



Summary of the Wisconsin State 2014 Registered Nurse and 2015 Licensed
Practical Nurse Surveys

Submitted by:
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Executive Summary

This report summarizes the responses to the Wisconsin State 2014 Registered Nurse and 2015 Licensed Practical Nurse surveys administered by the Wisconsin Department of Safety and Professional Services as a requirement for license renewal. This report fulfills the nursing workforce survey and grant reporting responsibilities as required under Wis. Stat. § 106.30.

Survey highlights:

- 73,136 registered nurses completed the survey accurately for the use of data to fulfill the reporting responsibilities
 - 60,625 are currently working in Wisconsin
 - 45,737 of those provide direct patient care in Wisconsin
- 11,158 licensed practical nurses responded to the survey accurately for the use of data to fulfill the reporting responsibilities
 - 8,335 are currently working in Wisconsin
 - 7,164 of those provide direct patient care in Wisconsin
- The nurses' population is not as diverse as the population-at-large.
 - Most nurses are female, 93% of all registered nurses and 95% of all licensed practical nurses.
 - Licensed practical nurses are racially more diverse than registered nurses with 90.4% reported as being White; while 95.1% of the registered nurses are White. In comparison, the population of Wisconsin is 82% is White.
- The median age of the registered nurse who provide direct patient care in Wisconsin was 43 years; that of licensed practical nurses was 48 years.
- The largest percentage of Wisconsin registered nurses worked in a hospital setting, 53%, while 42% of the licensed practical nurses worked in the nursing home/extended care setting.

Introduction

In 2009, the state legislature mandated a survey of Registered Nurses (RN) and Licensed Practical Nurses (LPN) to determine the characteristics of the nurses licensed in the state. The Department of Workforce Development (DWD) compiles the results of the survey every two years to provide information on the nursing workforce in Wisconsin in accordance with WI State Statute 106.30. The Wisconsin Center for Nursing (<http://www.wicenterfornursing.org/>) conducts in depth analysis on the data gathered from the survey.

Survey Methods

The Wisconsin Department of Safety and Professional Services (DSPS) is responsible for the licensing of health care providers in Wisconsin. As part of the licensing and license renewal process, Registered Nurses and Licensed Practical Nurses must complete the Nurses Workforce Survey

(<http://dspd.wi.gov/Documents/Credentialing%20Forms/Renewal%20Forms/2014%20RN%20Renewal%20Paper%20Survey.pdf>). The survey gathers information on the education, training, and practice of the nurses who live and/or work in Wisconsin.

Demographic Description

The majority of the RNs and LPNs are female, white with a median age of 43 years (RN) and 48 years (LPN). Compared to the total Wisconsin labor force, there is less diversity in the nursing population. Table 1 lists the number and percent of the RN and LPN sample of the demographic variables. Table 2 provides the WI labor force demographic information for comparison. Of those in the sample, 82% of the RNs and 75% of the LPNs report they work as nurse in Wisconsin. Of those 76% of the RNs and 86% of the LPNs provide direct patient care. See Table 3 below for the sample distribution of those who provide direct patient care.

Education and Training

The education requirements for RNs and LPNs differ. Most RNs must have at least an associate degree to work while an LPN requires completion of a non-degree program. Therefore the majority (94%) of the LPNs have less than an associate degree while the reverse is true for the RNs. Ninety-two percent of the RNs have an associate degree or higher. Few members of either group report plans to continue their education. For the RNs, 91% have no plans to continue their education in the next two years, while 87% of the LPNs report no plans. Nearly one third of the RNs and LPNs named the same top three reasons for not continuing their education – loss of work time and benefits (23% RNs, 34% LPNs), cost of tuition and materials (32% RNs, 35% LPNs), and personal reasons (10% RNs, 24% LPNs). Nearly 2/3 of both groups have received training in emergency preparedness. See Table 4 below for the number and percentage distribution of the education and training items.

Licensing and Current Employment

Of the 73,136 RNs and 11,158 LPNs in the sample approximately 1/3 have had their license for less than 10 years (33%, 36% respectively). In addition, 84% of the RN sample was actively working as a nurse compared to 75% of the LPN sample. Nearly 2/3 of the samples reported no change in employment in the past year. Table 5 displays the frequency and percentages of the nurses responses to items assessing employment status and factors related to any change in employment. All but 5% of the RNs and 10% of the LPN report that they have training and/or a

certificate in a specialty area. However, 23% of the RNs and 25% of the LPNs report that they are board certified in a medical specialty. See Tables 6 and 7 for details of the top specialty areas. Advanced Practice nurses make up approximately 11% of the Wisconsin RNs who provide direct patient care. Table 8 lists the top advanced practice specialties identified by the RNs. The nurses could choose more than one response.

Area Health Education Centers (AHEC)

The mission of AHEC is to enhance access to health care for underserved populations in Wisconsin through health professions education. There are five AHEC regions defined by population size. Table 9 lists the five regions and population definitions. Table 10 shows the distribution of RNs and LPNs who provide direct patient care in each of the five AHEC regions. Figure 1 maps the locations of the 5 types of AHEC regions. Table 11 shows the distribution of specialty practice areas of the RNs and LPNs by the five AHEC regions. The distribution of work settings is similar across all regions except that those in urban regions have a greater percentage of hospital setting while the rural areas have a great percentage of extended care practice settings. There are more RNs in the hospital practice areas than LPNs and subsequently more RNs than LPNs in urban regions and more LPNs than RNs in rural areas. Figures 2 and 3 displays the distribution of work settings by AHEC regions for RNs and LPNs, respectively.

Future Supply and Demand

The age of the nursing workforce in Wisconsin parallels that of the Wisconsin workforce. Figure 3 graphs the nursing workforce against all males and females in the Wisconsin workforce. Examination of Figure 4 illustrates that the age distribution of the nursing workforce is similar to that of the entire male and female workforce in Wisconsin, with a slight increase in the percentage of the nursing workforce is between 25 years and 44 years. Table 12 lists the percentage of the workforce by age

Summary

The purpose of this paper was to provide a summary of the key questions in the RN and LPN surveys. The data provided in this survey alone cannot predict the future supply and demand of nurses across Wisconsin. Further analysis of past and future surveys along with additional factors that influence the labor market may provide insight into the supply and demand of registered nurses and licensed practice nurses in Wisconsin.

Table 1

Demographic Characteristics of Registered Nurses (RN) and Licensed Practical Nurses (LPN)

		RN		LPN	
		n	%	n	%
Gender					
	Female	68,117	93	10,582	95
	Male	5,019	7	576	5
	Total	73,136	100	11,158	100
Age (years)					
	less than 25	1,090	1	180	2
	25 - 29	7,094	10	734	7
	30 - 34	8,475	12	1059	9
	35 - 39	7,596	10	1075	10
	40 - 44	7,695	11	986	9
	45 - 49	7,268	10	1069	10
	50 - 54	9,427	13	1335	12
	55 - 59	10,086	14	1759	16
	60 - 64	8,540	12	1885	17
	65 - 69	4,090	6	788	7
	70 - 74	1,388	2	233	2
	75 and older	387	1	55	<1
Race/Ethnicity					
	White	69,559	95	10,085	90
	Black	1,327	2	665	6
	Other	2,250	3	408	4
	Hispanic	1,141	2	243	2

Table 2
*Demographic Characteristics of Wisconsin Labor Force.*¹

		Wisconsin Labor Force	
		%	
Gender	Male	50	
	Female	50	
Age (years)	16 – 19	7	
	20 – 24	9	
	25 – 44	31	
	45 – 54	19	
	55 – 64	16	
	65 – 74	10	
	75 and older	8	
Race/Ethnicity	White	89	
	Black	6	
	Other	6	
	Hispanic	5	

Table 3
Registered Nurses and Licensed Practical Nurses Working In Wisconsin

	RN		LPN	
	n	%	n	%
Total Working as a Nurse in Wisconsin	60,265	100	8335	100
Provides Direct Patient Care In Wisconsin				
Yes	45,737	76	7,164	86
No	14,528	24	1,171	14

¹ American Community Survey 2011-2013 3-Year Estimates

Table 4

Education and Training of Registered Nurses (RN) and Licensed Practical Nurses (LPN)

	RN		LPN	
	n	%	n	%
Education				
Diploma in Practical or Vocational Nursing	-	-	10,506	94
Associate Degree in Nursing	26,444	36	640	6
Bachelor Degree in Nursing	32,263	44	10	<1
Master Degree in Nursing	8,092	11	1	<1
Doctorate	513	1	1	<1
Unknown	5,824	8	-	-
Plans for Future Education				
No plans	48,902	67	7188	64
Currently enrolled in Associate Degree in Nursing program	*	*	1264	11
Currently enrolled in BSN program	3,110	4	131	1
Currently enrolled in graduate program in nursing	*	*	5	<1
Currently enrolled in Master's in Nursing program	2,053	3	*	*
Currently enrolled in Master's in other health field	364	1	*	*
Currently enrolled in Doctorate or PhD in Nursing Program	656	1	*	*
Currently enrolled in non-degree specialty certificate	851	1	37	<1
Plan to further education in next two years	17,200	24	2533	23
Challenges to further education (select top two)				
None	19,312	26	3,095	28
Commuting distance to education program	2,563	4	358	3
Cost of lost work time and benefits	16,960	23	3,843	34
Cost of tuition, materials, books, etc	23,421	32	3,879	35
Family/personal reasons	7,357	10	2,721	24
Lack of flexibility in work schedule	754	1	1,240	11
Limited access to online learning	102	0	225	2
Scheduling of educational programs offered	170	0	456	4
Concerned about ability to succeed in college	*	*	718	6
Other	2,497	3	920	8
Emergency Training				
Received Emergency Preparedness Training	49,741	68	7215	65
Applied Emergency Preparedness Training	2,821	4	424	4
Member of WI Emergency Assistance Volunteer Registry	1,084	1	83	1
Member of Medical Reserve Corps	144	<1	10	<1

Table 5

Licensing and Current Employment of Registered Nurses and Licensed Practical Nurses.

	RN		LPN	
	n	%	n	%
Years Since First Licensed (years)				
< 10	24,470	33	4,069	36
10 -19	15,688	21	2,031	18
20 - 29	13,756	19	1,140	10
30 - 39	13,035	18	2,279	20
40 - 49	5,317	7	1,517	14
50 - 59	834	1	118	1
60 +	36	< 1	4	< 1
Current Employment Status				
Actively Working as a nurse	61,610	84	8,353	75
Actively working in health care	2,109	3	765	7
Actively working in another field	1,144	2	502	5
Unemployed, seeking work in nursing	1,388	2	340	3
Unemployed, seeking work in another field	158	0	36	0
Unemployed, not seeking work	2,119	3	365	3
Retired	4,608	6	797	7
Has Employment Status Changed in Past Year				
No change	50,527	69	7,322	66
Changed number of hours worked	5,873	8	1,087	10
New position same employer	5,231	7	458	4
New position different employer	6,464	9	1,046	9
Was not working as a registered nurse (LPN), but is now	1,478	2	332	3
Was working as a registered nurse (LPN) but not now	1,964	3	467	4
Other	1,599	2	446	4
Most Important Factor in Change in Employment				
Retired	2,132	3	471	4
Childcare Responsibilities	1,514	2	225	2
Other Family Responsibilities	1,163	2	265	2
Salary/Medical or retirement benefits	2,047	3	397	4
Laid off	687	1	153	1
Change in spouse or partner work	563	1	104	1
Change in financial situation	727	1	194	2
Relocation/moved to a different area	1,361	2	195	2
Promotion/career advancement	3,811	5	373	3
Change in health status	1,070	1	281	3
Seeking more convenient hours	2,662	4	477	4
Dissatisfaction with previous position	3,165	4	454	4
Other	3,523	5	731	7

Table 6

Specialized Knowledge/Experience and Certificates of Registered Nurses and Licensed Clinical Nurse.

	RN		LPN	
	n	%	n	%
Specialized Knowledge or Two or more years' experience (check all that apply)				
None	3,996	5	1,147	10
Acute Care /Critical Care/Intensive Care	18,289	25	1,086	10
Addiction/ AODA/Substance Abuse	2,889	4	659	6
Adult Health	13,959	19	3,175	28
Anesthesia	1,661	2	43	0
Cardiac Care	12,903	18	803	7
Community Health	5,537	8	723	6
Corrections	1,470	2	483	4
Dialysis/Renal	3,061	4	431	4
Emergency/Trauma	10,156	14	617	6
Family Health	5,510	8	1,917	17
Geriatrics/Gerontology	15,049	21	5,403	48
Home Health	9,101	12	1,988	18
Hospice Care/ Palliative Care	8,934	12	2,334	21
Labor and Delivery	5,835	8	326	3
Maternal-Child Health	5,657	8	355	3
Medical-Surgical	24,842	34	1,845	17
Neonatal Care	4,401	6	160	1
Obstetrics/Gynecology	6,184	8	738	7
Occupational Health/Employee Health	2,326	3	413	4
Oncology	5,946	8	401	4
Pediatrics	8,378	11	1,359	12
Public Health	3,430	5	234	2
Psychiatric/Mental Health	6,139	8	1,273	11
Rehabilitation	5,494	8	1,605	14
Respiratory Care	3,041	4	769	7
School Health (K-12 or post-secondary)	2,237	3	355	3
Surgery/Pre-op/Post-op/ PACU	11,438	16	682	6
Women's Health	4,893	7	716	6
Other, not listed	11,386	16	1626	15

Table 7
Specialty Board Certification of Registered Nurses

	RN		LPN	
	N	%	N	%
Top Medical Specialty				
I am not certified	56,373	77	8365	75
IV Certification (LPN only)			1513	14
Acute Care/Critical Care	1356	2		
Oncology Nursing	1081	1		
Family Health	970	1		
Anesthesia	711	1		
OB/Gyn/Women's Health Care	702	1		
Wound/Ostomy Nursing	677	1	298	3
Emergency Nursing	673	1	378	3
Pediatric Nursing	650	1		
Adult Health	611	1		
Medical-Surgical Nursing	540	1		
Case Management Nursing	519	1		
Peri-Operative	473	1		
Gerontological Nursing	466	1	189	2
Hospice and Palliative Nursing	404	1	98	1
Neonatal	399	1		
General Nursing Practice	382	1		
Medical-Surgical Nursing	372	1		
Other, not listed	8337	11	884	8

Table 8
Certification and Specialization of Advanced Practice Nurses providing Direct Patient Care in Wisconsin

	RN	
	n	%
National Board Certification (check all that apply)		
Nurse Practitioner	2766	4
Certified Nurse Midwife	164	<1
Certified Registered Nurse Anesthetist	672	1
Clinical Nurse Specialist	392	<1
Advanced Practice Nurse Prescriber	2783	5
Nurse Practitioner Specialty (check all that apply)		
Acute Care	208	5
Adult NP	719	16
Adult Psychiatry	60	1
NP Family	1510	34
Gerontological	202	5
Neonatal	77	2
OB-Gyn	263	6
Pediatric	287	7
Other	314	7
Clinical Nurse Specialist		
Adult Health	128	3
Adult Psychiatry and Mental Health	68	2
Gerontological	34	1
OB-Gyn	30	1
Other	170	4
Currently Working as Advanced Practice Nurse	3834	87
Provide Outpatient Primary Care or Mental Health Services	1859	49

Table 9 <i>AHEC Population Regions</i>	
	Population
Metro Milwaukee	$\geq 1,000,000$
Urban	$\geq 50,000 < 1,000,000$
Rural 3	$\geq 10,000 < 50,000$
Rural 2	$\geq 2,500 < 10,000$
Rural 1	$\leq 2,500$

Table 10
Location of Nurses Working in Wisconsin by AHEC Areas.

Location by Primary AHEC Area		RN		LPN	
		n	%	n	%
Metro Milwaukee	DPC	12,702	21	1,431	17
	Non DPC	4,161	7	269	3
Rural 1	DPC	2,149	4	687	8
	Non DPC	836	1	87	1
Rural 2	DPC	4,548	8	1,086	13
	Non DPC	1,344	2	150	2
Rural 3	DPC	4,320	7	802	10
	Non DPC	1,303	2	120	1
Urban	DPC	22,018	37	3,158	38
	Non DPC	6,884	11	545	7
Total	DPC	45,737	76	7,164	86
	Non DPC	14,528	24	1,171	14

Table 11
Percentage Distribution of DPC RNs and LPNs Work Settings by AHEC Regions

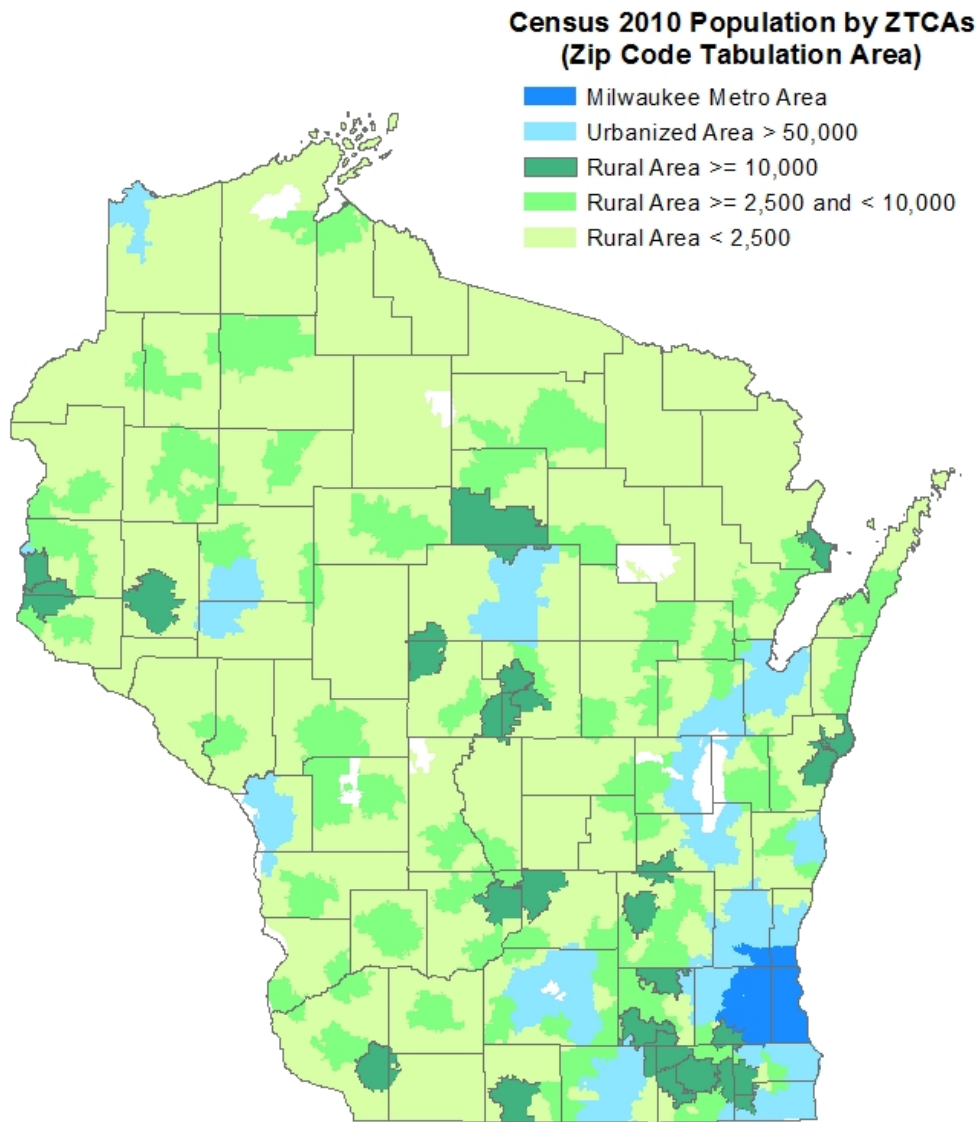
	Milwaukee		Rural 1		Rural 2		Rural 3		Urban		Total	
	%		%		%		%		%		%	
	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RN	LPN
Ambulatory Care	15	20	20	21	18	23	22	42	22	39	19	31
Extended Care	6	53	29	62	18	57	10	37	8	33	10	44
Home Health	6	9	8	7	6	5	6	7	5	7	6	7
Hospital	67	10	31	4	51	9	56	7	59	12	59	10
Nurse/Educator	<1	NA	<1	NA	<1	NA	<1	NA	<1	NA	<1	NA
Other	3	4	6	3	3	4	3	4	3	5	3	4
Public Health	3	4	6	3	4	2	3	2	3	4	3	4
Total	100	100	100	100	100	100	100	100	100	100	100	100

Table 12
Age Distribution of Nursing and Wisconsin Employed Workforce.²

	Wisconsin Males	Wisconsin Females	Wisconsin Nurses
Age in Years	%	%	%
20 - 21	4	4	<1
22 - 24	6	6	2
25 - 29	11	11	14
30 - 34	11	10	15
35 - 44	22	21	24
45 - 54	25	26	23
55 - 59	11	11	13
60 - 61	3	3	5
62 - 64	3	3	1
65 - 69	3	2	3
70 - 74	1	1	1
over 75	1	1	<1

² American Community Survey, 2011-2013 3-Year Estimates

Area for Analysis of Registered Nurses and Licensed Practical Nurses*



**Based on original work of Area Health Education Center (AHEC) System, used with permission.
Final groupings by Labor Market Information, Wisconsin Department of Workforce Development, September 2015*

Figure 1

Figure 2

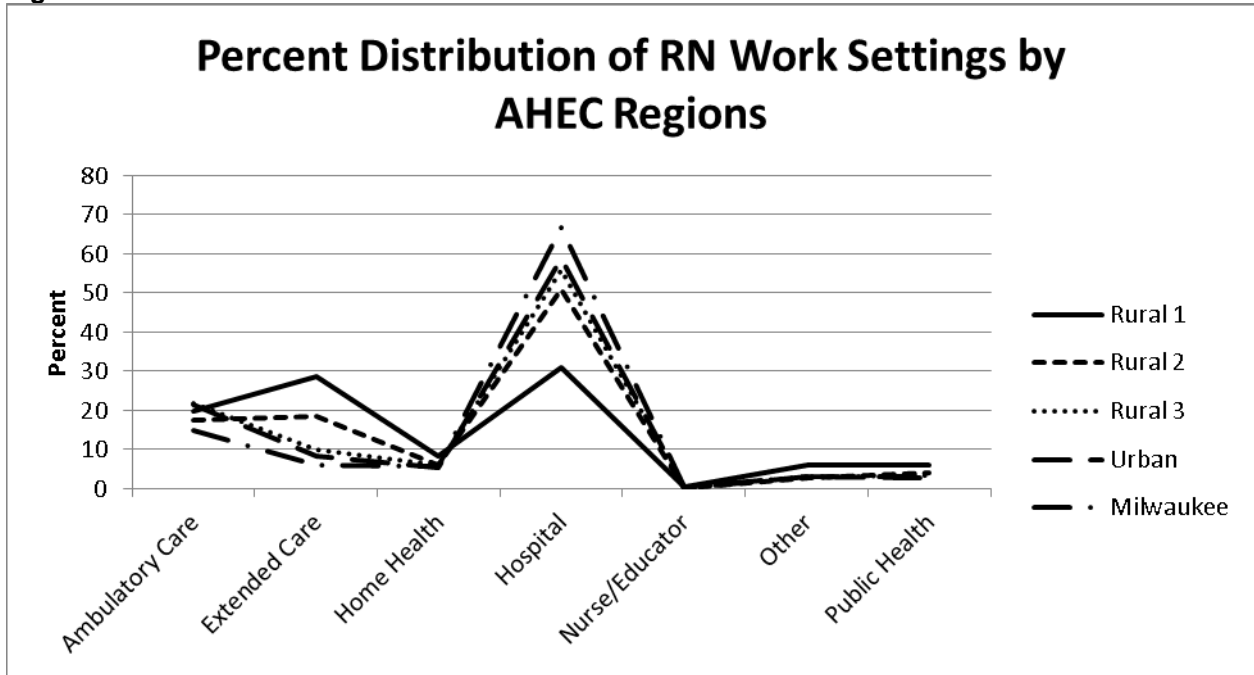


Figure 3

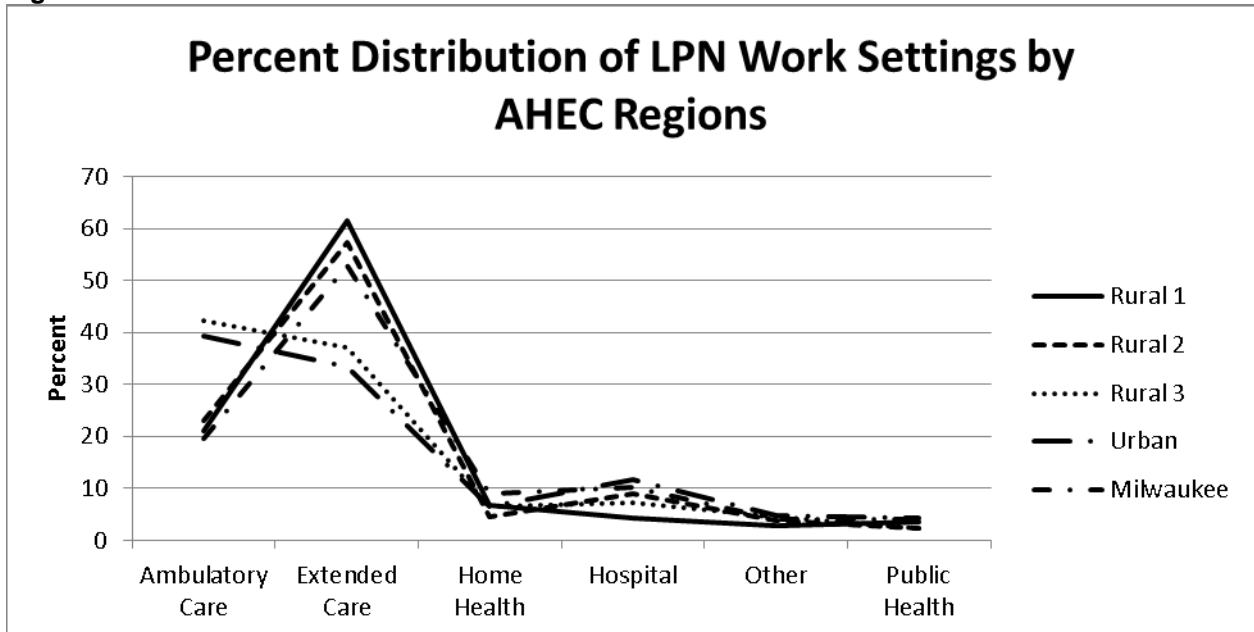


Figure 4

