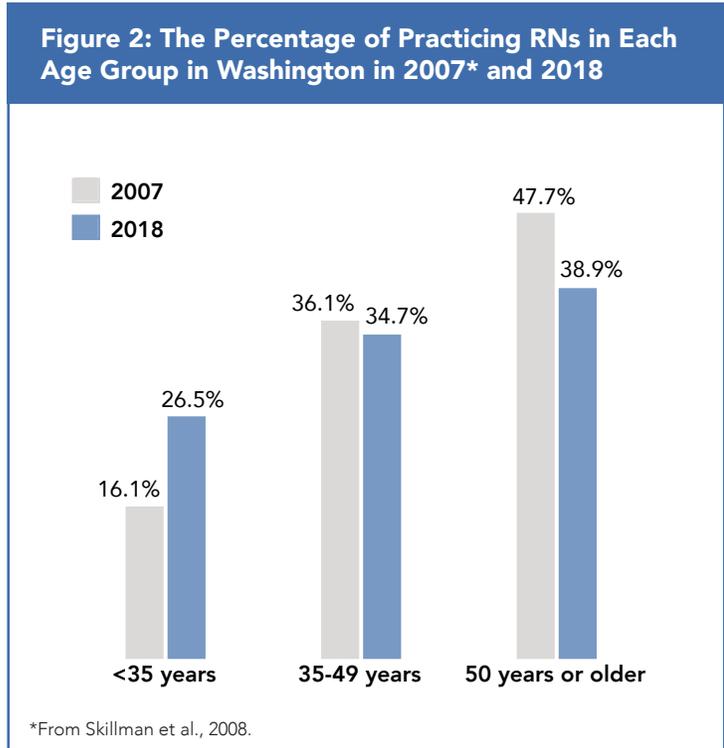


Figure 1 shows the practice and residence status of nurses with Washington RN licenses. An estimated 68,897 (73.9% of RNs with a Washington license) resided in Washington and worked in-state (also see Table B1), 1.5% resided in Oregon and practiced in Washington (1,361), 1.3% resided in Idaho and practiced in Washington (1,246), and another 5.0% (4,664) practiced in Washington but resided in another state.

Among the estimated 77,200 nurses who were actively employed as an RN, approximately 63,122 practiced in Washington State. The remainder of this report will focus on the group of nurses actively employed as RNs and practicing in Washington, unless otherwise specified.

Table B3 shows the number of licensed RNs residing in each ACH (single or multiple county health planning region) and the estimated

percent practicing as an RN in-state as well as in the same ACH. In most ACHs, greater than 93% of RNs practiced in Washington. The exception was the ACH bordering the Portland, Oregon area (Southwest Washington ACH) where only 80.9% of RNs indicated they practice in-state.



RN DEMOGRAPHICS

The average age of Washington’s practicing RNs was 45.1 years (Table B4), slightly younger than the 47.2 years of age of practicing RNs in 2007. The percentage of practicing RNs in the state who were age 50 and older was 38.9%, a smaller proportion than the 47.7% found in 2007, while the percentage of the workforce younger than age 35 was more than ten percentage points higher than in 2007 (Figure 2).

Male RNs comprised 10.5% of RNs practicing in-state (Table 2 and B4), higher than the 8.2% male RNs found in 2007. This increase in male RNs of fewer than three percentage

points represents growth by more than 2,800 male RNs to the state’s nursing workforce.

Among Washington’s practicing RNs in 2018, 4.7% identified as being Hispanic/Latino and 85.5% identified as White only, compared with 2.2% Hispanic/Latino and 89.8% White only in 2007.³ **Table 3** compares the race and ethnicity characteristics of the practicing RN workforce with the Washington state population.^{8,9} Based on survey responses, nurses employed as an RN and practicing in Washington were less likely to be Hispanic/Latino and more likely to have self-identified as White alone when compared to the overall state population. The age distribution, sex, race and ethnicity of the RNs in Washington overall and by ACH are shown in **Table B4**, and details of the distribution of RNs across Hispanic/Latino and racial sub-groups are shown in **Table B6**.

Table 2:
Sex of RNs Practicing in Washington in 2007* and 2018

	2007		2018	
	Estimated Statewide Total**	Percent	Estimated Statewide Total***	Percent
Male	3,794	8.2%	6,648	10.5%
Female	42,477	91.8%	56,474	89.5%

*From Skillman et al., 2008.

**Of the estimated 46,271 RNs practicing in Washington in 2007.

***Of the estimated 63,122 nurses employed as an RN and practicing in Washington in 2018.

Missing data (weighted, in 2018): 0.07% of RNs practicing in WA had an unknown sex.

Table 3:
Hispanic/Latino and Racial Composition of Washington’s Practicing RNs Compared with the 2018 Washington State population

Hispanic/Latino and Race Identification, Among Responding RNs*	RNs Practicing in Washington, 2018		Washington Population, 2018 ^{8,9}
	Estimated Statewide Totals**	Percent	Percent
Hispanic/Latino	2,992	4.7%	13.1%
Race:			
American Indian or Alaska Native alone	285	0.5%	1.9%
Asian alone	5,034	8.0%	8.8%
Black/African American alone	1,338	2.1%	4.0%
Native Hawaiian or Other Pacific Islander alone	110	0.2%	0.8%
White alone	53,987	85.5%	79.4%
Two or more races	2,369	3.8%	5.1%

*Missing data: 2.6% of respondents for Hispanic and 3.6% for race identification. Percent calculations for RNs practicing in Washington do not include missing data.

**Of the estimated 63,122 nurses employed as an RN and practicing in Washington in 2018.

SPECIALTY/AREAS OF PRACTICE

Almost all (97.4%) of Washington’s practicing RNs indicated that they worked in a clinical specialty, with “acute care/critical care” selected most often (16.9%) and the rest distributed across more than 20 different specialties (Table 4). Table B12 shows RNs’ specialty/area of practice by each of five general practice settings. In ambulatory care settings, oncology was the single specialty most frequently mentioned (11.3%), followed by family health (10.6%). School health (38.7%) was the leading specialty among community health work settings, followed by public health (10.6%). In hospitals, 28.0% of RNs reported acute care/critical care as their specialty, followed by medical surgical (11.9%). In long term care settings one third of the RNs (33.2%) reported geriatric/gerontology as their specialty and a quarter (25.5%) reported their specialty as home health.

Table 4:
Specialty/Area of Practice of Washington’s Practicing RNs

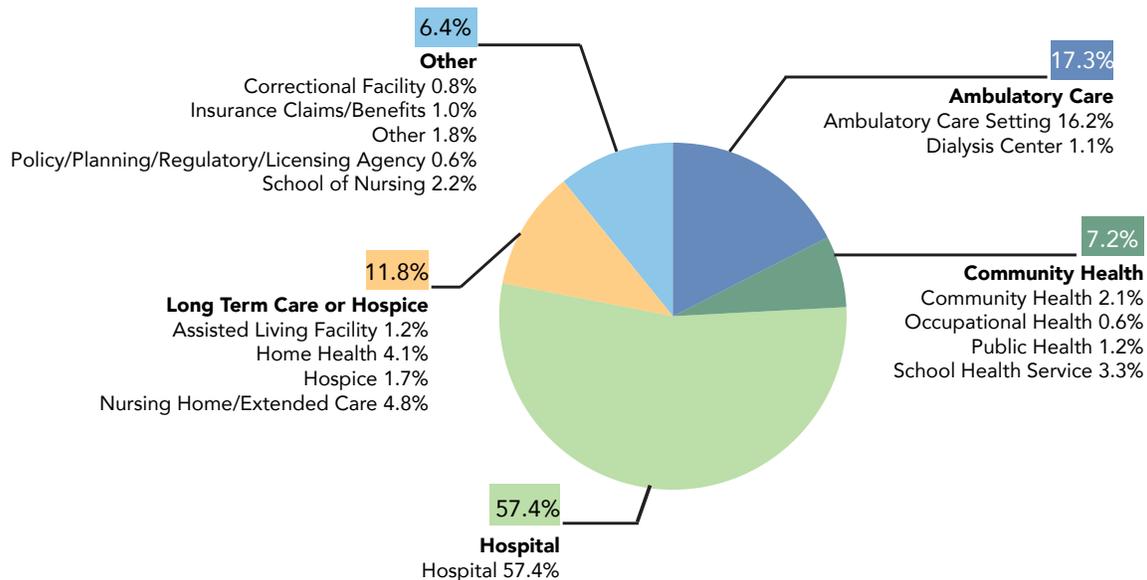
	Estimated Statewide Totals	Percent
Acute Care/Critical Care	10,654	16.9%
Medical surgical	4,807	7.6%
Perioperative	4,136	6.6%
Emergency/Trauma	4,113	6.5%
Maternal-Child Health/Obstetrics	3,401	5.4%
Geriatric/Gerontology	3,064	4.9%
Pediatrics	2,907	4.6%
Oncology	2,319	3.7%
Psychiatric/Mental Health/Substance Abuse	2,180	3.5%
Home Health	2,010	3.2%
School Health	1,875	3.0%
Family Health	1,567	2.5%
Cardiology	1,436	2.3%
Adult Health	1,372	2.2%
Neonatal	1,326	2.1%
Rehabilitation	1,059	1.7%
Palliative Care/Hospice	904	1.4%
Nephrology	841	1.3%
Public Health	767	1.2%
Community	704	1.1%
Women’s Health	513	0.8%
Occupational Health	429	0.7%
Anesthesia	229	0.4%
Other – Clinical specialties	8,872	14.1%
Other – Non clinical specialties	1,637	2.6%

Missing data: 0.7% of survey respondents did not indicate a specialty. Percent calculations do not include missing data.

WORK SETTING

Among practicing RNs in Washington, more than half (57.4%) worked in hospital inpatient settings, 17.3% worked in ambulatory care/outpatient clinic settings, and 11.8% worked in long term care or hospice settings (Figure 3). Table B9 shows the distribution of RNs by work setting for the state overall and Table B10 shows these results by ACH. As shown in Table B11, the youngest RNs (42.6 years of age on average) worked in hospital inpatient settings, and RNs in a school of nursing settings were the oldest (55.7 years on average). RNs working in a school of nursing, a public health setting and in school health had the highest rates of nursing education at the BSN or higher level (91.1%, 80.0%, and 78.0%, respectively). The work settings with the highest percentage of non-White RNs were: dialysis centers (36.1%), nursing home/extended care (25.1%), correctional facilities (20.5%), and occupational health (18.7%). In these cases, non-White refers to races other than White and does not include Hispanic/Latino ethnicity. The results for race by work setting should be viewed cautiously because of the small numbers of cases involved.

Figure 3: Work Setting of RNs Practicing in Washington



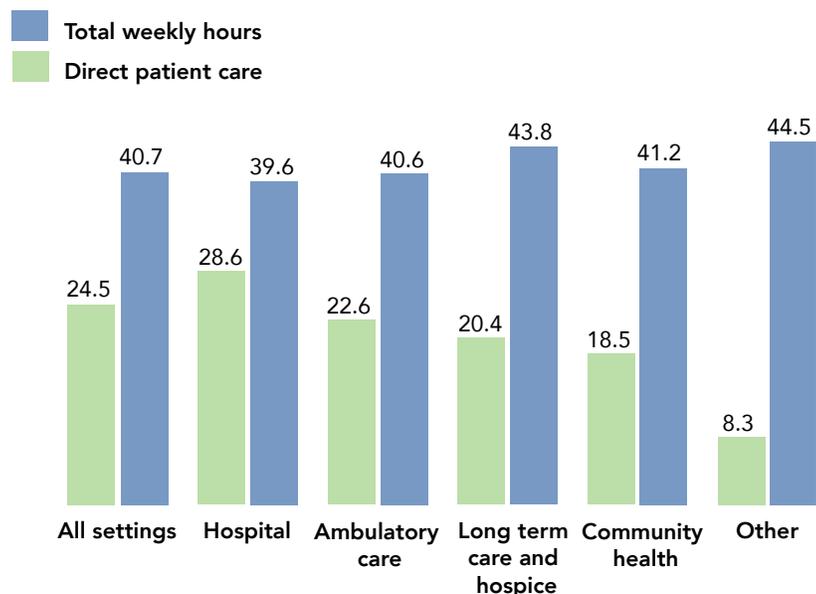
Missing data: 0.7% of respondents. Percent calculations do not include missing data.

PROFESSIONAL HOURS AND SALARIES

The work settings with the highest percent of RNs working full time (32 or more hours per week) were insurance claims/benefits (92.5%), dialysis centers (88.4%), nursing home/extended care (84.4%), correctional facilities (83.9%) and public health (82.5%) (Table B11). Overall, 77.9% of RNs practicing in Washington worked full time for an average of 40.7 hours per week (Table B14).

When part-time workers are included, the average numbers of hours worked per week drops to 37.1, of which 22.1 hours are spent in direct patient care each week. The hospital inpatient setting was where RNs spent the greatest average number of hours in direct patient care (26.7 hours per week for all workers, 28.6 hours per week for full-time workers) (see Figure 4 and Table B15).

Figure 4: Average Weekly Hours in Professional Activities by Work Setting of RNs Practicing in Washington, and Working 32 or More Hours Per Week



Missing data (weighted, of 4,644 survey respondents practicing in WA and working full-time): 0.7% missing work setting; 1.4% missing direct patient care hours.

The average 2017 salary reported by RNs practicing in Washington and working full-time, taking into account all nursing positions, including overtime and bonuses, was \$85,660. The average salary, however, was heavily influenced by several nurses who reported earning more than \$1 million per year. Therefore, the median salary is most often reported throughout this report. Median salaries by work setting are shown in **Table 5** and **Table B11**. The statewide median RN salary for full time workers was \$80,000, \$49,000 for part time workers, and \$75,000 for practicing RNs overall. **Table B4** shows comparable full time salary and the percentage of practicing RNs working full time in each of the state’s ACHs. **Figure 5** shows that the median salary in hospitals (where most RNs in the state work) is higher statewide and in 8 out of 9 ACHs than the median salary for RNs who work in other settings. **Figure 5** and **Table B4** also show that there is some variation in median salary

based on the ACH in which the nurse works. The findings shown in **Table B13**, however, indicate that there is a strong upward trend in salary based on age. Therefore, a full analysis of salary by work setting or geographic region should also account for RN age.

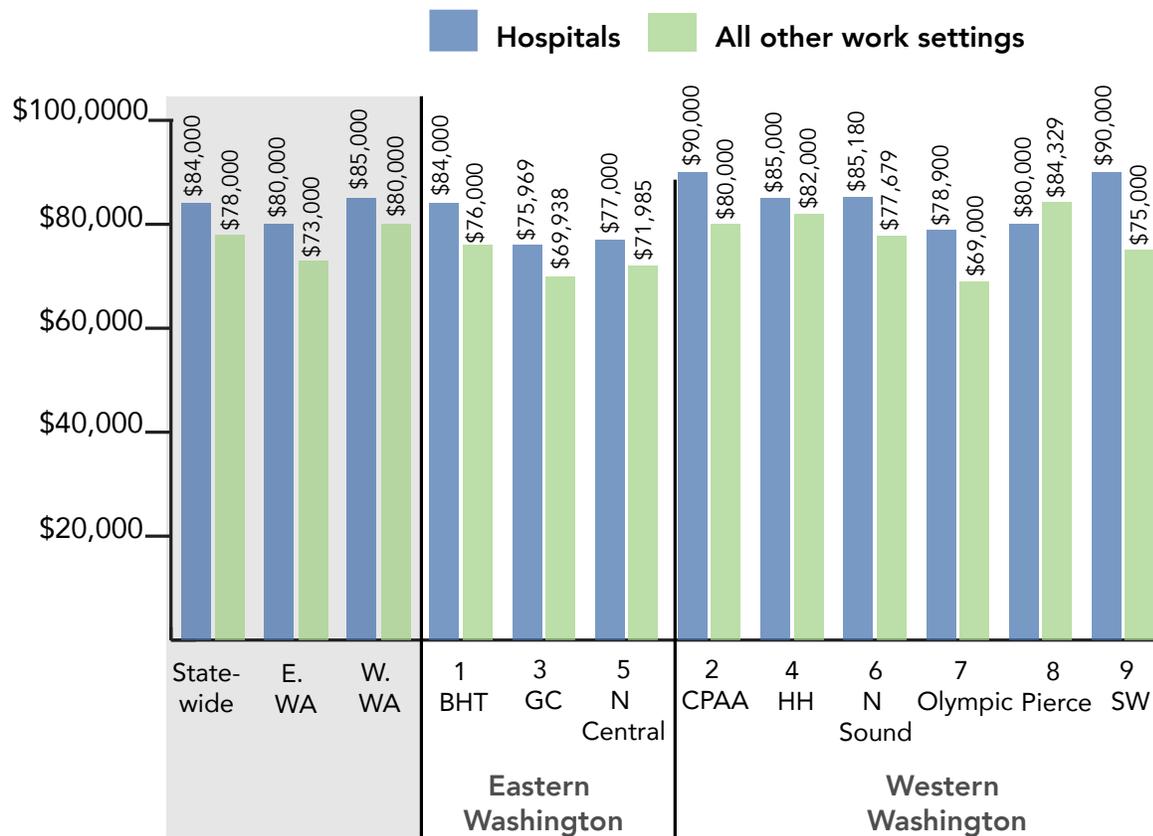
Table 5:
Median Salary and Percentage of RNs Working Full Time in Washington Overall and by Facility Type

	RNs Practicing in Washington, 2018	
	Percent Working Full-Time (≥32 hours/week)*	Median Salary for Full-Time Workers**
Salary (average, for all nursing positions, including overtime and bonuses but excluding sign-on bonuses)		
Statewide	77.8%	\$80,000
By facility type		
Hospital	78.9%	\$84,000
Long Term Care and Hospice	78.4%	\$75,000
Ambulatory Care	74.6%	\$80,000
Community Health	74.6%	\$65,190
Other	81.0%	\$90,000

*Missing data (weighted, of 5,974 survey respondents practicing in WA): 0.2% missing full-time status.

**Missing data (weighted, of 4,644 survey respondents practicing in WA and working full-time): 0.7% missing work setting, 5.1% missing salary.

Figure 5: Median Salary for RNs Working Full-Time*, by Practice Location** and Work Setting



Counties comprising Accountable Communities of Health (ACHs): 1) **Better Health Together** includes Adams, Ferry, Lincoln, Pend Oreille, Spokane, and Stevens counties, 2) **Cascade Pacific Action Alliance** includes Cowlitz, Grays Harbor, Lewis, Mason, Pacific, Thurston, and Wahkiakum counties, 3) **Greater Columbia HealthierHere** includes Asotin, Benton, Columbia, Franklin, Garfield, Kittitas, Walla Walla, Whitman, and Yakima counties, 4) **HealthierHere** is King County, 5) **North Central** includes Chelan, Douglas, Grant, and Okanogan counties, 6) **North Sound** includes Snohomish, Skagit, Island, San Juan, and Whatcom counties, 7) **Olympic Community of Health** includes Clallam, Jefferson and Kitsap counties, 8) **Pierce County ACH** is Pierce County, 9) **Southwest Washington** includes Clark, Klickitat, and Skamania counties.

* Full-Time employment defined as greater than or equal to 32 hours worked per week.

** Practice location based on survey responses for actively employed RNs indicating the ZIP code of their primary employer.

Missing data (weighted): 270 of 4644 survey respondents practicing statewide and working full-time (5.8%); 32 missing work setting, 238 missing salary. Missing rates by ACH range from 4.5% (N. Sound) to 6.4% (N. Central).

JOB AND CAREER SATISFACTION

WORK SATISFACTION AND CAREER PLANS

RNs were asked for their level of agreement (strongly agree, agree, disagree, strongly disagree) with a series of statements about their primary nursing position and career plans. Their responses by five year age group are summarized in **Figure 6**, and by work facility type in **Figure 7**. In general, Washington's practicing RNs are quite satisfied with their current positions, with most (83% or more) agreeing with statements such as "My work gives me a feeling of accomplishment" and "I have opportunities at work to learn and grow." The majority of RNs agreed with the statement "I am satisfied with my opportunities for career advancement", but approximately 20-32% of respondents expressed some disagreement. With regard to care provided, most (85% or higher) RNs agreed with "My place of work provides high quality patient care" and even higher percentages agreed that "My workplace provides care in a culturally sensitive manner."

In response to "The number of nursing staff where I work is adequate" and "I feel overwhelmed by the amount of work that I am given" RNs' indicated some disagreement, both across age groups and by work setting. Nonetheless, with the exception of RNs in long term care settings, more than half of the respondents agreed that the nurse staffing levels were adequate and fewer than half indicated they felt overwhelmed at their place of work. About 53% of RNs in long term care settings indicated they felt overwhelmed by the work they were given (with 18% strongly agreeing with the statement), and 50% indicated disagreement with having adequate numbers of nursing staff (with 14% strongly disagreeing). The highest percentage of respondents indicating dissatisfaction with their primary nursing position came from RNs in long term care, although this sentiment was expressed by just 14% of respondents working in that setting.

With regard to future career plans, relatively small percentages of younger RNs indicated they did not plan to be employed in nursing five years from now (less than 15% among RNs younger than 55). There was a clear age gradient in RNs' plans to complete a higher level of nursing education within the next five years. More than half of RNs below age 45 agreed with the statement, 46% of RNs from 45 to 49, a third of RNs from 50 to 54, and 17% of RNs 55 to 59 years of age. Washington's RNs provided similar responses to the statement "I plan to seek training/employment in another nursing role in the next five years."

When Washington's RNs were asked their level of agreement with "I would recommend nursing as a career to a close friend or family member," 80% or higher agreed. Responses to this question were relatively similar across work settings and age groups.

Figure 6: RNs' Level of Agreement with Career and Job-related Statements by Age

Strongly Disagree Disagree Agree Strongly Agree

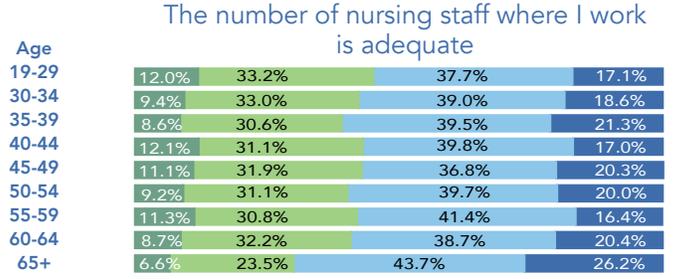
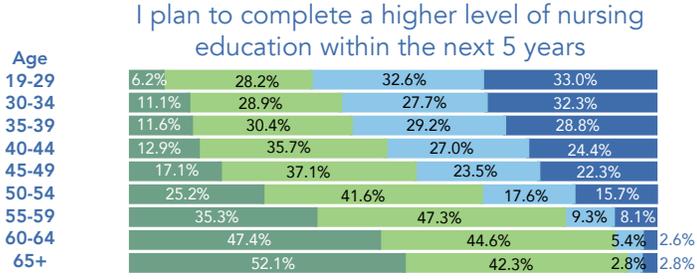
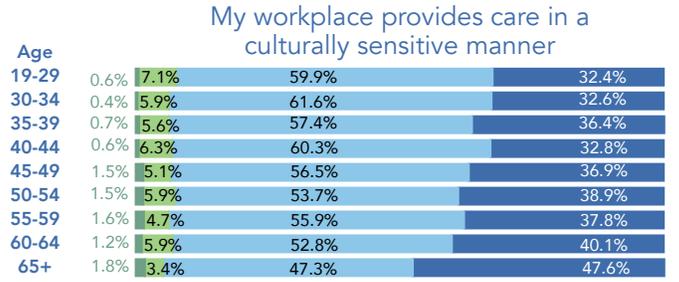
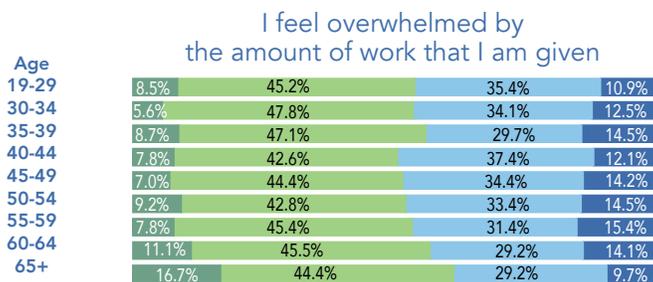
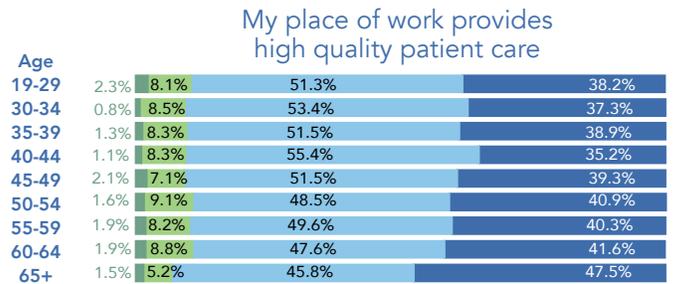
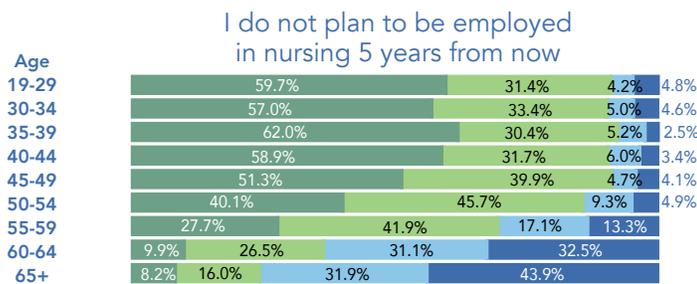
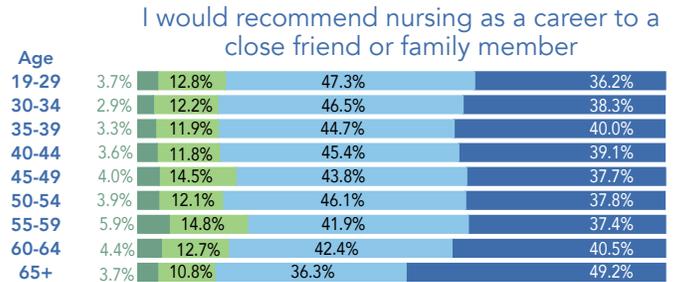
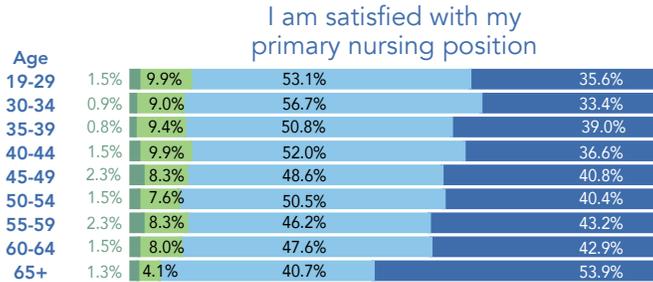
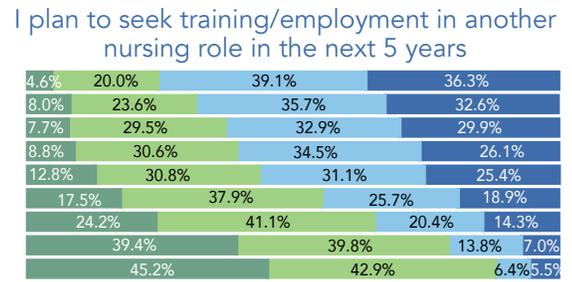
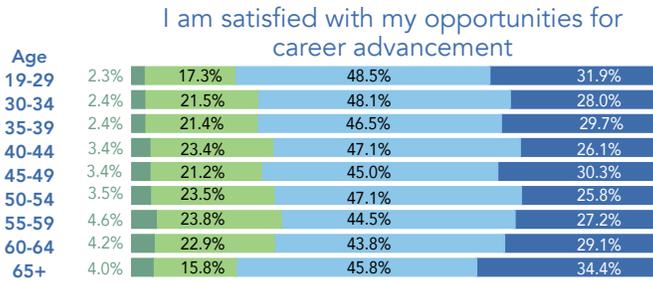
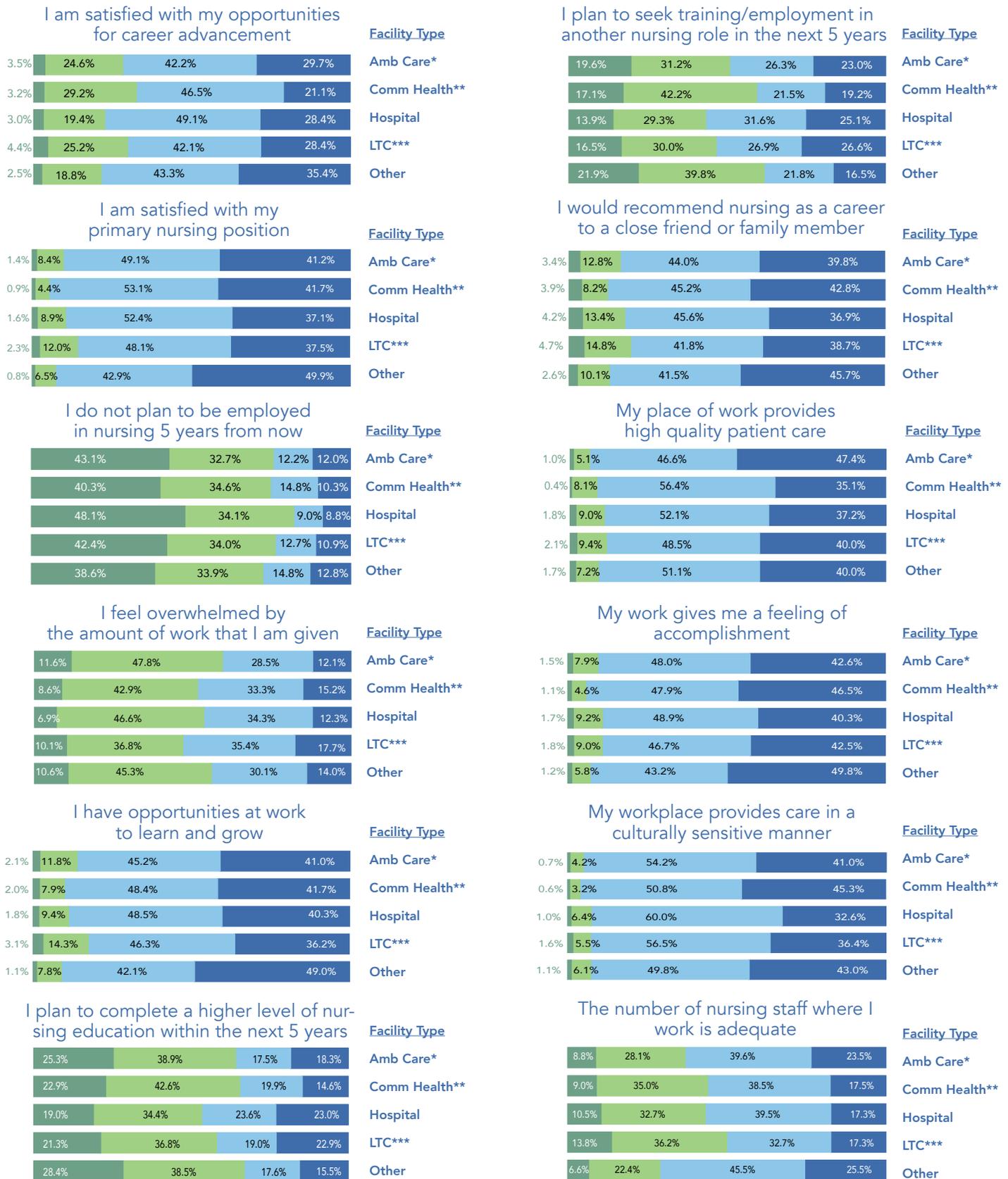


Figure 7: RNs' Level of Agreement with Career and Job-related Statements by Work Facility Type

Strongly Disagree Disagree Agree Strongly Agree



*Ambulatory Care. **Community Health (public health, school health service, occupational health and community health). ***Long Term Care (Nursing home/extended care, assisted living facility, home health and hospice).

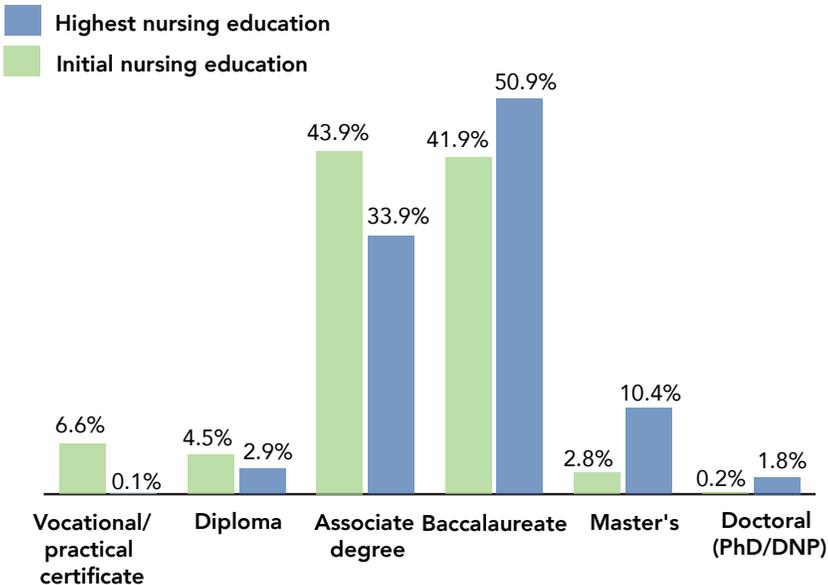
EDUCATION

Table B16 shows the initial and highest nursing education obtained by nurses employed as an RN in 2018. The associate degree was the initial RN degree for 43.2% of RNs with a Washington state license (“Overall” column), about the same as the 43.1% in 2007.³ Looking further at this “Overall” group, the baccalaureate degree was the initial degree for 42.5% of RNs in 2018, up from 39.7% in 2007. The baccalaureate degree was the highest nursing degree for more than half (50.5%) of RNs with a

Washington state license, while an associate degree was the highest nursing education for 33.0%, and an RN diploma remained the highest RN education for just 3.3%. In 2018 overall, 11.1% of RNs had obtained master’s degrees and 2.1% had obtained a doctoral degree. **Figure 8** shows the initial and highest nursing education obtained by RNs with a practice address in Washington. The education characteristics of RNs practicing in each ACH are shown in **Table B17**. The results at the ACH level should be viewed with some caution because of small numbers, especially for RNs with postgraduate degrees.

RNs with a baccalaureate degree or higher are found in higher percentages in hospital compared with ambulatory care and long term care settings (**Table 6**). The “other” setting category includes some groups with high percentages of RNs with baccalaureate degrees or higher, including schools of nursing (90.5%) and “policy/planning/regulatory/licensing agency” with 77.7% (see **Table B11**). For nurses practicing in Washington in all work settings, 63.1% have a baccalaureate or higher as their highest nursing degree.

Figure 8: Initial and Highest Nursing Education of RNs Practicing in Washington



Missing data: (weighted): Initial nursing education – 37 of 5,974 survey respondents practicing in WA (0.6%). Highest nursing education – 100 of 5,974 survey respondents practicing in WA (1.7%).

Table 6:

Percent of RNs Practicing in Washington with a Highest Nursing Degree at the Baccalaureate or Higher Level, by Work Setting

Work Setting	Percent with BSN or Higher
Hospital	66.6%
Long Term Care or Hospice	42.9%
Ambulatory Care	57.9%
Community Health	72.9%
Other	72.3%
All work settings	63.1%

Percent calculations do not include missing data. Missing data: 0.7% of survey responses were missing work setting, an additional 1.7% of survey responses were missing information on the highest degree completed.

Overall, 56.4% of RNs in Washington received at least some of their nursing education in Washington. **Table B18** shows the percentage of RNs in Washington who completed their nursing education in Washington State by type of nursing degree or program.

Table B16 and **Figure 8** indicate that 63.1% of RNs practicing in Washington had obtained a baccalaureate degree or higher in 2018. **Table B13** shows the 2018 percentage RNs practicing in Washington who completed a baccalaureate degree or higher by age group. Based on weighted survey responses, 81.4% in the 19-24 age group, 74.9% in the 25-29 age group and 68.7% in the 30-34 age group had a baccalaureate in nursing or higher. In contrast, each of the age groups for nurses 35 or older had approximately 60% or lower completing at least a baccalaureate degree.

Table B17 shows the demographic and work characteristics of RNs practicing in Washington based on the highest nursing degree obtained. This table indicates that the median salary for respondents with a nursing diploma as their highest degree is approximately \$10,000 per year higher than respondents with an associate or baccalaureate degree. However, it is important to note that the average age for respondents with a nursing diploma is about 14 years higher than respondents with a baccalaureate. Increasing age is strongly associated with a higher median salary (see **Table B13**), so the higher median salary for respondents with a nursing diploma is likely related to the higher average age of this group rather than the highest degree obtained.

HEALTHCARE JOBS HELD BY RNS PRIOR TO COMPLETING THEIR FIRST RN EDUCATIONAL PROGRAM

Approximately two thirds of RNs practicing in Washington held a healthcare-related job before completing their first RN educational program (**Table 7**). The highest percentage of nurses worked as a nursing aide or nursing assistant prior to becoming an RN (approximately 42% of all RNs practicing in Washington), followed by licensed practical or vocational nurses (15.3%), and a variety of other healthcare jobs.

Table 7:
Healthcare Jobs Held by RNs Practicing in Washington Prior to Completing
Their First RN Educational Program

Previous Healthcare Job	Estimated Statewide Totals	Weighted Percent*
Community Health Worker	1,022	1.6%
Midwife	73	0.1%
Nursing Aide or Nursing Assistant	26,709	42.3%
Home Health Aide or Assistant	5,717	9.1%
Licensed Practical or Vocational Nurse	9,652	15.3%
Other health-related job	13,466	21.3%
Not employed in any health-related jobs before RN	19,933	31.6%

Total percentages exceed 100% because respondents could select more than one prior healthcare job.

*Percentages do not include missing data.

Missing (weighted, out of 5,974 survey respondents practicing in WA): 2.1% of survey respondents did not answer this question.

RNS FIRST LICENSED IN ANOTHER COUNTRY

In 2018, there were an estimated 2,772 RNs practicing in Washington who received their initial nursing license outside of the U.S. (4.4% of the total) (**Table 8**). More than a third of these RNs were initially licensed in the Philippines (35.7%), followed by Canada (26.4%), the United Kingdom (5.8%), Australia (4.2%) and India (3.8%). The majority of RNs who were initially licensed outside the U.S. work in hospitals (60.7%), followed by ambulatory care (9.3%) and nursing home/extended care settings (7.9%).

Table 8:

Country of First License and Current Work Setting of Nurses Employed as an RN and Practicing in Washington Who Had Their First Nursing License in a Country Other Than the U.S.

RNs First Licensed in Another Country	Percent*
Country of First License	
Philippines	35.7%
Canada	26.4%
United Kingdom	5.8%
Australia	4.2%
India	3.8%
Other	24.1%
Current Work Setting	
Hospital	60.7%
Ambulatory Care Setting	9.3%
Nursing Home/Extended Care	7.9%
Dialysis Center	5.9%
School Health Service	3.3%
School of Nursing	2.9%
Home Health	2.6%
Other	8.1%

*Out of estimated 2,772 total RNs practicing in WA (4.4% of total) with first nursing license in another country.

Missing data (weighted, out of 258 survey respondents who indicated their first nursing license was in a foreign country): 0.7% missing country of first license; 1.0% missing work setting.

The average age of RNs whose initial nursing license was awarded outside the U.S. was 45 years and about three quarters held a baccalaureate degree or higher in nursing (Table B20). Much higher percentages of RNs initially licensed outside the U.S. identify with races other than White (60.2%) compared with RNs initially licensed in Washington (12.6%) and RNs initially licensed in another state (11.9%).

ADVANCED REGISTERED NURSE PRACTITIONERS

Advanced registered nurse practitioners (ARNPs) who practice in Washington must hold both an ARNP license and an RN license. Through this survey of RNs, we identified an estimated statewide total of 6,170 ARNPs who were working as advanced practice nurses, of whom 80.3% (an estimated 4,955) practice as ARNPs in Washington (Tables B21 and B22). Fifteen percent of these ARNPs held doctorate degrees in nursing (PhD or DNP), most (84.8%) worked full time with median full time salaries of \$120,000. The average age of these practicing ARNPs was just under 49 years, men comprise 15.2% of the group, and they had practiced an average of 23 years.

STUDY LIMITATIONS

The accuracy of survey findings depends on how well respondents represent the overall population under study. While still desirable, it is difficult and costly to obtain high survey response rates, increasingly so in recent years. We are fortunate, however, to know the age, sex and residence (license mailing ZIP code) of the entire population of RNs with Washington licenses so we can assess whether these characteristics of survey respondents are significantly different from non-respondents, and therefore adjust for any bias on these characteristics. We determined that survey respondents were somewhat older and their geographic distribution was somewhat different compared with non-respondents. As a result, we weighted the responses to compensate for this bias.

For survey questions where the frequency of the characteristic is low in the RN population, such as for some race and ethnic groups, work settings such as occupational health, and responses to individual questions at the ACH level, there is greater potential for error in our estimates. As a result, in cases where the data being reported are based on small numbers of occurrences, the estimates portrayed in this report should be considered with caution. Where estimates are based on three or fewer responses, we have generally censored the findings both to protect any risk to the confidentiality of the respondents and because of the potential for error.

Differences between 2007 and 2018 should be viewed with the following in mind. First, different survey instruments were used for the two surveys and questions may not have been asked completely comparably in both years. Also, the findings have not been compared statistically, so changes of a few percentage points, for example, may or may not be statistically significant.

DISCUSSION

This report updates the available information about demographic, education, and professional practice characteristics of Washington's RN workforce, and adds new information about RNs' job satisfaction and career plans. These survey findings greatly enhance the basic nurse workforce supply information that we have from sources such as the state's health professional licensing files, as can be viewed in the Nurse Data Snapshots produced by the UW CHWS and WCN.^{10,11} that can be used to assess the nursing workforce needs of the state.

Of the more than 93,000 RNs in the survey sample, we found that nearly 83% were employed as RNs and an additional approximately 7% were also licensed and practicing as ARNPs. Just under 4% of Washington's RNs were unemployed and the rest were retired, volunteering or employed in another role.

Since 2007, when the last survey of Washington's RNs was conducted,³ the number of RNs with state licenses has increased by about 20,000, and the average age has decreased by nearly three years. Despite the decreased average age, 29% of practicing RNs in Washington are age 55 or older, which means they are likely to be retiring from the workforce in the next decade. The impact of an aging RN workforce on future supply is a concern for Washington as well as for the rest of the nation.

More than a tenth of RNs in Washington were men in 2018 compared with 8% in 2007. Because the total number of RNs in Washington has increased, the two percentage point increase represents nearly 2,800 more men in the state's RN workforce since a decade ago. The number and percentage of practicing RNs in Washington who are Hispanic/Latino and/or from race groups other than White have also increased, although the distribution across ethnic and racial categories still does not match the distribution in Washington's overall population.

Half of RNs in Washington held baccalaureate degrees as their highest degree in nursing in 2018, an increase of nearly ten

percentage points since 2007. Nearly two thirds of the practicing RN workforce held a baccalaureate degree or higher as their highest nursing degree. The percentage entering nursing with an associate degree stayed similar from 2007 (43%) to 2018 (44%). Of the RNs with baccalaureate degrees, about half (49%) completed that degree program at an institution in Washington State.

The finding that more than a third (36%) of RNs practicing in Washington obtained their initial RN education out-of-state highlights the importance of in-migration as a factor contributing to Washington's RN supply. Additionally, 18% of RNs with Washington licenses do not practice in-state. This type of information about the source and practice status of Washington's RN workforce and is useful when making estimates of the available workforce from the state's license data and for informing projections of future state nurse supply.

By setting, a majority of Washington's RNs practice in hospitals (57%), followed by 17% in ambulatory care, 12% in long term care/hospice and 14% in other settings, including community health. Similar percentages of RNs work full time across these settings (ranging from 75% to 81%). About two thirds of RNs practicing in hospitals hold baccalaureate degrees or higher compared with 43% in long term care settings.

RN median salaries in Washington (\$80,000 per year for full time workers) are higher than RN salaries in the U.S. as a whole (\$70,000 per year, full time)¹² but vary by age, setting and educational attainment.

In response to questions that indicate RNs' satisfaction with their primary nursing position, Washington's RN workforce appears generally quite satisfied. This finding holds across age groups as well as across work settings. Areas where RNs express the most concern are regarding the adequacy of nurse staffing at their workplace and feeling overwhelmed by the amount of work they are given. Higher percentages of younger compared with older nurses indicate they plan to complete a higher level of nursing education within five years (more than half of those age 44 or younger) and/or plan to seek employment in another nursing role in the next five years (more than half of RNs age 49 or younger). While less than ten percent of RNs younger than 50 indicate they do not plan to be employed in nursing within five years, understanding why these nurses intend to leave the workforce could be important information for workforce planning.

Washington's RNs are now required to complete a questionnaire with license renewal that includes most of the questions asked in this 2018 survey. These data should be available for analysis beginning in 2019. Having these data on an ongoing basis will enable Washington state to track RN workforce trends over time. These are important data that provide critical information needed to assess the impact of health workforce education, training and other related decisions and policies as they are implemented, as well as to help identify health workforce policy needs for the future.

REFERENCES

1. Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Registered Nurses. <https://www.bls.gov/ooh/healthcare/registered-nurses.htm>. Accessed October 22, 2018.
2. Stubbs BA, Skillman SM. 2018 Washington State data snapshot: registered nurses (RNs). Center for Health Workforce Studies, University of Washington, May 2018.
3. Skillman SM, Andrilla CHA, Tieman L, Doescher MP. Demographic, education, and practice characteristics of registered nurses in Washington State: results of a 2007 survey. Final Report #120. Seattle, WA: WWAMI Center for Health Workforce Studies, University of Washington, Jun 2008.
4. National Forum of State Nursing Workforce Centers and the National Council of State Boards of Nursing (NCSBN). Nursing Supply Minimum Data Set. September, 2013. <https://bhw.hrsa.gov/sites/default/files/bhw/health-workforce-analysis/minimum-data-sets/nurses.pdf>. Accessed October 22, 2018
5. National Forum of State Nursing Workforce Centers. Nursing Minimum Dataset Surveys Available For Download. <https://nursingworkforcecenters.org/minimum-datasets/>. Accessed October 22, 2018.
6. R Foundation for Statistical Computing, Vienna, Austria. 2014. URL <http://www.R-project.org/>. Accessed October 22, 2018.
7. Washington State Health Care Authority. (2018). Accountable Communities of Health (ACH). <https://www.hca.wa.gov/about-hca/healthier-washington/accountable-communities-health-ach>. Accessed October 22, 2018.
8. Washington State Office of Financial Management. Population by race. Washington state population by race 2018. <https://www.ofm.wa.gov/washington-data-research/statewide-data/washington-trends/population-changes/population-race>. Accessed October 22, 2018.
9. Washington State Office of Financial Management. Population of Hispanic/Latino origin. August, 2018. <https://www.ofm.wa.gov/washington-data-research/statewide-data/washington-trends/population-changes/population-hispaniclatino-origin>. Accessed October 22, 2018.
10. Stubbs BA, Skillman SM. 2018 Washington State data snapshot: registered nurses (RNs). Center for Health Workforce Studies, University of Washington, May 2018.
11. Stubbs BA, Skillman SM. 2018 Washington State data snapshot: advanced registered nurse practitioners (ARNPs). Center for Health Workforce Studies, University of Washington, May 2018.
12. U.S. Bureau of Labor Statistics. Occupational Employment and Wages, May 2017. <https://www.bls.gov/oes/current/oes291141.htm>. Accessed October 22, 2018.

AUTHORS

Susan M. Skillman, MS, Center for Health Workforce Studies, University of Washington
Benjamin A. Stubbs, MPH, Center for Health Workforce Studies, University of Washington
Sofia A. Aragon, JD, BSN, RN, Washington Center for Nursing

FUNDING

This project was funded by the Washington Center for Nursing, using nursing licensing surcharge fees as allowed under RCW 18.79.202 through the Washington State Department of Health.

SUGGESTED CITATION

Skillman SM, Stubbs BA, Aragon, SA. Washington State's Registered Nurse Workforce: Results of a 2018 Survey. Center for Health Workforce Studies, University of Washington, Oct 2018.

University of Washington • School of Medicine • Box 354982 • Seattle WA 98195-4982
phone: (206) 685-0402 • fax: (206) 616-4768 • <http://depts.washington.edu/uwchws/>

APPENDIX A: METHODS

Table A1: Age and Sex Characteristics of all Washington State Licensed RNs Who Did Not Respond or are Not Employed as an RN

Table A2: Residence Location of all Washington State Licensed RNs Who Did Not Respond or are Not Employed as an RN Compared to Survey Respondents Employed as an RN

Table A1:
Age and Sex Characteristics of all Washington State Licensed RNs Who Did Not Respond or are Not Employed as an RN Compared to Survey Respondents Employed as an RN

	Total Licensed RNs, Not Including Survey Respondents Employed as an RN	Survey Respondents Employed as an RN
Total Number	85,623	7,607
Age*		
Mean	45.3	48.1
Median	45	49
Age categories (% of category)		
19-29	12.6%	8.8%
30-34	13.3%	8.9%
35-39	12.9%	10.7%
40-44	11.1%	10.5%
45-49	10.9%	12.0%
50-54	10.0%	12.3%
55-59	11.0%	15.2%
60-64	11.5%	14.6%
65+	6.7%	7.1%
Sex**		
Male (%)	12.0%	10.0%

* Missing Age: 2 (0.002%), both from the Total Licensed RNs, Not Including Survey Respondents Employed as an RN category.

**Missing Sex: 21 (0.02%) from the Total Licensed RNs, Not Including Survey Respondents Employed as an RN category, 2 (0.03%) from the Survey Respondents Employed as an RN category.

Table A2:

Residence Location of all Washington State Licensed RNs Who Did Not Respond
or are Not Employed as an RN
Compared to Survey Respondents Employed as an RN

	Total Licensed RNs, Not Including Survey Respondents Employed as an RN	Survey Respondents Employed as an RN
Total Number	85,623	7,607
Residence location*		
Better Health Together	7.6%	8.3%
Cascade Pacific Action Alliance	5.8%	6.8%
Greater Columbia	6.6%	6.6%
HealthierHere	24.5%	23.5%
North Central	2.3%	2.6%
North Sound	11.7%	13.1%
Olympic	3.9%	4.7%
Pierce	8.8%	9.1%
Southwest WA	4.9%	5.4%
Oregon	4.6%	4.4%
Idaho	1.8%	1.9%
Other state	17.5%	13.6%

Counties comprising Accountable Communities of Health (ACHs): **Better Health Together** includes Adams, Ferry, Lincoln, Pend Oreille, Spokane, and Stevens counties, **Cascade Pacific Action Alliance** includes Cowlitz, Grays Harbor, Lewis, Mason, Pacific, Thurston, and Wahkiakum counties, **Greater Columbia** includes Asotin, Benton, Columbia, Franklin, Garfield, Kittitas, Walla Walla, Whitman, and Yakima counties, **HealthierHere** is King County, **North Central** includes Chelan, Douglas, Grant, and Okanogan counties, **North Sound** includes Snohomish, Skagit, Island, San Juan, and Whatcom counties, **Olympic Community of Health** includes Clallam, Jefferson and Kitsap counties, **Pierce County ACH** is Pierce County, **Southwest Washington** includes Clark, Klickitat, and Skamania counties.

*Residence was attributed to the state associated with the mailing ZIP code for the nurse's Washington State license. Missing location: 16 (0.02%) from the Total Licensed RNs, Not Including Survey Respondents Employed as an RN category, 1 (0.01%) from the Survey Respondents Employed as an RN category

APPENDIX B: TABLES OF STUDY FINDINGS

Table B1: Number, Residence* and Practice Location** of Nurses (licensed RNs indicating they work as an RN, ARNP or LPNs) with Washington State Licenses.....	24
Table B2: Reasons for Being Unemployed, Among RNs with Washington Licenses.....	24
Table B3: Number of Nurses Employed as an RN, Percent Practicing in Washington and Percent Practicing in Same Accountable Community of Health (ACH) by ACH of Residence.....	25
Table B4: Demographic Characteristics of Nurses Employed as RNs Practicing in Washington Statewide and in Accountable Communities of Health (ACH)	26
Table B5: Education and Work Characteristics of Nurses Employed as RNs Practicing in Washington Statewide and in Accountable Communities of Health (ACH)*.....	27
Table B6: Detailed Hispanic/Latino and Race Characteristics of Nurses Employed as an RN Practicing in Washington, Statewide.....	28
Table B7: Specialty/Area of Practice for Nurses Employed as RNs and Practicing in Washington	29
Table B8: Specialty/Area of Practice for Nurses Employed as RNs and Practicing in Washington by Age, Length of Practice, Education and Sex.....	30
Table B9: Work Setting for Nurses Employed as RNs and Practicing in Washington.....	31
Table B10: Work Setting for Nurses Employed as RNs and Practicing in Washington by Accountable Community of Health (ACH).....	32
Table B11: Demographic and Work Characteristics of Nurses Employed as RNs Practicing in Washington by Work Setting.....	33
Table B12: Ten Most Frequently Selected Specialties/Areas of Practice by Work Setting for Nurses Employed as an RN and Practicing in Washington.....	34
Table B13: Demographic and Work Characteristics of Nurses Employed as RNs Practicing in Washington by Age.....	36
Table B14: Demographic and Work Characteristics of Nurses Employed as RNs Practicing in Washington by Work Status	36
Table B15: Average Weekly Hours in Professional Activities of Nurses Employed as RNs Practicing in Washington, by Work Status and Work Setting	37
Table B16: Initial and Highest Nursing Education of RNs with a Washington License	39
Table B17: Initial and Highest Nursing Education for Nurses Employed as an RN and Practicing in Washington by Accountable Community of Health (ACH)	40
Table B18: Nursing Educational Degree Completed and Percent Completed at an Institution in Washington, for Nurses Employed as an RN and Practicing in Washington	40
Table B19: Demographic and Work Characteristics of Nurses Employed as RNs Practicing in Washington by Highest Nursing Degree.....	41
Table B20: Demographic and Work Characteristics of Nurses Employed as RNs Practicing in Washington by Location of First Nursing License.....	41
Table B21: Characteristics of Washington RNs Who Practice Only as an Advanced Registered Nurse Practitioner (ARNP)	42
Table B22: Accountable Community of Health (ACH) of Primary Practice Location Among Advanced Registered Nurse Practitioners (ARNPs) Who Practice in WA	42

Table B1:

Number, Residence and Practice Location of Nurses (licensed RNs indicating they work as an RN, ARNP or LPNs) with Washington State Licenses

	n	Percent
Total nurses with a Washington state license	93,230	100%
Nurses with a known practice address	81,306	87.2%
Residing and practicing in Washington*	68,897	73.9%
Residing in Oregon and practicing in Washington*	1,361	1.5%
Residing in Idaho and practicing in Washington*	1,246	1.3%
Residing in another state and practicing in Washington*	4,664	5.0%
Total residing outside Washington but practicing in Washington*	7,271	7.8%
Have a WA license, but don't practice or don't practice in WA*	17,062	18.3%

*Residence was attributed to the state associated with the mailing ZIP code for the nurse's Washington State license. Practice address was based on survey responses for actively employed nurses indicating the ZIP code of their primary employer. Percentages for these rows include only nurses with a known practice address.

Table B2:

Reasons for Being Unemployed, Among RNs with Washington Licenses

	Survey Responses (weighted)	Percent	Estimated Total
Taking care of home and family	128	39.0%	1,298
Difficulty in finding a nursing position	79	24.1%	801
School	52	15.9%	527
Move planned or just moved	39	11.9%	396
Disabled	35	10.7%	355
Other	34	10.4%	345
Layoff or position eliminated	14	4.3%	142
Left previous position	11	3.4%	112
Inadequate Salary	8	2.4%	81

* Percentages sum to more than 100% because respondents could select more than one response.

Table B3:

Number of Nurses Employed as an RN, Percent Practicing in Washington and Percent Practicing in Same Accountable Community of Health (ACH) by ACH of Residence

	n	Practice in Washington**		Practice in same ACH**		Unknown Practice Address
		Estimated Percent	Estimated Number	Estimated Percent	Estimated Number	
Washington ACH						
Better Health Together	5,889	98.2%	5,785	92.1%	5,423	2.5%
Cascade Pacific Action Alliance	4,563	97.8%	4,463	73.8%	3,366	4.5%
Greater Columbia	5,070	93.7%	4,749	85.4%	4,329	1.4%
HealthierHere	18,868	98.4%	18,572	84.4%	15,924	4.0%
North Central	1,780	100.0%	1,780	83.2%	1,481	2.6%
North Sound	9,152	97.9%	8,958	65.9%	6,028	3.5%
Olympic	3,088	97.6%	3,015	65.6%	2,026	5.6%
Pierce	6,781	97.0%	6,579	70.4%	4,775	3.7%
Southwest WA	3,844	80.9%	3,110	68.3%	2,627	3.5%
Other States						
Oregon	3,933	27.8%	1,093	NA	N/A	2.0%
Idaho	1,710	61.8%	1,056	NA	N/A	6.1%
Other state	12,518	30.5%	3,819	NA	N/A	6.2%
Total	77,200	81.8%	63,122	75.9%***	45,978	4.1%

Counties comprising Accountable Communities of Health (ACHs): **Better Health Together** includes Adams, Ferry, Lincoln, Pend Oreille, Spokane, and Stevens counties, **Cascade Pacific Action Alliance** includes Cowlitz, Grays Harbor, Lewis, Mason, Pacific, Thurston, and Wahkiakum counties, **Greater Columbia** includes Asotin, Benton, Columbia, Franklin, Garfield, Kittitas, Walla Walla, Whitman, and Yakima counties, **HealthierHere** is King County, **North Central** includes Chelan, Douglas, Grant, and Okanogan counties. **North Sound** includes Snohomish, Skagit, Island, San Juan, and Whatcom counties, **Olympic Community of Health** includes Clallam, Jefferson and Kitsap counties, **Pierce County ACH** is Pierce County, **Southwest Washington** includes Clark, Klickitat, and Skamania counties.

*Residence was attributed to the state associated with the mailing ZIP code for the nurse's Washington State license.

**Based on survey responses for actively employed RNs indicating the ZIP code of their primary employer.

***Of respondents who reside in Washington.

Percent calculations do not include missing data (other than unknown practice address column).

Table B4:

Demographic Characteristics of Nurses Employed as RNs Practicing in Washington Statewide and in Accountable Communities of Health (ACH)*

	State-wide	Accountable Community of Health (ACH) in which RNs practice								
		1. BHT	2. CAAA	3. GC	4. HH	5. N Central	6. N Sound	7. Olympic	8. Pierce	9. SW
Age										
Mean	45.1	46.1	46.1	44.6	44.2	45.9	46	48.3	44.3	46.1
Median	44	46	46	43	43	45	46	49	44	45
Age categories										
<25	3.4%	2.9%	2.8%	1.9%	5.1%	3.2%	2.3%	1.5%	3.7%	0.5%
25-29	9.9%	9.1%	7.3%	10.3%	11.0%	5.9%	9.5%	7.6%	11.5%	7.9%
30-34	13.2%	11.2%	12.0%	16.8%	13.8%	11.9%	12.9%	9.3%	14.3%	11.3%
35-39	13.1%	13.0%	14.6%	13.3%	13.2%	13.9%	11.6%	11.7%	12.2%	15.6%
40-44	11.2%	11.3%	10.8%	11.1%	10.2%	13.8%	11.9%	12.0%	11.2%	14.5%
45-49	10.4%	10.1%	11.0%	10.0%	10.6%	10.8%	9.7%	10.2%	10.3%	11.1%
50-54	9.8%	11.6%	10.6%	9.6%	8.3%	10.1%	10.8%	9.4%	10.8%	11.4%
55-59	11.0%	12.2%	12.1%	11.0%	10.6%	12.4%	11.4%	13.0%	9.6%	9.8%
60-64	11.5%	11.7%	12.0%	10.6%	11.1%	12.4%	12.0%	14.9%	10.3%	12.2%
65 and older	6.6%	7.0%	6.9%	5.5%	6.2%	5.6%	7.8%	10.5%	6.1%	5.8%
Sex										
Male	10.5%	13.5%	9.9%	9.8%	10.6%	9.7%	10.7%	7.3%	10.4%	8.7%
Ethnicity										
Hispanic or Latino	4.7%	3.2%	1.9%	7.9%	5.2%	7.6%	3.2%	5.0%	5.6%	3.7%
Race										
American Indian/ Alaska Native	0.5%	0.5%	0.5%	0.6%	0.3%	1.9%	0.6%	1.3%	0.4%	0.0%
Asian alone	8.0%	1.4%	2.5%	0.6%	13.8%	1.3%	7.7%	4.4%	9.7%	4.5%
Black/African American alone	2.1%	0.5%	1.4%	0.4%	3.2%	0.6%	2.3%	0.0%	3.1%	1.3%
Native Hawaiian/ Other Pacific Islander alone	0.2%	0.2%	0.2%	0.0%	0.1%	0.0%	0.4%	0.0%	0.3%	0.0%
White alone	85.5%	94.8%	93.1%	95.8%	79.0%	92.3%	84.7%	89.4%	80.6%	89.5%
Two or more races	3.8%	2.7%	2.3%	2.6%	3.5%	3.8%	4.3%	4.8%	5.8%	4.8%

Counties comprising Accountable Communities of Health (ACHs): 1) **Better Health Together** includes Adams, Ferry, Lincoln, Pend Oreille, Spokane, and Stevens counties, 2) **Cascade Pacific Action Alliance** includes Cowlitz, Grays Harbor, Lewis, Mason, Pacific, Thurston, and Wahkiakum counties, 3) **Greater Columbia** includes Asotin, Benton, Columbia, Franklin, Garfield, Kittitas, Walla Walla, Whitman, and Yakima counties, 4) **HealthierHere** is King County, 5) **North Central** includes Chelan, Douglas, Grant, and Okanogan counties, 6) **North Sound** includes Snohomish, Skagit, Island, San Juan, and Whatcom counties, 7) **Olympic Community of Health** includes Clallam, Jefferson and Kitsap counties, 8) **Pierce County ACH** is Pierce County, 9) **Southwest Washington** includes Clark, Klickitat, and Skamania counties.

*Based on survey responses for actively employed RNs indicating the ZIP code of their primary employer. Percent calculations do not include missing data. Missing data (weighted, out of 5,974 survey respondents practicing in WA). Age: none. Sex: 4 (0.07%) statewide. Race: 215 (3.6%) statewide, range for race by ACH 1.6% (CPAA) - 5.5% (GC). Ethnicity: 153 (2.6%) statewide, range by ACH 1.9% (CPAA) - 7.9% (GC).

Table B5:

Education and Work Characteristics of Nurses Employed as RNs Practicing in Washington, Statewide and in Accountable Communities of Health (ACH)*

	State-wide	Accountable Community of Health (ACH) in which RNs practice								
		1. BHT	2. CPAA	3. GC	4. HH	5. N Central	6. N Sound	7. Olympic	8. Pierce	9. SW
Education										
Percent with BSN or Higher	63.1%	62.3%	54.7%	50.3%	73.4.0%	38.5%	55.8%	54.3%	64.4%	60.8%
Work Characteristics										
Percent Full-Time	77.9%	73.5%	82.7%	82.4%	79.5%	85.3%	71.0%	70.9%	81.1%	72.5%
Mean Hours Worked (Full-Time)	40.7	41.1	40.9	41.5	40.4	41.8	40.2	40.8	40.8	40.4
Median Annual Earnings (Full-Time)	\$80,000	\$80,000	\$84,579	\$74,000	\$84,000	\$75,000	\$80,000	\$72,000	\$80,111	\$85,235

Counties comprising Accountable Communities of Health (ACHs): 1) **Better Health Together** includes Adams, Ferry, Lincoln, Pend Oreille, Spokane, and Stevens counties, 2) **Cascade Pacific Action Alliance** includes Cowlitz, Grays Harbor, Lewis, Mason, Pacific, Thurston, and Wahkiakum counties, 3) **Greater Columbia** includes Asotin, Benton, Columbia, Franklin, Garfield, Kittitas, Walla Walla, Whitman, and Yakima counties, 4) **HealthierHere** is King County, 5) **North Central** includes Chelan, Douglas, Grant, and Okanogan counties. 6) **North Sound** includes Snohomish, Skagit, Island, San Juan, and Whatcom counties, 7) **Olympic Community of Health** includes Clallam, Jefferson and Kitsap counties, 8) **Pierce County ACH** is Pierce County, 9) **Southwest Washington** includes Clark, Klickitat, and Skamania counties.

*Based on survey responses for actively employed RNs indicating the ZIP code of their primary employer. Percent calculations do not include missing data. Missing data (weighted, out of 5,974 survey respondents practicing in WA). Highest nursing degree: 100 (1.7%) statewide, range by ACH 0.6% (CPAA) - 3.4% (Olympic). Percent Full-Time and Hours Worked per week: 10 (0.2%) statewide, range by ACH 0.1% (HH) - 0.8% (SW). Annual Earnings: 328 (5.5%) statewide, range by ACH 4.9% (GC) - 6/1% (Pierce).

Table B6:

Detailed Hispanic/Latino and Race Characteristics of Nurses Employed as an RN Practicing in Washington, Statewide

	Weighted Survey Responses	Weighted Percent	Estimated Statewide Totals*
Ethnicity:			
Total Hispanic/Latino**	276	100.0%	2,922
Mexican/Mexican American/Chicano	170	61.6%	1,843
Spaniard	45	16.3%	488
Other Hispanic/Latino	29	10.5%	314
South American	20	7.2%	217
Puerto Rican	18	6.5%	195
Central American	12	4.3%	130
Cuban	8	2.9%	87
Latin American	7	2.5%	76
Other Hispanic/Latino	2	0.7%	22
Race:**			
American Indian or Alaska Native alone total	26	100.0%	285
Washington Indian	6	23.0%	66
Alaska Native	5	19.2%	55
Other American Indian	17	65.4%	186
Asian alone total**	459	100.0%	5,034
Filipino	211	46.0%	2,314
Chinese	60	13.1%	658
Japanese	42	9.2%	461
Korean	42	9.2%	461
Vietnamese	40	8.7%	439
Asian Indian	33	7.2%	362
Other Asian:	15	3.3%	165
Thai	8	1.7%	88
No answer	6	1.3%	66
Cambodian	6	1.3%	66
Indonesian	6	1.3%	66
Pakistani	5	1.1%	55
Taiwanese	5	1.1%	55
Laotian	5	1.1%	55
Other Asian	18	4.0%	198
Black/African American alone total***	122	100.0%	1,338
Native Hawaiian or Pacific Islander alone total	10	100.0%	110
White alone total***	4,923	100.0%	53,987
Two or more races total***	216	100.0%	2,369

*Percentages and counts are greater than the total because respondents could select more than one race and/or Hispanic/Latino identity.

**More race options were provided to respondents. Those selected by at least four respondents are shown in this table.

***No additional race options were provided for the White, Black/African American and two or more races categories.

Table B7:
Specialty/Area of Practice for Nurses Employed as RNs and Practicing in Washington

Specialty/Area of Practice	# of Survey Responses on Which Estimates are Based (Weighted)	Weighted Percent*	Estimated Statewide Totals
Acute Care/Critical Care	1001	16.9%	10,654
Adult Health	129	2.2%	1,372
Family Health	147	2.5%	1,567
Anesthesia	22	0.4%	229
Cardiology	135	2.3%	1,436
Community	66	1.1%	704
Geriatric/Gerontology	288	4.9%	3,064
Home Health	189	3.2%	2,010
Maternal-Child Health/Obstetrics	320	5.4%	3,401
Medical Surgical	452	7.6%	4,807
Nephrology	79	1.3%	841
Occupational Health	40	0.7%	429
Oncology	218	3.7%	2,319
Palliative Care/Hospice	85	1.4%	904
Pediatrics	273	4.6%	2,907
Neonatal	125	2.1%	1,326
Perioperative	389	6.6%	4,136
Public Health	72	1.2%	767
Psychiatric/Mental Health/Substance Abuse	205	3.5%	2,180
Rehabilitation	99	1.7%	1,059
School Health	176	3.0%	1,875
Emergency/Trauma	386	6.5%	4,113
Women's Health	48	0.8%	513
Other-Clinical specialties	834	14.1%	8,872
Other-Non-clinical specialties	154	2.6%	1,637

*Out of all respondents employed as an RN in Washington. The percent calculations do not include missing data. Missing data (weighted, out of 5,974 survey respondents practicing in WA): 0.7% did not indicate a specialty.

Table B8:

Specialty/Area of Practice for Nurses Employed as RNs and Practicing in Washington by Age, Length of Practice, Education and Sex

Specialty/Area of Practice	# of Survey Responses on Which Estimates are Based (Weighted)	Mean Age	Mean Number of Years Practicing as an RN	Percent BSN or Higher	Percent Male
Acute Care/Critical Care	1,001	41.2	14	66.5%	16.1%
Adult Health	129	51.8	23.7	62.0%	11.3%
Family Health	147	44.5	16.9	57.2%	5.1%
Anesthesia	22	47.8	19.8	83.3%	28.2%
Cardiology	135	41.2	14.3	64.2%	12.6%
Community	66	47.6	21.5	65.3%	7.9%
Geriatric/Gerontology	288	49.8	20.4	43.1%	12.8%
Home Health	189	49.3	20.2	52.0%	6.6%
Maternal-Child Health/Obstetrics	320	44.2	18.6	72.5%	0.9%
Medical Surgical	452	40.7	11.9	59.4%	8.0%
Nephrology	79	45.8	15.9	55.7%	14.5%
Occupational Health	40	51.8	25.7	74.2%	16.4%
Oncology	218	43.9	17.8	68.4%	5.8%
Palliative Care/Hospice	85	49.6	21.2	53.2%	10.5%
Pediatrics	273	42.4	16.9	72.5%	4.7%
Neonatal	125	41.7	16.3	73.7%	1.2%
Perioperative	389	47.6	20.2	58.8%	12.5%
Public Health	72	49.8	22.5	76.8%	7.5%
Psychiatric/Mental Health/Substance Abuse	205	48.8	18.1	52.9%	18.5%
Rehabilitation	99	41.6	12.5	48.8%	11.4%
School Health	176	49.0	22.5	81.2%	2.6%
Emergency/Trauma	386	41.5	14.8	61.5%	18.4%
Women's Health	48	37.6	14.5	62.4%	0.0%
Other-Clinical specialties	834	47.8	21.3	61.7%	9.2%
Other-Non-clinical specialties	154	53.7	28.7	77.5%	8.0%

The percent calculations do not include missing data.

Missing data (weighted, out of 5,974 survey respondents practicing in WA): 0.7% did not indicate a specialty; 0.07% had an unknown sex; 2.0% missing years practicing as an RN (range by specialty = 0.4% [school health] – 4.1% [Occupational Health]); 1.7% missing highest nursing degree (range by specialty = 0.9% [home health] – 4.4% [rehabilitation]).

Table B9:
Work Setting for Nurses Employed as RNs and Practicing in Washington

Work Setting	# of Survey Responses on Which Estimates are Based (Weighted)	Weighted Percent*	Estimated Statewide Totals
Ambulatory Care Setting	961	16.2%	10,231
Assisted Living Facility	69	1.2%	735
Community Health	126	2.1%	1,344
Correctional Facility	49	0.8%	526
Dialysis Center	65	1.1%	693
Home Health	241	4.1%	2,562
Hospice	101	1.7%	1,079
Hospital	3,401	57.4%	36,211
Insurance Claims/Benefits	58	1.0%	614
Nursing Home/Extended Care	282	4.8%	3,001
Occupational Health	38	0.6%	402
Other	107	1.8%	1,140
Policy/Planning/Regulatory/Licensing Agency	38	0.6%	400
Public Health	72	1.2%	763
School Health Service	193	3.3%	2,056
School of Nursing	128	2.2%	1,363

*Out of all respondents employed as an RN in Washington. The percent calculations do not include missing data. Missing data (weighted, out of 5,974 survey respondents practicing in WA): 0.7% did not indicate a work setting.

Table B10:

Work Setting for Nurses Employed as RNs and Practicing in Washington by Accountable Community of Health (ACH)

Work Setting	Accountable Community of Health (ACH) in which RNs practice*								
	1. BHT	2. CPAA	3. GC	4. HH	5. N Central	6. N Sound	7. Olympic	8. Pierce	9. SW
Ambulatory Care Setting	12.9%	16.5%	13.6%	18.3%	12.2%	17.7%	20.0%	12.0%	17.5%
Assisted Living Facility	1.2%	2.0%	1.2%	1.0%	1.8%	1.5%	0.6%	0.6%	1.8%
Community Health	1.3%	1.9%	4.2%	1.6%	4.9%	3.3%	1.4%	2.0%	1.7%
Correctional Facility	0.6%	1.1%	2.6%	0.5%	1.1%	0.9%	1.4%	0.8%	0.0%
Dialysis Center	0.3%	1.6%	1.8%	1.4%	1.0%	1.2%	0.7%	0.3%	0.8%
Home Health	4.8%	6.0%	4.3%	2.7%	2.2%	4.7%	9.7%	3.6%	4.9%
Hospice	2.0%	1.5%	2.8%	1.3%	3.1%	1.8%	1.4%	1.4%	2.3%
Hospital	59.8%	52.5%	51.0%	59.9%	51.9%	53.0%	48.6%	67.8%	49.4%
Insurance Claims/Benefits	1.6%	1.3%	0.2%	0.9%	0.0%	1.4%	0.6%	0.9%	1.0%
Nursing Home/Extended Care	5.9%	4.3%	6.5%	3.4%	7.1%	6.1%	6.3%	3.4%	6.6%
Occupational Health	0.5%	0.5%	1.3%	0.7%	0.4%	0.7%	1.0%	0.2%	0.2%
Other	2.0%	0.3%	1.3%	2.2%	1.9%	1.3%	1.8%	2.0%	2.4%
Policy/Planning/Regulatory/ Licensing Agency	0.5%	2.6%	0.9%	0.2%	2.1%	0.3%	0.0%	0.2%	2.0%
Public Health	0.8%	3.3%	0.8%	1.0%	1.4%	1.1%	1.4%	0.8%	1.7%
School Health Service	3.1%	2.5%	4.5%	3.1%	4.8%	3.9%	3.3%	1.9%	4.6%
School of Nursing	2.7%	1.9%	3.0%	2.0%	4.1%	1.3%	1.7%	2.0%	3.0%

Counties comprising Accountable Communities of Health (ACHs): 1) **Better Health Together** includes Adams, Ferry, Lincoln, Pend Oreille, Spokane, and Stevens counties, 2) **Cascade Pacific Action Alliance** includes Cowlitz, Grays Harbor, Lewis, Mason, Pacific, Thurston, and Wahkiakum counties, 3) **Greater Columbia** includes Asotin, Benton, Columbia, Franklin, Garfield, Kittitas, Walla Walla, Whitman, and Yakima counties, 4) **HealthierHere** is King County, 5) **North Central** includes Chelan, Douglas, Grant, and Okanogan counties, 6) **North Sound** includes Snohomish, Skagit, Island, San Juan, and Whatcom counties, 7) **Olympic Community of Health** includes Clallam, Jefferson and Kitsap counties, 8) **Pierce County ACH** is Pierce County, 9) **Southwest Washington** includes Clark, Klickitat, and Skamania counties.

*Based on survey responses for actively employed RNs indicating the ZIP code of their primary employer.

The percent calculations do not include missing data. Missing data (weighted, out of 5,974 survey respondents practicing in WA): 0.7% did not indicate a work setting, range by ACH 0.3% (Olympic) – 1.3% (GC).

Table B11:

Demographic and Work Characteristics of Nurses Employed as RNs Practicing in Washington by Work Setting

Work Setting	# of Survey Responses on Which Estimates are Based (Weighted)	Mean Age	Mean Number of Years Practicing as an RN	Percent BSN or Higher	Percent Male	Percent Non-White*	Percent Full-Time**	Mean Hours Worked per Week (Full-Time**)	Median Annual Earnings (Full-Time**)
Ambulatory Care Setting	961	46.1	19.2	58.3%	6.5%	11.6%	73.6%	40.4	\$80,000
Assisted Living Facility	69	51.2	20.1	38.3%	11.5%	14.2%	74.4%	46.2	\$70,682
Community Health	126	47.4	19.9	60.2%	5.6%	9.6%	79.5%	41.9	\$70,000
Correctional Facility	49	48.9	18.4	37.0%	20.1%	20.5%	83.9%	41.4	\$92,000
Dialysis Center	65	44.9	15	52.0%	16.2%	36.1%	88.4%	42.8	\$84,235
Home Health	241	49	20.7	48.0%	7.3%	9.7%	73.5%	42.9	\$79,071
Hospice	101	49.9	20.6	52.1%	12.9%	3.1%	76.1%	40.5	\$77,410
Hospital	3,401	42.6	15.7	66.6%	12.3%	15.4%	78.9%	39.6	\$84,000
Insurance Claims/Benefits	58	52.7	27.7	65.8%	7.5%	10.1%	92.5%	41.1	\$89,596
Nursing Home/Extended Care	282	46.6	16.5	36.3%	14.0%	25.1%	84.4%	45.1	\$74,777
Occupational Health	38	50	23.7	76.2%	14.7%	18.7%	71.1%	42.2	\$86,584
Other	107	53.6	26.5	67.4%	9.2%	14.6%	77.9%	43.9	\$97,265
Policy/Planning/Regulatory/Licensing Agency	38	54.9	29.6	77.7%	11.3%	13.7%	80.5%	43.2	\$100,000
Public Health	72	52.8	25.3	80.0%	6.5%	8.5%	82.5%	41.3	\$72,000
School Health Service	193	48.7	22.5	78.0%	3.1%	8.6%	69.2%	40.5	\$55,413
School of Nursing	128	55.7	30.3	91.1%	5.4%	11.8%	77.5%	48.4	\$80,000

*Non-White defined as all races other than White and does not include Hispanic/Latino ethnicity.

**Full-Time employment defined as greater than or equal to 32 hours worked per week.

The percent calculations do not include missing data.

Missing data (weighted, out of 5,974 survey respondents practicing in WA): 0.7% did not indicate a work setting; 0.07% had an unknown sex; 2.0% missing years practicing as an RN (range by work setting = 0.6% [Community Health] – 5.3% [Assisted Living Facility]); 1.7% missing highest nursing degree (range by work setting = 0.6% [School of Nursing] – 3.5% [Public Health]); 3.6% missing race (range by work setting = 1.2% [Dialysis Center] – 9.4% [Correctional Facility]); 0.2% missing percent full-time and hours worked per week (range by work setting 0.05% [Hospital] – 1.5% [Community Health]); 5.5% missing annual earnings (range by work setting 1.8% [Occupational Health] – 13.9% [Other]).

Table B12:

Ten Most Frequently Selected Specialties/Areas of Practice by Work Setting for Nurses Employed as an RN and Practicing in Washington

Work Setting	Specialty/Area of Practice	# of Survey Responses on Which Estimates are Based (Weighted)	Weighted Percent of Work Setting*	Estimated Statewide Totals**
Ambulatory Care -Ambulatory Care Setting -Dialysis Center	Oncology	115	11.3%	1,224
	Family Health	108	10.6%	1,154
	Perioperative	87	8.5%	926
	Pediatrics	67	6.5%	708
	Nephrology	58	5.7%	623
	Adult Health	58	5.7%	622
	Cardiology	34	3.3%	361
	Psychiatric/Mental Health/Substance Abuse	31	3.1%	332
	Women's Health	24	2.3%	250
	Other-Clinical specialties	309	30.3%	3,292
Community Health -Community Health -Occupational Health -Public Health -School Health Service	School Health	166	38.7%	1,764
	Public Health	46	10.6%	485
	Community	36	8.5%	388
	Occupational health	31	7.3%	335
	Family Health	26	6.1%	277
	Pediatrics	26	6.0%	276
	Maternal-Child Health/Obstetrics	26	6.0%	275
	Psychiatric/Mental Health/Substance Abuse	17	3.9%	178
	Adult Health	8	1.9%	85
	Other-Clinical specialties	24	5.6%	256
Hospital	Acute care/Critical Care	947	28.0%	10,083
	Medical Surgical	403	11.9%	4,285
	Emergency/Trauma	367	10.9%	3,905
	Perioperative	296	8.8%	3,151
	Maternal-Child Health/Obstetrics	261	7.7%	2,778
	Pediatrics	149	4.4%	1,588
	Psychiatric/Mental Health/Substance Abuse	128	3.8%	1,365
	Neonatal	121	3.6%	1,286
	Oncology	100	2.9%	1,060
	Other-Clinical specialties	348	10.3%	3,704

Table Continued Next Page

Work Setting	Specialty/Area of Practice	# of Survey Responses on Which Estimates are Based (Weighted)	Weighted Percent of Work Setting*	Estimated Statewide Totals**
Long Term Care or Hospice -Assisted Living Facility Home Health -Hospice -Nursing Home/Extended Care	Geriatric/Gerontology	228	33.2%	2,423
	Home Health	175	25.5%	1,858
	Palliative Care/Hospice	77	11.2%	816
	Rehabilitation	48	7.0%	512
	Pediatrics	28	4.1%	297
	Adult Health	24	3.6%	260
	Psychiatric/Mental Health/Substance Abuse	14	2.1%	154
	Acute care/Critical Care	14	2.0%	147
	Community	5	0.7%	53
	Other-Clinical specialties	59	8.6%	627
Other -Correctional Facility -Insurance Claims/Benefits -Policy/Planning/Regulatory/ Licensing Agency -School of Nursing -Other	Other-Non-clinical specialties	85	22.5%	907
	Geriatric/Gerontology	30	7.9%	319
	Adult Health	28	7.4%	299
	Medical Surgical	26	6.8%	275
	Acute care/Critical Care	21	5.7%	229
	Public Health	20	5.3%	214
	Psychiatric/Mental Health/Substance Abuse	12	3.3%	133
	Maternal-Child Health/Obstetrics	10	2.6%	106
	Community	9	2.5%	99
Other-Clinical specialties	90	23.7%	954	

*Percent of respondents selecting each specialty/area of practice within each work setting. Percentages do not add up to 100% because only the 10 most frequently selected specialties for each work setting are shown. Percent calculations do not include missing data.

**Based on the estimated 63,122 nurses employed as an RN and practicing in Washington.

Missing data (weighted, out of 5,974 survey respondents practicing in WA): 0.7% did not indicate a work setting; 0.7% did not indicate a specialty.

Table B13:

Demographic and Work Characteristics of Nurses Employed as RNs Practicing in Washington by Age

Age Categories	# of Survey Responses on Which Estimates are Based (Weighted)	Mean Number of Years Practicing as an RN	Percent BSN or Higher	Percent Male	Percent Non-White*	Percent Full-Time**	Mean Hours Worked per Week (Full-Time**)	Median Annual Earnings (Full-Time**)
19-24	205	2.6	81.4%	4.3%	21.7%	94.9%	37.8	\$60,000
25-29	589	5.2	74.9%	7.6%	18.7%	84.8%	38.7	\$65,000
30-34	789	7.6	68.7%	13.1%	19.0%	76.2%	39.9	\$72,827
35-39	780	9.9	62.0%	13.7%	17.1%	73.6%	40.7	\$80,000
40-44	666	13.0	58.0%	11.5%	17.2%	79.1%	40.7	\$83,000
45-49	621	17.0	59.9%	10.2%	15.6%	83.4%	41.7	\$90,000
50-54	585	23.0	61.8%	10.7%	13.2%	81.1%	41.5	\$92,000
55-59	657	27.3	59.9%	8.8%	9.5%	81.3%	41.6	\$94,694
60-64	684	33.5	57.0%	9.7%	8.1%	74.9%	41.4	\$98,000
65+	395	40.3	58.1%	9.7%	4.8%	54.8%	42.0	\$95,545

*Non-White defined as all races other than White and does not include Hispanic/Latino ethnicity.

**Full-Time employment defined as greater than or equal to 32 hours worked per week.

The percent calculations do not include missing data.

Missing data (weighted, out of 5,974 survey respondents practicing in WA): 0.07% had an unknown sex; 2.0% missing years practicing as an RN (range by age category = 0.5% [19-24] – 2.9% [25-29]); 1.7% missing highest nursing degree (range by age category = 1.0% [65+] – 2.7% [35-39]); 3.6% missing race (range by age category = 2.6% [40-44] – 4.5% [19-24]); 0.2% missing percent full-time and hours worked per week (range by age category 0.1% [60-64] – 0.7% [65+]; 5.5% missing annual earnings (range by age category 2.1% [19-24] – 8.5% [65+]).

Table B14:

Demographic and Work Characteristics of Nurses Employed as RNs Practicing in Washington by Work Status

Work Status	# of Survey Responses on Which Estimates are Based (Weighted)	Weighted Percent of Survey Responses	Mean Age	Mean Number of Years Practicing as an RN	Percent BSN or Higher	Percent Male	Percent Non-White**	Mean Hours Worked per Week	Median Annual Earnings
Full-Time*	4,644	77.9%	44.4	16.9	63.0%	11.7%	15.3%	40.7	\$80,000
Part-Time*	1317	22.1%	47.5	21.3	63.5%	6.6%	11.6%	21.9	\$49,000

*Full-Time employment defined as greater than or equal to 32 hours worked per week. Part time employment defined as less than 32 hours worked per week.

**Non-White defined as all races other than White and does not include Hispanic/Latino ethnicity.

The percent calculations do not include missing data.

Missing data (weighted, out of 5,974 survey respondents practicing in WA): 0.2% missing percent full-time and hours worked per week; 0.07% had an unknown sex; 2.0% missing years practicing as an RN (2.1% [full-time] – 1.7% [part-time]); 1.7% missing highest nursing degree (1.7% [full-time] – 1.5% [part-time]); 3.6% missing race (3.6% [full-time] – 3.7% [part-time]); 5.5% missing annual earnings (5.1% [full-time] – 6.5% [part-time]).

Table B15:

Average Weekly Hours in Professional Activities of Nurses Employed as RNs Practicing in Washington, by Work Status and Work Setting

Work Status	Work Setting	Average Weekly Hours					
		Direct Patient Care (Including Patient Education)	Administration of Clinical Practice	Teaching (Nursing Education)	Research	Other Professional Nursing Activities	Total Hours Per Week
Full-Time*	Ambulatory Care Setting	22.7	9.0	3.1	1.0	4.7	40.4
	Assisted Living Facility	15.6	16.7	6.6	0.6	7.0	46.2
	Community Health	21.0	11.0	4.1	0.8	4.7	41.9
	Correctional Facility	24.7	9.5	5.7	0.7	3.0	41.4
	Dialysis Center	21.7	11.2	5.9	0.8	3.3	42.8
	Home Health	22.3	9.6	3.4	1.1	5.8	42.9
	Hospice	22.7	9.5	2.7	0.3	4.5	40.5
	Hospital	28.6	5.2	2.3	0.6	3.5	39.6
	Insurance Claims/Benefits	3.2	5.3	3.6	3.4	25.6	41.1
	Nursing Home/Extended Care	19.1	13.9	4.2	0.8	6.4	45.1
	Occupational Health	11.5	12.4	4.2	1.4	12.8	42.2
	Other	10.5	7.7	5.8	4.8	13.5	43.9
	Policy/Planning/Regulatory/Licensing Agency	0.7	7.1	2.8	3.2	29.1	43.2
	Public Health	13.5	9.4	3.3	0.6	13.3	41.3
	School Health Service	20.2	9.1	3.5	1.1	6.4	40.5
School of Nursing	4.6	3.3	31.6	3.9	4.9	48.4	
Part-Time*	Ambulatory Care Setting	16.1	1.9	1.2	0.6	1.6	20.6
	Assisted Living Facility	9.6	5.9	2.6	2.9	4.3	23.4
	Community Health	10.1	2.3	1.2	0.7	4.3	18.5
	Correctional Facility	14.2	1.2	1.6	0.5	0.0	17.5
	Dialysis Center	22.8	12.3	0.0	0.3	1.9	29.3
	Home Health	13.8	2.1	0.8	0.2	3.1	19.9
	Hospice	16.4	1.8	0.9	0.2	3.1	22.4
	Hospital	19.7	1.8	0.8	0.1	1.5	23.1
	Insurance Claims/Benefits	2.8	2.5	0.0	0.2	13.9	19.4
	Nursing Home/Extended Care	13.3	1.9	1.3	0.5	3.0	20.3
	Occupational Health	4.9	4.9	4.2	1.9	7.3	23.2
	Other	6.6	1.4	3.8	1.7	6.0	19.3
	Policy/Planning/Regulatory/Licensing Agency	0.0	0.0	1.5	4.8	13.5	20.5
	Public Health	6.1	3.7	4.1	0.8	6.8	20.3
	School Health Service	11.3	3.6	1.4	0.2	3.1	18.9
School of Nursing	5.7	1.8	13.8	0.6	1.0	21.0	

Table Continued Next Page

Work Status	Work Setting	Average Weekly Hours					Total Hours Per Week
		Direct Patient Care (Including Patient Education)	Administration of Clinical Practice	Teaching (Nursing Education)	Research	Other Professional Nursing Activities	
All (Full and Part-Time)*	Ambulatory Care Setting	20.9	7.1	2.6	0.9	3.9	35.2
	Assisted Living Facility	14.1	13.9	5.6	1.2	6.3	40.4
	Community Health	18.7	9.2	3.5	0.8	4.6	37.1
	Correctional Facility	23.0	8.1	5.0	0.7	2.5	37.6
	Dialysis Center	21.8	11.4	5.2	0.8	3.1	41.2
	Home Health	20.0	7.6	2.7	0.8	5.1	36.8
	Hospice	21.2	7.7	2.3	0.3	4.2	36.1
	Hospital	26.7	4.5	2.0	0.5	3.1	36.1
	Insurance Claims/Benefits	3.2	5.1	3.3	3.2	24.7	39.5
	Nursing Home/Extended Care	18.3	12.1	3.8	0.7	5.8	41.2
	Occupational Health	9.6	10.3	4.2	1.6	11.2	36.7
	Other	9.7	6.3	5.4	4.1	11.8	38.5
	Policy/Planning/Regulatory/Licensing Agency	0.6	5.7	2.5	3.5	26.0	38.8
	Public Health	12.2	8.4	3.4	0.7	12.1	37.6
	School Health Service	17.5	7.4	2.9	0.8	5.4	33.8
School of Nursing	4.9	2.9	27.6	3.2	4.0	42.2	
All	All Locations	22.1	5.9	3.7	0.8	4.9	37.1

*Full-Time employment defined as greater than or equal to 32 hours worked per week. Part time employment defined as less than 32 hours worked per week. Missing data (weighted, out of 5,974 survey respondents practicing in WA): 0.2% missing work status; 0.7% missing work setting; 1.3% missing direct patient care hours, administration of clinical practice, teaching (nursing education), research and other professional nursing activities; 0.2% missing total hours per week.

Table B16:
Initial and Highest Nursing Education of RNs with a Washington License

	Employed as an RN	
	Overall	Practicing in WA*
Total Estimated Number	77,200	63,122
Initial Nursing Degree		
Vocational/Practical Certificate	6.3%	6.6%
Diploma	5.0%	4.5%
Associate degree	43.2%	43.9%
Baccalaureate	42.5%	41.9%
Master's	2.8%	2.8%
Doctoral (PhD/DNP)	0.2%	0.2%
Highest Nursing Degree		
Vocational/Practical Certificate	0.1%	0.1%
Diploma	3.3%	2.9%
Associate degree	33.0%	33.9%
Baccalaureate	50.5%	50.9%
Master's	11.1%	10.4%
Doctoral (PhD/DNP)	2.1%	1.8%

* Based on survey responses for actively employed RNs indicating the ZIP code of their primary employer. Percentages calculated excluding the responses with missing degree.
Missing from Overall (weighted, out of 7,606 survey respondents): 1.8% from the initial degree group, 2.9% from the highest degree group.
Missing from Practicing in WA (weighted, out of 5,974 survey respondents practicing in WA): 0.6% from the initial degree group, 1.7% from the highest degree group.

Table B17:

Initial and Highest Nursing Education for Nurses Employed as an RN and Practicing in Washington by Accountable Community of Health (ACH)

	Accountable Community of Health (ACH) in which RNs practice*								
	1. BHT	2. CPAA	3. GC	4. HH	5. N Central	6. N Sound	7. Olympic	8. Pierce	9. SW
Initial Nursing Degree									
Vocational/Practical Certificate	5.0%	12.9%	7.4%	4.2%	13.2%	8.0%	6.6%	9.0%	3.9%
Diploma	3.9%	4.3%	3.8%	4.8%	3.9%	5.2%	5.8%	3.6%	5.6%
Associate degree	44.9%	53.2%	58.2%	32.9%	59.3%	51.7%	52.1%	39.8%	57.0%
Baccalaureate	43.7%	26.4%	28.5%	54.8%	22.7%	33.0%	30.9%	42.9%	30.8%
Master's	2.0%	3.0%	2.1%	3.1%	1.0%	2.0%	4.7%	4.3%	2.4%
Doctoral (PhD/DNP)	0.4%	0.2%	0.0%	0.2%	0.0%	0.1%	0.0%	0.3%	0.3%
Highest Nursing Degree									
Vocational/Practical Certificate	0.0%	0.0%	0.0%	0.1%	0.0%	0.2%	0.0%	0.3%	0.0%
Diploma	2.7%	2.3%	2.3%	3.1%	2.3%	3.8%	3.3%	2.4%	3.7%
Associate degree	35.0%	43.0%	47.4%	23.4%	59.1%	40.2%	42.4%	33.0%	35.5%
Baccalaureate	52.5%	42.2%	39.9%	59.5%	32.0%	46.0%	43.1%	50.7%	46.3%
Master's	7.8%	10.7%	9.2%	11.4%	5.9%	9.3%	10.0%	11.8%	12.4%
Doctoral (PhD/DNP)	2.0%	1.8%	1.2%	2.5%	0.5%	0.4%	1.1%	1.8%	2.2%

Counties comprising Accountable Communities of Health (ACHs): 1) **Better Health Together** includes Adams, Ferry, Lincoln, Pend Oreille, Spokane, and Stevens counties, 2) **Cascade Pacific Action Alliance** includes Cowlitz, Grays Harbor, Lewis, Mason, Pacific, Thurston, and Wahkiakum counties, 3) **Greater Columbia** includes Asotin, Benton, Columbia, Franklin, Garfield, Kittitas, Walla Walla, Whitman, and Yakima counties, 4) **HealthierHere** is King County, 5) **North Central** includes Chelan, Douglas, Grant, and Okanogan counties, 6) **North Sound** includes Snohomish, Skagit, Island, San Juan, and Whatcom counties, 7) **Olympic Community of Health** includes Clallam, Jefferson and Kitsap counties, 8) **Pierce County ACH** is Pierce County, 9) **Southwest Washington** includes Clark, Klickitat, and Skamania counties.

*Based on survey responses for actively employed RNs indicating the ZIP code of their primary employer.

The percent calculations do not include missing data.

Missing data (weighted, out of 5,974 survey respondents practicing in WA): 0.6% missing initial nursing degree (range by ACH = 0.0% [CPAA and N. Central] – 1.8% [Olympic]); 1.7% missing highest nursing degree (range by ACH = 0.6% [CPAA and N. Central] – 3.4% [Olympic]).

Table B18:

Nursing Educational Degree Completed and Percent Completed at an Institution in Washington, for Nurses Employed as an RN and Practicing in Washington

Nursing Degree	Estimated Statewide Number Who Completed Degree*	Percent Who Completed the Degree/Program at an Institution in WA
Vocational/Practical Certificate	8,813	70.9%
Diploma	5,741	42.4%
Associate degree	34,094	70.5%
Baccalaureate degree	38,085	51.0%
Master's degree	7,274	50.5%
Doctoral (PhD/DNP)	1,344	41.4%
Any nursing education	63,122	59.2%

*Each RN could complete more than one degree/program.

The percent calculations do not include missing data.

Missing data (weighted, out of 5,974 survey respondents practicing in Washington): 4.8% missing location of educational institution (range by degree type = 3.6% [Vocational/Practical certificate] – 10.7% [Diploma]).

Table B19:

Demographic and Work Characteristics of Nurses Employed as RNs Practicing in Washington by Highest Nursing Degree

Highest Nursing Degree	Weighted Survey Responses	Mean Age	Mean Number of Years Practicing as an RN	Percent Male	Percent Non-White*	Percent Full-Time**	Mean Hours Worked per Week (Full-Time**)	Median Earnings (Full-Time**)
Vocational/ Practical Certificate	5	48.5	20.1	17.1%	16.3%	85.5%	41.3	\$98,621
Diploma	173	57.0	31.7	6.2%	15.6%	72.2%	40.4	\$90,000
Associate degree	1,989	46.1	16.4	12.3%	12.4%	78.6%	40.3	\$78,000
Baccalaureate	2,987	42.7	16.6	10.1%	15.9%	76.7%	40.0	\$80,000
Master's	611	49.8	24.0	9.2%	12.2%	82.4%	44.1	\$97,000
Doctoral (PhD/DNP)	106	50.1	24.2	5.0%	18.2%	79.4%	46.3	\$96,000

*Non-White defined as all races other than White and does not include Hispanic/Latino ethnicity.

**Full-Time employment defined as greater than or equal to 32 hours worked per week.

Note that an increase in median salary is strongly associated with an increase in age (see Table B12). Therefore, comparisons of median salary based on highest level of education alone may not be appropriate.

The percent calculations do not include missing data.

Missing data (weighted, out of 5,874 survey respondents practicing in WA with a known highest nursing degree): 0.07% had an unknown sex; 0.7% missing years practicing as an RN (range by highest degree = .0.0% [Diploma] – 1.0% [Doctoral]); 2.4% missing race (range by highest degree = 0.0% [Doctoral] – 2.9% [Associate degree]); 0.02% missing percent full-time and hours worked per week (range by highest degree = 0.0% [many categories] – 1.4% [Diploma]); 4.8% missing annual earnings (range by highest degree = 0.0% [Vocational/Practical certificate] – 9.7% [Doctoral]).

Table B20:

Demographic and Work Characteristics of Nurses Employed as RNs Practicing in Washington by Location of First Nursing License

Location of First Nursing License	Weighted Survey Responses	Mean Age	Mean Number of Years Practicing as an RN	Percent BSN or Higher	Percent Male	Percent Non-White*	Percent Full-Time**	Mean Hours Worked per Week (Full-Time**)	Median Earnings (Full-Time**)
United States (Washington State)	3,740	43.8	15.9	58.7%	10.1%	12.6%	77.9%	40.4	\$79,000
United States (other state)	1,883	47.9	22.2	70.3%	11.2%	11.9%	77.6%	41.3	\$87,000
Foreign	258	45.1	15.8	74.1%	12.3%	60.2%	81.8%	40.8	\$90,000

*Non-White defined as all races other than White and does not include Hispanic/Latino ethnicity.

**Full-Time employment defined as greater than or equal to 32 hours worked per week.

The percent calculations do not include missing data.

Missing data (weighted, out of 5,881 survey respondents practicing in WA with a known location of first nursing license): 0.07% had an unknown sex; 0.6% missing years practicing as an RN (range = 0.3% [Foreign] – 0.7% [WA State]); 0.5% missing highest nursing degree (range = 0.3% [Foreign] – 0.5% [WA State]); 2.2% missing race (range = 1.8% [Other state] – 2.5% [WA State]); 0.2% missing percent full-time and hours worked per week (range = 0.0% [Foreign] – 0.2% [Other state]); 4.9% missing annual earnings (range = 4.7% [WA State] – 5.8% [Foreign]).

Table B21:
 Characteristics of Washington RNs Who Practice Only as an
 Advanced Registered Nurse Practitioner (ARNP)

ARNPs Practicing as ARNPs*	
Mean Age	48.7
Mean Number of Years Practicing	23
Percent Who Practice in WA	80.3%
Highest Nursing Degree = Masters	80.4%
Highest Nursing Degree = Doctorate	15.2%
Percent Male	15.2%
Percent Non-White**	9.9%
Percent Full-Time***	84.8%
Mean Hours Worked per Week (Full-Time***)	43.6
Median Earnings (Full-Time***)	\$120,000

*Estimated statewide number of practicing ARNPs=6,170.
 **Non-White defined as all races other than White and does not include Hispanic/Latino ethnicity.
 ***Full-Time employment defined as greater than or equal to 32 hours worked per week
 The percent calculations do not include missing data.
 Missing data (weighted, of the 608 survey responses from ARNPs): 1.1% missing number of years practicing; 1.9% missing practice address; 1.1% missing highest nursing degree; 1.8% missing race; 0.2% missing percent full-time and hours worked per week; 4.2% missing earnings.

Table B22:
 Accountable Community of Health (ACH) of Primary Practice
 Location Among Advanced Registered Nurse Practitioners
 (ARNPs) Who Practice in WA

Practice ACH* of ARNPs in WA**	Percent
Better Health Together	10.5%
Cascade Pacific Action Alliance	7.5%
Greater Columbia	12.2%
Healthier Here	37.1%
North Central	3.9%
North Sound	11.1%
Olympic Community of Health	4.4%
Pierce County	10.6%
Southwest Washington	2.7%

Counties comprising Accountable Communities of Health (ACHs): **Better Health Together** includes Adams, Ferry, Lincoln, Pend Oreille, Spokane, and Stevens counties, **Cascade Pacific Action Alliance** includes Cowlitz, Grays Harbor, Lewis, Mason, Pacific, Thurston, and Wahkiakum counties, **Greater Columbia** includes Asotin, Benton, Columbia, Franklin, Garfield, Kittitas, Walla Walla, Whitman, and Yakima counties, **Healthier Here** is King County, **North Central** includes Chelan, Douglas, Grant, and Okanogan counties. **North Sound** includes Snohomish, Skagit, Island, San Juan, and Whatcom counties, **Olympic Community of Health** includes Clallam, Jefferson and Kitsap counties, **Pierce County ACH** is Pierce County, **Southwest Washington** includes Clark, Klickitat, and Skamania counties.

*Based on survey responses for actively employed RNs indicating the ZIP code of their primary employer.
 **Estimated number of ARNPs Practicing in WA=4,957.

APPENDIX C: QUESTIONNAIRE FOR SURVEY OF WASHINGTON'S REGISTERED NURSES, 2018

Survey of Washington's Registered Nurses

Thank you for participating in this survey. Your confidential input will strengthen understanding of Washington's current nursing workforce, and inform policymakers and educators about future needs. The information from this survey will be used to create a baseline profile of the state's nurses that can be compared with findings from data collected through license renewals in the years to come.



WGN
WASHINGTON CENTER FOR NURSING

**CENTER FOR HEALTH
WORKFORCE STUDIES**
UNIVERSITY of WASHINGTON

EMPLOYMENT INFORMATION

Q1. What is your **employment status**? (Select **all** that apply)

- 1 **Actively employed in nursing** or in a position that requires a nurse license **full-time**
- 2 **Actively employed in nursing** or in a position that requires a nurse license **part-time**
- 3 **Actively employed in nursing** or in a position that requires a nurse license **on a per-diem basis**
- 4 **Actively employed in a field other than nursing full-time**
- 5 **Actively employed in a field other than nursing part-time**
- 6 **Actively employed in a field other than nursing on a per-diem basis**
- 7 Working in nursing only as a **volunteer**
- 8 **Retired**
- 9 **Unemployed**, seeking work as a nurse
- 10 **Unemployed**, not seeking work as a nurse

Q2. If **unemployed**, please indicate the reasons (Select **all** that apply)

- 1 Taking care of home and family
- 2 Disabled
- 3 Inadequate Salary
- 4 School
- 5 Difficulty in finding a nursing position
- 6 Other → Please specify: _____

If you are **actively employed in nursing (full-time, part-time or per-diem)**, please complete the following questions. If not actively employed in nursing, please **skip to Q14** "Education and License/Certification Information."

Definitions: **Primary nursing position** is the position at which you work the most hours during your regular work year. **Secondary nursing position** is the position at which you work the second greatest number of hours during your regular work year, if applicable.

Q3. Please rate your level of agreement with the following statements about your **primary nursing position** (select **one** answer for each statement).

	Strongly Agree	Agree	Disagree	Strongly Disagree
I am satisfied with my primary nursing position	④	③	②	①
I have opportunities at work to learn and grow	④	③	②	①
My work gives me a feeling of accomplishment	④	③	②	①
I am satisfied with my opportunities for career advancement	④	③	②	①
My place of work provides high quality patient care	④	③	②	①
The number of nursing staff where I work is adequate	④	③	②	①
I feel overwhelmed by the amount of work that I am given	④	③	②	①
My workplace provides care in a culturally sensitive manner	④	③	②	①
I would recommend nursing as a career to a close friend or family member	④	③	②	①
I plan to seek training and/or employment in another nursing role in the next 5 years	④	③	②	①
I plan to complete a higher level of nursing education within the next 5 years	④	③	②	①
I do not plan to be employed in nursing 5 years from now	④	③	②	①

Q4. In how many positions are you currently employed as a nurse? (Select **one**)

- ① 1
- ② 2
- ③ 3 or more

Q5. Identify the type of setting that most closely corresponds to your nursing practice position (Select **one** response for each position).

Primary nursing position:

- ① Hospital
- ② Nursing Home/Extended Care
- ③ Assisted Living Facility
- ④ Home Health
- ⑤ Hospice
- ⑥ Correctional Facility
- ⑦ School of Nursing
- ⑧ Public Health
- ⑨ Dialysis Center
- ⑩ Community Health
- ⑪ School Health Service
- ⑫ Occupational Health
- ⑬ Ambulatory Care Setting
- ⑭ Insurance Claims/Benefits
- ⑮ Policy/Planning/Regulatory/Licensing Agency
- ⑯ Other → Please specify:

Secondary nursing position:

- ① Not Applicable
- ① Hospital
- ② Nursing Home/Extended Care
- ③ Assisted Living Facility
- ④ Home Health
- ⑤ Hospice
- ⑥ Correctional Facility
- ⑦ School of Nursing
- ⑧ Public Health
- ⑨ Dialysis Center
- ⑩ Community Health
- ⑪ School Health Service
- ⑫ Occupational Health
- ⑬ Ambulatory Care Setting
- ⑭ Insurance Claims/Benefits
- ⑮ Policy/Planning/Regulatory/Licensing Agency
- ⑯ Other → Please specify:

Q6. Identify the position title that most closely corresponds to your nursing practice position (Select **one** response for each position).

Primary nursing position:

- ① Consultant
- ② Nurse Researcher
- ③ Nurse Executive
- ④ Nurse Manager
- ⑤ Nurse Faculty/Educator
- ⑥ Advanced Practice Registered Nurse
- ⑦ Staff Nurse
- ⑧ Case Manager
- ⑨ Other-Health Related → Please specify:

- ⑩ Other-Not Health Related → Please specify:

Secondary nursing position:

- ① Not Applicable
- ① Consultant
- ② Nurse Researcher
- ③ Nurse Executive
- ④ Nurse Manager
- ⑤ Nurse Faculty/Educator
- ⑥ Advanced Practice Registered Nurse
- ⑦ Staff Nurse
- ⑧ Case Manager
- ⑨ Other-Health Related → Please specify:

- ⑩ Other-Not Health Related → Please specify:

Q7. Identify the **employment specialty** that most closely corresponds to your nursing practice position (Select **one** response for each position).

Primary nursing position:

- ① Acute care/Critical Care
- ② Adult Health
- ③ Family Health
- ④ Anesthesia
- ⑤ Cardiology
- ⑥ Community
- ⑦ Geriatric/Gerontology
- ⑧ Home Health
- ⑨ Maternal-Child Health/Obstetrics
- ⑩ Medical Surgical
- ⑪ Nephrology
- ⑫ Occupational health
- ⑬ Oncology
- ⑭ Palliative Care/Hospice
- ⑮ Pediatrics
- ⑯ Neonatal
- ⑰ Perioperative
- ⑱ Public Health
- ⑲ Psychiatric/Mental Health/Substance Abuse
- ⑳ Rehabilitation
- ㉑ School Health
- ㉒ Emergency/Trauma
- ㉓ Women's Health
- ㉔ Other-Clinical specialties → Please specify:

㉕ Other-Non-clinical specialties → Please specify:

Secondary nursing position:

- ① Not Applicable
- ① Acute care/Critical Care
- ② Adult Health
- ③ Family Health
- ④ Anesthesia
- ⑤ Cardiology
- ⑥ Community
- ⑦ Geriatric/Gerontology
- ⑧ Home Health
- ⑨ Maternal-Child Health/Obstetrics
- ⑩ Medical Surgical
- ⑪ Nephrology
- ⑫ Occupational health
- ⑬ Oncology
- ⑭ Palliative Care/Hospice
- ⑮ Pediatrics
- ⑯ Neonatal
- ⑰ Perioperative
- ⑱ Public Health
- ⑲ Psychiatric/Mental Health/Substance Abuse
- ⑳ Rehabilitation
- ㉑ School Health
- ㉒ Emergency/Trauma
- ㉓ Women's Health
- ㉔ Other-Clinical specialties → Please specify:

㉕ Other-Non-clinical specialties → Please specify:

Q8. What type of **nursing license** does each position require? (Select **one** response for each position).

Primary nursing position:

- ① Registered Nurse (RN)
- ② Licensed Practical Nurse (LPN)
- ③ Advanced Registered Nurse Practitioner (ARNP)
- ④ No nursing license required

Secondary nursing position:

- ① Not Applicable
- ① Registered Nurse (RN)
- ② Licensed Practical Nurse (LPN)
- ③ Advanced Registered Nurse Practitioner (ARNP)
- ④ No nursing license required

Q9. How many **hours** do you work during a typical week in all your nursing positions?

_____ hours per week

Q10. During a typical week, approximately how many hours do you spend in the **following activities** in all of your nursing positions? (Do not include on-call time.)

Hours per week (enter 0 if none)

a. Direct patient care (including patient education)	<input type="text"/>
b. Administration of clinical practice	<input type="text"/>
c. Teaching (nursing education)	<input type="text"/>
d. Research	<input type="text"/>
e. Other professional nursing activities	<input type="text"/>
f. Total hours per week (add above items – This should represent your typical weekly hours of work)	<input type="text"/>

Q11. How many **weeks per year** do you work (including paid time off), at all of your nursing positions?
(Please enter a numeric value from 1 to 52).

_____ weeks per year

Q12. Please indicate the **ZIP code of your primary employer** (the position at which you work the most hours during your regular work year).

Zip Code:

Q13. Please **estimate** your 2017, *pre-tax annual earnings from all of your nursing positions*. Include overtime and bonuses, but exclude sign-on bonuses.

\$, , .00

EDUCATION AND LICENSE/CERTIFICATION INFORMATION

Q14. What type of **nursing degree/credential** qualified you for your **first** U.S. nursing license? (select only **one** response)

- ① Vocational/Practical certificate-nursing
- ② Diploma-nursing
- ③ Associate degree-nursing
- ④ Baccalaureate degree-nursing
- ⑤ Master's degree-nursing
- ⑥ Doctoral degree-nursing (PhD)
- ⑦ Doctoral degree-nursing (DNP)

Q15. Which of the following programs have you completed? Please select yes or no for each degree/program listed below. If you select yes, please estimate the year you completed the degree/program and whether it was administered by an institution located in Washington state.

Type of Degree/Program	Did you complete this program/obtain this degree?	If yes, in what year did you complete the program?	If yes, was the program administered by an institution located in Washington state?
Vocational/Practical certificate in nursing	① Yes → ② No	Year: _____	① Yes ② No
Diploma in nursing	① Yes → ② No	Year: _____	① Yes ② No
Associate degree in nursing	① Yes → ② No	Year: _____	① Yes ② No
Baccalaureate degree in nursing	① Yes → ② No	Year: _____	① Yes ② No
Master's degree in nursing	① Yes → ② No	Year: _____	① Yes ② No
Doctoral degree (PhD) in nursing	① Yes → ② No	Year: _____	① Yes ② No
Doctoral degree (DNP) in nursing	① Yes → ② No	Year: _____	① Yes ② No

Q16. What is your highest level of **non-nursing** education? (select only **one** response)

- ① Associate degree, non-nursing
- ② Baccalaureate degree, non-nursing
- ③ Master's degree, non-nursing
- ④ Doctoral degree, non-nursing
- ⑤ Not applicable

Q17. What type of **nursing license(s)** do you currently hold? (Select **all** that apply)

- 1 Registered Nurse (RN)
- 2 Licensed Practical Nurse (LPN)
- 3 Advanced Registered Nurse Practitioner (ARNP)

Q18. What year did you obtain your **initial U.S. nursing licensure**?

Q19. In what **country** (and state, if U.S.) were you initially licensed as a nurse? (Select **one**)

- ① United States → Washington State
- ② United States → Other state (specify _____)
- ③ Canada
- ④ Philippines
- ⑤ India
- ⑥ Other → Please specify _____

Q20. Indicate whether you are credentialed in Washington to practice as any of the following

Advanced Registered Nurse Practitioner (ARNP) roles: (Select **all** that apply.)

- 1 Nurse Practitioner (NP)
- 2 Clinical Nurse Specialist
- 3 Nurse Anesthetist (CRNA)
- 4 Nurse Midwife (CNM)
- 5 Not credentialed as any of the above

Q21. Were you ever employed in any of the following **health-related jobs before completing your first RN program**?

(Select **all** that apply)

- 1 Community health worker
- 2 Midwife
- 3 Nursing aide or nursing assistant
- 4 Home health aide or assistant
- 5 Licensed practical or vocational nurse
- 6 Other health-related job
- 7 Not employed in any health-related jobs before RN

DEMOGRAPHICS

Q22. Are you of **Hispanic** or **Latino** origin?

① **YES** → If Yes, please select from the following (select **all** that apply)

- | | |
|---|--|
| <input type="checkbox"/> 1 Mexican/Mexican American/Chicano | <input type="checkbox"/> 6 Spaniard |
| <input type="checkbox"/> 2 Cuban | <input type="checkbox"/> 7 Latin American |
| <input type="checkbox"/> 3 Central American | <input type="checkbox"/> 8 Puerto Rican |
| <input type="checkbox"/> 4 Dominican | <input type="checkbox"/> 9 Other Hispanic/Latino |
| <input type="checkbox"/> 5 South American | |

② **NO**

Q23. What is your **race**? (Select **all** that apply)

① American Indian or Alaska Native → If selected, please select from the following

- | | |
|---|---|
| <input type="checkbox"/> 1 Alaska Native | <input type="checkbox"/> 18 Samish |
| <input type="checkbox"/> 2 Chehalis | <input type="checkbox"/> 19 Sauk-Suiattle |
| <input type="checkbox"/> 3 Colville | <input type="checkbox"/> 20 Shoalwater |
| <input type="checkbox"/> 4 Cowlitz | <input type="checkbox"/> 21 Skokomish |
| <input type="checkbox"/> 5 Hoh | <input type="checkbox"/> 22 Snoqualmie |
| <input type="checkbox"/> 6 Jamestown | <input type="checkbox"/> 23 Spokane |
| <input type="checkbox"/> 7 Kalispel | <input type="checkbox"/> 24 Squaxin Island |
| <input type="checkbox"/> 8 Lower Elwha | <input type="checkbox"/> 25 Stillaguamish |
| <input type="checkbox"/> 9 Lummi | <input type="checkbox"/> 26 Suquamish |
| <input type="checkbox"/> 10 Makah | <input type="checkbox"/> 27 Swinomish |
| <input type="checkbox"/> 11 Muckleshoot | <input type="checkbox"/> 28 Tulalip |
| <input type="checkbox"/> 12 Nisqually | <input type="checkbox"/> 29 Yakama |
| <input type="checkbox"/> 13 Nooksack | <input type="checkbox"/> 30 Other Washington Indian:
_____ |
| <input type="checkbox"/> 14 Port Gamble Klallam | <input type="checkbox"/> 31 Other American Indian:
_____ |
| <input type="checkbox"/> 15 Puyallup | |
| <input type="checkbox"/> 16 Quileute | |
| <input type="checkbox"/> 17 Quinault | |

② Asian → If selected, please select from the following

- | | |
|---|---|
| <input type="checkbox"/> 1 Asian Indian | <input type="checkbox"/> 10 Malaysian |
| <input type="checkbox"/> 2 Cambodian | <input type="checkbox"/> 11 Pakistani |
| <input type="checkbox"/> 3 Chinese | <input type="checkbox"/> 12 Singaporean |
| <input type="checkbox"/> 4 Filipino | <input type="checkbox"/> 13 Taiwanese |
| <input type="checkbox"/> 5 Hmong | <input type="checkbox"/> 14 Thai |
| <input type="checkbox"/> 6 Indonesian | <input type="checkbox"/> 15 Vietnamese |
| <input type="checkbox"/> 7 Japanese | <input type="checkbox"/> 16 Other Asian:
_____ |
| <input type="checkbox"/> 8 Korean | |
| <input type="checkbox"/> 9 Laotian | |

③ Black/African American

④ Native Hawaiian or Other Pacific Islander → If selected, please select from the following

- | | |
|--|---|
| <input type="checkbox"/> 1 Native Hawaiian | <input type="checkbox"/> 6 Micronesian |
| <input type="checkbox"/> 2 Fijian | <input type="checkbox"/> 7 Samoan |
| <input type="checkbox"/> 3 Guamanian or Chamorro | <input type="checkbox"/> 8 Tongan |
| <input type="checkbox"/> 4 Mariana Islander | <input type="checkbox"/> 9 Other Pacific Islander:
_____ |
| <input type="checkbox"/> 5 Melanesian | |

⑤ White/Caucasian

Thank you for participating in this important survey.
If you have any comments that you would like to share with us about the nursing workforce in Washington State, please write them below.

Please return your questionnaire in the envelope provided, or send to
SESRC, Washington State University, PO Box 641801, Pullman, WA 99164-1801.

For questions about this study, please contact
Ben Stubbs, University of Washington Center for Health Workforce Studies,
at bstubbs@uw.edu or 206-616-5976.



Optional Raffle Entry

Please indicate below if you would like to be entered into the drawing for

1 of 50 \$30 gift cards.

Winners will be chosen at random and contacted at the end of the study period.

Your name and address will not be connected to your survey responses.

- YES**, I would like to be included in the raffle.
- NO**, I am not interested in being included in the raffle.