

## TECHNICAL NOTES:

The data reported in this publication reflects 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 biannual license renewal requirement for the year 2024. The mandate was communicated to nurses and to employers through numerous venues and organizations.

Online respondents submitted 106,143 survey results. The results summarized in this overview (n=93,008) 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 2024 survey instrument was constructed and processed by the Wisconsin Department of Workforce Development, and reflects improvements in both the design and implementation over the first mandated nursing survey in 2011. Members of the Wisconsin Healthcare Workforce Data Collaborative and experts from nursing organizations contributed to the survey design. The survey was administered by the Wisconsin Department of Safety and Professional Services.

The survey encompasses multiple characteristics of the registered nurse workforce, and contains data elements of the National Nursing Workforce Minimum Dataset: Supply, as developed by The National Forum of State Nursing Workforce Centers, [nursingworkforcecenters.org](http://nursingworkforcecenters.org).

Detailed analysis of the Wisconsin 2024 RN Workforce Survey and a comprehensive report was accomplished by a team through the University of Wisconsin-Madison's School of Nursing. WCN appreciates the efforts of Roberta Pawlak, PhD, Katie Gillespie, DNP, Jessica Leiberg, PhD, DNP, Kristin Merss, PhD, Joshua Hermsdorf, DNP student, David Tucker, PhD student, Desiree Bishop, DNP student, and Laura Vergenz, DNP student. The statistician for the project was Jeffrey Henriques, PhD. For the complete report, and information on the nursing workforce and nursing education in Wisconsin go to [wicenterfornursing.org](http://wicenterfornursing.org)

On behalf of the Wisconsin Center for Nursing and the many partnerships involved with the design, implementation and analysis of the Wisconsin 2024 RN Workforce Survey, we wish to thank all who assisted with the survey, and the nurses of Wisconsin for completing it. 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](mailto:info@wicenterfornursing.org).

# Wisconsin 2024 RN Workforce Survey



Source: Wisconsin 2015 Licensed  
Practical Nurse Workforce Survey



# At a Glance Information

Total valid online survey respondents      % of Applicable respondents

<b>Total Survey Response n = 106,143*</b>	<b>93,008</b>	<b>100</b>
<b>Gender (n=93,008)</b>		
Female	85,139	91.5
Male	7,637	8.2
<b>Race/ethnicity (n=93,008)**</b>		
White/Caucasian	86,230	92.7
Black/African American	2,722	2.9
Hispanic/Latino/Latinx	6,615	7.1
Asian	2,698	2.9
American Indian or Alaska Native	714	0.8
Native Hawaiian or Other Pacific Islander	201	0.2
Two or More Races	1,135	1.2
<b>Age distribution (n=93,008)</b>		
Less than 25	1,880	2.0
25-34	20,806	22.4
35-44	24,623	26.5
45-54	18,150	19.5
55-64	16,042	17.2
65 and older	11,507	12.4

Holds at least one current certification: **21,319 / 25.1%**  
 Number of RNs who hold advanced practice licensure (APN)\*\*: **9,127**

Number of RNs serving rural Wisconsin: **32,825**  
 RNs who speak one or more languages other than English: **5,979 / 6.4%**

<b>Employment status (n=93,008)</b>		
Actively working as a nurse	77,012	82.8
Actively working in health care, not nursing	2,571	2.8
Actively working in another field	1,515	1.6
Unemployed, seeking work in nursing	1,267	1.4
Unemployed, seeking work in another field	245	0.3
Unemployed, not seeking work	2,383	2.6
Retired	8,015	8.6

<b>Highest degree held in nursing</b>		
Diploma in Nursing	3,793	4.1
ADN	26,136	28.6
BSN	46,230	50.6
MSN	12,762	14.0
DNP/Doctor of Nursing Science	2,057	2.2
PhD in nursing	337	0.4

# Wisconsin Labor Market

Total valid online survey respondents      % of Applicable respondents

<b>Primary place of work in Wisconsin (n=81,097)</b>		
Hospital	42,424	52.3
Ambulatory Care	17,136	21.1
Extended Care	5,702	7.0
Home Health	4,206	5.2
Public Health/Community Health	3,180	3.9
Educational Institutions	1,695	2.1

Provides direct patient care in primary job: **63,635 / 85.9%**

RNs who hold student loans for education: **47.3%**  
 (n = 93,008)

Enrolled or planning to enroll in further nursing education in the next two years: **14,260 / 15.3%**

<b>Intent to continue providing DPC (n=63,635)</b>		
Less than 2 years	6,173	9.7
2-4 years	10,926	17.2
5-9 years	12,979	20.4
10-19 years	16,569	26.0
20-29 years	10,365	16.3
30 or more years	6,623	10.4

Has at least two jobs: **12,767 / 13.7%**  
 (n = 93,008)

Plans to leave direct care workforce in next 10 years: **30,078 / 47.3%**  
 (63,635)

<b>Personal health compared to pre-pandemic (n=93,0007)</b>		
Better than before the pandemic	8,749	9.4
About the same as before the pandemic	52,633	56.6
Worse than before the pandemic	31,625	34.0

<b>Plans for further education in nursing (n=93,008)</b>		
Currently enrolled in a bachelor degree nursing program	1,980	2.1
Currently enrolled in a MSN	2,098	2.3
Currently enrolled in a DNP/PhD	1,053	1.1
Currently enrolled in a non-degree certification program	476	0.5
Plan to pursue further nursing education in next two years	14,260	15.3
No plans for additional nursing education	72,788	78.3

\*Refer to technical notes for details of survey process

\*\*APN includes NP, CNS, CNM, CRNA, and APNP

Source: Wisconsin 2024 Registered Nurse Workforce Survey