



Washington State’s 2019 Registered Nurse Workforce

Online Appendix – Unweighted Response Counts and Percentages for Each Survey Question

Nurses in Washington State were required to complete an online survey with questions about their demographics, work characteristics and education history.

The tables below show unweighted responses, meaning they show the number of RNs who selected each response option for each question in the survey. These should not be confused with the weighted estimates presented in the Full Report at

https://depts.washington.edu/fammed/chws/wp-content/uploads/sites/5/2020/03/WA_RN_Survey_2019.pdf
See Appendix A of the full report for a more complete description of the weighting process.

Notes:

- 1) Sex, age and mailing address were collected for all nurses when they initiated or renewed their nursing license and not presented in the survey response tables below.
- 2) Number of employment positions, number of hours worked, employment setting, employment specialty, position title(s) and employment ZIP code questions were only asked of nurses who indicated they were employed as a nurse. All other questions were asked of all nurses taking the survey.

Race

	Unweighted Survey Responses	Percent
American Indian or Alaska Native alone	303	0.5%
Asian alone	5,029	8.8%
Black/African American alone	1,887	3.3%
Native Hawaiian or Other Pacific Islander alone	223	0.4%
White alone	46,373	81.0%
Other race alone	1,073	1.9%
Two or more races	1,594	2.8%
No answer	783	1.4%

Ethnicity

	Unweighted Survey Responses	Percent
Hispanic/Latino	2,500	4.4%
Not Hispanic/Latino or did not answer	54,765	95.6%

Note: 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.

Employment Status

	Unweighted Survey Responses	Percent
Actively employed in nursing or in a position that requires a nurse license - Full-time	39,313	68.7%
Actively employed in nursing or in a position that requires a nurse license - Part-time	9,134	16.0%
Actively employed in nursing or in a position that requires a nurse license - Per diem	3,842	6.7%
Working in nursing only as a volunteer	1,073	1.9%
Actively employed in a field other than nursing - Full-time	334	0.6%
Actively employed in a field other than nursing - Part-time	162	0.3%
Actively employed in a field other than nursing - Per diem	61	0.1%
Retired	912	1.6%
Unemployed - Seeking work as a nurse	1,835	3.2%
Unemployed - Not seeking work as a nurse	592	1.0%
No answer	7	0.0%

Reasons Unemployed

	Unweighted Survey Responses	Percent	Percent Among Unemployed
Taking care of home and family	848	1.5%	35.2%
Disabled	61	0.1%	2.5%
Inadequate Salary	19	0.0%	0.8%
School	244	0.4%	10.1%
Difficulty in finding a nursing position	337	0.6%	14.0%
Other	899	1.6%	37.3%
Not unemployed or no answer	54,857	95.8%	NA

In how many positions are you currently employed as a nurse?

	Unweighted Survey Responses	Percent
1	47,029	82.1%
2	4,557	8.0%
2 or more	122	0.2%
3	581	1.0%
Not employed as a nurse - Question not asked	4,976	8.7%

Note: There were some nurses who provided information in other survey questions about a secondary work position (such as a secondary work setting) but did not indicate they worked in more than one position for this questions. We recoded these responses as “2 or more” for this question because it seems the nurse had more than one position, but we do not know if they had 2 or 3.

Average Hours worked per week, for those employed as a nurse

Mean	Median	Minimum	25 th Percentile	75 th Percentile	Maximum	Missing	n
36.1	36	1	32	40	100	2	52,289

Note: Responses indicating 100 hours or more per week were set to missing.

Employment Setting – Primary

	Unweighted Survey Responses	Percent
Ambulatory Care Setting	5,048	8.8%
Assisted Living Facility	732	1.3%
Community Health	795	1.4%
Correctional Facility	403	0.7%
Dialysis Center	532	0.9%
Home Health	1,876	3.3%
Hospice	370	0.6%
Hospital	26,550	46.4%
Insurance Claims/Benefits	2,412	4.2%
Nursing Home/Extended Care	1,460	2.5%
Nursing Home/Extended Care/Assisted Living Facility	131	0.2%
Occupational Health	298	0.5%
Policy/Planning/Regulatory/Licensing Agency	174	0.3%
Public Health	493	0.9%
School Health Service	1,021	1.8%
School of Nursing	1,138	2.0%
Other	8,508	14.9%
No response	348	0.6%
Not employed as a nurse - Question not asked	4,976	8.7%

Employment Setting – Secondary

	Unweighted Survey Responses	Percent
Ambulatory Care Setting	336	0.6%
Assisted Living Facility	147	0.3%
Community Health	143	0.2%
Correctional Facility	69	0.1%
Dialysis Center	46	0.1%
Home Health	362	0.6%
Hospice	42	0.1%
Hospital	2,022	3.5%
Insurance Claims/Benefits	68	0.1%
Nursing Home/Extended Care	230	0.4%
Nursing Home/Extended Care/Assisted Living Facility	18	0.0%
Occupational Health	33	0.1%
Policy/Planning/Regulatory/Licensing Agency	15	0.0%
Public Health	43	0.1%
School Health Service	147	0.3%
School of Nursing	480	0.8%
Other	974	1.7%
No response	85	0.1%
No secondary practice position	47,029	82.1%
Not employed as a nurse - Question not asked	4,976	8.7%

Employment Specialty – Primary

	Unweighted Survey Responses	Percent
Acute Care/Critical Care	6,712	11.7%
Adult Health	914	1.6%
Adult Health/Family Health (Old MDS Value)	68	0.1%
Anesthesia	147	0.3%
Cardiology	1,549	2.7%
Community	775	1.4%
Emergency / Trauma	3,305	5.8%
Family Health	646	1.1%
Genetics	1	0.0%
Geriatric/Gerontology	2,483	4.3%
Home Health	1,548	2.7%
Informatics	27	0.0%
Information Technology	6	0.0%
Maternal - Child Health / Obstetrics	2,705	4.7%
Medical Surgical	4,979	8.7%
Neonatal	1,076	1.9%
Nephrology	660	1.2%
Neurology/Neurosurgical	28	0.0%
Occupational Health	440	0.8%
Oncology	1,893	3.3%
Orthopedic	25	0.0%
Palliative Care / Hospice	745	1.3%
Pediatrics	2,164	3.8%
Pediatrics/Neonatal (Old MDS Value)	175	0.3%
Perioperative	3,397	5.9%
Primary Care	51	0.1%
Psychiatric/Mental Health/Substance Abuse	1,668	2.9%
Public Health	554	1.0%
Radiology	8	0.0%
Rehabilitation	812	1.4%
School Health	912	1.6%
Urologic	3	0.0%
Women's Health	681	1.2%
Other - Clinical Specialties	2,997	5.2%
Other - Non Clinical Specialties	887	1.5%
Other	454	0.8%
No response	6,794	11.9%
Not employed as a nurse - Question not asked	4,976	8.7%

Employment Specialty – Secondary

	Unweighted Survey Responses	Percent
Acute Care/Critical Care	608	1.1%
Adult Health	108	0.2%
Adult Health/Family Health (Old MDS Value)	12	0.0%
Anesthesia	19	0.0%
Cardiology	97	0.2%
Community	135	0.2%
Emergency / Trauma	487	0.9%
Family Health	35	0.1%
Geriatric/Gerontology	317	0.6%
Home Health	275	0.5%
Informatics	2	0.0%
Maternal - Child Health / Obstetrics	195	0.3%
Medical Surgical	404	0.7%
Neonatal	81	0.1%
Nephrology	49	0.1%
Neurology/Neurosurgical	2	0.0%
Occupational Health	33	0.1%
Oncology	76	0.1%
Palliative Care / Hospice	61	0.1%
Pediatrics	228	0.4%
Pediatrics/Neonatal (Old MDS Value)	17	0.0%
Perioperative	310	0.5%
Primary Care	1	0.0%
Psychiatric/Mental Health/Substance Abuse	204	0.4%
Public Health	45	0.1%
Radiology	1	0.0%
Rehabilitation	118	0.2%
School Health	111	0.2%
Women's Health	54	0.1%
Other - Clinical Specialties	252	0.4%
Other - Non Clinical Specialties	175	0.3%
Other	52	0.1%
No secondary practice position	47,029	82.1%
No response	696	1.2%
Not employed as a nurse - Question not asked	4,976	8.7%

Position Title – Primary

	Unweighted Survey Responses	Percent
Case Manager	5,123	8.9%
Clinical Nurse Leader	88	0.2%
Consultant	1,017	1.8%
Nurse Executive	903	1.6%
Nurse Faculty/Educator	1,315	2.3%
Nurse Manager	3,439	6.0%
Nurse Researcher	179	0.3%
Staff Nurse	35,274	61.6%
Other - Health Related	3,701	6.5%
Other - Not Health Related	137	0.2%
No response	1,113	1.9%
Not employed as a nurse - Question not asked	4,976	8.7%

Position Title – Secondary

	Unweighted Survey Responses	Percent
Case Manager	151	0.3%
Clinical Nurse Leader	2	0.0%
Consultant	350	0.6%
Nurse Executive	38	0.1%
Nurse Faculty/Educator	451	0.8%
Nurse Manager	126	0.2%
Nurse Researcher	18	0.0%
Staff Nurse	3,382	5.9%
Other - Health Related	495	0.9%
Other - Not Health Related	140	0.2%
No response	107	0.2%
No secondary practice position	47,029	82.1%
Not employed as a nurse - Question not asked	4,976	8.7%

Employment ZIP Code

	Unweighted Survey Responses	Percent
Provided and valid	51,928	90.7%
Provided and not valid	97	0.2%
No response	264	0.5%
Not employed as a nurse - Question not asked	4,976	8.7%

Note: valid ZIP codes were matched to a crosswalk of current Washington State ZIP codes for each county.

Highest nursing degree

	Unweighted Survey Responses	Percent
Vocational/practical certificate	224	0.4%
Diploma	2,767	4.8%
Associate degree	20,094	35.1%
Baccalaureate	29,083	50.8%
Master's	4,740	8.3%
Doctoral (PhD/DNP/Other)	270	0.5%
No response	87	0.2%

Highest degree of any type

	Unweighted Survey Responses	Percent
Vocational	204	0.4%
Diploma	2,349	4.1%
Associate degree	17,331	30.3%
Baccalaureate	30,305	52.9%
Master's	6,384	11.1%
Doctoral	674	1.2%
No response	18	0.0%

In what country did you receive your entry-level nursing education?

Country	Unweighted Survey Responses	Percent
Australia	50	0.1%
Canada	675	1.2%
China	26	0.0%
India	132	0.2%
Korea (the Republic of)	113	0.2%
Philippines (the)	1,398	2.4%
Taiwan (Province of China)	30	0.1%
United Kingdom of Great Britain and Northern Ireland (the)	119	0.2%
United States of America (the)	54,005	94.3%
Other	407	0.7%
No response	310	0.5%

Note: Countries with 25 or more responses are shown. All other countries are grouped into the "Other" category.

Nursing degree/credential that qualified for first US nursing license

	Unweighted Survey Responses	Percent
Vocational/Practical Certificate Nursing	527	0.9%
Diploma-Nursing (RN)	724	1.3%
Associate Degree- Nursing	4,540	7.9%
Baccalaureate Degree-Nursing	4,971	8.7%
Master's Degree-Nursing	251	0.4%
Doctoral Degree-Nursing (DNP)	22	0.0%
Doctoral Degree-Nursing (PhD)	16	0.0%
No response	46,214	80.7%

Year initial US Licensure obtained

Decade	Unweighted Survey Responses	Percent
Before 1960	42	0.1%
1960s	544	0.9%
1970s	5,092	8.9%
1980s	8,179	14.3%
1990s	9,533	16.6%
2000s	14,007	24.5%
2010s	18,971	33.1%
No response	897	1.6%

Country in which initially licensed as an RN

Country	Unweighted Survey Responses	Percent
Australia	41	0.1%
Canada	558	1.0%
India	74	0.1%
Korea (the Republic of)	73	0.1%
Philippines (the)	842	1.5%
United Kingdom of Great Britain and Northern Ireland (the)	87	0.2%
United States of America (the)	54,345	94.9%
Other	340	0.6%
No response	905	1.6%

Note: Countries with 25 or more responses are shown. All other countries are grouped into the “Other” category.