



STATE HEALTH IMPROVEMENT PLAN

HEALTHY PENNSYLVANIANS 2010 AND BEYOND



SPECIAL REPORT ON THE CHARACTERISTICS OF THE REGISTERED NURSE POPULATION IN PENNSYLVANIA

Combined Data From the Survey of Registered
Nurses Renewing Licenses in April 2006,
October 2006, April 2007, October 2007
Volume 3, August 2008

**DEPARTMENT OF
HEALTH**

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TABLE OF CONTENTS

	PAGE
Introduction.....	i
Methodology and Technical Notes.....	iv
List of Tables	vi
List of Figures.....	viii
Tier I: RNs Responding to the Survey of Registered Nurses	
Demographics.....	1
Employment Status.....	3
Tier II: RNs Residing in Pennsylvania	
Demographics.....	5
Tier III: RNs Employed in Health Care in Pennsylvania	
Demographics.....	7
Educational and Professional Characteristics.....	12
Nursing Education.....	14
Job Functions.....	20
Employment Sectors.....	23
Full-Time and Part-Time Employment.....	24
Mandatory Overtime.....	26
Career and Job Satisfaction.....	30
Would You Encourage Someone Else to Choose a Career in Nursing?.....	34
Intent to Remain in Nursing.....	35
Primary Reason for Leaving Nursing in the Next 5 Years.....	38
Primary Job Factor Satisfaction Levels.....	41
Appendices	
Appendix 1: Employment Status of RNs Residing in Pennsylvania*.....	46
Appendix 2: Age and Average Age of RNs*.....	48
Appendix 3: Age of RNs by Employment Sector*	
Appendix 3A: Hospital.....	50
Appendix 3B: Nursing Home.....	52
Appendix 3C: Physician/Dentist Office.....	54
Appendix 3D: Home Health Agency.....	56
Appendix 4: Career Satisfaction of RNs by Employment Sector*	
Appendix 4A: Hospital.....	58
Appendix 4B: Nursing Home.....	60
Appendix 4C: Physician/Dentist Office.....	62
Appendix 4D: Home Health Agency.....	64
Appendix 5: RNs Employed Full-Time or Part-Time in Primary Job*.....	66

* By County of Employment

TABLE OF CONTENTS (cont.)

	PAGE
Appendix 6: Mandatory Overtime of RNs*.....	68
Appendix 7: Career Satisfaction of RNs*.....	70
Appendix 8: Years Plan to Remain in Nursing*.....	72
Appendix 9: Data Collection Form - Survey of Registered Nurses.....	74
Appendix 10: Comparison of Responses of the Pennsylvania Survey of Registered Nurses (2002/2003, 2004/2005, 2006/2007).....	76
Appendix 11: Analysis of Licenses Which Were Not Renewed.....	78

* By County of Employment

INTRODUCTION

This report is one of a series of Special Reports on the Health Work Force released under the auspices of the State Health Improvement Plan. These reports will provide lawmakers, researchers, academics and state agencies with objective, factual data concerning the characteristics of various health professional populations in the Commonwealth. Since 2002, the Department of Health (DOH) has released reports on the following components of the health work force:

- Dentists
- Dental Hygienists
- Licensed Practical Nurses
- Nursing Education Programs
- Physicians
- Physician Assistants
- Registered Nurses

All of these reports are available for downloading on the Department's web site (www.health.state.pa.us/ship) under the State Health Improvement Plan (SHIP) section.

As concerns of health care workforce shortages intensified, legislators raised awareness of the lack of objective information available for policy discussion regarding these issues. In response, the Department of Health convened a Health Professions Study Group. This group is comprised of academics, policy leaders, nursing association leaders, hospital and long-term care association representatives and other interested stakeholders. The group's mission is to identify strategies to ensure that an adequate and appropriately distributed supply of health professionals will be available to meet the needs of Pennsylvania's diverse population.

These reports represent a cooperative effort between the Department of Health and the Department of State (DOS), Bureau of Professional and Occupational Affairs (BPOA). The Department of State agreed to allow the inclusion of a data questionnaire into license renewal applications for Registered Nurses (RNs).

What's New in This Report? Changes in Data Collection and Reporting

Question 16 – In 2006/2007, nurses were asked for the number of mandatory overtime hours worked in the two weeks prior to the completion of the survey. Survey instruments from previous years asked nurses to check a box if any or all of their reported overtime hours were mandatory.

Question 20 - In 2006/2007, nurses were asked to indicate their level of satisfaction (very satisfied, satisfied, dissatisfied, very dissatisfied) with job factors in their primary job. In previous years, nurses were asked to rate (excellent, very good, fair, poor) job factors in their primary job.

Overtime Statistics

Since the data on mandatory overtime has generated considerable discussion, some further clarification may be useful to users of these data. Nurses were asked to report total voluntary and mandatory overtime hours worked in the past two weeks prior to completion of the survey. Some users of this data have concluded that, since licensure renewal deadlines occur in April or October of each year, this question does not measure overtime activity during more critical times of the year when overtime may be higher. In fact, nurses receive their license renewal package in January for renewals due April 30 and in August for renewals due October 31. The Department has established a 30 day “grace” period beyond these deadlines for inclusion of the survey into the data base. Nurses can and do renew their licenses and submit their survey questionnaires at any time during those months. Therefore, nurses responding to the overtime question for the April survey provided information for January, February, March, April, and May. Registered nurses responding to the October deadline provided information for July, August, September, October, and November.

The Department also conducted an analysis to test the degree to which respondents differentiated between “overtime” and “mandatory overtime.” The following table illustrates the results of this analysis, which indicates that nurses responding to the survey discriminate between these two forms of overtime when completing their questionnaires.

RNs Employed in Health Care in Pennsylvania Who Reported Working Overtime in the Two Weeks Prior to Completion of the Questionnaire

	April 2006		October 2006		April 2007		October 2007		2006/2007 Biennium Total	
	<i>n</i>	<i>hours</i>	<i>n</i>	<i>hours</i>	<i>n</i>	<i>hours</i>	<i>n</i>	<i>hours</i>	<i>n</i>	<i>hours</i>
Overtime	10,665	103,895	13,757	145,331	8,509	82,808	13,743	138,855	46,674	470,889
Mandatory Overtime	2,654	21,553	3,128	25,364	1,939	14,968	3,188	26,373	10,909	88,258
Total Overtime	13,319	125,448	16,885	170,695	10,448	97,776	16,931	165,228	57,583	559,147
Percent Mandatory Hours/n	19.9%	17.2%	18.5%	14.9%	18.6%	15.3%	18.8%	16.0%	18.9%	15.8%
MOT/n		9.7		10.6		9.7		10.1		10.1
		8.1		8.1		7.7		8.3		8.1

Note: “Hours” represents “Overtime” hours, “MOT” represents “Mandatory Overtime” hours and “n” represents the number of responses.

It may be of interest to users of this data to note that the total overtime reported among RNs employed in health care (all sectors) in Pennsylvania during the 2006-2007 licensure biennium was the equivalent of 6,989 Full Time Equivalent employees (FTE). This assumes an average work year of 2,080 hours (40 hours per week for 52 weeks) and 26 two-week periods in the year. Mandatory Overtime reported was the equivalent of 1,103 FTEs in all sectors.

County-level Data

Appendices 1-8 provide county-level data on a range of issues discussed in this report.

Comparative Data

Appendix 10, "Comparison of Responses of the Pennsylvania Survey of Registered Nurses," compares data collected on the RN workforce in 2002-2003, 2004-2005 and 2006-2007.

Non-Renewed License Data

With the cooperation of the Department of State, Bureau of Professional and Occupational Affairs, descriptive data were collected on non-respondents. Data included age (for October 2002 and later responses only), state of residence and non-response category. These data may be useful in assessing some general characteristics of non-renewers. This detail is reported in Appendix 11.

How to Use this Report

This report examines a variety of attributes of the RN population in Pennsylvania, beginning with a basic inventory of respondents and proceeding with analyses of various characteristics of RNs who are practicing in Pennsylvania. To make the data as understandable as possible, the Department has organized this analysis into several tiers as follows:

Tier 1 – All RNs who responded to the survey

Table 2 provides information on the employment status of nurses who responded to the survey. This is useful in understanding what proportion of nurses with Pennsylvania licenses actually work as nurses. Table 2 also shows the state in which nurses holding a Pennsylvania license (who are employed in health care) are employed.

Tier 2 – Attributes of RNs who indicated that they reside in Pennsylvania

Appendix 1, "Employment Status by County of Residence," provides basic information about the employment status of nurses who indicated that they live in Pennsylvania. This provides essential information on the proportion of licensed RNs living in Pennsylvania who are employed, unemployed, retired and/or actively working in Pennsylvania's health care delivery system. As such, it also provides an estimate of those licensed nurses who are not currently working in their profession – a potential resource pool for employers.

Tier 3 – Attributes of RNs who indicated that they are employed in providing health care in Pennsylvania

The rest of the publication, Tables 4-32, supplies an in-depth description of demographic and professional characteristics of the nurses who comprise the health care work force in Pennsylvania. This is the group to whom most of the discussion of nurse shortages applies.

METHODOLOGY AND TECHNICAL NOTES

Since 1985, for administrative purposes, renewals for the licenses of RNs have been divided into four approximately equal cohorts spreading over two years. Surveys were included with the cohort whose license renewals were due in either 2006 or 2007. These responses formed the basis of this report. All RNs licensed in the Commonwealth of Pennsylvania have been afforded the opportunity to respond to the survey.

In 2004, in response to requests from the General Assembly and others, the Department of State, Bureau of Professional and Occupational Affairs, decided to incorporate surveys into the license renewal application for RNs who renewed their licenses in 2005 and beyond. Beginning in 2004, BPOA encouraged electronic license renewal. The survey was incorporated into the electronic renewal process. However, RNs were permitted to complete and send a paper application. The survey was required as part of a complete application. Incorporating the surveys into the license renewal applications ensures a higher response rate.

As the Department of State received the completed written surveys from re-licensure applications, DOS staff sent the surveys to the Department of Health. Surveys were then grouped into batches of 100, logged, and sent to a data entry contractor to be keyed and verified by a second operator. Department of Health staff checked the data entry file for forms with illegal, multiple and missing entries. When a batch yielded unusual numbers of such entries, Department of Health staff compared the paper forms with the data file. Discrepancies between batch counts and returned records were also reconciled.

Electronically completed surveys were reviewed by the Department of Health. Duplicate survey data (electronic and hard copy) were controlled by merging the unique license numbers that were included on each survey into one data file and looking for potential duplicates.

A comparison chart of the response rates for the second (2006-2007) licensure biennium and the total response rates for the first biennium appears below.

	Total 1st Biennium 2002-2003	Total 2nd Biennium 2004-2005	April, 2006	October, 2006	April, 2007	October, 2007	Total 3rd Biennium 2006-2007
Renewal applications distributed	204,431	203,488	47,762	58,763	42,255	57,189	205,969
Renewals received	183,446	183,349	43,693	54,126	38,504	52,798	189,121
Renewal rate	90%	90%	91%	92%	91%	92%	92%
Valid surveys returned	152,128	150,181	43,324	51,625	35,065	49,118	179,132
Response rate (surveys/renewals)	83%	82%	99%	95%	91%	93%	95%

Technical Notes on Uses and Limitations of Data

A reasonable estimate of the size and characteristics of the entire population of renewing registered nurses can be obtained by applying the response rate to most of the counts reported in this data book. This method does not include an adjustment for items with missing values. Thus, it will yield a conservative or low estimate.

The calculation is:

$$(\text{Count} \div \text{response rate})$$

For example, if one wishes to estimate the number of male registered nurses working in health care in Pennsylvania, start with the count of male RNs given in Table 4 and the survey response rate. The survey response rate is determined by dividing the 179,132 usable survey forms filed by the 189,121 RNs who renewed their licenses in 2006 and 2007. This calculation yields a response rate of 0.9472 or 94.7%.

$$(8,743 \div .9472) = 9,230$$

Percentages based on small numbers of events over a specified period of time or for under-represented areas should be of particular concern and be used cautiously.

Since approximately 5% of the RNs who renewed their license in 2006 & 2007 did not respond to the survey, a possibility of bias occurs when attempting to make any extrapolation for the RN population. This publication, then, speaks for a large number of RNs licensed in Pennsylvania, but not for all of them.

LIST OF TABLES

	PAGE
Tier I: RNs Responding to the Survey of Registered Nurses	
Table 1: Age, Race, Hispanic Origin and Gender.....	2
Table 2: Employment Status and Health Care Employment by State.....	4
Tier II: RNs Residing in Pennsylvania	
Table 3: Age, Race, Hispanic Origin and Gender.....	6
Tier III: RNs Employed in Health Care in Pennsylvania	
Table 4: Age, Race, Hispanic Origin and Gender.....	8
Table 5: Urban / Rural Employment.....	9
Table 6: Race by Job Function and Employment Sector.....	10
Table 7: Gender by Job Function and Employment Sector.....	11
Table 8: Education, Education by Gender, and Advanced Certification.....	13
Table 9: Age When Graduated from RN Education/Training.....	15
Table 10: Percent Graduated by Age 21 by Age at License Renewal.....	16
Table 11: Education/Training by Decade Graduated from Basic Nursing Education.....	17
Table 12: Years to Specialty Certification.....	18
Table 13: Percent Educated in Pennsylvania: All Nurses and by Specialty.....	19
Table 14: Job Function and Job Function by Age.....	21
Table 15: Career and Job Satisfaction by Job Function.....	22
Table 16: Employment Sectors.....	23
Table 17: Full-Time or Part-Time Employment in Primary Job by Employment Sector.....	25
Table 18: Mandatory Overtime Required.....	27
Table 19: Career and Job Satisfaction by Mandatory Overtime Status.....	28
Table 20: Primary Reason for Leaving Nursing in the Next 5 Years by Overtime in Primary Job (by Age Group).....	29
Table 21: Career and Job Satisfaction.....	31
Table 22: Career and Job Satisfaction by Age.....	32
Table 23: Career and Job Satisfaction by Education.....	33
Table 24: Would You Encourage Someone Else to Choose a Career in Nursing Today?.....	34
Table 25: Years Plan to Remain in Nursing by Age and Gender.....	36
Table 26: Career and Job Satisfaction by Years Plan to Remain in Nursing.....	37
Table 27: If You Plan to Leave Nursing in the Next 5 Years, Indicate Your Primary Reason.....	38
Table 28: Job Functions by Primary Reason for Leaving Nursing in the Next 5 Years.....	39
Table 29: Employment Sector by Primary Reason for Leaving Nursing in the Next 5 Years.....	40
Table 30: Satisfaction Levels of Primary Job Factors.....	42
Table 31: Factors that Influence Perceptions of Primary Job by Age.....	43
Table 32: Factors that Influence Perceptions of Primary Job by Employment Sector.....	44

LIST OF TABLES (cont.)

PAGE

Appendices

Table 10.1: Comparison of Responses of the Pennsylvania Survey of Registered Nurses 2002-2003, 2004-2005 Renewal Bienniums and 2006-2007 Biennium.....	76
Table 11.1: 2006 & 2007 Non-Renewals vs. Survey Respondents.....	78
Table 11.2: License Status by Age Group - 2006 & 2007 RN Non-Renewals.....	79
Table 11.3: State of Residence of Non-Renewers.....	80

LIST OF FIGURES

	PAGE
Tier I: RNs Responding to the Survey of Registered Nurses	
Figure 1A: Race.....	2
Figure 1B: Age Groups.....	2
Figure 2: Employment Status.....	4
Tier II: RNs Residing in Pennsylvania	
Figure 3A: Race	6
Figure 3B: Age Groups.....	6
Tier III: RNs Employed in Health Care in Pennsylvania	
Figure 4A: Race.....	8
Figure 4B: Age Groups.....	8
Figure 5: Age Groups of RNs Employed in Urban/Rural Counties.....	9
Figure 6A: Educational Attainment.....	13
Figure 6B: Advanced Certification.....	13
Figure 7: Age When Graduated from RN Education/Training.....	15
Figure 8: Year of Age When Graduated from RN Education/Training.....	16
Figure 9: Percentage of Education/Training by Decade of Graduation.....	17
Figure 10: Years Between Basic Nursing Graduation and Specialty Certification.....	18
Figure 11: Job Functions.....	21
Figure 12: Percent RNs Dissatisfied With Job by Job Function.....	22
Figure 13: Leading Employment Sectors.....	23
Figure 14: Percent Mandatory Overtime by Employment Sector (Primary Job).....	27
Figure 15: Percent RNs Dissatisfied With Job by Mandatory Overtime Status.....	28
Figure 16: Career Satisfaction.....	31
Figure 16: Percent RNs Dissatisfied With Career by Gender.....	31
Figure 17: Percent of RNs Dissatisfied With Career and Job by Age.....	32
Figure 18: Would You Encourage Others to Choose a Career in Nursing by Employment Sector.....	34
Figure 19: Years Plan to Remain in Nursing.....	36
Figure 20: Percent of RNs Dissatisfied With Career by Years Plan to Remain in Nursing.....	37
Figure 21: Percent of RNs Employed in Direct Patient Care by Primary Reason for Leaving Nursing Within 5 Years.....	39
Figure 22: Satisfaction Level Percentages in Primary Job by Job Factor.....	42
Appendices	
Figure 1.1 Percent of Pennsylvania Resident RNs Employed in Health Care by County of Residence (Map).....	47
Figure 2.1: Average Age of RNs* (Map).....	49
Figure 3.1: Percent of RNs, 50 Years of Age and Greater, Employed in a Hospital* (Map).....	51
Figure 4.1 Percent of RNs Employed in a Hospital, Dissatisfied or Very Dissatisfied With Nursing as a Career* (Map).....	59
Figure 5.1 Percent of RNs Employed Part-time* (Map).....	67
Figure 6.1 Percent of RNs Reporting Mandatory Overtime* (Map).....	69
Figure 7.1: Percent of RNs Dissatisfied or Very Dissatisfied With Nursing as a Career* (Map).....	71

* By County of Employment

LIST OF FIGURES (cont.)

	PAGE
Appendices	
Figure 8.1: Percent of RNs Who Plan to Leave Nursing Within 5 Years* (Map).....	73
Figure 11.1: Percentage of Non-Renewals and Survey Respondents by Age Group.....	78
Figure 11.2: License Status by Age Group.....	79
Figure 11.3: Non-Renewal License Status by State of Residence.....	80

* By County of Employment

**RNs Responding to the Survey
of Registered Nurses, 2006 & 2007**

ALL RESPONDENTS DEMOGRAPHICS

Age

- √ The average age of all respondents was 48.1. (Table 1)
- √ The age distribution of the RN work force in Pennsylvania differs from that of Pennsylvania's population in general.
 - 15.4% of all respondents indicated being in the 20-34 age group. This is in comparison to the 25.6% of Pennsylvania's population (aged twenty and older) who fall within this age group.
 - 37.7% of all respondents reported being in the 35-49 age group, compared to 31.7% of Pennsylvania's adult population.
 - 37.8% of all respondents indicated being in the 50-64 age group. This is in contrast to 21.4% of Pennsylvania's adult population.
 - 9.1% of all respondents fall into the 65 and over age group. However, 21.3% of Pennsylvania's population is in this age group.

Race

- √ 92.3% of respondents indicated being White. This is in comparison to 87.2% of Pennsylvania's adult population.
- √ 4.2% of respondents identified as being Black, compared to 8.9% of Pennsylvania's adult population.
- √ 2.2% of RNs responding to this survey identified themselves as Asian, compared to 1.7% of Pennsylvania's adult population.

Ethnicity

- √ 2.2% of all respondents reported being of Hispanic origin, compared to 2.5% of Pennsylvania's adult population.

Gender

- √ 93.1% of all respondents reported being female and 6.9% reported being male. In contrast, females comprise 52.8% of Pennsylvania's adult population, and males comprise 47.2%.

ALL RESPONDENTS DEMOGRAPHICS

Figure 1A: RACE

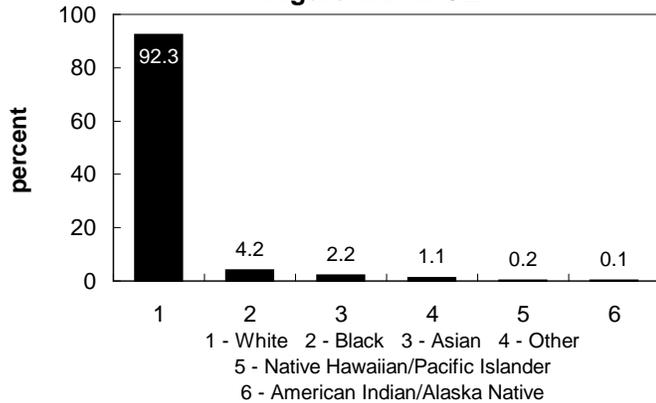


Figure 1B: AGE GROUPS

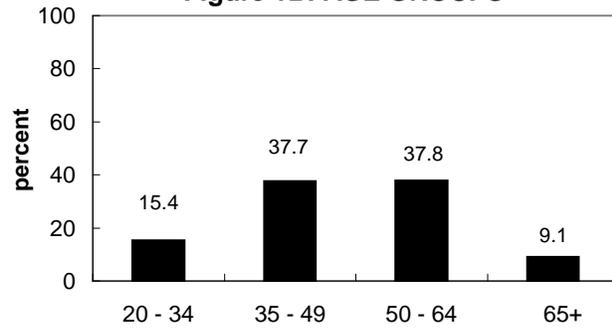


Table 1: AGE, RACE, HISPANIC ORIGIN AND GENDER

AVERAGE AGE		48.1 years	
AGE	Number	Percent	Percent Pennsylvania Population 20 & Over *
20 - 34	27,504	15.4%	25.6%
35 - 49	67,206	37.7%	31.7%
50 - 64	67,532	37.8%	21.4%
65+	16,219	9.1%	21.3%
Total	178,461	100.0%	100.0%
RACE	Number	Percent	Percent Pennsylvania Population 20 & Over *
White	164,968	92.3%	87.2%
Black	7,433	4.2%	8.9%
Asian	3,860	2.2%	1.7%
Other	1,935	1.1%	2.0%
American Indian/ Alaska Native	273	0.2%	0.1%
Native Hawaiian/ Pacific Islander	259	0.1%	0.1%
Total	178,728	100.0%	100.0%
HISPANIC ORIGIN	Number	Percent	Percent Pennsylvania Population 20 & Over *
	3,790	2.2%	2.5%
GENDER	Number	Percent	Percent Pennsylvania Population 20 & Over *
Male	12,285	6.9%	47.2%
Female	166,712	93.1%	52.8%
Total	178,997	100.0%	100.0%

Note: Percentages may not equal 100% due to rounding.

* Based on 2000 U.S. Census

ALL RESPONDENTS EMPLOYMENT STATUS

Employment Status

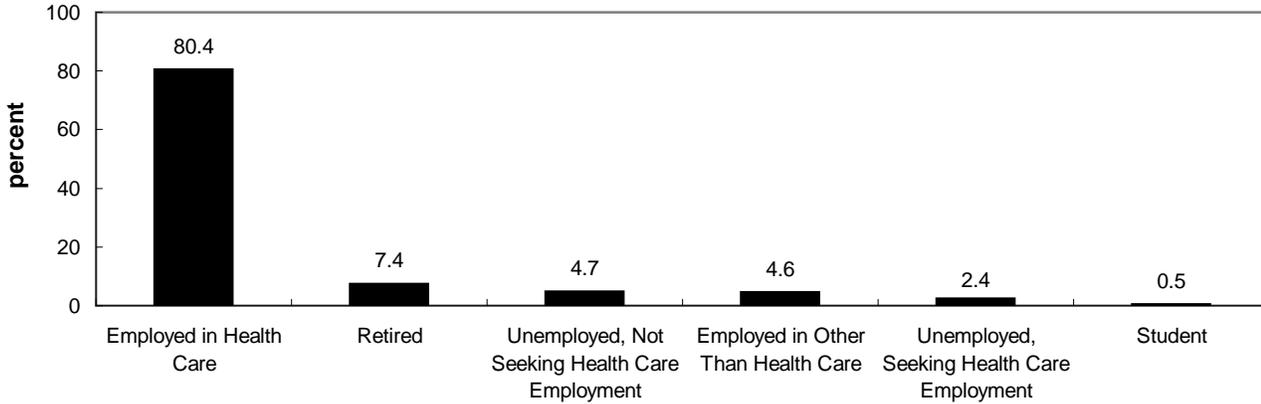
- √ 80.4% of RNs who responded to the survey were employed in health care. (Table 2)
- √ 2.4% were unemployed, but seeking health care employment.
- √ 4.7% were unemployed and not seeking health care employment.
- √ 12.5% fell into other categories, including 7.4% who were retired.

State of Employment

- √ 85.1% of survey respondents who work in health care were employed in Pennsylvania.
- √ The remaining survey respondents work outside of Pennsylvania, predominantly in New Jersey (3.6%). Additionally, 1.0% of respondents work in each of the following states: Florida, New York, Ohio, Maryland and Delaware.

**ALL RESPONDENTS
EMPLOYMENT STATUS**

Figure 2: EMPLOYMENT STATUS



**Table 2: EMPLOYMENT STATUS AND HEALTH CARE
EMPLOYMENT BY STATE**

EMPLOYMENT STATUS	<u>Number</u>	<u>Percent</u>
Employed in Health Care	143,334	80.4%
Retired	13,154	7.4%
Unemployed, Not Seeking Health Care Employment	8,404	4.7%
Employed in Other Than Health Care	8,188	4.6%
Unemployed, Seeking Health Care Employment	4,242	2.4%
Student	896	0.5%
Total	178,218	100.0%

HEALTH CARE EMPLOYMENT BY STATE		
	<u>Number</u>	<u>Percent</u>
Pennsylvania	119,368	85.1%
New Jersey	5,075	3.6%
Florida	1,717	1.2%
New York	1,436	1.0%
Ohio	1,432	1.0%
Maryland	1,377	1.0%
Delaware	1,253	0.9%
California	883	0.6%
Texas	719	0.5%
North Carolina	644	0.5%
All Other States	6,288	4.5%
Total	140,192	100.0%

Note: Percentages may not equal 100% due to rounding

**RNs Residing in Pennsylvania,
2006 & 2007**

RNs RESIDING IN PENNSYLVANIA DEMOGRAPHICS

Age

- √ The average age of all respondents residing in Pennsylvania was 47.8. (Table 3)
- √ The age distribution of the RN work force in Pennsylvania differs from that of Pennsylvania's population in general.
 - 16.0% of respondents residing in Pennsylvania indicated being in the 20-34 age group. However, 25.6% of Pennsylvania's population aged 20 and over is in this age group.
 - 38.1% of respondents residing in Pennsylvania indicated being in the 35-49 age group. This is compared to 31.7% of Pennsylvania's adult population.
 - 36.9% of respondents residing in Pennsylvania indicated being in the 50-64 age group, compared to 21.4% of Pennsylvania's adult population.
 - 9.0% of respondents residing in Pennsylvania indicated being in the 65 and over age group, compared to the 21.3% of Pennsylvania's overall adult population.

Race

- √ 93.2% of respondents residing in Pennsylvania identify as being White. This is in comparison to 87.2% of Pennsylvania's adult population.
- √ 3.6% of respondents residing in Pennsylvania identify as being Black, compared to 8.9% of Pennsylvania's adult population.
- √ 2.0% of respondents residing in Pennsylvania identify as being Asian, compared to 1.7% of adult Pennsylvanians.

Ethnicity

- √ 2.0% of respondents residing in Pennsylvania reported being of Hispanic origin, compared to 2.5% of the adult Pennsylvania population.

Gender

- √ 93.4% of respondents residing in Pennsylvania identify as being female, compared to 52.8% of Pennsylvania's adult population.
- √ 6.6% of respondents residing in Pennsylvania identify as being male. This is in contrast to 47.2% of adult Pennsylvanians.

Employment Status by County of Residence

- √ Of all respondents residing in Pennsylvania who indicated a county of residence (Appendix 1):
 - 80.8% were employed in health care.
 - 4.6% were unemployed and not seeking health care employment.
 - 2.2% were unemployed and seeking health care employment.

RNs RESIDING IN PENNSYLVANIA DEMOGRAPHICS

Figure 3A: RACE

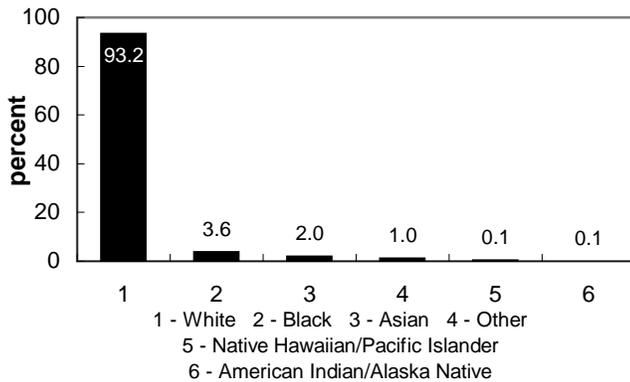


Figure 3B: AGE GROUPS

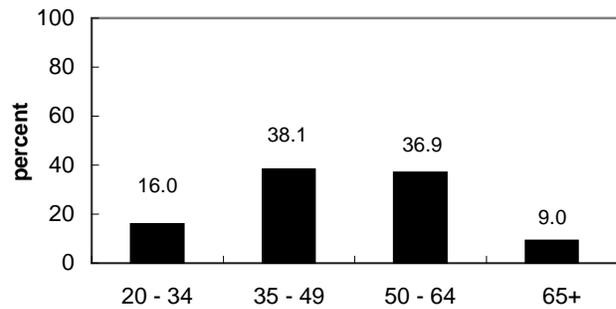


Table 3: AGE, RACE, HISPANIC ORIGIN AND GENDER

AVERAGE AGE			
47.8 years			
AGE	Number	Percent	Percent Pennsylvania Population 20 & Over *
20 - 34	23,720	16.0%	25.6%
35 - 49	56,592	38.1%	31.7%
50 - 64	54,872	36.9%	21.4%
65+	13,335	9.0%	21.3%
Total	148,519	100.0%	100.0%
RACE	Number	Percent	Percent Pennsylvania Population 20 & Over *
White	138,590	93.2%	87.2%
Black	5,401	3.6%	8.9%
Asian	2,911	2.0%	1.7%
Other	1,446	1.0%	2.0%
Native Hawaiian/ Pacific Islander	195	0.1%	0.1%
American Indian/ Alaska Native	188	0.1%	0.1%
Total	148,731	100.0%	100.0%
HISPANIC ORIGIN	Number	Percent	Percent Pennsylvania Population 20 & Over *
	2,974	2.0%	2.5%
GENDER	Number	Percent	Percent Pennsylvania Population 20 & Over *
Male	9,768	6.6%	47.2%
Female	139,146	93.4%	52.8%
Total	148,914	100.0%	100.0%

Note: Percentages may not equal 100% due to rounding.

* Based on 2000 U.S. Census

**RNs
Employed in Health Care
in Pennsylvania, 2006 & 2007**

Demographic Characteristics

RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA DEMOGRAPHICS

Age

- √ The average age of RNs employed in health care in Pennsylvania was 45.5. (Table 4, Appendix 2)
- √ The age distribution of the RN work force in Pennsylvania differs from that of Pennsylvania's population in general.
 - 19.0% of RNs employed in health care in Pennsylvania indicated that they are in the 20-34 age group. 25.6% of Pennsylvania's adult population (aged twenty and older) is in this age group.
 - 41.7% of RNs employed in health care in Pennsylvania indicated that they are in the 35-49 age group, compared to 31.7% of Pennsylvania's adult population.
 - 36.1% of RNs employed in health care in Pennsylvania indicated that they are in the 50-64 age group. This is compared to 21.4% of Pennsylvania's adult population.

Race

- √ 92.0% of respondents indicated being White. This is in contrast to 87.2% of the adult population in Pennsylvania.
- √ 4.3% of Pennsylvania RNs employed in health care reported being Black, compared to 8.9% of Pennsylvania's adult population.
- √ 2.3% of respondents indicated being Asian. This is in comparison to 1.7% of Pennsylvania's adult population.

Ethnicity

- √ 2.2% of RNs employed in health care in Pennsylvania reported being of Hispanic origin, compared to 2.5% of Pennsylvania's adult population.

Gender

- √ 92.7% of RNs employed in health care in Pennsylvania identified themselves as female, although females comprise only 52.8% of the overall adult population.
- √ 7.3% of RNs employed in health care in Pennsylvania reported being male. However, 47.2% of the adult population is male.

Urban vs. Rural County of Employment

- √ The rate of RNs employed in health care in Pennsylvania (per 100,000 population) was higher in urban counties (1001.0) than in rural counties (650.3). (Table 5)

RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA DEMOGRAPHICS

Figure 4A: RACE

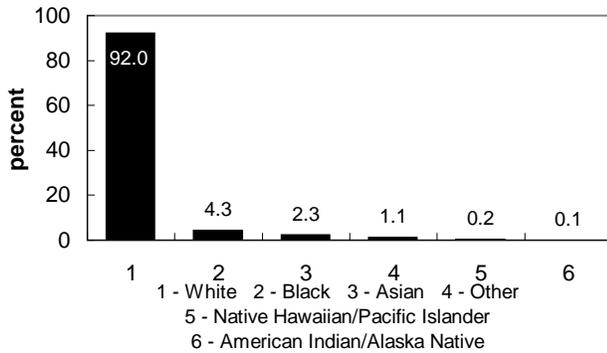


Figure 4B: AGE GROUPS

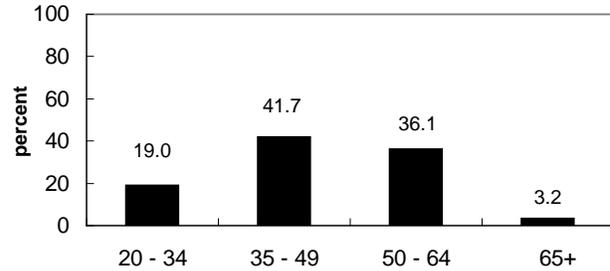


Table 4: AGE, RACE, HISPANIC ORIGIN AND GENDER

AVERAGE AGE		45.5 years	
AGE	Number	Percent	Percent Pennsylvania Population 20 & Over *
20 - 34	22,573	19.0%	25.6%
35 - 49	49,696	41.7%	31.7%
50 - 64	43,039	36.1%	21.4%
65+	3,798	3.2%	21.3%
Total	119,106	100.0%	100.0%
RACE	Number	Percent	Percent Pennsylvania Population 20 & Over *
White	109,648	92.0%	87.2%
Black	5,150	4.3%	8.9%
Asian	2,756	2.3%	1.7%
Other	1,300	1.1%	2.0%
Native Hawaiian/ Pacific Islander	194	0.2%	0.1%
American Indian/ Alaska Native	150	0.1%	0.1%
Total	119,198	100.0%	100.0%
HISPANIC ORIGIN	Number	Percent	Percent Pennsylvania Population 20 & Over *
	2,617	2.2%	2.5%
GENDER	Number	Percent	Percent Pennsylvania Population 20 & Over *
Male	8,743	7.3%	47.2%
Female	110,580	92.7%	52.8%
Total	119,323	100.0%	100.0%

Note: Percentages may not equal 100% due to rounding. * Based on 2000 U.S. Census

RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA DEMOGRAPHICS

Figure 5: AGE GROUPS OF RNs EMPLOYED IN URBAN/RURAL COUNTIES

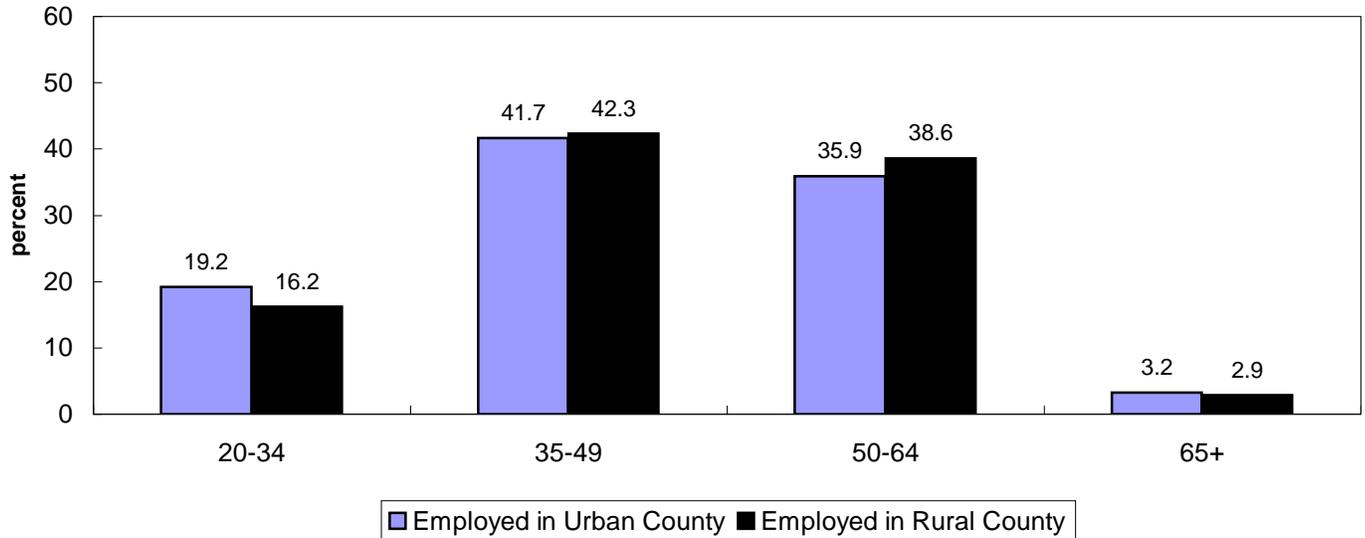


Table 5: URBAN / RURAL EMPLOYMENT

EMPLOYED IN URBAN/ RURAL COUNTY *	Number	Percent	Rate of RNs per 100,000 Population [^]
Urban PA County	109,796	92.0%	1001.0
Rural PA County	9,572	8.0%	650.3
Total	119,368	100.0%	959.5

[^] Population data taken from 2006 U.S. Census estimates
 * Urban/Rural defined by 1990 U.S. Census

Note: Percentages may not equal 100% due to rounding.

**RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
RACE ANALYSIS**

Table 6: RACE BY JOB FUNCTION AND EMPLOYMENT SECTOR

JOB FUNCTION	White	Percent	Black	Percent	Asian	Percent	Other	Percent
Direct Patient Care	75,151	68.8%	3,719	72.7%	2,393	87.1%	1,295	78.9%
Quality Assurance	3,478	3.2%	159	3.1%	38	1.4%	25	1.5%
Administration / Management	14,215	13.0%	646	12.6%	133	4.8%	149	9.1%
Infection Control	386	0.4%	8	0.2%	3	0.1%	1	0.1%
Researcher / Consultant	1,557	1.4%	47	0.9%	21	0.8%	9	0.5%
Patient / In-service Education	734	0.7%	17	0.3%	8	0.3%	6	0.4%
Nursing School Faculty	1,597	1.5%	61	1.2%	15	0.5%	16	1.0%
Other	12,109	11.1%	458	9.0%	135	4.9%	141	8.6%
Total	109,227	100.0%	5,115	100.0%	2,746	100.0%	1,642	100.0%

EMPLOYMENT SECTOR	White	Percent	Black	Percent	Asian	Percent	Other	Percent
Hospital	66,364	60.7%	3,315	64.8%	2,072	75.3%	1,182	72.0%
Nursing Home	9,410	8.6%	599	11.7%	381	13.8%	142	8.6%
Home Health Agency	7,187	6.6%	267	5.2%	59	2.1%	53	3.2%
Health Department	592	0.5%	67	1.3%	19	0.7%	8	0.5%
Physician / Dentist Office	6,056	5.5%	59	1.2%	27	1.0%	41	2.5%
Clinic	2,346	2.1%	90	1.8%	51	1.9%	34	2.1%
Public / Private School	3,355	3.1%	107	2.1%	13	0.5%	23	1.4%
Military / Federal	624	0.6%	49	1.0%	8	0.3%	12	0.7%
State Inpatient Facility	824	0.8%	35	0.7%	10	0.4%	7	0.4%
Community Agency	1,065	1.0%	83	1.6%	2	0.1%	11	0.7%
Professional School Faculty	1,048	1.0%	30	0.6%	7	0.3%	7	0.4%
Business / Industry	1,247	1.1%	28	0.5%	8	0.3%	14	0.9%
Consulting Firm	228	0.2%	5	0.1%	1	0.0%	2	0.1%
Pharmaceutical Sales	112	0.1%	6	0.1%	0	-	4	0.2%
Insurance / HMO	2,151	2.0%	155	3.0%	16	0.6%	19	1.2%
Law Office	23	0.0%	1	0.0%	0	-	0	-
Independent Practice	618	0.6%	16	0.3%	5	0.2%	7	0.4%
Personnel Pool	127	0.1%	11	0.2%	0	-	2	0.1%
Other	5,997	5.5%	195	3.8%	72	2.6%	74	4.5%
Total	109,374	100.0%	5,118	100.0%	2,751	100.0%	1,642	100.0%

Note: Percentages may not equal 100% due to rounding.

**RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
GENDER ANALYSIS**

Table 7: GENDER BY JOB FUNCTION AND EMPLOYMENT SECTOR

JOB FUNCTION	Male	Percent	Female	Percent
Direct Patient Care	6,727	77.1%	75,925	68.9%
Quality Assurance	175	2.0%	3,529	3.2%
Administration / Management	1,080	12.4%	14,067	12.8%
Infection Control	19	0.2%	379	0.3%
Researcher / Consultant	79	0.9%	1,555	1.4%
Patient / In-service Education	27	0.3%	740	0.7%
Nursing School Faculty	46	0.5%	1,647	1.5%
Other	571	6.5%	12,282	11.2%
Total	8,724	100.0%	110,124	100.0%

EMPLOYMENT SECTOR	Male	Percent	Female	Percent
Hospital	6,361	72.9%	66,640	60.4%
Nursing Home	545	6.2%	10,000	9.1%
Home Health Agency	333	3.8%	7,243	6.6%
Health Department	70	0.8%	618	0.6%
Physician / Dentist Office	111	1.3%	6,077	5.5%
Clinic	128	1.5%	2,396	2.2%
Public / Private School	55	0.6%	3,445	3.1%
Military / Federal	102	1.2%	592	0.5%
State Inpatient Facility	191	2.2%	684	0.6%
Community Agency	64	0.7%	1,098	1.0%
Professional School Faculty	28	0.3%	1,067	1.0%
Business / Industry	90	1.0%	1,209	1.1%
Consulting Firm	18	0.2%	219	0.2%
Pharmaceutical Sales	12	0.1%	111	0.1%
Insurance / HMO	103	1.2%	2,240	2.0%
Law Office	1	0.0%	23	0.0%
Independent Practice	64	0.7%	582	0.5%
Personnel Pool	13	0.1%	127	0.1%
Other	433	5.0%	5,916	5.4%
Total	8,722	100.0%	110,287	100.0%

Note: Percentages may not equal 100% due to rounding.

Educational and Professional Characteristics

RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA EDUCATIONAL AND PROFESSIONAL CHARACTERISTICS

Education / Training

- √ The predominant level of training for RNs employed in health care in Pennsylvania was the RN bachelor's degree (31.1%) and the RN hospital based diploma/certificate (26.2%). By comparison, data from the HRSA National Nurse Sample Survey¹ reveals that the predominant level of education nationally was the associate degree (37%), followed by the bachelor's degree (33%). Only 19.3% of U.S. nurses are prepared at the diploma level. (Table 8)

- √ 11.9% of RNs employed in health care in Pennsylvania had a graduate degree (6.7% RN masters, 4.3% other masters, 0.6% other doctorate, and 0.3% RN doctorate).

Education / Training by Gender

- √ Male RNs employed in health care in Pennsylvania were most likely to have the following degrees:
 - RN associate (29.8%)
 - RN bachelor's (27.3%)

- √ Female RNs were most likely to have the following degrees:
 - RN bachelor's (31.4%)
 - RN hospital based diploma/certificate (27.0%)
 - RN associate (24.5%)

Advanced Certification

- √ Most RNs employed in health care in Pennsylvania (91.8%) reported that they have no advanced certification.

¹ U.S. Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professions, "The Registered Nurse Population, Findings from the National Sample Survey of Registered Nurses", U.S. Government Printing Office, March, 2000., Table 8 p 46, for RNs employed in Nursing.

RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA EDUCATIONAL AND PROFESSIONAL CHARACTERISTICS

Figure 6A: EDUCATIONAL ATTAINMENT

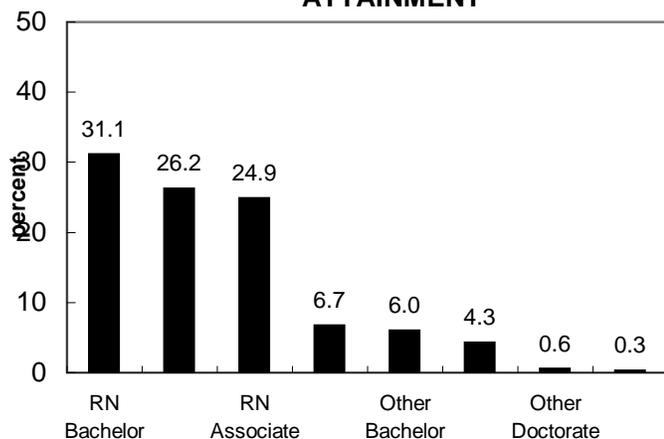


Figure 6B: ADVANCED CERTIFICATION

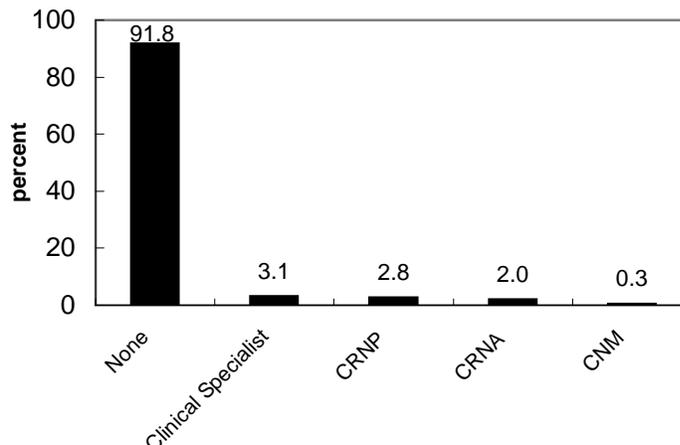


Table 8: EDUCATION, EDUCATION BY GENDER, AND ADVANCED CERTIFICATION

HIGHEST EDUCATION ATTAINED		<u>Number</u>		<u>Percent</u>	
RN Bachelor Degree		36,948		31.1%	
RN Hospital Based Diploma / Certificate		31,120		26.2%	
RN Associate Degree		29,585		24.9%	
RN Masters Degree		7,965		6.7%	
Other Bachelor Degree		7,106		6.0%	
Other Masters Degree		5,063		4.3%	
Other Doctorate Degree		695		0.6%	
RN Doctorate Degree		316		0.3%	
Total		<u>118,798</u>		<u>100.0%</u>	

HIGHEST EDUCATION ATTAINED BY GENDER		<u>Male</u>		<u>Female</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
RN Associate Degree		2,595	29.8%	26,982	24.5%
RN Hospital Based Diploma / Certificate		1,354	15.5%	29,753	27.0%
RN Bachelor Degree		2,375	27.3%	34,559	31.4%
RN Masters Degree		562	6.5%	7,398	6.7%
RN Doctorate Degree		21	0.2%	295	0.3%
Other Bachelor Degree		1,099	12.6%	6,007	5.5%
Other Masters Degree		614	7.1%	4,445	4.0%
Other Doctorate Degree		89	1.0%	606	0.6%
Total		<u>8,709</u>	<u>100.0%</u>	<u>110,045</u>	<u>100.0%</u>

ADVANCED CERTIFICATION		<u>Number</u>		<u>Percent</u>	
None		106,798		91.8%	
Clinical Specialist (CLNSP)		3,642		3.1%	
Nurse Practitioner (CRNP)		3,209		2.8%	
Nurse Anesthetists (CRNA)		2,344		2.0%	
Nurse Midwife (CNM)		403		0.3%	
Total		<u>116,396</u>		<u>100.0%</u>	

Note: Percentages may not equal 100% due to rounding.

Nursing Education

RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA NURSING EDUCATION

Age When Graduated

- √ Among RNs employed in health care in Pennsylvania, 60.1% were between the ages of 20 and 24 when they graduated from basic nursing education. (Figure 7 and Table 9)
- √ 34.7% of RNs aged 50 and over graduated from basic nursing education by age 21, compared to just 12.5% of RNs aged 20-49. (Figure 8)

Education and Training

- √ The percentage of RNs receiving diplomas as their first RN degree has fallen from 91.7% in the 1950s to 19.3% for the current decade. (Table 11)
- √ The percentage of diplomas as first degrees has steadily declined, while the percentages of associate and bachelor degrees have increased since the 1950s.

Specialty Certification

- √ The median number of years between basic nursing graduation and specialty certification are as follows (Table 12):
 - Clinical nurse specialist (CLNSP) – 11
 - Nurse anesthetists (CRNA) – 6
 - Nurse midwives (CNM) – 7
 - Nurse practitioners (CRNP) – 10
- √ Of those RNs who are employed in the Pennsylvania health care workforce, 82.6% of all RNs and 81.2% of RNs with specialty certifications were educated in Pennsylvania (Table 13).
 - More Certified registered nurse anesthetists were educated in Pennsylvania than any other group of specialty nurses (CRNA-88.3%).
 - Certified nurse midwives were least likely to have been educated in Pennsylvania (CNM – 50.3%).

**RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
EDUCATION AND TRAINING**

Figure 7: AGE WHEN GRADUATED FROM RN EDUCATION / TRAINING

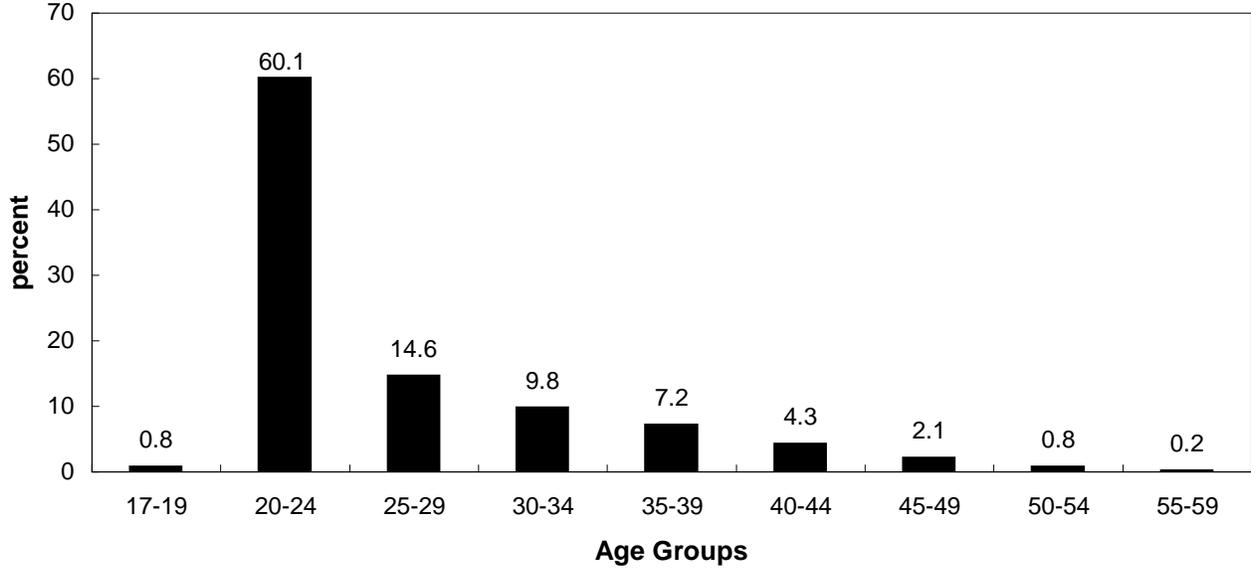


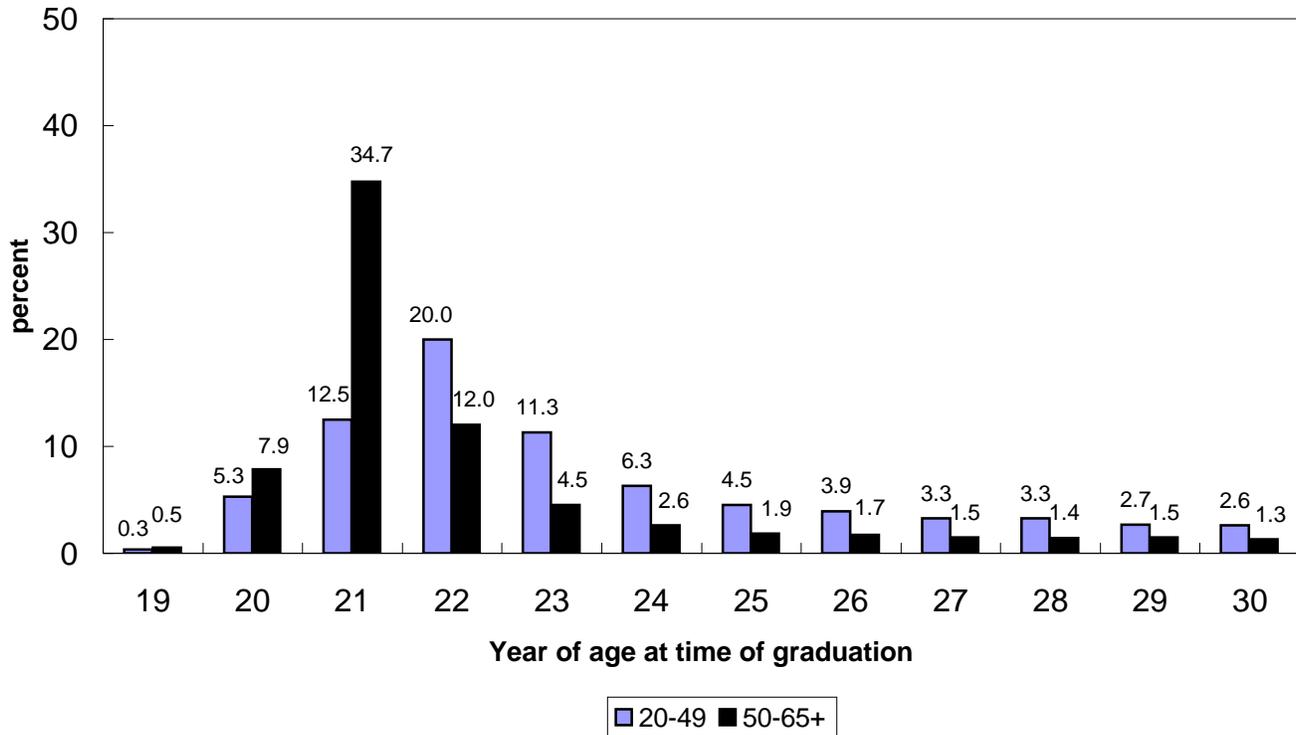
Table 9: AGE WHEN GRADUATED FROM RN EDUCATION / TRAINING

AGE	Number	Percent
17-19	945	0.8%
20-24	71,312	60.1%
25-29	17,354	14.6%
30-34	11,607	9.8%
35-39	8,566	7.2%
40-44	5,118	4.3%
45-49	2,536	2.1%
50-54	896	0.8%
55-59	208	0.2%
60-64	15	0.0%
65-69	4	0.0%
70+	11	0.0%
Total	118,572	100.0%

Note: Percentages may not equal 100% due to rounding.

**RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
EDUCATION AND TRAINING**

**Figure 8: YEAR OF AGE AT TIME OF GRADUATION FROM RN
EDUCATION / TRAINING**



**Table 10: PERCENT GRADUATED BY AGE 21
BY AGE AT LICENSE RENEWAL**

AGE GROUP	Number	Percent Graduated by Age 21
18-34	3,666	16.3%
35-49	10,475	21.2%
50-64	18,033	43.2%
65+	2,253	60.2%

RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA EDUCATION AND TRAINING

Figure 9: PERCENTAGE OF EDUCATION / TRAINING BY DECADE OF GRADUATION

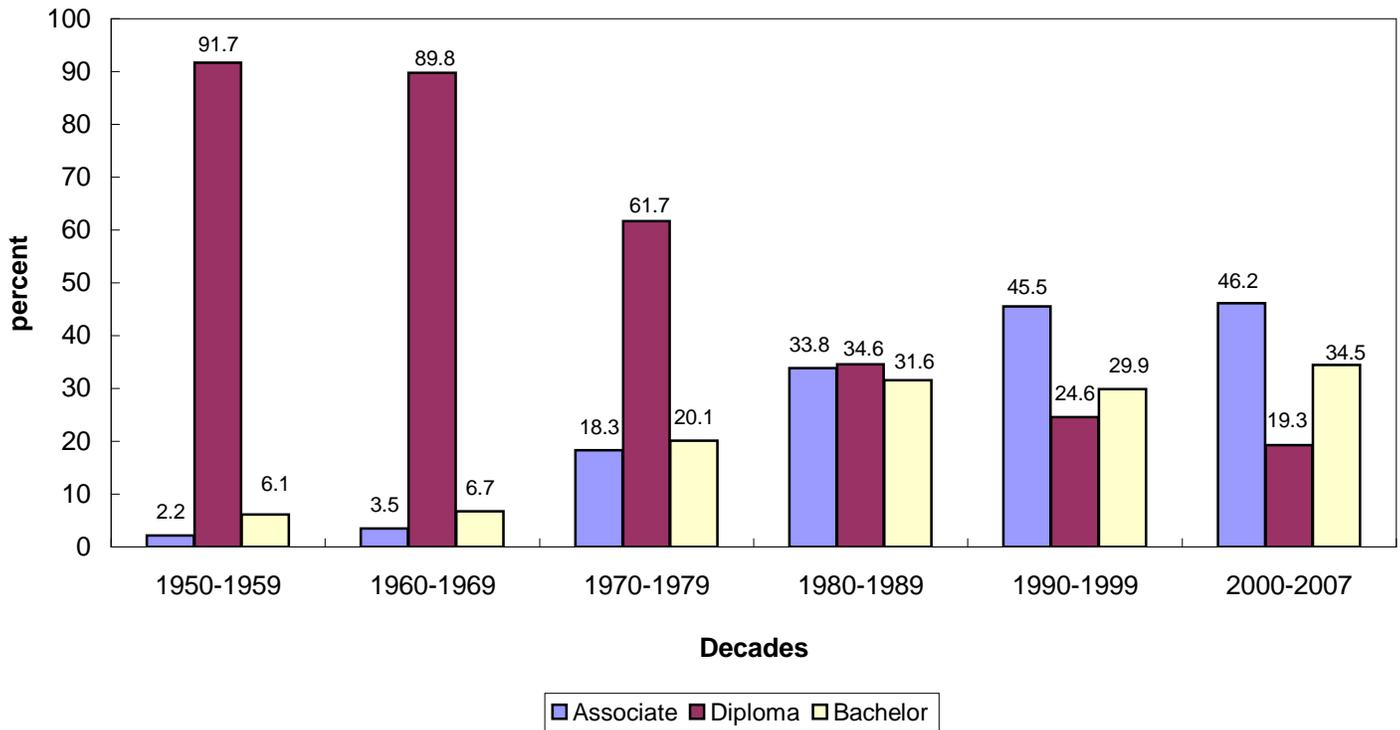


Table 11: EDUCATION / TRAINING BY DECADE GRADUATED FROM BASIC NURSING EDUCATION

Year Graduated	Total	Associate		Diploma		Bachelor	
		Number	Percent	Number	Percent	Number	Percent
1930-1939	2	0	-	2	100.0%	0	-
1940-1949	99	2	2.0%	91	91.9%	6	6.1%
1950-1959	1,272	28	2.2%	1,167	91.7%	77	6.1%
1960-1969	9,628	341	3.5%	8,646	89.8%	641	6.7%
1970-1979	23,534	4,301	18.3%	14,511	61.7%	4,722	20.1%
1980-1989	29,307	9,920	33.8%	10,138	34.6%	9,249	31.6%
1990-1999	32,728	14,907	45.5%	8,044	24.6%	9,777	29.9%
2000-2007	22,125	10,217	46.2%	4,265	19.3%	7,643	34.5%

Note: Percentages may not equal 100% due to rounding

**RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
SPECIALTY NURSING EDUCATION**

**Figure 10: YEARS BETWEEN BASIC NURSING GRADUATION AND
SPECIALTY CERTIFICATION**

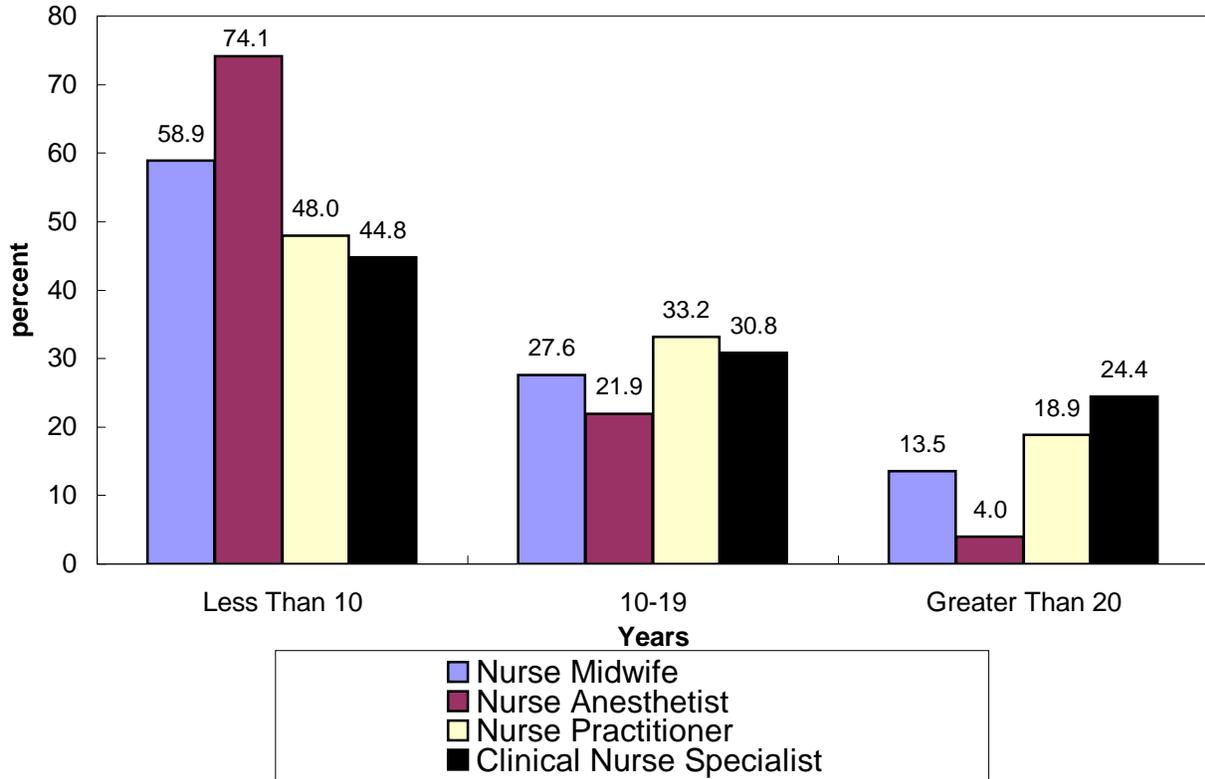


Table 12: YEARS TO SPECIALTY CERTIFICATION

SPECIALTY	Number	Median Years Basic Graduation to Specialty Certification
Nurse Midwives	392	7
Nurse Anesthetist	2,306	6
Clinical Nurse Specialist	3,527	11
Nurse Practitioner	3,179	10

**RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
EDUCATED IN PENNSYLVANIA**

**Table 13: PERCENT EDUCATED IN PENNSYLVANIA:
ALL NURSES AND BY SPECIALTY**

	<u>Number of Respondents</u>	<u>Number Educated in Pennsylvania</u>	<u>Percent Educated in Pennsylvania</u>
All Nurses	119,368	98,586	82.6%
All Specialties	9,474	7,691	81.2%
Certified Nurse Midwife	388	195	50.3%
Certified Registered Nurse Anesthetist	2,322	2,051	88.3%
Certified Registered Nurse Practitioner	3,192	2,467	77.3%
Clinical Nurse Specialist	3,572	2,978	83.4%

Job Functions

RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA JOB FUNCTIONS

Type of Job Function

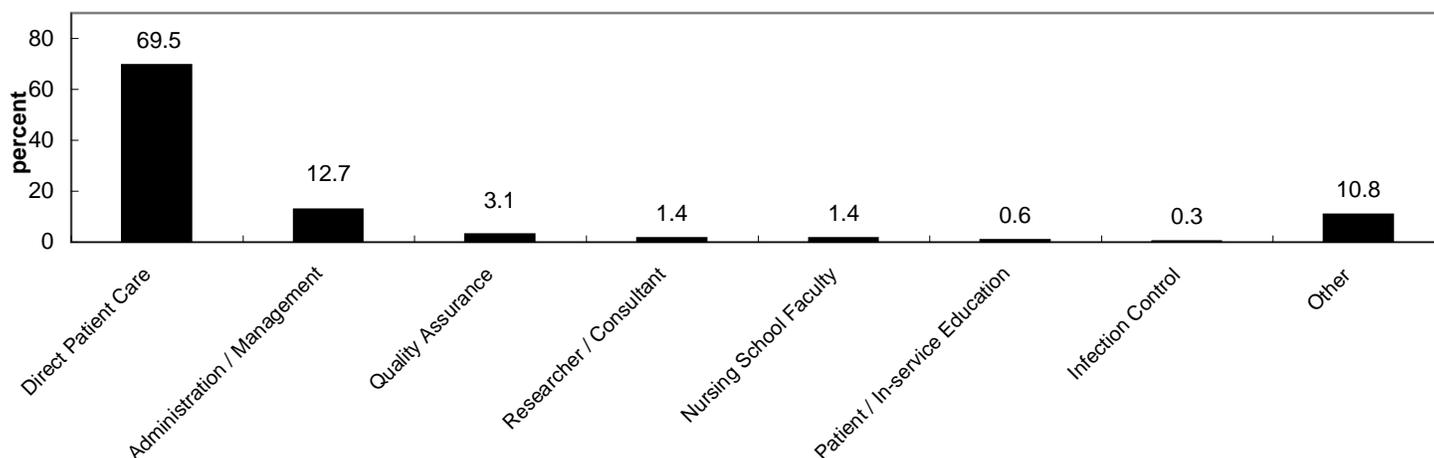
- √ 69.5% of RNs employed in health care in Pennsylvania provided direct patient care. (Table 14)
- √ 12.7% of RNs worked in an administration/management position.
- √ 3.1% of RNs performed quality assurance functions.

Job Function and Satisfaction Level

- √ 14.4% of RNs working in direct patient care were either “very dissatisfied” or “dissatisfied” with their **career**. (Table 15)
- √ 82.5% of RNs working in direct patient care were either “very satisfied” or “satisfied” with their **job**.

RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA JOB FUNCTIONS

Figure 11: JOB FUNCTIONS



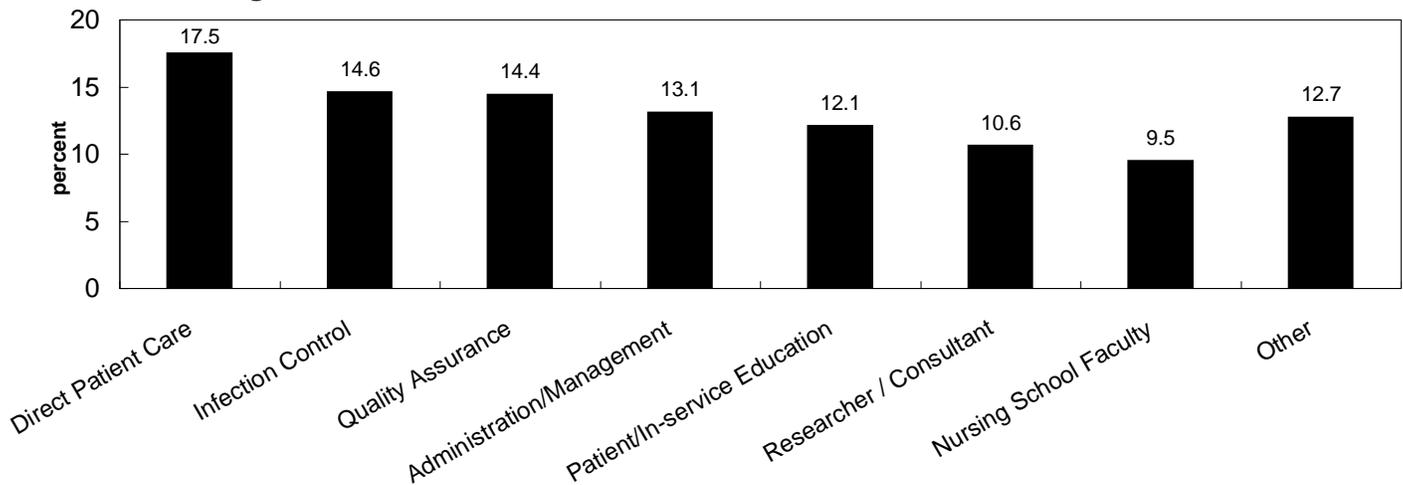
JOB FUNCTIONS	<u>Number</u>	<u>Percent</u>
Direct Patient Care	82,683	69.5%
Administration / Management	15,153	12.7%
Quality Assurance / Utilization Review	3,704	3.1%
Researcher / Consultant	1,635	1.4%
Patient / In-service Education	767	0.6%
Nursing School Faculty-BS Program	676	0.6%
Nursing School Faculty-AD Program	434	0.4%
Infection Control	398	0.3%
Nursing School Faculty-Diploma Program	349	0.3%
Nursing School Faculty-LPN Program	234	0.2%
Other	12,858	10.8%
Total	<u>118,891</u>	<u>100.0%</u>

AGE OF RNs BY JOB FUNCTIONS	Total Number	20-34		35-49		50-64		65+	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Direct Patient Care	82,500	19,941	24.2%	35,091	42.5%	25,388	30.8%	2,080	2.5%
Quality Assurance	3,699	243	6.6%	1,552	42.0%	1,776	48.0%	128	3.5%
Administration / Management	15,126	1,121	7.4%	6,383	42.2%	7,101	46.9%	521	3.4%
Infection Control	396	20	5.1%	139	35.1%	224	56.6%	13	3.3%
Researcher / Consultant	1,634	165	10.1%	680	41.6%	726	44.4%	63	3.9%
Patient / In-service Education	765	50	6.5%	336	43.9%	358	46.8%	21	2.7%
Nursing School Faculty-AD	434	41	9.4%	155	35.7%	216	49.8%	22	5.1%
Nursing School Faculty-Diploma	349	36	10.3%	140	40.1%	160	45.8%	13	3.7%
Nursing School Faculty-BS	676	55	8.1%	213	31.5%	370	54.7%	38	5.6%
Nursing School Faculty-LPN	234	18	7.7%	80	34.2%	118	50.4%	18	7.7%
Other	12,829	857	6.7%	4,786	37.3%	6,356	49.5%	830	6.5%

Note: Percentages may not equal 100% due to rounding.

RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA JOB FUNCTIONS

Figure 12: PERCENT RNs DISSATISFIED* WITH JOB BY JOB FUNCTION



*Includes dissatisfied and very dissatisfied.

Table 15: CAREER AND JOB SATISFACTION BY JOB FUNCTION

CAREER SATISFACTION BY JOB FUNCTION									
	Total Number	Very Dissatisfied		Dissatisfied		Somewhat Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Direct Patient Care	82,339	3,424	4.2%	8,454	10.3%	47,203	57.3%	23,258	28.2%
Quality Assurance	3,694	133	3.6%	386	10.4%	2,187	59.2%	988	26.7%
Administration	15,103	698	4.6%	1,130	7.5%	7,519	49.8%	5,756	38.1%
Infection Control	397	15	3.8%	35	8.8%	222	55.9%	125	31.5%
Researcher / Consultant	1,625	72	4.4%	106	6.5%	863	53.1%	584	35.9%
Patient / In-service Education	766	26	3.4%	44	5.7%	400	52.2%	296	38.6%
Nursing School Faculty	1,688	75	4.4%	68	4.0%	732	43.4%	813	48.2%
Other	12,793	619	4.8%	1,181	9.2%	7,109	55.6%	3,884	30.4%

JOB SATISFACTION BY JOB FUNCTION									
	Total Number	Very Dissatisfied		Dissatisfied		Somewhat Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Direct Patient Care	82,492	3,031	3.7%	11,401	13.8%	48,741	59.1%	19,319	23.4%
Quality Assurance	3,700	119	3.2%	413	11.2%	2,113	57.1%	1,055	28.5%
Administration	15,126	558	3.7%	1,421	9.4%	7,865	52.0%	5,282	34.9%
Infection Control	398	20	5.0%	38	9.5%	213	53.5%	127	31.9%
Researcher / Consultant	1,630	56	3.4%	117	7.2%	741	45.5%	716	43.9%
Patient / In-service Education	766	26	3.4%	67	8.7%	393	51.3%	280	36.6%
Nursing School Faculty	1,691	62	3.7%	99	5.9%	796	47.1%	734	43.4%
Other	12,820	466	3.6%	1,160	9.0%	6,797	53.0%	4,397	34.3%

Note: Percentages may not equal 100% due to rounding.

Employment Sectors

RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA EMPLOYMENT SECTORS

Employment Sector

√ Employment sectors with the highest percentage of RNs employed in health care in Pennsylvania include the following (Table 16, Appendix 3A-3D):

- Hospital – 61.3%
- Nursing home – 8.9%
- Home health agency – 6.4%
- Physician / Dentist office – 5.2%

Figure 13: LEADING EMPLOYMENT SECTORS

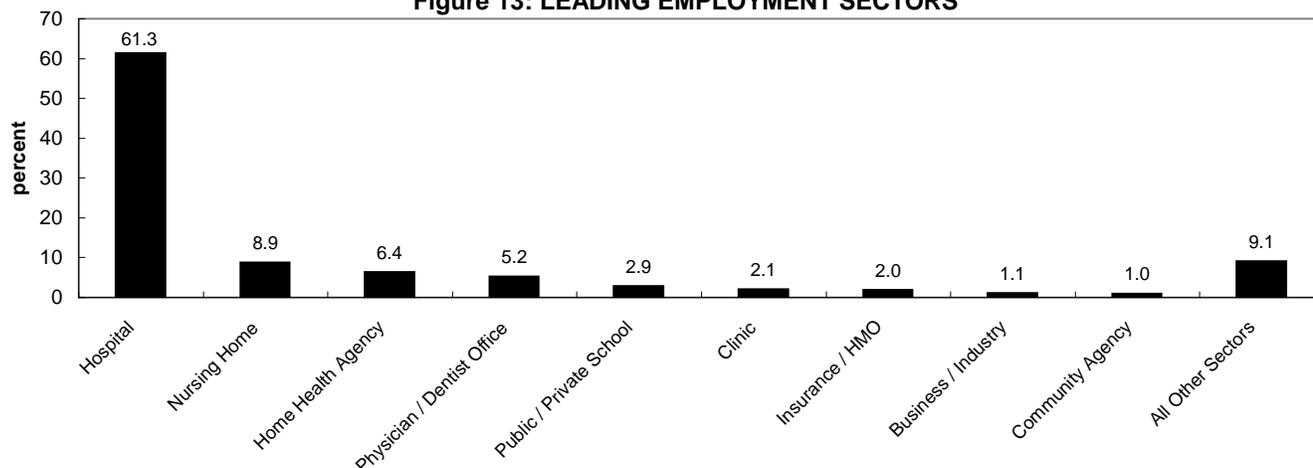


Table 16: EMPLOYMENT SECTORS

EMPLOYMENT SECTOR	Number	Percent
Hospital	73,028	61.3%
Nursing Home	10,549	8.9%
Home Health Agency	7,577	6.4%
Physician / Dentist Office	6,190	5.2%
Public / Private School	3,502	2.9%
Clinic	2,524	2.1%
Insurance / HMO	2,343	2.0%
Business / Industry	1,299	1.1%
Community Agency	1,163	1.0%
Professional School Faculty	1,095	0.9%
State Inpatient Facility	876	0.7%
Military / Federal	694	0.6%
Health Department	688	0.6%
Independent Practice	646	0.5%
Consulting Firm	237	0.2%
Personnel Pool	140	0.1%
Pharmaceutical Sales	123	0.1%
Law Office	24	0.0%
Other	6,353	5.3%
Total	119,051	94.7%

Note: Percentages may not equal 100% due to rounding.

Full-Time/Part-Time Employment

**RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
FULL-TIME AND PART-TIME EMPLOYMENT**

- √ 72.6% of RNs employed in health care in Pennsylvania were working full-time.
(Table 17)

Employment Sector

- √ The following employment sectors had the highest percentage of RNs who were employed full-time in health care in Pennsylvania:

1. Health Department – 93.9% (642 of 684)
2. Insurance / HMO – 92.8% (2,166 of 2,335)
3. Military / Federal – 90.9% (630 of 693)
4. State Inpatient Facility – 90.0% (784 of 871)

- √ The following employment sectors had the lowest percentage of RNs who were employed full-time in health care in Pennsylvania:

1. Physician / Dentist Office – 58.1% (3,586 of 6,167)
2. Independent Practice – 55.6% (355 of 638)
3. Law Office – 50.0% (12 of 24)
4. Personnel Pool – 34.1% (47 of 138)

- √ Please note the large amount of respondents indicating “Other” in their response.

**RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
FULL-TIME OR PART-TIME IN PRIMARY JOB**

**Table 17: FULL-TIME OR PART-TIME EMPLOYMENT IN PRIMARY JOB
AND EMPLOYMENT SECTOR**

FULL-TIME/PART-TIME EMPLOYMENT	<u>Number</u>	<u>Percent</u>
Full-Time	86,309	72.6%
Part-Time	32,620	27.4%
Total	<u>118,929</u>	<u>100.0%</u>

EMPLOYMENT SECTOR	<u>Total</u>	<u>Employed Full-Time</u>	<u>Percent Employed Full-Time</u>
Health Department	684	642	93.9%
Insurance / HMO	2,335	2,166	92.8%
Military / Federal	693	630	90.9%
State Inpatient Facility	871	784	90.0%
Pharmaceutical Sales	121	107	88.4%
Business / Industry	1,295	1,067	82.4%
Hospital	72,812	53,517	73.5%
Professional School Faculty	1,092	803	73.5%
Clinic	2,516	1,844	73.3%
Nursing Home	10,502	7,686	73.2%
Consulting Firm	236	169	71.6%
*Other	6,325	4,521	71.5%
Community Agency	1,151	803	69.8%
Public / Private School	3,489	2,431	69.7%
Home Health Agency	7,532	4,958	65.8%
Physician / Dentist Office	6,167	3,586	58.1%
Independent Practice	638	355	55.6%
Law Office	24	12	50.0%
Personnel Pool	138	47	34.1%
Total	<u>118,621</u>	<u>86,128</u>	<u>72.6%</u>

Note: Percentages may not equal 100% due to rounding.
 * Please note large amount of "Other" responses. This may skew percentages.

Mandatory Overtime

**RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
MANDATORY OVERTIME**

- √ 9.1% of RNs employed in health care in Pennsylvania reported mandatory overtime in the two weeks prior to responding to the survey. (Table 18, Appendix 6)
 - 16.6% of RNs employed in state inpatient facilities, 10.7% of RNs employed in military/federal facilities, and 10.1% of RNs employed in hospitals reported such mandatory overtime.

- √ Job satisfaction was linked to working conditions such as mandatory overtime. Of RNs employed in Pennsylvania's health care system:
 - 28.0% who reported mandatory overtime also reported feeling either "very dissatisfied" or "dissatisfied" with their job. However, just 14.9% of RNs with no mandatory overtime reported the same levels of job dissatisfaction. (Table 19)

- √ RNs in the following counties reported the highest percentages of mandatory overtime for RNs employed in health care (Appendix 6):
 1. Lycoming – 26.9%
 2. Huntingdon – 20.0%
 3. Montour – 19.2%

- √ RNs employed in the following counties reported the lowest percentage of mandatory overtime for RNs employed in health care (Appendix 6):
 1. Jefferson – 5.1%
 2. Cameron – 4.3%
 3. Sullivan – 3.4%

- √ Regardless of overtime worked, the main reason for RNs under 50 years of age to leave nursing in the next five years was stress/burnout. (Table 20)

**RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
MANDATORY OVERTIME***

Figure 14: PERCENT MANDATORY OVERTIME* BY EMPLOYMENT SECTOR

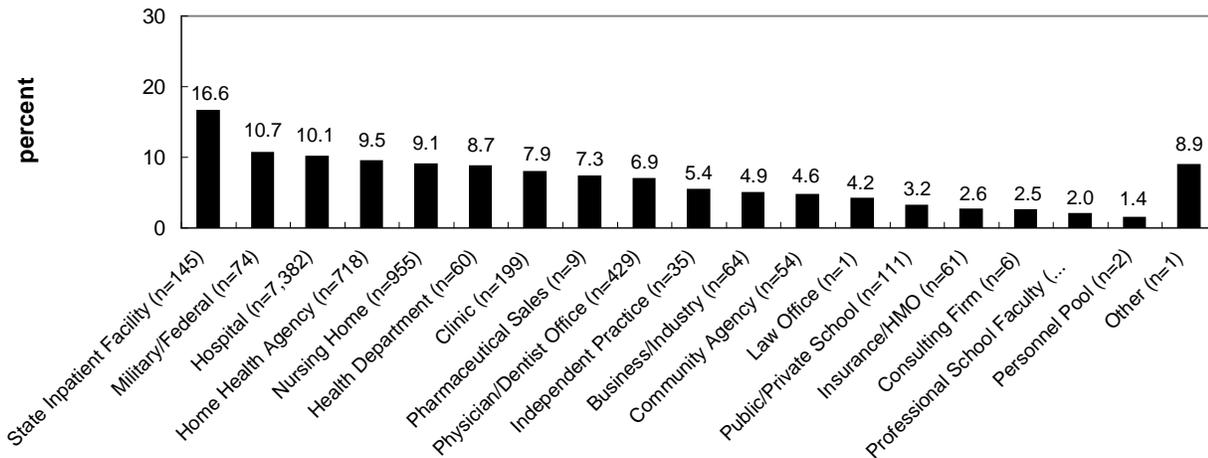


Table 18: MANDATORY OVERTIME REQUIRED

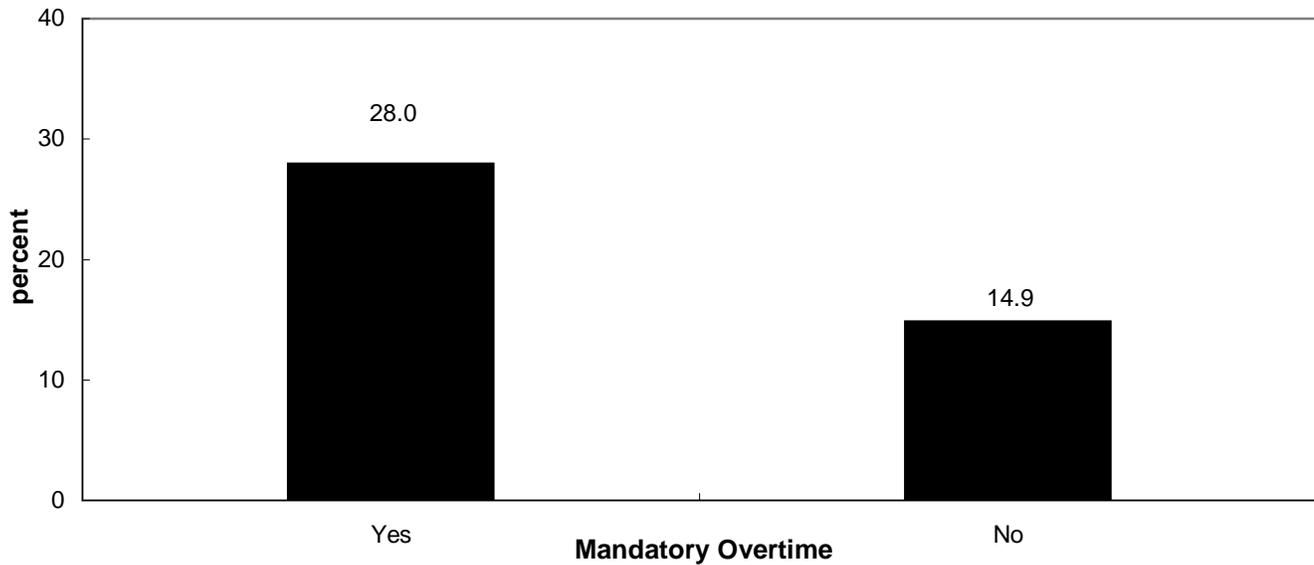
MANDATORY OVERTIME* REQUIRED IN PRIMARY JOB	Yes			No	
	Total	Number	Percent	Number	Percent
RN Responses	119,365	10,912	9.1%	108,453	90.9%

MANDATORY OVERTIME* REQUIRED IN PRIMARY JOB BY EMPLOYMENT SECTOR	Yes			No	
	Total	Number	Percent	Number	Percent
Hospital	73,027	7,382	10.1%	65,645	89.9%
Nursing Home	10,548	955	9.1%	9,593	90.9%
Home Health Agency	7,577	718	9.5%	6,859	90.5%
Physician / Dentist Office	6,190	429	6.9%	5,761	93.1%
Other	6,352	566	8.9%	5,786	91.1%
Public / Private School	3,502	111	3.2%	3,391	96.8%
Insurance / HMO	2,343	61	2.6%	2,282	97.4%
Clinic	2,524	199	7.9%	2,325	92.1%
Community Agency	1,163	54	4.6%	1,109	95.4%
Business / Industry	1,299	64	4.9%	1,235	95.1%
Professional School Faculty	1,095	22	2.0%	1,073	98.0%
State Inpatient Facility	876	145	16.6%	731	83.4%
Independent Practice	646	35	5.4%	611	94.6%
Health Department	688	60	8.7%	628	91.3%
Military / Federal	694	74	10.7%	620	89.3%
Consulting Firm	237	6	2.5%	231	97.5%
Pharmaceutical Sales	123	9	7.3%	114	92.7%
Personnel Pool	140	2	1.4%	138	98.6%
Law Office	24	1	4.2%	23	95.8%

Note: Percentages may not equal 100% due to rounding.
* In previous two weeks prior to completion of survey

**RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
MANDATORY OVERTIME****

**Figure 15: PERCENT RNs DISSATISFIED* WITH JOB
BY MANDATORY OVERTIME** STATUS**



*Includes dissatisfied and very dissatisfied.

Table 19: CAREER AND JOB SATISFACTION BY MANDATORY OVERTIME STATUS

CAREER SATISFACTION BY MANDATORY OVERTIME**									
Mandatory Overtime	Total Number	Very Dissatisfied		Dissatisfied		Somewhat Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Yes	10,861	589	5.4%	1,768	16.3%	6,237	57.4%	2,267	20.9%
No	107,992	4,501	4.2%	9,682	9.0%	60,236	55.8%	33,573	31.1%

JOB SATISFACTION BY MANDATORY OVERTIME**									
Mandatory Overtime	Total Number	Very Dissatisfied		Dissatisfied		Somewhat Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Yes	10,882	666	6.1%	2,376	21.8%	6,147	56.5%	1,693	15.6%
No	108,211	3,692	3.4%	12,389	11.4%	61,775	57.1%	30,355	28.1%

Note: Percentages may not equal 100% due to rounding.
 ** In previous two weeks prior to completion of survey

**RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
EFFECT OF OVERTIME* ON PRIMARY REASON FOR LEAVING NURSING IN NEXT 5
YEARS**

**Table 20: PRIMARY REASON FOR LEAVING NURSING IN NEXT 5 YEARS BY OVERTIME* IN
PRIMARY JOB (BY AGE GROUP)**

REASON	No OT Worked*		Mandatory OT*		Other OT*	
	Number	Percent	Number	Percent	Number	Percent
Age 20-34						
Retirement	6	0.5%	0	0.0%	12	0.6%
Change Careers	316	24.8%	56	23.7%	505	25.0%
Family Reasons	243	19.1%	34	14.4%	340	16.8%
Financial Reasons	46	3.6%	9	3.8%	68	3.4%
Stress / Burnout	333	26.2%	91	38.6%	531	26.3%
Return to School	217	17.1%	29	12.3%	395	19.6%
Physical Demands	23	1.8%	5	2.1%	34	1.7%
Other	88	6.9%	12	5.1%	135	6.7%
Total	1,272	100.0%	236	100.0%	2,020	100.0%
Age 35-49						
Retirement	189	6.8%	29	4.5%	257	6.2%
Change Careers	750	27.1%	171	26.7%	1,126	27.1%
Family Reasons	269	9.7%	20	3.1%	335	8.1%
Financial Reasons	120	4.3%	31	4.8%	189	4.5%
Stress / Burnout	837	30.3%	280	43.8%	1,351	32.5%
Return to School	146	5.3%	27	4.2%	249	6.0%
Physical Demands	154	5.6%	35	5.5%	243	5.8%
Other	298	10.8%	47	7.3%	409	9.8%
Total	2,763	100.0%	640	100.0%	4,159	100.0%
Age 50-64						
Retirement	6,232	78.3%	826	62.3%	9,245	77.1%
Change Careers	345	4.3%	75	5.7%	534	4.5%
Family Reasons	113	1.4%	10	0.8%	161	1.3%
Financial Reasons	41	0.5%	12	0.9%	70	0.6%
Stress / Burnout	626	7.9%	272	20.5%	1,071	8.9%
Return to School	18	0.2%	4	0.3%	39	0.3%
Physical Demands	306	3.8%	81	6.1%	480	4.0%
Other	279	3.5%	46	3.5%	392	3.3%
Total	7,960	100.0%	1,326	100.0%	11,992	100.0%
Age 65+						
Retirement	2,339	93.0%	103	86.6%	2,931	93.2%
Change Careers	12	0.5%	0	0.0%	16	0.5%
Family Reasons	11	0.4%	0	-	16	0.5%
Financial Reasons	2	0.1%	0	0.0%	3	0.1%
Stress / Burnout	21	0.8%	6	5.0%	28	0.9%
Return to School	1	0.0%	0	0.0%	1	0.0%
Physical Demands	52	2.1%	7	5.9%	64	2.0%
Other	77	3.1%	3	2.5%	86	2.7%
Total	2,515	100.0%	119	100.0%	3,145	100.0%
Note: Percentages may not equal 100% due to rounding						
* In previous two weeks prior to completion of survey						

Career and Job Satisfaction

RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA CAREER AND JOB SATISFACTION

- √ Overall, RNs seemed satisfied with both their jobs and careers:
 - 83.9% of RNs employed in health care in Pennsylvania responded that they were either “very satisfied” or “somewhat satisfied” with their job.
 - 86.1% of respondents indicated that they were either “very satisfied” or “somewhat satisfied” with their nursing career. (Table 21, Appendix 7).

- √ Male RNs employed in health care in Pennsylvania tended to be less satisfied than female RNs:
 - 19.0% (1,661 of 8,730) of male RNs indicated that they were either “dissatisfied” or “very dissatisfied” with their jobs, compared to 15.7% (17,455 of 110,323) of female RNs.
 - 17.7% (1,546 of 8,730) of male RNs indicated that they were either “dissatisfied” or “very dissatisfied” with their careers, compared to 13.6% (14,986 of 110,323) of female RNs.

Career/Job Satisfaction by Age

- √ RNs in the 35-49 and 50-64 age groups tended to be slightly less satisfied with their job and career than those in the 20-34 and 65+ age groups. (Table 22)

Job Satisfaction by Education

- √ 17.4% of RNs employed in health care in Pennsylvania who hold RN associate degrees and 16.5% of RNs who hold a hospital based diploma/certificate were either “dissatisfied” or “very dissatisfied” with their jobs. (Table 23)

**RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
CAREER AND JOB SATISFACTION**

Figure 16A: CAREER SATISFACTION

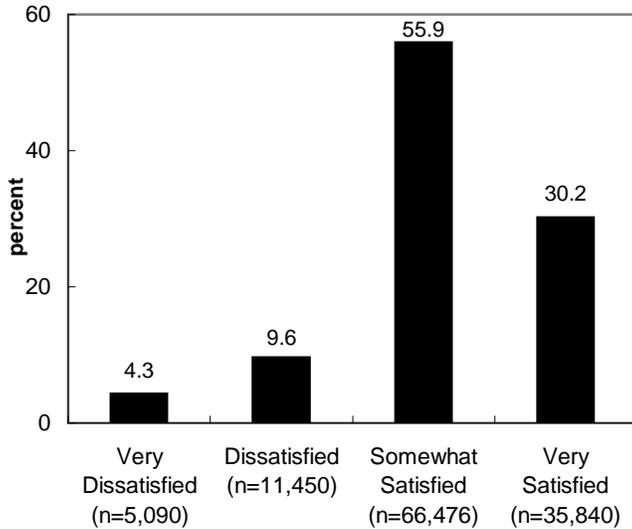
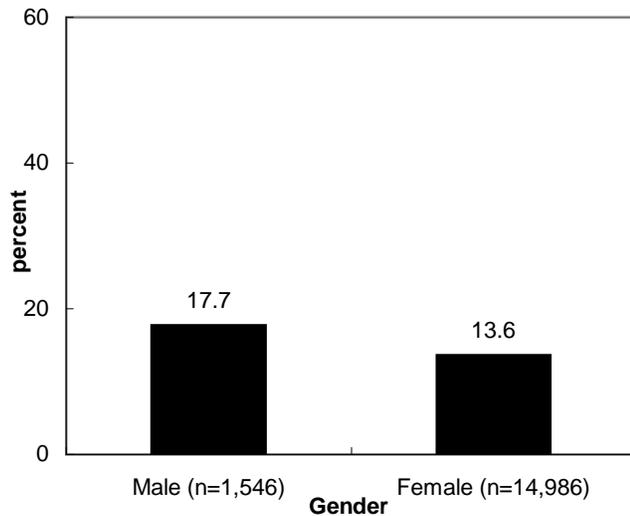


Figure 16B: PERCENT RNs DISSATISFIED* WITH CAREER BY GENDER



*Includes dissatisfied and very dissatisfied.

Table 21: CAREER AND JOB SATISFACTION

CAREER SATISFACTION									
	Total Number	Very Dissatisfied Number	Very Dissatisfied Percent	Dissatisfied Number	Dissatisfied Percent	Somewhat Satisfied Number	Somewhat Satisfied Percent	Very Satisfied Number	Very Satisfied Percent
	118,856	5,090	4.3%	11,450	9.6%	66,476	55.9%	35,840	30.2%
CAREER SATISFACTION BY GENDER									
Male	8,720	470	5.4%	1,076	12.3%	4,801	55.1%	2,373	27.2%
Female	110,092	4,618	4.2%	10,368	9.4%	61,649	56.0%	33,457	30.4%
JOB SATISFACTION									
	119,096	4,358	3.7%	14,765	12.4%	67,925	57.0%	32,048	26.9%
JOB SATISFACTION BY GENDER									
Male	8,730	409	4.7%	1,252	14.3%	4,841	55.5%	2,228	25.5%
Female	110,323	3,948	3.6%	13,507	12.2%	63,055	57.2%	29,813	27.0%

Note: Percentages may not equal 100% due to rounding.

**RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
CAREER AND JOB SATISFACTION**

Figure 17: PERCENT OF RNs DISSATISFIED* WITH CAREER AND JOB BY AGE

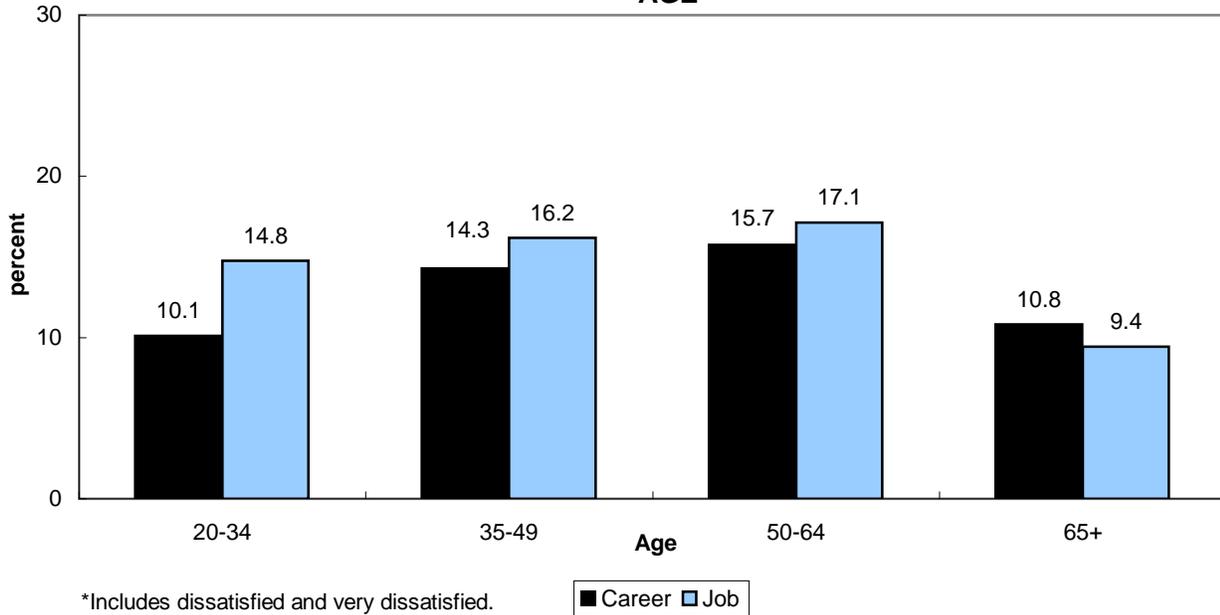


Table 22: CAREER AND JOB SATISFACTION BY AGE

CAREER SATISFACTION BY AGE									
Age Group	Total Number	Very Dissatisfied		Dissatisfied		Somewhat Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
20-34	22,529	631	2.8%	1,642	7.3%	13,430	59.6%	6,826	30.3%
35-49	49,533	2,132	4.3%	4,939	10.0%	28,321	57.2%	14,141	28.5%
50-64	42,766	2,073	4.8%	4,655	10.9%	22,936	53.6%	13,102	30.6%
65+	3,769	230	6.1%	177	4.7%	1,657	44.0%	1,705	45.2%

JOB SATISFACTION BY AGE									
Age Group	Total Number	Very Dissatisfied		Dissatisfied		Somewhat Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
20-34	22,544	635	2.8%	2,692	11.9%	13,944	61.9%	5,273	23.4%
35-49	49,614	1,813	3.7%	6,220	12.5%	28,589	57.6%	12,992	26.2%
50-64	42,910	1,735	4.0%	5,611	13.1%	23,397	54.5%	12,167	28.4%
65+	3,776	158	4.2%	198	5.2%	1,863	49.3%	1,557	41.2%

Note: Percentages may not equal 100% due to rounding.

**RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
CAREER AND JOB SATISFACTION**

Table 23: CAREER AND JOB SATISFACTION BY EDUCATION

CAREER SATISFACTION BY EDUCATION									
Education	Total	Very Dissatisfied		Dissatisfied		Somewhat Satisfied		Very Satisfied	
	Number	Number	Percent	Number	Percent	Number	Percent	Number	Percent
RN Associate	29,452	1,309	4.4%	3,078	10.5%	16,862	57.3%	8,203	27.9%
RN Hospital Based Diploma / Certificate	30,968	1,323	4.3%	3,377	10.9%	17,528	56.6%	8,740	28.2%
RN Bachelor	36,834	1,388	3.8%	3,258	8.8%	21,579	58.6%	10,609	28.8%
RN Masters	7,934	366	4.6%	387	4.9%	3,440	43.4%	3,741	47.2%
RN Doctorate	316	19	6.0%	15	4.7%	102	32.3%	180	57.0%
Other Bachelor	7,070	325	4.6%	767	10.8%	3,917	55.4%	2,061	29.2%
Other Masters	5,040	290	5.8%	424	8.4%	2,432	48.3%	1,894	37.6%
Other Doctorate	689	47	6.8%	69	10.0%	305	44.3%	268	38.9%

JOB SATISFACTION BY EDUCATION									
Education	Total	Very Dissatisfied		Dissatisfied		Somewhat Satisfied		Very Satisfied	
	Number	Number	Percent	Number	Percent	Number	Percent	Number	Percent
RN Associate	29,521	1,093	3.7%	4,052	13.7%	17,377	58.9%	6,999	23.7%
RN Hospital Based Diploma / Certificate	31,037	1,155	3.7%	3,965	12.8%	17,729	57.1%	8,188	26.4%
RN Bachelor	36,884	1,219	3.3%	4,497	12.2%	21,947	59.5%	9,221	25.0%
RN Masters	7,945	305	3.8%	623	7.8%	3,771	47.5%	3,246	40.9%
RN Doctorate	316	20	6.3%	18	5.7%	124	39.2%	154	48.7%
Other Bachelor	7,087	295	4.2%	969	13.7%	3,924	55.4%	1,899	26.8%
Other Masters	5,051	230	4.6%	476	9.4%	2,427	48.0%	1,918	38.0%
Other Doctorate	694	23	3.3%	73	10.5%	309	44.5%	289	41.6%

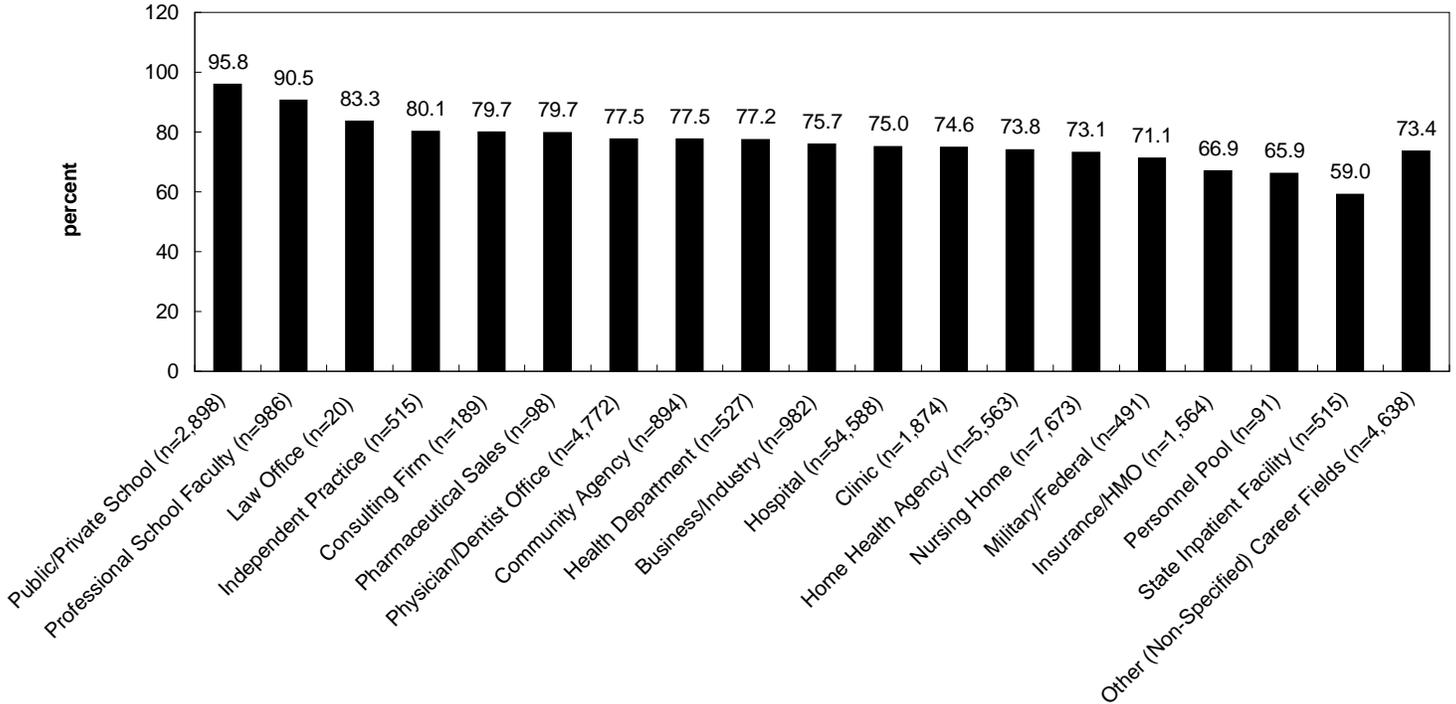
Note: Percentages may not equal 100% due to rounding.

**Would you Encourage Someone Else to Choose
a Career in Nursing?**

**RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
WOULD YOU ENCOURAGE SOMEONE ELSE TO CHOOSE A CAREER IN NURSING TODAY?**

√ Of those RNs employed in health care in Pennsylvania, 74.9% indicated that they would encourage others to choose a career in nursing (Table 24).

**Figure 18: WOULD ENCOURAGE OTHERS TO CHOOSE A CAREER IN NURSING
BY PERCENT OF EMPLOYMENT SECTOR**



**Table 24: WOULD YOU ENCOURAGE SOMEONE ELSE TO
CHOOSE A CAREER IN NURSING TODAY?**

	<u>Number</u>		<u>Percent</u>	
Yes	89,105		74.9%	
No	29,794		25.1%	
Total	118,899		100.0%	

AGE	20-34		35-49		50-64		65+	
	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
	Yes	18,531	82.3%	36,470	73.6%	30,779	71.9%	3,145
No	3,997	17.7%	13,076	26.4%	12,031	28.1%	615	16.4%
Total	22,528	100.0%	49,546	100.0%	42,810	100.0%	3,760	100.0%

Note: Percentages may not equal 100% due to rounding

Intent to Remain in Nursing

RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA INTENT TO REMAIN IN NURSING

- √ One indicator of RN job/career satisfaction is the intent to remain in nursing. In this survey, 18.6% of RNs employed in Pennsylvania's health care system indicated that they anticipate remaining in nursing for the next five years. Another 24.2% indicated they anticipate staying for 6-10 years. (Table 25, Appendix 8)
- 20.8% of RNs under the age of 35 anticipate leaving nursing within the next ten years.

Years Intend to Remain in Nursing by Career/Job Satisfaction

- √ Of RNs employed in health care in Pennsylvania who were either "dissatisfied" or "very dissatisfied" with their **careers** (Table 26, Figure 20):
- 27.7% intend to remain in nursing 0-5 years
 - 16.3% plan to remain in nursing 6-10 years
 - 10.4% intend to remain in nursing 11-15 years
 - 7.2% plan to remain in nursing 16+ years
- √ Of RNs employed in health care in Pennsylvania who indicated they were either "dissatisfied" or "very dissatisfied" with their **jobs** (Table 26):
- 27.3% anticipate remaining in nursing for 0-5 years
 - 18.4% intend to remain in nursing for 6-10 years
 - 12.8% plan to remain in nursing for 11-15 years
 - 10.6% intend to remain in nursing for 16+ years

**RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
YEARS PLAN TO REMAIN IN NURSING**

Figure 19: YEARS PLAN TO REMAIN IN NURSING

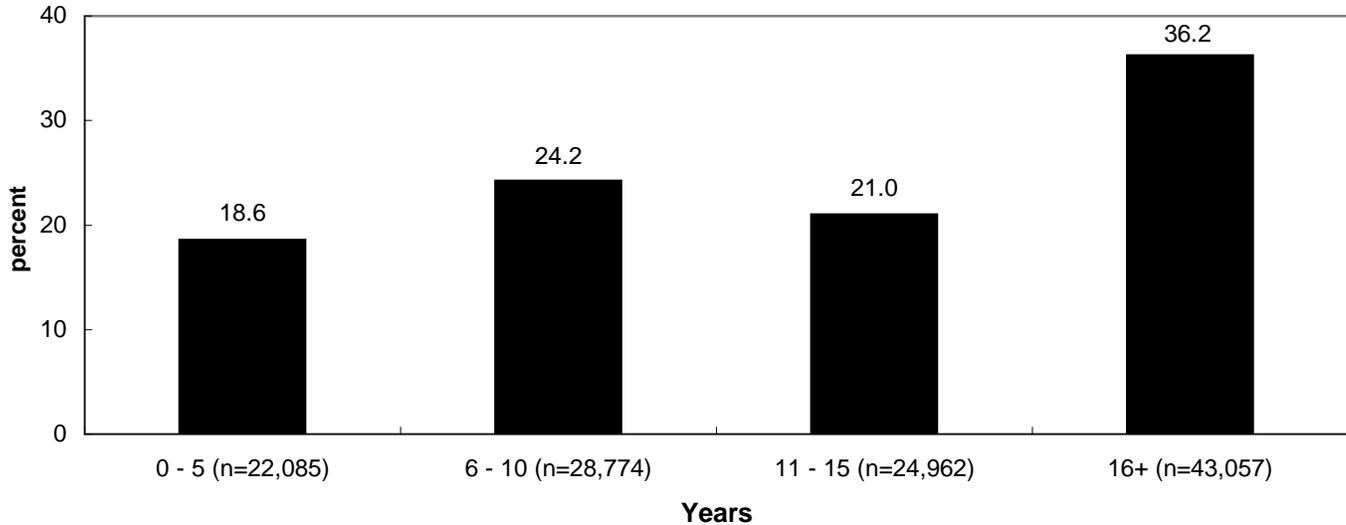
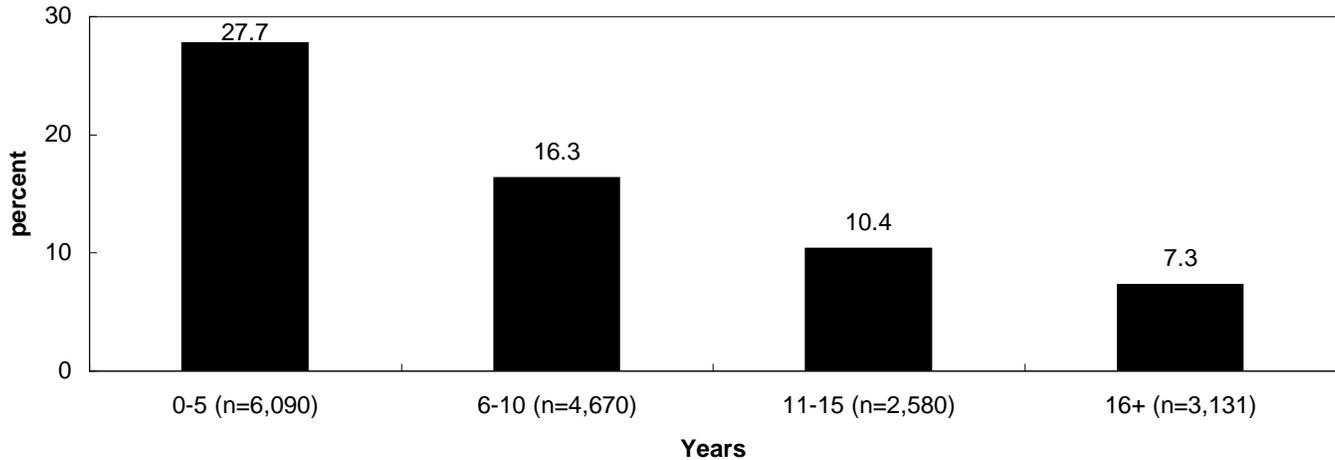


Table 25: YEARS PLAN TO REMAIN IN NURSING BY AGE AND GENDER

TOTAL RN RESPONSES									
	Total Number	0-5 Years		6-10 Years		11-15 Years		16+ years	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
	118,878	22,085	18.6%	28,774	24.2%	24,962	21.0%	43,057	36.2%
AGE GROUP									
20-34	22,502	1,987	8.8%	2,710	12.0%	2,030	9.0%	15,775	70.1%
35-49	49,508	4,058	8.2%	8,086	16.3%	12,604	25.5%	24,760	50.0%
50-64	42,849	12,706	29.7%	17,455	40.7%	10,254	23.9%	2,434	5.7%
65+	3,763	3,220	85.6%	460	12.2%	37	1.0%	46	1.2%
GENDER									
Male	8,719	1,496	17.2%	1,915	22.0%	1,774	20.3%	3,534	40.5%
Female	110,115	20,576	18.7%	26,846	24.4%	23,181	21.1%	39,512	35.9%
Note: Percentages may not equal 100% due to rounding.									

**RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
YEARS PLAN TO REMAIN IN NURSING**

**Figure 20: PERCENT OF RNs DISSATISFIED* WITH CAREER
BY YEARS PLAN TO REMAIN IN NURSING**



* Includes dissatisfied and very dissatisfied

**Table 26: CAREER AND JOB SATISFACTION
BY YEARS PLAN TO REMAIN IN NURSING**

CAREER SATISFACTION								
	0-5 Years		6-10 Years		11-15 Years		16+ years	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Very Dissatisfied	1,691	7.7%	1,117	3.9%	860	3.5%	1,396	3.2%
Dissatisfied	4,399	20.0%	3,553	12.4%	1,720	6.9%	1,735	4.0%
Somewhat Satisfied	11,110	50.6%	17,123	59.7%	14,733	59.2%	23,296	54.2%
Very Satisfied	4,768	21.7%	6,870	24.0%	7,577	30.4%	16,558	38.5%
Total	21,968	100.0%	28,663	100.0%	24,890	100.0%	42,985	100.0%
JOB SATISFACTION								
Very Dissatisfied	1,479	6.7%	1,022	3.6%	714	2.9%	1,123	2.6%
Dissatisfied	4,533	20.6%	4,239	14.8%	2,477	9.9%	3,450	8.0%
Somewhat Satisfied	11,418	51.8%	16,852	58.7%	14,763	59.2%	24,656	57.3%
Very Satisfied	4,593	20.9%	6,612	23.0%	6,974	28.0%	13,799	32.1%
Total	22,023	100.0%	28,725	100.0%	24,928	100.0%	43,028	100.0%

Note: Percentages may not equal 100% due to rounding.

**Primary Reason for Leaving Nursing in Next 5
Years**

**RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
PRIMARY REASON FOR LEAVING NURSING IN NEXT 5 YEARS**

Age

- √ For RNs below age 50, the primary reasons for leaving nursing in the next five years are: stress/burnout, to change careers, or for family reasons.
- √ For RNs age 50 and over who plan to leave nursing in the next five years, 79.0% plan to retire, while another 8.3% are leaving nursing due to stress/burnout.

Job Functions

- √ 7,610 (49.9%) RNs who work in direct patient care indicated that the main reason they are planning to leave nursing within five years was retirement. (Table 28)

Employment Sector

- √ 1,859 (66.3%) RNs employed in health care in Pennsylvania who worked in the nursing home sector and 5,838 (47.2%) RNs who worked in the hospital sector indicated the reason that they are planning to leave nursing within five years was retirement. (Table 29)

**Table 27: IF YOU PLAN TO LEAVE NURSING IN THE NEXT 5 YEARS,
INDICATE YOUR PRIMARY REASON**

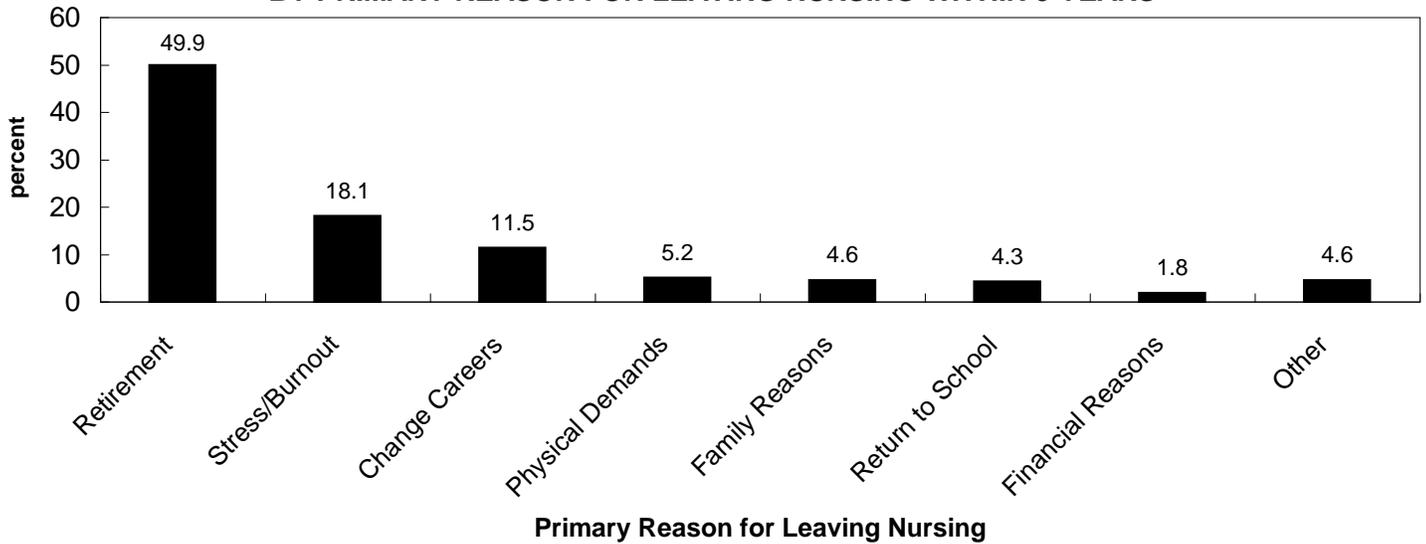
REASON FOR LEAVING	Number		Percent	
Retirement	13,495		56.8%	
Stress / Burnout	3,647		15.3%	
Change Careers	2,488		10.5%	
Physical Demands	955		4.0%	
Family Reasons	917		3.9%	
Return to School	747		3.1%	
Financial Reasons	384		1.6%	
Other	1,138		4.8%	
Total	23,771		100.0%	

REASON FOR LEAVING	Age 20-34		Age 35-49		Age 50-64		Age 65+	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Retirement	12	0.5%	286	6.0%	10,072	75.6%	3,035	93.0%
Change Careers	561	24.9%	1,297	27.0%	609	4.6%	16	0.5%
Family Reasons	374	16.6%	355	7.4%	171	1.3%	16	0.5%
Financial Reasons	77	3.4%	220	4.6%	82	0.6%	3	0.1%
Stress / Burnout	622	27.6%	1,631	34.0%	1,343	10.1%	34	1.0%
Return to School	424	18.8%	276	5.8%	43	0.3%	1	0.0%
Physical Demands	39	1.7%	278	5.8%	561	4.2%	71	2.2%
Other	147	6.5%	456	9.5%	438	3.3%	89	2.7%
Total	2,256	100.0%	4,799	100.0%	13,319	100.0%	3,265	100.0%

Note: Percentages may not equal 100% due to rounding

**RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
PRIMARY REASON FOR LEAVING NURSING IN NEXT 5 YEARS**

**Figure 21: PERCENT OF RNs EMPLOYED IN DIRECT PATIENT CARE
BY PRIMARY REASON FOR LEAVING NURSING WITHIN 5 YEARS**



**Table 28: JOB FUNCTIONS BY PRIMARY REASON FOR
LEAVING NURSING IN THE NEXT 5 YEARS**

JOB FUNCTIONS		Total	Retirement	Change Careers	Family Reasons	Financial Reasons	Stress / Burnout	Return to School	Physical Demands	Other
			Count	Count	Count	Count	Count	Count	Count	Count
Direct Patient Care	Count	15,246	7,610	1,746	706	278	2,767	653	786	700
	Percent		49.9%	11.5%	4.6%	1.8%	18.1%	4.3%	5.2%	4.6%
Administration / Management	Count	3,156	2,171	257	64	29	411	35	65	124
	Percent		68.8%	8.1%	2.0%	0.9%	13.0%	1.1%	2.1%	3.9%
Quality Assurance	Count	773	534	82	18	10	86	6	5	32
	Percent		69.1%	10.6%	2.3%	1.3%	11.1%	0.8%	0.6%	4.1%
Researcher / Consultant	Count	367	208	58	17	16	27	11	8	22
	Percent		56.7%	15.8%	4.6%	4.4%	7.4%	3.0%	2.2%	6.0%
Nursing School Faculty	Count	345	270	14	10	7	16	3	7	18
	Percent		78.3%	4.1%	2.9%	2.0%	4.6%	0.9%	2.0%	5.2%
Patient / In-service	Count	154	102	10	4	3	25	1	3	6
	Percent		66.2%	6.5%	2.6%	1.9%	16.2%	0.6%	1.9%	3.9%
Infection Control	Count	98	81	3	1	2	8	1	0	2
	Percent		82.7%	3.1%	-	2.0%	8.2%	-	0.0%	2.0%
Other	Count	3,494	2,412	327	97	39	295	30	72	222
	Percent		69.0%	9.4%	2.8%	1.1%	8.4%	0.9%	2.1%	6.4%

**RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
PRIMARY REASON FOR LEAVING NURSING IN NEXT 5 YEARS**

**Table 29: EMPLOYMENT SECTOR BY PRIMARY REASON FOR
LEAVING NURSING IN THE NEXT 5 YEARS**

EMPLOYMENT SECTOR		Total	Change	Family	Financial	Stress/	Return	Physical	Other	
			Retirement	Careers	Reasons	Reasons	Burnout	to School		Demands
Hospital	Count	12,377	5,838	1,533	582	246	2,384	597	613	584
	Percent		47.2%	12.4%	4.7%	2.0%	19.3%	4.8%	5.0%	4.7%
Nursing Home	Count	2,804	1,859	194	67	22	410	45	103	104
	Percent		66.3%	6.9%	2.4%	0.8%	14.6%	1.6%	3.7%	3.7%
Physician / Dentist Office	Count	1,651	1,220	106	70	14	121	16	36	68
	Percent		73.9%	6.4%	4.2%	0.8%	7.3%	1.0%	2.2%	4.1%
Home Health Agency	Count	1,539	954	148	52	24	202	22	58	79
	Percent		62.0%	9.6%	3.4%	1.6%	13.1%	1.4%	3.8%	5.1%
Public / Private School	Count	840	664	44	22	12	48	2	17	31
	Percent		79.0%	5.2%	2.6%	1.4%	5.7%	0.2%	2.0%	3.7%
Clinic	Count	522	313	54	21	10	72	12	19	21
	Percent		60.0%	10.3%	4.0%	1.9%	13.8%	2.3%	3.6%	4.0%
Insurance / HMO	Count	441	289	64	15	5	47	3	3	15
	Percent		65.5%	14.5%	3.4%	1.1%	10.7%	0.7%	0.7%	3.4%
Community Agency	Count	341	234	30	10	5	30	5	8	19
	Percent		68.6%	8.8%	2.9%	1.5%	8.8%	1.5%	2.3%	5.6%
Business / Industry	Count	308	201	39	6	8	30	3	5	16
	Percent		65.3%	12.7%	1.9%	2.6%	9.7%	1.0%	1.6%	5.2%
State Inpatient Facility	Count	293	216	13	5	1	40	5	5	8
	Percent		73.7%	4.4%	1.7%	0.3%	13.7%	1.7%	1.7%	2.7%
Professional School Faculty	Count	233	183	10	5	3	12	1	4	15
	Percent		78.5%	4.3%	2.1%	1.3%	5.2%	0.4%	1.7%	6.4%
Military / Federal	Count	200	136	20	2	2	25	1	6	8
	Percent		68.0%	10.0%	1.0%	1.0%	12.5%	0.5%	3.0%	4.0%
Health Department	Count	194	151	9	2	3	12	3	4	10
	Percent		77.8%	4.6%	1.0%	1.5%	6.2%	1.5%	2.1%	5.2%
Independent Practice	Count	169	104	19	6	3	9	6	7	15
	Percent		61.5%	11.2%	3.6%	1.8%	5.3%	3.6%	4.1%	8.9%
Consulting Firm	Count	53	39	6	2	1	2	0	0	3
	Percent		73.6%	11.3%	3.8%	1.9%	3.8%	-	-	5.7%
Personnel Pool	Count	50	23	12	1	1	8	0	3	2
	Percent		46.0%	24.0%	2.0%	2.0%	16.0%	-	6.0%	4.0%
Pharmaceutical Sales	Count	24	8	8	1	1	2	1	0	3
	Percent		33.3%	33.3%	4.2%	4.2%	8.3%	4.2%	-	12.5%
Law Office	Count	3	1	0	1	0	0	0	1	0
	Percent		33.3%	-	33.3%	-	-	-	33.3%	-
Other	Count	1,630	1,013	171	42	21	177	20	55	131
	Percent		62.1%	10.5%	2.6%	1.3%	10.9%	1.2%	3.4%	8.0%

Primary Job Factor Ratings

RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA PRIMARY JOB SATISFACTION LEVELS

Note: For survey question 20, the respondent was asked to *Please indicate your level of satisfaction with each job factor in your current primary job*. A “very satisfied” rating means that the job factor makes the respondent feel good, or it is considered important when evaluating his/her primary job. Ratings of “satisfied” and “very satisfied” are looked upon as positive impacts. A rating of “very dissatisfied” indicates that the job factor makes the respondent feel worse in his/her primary job. Ratings of “dissatisfied” and “very dissatisfied” indicate a more negative impact.

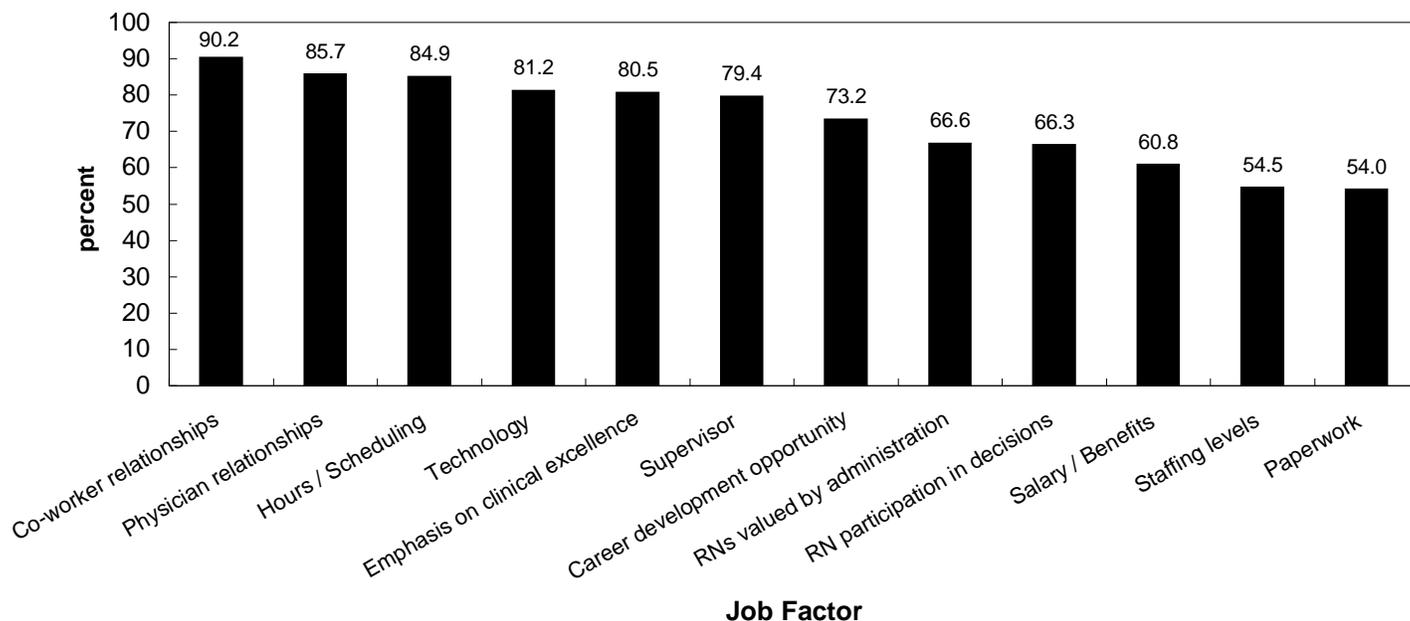
- √ The highest levels of primary job satisfaction were reported for the following factors: (Figure 22)
 - Co-worker relationships – 90.2%
 - Physician relationships – 85.7%
 - Hours/scheduling – 84.9%
 - Technology – 81.2%

- √ Among multiple factors, co-worker relationships had the highest level of satisfaction, regardless of age group. (Table 31)

- √ Depending upon employment sector, RNs reported multiple factors influencing their levels of primary job dissatisfaction. (Table 32)
 - RNs working in the Hospital Sector reported the most dissatisfaction with staffing levels.
 - RNs working in Nursing Homes and Home Health Agencies reported the highest levels of dissatisfaction with paperwork.
 - RNs working in Physician/Dentist Offices reported the most dissatisfaction with salary/benefits.

**RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
PRIMARY JOB SATISFACTION LEVELS**

**Figure 22: SATISFACTION LEVEL PERCENTAGES* IN PRIMARY JOB
BY JOB FACTOR**



* Includes both "satisfied" and "very satisfied" ratings

Table 30: SATISFACTION LEVELS OF PRIMARY JOB FACTORS

JOB FACTOR	Total		Very Dissatisfied		Dissatisfied		Satisfied		Very Satisfied	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Co-worker relationships	117,427		2,315	2.0%	9,149	7.8%	71,231	60.7%	34,732	29.6%
Physician relationships	113,354		2,786	2.5%	13,406	11.8%	78,176	69.0%	18,986	16.7%
Hours / Scheduling	117,126		3,621	3.1%	14,032	12.0%	75,603	64.5%	23,870	20.4%
Technology	115,964		3,893	3.4%	17,958	15.5%	76,668	66.1%	17,445	15.0%
Emphasis on clinical excellence	115,542		4,251	3.7%	18,244	15.8%	72,613	62.8%	20,434	17.7%
Supervisor	114,947		6,679	5.8%	16,965	14.8%	66,349	57.7%	24,954	21.7%
Career development opportunity	114,270		5,807	5.1%	24,848	21.7%	69,666	61.0%	13,949	12.2%
RNs valued by administration	115,927		10,668	9.2%	28,031	24.2%	58,290	50.3%	18,938	16.3%
RN participation in decisions	116,269		8,827	7.6%	30,383	26.1%	62,381	53.7%	14,678	12.6%
Salary / Benefits	117,733		10,614	9.0%	35,576	30.2%	60,455	51.3%	11,088	9.4%
Staffing levels	114,523		14,513	12.7%	37,581	32.8%	54,951	48.0%	7,478	6.5%
Paperwork	116,923		15,385	13.2%	38,424	32.9%	57,033	48.8%	6,081	5.2%

* NA responses were removed from calculations.

**RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
PRIMARY JOB SATISFACTION LEVELS**

Table 31: FACTORS THAT INFLUENCE PERCEPTIONS OF PRIMARY JOB BY AGE

	20-34		35-49		50-64		65+	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
RNs valued by administration								
Satisfied/Very Satisfied	14,736	66.2%	31,856	65.6%	27,738	67.0%	2,745	79.7%
Total*	22,272		48,557		41,407		3,444	
Paperwork								
Satisfied/Very Satisfied	13,680	61.4%	26,130	53.5%	20,918	49.8%	2,270	63.5%
Total*	22,279		48,826		41,993		3,575	
RN participation in decisions								
Satisfied/Very Satisfied	15,945	71.6%	32,028	65.8%	26,353	63.3%	2,591	74.7%
Total*	22,273		48,650		41,633		3,467	
Salary/Benefits								
Satisfied/Very Satisfied	13,938	62.2%	29,149	59.3%	25,701	60.7%	2,621	73.2%
Total*	22,414		49,144		42,353		3,579	
Staffing levels								
Satisfied/Very Satisfied	11,536	51.9%	26,228	54.6%	22,348	55.0%	2,191	65.9%
Total*	22,238		48,054		40,668		3,323	
Co-worker relationships								
Satisfied/Very Satisfied	20,450	91.3%	43,864	89.5%	38,032	90.2%	3,404	94.7%
Total*	22,404		49,034		42,156		3,593	
Physician relationships								
Satisfied/Very Satisfied	18,803	84.8%	40,561	85.2%	34,528	86.3%	3,064	92.9%
Total*	22,161		47,634		40,021		3,297	
Hours/Scheduling								
Satisfied/Very Satisfied	18,846	84.1%	41,784	85.3%	35,373	84.4%	3,275	92.2%
Total*	22,406		48,993		41,931		3,553	
Supervisor								
Satisfied/Very Satisfied	17,619	79.2%	38,353	79.4%	32,195	78.8%	2,944	88.3%
Total*	22,239		48,284		40,845		3,333	
Technology								
Satisfied/Very Satisfied	18,245	81.7%	39,267	80.7%	33,453	80.9%	2,956	88.4%
Total*	22,341		48,669		41,369		3,343	
Emphasis on clinical excellence								
Satisfied/Very Satisfied	18,578	83.5%	38,487	79.4%	32,833	79.7%	2,972	87.4%
Total*	22,239		48,460		41,205		3,401	
Career development opportunity								
Satisfied/Very Satisfied	17,220	77.6%	34,817	72.2%	28,965	71.3%	2,464	82.1%
Total*	22,196		48,195		40,642		3,002	

* Includes Fair/Poor factor ratings

**RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
PRIMARY JOB SATISFACTION LEVELS**

**Table 32: FACTORS THAT INFLUENCE PERCEPTIONS OF PRIMARY JOB
BY EMPLOYMENT SECTOR**

	Very Dissatisfied		Dissatisfied		Satisfied		Very Satisfied	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
HOSPITAL								
RNs valued by administration	7,409	10.3%	19,790	27.5%	36,361	50.6%	8,347	11.6%
Paperwork	9,797	13.6%	24,852	34.5%	34,380	47.7%	2,997	4.2%
RN participation in decisions	5,918	8.2%	21,067	29.3%	38,234	53.2%	6,686	9.3%
Salary / Benefits	6,511	9.0%	22,172	30.6%	37,766	52.1%	5,974	8.2%
Staffing levels	10,184	14.2%	24,990	34.9%	32,727	45.8%	3,617	5.1%
Co-worker relationships	1,424	2.0%	5,928	8.2%	44,873	62.0%	20,206	27.9%
Physician relationships	1,989	2.8%	9,831	13.6%	50,574	70.1%	9,794	13.6%
Hours / Scheduling	2,316	3.2%	9,434	13.1%	48,326	66.9%	12,210	16.9%
Supervisor	4,621	6.4%	12,002	16.7%	42,132	58.6%	13,144	18.3%
Technology	2,259	3.1%	11,236	15.5%	48,194	66.7%	10,593	14.7%
Emphasis on clinical excellence	2,784	3.9%	12,327	17.1%	45,606	63.3%	11,307	15.7%
Career development opportunity	3,420	4.8%	15,366	21.5%	44,570	62.4%	8,103	11.3%
NURSING HOME								
RNs valued by administration	810	7.8%	2,053	19.8%	5,270	50.8%	2,235	21.6%
Paperwork	1,808	17.3%	3,902	37.3%	4,248	40.6%	495	4.7%
RN participation in decisions	739	7.1%	2,338	22.5%	5,683	54.8%	1,619	15.6%
Salary / Benefits	916	8.8%	2,966	28.4%	5,501	52.7%	1,051	10.1%
Staffing levels	1,690	16.3%	3,868	37.3%	4,223	40.8%	580	5.6%
Co-worker relationships	232	2.2%	962	9.2%	6,775	64.9%	2,470	23.7%
Physician relationships	200	2.0%	942	9.2%	7,391	72.2%	1,697	16.6%
Hours / Scheduling	337	3.2%	1,318	12.7%	6,927	66.6%	1,819	17.5%
Supervisor	483	4.7%	1,248	12.3%	6,240	61.3%	2,207	21.7%
Technology	557	5.4%	2,284	22.3%	6,484	63.3%	924	9.0%
Emphasis on clinical excellence	487	4.7%	1,984	19.2%	6,462	62.6%	1,389	13.5%
Career development opportunity	636	6.3%	2,386	23.8%	5,933	59.2%	1,074	10.7%
PHYSICIAN / DENTIST OFFICE								
RNs valued by administration	295	5.3%	868	15.5%	2,823	50.3%	1,625	29.0%
Paperwork	460	7.7%	1,589	26.7%	3,407	57.2%	503	8.4%
RN participation in decisions	285	4.9%	964	16.6%	3,271	56.3%	1,288	22.2%
Salary / Benefits	539	9.0%	1,921	32.0%	2,914	48.5%	633	10.5%
Staffing levels	296	5.3%	1,264	22.6%	3,351	59.9%	685	12.2%
Co-worker relationships	105	1.8%	367	6.1%	3,272	54.6%	2,250	37.5%
Physician relationships	106	1.8%	377	6.2%	3,091	51.1%	2,477	40.9%
Hours / Scheduling	105	1.7%	447	7.4%	3,576	59.5%	1,886	31.4%
Supervisor	210	4.1%	600	11.6%	2,887	55.8%	1,476	28.5%
Technology	86	1.5%	549	9.6%	3,905	68.2%	1,189	20.8%
Emphasis on clinical excellence	120	2.1%	513	8.9%	3,517	61.0%	1,615	28.0%
Career development opportunity	236	4.4%	1,180	22.2%	3,143	59.2%	746	14.1%
HOME HEALTH AGENCY								
RNs valued by administration	422	5.7%	1,242	16.8%	3,884	52.4%	1,866	25.2%
Paperwork	1,474	19.7%	2,544	34.0%	3,072	41.0%	400	5.3%
RN participation in decisions	396	5.3%	1,535	20.7%	4,242	57.1%	1,257	16.9%
Salary / Benefits	677	9.0%	2,434	32.5%	3,722	49.7%	659	8.8%
Staffing levels	565	7.8%	2,095	28.8%	4,049	55.6%	576	7.9%
Co-worker relationships	102	1.4%	396	5.4%	4,451	60.3%	2,427	32.9%
Physician relationships	97	1.4%	709	10.3%	5,357	77.5%	751	10.9%
Hours / Scheduling	250	3.3%	943	12.6%	4,766	63.8%	1,512	20.2%
Supervisor	267	3.6%	794	10.7%	4,217	57.0%	2,124	28.7%
Technology	230	3.2%	1,062	14.7%	4,951	68.4%	992	13.7%
Emphasis on clinical excellence	161	2.2%	794	10.7%	4,808	64.9%	1,645	22.2%
Career development opportunity	313	4.3%	1,549	21.5%	4,530	62.7%	829	11.5%

APPENDICES

1. Employment Status By County Of Residence
2. Age and Average Age of RNs
3. Age of RNs by Employment Sector
 - 3A: Hospital
 - 3B: Nursing Home
 - 3C: Physician/Dentist Office
 - 3D: Home Health Agency
4. Career Satisfaction of RNs by Employment Sector
 - 4A: Hospital
 - 4B: Nursing Home
 - 4C: Physician/Dentist Office
 - 4D: Home Health Agency
5. RNs Employed Full-Time or Part-Time in Primary Job
6. Mandatory Overtime of RNs
7. Career Satisfaction of RNs
8. Years Plan to Remain in Nursing
9. Data Collection Form-Survey of Registered Nurses
10. Comparison of Responses of the Pennsylvania Survey of Registered Nurses (2002/2003, 2004/2005, 2006/2007)
11. Analysis of Licenses Which Were Not Renewed

RNs RESIDING IN PENNSYLVANIA

Appendix 1: EMPLOYMENT STATUS BY COUNTY OF RESIDENCE

	Total	EMPLOYED IN HEALTH CARE		UNEMPLOYED SEEKING HEALTH CARE EMPLOYMENT		UNEMPLOYED, NOT SEEKING HEALTH CARE EMPLOYMENT		OTHER**	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
<i>Pennsylvania</i>	148,386	119,936	80.8%	3,338	2.2%	6,763	4.6%	18,349	12.4%
<i>Urban Counties</i>	133,946	108,429	80.9%	3,061	2.3%	6,101	4.6%	16,355	12.2%
<i>Rural Counties</i>	14,440	11,507	79.7%	277	1.9%	662	4.6%	1,994	13.8%
<u>County</u>									
Adams*	796	651	81.8%	15	1.9%	37	4.6%	93	11.7%
Allegheny	18,427	14,792	80.3%	462	2.5%	875	4.7%	2,298	12.5%
Armstrong*	889	739	83.1%	18	2.0%	34	3.8%	98	11.0%
Beaver	2,361	1,946	82.4%	40	1.7%	88	3.7%	287	12.2%
Bedford*	423	341	80.6%	4	0.9%	26	6.1%	52	12.3%
Berks	4,450	3,561	80.0%	82	1.8%	189	4.2%	618	13.9%
Blair	1,687	1,351	80.1%	33	2.0%	75	4.4%	228	13.5%
Bradford*	741	598	80.7%	12	1.6%	37	5.0%	94	12.7%
Bucks	9,271	7,588	81.8%	267	2.9%	425	4.6%	991	10.7%
Butler	2,891	2,346	81.1%	62	2.1%	160	5.5%	323	11.2%
Cambria	2,374	1,908	80.4%	55	2.3%	97	4.1%	314	13.2%
Cameron	32	29	90.6%	0	-	0	-	3	9.4%
Carbon*	690	562	81.4%	15	2.2%	29	4.2%	84	12.2%
Centre	1,027	746	72.6%	30	2.9%	59	5.7%	192	18.7%
Chester	6,427	4,914	76.5%	182	2.8%	436	6.8%	895	13.9%
Clarion*	393	322	81.9%	11	2.8%	19	4.8%	41	10.4%
Clearfield*	1,027	836	81.4%	21	2.0%	41	4.0%	129	12.6%
Clinton*	285	228	80.0%	2	0.7%	7	2.5%	48	16.8%
Columbia	848	676	79.7%	14	1.7%	34	4.0%	124	14.6%
Crawford*	841	668	79.4%	16	1.9%	34	4.0%	123	14.6%
Cumberland	2,427	1,804	74.3%	63	2.6%	147	6.1%	413	17.0%
Dauphin	2,953	2,293	77.6%	74	2.5%	153	5.2%	433	14.7%
Delaware	7,904	6,595	83.4%	204	2.6%	294	3.7%	811	10.3%
Elk	367	288	78.5%	4	1.1%	12	3.3%	63	17.2%
Erie	3,388	2,789	82.3%	58	1.7%	147	4.3%	394	11.6%
Fayette	1,563	1,328	85.0%	32	2.0%	56	3.6%	147	9.4%
Forest*	39	31	79.5%	1	2.6%	0	-	7	17.9%
Franklin	1,114	899	80.7%	21	1.9%	41	3.7%	153	13.7%
Fulton*	89	81	91.0%	1	1.1%	1	1.1%	6	6.7%
Greene*	364	307	84.3%	6	1.6%	16	4.4%	35	9.6%
Huntingdon*	353	282	79.9%	4	1.1%	13	3.7%	54	15.3%
Indiana*	856	678	79.2%	16	1.9%	30	3.5%	132	15.4%
Jefferson*	475	399	84.0%	9	1.9%	23	4.8%	44	9.3%
Juniata*	194	146	75.3%	6	3.1%	9	4.6%	33	17.0%
Lackawanna	2,828	2,249	79.5%	59	2.1%	159	5.6%	361	12.8%
Lancaster	5,219	4,190	80.3%	87	1.7%	284	5.4%	658	12.6%
Lawrence	1,285	1,052	81.9%	33	2.6%	53	4.1%	147	11.4%
Lebanon	1,401	1,135	81.0%	18	1.3%	55	3.9%	193	13.8%
Lehigh	4,287	3,503	81.7%	86	2.0%	216	5.0%	482	11.2%
Luzerne	4,582	3,563	77.8%	99	2.2%	230	5.0%	690	15.1%
Lycoming	1,199	967	80.7%	19	1.6%	51	4.3%	162	13.5%
McKean*	422	343	81.3%	9	2.1%	19	4.5%	51	12.1%
Mercer	1,414	1,133	80.1%	27	1.9%	60	4.2%	194	13.7%
Mifflin*	326	247	75.8%	3	0.9%	16	4.9%	60	18.4%
Monroe	1,236	1,018	82.4%	36	2.9%	47	3.8%	135	10.9%
Montgomery	12,041	9,530	79.1%	291	2.4%	583	4.8%	1,637	13.6%

* Rural County - based on the 2000 U.S. Census definition ** Other includes Retired, Student and Employed in Other Than Health Care

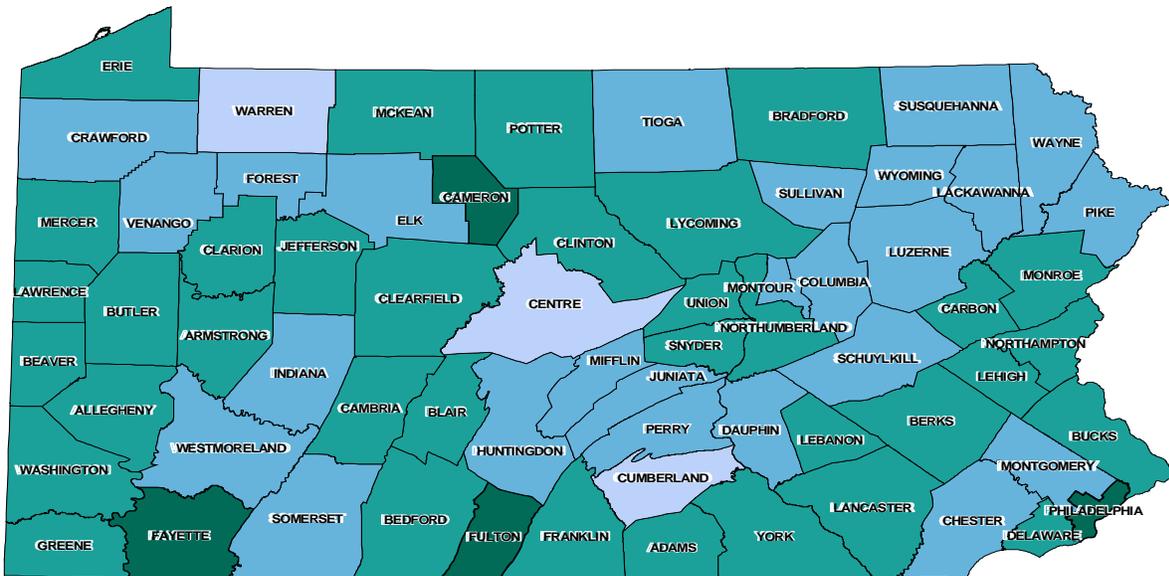
Note: Percentages based on less than 10 respondents or on a total response less than 30 are considered statistically unreliable.

RNs RESIDING IN PENNSYLVANIA
Appendix 1: EMPLOYMENT STATUS BY COUNTY OF RESIDENCE (cont.)

	EMPLOYED IN HEALTH CARE		UNEMPLOYED SEEKING HEALTH CARE EMPLOYMENT		UNEMPLOYED, NOT SEEKING HEALTH CARE EMPLOYMENT		OTHER**		
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	
	Total								
Montour*	479	367	76.6%	5	1.0%	40	8.4%	67	14.0%
Northampton	3,220	2,687	83.4%	47	1.5%	130	4.0%	356	11.1%
Northumberland	1,138	936	82.2%	15	1.3%	42	3.7%	145	12.7%
Perry*	397	311	78.3%	5	1.3%	14	3.5%	67	16.9%
Philadelphia	10,123	8,986	88.8%	240	2.4%	207	2.0%	690	6.8%
Pike*	295	224	75.9%	11	3.7%	21	7.1%	39	13.2%
Potter*	144	118	81.9%	4	2.8%	3	2.1%	19	13.2%
Schuylkill	1,764	1,378	78.1%	41	2.3%	85	4.8%	260	14.7%
Snyder*	339	274	80.8%	2	0.6%	21	6.2%	42	12.4%
Somerset*	867	679	78.3%	16	1.8%	44	5.1%	128	14.8%
Sullivan*	63	49	77.8%	1	1.6%	2	3.2%	11	17.5%
Susquehanna*	401	307	76.6%	11	2.7%	21	5.2%	62	15.5%
Tioga*	304	237	78.0%	5	1.6%	18	5.9%	44	14.5%
Union	403	333	82.6%	10	2.5%	18	4.5%	42	10.4%
Venango*	693	523	75.5%	15	2.2%	36	5.2%	119	17.2%
Warren*	464	336	72.4%	18	3.9%	19	4.1%	91	19.6%
Washington	3,128	2,533	81.0%	82	2.6%	143	4.6%	370	11.8%
Wayne*	527	413	78.4%	10	1.9%	19	3.6%	85	16.1%
Westmoreland	5,694	4,527	79.5%	118	2.1%	302	5.3%	747	13.1%
Wyoming*	264	210	79.5%	5	1.9%	13	4.9%	36	13.6%
York	3,473	2,856	82.2%	70	2.0%	148	4.3%	399	11.5%

* Rural County - based on the 2000 U.S. Census definition ** Other includes Retired, Student and Employed in Other Than Health Care
 Note: Percentages based on less than 10 respondents or on a total response less than 30 are considered statistically unreliable.

Figure 1.1:
PERCENT OF PENNSYLVANIA RESIDENT RNs EMPLOYED IN HEALTH CARE
BY COUNTY OF RESIDENCE, 2006 & 2007



Percent
 Below 75.0% 75.0% - 79.9% 80.0% - 84.9% 85.0% and Greater Statistically Unreliable

RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
Appendix 2: AGE AND AVERAGE BY COUNTY OF EMPLOYMENT

	Total	20-34		35-49		50-64		65+		Average Age
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	
<i>Pennsylvania</i>	119,106	22,573	19.0%	49,696	41.7%	43,039	36.1%	3,798	3.2%	45.5
<i>Urban Counties</i>	79,508	13,822	17.4%	33,313	41.9%	29,673	37.3%	2,700	3.4%	45.4
<i>Rural Counties</i>	39,598	8,751	22.1%	16,383	41.4%	13,366	33.8%	1,098	2.8%	46.2
County										
Adams*	512	75	14.6%	196	38.3%	209	40.8%	32	6.3%	47.3
Allegheny	19,952	3,696	18.5%	8,475	42.5%	7,300	36.6%	481	2.4%	45.3
Armstrong*	410	58	14.1%	178	43.4%	165	40.2%	9	2.2%	46.3
Beaver	1,302	183	14.1%	540	41.5%	522	40.1%	57	4.4%	47.3
Bedford*	201	37	18.4%	79	39.3%	80	39.8%	5	2.5%	45.8
Berks	2,934	602	20.5%	1,184	40.4%	1,059	36.1%	89	3.0%	45.3
Blair	1,246	231	18.5%	499	40.0%	482	38.7%	34	2.7%	45.6
Bradford*	504	70	13.9%	231	45.8%	183	36.3%	20	4.0%	46.7
Bucks	3,363	402	12.0%	1,439	42.8%	1,364	40.6%	158	4.7%	47.7
Butler	1,416	192	13.6%	632	44.6%	549	38.8%	43	3.0%	46.6
Cambria	1,663	351	21.1%	691	41.6%	587	35.3%	34	2.0%	44.6
Cameron	23	3	13.0%	6	26.1%	11	47.8%	3	13.0%	48.7
Carbon*	307	35	11.4%	123	40.1%	136	44.3%	13	4.2%	48.4
Centre	856	217	25.4%	303	35.4%	310	36.2%	26	3.0%	44.1
Chester	3,751	572	15.2%	1,568	41.8%	1,441	38.4%	170	4.5%	46.8
Clarion*	267	29	10.9%	131	49.1%	102	38.2%	5	1.9%	46.1
Clearfield*	807	154	19.1%	329	40.8%	302	37.4%	22	2.7%	45.5
Clinton*	152	28	18.4%	58	38.2%	61	40.1%	5	3.3%	46.4
Columbia	429	51	11.9%	200	46.6%	166	38.7%	12	2.8%	47.0
Crawford*	590	82	13.9%	251	42.5%	241	40.8%	16	2.7%	46.8
Cumberland	1,737	258	14.9%	719	41.4%	698	40.2%	62	3.6%	46.9
Dauphin	4,015	979	24.4%	1,593	39.7%	1,354	33.7%	89	2.2%	43.9
Delaware	4,808	674	14.0%	2,003	41.7%	1,912	39.8%	219	4.6%	47.1
Elk	246	43	17.5%	111	45.1%	86	35.0%	6	2.4%	45.2
Erie	2,897	481	16.6%	1,265	43.7%	1,054	36.4%	97	3.3%	45.9
Fayette	891	141	15.8%	387	43.4%	334	37.5%	29	3.3%	46.1
Forest*	21	2	9.5%	10	47.6%	9	42.9%	0	-	47.9
Franklin	879	204	23.2%	379	43.1%	268	30.5%	28	3.2%	44.0
Fulton*	44	11	25.0%	17	38.6%	16	36.4%	0	-	45.0
Greene*	167	31	18.6%	60	35.9%	72	43.1%	4	2.4%	46.4
Huntingdon*	215	43	20.0%	90	41.9%	77	35.8%	5	2.3%	45.0
Indiana*	595	91	15.3%	265	44.5%	230	38.7%	9	1.5%	45.8
Jefferson*	296	59	19.9%	133	44.9%	95	32.1%	9	3.0%	44.8
Juniata*	41	5	12.2%	8	19.5%	25	61.0%	3	7.3%	50.3
Lackawanna	2,445	368	15.1%	1,059	43.3%	938	38.4%	80	3.3%	46.6
Lancaster	3,767	813	21.6%	1,424	37.8%	1,363	36.2%	167	4.4%	45.5
Lawrence	730	123	16.8%	299	41.0%	280	38.4%	28	3.8%	46.4
Lebanon	782	125	16.0%	276	35.3%	333	42.6%	48	6.1%	47.8
Lehigh	4,866	989	20.3%	2,126	43.7%	1,635	33.6%	116	2.4%	44.7
Luzerne	3,228	377	11.7%	1,389	43.0%	1,294	40.1%	168	5.2%	47.7
Lycoming	1,033	184	17.8%	427	41.3%	395	38.2%	27	2.6%	46.0
McKean*	324	61	18.8%	155	47.8%	100	30.9%	8	2.5%	44.5
Mercer	1,189	187	15.7%	486	40.9%	486	40.9%	30	2.5%	46.5
Mifflin*	302	60	19.9%	133	44.0%	96	31.8%	13	4.3%	44.9
Monroe	720	91	12.6%	317	44.0%	288	40.0%	24	3.3%	47.0
Montgomery	9,076	1,350	14.9%	3,961	43.6%	3,372	37.2%	393	4.3%	46.7
Montour*	1,274	288	22.6%	583	45.8%	393	30.8%	10	0.8%	43.6
Northampton	1,838	312	17.0%	767	41.7%	695	37.8%	64	3.5%	46.0

* Rural County - based on the 2000 U.S. Census definition ** Other includes Retired, Student and Employed in Other Than Health Care

Note: Percentages based on less than 10 respondents or on a total response less than 30 are considered statistically unreliable.

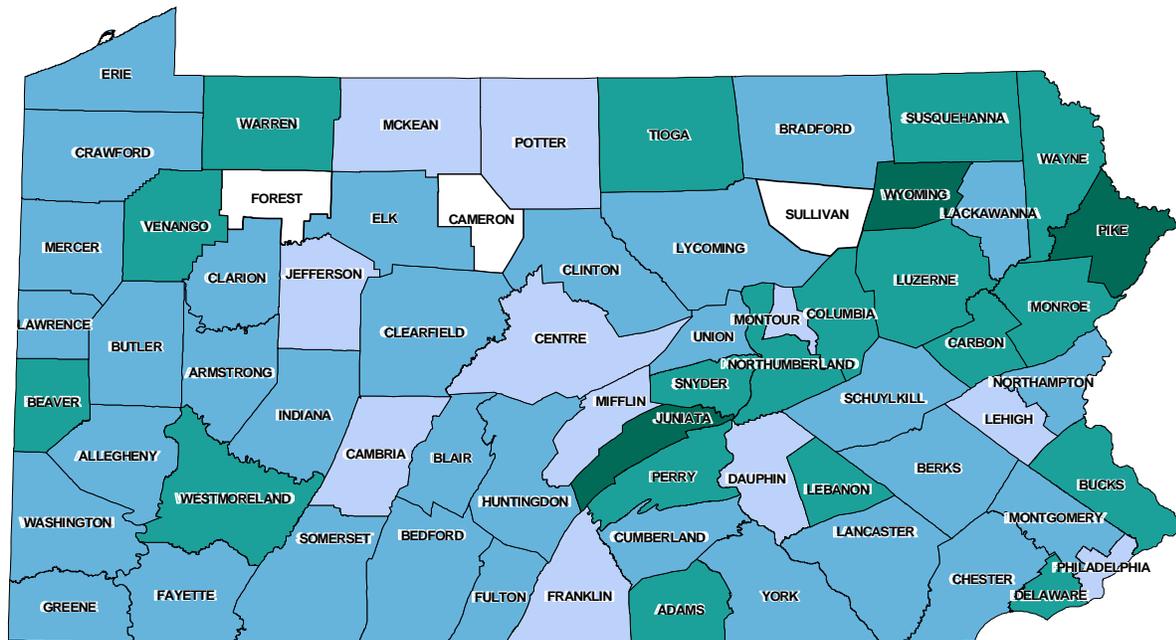
RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA Appendix 2: AGE AND AVERAGE BY COUNTY OF EMPLOYMENT (cont.)

	20-34		35-49		50-64		65+		Average Age	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent		
Total										
Northumberland	426	39	9.2%	198	46.5%	171	40.1%	18	4.2%	48.0
Perry*	62	9	14.5%	24	38.7%	26	41.9%	3	4.8%	47.4
Philadelphia	19,064	5,433	28.5%	7,695	40.4%	5,510	28.9%	426	2.2%	42.7
Pike*	73	7	9.6%	29	39.7%	30	41.1%	7	9.6%	50.6
Potter*	151	38	25.2%	49	32.5%	62	41.1%	2	1.3%	44.5
Schuylkill	945	180	19.0%	393	41.6%	333	35.2%	39	4.1%	45.8
Snyder*	101	12	11.9%	41	40.6%	44	43.6%	4	4.0%	48.0
Somerset*	493	80	16.2%	207	42.0%	192	38.9%	14	2.8%	46.2
Sullivan*	29	5	17.2%	10	34.5%	14	48.3%	0	-	47.3
Susquehanna*	160	21	13.1%	59	36.9%	73	45.6%	7	4.4%	48.4
Tioga*	194	22	11.3%	73	37.6%	91	46.9%	8	4.1%	48.5
Union	448	76	17.0%	178	39.7%	178	39.7%	16	3.6%	46.2
Venango*	461	50	10.8%	198	43.0%	207	44.9%	6	1.3%	47.5
Warren*	328	34	10.4%	130	39.6%	154	47.0%	10	3.0%	48.4
Washington	1,661	265	16.0%	671	40.4%	669	40.3%	56	3.4%	46.6
Wayne*	327	34	10.4%	140	42.8%	139	42.5%	14	4.3%	48.5
Westmoreland	2,634	387	14.7%	1,050	39.9%	1,102	41.8%	95	3.6%	47.1
Wyoming*	150	15	10.0%	56	37.3%	69	46.0%	10	6.7%	49.1
York	2,288	448	19.6%	940	41.1%	807	35.3%	93	4.1%	45.5

* Rural County - based on the 2000 U.S. Census definition ** Other includes Retired, Student and Employed in Other Than Health Care

Note: Percentages based on less than 10 respondents or on a total response less than 30 are considered statistically unreliable.

**Figure 2.1:
AVERAGE AGE OF RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA,
BY COUNTY OF EMPLOYMENT, 2006 & 2007**



Average Age (years)

Younger than 45.0
 45.0 - 46.9
 47.0 - 48.9
 Older than 49.0
 Statistically Unreliable

RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
Appendix 3A: AGE BY EMPLOYMENT SECTOR: HOSPITAL

	Total	20-34		35-49		50-64		65+	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
<i>Pennsylvania</i>	72,882	18,330	25.2%	31,621	43.4%	21,748	29.8%	1,183	1.6%
<i>Urban Counties</i>	45,374	10,712	23.6%	19,987	44.0%	13,906	30.6%	769	1.7%
<i>Rural Counties</i>	27,508	7,618	27.7%	11,634	42.3%	7,842	28.5%	414	1.5%
County									
Adams*	284	56	19.7%	119	41.9%	102	35.9%	7	2.5%
Allegheny	13,176	3,107	23.6%	5,773	43.8%	4,134	31.4%	162	1.2%
Armstrong*	261	45	17.2%	109	41.8%	104	39.8%	3	1.1%
Beaver	712	113	15.9%	332	46.6%	251	35.3%	16	2.2%
Bedford*	91	19	20.9%	40	44.0%	32	35.2%	0	-
Berks	1,627	478	29.4%	683	42.0%	451	27.7%	15	0.9%
Blair	724	154	21.3%	292	40.3%	268	37.0%	10	1.4%
Bradford*	343	53	15.5%	164	47.8%	117	34.1%	9	2.6%
Bucks	1,821	293	16.1%	828	45.5%	652	35.8%	48	2.6%
Butler	615	114	18.5%	304	49.4%	189	30.7%	8	1.3%
Cambria	956	277	29.0%	391	40.9%	274	28.7%	14	1.5%
Cameron	2	1	50.0%	0	-	1	50.0%	0	-
Carbon*	180	19	10.6%	81	45.0%	76	42.2%	4	2.2%
Centre	426	159	37.3%	141	33.1%	119	27.9%	7	1.6%
Chester	1,938	440	22.7%	895	46.2%	565	29.2%	38	2.0%
Clarion*	146	22	15.1%	68	46.6%	56	38.4%	0	-
Clearfield*	491	99	20.2%	209	42.6%	174	35.4%	9	1.8%
Clinton*	77	20	26.0%	24	31.2%	32	41.6%	1	1.3%
Columbia	231	36	15.6%	109	47.2%	83	35.9%	3	1.3%
Crawford*	337	58	17.2%	147	43.6%	126	37.4%	6	1.8%
Cumberland	918	185	20.2%	420	45.8%	298	32.5%	15	1.6%
Dauphin	2,743	857	31.2%	1,138	41.5%	720	26.2%	28	1.0%
Delaware	2,737	544	19.9%	1,242	45.4%	882	32.2%	69	2.5%
Elk	133	32	24.1%	62	46.6%	37	27.8%	2	1.5%
Erie	1,683	397	23.6%	773	45.9%	488	29.0%	25	1.5%
Fayette	468	93	19.9%	210	44.9%	153	32.7%	12	2.6%
Forest*	3	1	33.3%	1	33.3%	1	33.3%	0	-
Franklin	565	174	30.8%	249	44.1%	135	23.9%	7	1.2%
Fulton*	26	7	26.9%	9	34.6%	10	38.5%	0	-
Greene*	70	17	24.3%	27	38.6%	25	35.7%	1	1.4%
Huntingdon*	111	29	26.1%	46	41.4%	34	30.6%	2	1.8%
Indiana*	310	61	19.7%	155	50.0%	92	29.7%	2	0.6%
Jefferson*	175	41	23.4%	86	49.1%	46	26.3%	2	1.1%
Juniata*	3	1	33.3%	0	-	2	66.7%	0	-
Lackawanna	1,331	274	20.6%	597	44.9%	443	33.3%	17	1.3%
Lancaster	2,119	649	30.6%	894	42.2%	547	25.8%	29	1.4%
Lawrence	423	86	20.3%	171	40.4%	156	36.9%	10	2.4%
Lebanon	414	79	19.1%	166	40.1%	153	37.0%	16	3.9%
Lehigh	3,271	846	25.9%	1,452	44.4%	924	28.2%	49	1.5%
Luzerne	1,647	258	15.7%	735	44.6%	595	36.1%	59	3.6%
Lycoming	635	143	22.5%	266	41.9%	217	34.2%	9	1.4%
McKean*	174	35	20.1%	88	50.6%	47	27.0%	4	2.3%
Mercer	762	143	18.8%	318	41.7%	292	38.3%	9	1.2%
Mifflin*	190	45	23.7%	84	44.2%	53	27.9%	8	4.2%
Monroe	433	70	16.2%	213	49.2%	144	33.3%	6	1.4%
Montgomery	4,481	1,011	22.6%	2,079	46.4%	1,271	28.4%	120	2.7%
Montour*	1,023	267	26.1%	463	45.3%	287	28.1%	6	0.6%
Northampton	1,000	234	23.4%	445	44.5%	308	30.8%	13	1.3%
Northumberland	201	27	13.4%	104	51.7%	62	30.8%	8	4.0%

* Rural County - based on the 2000 U.S. Census definition

Note: Percentages based on less than 10 respondents or on a total response less than 30 are considered statistically unreliable.

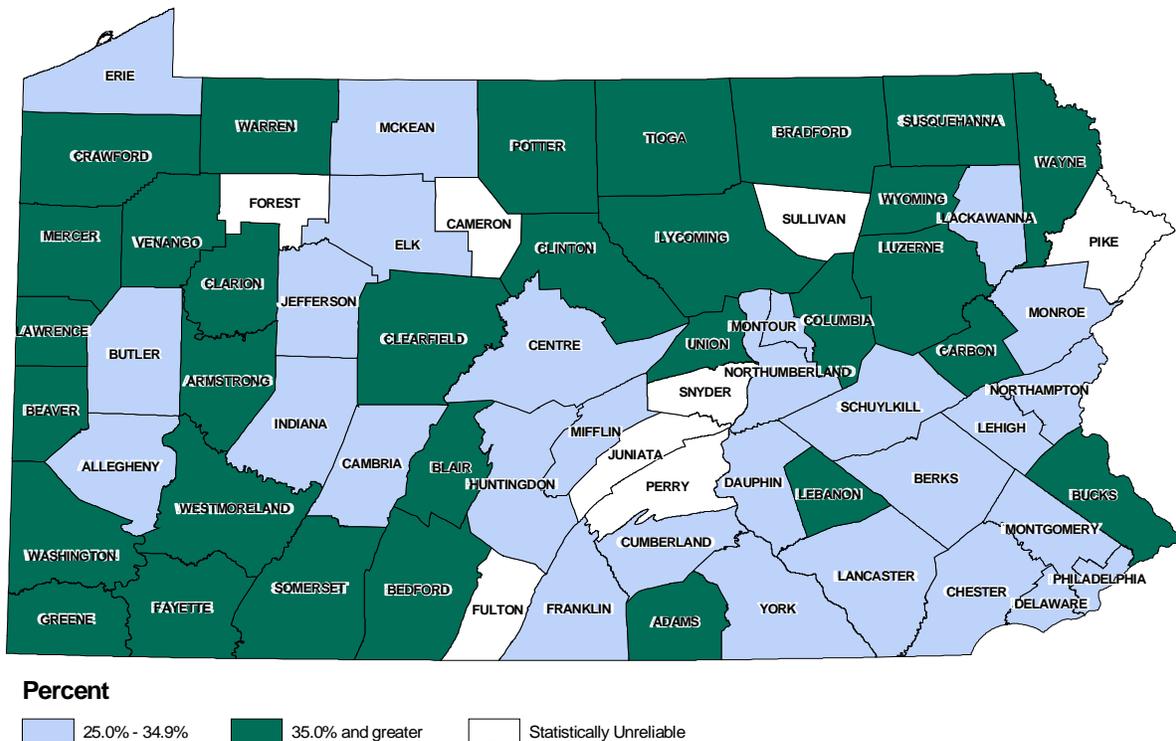
RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
Appendix 3A: AGE BY EMPLOYMENT SECTOR: HOSPITAL (cont.)

	20-34		35-49		50-64		65+	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total								
Perry*	9	33.3%	5	55.6%	1	11.1%	0	-
Philadelphia	14,511	34.0%	5,930	40.9%	3,455	23.8%	186	1.3%
Pike*	10	10.0%	7	70.0%	2	20.0%	0	-
Potter*	110	29.1%	36	32.7%	41	37.3%	1	0.9%
Schuylkill	537	23.3%	232	43.2%	169	31.5%	11	2.0%
Snyder*	5	20.0%	2	40.0%	2	40.0%	0	-
Somerset*	250	16.8%	116	46.4%	91	36.4%	1	0.4%
Sullivan*	4	75.0%	1	25.0%	0	-	0	-
Susquehanna*	68	22.1%	29	42.6%	19	27.9%	5	7.4%
Tioga*	104	15.4%	39	37.5%	47	45.2%	2	1.9%
Union	270	23.0%	108	40.0%	95	35.2%	5	1.9%
Venango*	247	12.1%	106	42.9%	110	44.5%	1	0.4%
Warren*	152	13.2%	68	44.7%	61	40.1%	3	2.0%
Washington	1,035	19.5%	420	40.6%	390	37.7%	23	2.2%
Wayne*	152	21	64	42.1%	62	40.8%	5	3.3%
Westmoreland	1,361	20.0%	570	41.9%	498	36.6%	21	1.5%
Wyoming*	88	13.6%	31	35.2%	40	45.5%	5	5.7%
York	1,482	24.6%	655	44.2%	437	29.5%	26	1.8%

* Rural County - based on the 2000 U.S. Census definition

Note: Percentages based on less than 10 respondents or on a total response less than 30 are considered statistically unreliable.

Figure 3.1:
PERCENT OF RNs, 50 YEARS OF AGE AND GREATER, EMPLOYED IN A HOSPITAL,
BY COUNTY OF EMPLOYMENT, 2006 & 2007



RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
Appendix 3B: AGE BY EMPLOYMENT SECTOR: NURSING HOME

	20-34		35-49		50-64		65+		
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	
Total									
<i>Pennsylvania</i>	10,514	1,147	10.9%	3,900	37.1%	4,685	44.6%	782	7.4%
<i>Urban Counties</i>	6,900	680	9.9%	2,525	36.6%	3,125	45.3%	570	8.3%
<i>Rural Counties</i>	3,614	467	12.9%	1,375	38.0%	1,560	43.2%	212	5.9%
<u>County</u>									
Adams*	87	9	10.3%	33	37.9%	36	41.4%	9	10.3%
Allegheny	1,089	119	10.9%	408	37.5%	479	44.0%	83	7.6%
Armstrong*	30	1	3.3%	14	46.7%	15	50.0%	0	-
Beaver	185	27	14.6%	72	38.9%	76	41.1%	10	5.4%
Bedford*	28	7	25.0%	6	21.4%	14	50.0%	1	3.6%
Berks	295	35	11.9%	106	35.9%	134	45.4%	20	6.8%
Blair	175	15	8.6%	73	41.7%	79	45.1%	8	4.6%
Bradford*	30	5	16.7%	11	36.7%	11	36.7%	3	10.0%
Bucks	420	38	9.0%	139	33.1%	204	48.6%	39	9.3%
Butler	219	29	13.2%	87	39.7%	94	42.9%	9	4.1%
Cambria	173	18	10.4%	73	42.2%	75	43.4%	7	4.0%
Cameron	7	1	14.3%	2	28.6%	3	42.9%	1	14.3%
Carbon*	41	4	9.8%	9	22.0%	26	63.4%	2	4.9%
Centre	68	13	19.1%	18	26.5%	30	44.1%	7	10.3%
Chester	391	41	10.5%	127	32.5%	185	47.3%	38	9.7%
Clarion*	25	3	12.0%	13	52.0%	8	32.0%	1	4.0%
Clearfield*	66	18	27.3%	19	28.8%	27	40.9%	2	3.0%
Clinton*	26	4	15.4%	12	46.2%	8	30.8%	2	7.7%
Columbia	47	5	10.6%	23	48.9%	16	34.0%	3	6.4%
Crawford*	78	11	14.1%	30	38.5%	34	43.6%	3	3.8%
Cumberland	208	20	9.6%	64	30.8%	106	51.0%	18	8.7%
Dauphin	141	14	9.9%	46	32.6%	72	51.1%	9	6.4%
Delaware	522	40	7.7%	184	35.2%	244	46.7%	54	10.3%
Elk	31	2	6.5%	12	38.7%	16	51.6%	1	3.2%
Erie	276	17	6.2%	97	35.1%	135	48.9%	27	9.8%
Fayette	76	9	11.8%	29	38.2%	32	42.1%	6	7.9%
Forest*	6	0	-	2	33.3%	4	66.7%	0	-
Franklin	85	5	5.9%	29	34.1%	45	52.9%	6	7.1%
Fulton*	6	1	16.7%	3	50.0%	2	33.3%	0	-
Greene*	27	4	14.8%	15	55.6%	8	29.6%	0	-
Huntingdon*	33	3	9.1%	9	27.3%	18	54.5%	3	9.1%
Indiana*	67	13	19.4%	27	40.3%	25	37.3%	2	3.0%
Jefferson*	44	11	25.0%	13	29.5%	17	38.6%	3	6.8%
Juniata*	26	1	3.8%	6	23.1%	16	61.5%	3	11.5%
Lackawanna	312	29	9.3%	127	40.7%	125	40.1%	31	9.9%
Lancaster	503	50	9.9%	161	32.0%	241	47.9%	51	10.1%
Lawrence	84	12	14.3%	33	39.3%	33	39.3%	6	7.1%
Lebanon	123	18	14.6%	33	26.8%	58	47.2%	14	11.4%
Lehigh	364	33	9.1%	141	38.7%	164	45.1%	26	7.1%
Luzerne	316	21	6.6%	150	47.5%	127	40.2%	18	5.7%
Lycoming	96	6	6.3%	43	44.8%	42	43.8%	5	5.2%
McKean*	52	7	13.5%	16	30.8%	27	51.9%	2	3.8%
Mercer	116	15	12.9%	35	30.2%	56	48.3%	10	8.6%
Mifflin*	36	6	16.7%	8	22.2%	21	58.3%	1	2.8%
Monroe	42	2	4.8%	18	42.9%	19	45.2%	3	7.1%
Montgomery	1,003	100	10.0%	390	38.9%	430	42.9%	83	8.3%
Montour*	25	2	8.0%	11	44.0%	10	40.0%	2	8.0%
Northampton	250	30	12.0%	92	36.8%	118	47.2%	10	4.0%
Northumberland	87	6	6.9%	35	40.2%	41	47.1%	5	5.7%

* Rural County - based on the 2000 U.S. Census definition

Note: Percentages based on less than 10 respondents or on a total response less than 30 are considered statistically unreliable.

RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
Appendix 3B: AGE BY EMPLOYMENT SECTOR: NURSING HOME (cont.)

	20-34		35-49		50-64		65+		
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	
Total									
Perry*	24	4	16.7%	8	33.3%	9	37.5%	3	12.5%
Philadelphia	871	102	11.7%	357	41.0%	355	40.8%	57	6.5%
Pike*	18	1	5.6%	7	38.9%	7	38.9%	3	16.7%
Potter*	15	2	13.3%	6	40.0%	7	46.7%	0	-
Schuylkill	147	28	19.0%	53	36.1%	58	39.5%	8	5.4%
Snyder*	11	2	18.2%	4	36.4%	3	27.3%	2	18.2%
Somerset*	70	16	22.9%	23	32.9%	28	40.0%	3	4.3%
Sullivan*	12	2	16.7%	5	41.7%	5	41.7%	0	-
Susquehanna*	34	4	11.8%	14	41.2%	15	44.1%	1	2.9%
Tioga*	25	1	4.0%	7	28.0%	17	68.0%	0	-
Union	35	1	2.9%	13	37.1%	18	51.4%	3	8.6%
Venango*	39	6	15.4%	17	43.6%	16	41.0%	0	-
Warren*	49	6	12.2%	19	38.8%	20	40.8%	4	8.2%
Washington	142	16	11.3%	61	43.0%	56	39.4%	9	6.3%
Wayne*	42	3	7.1%	11	26.2%	24	57.1%	4	9.5%
Westmoreland	341	50	14.7%	130	38.1%	146	42.8%	15	4.4%
Wyoming*	7	0	-	3	42.9%	3	42.9%	1	14.3%
York	195	23	11.8%	58	29.7%	92	47.2%	22	11.3%

* Rural County - based on the 2000 U.S. Census definition

Note: Percentages based on less than 10 respondents or on a total response less than 30 are considered statistically unreliable.

RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
Appendix 3C: AGE BY EMPLOYMENT SECTOR: PHYSICIAN/DENTIST OFFICE

	Total	20-34		35-49		50-64		65+	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
<i>Pennsylvania</i>	7,559	773	10.2%	3,336	44.1%	3,118	41.2%	332	4.4%
<i>Urban Counties</i>	4,869	450	9.2%	2,167	44.5%	2,028	41.7%	234	4.8%
<i>Rural Counties</i>	2,690	323	12.0%	1,169	43.5%	1,090	40.5%	98	3.6%
County									
Adams*	36	3	8.3%	12	33.3%	19	52.8%	2	5.6%
Allegheny	945	64	6.8%	378	40.0%	453	47.9%	50	5.3%
Armstrong*	28	2	7.1%	15	53.6%	10	35.7%	1	3.6%
Beaver	91	12	13.2%	33	36.3%	43	47.3%	3	3.3%
Bedford*	35	3	8.6%	18	51.4%	13	37.1%	1	2.9%
Berks	184	17	9.2%	89	48.4%	72	39.1%	6	3.3%
Blair	118	30	25.4%	49	41.5%	33	28.0%	6	5.1%
Bradford*	23	1	4.3%	11	47.8%	9	39.1%	2	8.7%
Bucks	258	24	9.3%	126	48.8%	93	36.0%	15	5.8%
Butler	230	23	10.0%	104	45.2%	92	40.0%	11	4.8%
Cambria	141	22	15.6%	66	46.8%	51	36.2%	2	1.4%
Cameron	2	1	50.0%	0	-	1	50.0%	0	-
Carbon*	19	2	10.5%	6	31.6%	9	47.4%	2	10.5%
Centre	57	12	21.1%	25	43.9%	18	31.6%	2	3.5%
Chester	253	18	7.1%	108	42.7%	112	44.3%	15	5.9%
Clarion*	24	1	4.2%	16	66.7%	7	29.2%	0	-
Clearfield*	98	17	17.3%	39	39.8%	39	39.8%	3	3.1%
Clinton*	18	2	11.1%	6	33.3%	8	44.4%	2	11.1%
Columbia	51	6	11.8%	22	43.1%	22	43.1%	1	2.0%
Crawford*	49	5	10.2%	25	51.0%	18	36.7%	1	2.0%
Cumberland	85	6	7.1%	44	51.8%	32	37.6%	3	3.5%
Dauphin	135	14	10.4%	58	43.0%	53	39.3%	10	7.4%
Delaware	381	17	4.5%	161	42.3%	182	47.8%	21	5.5%
Elk	37	5	13.5%	21	56.8%	10	27.0%	1	2.7%
Erie	204	17	8.3%	103	50.5%	73	35.8%	11	5.4%
Fayette	156	18	11.5%	71	45.5%	65	41.7%	2	1.3%
Forest*	0	0	-	0	-	0	-	0	-
Franklin	43	11	25.6%	12	27.9%	18	41.9%	2	4.7%
Fulton*	4	0	-	2	50.0%	2	50.0%	0	-
Greene*	10	0	-	3	30.0%	7	70.0%	0	-
Huntingdon*	24	8	33.3%	8	33.3%	8	33.3%	0	-
Indiana*	86	7	8.1%	40	46.5%	37	43.0%	2	2.3%
Jefferson*	27	2	7.4%	11	40.7%	12	44.4%	2	7.4%
Juniata*	2	0	-	0	-	2	100.0%	0	-
Lackawanna	179	11	6.1%	92	51.4%	70	39.1%	6	3.4%
Lancaster	223	28	12.6%	89	39.9%	93	41.7%	13	5.8%
Lawrence	65	7	10.8%	23	35.4%	34	52.3%	1	1.5%
Lebanon	26	3	11.5%	13	50.0%	8	30.8%	2	7.7%
Lehigh	287	26	9.1%	141	49.1%	113	39.4%	7	2.4%
Luzerne	329	36	10.9%	151	45.9%	124	37.7%	18	5.5%
Lycoming	69	12	17.4%	31	44.9%	23	33.3%	3	4.3%
McKean*	42	10	23.8%	22	52.4%	9	21.4%	1	2.4%
Mercer	57	7	12.3%	18	31.6%	31	54.4%	1	1.8%
Mifflin*	17	3	17.6%	10	58.8%	3	17.6%	1	5.9%
Monroe	66	12	18.2%	25	37.9%	27	40.9%	2	3.0%
Montgomery	748	59	7.9%	354	47.3%	306	40.9%	29	3.9%
Montour*	21	3	14.3%	11	52.4%	6	28.6%	1	4.8%
Northampton	131	17	13.0%	56	42.7%	52	39.7%	6	4.6%
Northumberland	49	5	10.2%	21	42.9%	21	42.9%	2	4.1%

* Rural County - based on the 2000 U.S. Census definition

Note: Percentages based on less than 10 respondents or on a total response less than 30 are considered statistically unreliable.

RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
Appendix 3C: AGE BY EMPLOYMENT SECTOR: PHYSICIAN/DENTIST OFFICE (cont.)

	<i>Total</i>	20-34		35-49		50-64		65+	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Perry*	95	0	-	2	2.1%	3	3.2%	0	-
Philadelphia	538	90	16.7%	276	51.3%	238	44.2%	24	4.5%
Pike*	9	0	-	3	33.3%	5	55.6%	0	-
Potter*	18	1	5.6%	2	11.1%	5	27.8%	1	5.6%
Schuylkill	73	10	13.7%	38	52.1%	28	38.4%	7	9.6%
Snyder*	9	0	-	0	-	3	33.3%	0	-
Somerset*	37	6	16.2%	17	45.9%	18	48.6%	2	5.4%
Sullivan*	6	0	-	2	33.3%	4	66.7%	0	-
Susquehanna*	14	0	-	4	28.6%	10	71.4%	0	-
Tioga*	17	0	-	6	35.3%	6	35.3%	3	17.6%
Union	23	2	8.7%	5	21.7%	15	65.2%	0	-
Venango*	41	3	7.3%	20	48.8%	20	48.8%	0	-
Warren*	20	1	5.0%	3	15.0%	3	15.0%	0	-
Washington	102	14	13.7%	44	43.1%	55	53.9%	2	2.0%
Wayne*	40	1	2.5%	11	27.5%	8	20.0%	1	2.5%
Westmoreland	235	20	8.5%	118	50.2%	108	46.0%	9	3.8%
Wyoming*	22	0	-	1	4.5%	5	22.7%	0	-
York	97	16	16.5%	45	46.4%	41	42.3%	11	11.3%

* Rural County - based on the 2000 U.S. Census definition

Note: Percentages based on less than 10 respondents or on a total response less than 30 are considered statistically unreliable.

RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
Appendix 3D: AGE BY EMPLOYMENT SECTOR: HOME HEALTH AGENCY

	Total	20-34		35-49		50-64		65+	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
<i>Pennsylvania</i>	6,179	560	9.1%	2,340	37.9%	2,891	46.8%	388	6.3%
<i>Urban Counties</i>	4,578	390	8.5%	1,737	37.9%	2,155	47.1%	296	6.5%
<i>Rural Counties</i>	1,601	170	10.6%	603	37.7%	736	46.0%	92	5.7%
<u>County</u>									
Adams*	26	3	11.5%	9	34.6%	12	46.2%	2	7.7%
Allegheny	937	80	8.5%	394	42.0%	434	46.3%	29	3.1%
Armstrong*	27	0	-	11	40.7%	16	59.3%	0	-
Beaver	89	5	5.6%	30	33.7%	48	53.9%	6	6.7%
Bedford*	14	1	7.1%	6	42.9%	6	42.9%	1	7.1%
Berks	246	21	8.5%	85	34.6%	125	50.8%	15	6.1%
Blair	54	11	20.4%	16	29.6%	24	44.4%	3	5.6%
Bradford*	13	0	-	3	23.1%	8	61.5%	2	15.4%
Bucks	211	12	5.7%	78	37.0%	101	47.9%	20	9.5%
Butler	92	5	5.4%	42	45.7%	39	42.4%	6	6.5%
Cambria	81	7	8.6%	32	39.5%	40	49.4%	2	2.5%
Cameron	2	0	-	1	50.0%	0	-	1	50.0%
Carbon*	20	3	15.0%	7	35.0%	10	50.0%	0	-
Centre	93	9	9.7%	33	35.5%	47	50.5%	4	4.3%
Chester	307	26	8.5%	110	35.8%	140	45.6%	31	10.1%
Clarion*	12	0	-	6	50.0%	6	50.0%	0	-
Clearfield*	29	6	20.7%	12	41.4%	10	34.5%	1	3.4%
Clinton*	7	0	-	4	57.1%	3	42.9%	0	-
Columbia	19	0	-	9	47.4%	9	47.4%	1	5.3%
Crawford*	28	2	7.1%	13	46.4%	13	46.4%	0	-
Cumberland	137	11	8.0%	45	32.8%	75	54.7%	6	4.4%
Dauphin	122	18	14.8%	48	39.3%	50	41.0%	6	4.9%
Delaware	266	28	10.5%	101	38.0%	118	44.4%	19	7.1%
Elk	8	1	12.5%	1	12.5%	6	75.0%	0	-
Erie	170	5	2.9%	79	46.5%	78	45.9%	8	4.7%
Fayette	34	4	11.8%	10	29.4%	18	52.9%	2	5.9%
Forest*	0	0	-	0	-	0	-	0	-
Franklin	50	6	12.0%	19	38.0%	22	44.0%	3	6.0%
Fulton*	1	0	-	0	-	1	100.0%	0	-
Greene*	10	2	20.0%	2	20.0%	5	50.0%	1	10.0%
Huntingdon*	6	0	-	4	66.7%	2	33.3%	0	-
Indiana*	38	1	2.6%	14	36.8%	23	60.5%	0	-
Jefferson*	8	4	50.0%	1	12.5%	2	25.0%	1	12.5%
Juniata*	3	2	66.7%	0	-	1	33.3%	0	-
Lackawanna	185	16	8.6%	80	43.2%	84	45.4%	5	2.7%
Lancaster	321	39	12.1%	93	29.0%	164	51.1%	25	7.8%
Lawrence	39	7	17.9%	16	41.0%	12	30.8%	4	10.3%
Lebanon	42	2	4.8%	11	26.2%	25	59.5%	4	9.5%
Lehigh	290	28	9.7%	127	43.8%	124	42.8%	11	3.8%
Luzerne	215	18	8.4%	73	34.0%	99	46.0%	25	11.6%
Lycoming	84	7	8.3%	37	44.0%	35	41.7%	5	6.0%
McKean*	8	2	25.0%	5	62.5%	1	12.5%	0	-
Mercer	89	10	11.2%	44	49.4%	32	36.0%	3	3.4%
Mifflin*	11	1	9.1%	4	36.4%	6	54.5%	0	-
Monroe	24	1	4.2%	9	37.5%	13	54.2%	1	4.2%
Montgomery	522	26	5.0%	177	33.9%	261	50.0%	58	11.1%
Montour*	5	1	20.0%	2	40.0%	2	40.0%	0	-
Northampton	138	6	4.3%	45	32.6%	76	55.1%	11	8.0%
Northumberland	16	0	-	6	37.5%	10	62.5%	0	-

* Rural County - based on the 2000 U.S. Census definition

Note: Percentages based on less than 10 respondents or on a total response less than 30 are considered statistically unreliable.

RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
Appendix 3D: AGE BY EMPLOYMENT SECTOR: HOME HEALTH AGENCY (cont.)

	<i>Total</i>	20-34		35-49		50-64		65+	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Perry*	3	2	66.7%	1	33.3%	0	-	0	-
Philadelphia	411	63	15.3%	175	42.6%	156	38.0%	17	4.1%
Pike*	11	3	27.3%	2	18.2%	5	45.5%	1	9.1%
Potter*	3	0	-	2	66.7%	1	33.3%	0	-
Schuylkill	24	6	25.0%	8	33.3%	9	37.5%	1	4.2%
Snyder*	8	1	12.5%	6	75.0%	0	-	1	12.5%
Somerset*	36	7	19.4%	9	25.0%	18	50.0%	2	5.6%
Sullivan*	2	0	-	1	50.0%	1	50.0%	0	-
Susquehanna*	7	0	-	1	14.3%	6	85.7%	0	-
Tioga*	9	1	11.1%	5	55.6%	2	22.2%	1	11.1%
Union	33	3	9.1%	15	45.5%	13	39.4%	2	6.1%
Venango*	32	5	15.6%	11	34.4%	16	50.0%	0	-
Warren*	24	3	12.5%	6	25.0%	15	62.5%	0	-
Washington	93	3	3.2%	40	43.0%	42	45.2%	8	8.6%
Wayne*	19	3	15.8%	7	36.8%	8	42.1%	1	5.3%
Westmoreland	173	13	7.5%	50	28.9%	92	53.2%	18	10.4%
Wyoming*	11	1	9.1%	5	45.5%	5	45.5%	0	-
York	131	9	6.9%	42	32.1%	66	50.4%	14	10.7%

* Rural County - based on the 2000 U.S. Census definition

Note: Percentages based on less than 10 respondents or on a total response less than 30 are considered statistically unreliable.

RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
Appendix 4A: CAREER SATISFACTION BY EMPLOYMENT SECTOR: HOSPITAL

	Total	Very Dissatisfied		Dissatisfied		Somewhat Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
<i>Pennsylvania</i>	72,758	3,038	4.2%	7,202	9.9%	41,249	56.7%	21,269	29.2%
<i>Urban Counties</i>	44,432	1,889	4.3%	4,752	10.7%	25,280	56.9%	12,511	28.2%
<i>Rural Counties</i>	28,326	1,149	4.1%	2,450	8.6%	15,969	56.4%	8,758	30.9%
<u>County</u>									
Adams*	284	9	3.2%	20	7.0%	151	53.2%	104	36.6%
Allegheny	13,151	634	4.8%	1,778	13.5%	7,654	58.2%	3,085	23.5%
Armstrong*	262	11	4.2%	55	21.0%	151	57.6%	45	17.2%
Beaver	715	36	5.0%	105	14.7%	393	55.0%	181	25.3%
Bedford*	91	2	2.2%	9	9.9%	56	61.5%	24	26.4%
Berks	1,621	56	3.5%	127	7.8%	902	55.6%	536	33.1%
Blair	720	28	3.9%	95	13.2%	437	60.7%	160	22.2%
Bradford*	342	13	3.8%	25	7.3%	201	58.8%	103	30.1%
Bucks	1,818	81	4.5%	146	8.0%	1,024	56.3%	567	31.2%
Butler	613	29	4.7%	78	12.7%	370	60.4%	136	22.2%
Cambria	953	37	3.9%	142	14.9%	570	59.8%	204	21.4%
Cameron	2	0	-	0	-	1	50.0%	1	50.0%
Carbon*	179	7	3.9%	41	22.9%	94	52.5%	37	20.7%
Centre	426	15	3.5%	46	10.8%	242	56.8%	123	28.9%
Chester	1,932	69	3.6%	176	9.1%	1,079	55.8%	608	31.5%
Clarion*	146	2	1.4%	10	6.8%	91	62.3%	43	29.5%
Clearfield*	487	15	3.1%	37	7.6%	294	60.4%	141	29.0%
Clinton*	77	5	6.5%	8	10.4%	37	48.1%	27	35.1%
Columbia	230	5	2.2%	26	11.3%	151	65.7%	48	20.9%
Crawford*	337	14	4.2%	26	7.7%	194	57.6%	103	30.6%
Cumberland	915	41	4.5%	92	10.1%	523	57.2%	259	28.3%
Dauphin	2,738	100	3.7%	188	6.9%	1,489	54.4%	961	35.1%
Delaware	2,731	116	4.2%	242	8.9%	1,520	55.7%	853	31.2%
Elk	133	7	5.3%	19	14.3%	69	51.9%	38	28.6%
Erie	1,683	52	3.1%	143	8.5%	949	56.4%	539	32.0%
Fayette	470	28	6.0%	86	18.3%	274	58.3%	82	17.4%
Forest*	3	0	-	1	33.3%	1	33.3%	1	33.3%
Franklin	561	14	2.5%	42	7.5%	322	57.4%	183	32.6%
Fulton*	26	2	7.7%	2	7.7%	14	53.8%	8	30.8%
Greene*	70	3	4.3%	11	15.7%	40	57.1%	16	22.9%
Huntingdon*	111	3	2.7%	13	11.7%	62	55.9%	33	29.7%
Indiana*	306	11	3.6%	29	9.5%	175	57.2%	91	29.7%
Jefferson*	175	15	8.6%	10	5.7%	99	56.6%	51	29.1%
Juniata*	3	0	-	0	-	3	100.0%	0	-
Lackawanna	1,329	70	5.3%	211	15.9%	789	59.4%	259	19.5%
Lancaster	2,114	72	3.4%	126	6.0%	1,209	57.2%	707	33.4%
Lawrence	426	20	4.7%	47	11.0%	255	59.9%	104	24.4%
Lebanon	412	17	4.1%	29	7.0%	235	57.0%	131	31.8%
Lehigh	3,261	124	3.8%	245	7.5%	1,715	52.6%	1,177	36.1%
Luzerne	1,651	102	6.2%	254	15.4%	918	55.6%	377	22.8%
Lycoming	632	27	4.3%	72	11.4%	377	59.7%	156	24.7%
McKean*	172	7	4.1%	15	8.7%	101	58.7%	49	28.5%
Mercer	761	26	3.4%	94	12.4%	457	60.1%	184	24.2%
Mifflin*	190	6	3.2%	17	8.9%	101	53.2%	66	34.7%
Monroe	430	15	3.5%	54	12.6%	259	60.2%	102	23.7%
Montgomery	4,477	168	3.8%	357	8.0%	2,563	57.2%	1,389	31.0%
Montour*	1,019	34	3.3%	76	7.5%	564	55.3%	345	33.9%
Northampton	1,001	39	3.9%	105	10.5%	565	56.4%	292	29.2%
Northumberland	198	9	4.5%	25	12.6%	108	54.5%	56	28.3%

* Rural County - based on the 2000 U.S. Census definition

Note: Percentages based on less than 10 respondents or on a total response less than 30 are considered statistically unreliable.

RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA

Appendix 4A: CAREER SATISFACTION BY EMPLOYMENT SECTOR: HOSPITAL (cont.)

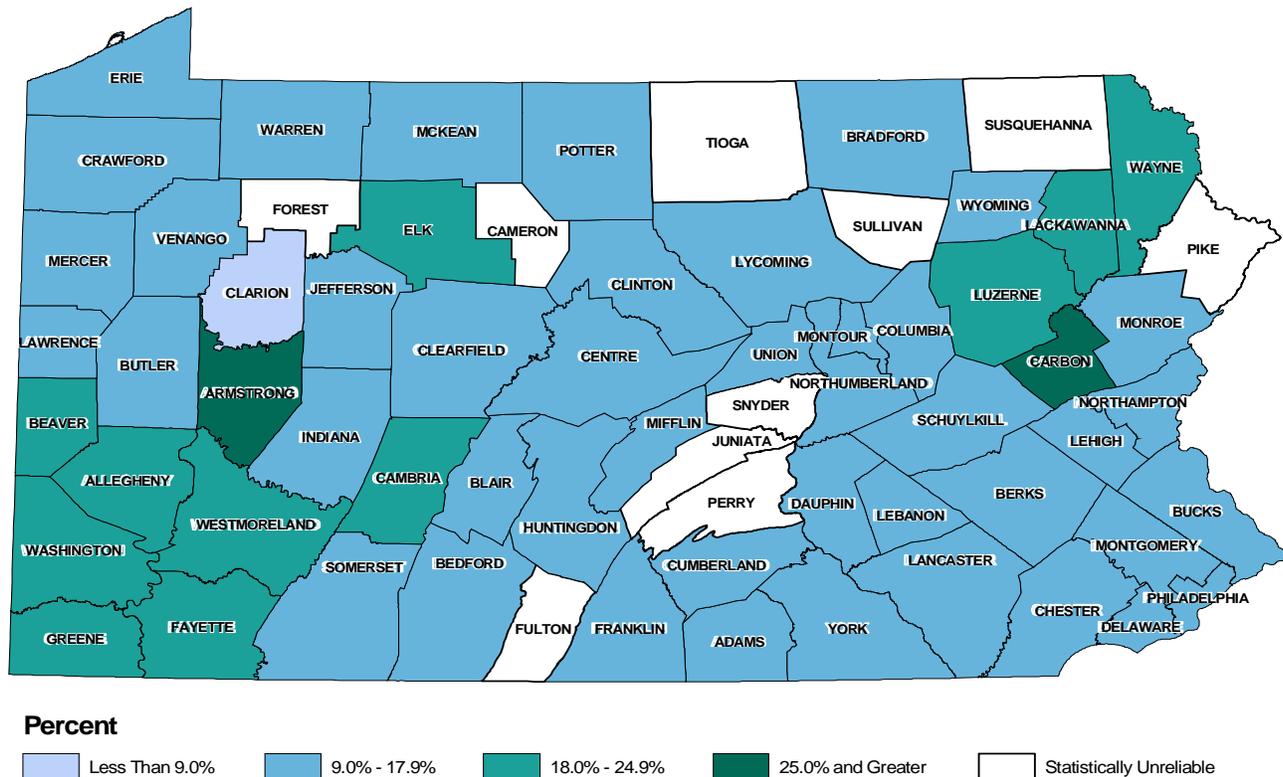
	Very Dissatisfied		Dissatisfied		Somewhat Satisfied		Very Satisfied		
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	
Total									
Perry*	9	0	1	11.1%	7	77.8%	1	11.1%	
Philadelphia	14,498	570	3.9%	988	6.8%	8,052	55.5%	4,888	33.7%
Pike*	10	0	-	2	20.0%	7	70.0%	1	10.0%
Potter*	110	7	6.4%	3	2.7%	59	53.6%	41	37.3%
Schuylkill	538	24	4.5%	65	12.1%	321	59.7%	128	23.8%
Snyder*	5	1	20.0%	0	-	0	-	4	80.0%
Somerset*	249	11	4.4%	16	6.4%	164	65.9%	58	23.3%
Sullivan*	4	0	-	1	25.0%	2	50.0%	1	25.0%
Susquehanna*	68	4	5.9%	2	2.9%	39	57.4%	23	33.8%
Tioga*	104	2	1.9%	7	6.7%	57	54.8%	38	36.5%
Union	269	10	3.7%	20	7.4%	139	51.7%	100	37.2%
Venango*	247	10	4.0%	34	13.8%	157	63.6%	46	18.6%
Warren*	151	6	4.0%	13	8.6%	81	53.6%	51	33.8%
Washington	1,036	56	5.4%	140	13.5%	594	57.3%	246	23.7%
Wayne*	150	11	7.3%	22	14.7%	79	52.7%	38	25.3%
Westmoreland	1,358	74	5.4%	238	17.5%	790	58.2%	256	18.9%
Wyoming*	87	4	4.6%	7	8.0%	55	63.2%	21	24.1%
York	1,481	52	3.5%	88	5.9%	798	53.9%	543	36.7%

* Rural County - based on the 2000 U.S. Census definition

Note: Percentages based on less than 10 respondents or on a total response less than 30 are considered statistically unreliable.

Figure 4.1:

PERCENT OF RNs DISSATISFIED OR VERY DISSATISFIED WITH NURSING AS A CAREER EMPLOYED IN A HOSPITAL BY COUNTY OF EMPLOYMENT, 2006 & 2007



RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA

Appendix 4B: CAREER SATISFACTION BY EMPLOYMENT SECTOR: NURSING HOME

	Total	Very Dissatisfied		Dissatisfied		Somewhat Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
<i>Pennsylvania</i>	10,490	519	4.9%	1,175	11.2%	5,815	55.4%	2,981	28.4%
<i>Urban Counties</i>	6,828	342	5.0%	786	11.5%	3,797	55.6%	1,903	27.9%
<i>Rural Counties</i>	3,662	177	4.8%	389	10.6%	2,018	55.1%	1,078	29.4%
County									
Adams*	87	4	4.6%	14	16.1%	44	50.6%	25	28.7%
Allegheny	1,090	66	6.1%	154	14.1%	591	54.2%	279	25.6%
Armstrong*	30	1	3.3%	8	26.7%	14	46.7%	7	23.3%
Beaver	184	9	4.9%	29	15.8%	100	54.3%	46	25.0%
Bedford*	28	0	-	3	10.7%	16	57.1%	9	32.1%
Berks	290	9	3.1%	30	10.3%	177	61.0%	74	25.5%
Blair	175	11	6.3%	27	15.4%	95	54.3%	42	24.0%
Bradford*	30	1	3.3%	2	6.7%	18	60.0%	9	30.0%
Bucks	421	22	5.2%	33	7.8%	240	57.0%	126	29.9%
Butler	219	10	4.6%	23	10.5%	140	63.9%	46	21.0%
Cambria	173	10	5.8%	28	16.2%	103	59.5%	32	18.5%
Cameron	7	0	-	2	28.6%	5	71.4%	0	-
Carbon*	41	3	7.3%	6	14.6%	24	58.5%	8	19.5%
Centre	68	2	2.9%	15	22.1%	38	55.9%	13	19.1%
Chester	389	15	3.9%	34	8.7%	219	56.3%	121	31.1%
Clarion*	25	0	-	3	12.0%	13	52.0%	9	36.0%
Clearfield*	66	4	6.1%	9	13.6%	35	53.0%	18	27.3%
Clinton*	26	1	3.8%	3	11.5%	16	61.5%	6	23.1%
Columbia	47	1	2.1%	3	6.4%	28	59.6%	15	31.9%
Crawford*	78	4	5.1%	9	11.5%	48	61.5%	17	21.8%
Cumberland	207	9	4.3%	22	10.6%	106	51.2%	70	33.8%
Dauphin	141	8	5.7%	17	12.1%	78	55.3%	38	27.0%
Delaware	520	31	6.0%	42	8.1%	291	56.0%	156	30.0%
Elk	31	2	6.5%	4	12.9%	16	51.6%	9	29.0%
Erie	275	13	4.7%	31	11.3%	141	51.3%	90	32.7%
Fayette	75	5	6.7%	10	13.3%	40	53.3%	20	26.7%
Forest*	6	0	-	1	16.7%	5	83.3%	0	-
Franklin	84	2	2.4%	6	7.1%	46	54.8%	30	35.7%
Fulton*	6	0	-	2	33.3%	4	66.7%	0	-
Greene*	27	3	11.1%	6	22.2%	15	55.6%	3	11.1%
Huntingdon*	33	2	6.1%	3	9.1%	20	60.6%	8	24.2%
Indiana*	67	2	3.0%	10	14.9%	35	52.2%	20	29.9%
Jefferson*	44	2	4.5%	3	6.8%	19	43.2%	20	45.5%
Juniata*	26	1	3.8%	3	11.5%	16	61.5%	6	23.1%
Lackawanna	313	22	7.0%	52	16.6%	172	55.0%	67	21.4%
Lancaster	501	25	5.0%	36	7.2%	277	55.3%	163	32.5%
Lawrence	83	1	1.2%	8	9.6%	50	60.2%	24	28.9%
Lebanon	124	8	6.5%	7	5.6%	74	59.7%	35	28.2%
Lehigh	361	16	4.4%	45	12.5%	211	58.4%	89	24.7%
Luzerne	316	12	3.8%	41	13.0%	189	59.8%	74	23.4%
Lycoming	96	6	6.3%	6	6.3%	54	56.3%	30	31.3%
McKean*	51	3	5.9%	9	17.6%	27	52.9%	12	23.5%
Mercer	116	8	6.9%	11	9.5%	59	50.9%	38	32.8%
Mifflin*	36	1	2.8%	2	5.6%	24	66.7%	9	25.0%
Monroe	42	3	7.1%	2	4.8%	25	59.5%	12	28.6%
Montgomery	999	40	4.0%	100	10.0%	541	54.2%	318	31.8%
Montour*	25	4	16.0%	4	16.0%	8	32.0%	9	36.0%
Northampton	252	10	4.0%	32	12.7%	134	53.2%	76	30.2%
Northumberland	88	4	4.5%	15	17.0%	51	58.0%	18	20.5%

* Rural County - based on the 2000 U.S. Census definition

Note: Percentages based on less than 10 respondents or on a total response less than 30 are considered statistically unreliable.

RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
Appendix 4B: CAREER SATISFACTION BY EMPLOYMENT SECTOR: NURSING HOME (cont.)

	Very Dissatisfied		Dissatisfied		Somewhat Satisfied		Very Satisfied		
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	
Total									
Perry*	24	1	4.2%	4	16.7%	11	45.8%	8	33.3%
Philadelphia	873	39	4.5%	58	6.6%	440	50.4%	336	38.5%
Pike*	18	1	5.6%	4	22.2%	8	44.4%	5	27.8%
Potter*	15	1	6.7%	2	13.3%	8	53.3%	4	26.7%
Schuylkill	145	4	2.8%	27	18.6%	89	61.4%	25	17.2%
Snyder*	11	0	-	1	9.1%	7	63.6%	3	27.3%
Somerset*	69	4	5.8%	5	7.2%	46	66.7%	14	20.3%
Sullivan*	12	0	-	2	16.7%	8	66.7%	2	16.7%
Susquehanna*	34	2	5.9%	8	23.5%	18	52.9%	6	17.6%
Tioga*	25	2	8.0%	4	16.0%	12	48.0%	7	28.0%
Union	34	1	2.9%	2	5.9%	21	61.8%	10	29.4%
Venango*	41	0	-	5	12.2%	23	56.1%	13	31.7%
Warren*	48	2	4.2%	5	10.4%	31	64.6%	10	20.8%
Washington	142	13	9.2%	17	12.0%	82	57.7%	30	21.1%
Wayne*	41	5	12.2%	7	17.1%	23	56.1%	6	14.6%
Westmoreland	339	14	4.1%	46	13.6%	193	56.9%	86	25.4%
Wyoming*	7	1	14.3%	0	-	2	28.6%	4	57.1%
York	193	13	6.7%	13	6.7%	101	52.3%	66	34.2%

* Rural County - based on the 2000 U.S. Census definition

Note: Percentages based on less than 10 respondents or on a total response less than 30 are considered statistically unreliable.

RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
Appendix 4C: CAREER SATISFACTION BY EMPLOYMENT SECTOR:
PHYSICIAN/DENTIST OFFICE

	Total	Very Dissatisfied		Dissatisfied		Somewhat Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
<i>Pennsylvania</i>	7,548	303	4.0%	689	9.1%	4,268	56.5%	2,288	30.3%
<i>Urban Counties</i>	4,846	197	4.1%	430	8.9%	2,739	56.5%	1,480	30.5%
<i>Rural Counties</i>	2,702	106	3.9%	259	9.6%	1,529	56.6%	808	29.9%
<u>County</u>									
Adams*	36	0	-	3	8.3%	24	66.7%	9	25.0%
Allegheny	944	48	5.1%	121	12.8%	527	55.8%	248	26.3%
Armstrong*	28	1	3.6%	2	7.1%	17	60.7%	8	28.6%
Beaver	91	6	6.6%	8	8.8%	55	60.4%	22	24.2%
Bedford*	35	1	2.9%	2	5.7%	21	60.0%	11	31.4%
Berks	183	7	3.8%	8	4.4%	111	60.7%	57	31.1%
Blair	118	4	3.4%	4	3.4%	64	54.2%	46	39.0%
Bradford*	24	1	4.2%	3	12.5%	10	41.7%	10	41.7%
Bucks	258	11	4.3%	13	5.0%	153	59.3%	81	31.4%
Butler	230	8	3.5%	27	11.7%	137	59.6%	58	25.2%
Cambria	140	6	4.3%	21	15.0%	82	58.6%	31	22.1%
Cameron	2	0	-	0	-	1	50.0%	1	50.0%
Carbon*	19	1	5.3%	2	10.5%	14	73.7%	2	10.5%
Centre	57	1	1.8%	5	8.8%	28	49.1%	23	40.4%
Chester	255	15	5.9%	24	9.4%	135	52.9%	81	31.8%
Clarion*	24	2	8.3%	1	4.2%	15	62.5%	6	25.0%
Clearfield*	99	5	5.1%	5	5.1%	65	65.7%	24	24.2%
Clinton*	18	0	-	2	11.1%	11	61.1%	5	27.8%
Columbia	51	1	2.0%	7	13.7%	31	60.8%	12	23.5%
Crawford*	49	3	6.1%	2	4.1%	26	53.1%	18	36.7%
Cumberland	85	2	2.4%	7	8.2%	49	57.6%	27	31.8%
Dauphin	134	3	2.2%	11	8.2%	86	64.2%	34	25.4%
Delaware	379	9	2.4%	30	7.9%	199	52.5%	141	37.2%
Elk	37	1	2.7%	2	5.4%	17	45.9%	17	45.9%
Erie	203	10	4.9%	14	6.9%	117	57.6%	62	30.5%
Fayette	156	10	6.4%	25	16.0%	95	60.9%	26	16.7%
Forest*	0	0	-	0	-	0	-	0	-
Franklin	43	2	4.7%	8	18.6%	17	39.5%	16	37.2%
Fulton*	4	0	-	1	25.0%	1	25.0%	2	50.0%
Greene*	10	3	30.0%	0	-	3	30.0%	4	40.0%
Huntingdon*	24	0	-	2	8.3%	9	37.5%	13	54.2%
Indiana*	86	4	4.7%	11	12.8%	42	48.8%	29	33.7%
Jefferson*	26	0	-	2	7.7%	17	65.4%	7	26.9%
Juniata*	2	0	-	0	-	2	100.0%	0	-
Lackawanna	177	6	3.4%	14	7.9%	124	70.1%	33	18.6%
Lancaster	224	5	2.2%	16	7.1%	112	50.0%	91	40.6%
Lawrence	65	1	1.5%	6	9.2%	47	72.3%	11	16.9%
Lebanon	26	1	3.8%	2	7.7%	12	46.2%	11	42.3%
Lehigh	286	8	2.8%	25	8.7%	164	57.3%	89	31.1%
Luzerne	329	14	4.3%	39	11.9%	188	57.1%	88	26.7%
Lycoming	69	2	2.9%	4	5.8%	39	56.5%	24	34.8%
McKean*	42	1	2.4%	2	4.8%	25	59.5%	14	33.3%
Mercer	57	2	3.5%	2	3.5%	43	75.4%	10	17.5%
Mifflin*	17	0	-	2	11.8%	14	82.4%	1	5.9%
Monroe	64	1	1.6%	7	10.9%	34	53.1%	22	34.4%
Montgomery	748	32	4.3%	56	7.5%	389	52.0%	271	36.2%
Montour*	21	1	4.8%	1	4.8%	11	52.4%	8	38.1%
Northampton	130	5	3.8%	11	8.5%	72	55.4%	42	32.3%
Northumberland	49	1	2.0%	3	6.1%	28	57.1%	17	34.7%

* Rural County - based on the 2000 U.S. Census definition

Note: Percentages based on less than 10 respondents or on a total response less than 30 are considered statistically unreliable.

RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
Appendix 4C: CAREER SATISFACTION BY EMPLOYMENT SECTOR:
PHYSICIAN/DENTIST OFFICE (cont.)

	Very Dissatisfied		Dissatisfied		Somewhat Satisfied		Very Satisfied	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total								
Perry*	5	20.0%	0	-	3	60.0%	1	20.0%
Philadelphia	628	4.8%	40	6.4%	328	52.2%	230	36.6%
Pike*	8	12.5%	1	12.5%	5	62.5%	1	12.5%
Potter*	9	-	0	-	5	55.6%	4	44.4%
Schuylkill	84	6.0%	6	7.1%	55	65.5%	18	21.4%
Snyder*	3	-	0	-	3	100.0%	0	-
Somerset*	43	4.7%	3	7.0%	27	62.8%	11	25.6%
Sullivan*	6	-	1	16.7%	5	83.3%	0	-
Susquehanna*	14	-	1	7.1%	8	57.1%	5	35.7%
Tioga*	15	6.7%	1	6.7%	8	53.3%	5	33.3%
Union	22	4.5%	1	4.5%	12	54.5%	8	36.4%
Venango*	43	4.7%	2	4.7%	28	65.1%	11	25.6%
Warren*	7	14.3%	0	-	4	57.1%	2	28.6%
Washington	114	2.6%	14	12.3%	64	56.1%	33	28.9%
Wayne*	21	-	2	9.5%	16	76.2%	3	14.3%
Westmoreland	254	3.5%	44	17.3%	145	57.1%	56	22.0%
Wyoming*	6	-	0	-	5	83.3%	1	16.7%
York	112	1.8%	10	8.9%	64	57.1%	36	32.1%

* Rural County - based on the 2000 U.S. Census definition

Note: Percentages based on less than 10 respondents or on a total response less than 30 are considered statistically unreliable.

RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA

Appendix 4D: CAREER SATISFACTION BY EMPLOYMENT SECTOR: HOME HEALTH AGENCY

	Total	Very Dissatisfied		Dissatisfied		Somewhat Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
<i>Pennsylvania</i>	6,163	234	3.8%	425	6.9%	3,394	55.1%	2,110	34.2%
<i>Urban Counties</i>	4,459	167	3.7%	302	6.8%	2,465	55.3%	1,525	34.2%
<i>Rural Counties</i>	1,704	67	3.9%	123	7.2%	929	54.5%	585	34.3%
County									
Adams*	26	0	-	0	-	19	73.1%	7	26.9%
Allegheny	935	28	3.0%	75	8.0%	558	59.7%	274	29.3%
Armstrong*	27	0	-	1	3.7%	19	70.4%	7	25.9%
Beaver	89	4	4.5%	14	15.7%	45	50.6%	26	29.2%
Bedford*	14	0	-	3	21.4%	10	71.4%	1	7.1%
Berks	245	10	4.1%	13	5.3%	131	53.5%	91	37.1%
Blair	55	4	7.3%	5	9.1%	33	60.0%	13	23.6%
Bradford*	13	1	7.7%	2	15.4%	6	46.2%	4	30.8%
Bucks	212	9	4.2%	14	6.6%	115	54.2%	74	34.9%
Butler	92	4	4.3%	6	6.5%	48	52.2%	34	37.0%
Cambria	80	4	5.0%	6	7.5%	50	62.5%	20	25.0%
Cameron	2	0	-	1	50.0%	1	50.0%	0	-
Carbon*	20	0	-	1	5.0%	13	65.0%	6	30.0%
Centre	92	4	4.3%	6	6.5%	52	56.5%	30	32.6%
Chester	307	11	3.6%	21	6.8%	162	52.8%	113	36.8%
Clarion*	12	0	-	2	16.7%	8	66.7%	2	16.7%
Clearfield*	29	0	-	2	6.9%	20	69.0%	7	24.1%
Clinton*	7	1	14.3%	0	-	2	28.6%	4	57.1%
Columbia	19	0	-	0	-	12	63.2%	7	36.8%
Crawford*	28	0	-	1	3.6%	13	46.4%	14	50.0%
Cumberland	137	6	4.4%	4	2.9%	68	49.6%	59	43.1%
Dauphin	123	7	5.7%	2	1.6%	67	54.5%	47	38.2%
Delaware	264	15	5.7%	15	5.7%	142	53.8%	92	34.8%
Elk	8	0	-	0	-	6	75.0%	2	25.0%
Erie	168	8	4.8%	10	6.0%	89	53.0%	61	36.3%
Fayette	34	1	2.9%	3	8.8%	16	47.1%	14	41.2%
Forest*	0	0	-	0	-	0	-	0	-
Franklin	50	2	4.0%	2	4.0%	24	48.0%	22	44.0%
Fulton*	1	1	100.0%	0	-	0	-	0	-
Greene*	10	0	-	0	-	6	60.0%	4	40.0%
Huntingdon*	6	0	-	0	-	4	66.7%	2	33.3%
Indiana*	38	0	-	5	13.2%	25	65.8%	8	21.1%
Jefferson*	8	0	-	0	-	7	87.5%	1	12.5%
Juniata*	3	0	-	0	-	1	33.3%	2	66.7%
Lackawanna	184	7	3.8%	21	11.4%	117	63.6%	39	21.2%
Lancaster	318	12	3.8%	17	5.3%	173	54.4%	116	36.5%
Lawrence	40	3	7.5%	0	-	27	67.5%	10	25.0%
Lebanon	42	1	2.4%	2	4.8%	24	57.1%	15	35.7%
Lehigh	290	10	3.4%	24	8.3%	148	51.0%	108	37.2%
Luzerne	214	5	2.3%	12	5.6%	133	62.1%	64	29.9%
Lycoming	84	2	2.4%	11	13.1%	40	47.6%	31	36.9%
McKean*	8	0	-	1	12.5%	5	62.5%	2	25.0%
Mercer	88	0	-	5	5.7%	50	56.8%	33	37.5%
Mifflin*	11	2	18.2%	2	18.2%	5	45.5%	2	18.2%
Monroe	24	1	4.2%	2	8.3%	13	54.2%	8	33.3%
Montgomery	519	20	3.9%	23	4.4%	259	49.9%	217	41.8%
Montour*	5	0	-	1	20.0%	3	60.0%	1	20.0%
Northampton	138	6	4.3%	8	5.8%	85	61.6%	39	28.3%
Northumberland	16	0	-	0	-	9	56.3%	7	43.8%

* Rural County - based on the 2000 U.S. Census definition

Note: Percentages based on less than 10 respondents or on a total response less than 30 are considered statistically unreliable.

RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
Appendix 4D: CAREER SATISFACTION BY EMPLOYMENT SECTOR:
HOME HEALTH AGENCY (cont.)

	Very Dissatisfied		Dissatisfied		Somewhat Satisfied		Very Satisfied	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total								
Perry*	3	0	0	-	2	66.7%	1	33.3%
Philadelphia	409	20	27	6.6%	205	50.1%	157	38.4%
Pike*	11	1	0	-	7	63.6%	3	27.3%
Potter*	3	1	0	-	2	66.7%	0	-
Schuylkill	24	1	2	8.3%	15	62.5%	6	25.0%
Snyder*	8	0	1	12.5%	5	62.5%	2	25.0%
Somerset*	36	1	5	13.9%	20	55.6%	10	27.8%
Sullivan*	2	0	1	50.0%	0	-	1	50.0%
Susquehanna*	7	0	0	-	2	28.6%	5	71.4%
Tioga*	9	1	0	-	4	44.4%	4	44.4%
Union	33	1	2	6.1%	16	48.5%	14	42.4%
Venango*	32	4	3	9.4%	15	46.9%	10	31.3%
Warren*	24	2	2	8.3%	8	33.3%	12	50.0%
Washington	93	4	4	4.3%	58	62.4%	27	29.0%
Wayne*	19	0	3	15.8%	9	47.4%	7	36.8%
Westmoreland	174	5	23	13.2%	97	55.7%	49	28.2%
Wyoming*	11	0	1	9.1%	5	45.5%	5	45.5%
York	130	4	8	6.2%	61	46.9%	57	43.8%

* Rural County - based on the 2000 U.S. Census definition

Note: Percentages based on less than 10 respondents or on a total response less than 30 are considered statistically unreliable.

RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA

Appendix 5: FULL-TIME OR PART-TIME IN PRIMARY JOB

	Total	Full-Time		Part-Time	
		Number	Percent	Number	Percent
<i>Pennsylvania</i>	118,929	86,309	72.6%	32,620	27.4%
<i>Urban Counties</i>	76,706	53,991	70.4%	22,715	29.6%
<i>Rural Counties</i>	42,223	32,318	76.5%	9,905	23.5%
<u>County</u>					
Adams*	510	377	73.9%	133	26.1%
Allegheny	19,936	15,306	76.8%	4,630	23.2%
Armstrong*	409	315	77.0%	94	23.0%
Beaver	1,303	1,013	77.7%	290	22.3%
Bedford*	199	151	75.9%	48	24.1%
Berks	2,919	1,967	67.4%	952	32.6%
Blair	1,246	916	73.5%	330	26.5%
Bradford*	503	408	81.1%	95	18.9%
Bucks	3,364	2,112	62.8%	1,252	37.2%
Butler	1,411	968	68.6%	443	31.4%
Cambria	1,657	1,286	77.6%	371	22.4%
Cameron	22	16	72.7%	6	27.3%
Carbon*	308	231	75.0%	77	25.0%
Centre	855	587	68.7%	268	31.3%
Chester	3,745	2,293	61.2%	1,452	38.8%
Clarion*	267	215	80.5%	52	19.5%
Clearfield*	807	605	75.0%	202	25.0%
Clinton*	152	118	77.6%	34	22.4%
Columbia	425	302	71.1%	123	28.9%
Crawford*	588	461	78.4%	127	21.6%
Cumberland	1,733	1,175	67.8%	558	32.2%
Dauphin	4,009	2,872	71.6%	1,137	28.4%
Delaware	4,801	3,014	62.8%	1,787	37.2%
Elk	246	181	73.6%	65	26.4%
Erie	2,885	2,179	75.5%	706	24.5%
Fayette	895	694	77.5%	201	22.5%
Forest*	21	20	95.2%	1	4.8%
Franklin	878	641	73.0%	237	27.0%
Fulton*	44	37	84.1%	7	15.9%
Greene*	167	124	74.3%	43	25.7%
Huntingdon*	215	160	74.4%	55	25.6%
Indiana*	593	391	65.9%	202	34.1%
Jefferson*	296	246	83.1%	50	16.9%
Juniata*	41	28	68.3%	13	31.7%
Lackawanna	2,446	1,709	69.9%	737	30.1%
Lancaster	3,758	2,367	63.0%	1,391	37.0%
Lawrence	732	550	75.1%	182	24.9%
Lebanon	781	523	67.0%	258	33.0%
Lehigh	4,858	3,522	72.5%	1,336	27.5%
Luzerne	3,219	2,334	72.5%	885	27.5%
Lycoming	1,029	785	76.3%	244	23.7%
McKean*	324	274	84.6%	50	15.4%
Mercer	1,188	933	78.5%	255	21.5%
Mifflin*	301	216	71.8%	85	28.2%
Monroe	717	527	73.5%	190	26.5%
Montgomery	9,064	5,726	63.2%	3,338	36.8%
Montour*	1,270	1,022	80.5%	248	19.5%
Northampton	1,836	1,280	69.7%	556	30.3%
Northumberland	422	307	72.7%	115	27.3%

* Rural County - based on the 2000 U.S. Census definition

Note: Percentages based on less than 10 respondents or on a total response less than 30 are considered statistically unreliable.

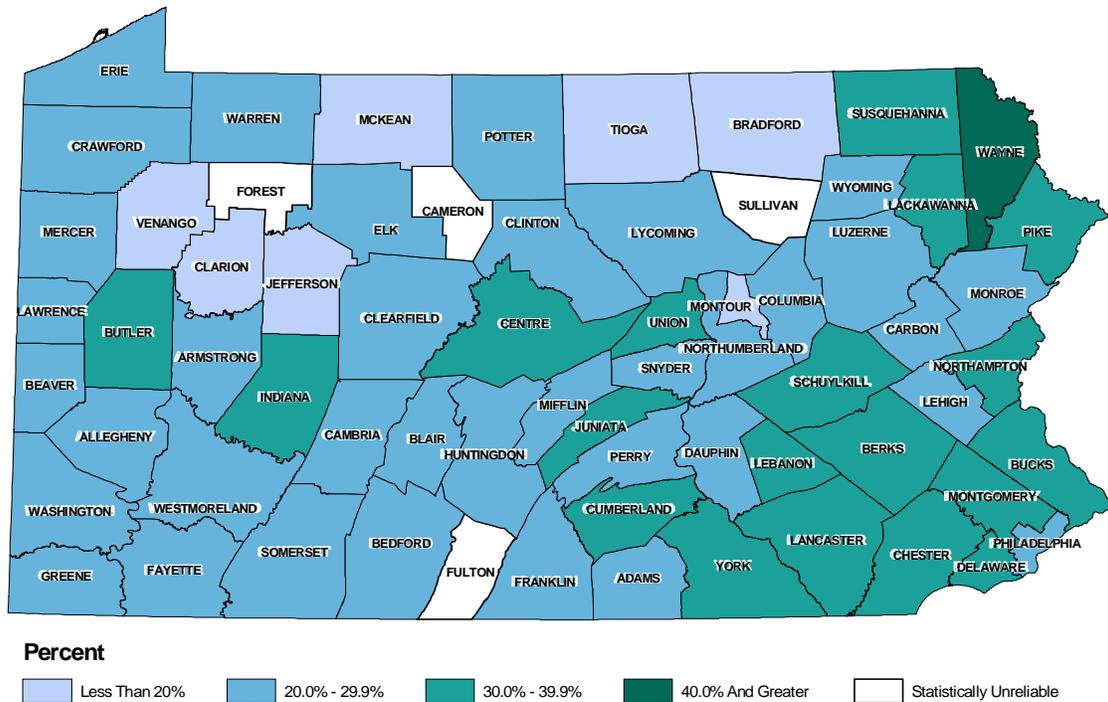
**RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
Appendix 5: FULL-TIME OR PART-TIME IN PRIMARY JOB (cont.)**

	<i>Total</i>	Full-Time		Part-Time	
		Number	Percent	Number	Percent
Perry*	62	46	74.2%	16	25.8%
Philadelphia	19,049	15,189	79.7%	3,860	20.3%
Pike*	73	48	65.8%	25	34.2%
Potter*	151	114	75.5%	37	24.5%
Schuylkill	946	651	68.8%	295	31.2%
Snyder*	100	79	79.0%	21	21.0%
Somerset*	492	390	79.3%	102	20.7%
Sullivan*	29	21	72.4%	8	27.6%
Susquehanna*	157	109	69.4%	48	30.6%
Tioga*	193	166	86.0%	27	14.0%
Union	449	314	69.9%	135	30.1%
Venango*	462	388	84.0%	74	16.0%
Warren*	327	261	79.8%	66	20.2%
Washington	1,657	1,193	72.0%	464	28.0%
Wayne*	325	193	59.4%	132	40.6%
Westmoreland	2,629	1,969	74.9%	660	25.1%
Wyoming*	150	109	72.7%	41	27.3%
York	2,283	1,585	69.4%	698	30.6%

* Rural County - based on the 2000 U.S. Census definition

Note: Percentages based on less than 10 respondents or on a total response less than 30 are considered statistically unreliable.

**Figure 5.1:
PERCENT OF RNs EMPLOYED PART-TIME
BY COUNTY OF EMPLOYMENT, 2006 & 2007**



RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
Appendix 6: MANDATORY OVERTIME[^] BY COUNTY OF EMPLOYMENT

	County Total	Yes	
		Number	Percent
<i>Pennsylvania</i>	119,365	10,912	9.1%
<i>Urban Counties</i>	102,144	8,994	8.8%
<i>Rural Counties</i>	17,221	1,918	11.1%
<u>County</u>			
Adams*	513	50	9.7%
Allegheny	19,995	1,915	9.6%
Armstrong*	413	46	11.1%
Beaver	1,307	117	9.0%
Bedford*	201	20	10.0%
Berks	2,935	265	9.0%
Blair	1,250	239	19.1%
Bradford*	505	47	9.3%
Bucks	3,375	212	6.3%
Butler	1,418	92	6.5%
Cambria	1,666	266	16.0%
Cameron	23	1	4.3%
Carbon*	308	25	8.1%
Centre	856	90	10.5%
Chester	3,760	248	6.6%
Clarion*	268	28	10.4%
Clearfield*	809	126	15.6%
Clinton*	152	21	13.8%
Columbia	429	39	9.1%
Crawford*	590	60	10.2%
Cumberland	1,740	166	9.5%
Dauphin	4,022	230	5.7%
Delaware	4,821	263	5.5%
Elk	247	30	12.1%
Erie	2,901	300	10.3%
Fayette	895	93	10.4%
Forest*	21	4	19.0%
Franklin	879	109	12.4%
Fulton*	44	3	6.8%
Greene*	167	23	13.8%
Huntingdon*	215	43	20.0%
Indiana*	597	67	11.2%
Jefferson*	296	15	5.1%
Juniata*	41	6	14.6%
Lackawanna	2,453	265	10.8%
Lancaster	3,769	394	10.5%
Lawrence	734	52	7.1%
Lebanon	783	83	10.6%
Lehigh	4,873	436	8.9%
Luzerne	3,239	320	9.9%
Lycoming	1,033	278	26.9%
McKean*	324	29	9.0%
Mercer	1,192	115	9.6%
Mifflin*	302	53	17.5%
Monroe	722	51	7.1%
Montgomery	9,094	684	7.5%
Montour*	1,274	244	19.2%
Northampton	1,844	205	11.1%
Northumberland	429	54	12.6%
Perry*	62	9	14.5%

[^] In previous two weeks prior to completion of survey

* Rural County - based on the 2000 U.S. Census definition

Note: Percentages based on less than 10 respondents or on a total response less than 30 are considered statistically unreliable.

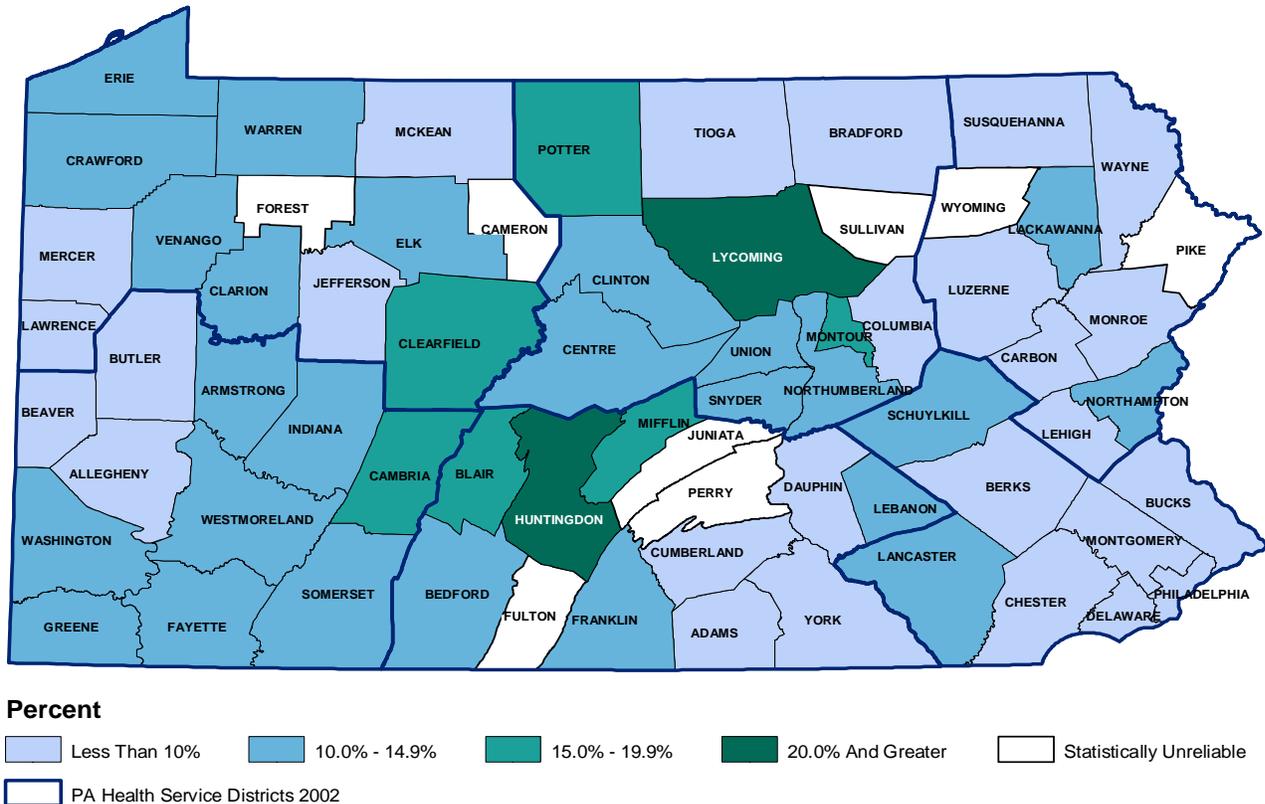
RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
Appendix 6: MANDATORY OVERTIME^ BY COUNTY OF EMPLOYMENT (cont.)

	County Total	Yes	
		Number	Percent
Philadelphia	19,117	1,317	6.9%
Pike*	73	5	6.8%
Potter*	151	23	15.2%
Schuylkill	949	111	11.7%
Snyder*	101	14	13.9%
Somerset*	493	61	12.4%
Sullivan*	29	1	3.4%
Susquehanna*	160	12	7.5%
Tioga*	194	19	9.8%
Union	449	49	10.9%
Venango*	463	52	11.2%
Warren*	329	36	10.9%
Washington	1,665	181	10.9%
Wayne*	327	28	8.6%
Westmoreland	2,637	291	11.0%
Wyoming*	150	9	6.0%
York	2,292	172	7.5%

^ In previous two weeks prior to completion of survey
 * Rural County - based on the 2000 U.S. Census definition

Note: Percentages based on less than 10 respondents or on a total response less than 30 are considered statistically unreliable.

Figure 6.1:
PERCENT OF RNs REPORTING MANDATORY OVERTIME
BY COUNTY OF EMPLOYMENT, 2006 & 2007



RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
Appendix 7: CAREER SATISFACTION BY COUNTY OF EMPLOYMENT

		Very Dissatisfied		Dissatisfied		Somewhat Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total									
<i>Pennsylvania</i>	118,856	5,090	4.3%	11,450	9.6%	66,476	55.9%	35,840	30.2%
<i>Urban Counties</i>	109,323	4,693	4.3%	10,550	9.7%	61,060	55.9%	33,020	30.2%
<i>Rural Counties</i>	9,533	397	4.2%	900	9.4%	5,416	56.8%	2,820	29.6%
<u>County</u>									
Adams*	511	16	3.1%	40	7.8%	279	54.6%	176	34.4%
Allegheny	19,909	964	4.8%	2,565	12.9%	11,393	57.2%	4,987	25.0%
Armstrong*	413	16	3.9%	76	18.4%	240	58.1%	81	19.6%
Beaver	1,301	68	5.2%	176	13.5%	719	55.3%	338	26.0%
Bedford*	200	3	1.5%	18	9.0%	126	63.0%	53	26.5%
Berks	2,918	110	3.8%	220	7.5%	1,634	56.0%	954	32.7%
Blair	1,243	55	4.4%	153	12.3%	720	57.9%	315	25.3%
Bradford*	503	18	3.6%	34	6.8%	292	58.1%	159	31.6%
Bucks	3,361	151	4.5%	244	7.3%	1,865	55.5%	1,101	32.8%
Butler	1,412	68	4.8%	157	11.1%	822	58.2%	365	25.8%
Cambria	1,658	70	4.2%	240	14.5%	990	59.7%	358	21.6%
Cameron	23	0	-	3	13.0%	13	56.5%	7	30.4%
Carbon*	306	11	3.6%	57	18.6%	176	57.5%	62	20.3%
Centre	854	30	3.5%	102	11.9%	478	56.0%	244	28.6%
Chester	3,744	146	3.9%	317	8.5%	2,042	54.5%	1,239	33.1%
Clarion*	268	7	2.6%	22	8.2%	159	59.3%	80	29.9%
Clearfield*	805	35	4.3%	59	7.3%	477	59.3%	234	29.1%
Clinton*	152	8	5.3%	14	9.2%	75	49.3%	55	36.2%
Columbia	428	12	2.8%	41	9.6%	262	61.2%	113	26.4%
Crawford*	590	24	4.1%	47	8.0%	329	55.8%	190	32.2%
Cumberland	1,730	80	4.6%	162	9.4%	941	54.4%	547	31.6%
Dauphin	4,008	150	3.7%	296	7.4%	2,186	54.5%	1,376	34.3%
Delaware	4,795	219	4.6%	396	8.3%	2,603	54.3%	1,577	32.9%
Elk	247	16	6.5%	28	11.3%	125	50.6%	78	31.6%
Erie	2,892	112	3.9%	236	8.2%	1,610	55.7%	934	32.3%
Fayette	891	52	5.8%	143	16.0%	507	56.9%	189	21.2%
Forest*	21	0	-	5	23.8%	12	57.1%	4	19.0%
Franklin	874	26	3.0%	67	7.7%	481	55.0%	300	34.3%
Fulton*	43	3	7.0%	5	11.6%	22	51.2%	13	30.2%
Greene*	167	14	8.4%	26	15.6%	90	53.9%	37	22.2%
Huntingdon*	215	6	2.8%	23	10.7%	116	54.0%	70	32.6%
Indiana*	590	20	3.4%	63	10.7%	327	55.4%	180	30.5%
Jefferson*	295	19	6.4%	19	6.4%	164	55.6%	93	31.5%
Juniata*	41	1	2.4%	3	7.3%	26	63.4%	11	26.8%
Lackawanna	2,442	133	5.4%	349	14.3%	1,431	58.6%	529	21.7%
Lancaster	3,756	135	3.6%	239	6.4%	2,096	55.8%	1,286	34.2%
Lawrence	731	33	4.5%	65	8.9%	443	60.6%	190	26.0%
Lebanon	780	31	4.0%	51	6.5%	443	56.8%	255	32.7%
Lehigh	4,847	175	3.6%	400	8.3%	2,593	53.5%	1,679	34.6%
Luzerne	3,229	165	5.1%	427	13.2%	1,829	56.6%	808	25.0%
Lycoming	1,030	41	4.0%	108	10.5%	586	56.9%	295	28.6%
McKean*	321	12	3.7%	30	9.3%	182	56.7%	97	30.2%
Mercer	1,188	46	3.9%	129	10.9%	699	58.8%	314	26.4%
Mifflin*	302	10	3.3%	25	8.3%	173	57.3%	94	31.1%
Monroe	714	32	4.5%	78	10.9%	407	57.0%	197	27.6%
Montgomery	9,054	343	3.8%	730	8.1%	5,006	55.3%	2,975	32.9%
Montour*	1,269	49	3.9%	86	6.8%	700	55.2%	434	34.2%
Northampton	1,839	72	3.9%	170	9.2%	1,042	56.7%	555	30.2%

* Rural County - based on the 2000 U.S. Census definition

Note: Percentages based on less than 10 respondents or on a total response less than 30 are considered statistically unreliable.

RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
Appendix 7: CAREER SATISFACTION BY COUNTY OF EMPLOYMENT (cont.)

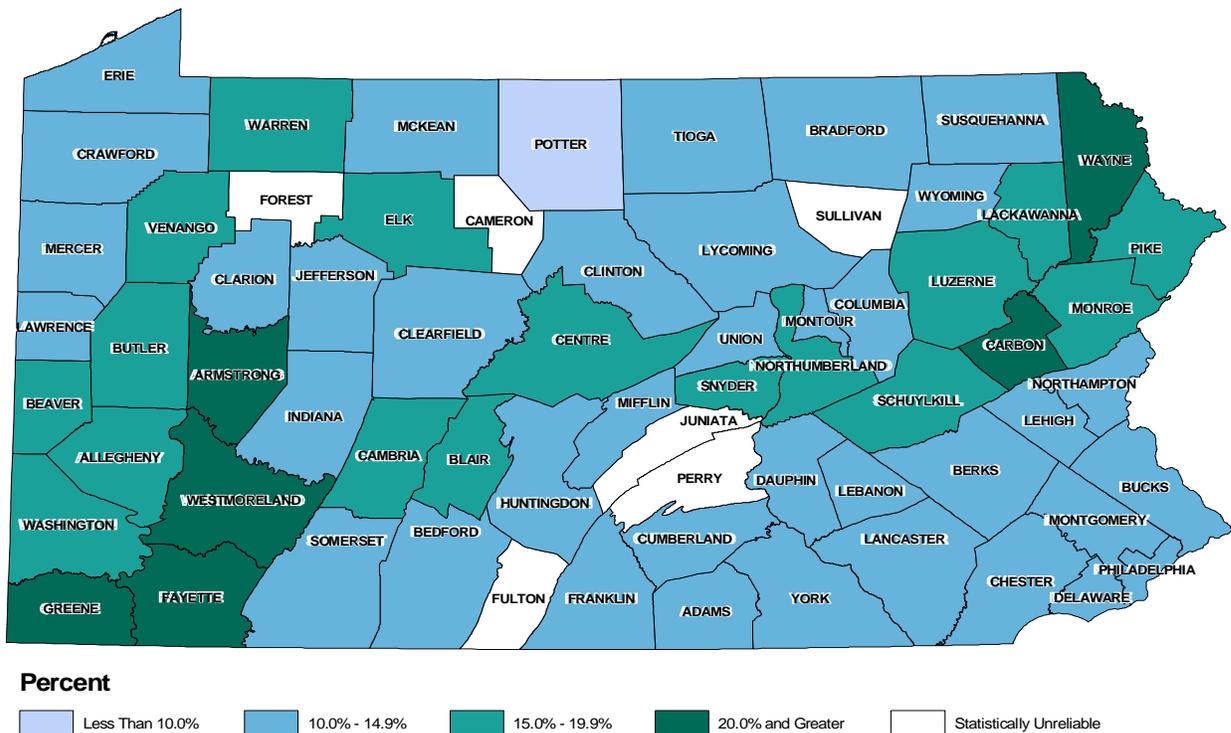
	Total	Very Dissatisfied		Dissatisfied		Somewhat Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Northumberland	425	19	4.5%	48	11.3%	241	56.7%	117	27.5%
Perry*	62	3	4.8%	5	8.1%	37	59.7%	17	27.4%
Philadelphia	19,041	786	4.1%	1,294	6.8%	10,369	54.5%	6,592	34.6%
Pike*	73	3	4.1%	9	12.3%	42	57.5%	19	26.0%
Potter*	151	10	6.6%	5	3.3%	82	54.3%	54	35.8%
Schuylkill	943	42	4.5%	121	12.8%	563	59.7%	217	23.0%
Snyder*	101	5	5.0%	11	10.9%	54	53.5%	31	30.7%
Somerset*	491	24	4.9%	42	8.6%	314	64.0%	111	22.6%
Sullivan*	28	1	3.6%	5	17.9%	15	53.6%	7	25.0%
Susquehanna*	160	7	4.4%	12	7.5%	88	55.0%	53	33.1%
Tioga*	194	9	4.6%	16	8.2%	98	50.5%	71	36.6%
Union	445	16	3.6%	37	8.3%	231	51.9%	161	36.2%
Venango*	462	21	4.5%	50	10.8%	287	62.1%	104	22.5%
Warren*	327	13	4.0%	37	11.3%	173	52.9%	104	31.8%
Washington	1,661	89	5.4%	200	12.0%	959	57.7%	413	24.9%
Wayne*	323	22	6.8%	44	13.6%	177	54.8%	80	24.8%
Westmoreland	2,629	123	4.7%	410	15.6%	1,501	57.1%	595	22.6%
Wyoming*	149	7	4.7%	12	8.1%	84	56.4%	46	30.9%
York	2,281	83	3.6%	148	6.5%	1,230	53.9%	820	35.9%

* Rural County - based on the 2000 U.S. Census definition

Note: Percentages based on less than 10 respondents or on a total response less than 30 are considered statistically unreliable.

Figure 7.1:

PERCENT OF RNs* DISSATISFIED OR VERY DISSATISFIED WITH NURSING AS A CAREER BY COUNTY OF EMPLOYMENT, 2006 & 2007



RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
Appendix 8: YEARS PLAN TO REMAIN IN NURSING BY COUNTY OF EMPLOYMENT

	Total	0-5 Years		6-10 Years		11-15 Years		16+ Years	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
<i>Pennsylvania</i>	118,878	22,085	18.6%	28,774	24.2%	24,962	21.0%	43,057	36.2%
<i>Urban Counties</i>	109,346	20,258	18.5%	26,597	24.3%	22,932	21.0%	39,559	36.2%
<i>Rural Counties</i>	9,532	1,827	19.2%	2,177	22.8%	2,030	21.3%	3,498	36.7%
County									
Adams*	513	101	19.7%	125	24.4%	120	23.4%	167	32.6%
Allegheny	19,911	3,791	19.0%	5,007	25.1%	4,242	21.3%	6,871	34.5%
Armstrong*	413	91	22.0%	79	19.1%	83	20.1%	160	38.7%
Beaver	1,300	286	22.0%	317	24.4%	226	17.4%	471	36.2%
Bedford*	199	41	20.6%	53	26.6%	36	18.1%	69	34.7%
Berks	2,925	520	17.8%	664	22.7%	616	21.1%	1,125	38.5%
Blair	1,244	263	21.1%	292	23.5%	259	20.8%	430	34.6%
Bradford*	503	102	20.3%	112	22.3%	123	24.5%	166	33.0%
Bucks	3,356	695	20.7%	843	25.1%	752	22.4%	1,066	31.8%
Butler	1,413	290	20.5%	354	25.1%	284	20.1%	485	34.3%
Cambria	1,661	331	19.9%	387	23.3%	307	18.5%	636	38.3%
Cameron	23	4	17.4%	5	21.7%	9	39.1%	5	21.7%
Carbon*	308	81	26.3%	72	23.4%	57	18.5%	98	31.8%
Centre	853	170	19.9%	190	22.3%	172	20.2%	321	37.6%
Chester	3,746	751	20.0%	969	25.9%	833	22.2%	1,193	31.8%
Clarion*	267	44	16.5%	59	22.1%	67	25.1%	97	36.3%
Clearfield*	806	141	17.5%	171	21.2%	168	20.8%	326	40.4%
Clinton*	152	28	18.4%	31	20.4%	36	23.7%	57	37.5%
Columbia	428	83	19.4%	114	26.6%	88	20.6%	143	33.4%
Crawford*	588	105	17.9%	125	21.3%	126	21.4%	232	39.5%
Cumberland	1,731	394	22.8%	423	24.4%	361	20.9%	553	31.9%
Dauphin	4,002	691	17.3%	957	23.9%	800	20.0%	1,554	38.8%
Delaware	4,802	897	18.7%	1,221	25.4%	1,077	22.4%	1,607	33.5%
Elk	247	47	19.0%	58	23.5%	41	16.6%	101	40.9%
Erie	2,891	544	18.8%	643	22.2%	632	21.9%	1,072	37.1%
Fayette	889	170	19.1%	221	24.9%	177	19.9%	321	36.1%
Forest*	21	7	33.3%	6	28.6%	4	19.0%	4	19.0%
Franklin	874	171	19.6%	186	21.3%	165	18.9%	352	40.3%
Fulton*	43	5	11.6%	10	23.3%	9	20.9%	19	44.2%
Greene*	167	42	25.1%	37	22.2%	29	17.4%	59	35.3%
Huntingdon*	213	44	20.7%	39	18.3%	50	23.5%	80	37.6%
Indiana*	592	92	15.5%	136	23.0%	134	22.6%	230	38.9%
Jefferson*	294	52	17.7%	62	21.1%	56	19.0%	124	42.2%
Juniata*	41	6	14.6%	22	53.7%	5	12.2%	8	19.5%
Lackawanna	2,443	464	19.0%	616	25.2%	525	21.5%	838	34.3%
Lancaster	3,753	716	19.1%	896	23.9%	785	20.9%	1,356	36.1%
Lawrence	734	140	19.1%	173	23.6%	151	20.6%	270	36.8%
Lebanon	779	189	24.3%	192	24.6%	141	18.1%	257	33.0%
Lehigh	4,850	781	16.1%	1,058	21.8%	1,058	21.8%	1,953	40.3%
Luzerne	3,226	711	22.0%	771	23.9%	652	20.2%	1,092	33.8%
Lycoming	1,030	201	19.5%	261	25.3%	200	19.4%	368	35.7%
McKean*	322	41	12.7%	62	19.3%	63	19.6%	156	48.4%
Mercer	1,190	243	20.4%	290	24.4%	254	21.3%	403	33.9%
Mifflin*	302	53	17.5%	65	21.5%	67	22.2%	117	38.7%
Monroe	715	148	20.7%	188	26.3%	132	18.5%	247	34.5%
Montgomery	9,068	1,637	18.1%	2,305	25.4%	2,023	22.3%	3,103	34.2%
Montour*	1,270	188	14.8%	269	21.2%	284	22.4%	529	41.7%
Northampton	1,837	334	18.2%	470	25.6%	384	20.9%	649	35.3%
Northumberland	425	86	20.2%	111	26.1%	77	18.1%	151	35.5%

* Rural County - based on the 2000 U.S. Census definition

Note: Percentages based on less than 10 respondents or on a total response less than 30 are considered statistically unreliable.

RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA

Appendix 8: YEARS PLAN TO REMAIN IN NURSING BY COUNTY OF EMPLOYMENT (cont.)

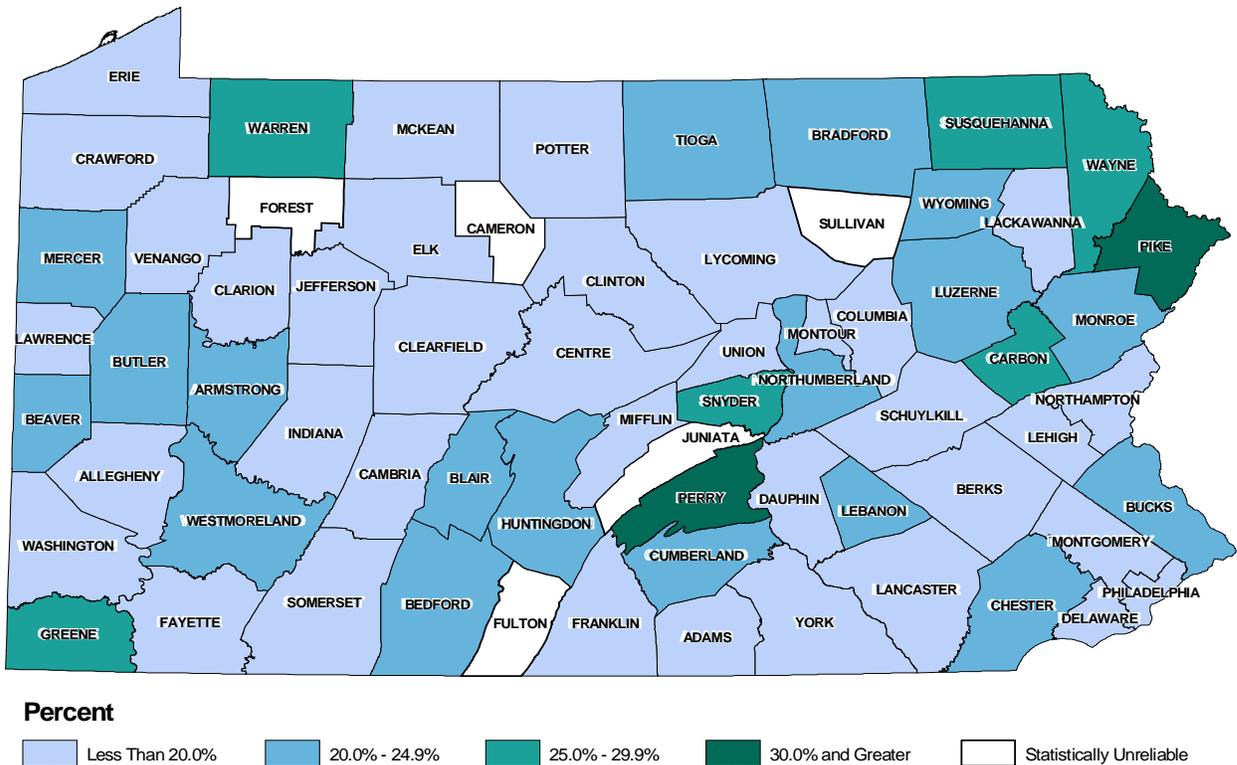
	0-5 Years		6-10 Years		11-15 Years		16+ Years		
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	
Total									
Perry*	62	33.9%	14	22.6%	16	25.8%	11	17.7%	
Philadelphia	19,037	2,924	15.4%	4,503	23.7%	3,932	20.7%	7,678	40.3%
Pike*	73	26	35.6%	15	20.5%	11	15.1%	21	28.8%
Potter*	150	21	14.0%	41	27.3%	26	17.3%	62	41.3%
Schuylkill	947	186	19.6%	203	21.4%	182	19.2%	376	39.7%
Snyder*	101	27	26.7%	27	26.7%	15	14.9%	32	31.7%
Somerset*	487	78	16.0%	130	26.7%	99	20.3%	180	37.0%
Sullivan*	29	8	27.6%	8	27.6%	4	13.8%	9	31.0%
Susquehanna*	158	41	25.9%	33	20.9%	36	22.8%	48	30.4%
Tioga*	194	42	21.6%	41	21.1%	44	22.7%	67	34.5%
Union	448	73	16.3%	92	20.5%	117	26.1%	166	37.1%
Venango*	461	90	19.5%	112	24.3%	114	24.7%	145	31.5%
Warren*	329	85	25.8%	90	27.4%	60	18.2%	94	28.6%
Washington	1,659	298	18.0%	455	27.4%	330	19.9%	576	34.7%
Wayne*	325	91	28.0%	89	27.4%	58	17.8%	87	26.8%
Westmoreland	2,626	621	23.6%	672	25.6%	488	18.6%	845	32.2%
Wyoming*	149	33	22.1%	42	28.2%	30	20.1%	44	29.5%
York	2,283	408	17.9%	490	21.5%	460	20.1%	925	40.5%

* Rural County - based on the 2000 U.S. Census definition

Note: Percentages based on less than 10 respondents or on a total response less than 30 are considered statistically unreliable.

Figure 8.1:

PERCENT OF RNs WHO PLAN TO LEAVE NURSING WITHIN 5 YEARS BY COUNTY OF EMPLOYMENT, 2006 & 2007



**Commonwealth of Pennsylvania
Department of Health
Survey of Registered Nurses**

Code #: RN XXXXXX



In order to gain a better understanding of the nurse workforce, the Department of Health, with the support of the Department of State, asks that you complete this brief survey. Individual information from this survey is confidential and will not be shared or distributed. The survey may be returned to the Department of State with your license renewal application or you may complete the survey electronically when renewing your license on-line, or later at: www.health.state.pa.us/HCSurvey. If you choose to complete this survey electronically, please enter the code found in the upper right corner of the survey form you received in the mail. This code will be used only to prevent duplicate responses. Your participation will assure that policymakers and legislators have accurate and timely information. To view nurse workforce reports, visit our website at www.health.state.pa.us and under "Quick Clicks" click on Health Care Workforce Reports. If you have any questions, contact the Department of Health at 717-772-5298. Thank you for your cooperation.

1. Year of Birth 2. Sex Male Female 3. Hispanic Origin Yes No
4. Race (check one) White Black American Indian/Alaska Native
 Asian Native Hawaiian/ Other Pacific Islander Other
5. State of Residence (enter two letter postal code)
County of Residence (PA only – see codes on back of form) Zip Code of Residence
6. In what year did you graduate from your basic nursing education?
7. Indicate your first RN Degree: Associate Diploma Bachelor
8. In which state did you obtain your basic nursing education? (two letter postal code) Non-USA Graduate (check)
9. In which state was your first RN license issued? (two letter postal code)
10. In what year was your first RN license issued?
11. Highest Educational Level Attained (check one)
 RN Associate Degree RN Hospital Based Diploma/Certificate RN Bachelor RN Master
 RN Doctorate Other Bachelor Other Master Other Doctorate
12. Specialty/Advanced Certification (check one)
 None CNM CRNA CRNP Clinical Specialist
Year Graduated State where advanced program was located (two letter postal code)
13. Employment Status (check one)
 Employed in health care Employed in other than health care
 Unemployed, seeking health care employment Unemployed, not seeking health care employment
 Retired Student

Please answer items 14-22 only if currently employed in health care.

14. Type of position (primary job only – check one)
 Direct patient care Quality Assurance/Utilization Review
 Administration/Management Infection Control
 Researcher/Consultant Patient/In-service Education
 Nursing School Faculty – AD program Nursing School Faculty – Diploma program
 Nursing School Faculty – BS program Nursing School Faculty – LPN program
 Other
15. Employment sector (primary job only – check one)
 01=Hospital 02=Nursing Home 03=Home Health Agency
 04=Health Department 05=Physician/Dentist Office 06=Clinic
 07=Public/Private School 08=Military/Federal 09=State Inpatient Facility
 10=Community Agency 11=Professional School Faculty 12=Business/Industry
 13=Consulting Firm 14=Pharmaceutical Sales 15=Insurance/HMO
 16=Law Office 17=Independent Practice 18=Personnel Pool
 19=Other

PLEASE COMPLETE THE REVERSE SIDE OF FORM

16. Current Employer(s)

	Location of site where employed			Indicate whether your employer considers you a full-time or part-time employee.				Direct Patient Care		Employment Sector (enter using codes in item 15)
	State-Enter two letter postal code	County – PA only – see codes below	Zip Code of site where employed	List the regularly scheduled, voluntary overtime and/or mandatory overtime hours worked in the PAST TWO WEEKS . Mandatory overtime is considered time <i>required</i> by your employer to work beyond your regularly scheduled shift.				Yes	No	
				Check full or part time FT PT	Regularly Scheduled Hours/ Two Week	Voluntary Overtime Hours/ Two Week	Mandatory Overtime Hours/ Two Week			
Primary Job	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/> <input type="text"/>
Second Job	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/> <input type="text"/>

17. How satisfied are you with nursing as a career?

- Very dissatisfied Dissatisfied Satisfied Very satisfied

18. Would you encourage someone else to choose a career in nursing today? Yes No

19. How satisfied are you with your current primary job?

- Very dissatisfied Dissatisfied Satisfied Very satisfied

20. Please indicate your level of satisfaction with each of the following job factors in your current primary job (*check one for each job factor*). If a factor does not apply to your current primary job, check "N/A."

- | | | | | | |
|---------------------------------|--------------------------------------------|---------------------------------------|------------------------------------|-----------------------------------------|------------------------------|
| RNs valued by administration | <input type="checkbox"/> Very Dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied | <input type="checkbox"/> N/A |
| Paperwork | <input type="checkbox"/> Very Dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied | <input type="checkbox"/> N/A |
| RN participation in decisions | <input type="checkbox"/> Very Dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied | <input type="checkbox"/> N/A |
| Salary/Benefits | <input type="checkbox"/> Very Dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied | <input type="checkbox"/> N/A |
| Staffing levels | <input type="checkbox"/> Very Dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied | <input type="checkbox"/> N/A |
| Co-worker relationships | <input type="checkbox"/> Very Dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied | <input type="checkbox"/> N/A |
| Physician relationships | <input type="checkbox"/> Very Dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied | <input type="checkbox"/> N/A |
| Hours/Scheduling | <input type="checkbox"/> Very Dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied | <input type="checkbox"/> N/A |
| Supervisor | <input type="checkbox"/> Very Dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied | <input type="checkbox"/> N/A |
| Technology | <input type="checkbox"/> Very Dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied | <input type="checkbox"/> N/A |
| Emphasis on clinical excellence | <input type="checkbox"/> Very Dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied | <input type="checkbox"/> N/A |
| Career development opportunity | <input type="checkbox"/> Very Dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied | <input type="checkbox"/> N/A |

21. How much longer do you plan to remain in nursing?

- 0 – 5 years 6 – 10 years 11 – 15 years 16+ years

22. If you plan to leave nursing in the next 0 - 5 years, indicate your primary reason below (*check only one*)

- Retirement Change careers Family reasons Financial reasons
 Stress/Burnout Return to school Physical demands Other

PENNSYLVANIA COUNTY CODES

- | | | | | | | |
|--------------|---------------|---------------|---------------|-------------|-------------------|----------------|
| 01=Adams | 10=Butler | 19=Columbia | 28=Franklin | 37=Lawrence | 46=Montgomery | 55=Snyder |
| 02=Allegheny | 11=Cambria | 20=Crawford | 29=Fulton | 38=Lebanon | 47=Montour | 56=Somerset |
| 03=Armstrong | 12=Cameron | 21=Cumberland | 30=Greene | 39=Lehigh | 48=Northampton | 57=Sullivan |
| 04=Beaver | 13=Carbon | 22=Dauphin | 31=Huntingdon | 40=Luzerne | 49=Northumberland | 58=Susquehanna |
| 05=Bedford | 14=Centre | 23=Delaware | 32=Indiana | 41=Lycoming | 50=Perry | 59=Tioga |
| 06=Berks | 15=Chester | 24=Elk | 33=Jefferson | 42=McKean | 51=Philadelphia | 60=Union |
| 07=Blair | 16=Clarion | 25=Erie | 34=Juniata | 43=Mercer | 52=Pike | 61=Venango |
| 08=Bradford | 17=Clearfield | 26=Fayette | 35=Lackawanna | 44=Mifflin | 53=Potter | 62=Warren |
| 09=Bucks | 18=Clinton | 27=Forest | 36=Lancaster | 45=Monroe | 54=Schuylkill | 63=Washington |

Appendix 10

Table 10.1: COMPARISON OF RESPONSES OF THE PENNSYLVANIA SURVEY OF REGISTERED NURSES* - 2002-2003/2004-2005 RENEWAL BIENNIUMS AND THE 2006-2007 RENEWAL BIENNIUM

Measure	Biennium 2002/2003	Biennium 2004/2005	Biennium 2006/2007
Gender			
Female	94.4%	93.8%	92.7%
Male	5.6%	6.2%	7.3%
Race			
White	94.8%	93.7%	92.0%
Black	2.9%	3.5%	4.3%
Asian	1.6%	1.8%	2.3%
Other	0.6%	0.8%	1.1%
American Indian / Alaska Native	0.1%	0.1%	0.1%
Native Hawaiian / Pacific Islander	0.1%	0.1%	0.2%
Ethnicity			
Hispanic	0.72%	0.93%	2.2%
Average Age			
	45.4	46.1	45.5%
Age			
20-34	16.2%	16.1%	19.0%
35-49	48.3%	44.3%	41.7%
50-64	33.0%	36.4%	36.1%
65+	2.5%	3.1%	3.2%
Full Time / Part Time			
Full Time	69.3%	69.4%	72.6%
Part Time	30.7%	30.6%	27.4%
Specialty / Advanced Certification[^]			
None	74.0%	90.1%	91.8%
Certified Nurse Midwife (CNM)	0.3%	0.4%	0.3%
Certified Registered Nurse Anesthetist (CRNA)	2.0%	2.1%	2.0%
Certified Registered Nurse Practitioner (CRNP)	3.7%	4.1%	2.8%
Clinical Specialist	2.3%	3.3%	3.1%
Employment Status^{**}			
Employed in Health Care	77.2%	79.7%	80.4%
Employed in Other Than Health Care	4.4%	4.1%	4.6%
Unemployed, Seeking Health Care Employment	2.0%	1.8%	2.4%
Unemployed, Not Seeking Health Care Employment	5.7%	5.2%	4.7%
Retired	10.5%	8.9%	7.4%
Student	0.3%	0.3%	0.5%
Type of Position (Job Function)			
Direct Patient Care	69.3%	70.1%	69.5%
Quality Assurance / Utilization Review	3.4%	3.1%	3.1%
Administration / Management	12.8%	12.5%	12.7%
Infection Control	0.3%	30.0%	0.3%
Researcher / Consultant	1.6%	1.5%	1.4%
Patient / In-service Education	N/A ^{***}	1.0%	0.6%
Nursing School Faculty	N/A ^{***}	1.4%	1.4%
Other	9.1%	10.0%	10.8%

Appendix 10 (cont.)

Table 10.1: COMPARISON OF RESPONSES OF THE PENNSYLVANIA SURVEY OF REGISTERED NURSES* - 2002-2003/2004-2005 RENEWAL BIENNIUMS AND THE 2006-2007 RENEWAL

Measure	Biennium 2002/2003	Biennium 2004/2005	Biennium 2006/2007
Employment Sector			
Hospital	59.5%	61.7%	62.7%
Nursing Home	9.8%	9.2%	8.9%
Nursing Professional Education	1.1%	1.0%	0.9%
Community Health / Public Health	8.4%	7.9%	8.0%
Home Health / Visiting Nurses	6.4%	6.2%	6.4%
Community Agency / Health Department	2.0%	1.7%	1.6%
Student Health Service	3.5%	3.3%	2.9%
Ambulatory Care Setting	9.1%	8.4%	7.9%
Insurance / HMO	2.2%	2.0%	2.0%
Other	6.4%	6.5%	6.9%
Mandatory Overtime (Primary Job)****	12.6%	13.6%	9.1%
Career Satisfaction			
Extremely (Very) Satisfied	35.2%	41.8%	30.2%
Moderately (Somewhat) Satisfied	48.2%	44.9%	55.9%
Moderately (Somewhat) Dissatisfied	9.8%	6.9%	9.6%
Extremely (Very) Dissatisfied	6.8%	6.5%	4.3%
Job Satisfaction			
Extremely (Very) Satisfied	34.2%	38.8%	26.9%
Moderately (Somewhat) Satisfied	50.4%	48.4%	57.0%
Moderately (Somewhat) Dissatisfied	9.4%	7.4%	12.4%
Extremely (Very) Dissatisfied	5.9%	5.4%	3.7%
Planning to Remain in Nursing			
0-5 Years	21.2%	20.8%	18.6%
6-10 Years	25.1%	24.8%	24.2%
11-15 Years	21.8%	21.5%	21.0%
16+ Years	32.0%	32.9%	36.2%

* Registered Nurses Employed in Health Care in Pennsylvania

** All Registered Nurses

*** Options not available in previous RN surveys

**** A change in the way mandatory overtime information was collected was made to the 2006 survey instrument.

In 2006, nurses were asked for the number of mandatory overtime hours worked in the two weeks prior to the completion of the survey. Previous survey instruments asked nurses to check a box if any or all of their reported overtime hours were mandatory.

^ The option to select "other" was removed from the 2004/2005 survey

Appendix 11 - ANALYSIS OF LICENSES WHICH WERE NOT RENEWED

Age and status of license at time of non-renewal

Most of the licenses that were not renewed in 2006 and 2007 were either expired (78%) or inactive (20%). Inactive status is acquired by request of the licensee.

The median age of the 2006 and 2007 non-renewals was 51 years of age. To explore non-renewal behavior further, we compared the registered nurses who responded to the survey with the non-renewers (Table 11.1). The proportion of non-renewals at each age (without adjustment for non-response) versus survey respondents is displayed in Figure 11.1. Comparing survey respondents with non-renewers (excluding the 70+ age group due to retirements), the 50-54 age group had the highest percentage of non-renewers (12.2%), and the 50-54 age group had the highest percentage for survey respondents (17.7%).

Figure 11.1: Percentage of Non-Renewals and Survey Respondents by Age Group

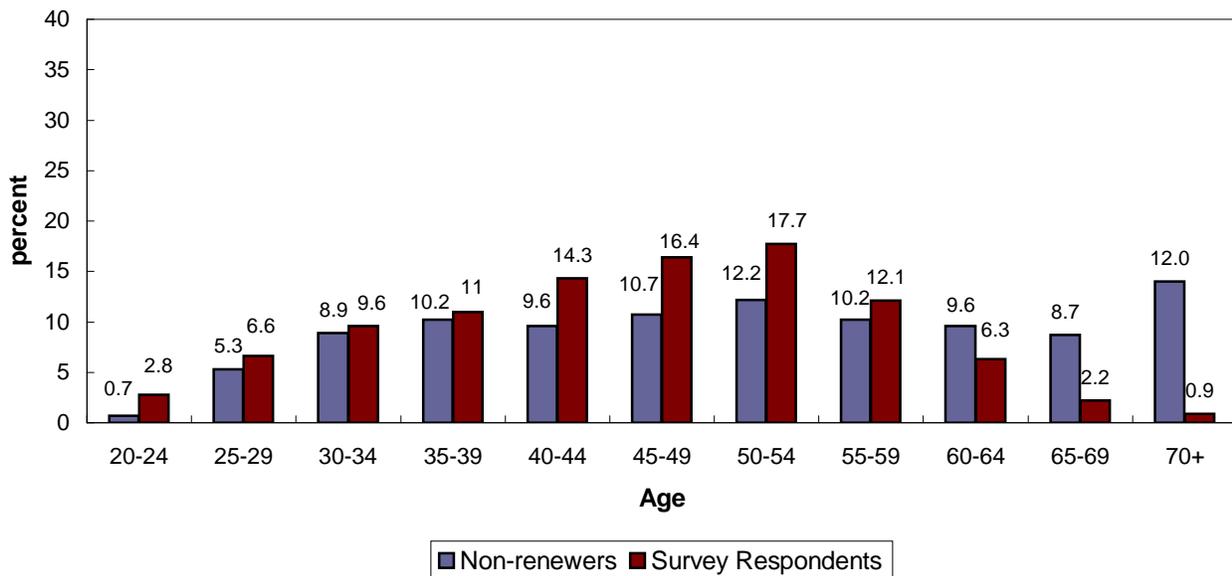


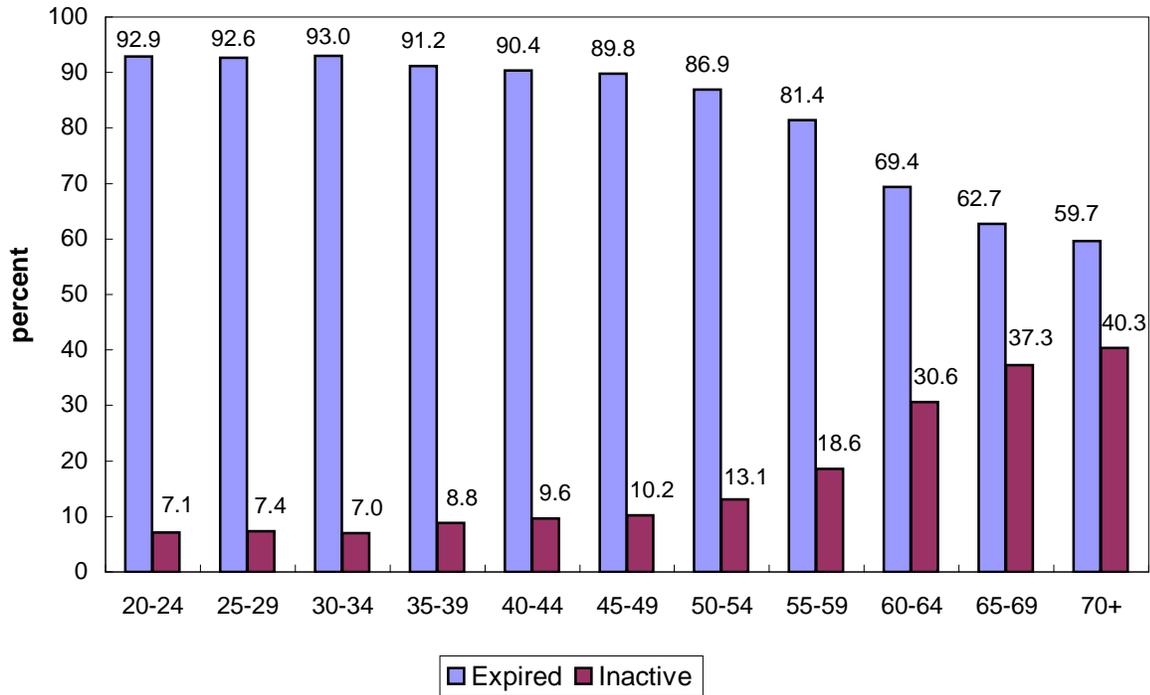
Table 11.1: 2006 & 2007 Non-Renewals vs. Survey Respondents

Age Group	Number of Non-renewals	Percent of Non-renewals	Number of Survey Respondents	Percent of Survey Respondents
20-24	99	0.7%	3,313	2.8%
25-29	787	5.3%	7,884	6.6%
30-34	1,327	8.9%	11,376	9.6%
35-39	1,521	10.2%	13,146	11.0%
40-44	1,436	9.6%	17,021	14.3%
45-49	1,590	10.7%	19,529	16.4%
50-54	1,817	12.2%	21,083	17.7%
55-59	1,511	10.2%	14,398	12.1%
60-64	1,427	9.6%	7,557	6.3%
65-69	1,293	8.7%	2,668	2.2%
70+	2,077	14.0%	1,129	0.9%
Total	14,885	100.0%	119,104	100.0%

Appendix 11 - Analysis of Licenses Which Were Not Renewed (cont.)

The median age of the “inactives” was 63, while the median age of the remaining former license holders was 49. Figure 11.2 and Table 11.2 show the proportions of the expired and inactive licenses from the 2006/2007 relicensure period for each age group.

Figure 11.2: License Status By Age Group



**Table 11.2: License Status By Age Group
2006 & 2007 RN Non-Renewals**

	Expired	%	Inactive	%	Total	%
20-24	92	92.9	7	7.1	99	0.7%
25-29	715	92.6	57	7.4	772	5.3%
30-34	1,217	93.0	92	7.0	1,309	9.0%
35-39	1,350	91.2	130	8.8	1,480	10.1%
40-44	1,260	90.4	134	9.6	1,394	9.6%
45-49	1,389	89.8	158	10.2	1,547	10.6%
50-54	1,542	86.9	232	13.1	1,774	12.2%
55-59	1,203	81.4	274	18.6	1,477	10.1%
60-64	980	69.4	433	30.6	1,413	9.7%
65-69	803	62.7	478	37.3	1,281	8.8%
70+	1,220	59.7	825	40.3	2,045	14.0%
	<u>11,771</u>		<u>2,820</u>		<u>14,591</u>	<u>100.0%</u>

Appendix 11- Analysis of Licenses Which Were Not Renewed (cont.)

State of residence at last contact before non-renewal

Pennsylvania was the address on file for 52% of the licenses that were not renewed in 2006 & 2007.

Figure 11.3 and Table 11.3 show that the percent of license expirations is slightly higher for non-renewers residing in contiguous states to Pennsylvania than it is for non-renewers in Pennsylvania and all other states. The percent of inactive non-renewers is slightly lower for those residing in contiguous states to Pennsylvania than it is for those in Pennsylvania and all other states.

Figure 11.3: Non-Renewal License Status by State of Residence

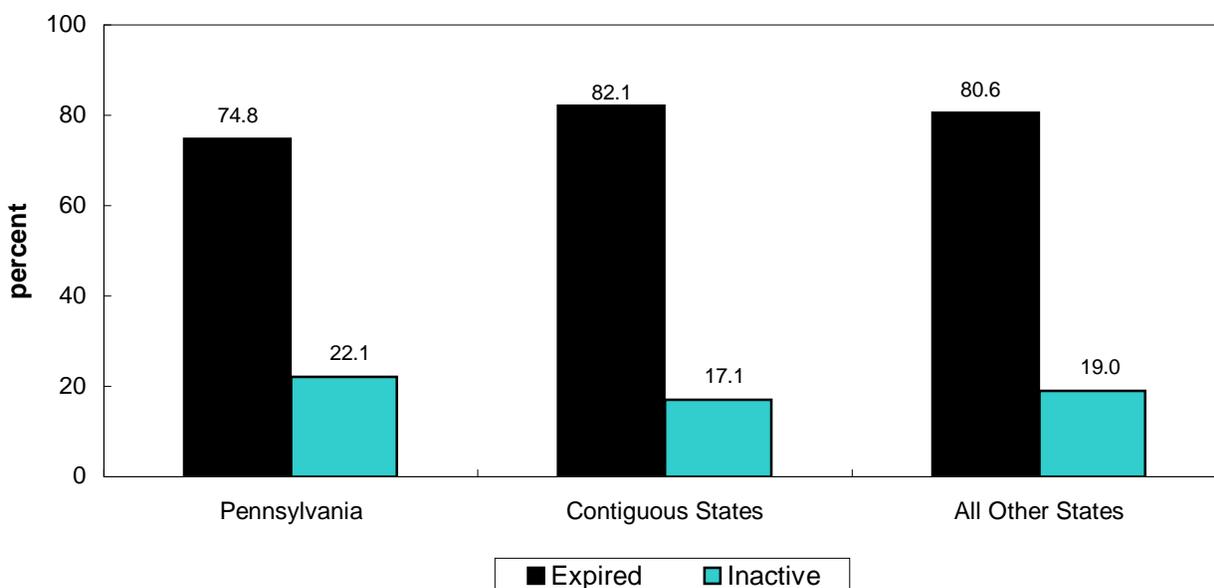


Table 11.3: State of Residence of Non-Renewers

STATE OF RESIDENCE	Number	Percent
Pennsylvania	8,666	51.6%
Contiguous States	3,712	22.1%
All Other States	4,412	26.3%
Total	16,790	100.0%

STATE OF RESIDENCE	State Total	Expired		Inactive	
		Number	Percent	Number	Percent
Pennsylvania	8,666	6,485	74.8%	1,918	22.1%
Contiguous States	3,712	3,048	82.1%	634	17.1%
All Other States	4,412	3,556	80.6%	839	19.0%

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