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Summary of the Wisconsin State **2020 Registered Nurse** & **2021 Licensed Practical Nurse** **Surveys**



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Summary of the WI State 2020 Registered Nurse and 2021 Licensed Practical Nurse Surveys

EXECUTIVE SUMMARY

This report summarizes the responses to the *Wisconsin State 2020 Registered Nurse and 2021 Licensed Practical Nurse* surveys administered by the Wisconsin Department of Safety and Professional Services as a requirement for license renewal. Per State Statute 106.30, the *Department of Workforce Development (DWD)* conducts a census of the nurses to assist policymakers in evaluating the supply and demand for nurses and to determine whether there are any regional shortages of nurses or impediments to entering the nursing profession in Wisconsin.

Survey Highlights

- 91,442 Registered Nurses (RN) completed the survey. 90,742 were online surveys and 700 answered on paper.
 - ⇒ After eliminating incomplete and unusable surveys, the final sample includes 81,919 RN surveys.
 - ⇒ 69,838 (85.25%) are employed as RNs and 866 (1.06%) are unemployed or are not currently working but are actively looking for work in nursing.
 - ⇒ 51,187 (71.19%) of the sample has not changed their employment positions in the past year. For those who have changed, the most common reason was for promotion or career advancement.
 - ⇒ Almost half of the RN sample list bachelor's degree in nursing or a related field as their highest level of education, specifically 40,340 (49.41%). 25,214 (30.88%) have an associate degree in nursing or related field.
 - ⇒ Among Advanced Practice Nurses (APRN), 5,524 (91.35%) are Advanced Practice Nurse Prescribers (APNP), and 4,905 (81.11%) are Nurse Practitioners (NP).
- 11,128 Licensed Practical Nurses (LPN) responded to the survey. 10,885 were online responses, and 243 were paper surveys.
 - ⇒ After eliminating incomplete and unusable surveys, the final sample includes 9,597 LPN surveys.
 - ⇒ 8,088 (84.35%) are employed as an LPN and 282 (2.94%) are unemployed or are not currently working but are actively looking for work in nursing.
 - ⇒ 6,306 (77.97%) of the sample has not changed their employment positions in the past year. For those who have changed, the most common reason was dissatisfaction with previous position.
 - ⇒ Most LPNs have as their highest level of education a diploma in nursing or vocational nursing 8,455 (89.12%). 714 (7.53%) have an associate degree in nursing or related field.
- Overall, the nurse workforce population is not as diverse as the Wisconsin population at large.
 - ⇒ The nurse workforce is female dominated: 91.94% of RNs and 94.08% of LPNs are women. Based on the American Community Survey (ACS) 2015-2019, 47.60% of the Wisconsin workforce population was female.
 - ⇒ Both RNs and LPNs are older than the population overall. The RN workforce is 46 years old on average, while LPNs are 49 years old on average. Based on the ACS data, the Wisconsin workforce averages 44 years in age.
 - ⇒ LPNs are racially and ethnically more diverse than RNs. 89.64% of LPN survey respondents are White, and 3.48% are Hispanic, Latino or Latinx; 94.29% of RN respondents are White, and 2.20% are Hispanic, Latino or Latinx. In comparison, the ACS for Wisconsin reports the population as 88.19% White and 5.72% Hispanic, Latino or Latinx.
- Most RNs work in hospitals (50.99%), while 22.98% work in ambulatory care. Conversely, the majority of APRNs work in ambulatory care (48.04%), while fewer work in hospitals (36.06%). The most common principal place of work for LPNs is extended care facilities (34.78%), followed by the ambulatory care setting (30.30%).

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INTRODUCTION

Over the past 20 years, the Registered Nurse (RN) workforce has faced the challenges of a national nursing shortage, three recessions, and new health reforms. COVID-19 exacerbated pre-existing shortages as hospitals stopped elective surgeries, requiring the need to reduce staff, which forced furloughs and unplanned retirements of RNs.¹ However, there has been an effort by different public and private institutions to increase interest in nursing careers, resulting in a considerable rise in the number of undergraduate and graduate degrees in nursing since 2003 (Buerhaus et al, 2017).² RN employment has also increased over the past 10 years, and it is projected to continue to increase in the next 10 years.³

The state of Wisconsin is concerned with both the supply of and demand for nurses to continue to provide quality health care. In 2009, in accordance with Wisconsin State Statute 106.30, the Wisconsin legislature mandated a survey of RNs each even-numbered year and a survey of the Licensed Practical Nurse (LPN) workforce each odd-numbered year to determine the characteristics of the nurses licensed in the state as part of their renewal license process.

The Department of Workforce Development (DWD) compiles the results of the survey every two years to provide information on demographic characteristics, employment, education, and growth of the nursing workforce in Wisconsin. Parallel to this legislative report, The Wisconsin Center for Nursing (WCN) conducts in-depth analysis on the data gathered from the survey.⁴

SURVEY METHODS

The Wisconsin Department of Safety and Professional Services is responsible for the licensing of health care providers in Wisconsin. As part of the licensing and license renewal process, RNs and LPNs must complete the Nursing Workforce Survey.⁵ The survey gathers data on nurses who live and/or work in Wisconsin. Information from the survey is divided into different sections: 1) Licensing, Education and Training; 2) Current Employment Information; 3) Nursing Specialization Information; 4) Advance Practice Nursing (only for the RN survey), 5) Unemployment; and 6) Demographic. Two forms of the survey are used, an online version and a mail-in paper version.

The 2020 Registered Nurses survey includes 91,442 completed surveys, of which 90,742 were online and 700 were from the paper survey. After eliminating incomplete and unusable surveys, the final RN sample includes 81,919 surveys. It is important to note that the RN survey does not include the COVID-19 impacts because the collection of the data was prior to the pandemic from January to February 2020. The 2021 Licensed Practical Nurses survey includes 11,128 surveys, of which 10,885 are online and 243 are paper responses. After removing incomplete and unusable data, the final sample includes 9,597 surveys. This survey includes the after-effects of the pandemic because it was conducted from March to April 2021.

LICENSING AND CURRENT EMPLOYMENT

For this report, most of the tables are based on the final clean sample, which includes 81,919 RNs and 9,597 LPNs working and/or living in Wisconsin. The sample sizes for some tables could be different due to missing data or the nature of the question.

Table 1 displays the frequency and percentages of the responses to items assessing employment status and factors related to any employment changes. Considering current employment status, 89.07% of RNs, and 84.35% of LPNs are employed. Of those employed, the majority work in the nursing field: 85.25% of RNs and 75.28% of LPNs. 1.06% of RNs and 2.94% of LPNs are not employed but seeking work in nursing, while 7.45% of RNs and 8.95% of LPNs are retired.

¹<https://www.usa.edu/blog/nursing-shortage/>

²Buerhaus, P. I., Skinner, L. E., Auerbach, D. I., & Staiger, D. O. (2017). *State of the registered nurse workforce as a new era of health emerges*. *Nursing Economics*, 35 (5), 229-237.

³<https://jobcenterofwisconsin.com/wisconsin/pub/occupation>

⁴<http://www.wicenterfornursing.org/>

⁵<https://dps.wi.gov/Pages/Professions/RN/>

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In addition, 71.19% of the RN sample and 77.97% of the LPN sample reported no change in employment status in the past year. For RNs, 15.13% reported a new position with the same employer and 13.67% reported a new position with a different employer. For LPNs, 9.67% reported a new position with same employer, and 12.36% reported a new position with a different employer. In total, 64.25% of RNs and 40.16% of LPNs have worked about the same hours as the prior year. Only 10.56% of RNs and 21.72% of LPNs indicated that they worked fewer hours than the previous year, while 25.29% of RN and 38.12% of LPN worked more hours than the previous year in a typical week.

The most common reasons RNs leave their positions are promotions and career advancement (22.76%) followed by dissatisfaction with the prior position (19.36%) and seeking more convenient hours (12.84%). For LPNs, the top reasons are dissatisfaction with previous position (17.02%), salary/medical or retirement benefits (11.83%) and seeking more convenient hours (10.59%). Of those surveyed, 38.52% of RNs and 42.50% of LPNs have had their license for less than 10 years.

For the nurses reporting they provide direct patient care, 67,307 (96.38%) of the RNs and 6,903 (95.76%) of LPNs report they work as nurse in Wisconsin (See *Table 2*). Of those working in Wisconsin, 85.98% of the RNs and 94.68% of the LPNs provide direct patient care (DPC). Direct patient care is defined as, “Administering nursing care one-on-one to patients, the ill, the disabled, or clients, in the hospital, clinic or other patient care setting.” Examples include providing treatments, counseling, patient education or administering medication.

DEMOGRAPHICS

In general, the nursing survey population is not as diverse as the labor force in Wisconsin. *Table 3* provides a comparison between the three groups.⁶ The RN and LPN workforce continue to be dominated by females who represent 91.94% of RNs, and 94.08% of LPNs. Females represent 47.60% of the Wisconsin labor force.

Both the RN and LPN survey populations are generally older than the Wisconsin labor force at large. The average age of the RN workforce is 46 years, and the median age is

45 years. The average age of the LPN workforce is 49 years, and the median age is 50 years. In comparison, the ACS for Wisconsin reports an average and median age of 44 years. In general, the RN population is younger than the LPN population. *Table 3* shows 26.31% of RNs are between 30 and 40 years old, compared to 19.17% of the LPNs. Considering the baby boomer population (born between 1946 and 1964), 31.03% of RNs and 39.22% of LPNs are between 55 and 75 years. As the large number of RNs born in the baby boom generation aged, the percentage of the older population increased in the nursing field. This reality plus the aging population has significant implications for workforce planning for the future. Note that only the nurses renewing their licenses are required to complete the survey, and this could explain in part the disparity between the Wisconsin and nursing percentage of the labor force of RNs and LPNs under the age of 25.

In general, there is a lack of diversity in the nursing labor force. LPNs are racially and ethnically more diverse than RNs. *Table 3* shows 89.64% of LPNs as white and 3.48% as Hispanic, Latino or Latinx; 94.29% of RNs are white and 2.20% are Hispanic, Latino or Latinx. Compared to the total Wisconsin labor force, there is less diversity, especially with the RN group since 88.19% are white and 5.72% are Hispanic, Latino or Latinx for Wisconsin altogether. Most of the nursing workforce resides in Wisconsin (95.30% of RNs and 97.79% of LPNs).

Table 4 shows the second language capabilities of the nursing workforce. Although 93.93% of RNs and 96.48% of LPNs only speak English, a wide range of languages are spoken. The main second language in the nursing workforce is Spanish; the proportion of Spanish speaking nurses is 2.40% for RN and 1.73% for LPN.

⁶American Community Survey 2015-2019 5-Year Estimates. Labor Force Population older than 22 years old

EDUCATION AND TRAINING

Education and ongoing training are critical predictive metrics for RNs and LPNs to provide quality health care in a wide range of settings and situations. Table 5 provides information on education. The education requirements for RNs and LPNs differ. Most RNs must have at least an associate degree, while LPN only requires completion of a non-degree program. Therefore, the majority (89.12%) of LPNs have less than an associate degree while the opposite is true for RNs. Over the past 10 years the educational attainment of the RN workforce in WI has increased. 88% of the RN sample had an associate degree or higher in 2010 versus 96% in 2020. Specifically, in 2020, 30.88% have an associate degree, 49.41% a bachelor's degree, 14.01% a master's degree, and 1.96% a doctorate degree.

69.83% of RNs and 65.91% of LPNs report no plans for future nursing education. 19.96% of RNs and 20.41% of LPNs plan to further their education within the next two years. 10.21% of the RNs and 13.68% of the LPNs are currently pursuing additional studies. The top challenges for further education for both groups are costs and family/personal reasons. Specifically, the main challenge for RNs is cost of tuition and materials (47.47%), followed by family/personal reasons (31.73%). LPNs' greatest challenge is cost of lost work time and benefits (33.79%), followed by cost of tuition and materials (32.57%).

Figure 1 shows the relationship between the education and age of RNs. This figure shows increased educational attainment for younger nurses. The older the population, the higher the percentage with a nursing diploma. Those in the middle age range (35 to 55 years old) have a higher proportion of associate degrees. A bachelor's degree is the norm in the younger age range. The proportion of those with master's and PhD's in nursing or related field is uniform across the different age groups.

WORK SETTING AND SPECIALIZATION CONSIDERATIONS

Tables 6 and 7 indicate the clinical areas in which RNs and LPNs have specialized knowledge and/or experience of

two or more years. For RNs, Medical-Surgical (31.50%) leads the way, followed by Acute Care/Critical Care/Intensive Care (29.70%); Adult Health (20.17%); Women's Health (17.00%); and Geriatrics/Gerontology (16.85%). For LPNs, the largest share is in Geriatrics/Gerontology (48.64%), followed by Adult Health (26.91%); Family Health (18.86%); Hospice Care/Palliative Care (18.03%); and Community Health (16.27%).

Tables 8 and 9 show the specialties in which RNs and LPNs hold current national board certifications. 24.47% of RNs and 26.22% of LPNs report that they are board certified in a medical specialty. The top specialty areas for RNs are: Acute Care/Critical Care; Family Health; and Adult Health and Oncology Nursing (OCN®, CPON®, CBCN, AOCNP®, AOCNS®). The top national board certifications for LPNs are IV Certification; Geriatrics/Gerontology; Emergency Medicine/Nursing beyond Basic Life Support; and Wound Care.

Table 10 provides a summary of the primary work setting of RN and LPN survey respondents. Primary work refers to the place where they work the most hours, even if this work is unpaid or voluntary. RNs are primarily employed in hospitals (50.99%), followed by ambulatory care (22.98%) and extended care (7.12%). LPNs mainly work in extended care (34.78%), ambulatory care (30.30%), and hospitals (12.46%). Considering the job position or function, most RNs are staff nurses (62.47%), followed by Advanced Practice Nurses (8.06%), nurse managers (7.24%), and case managers (6.53%).

The 2020 RN survey includes questions about telehealth and remote work for the first time. *Table 11* displays information about telehealth and remote work at their primary place of employment. Considering the time spent providing services via phone, 33.58% of RNs never use it, while 34.90% spend less than 25% on the phone, 9.11% spend between 26 and 50%, and 22.41% spend 50% or more of the time providing services via phone. For LPNs, 35.88% never use the phone, 25.13% spend less than 25% of their time via phone, 11.71% between 26 and 50%, and 27.28% spend more than 50% of their time providing services via phone.

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The most used remote communication by RNs and LPNs is telephone (59.59% and 52.61% respectively), followed by email (17.31% and 18.47%), and electronic messaging (16.12% and 20.90%).

INCOME

The 2020 RN and 2021 LPN surveys include questions about income for the first time. Table 12 provides annual pre-tax earnings at primary workplace in Wisconsin. 18.66% of RN annual pre-tax earnings are in the range of \$55,001-\$65,000, followed by \$65,001-\$75,000 (16.27%), and \$45,001-\$55,000 (13.08%). Notice that 15% of RN are making more than \$95,000, and 18% are making less than \$45,000 per year. Considering LPNs, 62.26% make in their primary job less than \$45,000 per year, followed by \$45,001-\$55,000 (18.54%), and \$55,001-\$65,000 (10.03%). Only 9.17% of the sample earns \$65,000 or more.

Figure 2 shows annual pre-tax earnings at their primary work by gender identity. Almost half of females (47.19%) are in the middle earning range making between \$55,000 and \$85,000, 31.74% are earning less than \$55,000; and only 21.17% are making more than \$85,000. Similarly, 45.81% of males are in the middle range of \$55,000-\$85,000, with 34.47% earning more than \$85,000, and only 20% are making less than \$55,000. Considering nonbinary identity, 40.42% of them are making less than \$55,000, followed by the middle range of \$55,000-\$85,000.

Figure 3 illustrates annual pre-tax earnings at their primary work by education. As expected, the lower the educational degree, the higher the proportion of RNs in the lower income range, and the lower the percentage in the higher income range. As the income range increases, a higher proportion of RNs have either a bachelor's, master's or doctorate degree. Specifically, more than 70% of RNs making more \$85,000 hold at least a bachelor's degree.

⁷Different than in the past surveys, in 2020 some questions specific to APNs were not asked to all APN and include only those participants who were also credentialed as APNPs. As a result, any comparisons to prior reports should be made with this limitation in mind.

⁸For more information refers to the Wisconsin Legislative Documents for Nursing N 8.02 Definitions: https://docs.legis.wisconsin.gov/code/admin_code/n/8/02/1

ADVANCED PRACTICE REGISTERED NURSES⁷

The RN survey also provides data about advanced practice registered nurses (APRN). Wisconsin Chapter N8 of the Board of Nursing offers both a definition of APRN and the certification of a specific subset of advanced practice nurses, the advanced practice nurse prescriber (APNP).

Specifically, the definitions require the advanced practice nurse: 1) have a current license to practice in Wisconsin or another state covered by a licensure compact; 2) hold a certification as a nurse-midwife, certified nurse anesthetist, or a clinical nurse specialist and; 3) hold a Master's degree in nursing or a related health field. Advance practice nurses receiving certification in any of the fields listed prior to July 1, 1998 are not required to hold a master's degree. An APNP must meet the criteria for an APN plus have at least 45 contract hours in clinical pharmacology/therapeutics and have passed a jurisprudence examination for APNPs.⁸ Tables 13 and 14 and Figure 4 include estimations only for those who are licensed as APRNs.

There are 5,771 (95.44%) APRNs who work in Wisconsin and 276 (4.56%) who work outside Wisconsin with at least one National Board Certification. The national certifications as an APN by the definition given in the survey are: Nurse Practitioner (NP), Certified Nurse Midwife (CNM), Certified Registered Nurse Anesthetist (CRNA), and Clinical Nurse Specialist (CNS). The most common national certification is NP (81.11%), followed by CRNA (13.53%). 5,524 nurses are Advanced Practice Nurse Prescriber (APNPs). 5,294 (95.84%) of APRNs work in WI, and 91.22% of them provide Direct Patient Care (See Table 13).

Table 13 lists NP and CNS specialties. The nurses could choose more than one response. In the case of NPs, the top specialty is Family (54.52%), followed by Adult (19.82%), Gerontological (8.75%), Acute Care (7.42%), and Pediatric (7.16%). For CNSs, the most common specialties are Adult Health (38.24%), Gerontological (15.86%), Acute and Critical Care-Adult (11.33%), and Adult Psychiatric and Mental Health (9.35%).

Table 14 and Figure 4 illustrate APRN certification by principal place of employment. 83.72% of all APRNs are

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working in either Ambulatory Care (46.38%) or in Hospitals (37.34%). The remainder are in Extended Care (3.93%), Education Institutions (3.02%), Public Health (2.93%), and Home Health (2.95%). Approximately 50% of NPs and APNPs are working in Ambulatory Care, followed by Hospitals. CNMs, CRNAs and CNSs are largely in Hospitals: 45.24%, 86.63% and 56.09% respectively, followed by Ambulatory Care.

If you have questions about this report or need more detailed information about the surveys, please contact:

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SUMMARY

The purpose of this paper is to provide a summary of the key information collected in the 2020 RN and 2021 LPN surveys. The data provided in these surveys alone cannot predict the extent of a possible shortage of nurses across Wisconsin-- it is just a description of all RN and LPN responses to the survey. Additional research is currently being undertaken by the Office of Economic Advisors (OEA) at DWD regarding demand for and supply of RNs.⁹ Further analysis of past and future surveys along with additional factors that influence the labor market may provide insight into the supply, demand, and potential shortage of nurses in Wisconsin.



⁹https://www.jobcenterofwisconsin.com/wisconomy/wits_info/downloads/OCCPRJ/RN-Demand-Forecast.pdf



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Table 1. *Licensing and Current Employment of Registered Nurses and Licensed Practical Nurses*

	RN		LPN	
	n	%	n	%
Current Employment Status	81,918	100	9,589	100
a-Employed	72,967	89.07	8,088	84.35
Actively Working as a nurse	69,838	85.25	7,219	75.28
Actively working in health care, not nursing	2,006	2.45	551	5.75
Actively working in another field	1,123	1.37	318	3.32
b-Not Employed	8,951	10.93	1,501	15.66
Unemployed, seeking work in nursing	866	1.06	282	2.94
Unemployed, seeking work in another field	123	0.15	45	0.47
Unemployed, not seeking work	1,856	2.27	316	3.3
Retired	6,106	7.45	858	8.95
Changes in Employment				
Change in Hours	71,979		8,088	
Work more hours than last year in a typical week	18,131	25.19	3,083	38.12
Work fewer hours than last year in a typical week	7,602	10.56	1,757	21.72
Work about the same hours as the previous year	46,246	64.25	3,248	40.16
Change position	71,897		8,088	
New position with same employer	10,881	15.13	782	9.67
New position with a different employer	9,829	13.67	1,000	12.36
Have not changed positions	51,187	71.19	6,306	77.97
Most Important Factor in Change in Employment				
Retired	150	0.78	24	1.56
Childcare Responsibilities	796	4.14	50	3.25
Other Family Responsibilities	625	3.25	67	4.35
Salary/Medical or retirement benefits	2,022	10.53	182	11.83
Laid off	269	1.4	43	2.79
Change in spouse/partner work situation	307	1.6	23	1.49
Change in financial situation	314	1.64	62	4.03
Relocation/moved to a different area	1,495	7.78	89	5.78
Promotion/career advancement	4,371	22.76	257	16.7
Change in health status	254	1.32	30	1.95
Seeking more convenient hours	2,465	12.84	163	10.59
Dissatisfaction with previous position	3,717	19.36	262	17.02
Returned to school	419	2.18	92	5.98
Other	2,000	10.41	195	12.67
Years Since First Licensed (years)				
< 10	31,555	38.52	4,079	42.5
10 - 20	19,096	23.31	2,165	22.56
20 - 29	13,505	16.49	1,084	11.3
30 - 39	11,039	13.48	1,244	12.96
40 - 49	5,849	7.14	948	9.88
50 - 59	820	1	68	0.71
60 +	54	0.07	9	0.09

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Table 2. Registered Nurses and Licensed Practical Nurses Working and Providing Direct Patient Care

	RN		LPN	
	n	%	n	%
Total Working as a Nurse in Wisconsin	67,307	96.38	6,903	95.76
Total Working as a Nurse outside of Wisconsin	2,531	3.62	306	4.24
Total (n)	69,838		7,209	
<i>Working and Provides Direct Patient Care in Wisconsin</i>				
Yes	57,870	85.98	6,536	94.68
No	9,437	14.02	367	5.32
Total (n)	67,307		6,903	

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Table 3. Demographic Characteristics

	State of WI*		RN		LPN	
	%	n	%	n	%	n
Total		81,918				9,597
Gender		80,677				9,580
Female	47.60	74,174	91.94	9,013	94.08	
Male	52.40	6,348	7.87	549	5.73	
Nonbinary		155	0.19	18	0.19	
Age (years)		80,379				9,539
Less than 25	6.98	1,494	1.86	264	2.77	
25-29	11.25	7,960	9.90	613	6.43	
30-34	11.28	10,467	13.02	805	8.44	
35-39	11.29	10,685	13.29	1,024	10.73	
40-44	10.39	8,868	11.03	1,023	10.72	
45-49	11.16	7,960	9.90	952	9.98	
50-54	11.90	7,262	9.03	1,024	10.73	
55-59	11.79	8,350	10.39	1,094	11.47	
60-64	8.31	8,474	10.54	1,309	13.72	
65-69	3.36	5,894	7.33	983	10.31	
70-74	1.41	2,226	2.77	355	3.72	
75 and older	0.88	739	0.92	93	0.97	
Race		80,677				9,374
White	88.19	76,068	94.29	8,403	89.64	
Black	5.00	1,763	2.19	739	7.88	
Other	6.80	3,583	4.44	363	3.87	
Hispanic, Latino or Latinx	5.72	1,771	2.20	333	3.48	
Residence		81,918				9,562
Wisconsin		78,071	95.30	9,351	97.79	
Outside Wisconsin		3,847	4.7	211	2.21	

*American Community Survey 2015-2019 5-Year Estimates. Labor Force Population older than 22 years old

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Table 4. Languages other than English

	RN		LPN	
	n	%	n	%
No other languages	76,948	93.93	9,259	96.48
Spanish	1,963	2.40	166	1.73
Filipino, Tagalog	445	0.54	44	0.46
German	394	0.48	19	0.20
French	286	0.35	31	0.32
Russian	207	0.25	15	0.16
Hmong	434	0.53	37	0.39
Hindi	163	0.20	10	0.10
Polish	111	0.14	11	0.11
American Sign Language	218	0.27	12	0.13
Other	1,199	1.46	85	0.89

**American Community Survey 2015-2019 5-Year Estimates. Labor Force Population older than 22 years old to match Nurse Survey*

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Table 5. Education and Training of Registered Nurses and Licensed Practical Nurses

	RN		LPN	
	n	%	n	%
Education (Highest Nursing or Related Field Degree)	81,642		9,487	
Diploma in Nursing or Vocational Nursing	3,052	3.74	8,455	89.12
Associate Degree	25,214	30.88	714	7.53
Bachelor Degree	40,340	49.41	274	2.89
Master Degree	11,436	14.01	39	0.41
Doctorate	1,600	1.96	5	0.05
Plans for Future Education	81,918		9,590	
No plans	57,206	69.83	6,321	65.91
Enrolled in a Associate Program			1,111	11.58
Enrolled in a BSN program	3,454	4.22	161	1.68
Enrolled in a MSN program	2,621	3.20		
Enrolled in a Master's degree program in a related health field	334	0.41		
Enrolled in a DNP program	1,033	1.26		
Enrolled in a Nursing PhD program	109	0.13	8	0.08
Enrolled in a non-degree certification program	813	0.99	32	0.33
Plan to pursue further education in the next two years	16,348	19.96	1,957	20.41
	RN		LPN	
	n	%	n	%
Challenges to further education (select top two)*	81,918		9,590	
None	22,674	27.68	2,839	29.60
Commuting distance to education program	1,455	1.78	288	3.00
Cost of lost work time and benefits	19,381	23.66	3,240	33.79
Cost of tuition, materials, books, etc	38,890	47.47	3,123	32.57
Family/personal reasons	25,993	31.73	2,354	24.55
Lack of flexibility in work schedule	7,866	9.60	1,240	12.93
Limited access to online learning	630	0.77	252	2.63
Scheduling of educational programs offered	1,701	2.08	457	4.77
Other	5,557	6.78	861	8.98

*Totals greater than 100% due to multiple choices. Calculated as % of respondents.

Summary of the WI State 2020 Registered Nurse and 2021 Licensed Practical Nurse Surveys

Table 6. Specialized Knowledge/Experience of Registered Nurses

<i>Specialized Knowledge or Two or more years' experience (Check all that apply)*</i>	RN	
	n	%
Total RN	81,918	100
Medical-Surgical	25,808	31.50
Acute Care /Critical Care/Intensive Care	24,330	29.70
Adult Health	16,526	20.17
Women's Health	13,929	17.00
Geriatrics/Gerontology	13,804	16.85
Cardiac Care	11,463	13.99
Emergency/Trauma	10,106	12.34
Hospice Care/ Palliative Care	8,614	10.52
Parish/Faith Community	8,089	9.87
Home Health	7,476	9.13
Family Health	6,709	8.19
Maternal-Child Health	6,666	8.14
Occupational Health/Employee Health	6,455	7.88
Rehabilitation	6,305	7.70
Community Health	6,092	7.44
Pediatrics	5,965	7.28
Labor and Delivery	5,411	6.61
Respiratory Care	5,076	6.20
Other, not listed	4,976	6.07
Neonatal Care	4,798	5.86
Addiction/ AODA/Substance Abuse	3,896	4.76
Psychiatric/Mental Health	3,521	4.30
School Health (K-12 or post-secondary)	2,938	3.59
Dialysis/Renal	2,879	3.51
Anesthesia	2,498	3.05
Oncology	2,229	2.72
Obstetrics/Gynecology	2,223	2.71
Surgery/Pre-op/Post-op/ PACU	1,888	2.30
Corrections	1,683	2.05
Public Health	647	0.79
None	18,833	22.99

**Totals greater than 100% due to multiple choices. Calculated as % of respondents.*

Summary of the WI State 2020 Registered Nurse and 2021 Licensed Practical Nurse Surveys

Table 7. Specialized Knowledge/Experience of Licensed Registered Nurses

<i>Specialized Knowledge or Two or more years' experience (Check all that apply)*</i>	LPN	
	n	%
Total LPN	9,597	100
Geriatrics/Gerontology	4,668	48.64
Adult Health	2,583	26.91
Family Health	1,810	18.86
Hospice Care/Palliative Care	1,730	18.03
Community Health	1,561	16.27
Home Health	1,543	16.08
Other, not listed	1,395	14.54
Rehabilitation	1,349	14.06
Medical - Surgical	1,138	11.86
Acute Care/Critical Care/Intensive Care	1,040	10.84
Cardiac Care	1,003	10.45
Pediatrics	953	9.93
Psychiatric/Mental Health	807	8.41
Corrections	661	6.89
Addiction/AODA/Substance Abuse	571	5.95
Emergency/Trauma	558	5.81
Women's Health	504	5.25
Obstetrics/Gynecology	494	5.15
Respiratory Care	458	4.77
Surgery/Pre-op/Post-op / PACU	446	4.65
Occupational Health/Employee Health	384	4.00
Dialysis/Renal	366	3.81
Anesthesia	317	3.30
School Health (K-12 or post-secondary)	305	3.18
Oncology	265	2.76
Maternal - Child Health	241	2.51
Public Health	219	2.28
Labor and Delivery	197	2.05
Nephrology	75	0.78
Neonatal Care	72	0.75
None	761	7.93

**Totals greater than 100% due to multiple choices. Calculated as % of respondents.*

Summary of the WI State 2020 Registered Nurse and 2021 Licensed Practical Nurse Surveys

Table 8. Specialty Board Certification of Registered Nurses

Top Medical Certifications (Check all that apply)*	n	%
Total RN	81,918	100
Not certified	61,876	75.53
Acute Care/Critical Care	2,145	2.62
Family Health	2,063	2.52
Adult Health	1,082	1.32
Oncology Nursing (OCN®, CPON®, CBCN, AOCNP®, AOCNS®)	1,024	1.25
Emergency Nursing (CEN®, CFRN®)	900	1.10
Medical-Surgical Nursing	873	1.07
Anesthesia (CRNA)	870	1.06
Pediatric Nursing	744	0.91
OB/GYN/Women’s Health Care	743	0.91
Gerontological Nursing	669	0.82
Wound/Ostomy Nursing (CWOCN, CWCN, COCN, CCCN, CWON)	606	0.74
Case Management Nursing	587	0.72
Peri-Operative (CNOR®)	580	0.71
General Nursing Practice	538	0.66
Medical-Surgical Nursing (CMSRN®)	462	0.56
Cardiac-Vascular Nursing	429	0.52
Hospice and Palliative Nursing (CHPN®, ACHPN®)	390	0.48
Nursing Case Management	389	0.47
Neonatal	386	0.47
High-Risk Perinatal Nursing	282	0.34
Psychiatric & Mental Health Nursing	268	0.33
Ambulatory Care Nursing	257	0.31
Nurse Educator (CNE)	216	0.26
Perianesthesia (CPAN®, CAPA®)	204	0.25
Diabetes Management - Advanced	199	0.24
Psychiatric & Mental Health Nursing-Advanced (APMHN)	186	0.23
Orthopedic Nursing (ONC®)	176	0.21
Rehabilitation (CRRN®)	167	0.20
Home Health Nursing	149	0.18
Perinatal Nursing	149	0.18
Occupational Health (COHN)	136	0.17
Nurse Executive (CENP)	127	0.16
Nursing Professional Development	125	0.15
Nurse Executive - Advanced	124	0.15
Transplant	120	0.15

*Totals greater than 100% due to multiple choices. Calculated as % of respondents.

Summary of the WI State 2020 Registered Nurse and 2021 Licensed Practical Nurse Surveys

Table 8. Specialty Board Certification of Registered Nurses (continued)

Top Medical Certifications (Check all that apply)*	n	%
Pain Management	118	0.14
Neurology (CNRN)	102	0.12
Gastroenterology (CGRN)	98	0.12
Nurse Manager and Leader (CNML)	92	0.11
Community Health	87	0.11
Public/Community Health	84	0.10
Addiction/AODA	79	0.10
Respiratory/Pulmonary Care	75	0.09
Nephrology (CNN, CDN)	64	0.08
Informatics Nursing	60	0.07
Infusion Nursing (CRNI)	59	0.07
Family Planning	50	0.06
Parish Nurse	49	0.06
School Nursing	47	0.06
School Nursing (NCSN®)	45	0.05
Radiology/Invasive Procedures Lab	38	0.05
Legal Nurse Consultant (LNCC®)	37	0.05
Cardiac Rehabilitation Nursing	34	0.04
Domestic Violence/Abuse Response	27	0.03
College Health Nursing	23	0.03
Public Health Nursing-Advanced (APHN)	7	0.01
Other certification, not listed	4,027	4.92

**Totals greater than 100% due to multiple choices. Calculated as % of respondents.*

Summary of the WI State
2020 Registered Nurse and 2021 Licensed Practical Nurse Surveys

Table 9. Specialty Board Certification of Licensed Practical Nurses

Top Medical Certifications (Check all that apply)*	n	%
Total LPN	9,597	100
Not certified	7,081	73.78
IV Certification	1,271	13.24
Geriatrics/Gerontology	491	5.12
Emergency Medicine/Nursing beyond Basic Life Support	251	2.62
Wound Care Certification	213	2.22
Mental Health Nursing	138	1.44
Hospice and Palliative Licensed Nurse	69	0.72
Hemodialysis Nurse	28	0.29
Cardio-Vascular Nursing	21	0.22
Other	745	7.76

**Totals greater than 100% due to multiple choices. Calculated as % of respondents.*

Summary of the WI State 2020 Registered Nurse and 2021 Licensed Practical Nurse Surveys

Table 10. *Principal Place of Employment: Whole Sample-Primary Work*

	RN		LPN	
	n	%	n	%
Principal Place of Employment	73,323		8,163	
<i>Hospital</i>	37,385	50.99	1,017	12.46
<i>Extended Care</i>	5,221	7.12	2,839	34.78
<i>Ambulatory Care</i>	16,851	22.98	2,473	30.30
<i>Home Health</i>	4,043	5.51	561	6.87
<i>Public Health</i>	2,327	3.17	472	5.78
<i>Educational Institutions</i>	2,057	2.81		
<i>Other (Insurance, call center, etc.)</i>	5,439	7.42	801	9.81
Primary Job Position or Function	73,325			
<i>Staff nurse</i>	45,808	62.47		
<i>Advanced Practice Nurse</i>	5,909	8.06		
<i>Nurse manager</i>	5,311	7.24		
<i>Case Manager</i>	4,790	6.53		
<i>Nurse Educator</i>	1,696	2.31		
<i>Nurse Faculty</i>	1,234	1.68		
<i>Nurse Executive</i>	1,119	1.53		
<i>Consultant</i>	1,016	1.39		
<i>Nurse Researcher</i>	302	0.41		
<i>Other Health Care Related</i>	4,962	6.77		
<i>Other Not Health Care Related</i>	1,178	1.61		

Summary of the WI State
2020 Registered Nurse and 2021 Licensed Practical Nurse Surveys

Table 11. Telehealth and Remote Work-Primary Work

	RN		LPN	
	n	%	n	%
Time Spent Providing Services via Phone	73,325		8,164	
Never	24,624	33.58	2,929	35.88
1% - 25%	25,587	34.90	2,052	25.13
26% - 50%	6,682	9.11	956	11.71
51% - 75%	5,528	7.54	755	9.25
76% - 100%	10,904	14.87	1,472	18.03
Remote communication	73,325		8,164	
Electronic messaging	11,820	16.12	1,665	20.39
VoIP	2,507	3.42	689	8.44
Virtual ICU	882	1.20	244	2.99
Telephone	43,473	59.29	4,295	52.61
Email	12,695	17.31	1,508	18.47
Video call	1,699	2.32	997	12.21
Other	5,813	7.93	986	12.08

Summary of the WI State 2020 Registered Nurse and 2021 Licensed Practical Nurse Surveys

Table 12. Income Primary Work

	RN		LPN	
	n	%	n	%
Annual Pre-tax Earnings*	73,325		8,164	
< \$25,000	4,515	6.16	1,367	16.74
\$25,001 - \$35,000	3,154	4.30	1,715	21.01
\$35,001 - \$45,000	5,264	7.18	2,001	24.51
\$45,001 - \$55,000	9,594	13.08	1,514	18.54
\$55,001 - \$65,000	13,683	18.66	819	10.03
\$65,001 - \$75,000	11,930	16.27	386	4.73
\$75,001 - \$85,000	8,859	12.08	196	2.40
\$85,001 - \$95,000	5,405	7.37	67	0.82
\$95,001 - \$105,000	4,237	5.78	40	0.49
\$105,001 - \$115,000	2,519	3.44	16	0.20
> \$115,000	4,165	5.68	43	0.53
Compensation in Primary position	73,325		8,164	
Full time, salaried	18,510	25.24	696	8.53
Full time, hourly wage	35,219	48.03	5,060	61.98
Part time, salaried	1,732	2.36	57	0.70
Part time, hourly wage	14,631	19.95	1,806	22.12
Per diem	2,756	3.76	463	5.67
Volunteer	477	0.65	82	1.00

*Include overtime and bonuses but exclude sign-on bonuses.

Summary of the WI State 2020 Registered Nurse and 2021 Licensed Practical Nurse Surveys

Table 13. Certification and Specialization of Advanced Practice Nurses

	n	%
National Board Certification (Check all that apply)*	6,047	100
Nurse Practitioner (NP)	4,905	81.11
Certified Nurse Midwife (CNM)	42	0.69
Certified Registered Nurse Anesthetist (CRNA)	818	13.53
Clinical Nurse Specialist (CNS)	353	5.84
<i>Advanced Practice Nurse Prescriber (APNP)</i>	5,524	91.35
Works in Wisconsin with at least one National Board Certification	5,771	95.44
Works outside Wisconsin with at least one National Board Certification	276	4.56
<i>Works in Wisconsin as APNP</i>	5,294	95.84
<i>Works outside of Wisconsin as APNP</i>	230	4.16
Working and Provides Direct Patient Care in WI		
Yes	5,516	91.22
No	531	8.78

*Totals greater than 100% due to multiple choices. Calculated as % of respondents.

Summary of the WI State 2020 Registered Nurse and 2021 Licensed Practical Nurse Surveys

Table 13. Certification and Specialization of Advanced Practice Nurses (continued)

	n	%
Nurse Practitioner Specialty (Check all that apply)*	4,905	100
Family	2,674	54.52
Adult	972	19.82
Gerontological	429	8.75
Acute Care	364	7.42
Pediatric	351	7.16
OB-Gyn / Women’s Health Care	167	3.40
Family Psych & Mental Health	118	2.41
Adult Psychiatric & Mental Health	102	2.08
Neonatal	102	2.08
No specialty designation	37	0.75
Emergency Nursing	32	0.65
Not currently certified	25	0.51
Diabetes Management – Advanced	19	0.39
Family Planning	7	0.14
School	2	0.04
Clinical Nurse Leader (CNL)	2	0.04
College Health	1	0.02
Other Specialty	219	4.46
Clinical Nurse Specialty (Check all that apply)*	353	100
Adult Health	135	38.24
Gerontological	56	15.86
Acute and Critical Care -Adult	40	11.33
Adult Psychiatric & Mental Health	33	9.35
No specialty designation	32	9.07
Medical-Surgical	15	4.25
Pediatric	15	4.25
Child & Adolescent Psych & Mental Health	7	1.98
Community /Public Health	7	1.98
Acute and Critical Care -Pediatric	5	1.42
Acute and Critical Care -Neonatal	5	1.42
Diabetes Management – Advanced	4	1.13
Home Health	2	0.57
OB-Gyn / Women’s Health Care	2	0.57
Palliative Care - Advanced	2	0.57
Other Specialty	46	13.03

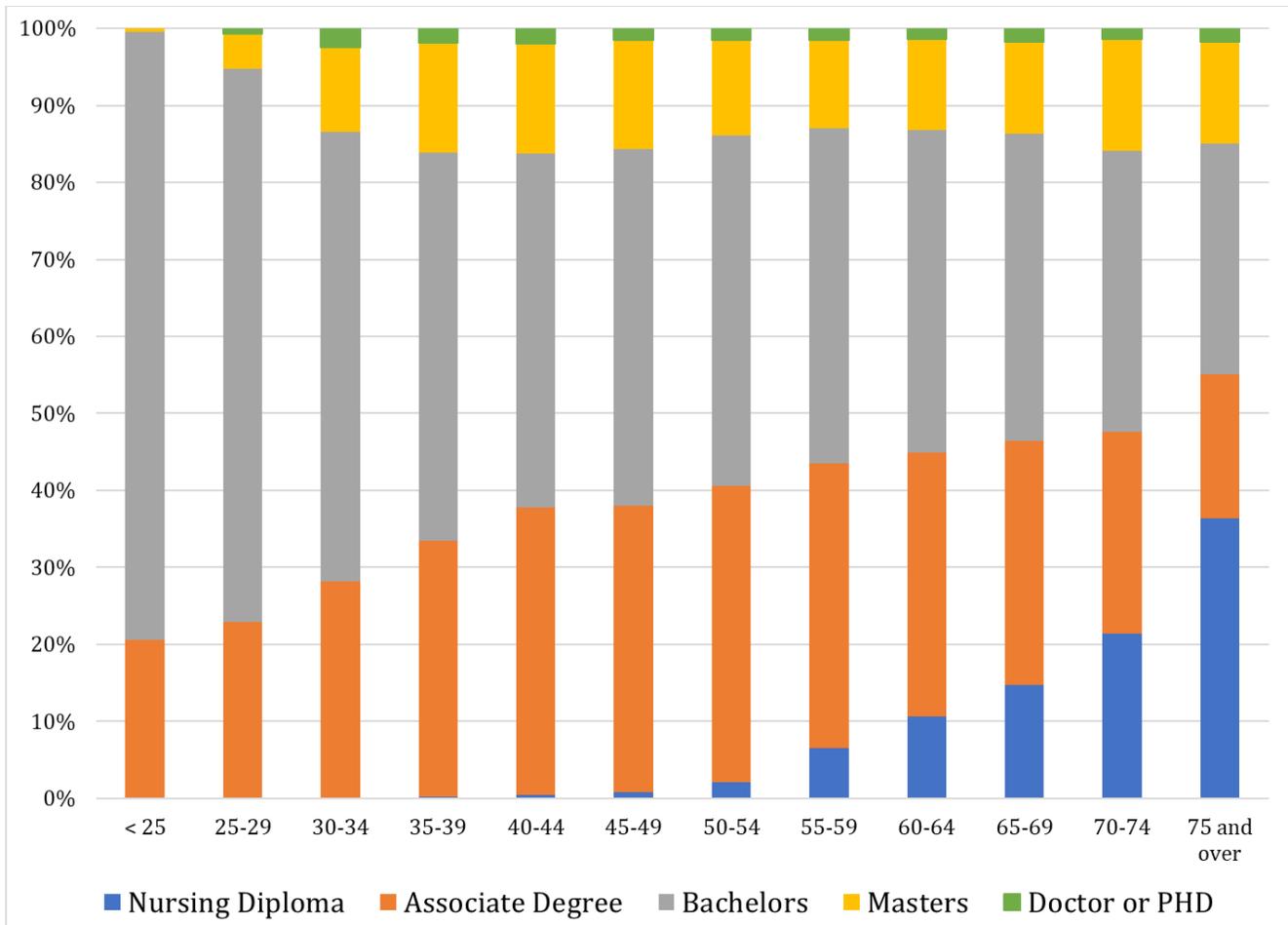
*Totals greater than 100% due to multiple choices. Calculated as % of respondents.

Summary of the WI State 2020 Registered Nurse and 2021 Licensed Practical Nurse Surveys

Table 14. APRN Certification by Principal Place of Employment

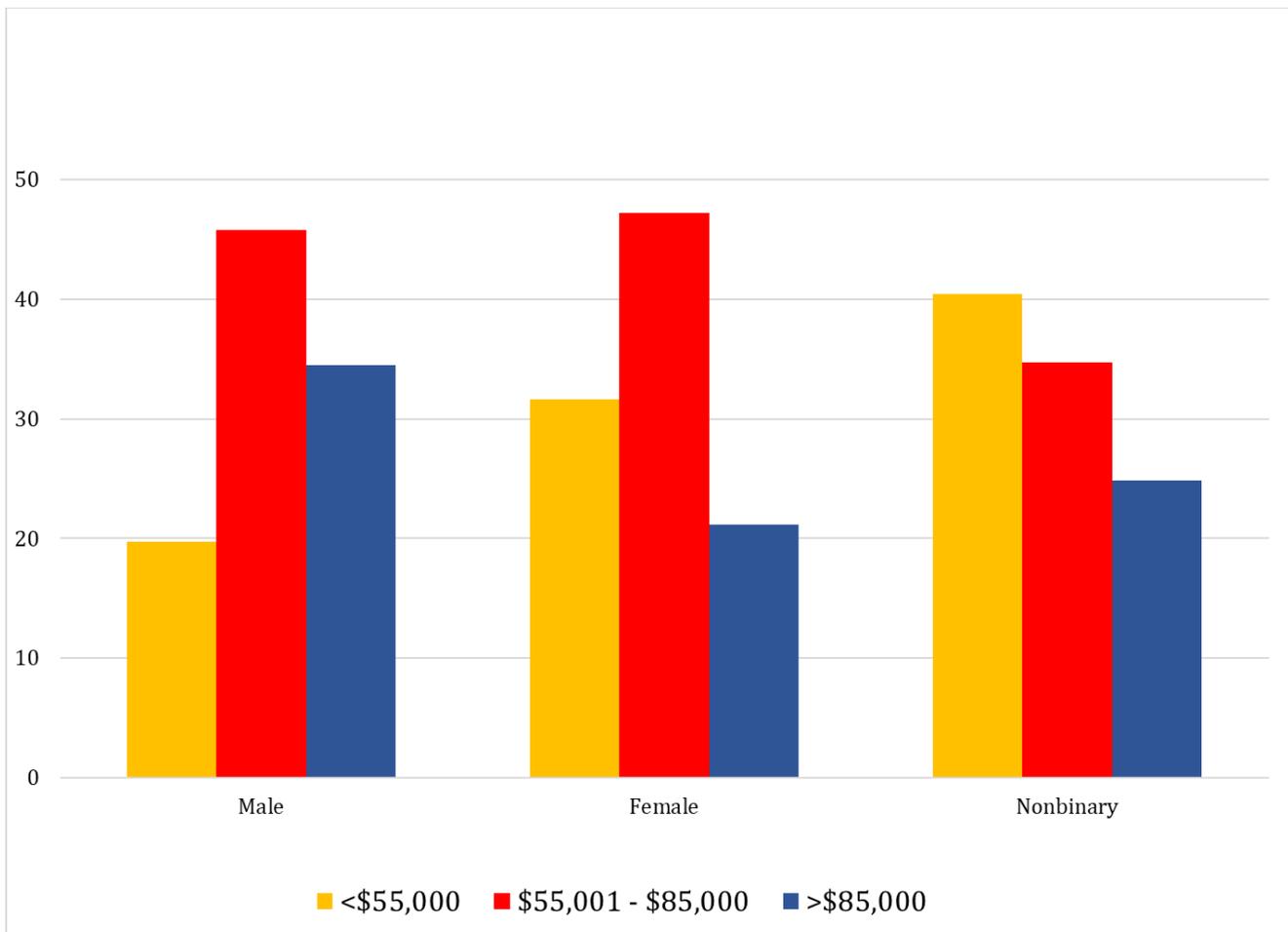
	NP		CNM		CRNA		CNS		APNP		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
Hospital	1,413	28.81	19	45.24	725	88.63	198	56.09	1,992	36.06	4,347	37.34
Extended Care	226	4.61	2	4.76	3	0.37	11	3.12	215	3.89	457	3.93
Ambulatory Care	2,579	52.58	14	33.33	75	9.17	78	22.10	2,654	48.04	5,400	46.38
Home Health	171	3.49	-	-	2	0.24	7	1.98	164	2.97	344	2.95
Public Health	162	3.30	2	4.76	3	0.37	13	3.68	161	2.91	341	2.93
Educational Institutions	164	3.34	1	2.38	9	1.10	28	7.93	150	2.72	352	3.02
Other	190	3.87	4	9.52	1	0.12	18	5.10	188	3.40	401	3.44
Total	4,905	100	42	100	818	100	353	100	5,524	100		

Figure 1: Education and Age Distribution RN 2020



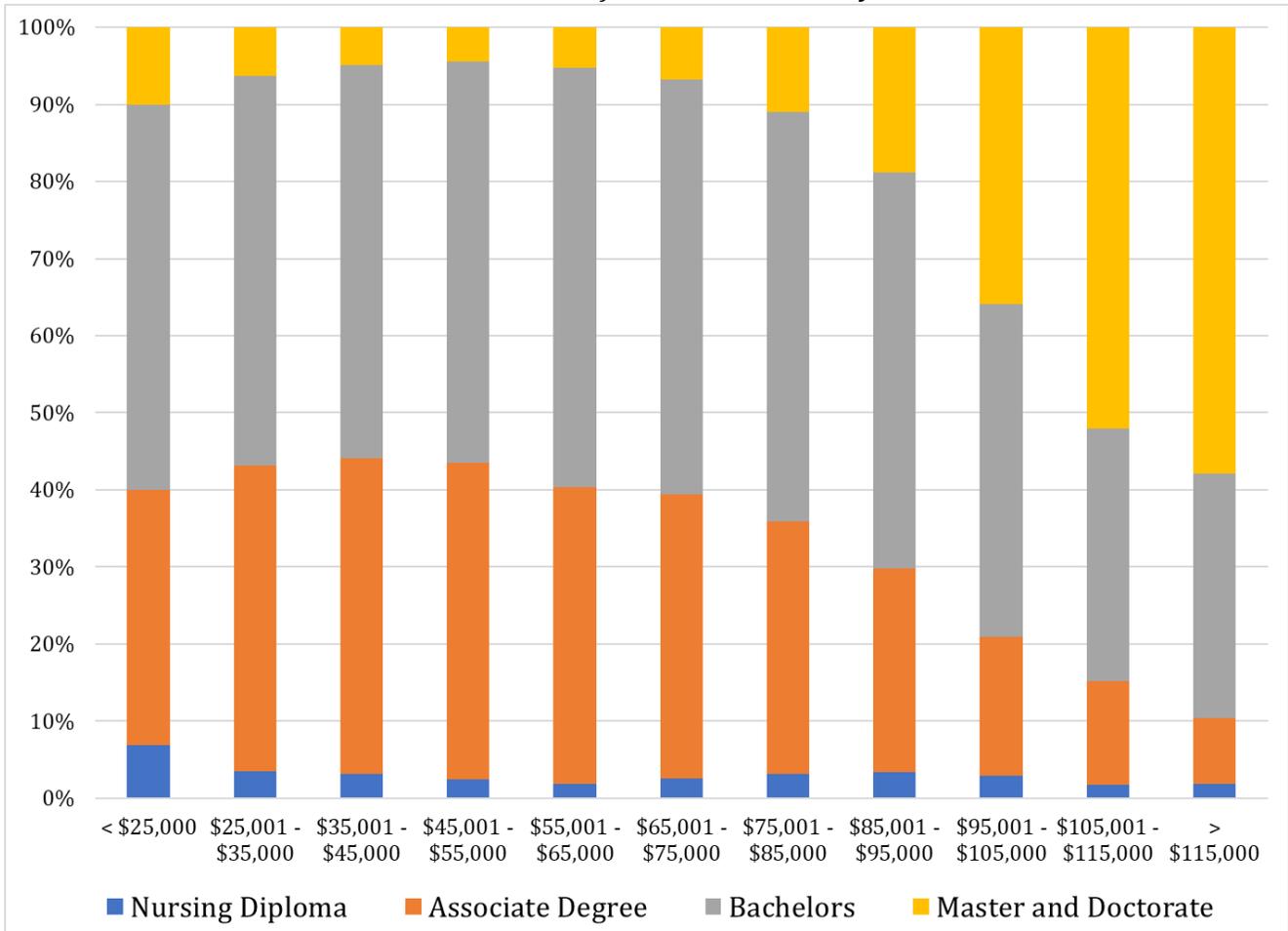
Summary of the WI State
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**Figure 2: Annual Pre-Tax Earnings by Gender Identity,
Percent Distribution of RN 2020 - Primary Work**



Summary of the WI State
2020 Registered Nurse and 2021 Licensed Practical Nurse Surveys

Figure 3: Annual Education and Annual Pre-Tax Earnings, Percent Distribution of RN 2020 - Primary Work



Summary of the WI State 2020 Registered Nurse and 2021 Licensed Practical Nurse Surveys

Figure 4: *APRN Certification by Principal Place of Employment
Percent Distribution of RN 2020*

