

Washington State's 2019 Registered Nurse Workforce

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KEY FINDINGS

Information about the demographic, education, and practice characteristics of the registered nurse (RN) workforce is needed to support health workforce planning in the state. In 2018, Washington's Nursing Care Quality Assurance Commission required that all nurses licensed in the state provide workforce data through the Nursys e-Notify survey conducted by the National Council of State Boards of Nursing. This report, funded by the Washington Center for Nursing, presents findings from the University of Washington Center for Health Workforce Studies' analyses of data from registered nurses (RNs) who had completed the survey as of May, 2019. These survey data greatly enhance and complement existing nurse workforce supply information from sources such as the state's health professional licensing files and the occasional sample surveys that have focused on aspects the state's RN workforce. Findings from the Nursys e-Notify survey, when linked with state RN license records, provide more precise and timely information about the characteristics, distribution, qualifications and practice settings of Washington's RN workforce. Highlights of findings include:

- Of the 90,975 RNs with an active Washington license, (excluding those with an active ARNP license) 91.5% were employed as a nurse, 4.3% were unemployed and the rest were retired, volunteering or employed in another field. Of the total, 69.0% were practicing as a nurse in Washington.
- The average age of Washington's practicing RNs was 45.8 years, and a higher percentage were younger than age 40 in 2019 compared with 2007. In 2019 12.0% of the RNs were male compared with 7.7% in 2007.
- While the racial and ethnic diversity of RNs practicing in Washington still does not mirror the state's overall population demographics, the percentage who identified in 2019 as Hispanic/Latino (4.4%) and White alone (81.4%) have grown closer to state population levels compared with findings from a 2007 RN survey (2.2% Hispanic/Latino and 89.8% White alone).
- More than half (56.5%) of Washington's RNs reported working in hospitals, 11.9% in ambulatory care, 9.6% in long-term care, and 5.5% in community health. Long-term care settings had the highest percentage of RNs age 55 or older.
- Statewide, 58.9% of practicing RNs held a baccalaureate degree in nursing (BSN) or higher in 2019. This varied by factors including geography, age and work setting: statewide, nearly three quarters of RNs under age 30 had a BSN or higher degree, and approximately 70% of practicing RNs in King county had a BSN or higher compared with 35.0% in the North Central region. RNs working in long-term care were less likely to have a BSN than other work settings.
- Lower percentages of RNs worked full-time in home care settings (69.8% working full-time) compared with nursing homes/extended care (83.3%) and hospital settings (76.3%).
- Washington's rural areas had fewer practicing RNs per 100,000 population (560) compared with urban areas (888). The average age of rural RNs was higher and lower percentages had a BSN compared with urban RNs.

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INTRODUCTION

Information about the demographic, education, and practice characteristics of the registered nurse (RN) workforce is needed to assess questions such as how many licensed RNs actively work in their field, in what specialties, what level of education they have attained, the race and ethnicity of the workforce, and other information relevant to health workforce planning. In Washington, prior studies of the state's RN workforce include "Data Snapshots" conducted since 1999 by the University of Washington Center for Health Workforce Studies (UW CHWS) using data from state license records.¹⁻⁸ Using the basic license data fields of mailing address, birthdate and sex, these Snapshots have provided useful records of changes in the state and regional distribution and demographic characteristics of the RN workforce. More in-depth studies of Washington's RN workforce have been conducted by the UW CHWS through surveys in 2007 and in 2018.^{9,10} These surveys, conducted in 2007 by the Washington Department of Health and in 2018 by UW CHWS, are expensive to conduct largely due to the need for multiple email, mail and telephone contacts with subjects to encourage participation.

In order to better monitor health workforce changes, some states have implemented processes by which health care professionals, including RNs, complete workforce surveys at licensing and/or with license renewal. When data submission is mandated, and if surveys are conducted online, data collection costs are greatly reduced compared with voluntary surveys, especially those conducted by mail or phone. In addition, data estimates should be more representative of the target RN population due to higher survey response rates. In 2018, Washington's Nursing Care Quality Assurance Commission (NCQAC) required that all nurses licensed in the state must provide workforce data through the Nursys e-Notify survey conducted by the National Council of State Boards of Nursing (NCSBN). With funding from the Washington Center for Nursing, the UW CHWS conducted analyses of these data following the first full year of data collection for RNs, as well as for licensed practical nurses (LPNs) and advanced registered nurse practitioners (ARNPs). The Washington Center for Nursing has engaged the UW CHWS since 2006 to analyze LPN, RN, and ARNP data available through license renewals. Until 2018, data collection through the licensure system was minimal and this report reflects a more extensive data collection and data analysis effort. This report describes the results of these analyses for Washington's RNs.

METHODS

Beginning in January, 2018, nurses (LPNs, RNs and ARNPs) in Washington State were informed of a requirement to complete an online survey with questions about their demographics, work characteristics, and education history when they renewed their nursing license or applied for a new license. Most of this information was collected through NCSBN's Nursys e-Notify questionnaire, based on the Minimum Nursing Dataset for Supply.¹¹ For three years prior to mandatory data submission, nurses were invited to voluntarily submit data through the Nursys e-Notify online survey. Nurses, including those who submitted data prior to January, 2018, are asked to update responses, as needed, when they renew their license. We also obtained from Nursys e-Notify a complete roster of LPNs, RNs and ARNPs licensed in Washington State, which was regularly updated by the state licensing board (NCQAC).

Survey responses and a complete roster of nurses were downloaded from Nursys at the end of May, 2019. Nurses licensed as ARNPs had at least two records in the roster—their RN license and their ARNP license. Our analysis dataset retained only the record for the license requiring the most nursing education so that each person had only one record for their highest license type. As a

result, this report focuses on RNs who do not also hold an ARNP credential. ARNP survey findings are summarized in a separate companion report,²³ as are findings for licensed practical nurses (LPNs).²⁴

Next, we linked survey responses to the nursing roster by license number and restricted the analysis to RNs with an active license at the end of May, 2019. This allowed us to correctly calculate the survey response rate by excluding responses from RNs who completed the survey at some time in the past, but later had their license transition to inactive status.

QUESTIONNAIRE

The questions in the Nursys questionnaire were derived from the Nursing Supply Minimum Dataset developed by the National Forum of Nursing Workforce Centers.¹² Question categories include demographics (ethnicity, race), education (initial and highest nursing and non-nursing education), employment information (current status, hours, setting, position, specialty), license status, and country initially licensed as a nurse. The online Nursys questionnaire included skip logic that specified that demographics and education questions were asked of all nurses and employment questions were asked only of those who indicated they were employed as a nurse.

RESPONSE RATE AND SURVEY WEIGHTS

The state nursing board, NCOAC, sent multiple reminders to nurses who did not submit their required data at licensing or renewal. We found that 57,265 (62.9% of RNs with active licenses in May, 2019) had completed the Nursys survey at least once since 2015.

RNs who completed the Nursys survey were older, less likely to be male and more likely to live outside of Washington compared to all RNs with active Washington licenses in May, 2019. As a result, survey weights were calculated to make survey responses more representative of all licensed RNs in Washington. **Appendix A** details how the survey weights were constructed.

STUDY GROUP AND DATA ANALYSIS

All analyses are for RNs with an active Washington State license on May 31, 2019. Some of the figures and tables in the sections below summarize results only for RNs employed as a nurse. The majority summarize results for RNs employed as a nurse and practicing in Washington State.

Descriptive statistics were carried out using R statistical software.¹⁴ Weighted estimates and measures of uncertainty were calculated using the R “survey” package¹⁵ (see **Appendix A** for details). Percentages were calculated by excluding missing cases for each variable (complete case analysis) and the percent missing was reported separately for each variable. The one exception was the ethnicity variable. Survey respondents were asked to check a box if they identified as Hispanic/Latino. There was not a corresponding box for “Not Hispanic/Latino” or for “Choose not to answer.” Therefore it was not possible to assess the percentage missing for the ethnicity question.

GEOGRAPHIC ASSIGNMENT

Residence location was attributed to the county associated with the mailing ZIP code for the nurse’s Washington State nursing license. Work location was based on survey responses for actively employed RNs indicating the ZIP code of their primary employer. Using a data crosswalk of Washington ZIP Codes to counties, we assigned RNs to one of the state’s nine Accountable Communities of Health (ACH) healthcare planning regions.²⁵ Assignments were made for both the residence and practice location ZIP codes.

HUMAN SUBJECTS

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

FINDINGS

NURSES WITH WASHINGTON STATE RN LICENSES

Of the 90,975 RNs with active Washington RN licenses in May, 2019, an estimated 83,191 (91.5%) were employed in nursing and 62,393 (69.0%) practiced in Washington State. (Table 1 and Figure 1).

Table 1: Employment Status of RNs with Active Washington Licenses, May 2019

	Percent (95% Confidence Interval)	Number of RNs (95% Confidence Interval)
RNs with an active WA license	100%	90,975
Employed in nursing	91.5% (91.3 - 91.6 %)	83,191 (82,974 - 83,409)
Employed in a field other than nursing	1.0% (0.9 - 1.0%)	876 (831 - 921)
Unemployed	4.3% (4.2 - 4.4%)	3,893 (3,799 - 3,988)
Retired	1.5% (1.4 - 1.6%)	1,367 (1,312 - 1,422)
Working in nursing only as a volunteer	1.8% (1.7 - 1.9%)	1,637 (1,576 - 1,697)

Notes: 1) RNs could be employed in Washington or any other state. The number of active licenses is a complete count from state licensing records so confidence intervals do not apply. All other numbers in the table are weighted estimates, including 95% confidence intervals, based on survey responses. Percent calculations do not include missing data.

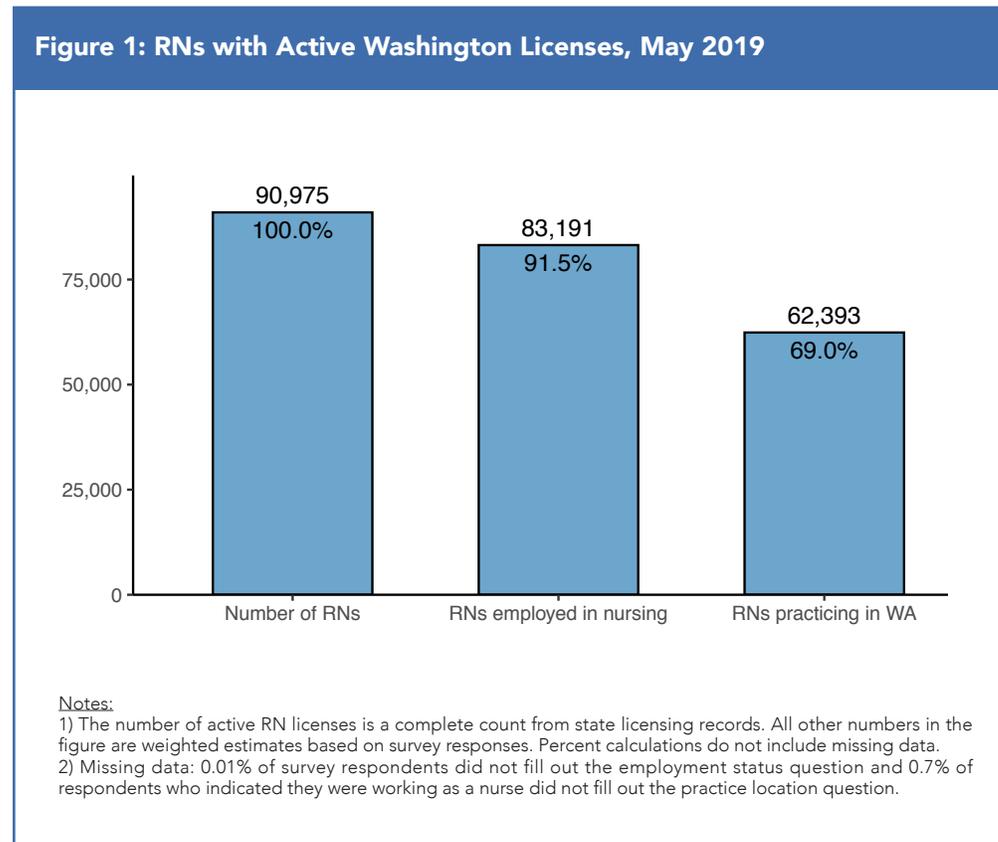
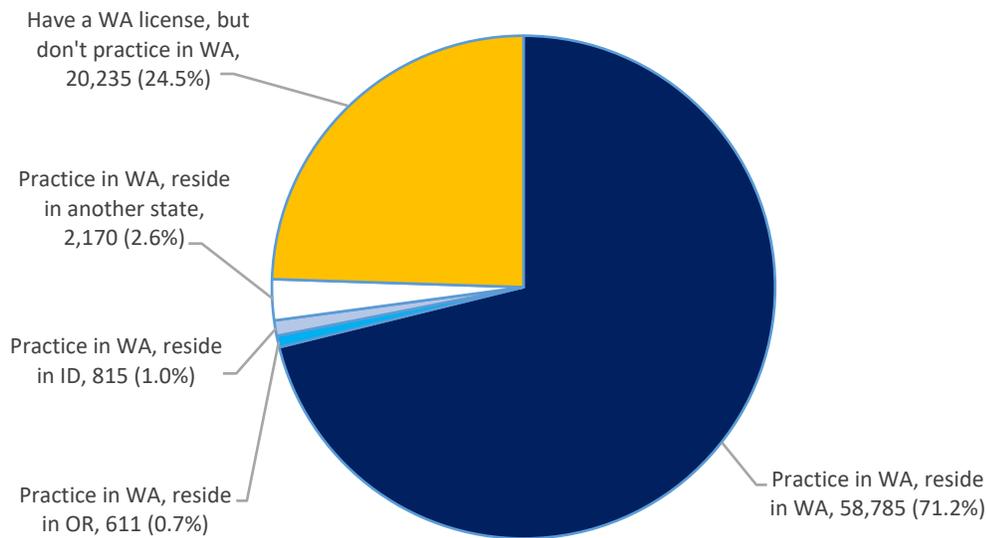


Figure 2 shows the practice and residence status of the approximately 83,191 Washington RNs who were employed as a nurse. An estimated 71.2% of RNs with a known practice address resided in Washington and worked in-state, 0.7% resided in Oregon and practiced in Washington, 1.0% resided in Idaho and practiced in Washington, and 2.6% practiced in Washington but resided in a state other than WA, OR or ID. (Figure 2 and Table B1).

The remainder of this report will focus on the approximately 62,393 nurses actively employed as RNs and practicing in Washington, unless otherwise specified.

Figure 2: Practice and residence location for RNs working as a nurse, May 2019



Notes: 1) Residence was attributed to the state associated with the mailing ZIP code for the RN's Washington State license. Practice location was based on survey responses for actively employed nurses indicating the ZIP code of their primary employer.
 2) Percent calculations and estimated number of RNs do not include missing practice location.
 3) Missing data: 0.01% of survey respondents did not fill out the employment status question. Among RNs employed as a nurse, 0.69% did not fill out practice location and 0.01% were missing residence location.

COMMUTING PATTERNS FOR RNS

We compared home address (based on the mailing ZIP Code provided by each RN during licensing) to work address (based on the practice location ZIP Code provide by survey respondents who indicated they were employed as a nurse) to understand where nurses lived compared to where they worked. We made comparisons at the county and ACH level.

Table B2 compares the ACH where an RN lived to the ACH where they worked. The percentages shown in the table represent the percentage of RNs who live in the Accountable Community of Health listed on the left and work in the ACH listed across the top. While most RNs live and work in the same region, there is some variation. For example, an estimated 95.4% of RNs who live in the counties comprising the Better Health Together region work in that same ACH. However, 65.4% of nurses living in North Sound also work there, with 32.9% commuting to HealthierHere to work.

The ACHs are relatively large and examining commuting patterns at this level may hide some patterns that are more apparent when looking at the same information at the county level. **Figure 3** shows that in some counties, less than 50% of the RNs who reside there also work there. These counties are Columbia (37.5%), Douglas (17.6%), Franklin (38.1%), Island (43.4%), Lincoln (47.9%), Mason (40.5%), Pend Oreille (35.3%), Skamania (22.2%) and Wahkiakum (14.3%). In these counties, a large percentage of RNs worked in a neighboring county (**Table 2**). For example, among all the RNs with a mailing address in Douglas county, 72.2% work in Chelan county.

Figure 3: Percentage of RNs from each county who work in that same county (May, 2019)

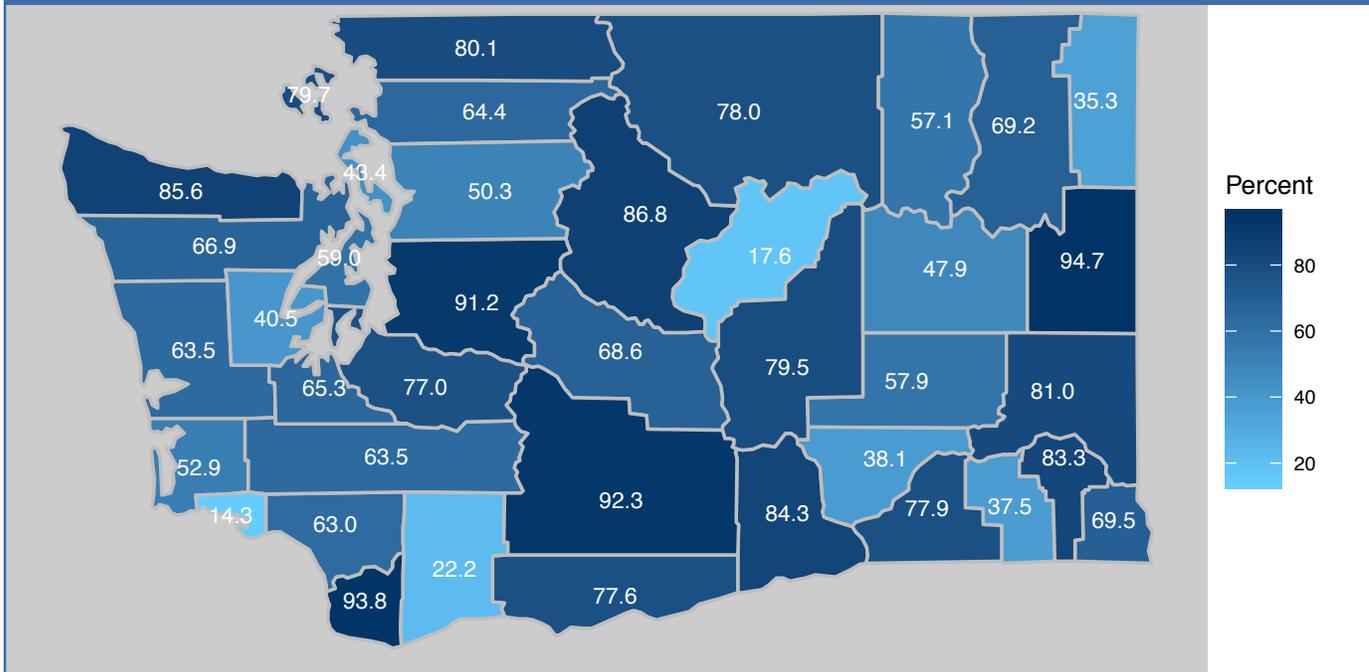


Table 2: Washington counties with the highest percentage of RNs who work in another county, 2019

County of Residence (a)	Work County (b)	For RNs Who Live in (a), Percent Working in (b)
Douglas 	Chelan 	72.2%
Pend Oreille 	Spokane 	58.8%
Wahkiakum 	Cowlitz 	57.1%
Franklin 	Benton 	55.5%
Columbia 	Walla Walla 	54.2%
Snohomish 	King 	46.1%
Lincoln 	Spokane 	37.5%

Notes for Figure 3 and Table 2: 1) Residence was attributed to the county associated with the mailing ZIP code for the RN's Washington State license. Practice location was based on survey responses for actively employed nurses indicating the ZIP code of their primary employer. Residence or practice counties outside of Washington were not included.

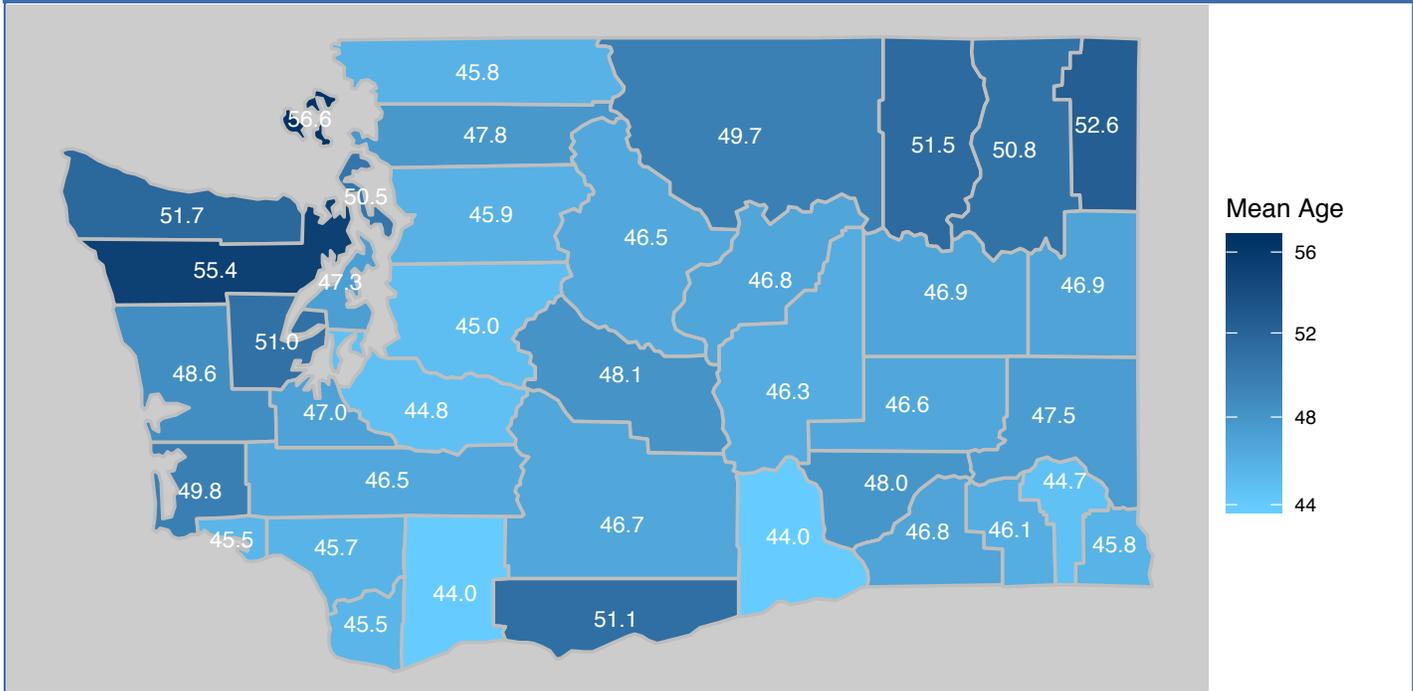
2) Percent calculations do not include missing data.

3) Missing data: 0.01% of survey respondents did not fill out the employment status question. Among RNs employed as a nurse, 0.69% did not fill out practice location and 0.01% were missing residence location.

RN DEMOGRAPHICS

Age: The estimated average age of Washington’s practicing RNs was 45.8 years and the percentage of practicing RNs in the state who were age 55 and older was 30.2% (Table B3). Some areas of the state had an RN workforce with an older average age. For example, the average age of RNs practicing in the Olympic Community of Health ACH (Clallam, Jefferson and Kitsap counties) was 49.2 years with 39.7% age 55 or older. The average age of RNs practicing in each county is shown in Figure 4.

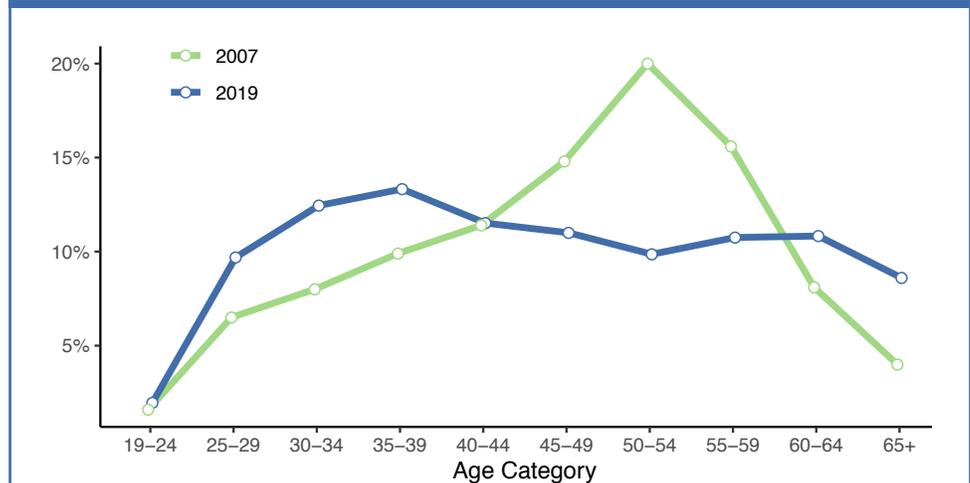
Figure 4: Average age of RNs practicing in each county, 2019



Notes: 1) Practice location was based on survey responses for actively employed nurses indicating the ZIP code of their primary employer. Practice counties outside of Washington were not included.
 2) Percent calculations do not include missing data.
 3) Missing data: 0.01% of survey respondents did not fill out the employment status question. Among RNs employed as a nurse, 0.69% did not fill out practice location.

Figure 5 shows that the age profile of RNs practicing in Washington has flattened out in 2019 compared to results from a survey of Washington RNs in 2007, when the average age for RNs was 47.2 years.¹⁰ In general, there was a higher percentage of RNs under age 40 in 2019 compared with 2007. However, similar percentages of RNs were age 55 or older in 2007 compared to 2019 (27.7% vs. 30.2%, respectively).

Figure 5: The percentage of RNs practicing in Washington in each age category in 2007 and 2019



Notes: 1) 2007 data from a sample survey of Washington’s RNs.¹⁰ Percent calculations do not include missing data.
 2) Missing data: 0.1% of RNs were missing age in 2007, no RNs practicing in WA were missing age in 2019.

Sex: Male RNs comprised 12.0% of RNs practicing in-state, higher than the 7.7% male found in 2007 (Table 2).¹⁰ This less than five percentage point increase means the number of male RNs in the state’s nursing workforce more than doubled from 2007 to 2019, from approximately 3,563 to an estimated 7,500.

Table 3: Sex of RNs practicing in Washington in 2007 and 2019

	Male		Female	
	Estimated Statewide Total	Percent	Estimated Statewide Total	Percent
2007	3,563	7.7%	42,708	92.3%
2019 [estimate (95% CI)]	7,500 (7,365 – 7,634)	12.0% (11.8 - 12.2%)	54,894 (54,636 – 55,152)	88.0% (87.8 - 88.2%)

Notes: 1) 2007 data from a sample survey of Washington’s RNs.¹⁰ 95% confidence intervals not available from 2007 estimates.
2) No survey respondents were missing data on sex in either year.

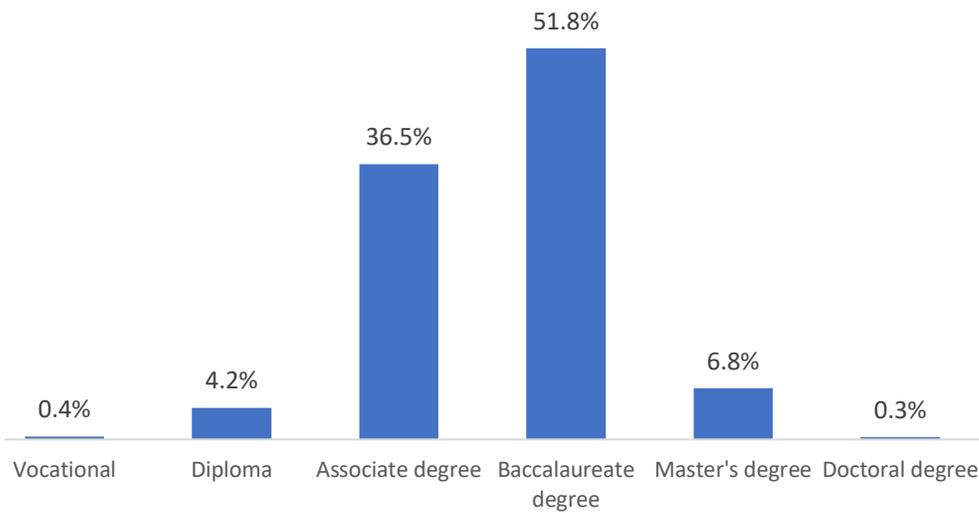
Race/Ethnicity: Table 4 compares the race and ethnicity characteristics of the practicing RN workforce in May, 2019 with the estimated Washington State overall population in April, 2018.¹⁸ Based on survey responses, a lower percentage of nurses employed as an RN and practicing in Washington identified as Hispanic/Latino and a higher percentage identified as White alone when compared with the overall state population. There was a higher percentage of Hispanic and a lower percentage of White nurses in 2019, compared to the 2007 RN survey findings, however, when 2.2% were Hispanic and 89.8% were White alone as a percentage of the total number practicing in Washington.¹⁰ The 2019 age distribution, sex, race and ethnicity of the RNs in Washington overall and by ACH are shown in Table B3.

Table 4: Hispanic and racial composition of Washington’s practicing RNs (2019) compared with the 2018 Washington State overall population

Hispanic and race identification, among responding RNs	RNs practicing in WA, 2019 N = 62,393		Washington population, 2018 N = 7,427,570
	Estimated Statewide Total (95% CI)	Percent (95% CI)	Percent
Hispanic/Latino	2,773 (2,691 – 2,855)	4.4% (4.3 - 4.6%)	13.0%
Race:			
American Indian or Alaska Native alone	327 (299 - 356)	0.5% (0.5 - 0.6%)	1.8%
Asian alone	6,264 (6,142 – 6,385)	10.2% (10.0 - 10.4%)	8.7%
Black/African American alone	1,411 (1,352 – 1,470)	2.3% (2.2 - 2.4%)	4.1%
Native Hawaiian or Other Pacific Islander alone	267 (242 - 293)	0.4% (0.4 - 0.5%)	0.8%
White alone	50,199 (49,942 – 50,457)	81.4% (81.2 - 81.7%)	79.5%
Other race alone	1,248 (1,193 – 1,303)	2.0% (1.9 - 2.1%)	NA
Two or more races	1,919 (1,850 – 1,987)	3.1% (3.0 - 3.2%)	5.1%

Notes: 1) 95% CI = 95% Confidence Interval.
2) Percent calculations for RNs do not include missing data.
3) Missing data for RNs: 1.2% for race identification. Survey respondents were asked to check a box if they identified as Hispanic/Latino. There was not a corresponding box for “Not Hispanic/Latino” or for “Choose not to answer.” Therefore, it was not possible to assess the percentage of missing responses for the ethnicity question.

Figure 6: Highest nursing degree for RNs practicing in Washington, 2019



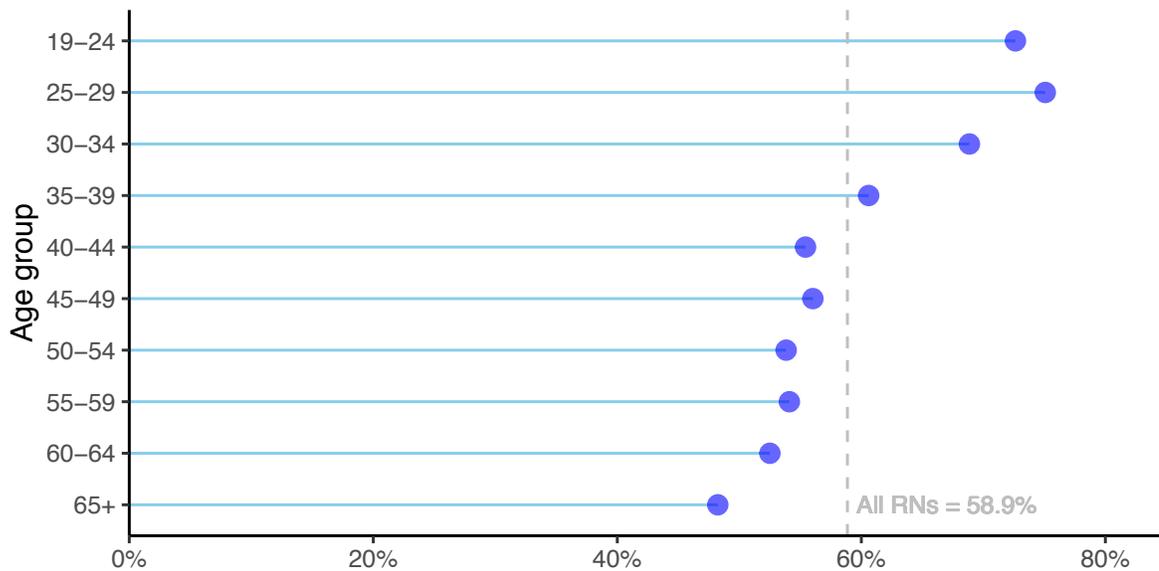
Notes: 1) RN data does not include RNs with ARNP credential. Degree refers to the highest degree obtained in a nursing education program. It is possible that RNs could have a degree at a higher level in another field, which would not be reflected in this figure. See Table B10 of the appendix for a comparison of the highest nursing degree and the highest degree of any type.
 2) Percent calculations do not include missing data.
 3) Missing data: 0.1% missing highest nursing degree.

EDUCATION

An estimated 58.9% of RNs practicing in Washington had a baccalaureate in nursing (BSN) or higher in 2019. This is an increase from the 51.4% estimated to have a BSN or higher in 2007 (**Figure 6**).¹⁰

There were some differences in educational attainment by practice location in 2019. For example, an estimated 35.0% of RNs practicing in North Central ACH (Chelan, Douglas, Grant and Okanogan counties) had a BSN or higher compared with 70.5% in HealthierHere ACH (King County) – see **Table B3**.

Figure 7: Percent of RNs practicing in Washington with a BSN or higher by age group, 2019



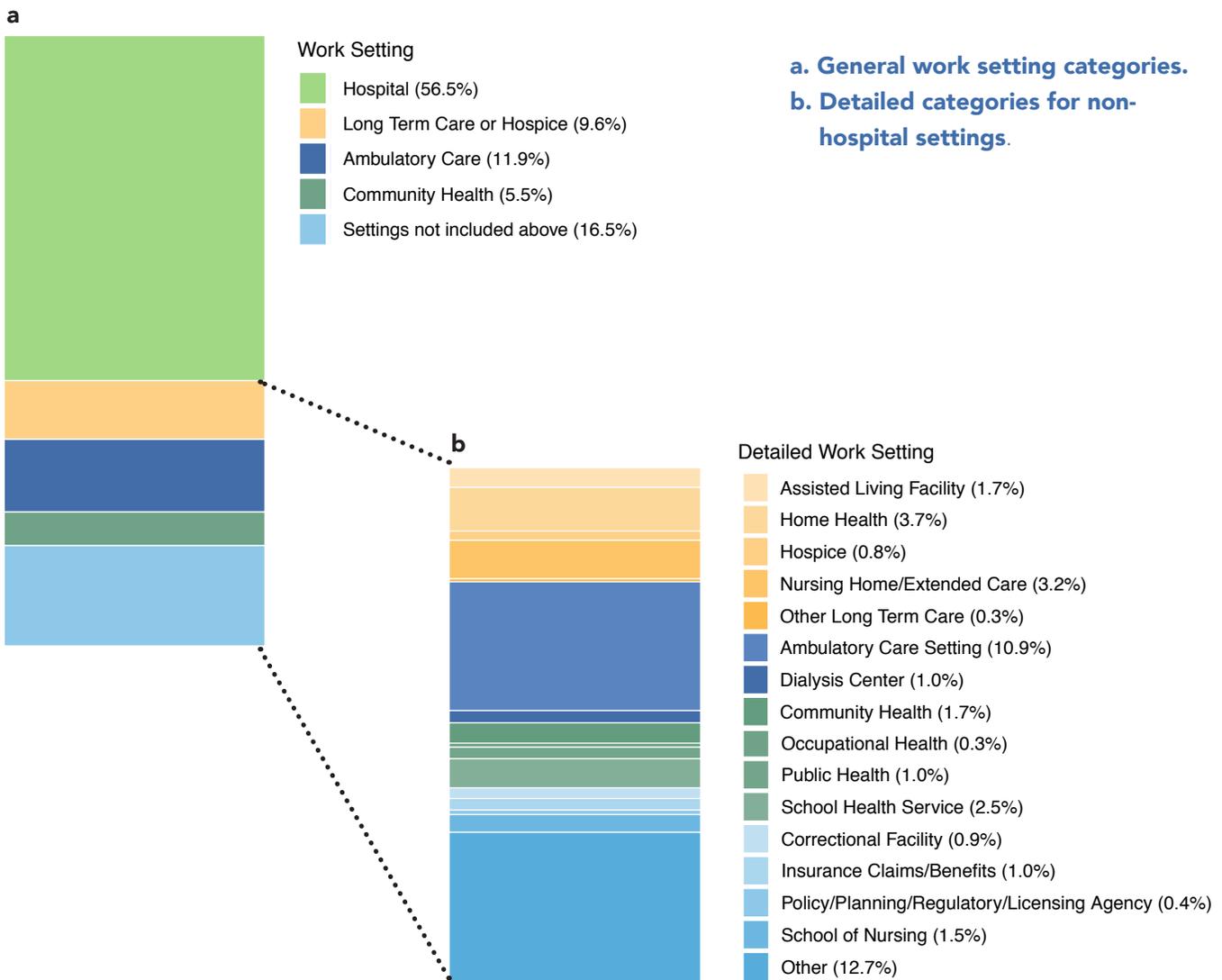
Notes: 1) RN data does not include RNs with ARNP credential.
 2) Percent calculations do not include missing data.
 3) Missing data: 0.1% missing highest nursing degree.

RNs under the age of 35 and practicing in Washington were more likely to have a BSN or higher compared to older nurses in 2019 (**Figure 7** and **Table B8**). **Table B12** shows that a higher percentage of female RNs had a BSN or higher compared to males (59.5% for females, 54.0% for males).

WORK SETTING

Work setting for RNs practicing in Washington in 2019 is shown in **Figure 8** (see **Table B5** for 95% confidence intervals). Overall, an estimated 56.5% reported working in a hospital, 9.6% worked in long-term care or hospice, 11.9% in ambulatory care and 5.5% in community health. There were several response types that were grouped into the “Settings not included above” category, in addition to the approximately 13% of nurses who selected “other” as their work setting response. There was no write-in option for RNs who selected “other” so there was no way to attempt to place them in a more appropriate category. It is possible that the estimates presented below for work setting would change if the “other” responses could be reclassified.

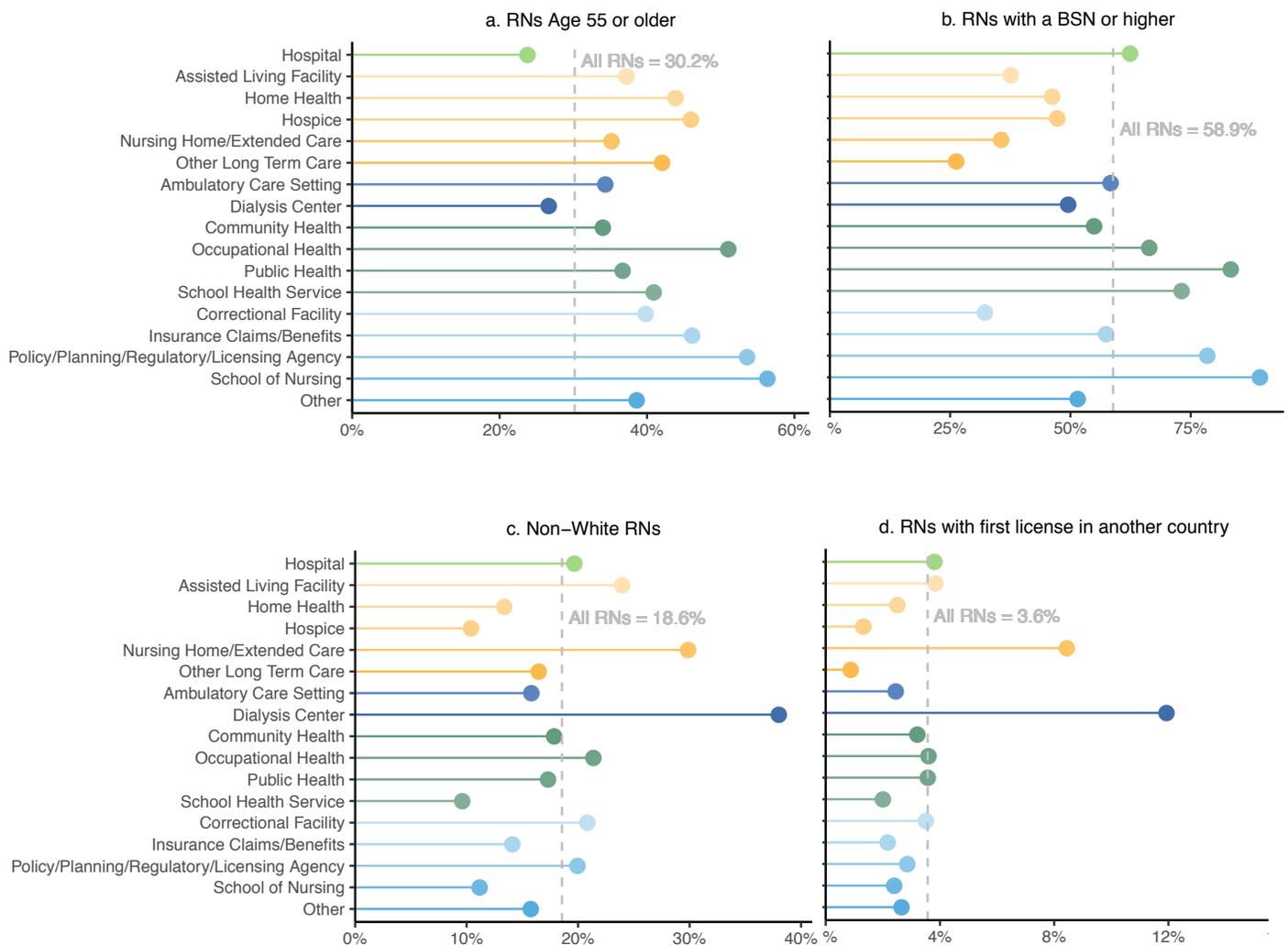
Figure 8: Work Setting of RNs Practicing in Washington, 2019



Notes: 1) Percent calculations do not include missing data.
2) Missing data: 0.2% missing work setting

Selected demographic, education and first license information for RNs practicing in Washington in 2019 by work setting category is shown in **Figure 9**, with statewide averages shown as dashed vertical lines in each graph. **Figure 9a** shows that hospitals were the work setting with the lowest percentage of nurses age 55 or older, followed by dialysis centers. **Figure 9b** shows that all of the categories within the long-term care or hospice grouping had a lower percentage of nurses with a BSN or higher when compared with the statewide average and work settings other than correctional facilities. **Figures 9c** and **9d** show that nursing home/extended care and dialysis centers were the work settings with the highest percentage of non-White RNs and the highest percentage of RNs with a first nursing license in another country. See **Table B5** for more demographic information by work setting, including 95% confidence intervals for each estimate. **Table B6** shows the percentage of RNs who reported working in each setting by ACH, which may be influenced by where certain institutions, especially large hospitals and correctional facilities, are located.

Figure 9: Selected demographics, education and first license characteristics for RNs practicing in Washington in 2019, by work setting



Notes: 1) The maximum value on the x-axis of each graph differs, so the length of the lines in one graph should not be compared to the length of the lines in another graph.
 2) Non-White defined as all races other than White alone (including two or more races) and does not include Hispanic ethnicity.
 3) Missing data: Among survey respondents who indicated they were employed as an RN: Work setting: 0.2% statewide.
 Race: 1.2% statewide, range by work setting 0.3% (Hospice) – 4.7% (Other Long Term Care).
 Highest nursing degree: 0.1% statewide, range by work setting 0.07% (Home Health) – 0.9% (Other Long Term Care).
 Country of first license: 0.5% statewide, range by work setting 0.1% (Ambulatory Care Setting) – 2.3% (Insurance Claims/Benefits).

SPECIALTIES/AREAS OF PRACTICE

The ten most frequently reported specialties/areas of practice for each work setting are shown in **Table B7**. Acute care/critical care, medical surgical, and emergency/trauma were selected by more than 17,000 RNs (52.3%) who reported working in hospital settings. Some specialties, such as geriatric/gerontology, appear within several work settings. The table also shows that a small number of specialties account for most of the RNs in many work settings. For example, approximately 70% of respondents who said they worked in long-term care or hospice listed their specialty as geriatric/gerontology or home health.

PROFESSIONAL HOURS

An estimated 75.7% of RNs practicing in Washington worked full-time in 2019 (**Table B3**). Full-time work was defined as working 32 hours or more per week, as calculated based on a survey question that asked how many hours per week the respondent worked on average. **Table B5** shows that there was some variation in the average number of hours worked per week by work setting. For example, lower percentages of RNs worked full-time in home care settings (69.8%) compared with nursing homes/extended care (83.3%) and hospital settings (76.3%). Fewer than 65% of RNs who worked in school health indicated they worked full-time, whereas approximately 95% of RNs working in insurance claims/benefits worked full-time. Additionally, **Table B9** shows that men accounted for 14.2% of RNs who worked full-time but only 12.0% of all RNs.

RNS FIRST LICENSED IN ANOTHER COUNTRY

Approximately 3.6% of RNs practicing in Washington were first licensed in a country other than the United States. Three ACHs, all in the western part of the state, had percentages higher than the statewide average: Elevate Health (4.2%), HealthierHere (5.1%) and North Sound (4.2%) (**Table B3**). **Table B14** shows that the average age of RNs with a first license in another country was higher and that a higher percentage had a BSN or higher compared to RNs who were first licensed in the U.S.

RNS WORKING IN RURAL ZIP CODES

We classified the ZIP Code in which RNs practiced as urban or rural using the Rural-Urban Commuting Areas (RUCA) geographic taxonomy codes¹⁶ and also estimated the number of RNs working in each ZIP Code per 100,000 population based on 2018 estimates of the population in each ZIP Code (see Methods section for a full description). We found that, statewide, there were an estimated 848 RNs practicing in Washington per 100,000 population. Not unexpectedly (largely because of fewer specialty health care facilities) there were fewer RNs per capita practicing in ZIP Codes classified as rural (560 per 100,000 population) compared with ZIP codes classified as urban (888 per 100,000 population). Rural eastern Washington had fewer working RNs per 100,000 population (513) than rural western Washington (599). Additionally, RNs working in rural areas had a higher mean age. **Table B16**.

STUDY LIMITATIONS

The accuracy of survey findings depends on how well respondents represent the overall population under study. Approximately 63% of RNs with an active Washington license responded to the Nursys survey at least once between early 2015 and May 2019. While this is a higher response rate than is achieved in many surveys, we determined that compared to non-respondents, the survey respondents were older, less likely to be male, and more likely to live outside Washington State. As a result, we weighted the responses to compensate for this potential bias.

We found that some of the responses for RNs were completed as far back as 2015. It is therefore possible that the survey responses saved in the Nursys data file may not reflect the current situation for an individual RN. However, 88.5% of RN responses were completed in 2018 or 2019 and 99.0% were completed in 2017 or more recently. The analyses presented in this report estimate the composition and characteristics of Washington's RN workforce on May 31, 2019, and while the information for some individual

nurses may have changed between the time of survey completion and the date the data were downloaded, these differences are unlikely to be sufficiently large to change the overall findings presented here.

For survey questions where the frequency of the characteristic is low in the RN population, such as 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. We calculated 95% confidence intervals for most estimates presented in this report to show the degree of uncertainty in each estimate. Additionally, we suppressed summaries for cell sizes less than 10 to show that these estimates may not be reliable and to protect disclosure (albeit highly unlikely) of the identity of RNs with those characteristics.

Some individual questions had high rates of missing data. For example, more than 80% of survey responses were missing specific responses for the question related to the nursing degree that qualified the RN for their initial licensure. Therefore, we were not able to analyze this question. The next-highest missing data rate was for the question related to specialty/area of practice (10.9% missing responses). We present estimates for this question, but it is possible that our estimates would change if the response rate were higher. All other questions had missing data rates of less than 2%, so we can be relatively confident in our estimates for these questions.

Differences between 2007 and 2019 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

The survey findings presented in this report greatly enhance the basic nurse workforce supply information that we have from sources such as the state's health professional licensing files¹⁻⁸ and the occasional sample surveys that have focused on the state's RN workforce.^{9,10} This reflects a concerted effort by the Washington Center for Nursing, the Washington State Department of Health, the Washington Nursing Care Quality Assurance Commission and other organizations to more accurately define the current demographic, education and professional practice characteristics of Washington's RN workforce by mandating completion of the Nursys survey on initial licensure and renewal. These data are of great benefit to planners and policy makers in the state by providing more precise and timely information about the distribution, qualifications and practice settings of RNs. It is important to note that health professions were last systematically surveyed with license renewal in Washington in 1999, and practice information about Washington's RNs has only been available since then when special surveys of RNs were conducted, such as in 2007 and in 2018.

From our analyses we found that of the 90,975 RNs with an active Washington license on May 31, 2019, 91.5% were employed as a nurse, 4.3% were unemployed and the rest were retired, volunteering or employed in another field. Among those RNs employed in nursing, 62,393 (69.0%) were practicing in Washington. Fewer than 5% of the RNs lived in another state and practiced in Washington.

With more data now available about practice, education, and demographics of the RN workforce, the nursing community, education community and other planners can track changes that signal where workforce policy and resource changes may be needed. For example, tracking the average age of RNs over time and the number who are age 55 and older provides insights about how RN retirements are likely to affect the nursing workforce and in which employment settings. As shown in **Table B5**, the highest percentages of RNs age 55 or older are in long-term care. This knowledge can help develop strategies to prepare RNs who can fill these long-term care positions when they become vacant. Also, while the racial/ethnic composition of the state's RN workforce in 2019 does not mirror the overall state population, survey data allow us to observe that the percent of RNs who are Hispanic, for example, is increasing and growing closer to state population levels.

A 2010 report from the Institute of Medicine recommended that 80% of the nation's RNs hold a baccalaureate degree by 2020.¹⁹ The report based this recommendation on research indicating that nurses with at least a four-year degree would be better prepared to provide leadership, implement evidence-based practices and respond to a healthcare environment that continues to increase in complexity. The authors also cited some evidence that higher levels of education in RNs was associated with better patient outcomes. The survey questions about highest nursing education allow Washington to track its progress on this metric. We found that an estimated 58.9% of RNs practicing in the state held a baccalaureate in nursing (BSN) or higher in 2019. We found, however, that this proportion varied based on geography, age and work setting, among other factors. For example, approximately three-quarters of RNs under the age of 30 statewide had a BSN or higher degree, and approximately 70% of RNs in the HealthierHere ACH had a BSN or higher (although some areas of the state had rates approximately half of that). Some authors have found that employers in hospitals and large healthcare institutions are more likely than other work settings to require RNs to have a BSN or higher. This likely limits the number of RNs with a BSN in other work settings such as long term care.^{20,21} While we did not assess educational capacity or employer requirements, we found that RNs in Washington working in long-term care were less likely to have a baccalaureate in nursing than many other work settings: 62.4% of RNs working in Washington hospitals had a BSN or higher, compared with 40.7% in long-term care settings. We also found that RNs in rural ZIP Codes had a higher average age and were less likely to have a BSN or higher compared to RNs working in ZIP Codes classified as urban. Having this level of detail about the education of the state's RN workforce enables nursing workforce planners to target RN education strategies to areas with the most need and to meet national goals.

Additional insights provided by these survey data include whether RNs are working full-time or part-time, and in what settings. Understanding the extent to which part-time workers are filling jobs is critical for estimating the actual number of RNs needed in the workforce now as well as in projections of future demand. For example, we found that lower percentages of RNs work full-time in home-care settings (69.8%) compared with nursing homes/extended care (83.3%) and hospital settings (76.3%). Washington State is the first in the nation to create a public long-term care insurance program. Beginning in 2025 eligible state residents will receive long-term care support through the Washington State Long-Term Care Trust Act, with an emphasis on helping people age in place.²⁶ To plan for this increase in access to care, we need good estimates of the workforce needed to provide covered services. Where delivery systems are structured to rely on more part-time RNs, projections need to take into account the larger number of individual nurses required to fill positions compared to settings where full-time work is the norm.

This report characterizes Washington's RN workforce based on responses to a new, ongoing survey completed by RNs during initial licensure and renewal. The continued availability of these data allows Washington State to consistently track RN workforce trends over time, providing critical information to assess changes in the RN workforce and better anticipate education, training, practice and policy needs.

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APPENDIX A: RESPONSE RATES AND SURVEY WEIGHTING

Table A1: Age, Sex and residence location of all RNs with an Active Washington License in May 2019 Compared to Survey Respondents

	Total Licensed RNs	Survey Respondents
Total Number	90,975	57,265
Age		
Mean (SD)	46.5 (13.3)	47.4 (13.3)
Median	46	47
Age categories (n, %)		
19-29	1,490 (1.6%)	793 (1.4%)
30-34	8,483 (9.3%)	4,902 (8.6%)
35-39	11,405 (12.5%)	6,590 (11.5%)
40-44	11,723 (12.9%)	6,881 (12.0%)
45-49	10,159 (11.2%)	6,074 (10.6%)
50-54	9,763 (10.7%)	6,090 (10.6%)
55-59	8,944 (9.8%)	5,826 (10.2%)
60-64	9,654 (10.6%)	6,750 (11.8%)
65+	9,924 (10.9%)	7,097 (12.4%)
Sex (n, %)		
Male	10,501 (11.5%)	6,205 (10.8%)
Residence location (n, %)		
Better Health Together	6,897 (7.6%)	4,291 (7.5%)
Cascade Pacific Action Alliance	5,648 (6.2%)	3,569 (6.2%)
Elevate Health	8,225 (9.1%)	4,845 (8.5%)
Greater Columbia	5,932 (6.5%)	3,558 (6.2%)
HealthierHere	20,259 (22.3%)	12,253 (21.4%)
North Central	2,135 (2.3%)	1,341 (2.3%)
North Sound	12,053 (13.3%)	7,300 (12.8%)
Olympic	3,650 (4.0%)	2,327 (4.1%)
Southwest WA ACH	4,503 (5.0%)	2,862 (5.0%)
State Other Than Washington	21,558 (23.7%)	14,843 (26.0%)

Notes: 1) All data are taken from the roster of nurses licensed in Washington, which includes information about date of birth, sex and mailing address for all RNs.

2) No records were missing date of birth.

3) Missing Sex - Total Licensed RNs: 13 (0.01%); Survey Respondents: 3 (0.01%)

4) 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) **Elevate Health** is Pierce County, 4) **Greater Columbia** includes Asotin, Benton, Columbia, Franklin, Garfield, Kittitas, Walla Walla, Whitman, and Yakima counties, 5) **HealthierHere** is King County, 6) **North Central ACH** includes Chelan, Douglas, Grant, and Okanogan counties, 7) **North Sound ACH** includes Snohomish, Skagit, Island, San Juan, and Whatcom counties, 8) **Olympic Community of Health** includes Clallam, Jefferson and Kitsap counties, 9) **Southwest Washington** includes Clark, Klickitat, and Skamania counties.

5) Residence was attributed to the county associated with the mailing ZIP code for the nurse's Washington State license. Missing residence location - Total Licensed RNs: 115 (0.13%); Survey Respondents: 76 (0.13%)

DETAILS ABOUT THE CONSTRUCTION OF SURVEY WEIGHTS

The roster of all nurses licensed in Washington included information about age, sex and residence location (based on the mailing ZIP code submitted by the nurse on initial licensing or renewal). We used these three variables to compare RNs who completed the Nursys survey to all nurses licensed in Washington. We found that RNs who completed the Nursys survey were older, less likely to be male and more likely to live outside of Washington State (see [Table A1](#)). A further analysis (not shown) found that each of these factors was also associated with many of the items collected in the survey. For example, older nurses were less likely to have a baccalaureate in nursing compared to younger nurses.

If we analyzed the survey responses without accounting for these differences, the estimates we reported would not be representative of all nurses licensed in Washington. To continue the example above, the percentage of nurses with a baccalaureate in nursing we reported based on survey responses would be too low because there were more older nurses who answered the survey questions. Therefore, we constructed survey weights to make the survey responses more representative of all nurses licensed in Washington.

We used the rake function of the survey package¹⁵ of R¹⁴ to create weights using iterative post-stratification. The sample frame was all RNs with an active license on May 31, 2019 based on the nursing roster maintained by NCQAC. The survey design was defined as a simple random sample without replacement and the variables included in construction of the weights were: age category (19-24, 25-29, 30-34, 35-39, 40-44, 45-49, 50-54, 55-59, 60-64, 65+), sex (M/F) and practice ACH (BHT, CPAA, EH, GC, HH, NC, NS, Oly, SW, Out of State). A finite population correction representing all RNs with an active license on May 31, 2019 was applied. As a result, the weights adjust survey responses to represent the RN nursing population with active licenses on the date the survey data were downloaded (May 31, 2019). The calculated weights were not too large or too small (range 1.25 – 2.05) so they were not trimmed.

UNWEIGHTED RESPONSE COUNTS AND PERCENTAGES FOR EACH SURVEY QUESTION

For tables showing unweighted survey responses for each Nursys question, including the percent missing for each question, see the online appendix at:

https://depts.washington.edu/fammed/chws/wp-content/uploads/sites/5/2020/03/wa_rn_survey_2019_data_tables.pdf

APPENDIX B – DETAILED FINDINGS

Table B1: Practice and Residence Location for RNs Working as a Nurse, 2019

	Percent (95% Confidence Interval)		Number of RNs (95% Confidence Interval)	
RNs employed as a nurse	100%		83,191	(82,974 - 83,409)
Residing and practicing in Washington	71.2%	(70.9 - 71.4%)	58,785	(58,524 - 59,046)
Residing in Oregon and practicing in Washington	0.7%	(0.7 - 0.8%)	611	(574 - 647)
Residing in Idaho and practicing in Washington	1.0%	(0.9 - 1.0%)	815	(774 - 857)
Residing in another state and practicing in Washington	2.6%	(2.5 - 2.7%)	2,170	(2,101 - 2,239)
Have a WA license, but don't practice in WA	24.5%	(24.3 - 24.7%)	20,235	(20,047 - 20,424)

Notes: 1) Residence was attributed to the state associated with the mailing ZIP code for the nurse's Washington State license. Practice location was based on survey responses for actively employed RNs indicating the ZIP code of their primary employer.
 2) Percent calculations and estimated number of RNs do not include missing practice location.
 3) Missing data: 0.01% of survey respondents did not fill out the employment status question.
 Among RNs employed as a nurse, 0.69% missing practice location, 0.01% missing residence location

Table B2. For RNs Who Live in Each Accountable Community of Health (ACH), the Percentage Who Work in That Same ACH, 2019

Residence	Better Health Together	Cascade Pacific Action Alliance	Elevate Health	Greater Columbia	Healthier-Here	North Central	North Sound	Olympic	Southwest WA ACH	Row Total
Better Health Together	95.4%	0.2%	0.2%	1.1%	1.7%	0.6%	0.6%	0.1%	0.2%	100%
Cascade Pacific Action Alliance	0.3%	75.6%	14.0%	0.5%	3.9%	0.1%	0.4%	0.8%	4.5%	100%
Elevate Health	0.3%	2.8%	77.0%	0.3%	17.6%	0.1%	0.5%	1.3%	0.1%	100%
Greater Columbia	1.5%	0.3%	0.5%	94.3%	2.2%	0.5%	0.3%	0.1%	0.4%	100%
HealthierHere	0.2%	0.3%	4.7%	0.1%	91.2%	0.1%	3.2%	0.2%	0.1%	100%
North Central	1.8%	0.4%	0.0%	2.6%	3.4%	90.9%	0.9%	0.0%	0.1%	100%
North Sound	0.3%	0.4%	0.5%	0.2%	32.9%	0.1%	65.4%	0.1%	0.1%	100%
Olympic	0.2%	0.7%	15.3%	0.3%	13.5%	0.1%	1.0%	68.8%	0.1%	100%
Southwest WA ACH	0.4%	2.9%	0.3%	0.7%	1.2%	0.0%	0.4%	0.3%	93.8%	100%
State other than WA	20.6%	4.6%	10.1%	12.5%	31.3%	1.1%	8.0%	3.2%	8.6%	100%

Notes: 1) 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) **Elevate Health** is Pierce County, 4) **Greater Columbia** includes Asotin, Benton, Columbia, Franklin, Garfield, Kittitas, Walla Walla, Whitman, and Yakima counties, 5) **HealthierHere** is King County, 6) **North Central ACH** includes Chelan, Douglas, Grant, and Okanogan counties, 7) **North Sound ACH** includes Snohomish, Skagit, Island, San Juan, and Whatcom counties, 8) **Olympic Community of Health** includes Clallam, Jefferson and Kitsap counties, 9) **Southwest Washington** includes Clark, Klickitat, and Skamania counties.
 2) Residence location was attributed to the county associated with the mailing ZIP code for the nurse's Washington State nursing license. Work location based on survey responses for actively employed RNs indicating the ZIP code of their primary employer.
 3) Percent calculations sum across rows and do not include missing data. For example, among nurses who reside in North Sound ACH (based on mailing address), 65.4% work in North Sound and 32.9% work in HealthierHere (based on survey responses for practice ZIP code).
 4) Missing data: Among survey respondents who indicated they were employed as an RN, 0.7% were missing residence and practice location.

Table B3: Demographic Characteristics of RNs Practicing in Washington statewide and by Accountable Community of Health (ACH), 2019

Accountable Community of Health (ACH) in which RNs practice										
	State-wide Estimate (95% CI)	1. BHT Estimate (95% CI)	2. CAAA Estimate (95% CI)	3. EH Estimate (95% CI)	4. GC Estimate (95% CI)	5. HH Estimate (95% CI)	6. N Central Estimate (95% CI)	7. N Sound Estimate (95% CI)	8. Olympic Estimate (95% CI)	9. SW Estimate (95% CI)
Number of RNs	62,393 (62,135 - 62,652)	6,607 (6,486 - 6,728)	4,199 (4,102 - 4,296)	7,929 (7,794 - 8,064)	5,406 (5,294 - 5,518)	22,858 (22,646 - 23,070)	1,860 (1,794 - 1,925)	7,745 (7,612 - 7,877)	2,394 (2,320 - 2,468)	3,396 (3,309 - 3,484)
Age										
Mean	45.8 (45.76 - 45.92)	47.1 (46.87 - 47.36)	47.1 (46.81 - 47.40)	44.8 (44.56 - 45.00)	45.9 (45.65 - 46.20)	45.0 (44.83 - 45.10)	46.9 (46.50 - 47.40)	46.5 (46.23 - 46.69)	49.2 (48.77 - 49.59)	45.7 (45.37 - 46.00)
Median	45.0 (45.0 - 45.0)	47.0 (47.0 - 48.0)	47.0 (46.0 - 47.3)	43.6 (43.0 - 44.0)	45.0 (44.0 - 46.0)	44.0 (44.0 - 44.0)	46.0 (45.0 - 47.0)	45.0 (45.0 - 46.0)	50.0 (49.0 - 51.0)	45.0 (44.0 - 46.0)
Age categories										
<25	2.0% (1.9 - 2.1%)	1.9% (1.6 - 2.1%)	1.2% (0.9 - 1.5%)	2.0% (1.7 - 2.2%)	2.0% (1.7 - 2.4%)	2.4% (2.3 - 2.6%)	1.7% (1.2 - 2.2%)	1.7% (1.4 - 1.9%)	0.8% (0.5 - 1.1%)	1.5% (1.2 - 1.9%)
25-29	9.7% (9.5 - 9.9%)	7.9% (7.4 - 8.5%)	7.0% (6.4 - 7.6%)	10.5% (9.9 - 11.1%)	9.4% (8.8 - 10.1%)	11.5% (11.2 - 11.9%)	6.8% (5.9 - 7.7%)	9.0% (8.5 - 9.5%)	6.8% (6.0 - 7.6%)	7.8% (7.1 - 8.5%)
30-34	12.5% (12.2 - 12.7%)	10.2% (9.6 - 10.8%)	10.3% (9.6 - 11.0%)	14.2% (13.5 - 14.8%)	12.0% (11.3 - 12.7%)	14.1% (13.7 - 14.5%)	10.3% (9.2 - 11.5%)	11.1% (10.5 - 11.7%)	8.6% (7.7 - 9.5%)	11.9% (11.1 - 12.8%)
35-39	13.3% (13.1 - 13.5%)	12.3% (11.6 - 12.9%)	14.3% (13.4 - 15.1%)	13.6% (13.0 - 14.2%)	13.8% (13.0 - 14.5%)	13.0% (12.7 - 13.4%)	13.8% (12.6 - 15.1%)	13.9% (13.2 - 14.5%)	11.9% (10.9 - 12.9%)	14.4% (13.4 - 15.3%)
40-44	11.5% (11.3 - 11.7%)	11.8% (11.2 - 12.4%)	12.2% (11.4 - 13.0%)	12.1% (11.5 - 12.6%)	11.9% (11.2 - 12.6%)	10.4% (10.1 - 10.7%)	14.4% (13.2 - 15.7%)	12.3% (11.7 - 12.9%)	9.8% (8.9 - 10.8%)	13.5% (12.5 - 14.4%)
45-49	11.0% (10.8 - 11.2%)	11.6% (11.0 - 12.2%)	11.5% (10.8 - 12.3%)	11.2% (10.7 - 11.8%)	10.4% (9.8 - 11.1%)	10.5% (10.2 - 10.9%)	10.7% (9.6 - 11.9%)	10.6% (10.1 - 11.2%)	11.1% (10.1 - 12.1%)	13.6% (12.7 - 14.5%)
50-54	9.9% (9.7 - 10.0%)	10.9% (10.3 - 11.5%)	11.6% (10.8 - 12.3%)	9.6% (9.1 - 10.1%)	9.3% (8.7 - 9.9%)	9.1% (8.8 - 9.4%)	9.2% (8.1 - 10.2%)	10.3% (9.7 - 10.8%)	11.4% (10.4 - 12.3%)	10.7% (9.9 - 11.5%)
55-59	10.8% (10.6 - 10.9%)	12.5% (11.9 - 13.1%)	11.6% (10.9 - 12.3%)	10.2% (9.7 - 10.8%)	12.0% (11.3 - 12.7%)	9.8% (9.5 - 10.1%)	11.4% (10.3 - 12.5%)	10.7% (10.2 - 11.2%)	12.8% (11.8 - 13.8%)	10.3% (9.5 - 11.0%)
60-64	10.8% (10.6 - 11.0%)	11.6% (11.0 - 12.1%)	10.9% (10.2 - 11.6%)	9.8% (9.3 - 10.3%)	10.8% (10.2 - 11.4%)	10.7% (10.4 - 11.1%)	12.6% (11.5 - 13.7%)	10.5% (10.0 - 11.1%)	13.8% (12.8 - 14.9%)	9.7% (9.0 - 10.5%)
65 and older	8.6% (8.4 - 8.8%)	9.3% (8.8 - 9.8%)	9.4% (8.7 - 10.0%)	6.9% (6.4 - 7.3%)	8.3% (7.7 - 8.9%)	8.3% (8.0 - 8.6%)	9.0% (8.1 - 10.0%)	9.9% (9.4 - 10.4%)	13.1% (12.0 - 14.1%)	6.7% (6.0 - 7.3%)
% 55 or older	30.2% (29.9 - 30.5%)	33.4% (32.5 - 34.3%)	31.9% (30.9 - 33.0%)	26.9% (26.2 - 27.7%)	31.1% (30.2 - 32.1%)	28.8% (28.4 - 29.3%)	33.0% (31.4 - 34.6%)	31.2% (30.4 - 32.0%)	39.7% (38.2 - 41.2%)	26.7% (25.5 - 27.8%)
Sex										
Male	12.0% (11.8 - 12.2%)	13.1% (12.4 - 13.7%)	12.1% (11.3 - 12.9%)	12.8% (12.2 - 13.5%)	11.8% (11.1 - 12.5%)	11.8% (11.5 - 12.2%)	12.0% (10.8 - 13.2%)	11.4% (10.8 - 12.0%)	11.1% (10.1 - 12.1%)	11.6% (10.7 - 12.4%)
Ethnicity										
Hispanic or Latino (percent)	4.4% (4.3 - 4.6%)	2.9% (2.5 - 3.2%)	3.9% (3.5 - 4.4%)	4.4% (4.0 - 4.7%)	9.8% (9.1 - 10.4%)	3.9% (3.7 - 4.1%)	7.3% (6.4 - 8.3%)	3.8% (3.5 - 4.2%)	4.3% (3.7 - 5.0%)	3.4% (2.9% - 3.9%)

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Table B3: Continued

Accountable Community of Health (ACH) in which RNs practice										
	State-wide Estimate (95% CI)	1. BHT Estimate (95% CI)	2. CPAA Estimate (95% CI)	3. EH Estimate (95% CI)	4. GC Estimate (95% CI)	5. HH Estimate (95% CI)	6. N Central Estimate (95% CI)	7. N Sound Estimate (95% CI)	8. Olympic Estimate (95% CI)	9. SW Estimate (95% CI)
Race (percent):										
American Indian/Alaska Native alone	0.5% (0.5 - 0.6%)	0.6% (0.4 - 0.7%)	0.9% (0.7 - 1.1%)	0.5% (0.4 - 0.6%)	0.9% (0.7 - 1.1%)	0.3% (0.3 - 0.4%)	0.9% (0.6 - 1.3%)	0.6% (0.5 - 0.8%)	0.6% (0.4 - 0.8%)	0.5% (0.3 - 0.7%)
Asian alone	10.2% (10.0 - 10.4%)	2.1% (1.8 - 2.4%)	4.4% (3.9 - 4.9%)	13.1% (12.5 - 13.7%)	2.4% (2.1 - 2.7%)	16.4% (16.0 - 16.7%)	2.1% (1.6 - 2.6%)	8.9% (8.3 - 9.4%)	8.2% (7.3 - 9.0%)	5.2% (4.6 - 5.8%)
Black/African American alone	2.3% (2.2 - 2.4%)	0.5% (0.4 - 0.7%)	1.1% (0.8 - 1.3%)	3.8% (3.4 - 4.1%)	0.7% (0.5 - 0.9%)	3.5% (3.3 - 3.7%)	0.6% (0.3 - 0.8%)	1.9% (1.7 - 2.2%)	1.0% (0.6 - 1.3%)	0.8% (0.6 - 1.1%)
Native Hawaiian/Other Pacific Islander alone	0.4% (0.4 - 0.5%)	0.2% (0.1 - 0.3%)	0.4% (0.3 - 0.6%)	0.5% (0.4 - 0.6%)	0.3% (0.2 - 0.4%)	0.6% (0.5 - 0.6%)	0.3% (0.1 - 0.5%)	0.4% (0.3 - 0.6%)	0.4% (0.2 - 0.6%)	0.1% (0.0 - 0.2%)
White alone	81.4% (81.2 - 81.7%)	92.5% (92.0 - 93.0%)	88.7% (87.9 - 89.4%)	75.6% (74.8 - 76.4%)	90.1% (89.4 - 90.7%)	74.0% (73.6 - 74.5%)	91.2% (90.2 - 92.2%)	83.0% (82.3 - 83.7%)	85.0% (83.9 - 86.1%)	89.8% (89.0 - 90.6%)
Other race alone	2.0% (1.9 - 2.1%)	1.7% (1.5 - 2.0%)	1.5% (1.2 - 1.8%)	1.9% (1.6 - 2.1%)	3.4% (3.0 - 3.8%)	1.9% (1.8 - 2.0%)	2.8% (2.2 - 3.4%)	2.3% (2.0 - 2.6%)	2.1% (1.7 - 2.6%)	1.2% (0.9 - 1.5%)
Two or more races	3.1% (3.0 - 3.2%)	2.4% (2.1 - 2.7%)	3.0% (2.6 - 3.4%)	4.6% (4.3 - 5.0%)	2.2% (1.8 - 2.5%)	3.4% (3.2 - 3.5%)	2.2% (1.6 - 2.7%)	2.8% (2.5 - 3.1%)	2.7% (2.2 - 3.2%)	2.4% (2.0 - 2.8%)
Education										
Percent with BSN or Higher	58.9% (58.6 - 59.2%)	56.5% (55.6 - 57.5%)	46.4% (45.3 - 47.6%)	59.4% (58.5 - 60.2%)	46.2% (45.1 - 47.2%)	70.5% (70.0 - 71.0%)	35.0% (33.3 - 36.7%)	52.3% (51.4 - 53.2%)	49.8% (48.3 - 51.4%)	53.8% (52.5 - 55.1%)
Work Characteristics										
Percent Full-Time (≥32 hours per week)	75.7% (75.4 - 75.9%)	71.5% (70.6 - 72.3%)	80.3% (79.4 - 81.2%)	77.8% (77.0 - 78.5%)	79.8% (79.0 - 80.7%)	76.8% (76.4 - 77.3%)	78.9% (77.4 - 80.3%)	70.9% (70.1 - 71.7%)	70.5% (69.1 - 71.9%)	71.3% (70.1 - 72.5%)
Mean Hours Worked per Week (Full-Time)	39.47 (39.42 - 39.51)	39.90 (39.74 - 40.06)	39.50 (39.32 - 39.68)	39.67 (39.52 - 39.81)	39.99 (39.84 - 40.14)	39.30 (39.22 - 39.37)	39.85 (39.58 - 40.12)	39.09 (38.95 - 39.23)	39.37 (39.12 - 39.61)	39.05 (38.87 - 39.23)
% with first license in another country	3.6% (3.5 - 3.7%)	1.3% (1.1 - 1.5%)	2.1% (1.8 - 2.5%)	4.2% (3.9 - 4.6%)	1.2% (1.0 - 1.4%)	5.1% (4.9 - 5.4%)	1.1% (0.7 - 1.4%)	4.2% (3.8 - 4.5%)	2.7% (2.2 - 3.2%)	2.0% (1.6 - 2.3%)

Notes: 1) Counties comprising Accountable Communities of Health (ACHs): 1) **Better Health Together (BHT)** includes Adams, Ferry, Lincoln, Pend Oreille, Spokane, and Stevens counties; 2) **Cascade Pacific Action Alliance (CPAA)** includes Cowlitz, Grays Harbor, Lewis, Mason, Pacific, Thurston, and Wahkiakum counties; 3) **Elevate Health (EH)** is Pierce County; 4) **Greater Columbia (GC)** includes Asotin, Benton, Columbia, Franklin, Garfield, Kittitas, Walla Walla, Whitman, and Yakima counties; 5) **HealthierHere (HH)** is King County; 6) **North Central ACH (N Central)** includes Chelan, Douglas, Grant, and Okanogan counties; 7) **North Sound ACH (N Sound)** includes Snohomish, Skagit, Island, San Juan, and Whatcom counties; 8) **Olympic Community of Health (Olympic)** includes Clallam, Jefferson and Kitsap counties; 9) **Southwest Washington (SW)** includes Clark, Klickitat, and Skamania counties.
 2) 95% CI = 95% confidence interval
 3) Work location based on survey responses for actively employed RNs indicating the ZIP code of their primary employer.
 4) Percent calculations do not include missing data.
 5) Missing data: Among survey respondents who indicated they were employed as an RN: Race: 1.2% statewide, range for race by ACH 0.7% (BHT) – 3.1% (GC). Highest nursing degree: 0.1% statewide, range by ACH 0.02% (GC) – 0.2% (CPAA). Country of first license: 0.5% statewide, range by ACH 0.2% (NC & NS) - 0.8% (BHT). All other categories: No missing for nurses employed as an RN and practicing in WA

Table B4: Specialty/Area of Practice for RNs Practicing in Washington by Age, Education and Sex, 2019

Specialty/Area of Practice	Statewide Estimate [n (95% CI), Column Percent (95% CI)]	Mean Age (95% CI)	Percent Age 55 or Older (95% CI)	Percent BSN or Higher (95% CI)	Percent Male (95% CI)
Acute Care/Critical Care	8,569 (8,429 – 8,709) 15.3% (15.1 - 15.6%)	42.6 (42.4 - 42.8)	20.7% (20.1 - 21.4%)	63.6% (62.8 - 64.4%)	18.0% (17.4 - 18.7%)
Adult Health	851 (806 - 896) 1.5% (1.4 - 1.6%)	48.6 (47.9 - 49.3)	41.9% (39.3 - 44.4%)	53.3% (50.7 - 55.9%)	11.3% (9.6 - 13.0%)
Adult Health/Family Health (Old MDS Value)	34 (26 - 43) 0.1% (0.0 - 0.1%)	52.9 (49.3 - 56.6)	56.0% (43.0 - 69.0%)	43.6% (30.8 - 56.4%)	4.8% (-0.9 - 10.5%)
Anesthesia	200 (178 - 222) 0.4% (0.3 - 0.4%)	48.4 (47.0 - 49.7)	37.1% (31.9 - 42.3%)	61.2% (55.8 - 66.5%)	12.2% (8.5 - 16.0%)
Cardiology	1,933 (1,864 – 2,001) 3.5% (3.3 - 3.6%)	43.2 (42.7 - 43.6)	23.4% (22.0 - 24.9%)	62.5% (60.8 - 64.2%)	15.0% (13.7 - 16.3%)
Community	826 (782 - 871) 1.5% (1.4 - 1.6%)	49.7 (49.0 - 50.4)	39.4% (36.8 - 42.0%)	61.4% (58.8 - 64.0%)	8.0% (6.5 - 9.5%)
Emergency / Trauma	4,059 (3,960 – 4,157) 7.3% (7.1 - 7.4%)	42.5 (42.2 - 42.8)	18.6% (17.7 - 19.6%)	57.6% (56.4 - 58.8%)	23.1% (22.0 - 24.1%)
Family Health	645 (606 - 684) 1.2% (1.1 - 1.2%)	45.5 (44.8 - 46.3)	27.6% (24.9 - 30.2%)	55.5% (52.4 - 58.5%)	5.8% (4.4 - 7.3%)
Geriatric/Gerontology	3,043 (2,960 – 3,127) 5.4% (5.3 - 5.6%)	50.4 (50.0 - 50.8)	42.7% (41.4 - 44.1%)	38.3% (37.0 - 39.7%)	11.7% (10.7 - 12.6%)
Home Health	1,894 (1,827 – 1,960) 3.4% (3.3 - 3.5%)	51.2 (50.8 - 51.7)	45.0% (43.3 - 46.8%)	47.5% (45.8 - 49.3%)	10.2% (9.1 - 11.3%)
Informatics	23 (15 - 30) 0.0% (0.0 - 0.1%)	48.6 (45.5 - 51.8)	26.7% (12.6 - 40.8%)	64.6% (49.0 - 80.1%)	13.9% (2.8 - 25.0%)
Information Technology	< 10	Suppressed	Suppressed	Suppressed	Suppressed
Maternal - Child Health / Obstetrics	3,458 (3,368 – 3,548) 6.2% (6.0 - 6.3%)	44.5 (44.2 - 44.9)	27.2% (26.0 - 28.3%)	66.1% (64.9 - 67.3%)	1.2% (0.9 - 1.5%)

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Table B4: Continued

Specialty/Area of Practice	Statewide Estimate [n (95% CI), Column Percent (95% CI)]	Mean Age (95% CI)	Percent Age 55 or Older (95% CI)	Percent BSN or Higher (95% CI)	Percent Male (95% CI)
Medical Surgical	6,474 (6,351 – 6,597) 11.6% (11.4 - 11.8%)	41.7 (41.4 - 41.9)	20.6% (19.8 - 21.3%)	56.8% (55.9 - 57.8%)	12.8% (12.2 - 13.5%)
Neonatal	1,413 (1,354 – 1,471) 2.5% (2.4 - 2.6%)	42.6 (42.1 - 43.1)	24.3% (22.6 - 26.0%)	72.8% (70.9 - 74.6%)	3.0% (2.3 - 3.7%)
Nephrology	766 (723 - 809) 1.4% (1.3 - 1.4%)	46.3 (45.6 - 47.0)	29.2% (26.7 - 31.7%)	51.5% (48.7 - 54.3%)	17.8% (15.7 - 20.0%)
Neurology/Neurosurgical	33 (24 - 43) 0.1% (0.0 - 0.1%)	41.1 (38.1 - 44.1)	22.1% (11.3 - 32.8%)	60.2% (46.9 - 73.5%)	9.2% (1.6 - 16.8%)
Occupational Health	329 (302 - 357) 0.6% (0.5 - 0.6%)	54.1 (53.2 - 55.1)	52.2% (48.0 - 56.4%)	66.6% (62.6 - 70.5%)	13.4% (10.5 - 16.4%)
Oncology	2,402 (2,326 – 2,478) 4.3% (4.2 - 4.4%)	44.6 (44.2 - 45.1)	28.3% (27.0 - 29.7%)	66.6% (65.2 - 68.1%)	7.9% (7.0 - 8.8%)
Orthopedic	35 (26 - 44) 0.1% (0.0 - 0.1%)	43.5 (40.1 - 46.9)	17.6% (7.8 - 27.4%)	70.7% (58.6 - 82.9%)	10.4% (2.0 - 18.8%)
Palliative Care / Hospice	940 (893 - 986) 1.7% (1.6 - 1.8%)	50.8 (50.3 - 51.4)	44.4% (42.0 - 46.9%)	47.7% (45.2 - 50.2%)	9.5% (8.0 - 11.0%)
Pediatrics	2,917 (2,834 – 3,001) 5.2% (5.1 - 5.4%)	42.5 (42.1 - 42.8)	22.9% (21.7 - 24.0%)	69.8% (68.5 - 71.1%)	5.4% (4.7 - 6.0%)
Pediatrics/Neonatal (Old MDS Value)	227 (204 - 251) 0.4% (0.4 - 0.4%)	45.0 (43.7 - 46.3)	23.4% (19.2 - 27.6%)	73.0% (68.4 - 77.5%)	9.3% (6.2 - 12.4%)
Perioperative	4,487 (4,386 – 4,589) 8.0% (7.8 - 8.2%)	48.3 (48.1 - 48.6)	36.2% (35.1 - 37.2%)	55.9% (54.8 - 57.1%)	11.5% (10.7 - 12.2%)
Primary Care	50 (39 - 61) 0.1% (0.1 - 0.1%)	52.2 (49.5 - 54.9)	50.3% (39.5 - 61.1%)	48.0% (37.2 - 58.7%)	9.0% (3.0 - 15.0%)
Psychiatric/Mental Health/ Substance Abuse	2,294 (2,220 – 2,368) 4.1% (4.0 - 4.2%)	47.9 (47.5 - 48.3)	35.4% (33.9 - 36.9%)	49.0% (47.3 - 50.6%)	23.9% (22.4 - 25.3%)

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Table B4: Continued

Specialty/Area of Practice	Statewide Estimate [n (95% CI), Column Percent (95% CI)]	Mean Age (95% CI)	Percent Age 55 or Older (95% CI)	Percent BSN or Higher (95% CI)	Percent Male (95% CI)
Public Health	607 (569 - 645) 1.1% (1.0 - 1.2%)	49.0 (48.2 - 49.8)	36.5% (33.5 - 39.5%)	73.8% (71.1 - 76.6%)	10.0% (8.0 - 11.9%)
Radiology	10 (5 - 14) 0.0% (0.0 - 0.0%)	49.7 (44.5 - 55.0)	45.1% (20.5 - 69.6%)	69.8% (47.6 - 92.0%)	17.7% (-1.7 - 37.1%)
Rehabilitation	1,126 (1,074 - 1,178) 2.0% (1.9 - 2.1%)	44.7 (44.1 - 45.3)	25.8% (23.8 - 27.8%)	43.4% (41.1 - 45.7%)	17.6% (15.8 - 19.4%)
School Health	1,347 (1,291 - 1,403) 2.4% (2.3 - 2.5%)	51.2 (50.7 - 51.6)	41.5% (39.5 - 43.5%)	74.3% (72.5 - 76.2%)	2.5% (1.8 - 3.1%)
Urologic	< 10	Suppressed	Suppressed	Suppressed	Suppressed
Women's Health	820 (775 - 864) 1.5% (1.4 - 1.5%)	43.4 (42.8 - 44.0)	19.6% (17.6 - 21.7%)	57.9% (55.2 - 60.6%)	2.0% (1.3 - 2.8%)
Other - Clinical Specialties	3,117 (3,032 - 3,202) 5.6% (5.4 - 5.7%)	47.7 (47.3 - 48.1)	34.5% (33.2 - 35.8%)	59.5% (58.1 - 60.8%)	10.1% (9.2 - 10.9%)
Other - Non Clinical Specialties	706 (666 - 747) 1.3% (1.2 - 1.3%)	51.6 (50.9 - 52.3)	47.0% (44.1 - 49.8%)	63.8% (61.0 - 66.6%)	9.7% (8.0 - 11.5%)
Other	300 (274 - 327) 0.5% (0.5% - 0.6%)	52.8 (51.7 - 53.8)	48.0% (43.6 - 52.4%)	59.4% (55.1 - 63.8%)	9.4% (6.8 - 12.1%)
All specialties/areas of practice	62,393 (62,135 - 62,652)	45.8 (45.8 - 45.9)	30.2% (29.9 - 30.5%)	58.9% (58.6 - 59.2%)	12.0% (11.8 - 12.2%)

Notes: 1) 95% CI = 95% confidence interval
 2) Percent calculations do not include missing data.
 3) Estimates of less than 10 nurses were suppressed to protect the identity of nurses and to indicate that these estimates may be unreliable due to the small number of survey responses.
 4) Missing data: Among survey respondents who indicated they were employed as an RN:
 Specialty/Area of practice: 10.6% statewide
 Highest nursing degree: 0.1% statewide, range by specialty 0.06% (Pediatrics) – 4.8% (Orthopedic)
 All other categories: No missing for nurses employed as an RN and practicing in WA

TableB5: Demographic and Work Characteristics of RNs Practicing in Washington by Work Setting, 2019

Work Setting	Statewide Estimate [n (95% CI), Column Percent (95% CI)]	Mean Age (95% CI)	Percent Age 55 or Older (95% CI)	Percent BSN or Higher (95% CI)	Percent Male (95% CI)	Percent Non-White (95% CI)	Percent Hispanic / Latino (95% CI)	Percent Full-Time (95% CI)	Mean Hours Worked per Week (Full-Time) (95% CI)	Percent with First Nursing License in Another Country (95% CI)
Hospital	35,200 (34,956 – 35,444) 56.5% (56.2 - 56.8%)	43.3 (43.2 - 43.4)	23.8% (23.4 - 24.1%)	62.4% (62.0 - 62.8%)	13.9% (13.6 - 14.2%)	19.7% (19.3 - 20.0%)	4.6% (4.4% - 4.8%)	76.3% (75.9 - 76.6%)	38.6 (38.5 - 38.6)	3.8% (3.6 - 4.0%)
Long Term Care or Hospice (overall)	6,003 (5,887 – 6,119) 9.6% (9.5 - 9.8%)	49.3 (49.0 - 49.5)	39.9% (39.0 - 40.9%)	40.7% (39.7 - 41.7%)	12.2% (11.5 - 12.8%)	20.6% (19.7 - 21.4%)	4.2% (3.8 - 4.6%)	76.6% (75.8 - 77.4%)	41.7 (41.5 - 41.9)	4.6% (4.2 - 5.0%)
Assisted Living Facility	1,031 (982 – 1,080) 1.7% (1.6 - 1.7%)	48.2 (47.5 - 48.9)	37.2% (34.9 - 39.5%)	37.6% (35.3 - 39.9%)	10.2% (8.7 - 11.7%)	24.0% (21.9 - 26.1%)	4.6% (3.6% - 5.6%)	77.4% (75.4 - 79.4%)	43.1 (42.6 - 43.6)	3.8% (2.9 - 4.8%)
Home Health	2,298 (2,225 – 2,371) 3.7% (3.6 - 3.8%)	50.6 (50.2 - 51.0)	43.9% (42.3 - 45.4%)	46.2% (44.6 - 47.8%)	9.9% (8.9 - 10.9%)	13.4% (12.3 - 14.5%)	3.7% (3.1% - 4.3%)	69.8% (68.3 - 71.3%)	41.2 (40.9 - 41.5)	2.5% (2.0 - 3.0%)
Hospice	491 (457 - 525) 0.8% (0.7 - 0.8%)	51.2 (50.4 - 52.0)	45.9% (42.5 - 49.4%)	47.2% (43.8 - 50.7%)	11.0% (8.8 - 13.2%)	10.4% (8.2 - 12.5%)	3.4% (2.1% - 4.6%)	77.5% (74.6 - 80.4%)	40.6 (40.0 - 41.2)	1.3% (0.5 - 2.1%)
Nursing Home/ Extended Care	2,016 (1,947 – 2,085) 3.2% (3.1 - 3.3%)	47.7 (47.2 - 48.1)	35.2% (33.6 - 36.8%)	35.6% (34.0 - 37.3%)	16.6% (15.2 - 17.9%)	29.9% (28.3 - 31.5%)	4.7% (4.0% - 5.5%)	83.3% (82.0 - 84.5%)	41.8 (41.5 - 42.1)	8.4% (7.5 - 9.4%)
Other Long Term Care	167 (148 - 187) 0.3% (0.2 - 0.3%)	51.1 (49.7 - 52.6)	42.0% (36.3 - 77.8%)	26.3% (21.0 - 31.5%)	4.9% (2.3 - 7.5%)	16.5% (11.9 - 21.0%)	5.0% (2.4% - 7.7%)	82.4% (77.9 - 86.8%)	42.0 (41.1 - 42.8)	0.9% (-0.2 - 1.9%)
Ambulatory care (overall)	7,411 (7,283 – 7,540) 11.9% (11.7 - 12.1%)	47.5 (47.3 - 47.7)	33.7% (32.8 - 34.5%)	57.6% (56.7 - 58.5%)	7.2% (6.7 - 7.7%)	17.7% (17.0 - 18.4%)	4.2% (3.8% - 4.6%)	73.3% (72.5 - 74.1%)	39.6 (39.4 - 39.7)	3.3% (2.9 - 3.6%)
Ambulatory Care Setting	6,771 (6,648 – 6,895) 10.9% (10.7 - 11.1%)	47.6 (47.4 - 47.8)	34.3% (33.5 - 35.2%)	58.4% (57.4 - 59.3%)	6.5% (6.0 - 6.9%)	15.8% (15.1 - 16.5%)	4.2% (3.8% - 4.6%)	71.8% (71.0 - 72.7%)	39.5 (39.3 - 39.6)	2.5% (2.2 - 2.7%)
Dialysis Center	640 (601 - 679) 1.0% (1.0 - 1.1%)	46.4 (45.7 - 47.1)	26.7% (24.0 - 29.3%)	49.5% (46.5 - 52.6%)	15.2% (12.9 - 17.4%)	38.0% (35.0 - 41.0%)	4.2% (3.0% - 5.4%)	89.4% (87.5 - 91.3%)	40.3 (40.0 - 40.7)	11.9% (9.9 - 13.9%)

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Table B5: Continued

Work Setting	Statewide Estimate [n (95% CI), Column Percent (95% CI)]	Mean Age (95% CI)	Percent Age 55 or Older (95% CI)	Percent BSN or Higher (95% CI)	Percent Male (95% CI)	Percent Non-White (95% CI)	Percent Hispanic / Latino (95% CI)	Percent Full-Time (95% CI)	Mean Hours Worked per Week (Full-Time) (95% CI)	Percent with First Nursing License in Another Country (95% CI)
Community Health (overall)	3,419 (3,331 – 3,508) 5.5% (5.3 – 5.6%)	49.5 (49.2 – 49.9)	38.7% (37.4 – 40.0%)	68.8% (67.6 – 70.1%)	6.6% (5.9 – 7.2%)	14.2% (13.3 – 15.2%)	5.9% (5.3 – 6.6%)	70.7% (69.5 – 71.9%)	39.9 (39.7 – 40.1)	2.8% (2.3 – 3.2%)
Community Health	1,067 (1,016 – 1,117) 1.7% (1.6 – 1.8%)	47.9 (47.2 – 48.5)	34.0% (31.8 – 36.2%)	54.9% (52.6 – 57.3%)	10.2% (8.7 – 11.7%)	17.9% (16.0 – 19.7%)	9.6% (8.1 – 11.0%)	72.1% (70.0 – 74.2%)	41.0 (40.6 – 41.4)	3.2% (2.4 – 4.0%)
Occupational Health	215 (193 – 237) 0.3% (0.3 – 0.4%)	53.3 (52.0 – 54.6)	51.0% (45.8 – 56.2%)	66.4% (61.5 – 71.3%)	12.5% (9.0 – 16.1%)	21.4% (17.0 – 25.7%)	6.1% (3.6 – 8.7%)	76.0% (71.6 – 80.4%)	41.7 (40.9 – 42.4)	3.6% (1.7 – 5.5%)
Public Health	601 (564 – 639) 1.0% (0.9 – 1.0%)	48.6 (47.8 – 49.4)	36.7% (33.7 – 39.7%)	83.3% (81.0 – 85.7%)	9.2% (7.3 – 11.1%)	17.3% (14.9 – 19.7%)	7.1% (5.5 – 8.8%)	86.3% (84.1 – 88.4%)	40.6 (40.3 – 40.9)	3.6% (2.4 – 4.8%)
School Health Services	1,536 (1,476 – 1,596) 2.5% (2.4 – 2.6%)	50.5 (50.1 – 51.0)	40.9% (39.0 – 42.8%)	73.1% (71.4 – 74.8%)	2.2% (1.6 – 2.7%)	9.6% (8.4 – 10.8%)	2.9% (2.3 – 3.6%)	62.8% (61.0 – 64.7%)	38.3 (38.1 – 38.6)	2.0% (1.5 – 2.6%)
Settings not included above (overall)	10,249 (10,101 – 10,397) 16.5% (16.2 – 16.7%)	50.0 (49.8 – 50.2)	41.1% (40.3 – 41.8%)	54.9% (54.1 – 55.6%)	10.7% (10.2 – 11.2%)	15.6% (15.1 – 16.2%)	3.8% (3.5 – 4.1%)	76.2% (75.5 – 76.8%)	41.0 (40.9 – 41.1)	2.7% (2.4 – 2.9%)
Correctional Facility	563 (527 – 600) 0.9% (0.8 – 1.0%)	49.1 (48.3 – 49.9)	39.8% (36.7 – 43.0%)	32.3% (29.2 – 35.3%)	21.9% (19.2 – 24.7%)	20.8% (18.1 – 23.5%)	4.2% (2.9 – 5.6%)	86.8% (84.6 – 89.0%)	40.8 (40.4 – 41.2)	3.5% (2.3 – 4.7%)
Insurance Claims / Benefits	606 (568 – 643) 1.0% (0.9 – 1.0%)	52.4 (51.7 – 53.1)	46.1% (43.0 – 49.2%)	57.4% (54.3 – 60.5%)	6.9% (5.2 – 8.5%)	14.1% (11.9 – 16.3%)	4.2% (2.9 – 5.4%)	94.6% (93.2 – 96.0%)	41.4 (41.1 – 41.7)	2.2% (1.2 – 3.1%)
Policy/Planning/Regulatory/Licensing Agency	236 (213 – 259) 0.4% (0.3 – 0.4%)	54.5 (53.4 – 55.6)	53.6% (48.6 – 58.5%)	78.5% (74.4 – 82.6%)	10.0% (6.9 – 13.1%)	19.9% (15.9 – 24.0%)	4.0% (2.1 – 5.9%)	93.4% (90.9 – 95.8%)	42.4 (41.8 – 42.9)	2.9% (1.1 – 4.6%)

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Table B5: Continued

Work Setting	Statewide Estimate [n (95% CI), Column Percent (95% CI)]	Mean Age (95% CI)	Percent Age 55 or Older (95% CI)	Percent BSN or Higher (95% CI)	Percent Male (95% CI)	Percent Non-White (95% CI)	Percent Hispanic / Latino (95% CI)	Percent Full-Time (95% CI)	Mean Hours Worked per Week (Full-Time) (95% CI)	Percent with First Nursing License in Another Country (95% CI)
School of Nursing	932 (886 - 978) 1.5% (1.4 - 1.6%)	54.5 (53.9 - 55.1)	56.3% (53.8 - 58.8%)	89.4% (87.9 - 90.9%)	8.1% (6.7 - 9.5%)	11.2% (9.6 - 12.8%)	1.7% (1.1 - 2.4%)	73.2% (71.0 - 75.4%)	43.6 (43.1 - 44.1)	2.4% (1.6 - 3.2%)
Other	7,912 (7,780 - 8,044) 12.7% (12.5 - 12.9%)	49.2 (49.0 - 49.5)	38.6% (37.8 - 39.4%)	51.5% (50.6 - 52.4%)	10.5% (10.0 - 11.1%)	15.8% (15.1 - 16.4%)	3.9% (3.6 - 4.3%)	73.9% (73.1 - 74.6%)	40.6 (40.5 - 40.8)	2.7% (2.4 - 2.9%)
All work settings	62,393 (62,135 - 62,652)	45.8 (45.8 - 45.9)	30.2% (29.9 - 30.5%)	58.9% (58.6 - 59.2%)	12.0% (11.8 - 12.2%)	18.3% (18.1 - 18.6%)	4.4% (4.3 - 4.6%)	75.7% (75.4 - 75.9%)	39.5 (39.45 - 39.5)	3.6% (3.5 - 3.7%)

Notes: 1) Non-White defined as all races other than White alone (including two or more races) and does not include Hispanic ethnicity

2) Full-time employment defined as greater than or equal to 32 hours worked per week

3) 95% CI = 95% confidence interval

4) Percent calculations do not include missing data, other than for the Hispanic/Latino question. Survey respondents were asked to check a box if they identified as Hispanic/Latino. There was not a corresponding box for "Not Hispanic/Latino" or for "Choose not to answer." Therefore, it was not possible to assess the percentage of respondents who chose not to answer the ethnicity question.

5) Missing data: Among survey respondents who indicated they were employed as an RN:

Work Setting: 0.2% statewide

Race: 1.2% statewide, range for race by work setting 0.3% (Hospice) – 4.7% (Other Long Term Care)

Highest nursing degree: 0.1% statewide, range by work setting 0.07% (Home Health) – 0.9% (Other Long Term Care)

Country of first license: 0.5% statewide, range by work setting 0.1% (Ambulatory Care Setting) – 2.3% (Insurance Claims/Benefits)

All other categories: No missing data for nurses employed as an RN and practicing in WA

TableB6: Work Setting for RNs Practicing in Washington by Accountable Community of Health, (ACH), 2019

Work Setting	Statewide Estimate [n (95% CI), Column Percent (95% CI)]	Accountable Community of Health (ACH) in which RNs practice								
		1. BHT	2. CPAA	3. EH	4. GC	5. HH	6. N Central	7. N Sound	8. Olympic	9. SW
Hospital	35,200 (34,956 - 35,444) 56.5% (56.2 - 56.8%)	3,683 (3,591 - 3,775) 56.0% (55.1 - 56.9%)	2,309 (2,236 - 2,382) 55.1% (54.0 - 56.3%)	4,941 (4,832 - 5,050) 62.4% (61.6 - 63.3%)	2,860 (2,777 - 2,943) 53.1% (52.0 - 54.1%)	13,452 (13,281 - 13,624) 58.9% (58.4 - 59.4%)	955 (908 - 1,003) 51.4% (49.6 - 53.2%)	3,983 (3,886 - 4,080) 51.5% (50.6 - 52.4%)	1,222 (1,168 - 1,275) 51.1% (49.5 - 52.6%)	1,794 (1,730 - 1,859) 52.9% (51.6 - 54.2%)
Long term care or hospice (overall)	6,003 (5,887 - 6,119) 9.6% (9.5 - 9.8%)	782 (740 - 825) 11.9% (11.3 - 12.5%)	396 (366 - 426) 9.4% (8.8 - 10.1%)	591 (553 - 629) 7.5% (7.0 - 7.9%)	723 (682 - 765) 13.4% (12.7 - 14.1%)	1,736 (1,672 - 1,800) 7.6% (7.3 - 7.9%)	191 (170 - 212) 10.3% (9.2 - 11.3%)	806 (762 - 849) 10.4% (9.9 - 11.0%)	350 (321 - 378) 14.6% (13.5 - 15.7%)	429 (397 - 460) 12.6% (11.8 - 13.5%)
Assisted Living Facility	1,031 (982 - 1,080) 1.7% (1.6 - 1.7%)	119 (103 - 136) 1.8% (1.6 - 2.1%)	67 (55 - 80) 1.6% (1.3 - 1.9%)	62 (50 - 74) 0.8% (0.6 - 0.9%)	121 (104 - 138) 2.2% (1.9 - 2.6%)	314 (286 - 342) 1.4% (1.3 - 1.5%)	41 (32 - 51) 2.2% (1.7 - 2.7%)	130 (112 - 148) 1.7% (1.5 - 1.9%)	73 (60 - 85) 3.0% (2.5 - 3.6%)	104 (89 - 120) 3.1% (2.6 - 3.5%)
Home Health	2,298 (2,225 - 2,371) 3.7% (3.6 - 3.8%)	262 (237 - 286) 4.0% (3.6 - 4.3%)	138 (120 - 156) 3.3% (2.9 - 3.7%)	250 (226 - 275) 3.2% (2.9 - 3.5%)	338 (310 - 366) 6.3% (5.8 - 6.8%)	712 (671 - 753) 3.1% (2.9 - 3.3%)	55 (44 - 66) 3.0% (2.4 - 3.6%)	288 (261 - 314) 3.7% (3.4 - 4.0%)	104 (89 - 120) 4.4% (3.7 - 5.0%)	151 (133 - 170) 4.5% (3.9 - 5.0%)
Hospice	491 (457 - 525) 0.8% (0.7 - 0.8%)	48 (38 - 59) 0.7% (0.6 - 0.9%)	Suppressed	99 (83 - 114) 1.2% (1.1 - 1.4%)	56 (45 - 68) 1.0% (0.8 - 1.3%)	128 (111 - 146) 0.6% (0.5 - 0.6%)	Suppressed	68 (55 - 81) 0.9% (0.7 - 1.0%)	17 (11 - 23) 0.7% (0.5 - 1.0%)	Suppressed
Nursing Home/ Extended Care	2,016 (1,947 - 2,085) 3.2% (3.1 - 3.3%)	318 (291 - 345) 4.8% (4.4 - 5.2%)	147 (128 - 165) 3.5% (3.1 - 3.9%)	169 (148 - 189) 2.1% (1.9 - 2.4%)	185 (164 - 206) 3.4% (3.0 - 3.8%)	546 (509 - 582) 2.4% (2.2 - 2.5%)	78 (64 - 91) 4.2% (3.5 - 4.9%)	298 (271 - 325) 3.8% (3.5 - 4.2%)	134 (117 - 152) 5.6% (4.9 - 6.3%)	141 (123 - 160) 4.2% (3.6 - 4.7%)
Other Long Term Care	167 (148 - 187) 0.3% (0.2 - 0.3%)	36 (27 - 45) 0.5% (0.4 - 0.7%)	<10	11 (6 - 17) 0.1% (0.1 - 0.2%)	23 (15 - 30) 0.4% (0.3 - 0.6%)	36 (27 - 45) 0.2% (0.1 - 0.2%)	<10	22 (15 - 29) 0.3% (0.2 - 0.4%)	21 (14 - 28) 0.9% (0.6 - 1.2%)	<10
Ambulatory care (overall)	7,411 (7,283 - 7,540) 11.9% (11.7 - 12.1%)	512 (477 - 547) 7.8% (7.3 - 8.3%)	468 (435 - 501) 11.2% (10.4 - 11.9%)	794 (750 - 837) 10.0% (9.5 - 10.6%)	476 (442 - 510) 8.8% (8.2 - 9.4%)	3,214 (3,127 - 3,301) 14.1% (13.7 - 14.4%)	179 (159 - 199) 9.6% (8.6 - 10.7%)	1,044 (994 - 1,094) 13.5% (12.9 - 14.1%)	308 (281 - 334) 12.9% (11.8 - 13.9%)	417 (386 - 448) 12.3% (11.4 - 13.2%)
Ambulatory Care Setting	6,771 (6,648 - 6,895) 10.9% (10.7 - 11.1%)	448 (415 - 480) 6.8% (6.3 - 7.3%)	422 (391 - 453) 10.1% (9.4 - 10.8%)	717 (676 - 759) 9.1% (8.6 - 9.6%)	432 (399 - 464) 8.0% (7.4 - 8.6%)	2,996 (2,912 - 3,080) 13.1% (12.8 - 13.5%)	167 (147 - 186) 9.0% (8.0 - 10.0%)	939 (891 - 986) 12.1% (11.6 - 12.7%)	277 (252 - 302) 11.6% (10.6 - 12.6%)	375 (345 - 404) 11.1% (10.2 - 11.9%)
Dialysis Center	640 (601 - 679) 1.0% (1.0 - 1.1%)	64 (52 - 76) 1.0% (0.8 - 1.2%)	46 (36 - 56) 1.1% (0.9 - 1.3%)	76 (63 - 90) 1.0% (0.8 - 1.1%)	45 (34 - 55) 0.8% (0.6 - 1.0%)	218 (195 - 241) 1.0% (0.9 - 1.1%)	12 (7 - 18) 0.7% (0.4% - 1.0%)	105 (89 - 122) 1.4% (1.2 - 1.6%)	31 (22 - 39) 1.3% (0.9 - 1.6%)	42 (32 - 52) 1.2% (0.9 - 1.5%)

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TableB6: continued

Work Setting	Accountable Community of Health (ACH) in which RNs practice									
	1. BHT	2. CPAA	3. EH	4. GC	5. HH	6. N Central	7. N Sound	8. Olympic	9. SW	
Community Health (overall)	357 (328 - 386) 5.4% (5.0 - 5.9%)	248 (224 - 272) 5.9% (5.4 - 6.5%)	350 (321 - 379) 4.4% (4.1 - 4.8%)	397 (366 - 428) 7.4% (6.8 - 7.9%)	1,068 (1,017 - 1,118) 4.7% (4.5 - 4.9%)	143 (125 - 162) 7.7% (6.8 - 8.7%)	520 (485 - 555) 6.7% (6.3 - 7.2%)	137 (119 - 155) 5.7% (5.0 - 6.4%)	201 (179 - 222) 5.9% (5.3 - 6.5%)	
Community Health	102 (87 - 118) 1.6% (1.3 - 1.8%)	83 (69 - 96) 2.0% (1.6 - 2.3%)	107 (90 - 123) 1.3% (1.1 - 1.5%)	163 (143 - 183) 3.0% (2.7 - 3.4%)	306 (279 - 333) 1.3% (1.2 - 1.5%)	65 (53 - 77) 3.5% (2.8 - 4.1%)	132 (115 - 150) 1.7% (1.5 - 1.9%)	48 (37 - 58) 2.0% (1.6 - 2.4%)	61 (49 - 73) 1.8% (1.5 - 2.2%)	
Occupational Health	11 (6 - 16) 0.2% (0.1 - 0.3%)	18 (12 - 24) 0.4% (0.3 - 0.6%)	22 (15 - 30) 0.3% (0.2 - 0.4%)	28 (19 - 36) 0.5% (0.4 - 0.7%)	84 (70 - 98) 0.4% (0.3 - 0.4%)	Suppressed	22 (15 - 30) 0.3% (0.2 - 0.4%)	<10	14 (8 - 20) 0.4% (0.3 - 0.6%)	
Public Health	51 (40 - 63) 0.8% (0.6 - 1.0%)	56 (44 - 67) 1.3% (1.1 - 1.6%)	62 (50 - 74) 0.8% (0.6 - 0.9%)	63 (50 - 75) 1.2% (0.9 - 1.4%)	211 (189 - 234) 0.9% (0.8 - 1.0%)	Suppressed	96 (81 - 111) 1.2% (1.0 - 1.4%)	Suppressed	17 (11 - 24) 0.5% (0.3 - 0.7%)	
School Health Services	192 (170 - 213) 2.9% (2.6 - 3.2%)	91 (77 - 106) 2.2% (1.8 - 2.5%)	159 (140 - 178) 2.0% (1.8 - 2.3%)	143 (125 - 162) 2.7% (2.3 - 3.0%)	467 (433 - 500) 2.0% (1.9 - 2.2%)	52 (41 - 63) 2.8% (2.2 - 3.4%)	26 (244 - 294) 3.5% (3.2 - 3.8%)	55 (44 - 67) 2.3% (1.8 - 2.8%)	108 (92 - 124) 3.2% (2.7 - 3.6%)	
Settings not included above (overall)	1,244 (1,190 - 1,297) 18.9% (18.2 - 19.6%)	767 (726 - 809) 18.3% (17.4 - 19.2%)	1,241 (1,186 - 1,295) 15.7% (15.0 - 16.3%)	935 (888 - 982) 17.3% (16.5 - 18.1%)	3,363 (3,275 - 3,451) 14.7% (14.4 - 15.1%)	390 (360 - 420) 21.0% (19.5 - 22.4%)	1,384 (1,327 - 1,441) 17.9% (17.2 - 18.6%)	376 (347 - 406) 15.7% (14.6 - 16.9%)	549 (513 - 584) 16.2% (15.2 - 17.2%)	
Correctional Facility	49 (38 - 59) 0.7% (0.6 - 0.9%)	86 (72 - 100) 2.1% (1.7 - 2.4%)	64 (52 - 77) 0.8% (0.7 - 1.0%)	101 (85 - 116) 1.9% (1.6 - 2.2%)	127 (110 - 145) 0.6% (0.5 - 0.6%)	<10	97 (82 - 112) 1.2% (1.1 - 1.4%)	22 (15 - 29) 0.9% (0.6 - 1.2%)	Suppressed	
Insurance Claims/ Benefits	73 (60 - 86) 1.1% (0.9 - 1.3%)	41 (31 - 51) 1.0% (0.8 - 1.2%)	70 (57 - 82) 0.9% (0.7 - 1.0%)	26 (18 - 34) 0.5% (0.3 - 0.6%)	203 (182 - 225) 0.9% (0.8 - 1.0%)	Suppressed	154 (135 - 173) 2.0% (1.8 - 2.2%)	<10	22 (15 - 29) 0.6% (0.4 - 0.9%)	
Policy/ Planning/ Regulatory/ Licensing Agency	24 (16 - 31) 0.4% (0.2 - 0.5%)	91 (77 - 105) 2.2% (1.8 - 2.5%)	25 (17 - 32) 0.3% (0.2 - 0.4%)	17 (11 - 23) 0.3% (0.2 - 0.4%)	48 (37 - 58) 0.2% (0.2 - 0.3%)	<10	20 (14 - 27) 0.3% (0.2 - 0.4%)	<10	<10	

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Table B6: continued

Work Setting	Statewide Estimate [n (95% CI), Column Percent (95% CI)]	Accountable Community of Health (ACH) in which RNs practice								
		1. BHT	2. CPAA	3. EH	4. GC	5. HH	6. N Central	7. N Sound	8. Olympic	9. SW
School of Nursing	932 (886 - 978) 1.5% (1.4 - 1.6%)	111 (95 - 127) 1.7% (1.4 - 1.9%)	43 (34 - 53) 1.0% (0.8 - 1.3%)	96 (81 - 111) 1.2% (1.0 - 1.4%)	108 (92 - 124) 2.0% (1.7 - 2.3%)	375 (345 - 404) 1.6% (1.5 - 1.8%)	32 (24 - 41) 1.7% (1.3 - 2.2%)	98 (83 - 113) 1.3% (1.1 - 1.5%)	31 (23 - 40) 1.3% (1.0 - 1.7%)	38 (29 - 47) 1.1% (0.8 - 1.4%)
Other	7,912 (7,780 - 8,044) 12.7% (12.5 - 12.9%)	988 (940 - 1,035) 15.0% (14.3 - 15.7%)	506 (472 - 540) 12.1% (11.3 - 12.9%)	986 (937 - 1,035) 12.5% (11.9 - 13.0%)	684 (644 - 724) 12.7% (12.0 - 13.4%)	2,610 (2,532 - 2,689) 11.4% (11.1 - 11.8%)	334 (306 - 362) 18.0% (16.6 - 19.3%)	1,014 (965 - 1,064) 13.1% (12.5 - 13.7%)	319 (292 - 346) 13.3% (12.3 - 14.4%)	470 (437 - 503) 13.9% (13.0 - 14.8%)

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

2) 95% CI = 95% confidence interval
3) Work location based on survey responses for actively employed RNs indicating the ZIP code of their primary employer.
4) Percent calculations do not include missing data.
5) Estimates of less than 10 nurses were suppressed to protect the identity of nurses and to indicate that these estimates may be unreliable due to the small number of survey responses. Some additional cells with 10 or more responses were also suppressed to prevent back-calculation.
6) Missing data: Among survey respondents who indicated they were employed as an RN:
Work Setting: 0.2% statewide, range by ACH 0.07% (Olympic) - 0.5% (BHC)

Table B7: Ten Most Frequently Selected Specialties/Areas of Practice by Work Setting for RNs Practicing in Washington, 2019

Work Setting	Specialty/Area of Practice	Statewide Estimate [n (95% CI)]	Percent Within Work Setting [n (95% CI)]
Hospital	Acute Care/Critical Care	7,851 (7,716 – 7,985)	23.7% (23.4 - 24.1%)
	Medical Surgical	5,773 (5,657 – 5,890)	17.5% (17.1 - 17.8%)
	Emergency / Trauma	3,658 (3,565 – 3,752)	11.1% (10.8 - 11.3%)
	Perioperative	3,073 (2,988 – 3,157)	9.3% (9.0 - 9.5%)
	Maternal - Child Health / Obstetrics	2,957 (2,873 – 3,041)	8.9% (8.7 - 9.2%)
	Pediatrics	1,523 (1,461 – 1,584)	4.6% (4.4 - 4.8%)
	Cardiology	1,445 (1,385 – 1,504)	4.4% (4.2 - 4.5%)
	Neonatal	1,367 (1,309 – 1,424)	4.1% (4.0 - 4.3%)
	Psychiatric/Mental Health/Substance Abuse	1,258 (1,203 – 1,312)	3.8% (3.6 - 4.0%)
	Other – Clinical Specialties (Not specified)	1,164 (1,112 – 1,217)	3.5% (3.4 - 3.7%)
	Other, not in the top 10	3,014 (2,930 - 3,099)	9.1% (8.9 - 9.4%)
Long-term Care or Hospice -Assisted Living Facility -Home Health -Hospice -Nursing Home/Extended Care -Other Long Term Care	Geriatric/Gerontology	2,307 (2,234 – 2,380)	39.9% (38.9 - 40.8%)
	Home Health	1,736 (1,673 – 1,800)	30.0% (29.1 - 30.9%)
	Palliative Care / Hospice	404 (374 - 435)	7.0% (6.5 - 7.5%)
	Rehabilitation	400 (368 - 431)	6.9% (6.4 - 7.4%)
	Pediatrics	275 (249 - 301)	4.7% (4.3 - 5.2%)
	Adult Health	196 (174 - 218)	3.4% (3.0 - 3.8%)
	Other - Clinical Specialties	138 (120 - 156)	2.4% (2.1 - 2.7%)
	Psychiatric/Mental Health/Substance Abuse	93 (79 - 108)	1.6% (1.4 - 1.9%)
	Acute Care/Critical Care	51 (40 - 62)	0.9% (0.7 - 1.1%)
	Community	51 (40 - 62)	0.9% (0.7 - 1.1%)
	Other, not in the top 10	138 (120 - 156)	2.4% (2.1 - 2.7%)
Ambulatory Care -Ambulatory Care Setting -Dialysis Center	Other - Clinical Specialties	1,057 (1,007 – 1,107)	17.3% (16.6 - 18.1%)
	Oncology	969 (921 – 1,017)	15.9% (15.2 - 16.6%)
	Perioperative	805 (761 - 848)	13.2% (12.5 - 13.9%)
	Nephrology	535 (499 - 571)	8.8% (8.2 - 9.3%)
	Pediatrics	417 (385 - 449)	6.8% (6.3 - 7.3%)
	Family Health	406 (375 - 438)	6.7% (6.2 - 7.2%)
	Cardiology	282 (256 - 308)	4.6% (4.2 - 5.0%)
	Adult Health	262 (238 - 287)	4.3% (3.9 - 4.7%)
	Medical Surgical	217 (194 - 240)	3.6% (3.2 - 3.9%)
	Women's Health	192 (171 - 214)	3.2% (2.8 - 3.5%)
	Other, not in the top 10	956 (908 - 1,004)	15.7% (15.0 - 16.4%)

Table Continued Next Page

Table B7: continued

Work Setting	Specialty/Area of Practice	Statewide Estimate [n (95% CI)]		Percent Within Work Setting [n (95% CI)]
Community Health -Community Health -Occupational Health -Public Health -School Health Service	School Health	1,250	(1,196 - 1,304)	37.9% (36.6 - 39.2%)
	Community	415	(383 - 446)	12.6% (11.7 - 13.5%)
	Public Health	399	(369 - 430)	12.1% (11.2 - 13.0%)
	Pediatrics	243	(219 - 267)	7.4% (6.7 - 8.1%)
	Maternal - Child Health / Obstetrics	196	(174 - 218)	5.9% (5.3 - 6.6%)
	Occupational Health	188	(167 - 209)	5.7% (5.1 - 6.3%)
	Psychiatric/Mental Health/Substance Abuse	165	(145 - 185)	5.0% (4.4 - 5.6%)
	Family Health	105	(89 - 121)	3.2% (2.7 - 3.7%)
	Geriatric/Gerontology	61	(49 - 73)	1.8% (1.5 - 2.2%)
	Adult Health	48	(38 - 59)	1.5% (1.1 - 1.8%)
	Other, not in the top 10	224	(201 - 247)	6.8% (6.1 - 7.5%)
Settings not included above -Correctional Facility -Insurance Claims/Benefits -Policy/Planning/Regulatory/ Licensing Agency -School of Nursing -Other	Other - Clinical Specialties	714	(673 - 755)	9.4% (8.9 - 9.9%)
	Psychiatric/Mental Health/Substance Abuse	696	(655 - 736)	9.2% (8.7 - 9.7%)
	Perioperative	604	(566 - 642)	8.0% (7.5 - 8.4%)
	Geriatric/Gerontology	571	(534 - 607)	7.5% (7.1 - 8.0%)
	Palliative Care / Hospice	469	(436 - 502)	6.2% (5.8 - 6.6%)
	Pediatrics	451	(418 - 484)	5.9% (5.5 - 6.4%)
	Acute Care/Critical Care	444	(411 - 476)	5.8% (5.4 - 6.3%)
	Medical Surgical	426	(395 - 458)	5.6% (5.2 - 6.0%)
	Other - Non Clinical Specialties	394	(364 - 425)	5.2% (4.8 - 5.6%)
	Rehabilitation	352	(323 - 381)	4.6% (4.3 - 5.0%)
	Other, not in the top 10	2,468	(2,392 - 2,544)	32.5% (31.7 - 33.4%)

Notes: 1) 95% CI = 95% confidence interval
 2) Percent calculations do not include missing data.
 3) Missing data: Among survey respondents who indicated they were employed as an RN:
 Work Setting: 0.2% statewide
 Specialty/Area of practice: 10.6% statewide, range by setting 0.2% (Community Health) – 4.4% (Other)

Table B8: Demographic and Work Characteristics of RNs Practicing in Washington by Age, 2019

Age Categories	Statewide Estimate [n (95% CI), Column Percent (95% CI)]	Percent Working in a Hospital	Percent BSN or Higher	Percent Male	Percent Non-White	Percent Hispanic / Latino	Percent Full-time	Mean Hours Worked per Week (Full-time)	Percent with First Nursing License in Another Country
19-24	1,225 (1,167 – 1,283) 2.0% (1.9 - 2.1%)	80.8% (79.0 - 82.7%)	72.6% (70.5 - 74.7%)	8.2% (6.9 - 9.5%)	19.2% (17.3 - 21.1%)	8.6% (7.3 - 9.9%)	91.7% (90.3 - 93.0%)	37.6 (37.4 - 37.8)	None
25-29	6,048 (5,926 – 6,170) 9.7% (9.5 - 9.9%)	75.0% (74.1 - 75.9%)	75.1% (74.2 - 76.0%)	11.2% (10.5 - 11.8%)	24.3% (23.4 - 25.2%)	7.6% (7.0 - 8.1%)	87.2% (86.5 - 87.9%)	37.9 (37.7 - 38.0)	1.5% (1.2 - 1.7%)
30-34	7,770 (7,632 – 7,908) 12.5% (12.2 - 12.7%)	67.2% (66.4 - 68.1%)	68.9% (68.0 - 69.7%)	13.0% (12.4 - 13.7%)	23.2% (22.4 - 24.0%)	6.1% (5.6 - 6.5%)	77.5% (76.7 - 78.2%)	38.5 (38.4 - 38.6)	3.0% (2.7 - 3.3%)
35-39	8,314 (8,174 – 8,455) 13.3% (13.1 - 13.5%)	61.8% (60.9 - 62.6%)	60.6% (59.7 - 61.5%)	13.8% (13.2 - 14.4%)	22.6% (21.9 - 23.4%)	6.0% (5.6 - 6.4%)	73.2% (72.4 - 73.9%)	39.1 (39.0 - 39.2)	2.7% (2.4 - 3.0%)
40-44	7,186 (7,055 – 7,318) 11.5% (11.3 - 11.7%)	58.1% (57.2 - 59.1%)	55.4% (54.5 - 56.4%)	15.0% (14.3 - 15.7%)	20.9% (20.1 - 21.7%)	4.8% (4.4 - 5.2%)	75.1% (74.2 - 75.9%)	39.9 (39.7 - 40.0)	3.3% (2.9 - 3.6%)
45-49	6,864 (6,739 – 6,990) 11.0% (10.8 - 11.2%)	54.5% (53.5 - 55.4%)	56.0% (55.1 - 57.0%)	13.8% (13.1 - 14.5%)	23.1% (22.2 - 23.9%)	4.0% (3.6 - 4.4%)	78.8% (78.1 - 79.6%)	40.0 (39.9 - 40.2)	6.7% (6.2 - 7.2%)
50-54	6,152 (6,036 – 6,268) 9.9% (9.7 - 10.0%)	49.9% (48.9 - 50.9%)	53.8% (52.9 - 54.8%)	12.4% (11.8 - 13.1%)	18.3% (17.5 - 19.0%)	3.7% (3.3% - 4.1%)	78.9% (78.1 - 79.7%)	40.3 (40.1 - 40.4)	5.5% (5.1 - 6.0%)
55-59	6,708 (6,591 – 6,824) 10.8% (10.6 - 10.9%)	49.2% (48.3 - 50.1%)	54.1% (53.2 - 55.0%)	10.1% (9.5 - 10.6%)	12.4% (11.8 - 13.0%)	2.7% (2.4 - 3.0%)	76.3% (75.6 - 77.1%)	40.3 (40.1 - 40.5)	3.5% (3.2 - 3.9%)
60-64	6,757 (6,642 – 6,872) 10.8% (10.6 - 11.0%)	46.4% (45.5 - 47.2%)	52.5% (51.6 - 53.4%)	9.3% (8.8 - 9.9%)	10.5% (9.9 - 11.0%)	2.0% (1.8 - 2.3%)	72.5% (71.7 - 73.3%)	40.1 (39.9 - 40.2)	3.7% (3.4 - 4.0%)
65+	5,369 (5,262 – 5,476) 8.6% (8.4 - 8.8%)	36.5% (35.5 - 37.5%)	48.2% (47.2 - 49.3%)	8.7% (8.1 - 9.3%)	8.5% (7.9 - 9.0%)	1.4% (1.2 - 1.7%)	56.4% (55.4 - 57.4%)	40.2 (40.0 - 40.4)	2.9% (2.5 - 3.2%)
All Ages	62,393 (62,135 – 62,652)	56.5% (56.2 - 56.8%)	58.9% (58.6 - 59.2%)	12.0% (11.8 - 12.2%)	18.3% (18.1 - 18.6%)	4.4% (4.3 - 4.6%)	75.7% (75.4 - 75.9%)	39.5 (39.45 - 39.5)	3.6% (3.5 - 3.7%)

Notes: 1) Non-White defined as all races other than White alone (including two or more races) and does not include Hispanic ethnicity

2) Full-time employment defined as greater than or equal to 32 hours worked per week

3) 95% CI = 95% confidence interval

4) Percent calculations do not include missing data, other than for the Hispanic/Latino question. Survey respondents were asked to check a box if they identified as Hispanic/Latino. There was not a corresponding box for "Not Hispanic/Latino" or for "Choose not to answer." Therefore, it was not possible to assess the percentage of respondents who chose not to answer the ethnicity question.

5) Missing data: Among survey respondents who indicated they were employed as an RN: Work Setting: 0.2% statewide, range by age category 0.05% (25-29) – 0.3% (35-39).

Race: 1.2% statewide, range by age category 0.5% (19-24 & 65+) – 2.0% (30-34). Highest nursing degree: 0.1% statewide, range by age category 0.05% (50-54) – 0.2% (25-29).

Country of first license: 0.5% statewide, range by age category 0.2% (25-29) – 0.7% (40-44). All other categories: No missing for nurses employed as an RN and practicing in WA

Table B9: Demographic and Work Characteristics of RNs Practicing in Washington by Work Status, 2019

Work Status	Statewide Estimate [n (95% CI), Column Percent (95% CI)]	Mean Age	Percent Age 55 or Older (27.3 - 27.9%)	Percent BSN or Higher (58.6 - 59.3%)	Percent Male	Percent Non-White*	Percent Hispanic/ Latino (4.7 - 5.0%)	Percent Working in a Hospital (56.5 - 57.2%)	Mean Hours Worked per Week (39.4 - 39.5)	Percent with First Nursing License in Another Country (3.7 - 3.9%)
Full-time	47,206 (46,949 - 47,464) 75.7% (75.4 - 75.9%)	44.9 (44.8 - 45.0)	27.6% (27.3 - 27.9%)	59.0% (58.6 - 59.3%)	14.2% (13.9 - 14.5%)	20.2% (19.9 - 20.5%)	4.9% (4.7 - 5.0%)	56.9% (56.5 - 57.2%)	39.5 (39.4 - 39.5)	3.8% (3.7 - 3.9%)
Part-time	15,187 (15,010 - 15,364) 24.3% (24.1 - 24.6%)	48.7 (48.6 - 48.9)	38.1% (37.5 - 38.7%)	58.3% (57.7 - 58.9%)	5.2% (5.0 - 5.5%)	13.4% (12.9 - 13.8%)	3.1% (2.9 - 3.4%)	55.0% (54.4 - 55.6%)	21.3 (21.2 - 21.4)	2.8% (2.6 - 3.0%)
All RNs	62,393 (62,135 - 62,652)	45.8 (45.8 - 45.9)	30.2% (29.9 - 30.5%)	58.9% (58.6 - 59.2%)	12.0% (11.8 - 12.2%)	18.3% (18.1 - 18.6%)	4.4% (4.3 - 4.6%)	56.5% (56.2 - 56.8%)	35.0 (35.0 - 35.1)	3.6% (3.5 - 3.7%)

Notes: 1) Non-White defined as all races other than White alone (including two or more races) and does not include Hispanic ethnicity

2) Full-time employment defined as greater than or equal to 32 hours worked per week

3) 95% CI = 95% confidence interval

4) Percent calculations do not include missing data, other than for the Hispanic/Latino question. Survey respondents were asked to check a box if they identified as Hispanic/Latino. There was not a corresponding box for "Not Hispanic/Latino" or for "Choose not to answer." Therefore, it was not possible to assess the percentage of respondents who chose not to answer the ethnicity question.

5) Missing data: Among survey respondents who indicated they were employed as an RN: Work Setting: 0.2% statewide, 0.05% (Full-time) - 0.1% (Part-time). Race: 1.2% statewide, 1.3% (Full-time) - 0.8% (Part-time). Highest nursing degree: 0.1% statewide, 0.1% (Full-time) - 0.1% (Part-time). Country of first license: 0.5% statewide, 0.6% (Full-time) - 0.2% (Part-time). All other categories: No missing for nurses employed as an RN and practicing in WA.

Table B10: Highest Degree of any Type and Highest Nursing Degree for RNs Practicing in Washington, 2019 and 2007

Degree	2019		2007	
	Highest degree of any type (%)	Highest nursing degree (%)	Highest nursing degree (%)	Highest nursing degree (%)
Vocational/practical certificate	0.4% (0.3 - 0.4%)	0.4% (0.4 - 0.5%)	None	None
Diploma	3.6% (3.5 - 3.7%)	4.2% (4.1 - 4.3%)	9.3%	9.3%
Associate degree	31.4% (31.1 - 31.7%)	36.5% (36.2 - 36.8%)	39.3%	39.3%
Baccalaureate	54.6% (54.2 - 54.9%)	51.8% (51.5 - 52.1%)	43.2%	43.2%
Master's	9.3% (9.1 - 9.5%)	6.8% (6.6 - 6.9%)	7.6%	7.6%
Doctoral (PhD/DNP)	0.8% (0.7 - 0.8%)	0.3% (0.3 - 0.3%)	0.6%	0.6%

Missing data: 0.02% missing highest degree of any type and 0.1% missing highest nursing degree for 2019; 3.4% missing highest nursing degree for 2007

Table B11: Highest Nursing Education for RNs Practicing in Washington by Accountable Community of Health (ACH), 2019

	Statewide Estimate In (95% CI), Column Percent (95% CI)	Accountable Community of Health (ACH) in which RNs practice								
		1. BHT	2. CPAA	3. EH	4. GC	5. HH	6. N Central	7. N Sound	8. Olympic	9. SW
Vocational/practical certificate	260 (235 - 285) 0.4% (0.4 - 0.5%)	19 (12 - 25) 0.3% (0.2 - 0.4%)	27 (19 - 35) 0.6% (0.5 - 0.8%)	39 (29 - 49) 0.5% (0.4 - 0.6%)	28 (19 - 36) 0.5% (0.4 - 0.7%)	64 (51 - 76) 0.3% (0.2 - 0.3%)	21 (14 - 28) 1.1% (0.8 - 1.5%)	38 (28 - 48) 0.5% (0.4 - 0.6%)	<10	Suppressed
Diploma	2,614 (2,537 - 2,691) 4.2% (4.1 - 4.3%)	244 (220 - 267) 3.7% (3.3 - 4.0%)	177 (157 - 197) 4.2% (3.8 - 4.7%)	321 (293 - 348) 4.0% (3.7% - 4.4%)	205 (183 - 227) 3.8% (3.4 - 4.2%)	942 (894 - 989) 4.1% (3.9 - 4.3%)	93 (79 - 108) 5.0% (4.3 - 5.8%)	385 (355 - 415) 5.0% (4.6 - 5.4%)	108 (93 - 124) 4.5% (3.9 - 5.2%)	139 (122 - 157) 4.1% (3.6 - 4.6%)
Associate degree	22,765 (22,556 - 22,973) 36.5% (36.2 - 36.8%)	2,606 (2,529 - 2,683) 39.5% (38.6 - 40.4%)	2,039 (1,971 - 2,107) 48.7% (47.5 - 49.9%)	2,857 (2,774 - 2,940) 36.1% (35.2 - 36.9%)	2,676 (2,597 - 2,756) 49.5% (48.5 - 50.6%)	5,727 (5,612 - 5,842) 25.1% (24.6 - 25.5%)	1,094 (1,044 - 1,145) 58.8% (57.1 - 60.6%)	3,268 (3,180 - 3,355) 42.3% (41.4 - 43.1%)	1,085 (1,035 - 1,135) 45.3% (43.8 - 46.9%)	1,412 (1,355 - 1,469) 41.6% (40.3 - 42.9%)
Baccalaureate	32,269 (32,031 - 32,507) 51.8% (51.5 - 52.1%)	3,389 (3,300 - 3,477) 51.3% (50.4 - 52.3%)	1,634 (1,572 - 1,695) 39.0% (37.8 - 40.2%)	4,089 (3,989 - 4,188) 51.6% (50.8 - 52.5%)	2,241 (2,168 - 2,315) 41.5% (40.4 - 42.5%)	14,156 (13,980 - 14,331) 62.0% (61.5 - 62.5%)	578 (541 - 615) 31.1% (29.4 - 32.7%)	3,540 (3,449 - 3,632) 45.8% (44.9 - 46.7%)	1,009 (961 - 1,058) 42.2% (40.6 - 43.7%)	1,633 (1,572 - 1,695) 48.1% (46.8 - 49.4%)
Master's	4,233 (4,135 - 4,331) 6.8% (6.6 - 6.9%)	321 (294 - 348) 4.9% (4.5 - 5.3%)	306 (279 - 332) 7.3% (6.7 - 7.9%)	596 (558 - 633) 7.5% (7.1 - 8.0%)	246 (222 - 270) 4.6% (4.1 - 5.0%)	1,835 (1,770 - 1,901) 8.0% (7.8 - 8.3%)	74 (61 - 87) 4.0% (3.3 - 4.6%)	495 (461 - 529) 6.4% (6.0 - 6.8%)	177 (157 - 197) 7.4% (6.6 - 8.2%)	184 (164 - 204) 5.4% (4.8 - 6.0%)
Doctoral (PhD/DNP)	182 (161 - 202) 0.3% (0.3 - 0.3%)	23 (16 - 30) 0.3% (0.2 - 0.5%)	<10	17 (11 - 24) 0.2% (0.1 - 0.3%)	<10	106 (90 - 122) 0.5% (0.4 - 0.5%)	<10	<10	<10	<10

Notes: 1) Counties comprising Accountable Communities of Health (ACHs): 1) **Better Health Together (BHT)** includes Adams, Ferry, Lincoln, Pend Oreille, Spokane, and Stevens counties, 2) **Cascade Pacific Action Alliance (CPAA)** includes Cowlitz, Grays Harbor, Lewis, Mason, Pacific, Thurston, and Wahkiakum counties, 3) **Elevate Health (EH)** is Pierce County, 4) **Greater Columbia (GC)** includes Asotin, Benton, Columbia, Franklin, Garfield, Kittitas, Walla Walla, Whitman, and Yakima counties, 5) **HealthierHere (HH)** is King County, 6) **North Central ACH (N Central)** includes Chelan, Douglas, Grant, and Okanogan counties, 7) **North Sound ACH (N Sound)** includes Snohomish, Skagit, Island, San Juan, and Whatcom counties, 8) **Olympic Community of Health (Olympic)** includes Clallam, Jefferson and Kitsap counties, 9) **Southwest Washington (SW)** includes Clark, Klickitat, and Skamania counties.
 2) 95% CI = 95% confidence interval
 3) RN data does not include RNs with ARNP credential. Degree refers to the highest degree obtained in a nursing education program. It is possible that RNs could have a degree at a higher level in another field, which would not be reflected in this table.
 4) Work location based on survey responses for actively employed RNs indicating the ZIP code of their primary employer.
 5) Percent calculations do not include missing data.
 6) Estimates of less than 10 nurses were suppressed to protect the identity of nurses and to indicate that these estimates may be unreliable due to the small number of survey responses. Some additional cells with 10 or more responses were also suppressed to prevent back-calculation.
 7) Missing data: Among survey respondents who indicated they were employed as an RN: Highest nursing degree: 0.1% statewide, range by ACH 0.03 (GC) - 0.2% (CPAA)

Table B12: Highest Nursing Degree for Women Compared with Men, RNs practicing in WA, 2019

Highest Nursing Degree	Women		Men	
	n (95% CI)	Column Percent (95% CI)	n (95% CI)	Column Percent (95% CI)
Vocational/practical certificate	224 (201 - 247)	0.4% (0.4 - 0.5%)	36 (27 - 46)	0.5% (0.4 - 0.6%)
Diploma	2,375 (2,301 - 2,448)	4.3% (4.2 - 4.5%)	240 (215 - 264)	3.2% (2.9 - 3.5%)
Associate degree	19,597 (19,401 - 19,793)	35.7% (35.4 - 36.1%)	3,168 (3,079 - 3,256)	42.3% (41.4 - 43.2%)
Baccalaureate	28,617 (28,389 - 28,845)	52.2% (51.9 - 52.5%)	3,652 (3,556 - 3,748)	48.8% (47.8% - 49.7%)
Master's	3,853 (3,759 - 3,946)	7.0% (6.9 - 7.2%)	380 (350 - 411)	5.1% (4.7 - 5.5%)
Doctoral (PhD/DNP)	170 (150 - 190)	0.3% (0.3 - 0.3%)	12 (6 - 17)	0.2% (0.1 - 0.2%)
RNs with a BSN or higher	32,639 (32,403 - 32,876)	59.5% (59.2 - 59.8%)	4,044 (3,944 - 4,145)	54.0% (53.1 - 54.9%)

Notes: 1) RN data does not include RNs with ARNP credential. Degree refers to the highest degree obtained in a nursing education program. It is possible that RNs could have a degree at a higher level in another field, which would not be reflected in this table.

2) 95% CI = 95% confidence interval

3) Percent calculations do not include missing data.

4) Missing data: Among survey respondents who indicated they were employed as an RN:
Highest nursing degree: 0.1% statewide, 0.1% for both Women and Men

Table B13: Demographic and Work Characteristics of RNs Practicing in Washington by Highest Nursing Degree Obtained, 2019

Highest Nursing Degree	Statewide Estimate [n (95% CI), Column Percent (95% CI)]	Mean Age	Percent Age 55 or Older	Percent Non-White	Percent Hispanic / Latino	Percent Working in a Hospital	Percent Full-time	Mean Hours Worked per Week	Percent with First Nursing License in Another Country
Vocational/practical certificate	260 (235 - 285) 0.4% (0.4 - 0.5%)	44.9 (43.7 - 46.0)	24.7% (20.7 - 28.7%)	24.3% (20.0 - 28.6%)	8.2% (5.6 - 10.9%)	37.7% (33.0 - 42.4%)	66.0% (61.4 - 70.6%)	40.3 (39.6 - 41.1)	1.8% (0.6 - 3.1%)
Diploma	2,614 (2,537 - 2,691) 4.2% (4.1 - 4.3%)	54.1 (53.7 - 54.5)	54.9% (53.4 - 56.4%)	20.4% (19.2 - 21.6%)	2.2% (1.8 - 2.6%)	45.0% (43.5 - 46.5%)	68.6% (67.2 - 69.9%)	39.4 (39.2 - 39.7)	19.0% (17.8 - 20.2%)
Associate degree	22,765 (22,556 - 22,973) 36.5% (36.2 - 36.8%)	47.5 (47.4 - 47.6)	33.2% (32.7 - 33.7%)	14.4% (14.0 - 14.7%)	5.2% (5.0 - 5.4%)	52.5% (52.0 - 53.0%)	76.3% (75.9 - 76.7%)	39.3 (39.2 - 39.4)	0.6% (0.6 - 0.7%)
Baccalaureate	32,269 (32,031 - 32,507) 51.8% (51.5 - 52.1%)	43.3 (43.1 - 43.4)	23.9% (23.6 - 24.3%)	21.7% (21.3 - 22.0%)	4.3% (4.1 - 4.5%)	62.0% (61.6 - 62.4%)	75.1% (74.7 - 75.5%)	39.1 (39.1 - 39.2)	4.4% (4.2 - 4.5%)
Master's	4,233 (4,135 - 4,331) 6.8% (6.6 - 6.9%)	51.3 (51.1 - 51.6)	45.9% (44.7 - 47.1%)	15.5% (14.6 - 16.3%)	2.7% (2.3 - 3.1%)	45.5% (44.3 - 46.6%)	81.3% (80.4 - 82.2%)	42.3 (42.1 - 42.5)	3.9% (3.4 - 4.3%)
Doctoral (PhD/DNP)	182 (161 - 202) 0.3% (0.3 - 0.3%)	54.2 (52.8 - 55.6)	53.0% (47.4 - 58.7%)	20.7% (16.1 - 25.4%)	2.7% (0.8 - 4.6%)	10.2% (6.8 - 13.5%)	85.5% (81.5 - 89.4%)	46.8 (45.5 - 48.0)	5.9% (3.3 - 8.6%)
All RNs	62,393 (62,135 - 62,652)	45.8 (45.8 - 45.9)	30.2% (29.9 - 30.5%)	18.3% (18.1 - 18.6%)	4.4% (4.3 - 4.6%)	56.5% (56.2 - 56.8%)	75.7% (75.4 - 75.9%)	39.5 (39.45 - 39.5)	3.6% (3.5 - 3.7%)

Notes: 1) RN data does not include RNs with ARNP credential. Degree refers to the highest degree obtained in a nursing education program. It is possible that RNs could have a degree at a higher level in another field, which would not be reflected in this table.

2) Non-White defined as all races other than White alone (including two or more races) and does not include Hispanic ethnicity

3) Full-time employment defined as greater than or equal to 32 hours worked per week

4) 95% CI = 95% confidence interval

5) Percent calculations do not include missing data, other than for the Hispanic/Latino question. Survey respondents were asked to check a box if they identified as Hispanic/Latino. There was not a corresponding box for "Not Hispanic/Latino" or for "Choose not to answer." Therefore, it was not possible to assess the percentage of respondents who chose not to answer the ethnicity question.

6) Missing data: Among survey respondents who indicated they were employed as an RN: Highest nursing degree: 0.1% statewide, range by highest degree 0.06% (Diploma) – 0.3% (Master's); Race: 1.2% statewide, range by highest degree 0.4% (Diploma) – 2.5% (Vocational); Country of first license: 0.5% statewide, range by highest degree 0.3% (Master's) – 0.5% (Diploma, Associate, Baccalaureate).

All other categories: No missing for nurses employed as an RN and practicing in WA.

Table 14: Demographic and Work Characteristics of RNs Practicing in Washington by Location of First Nursing License, 2019

Location of First Nursing License	Statewide Estimate [n (95% CI), Column Percent (95% CI)]	Mean Age	Percent Age 55 or Older	Percent BSN or Higher	Percent Male	Percent Non- White*	Percent Hispanic / Latino	Percent Working in a Hospital	Percent Full- time	Mean Hours Worked per Week
United States	59,879 (59,620 – 60,139) 96.4% (96.3 - 96.5%)	45.8 (45.7 - 45.8)	30.2% (30.0 - 30.5%)	58.4% (58.1 - 58.7%)	12.0% (11.8 - 12.2%)	16.8% (16.5 - 17.0%)	4.6% (4.4 - 4.7%)	56.3% (56.0 - 56.6%)	75.4% (75.1 - 75.7%)	39.5 (39.4 - 39.5)
Foreign	2,216 (2,144 – 2,288) 3.6% (3.5 - 3.7%)	48.1 (47.7 - 48.4)	28.8% (27.4 - 30.3%)	71.0% (69.5 - 72.5%)	12.7% (11.5 - 13.8%)	66.6% (65.0 - 68.1%)	1.2% (0.9 - 1.6%)	60.3% (58.6 - 61.9%)	80.7% (79.4 - 82.0%)	39.7 (39.5 - 40.0)
All RNs	62,393 (62,135 – 62,652)	45.8 (45.8 - 45.9)	30.2% (29.9 - 30.5%)	58.9% (58.6 - 59.2%)	12.0% (11.8 - 12.2%)	18.3% (18.1 - 18.6%)	4.4% (4.3 - 4.6%)	56.5% (56.2 - 56.8%)	75.7% (75.4 - 75.9%)	39.5 (39.45 - 39.5)

Notes: 1) Non-White defined as all races other than White alone (including two or more races) and does not include Hispanic ethnicity

2) Full-time employment defined as greater than or equal to 32 hours worked per week

3) 95% CI = 95% confidence interval

4) Percent calculations do not include missing data, other than for the Hispanic/Latino question. Survey respondents were asked to check a box if they identified as Hispanic/Latino. There was not a corresponding box for "Not Hispanic/Latino" or for "Choose not to answer." Therefore, it was not possible to assess the percentage of respondents who chose not to answer the ethnicity question.

5) Missing data: Among survey respondents who indicated they were employed as an RN:

Country of first license: 0.5% statewide

Highest nursing degree: 0.1% statewide, 0% (foreign), 0.1% (US)

Work Setting: 0.2% statewide, 0% (foreign), 0.2% (US)

Race: 1.2% statewide, 0.2% (foreign), 1.2% (US)

All other categories: No missing for nurses employed as an RN and practicing in WA

Table B15: Among Nurses employed as an RN and Practicing in Washington Who Had Their First Nursing License in a Foreign Country, Country of First License and Current Work Setting, 2019

RNs with First License in Another Country	
Estimated Total	2,216 (2,144 – 2,288)
Country of First License (top 10 answers)	Percent (95% CI)
Philippines	42.9% (41.2 - 44.5%)
Canada	26.1% (24.7 - 27.6%)
United Kingdom of Great Britain and Northern Ireland	4.2% (3.6 - 4.9%)
Korea	4.0% (3.4 - 4.7%)
India	3.8% (3.2 - 4.5%)
Australia	2.0% (1.5 - 2.5%)
Nepal	1.1% (0.8 - 1.5%)
Japan	1.1% (0.7 - 1.4%)
Taiwan	1.0% (0.7 - 1.4%)
Germany	0.9% (0.6 - 1.2%)
Work Setting (top 10 answers)	
Hospital	60.3% (58.6 - 61.9%)
Other	9.4% (8.5 - 10.4%)
Nursing Home/Extended Care	7.6% (6.8 - 8.5%)
Ambulatory Care Setting	7.5% (6.6 - 8.3%)
Dialysis Center	3.4% (2.8 - 4.0%)
Home Health	2.6% (2.1 - 3.1%)
Assisted Living Facility	1.8% (1.3 - 2.2%)
Community Health	1.5% (1.1% - 1.9%)
School Health Service	1.4% (1.0 - 1.8%)
School of Nursing	1.0% (0.7 - 1.3%)
Public Health	1.0% (0.6 - 1.3%)

Notes: 1) 95% CI = 95% confidence interval

2) Missing data: Among survey respondents who indicated they were employed as an RN:

Country of first license: 0.5% statewide

Work Setting: No missing for nurses with a first license in a country other than the U.S.

Table B16: Demographic and Work Characteristics of Nurses Employed as RNs Practicing in Washington by Rural/Urban Designation of the ZIP Code in Which They Work, 2019

Region	Rural/Urban Designation	RNs per 100,000 Population	Mean Age	Percent Age 55 or Older	Percent with a BSN or higher	Percent Non-White	Percent Hispanic / Latino	Percent Working in a Hospital	Percent Full-time	Mean Hours Worked per Week (Full-time)	Percent with First Nursing License in Another Country
Washington State	Urban	888 (884 - 892)	45.6 (45.5 - 45.6)	29.5% (29.2 - 29.8%)	60.5% (60.2 - 60.8%)	19.4% (19.1 - 19.6%)	4.4% (4.3 - 4.5%)	56.7% (56.4 - 57.0%)	75.8% (75.5 - 76.1%)	39.5 (39.4 - 39.5)	3.7% (3.6 - 3.9%)
	Rural	560 (548 - 571)	49.1 (48.8 - 49.3)	38.1% (37.1 - 39.2%)	39.8% (38.8 - 40.9%)	9.2% (8.6 - 9.9%)	5.0% (4.5 - 5.5%)	53.4% (52.3 - 54.5%)	73.7% (72.8 - 74.7%)	39.6 (39.4 - 39.8)	1.7% (1.4 - 2.0%)
Eastern WA	Urban	1,030 (1,016 - 1,044)	46.4 (46.2 - 46.6)	32.0% (31.3 - 32.6%)	51.6% (50.9 - 52.3%)	8.7% (8.3 - 9.1%)	6.0% (5.6 - 6.3%)	54.0% (53.3 - 54.7%)	75.7% (75.1 - 76.3%)	39.9 (39.8 - 40.0)	1.1% (0.9 - 1.2%)
	Rural	513 (496 - 530)	48.0 (47.5 - 48.4)	35.2% (33.6 - 36.8%)	38.5% (36.9 - 40.1%)	7.9% (7.0 - 8.8%)	7.2% (6.3 - 8.0%)	54.1% (52.4 - 55.8%)	75.6% (74.1 - 77.0%)	40.1 (39.9 - 40.4)	2.1% (1.6 - 2.6%)
Western WA	Urban	857 (852 - 862)	45.4 (45.3 - 45.4)	28.9% (28.5 - 29.2%)	62.8% (62.5 - 63.2%)	22.1% (21.8 - 22.4%)	4.0% (3.8 - 4.1%)	57.4% (57.0 - 57.7%)	75.9% (75.5 - 76.2%)	39.3 (39.3 - 39.4)	4.4% (4.3 - 4.6%)
	Rural	599 (582 - 615)	49.9 (49.5 - 50.2)	40.2% (38.9 - 41.6%)	40.8% (39.4 - 42.2%)	10.2% (9.3 - 11.0%)	3.4% (2.9 - 3.9%)	52.9% (51.5 - 54.3%)	72.4% (71.1 - 73.7%)	39.2 (39.0 - 39.4)	1.4% (1.1 - 1.8%)
	All RNs	848 (845 - 852)	45.8 (45.8 - 45.9)	30.2% (29.9 - 30.5%)	58.9% (58.6 - 59.2%)	18.3% (18.1 - 18.6%)	4.4% (4.3 - 4.6%)	56.5% (56.2 - 56.8%)	75.7% (75.4 - 75.9%)	39.5 (39.45 - 39.5)	3.6% (3.5 - 3.7%)

Notes: 1) Rural/Urban designation based on rural-urban commuting area codes (RUCA version 3.1) for the ZIP code in which nurses are employed¹⁶

2) Population estimates are for the ZIP code in which a nurse is employed, based on 2018 estimates¹⁷

3) Counties in Eastern WA: Okanogan, Chelan, Douglas, Grant, Kittitas, Yakima, Benton, Franklin, Walla Walla, Columbia, Garfield, Asotin, Whitman, Adams, Lincoln, Spokane, Stevens, Ferry, Pend Oreille. Counties in Western WA: Whatcom, Skagit, San Juan, Island, Snohomish, King, Pierce, Kitsap, Jefferson, Clallam, Grays Harbor, Mason, Thurston, Pacific, Lewis, Wahkiakum, Cowlitz, Skamania, Clark, Klickitat

4) Non-White defined as all races other than White alone (including two or more races) and does not include Hispanic ethnicity

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

6) 95% CI = 95% confidence interval

7) Percent calculations do not include missing data, other than for the Hispanic/Latino question. Survey respondents were asked to check a box if they identified as Hispanic/Latino. There was not a corresponding box for "Not Hispanic/Latino" or for "Choose not to answer." Therefore, it was not possible to assess the percentage of respondents who chose not to answer the ethnicity question.

8) Missing data: Among survey respondents who indicated they were employed as an RN:

Work location and Rural/Urban designation: 0.7% statewide

Population estimate for work location: 0.8% statewide, range 0.03% (E. WA Urban) – 0.8% (E. WA Rural)

Highest nursing degree: 0.1% statewide, range 0.07% (E. WA Urban) – 0.1% (W. WA Urban)

Work Setting: 0.2% statewide, range 0.1% (W. WA Urban) – 0.4% (E. WA Urban)

Race: 1.2% statewide, range 1.0% (W. WA Urban & Rural) – 2.4% (E. WA Rural)

Country of first license: 0.5% statewide, range 0.4% (W. WA Urban & Rural) – 1.0% (E. WA Urban)

All other categories: No missing for nurses employed as an RN and practicing in WA