

TECHNICAL NOTES:

The data reported in this publication reflect the results of a survey mandated under Chapter 106.30 of the Wisconsin Statutes for all registered nurses (RNs) in Wisconsin. The survey was conducted as an element in the biennial license renewal requirement for the year 2020. The mandate was communicated to nurses through numerous venues and organizations, as well as to employers.

Two forms of the *Wisconsin 2020 RN Workforce Survey* were utilized, an online and paper version. The responses from both formats totaled 90,143. Data summarized in this overview include only responses from the online survey (n=88,932). It does not include responses from the paper survey (n=1,211) or responses of RNs who neither lived nor worked in the state of Wisconsin (n=8,293). **The results summarized in this overview (n=81,918) are based only on data from the online responses after exclusionary criteria were applied to remove any questionable or misleading data. This was done in order to strengthen the validity of the data and to focus on RNs who live and/or work in Wisconsin.**

The 2020 survey instrument was constructed and processed by the Wisconsin Department of Workforce Development. Members of the Data Collaborative of the Wisconsin Council on Medical Education and Workforce (WCMEW) and experts from nursing organizations contributed to the survey design and questions. The survey was administered by the Wisconsin Department of Safety and Professional Services.

The survey encompasses multiple characteristics of the RN workforce and contains data elements of the National Nursing Workforce Minimum Dataset: Supply, as developed by The National Forum of State Nursing Workforce Centers, www.nursingworkforcecenters.org.

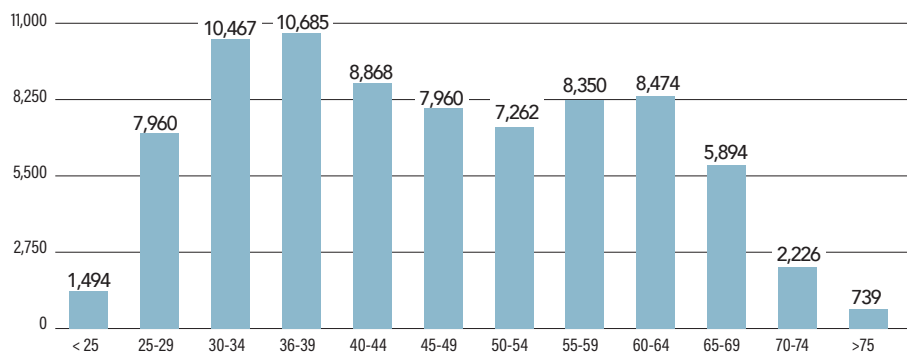
Detailed analysis of the *Wisconsin 2020 RN Workforce Survey* was carried out by nurse researchers from the University of Wisconsin-Madison, School of Nursing: Principal Investigator Susan Zahner, DrPH, MPH, RN, FAAN; PhD Candidate and Project Assistant Jennifer Kowalkowski, MS, MPH, RN; Statistician Jeffrey B. Henrique, PhD; PhD Students Kristin Brunsell Merss, BSN, RN; Jessica LeClair, MPH, RN; and Hyeonmi Cho, MSN, RN. For complete reports and more information on the nursing workforce and nursing education in Wisconsin go to www.wicenterfornursing.org.

On behalf of the Wisconsin Center for Nursing and the many partners involved with the design, implementation, and analysis of the *Wisconsin 2020 RN Workforce Survey*, we wish to thank all who assisted with the survey and the nurses of Wisconsin for completing the survey. The cooperation and dedication of all involved will aid policy makers and others in assuring a sufficient, competent, and diverse nursing workforce for the people of Wisconsin.

To receive additional copies of this publication, send your request to info@wicenterfornursing.org.

Wisconsin 2020 RN Workforce Survey

2020 Wisconsin registered nurses by age* (n=80,379)



* Total number of respondents = 81,918, however 1,539 RNs were missing data on year of birth.



Data Source: Labor Market Information, Wisconsin
Department of Workforce Development, 2020.



At a Glance Information

	Total valid online survey respondents	% of applicable respondents
Total survey response	n=94,615*	
	81,918	100
Gender	(n=80,677)**	
Female	74,174	91.9
Male	6,348	7.9
Nonbinary	155	0.2
Age distribution	(n=80,379)**	
Less than 25	1,494	1.9
25-34	18,427	22.9
35-44	19,553	24.3
45-54	15,222	18.9
55-64	16,824	20.9
65 and older	8,859	11.0
Race/Ethnicity	(n=81,414)**	
White	76,068	93.4
Black/African American	1,763	2.2
Hispanic	1,771	2.2
Asian	1,832	2.3
Other	1,751	2.2
Highest degree held in nursing	(n=81,461)	
Diploma in Nursing	3,295	4.0
Associate degree in Nursing	26,648	32.7
Bachelor degree in Nursing	40,475	49.7
Master degree in Nursing	9,603	11.8
Doctorate of Nursing Practice	1,038	1.3
Doctorate of Nursing Science/Nursing Doctorate	40	0.0
PhD in Nursing	290	0.4

Most recent nursing degree earned in Wisconsin

58,718 / 71.7%

(n=81,918)

Holds at least one current national board certification

20,042 / 24.5%

(n=81,918)

	(n=81,918)	
Employment status		
Actively working as a nurse	69,838	85.3
Actively working in health care, not nursing	2,006	2.4
Actively working in another field	1,123	1.4
Unemployed, seeking work in nursing	866	1.1
Unemployed, seeking work in another field	123	0.2
Unemployed, not seeking work	1,856	2.3
Retired	6,106	7.5
Serves in a leadership position	(n=81,918)	
Serves on a governance board	1,300	1.6
Serves as a public official	202	0.2
Serves as chair of a major committee	2,218	2.7
Serves in a leadership role in a professional association	4,602	5.6

Wisconsin Labor Market

	Total valid online survey respondents	% of applicable respondents	
Age 55 & over by work setting	(25.9%)		
	55 & over (%)	Average age - all respondents	
Academic education	840	42.7	51
Ambulatory care	4,470	27.0	45
Home health	1,287	32.9	48
Hospital	7,144	19.5	41
Nursing home/extended care	1,871	36.5	48
Public/community health	700	31.0	47
Other	2,271	42.6	51
Registered nurse workforce	(n=81,918)		
Working in healthcare	71,844	87.7	
Working in healthcare in Wisconsin	68,762	83.9	
Primary place of work in current Wisconsin labor market	(n=70,132)		
Academic education	1,967	2.8	
Ambulatory care	16,163	23.0	
Home health	3,880	5.5	
Hospital	35,740	51.0	
Nursing home/extended care	5,039	7.2	
Public/community Health	2,250	3.2	
Other	5,091	7.3	
Nursing positions at primary place of work in Wisconsin	(n=70,132)		
Staff Nurse	43,909	62.6	
Case Manager	4,574	6.5	
Nurse Manager	5,113	7.3	
Advanced Practice Nurse	5,653	8.1	
Nurse Executive	1,058	1.5	
Nursing Faculty	1,194	1.7	
Nursing Educator	1,621	2.3	
Other	7,010	10.0	

Current direct patient care providers in Wisconsin

58,359 / 83.2%

(n=70,132)

Plans to leave direct patient care in Wisconsin (n=57,064)**

Less than 2 years	4,937	8.7
2-4 years	8,387	14.7
5-9 years	11,570	20.3
10 or more years	32,170	56.4

Advanced Practice Nurse (APN) Workforce (n=81,918)

Certified to practice as APN	6,508	7.9
Certified to practice as APN and working in Wisconsin	6,137	7.5

Certified as APN prescriber in Wisconsin

5,628 / 91.7%

(n=6,137)

Advanced Practice Nurses in Wisconsin with master's or higher (n=5,595)

Nurse Practitioner	4,814	86.0
Clinical Nurse Specialist	304	5.4
Certified Nurse Midwife	38	0.7
Certified Registered Nurse Anesthetist	485	8.7
Advanced Practice Nurse Prescriber	5,191	92.8

* Online responses = 93,915 Paper responses = 700 Duplicate responses = 3,173

** Missing or incomplete data