



## **Summary of the Wisconsin State**

### **2018 Registered Nurse and 2019 Licensed Practical Nurse Surveys**

*Bureau of Workforce Information and Technical Support (BWITS)  
Division of Employment and Training (DET)*

## Executive Summary

This report summarizes the responses to the **Wisconsin State 2018 Registered Nurse** and **2019 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:

- 90,143 Registered Nurses (RN) completed the survey. 88,932 were online surveys and 1,211 answered on paper.
  - After eliminating incomplete and unusable surveys, the final sample includes 79,750 RN surveys.
  - 68,132 (85.4%) are employed as RNs and 993 (1.2%) are unemployed or are not currently working but are actively looking for work in nursing.
  - 55,469 (70%) of the sample has not changed employment status 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 has a Bachelor's degree in Nursing or related field, specifically 37,923 (47.5%). 26,503 (33.2%) have an Associate degree in Nursing or related field.
  - Among Advanced Practice Nurses (APRN), 3,557 (71.1%) are Advanced Practice Nurse Prescribers (APNP), and 2,934 (58.7%) are Nurse Practitioners (NP).
- 10,512 Licensed Practical Nurses (LPN) responded to the survey. 10,173 were online responses and 339 were paper surveys.
  - After eliminating incomplete and unusable surveys, the final sample includes 9,568 LPN surveys.
  - 7,427 (78%) are employed as LPN and 214 (2%) are unemployed or are not currently working but are actively looking for work in nursing.
  - 6,260 (65%) of the sample has not changed employment status in the past year. For those who have changed, the most common reason was *dissatisfaction with previous position*.
  - Most LPNs have a Diploma in Nursing or Vocational Nursing 7,935 (83%). 26,503 (33%) 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: 93% of RNs and 95% of LPNs are women. Based on the American Community Survey (ACS) 2013-2017, 48% of the Wisconsin workforce population is female.
  - Both RNs and LPNs are older than the population overall. The RN workforce is

46 years old on average, while the LPNs are 50 years old on average. Based on the ACS data, the Wisconsin workforce averages 44 years in ages.

- LPNs are racially and ethnically more diverse than RNs. 88% of LPN survey respondents are White, and 3% are Hispanic; 94% of RN respondents are White, and 2% are Hispanic. In comparison, the ACS for Wisconsin reports the population as 89% White and 5% Hispanic.
- Most RNs work in hospitals (51.9%), while 19.3% work in ambulatory care. On the contrary, the majority of APRNs work in ambulatory care (46.1%), while fewer work in hospitals (37.9%). The most common principal place of work for LPNs are extended care facilities (42.9%), followed by the ambulatory care setting (31.6%).

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## Introduction

Over the past 20 years, the *Registered Nurse (RN)* workforce has faced the challenges of a national nursing shortage, two recessions, and new health reforms. Concurrently, there has been an effort by different public and private institutions to increase interest in nursing careers, with the result of a considerable rise in the number of undergraduate and graduate degrees in nursing since 2003 (Buerhaus et al, 2017<sup>1</sup>). RN employment has also increased over the past years, and it is projected to continue increasing in the next 10 years<sup>2</sup>.

The state of Wisconsin is concerned with both the supply of, and demand for nurses; and the means 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*<sup>3</sup> (WCN) conducts in depth analysis on the data gathered from the survey.

## 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 Nurses Workforce Survey<sup>4</sup>. The survey gathers data on nurses who live and/or work in Wisconsin. Information from the survey can be divided into different sections: 1) Licensing, Education and Training; 2) Current Employment Information; 3) Nursing Career Information; 4) Advance Practice Nursing (only for the RN survey), 5) Unemployment; and 6) Demographics. Two forms of the survey are used, an online version and a mail-in paper version.

The 2018 Registered Nurses survey includes 90,143 completed surveys of which 88,932 are online and 1,211 are from the paper survey. After eliminating incomplete and unusable surveys, the final RN sample includes 79,750 surveys. The 2019 Licensed Practical Nurses survey includes 10,512 surveys of which 10,173 are online and 339 are paper responses. After cleaning the data, the final sample includes 9,568 surveys.

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<sup>1</sup> Buerhaus, 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.

<sup>2</sup> <https://jobcenterofwisconsin.com/wisconomy/pub/occupation>

<sup>3</sup> <http://www.wicenterfornursing.org/>

<sup>4</sup> <https://dsps.wi.gov/Pages/Professions/RN/>

## Licensing and Current Employment

For the purpose of this report most of the tables are based on the final clean sample which includes 79,750 RNs and 9,568 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 change in employment. Considering current employment status, almost 90% of RNs, and 86.6% of LPNs are employed. Of those employed, the majority work in the nursing field: 85.4% in the case of RNs and 77.6% of LPNs. Considering the subsample of those not employed, 1.2% of RNs and 2.2% of LPNs are seeking work in nursing; while 6.8% of RNs and 8% of LPNs are retired.

In addition, almost 70% of the RN sample compared to 65.4% of the LPN sample reported no change in employment status in the past year. In total, 9.8% of RNs and 9.9% of LPNs have left their nursing positions for another employer over the past year. Only 2.4% of RNs and 3.8% of LPNs indicated that they were working as a nurse last year but not now.

The most common reasons RNs leave their positions are promotions and career advancement (15.5%) followed by dissatisfaction with the prior position (14.1%) and seeking more convenient hours (12.2%). For LPNs, the top reasons are dissatisfaction with previous position (12.3%), retirement (11.7%), and seeking more convenient hours (11.6%).

Slightly more than one-third of RNs and LPNs had their license for less than 10 years.

63,983 (97.2%) of the RNs and 7,232 (97.3%) of LPNs report they work as nurse in Wisconsin (See Table 2). Of those working in WI, 78.6% of the RNs and 85.9% of the LPNs provide direct patient care (PDC). *Direct patient care* is defined as, "To administer 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 administration of medication.

## Demographics

In general, the nurse survey population is not as diverse as the labor force in Wisconsin. Table 3 provides a comparison between the two groups.<sup>5</sup> The RN and LPN workforce continue to be dominated by females who represent 92.5% of the RNs, and 94.6% of the LPNs. Females represent 47.7% of the Wisconsin labor force.

Both the RN and LPN survey populations are generally older than the Wisconsin labor force at large. The average and median age of the RN workforce is 46 years. The average age of the LPN workforce is 50 years and the median is 51 years. In comparison, the ACS for Wisconsin reports the average and median age of 44 years. In general, the RN population is younger than the LPN population. Table 3 shows 26% of the RNs are between 30 and 40 years old, compared to 19 % of the LPNs. Considering the baby boomer population (born between 1946 and 1964), 32% of RNs, and 42% of LPNs are between 55 and 75 years. As the large number of RNs born in the

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<sup>5</sup> American Community Survey 2013-2017 5-Year Estimates. Labor Force Population older than 22 years old

baby boom generation aged, the percentage of the older population increased in the nurse field. This reality plus the aging population have significant implications for workforce planning for the future. Note only the nurses renewing their license are the ones who completed the survey, and this could explain the disparity between the Wisconsin and nursing percentage of the labor force 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 87.7% of LPNs as White and 2.8% as Hispanic; 94.1% of RNs are White and 2% are Hispanic. Compared to the total Wisconsin labor force, there is less diversity, especially with the RN group since 88.7% are White and 5.4% are Hispanic for Wisconsin all together. Most of the nursing workforce resides in Wisconsin (96.7% of RNs and 97.6% of LPNs).

Table 4 shows the second language capabilities of the nursing workforce. Although 89.9% of RNs and 91.8% 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 5.9% for RN and 4.1% for LPN.

## **Education and Training**

Education and ongoing training are critical metrics for the ability of the present nurse populations to provide quality health care in a wide range of setting 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 to work as an LPN requires completion of a non-degree program. Therefore, the majority (82.9%) of LPNs have less than an Associate degree while the opposite is true for RNs. Over the past 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 95% in 2018. Specifically, in 2018, 33.2% have an Associate degree, 47.5% a Bachelor's degree, 12.8% a Master's degree, and 1.5% a Doctorate degree.

68.3% of RNs and 66.4% of LPNs report no plans for future nursing education. 21.2% of RNs and 20.1% of LPNs plan to further education within the next two years. 10% of the RNs and 13% 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 (49.6%), followed by family/personal reasons (33.2%). LPNs' greatest challenge is family and personal reasons (34.3%), followed by cost of tuition and materials (33.3%).

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. The Associate degree has a higher proportion in the middle age range (35 to 55 years old). A Bachelor's degree seems to be the norm in the younger age range, and this is expected since more health care employers require a minimum of a Bachelor's degree. 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* (30.4%) leads the way followed by *Acute Care /Critical Care/Intensive Care* (24.8%); *Adult Health* (19.7%); *Geriatrics/Gerontology* (19.6%); and *Cardiac Care* (16.7%). For LPNs, the largest share is in *Geriatrics/Gerontology* (48.4), followed by *Adult Health* (27.2%); *Hospice Care/ Palliative Care* (21.7%); *Family Health* (18.8%); and *Home Health* (17.3%).

Tables 8 and 9 show the specialties in which RNs and LPNs hold current national board certifications. 24% of RNs and 25% 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 *Oncology Nursing* (OCN®, CPON®, CBCN, AOCNP®, AOCNS®). The top national board certifications for LPNs are *Wound Care Certification*; *Emergency Medicine/Nursing beyond Basic Life Support*; and *Gerontology*.

Table 10 provides a summary of the primary work setting of RN and LPN respondents of the survey. RNs are primarily employed in *Hospitals* (52%), followed by *Ambulatory Care* (19.4%) and *Extended Care* (8.8%). LPNs mainly work in *Extended Care* (42.9%), *Ambulatory Care* (31.2%), and *Hospitals* (7.5%).

## Advanced Practice Registered Nurses

The RN survey has a section about Advanced Practice Registered Nurses (APRN). Wisconsin Chapter N 8 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<sup>6</sup>. Tables 11 and 12 and Figure 2 include estimations only for those who are licensed as an APRN.

There are 4999 APRNs, and they make up approximately 6.27% of the Wisconsin RN respondents. 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)*, *Clinical Nurse Specialist (CNS)*, and *Advanced Practice Nurse Prescriber (APNP)*. The most common certification is APNP (71.1%), followed by NP (58.7%), and CRNA (11.5%) (See Table 11.)

4,899 (98%) of APRNs work in WI, and 86.7% of them provide Direct Patient Care.

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<sup>6</sup> For more information refer to the Wisconsin Legislative Documents for Nursing N 8.02 Definitions: [https://docs.legis.wisconsin.gov/code/admin\\_code/n/8/02/1](https://docs.legis.wisconsin.gov/code/admin_code/n/8/02/1)



Table 11 lists NP and CNS specialties. The nurses could choose more than one response. In the case of NPs, the top specialty is Family (76%), followed by Adult (30.8%), Gerontological (12.3%), Acute Care (12.1%), and Pediatric (11.5%). For CNSs, the most common specialties are Adult Health (41.6%), Adult Psychiatric & Mental Health (13.9%), Acute and Critical Care -Adult (12.7%), and Gerontological (12.7%).

Table 12 and Figure 2 illustrate APRN certification by principal place of employment. 84% of all APRNs are working in either Ambulatory Care (46%) or in Hospitals (37.9%). The remainder are in Extended Care (3.6%), Public Health (3.1%), Academic Education (2.5%), and Home Health (1.9%). In the case of NP, CNM, and APNP approximately 50% are working in Ambulatory Care, followed by Hospitals. CRNAs and CNSs are largely in Hospitals: 86.8% and 63.4% respectively, followed by Ambulatory Care.

## **Summary**

The purpose of this paper is to provide a summary of the key information collected in the 2018 RN and 2019 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) regarding demand for and supply of RNs. 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.

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

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

	RN		LPN	
	n	%	n	%
<b>Current Employment Status</b>	<b>79,750</b>	<b>100</b>	<b>9,568</b>	<b>100</b>
<b>a-Employed</b>	<b>71,352</b>	<b>89.47</b>	<b>8,283</b>	<b>86.57</b>
Actively Working as a nurse	68,132	85.43	7,427	77.62
Actively working in health care	2,115	2.65	533	5.57
Actively working in another field	1,105	1.39	323	3.38
<b>b-Not Employed</b>	<b>8,398</b>	<b>10.53</b>	<b>1,285</b>	<b>13.43</b>
Unemployed, seeking work in nursing	993	1.25	214	2.24
Unemployed, seeking work in another field	130	0.16	38	0.4
Not seeking work	1,844	2.31	271	2.83
Retired	5,431	6.81	762	7.96
<b>Has Employment Status Changed in Past Year</b>	<b>79,750</b>	<b>100</b>	<b>9,568</b>	<b>100</b>
No change	55,469	69.55	6,260	65.43
Changed number of hours worked	5,700	7.15	945	9.88
New position same employer	5,690	7.13	370	3.87
New position different employer	7,805	9.79	950	9.93
Was not working as a RN or LPN, but is now in a RN or LPN job.	1,578	1.98	308	3.22
Was working as a RN or LPN, but not now.	1,924	2.41	362	3.78
Other	1,584	1.99	373	3.9
<b>Most Important Factor in Change in Employment</b>	<b>26,651</b>	<b>100</b>	<b>3,710</b>	<b>100</b>
Retired	2,585	9.7	433	11.67
Childcare Responsibilities	1,986	7.45	186	5.01
Other Family Responsibilities	1,354	5.08	248	6.68
Salary/Medical or retirement benefits	2,194	8.23	367	9.89
Laid off	392	1.47	68	1.83
Change in spouse or partner work	527	1.98	97	2.61
Change in financial situation	612	2.3	139	3.75
Relocation/moved to a different area	1,624	6.09	173	4.66
Promotion/career advancement	4,127	15.49	311	8.38
Change in health status	991	3.72	216	5.82
Seeking more convenient hours	3,262	12.24	432	11.64
Dissatisfaction with previous position	3,779	14.18	457	12.32
Other	3,218	12.07	583	15.71

Table 1 (continued).

	RN		LPN	
	n	%	n	%
<b>Years Since First Licensed (years)</b>	<b>79,750</b>	<b>100</b>	<b>9,568</b>	<b>100</b>
< 10	27,826	34.89	3,541	37.01
10. - 20	18,563	23.28	2,175	22.73
20 - 29	13,975	17.52	1,132	11.83
30 - 39	12,299	15.42	1,335	13.95
40 - 49	6,123	7.68	1,257	13.14
50 - 59	913	1.14	122	1.28
60 +	51	0.06	6	0.06

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	63,983	97.24	7,232	97.30
Total Working as a Nurse outside of Wisconsin	1,816	2.76	201	2.70
<b>Total (n)</b>	<b>65,799</b>		<b>7,433</b>	
<b>Working and Provides Direct Patient Care in Wisconsin</b>				
Yes	50,274	78.57	6,229	85.93
No	13,709	21.43	1,003	14.07
<b>Total</b>	<b>63,983</b>	<b>100</b>	<b>7,232</b>	<b>100</b>

Table 3. Demographic Characteristics.

	State of WI*		RN		LPN	
	%	n	%	n	%	n
<b>Total</b>	<b>100</b>	<b>79,750</b>	<b>100</b>	<b>9,568</b>	<b>100</b>	
<b>Gender</b>						
Female	47.69	73,805	92.55	9,051	94.60	
Male	52.31	5,945	7.45	517	5.40	
<b>Age (years)</b>						
Less than 25	7.17	1,349	1.69	202	2.11	
25-29	10.99	7,618	9.55	604	6.31	
30-34	11.42	10,424	13.07	818	8.55	
35-39	10.85	9,998	12.54	1,027	10.73	
40-44	10.68	8,430	10.57	935	9.77	
45-49	11.63	8,091	10.15	942	9.85	
50-54	12.66	7,727	9.69	981	10.25	
55-59	11.68	9,362	11.74	1,220	12.75	
60-64	7.75	9,075	11.38	1,505	15.73	
65-69	3.07	5,279	6.62	966	10.10	
70-74	1.23	1,754	2.20	283	2.96	
75 and older	0.86	643	0.81	85	0.89	
<b>Race</b>						
White	88.72	75,118	94.19	8,388	87.67	
Black	4.97	1,562	1.96	616	6.44	
Other	6.31	3,070	3.85	564	5.89	
<b>Hispanic</b>	5.41	1,587	1.99	269	2.81	
<b>Residence</b>						
Wisconsin		77,111	96.69	9,337	97.59	
Outside Wisconsin		2,639	3.31	231	2.41	

\*American Community Survey 2013-2017 5-Year Estimates. Labor Force Population older than 22 years old.

Table 4. Languages other than English.

	RN		LPN	
	n	%	n	%
No other languages	71,724	89.94	8,783	91.80
Spanish	4,718	5.92	395	4.13
German	624	0.78	50	0.52
American Sign Language	532	0.67	83	0.87
French	446	0.56	58	0.61
Hmong	445	0.56	78	0.82
Filipino, Tagalog	400	0.50	38	0.40
Russian	225	0.28	20	0.21
Hindi	162	0.20	11	0.11
Polish	150	0.19	11	0.11
Other	1,251	1.57	141	1.47

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

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

	RN		LPN	
	n	%	n	%
<b>Education (Highest Nursing or Related Field Degree)</b>	<b>79,750</b>		<b>9,568</b>	
Diploma in Nursing or Vocational Nursing	3,885	4.87	7,935	82.93
Associate Degree	26,503	33.23	1,152	12.04
Bachelor Degree	37,923	47.55	425	4.44
Master Degree	10,260	12.87	52	0.54
Doctorate	1,179	1.48	4	0.04
<b>Plans for Future Education</b>				
No plans	54,536	68.38	6,352	66.39
Currently enrolled in Associate Degree in Nursing program	3,868	4.85	1,084	11.33
Currently enrolled in BSN program	2,289	2.87	112	1.17
Currently enrolled in graduate program in nursing	372	0.47	5	0.05
Currently enrolled in Master's in Nursing program	885	1.11		
Currently enrolled in Master's in other health field	113	0.14		
Currently enrolled in Doctorate or PhD in Nursing Program	58	0.07		
Currently enrolled in non-degree specialty certificate	706	0.89	38	0.4
Plan to further education in next two years	16,923	21.22	1,977	20.66
<b>Challenges to further education (select top two) *</b>				
None	20,698	25.95	2,681	28.02
Commuting distance to education program	1,804	2.26	300	3.14
Cost of lost work time and benefits	19,381	24.30	3,284	34.32
Cost of tuition, materials, books, etc	39,548	49.59	3,188	33.32
Family/personal reasons	26,449	33.16	2,201	23.00
Lack of flexibility in work schedule	8,014	10.05	1,182	12.35
Limited access to online learning	720	0.90	236	2.47
Scheduling of educational programs offered	2,030	2.55	393	4.11
Other	5,969	7.48	1,492	15.59

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

Table 6. Specialized Knowledge/Experience Registered Nurses.

<i>Specialized Knowledge or Two or more years' experience (Check all that apply)*</i>	<b>n</b>	<b>%</b>
Medical-Surgical	24,243	30.40
Acute Care /Critical Care/Intensive Care	19,765	24.78
Adult Health	15,708	19.70
Geriatrics/Gerontology	15,584	19.54
Cardiac Care	13,287	16.66
Surgery/Pre-op/Post-op/ PACU	11,607	14.55
Emergency/Trauma	11,106	13.93
Hospice Care/ Palliative Care	9,611	12.05
Home Health	9,102	11.41
Pediatrics	8,628	10.82
Family Health	6,769	8.49
Psychiatric/Mental Health	6,515	8.17
Oncology	6,192	7.76
Community Health	6,015	7.54
Obstetrics/Gynecology	5,715	7.17
Rehabilitation	5,573	6.99
Labor and Delivery	5,553	6.96
Maternal-Child Health	5,349	6.71
Women's Health	4,914	6.16
None	4,614	5.79
Neonatal Care	4,489	5.63
Addiction/ AODA/Substance Abuse	3,335	4.18
Public Health	3,226	4.05
Dialysis/Renal	3,219	4.04
Respiratory Care	2,645	3.32
Occupational Health/Employee Health	2,143	2.69
School Health (K-12 or post-secondary)	2,136	2.68
Anesthesia	1,934	2.43
Corrections	1,724	2.16
Parish/Faith Community	852	1.07
Other, not listed	12,102	15.17
<b>Total RN</b>	<b>79,750</b>	<b>100</b>

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

Table 7. Specialized Knowledge/Experience Licensed Practical Nurse.

<i>Specialized Knowledge or Two or more years' experience (Check all that apply)*</i>	<b>n</b>	<b>%</b>
Geriatrics/Gerontology	4,629	48.38
Adult Health	2,603	27.21
Hospice Care/ Palliative Care	2,079	21.73
Family Health	1,799	18.80
Home Health	1,654	17.29
Rehabilitation	1,473	15.40
Medical-Surgical	1,273	13.30
Pediatrics	1,106	11.56
Psychiatric/Mental Health	1,037	10.84
None	977	10.21
Acute Care /Critical Care/Intensive Care	856	8.95
Community Health	636	6.65
Addiction/ AODA/Substance Abuse	631	6.59
Cardiac Care	625	6.53
Obstetrics/Gynecology	619	6.47
Women's Health	599	6.26
Respiratory Care	594	6.21
Corrections	531	5.55
Surgery/Pre-op/Post-op/ PACU	492	5.14
Emergency/Trauma	447	4.67
Occupational Health/Employee Health	369	3.86
Oncology	327	3.42
School Health (K-12 or post-secondary)	322	3.37
Dialysis/Renal	310	3.24
Maternal-Child Health	296	3.09
Labor and Delivery	259	2.71
Public Health	191	2.00
Neonatal Care	116	1.21
Anesthesia	31	0.32
Other, not listed	1,418	14.82
<b>Total LPN</b>	<b>9,568</b>	<b>100</b>

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



Table 8. Specialty Board Certification of Register Nurse.

<i>Top Medical Certifications (Check all that apply) *</i>	<b>n</b>	<b>%</b>
	<b>79,750</b>	<b>100</b>
Not certified	60,364	75.69
Acute Care/Critical Care	1,723	2.16
Family Health	1,416	1.78
Oncology Nursing (OCN®, CPON®, CBCN, AOCNP®, AOCNS®)	1,108	1.39
Wound/Ostomy Nursing (CWOCN, CWCN, COCN, CCCN, CWON)	875	1.10
Emergency Nursing (CEN®, CFRN®)	859	1.08
Anesthesia (CRNA)	834	1.05
Pediatric Nursing	791	0.99
Adult Health	732	0.92
OB/GYN/Women's Health Care	725	0.91
Medical-Surgical Nursing	708	0.89
Peri-Operative (CNOR®)	657	0.82
Case Management Nursing	648	0.81
Gerontological Nursing	549	0.69
Medical-Surgical Nursing (CMSRN®)	539	0.68
Hospice and Palliative Nursing (CHPN®, ACHPN®)	458	0.57
Neonatal	440	0.55
Cardiac-Vascular Nursing	382	0.48
General Nursing Practice	369	0.46
Psychiatric & Mental Health Nursing	249	0.31
Perianesthesia (CPAN®, CAPA®)	247	0.31
Respiratory/Pulmonary Care	209	0.26
Rehabilitation (CRRN®)	205	0.26
Psychiatric & Mental Health Nursing-Advanced (APMHN)	176	0.22
Nurse Educator (CNE)	174	0.22
Diabetes Management - Advanced	172	0.22
Orthopedic Nursing (ONC®)	171	0.21
Occupational Health (COHN)	155	0.19
Parish Nurse	147	0.18
Public/Community Health	145	0.18
Ambulatory Care Nursing	142	0.18
Pain Management	137	0.17
Nursing Case Management	133	0.17
Transplant	123	0.15
Gastroenterology (CGRN)	111	0.14
Neurology (CNRN)	108	0.14

Table 8. (continued).

<i>Top Medical Certifications (Check all that apply) *</i>	<b>n</b>	<b>%</b>
Neurology (CNRN)	108	0.14
Nurse Executive (CENP)	103	0.13
School Nursing	102	0.13
Nurse Executive - Advanced	93	0.12
Perinatal Nursing	78	0.10
Nursing Professional Development	75	0.09
Nurse Manager and Leader (CNML)	72	0.09
Legal Nurse Consultant (LNCC®)	71	0.09
Nephrology (CNN, CDN)	68	0.09
Informatics Nursing	65	0.08
School Nursing (NCSN®)	55	0.07
Addiction/AODA	44	0.06
Infusion Nursing (CRNI)	44	0.06
Radiology/Invasive Procedures Lab	35	0.04
High-Risk Perinatal Nursing	34	0.04
Cardiac Rehabilitation Nursing	30	0.04
Community Health	29	0.04
Public Health Nursing-Advanced (APHN)	21	0.03
Domestic Violence/Abuse Response	19	0.02
Family Planning	14	0.02
College Health Nursing	12	0.02
Other, not listed	4,285	5.37

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

Table 9. Specialty Board Certification of Licensed Practical Nurse.

Top Medical Certifications (Check all that apply)*	<b>n</b>	<b>%</b>
	<b>9,568</b>	<b>100</b>
Not certified	7,184	75.08
Wound Care Certification	266	2.78
Emergency Medicine/Nursing beyond Basic Life Support	253	2.64
Gerontology	162	1.69
Mental Health Nursing	127	1.33
Certified Hospice and Palliative Licensed Nurse	83	0.87
Certified Hemodialysis Nurse	22	0.23
Cardiac-Vascular Nursing	20	0.21
Other	739	7.72

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

Table 10. Principal Place of Employment - Whole Sample.

	<b>RN</b>		<b>LPN</b>	
	<b>n</b>	<b>%</b>	<b>n</b>	<b>%</b>
<b><i>Hospital</i></b>	34,199	51.95	561	7.55
<b><i>Extended Care</i></b>	5,816	8.84	3,192	42.93
<b><i>Ambulatory Care</i></b>	12,737	19.35	2,317	31.16
<b><i>Home Health</i></b>	3,570	5.42	506	6.81
<b><i>Public Health</i></b>	2,449	3.72	320	4.30
<b><i>Academic Education</i></b>	1,845	2.80		
<b><i>Other (Insurance, call center, etc.)</i></b>	5,212	7.92	539	7.25
<b>Total</b>	<b>65,828</b>	<b>100</b>	<b>7,435</b>	<b>100</b>

Table 11. Certification and Specialization of Advanced Practice Nurses.

	<b>n</b>	<b>%</b>
<b><i>National Board Certification (Check all that apply)*</i></b>	<b>4,999</b>	<b>100</b>
Nurse Practitioner (NP)	2,934	58.69
Certified Nurse Midwife (CNM)	155	3.10
Certified Registered Nurse Anesthetist (CRNA)	577	11.54
Clinical Nurse Specialist (CNS)	243	4.86
Advanced Practice Nurse Prescriber (APNP)	3,557	71.15
<b><i>Works in Wisconsin as APRN</i></b>	<b>4,899</b>	<b>97.98</b>
<b><i>Works outside of Wisconsin as APRN</i></b>	<b>101</b>	<b>2.02</b>
<b><i>Working and Provides Direct Patient Care in WI</i></b>	<b>4,899</b>	<b>100</b>
Yes	4,246	86.67
No	653	13.33
<b><i>Nurse Practitioner Specialty (Check all that apply)*</i></b>	<b>2,934</b>	<b>100</b>
Family	2,244	76.48
Adult	905	30.85
Gerontological	361	12.30
Acute Care	354	12.07
Pediatric	337	11.49
OB-Gyn / Women’s Health Care	220	7.50
Family Psych & Mental Health	99	3.37
Neonatal	97	3.31
Adult Psychiatric & Mental Health	72	2.45
Emergency Nursing	34	1.16
Diabetes Management – Advanced	25	0.85
No specialty designation	25	0.85
Family Planning	13	0.44
Not currently certified	12	0.41
College Health	5	0.17
School	5	0.17
Clinical Nurse Leader (CNL)	3	0.10
Other Specialty	324	11.04

Table 11. (continued).

	<b>n</b>	<b>%</b>
<b><i>Clinical Nurse Specialty (Check all that apply)*</i></b>	<b>243</b>	<b>100</b>
Adult Health	147	41.64
Adult Psychiatric & Mental Health	49	13.88
Acute and Critical Care -Adult	45	12.75
Gerontological	45	12.75
Not currently certified	32	9.07
No specialty designation	27	7.65
OB-Gyn / Women’s Health Care	24	6.80
Pediatric	19	5.38
Medical-Surgical	14	3.97
Community /Public Health	13	3.68
Child & Adolescent Psych & Mental Health	12	3.40
Diabetes Management – Advanced	8	2.27
Acute and Critical Care -Pediatric	5	1.42
Home Health	5	1.42
Palliative Care - Advanced	5	1.42
Acute and Critical Care -Neonatal	2	0.57
Other Specialty	77	21.81

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

Table 12: APRN Certification by Principal Place of Employment

	<b>NP</b>		<b>CNM</b>		<b>CRNA</b>		<b>CNS</b>		<b>APNP</b>		<b>Total</b>	
	<b>n</b>	<b>%</b>	<b>n</b>	<b>%</b>	<b>n</b>	<b>%</b>	<b>n</b>	<b>%</b>	<b>n</b>	<b>%</b>	<b>n</b>	<b>%</b>
<b><i>Hospital</i></b>	878	29.93	53	34.19	501	86.83	154	63.37	1,140	32.05	<b>1,895</b>	<b>37.91</b>
<b><i>Extended Care</i></b>	133	4.53	-	0.00	4	0.69	2	0.82	136	3.82	<b>182</b>	<b>3.64</b>
<b><i>Ambulatory Care</i></b>	1,529	52.11	74	47.74	61	10.57	45	18.52	1,830	51.45	<b>2,304</b>	<b>46.09</b>
<b><i>Home Health</i></b>	66	2.25	1	0.65	-	0.00	5	2.06	71	2.00	<b>97</b>	<b>1.94</b>
<b><i>Public Health</i></b>	95	3.24	15	9.68	-	0.00	5	2.06	119	3.35	<b>154</b>	<b>3.08</b>
<b><i>Academic Education</i></b>	78	2.66	6	3.87	7	1.21	16	6.58	79	2.22	<b>124</b>	<b>2.48</b>
<b><i>Other</i></b>	155	5.28	6	3.87	4	0.69	16	6.58	182	5.12	<b>243</b>	<b>4.86</b>
<b>Total</b>	<b>2,934</b>	<b>100</b>	<b>155</b>	<b>100</b>	<b>577</b>	<b>100</b>	<b>243</b>	<b>100</b>	<b>3,557</b>	<b>100</b>	<b>4,999</b>	<b>100</b>

Figure 1: Education and Age Distribution RN 2018

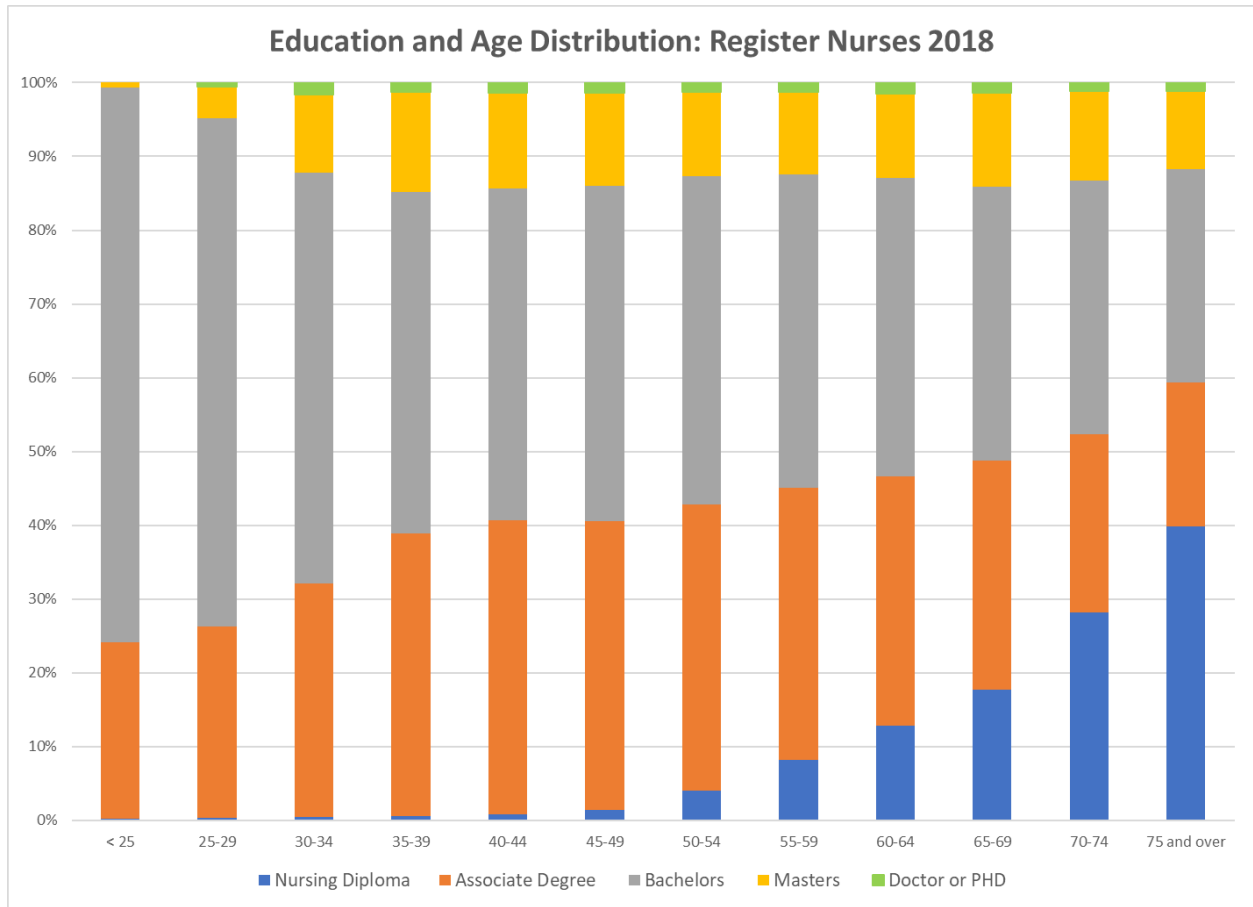


Figure 2: APRN Certification by Principal Place of Employment. Percent Distribution of RN 2018

