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**Demographic, Education, and Practice
Characteristics of Registered Nurses
in Washington State:
Results of a 2007 Survey**

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by

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Demographic, Education, and Practice Characteristics of Registered Nurses in Washington State: Results of a 2007 Survey

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ABSTRACT

BACKGROUND

In 2007, Washington State surveyed all of the licensed registered nurses (RNs) in the state to obtain basic demographic, education, and practice information. This report describes RNs in Washington using the 2007 survey responses, weighted to reflect the overall population. Most of the descriptive statistics reflect RNs who live in-state, and some sub-state analyses are provided.

RESULTS

Of all RNs with Washington licenses in 2007, 64% practiced in Washington, fewer than 10% were non-white, and 2% were Hispanic. Among Washington's RNs, 49% worked in hospital inpatient settings and 62% provided direct patient care. The highest nursing degree attained by 43% of the state's RNs was a BSN, and for 39% it was the ADN. Overall, 57% of Washington's RNs obtained at least some of their nursing education in-state. RNs' age at the time they obtained their initial nursing education was an average of nine years higher for those who obtained their degrees in 2005 or later than for RNs who obtained their degrees before 1980. More than 5% of RNs in Washington obtained their initial RN education outside of the United States.

DISCUSSION

These demographic, practice, and education data provide policymakers, educators, and planners in Washington with useful information for assessing the status of Washington's RN workforce. Subsequent surveys will allow examination of RN workforce trends over time and assessment of the impact of health workforce-related decisions and policies now being implemented.

BACKGROUND

General information characterizing the health workforce of a state or region is critical for health care planning, but is frequently not available. Fortunately, Washington State initiated surveys in 2007 of its licensed health professionals, including registered nurses (RNs)—the largest component of the health workforce. The 2007 RN survey collected data on the demographic, education, and practice characteristics of the RN workforce that permit determination of how many of the licensed RNs are actively working in their field, in what specialties, whether they work full or part time, where they work, what level of education they have attained, and when they are likely to retire. In addition, data on race, ethnicity, and gender can be used to assess the extent to which the workforce reflects the populations it serves, and provide insights as to whether education and recruitment programs are reaching minority and non-traditional populations.

The Washington Center for Nursing engaged the University of Washington Center for Health Workforce Studies to analyze Washington's RN survey data in early 2008. The results are presented in this report.

METHODS

DATA SOURCE

The data for this report come from the 2007 survey of licensed RNs conducted by the Washington State Department of Health and the Washington Workforce Training and Education Coordinating Board. The survey was initiated in 2007 through a directive from the Washington State Legislature to collect race/ethnicity, specialty, practice and education information on the licensed health professionals in the state. Under this legislation, each licensed professional type in Washington will be surveyed once every two years. The survey procedures involve contacting all licensees

for a given profession with a letter offering Web access to the questionnaire. The two-page questionnaire (see Appendix A) was tailored to reflect the practice and education characteristics of each profession. In order to increase response rates in a cost-effective manner, a 33% random sample of the profession is selected also to receive a paper copy of the questionnaire and one additional follow-up mailing, if necessary. These procedures were used by the Washington Department of Health (through its survey contractor at Washington State University) for the RN survey. From the 72,472 active RN licenses in Spring 2007, the survey yielded a total of 21,201 (29.3%) responses from the overall RN population, and 13,501 responses (55.9%) from the one-third random sample (see Appendix B, Table B-1).

SUB-STATE ANALYSES

Where the sample size was sufficiently large, we analyzed the survey data by workforce development area (WDA) of the state. The 12 WDAs in Washington are sub-state regions made up of one or more counties that receive state and federal assistance for workforce planning and development programs. Response rates by WDA are shown in Table B-2.

DATA WEIGHTING

To investigate possible response bias, we compared survey respondents to the total licensed RN population on several factors. These included age, gender, Washington residence status, and WDA. Additionally, respondents from the random sample were compared with those respondents who were in the single contact-only 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. The age distribution of the survey respondents, however, was significantly different than the total licensed population: a larger proportion of older nurses responded to the survey (see Table B-2). Post-survey weighting by age stratum was performed to allow survey results to reflect the age distribution of the population. Due to small numbers, nurses age 80 and over were pooled and a single weight was calculated for this group. The weights were created to reflect both the total licensed RN population and the population of licensed RNs living in Washington State. The average weight for those RNs living in Washington was 3.43 and the minimum and maximum weights were 2.42 and 4.69 respectively. Tables B-3 and B-4 show the characteristics of respondents compared with the overall licensed RN population.

DATA CLEANING AND IMPUTATIONS

When survey respondents answered part of a question and the remaining item(s) could be inferred, such data were imputed. 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 imputed 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 imputed these missing values as 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 imputed the sum of the individually reported hours as the weekly total hours. Due to imputation and the fact that respondents were allowed to answer only parts of questions, the number of respondents (the “n”) varies across survey questions.

DETERMINING IN-WASHINGTON STATUS

RNs were determined to be residing in Washington State if their license mailing address used a ZIP code from within Washington State.

RESULTS

RNS WITH WASHINGTON STATE RN LICENSES

Of the 72,472 licensed RNs in Washington, 60,846 (84.0%) are estimated to have resided in Washington State in 2007. Among RNs residing in Washington, an estimated 46,271 (63.8% of all licensed RNs or 76.0% of those in Washington) indicated that they were currently practicing in Washington State (Figure 1). Among the 16% of Washington RN licensees whose address was outside of Washington, 4.0% were in Oregon and 1.8% were in Idaho (neighboring states). Of the RNs living outside Washington, 3.4% of respondents indicated that they worked in Washington (see Table 1).

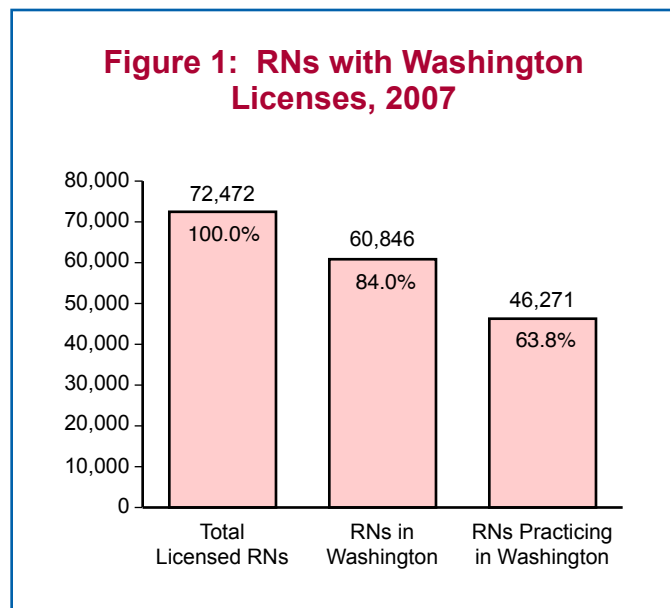


Figure 2: Race and Ethnicity of RNs in Washington

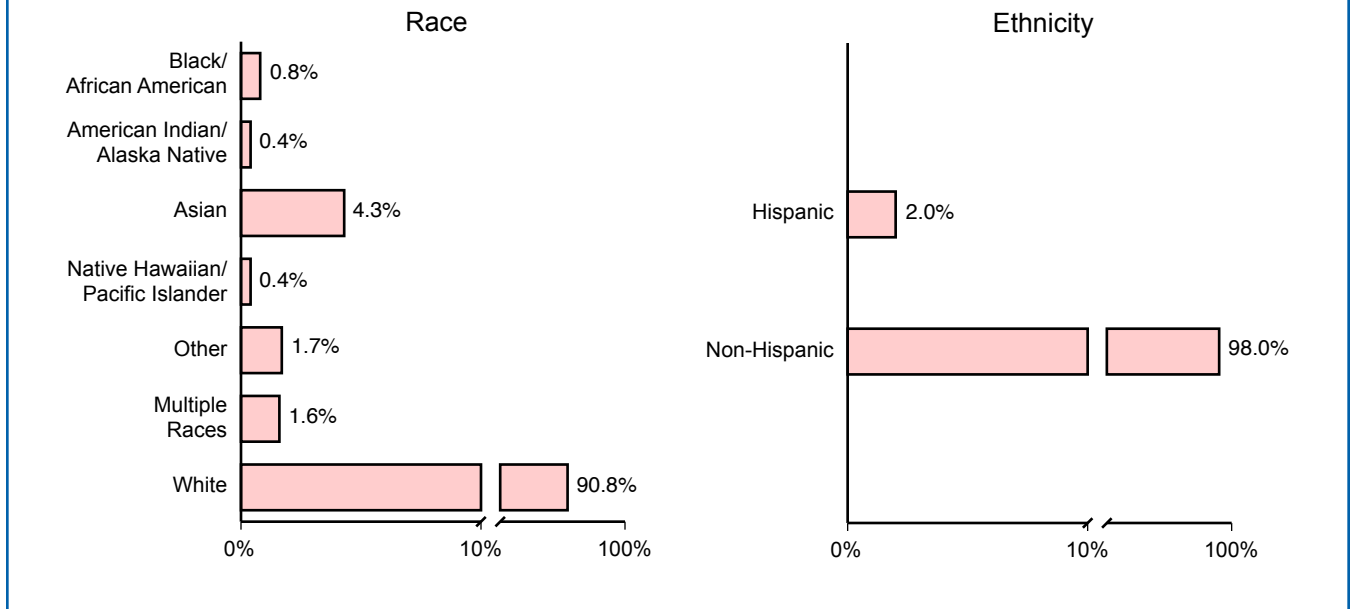


Table 2 shows the estimated number of licensed RNs in each WDA and the percent practicing in-state. In most WDAs between 79% and 83% of RNs practiced in Washington. The exception was WDA 7, comprised of Clark, Cowlitz and Wahkiakum counties (bordering the Portland, Oregon area), where only 71.6% of RNs indicated they practice in-state.

RN DEMOGRAPHICS

The average age of RNs in Washington was 48.8 years, and 52.4% were age 50 or older. Among practicing RNs, 47.7% were age 50 or older. Male RNs comprised 8.2% of the state’s RN population, and 7.7% of practicing RNs in the state. Fewer than 10% of the RNs were non-white, and 2.0% were Hispanic (see Figure 2). The race and ethnicity of practicing RNs were similar to those of the overall state RN population (see Table 3).

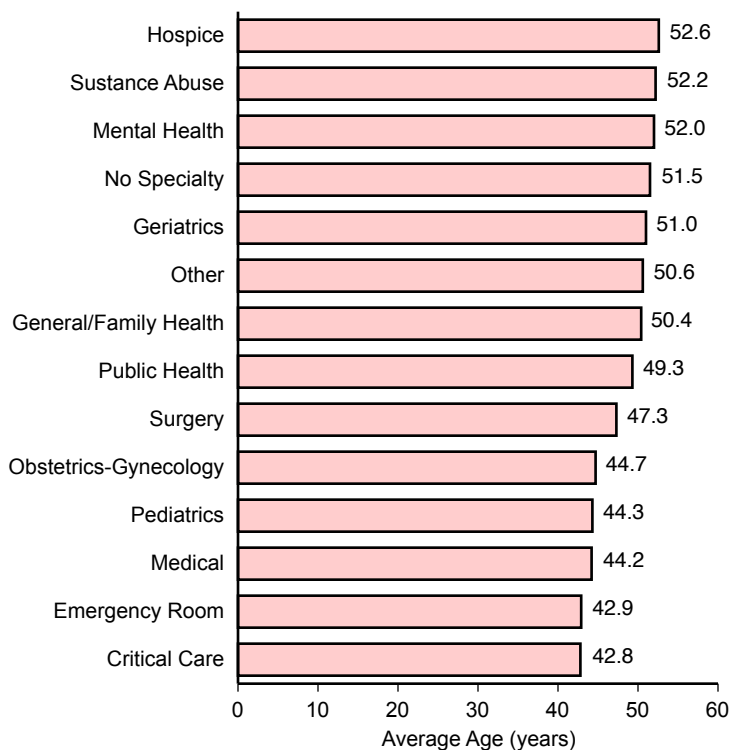
The age distribution, sex, race and ethnicity of the RNs in each of Washington’s WDAs are shown in Table 4.

SPECIALTY/AREAS OF PRACTICE

More of Washington’s RNs indicated that their general area of practice was “primary/generalist care” (40.3%) than “specialized care” (35.2%). “No primary area of practice,” however, was selected by (24.5%) of RNs (see Table 5). Among the 12 specific areas of practice selected by survey respondents, 12.7% indicated “medical (e.g., oncology, gastroenterology)” as their specialty, 11.3% “surgery,” and 10.2% “critical care.” The largest response (21.1%) was to “other” (see Table 6).

Table 7 shows the age, length of practice, highest nursing education, and gender of Washington’s RNs by area of practice. On average, younger RNs (average age less than 50 years) practiced in the areas of critical care, emergency care, medical, pediatrics, obstetrics-gynecology/labor-delivery, surgery, and public health (see Figure 3). More than half the RNs who specialize in public health, pediatrics, critical care, psychiatrics/mental health, or indicated an “other” or no area of practice held BSN degrees or higher. Men comprised more than 10% of the state’s RN workforce in the practice areas of emergency care, psychiatrics/mental health, and critical care.

Figure 3: Average Age of Practicing RNs in Washington by Specialty/Area of Practice

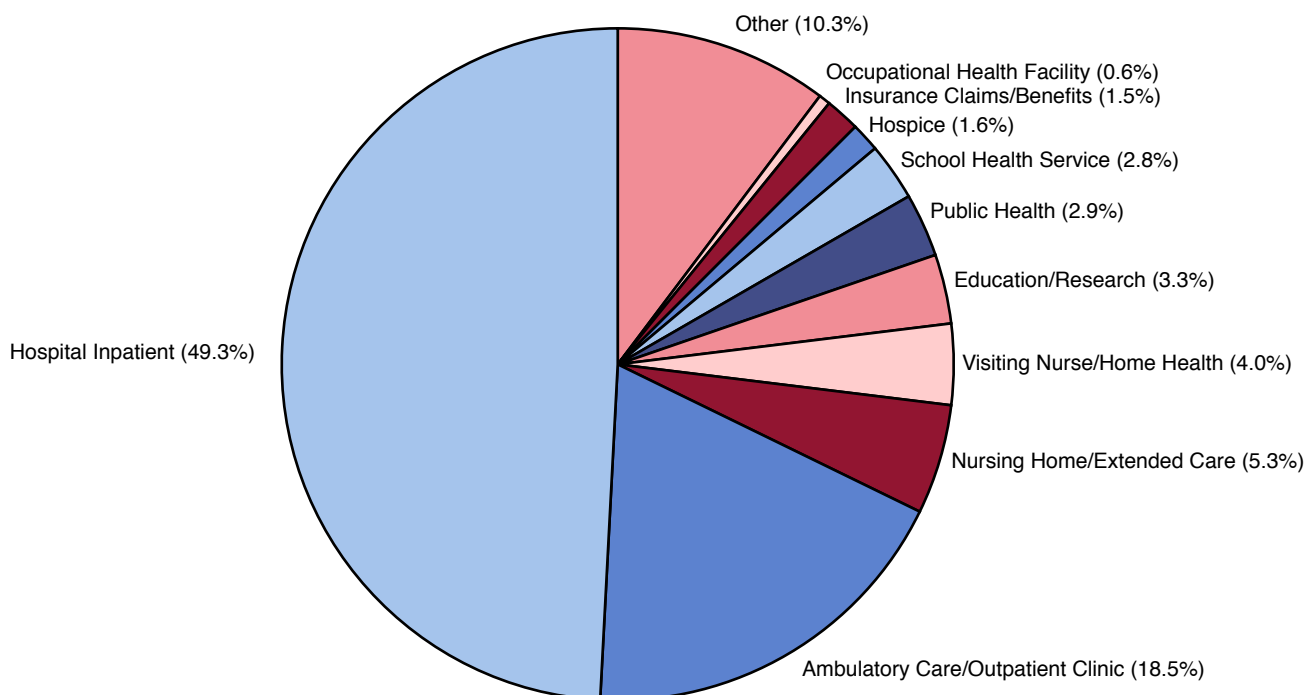


WORK SETTING

Among practicing RNs in Washington, almost half (49.3%) worked in hospital inpatient settings, 18.5% worked in ambulatory care/outpatient clinic settings, and 5.3% worked in nursing homes or extended care settings (Figure 4). Table 8 shows the distribution of RNs by work setting for the state overall and Table 9 shows these results by WDA.

As shown in Table 10, the youngest RNs (44.1 years of age on average) worked in hospital inpatient settings, and RNs in hospice settings were the oldest (52.4 years on average). RNs working in education/research, public health and school health had the highest rates of education at the BSN or higher level (81.5%, 74.5%, and 73.5%, respectively) (see Figure 5). The highest percent of non-white and/or Hispanic RNs were employed in occupational health (20.0%), nursing home/extended care (14.6%), hospital inpatient (13.3%), and public

Figure 4: Work Setting of RNs Practicing in Washington



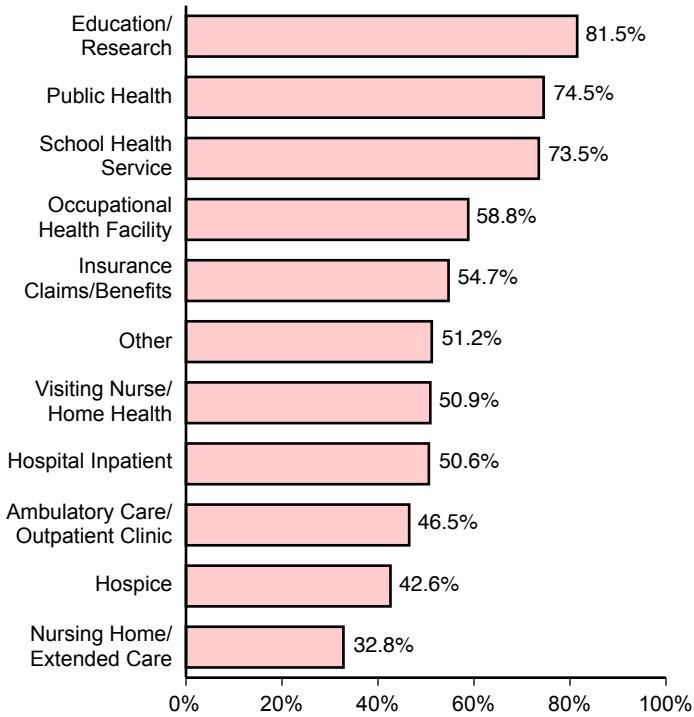
health (12.4%). The results for race/ethnicity by work setting should be viewed cautiously because of the small numbers of cases involved.

Table 11 shows the work setting of RNs by their specialty/area of practice.

PROFESSIONAL HOURS

Among all RNs who practice in Washington State, 61.7% indicated they provide direct patient care. Of these, 80.3% provided direct patient care in one location, 10.6% in two locations, and 9.1% in more than two locations (Table 12).

Figure 5: Percent of RNs Practicing in Washington with Baccalaureate-Level Nursing Degree or Higher, by Work Setting



The work settings with the highest percent of RNs working full time (32 or more hours per week) were insurance claims/benefits (85.8%), nursing home/extended care (79.0%), occupational health facility (76.1%), public health (79.0%), and education/research (72.0%) (Table 10).

A higher percentage of older RNs (age 50 years or more) worked part time compared with younger RNs (Table 13).

Overall, RNs practicing in Washington spent an average of 22.0 hours in direct patient care each week. The hospital inpatient setting was where RNs spent the greatest average number of hours in direct patient care (27.2 hours per week) (see Figure 6 and Table 14).

Figure 6: Average Weekly Hours in Professional Activities of RNs Practicing in Washington, by Work Setting

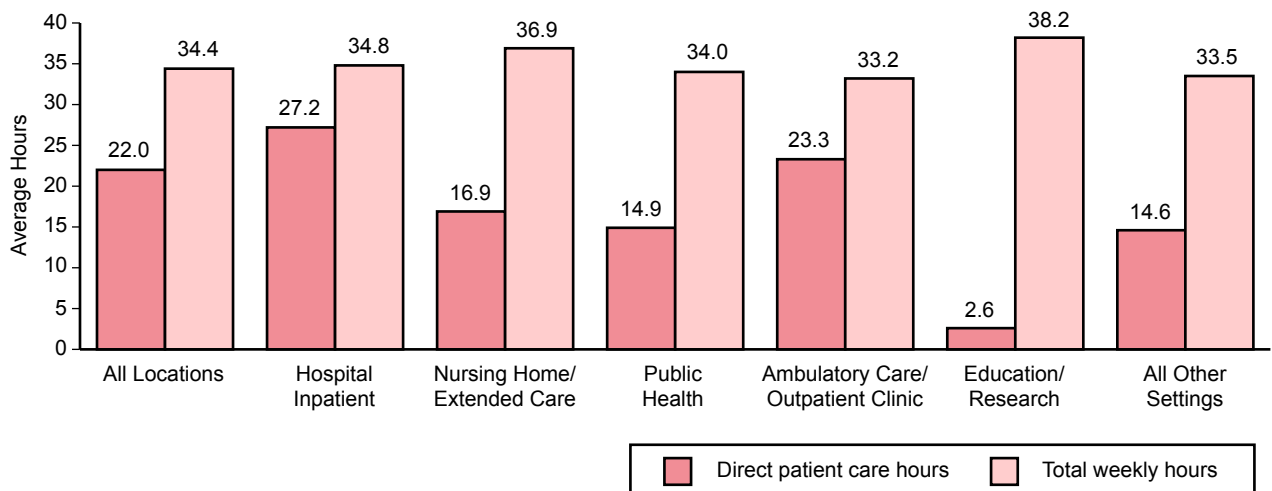
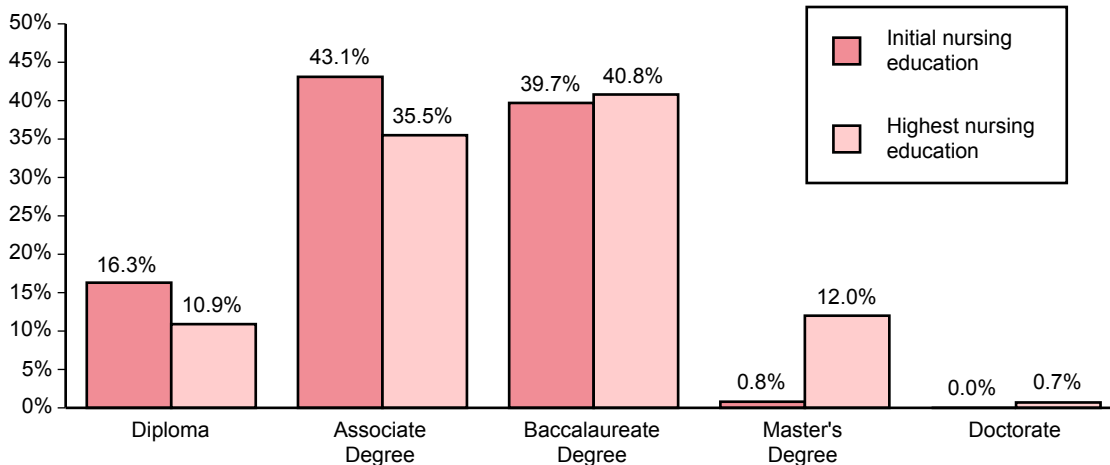


Figure 7: Initial and Highest Nursing Education of RNs in Washington



EDUCATION

Figure 7 shows the initial and highest nursing education obtained by RNs in Washington (Table 15). The associate degree was the initial RN degree for 46.7% of practicing RNs in the state. The baccalaureate degree was the initial degree for 38.8% of practicing RNs. The baccalaureate degree was the highest nursing degree for 43.2% of practicing RNs in the state, while an associate degree was the highest nursing education for 39.3%, and an RN diploma remained the highest RN education for 9.3% of practicing RNs. The Master’s degree was the highest nursing degree for 7.6% of practicing RNs, and 12.0% of all RNs in the state (whether practicing or not). The education characteristics of practicing RNs in each WDA are

shown in Table 16. The results at the WDA level should be viewed with some caution because of small numbers, especially for postgraduate degrees.

Overall, 57.1% of RNs in Washington received at least some of their nursing education in Washington (Table 17). Figure 8 shows the percentage of RNs in Washington who completed their nursing education in Washington State by type of nursing degree or program.

Table 18 shows the type of initial nursing education by age group of RNs in Washington. More younger nurses had baccalaureate degrees as their entry to the RN profession than associate degrees and diplomas,

Figure 8: RNs in Washington Who Completed Nursing Education from an Institution in Washington, by Program Completed

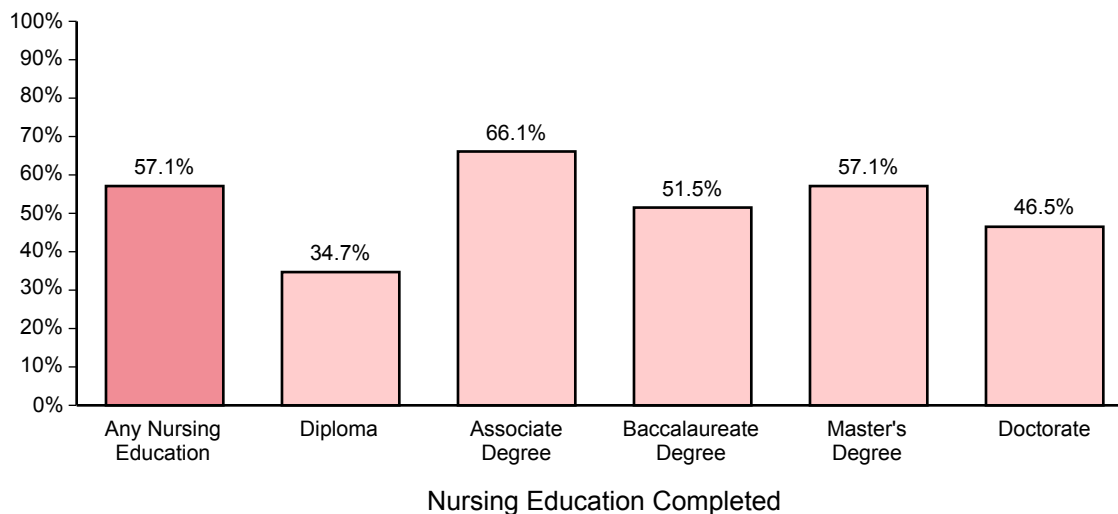
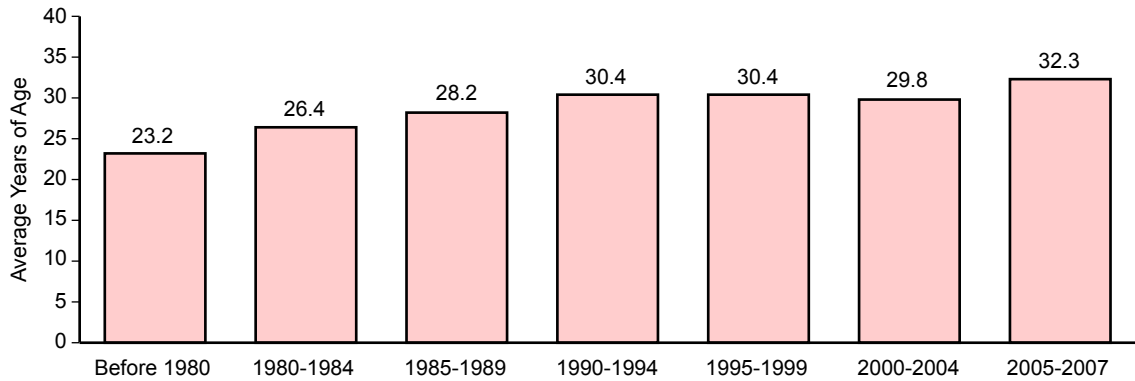


Figure 9: Age at Completion of Initial Nursing Degree Among RNs in Washington



reflecting the popularity of, and emphasis on, the baccalaureate degree in recent years. In contrast, the decline of the diploma program is evident by the very low proportions of younger RNs with a diploma RN education. The associate degree was the point of entry to RN education for approximately 30%-50% of RNs age 65 or younger.

The age at which RNs in Washington obtained their initial RN education has increased over time.

Figure 9 (Table 19) shows that RNs who obtained their initial education to become an RN in 2005 or later were 9.1 years older, on average, than RNs who obtained their initial RN degree before 1980.

Table 20 shows the initial and highest RN education of RNs in Washington (overall and for those practicing in Washington) by age, length of practice, and gender.

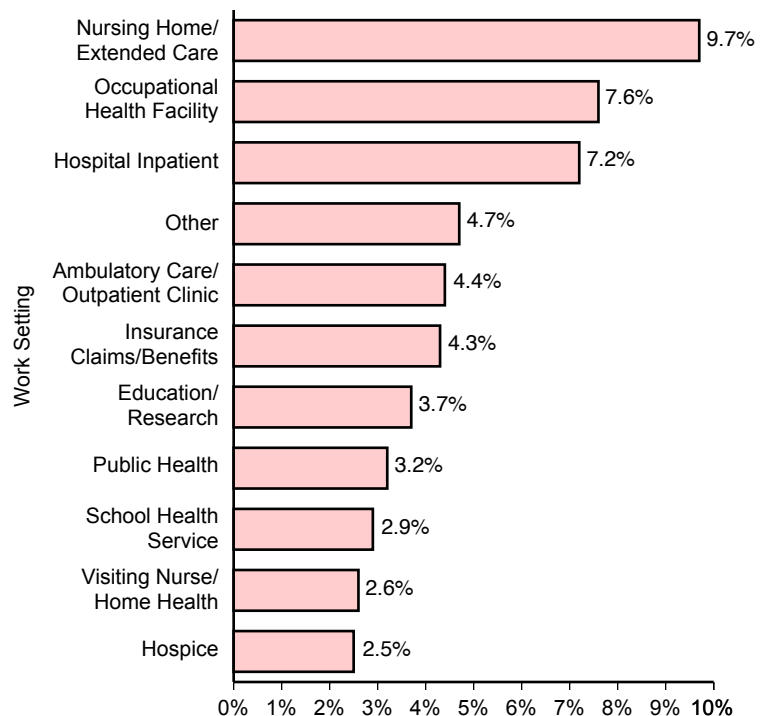
FOREIGN-EDUCATED RNS

In 2007, there were an estimated 3,314 licensed RNs in Washington who received their initial RN education outside of the United States (5.4% of total licensed RNs in-state). Among the foreign-educated RNs, 85.7% reported that they practiced in Washington. Among these foreign-educated RNs in Washington, 7.1% were male and their average age was 47.8 years. Washington's foreign-educated RNs were 42.7% non-white and/or Hispanic (see Table 21).

Foreign-educated RNs in Washington have practiced as an

RN for 21.4 years on average, with 12.2 of those years in Washington State. A majority work in hospital inpatient settings (60.1%). Among the various RN work settings, foreign-educated RNs make up 9.7% of the RN workforce in nursing home/extended care settings, 7.2% in hospital inpatient settings, 7.6% in occupational health, and 4.4% in ambulatory care/outpatient clinic settings (see Figure 10 and Table 10).

Figure 10: Percent of Practicing RNs in Washington Who Completed their Initial RN Education Outside the United States, by Work Setting



The initial nursing education for most of Washington's foreign-educated RNs was either a diploma program (43.2%) or a baccalaureate program (42.4%). The diploma program was the highest nursing education attained by 30.8% of these RNs initially trained outside the United States, the associate degree was the highest nursing degree for 11.6%, and the baccalaureate degree in nursing was attained by 49.1%. Another 8.6% have earned either nursing Master's degrees or doctorates (see Table 21).

ADVANCED REGISTERED NURSE PRACTITIONERS

Advanced registered nurse practitioners (ARNPs) who practice in Washington must hold both an ARNP license and an RN license, and they will be surveyed separately in association with their ARNP license. The RN survey questionnaire asked RNs if they held an ARNP license and practiced exclusively as an ARNP (some nurses with ARNP credentials may choose to work in RN roles). The survey found 3,467 RNs who practiced solely as ARNPs. Their characteristics are shown in Table 22.

STUDY LIMITATIONS

The accuracy of survey findings depends on how well respondents represent the overall population under study. While it would be preferable for this survey to have had a higher response rate, we are fortunate to know the age, sex and residence (license mailing ZIP code) of the entire population so we could assess whether the responses showed any bias for these characteristics. We determined that older RNs were more likely than younger RNs to respond to the survey, and so we weighted the responses to compensate for this bias. As a result, the response of a younger RN represents more nurses in our analyses than does the response of an older RN.

Across the 12 WDAs, the estimates (based on weighted data) of the number of RNs varied from the actual known counts by less than 3%, a relatively small amount. For 6 of the 12 WDAs the difference was less than 1%.

There remain some questions about how well the survey captured the racial and ethnic diversity of the RN population. Because there are relatively small numbers of some racial groups in Washington's general population and racial/ethnic minorities are generally underrepresented in the nursing population (HRSA, 2006), the actual number of survey responses from some racial groups is small (e.g., 56 Native Hawaiian/Pacific Islanders and 72 American Indian/Alaska Natives). As a result, there will be a greater potential for error in our estimates of Washington RNs' race and ethnicity than for other more frequently-occurring

characteristics. In other cases where the data being reported are based on small numbers of occurrences, such as work setting or education by WDA, the estimates portrayed in this report should also be considered with caution.

DISCUSSION

The findings described in this report tell us much about the demographic, education, and professional practice characteristics of the RN workforce in Washington State at one point in time. These rich new survey data add much to the basic information that we have derived from the state's health professional licensing files (CHWS & WCN 2006, 2007; CHWS, 2001), thereby providing policymakers, educators, and planners in Washington with even more useful information for assessing the nursing workforce needs of the state.

Of the more than 72,000 licensed RNs in Washington in 2007, we found that 63.8% practiced as RNs in the state, or 713 per 100,000 state residents. If the 3,467 licensed RNs who are dually licensed and practicing as ARNPs are included in the total, the ratio increases to 767 RNs per 100,000 Washington residents. Both state ratios are lower than the national estimate from the 2004 National Sample Survey of Registered Nurses (NSSRN) of 825 practicing RNs per 100,000 U.S. residents (HRSA, 2006).

Washington's RNs are roughly the same age as RNs nationally. According to the NSSRN, the average age of RNs nationally was 46.8 years, which is roughly equivalent to the average Washington RN age in 2007 of 48.8 years. The impact of an aging RN workforce on future supply is as much of a concern for Washington as for the rest of the nation.

A higher percentage of RNs in Washington are men (8.2%) than among RNs nationally (5.8%). More than 90% of the state's RN workforce is non-Hispanic white, which is a greater proportion than found in the overall state population (79.4% non-Hispanic white in 2000) (OFM, 2006). Washington's RN workforce, like that of the United States overall, is not as diverse as the population it serves, which supports arguments for continuing efforts to increase RN gender and racial/ethnic diversity.

A higher percentage of RNs in Washington hold baccalaureate degrees in nursing (40.8%) compared with RNs nationally (31.7%). Moreover, the baccalaureate or higher degree was the initial nursing degree for a greater percentage of RNs in Washington (40.5%) than nationally (31.0%).

The finding that 42.9% of RNs in Washington obtained their RN education out of state highlights the importance of in-migration as a factor contributing to

Washington's RN supply. Additionally, more than a third (36%) of RNs with Washington licenses do not practice in-state. This is key information to be used when making estimates of the available workforce from license data.

The legislation that sponsored this survey of Washington's RNs calls for it to be repeated every two years. The usefulness of future surveys would be enhanced if they achieved higher response rates than those of the 2007 survey. Generally, high response rates are achieved by increasing the number of attempts to contact all or a random sample of licensed RNs. Alternatively, Washington could adopt the approach of some states that mandate workforce survey participation as a condition of licensing.

Continuation of these surveys will allow us to track RN workforce trends over time. These are important data that provide critical information needed to assess the impact of the health workforce-related decisions and policies that are now being implemented, as well as help identify policy needs for the future.

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Table 1: Number and Residence of RNs with Washington State Licenses

	n*	Percent
RNs—total	72,472	100.0%
Residing† in Washington	60,846	84.0%
Residing† in Idaho	1,306	1.8%
Residing† in Oregon	2,868	4.0%
RNs residing† outside Washington but practicing in Washington	2,297	3.4%‡

* Weighted number.

† Residence was attributed to the state associated with the ZIP code on the RN's Washington State license.

‡ Because of missing data, the total weighted number of RNs for whom practice status can be determined is 67,596.

Table 2: Number of RNs and Percent Practicing by Washington WDA

WDA*	Unweighted n	Estimated Total		Percent Practicing in Washington†
		Weighted n	Percent	
1	1,115	3,601	6.4%	79.5%
2	1,154	3,785	6.7%	79.8%
3	1,125	3,641	6.4%	80.0%
4	1,720	5,769	10.2%	84.5%
5	5,133	17,233	30.5%	81.4%
6	1,615	5,455	9.7%	82.8%
7	1,191	4,022	7.1%	71.6%
8	590	1,933	3.4%	80.6%
9	661	2,201	3.9%	80.8%
10	612	2,022	3.6%	81.7%
11	448	1,507	2.7%	83.0%
12	1,620	5,351	9.5%	81.3%
Missing data*‡	1,317	4,326	7.1%	

* Counties by Workforce Development Area (WDA)—WDA 1: Clallam, Jefferson, Kitsap; WDA 2: Grays Harbor, Lewis, Mason, Pacific, Thurston; WDA 3: Island, Skagit, San Juan, Whatcom; WDA 4: Snohomish; WDA 5: King; WDA 6: Pierce; WDA 7: Clark, Cowlitz, Wahkiakum; WDA 8: Adams, Chelan, Douglas, Grant, Okanogan; WDA 9: Kittitas, Klickitat, Yakima, Skamania; WDA 10: Asotin, Columbia, Ferry, Garfield, Lincoln, Pend Oreille, Stevens, Walla Walla, Whitman; WDA 11: Benton, Franklin; WDA 12: Spokane.

† "In Washington" was determined from the ZIP code of the license mailing address.

‡ The percent calculations above do not include these missing data.

Table 3: Demographic Characteristics of RNs in Washington: Overall and by Practice Status

	Unweighted n	Weighted n	RNs in Washington*		
			Overall	Practicing (in Washington)	Not Practicing (in Washington)
Age					
Mean			48.8	47.2	55.3
Median			50	49	56
Age categories					
<25	193	802	1.3%	1.6%	0.6%
25-29	767	3,398	5.6%	6.5%	2.3%
30-34	1,070	4,463	7.3%	8.0%	4.8%
35-39	1,267	5,562	9.1%	9.9%	5.6%
40-44	1,605	6,341	10.4%	11.4%	6.5%
45-49	2,502	8,436	13.9%	14.8%	10.2%
50-54	3,806	11,592	19.1%	20.0%	14.5%
55-59	3,246	9,542	15.7%	15.6%	14.2%
60-64	2,093	5,824	9.6%	8.1%	16.2%
65 and over	1,740	4,849	8.0%	4.0%	25.0%
Missing data†	12	37	0.1%		
Sex					
Male	1,301	4,431	7.3%	7.7%	4.4%
Race					
White only	16,396	54,165	90.8%	89.8%	94.3%
Black/African-American only	132	458	0.8%	0.7%	0.8%
American Indian/Alaska Native only	72	242	0.4%	0.4%	0.4%
Asian only	706	2,570	4.3%	5.0%	2.1%
Native Hawaiian/Pacific Islander only	56	216	0.4%	0.4%	0.2%
Other	292	1,016	1.7%	1.9%	1.2%
Multiple races	273	966	1.6%	1.8%	1.0%
Missing data†	374	1,213	2.0%		
Ethnicity					
Hispanic	342	1,215	2.0%	2.2%	1.4%
Missing data†	478	1,526	2.5%		

* "In Washington" was determined from the ZIP code of the license mailing address.

† The percent calculations above do not include these missing data.

Table 4: Demographic Characteristics of RNs Practicing in Washington by WDA*

	RNs Practicing in Washington†											
	WDA 1	WDA 2	WDA 3	WDA 4	WDA 5	WDA 6	WDA 7	WDA 8	WDA 9	WDA 10	WDA 11	WDA 12
Age												
Mean	49.2	47.7	49.0	46.9	46.7	46.1	46.3	47.8	46.7	47.6	46.0	47.4
Median	51	49	51	49	48	47	48	50	48	49	47	47
Age categories												
<25	1.4%	2.2%	0.9%	1.3%	1.8%	1.8%	1.5%	1.3%	1.3%	2.5%	1.4%	1.4%
25-29	5.4%	4.4%	5.5%	6.7%	8.0%	6.8%	7.8%	5.5%	6.9%	4.9%	9.1%	5.0%
30-34	4.9%	6.8%	4.8%	7.5%	9.3%	8.9%	8.4%	8.7%	10.1%	8.4%	10.2%	7.8%
35-39	8.9%	11.0%	7.6%	10.5%	9.8%	11.8%	12.1%	5.9%	9.6%	6.2%	9.5%	9.5%
40-44	9.1%	12.1%	11.0%	13.3%	10.1%	13.1%	11.5%	13.0%	9.3%	12.5%	12.7%	12.3%
45-49	15.2%	13.9%	16.5%	14.4%	14.3%	14.2%	13.6%	15.4%	17.1%	17.1%	13.0%	16.0%
50-54	20.3%	21.0%	21.0%	20.6%	19.4%	19.8%	18.1%	21.5%	19.7%	22.0%	18.5%	20.8%
55-59	18.5%	15.3%	19.2%	15.2%	14.8%	13.0%	16.6%	16.4%	14.3%	16.1%	14.3%	16.3%
60-64	11.3%	8.8%	9.6%	6.8%	8.4%	7.2%	7.1%	6.8%	8.7%	5.0%	7.4%	7.7%
65 and over	5.0%	4.5%	4.0%	3.6%	4.0%	3.5%	3.2%	5.4%	3.0%	5.1%	3.9%	3.1%
Sex												
Male	6.3%	8.1%	6.6%	7.1%	7.1%	6.9%	6.8%	7.4%	9.2%	11.7%	3.4%	10.4%
Race												
White only	89.6%	92.1%	94.8%	89.1%	85.1%	86.2%	93.6%	95.6%	93.5%	95.7%	94.1%	96.6%
Black/African-American only	0.1%	0.4%	0.1%	0.7%	1.1%	1.8%	0.1%	0.3%	0.3%	0.0%	0.0%	0.0%
American Indian/Alaska Native only	1.0%	0.2%	0.2%	0.3%	0.2%	0.5%	0.6%	0.4%	0.9%	0.6%	0.4%	0.4%
Asian only	5.2%	3.3%	1.7%	5.5%	9.4%	5.4%	2.0%	0.4%	0.5%	0.0%	1.6%	0.6%
Native Hawaiian/Pacific Islander only	0.5%	0.1%	0.1%	0.1%	0.7%	0.8%	0.5%	0.0%	0.0%	0.3%	0.6%	0.2%
Other	1.5%	2.0%	1.7%	2.5%	1.8%	2.4%	1.8%	1.4%	3.3%	1.7%	1.8%	1.0%
Multiple races	2.0%	2.0%	1.3%	1.8%	1.6%	2.9%	1.5%	1.9%	1.5%	1.7%	1.6%	1.4%
Ethnicity												
Hispanic	1.7%	2.3%	2.0%	2.0%	1.9%	2.9%	2.1%	2.2%	5.3%	2.7%	3.8%	1.4%

* Counties by Workforce Development Area (WDA)—WDA 1: Clallam, Jefferson, Kitsap; WDA 2: Grays Harbor, Lewis, Mason, Pacific, Thurston; WDA 3: Island, Skagit, San Juan, Whatcom; WDA 4: Snohomish; WDA 5: King; WDA 6: Pierce; WDA 7: Clark, Cowlitz, Wahkiakum; WDA 8: Adams, Chelan, Douglas, Grant, Okanogan; WDA 9: Kittitas, Klickitat, Yakima, Skamania; WDA 10: Asotin, Columbia, Ferry, Garfield, Lincoln, Pend Oreille, Stevens, Walla Walla, Whitman; WDA 11: Benton, Franklin; WDA 12: Spokane.
† "In Washington" was determined from the ZIP code of the license mailing address.

Table 5: Main Practice Area (primary vs. specialty care) of RNs in Washington: Overall and for RNs Practicing In-State

Main Practice Area	RNs in Washington*					
	Unweighted n	Total			Practicing in Washington	
		Weighted n	Percent	Weighted n	Percent	
Primary/generalist care	5,681	22,845	40.3%	19,477	42.6%	
Specialized care	5,060	19,940	35.2%	17,544	38.3%	
No primary area of practice	2,778	13,916	24.5%	8,726	19.1%	
Missing data†	1,270	4,146	6.8%	523	1.1%	

* "In Washington" was determined from the ZIP code of the license mailing address.

† The percent calculations above do not include these missing data.

Table 6: Specialties/Areas of Practice of RNs in Washington

Specialty/Area of Practice†	RNs in Washington*					
	Unweighted n	Total			Practicing (in Washington)	
		Weighted n	Percent	Weighted n	Percent	
Public health	839	2,713	4.8%	2,076	4.6%	
Critical care	1,612	5,724	10.2%	4,935	10.9%	
ER/emergency care	879	3,148	5.6%	2,816	6.2%	
General/family health	769	2,474	4.4%	1,823	4.0%	
Geriatrics	1,148	3,650	6.5%	2,850	6.3%	
Hospice	394	1,225	2.2%	988	2.2%	
Medical (e.g., oncology, gastroenterology)	2,051	7,130	12.7%	6,023	13.3%	
Obstetrics-gynecology/labor and delivery	1,262	4,346	7.7%	3,571	7.9%	
Pediatrics	974	3,377	6.0%	2,797	6.2%	
Psych/mental health	609	1,889	3.4%	1,410	3.1%	
Substance abuse	61	193	0.3%	149	0.3%	
Surgery	1,911	6,364	11.3%	5,354	11.8%	
Other	3,700	11,824	21.1%	9,797	21.6%	
No primary area of practice	660	2,045	3.6%	679	1.5%	
Missing data‡	1,432	4,743	7.8%	1,004	2.2%	

* "In Washington" was determined from the ZIP code of the license mailing address.

† If respondent selected more than one area of practice, responses were weighted to equal 1 (e.g., if two responses were selected, each was given a weight of 0.5).

‡ The percent calculations above do not include these missing data.

Table 7: Specialties/Areas of Practice of RNs Practicing in Washington by Age, Length of Practice, Education, and Gender

Specialty/Area of Practice	RNs Practicing in Washington*			
	Average Age	Average Number of Years Practicing as an RN	Percent BSN or Higher	Percent Male
Public health	49.3	21.9	73.1%	6.4%
Critical care	42.8	15.9	55.5%	13.1%
ER/emergency care	42.9	15.4	48.0%	16.1%
General/family health	50.4	22.6	43.7%	5.3%
Geriatrics	51.0	20.8	37.2%	6.3%
Hospice	52.6	23.3	48.7%	5.4%
Medical (e.g., oncology, gastroenterology)	44.2	15.5	47.6%	6.9%
Obstetrics-gynecology/labor and delivery	44.7	18.2	48.7%	2.5%
Pediatrics	44.3	17.7	63.8%	2.3%
Psych/mental health	52.0	22.3	52.9%	13.4%
Substance abuse	52.2	20.9	36.8%	8.2%
Surgery	47.3	20.0	41.2%	7.7%
Other	50.6	23.7	55.8%	6.9%
No primary area of practice	51.5	23.6	51.5%	7.2%

* "In Washington" was determined from the ZIP code of the license mailing address.

Table 8: Work Setting of RNs Practicing in Washington, Overall

Work Setting	RNs Practicing in Washington*		
	Unweighted n	Weighted n	Percent
Hospital inpatient	6,368	22,456	49.1%
Nursing home/extended care	748	2,444	5.3%
Public health	410	1,341	2.9%
Ambulatory care/outpatient clinic	2,537	8,432	18.4%
School health service	394	1,266	2.8%
Occupational health facility	82	265	0.6%
Visiting nurse/home health	571	1,849	4.0%
Hospice	228	721	1.6%
Insurance claims/benefits	213	672	1.5%
Education/research	481	1,513	3.3%
Other	1,488	4,771	10.4%
Missing data†	4,781	15,116	24.8%

* "In Washington" was determined from the ZIP code of the license mailing address.

† The percent calculations above do not include these missing data responses.

Table 9: Work Setting of RNs Practicing in Washington by WDA*

Work Setting	RNs Practicing in Washington†											
	WDA 1	WDA 2	WDA 3	WDA 4	WDA 5	WDA 6	WDA 7	WDA 8	WDA 9	WDA 10	WDA 11	WDA 12
Hospital inpatient	45.7%	51.7%	49.1%	48.4%	50.9%	51.7%	51.2%	44.2%	45.9%	44.3%	48.0%	50.7%
Nursing home/ extended care	7.6%	4.4%	6.6%	4.3%	3.6%	3.8%	4.8%	8.6%	8.8%	11.1%	4.6%	7.0%
Public health	3.3%	4.0%	3.3%	2.7%	2.7%	2.8%	1.9%	4.3%	4.9%	3.9%	2.9%	1.5%
Ambulatory care/ outpatient clinic	20.1%	12.5%	18.3%	19.0%	20.1%	16.6%	18.7%	24.4%	19.1%	14.5%	20.2%	15.2%
School health service	1.7%	4.3%	2.5%	3.1%	2.6%	3.0%	3.0%	1.8%	2.9%	3.7%	3.4%	2.7%
Occupational health facility	0.5%	0.4%	0.6%	0.5%	0.6%	1.0%	0.4%	0.4%	0.5%	0.2%	2.4%	0.3%
Visiting nurse/home health	4.8%	5.5%	3.9%	4.7%	3.0%	4.7%	3.3%	4.1%	3.8%	4.7%	2.3%	5.0%
Hospice	2.4%	1.8%	1.9%	1.6%	1.1%	1.5%	1.9%	0.6%	1.7%	1.5%	3.2%	1.4%
Insurance claims/ benefits	0.7%	1.7%	1.3%	2.7%	1.6%	0.9%	0.7%	0.2%	0.6%	1.2%	1.3%	1.8%
Education/research	2.9%	2.9%	2.3%	2.8%	3.9%	3.4%	3.8%	2.5%	2.2%	2.9%	2.3%	3.9%
Other	10.2%	10.8%	10.1%	10.2%	10.0%	10.5%	10.3%	8.8%	9.5%	12.0%	9.4%	10.4%

* Counties by Workforce Development Area (WDA)—WDA 1: Clallam, Jefferson, Kitsap; WDA 2: Grays Harbor, Lewis, Mason, Pacific, Thurston; WDA 3: Island, Skagit, San Juan, Whatcom; WDA 4: Snohomish; WDA 5: King; WDA 6: Pierce; WDA 7: Clark, Cowlitz, Wahkiakum; WDA 8: Adams, Chelan, Douglas, Grant, Okanogan; WDA 9: Kittitas, Klickitat, Yakima, Skamania; WDA 10: Asotin, Columbia, Ferry, Garfield, Lincoln, Pend Oreille, Stevens, Walla Walla, Whitman; WDA 11: Benton, Franklin; WDA 12: Spokane.

† "In Washington" was determined from the ZIP code of the license mailing address.

Table 10: Work Setting of RNs in Washington by Age, Sex, Race/Ethnicity, Practice History, Full-Time Status, and Education

Work Setting	RNs Practicing in Washington*						
	Average Age	Average Number of Years Practicing as an RN	Percent BSN or Higher	Percent Male	Percent Working Full Time†	Percent Non-White and/or Hispanic	Percent Who Completed Initial RN Education Outside U.S.
Hospital inpatient	44.1	16.7	50.6%	9.1%	69.3%	13.3%	7.2%
Nursing home/extended care	50.3	19.8	32.8%	8.3%	79.0%	14.6%	9.7%
Public health	49.7	22.5	74.5%	5.5%	74.1%	12.4%	3.2%
Ambulatory care/outpatient clinic	48.5	21.4	46.5%	5.6%	64.1%	8.3%	4.4%
School health service	51.1	23.2	73.5%	1.8%	58.2%	7.0%	2.9%
Occupational health facility	51.5	24.2	58.8%	11.3%	76.1%	20.0%	7.6%
Visiting nurse/home health	50.4	22.2	50.9%	6.0%	65.1%	10.0%	2.6%
Hospice	52.4	22.7	42.6%	4.6%	65.0%	5.0%	2.5%
Insurance claims/benefits	51.7	25.5	54.7%	9.0%	85.8%	8.8%	4.3%
Education/research	52.0	25.8	81.5%	4.6%	72.0%	6.9%	3.7%
Other	51.6	23.6	51.2%	8.8%	65.9%	10.7%	4.7%

* "In Washington" was determined from the ZIP code of the license mailing address.

† ≥32 hours/week.

Table 11: Work Setting of RNs in Washington by Specialty/Area of Practice

Specialty/Area of Practice	RNs Practicing in Washington*				
	Hospital Inpatient	Nursing Home/ Extended Care	Public Health	Ambulatory Care/Outpatient Clinic	Other
Public health	1.1%	0.3%	58.9%	3.1%	36.6%
Critical care	94.3%	0.1%	0.1%	2.2%	3.3%
ER/emergency care	63.2%	0.3%	0.3%	13.8%	22.4%
General/family health	5.7%	0.9%	0.5%	74.7%	18.2%
Geriatrics	3.5%	72.0%	0.3%	2.9%	21.3%
Hospice	2.7%	2.0%	0.0%	0.3%	95.0%
Medical (e.g., oncology, gastroenterology)	63.1%	0.5%	0.0%	29.5%	6.9%
Obstetrics-gynecology/labor and delivery	80.6%	0.1%	0.4%	13.0%	5.9%
Pediatrics	50.9%	0.6%	0.2%	22.2%	26.1%
Psych/mental health	59.1%	5.0%	1.0%	8.6%	26.3%
Substance abuse	53.7%	5.1%	3.3%	11.7%	26.2%
Surgery	60.6%	0.0%	0.1%	31.0%	8.3%
Other	29.7%	1.5%	0.2%	16.9%	51.7%
No primary area of practice	42.1%	3.7%	0.9%	8.5%	44.8%

* "In Washington" was determined from the ZIP code of the license mailing address.

Table 12: Number of Locations RNs Practicing in Washington Provide Direct Patient Care

Provide Direct Patient Care	RNs Practicing in Washington*		
	Unweighted n	Weighted n	Percent
Overall	10,829	37,289	100.0%
In one location	8,436	29,104	80.3%
In two locations	1,122	3,843	10.6%
In more than two locations	973	3,299	9.1%
Missing data†	298	1,043	2.8%

* "In Washington" was determined from the ZIP code of the license mailing address.

† The percent calculations above do not include these missing data responses.

Table 13: Age of Practicing RNs in Washington by Full-/Part-Time Status

	RNs Practicing in Washington*	
	Full Time†	Part Time
Total‡ (n)	31,495	14,214
Mean age	46.5	48.6
Age <50 years (n = 23,966‡)	69.8%	30.2%
Age ≥50 years (n = 21,722‡)	67.9%	32.1%

* "In Washington" was determined from the ZIP code of the license mailing address.

† Full-time status was assigned if work hours totaled ≥32 hours/week and part time was <32 hours/week.

‡ Weighted number. Unweighted numbers were 9,260 for full time and 4,246 for part time.

Table 14: Average Weekly Hours in Professional Activities of Practicing RNs in Washington by Work Setting

Average Weekly Hours in Professional Activity	Practice Location of RNs in Washington*						All Other
	All Locations	Hospital Inpatient	Nursing Home/ Extended Care	Public Health	Ambulatory Care/Outpatient Clinic	Education/ Research	
Direct patient care (including patient education)	22.0	27.2	16.9	14.9	23.3	2.6	14.6
Administration of clinical practice	5.2	3.9	10.7	6.8	5.9	1.6	6.4
Teaching (nursing education)	2.2	1.2	2.3	2.1	1.4	21.4	1.8
Research	0.7	0.3	0.4	0.5	0.5	9.1	0.7
Other professional. RN activities	4.8	2.5	7.2	10.2	2.7	3.6	10.5
Total†	34.4	34.8	36.9	34.0	33.2	38.4	33.5

* "In Washington" was determined from the ZIP code of the license mailing address.

† Total hours do not equal the sum of professional activity component hours because total hours were reported independently.

Table 15: Initial and Highest Nursing Education of RNs in Washington

	RNs in Washington*	
	Overall	Practicing (in Washington)
Total† (n)	60,846	46,271
Initial <i>nursing</i> degree		
Diploma	16.3%	14.1%
Associate degree	43.1%	46.7%
Baccalaureate degree	39.7%	38.8%
Master's degree	0.8%	0.4%
Highest <i>nursing</i> degree		
Diploma	10.9%	9.3%
Associate degree	35.5%	39.3%
Baccalaureate degree	40.8%	43.2%
Master's degree	12.0%	7.6%
Doctorate	0.7%	0.6%
Missing data‡ (n†) %	(2,302) 3.8%	(1,562) 3.4%

* "In Washington" was determined from the ZIP code of the license mailing address.

† Weighted number.

‡ The percent calculations above do not include these missing data .

Table 16: Initial and Highest Nursing Education of RNs Practicing in Washington by WDA*

	RNs Practicing in Washington†											
	WDA 1	WDA 2	WDA 3	WDA 4	WDA 5	WDA 6	WDA 7	WDA 8	WDA 9	WDA 10	WDA 11	WDA 12
Initial nursing degree												
Diploma	13.4%	15.4%	18.4%	14.3%	13.0%	16.7%	10.2%	14.4%	11.3%	14.3%	11.9%	14.8%
Associate degree	53.0%	56.0%	50.9%	49.0%	35.4%	39.5%	60.3%	64.6%	57.2%	60.5%	63.9%	44.4%
Baccalaureate degree	33.1%	28.4%	30.4%	36.3%	50.8%	43.9%	29.1%	20.8%	31.5%	24.7%	24.3%	40.4%
Master's degree	0.6%	0.2%	0.2%	0.3%	0.7%	0%	0.4%	0.3%	0%	0.4%	0%	0.4%
Highest nursing degree												
Diploma	9.8%	9.0%	12.0%	9.2%	8.6%	10.4%	6.6%	10.5%	7.1%	9.1%	7.7%	10.8%
Associate degree	42.6%	48.1%	42.2%	41.6%	28.0%	31.8%	53.1%	59.8%	52.5%	51.7%	57.4%	38.9%
Baccalaureate degree	38.8%	34.3%	38.6%	42.9%	52.7%	48.0%	34.0%	26.4%	37.4%	31.9%	29.5%	43.2%
Master's degree	8.5%	8.3%	6.9%	6.0%	9.6%	9.4%	6.1%	3.2%	3.0%	6.6%	5.4%	6.5%
Doctorate	0.3%	0.2%	0.2%	0.3%	1.1%	0.5%	0.1%	0%	0%	0.7%	0%	0.6%

* Counties by Workforce Development Area (WDA)—WDA 1: Clallam, Jefferson, Kitsap; WDA 2: Grays Harbor, Lewis, Mason, Pacific, Thurston; WDA 3: Island, Skagit, San Juan, Whatcom; WDA 4: Snohomish; WDA 5: King; WDA 6: Pierce; WDA 7: Clark, Cowlitz, Wahkiakum; WDA 8: Adams, Chelan, Douglas, Grant, Okanogan; WDA 9: Kittitas, Klickitat, Yakima, Skamania; WDA 10: Asotin, Columbia, Ferry, Garfield, Lincoln, Pend Oreille, Stevens, Walla Walla, Whitman; WDA 11: Benton, Franklin; WDA 12: Spokane.

† "In Washington" was determined from the ZIP code of the license mailing address.

Table 17: Nursing Education Obtained from an Institution in Washington, Among RNs in Washington*

	Overall	Type of Program/Degree				
		Diploma	Associate Degree	Baccalaureate Degree	Master's Degree	Doctorate
Total number‡	60,846	11,836	26,809	31,319	7,589	490
Obtained nursing degree/completed program from an institution in Washington State	57.1%	34.7%	66.1%	51.5%	57.1%	46.5%
Missing data‡, nt (%)	1,024 (8.7%)	1,586 (5.9%)	1,400 (4.5%)	466 (4.5%)	466 (6.1%)	73 (14.9%)

* "In Washington" was determined from the ZIP code of the license mailing address.

† Weighted number.

‡ The percent calculations above do not include these missing data.

Table 18: Initial Nursing Education of RNs in Washington by Age Group

Age Categories	RNs in Washington*					
	Weighted n	Initial Nursing Degree/Program Completed				RNs Who Obtained Initial Nursing Degree/Completed Initial Program in Washington
		Diploma	Associate Degree	Baccalaureate Degree	Master's Degree	
<25	802	2.1%	29.7%	68.2%	0%	74.7%
25-29	3,398	3.1%	42.8%	52.9%	1.2%	71.0%
30-34	4,463	4.5%	42.3%	51.8%	1.4%	60.9%
35-39	5,562	7.1%	45.1%	46.8%	0.9%	54.1%
40-44	6,341	7.3%	50.7%	41.0%	1.1%	55.5%
45-49	8,436	8.7%	48.8%	41.9%	0.6%	53.8%
50-54	11,592	12.6%	47.6%	39.0%	0.8%	50.6%
55-59	9,542	19.7%	43.9%	35.8%	0.6%	45.7%
60-64	5,824	37.3%	33.7%	28.2%	0.8%	37.8%
65 and over	4,849	52.2%	23.2%	23.8%	0.8%	35.1%

* "In Washington" was determined from the ZIP code of the license mailing address.

Table 19: Age at Completion of Initial Nursing Degree Among RNs in Washington

Year Obtained Initial Nursing Degree	Mean Age at Completion of Initial Nursing Degree, Among RNs in Washington*
2005-2007	32.3
2000-2004	29.8
1995-1999	30.4
1990-1994	30.4
1985-1989	28.2
1980-1984	26.4
Before 1980	23.2

* "In Washington" was determined from the ZIP code of the license mailing address.

Table 20: Initial and Highest Nursing Education for RNs in Washington by Age, Length of Practice, and Sex: Overall and for RNs Practicing In-State

	RNs in Washington*					
	Overall		Practicing (in Washington)			
	Average Age	Average Number of Years Practicing as an RN	Percent Male	Average Age	Average Number of Years Practicing as an RN	Percent Male
Initial nursing degree/program completed						
Diploma	57.5	30.1	3.9%	54.9	29.9	4.5%
Associate degree	47.7	17.0	9.0%	46.6	16.8	9.2%
Baccalaureate degree	46.3	18.9	6.8%	45.0	19.1	7.1%
Highest nursing degree/program completed						
Diploma	58.6	31.1	3.2%	55.9	31.2	3.6%
Associate degree	47.5	16.2	8.9%	46.3	16.0	9.3%
Baccalaureate degree	46.4	19.0	7.0%	45.2	19.0	7.5%
Master's degree	50.7	23.3	7.3%	51.1	26.3	6.3%
Doctorate	53.8	28.7	2.8%	53.8	30.7	3.6%

* "In Washington" was determined from the ZIP code of the license mailing address.

Table 21: Characteristics of RNs in Washington Who Obtained their Initial Education to Become an RN Outside of the United States

	RNs in Washington*
Total Washington RNs with initial nursing education from outside the U.S.† (n)	3,314
Practicing in Washington	85.7%
Mean age (years)	47.8
Male	7.1%
Race and ethnicity	
White non-Hispanic	57.3%
Black/African-American only	1.7%
American Indian/Alaska Native only	0%
Asian only	36.4%
Native Hawaiian/Pacific Islander only	1.4%
Other	2.6%
Multiple races	0.7%
Ethnicity: Hispanic	2.0%
Initial nursing degree/program completed	
Diploma	43.2%
Associate degree	13.4%
Baccalaureate degree	42.4%
Master's degree	0.9%
Highest nursing degree/program completed	
Diploma	30.8%
Associate degree	11.6%
Baccalaureate degree	49.1%
Master's degree	7.4%
Doctorate	1.2%
Average number of years practicing as an RN	21.4
Average number of years practiced in Washington	12.2
Provide direct patient care	86.1%
Employed in hospital inpatient setting	60.1%

* "In Washington" was determined from the ZIP code of the license mailing address.
† Weighted number (965 unweighted).

Table 22: Characteristics of Washington RNs Who Practice Only as an Advanced Registered Nurse Practitioner

	ARNPs in Washington*
Total residing in Washington†	3,467
Mean age (years)	49.0
Male	10.4%
Average number of years practicing as an RN	20.7
Average number of years practiced as an RN in Washington	14.1
Hold Master's degree in nursing	82.0%
Hold PhD in nursing	3.1 %
Received graduate degree in Washington	58.5%
Year received graduate degree in nursing	
2005-2007	11.2%
2000-2004	24.5%
1995-1999	25.5%
1990-1994	14.1%
1985-1989	9.1%
1980-1984	8.4%
Before 1980	7.1%
Non-white and/or Hispanic	8.3%
Distribution by WDA‡	
WDA 1	6.4%
WDA 2	7.8%
WDA 3	5.0%
WDA 4	7.7%
WDA 5	34.6%
WDA 6	10.0%
WDA 7	5.2%
WDA 8	2.9%
WDA 9	3.9%
WDA 10	3.4%
WDA 11	3.0%
WDA 12	10.1%

* "In Washington" was determined from the ZIP code of the license mailing address.

† Weighted number (1,046 unweighted).

‡ Counties by Workforce Development Area (WDA)—WDA 1: Clallam, Jefferson, Kitsap; WDA 2: Grays Harbor, Lewis, Mason, Pacific, Thurston; WDA 3: Island, Skagit, San Juan, Whatcom; WDA 4: Snohomish; WDA 5: King; WDA 6: Pierce; WDA 7: Clark, Cowlitz, Wahkiakum; WDA 8: Adams, Chelan, Douglas, Grant, Okanogan; WDA 9: Kittitas, Klickitat, Yakima, Skamania; WDA 10: Asotin, Columbia, Ferry, Garfield, Lincoln, Pend Oreille, Stevens, Walla Walla, Whitman; WDA 11: Benton, Franklin; WDA 12: Spokane.

APPENDIX A: WASHINGTON STATE RN SURVEY QUESTIONNAIRE

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Survey of Washington State Licensed Health Care Providers: License type: REGISTERED NURSES

Please answer all questions as instructed. If you hold more than one type of license to practice, please complete the questionnaire as it applies to the license type listed above. PLEASE DO NOT DOUBLE COUNT YOUR ACTIVITIES across license types.

Q1. Do you currently hold an Advanced Registered Nurse Practitioner (ARNP) license AND are working as an ARNP and not as a registered nurse (RN)?

- Yes, working only as an ARNP ==> Skip to Q11
- No ==> Continue with Q2

Specialty

Q2. Select ONE category below that best describes your primary area of practice. (If you are not clinically active, please select the type of work with which you are most associated.)

- | | | |
|---|--|---|
| <input type="radio"/> Public health | <input type="radio"/> Hospice | <input type="radio"/> Substance abuse |
| <input type="radio"/> Critical care | <input type="radio"/> Medical (eg. oncology, gastroenterology) | <input type="radio"/> Surgery |
| <input type="radio"/> ER/Emergency care | <input type="radio"/> OB/Gynecology/Labor & delivery | <input type="radio"/> Other |
| <input type="radio"/> General/Family health | <input type="radio"/> Pediatrics | <input type="radio"/> No primary area of practice |
| <input type="radio"/> Geriatrics | <input type="radio"/> Psych/Mental Health | |

Q3. Considering the direct patient care you provide, which of the following best describes your main practice activities? (Check only ONE.)

- Primary/Generalist care (e.g. primary care ambulatory clinic or staff nurse on hospital floor)
- Specialized care (e.g. cardiac intensive care)
- Not applicable - I do not provide direct patient care

Practice Activities

Q4. Are you currently practicing (employed or volunteer) as a registered nurse in Washington State?

- Yes
- No ==> Skip to Q11

Q5. During a typical week, approximately how many hours do you spend in the following professional RN activities? (Do not include on-call time.)

- Direct patient care (including patient education)
- Administration of clinical practice
- Teaching (Nursing education)
- Research
- Other professional RN activities

TOTAL hours (add above items -- This should represent your typical weekly hours of work.)

Q6. In the past 12 months, how many weeks did you work? (For example, if you work all year and take two weeks vacation, you would work 50 weeks.)

Weeks

Q7. Do you provide direct patient care?

- Yes
- No ==> Skip to Q10

Please turn the page over and answer the questions on the other side.

MARKING INSTRUCTIONS	
<ul style="list-style-type: none"> Use a No. 2 pencil or a blue or black ink pen only. Do not use pens with ink that soaks through the paper. Make solid marks that fill the response completely. Make no stray marks on this form. 	
CORRECT: ●	INCORRECT: ☒ ☓ ○

Q8. What are the ZIP codes of your work location(s) where you provide direct patient care?

Principal work location ZIP code

Secondary work location ZIP code (if applicable)

Q9. Do you provide direct patient care in more than two locations?

- Yes
No

Facility Type

Q10. Which ONE of the following best describes the work setting of your principal position?

- Hospital inpatient, School health service, Insurance Claims/Benefits, Nursing home/Extended care/Long term care, Occupational health facility, Education/Research, Public health, Visiting nurse/Home health, Other, Ambulatory care/Outpatient clinic, Hospice

Practice History

Q11. How many total years have you practiced as a registered nurse? (Include both time in Washington and elsewhere.)

Total years of practice (including in Washington) (Use 0 if none.)

Q12. How many total years have you practiced as a registered nurse in Washington?

Total years of practice in Washington (Use 0 if none)

Education

Q13. Which of the following programs have you completed? (Mark all that apply.)

Table with 4 columns: Type of Degree/Program, Q13a. Did you complete this program / obtain this degree?, Q13b. If yes, in what year did you complete the program?, Q13c. If yes, did you complete this program at an institution in Washington state? Rows include Diploma, Associate, Bachelor's, Master's, and Doctorate degrees in nursing.

Q14. Did you complete your initial education to become a registered nurse outside of the United States?

- Yes, outside the U.S.
No

Ethnicity and Race

Q15. Are you of Spanish / Hispanic / Latino origin?

- Yes
No

Q16. The Spanish/Hispanic/Latino question is about ethnicity, not race.

Please continue to answer the following question by marking one or more boxes to indicate what you consider your race(s) to be.

- White, Asian, Black or African American, Native Hawaiian/Pacific Islander, American Indian or Alaska native, Other

Thank you for participating in this important survey! Please return your questionnaire in the envelope provided, or to SESRC, Washington State University, PO Box 641801, Pullman, WA 99164-1801

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APPENDIX B: ASSESSMENT OF POSSIBLE RESPONSE BIAS

Table B-1: Response Rates for Washington RNs by Workforce Development Area (WDA) 30

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Table B-3: Age and Sex Characteristics of All Licensed RNs in Washington Compared
with Survey Respondents 31

Table B-4: Geographic Distribution of All Licensed RNs in Washington Compared
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Table B-1: Response Rates for Washington RNs by Workforce Development Area (WDA)

	Response Rates Overall	Response Rates for Random Sample of 33% of Licensed RNs
Total number	72,472	24,154
Overall responses (n)	21,201	13,501
Overall responses (%)	29.3%	55.9%
Responses (% of WDA) by WDA*		
1	31.9%	58.4%
2	30.2%	57.5%
3	32.0%	62.8%
4	29.7%	55.1%
5	29.9%	56.2%
6	29.1%	55.1%
7	28.9%	55.6%
8	30.1%	59.0%
9	30.2%	58.4%
10	29.5%	57.7%
11	30.7%	58.2%
12	30.2%	59.2%

* Counties by Workforce Development Area (WDA)—WDA 1: Clallam, Jefferson, Kitsap; WDA 2: Grays Harbor, Lewis, Mason, Pacific, Thurston; WDA 3: Island, Skagit, San Juan, Whatcom; WDA 4: Snohomish; WDA 5: King; WDA 6: Pierce; WDA 7: Clark, Cowlitz, Wahkiakum; WDA 8: Adams, Chelan, Douglas, Grant, Okanogan; WDA 9: Kittitas, Klickitat, Yakima, Skamania; WDA 10: Asotin, Columbia, Ferry, Garfield, Lincoln, Pend Oreille, Stevens, Walla Walla, Whitman; WDA 11: Benton, Franklin; WDA 12: Spokane.

Table B-2: Response Rates for Washington RNs by Age Group

	Response Rates Overall	Response Rates for Random Sample of 33% of Licensed RNs
Total number	72,472	24,154
Overall responses (n)	21,201	13,501
Overall responses (%)	29.3%	55.9%
Responses (% of age group) by age categories		
<25	23.5%	43.4%
25-29	21.2%	41.3%
30-34	22.9%	44.8%
35-39	21.9%	43.8%
40-44	24.8%	47.7%
45-49	29.0%	55.4%
50-54	31.9%	60.4%
55-59	33.4%	62.4%
60-64	35.4%	66.1%
65-69	37.9%	72.1%
70-74	33.9%	72.4%
≥75	27.9%	64.1%

Table B-3: Age and Sex Characteristics of All Licensed RNs in Washington Compared with Survey Respondents

	Total Licensed Population	Survey Respondents	
		From 33% Random Sample	From RNs NOT in Random Sample
Total number	72,472	13,501	7,691
Age			
Mean	48.6	50.4	50.7
Median	50	52	52
Age categories (% of category)			
<25	1.3%	1.0%	1.1%
25-29	5.8%	4.3%	4.1%
30-34	7.5%	6.2%	5.3%
35-39	9.3%	7.3%	6.3%
40-44	10.5%	9.0%	8.6%
45-49	14.0%	13.7%	13.9%
50-54	19.0%	20.5%	21.1%
55-59	15.8%	17.5%	19.0%
60-64	9.4%	10.9%	12.3%
65 and over	7.5%	9.5%	8.3%
Sex			
Male (%)	8.7%	7.5%	7.8%

Table B-4: Geographic Distribution of All Licensed RNs in Washington Compared with Survey Respondents

	Total Licensed Population	Survey Respondents	
		From 33% Random Sample	From RNs NOT in Random Sample
Total number	72,472	13,501	7,691
Geography			
Out of state (%)	16.0%	14.3%	12.6%
In-state, overall (%)	84.0%	85.7%	87.4%
WDA* (%)			
1	6.2%	6.4%	6.9%
2	6.8%	6.5%	7.3%
3	6.2%	6.6%	6.7%
4	10.3%	10.1%	10.2%
5	30.3%	30.3%	30.0%
6	9.8%	9.6%	9.3%
7	7.3%	7.0%	7.1%
8	3.5%	3.6%	3.2%
9	3.9%	3.9%	3.9%
10	3.7%	3.5%	3.7%
11	2.6%	2.7%	2.6%
12	9.5%	9.9%	8.9%

* Counties by Workforce Development Area (WDA)—WDA 1: Clallam, Jefferson, Kitsap; WDA 2: Grays Harbor, Lewis, Mason, Pacific, Thurston; WDA 3: Island, Skagit, San Juan, Whatcom; WDA 4: Snohomish; WDA 5: King; WDA 6: Pierce; WDA 7: Clark, Cowlitz, Wahkiakum; WDA 8: Adams, Chelan, Douglas, Grant, Okanogan; WDA 9: Kittitas, Klickitat, Yakima, Skamania; WDA 10: Asotin, Columbia, Ferry, Garfield, Lincoln, Pend Oreille, Stevens, Walla Walla, Whitman; WDA 11: Benton, Franklin; WDA 12: Spokane.

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