



Alabama's Registered Nurse Workforce 2016 Demographics

The Alabama Board of Nursing (ABN) collected demographic data at the time of the Registered Nurse (RN) license renewal in 2014 and again in 2016. At the time of the 2016 data collection, additional Minimum Data Set (MDS) questions proposed by the Alabama Health Action Coalition (AL-HAC) were included as part of the data collected for RN renewal applications. The ABN generated EXCEL and Statistical Package for the Social Sciences (SPSS) databases for the 2016 renewal. The data were used to determine demographics for RNs licensed in Alabama at the time of the survey; to answer questions posed by AL-HAC; and, when applicable, to make comparisons to available RN data collected in previous license renewal cycles.

In 2016, there were 69,922 RNs who renewed their license. This number reflects an increase in RN license renewal applications from 2012 and 2014, when there were 58,263 and 66,662 RNs, respectively, who presented RN license renewal applications to the ABN (Figure 1).

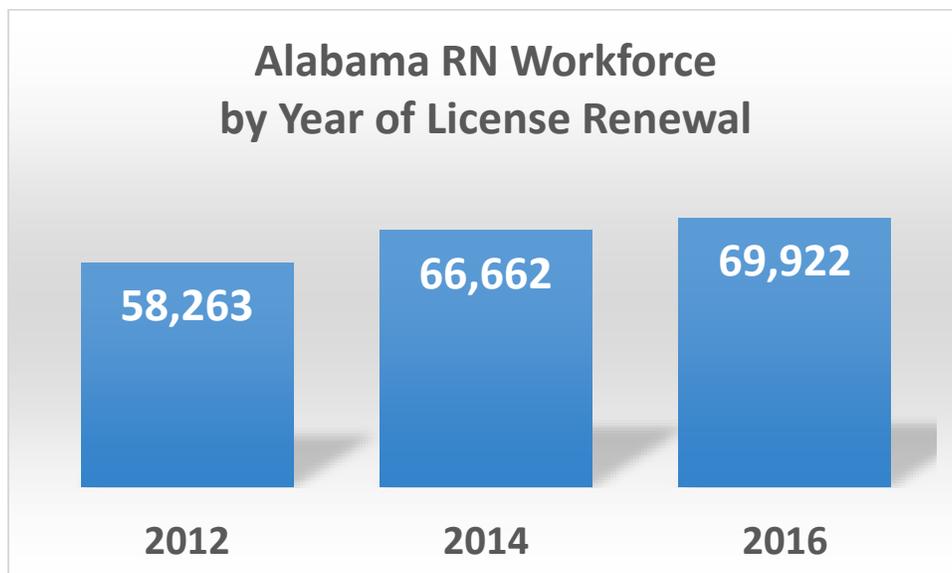


Figure 1. Alabama RN Workforce RN Frequency by Year of License Renewal

Of the 69,922 RNs who renewed their RN license in 2016, only approximately half of these RNS responded to the additional questions posed by AL-HAC. In comparison, the rate of unknown responses in 2014 ranged from 0% to 12.5%.

The marked decline in responses to the voluntary questions in 2016 presented a major limitation in calculating an accurate percentage of RNs in any given category for the demographic variables as well as difficulty in making comparisons to previous analysis for the sake of trending the data. For example, in 2014, all 66,662 RNs (100%) responded to the question, “What is your gender?” In 2016, however, only 31,305 out of 69,922 RNs (44.8%) responded to this same question.

AL-HAC has maintained a consistent operational definition for “unknown” since beginning its license renewal analysis in 2012. For each variable, the “no response” and the “missing” data were combined to create the category of “unknown.” Due to the variation in response rate to these questions, both percentages and valid percentages are reported for the variable categories as follow:

- The percent is calculated by dividing the total (N) population size, including the “unknowns” into each variable category, in this population the N is equivalent to 69,922.
- The valid percent is calculated by dividing the total (n) sample size, after excluding the “unknowns”, into each variable category.
- **The n is different for each variable depending on the number of “unknowns” for the specified variable. The valid percent is used for making trend comparisons to previous years and is noted in red.**

Q1. What is your gender?

About gender, the majority of RNs in 2012, 2014, and 2016 were women (Table 1).

Table 1

Gender for Alabama RNs

Gender	2012 RNs Frequency (%*) (N=58,263)	2014 RNs Frequency (%*) (N=66,662)	2016 RNs (N=69,922, n=31,305)		
			Frequency	% N	Valid % n
Female	52,623 (90.3)	60,071 (90.1)	28,079	40.2	89.7
Male	5,640 (9.7)	6,591 (9.9)	3,226	4.6	10.3
Unknown	0	0	38,617	55.2	

Q2. What is your race/ethnicity?

RN data for race were collected in 2016 and continues to indicate the majority of RNs reported race as “white” (Table 2).

Table 2

Race for Alabama RN Population

Race	2012 RNs Frequency (%) (N=58,263)	2014 RNs Frequency (%) (N=66,662)	2016 RNs (N=69,922, n=32,978)		
			Frequency	% N	Valid % n
White	45,165 (77.5)	52,601 (78.9)	26,876	38.4	81.5
Black or African American	8,007 (13.8)	9,216 (13.9)	5,067	7.2	15.4
Asian	591 (1.0)	725 (1.1)	306	.4	.9
American Indian or Alaskan Native	331 (.6)	366 (.5)	161	.2	.5
Hispanic or Latino	-	-	288	.4	.9
Native Hawaiian and Other Pacific Islander	26 (.0)	40 (.1)	29	.0	.1
Other	-	-	251	.4	.8
Unknown	3,814 (6.5)	3,363 (5.0)	36,944 (52.8%*)	52.8	

Q3. What is your year of birth?

With regard to year of birth, of the 69,922 RNs who reported data for this variable, the range for birth year was from 1936 to 2016. Most RNs reported their birth year in the five-year range of 1970 to 1974, followed by 1960 to 1964, then by 1985-1989. Age data are depicted in Table 3 in five-year intervals consistent with the American Communities Survey (ACS).

Table 3

Age for RNs

<i>Age for Alabama RNs Age (Five Year Intervals)</i>	2012 RNs Frequency (%) (N=58,263)	2014 RNs Frequency (%) (N=66,662)	2016 RNs (N=69,922, n=33,109)		
			Frequency	%	Valid %
15-19 Years	1 (.0)	0 (.0)	3	.0	.1
20-24 Years	2,448 (4.2)	2,707 (4.1)	752	1.1	2.3
25-29 Years	6,405 (11.1)	7,646 (11.5)	3,483	5.0	10.5
30-34 Years	6,281 (10.8)	7,518 (11.3)	3,858	5.5	11.7
35-39 Years	6,899 (11.8)	7,398 (11.1)	3,582	5.1	10.8
40-44 Years	7,454 (12.8)	8,440 (12.7)	3,747	5.4	11.3
45-49 Years	7,061 (12.1)	7,069 (10.6)	3,993	5.7	12.1
50-54 Years	7,875 (13.5)	8,355 (12.5)	3,715	5.3	11.2
55-59 Years	7,489 (12.9)	8,194 (12.3)	4,000	5.7	12.1
60-64 Years	3,990 (6.8)	5,699 (8.5)	3,522	5.0	10.6
65-69 Years	1,649 (2.8)	2,470 (3.7)	1,650	2.4	4.9
70-74 Years	531 (.9)	828 (1.2)	599	.9	1.8
75-79 Years	146 (.25)	273 (.41)	163	.2	.5
80-84 Years	28 (.04)	55 (.08)	42	.0	.1
85 Years and Over	6 (.01)	10 (.01)	0	-	-
Unknown	-	-	36,813	52.7	
Mode	55.00	43.00			46.00
Median	44.00	44.00			46.00
Mean	44.19	44.61			46.08
Standard Deviation	12.28	12.84			21.12
Range	78.00	69.00			65.00
Minimum	19.00	20.00			16.00
Maximum	97.00	89.00			81.00

Q4. What type of nursing degree/credential qualified you for your first US nursing license?

In the ABN's 2016 RN database, RNs responded to a question concerning the type of nursing degree/credential qualified them for their first U.S. nursing license. The majority of RNs indicated this initial credential to be an Associate Degree-Nursing (valid percent = 50.4%) (Table 4). Based on these data, very few RNs have pursued education for an advancement in degree.

Table 4

Nursing Degree/Credential that Qualified the RN for First U.S. Nursing License

Nursing Degree/Credential Qualified the RN for First U.S. Nursing License	2016 RNs (N=69,922, n=32,303)		
	Frequency	% N	Valid % n
Vocational/Practical Certificate-Nursing	1,538	2.2	4.8
Diploma Nursing	1,791	2.6	5.5
Associate Degree-Nursing	16,270	23.3	50.4
Bachelor's Degree-Nursing	11,894	17.0	36.8
Master's Degree-Nursing	745	1.1	2.3
Doctor of Nursing Practice (DNP)	43	.1	.1
Doctor of Philosophy (PhD)	15	.0	.0
Doctoral Degree-Nursing Other	7	.0	.0
Unknown	37,619	53.8	

Q5. What is your highest level of education?

In the ABN's 2016 RN database, RNs responded to a question concerning their highest level of education. The majority of RNs who renewed their license in 2016 reported their highest level of education as an Associate Degree-Nursing (valid percent = 39.9%) followed by a Master's Degree-Nursing (valid percent = 32.7%) (Table 5). Of those who answered this question, a higher number of RNs are seeking advanced education in nursing.

Table 5

RNs Highest Level of Education

RNs Highest Level of Education	2016 RNs (N=69,922, n=33,525)		
	Frequency	% N	Valid % n
Vocational/Practical Certificate-Nursing	61	.1	.2
Diploma Nursing	1,156	1.7	3.4
Associate Degree-Nursing	13,377	19.1	39.9
Baccalaureate Degree-Nursing	255	.4	.8
Master's Degree-Nursing	10,970	15.7	32.7
Doctor of Nursing Practice (DNP)	1,529	2.2	4.6
Doctor of Philosophy (PhD)	4,515	6.5	13.5
Doctoral Degree-Nursing Other	1,067	1.5	3.2
Baccalaureate Degree-Other Field	398	.6	1.2
Master's Degree-Other Field	197	.3	.6
Unknown	36,397	52.1	

Q6. What type of license do you currently hold?

The ABN's 2016 RN database reports 33,617 respondents to this question, with the majority of respondents reporting they are licensed to practice as Registered Nurses (RN, valid percent = 89.7%). Two hundred eighty-five (285) respondents report they are licensed to practice as Licensed Practical Nurses (LPN). For those who report they are licensed to practice as RNs, 1,248 also report approval for Advanced Practice Nursing (APRN). Additionally, some respondents report more than one license, as seen in Table 5.

Table 5

Type of License Currently Held

Type of License	2016 RNs (N=69,922, n=33,617)		
	Frequency	% N	Valid % n
Licensed Practical Nurse (LPN)	285	.4	.8
Registered Nurse (RN)	30,139	43.1	89.7
Advanced Practice RN (APRN)	1,248	1.8	3.7
RN and LPN	68	.1	.2
RN, LPN, and APRN	8	.0	.0
RN and APRN	1,866	2.7	5.6
LPN and APRN	3	.0	.0
Unknown	36,305	51.9	

Q7. What year did you obtain your initial U.S. licensure?

In 2016, RNs responded to a question concerning the initial year they obtained their initial U.S. licensure. These data are depicted in Figure 2 in five-year intervals consistent with the ACS. Of the 69,922 RNs licensed in 2016, 37,810 responses to this question were “unknown”. The year of initial U.S. licensure ranged from 1936 to 2016. The majority of RNs reported their initial year to obtain a U.S. license in the five-year range of 2010 to 2014, followed by 2005 to 2009, then by 1995-1999.

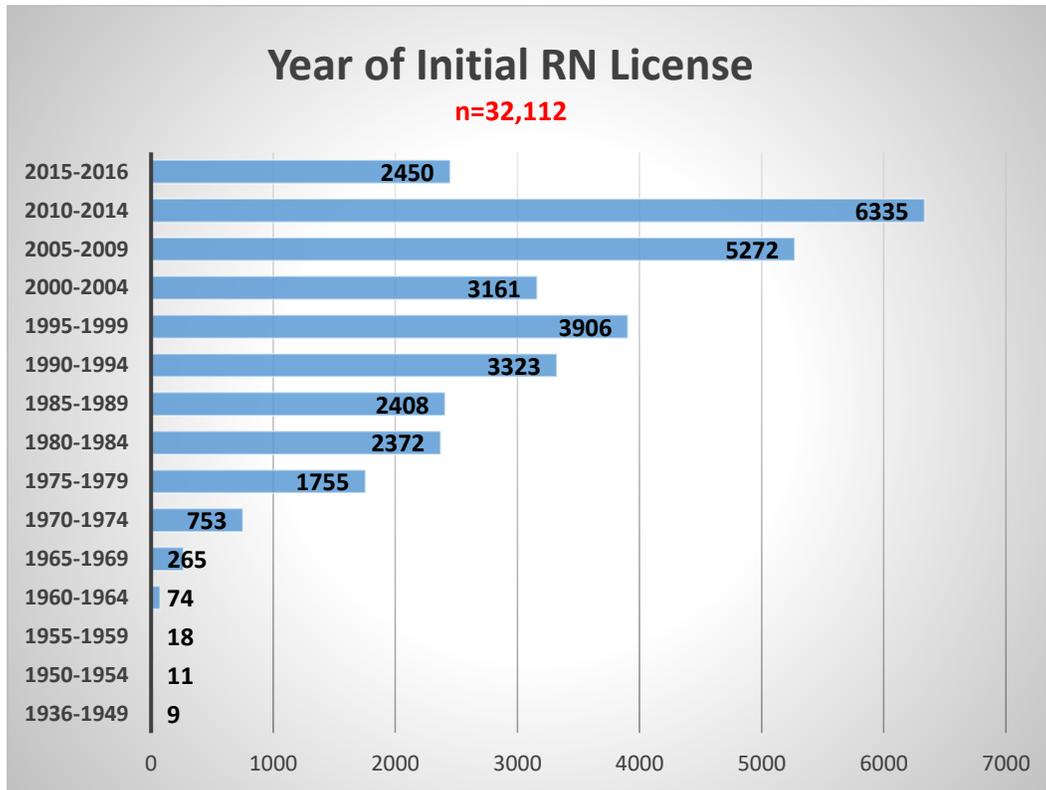


Figure 2. RN Year of Initial U.S. Licensure

Q8. In what country did you receive your entry-level education?

In 2016, RNs responded to a question concerning the country in which they received their entry-level education, where the majority reported the U.S.A. (valid percent = 99.3%) as depicted in Figure 3. Of the 69,922 RNs licensed in 2016, 36,080 responses to this question were “unknown.”

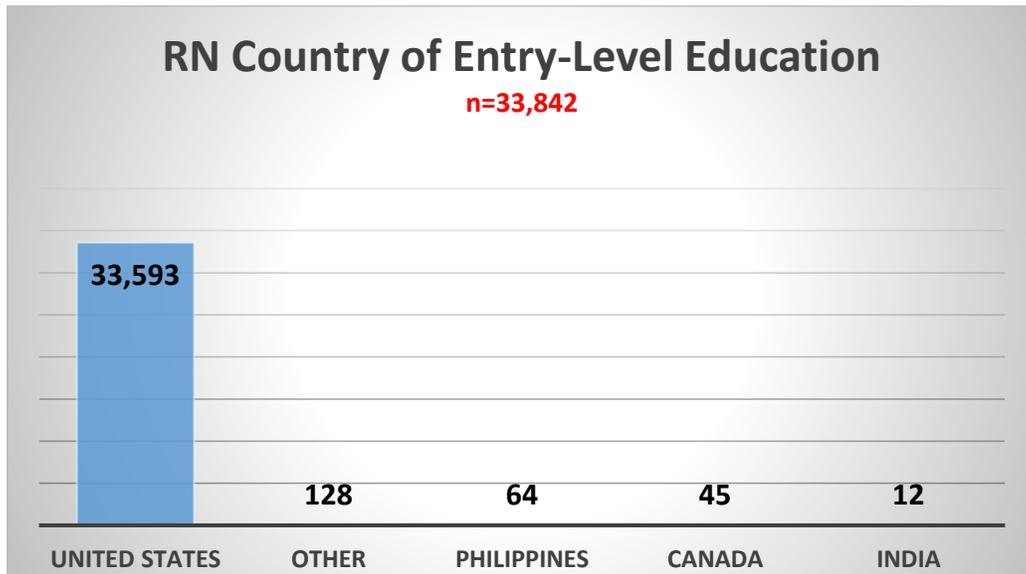


Figure 3. RN Country of Entry-Level Education

Of the 128 RNs that indicated ‘other’ as the country of entry-level education, the following countries were specified:

- n=16: England/Great Britain
- n=15: Nigeria
- n=10: South Korea
- n=8: Kenya
- n=7: Germany, China
- n=5: Puerto Rico
- n=4: Japan
- n=3: Peru, Poland, Taiwan
- n=2: Barbados, Brazil, Canada, Iran, Jamaica, Pakistan, Philippines, Romania, Russia
- n=1: Africa, Australia, Bahamas, Chile, Cuba, Ghana, Haiti, Hong Kong, Israel, Jordan, Korea, Lesotho, Liberia, Malaysia, Northern Ireland, Nepal, New Zealand, Norway, Saudi Arabia, Singapore, South Africa, Switzerland, Tanzania, Thailand, Trinidad, United States Virgin Islands, USA, Vietnam, Zambia

Q9. In what country were you initially licensed as RN or LPN?

With regard to the question, “in what country were you initially licensed as RN,” the majority of the respondents indicated the U.S.A. (valid percent = 99.4%) as depicted in Figure 4. Of the 69,922 RNs licensed in 2016, 36,511 responses to this question were “unknown”.

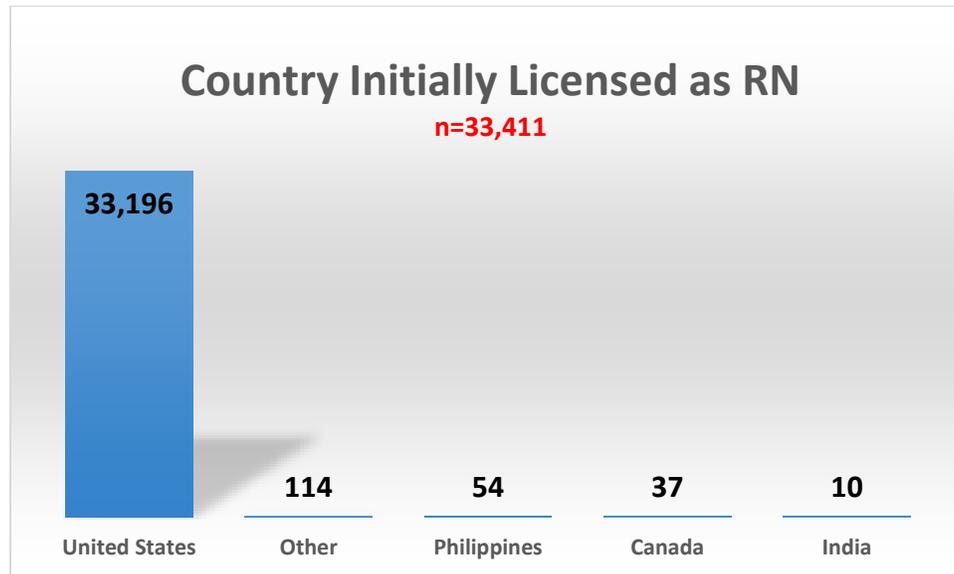


Figure 4. Country Initially Licensed as a RN

Of the 114 RNs that indicated ‘other’ as the country where initially licensed as a RN, the following reasons were specified:

- n=35: N/A
- n=13: England
- n=8: Nigeria
- n=7: South Korea
- n=5: Germany
- n=4: Puerto Rico
- n=3: Japan, Kenya, Taiwan
- n=2: Australia, Barbados, Brazil, China, Pakistan, Peru, USA
- n=1: Bahamas, Chile, Ghana, Hong Kong, Iran, Ireland, Israel, Jordan, Korea, Lesotho, Northern Ireland, Nepal, New Zealand, Poland, Singapore, South Africa, Switzerland, Thailand, United States Virgin Islands

Q10. What is the name of the school (education program) you graduated from that qualified you for your first U.S. RN license?

In answer to the question, “what is the name of the school (education program) you graduated from that qualified you for your first US RN license?”, many schools were listed. Frequency counts were tabulated for Alabama schools listed by RNs during the 2016 license renewal period. Wallace State Community College was the school listed most frequently (n=3,157) followed by the University of Alabama at Birmingham (n=1,846), then Jefferson State Community College (n=1,584). There was a combination of 9,597 RNs who listed other schools (Table 6). This “combination of all other schools listed” included non-accredited schools in Alabama plus all other out-of-Alabama schools. Of RNs completing the survey, 33.9% indicated they graduated from a school in Alabama that qualified them for their first U.S.A license.

Table 6

Name of School (Education Program) Graduated from that Qualified you for First U.S.A License

Name of School (Education Program) Graduated from that Qualified You for First U.S.A. RN License	2016 RNs (N=69,922, n=23,705)		
	Frequency	% N	Valid % n
Wallace State Community College	3,157	3.4	13.3
University of Alabama at Birmingham	1,846	2.6	7.8
Jefferson State Community College	1,584	2.3	6.7
Troy University	1,460	2.1	6.2
University of Alabama in Huntsville	1,440	2.1	6.1
Calhoun Community College	1,314	1.9	5.5
University of South Alabama	1,304	1.9	5.5
University of Alabama	943	1.3	4.0
Gadsden State Community College	923	1.3	3.9
Jacksonville State University	867	1.2	3.7
Auburn University	826	1.2	3.5
Bevill State Community College	748	1.1	3.2
University of Mobile	747	1.1	3.2
Bishop State Community College	738	1.1	3.1
Samford University	722	1.0	3.0
Southern Union State Community College	671	1.0	2.8
Shelton State Community College	651	.9	2.7
Jefferson Davis Community College	643	.9	2.7
University of North Alabama	622	.9	2.6
Auburn University Montgomery	569	.8	2.4
Northwest Shoals Community College	509	.7	2.1
Northeast Alabama Community College	428	.6	1.8

Name of School (Education Program) Graduated from that Qualified You for First U.S.A. RN License	2016 RNs (N=69,922, n=23,705)		
	Frequency	% N	Valid % n
Central Alabama Community College	302	.4	1.3
University of West Alabama	286	.4	1.2
Faulkner State Community College	213	.3	.9
Snead State Community College	192	.3	.8
Unknown	36,620	52.4	
Combination of All Other Schools Listed*	9,597	13.7	

*Non-Accredited Schools in Alabama plus all other out-of-Alabama Schools.

**Some schools listed have multiple campuses.

Q11. In what city and state was this education program located?

The city location of Alabama schools listed by RNs is presented in Table 7 for those cities listed 100 or greater times. There were 36,612 RNs who did not name the location of the Alabama city in which their RN program was located. It could not be verified whether a program was an accredited or a non-accredited program.

Table 7

City Location of Alabama RN Education Programs

City Location of Alabama RN Education Programs	2016 RNs Frequency Listed > 100 Times
Birmingham	5,136
Mobile	3,013
Tuscaloosa	1,922
Montgomery	1,635
Hanceville	1,352
Huntsville	1,212
Dothan	1,087
Decatur	1,067
Gadsden	996
Jacksonville	887
Florence	601
Phil Campbell	599
Selma	570
Auburn	545
Opelika	520
Troy	517
Dothan	479
Jasper	471
Rainsville	405
Brewton	334
Livingston	329
Childersburg	283
Sumiton	279
Fayette	272
Boaz	193
Sylacauga	175
Tanner	164
Bayminette	157
Hamilton	115
Tuskegee	140
Valley	108

City Location of Alabama RN Education Programs	2016 RNs Frequency Listed > 100 Times
Opp	101

Q12. What is the status of the license currently held?

The majority of RNs in 2016 reported their status of license currently held as active (valid percent = 99.6%) (Table 9).

Table 9

RNs Status of License Currently Held

Status of License Currently Held	2016 RNs (N=69,922, n=33,777)		
	Frequency	% N	Valid % n
Active	33,637	48.1	99.6
Non-Active	140	.2	.4
Unknown	36,145	51.7	

Q13. Are you currently licensed/certified as a...

In response to the question, “are you currently licensed/certified as a...”, there were 4,489 RNs who indicated current certification as a Nurse Practitioner, Clinical Nurse Specialist, Certified Registered Nurse Anesthetist, or Certified Nurse Midwife (Table 10).

Table 10
Currently Licensed/Certified Other than RN

Currently Licensed/Certified Other than RN	2016 RNs (N=69,922, n=32,169)		
	Frequency	% N	Valid % n
Nurse Practitioner	2,441	3.5	7.6
Clinical Nurse Specialist	1,311	1.9	4.1
Certified Registered Nurse Anesthetist	716	1.0	2.2
Certified Nurse Midwife	21	.0	.1
Not Licensed or Certified as Any of the Above	27,680	39.6	86.0
Unknown	37,753	54.0	

Q14. Please list all states in which you hold an active license to practice as an RN:

RNs responded to the question, “Please list all states in which you hold an active license to practice as an RN.” Outside of Alabama, the next most frequent state for holding an active RN license was Georgia (n=124), followed by Florida (n=81), Tennessee (n=59), and Mississippi (n=51) (Table 11). Presented in Table 12 are data regarding RNs who are licensed in Alabama as well as in another state or multiple states.

Table 11

All States where an Active License is Held to Practice as an RN

States in Which an Active RN License is Held	2016 RNs Frequency Alphabetically by State
Alabama	25,133
Alaska	3
Arkansas	47
Arizona	1
California	28
Colorado	6
Connecticut	-
District of Columbia	1
Delaware	-
Florida	81
Georgia	124
Hawaii	2
Idaho	-
Illinois	4
Indiana	4
Iowa	-
Kansas	-
Kentucky	5
Louisiana	15
Massachusetts	2
Maryland	5
Maine	-
Michigan	-
Minnesota	5
Missouri	2
Mississippi	51
Montana	-
North Carolina	12
North Dakota	-

States in Which an Active RN License is Held	2016 RNs Frequency Alphabetically by State
Nebraska	2
New Hampshire	-
New Jersey	2
New Mexico	4
Nevada	1
New York	5
Ohio	6
Oklahoma	2
Oregon	1
Pennsylvania	3
Rhode Island	-
South Carolina	5
South Dakota	-
Tennessee	59
Texas	17
Utah	2
Vermont	1
Virginia	7
Washington	-
Wisconsin	2
West Virginia	1
Wyoming	-
Active Duty Air Force	1
Armed Forces Stationed in U.S.A.	-
Armed Forces Stationed Outside U. S. A.	-

Table 12

RNs Holding a License in Alabama and Another State(s)

RNs Who Hold an Alabama License Plus a License in an Additional State(s)	2016 RNs Frequency
Alabama plus One Additional State	988
Alabama plus Two Additional States	177
Alabama plus Three Additional States	52
Alabama plus Four Additional States	39
Alabama plus Five Additional States	8
Alabama plus Six Additional States	28
Alabama plus Seven Additional States	15
Alabama plus Eight Additional States	14
Alabama plus Nine Additional States	11
Alabama plus Ten Additional States	11
Alabama plus Eleven Additional States	6
Alabama plus Thirteen Additional States	8
Alabama plus Seventeen Additional States	8
Alabama plus Twenty-Four Additional States	6
Alabama plus Twenty-Seven Additional States	342

Q15. Please list all states in which you are currently practicing:

RNs responded to the question, “Please list all states in which you are currently practicing as an RN.” Outside of Alabama, the next most frequent state for currently practicing as an RN was Georgia (n=519), followed by Florida (n=294), Tennessee (n=239), and Mississippi (n=235) (Table 13).

Table 13

All States Currently Practicing as a RN Compared to all States where an Active License is Held

States Alphabetically by State	2016 RNs Currently Practicing Frequency	2016 RNs All States Holding Active License Frequency*
Alabama	27,265	25,133
Alaska	3	3
Arkansas	49	47
Arizona	21	1
California	144	28
Colorado	31	6
Connecticut	2	-
District of Columbia	7	1
Delaware	1	-
Florida	294	81
Georgia	519	124
Guam	1	-
Hawaii	11	2
Idaho	-	-
Illinois	32	4
Indiana	14	4
Iowa	5	-
Kansas	6	-
Kentucky	37	5
Louisiana	63	15
Massachusetts	8	2
Maryland	22	5
Maine	8	-
Michigan	12	-
Minnesota	7	5
Missouri	25	2
Mississippi	235	51
Montana	4	-

States Alphabetically by State	2016 RNs Currently Practicing Frequency	2016 RNs All States Holding Active License Frequency*
North Carolina	65	12
North Dakota	5	-
Nebraska	3	2
New Hampshire	10	-
New Jersey	11	2
New Mexico	8	4
Nevada	24	1
New York	27	5
Ohio	41	6
Oklahoma	15	2
Oregon	3	1
Pennsylvania	-	3
Puerto Rico	2	-
Rhode Island	-	-
South Carolina	23	5
South Dakota	2	-
Tennessee	239	59
Texas	144	17
Utah	1	2
Vermont	1	1
Virgin Islands	1	-
Virginia	62	7
Washington	-	-
Wisconsin	6	2
West Virginia	13	1
Wyoming	4	-
Armed Forces Stationed in U.S.A.	12	1
Armed Forces Stationed Outside U. S. A.	36	-
Active Duty Air Force	1	-

*Data from Table 11

**The Nursing Licensure Compact (NLC) was created in 2000 by the National Council of State Boards of Nursing (NCSBN), the NLC legislation allows nurses to operate either physically or electronically with a single license in participating states without having to go through the steps of acquiring a new license in the

NLC state. Currently there are a total of 25 states recognized as part of the NLC. The NLC applies to RNs, LPNs, and LVNS.

Q16. What is your employment status? (Mark all that apply)

Of the RNs who responded to the employment status question, 25,833 (valid percent = 75.5%) reported being actively employed in full-time nursing (Table 14) where 23,443 (valid percent = 84.7) are working “Full-time in Nursing” (Table 15), with a valid percent of 84.7 being employed full-time in nursing (Table 15).

Table 14

RNs Actively Employed in Nursing

Actively Employed in Nursing	2016 RNs (N=69,922, n=34,196)		
	Frequency	% N	Valid % n
Yes	25,833	36.9	75.5
No	8,363	12.0	24.5
Unknown	35,726	51.1	

Table 15

Employment Status in Nursing

Employment Status in Nursing	2012 RNs (N=58,263)		2014 RNs (N=66,662)		2016 RNs (N=69,922, n=27,689)		
	Frequency	%	Frequency	%	Frequency	% N	Valid % n
Full-time in Nursing	41,423	71.1	47,203	70.8	23,443	33.5	84.7
Part-time in Nursing	-	-	-	-	2,801	4.0	10.1
Per Diem	-	-	-	-	1,445	2.1	5.2
Employed Other Field	1,164	2.0	1,397	2.1	-	-	-
Not Employed	2,043	3.5	2,937	4.4	-	-	-
Not Seeking Employment	574	1.0	714	1.1	-	-	-
Retired from Nursing	-	-	-	-	-	-	-
Other	9,512	16.3	11,487	17.2	-	-	-
Unknown	3,547	6.1	2,924	4.4	42,233	60.4	

There were 1,091 RNs who reported being actively employed in a field other than nursing (Table 16).

Table 16
RNs Actively Employed in Field Other than Nursing

Actively Employed in Field other than Nursing	2016 RNs (N=69,922, n=34,196)		
	Frequency	% N	Valid % n
Yes	1,091	1.6	3.2
No	33,105	47.3	96.8
Unknown	35,726	51.1	

There were 1,007 RNs who reported working in a field other than nursing as a volunteer (Table 17).

Table 17
RNs Working in Nursing only as a Volunteer

Working in Nursing only as a Volunteer	2016 RNs (N=69,922, n=1,373)		
	Frequency	% N	Valid % n
Full-time	1,007	1.4	73.3
Part-time	292	.4	21.3
Per Diem	74	.1	5.4
Unknown	68,549	98.0	

There were 1,569 RNs who reported that they were seeking work as a nurse (Table 18).

Table 18
RNs Seeking Work as Nurse

RNs Seeking Work in Nursing	2016 RNs (N=15,300, n=34,196)		
	Frequency	% N	Valid % n
Yes	1,569	2.2	4.6
No	32,627	46.7	95.4
Unknown	35,726	51.1	

Q17. If unemployed, please indicate the reasons:

The reasons RNs indicated for being unemployed are presented in Table 19. The most frequently reported reasons for unemployment were related to taking care of home/family (n=1,045), other (n=431), and disabled (n=310).

Table 19
Reasons RNs Indicated for Unemployment

Reasons RNs Indicated For Unemployment	2016 RNs (N=69,922, n=2,062)		
	Frequency	% N	Valid % n
Taking Care of Home/Family	1,045	1.5	50.7
Other	431	.6	20.9
Disabled	310	.4	15.0
School	149	.2	7.2
Difficulty in Finding a Nursing Position	107	.2	5.2
Inadequate Salary	20	.0	1.0
Unknown	67,860	97.1	

Q18. In how many positions are you currently employed as a nurse?

The majority of RNs indicated that they are currently employed in one position (valid percent = 85.7%), while 3,705 (valid percent = 12.3%) hold two positions (Table 20).

Table 20

Number of Current Positions Employed as a RN

Number of Current Positions Employed as a Nurse	2016 RNs (N=69,922, n=30,162)		
	Frequency	% N	Valid % n
One Position	25,855	37.0	85.7
Two Positions	3,705	5.3	12.3
Three or More Positions	602	.9	2.0
Unknown	39,760	56.9	

Q19. How many hours do you work during a typical week in all your nursing positions?

With regard to the number of hours worked per typical work week in all nursing positions, the original data analysis indicated that there were extreme outliers in the data set. The outliers were discarded if the number of hours worked per work week in all nursing positions was greater than 168 which resulted in a minimum of 4 hours per week to a maximum of 168 hours per week, a mean of 38.35, a median of 40, and a mode of 40.

Q20. Please indicate the state and zip code of your primary employer:

Based on the state as indicated by zip code of the RN respondent's primary employer, the majority (n=25,443) of the RNs primary employers were in Alabama, followed by Georgia (n=757), and Florida (n=541) (Table 21).

Table 21

Alabama RN Primary Employer County by State

Location of RN Primary Employer By State	2016 RNs (N=69,922)
	Count of Location of Primary Employer by state
Alabama	25,443
Georgia	757
Florida	541
Tennessee	404
Mississippi	312
North Carolina	234
Texas	220
California	198
Arkansas	142
Colorado	108
Kentucky	98
Louisiana	94
Minnesota	94
Virginia	93
Ohio	90
Illinois	69
New York	60
Maryland	59
Arkansas	58
Pennsylvania	56
Missouri	52
Arizona	41
Indiana	35
Nebraska	33
South Carolina	31
Kansas	23
Michigan	23
Massachusetts	22
New Hampshire	20

Location of RN Primary Employer By State	2016 RNs (N=69,922)
	Count of Location of Primary Employer by state
New Jersey	20
Nevada	19
Washington	19
Wisconsin	16
Oklahoma	15
Utah	14
Washington D.C.	12
Maine	12
Hawaii	11
West Virginia	11
New Mexico	9
Armed Forces Stationed outside of the U.S.A.	28
Iowa	7
Connecticut	6
North Dakota	5
Oregon	5
Montana	4
Wyoming	4
Armed Forces Stationed in the U.S.A	3
South Dakota	3
Alaska	2
Puerto Rico	2
Vermont	2
Unknown	40,237

Q21. Please identify the type of setting that most closely corresponds to your primary nursing practice position:

With regard to the type of setting that most closely corresponds to the RNs' primary nursing practice position, the majority reported "Hospital" (valid percent = 57.1%) followed by "Ambulatory Care Setting" (valid percent = 6.9%) (Table 22). Although variable categories were somewhat different for the 2012 and 2014 RN license renewal data, 2016 RN data were compared for similar categories.

Table 22
Primary Place of Work

Primary Place of Work	2012 RNs (N=58,263)		2014 RNs (N=66,662)		2016 RNs (N=69,922, n=30,301)		
	Frequency	%	Frequency	%	Frequency	%	Valid %
Hospital	28,456	48.7	30,275	45.4	17,310	24.8	57.1
Ambulatory Care Setting	-	-	-	-	2,082	3.0	6.9
Nursing Home/Extended Care/Assisted Living	161	.2	2,881	4.3	1,664	2.4	5.5
Home Health	2,488	5.2	2,672	4.0	1,662	2.4	5.5
Academic Setting	1,223	2.0	1,427	2.1	979	1.4	3.2
Insurance Claims, Benefits	-	-	-	-	656	.9	2.2
School Health Service	873	1.4	1,017	1.5	640	.9	2.1
Community Health	-	-	-	-	523	.7	1.7
Public Health	-	-	-	-	484	.7	1.6
Occupational Health	-	-	-	-	276	.4	.9
Correctional Facility	-	-	-	-	155	.2	.5
Policy, Planning, Regulatory, Licensing Agency	-	-	-	-	59	.1	.2
Federal Government Agency	932	1.5	506	.8	-	-	-
Doctor's Office	3,013	5.1	3,564	5.4	-	-	-
Not Employed in Nursing	1,982	3.4	2,704	4.1	-	-	-
Other	12,098	20.7	14,413	21.6	3,811	5.5	12.6
Unknown	4,932	8.3	4,653	7.0	39,621	43.3	

- Data not available

Q22. Please identify the position title that most closely corresponds to your primary nursing practice position:

The position title that most closely corresponds to RNs primary nursing practice position was most frequently reported as “Other-Health Related” (valid percent = 60.3%) followed by “Nurse Manager” (valid percent = 12.1%) (Table 23).

Table 23

Position Title that Closely Corresponds to Primary Nursing Practice Position

Position Title that Closely Corresponds to Primary Nursing Practice Position	2016 RNs (N=69,922, n=29,831)		
	Frequency	% N	Valid % n
Consultant	547	.8	1.8
Medication Nurse	254	.4	.9
Nurse Medical Record Reviewer	674	1.0	2.3
Nurse Manager	3,624	5.2	12.1
Nurse Instructor	1,040	1.5	3.5
Staff RN	2,847	4.1	9.5
Other-Health Related	17,989	25.7	60.3
Other-Not Health Related	2,856	4.1	9.6
Unknown	40,091	57.3	

Q23. Please identify the employment specialty that most closely corresponds to your primary nursing practice position?

The category “Other” was the most frequent category reported for the employment specialty that most closely corresponds to the RNs primary nursing practice position (n= 5,774, valid percent = 19.1), followed by “Acute Care, Critical Care” (n=5,624, valid percent = 18.6). A variety of employment specialties were identified as presented in Table 24.

Table 24

Employment Specialty that Closely Corresponds to Primary Nursing Practice Position

Employment Specialty that Closely Corresponds to Primary Nursing Practice Position	2016 RNs (N=69,922, n=30,174)		
	Frequency	% N	Valid % n
Acute Care, Critical Care	5,624	8.0	18.6
Psychiatric, Mental Health, Substance Abuse	1,200	1.7	4.0
Occupational Health	335	.5	1.1
Anesthesia	840	1.2	2.8
School Health	607	.9	2.0
Palliative Care	600	.9	2.0
Geriatric, Gerontology	1,535	2.2	5.1
Trauma	676	1.0	2.2
Public Health	429	.6	1.4
Maternal-Child Health	1,094	1.6	3.6
Medical Surgical	3,664	5.2	12.1
Adult Health, Family Health	1,025	1.5	3.4
Rehabilitation	662	.9	2.2
Oncology	643	.9	2.1
Community	241	.3	.8
Tele-Health	857	1.2	2.8
Pediatrics, Neonatal	1,768	2.5	5.9
Home Health	1,166	1.7	3.9
Women’s Health	657	.9	2.2
Primary Care	777	1.1	2.6
Other	5,774	8.3	19.1
Unknown	39,748	56.8	

Q24. Please identify the type of setting that most closely corresponds to your secondary nursing practice position:

With regard to the type of setting that most closely corresponds to the RNs' Secondary nursing practice position, the majority of RNs reported "No Secondary Practice Position" (n=17,418, valid percent = 66.2%). Of those RNs who indicated a secondary nursing practice position, the majority indicated this position as "Hospital" (valid percent = 17.2%) (Table 25).

Table 25

Type of Setting that Closely Corresponds to Secondary Nursing Practice Position

Type of Setting that Closely Corresponds to Secondary Nursing Practice Position	2016 RNs (N=69,922, n=26,317)		
	Frequency	% N	Valid % n
Hospital	4,530	6.5	17.2
Ambulatory Care Setting	600	.9	2.3
Nursing Home/Extended Care/Assisted Living	643	.9	2.4
Home Health	689	1.0	2.6
Academic Setting	512	.7	1.9
Insurance Claims, Benefits	140	.2	.5
School Health Service	223	.3	.8
Community Health	199	.3	.8
Public Health	154	.2	.6
Occupational Health	109	.2	.4
Correctional Facility	89	.1	.3
Policy, Planning, Regulatory, Licensing Agency	18	.0	.1
Other	993	1.4	3.8
No Secondary Practice Position	17,418	24.9	66.2
Unknown	43,605	62.4	

Q25. Please identify the position title that most closely corresponds to your secondary nursing practice position:

The majority of RNs reported “No Secondary Practice Position” (n=17,709; valid percent = 69.3%); however, of those RNs who did a report a secondary position, the position title that most closely corresponds to RNs secondary nursing practice position was most frequently reported as “Staff RN” (valid percent = 6.5%) followed by “Advanced Practice Nurse” (valid percent = 1.4%) (Table 26).

Table 26

Position Title that Closely Corresponds to Secondary Nursing Practice Position

Position Title that Closely Corresponds to Secondary Nursing Practice Position	2016 RNs (N=69,922, n=25,565)		
	Frequency	% N	Valid % n
Consultant	229	.3	.9
Nurse Researcher	68	.1	.3
Nurse Executive	106	.2	.4
Nurse Manager	588	.8	2.3
Nurse Faculty	465	.7	1.8
Advanced Practice Nurse	966	1.4	3.8
Staff Nurse	4,532	6.5	17.7
Other-Health Related	614	.9	2.4
Other-Not Health Related	288	.4	1.1
No Secondary Practice Position	17,709	25.3	69.3
Unknown	44,357	63.4	

Q26. Please identify the employment specialty that most closely corresponds to your secondary nursing practice position:

Of the 25,572 RNs who responded to this question, the majority of RNs reported “No Secondary Practice Position” (n=18,053; valid percent = 70.6), followed by “Acute Care, Critical Care” (n=1,521; valid percent = 5.9%). A variety of employment specialties were identified as presented in Table 27.

Table 27

Employment Specialty that Closely Corresponds to Secondary Nursing Practice Position

Employment Specialty that Closely Corresponds to Secondary Nursing Practice Position	2016 RNs (N=69,922, n=25,572)		
	Frequency	% N	Valid % n
Acute Care, Critical Care	1,521	2.2	5.9
Psychiatric, Mental Health, Substance Abuse	381	.5	1.5
Occupational Health	85	.1	.3
Anesthesia	283	.4	1.1
School Health	160	.2	.6
Palliative Care	170	.2	.7
Geriatric, Gerontology	469	.7	1.8
Trauma	191	.3	.7
Public Health	120	.2	.5
Maternal-Child Health	194	.3	.8
Medical Surgical	912	1.3	3.6
Adult Health, Family Health	274	.4	1.1
Rehabilitation	196	.3	.8
Oncology	113	.2	.4
Community	102	.1	.4
Tele-Health	85	.1	.3
Pediatrics, Neonatal	340	.5	1.3
Home Health	420	.6	1.6
Women’s Health	143	.2	.6
Primary Care	194	.3	.8
Other	1,166	1.7	4.6
No Secondary Practice Position	18,053	25.8	70.6
Unknown	44,350	63.4	

Q27. The following states are a part of the Nurse Licensure Compact, please indicate if your primary state of residence is one of these states: AR, AZ, CO, DE, IA, ID, KY, ME, MD, MO, MS, NC, ND, NE, NH, NM, RI, SC, SD, TN, TX, UT, VA, WI.

In the 2016 survey, the RNs were asked to indicate if their primary state of residence is a part of the Nurse Licensure Compact (NLC). The following states are a part of the Nurse Licensure Compact, please indicate if your primary state of residence is one of these states: AR, AZ, CO, DE, IA, ID, KY, ME, MD, MO, MS, NC, ND, NE, NH, NM, RI, SC, SD, TN, TX, UT, VA, WI. The majority of respondents indicated that their primary state of residence was not a part of the NLC (valid percent = 94.5%) (Table 28).

Table 28

Primary State of Residence part of the Nurse Licensure Compact

Primary State of Residence part of the Nurse Licensure Compact	2016 RNs (N=69,922, n=32,026)		
	Frequency	% N	Valid % n
Yes	1,751	2.5	5.5
No	30,275	43.3	94.5
Unknown	37,896	54.2	

Also, respondents were asked to specify the NLC states and the following codes were used: 0=AR, 1=AZ, 2=CO, 3=DE, 4=IA, 5=ID, 6=KY, 7=ME, 8=MD, 9=MO, 10=MS, 11=NC, 12=ND, 13=NE, 14=NH, 15=NM, 16=RI, 17=SC, 18=SD, 19=TN, 20=TX, 21=UT, 22=VA, 23=WI

Specify States (N=1,809):

- n=444: Tennessee
- n=367: Mississippi
- n=235: North Carolina
- n=207: Texas
- n=93: Virginia
- n=79: Kentucky
- n=60: Missouri
- n=51: Arkansas
- n=49: Colorado
- n=46: South Carolina
- n=38: Arizona
- n=30: Maryland
- n=23: Wisconsin
- n=17: Iowa
- n=13: New Mexico
- n=11: Maine, Utah
- n=10: New Hampshire

- n=6: South Dakota
- n=2: North Dakota, Rhode Island
- n=1: Idaho

Q28. How many other Compact states have you physically or electronically/telephonically practiced in since receiving your Compact license?

There were 2,185 RNs who responded to this question. Presented in Table 29 includes a list with frequency counts of other NLC states RNs identified as having physically or electronically/telephonically practiced in since receiving the Compact license.

Table 29

Other NLC States RNs Physically or Electronically/Telephonically Practice in Since Receiving the Compact License

Nurse Licensure Compact States	2016 RNs Frequency
Arkansas	0
Arizona	8
Colorado	17
Delaware	1
Iowa	2
Idaho	3
Kentucky	23
Maine	2
Maryland	20
Missouri	7
Mississippi	96
North Carolina	28
North Dakota	4
New Hampshire	2
New Mexico	10
Rhode Island	2
South Carolina	12
South Dakota	3
Tennessee	133
Texas	43
Utah	3
Virginia	33
Wisconsin	25
I do not Hold a Compact License	1,704
Unknown	67,737

Q29. Do you utilize tele-health in your primary or secondary position?

In response to the question, “Do you utilize tele-health in your primary or secondary position,” the majority of RNs indicated “No” to this question (24,318; valid percent = 75.6%) (Table 30).

Table 30

Tele-Health Use in Primary or Secondary Position

Tele-Health Use in Primary or Secondary Position	2016 RNs (N=69,922, n=32,177)		
	Frequency	% N	Valid % n
Yes	2,856	4.1	8.9
No	24,318	34.8	75.6
Unsure	5,003	7.2	15.5
Unknown	37,745	54.0	

Q30. If yes, when utilizing tele-health, are patients ever located in a different state?

RNs who answered “yes” to using Tele-Health were also asked if, “When using Tele-Health, are patients ever located in a different state?” Of the RNs who answered this question, the majority indicated that Tele-Health was not used for patients in a different state (n=8,620; valid percent = 58.4%) (Table 31).

Table 31

Tele-Health Use for Patients in a Different state

Tele-Health Use in Primary or Secondary Position	2016 RNs (N=69,922, n=14,751)		
	Frequency	% N	Valid % n
Yes	1,565	2.2	10.6
No	8,620	12.3	58.4
Unsure	4,566	6.5	31.0
Unknown	55,171	78.9	

Q31. When do you plan to retire from your primary nursing position or leaving the nursing workforce?

In response to the question, “When do you plan to retire from your primary nursing position or leaving the nursing workforce,” the majority of respondents indicated plans to retire as “Greater than 20 Years” (n=8,292; valid percent = 25.8%) (Table 32).

Table 32

RNs Plans to Retire or Leave Nursing Workforce

RNs Plans to Retire or Leave Nursing Workforce	2016 RNs (N=69,922, n=32,156)		
	Frequency	% N	Valid % n
Within Next 5 Years	4,152	5.9	12.9
Within Next 10 Years	4,561	6.5	14.2
Within Next 15 Years	3,070	4.4	9.5
Within Next 20 Years	4,947	7.1	15.4
Greater than 20 Years	8,292	11.9	25.8
I am not Planning to Leave the Workforce	7,134	10.2	22.2
Unknown	37,766	54.0	