

2010/2011 Pulse of Pennsylvania's Registered Nurse Workforce



**Bureau of Health Planning
Division of Plan Development**

A Report on the 2010/2011 Survey of Registered Nurses

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INTRODUCTION

Registered Nurses (RNs) perform important functions within a wide variety of healthcare and other settings. Working in direct patient care, RNs treat patients, provide emotional support to family members and educate individuals. Experienced RNs may supervise licensed practical nurses and nursing assistants. Outside of direct patient care, RNs work in healthcare positions such as nurse educators, healthcare consultants, public policy advisors, researchers, hospital administrators or as salespeople for pharmaceutical and medical supply companies.



To work as an RN in Pennsylvania, individuals must first complete an approved nursing program. As of October 2011, Pennsylvania had 83 RN programs in 37 counties; these programs enrolled 21,194 nursing students. In addition to traditional programs, schools have instituted accelerated programs, which allow students with bachelor degrees in a variety of fields to obtain a degree in nursing in as little as one year. Following completion of an approved program, individuals must successfully complete a national licensing examination, the National Council Licensure Examination (NCLEX), to become a licensed RN.

Beyond basic nursing education, RNs can obtain additional degrees to work as advanced practice nurses. Advanced practice nurses include Clinical Nurse Specialists (CNS), Certified Registered Nurse Anesthetists (CRNAs), Certified Nurse Midwives (CNMs) and Certified Registered Nurse Practitioners (CRNPs). Advance practice RNs work in collaboration with physicians and other healthcare providers to treat patients by prescribing medications and performing diagnostic and therapeutic procedures.



METHODS AND TECHNICAL NOTES

RNs renew their Pennsylvania license every two years through the Department of State, Bureau of Professional and Occupational Affairs (BPOA). In cooperation with the BPOA, the Department of Health, Bureau of Health Planning, surveys RNs renewing their license. The surveys are designed to collect information on the characteristics and distribution of the RN workforce in the commonwealth.

In 2010/2011, RNs were surveyed during the license renewal period that ran from January 2010 to November 2011. RNs are divided into four cohorts over the two-year period, due to the large number of RNs licensed in Pennsylvania. The surveys were conducted online and on paper, depending on the medium chosen by the respondent. Because these surveys are tied to the licensure renewal process, the data captured does not include first-time licensees or most individuals in training. The survey instrument, in its paper form, is available in Appendix 8.

Data analysis was completed on valid surveys returned. Surveys without a valid license number, duplicate responses and surveys with inactive or expired license numbers were removed. The table below provides the number of RNs eligible for license renewal, the number who renewed their license, the rate of license renewal, the number of valid surveys returned and the response rate to the survey. The 2010/2011 renewal period saw a 3 percent increase in the number of RNs eligible for license renewal and a 6 percent increase in actual license renewals.

	2002/ 2003	2004/ 2005	2006/ 2007	2008/ 2009	2010/ 2011
RNs eligible for license renewal	204,431	203,488	205,969	213,924	219,308
Renewals	183,446	183,349	189,121	184,378	195,127
Renewal rate	90%	90%	92%	86%	89%
Valid surveys returned	152,128	150,181	179,132	182,311	176,399
Response rate (surveys/renewals)	82.9%	81.9%	94.7%	98.9%	90.4%

With data for approximately 10 percent of renewing RNs missing, a caution about the potential for bias is in order. Bias occurs when there is a correlation between some characteristic in the population and the decision to respond or not to respond to the survey. RNs with the characteristic may choose to respond at a higher rate than those who do not have the characteristic. Usually, little or no data exists to show what characteristics are correlated with the decision to respond or how strong any correlation might be. This report describes the 90 percent of RNs who responded to the survey, but not all RNs.

A reasonable estimate of the size and characteristics of the entire population of renewing RNs can be obtained by applying the response rate to most of the counts reported. The calculation is:

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

METHODS AND TECHNICAL NOTES, CONTINUED

For example, to estimate the number of male RNs licensed in Pennsylvania, divide the number of male survey respondents by the response rate.

$$13,861 \div 0.904 = 15,333$$

This method does not include an adjustment for items with missing values, thus yielding a conservative, or low, estimate.

The information presented in this report, unless noted, is based upon actual response counts. Not all questions were answered by all respondents; therefore, the number of responses may vary for each question.

Information from prior RN report findings is included for comparison purposes.

The survey questions changed from the 2008/2009 survey year, resulting in some differences in the data collected. The 2010/2011 survey asked a few more questions than previous years.

Due to a survey error, which identified Franklin and Fulton with the same county code, data for Franklin and Fulton counties were combined.

EXECUTIVE SUMMARY

The 2010/2011 Pulse of Pennsylvania's Registered Nurse Workforce presents findings from the 2010/2011 RN Survey. This survey was designed to collect information on the characteristics and distribution of the RN workforce within the commonwealth. The survey was conducted in conjunction with the biennial license renewal for RNs. It is important to note that RNs receiving their first license were not included in the survey. A detailed explanation of the data collection and analysis may be found in the Methods and Technical Notes, beginning on page x.

In 2010/2011, there was a 6 percent increase in the number of RNs who renewed their licenses compared to 2008/2009. There was a 3 percent decrease in the number of respondents to the 2010/2011 RN survey compared to the 2008/2009 RN survey.

Respondents to the RN survey were located in all 50 states, Washington, D.C., and around the world, with 88 percent employed in health care. Of the respondents, 52 percent were employed in direct patient care in Pennsylvania.

RNs employed in direct patient care in Pennsylvania provide medical care for the citizens of the commonwealth. The number of respondents employed in direct patient care in Pennsylvania decreased 3 percent from 2008/2009 to 2010/2011. The diversity of this workforce increased since 2006/2007. There was a 21 percent increase in the number of males and a 21 percent increase in the number of Asian respondents employed in direct patient care in Pennsylvania.

Education

In 2010/2011, 32 percent of respondents employed in direct patient care in Pennsylvania reported their initial nursing education was a bachelor's degree, an eight percent increase since 2008/2009. Thirteen percent of respondents who initially completed a diploma or associate degree in nursing education were pursuing a nursing bachelor's degree in 2010/2011.

Advanced Nursing Practice

Twelve percent of respondents employed in direct patient care in Pennsylvania went on to receive advanced certifications in nursing such as a Certified Registered Nurse Practitioner (CRNP), Certified Registered Nurse Anesthetist (CRNA), Clinical Specialist or Certified Nurse Midwife (CNM). One out of every three advanced practice registered nurse respondents completed their advanced nursing practice education within five years of completing their initial nursing education.

Licensure

Nine percent of respondents employed in direct patient care in Pennsylvania were licensed as a practical nurse prior to becoming licensed as a registered nurse. In 2010/2011, 86 percent of respondents employed in direct patient care in Pennsylvania were first licensed in Pennsylvania.

Employment

Seventy-two percent of respondents employed in direct patient care in Pennsylvania were employed full time. Hospitals employed 69 percent of respondents in direct patient care in Pennsylvania.

EXECUTIVE SUMMARY, CONTINUED

Satisfaction

Nine out of every 10 respondents employed in direct patient care in Pennsylvania were satisfied or very satisfied with nursing as a career, and 86 percent were satisfied or very satisfied with their primary job. Sixty-one percent of respondents employed in direct patient care in Pennsylvania were satisfied or very satisfied with the staffing levels at their primary job.

Longevity

Sixteen percent of respondents employed in Pennsylvania planned to leave health care within the next five years, while 47 percent intended to stay in health care for 16+ years. Of those who planned to leave health care, 61 percent were doing so for retirement.

**All Registered Nurses Who Responded
to the
2010/2011 Survey of Pennsylvania
Registered Nurses**

All Registered Nurses Licensed in Pennsylvania

This section provides information on all of the RNs who responded to the 2010/2011 Pennsylvania RN relicensing survey. Since 2008/2009, there was a 3 percent decrease in the number of respondents. While the number of respondents to the survey decreased, the total number of RNs who renewed their license increased 6 percent during this period as noted in the Methods and Technical Notes. In 2010/2011, these 176,399 respondents lived in all 50 states, Washington, D.C., and around the world.

Age

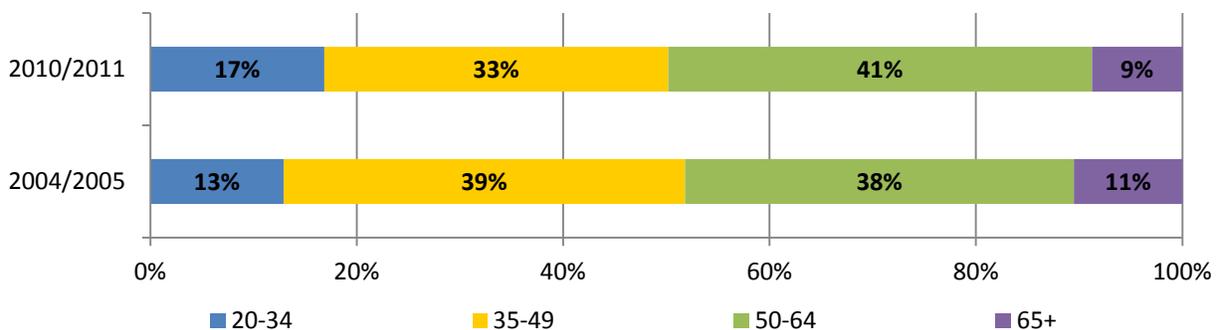
In 2010/2011, the average age of respondents was 48.3 years, a decrease from 2004/2005 when the average age was 49.0 years. Table 1 lists the distribution of respondents across age groups in 2010/2011, with the largest number (27,419 or 16 percent) in the 55-59 age group.

Table 1: Respondents Licensed in Pennsylvania by Age Groups, 2010/2011 RN Survey

Age Groups	Number	Percent
18-24	3,612	2%
25-29	13,131	7%
30-34	12,971	7%
35-39	16,324	9%
40-44	18,963	11%
45-49	23,458	13%
50-54	26,664	15%
55-59	27,419	16%
60-64	18,298	10%
65+	15,455	9%
Total	176,295	100%

Figure 1 shows the distribution of respondents across age groups for 2004/2005 and 2010/2011. The most notable changes are the increase in the 20-34 age group from 13 percent in 2004/2005 to 17 percent in 2010/2011 and the decrease in the 35-49 age group from 39 percent in 2004/2005 to 33 percent in 2010/2011.

Figure 1: Respondents Licensed in Pennsylvania by Age Groups, 2004/2005 and 2010/2011 RN Surveys



Sex

In 2010/2011, females comprised nine out of every 10 respondents. Males increased from 6 percent in 2004/2005 to 8 percent in 2010/2011. Table 2 lists the distribution of respondents by sex.

Table 2: Respondents Licensed in Pennsylvania by Sex, 2010/2011 RN Survey

Sex	Number	Percent
Male	13,861	8%
Female	162,436	92%
Total	176,297	100%

Race and Ethnicity

Respondents selected one category that best described their race and indicated if they were of Hispanic/Latino origin. Table 3 lists the distribution of respondents by race. Black respondents increased from 3 percent in 2004/2005 to 5 percent in 2010/2011, and Asian respondents increased from 2 percent in 2004/2005 to 3 percent in 2010/2011.

Table 3: Respondents Licensed in Pennsylvania by Race, 2010/2011 RN Survey

Race	Number	Percent
White	159,662	91%
Black	8,908	5%
Asian	4,471	3%
Other	1,918	1%
American Indian/Alaska Native	972	1%
Native Hawaiian/Other Pacific Islander	290	< 1%
Total	176,221	100%

Respondents who reported being of Hispanic/Latino origin increased from 1 percent in 2004/2005 to 3 percent in 2010/2011. Table 4 lists the ethnicity of respondents in 2010/2011.

Table 4: Respondents Licensed in Pennsylvania by Ethnicity, 2010/2011 RN Survey

Ethnicity	Number	Percent
Hispanic/Latino	4,859	3%
Non-Hispanic/Latino	169,787	97%
Total	174,646	100%

Geography

Respondents resided in all 50 states, Washington, D.C., and around the world in 2010/2011. Eighty-five percent of respondents resided in Pennsylvania, followed by 5 percent in New Jersey. Other states, territories and countries each accounted for 1 percent or less of respondents.

Education

RNs complete a basic nursing education program of either a Bachelor of Science degree in nursing (BSN), an associate degree in nursing (ADN) or a diploma program. BSN programs are four-year programs at accredited universities and colleges, while ADN programs are two-year degree programs at accredited universities and colleges, and diploma programs are approximately two-year programs at hospitals accredited by the Joint Commissions.

In 2010/2011, 36 percent of respondents reported their initial RN degree was a diploma. The category of 'other' included respondents with international degrees and master's degrees. Table 5 lists respondents' initial RN degree.

Table 5: Respondents Licensed in Pennsylvania by Initial RN Degree, 2010/2011 RN Survey

Initial RN Degree	Total	Percent
Diploma	62,920	36%
Associate	58,292	33%
Bachelor	54,430	31%
Other	630	< 1%
Total	176,272	100%

The most reported highest nursing degree attained by respondents was a bachelor's degree (36 percent). The distribution of the highest nursing degree of respondents is listed in Table 6.

Table 6: Respondents Licensed in Pennsylvania by Highest Nursing Degree, 2010/2011 RN Survey

Type of Nursing Degree	Number	Percent
Diploma or certificate	47,840	27%
Associate	45,263	26%
Bachelor	63,825	36%
Master	15,368	9%
Post-master	1,412	1%
Doctorate	1,058	1%
Other	1,019	1%
Total	175,785	100%

Education, continued

The Institute of Medicine's report *The Future of Nursing* recommends increasing the national rate of RNs with bachelor's degrees to 80 percent by 2020.ⁱ The Institute believes a more educated RN workforce will better meet the needs of diverse patients with increasingly complex medical needs, as well as the changing environment of health care.ⁱⁱ

In 2010/2011, 24 percent of respondents who completed a diploma program as their initial nursing education went on to complete a bachelor's degree or higher nursing education. For respondents who initially completed an associate degree, 21 percent went on to complete a bachelor's degree or higher nursing education. Table 7 lists respondents who initially completed a diploma program or associate degree, then completed a bachelor's degree or higher nursing education by their highest nursing degree.

Table 7: Respondents Licensed in Pennsylvania Who Completed a Diploma or Associate Degree as Their Initial Nursing Degree and Completed Further Nursing Education by Highest Nursing Degree, 2010/2011 RN Survey

Highest Nursing Degree	Diploma		Associate	
	Number	Percent	Number	Percent
Bachelor	10,105	66%	8,843	74%
Master	4,342	29%	2,739	23%
Post-master	428	3%	234	2%
Doctorate	356	2%	140	1%
Total	15,231	100%	11,956	100%

In 2010/2011, 11,974 respondents who initially completed a diploma or associate degree in nursing were pursuing a nursing bachelor's degree.

In addition to nursing education, 21 percent of respondents also held a degree in a non-nursing field. Of those respondents who also held a degree in a non-nursing field, 63 percent completed their non-nursing degree before they qualified for their first RN license.

Advanced Nursing Practice

Advanced practice registered nurses are certified nurse midwives (CNM), clinical nurse specialists (CNS), certified registered nurse anesthetists (CRNA) or certified registered nurse practitioners (CRNP). They have completed at least a master's degree and additional clinical training. Advanced practice registered nurses work in collaboration with physicians to diagnose and treat patients.

Twelve percent (21,867) of respondents completed an advanced nursing practice education program. While males accounted for 8 percent of all respondents, they accounted for 11 percent of respondents who completed an advanced nursing practice education program. Table 8 lists respondents who completed an advanced nursing practice education program by sex.

Advanced Nursing Practice, continued

Table 8: Respondents Licensed in Pennsylvania Who Completed an Advanced Nursing Practice Education Program by Sex, 2010/2011 RN Survey

Sex	Number	Percent
Male	2,427	11%
Female	19,432	89%
Total	21,867	100%

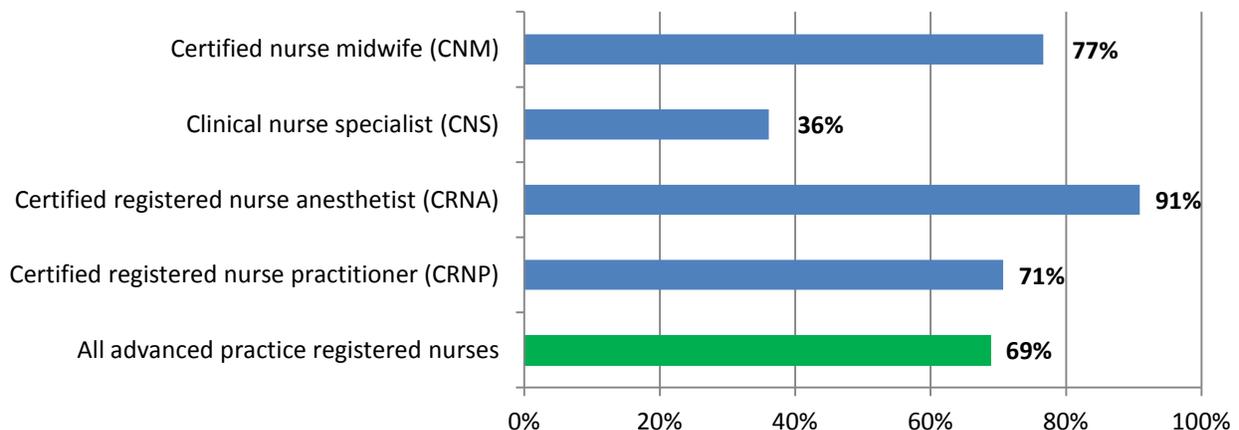
Respondents who completed an advanced nursing practice education program to become a CNM, CNS, CRNA or CRNP were asked additional questions about their education, certification and practice. Respondents were able to select all types of advanced practice education they completed. Table 9 lists the number of advanced practice registered nurse respondents by their type of advanced practice.

Table 9: Respondents Licensed in Pennsylvania by Type of Advanced Practice, 2010/2011 RN Survey

Type of Advanced Practice	Number
Certified nurse midwife (CNM)	655
Clinical nurse specialist (CNS)	2,921
Certified registered nurse anesthetist (CRNA)	3,650
Certified registered nurse practitioner (CRNP)	5,250

Sixty-nine percent of advanced practice registered nurse respondents held national certification in their advanced practice. CRNA respondents had the highest percentage of national certification at 91 percent. Figure 2 presents the national certification of advanced practice registered nurse respondents.

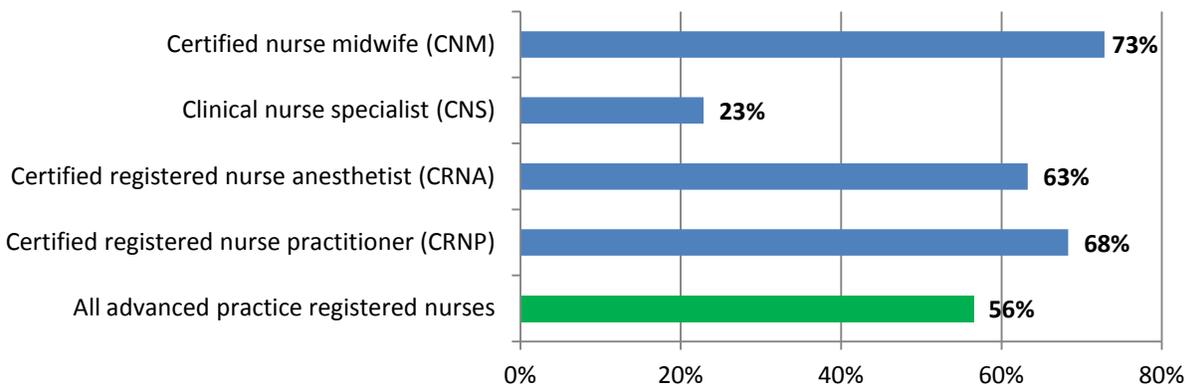
Figure 2: Advanced Practice Registered Nurse Respondents by National Certification in Their Type of Advanced Practice, 2010/2011 RN Survey



Advanced Nursing Practice, continued

Over half (56 percent) of advanced practice registered nurse respondents held a state certification. CNM respondents had the highest percentage of state certification at 73 percent. Figure 3 shows the state certification of advanced practice registered nurse respondents.

Figure 3: Advanced Practice Registered Nurse Respondents by State Certification in Their Type of Advanced Practice, 2010/2011 RN Survey



In 2010/2011, 66 percent of all advanced practice registered nurse respondents practiced as such. Of CRNA respondents, 93 percent practiced as a CRNA. Table 10 lists advanced practice registered nurse respondents who practiced in their advanced practice.

Table 10: Advanced Practice Registered Nurse Respondents Who Practiced in Their Type of Advanced Practice, 2010/2011 RN Survey

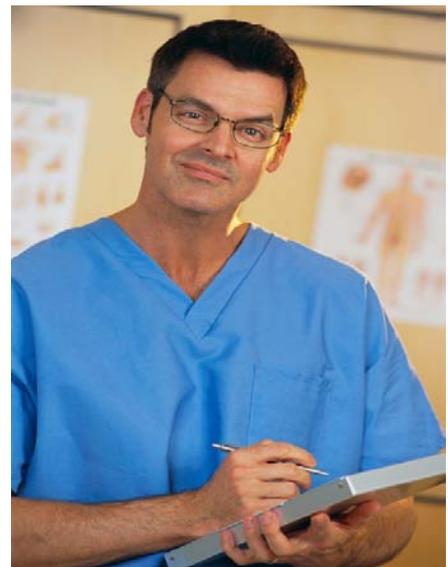
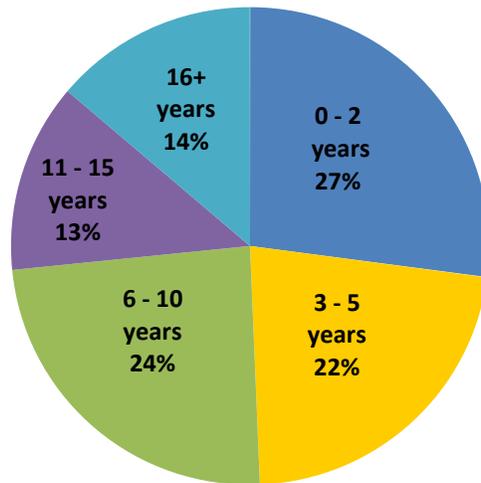
Type of Advanced Practice	Number	Percent
Certified nurse midwife (CNM)	397	61%
Clinical nurse specialist (CNS)	1,086	37%
Certified registered nurse anesthetist (CRNA)	3,412	93%
Certified registered nurse practitioner (CRNP)	3,341	64%
All advanced practice registered nurses	8,236	66%



Licensure as a Practical Nurse Prior to Licensure as a Registered Nurse

In 2010/2011, 10 percent (17,573) of respondents were licensed as a practical nurse prior to becoming licensed as a registered nurse. Almost half (49 percent) of the respondents who were licensed as a practical nurse prior to becoming licensed as a registered nurse received their registered nurse license less than six years following receipt of their practical nurse license. Figure 4 presents the length of time between receipt of licensure as a practical nurse and a registered nurse.

Figure 4: Respondents Who Were Licensed as a Practical Nurse Prior to Becoming Licensed as a Registered Nurse by Years Between Licensure Types, 2010/2011 RN Survey

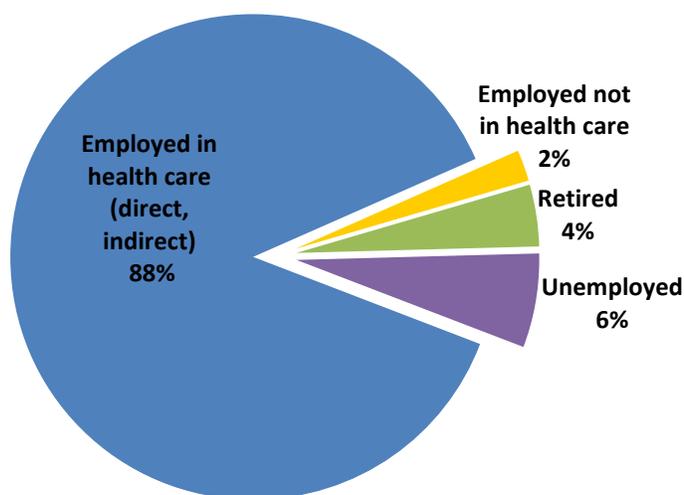


Employment

In 2010/2011, 86 percent (150,672) of respondents were employed as an RN. Reasons that respondents were not employed as an RN ranged from not currently working in nursing to being the CEO of a hospital.

Similarly, respondents were overwhelmingly employed in health care, direct or indirect (88 percent). Figure 5 shows the distribution of respondents by employment status.

Figure 5: Respondents Licensed in Pennsylvania by Employment Status, 2010/2011 RN Survey



Three out of every four respondents employed in health care were employed full time. Of respondents employed part time in health care, 85 percent were not seeking full-time employment. Table 11 lists the employment status of respondents.

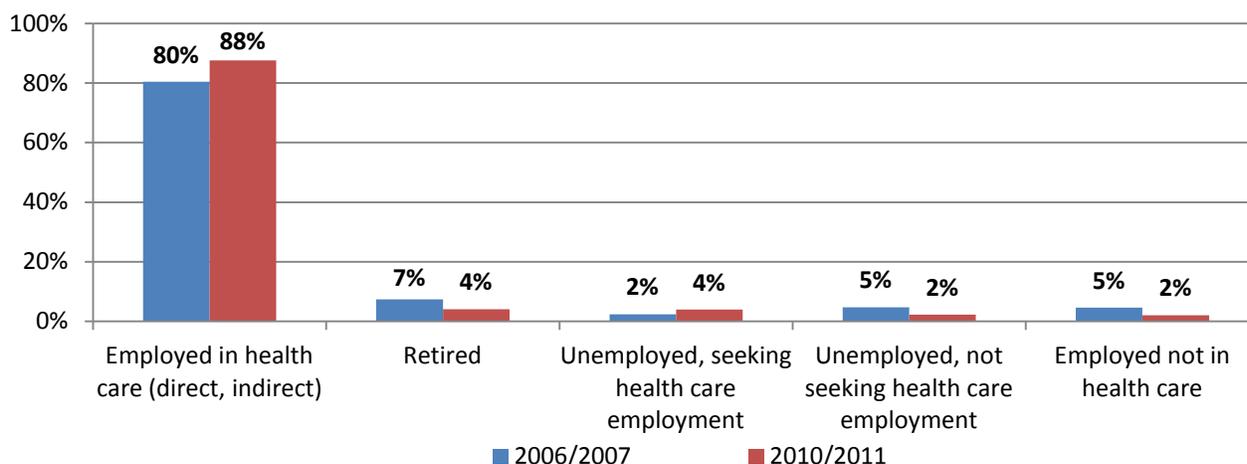
Table 11: Respondents Licensed in Pennsylvania by Employment Status, 2010/2011 RN Survey

Employment Status	Number	Percent
Employed in health care (direct or indirect), full time	116,081	66%
Employed in health care (direct or indirect), part time and not seeking full time	23,309	13%
Employed in health care (direct or indirect), per diem	10,416	6%
Retired	7,241	4%
Unemployed, seeking health care employment	7,012	4%
Employed in health care (direct or indirect), part time and seeking full time	3,989	2%
Unemployed, not seeking health care employment	3,962	2%
Employed, not in health care, full time	2,089	1%
Employed, not in health care, part time	1,548	1%
Total	175,647	100%

Employment, continued

Respondents who were employed in health care increased from 80 percent in 2006/2007 to 88 percent in 2010/2011. The most notable change in employment from 2006/2007 to 2010/2011 was a 45 percent decrease in the number of retired respondents. Also during this time period, the percentage of unemployed respondents who were seeking employment in health care increased, while the percentage of those not seeking health care employment decreased. Figure 6 compares the employment status of respondents in 2006/2007 and 2010/2011.

Figure 6: Respondents Licensed in Pennsylvania by Employment Status, 2006/2007 and 2010/2011 RN Surveys



Sixty-seven percent of respondents who worked in health care held a primary job in direct patient care. The 33 percent of respondents who worked in health care and did not hold a primary job in direct patient care held a variety of jobs, including 6 percent who were case managers. Table 12 lists respondents who worked in health care by type of primary job.

Table 12: Respondents Licensed in Pennsylvania and Employed in Health Care by Type of Primary Job, 2010/2011 RN Survey

Type of Job	Number	Percent
Direct patient care	100,566	67%
Administration or management	16,785	11%
Other	10,385	7%
Case management	9,045	6%
Patient/staff education	3,256	2%
Nursing school faculty/administration	2,820	2%
Researcher/consultant	2,440	2%
Quality management/performance improvement	2,183	1%
Informatics/health information technology	1,480	1%
Infection prevention control	609	< 1%
Total	149,569	100%

Employment, continued

Over half (56 percent) of the respondents who were employed in health care held a primary job in the hospital setting. The category of 'other' included a wide variety of settings, including telephonic nursing. Table 13 lists respondents by the employment setting of their primary job.

Table 13: Respondents Licensed in Pennsylvania and Employed in Health Care by Primary Job Setting, 2010/2011 RN Survey

Job Setting	Number	Percent
Hospital	85,286	56%
Long-term care/nursing home/assisted living facility	13,661	9%
Home health/community agency	11,534	8%
Other	9,066	6%
Physician/dentist office	6,735	4%
School health service	4,543	3%
Insurance/HMO	4,471	3%
Academic setting	4,143	3%
Business/industry	3,124	2%
Free-standing outpatient surgery center	3,080	2%
Free-standing clinic	2,750	2%
Correctional facility/state hospital	1,452	1%
Health department/public health	1,214	1%
Retail location	162	< 1%
Total	151,221	100%

**Registered Nurses Employed
in Health Care in Pennsylvania
Who Responded to the
2010/2011 Pennsylvania Survey
of Registered Nurses**

Registered Nurses Employed in Health Care in Pennsylvania

This section provides information on the RNs who responded to the 2010/2011 Pennsylvania RN relicensing survey and were employed in health care, direct or indirect, in Pennsylvania. In 2010/2011, these 133,900 RNs were 76 percent of all respondents licensed in Pennsylvania.

Age

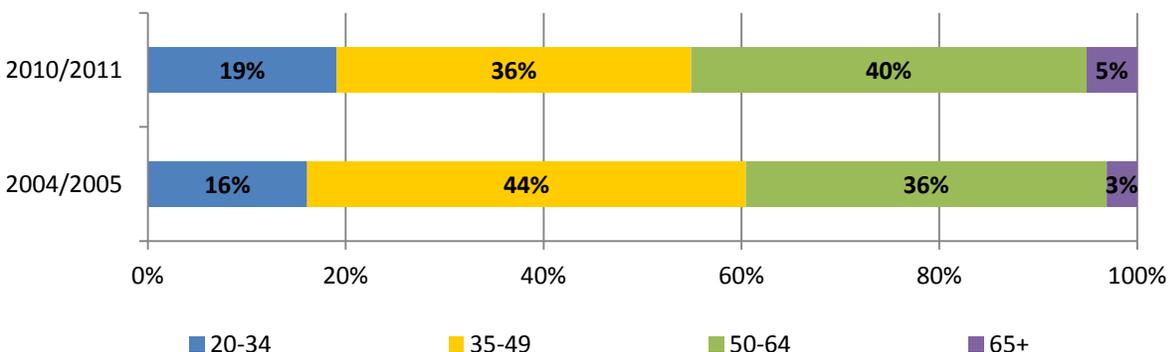
In 2010/2011, the average age of respondents employed in health care in Pennsylvania was 46.7 years, an increase from 45.5 years in 2004/2005. Table 14 lists the distribution of respondents across age groups in 2010/2011, with the largest number (20,715 or 15 percent) in the 50-54 age group.

Table 14: Respondents Employed in Health Care in Pennsylvania by Age Groups, 2010/2011 RN Survey

Age Groups	Number	Percent
18-24	3,222	2%
25-29	11,357	8%
30-34	10,999	8%
35-39	13,538	10%
40-44	15,552	12%
45-49	18,846	14%
50-54	20,715	15%
55-59	20,528	15%
60-64	12,229	9%
65+	6,864	5%
Total	133,850	100%

Figure 7 shows the distribution of respondents employed in health care in Pennsylvania across age groups for 2004/2005 and 2010/2011. The most notable changes are the decrease in the 35-49 age group from 44 percent in 2004/2005 to 36 percent in 2010/2011 and the increase in the 50-64 age group from 36 percent in 2004/2005 to 40 percent in 2010/2011.

Figure 7: Respondents Employed in Health Care in Pennsylvania by Age Groups, 2004/2005 and 2010/2011 RN Surveys



Sex

In 2010/2011, females comprised nine out of every 10 respondents employed in health care in Pennsylvania. The number of males increased 81 percent from 2004/2005 to 2010/2011. Table 15 lists the distribution of respondents by sex.

Table 15: Respondents Employed in Health Care in Pennsylvania by Sex, 2010/2011 RN Survey

Sex	Number	Percent
Male	10,811	8%
Female	123,045	92%
Total	133,856	100%

Race and Ethnicity

Respondents selected one category that best described their race and indicated if they were of Hispanic/Latino origin. Table 16 lists the distribution of respondents employed in health care in Pennsylvania by race. The most dramatic change in race was the number of American Indian/Alaska Native respondents, which increased from 77 in 2004/2005 to 746 in 2010/2011.

Table 16: Respondents Employed in Health Care in Pennsylvania by Race, 2010/2011 RN Survey

Race	Number	Percent
White	121,451	91%
Black	6,554	5%
Asian	3,432	3%
Other	1,419	1%
American Indian/Alaska Native	746	1%
Native Hawaiian/Other Pacific Islander	208	< 1%
Total	133,810	100%

Respondents employed in health care in Pennsylvania who reported being of Hispanic/Latino origin increased from 1 percent in 2004/2005 to 3 percent in 2010/2011. Table 17 lists the ethnicity of respondents in 2010/2011.

Table 17: Respondents Employed in Health Care in Pennsylvania by Ethnicity, 2010/2011 RN Survey

Ethnicity	Number	Percent
Hispanic/Latino	3,772	3%
Non-Hispanic/Latino	129,272	97%
Total	133,044	100%

Education

RNs complete a basic nursing education program of either a Bachelor of Science degree in nursing (BSN), an associate degree in nursing (ADN) or a diploma program. BSN programs are four-year programs at accredited universities and colleges, while ADN programs are two-year degree programs at accredited universities and colleges, and diploma programs are approximately two-year programs at hospitals accredited by the Joint Commissions.

The percentage of respondents employed in health care in Pennsylvania with an initial nursing degree of a diploma decreased from 43 percent in 2004/2005 to 34 percent in 2010/2011, while those with an associate degree increased from 31 percent in 2004/2005 to 34 percent in 2010/2011 and those with a bachelor's degree increased from 26 percent in 2004/2005 to 31 percent in 2010/2011. The category of 'other' included respondents with international degrees and master's degrees. Table 18 lists respondents' initial RN degree.

Table 18: Respondents Employed in Health Care in Pennsylvania by Initial RN Degree, 2010/2011 RN Survey

Initial RN Degree	Total	Percent
Diploma	45,879	34%
Associate	46,024	34%
Bachelor	41,527	31%
Other	427	< 1%
Total	133,857	100%

The most reported highest nursing degree attained by respondents employed in health care in Pennsylvania was a bachelor's degree (37 percent). The distribution of the highest nursing degree of respondents is listed in Table 19.

Table 19: Respondents Employed in Health Care in Pennsylvania by Highest Nursing Degree, 2010/2011 RN Survey

Type of Nursing Degree	Number	Percent
Diploma or certificate	35,306	26%
Associate	36,107	27%
Bachelor	49,090	37%
Master	10,910	8%
Post-master	989	1%
Doctorate	658	< 1%
Other	601	< 1%
Total	133,661	100%

The Institute of Medicine's report *The Future of Nursing* recommends increasing the national rate of RNs with bachelor's degrees to 80 percent by 2020.ⁱⁱⁱ The Institute believes a more educated RN workforce will better meet the needs of diverse patients with increasingly complex medical needs, as well as the changing environment of health care.^{iv}

Education, continued

In 2010/2011, 24 percent of respondents employed in health care in Pennsylvania who completed a diploma program as their initial nursing education went on to complete a bachelor's degree or higher nursing education. For respondents who initially completed an associate degree, 20 percent went on to complete a bachelor's degree or higher nursing education. Table 20 lists respondents employed in health care in Pennsylvania who initially completed a diploma program or associate degree, then completed a bachelor's degree or higher nursing education by their highest nursing degree.

Table 20: Respondents Employed in Health Care in Pennsylvania Who Completed a Diploma or Associate Degree as Their Initial Nursing Degree and Completed Further Nursing Education by Highest Nursing Degree, 2010/2011 RN Survey

Highest Nursing Degree	Diploma		Associate	
	Number	Percent	Number	Percent
Bachelor	7,453	68%	6,843	75%
Master	2,991	27%	2,021	22%
Post-master	286	3%	154	2%
Doctorate	219	2%	90	1%
Total	10,949	100%	9,108	100%

In 2010/2011, 10,157 respondents employed in health care in Pennsylvania who initially completed a diploma or associate degree in nursing were pursuing a nursing bachelor's degree.

Sixteen percent of respondents employed in health care in Pennsylvania were pursuing nursing education in 2010/2011. Of those respondents pursuing nursing education, almost half (48 percent) were pursuing a bachelor's degree. Table 21 lists respondents who were pursuing nursing education by the level of education they were pursuing.

Table 21: Respondents Employed in Health Care in Pennsylvania Who Were Pursuing Nursing Education by Type of Nursing Degree Being Pursued, 2010/2011 RN Survey

Type of Nursing Degree	Number	Percent
Associate	202	1%
Bachelor	10,312	48%
Master	7,906	37%
Post-master	460	2%
Doctorate	921	4%
Other	1,655	8%
Total	21,456	100%

Education, continued

Eighty-four percent of respondents employed in health care in Pennsylvania who were pursuing nursing education in 2010/2011 anticipated graduating in the next four years (from the day they completed the survey) and 54 percent in the next two years. Table 22 lists respondents who were pursuing nursing education in 2010/2011 by the degree they were pursuing and years until their anticipated graduation date.

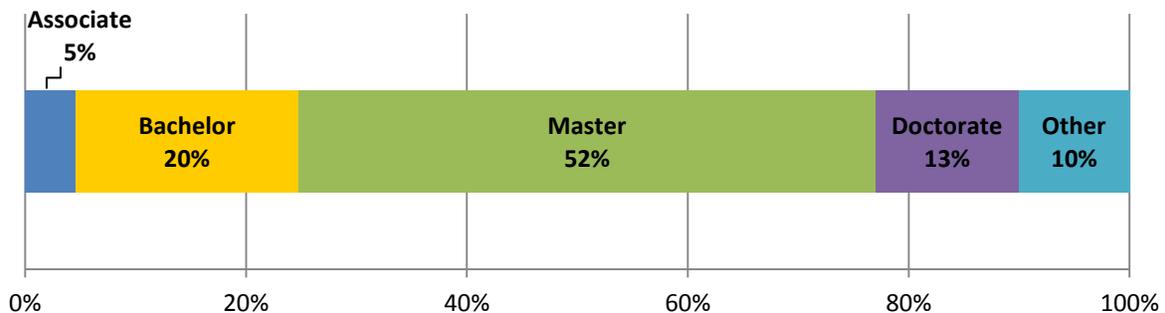
Table 22: Respondents Employed in Health Care in Pennsylvania Who Were Pursuing Nursing Education by Type of Degree Being Pursued and Length of Time Until Their Anticipated Graduation Date, 2010/2011 RN Survey

Type of Degree	0-2 Years		3-4 Years		5-6 Years		More than 6 Years	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Associate	94	48%	21	11%	16	8%	66	34%
Bachelor	6,300	61%	2,667	26%	747	7%	591	6%
Master	3,592	45%	3,040	38%	886	11%	383	5%
Post-master	258	56%	112	24%	46	10%	42	9%
Doctorate	406	44%	322	35%	141	15%	49	5%
Other	973	60%	216	13%	92	6%	329	20%
Total	11,623	54%	6,378	30%	1,928	9%	1,460	7%

In addition to nursing education, 20 percent of respondents employed in health care in Pennsylvania also held a degree in a non-nursing field. Of those respondents who also held a degree in a non-nursing field, 68 percent completed their non-nursing degree before they qualified for their first RN license.

In 2010/2011, 2 percent of respondents employed in health care in Pennsylvania were pursuing non-nursing education. Over half (52 percent) of those who were pursuing non-nursing education were pursuing a master's degree as shown in Figure 8.

Figure 8: Respondents Employed in Health Care in Pennsylvania Who Were Pursuing Non-Nursing Education by Type of Degree They Were Pursuing, 2010/2011 RN Survey



Advanced Nursing Practice

Advanced practice registered nurses are certified nurse midwives (CNM), clinical nurse specialists (CNS), certified registered nurse anesthetists (CRNA) or certified registered nurse practitioners (CRNP). They have completed at least a master's degree and additional clinical training. Advanced practice registered nurses work in collaboration with physicians to diagnose and treat patients.

In 2010/2011, 12 percent (16,317) of respondents employed in health care in Pennsylvania had completed an advanced nursing practice education program. While males accounted for 8 percent of all respondents, they accounted for 11 percent of respondents who completed an advanced nursing practice education program. Table 23 lists respondents by sex employed in health care in Pennsylvania who completed an advanced nursing practice education program.

Table 23: Respondents Employed in Health Care in Pennsylvania Who Completed an Advanced Nursing Practice Education Program by Sex, 2010/2011 RN Survey

Sex	Number	Percent
Male	1,822	11%
Female	14,491	89%
Total	16,317	100%

Respondents who completed an advanced nursing practice education program to become a CNM, CNS, CRNA or CRNP were asked additional questions about their education, certification and practice. Respondents were able to select as many types of advanced practice education they completed. Table 24 lists the number of respondents employed in health care in Pennsylvania who completed an advanced nursing practice education program.

Table 24: Respondents Employed in Health Care in Pennsylvania by Type of Advanced Practice, 2010/2011 RN Survey

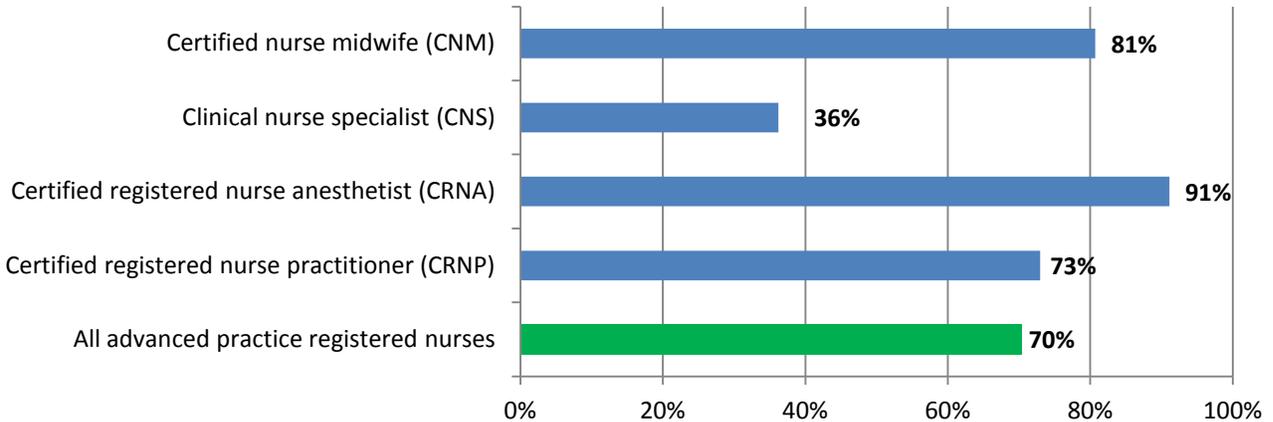
Type of Advanced Practice	Number
Certified nurse midwife (CNM)	461
Clinical nurse specialist (CNS)	1,986
Certified registered nurse anesthetist (CRNA)	2,571
Certified registered nurse practitioner (CRNP)	3,771



Advanced Nursing Practice, continued

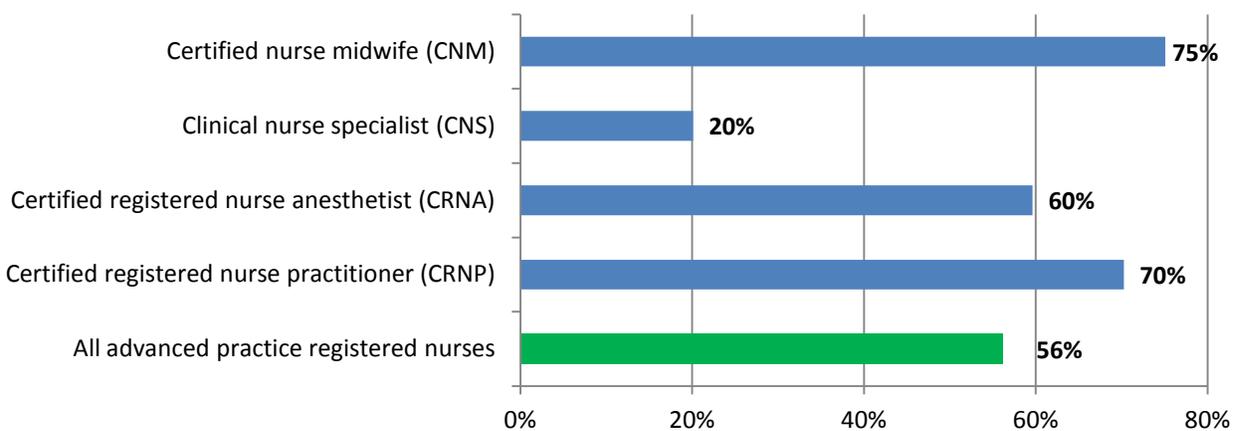
Seventy percent of advanced practice registered nurse respondents employed in health care in Pennsylvania held national certification in their advanced practice. CRNA respondents had the highest percentage of national certification at 91 percent. Figure 9 presents the national certification of advanced practice registered nurse respondents.

Figure 9: Advanced Practice Registered Nurse Respondents Employed in Health Care in Pennsylvania by National Certification in Their Type of Advanced Practice, 2010/2011 RN Survey



Over half (56 percent) of advanced practice registered nurse respondents employed in health care in Pennsylvania held a state certification. CNM respondents had the highest percentage of state certification at 75 percent. Figure 10 shows the state certification of advanced practice registered nurse respondents.

Figure 10: Advanced Practice Registered Nurse Respondents Employed in Health Care in Pennsylvania by State Certification in Their Type of Advanced Practice, 2010/2011 RN Survey



Advanced Nursing Practice, continued

In 2010/2011, 66 percent of advanced practice registered nurse respondents employed in health care in Pennsylvania practiced as such. Of CRNA respondents, 93 percent practiced as a CRNA. Table 25 lists advanced practice registered nurse respondents who practiced in their type of advanced practice.

Table 25: Advanced Practice Registered Nurse Respondents Employed in Health Care in Pennsylvania Who Practiced in Their Type of Advanced Practice, 2010/2011 RN Survey

Type of Advanced Practice	Number	Percent
Certified nurse midwife (CNM)	324	70%
Clinical nurse specialist (CNS)	848	43%
Certified registered nurse anesthetist (CRNA)	2,504	97%
Certified registered nurse practitioner (CRNP)	2,658	70%
All advanced practice registered nurses	6,334	72%

The Institute of Medicine's report *The Future of Nursing* notes advanced practice registered nurses face challenges in their practice, such as regulatory barriers, resistance to expanding their scopes of practice and insurance company policies, among many.^v Almost one third (32 percent) of advanced practice registered nurse respondents employed in health care in Pennsylvania experienced at least one limit or barrier to their advanced practice. Table 26 lists the limits or barriers advanced practice registered nurses respondents experienced in their advanced practice.

Table 26: Advanced Practice Registered Nurse Respondents Employed in Health Care in Pennsylvania by Limits or Barriers They Experienced in Their Advanced Practice, 2010/2011 RN Survey

Type of Limit or Barrier	Number
Facility bylaws	1,049
Finding collaborating physicians	448
Insurance reimbursement for services	923
Insurer credentialing	426
Regulations/scope of practice laws	1,525
Other	668



Advanced Nursing Practice, continued

Respondents employed in health care in Pennsylvania continued to pursue advanced nursing practice education. Almost a quarter (24 percent) of respondents employed in health care in Pennsylvania who were pursuing nursing education were pursuing advanced nursing practice programs. Table 27 lists respondents who were pursuing advanced nursing practice education programs by the type of advanced practice.

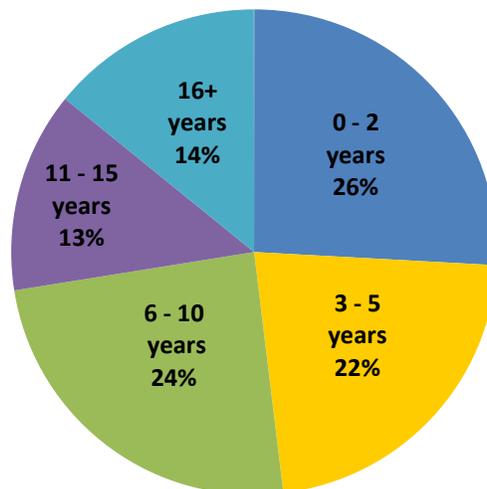
Table 27: Respondents Employed in Health Care in Pennsylvania Who Were Pursuing an Advanced Nursing Practice Education Program by Type of Advanced Nursing Practice Education Program, 2010/2011 RN Survey

Type of Advanced Practice	Number	Percent
Certified nurse midwife (CNM)	88	2%
Clinical nurse specialist (CNS)	579	12%
Certified registered nurse anesthetist (CRNA)	703	14%
Certified registered nurse practitioner (CRNP)	3,636	73%
Total	5,006	100%

Licensure as a Practical Nurse Prior to Licensure as a Registered Nurse

In 2010/2011, 10 percent (13,403) of respondents employed in health care in Pennsylvania were licensed as a practical nurse prior to becoming licensed as a registered nurse. Almost half (48 percent) of the respondents who were first licensed as a practical nurse received their registered nurse license less than six years following receipt of their practical nurse license. Figure 11 presents the length of time between receipt of licensure as a practical nurse and a registered nurse.

Figure 11: Respondents Employed in Health Care in Pennsylvania Who Were Licensed as a Practical Nurse Prior to Becoming Licensed as a Registered Nurse by Years Between Licensure Types, 2010/2011 RN Survey



Employment

Ninety-eight percent (130,741) of respondents employed in health care in Pennsylvania were employed as an RN. The reasons that respondents were not employed as an RN ranged from not currently working in nursing to being a nursing home administrator.

Three out of every four respondents employed in health care in Pennsylvania were employed full time. Of respondents employed part time, 86 percent were not seeking full-time employment. Table 28 lists the employment status of respondents.

Table 28: Respondents Employed in Health Care in Pennsylvania by Employment Status, 2010/2011 RN Survey

Employment Status	Number	Percent
Employed in health care (direct or indirect), full time	100,611	75%
Employed in health care (direct or indirect), part time and not seeking full time	20,823	16%
Employed in health care (direct or indirect), per diem	8,951	7%
Employed in health care (direct or indirect), part time and seeking full time	3,515	3%
Total	133,900	100%

Sixty-nine percent of respondents employed in health care in Pennsylvania held a primary job in direct patient care. The 31 percent of respondents who worked in health care in Pennsylvania and did not hold a primary job in direct patient care held a variety of jobs, including 2 percent who were nursing school faculty or administration. Table 29 lists respondents by type of their primary job.

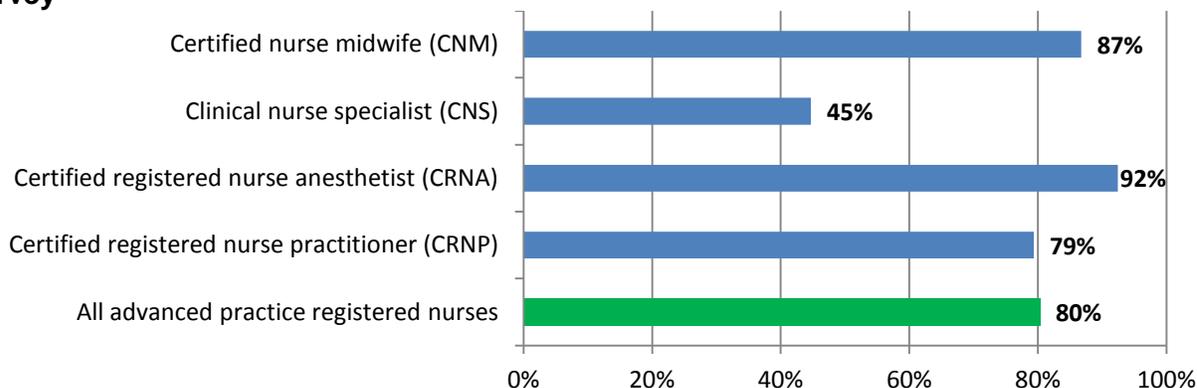
Table 29: Respondents Employed in Health Care in Pennsylvania by Type of Primary Job, 2010/2011 RN Survey

Type of Job	Number	Percent
Direct patient care	91,024	69%
Administration or management	14,636	11%
Other	8,562	6%
Case management	7,539	6%
Patient/staff education	2,688	2%
Nursing school faculty/administration	2,347	2%
Researcher/consultant	1,947	1%
Quality management/performance improvement	1,845	1%
Informatics/health information technology	1,151	1%
Infection prevention control	538	< 1%
Total	132,277	100%

Employment, continued

Advanced practice registered nurse respondents employed in health care in Pennsylvania had a higher percentage (80 percent) of those with a primary job in direct patient care than all respondents employed in health care (69 percent). Figure 12 compares the percentage of advanced practice registered nurse respondents employed in direct patient care in Pennsylvania by their type of advanced practice.

Figure 12: Advanced Practice Registered Nurse Respondents Employed in Direct Patient Care in Pennsylvania in Their Primary Job by Type of Advanced Practice, 2010/2011 RN Survey



Almost six out of every 10 respondents employed in health care in Pennsylvania held a primary job in the hospital setting. The category of other included a wide variety of settings, including telephonic nursing. Table 30 lists respondents by the setting of their primary job.

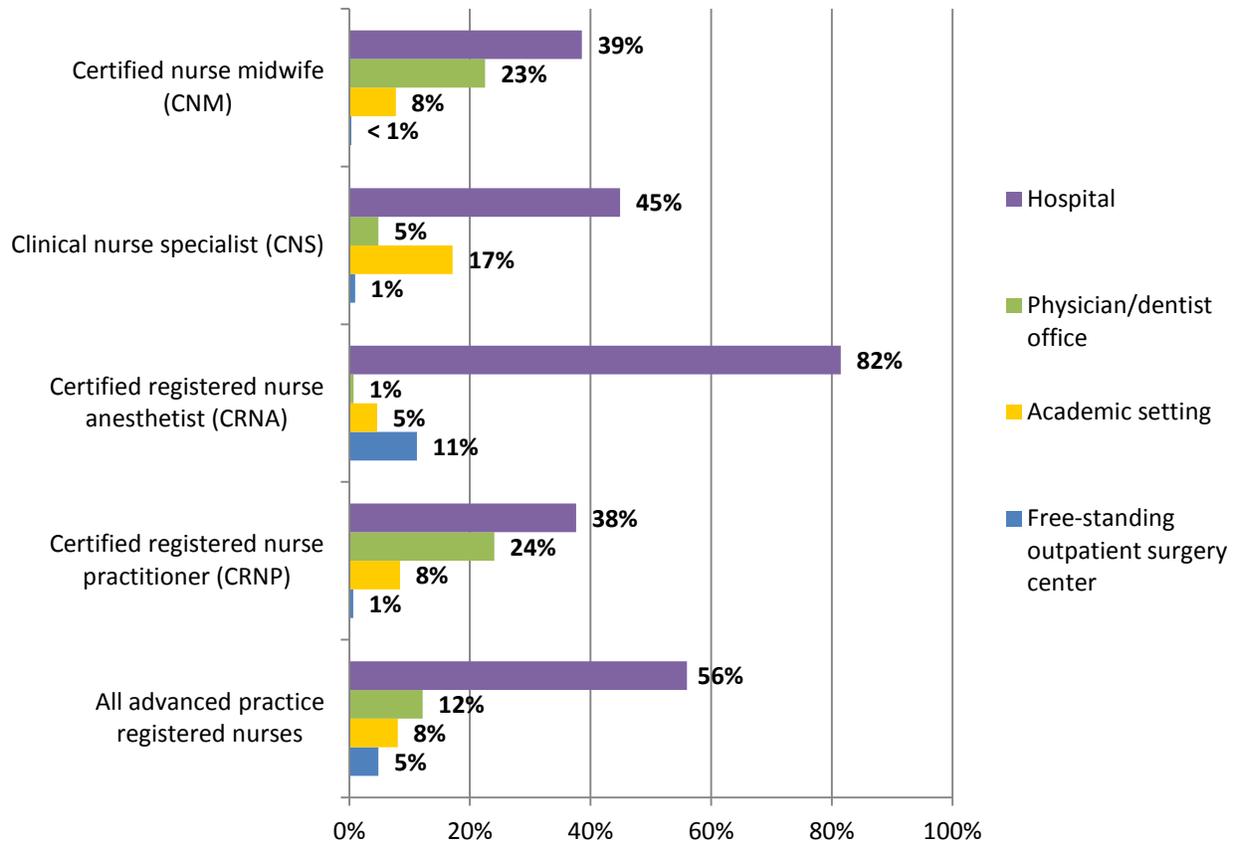
Table 30: Respondents Employed in Health Care in Pennsylvania by Primary Job Setting, 2010/2011 RN Survey

Job Setting	Number	Percent
Hospital	76,927	58%
Long-term care/nursing home/assisted living facility	12,738	10%
Home health/community agency	10,410	8%
Other	6,851	5%
Physician/dentist office	6,120	5%
School health service	4,040	3%
Academic setting	3,529	3%
Insurance/HMO	3,356	3%
Free-standing outpatient surgery center	2,644	2%
Free-standing clinic	2,379	2%
Business/industry	2,342	2%
Correctional facility/state hospital	1,277	1%
Health department/public health	988	1%
Retail location	133	< 1%
Total	133,734	100%

Employment, continued

As with all respondents employed in health care in Pennsylvania, over half (56 percent) of advanced practice registered nurse respondents employed in health care in Pennsylvania held a primary job in the hospital setting. Figure 13 compares the four most reported primary job settings for advanced practice registered nurse respondents by their type of advanced practice.

Figure 13: Advanced Practice Registered Nurse Respondents Employed in Health Care in Pennsylvania by Primary Job Setting and Type of Advanced Practice, 2010/2011 RN Survey



**Registered Nurses Employed in
Direct Patient Care in Pennsylvania
Who Responded to the
2010/2011 Pennsylvania Survey of
Registered Nurses**

Registered Nurses Employed in Direct Patient Care in Pennsylvania

This section provides information on RNs who responded to the 2010/2011 Pennsylvania RN relicensing survey and were working in health care in a direct patient care position in Pennsylvania. The number of respondents employed in direct patient care in Pennsylvania decreased 3 percent from 2008/2009 to 2010/2011. While the number of respondents to the survey decreased, the total number of RNs who renewed their license increased 6 percent during this period, as noted in the Methods and Technical Notes. In 2010/2011, these 91,024 RNs were 52 percent of all respondents.

Age

In 2010/2011, the average age of respondents employed in direct patient care in Pennsylvania was 44.5 years, a decrease from 2008/2009, when it was 44.9 years. Table 31 lists the distribution of respondents across age groups for 2010/2011, with the largest number (12,529, or 14 percent) in the 50-54 age group.

Table 31: Respondents Employed in Direct Patient Care in Pennsylvania by Age Groups, 2010/2011 RN Survey

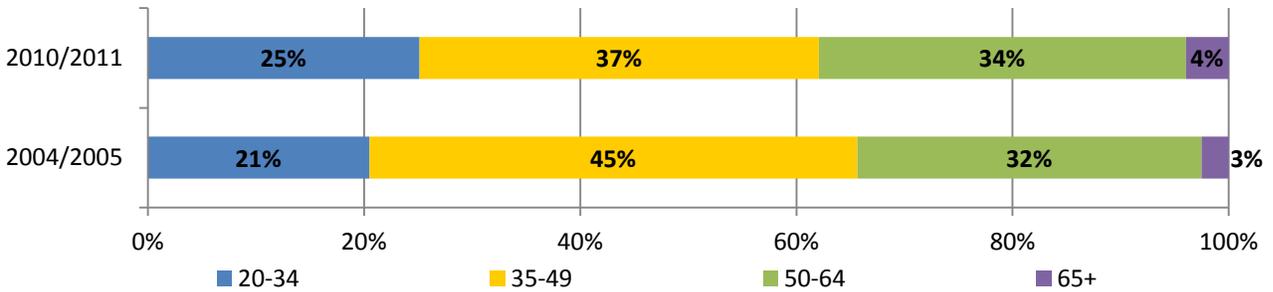
Age Groups	Number	Percent
18-24	3,086	3%
25-29	10,431	11%
30-34	9,361	10%
35-39	10,267	11%
40-44	11,005	12%
45-49	12,353	14%
50-54	12,529	14%
55-59	11,647	13%
60-64	6,704	7%
65+	3,616	4%
Total	90,999	100%

Since 2004/2005, the 35-49 age group decreased from 45 percent of respondents employed in direct patient care in Pennsylvania to 37 percent in 2010/2011, while all other age groups increased. Figure 14 shows the distribution of respondents employed in direct patient care in Pennsylvania across age groups in 2004/2005 and 2010/2011.



Age, continued

Figure 14: Respondents Employed in Direct Patient Care in Pennsylvania by Age Groups, 2004/2005 and 2010/2011 RN Surveys



Sex

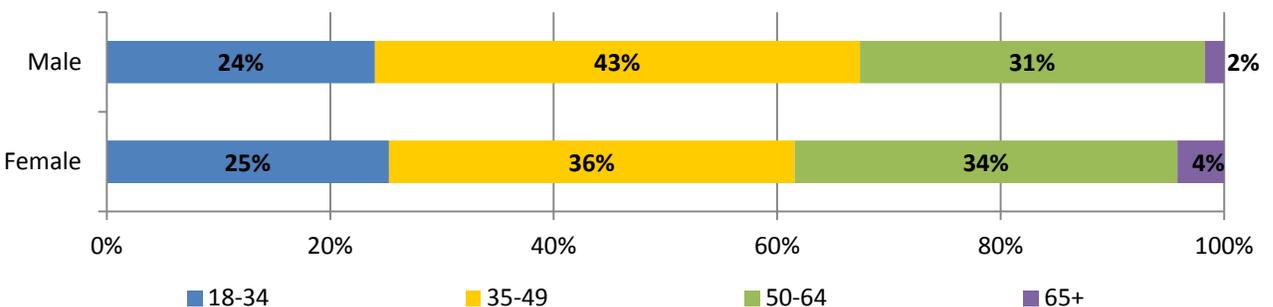
In 2010/2011, females comprised nine out of every 10 respondents employed in direct patient care in Pennsylvania. Since 2006/2007, there was a 21 percent increase in the number of males. Table 32 shows the distribution of respondents employed in direct patient care in Pennsylvania by sex.

Table 32: Respondents Employed in Direct Patient Care in Pennsylvania by Sex, 2010/2011 RN Survey

Sex	Number	Percent
Male	8,132	9%
Female	82,866	91%
Total	90,998	100%

The 35-49 age group had the greatest number of respondents for both males (43 percent) and females (36 percent) employed in direct patient care in Pennsylvania. Figure 15 compares the age distribution of males and females.

Figure 15: Respondents Employed in Direct Patient Care in Pennsylvania by Sex and Age Groups, 2010/2011 RN Survey



Race and Ethnicity

Respondents selected one category that best described their race and indicated if they were of Hispanic/Latino origin. The distribution of respondents employed in direct patient care in Pennsylvania by race is listed in Table 33. In 2010/2011, 90 percent of respondents were white, followed by 5 percent who were black.

Table 33: Respondents Employed in Direct Patient Care in Pennsylvania by Race, 2010/2011 RN Survey

Race	Number	Percent
White	81,620	90%
Black	4,686	5%
Asian	2,894	3%
Other	1,083	1%
Native Hawaiian/Other Pacific Islander	519	1%
American Indian/Alaska Native	176	< 1%
Total	90,978	100%

Since 2006/2007, there was a 10 percent increase in the number of respondents employed in direct patient care. While white respondents increased by 9 percent, all other races increased by more than 20 percent. Table 34 lists the number of respondents by race in 2006/2007 and 2008/2009, as well as the percent increase for each group.

Table 34: Respondents Employed in Direct Patient Care in Pennsylvania by Race, 2006/2007 and 2010/2011 RN Surveys

Race	2006/2007	2010/2011	Percent Increase
	Number	Number	
White	75,151	81,620	9%
Black	3,719	4,686	26%
Asian	2,393	2,894	21%
Other, Native Hawaiian/Other Pacific Islander and American Indian/Alaska Native	1,295	1,778	37%
Total	82,558	90,978	10%

Three percent of respondents employed in direct patient care in Pennsylvania reported being of Hispanic/Latino origin in 2010/2011. Table 35 lists the ethnicity of respondents.

Table 35: Respondents Employed in Direct Patient Care in Pennsylvania by Ethnicity, 2010/2011 RN Survey

Ethnicity	Number	Percent
Hispanic/Latino	2,756	3%
Non-Hispanic/Latino	87,803	97%
Total	90,559	100%

Education

RNs must complete a basic nursing education program of either a Bachelor of Science degree in nursing (BSN), an associate degree in nursing (ADN) or a diploma program. BSN programs are four-year programs at accredited universities and colleges, while ADN programs are two-year degree programs at accredited universities and colleges, and diploma programs are approximately two-year programs at hospitals accredited by the Joint Commissions.

Before World War II, most hospital nursing services were provided by student nurses in hospital-based diploma programs.^{vi} Following World War II, advances in medical technology coupled with greater expectations from patients, hospital administrators and physicians led to a demand for fully educated RNs to enter the workforce.^{vii} This led to a shift away from hospital-based education to university- and college-based education, growing both associate and bachelor's degree programs.^{viii}

The Institute of Medicine's report *The Future of Nursing* recommends increasing the national rate of RNs with bachelor's degrees to 80 percent by 2020.^{ix} The Institute believes a more educated RN workforce will better meet the needs of diverse patients with increasingly complex medical needs, as well as the changing environment of health care.^x

In 2011, Pennsylvania had 83 approved professional nursing programs according to the 2011 Nursing Education Program Annual Reports^{xi}. Of these programs, 36 were BSN programs, 27 were ADN programs and 20 were diploma programs.

In 2010/2011, 36 percent of respondents employed in direct patient care in Pennsylvania reported their initial RN degree was an associate's degree, a decrease from 37 percent in 2008/2009. The category of 'other' included respondents with international degrees and master's degrees. Table 36 lists respondents employed in direct patient care in Pennsylvania by their initial RN degree.

Table 36: Respondents Employed in Direct Patient Care in Pennsylvania by Initial RN Degree, 2010/2011 RN Survey

Initial RN Degree	Total	Percent
Diploma	29,196	32%
Associate	32,622	36%
Bachelor	28,927	32%
Other	249	< 1%
Total	90,994	100%



Education, continued

The decade in which a respondent employed in direct patient care in Pennsylvania graduated from basic nursing education and received his/her initial RN degree impacts the type of degree that was most reported. Through the 1980s, the diploma was the most reported initial RN degree. Since the 1980s, the associate degree increased as the most reported initial RN degree. Table 37 lists the initial RN degree by decade of graduation for respondents employed in direct patient care in Pennsylvania.

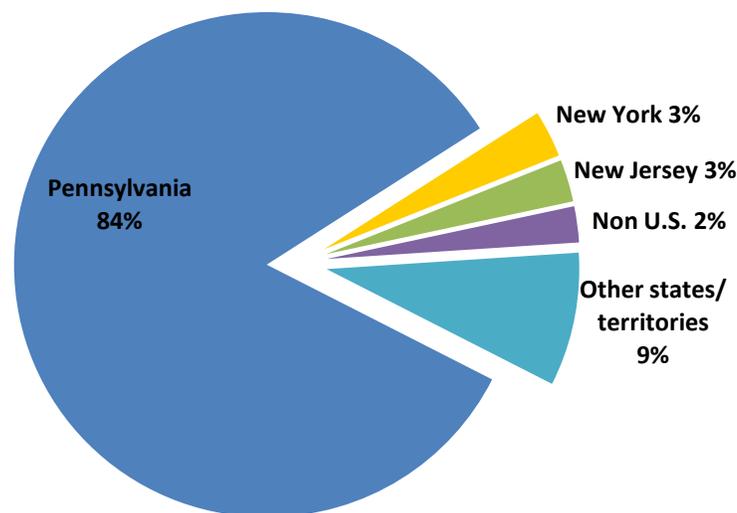
Table 37: Respondents Employed in Direct Patient Care in Pennsylvania by Initial RN Degree and Decade of Graduation, 2010/2011 RN Survey

Decade of Graduation	Diploma		Associate		Bachelor	
	Number	Percent	Number	Percent	Number	Percent
1940-1949	13	100%	0	0%	0	0%
1950-1959	316	94%	-	-	12	4%
1960-1969	2,920	92%	82	3%	174	5%
1970-1979	7,656	65%	1,843	16%	2,253	19%
1980-1989	6,138	36%	5,205	30%	5,684	33%
1990-1999	5,354	25%	9,077	42%	7,039	33%
2000-2009	6,025	18%	14,617	45%	12,075	37%
2010-2012	751	18%	1,769	42%	1,683	40%

- Numbers less than six are withheld for privacy purposes.

Respondents employed in direct patient care in Pennsylvania completed their basic nursing education in all 50 states, Washington, D.C., and around the world as shown in Figure 16. In 2010/2011, 84 percent employed in direct patient care in Pennsylvania completed their basic nursing education in Pennsylvania.

Figure 16: Respondents Employed in Direct Patient Care in Pennsylvania by State of Basic Nursing Education, 2010/2011 RN Survey



Education, continued

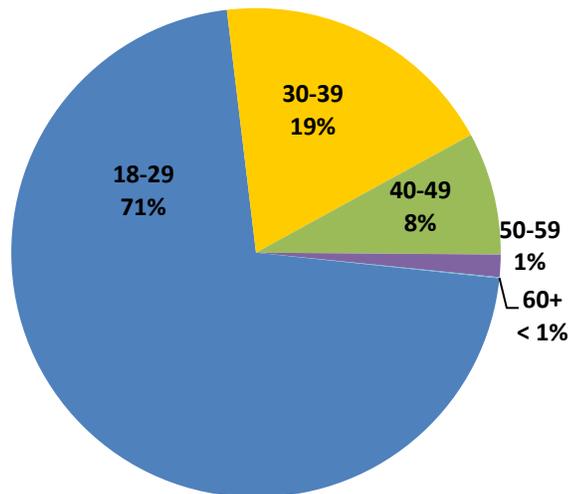
Over half (54 percent) of the respondents employed in direct patient care in Pennsylvania completed their basic nursing education before the age of 25. Table 38 lists the age groups of respondents when they graduated from their basic nursing education.

Table 38: Respondents Employed in Direct Patient Care in Pennsylvania by Age Groups at Graduation from Basic Nursing Education, 2010/2011 RN Survey

Age Groups	Number	Percent
18-24	49,206	54%
25-29	15,738	17%
30-34	10,042	11%
35-39	7,175	8%
40-44	4,790	5%
45-49	2,574	3%
50-54	1,060	1%
55-59	294	< 1%
60-64	42	< 1%
65+	10	< 1%
Total	90,931	100%

In 2010/2011, 71 percent of respondents employed in direct patient care in Pennsylvania completed their basic nursing education before age 30, a decrease from 73 percent in 2008/2009. Less than 1 percent of respondents graduated from their basic nursing education at age 60 or older. Figure 17 presents the age of respondents employed in direct patient care in Pennsylvania at graduation from their basic nursing education.

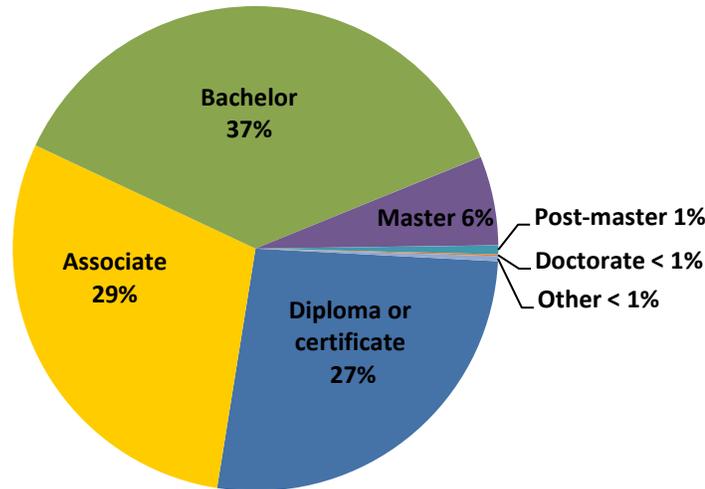
Figure 17: Respondents Employed in Direct Patient Care in Pennsylvania by Age Groups at Graduation from Basic Nursing Education, 2010/2011 RN Survey



Education, continued

The most reported highest nursing degree attained by respondents employed in health care in Pennsylvania was a bachelor's degree (37 percent). The distribution of the highest nursing degree of respondents is shown in Figure 18.

Figure 18: Respondents Employed in Direct Patient Care in Pennsylvania by Highest Nursing Degree, 2010/2011 RN Survey



While males had a higher percentage of their highest nursing degree as a master's degree compared to females in direct patient care in Pennsylvania; females had a higher percentage of their highest nursing degree as a bachelor's degree. Table 39 lists respondents employed in direct patient care in Pennsylvania by their highest nursing degree and sex.

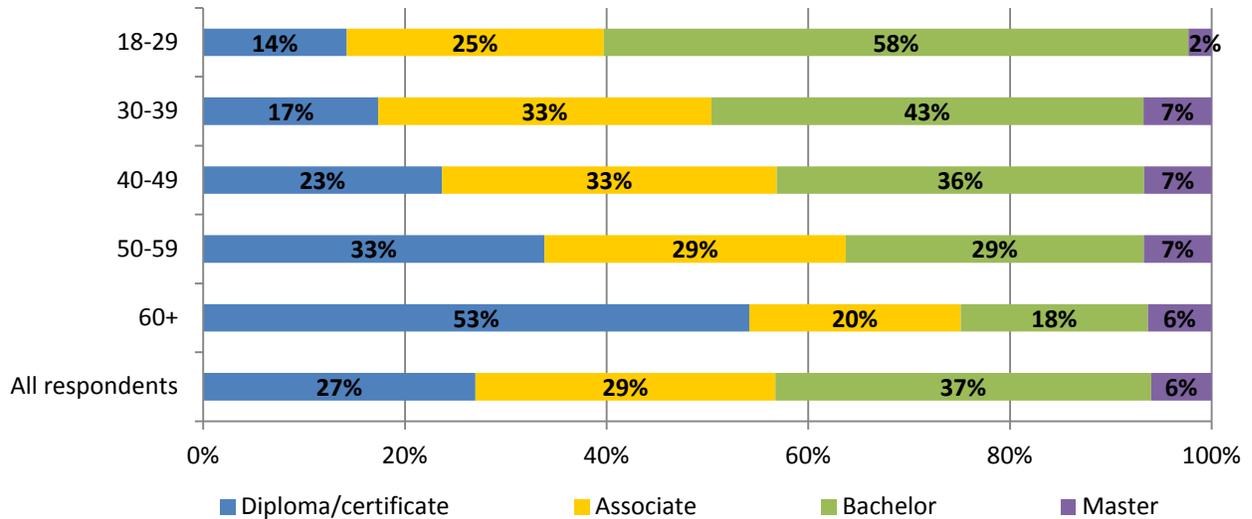
Table 39: Respondents Employed in Direct Patient Care in Pennsylvania by Highest Nursing Degree and Sex, 2010/2011 RN Survey

Type of Nursing Degree	Male		Female	
	Number	Percent	Number	Percent
Diploma or certificate	1,721	21%	22,533	27%
Associate	3,001	37%	23,756	29%
Bachelor	2,585	32%	30,897	37%
Master	732	9%	4,679	6%
Post-master	41	1%	489	1%
Doctorate	16	< 1%	93	< 1%
Other	19	< 1%	288	< 1%
Total	8,115	100%	82,735	100%

Education, continued

Age impacted the highest nursing degree attained by respondents in direct patient care more than sex. Younger respondents were much more likely to hold a bachelor's degree and older respondents were more likely to hold a diploma/certificate. Figure 19 compares the highest nursing degree of respondents employed in direct patient care in Pennsylvania by age groups.

Figure 19: Respondents Employed in Direct Patient Care in Pennsylvania by Highest Nursing Degree and Age Groups, 2010/2011 RN Survey



Eighteen percent of respondents employed in direct patient care in Pennsylvania who completed a diploma program as their initial nursing education went on to complete a bachelor's degree or higher nursing education. For respondents who initially completed an associate degree, 16 percent went on to complete a bachelor's degree or higher nursing education. Table 40 lists these respondents who initially completed a diploma program or associate degree and went on to complete a bachelor's degree or higher nursing education by their highest nursing degree.

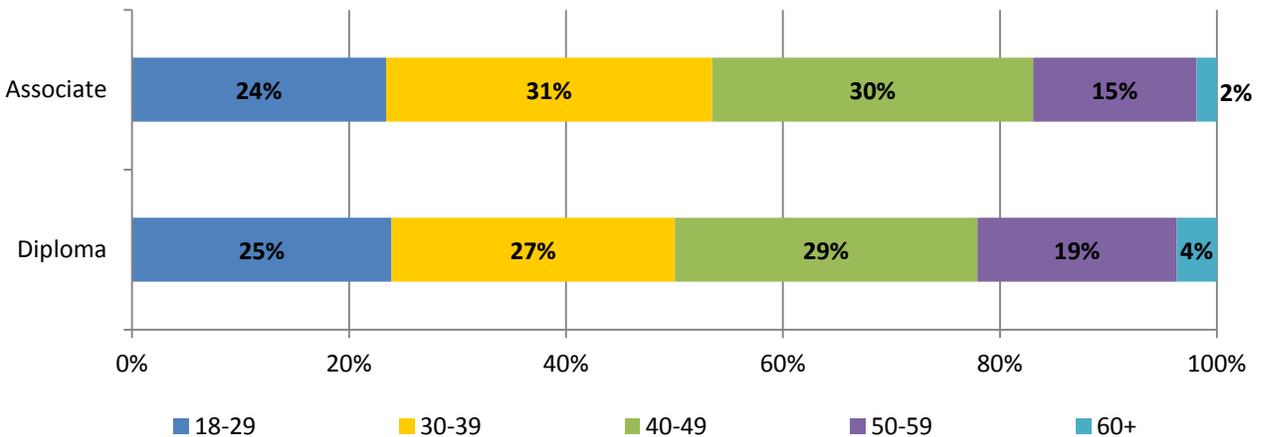
Table 40: Respondents Employed in Direct Patient Care in Pennsylvania Who Completed a Diploma or Associate Degree as Their Initial Nursing Degree and Completed Further Nursing Education by Highest Nursing Degree, 2010/2011 RN Survey

Highest Nursing Degree	Diploma		Associate	
	Number	Percent	Number	Percent
Bachelor	3,903	73%	4,139	79%
Master	1,242	23%	1,027	20%
Post-master	145	3%	73	1%
Doctorate	33	1%	20	< 1%
Total	5,323	100%	5,259	100%

Education, continued

In 2010/2011, 13 percent of respondents employed in direct patient care in Pennsylvania who initially completed a diploma or associate degree in nursing education were pursuing a nursing bachelor's degree. The age distribution of these 7,818 respondents who were pursuing a nursing bachelor's degree is shown in Figure 20.

Figure 20: Respondents Employed in Direct Patient Care in Pennsylvania Who Completed a Diploma or Associate Degree as Their Initial Nursing Degree and Were Pursuing a Bachelor's Degree in Nursing, 2010/2011 RN Survey



Seventeen percent of respondents employed in direct patient care in Pennsylvania were pursuing nursing education in 2010/2011. Of those respondents pursuing nursing education, over half (53 percent) were pursuing a bachelor's degree. Table 41 lists respondents who were pursuing nursing education by the level of education they were pursuing.

Table 41: Respondents Employed in Direct Patient Care in Pennsylvania Who Were Pursuing Nursing Education by Type of Nursing Degree Being Pursued, 2010/2011 RN Survey

Type of Nursing Degree	Number	Percent
Associate	158	1%
Bachelor	7,944	53%
Master	5,439	36%
Post-master	244	2%
Doctorate	368	2%
Other	963	6%
Total	15,116	100%

Education, continued

Eighty-five percent of respondents employed in direct patient care in Pennsylvania who were pursuing nursing education in 2010/2011 anticipated graduating in the next four years. Table 42 lists respondents who were pursuing nursing education in 2010/2011 by the degree they were pursuing and years until their anticipated graduation date.

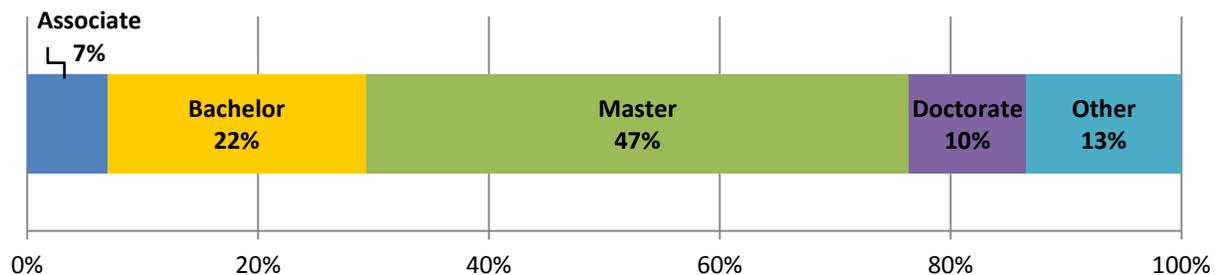
Table 42: Respondents Employed in Direct Patient Care in Pennsylvania Who Were Pursuing Nursing Education by Type of Degree Being Pursued and Length of Time Until Their Anticipated Graduation Date, 2010/2011 RN Survey

Type of Degree	0-2 Years		3-4 Years		5-6 Years		More than 6 Years	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Associate	77	50%	16	10%	13	8%	48	31%
Bachelor	4,885	62%	2,057	26%	561	7%	439	6%
Master	2,403	44%	2,190	40%	602	11%	240	4%
Post-master	136	56%	60	25%	26	11%	21	9%
Doctorate	148	40%	141	38%	56	15%	22	6%
Other	578	62%	108	12%	44	5%	208	22%
Total	8,227	55%	4,572	30%	1,302	9%	978	6%

In addition to nursing education, 19 percent of respondents employed in direct patient care in Pennsylvania also held a degree in a non-nursing field. Of those respondents who also held a degree in a non-nursing field, 81 percent completed their non-nursing degree before they qualified for their first RN license.

In 2010/2011, 1 percent (870) of respondents employed in direct patient care in Pennsylvania were pursuing non-nursing education. Almost half (47 percent) of those who were pursuing non-nursing education were pursuing a master's degree as shown in Figure 21.

Figure 21: Respondents Employed in Direct Patient Care in Pennsylvania Who Were Pursuing Non-Nursing Education by Type of Degree They Were Pursuing, 2010/2011 RN Survey



Advanced Nursing Practice

Advanced practice registered nurses are certified nurse midwives (CNM), clinical nurse specialists (CNS), certified registered nurse anesthetists (CRNA) or certified registered nurse practitioners (CRNP). They have completed at least a master's degree and additional clinical training. Advanced practice registered nurses work in collaboration with physicians to diagnose and treat patients.

Twelve percent (10,842) of respondents employed in direct patient care in Pennsylvania had completed an advanced nursing practice education program. While males accounted for 9 percent of all respondents, they accounted for 13 percent of respondents who had completed an advanced nursing practice education program. Table 43 lists respondents employed in direct patient care in Pennsylvania who completed an advanced nursing practice education program by sex.

Table 43: Respondents Employed in Direct Patient Care in Pennsylvania Who Completed an Advanced Nursing Practice Education Program by Sex, 2010/2011 RN Survey

Sex	Number	Percent
Male	1,460	13%
Female	9,379	87%
Total	10,839	100%

Respondents who completed an advanced nursing practice education program to become a CNM, CNS, CRNA or CRNP were asked additional questions about their education, certification and practice. Respondents were able to select as many types of advanced practice education as they completed. Table 44 lists the number of respondents employed in direct patient care in Pennsylvania who completed an advanced nursing practice education program.

Table 44: Respondents Employed in Direct Patient Care in Pennsylvania by Type of Advanced Practice, 2010/2011 RN Survey

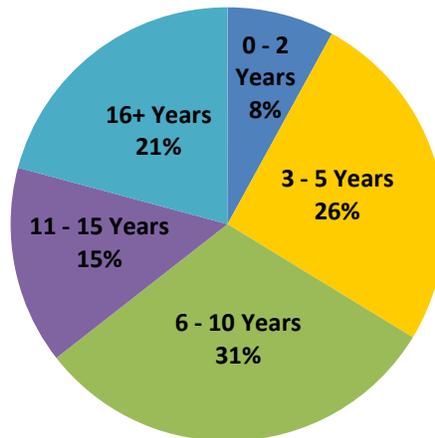
Type of Advanced Practice	Number
Certified nurse midwife (CNM)	363
Clinical nurse specialist (CNS)	762
Certified registered nurse anesthetist (CRNA)	2,321
Certified registered nurse practitioner (CRNP)	2,704



Advanced Nursing Practice, continued

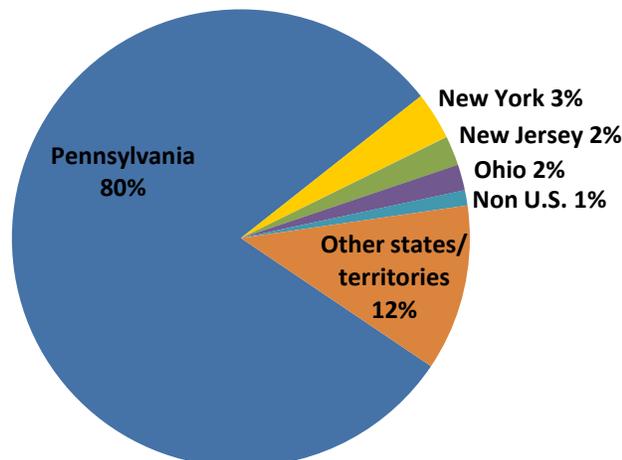
One out of every three advanced practice registered nurse respondents employed in direct patient care in Pennsylvania completed their advanced nursing practice education within five years of completing their initial nursing education. Figure 22 presents the length of time between initial nursing education and completion of their advanced nursing practice education for advanced practice registered nurse respondents.

Figure 22: Advanced Practice Registered Nurse Respondents Employed in Direct Patient Care in Pennsylvania by Years Between Completion of Their Initial Nursing Education and Advanced Nursing Practice Education, 2010/2011 RN Survey



Advanced practice registered nurse respondents employed in direct patient care in Pennsylvania completed their advanced nursing practice education in all 50 states, Washington, D.C., and around the world as shown in Figure 23. Four out of every five advanced practice registered nurse respondents completed their advanced nursing practice education in Pennsylvania.

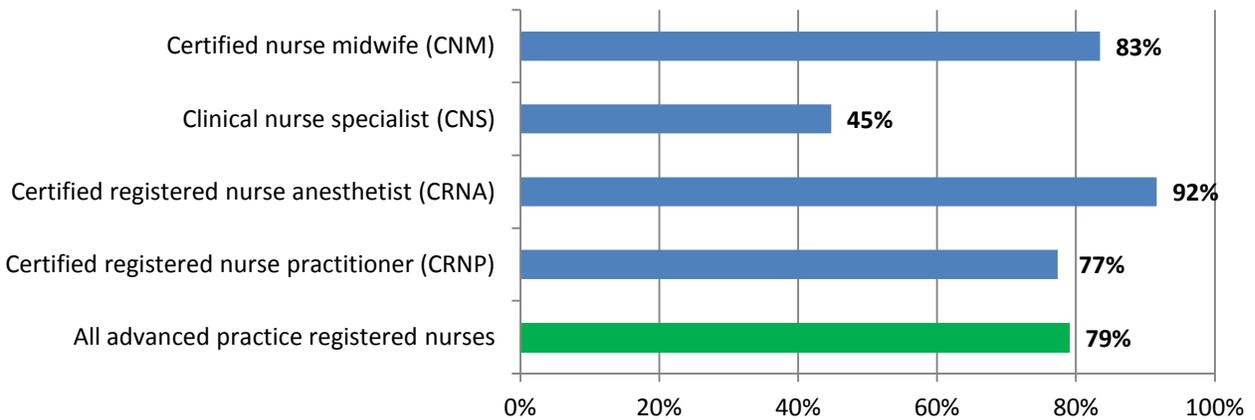
Figure 23: Advanced Practice Registered Nurse Respondents Employed in Direct Patient Care in Pennsylvania by State of Advanced Nursing Practice Education, 2010/2011 RN Survey



Advanced Nursing Practice, continued

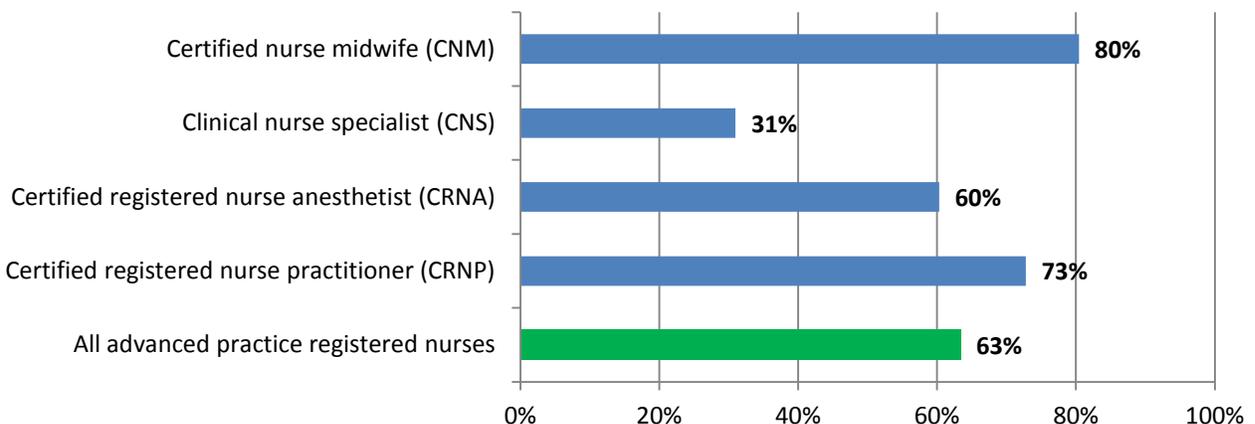
Seventy-nine percent of advanced practice registered nurse respondents employed in direct patient care in Pennsylvania held national certification in their advanced practice. CRNA respondents had the highest percentage of national certification at 92 percent. Figure 24 presents the national certification of advanced practice registered nurse respondents.

Figure 24: Advanced Practice Registered Nurse Respondents Employed in Direct Patient Care in Pennsylvania by National Certification in Their Type of Advanced Practice, 2010/2011 RN Survey



Sixty-three percent of advanced practice registered nurse respondents employed in direct patient care in Pennsylvania held a state certification. CNM respondents had the highest percentage of state certification at 80 percent. Figure 25 shows the state certification of advanced practice registered nurse respondents.

Figure 25: Advanced Practice Registered Nurse Respondents Employed in Direct Patient Care in Pennsylvania by State Certification in Their Type of Advanced Practice, 2010/2011 RN Survey



Advanced Nursing Practice, continued

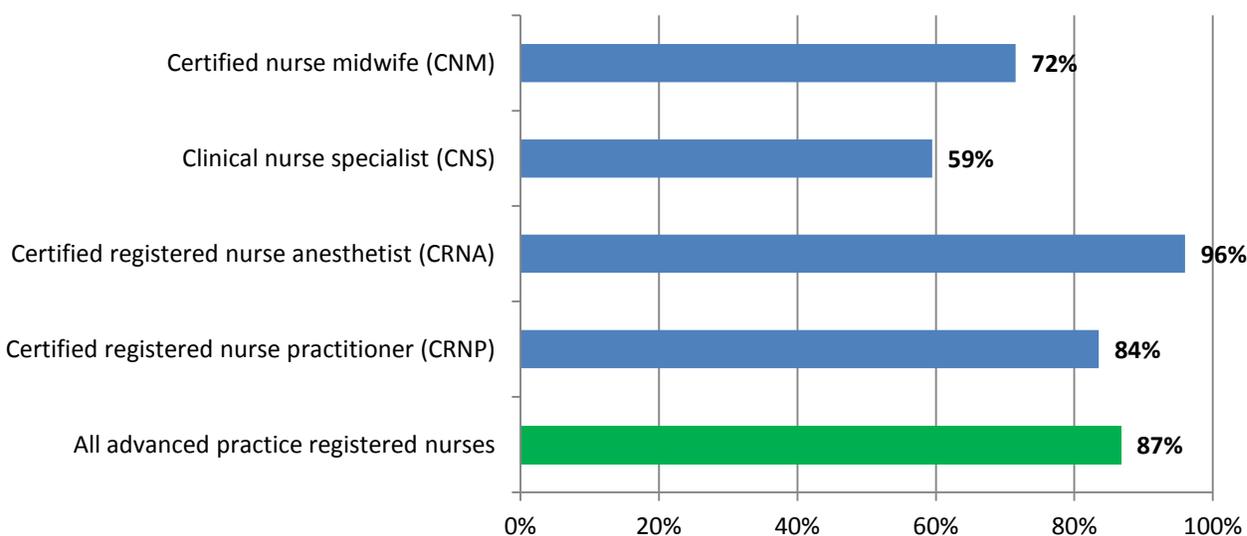
Eight out of every 10 advanced practice registered nurse respondents employed in direct patient care in Pennsylvania practiced as such. Almost all (99 percent) CRNA respondents practiced as a CRNA. Table 45 lists advanced practice registered nurse respondents who practiced in their type of advanced practice.

Table 45: Advanced Practice Registered Nurse Respondents Employed in Direct Patient Care in Pennsylvania Who Practiced in Their Type of Advanced Practice, 2010/2011 RN Survey

Type of Advanced Practice	Number	Percent
Certified nurse midwife (CNM)	281	77%
Clinical nurse specialist (CNS)	375	49%
Certified registered nurse anesthetist (CRNA)	2,296	99%
Certified registered nurse practitioner (CRNP)	2,090	77%
All advanced practice registered nurses	5,042	82%

Eighty-seven percent of advanced practice registered nurse respondents employed in direct patient care in Pennsylvania who practiced in their advanced practice did so with an onsite physician. CNS respondents had the lowest percentage (59 percent) of all advanced practice registered nurse respondents who practiced with an onsite physician, and CRNA respondents had the highest percentage (96 percent) as shown in Figure 26

Figure 26: Advanced Practice Registered Nurse Respondents Employed in Direct Patient Care in Pennsylvania Who Practiced in Their Type of Advanced Practice with an Onsite Physician by Type of Advanced Practice, 2010/2011 RN Survey



Advanced Nursing Practice, continued

The Institute of Medicine's report *The Future of Nursing* notes advanced practice registered nurses face challenges in their practice, such as regulatory barriers, resistance to expanding their scopes of practice and insurance company policies, among many.^{xii} Approximately one third (34 percent) of advanced practice registered nurse respondents employed in direct patient care in Pennsylvania experienced at least one limit or barrier to their advanced practice. Table 46 lists the limits or barriers advanced practice registered nurses respondents experienced in their advanced practice.

Table 46: Advanced Practice Registered Nurse Respondents Employed in Direct Patient Care in Pennsylvania by Limits or Barriers They Experienced in Their Advanced Practice, 2010/2011 RN Survey

Type of Limit or Barrier	Number
Facility bylaws	825
Finding collaborating physicians	328
Insurance reimbursement for services	669
Insurer credentialing	306
Regulations/scope of practice laws	1,144
Other	478

Respondents employed in direct patient care in Pennsylvania continued to pursue advanced nursing practice education. In 2010/2011, 27 percent of respondents employed in direct patient care in Pennsylvania who were pursuing nursing education were pursuing advanced nursing practice education programs. Table 47 lists respondents who were pursuing advanced nursing practice education programs by the type of advanced practice.

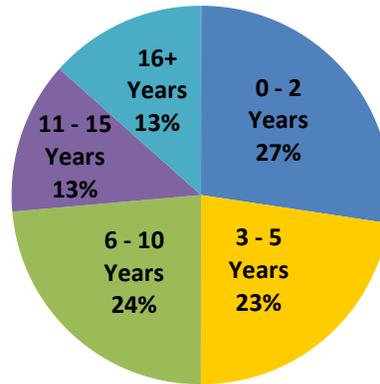
Table 47: Respondents Employed in Direct Patient Care in Pennsylvania Who Were Pursuing an Advanced Nursing Practice Education Program by Type of Program, 2010/2011 RN Survey

Type of Advanced Practice	Number	Percent
Certified nurse midwife (CNM)	75	2%
Clinical nurse specialist (CNS)	385	9%
Certified registered nurse anesthetist (CRNA)	667	16%
Certified registered nurse practitioner (CRNP)	2,950	72%
Total	4,077	100%

Licensure as a Practical Nurse Prior to Licensure as a Registered Nurse

In 2010/2011, 9 percent (8,488) of respondents employed in direct patient care in Pennsylvania were licensed as a practical nurse prior to becoming licensed as a registered nurse. Half of the respondents who were first licensed as a practical nurse received their registered nurse license less than six years following receipt of their practical nurse license. Figure 27 presents the length of time between receipt of licensure as a practical nurse and a registered nurse.

Figure 27: Respondents Employed in Direct Patient Care in Pennsylvania Who Were Licensed as a Practical Nurse Prior to Becoming Licensed as a Registered Nurse by Years Between Licensure Types, 2010/2011 RN Survey



One quarter of respondents employed in direct patient care in Pennsylvania who were licensed as a practical nurse prior to becoming licensed as a registered nurse held a bachelor's degree or higher as their highest nursing degree compared to almost half (46 percent) of respondents employed in direct patient care in Pennsylvania who were not licensed as a practical nurse prior to becoming licensed as a registered nurse. Table 48 compares the highest nursing degree for respondents who were licensed as a practical nurse prior to becoming licensed as a registered nurse and respondents who were not licensed as a practical nurse prior to becoming licensed as a registered nurse.

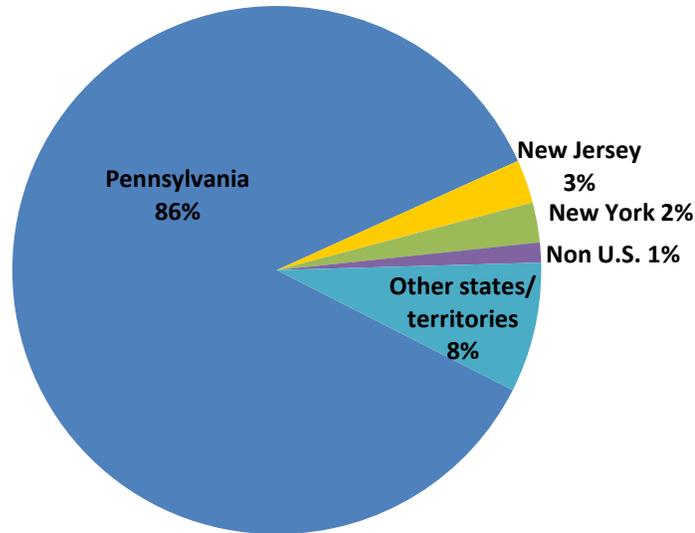
Table 48: Respondents Employed in Direct Patient Care in Pennsylvania by Licensure as a Practical Nurse Prior to Becoming Licensed as a Registered Nurse and Highest Nursing Degree, 2010/2011 RN Survey

Highest Nursing Degree	Was Licensed as a Practical Nurse		Was Not a Licensed as a Practical Nurse	
	Number	Percent	Number	Percent
Diploma/certificate	1,514	18%	22,723	28%
Associate	4,836	57%	21,911	27%
Bachelor	1,755	21%	31,714	39%
Master	317	4%	5,092	6%
Post-master	35	< 1%	496	1%
Doctorate	8	< 1%	101	< 1%
Other	19	< 1%	290	< 1%
Total	8,484	100%	82,327	100%

Licensure

Eighty-six percent of respondents employed in direct patient care in Pennsylvania received their first RN license in Pennsylvania. The remaining 14 percent were first licensed in all 50 states, Washington, D.C., and around the world. Figure 28 shows the distribution of where respondents employed in direct patient care in Pennsylvania received their first RN license.

Figure 28: Respondents Employed in Direct Patient Care in Pennsylvania by State of First RN License, 2010/2011 RN Survey



One out of every four respondents employed in direct patient care in Pennsylvania were licensed within the past five years. Table 49 lists the number of years respondents employed in direct patient care in Pennsylvania have been licensed as an RN.

Table 49: Respondents Employed in Direct Patient Care in Pennsylvania by Number of Years Licensed as an RN, 2010/2011 RN Survey

Length of Time	Number	Percent
0-2 years	10,676	12%
3-5 years	13,377	15%
6-10 years	12,173	13%
11-15 years	9,920	11%
16-20 years	11,275	12%
21+ years	33,534	37%
Total	90,955	100%

Continuing Education in Nursing

RNs are required to attend and complete 30 hours of continuing nursing education during each two-year license period. Almost two out of every five respondents employed in direct patient care in Pennsylvania considered the relevance to their practice most when pursuing continuing nursing education. Figure 29 presents the factors considered most by respondents when pursuing continuing education in nursing.

Figure 29: Respondents Employed in Direct Patient Care in Pennsylvania by Factors Considered When Pursuing Continuing Education in Nursing, 2010/2011 RN Survey



Geography

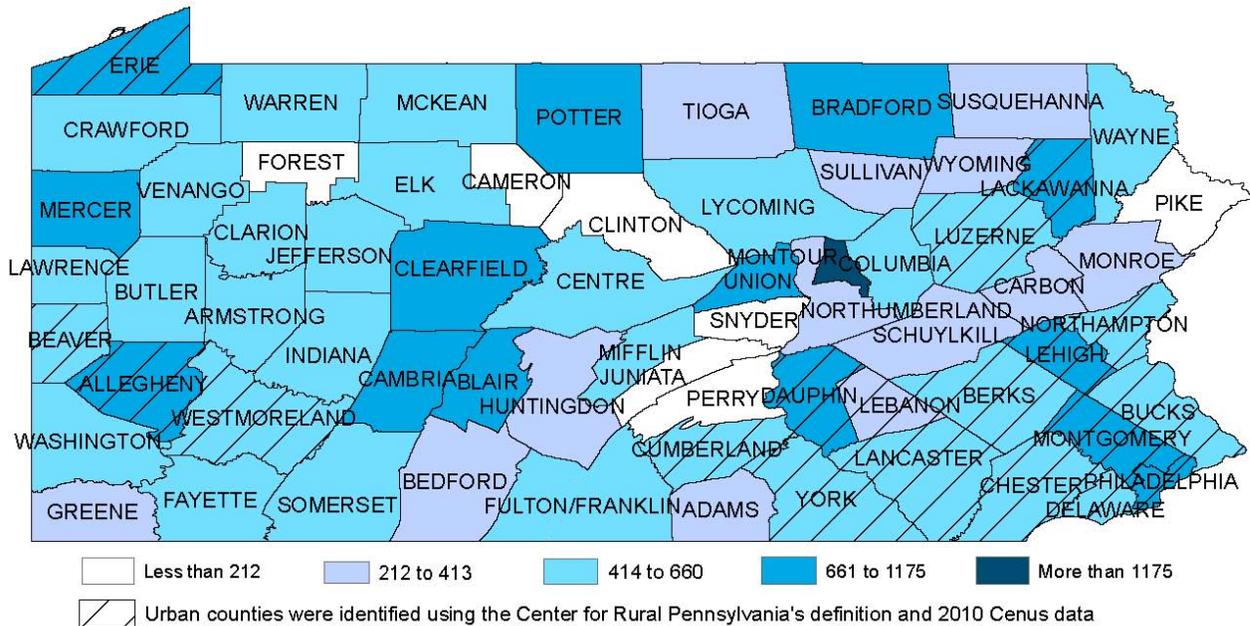
Respondents employed in direct patient care in Pennsylvania worked in all 67 counties. Across the commonwealth, the rate of RN respondents employed in direct patient care in Pennsylvania was 717 per 100,000 population. Appendix 2 lists respondents employed in direct patient care in Pennsylvania by their county of employment.

Based upon the Center for Rural Pennsylvania's definition of rural and urban counties and the 2010 U.S. Census population, Pennsylvania has 48 rural counties, and 27 percent of the population resided in those counties. This classification of rural and urban counties is different than the U.S. Census definition of rural counties used in previous Pennsylvania Registered Nurse Workforce Reports.

In 2010/2011, 21 percent (18,668) of RN respondents employed in direct patient care in Pennsylvania worked in rural counties. The rate of respondents employed in direct patient care in Pennsylvania was 538 per 100,000 population in rural counties and 784 per 100,000 in urban counties. The map in Figure 30 shows the wide variation in rates of RN respondents employed in direct patient care in Pennsylvania per 100,000 population across the commonwealth, with a high of 6,405 per 100,000 population in Montour to a low of 65 per 100,000 population in Juniata.

Geography, continued

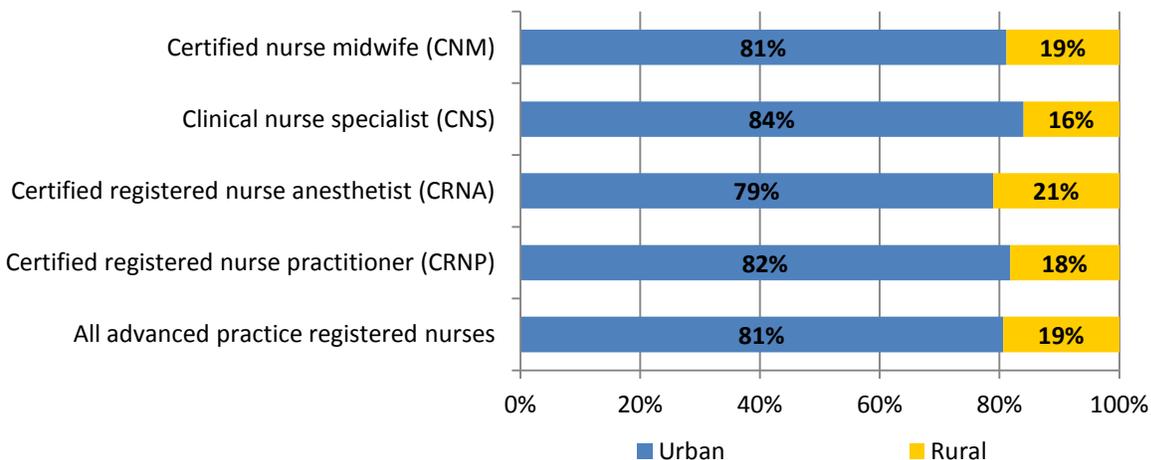
Figure 30: Respondents Employed in Direct Patient Care in Pennsylvania per 100,000 Population by County of Primary Job, 2010/2011 RN Survey



**Due to a survey error, data for Franklin and Fulton counties were combined.

Nineteen percent of all advanced practice registered nurse respondents employed in direct patient care in Pennsylvania practiced in rural counties. CRNA respondents had the highest percent (21 percent) of all advanced practice registered nurse respondent who practiced in rural areas, and CNS respondents had the lowest percent (16 percent). Figure 31 compares the rate of rural practice for advanced practice registered nurse respondents employed in direct patient care in Pennsylvania.

Figure 31: Advanced Practice Registered Nurse Respondents Employed in Direct Patient Care by Rural or Urban County of Practice and Type of Advanced Practice, 2010/2011 RN Survey



Employment

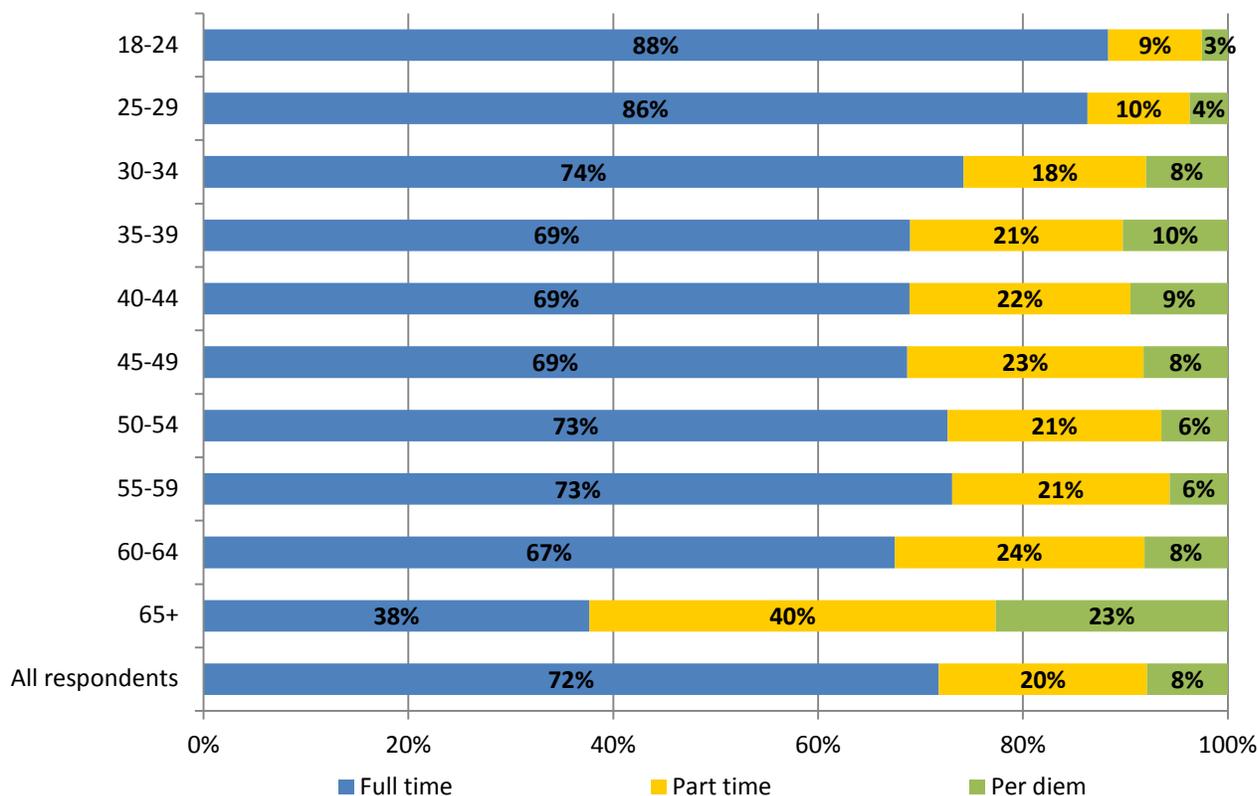
Seven out of every 10 respondents employed in direct patient care in Pennsylvania were employed full time. Of respondents employed part time, 85 percent were not seeking full-time employment. Table 50 lists the employment status of respondents employed in direct patient care in Pennsylvania.

Table 50: Respondents Employed in Direct Patient Care in Pennsylvania by Employment Status, 2010/2011 RN Survey

Employment Status	Number	Percent
Employed full time	65,347	72%
Employed part time and not seeking full time	15,801	17%
Employed per diem	7,168	8%
Employed part time and seeking full time	2,708	3%
Total	91,024	100%

The employment status of respondents employed in direct patient care in Pennsylvania varied by age groups as shown in Figure 32. Three percent of respondents in the 18-24 age group were employed per diem compared to 23 percent in the 65+ age group.

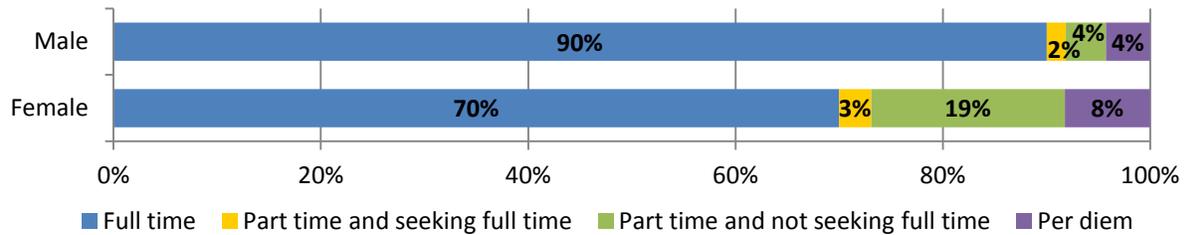
Figure 32: Respondents Employed in Direct Patient Care in Pennsylvania by Employment Status and Age Groups, 2010/2011 RN Survey



Employment, continued

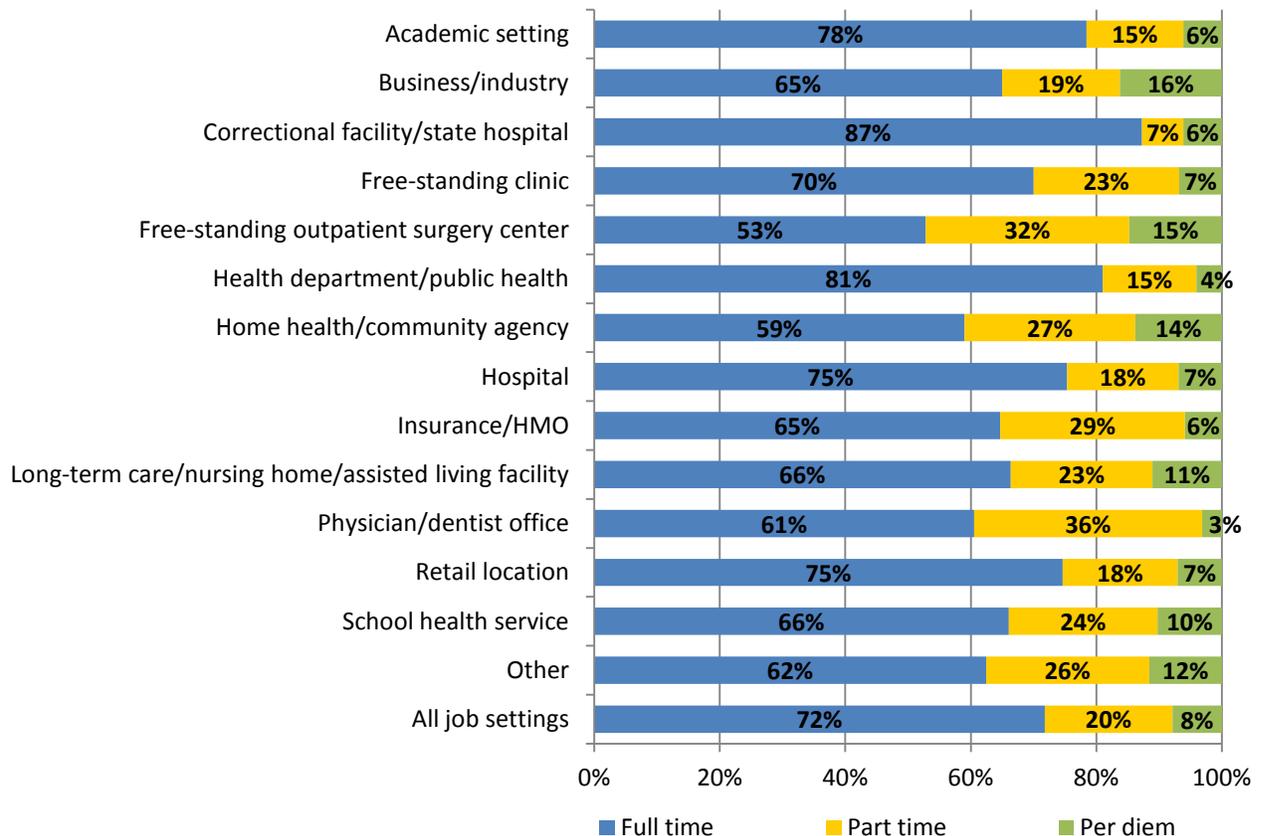
Sex also impacted the employment status for respondents employed in direct patient care in Pennsylvania, with 90 percent of males employed full time compared to 70 percent of females. Figure 33 compares the employment status of respondents by sex.

Figure 33: Respondents Employed in Direct Patient Care in Pennsylvania by Employment Status and Sex, 2010/2011 RN Survey



Employment status for respondents employed in direct patient care in Pennsylvania varied by job setting as compared in Figure 34. Correctional facilities/state hospitals had the highest percentage (87 percent) of full-time employment while business/industry had the highest percentage (16 percent) of per diem employment.

Figure 34: Respondents Employed in Direct Patient Care in Pennsylvania by Primary Job Setting and Employment Status, 2010/2011 RN Survey



Employment, continued

Almost seven out of every 10 respondents employed in direct patient care in Pennsylvania held a primary job in the hospital setting. The category of other included a wide variety of settings, including a variety of residential facilities and birth centers. Table 51 lists respondents by the setting of their primary job.

Table 51: Respondents Employed in Direct Patient Care in Pennsylvania by Primary Job Setting, 2010/2011 RN Survey

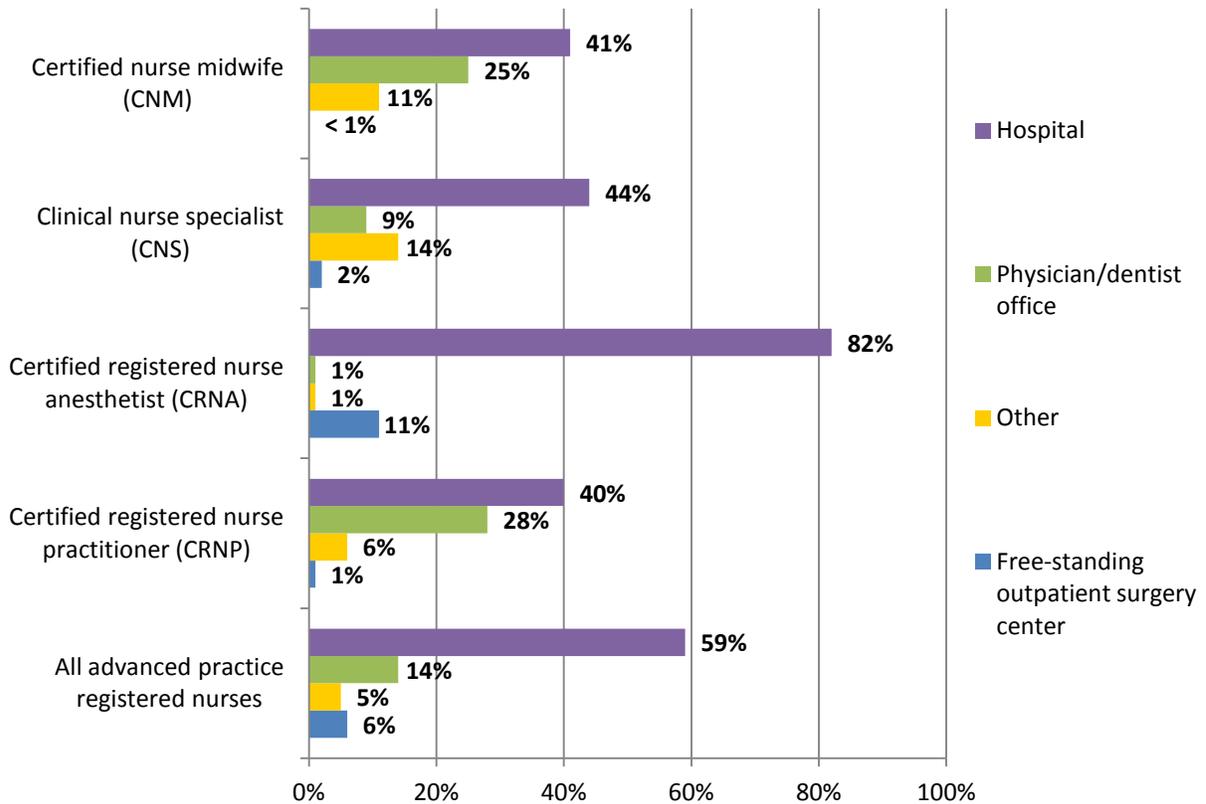
Job Setting	Number	Percent
Hospital	63,034	69%
Long-term care/nursing home/assisted living facility	6,379	7%
Home health/community agency	5,793	6%
Physician/dentist office	4,454	5%
Other	2,823	3%
School health service	2,501	3%
Free-standing outpatient surgery center	2,232	2%
Free-standing clinic	1,748	2%
Correctional facility/state hospital	944	1%
Academic setting	538	1%
Health department/public health	295	< 1%
Business/industry	160	< 1%
Retail location	71	< 1%
Insurance/HMO	17	< 1%
Total	90,989	100%



Employment, continued

As with all respondents employed in direct patient care in Pennsylvania, over half (59 percent) of advanced practice registered nurse respondents employed in direct patient care in Pennsylvania held a primary job in the hospital setting. Figure 35 compares the four most reported primary job settings for advanced practice registered nurse respondents by their type of advanced practice.

Figure 35: Advanced Practice Registered Nurse Respondents Employed in Direct Patient Care in Pennsylvania by Four Most Reported Primary Job Settings and Type of Advanced Practice, 2010/2011 RN Survey



Employment, continued

In 2010/2011, 13 percent (11,406) of respondents employed in direct patient care in Pennsylvania worked more than one RN job. Respondents in the 40-44 age group were the most likely to have held more than one RN job. Table 52 lists respondents employed in direct patient care in Pennsylvania who held more than one RN job by age groups.

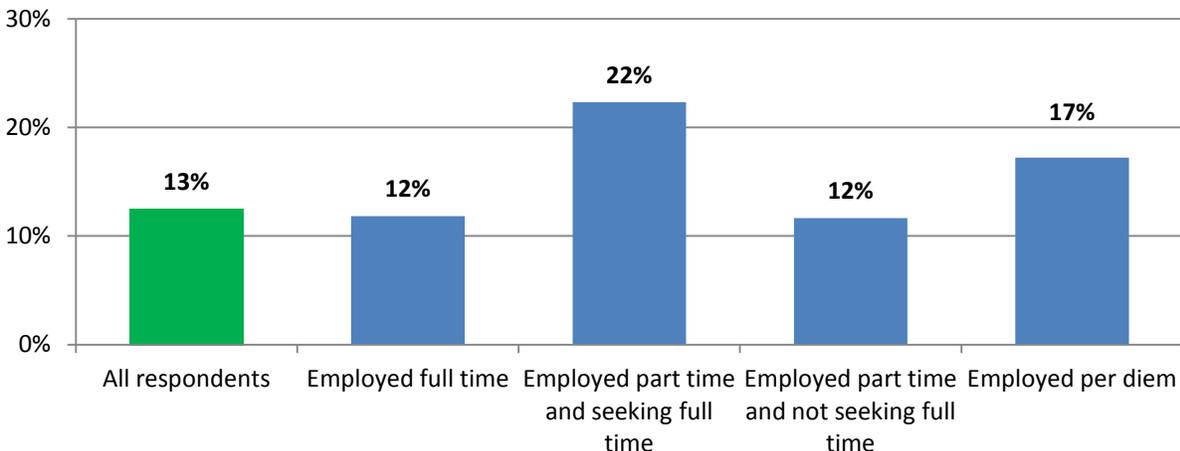
Table 52: Respondents Employed in Direct Patient Care in Pennsylvania Who Held More Than One RN Job by Age Groups, 2010/2011 RN Survey

Age Groups	Number	Percent
18-24	211	7%
25-29	1,007	10%
30-34	1,167	12%
35-39	1,542	15%
40-44	1,731	16%
45-49	1,871	15%
50-54	1,744	14%
55-59	1,310	11%
60-64	556	8%
65+	263	7%
Total	11,402	13%

Males had a higher percentage (16 percent) of respondents employed in direct patient care in Pennsylvania who worked more than one RN job than females (12 percent).

Employment status impacted the number of RN jobs respondents employed in direct patient care in Pennsylvania worked. Respondents who were employed part time and seeking full-time employment and those who were employed per diem were more likely to work more than one RN job compared to all other respondents as shown in Figure 36.

Figure 36: Respondents Employed in Direct Patient Care in Pennsylvania by Those Who Worked More than One RN Job and Employment Status, 2010/2011 RN Survey



Employment, continued

Of the respondents employed in direct patient care in Pennsylvania who worked more than one RN job, 19 percent worked their second job in a rural county compared to 21 percent for primary jobs. The hospital setting, as with primary jobs, was the most reported job setting for respondents with a secondary job. Table 53 lists respondents employed in direct patient care in Pennsylvania by the job setting of their secondary job.

Table 53: Respondents Employed in Direct Patient Care in Pennsylvania by Secondary Job Setting, 2010/2011 RN Survey

Job Setting	Number	Percent
Hospital	4,524	40%
Home health/community agency	1,553	14%
Long-term care/nursing home/assisted living facility	1,466	13%
Other	965	8%
Academic setting	697	6%
School health service	607	5%
Free-standing outpatient surgery center	465	4%
Physician/dentist office	453	4%
Free-standing clinic	293	3%
Business/industry	123	1%
Correctional facility/state hospital	109	1%
Health department/public health	58	1%
Insurance/HMO	50	< 1%
Retail location	22	< 1%
Total	11,385	100%

Language

Two percent of respondents employed in direct patient care in Pennsylvania provided medical interpretation. Over 60 languages were represented as languages in which respondents felt they could provide medial interpretation, including Arabic, Chinese, French, German, Hebrew, Hindi, Korean, Pennsylvania Dutch, Polish, Sign Language, Spanish, Urdu, Vietnamese and Yoruba.

Of those respondents employed in direct patient care in Pennsylvania who provided medical interpretation, 7 percent had formal training as a medical interpreter and 16 percent had formal evaluation of their proficiency in the languages in which they provided medical interpretation.



Professional Satisfaction/Dissatisfaction

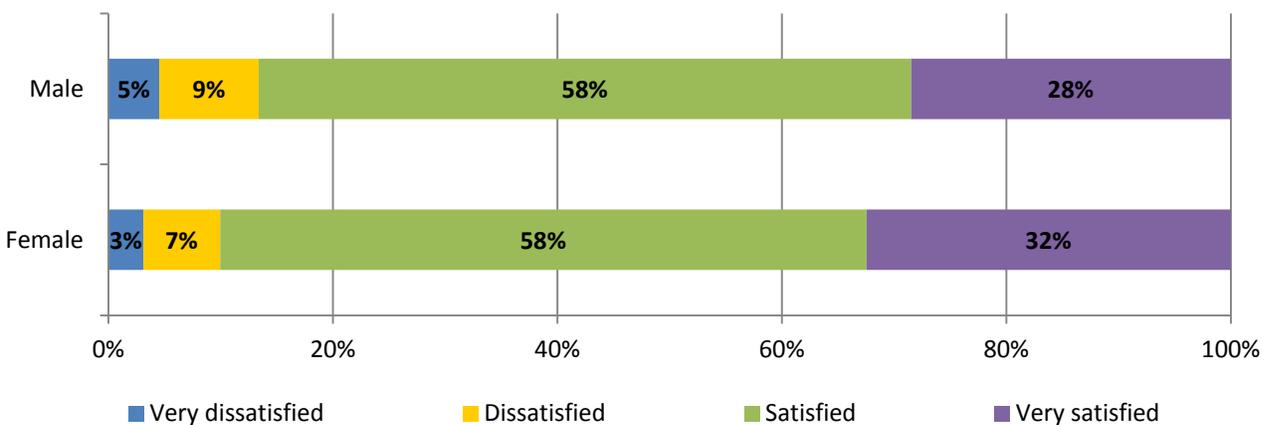
In 2010/2011, 90 percent of respondents employed in direct patient care in Pennsylvania were satisfied or very satisfied with nursing as a career, an increase from 87 percent in 2008/2009. Table 54 lists respondents' satisfaction with nursing as career by age groups.

Table 54: Respondents Employed in Direct Patient Care in Pennsylvania by Satisfaction with Nursing as a Career and Age Groups, 2010/2011 RN Survey

Age Groups	Very Dissatisfied		Dissatisfied		Satisfied		Very Satisfied	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
18-24	36	1%	75	2%	1,617	54%	1,282	43%
25-29	186	2%	401	4%	6,032	59%	3,557	35%
30-34	170	2%	498	5%	5,535	61%	2,936	32%
35-39	326	3%	628	6%	6,019	60%	3,121	31%
40-44	333	3%	820	8%	6,512	60%	3,132	29%
45-49	453	4%	978	8%	6,997	58%	3,736	31%
50-54	471	4%	1,074	9%	7,051	57%	3,670	30%
55-59	459	4%	1,060	9%	6,467	57%	3,391	30%
60-64	269	4%	562	9%	3,495	54%	2,166	33%
65+	179	5%	145	4%	1,561	45%	1,551	45%
Total	2,882	3%	6,241	7%	51,286	58%	28,542	32%

While 58 percent of both males and females employed in direct patient care in Pennsylvania were satisfied with nursing as a career, females were more likely to be very satisfied with nursing as a career. Figure 37 compares satisfaction with nursing as a career for respondents by sex.

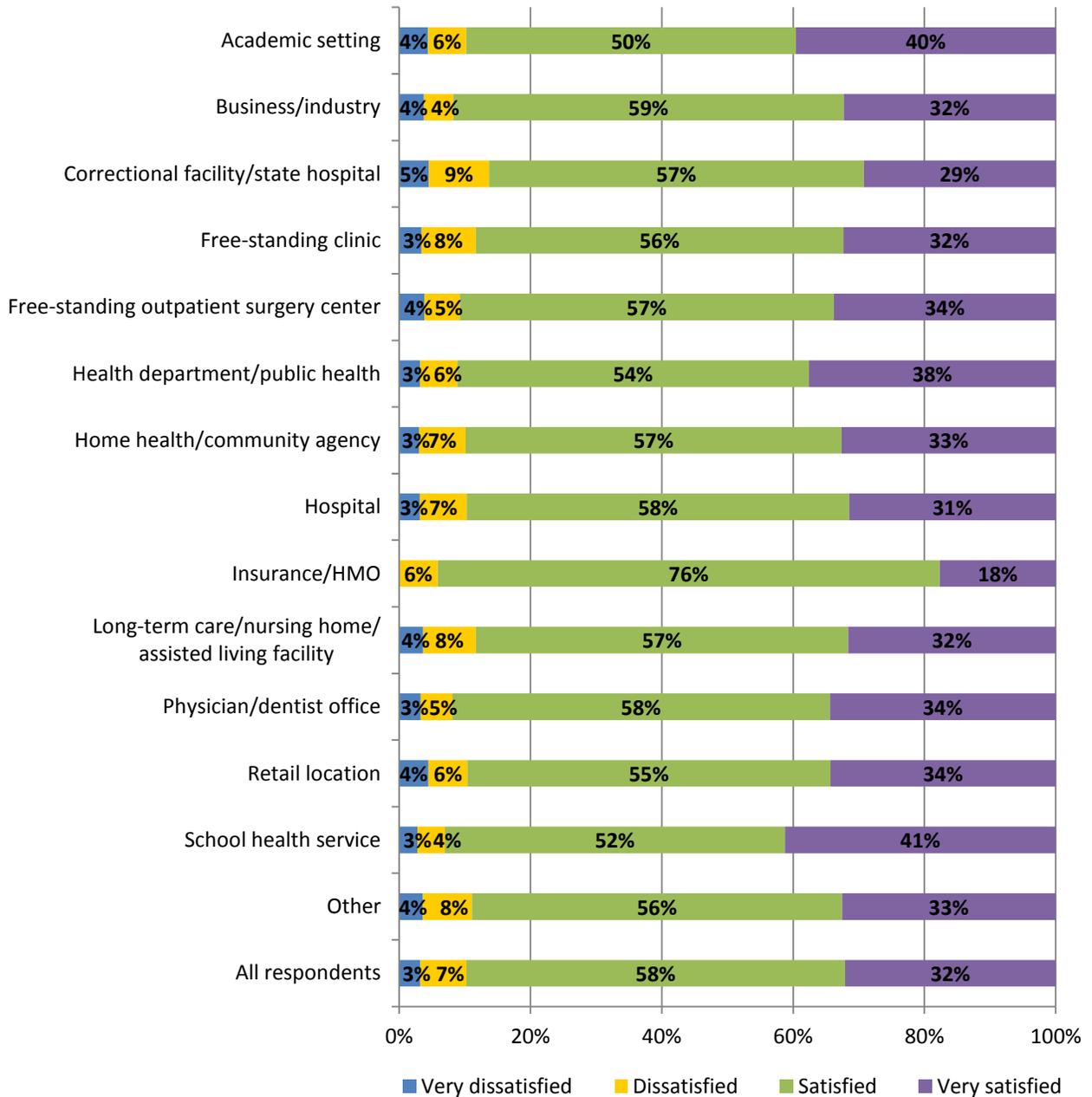
Figure 37: Respondents Employed in Direct Patient Care in Pennsylvania by Satisfaction with Nursing as a Career and Sex, 2010/2011 RN Survey



Professional Satisfaction/Dissatisfaction, continued

Satisfaction with nursing as a career varied by the job setting of respondents employed in direct patient care in Pennsylvania. Respondents who worked in the school health service setting reported the highest level (41 percent) of those who were very satisfied with nursing as a career. Figure 38 compares respondents' satisfaction with nursing as a career by their job setting.

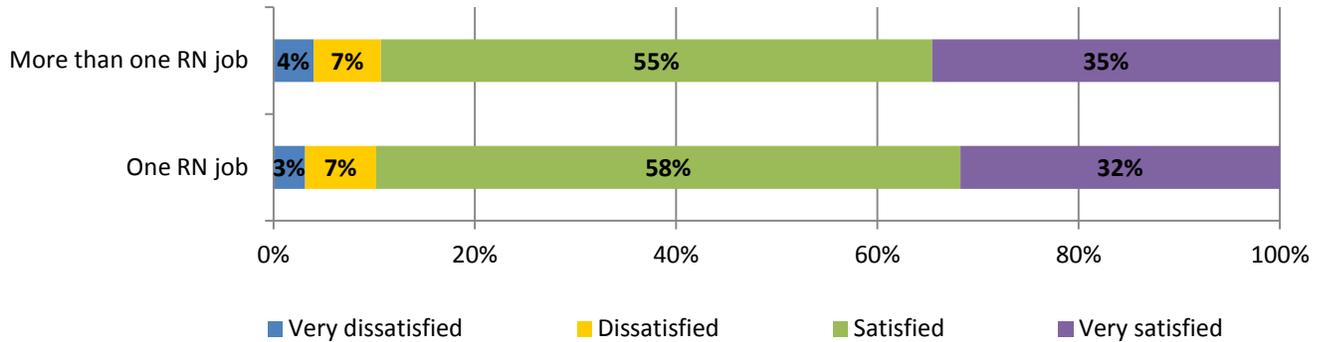
Figure 38: Respondents Employed in Direct Patient Care in Pennsylvania by Satisfaction with Nursing as a Career and Job Setting, 2010/2011 RN Survey



Professional Satisfaction/Dissatisfaction, continued

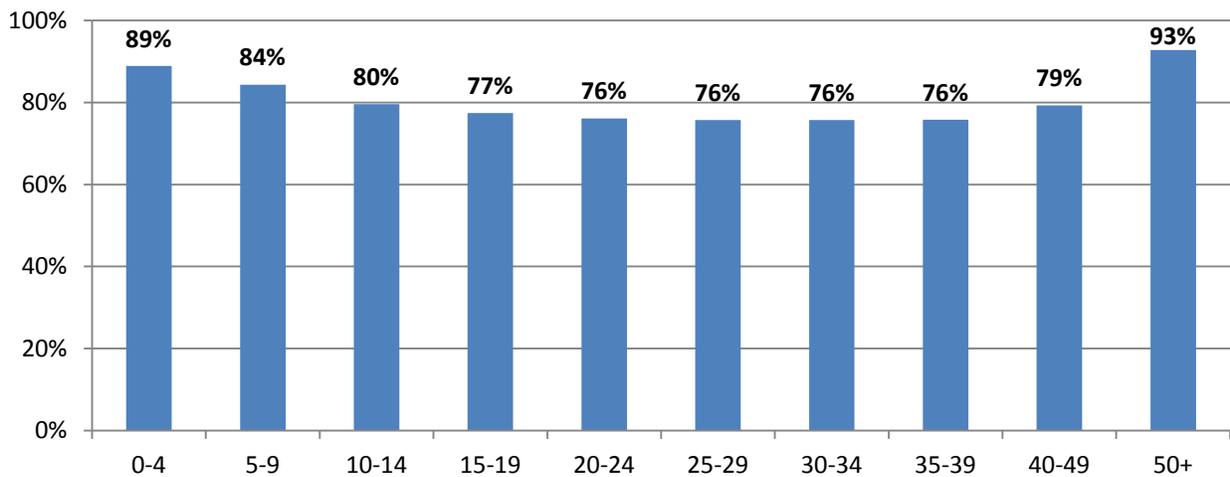
Respondents employed in direct patient care in Pennsylvania who held more than one RN job had higher rates of those who were very satisfied or very dissatisfied with nursing as a career compared to respondents who held only one RN job. Figure 39 compares respondents' satisfaction with nursing as a career by the number of RN jobs they held.

Figure 39: Respondents Employed in Direct Patient Care in Pennsylvania by Satisfaction with Nursing as a Career and Number of RN Jobs, 2010/2011 RN Survey



In 2010/2011, 81 percent of respondents employed in direct patient care in Pennsylvania would encourage someone else to choose a career in nursing, an increase from 79 percent in 2008/2009. Of respondents licensed for at least 20, but less than 40 years, 76 percent would encourage someone else to choose a career in nursing. Newly licensed and long licensed respondents were most likely to encourage someone else to choose a career in nursing as shown in Figure 40.

Figure 40: Respondents Employed in Direct Patient Care in Pennsylvania Who Would Encourage Someone Else to Choose a Career in Nursing by Years as an RN, 2010/2011 RN Survey



Professional Satisfaction/Dissatisfaction, continued

Job setting impacted how likely respondents would be to encourage someone else to choose a career in nursing. Eighty-eight percent of those employed in a health department/public health and retail locations would encourage someone else to choose a career in nursing. Table 55 lists respondents employed in direct patient care in Pennsylvania who would encourage someone else to choose a career in nursing by job setting.

Table 55: Respondents Employed in Direct Patient Care in Pennsylvania Who Would Encourage Someone Else to Choose a Career in Nursing by Job Setting, 2010/2011 RN Survey

Job Setting	Number	Percent
Academic setting	445	86%
Business/industry	128	82%
Correctional facility/state hospital	711	77%
Free-standing clinic	1,325	78%
Free-standing outpatient surgery center	1,754	80%
Health department/public health	249	88%
Home health/community agency	4,544	81%
Hospital	49,742	81%
Insurance/HMO	12	75%
Physician/dentist office	3,584	83%
Long-term care/nursing home/assisted living facility	5,051	82%
School health service	2,108	86%
Retail location	59	88%
Other	2,162	80%
Total	71,874	81%



Professional Satisfaction/Dissatisfaction, continued

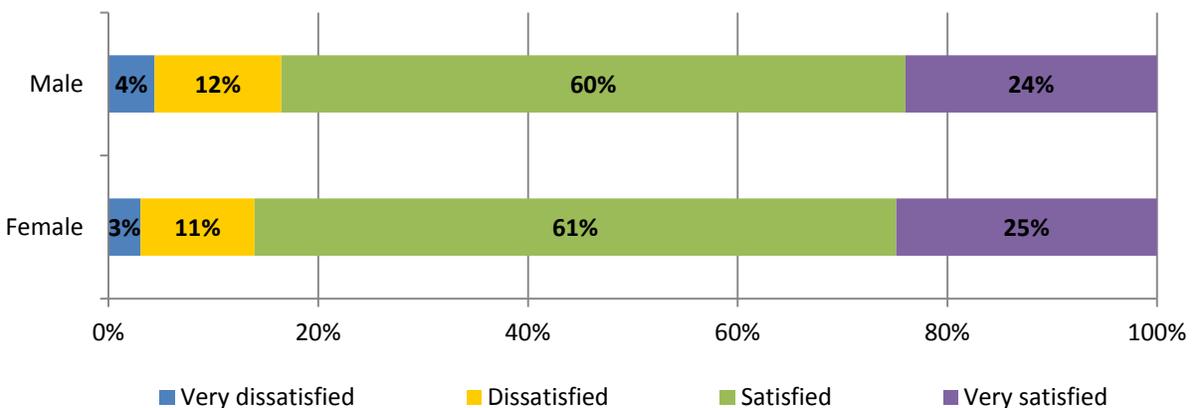
In 2010/2011, 86 percent of respondents employed in direct patient care in Pennsylvania were satisfied or very satisfied with their primary job, an increase from 84 percent in 2008/2009. Table 56 lists respondents' satisfaction with their primary job by age groups.

Table 56: Respondents Employed in Direct Patient Care in Pennsylvania by Primary Job Satisfaction and Age Groups, 2010/2011 RN Survey

Age Groups	Very Dissatisfied		Dissatisfied		Satisfied		Very Satisfied	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
18-24	45	1%	260	9%	1,894	63%	811	27%
25-29	202	2%	1,106	11%	6,541	64%	2,325	23%
30-34	185	2%	991	11%	5,898	65%	2,063	23%
35-39	294	3%	1,086	11%	6,337	63%	2,373	24%
40-44	353	3%	1,217	11%	6,771	63%	2,454	23%
45-49	454	4%	1,372	11%	7,303	60%	3,030	25%
50-54	445	4%	1,489	12%	7,290	59%	3,036	25%
55-59	443	4%	1,347	12%	6,681	59%	2,893	25%
60-64	266	4%	709	11%	3,748	58%	1,766	27%
65+	146	4%	193	6%	1,780	52%	1,311	38%
Total	2,833	3%	9,770	11%	54,243	61%	22,062	25%

Males and females employed in direct patient care in Pennsylvania had similar levels of satisfaction with their primary job. Twenty-five percent of females reported being very satisfied with their primary job, compared to 24 percent of males. Figure 41 presents respondents' satisfaction with their primary job by sex.

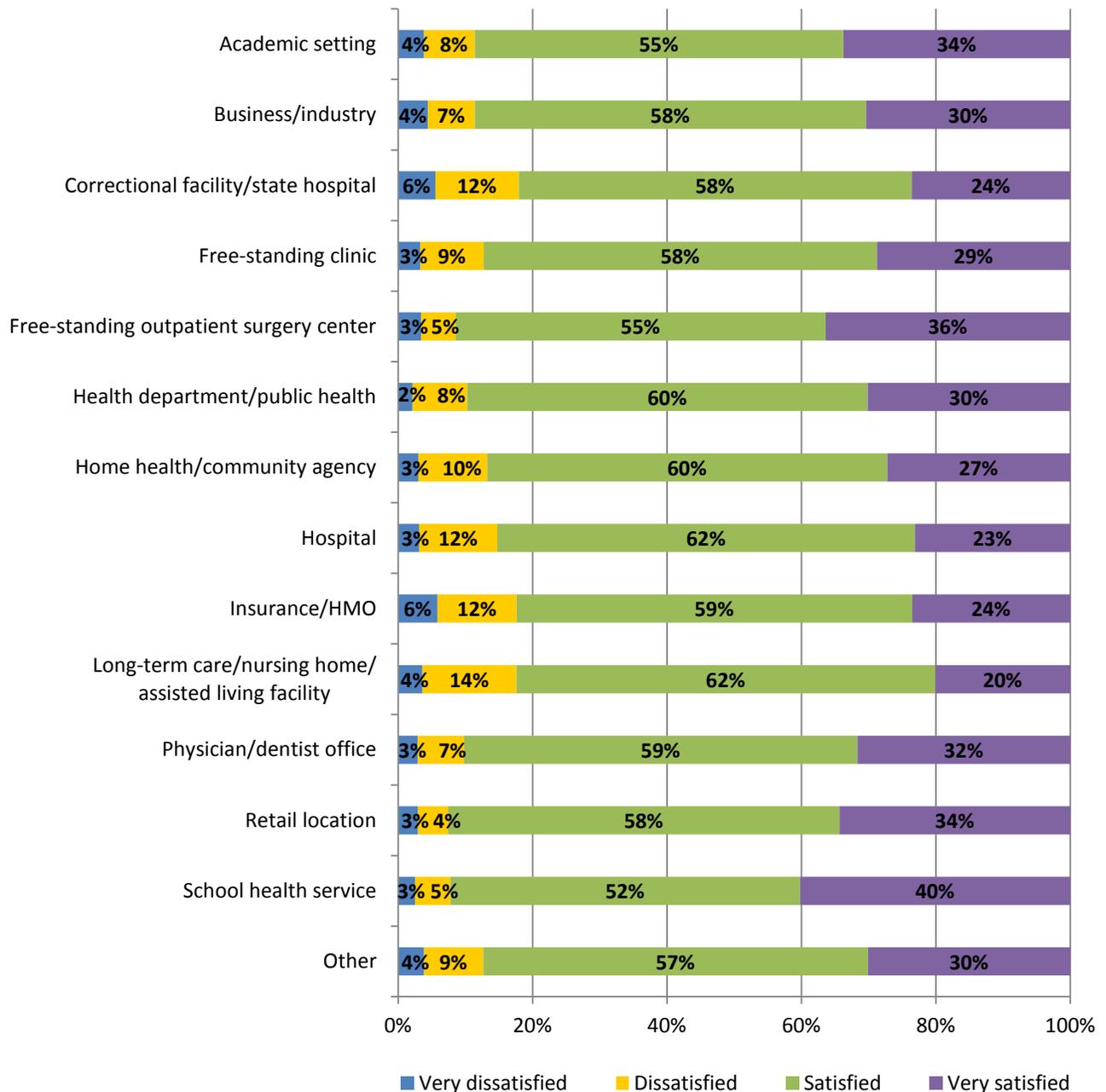
Figure 41: Respondents Employed in Direct Patient Care in Pennsylvania by Primary Job Satisfaction and Sex, 2010/2011 RN Survey



Professional Satisfaction/Dissatisfaction, continued

Primary job satisfaction varied by setting for RN respondents employed in direct patient care in Pennsylvania as shown in Figure 42. Respondents in the school health service setting had the highest percent (40 percent) of respondents who were very satisfied with their primary job, and those in long-term care/nursing home/assisted living facilities had the lowest percent (20 percent).

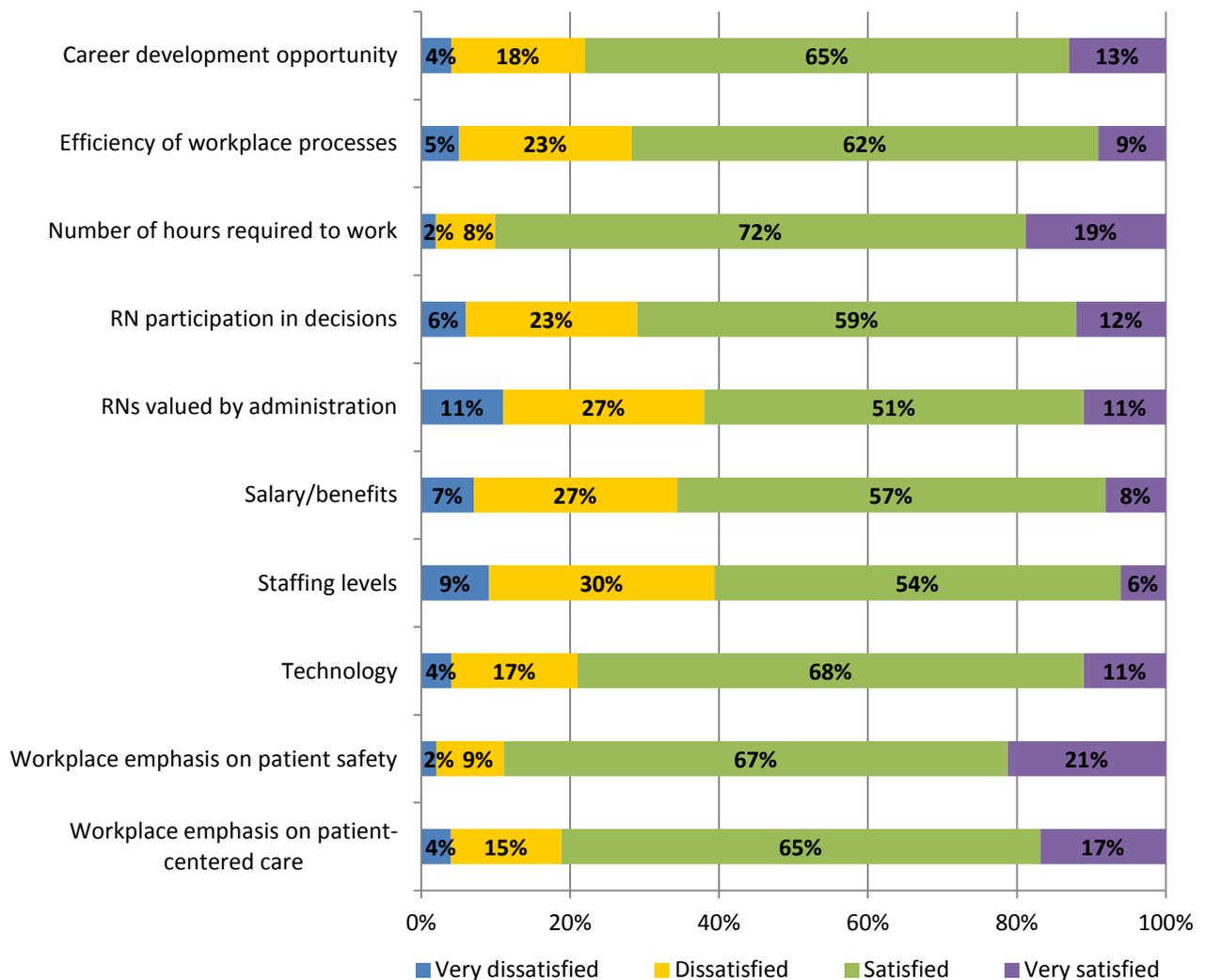
Figure 42: Respondents Employed in Direct Patient Care in Pennsylvania by Primary Job Satisfaction and Job Setting, 2010/2011 RN Survey



Professional Satisfaction/Dissatisfaction, continued

Respondents employed in direct patient care in Pennsylvania reported their level of satisfaction with 10 specific factors about their primary job. These factors were career development opportunity, efficiency of workplace processes, the number of hours they were required to work, RN participation in decisions, RNs being valued by administration, salary/benefits, staffing levels, technology, workplace emphasis on patient-centered care and workplace emphasis on patient safety. While little variation occurred between respondents based on age groups, greater variation was seen between respondents' primary job setting. Staffing levels was the category with the highest percentage of dissatisfied and very dissatisfied respondents (39 percent). The number of hours respondents were required to work was the category with the highest percentage of satisfied and very satisfied respondents (91 percent). Figure 43 presents respondents' level of satisfaction with these factors at their primary job.

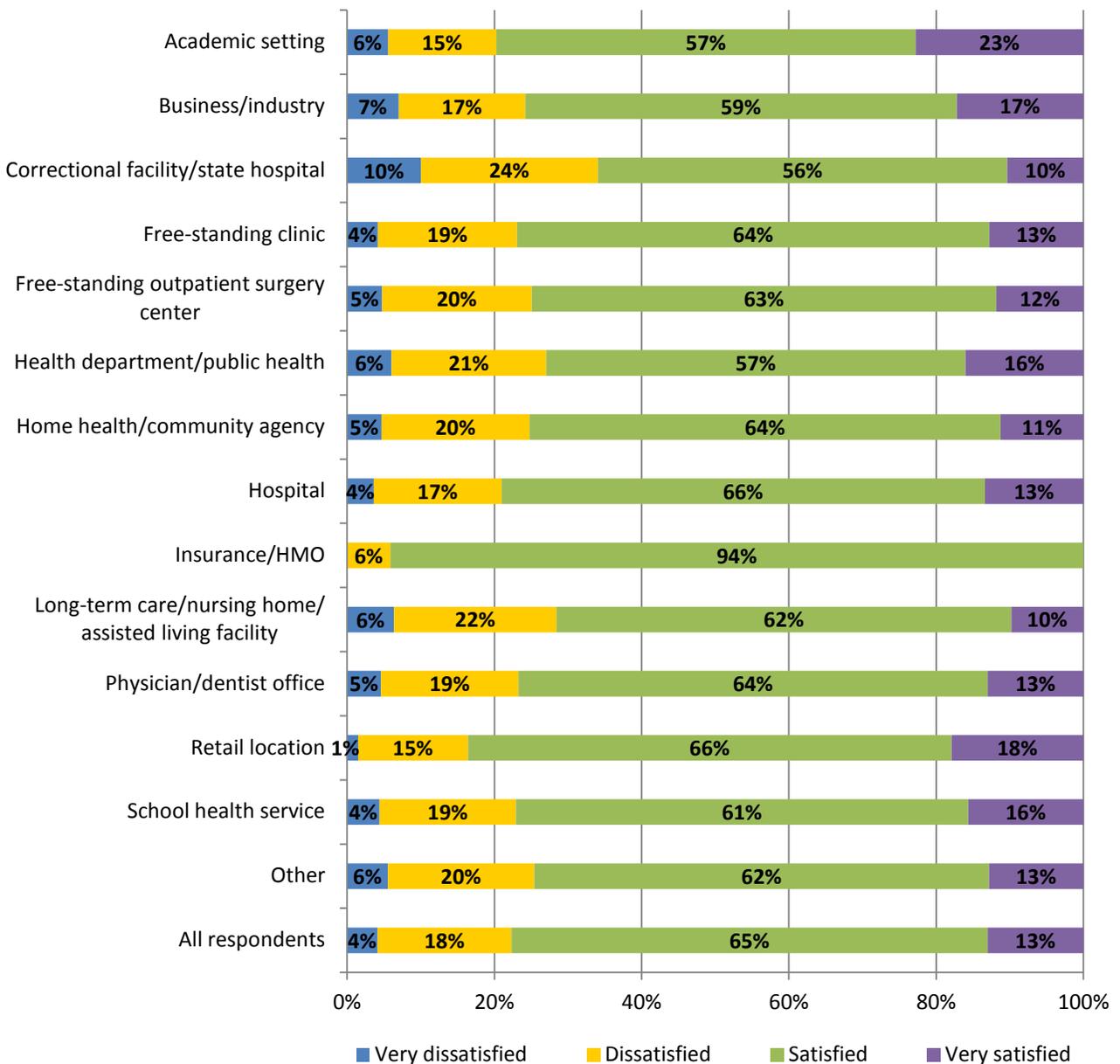
Figure 43: Respondents Employed in Direct Patient Care in Pennsylvania by Satisfaction with Factors at Their Primary Job, 2010/2011 RN Survey



Professional Satisfaction/Dissatisfaction, continued

Satisfaction with career development opportunities at their primary job varied by job setting for RN respondents employed in direct patient care in Pennsylvania. Three out of every four respondents in school health services were satisfied or very satisfied with career development opportunities at their primary job. Figure 44 shows respondents' satisfaction with career development opportunities at their primary job by job setting.

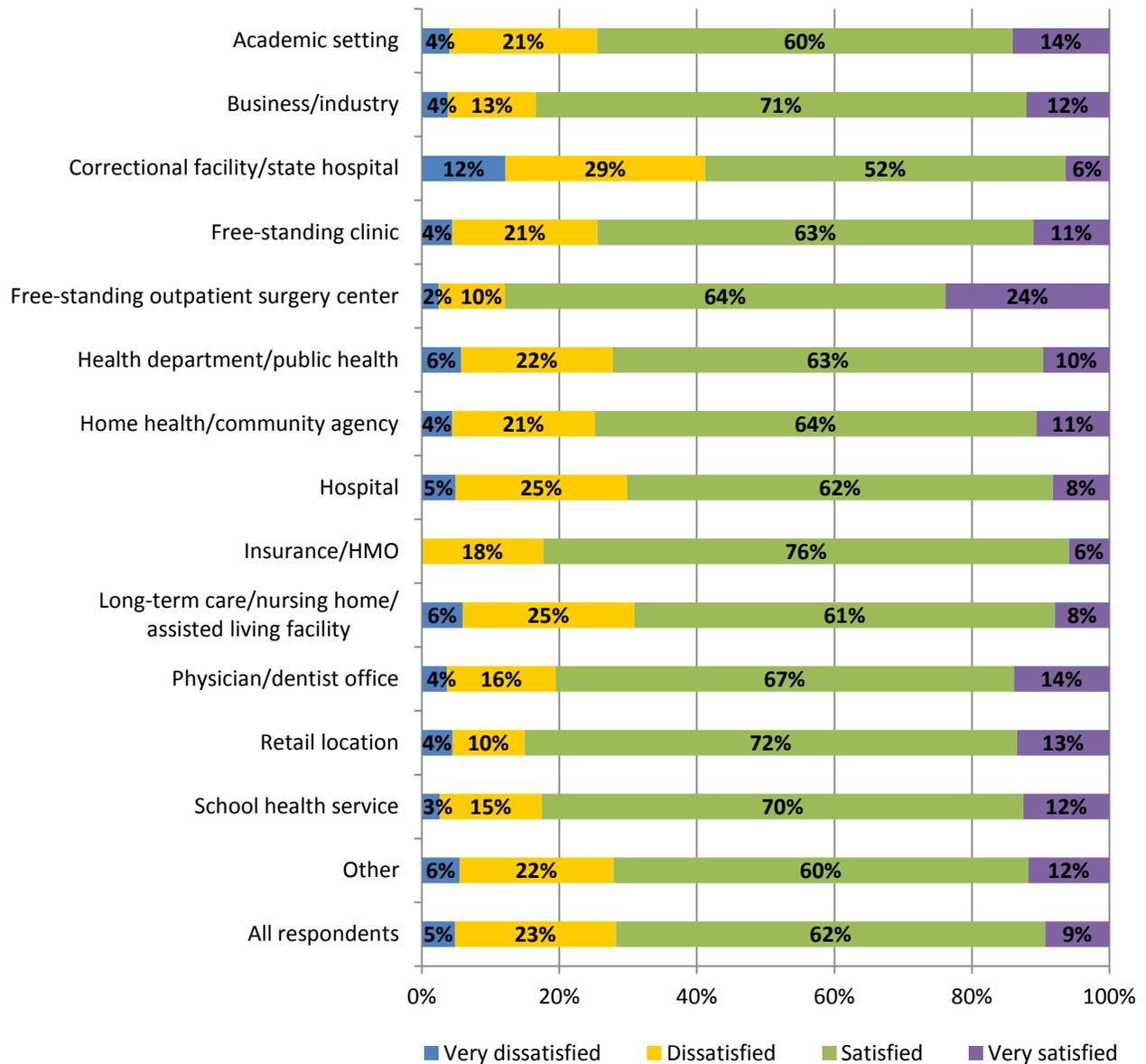
Figure 44: Respondents Employed in Direct Patient Care in Pennsylvania by Satisfaction with Career Development Opportunities at Their Primary Job and Job Setting, 2010/2011 RN Survey



Professional Satisfaction/Dissatisfaction, continued

Eighty-eight percent of respondents employed in direct patient care in Pennsylvania who worked their primary job in free-standing outpatient surgery centers were satisfied or very satisfied with the efficiency of workplace processes compared to 58 percent of respondents who worked in correctional facilities or state hospitals. Figure 45 compares respondents' satisfaction with the efficiency of workplace processes at their primary job by their job setting.

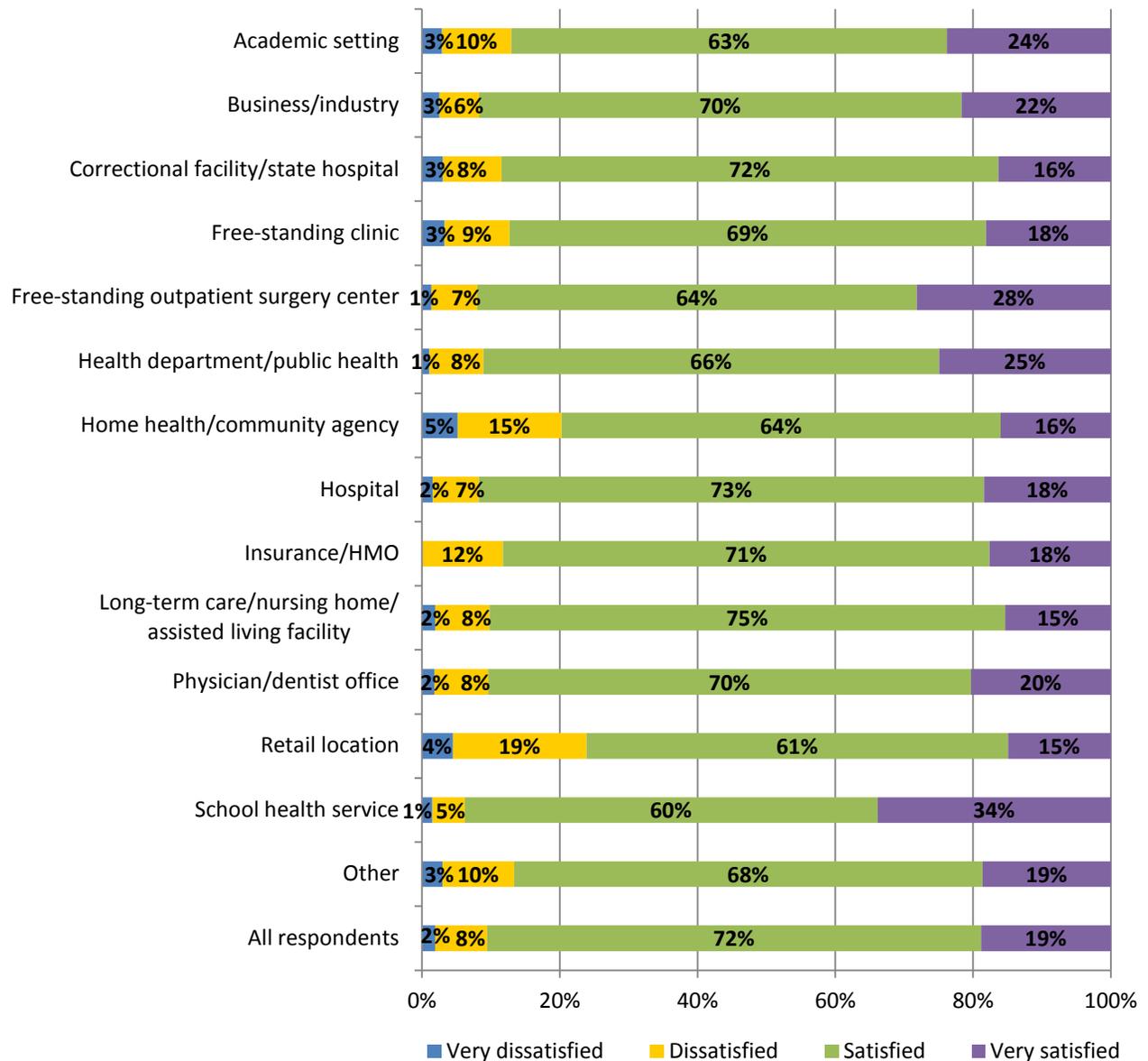
Figure 45: Respondents Employed in Direct Patient Care in Pennsylvania by Satisfaction with Efficiency of Workplace Processes at Their Primary Job and Job Setting, 2010/2011 RN Survey



Professional Satisfaction/Dissatisfaction, continued

Nine out of every 10 respondents employed in direct patient care in Pennsylvania was satisfied or very satisfied with the number of hours they were required to work at their primary job. Respondents in school health services had the highest level (94 percent) of those who were satisfied or very satisfied with the number of hours they were required to work at their primary job. Figure 46 shows respondents' satisfaction with the number of hours they were required to work at their primary job by their job setting.

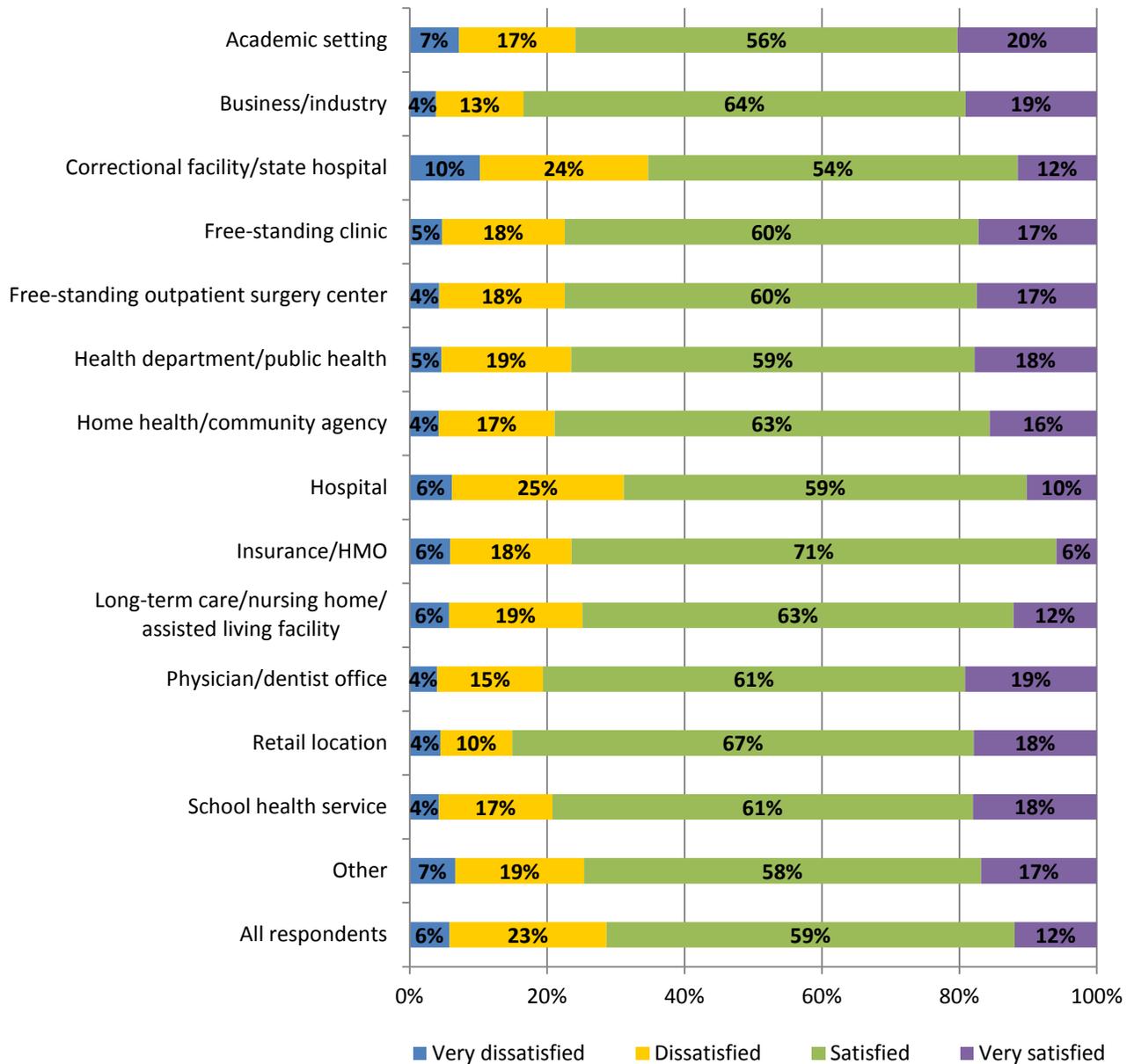
Figure 46: Respondents Employed in Direct Patient Care in Pennsylvania by Satisfaction with the Number of Hours They are Required to Work at Their Primary Job and Job Setting, 2010/2011 RN Survey



Professional Satisfaction/Dissatisfaction, continued

Twenty-nine percent of respondents employed in direct patient care in Pennsylvania were dissatisfied or very dissatisfied with RN participation in decisions at their primary job. Respondents who worked in correctional facilities or state hospitals had the highest percentage (10 percent) of those who were very dissatisfied with RN participation in decisions. Figure 47 presents respondents' satisfaction with RN participation in decisions at their primary job by job setting.

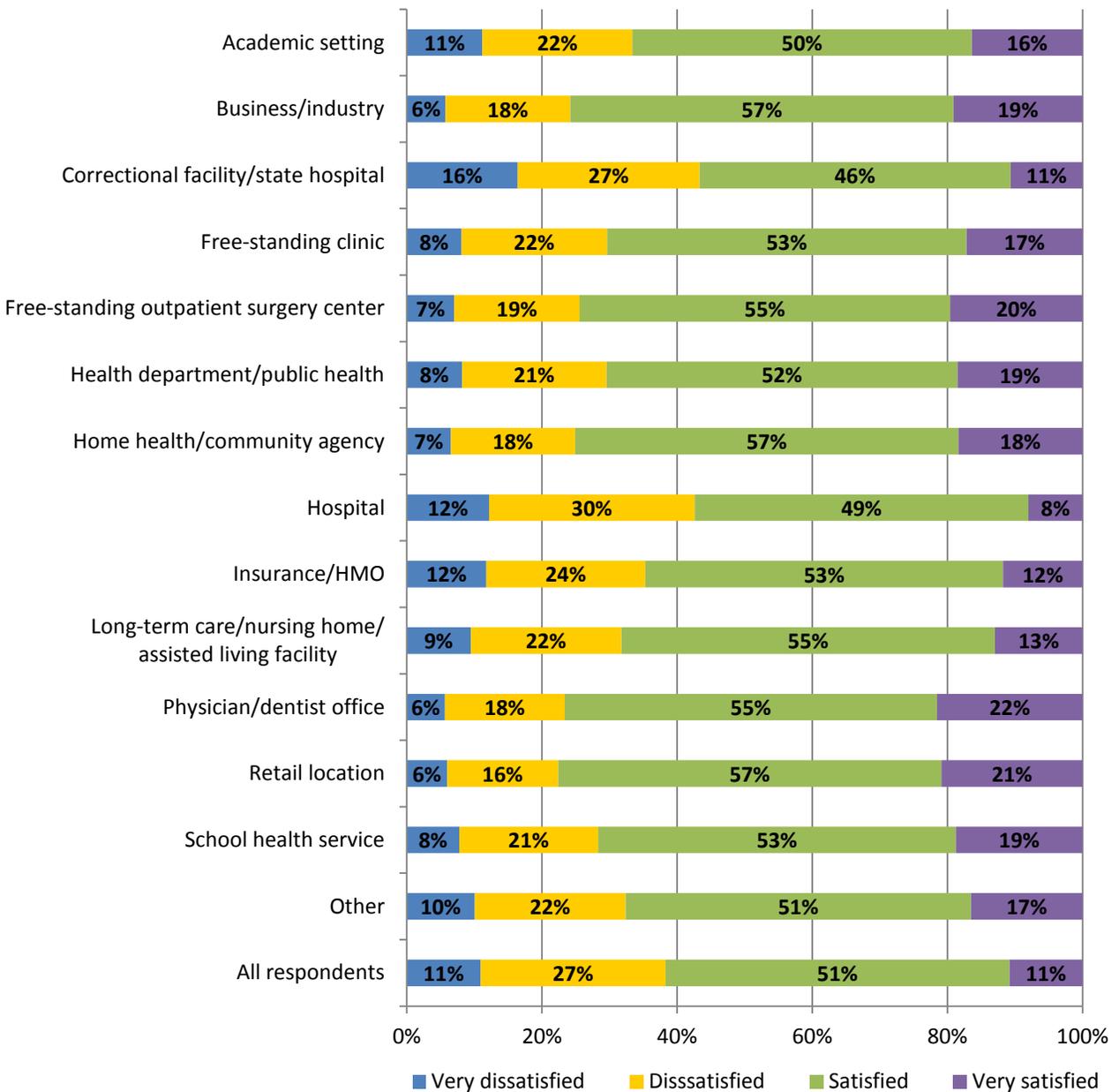
Figure 47: Respondents Employed in Direct Patient Care in Pennsylvania by Satisfaction with RN Participation in Decisions at Their Primary Job and Job Setting, 2010/2011 RN Survey



Professional Satisfaction/Dissatisfaction, continued

Eleven percent of respondents employed in direct patient care in Pennsylvania were very satisfied with RNs being valued by administration at their primary job. Respondents who worked in physician/dentist offices had the highest percentage (22 percent) of those who were very satisfied with RNs being valued by administration. Figure 48 compares respondents' satisfaction with RNs being valued by administration at their primary job by job setting.

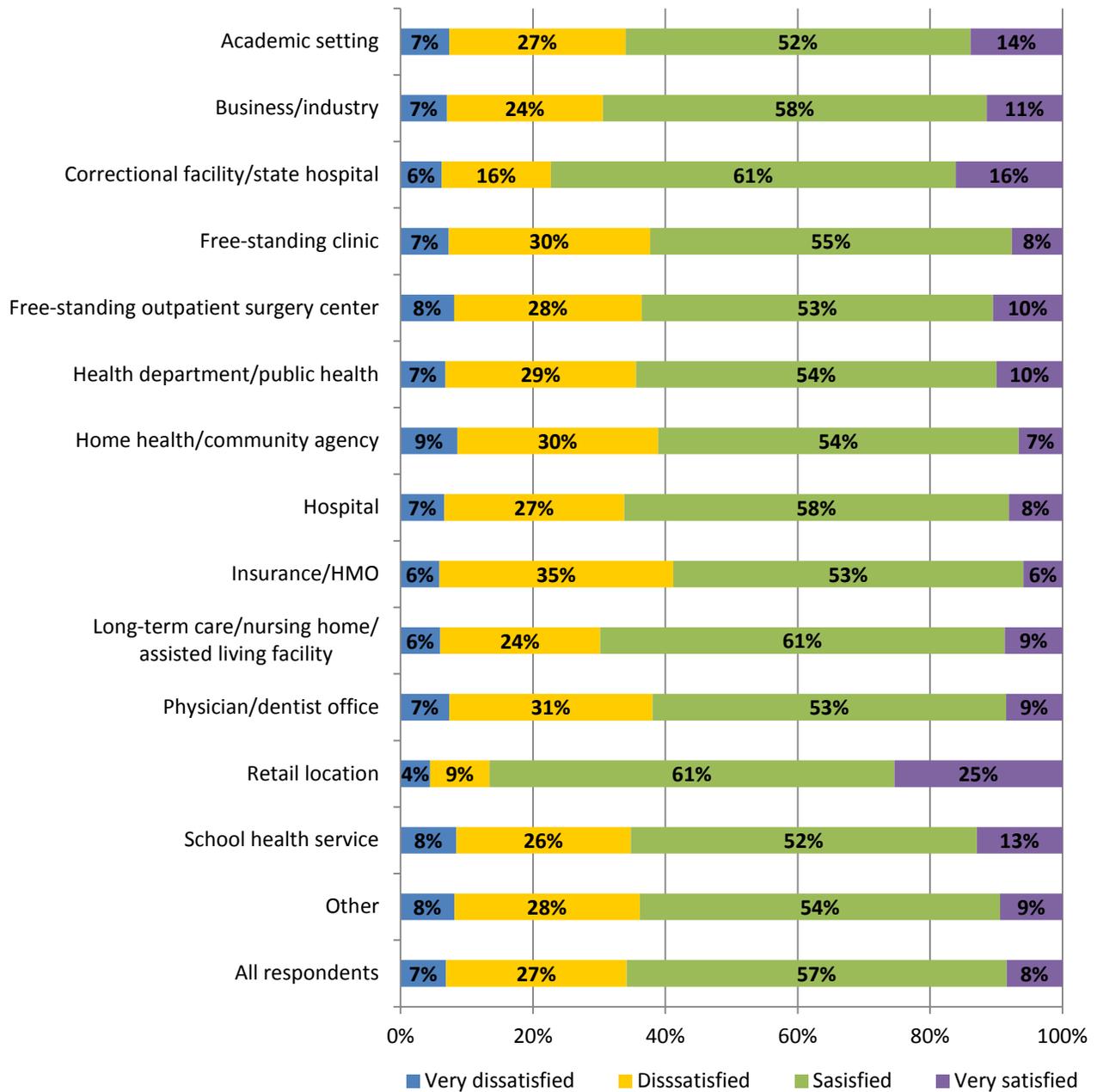
Figure 48: Respondents Employed in Direct Patient Care in Pennsylvania by Satisfaction with RNs Being Valued by Administration at Their Primary Job and Job Setting, 2010/2011 RN Survey



Professional Satisfaction/Dissatisfaction, continued

Eight percent of respondents employed in direct patient care in Pennsylvania were very satisfied with salary/benefits at their primary job. Only respondents who worked in insurance/HMO and home health or community agencies had lower percentages (6 percent and 7 percent respectively) of respondents who were very satisfied with salary/benefits. Figure 49 presents respondents' satisfaction with salary/benefits at their primary job by job setting.

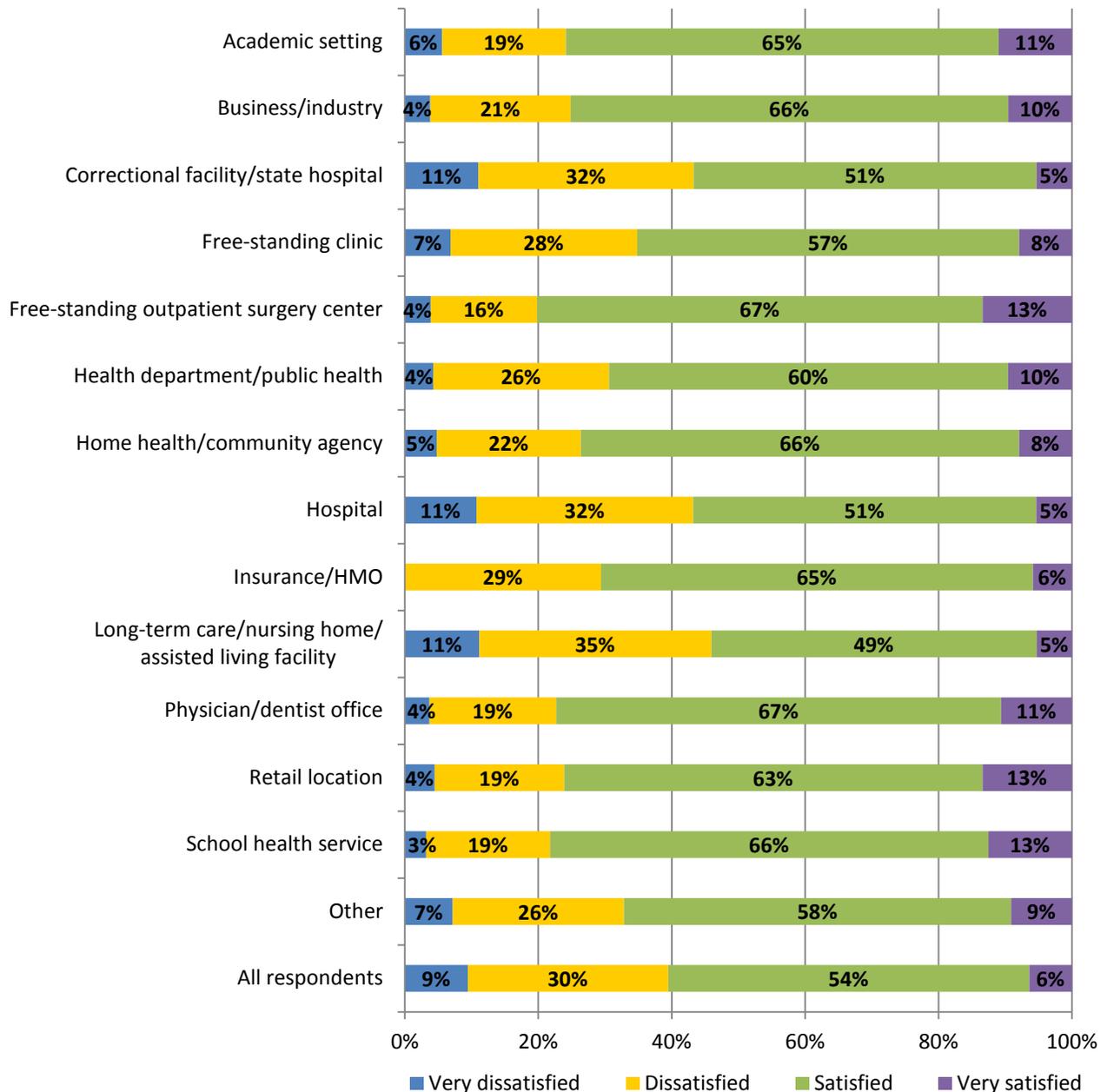
Figure 49: Respondents Employed in Direct Patient Care in Pennsylvania by Satisfaction with Salary/Benefits at Their Primary Job and Job Setting, 2010/2011 RN Survey



Professional Satisfaction/Dissatisfaction, continued

Thirty-nine percent of respondents employed in direct patient care in Pennsylvania were dissatisfied or very dissatisfied with staffing levels at their primary job. Respondents who worked in long-term care, nursing homes or assisted living facilities reported the highest percentage (46 percent) of those dissatisfied or very dissatisfied with staffing levels. Figure 50 shows respondents' satisfaction with staffing levels at their primary job by job setting.

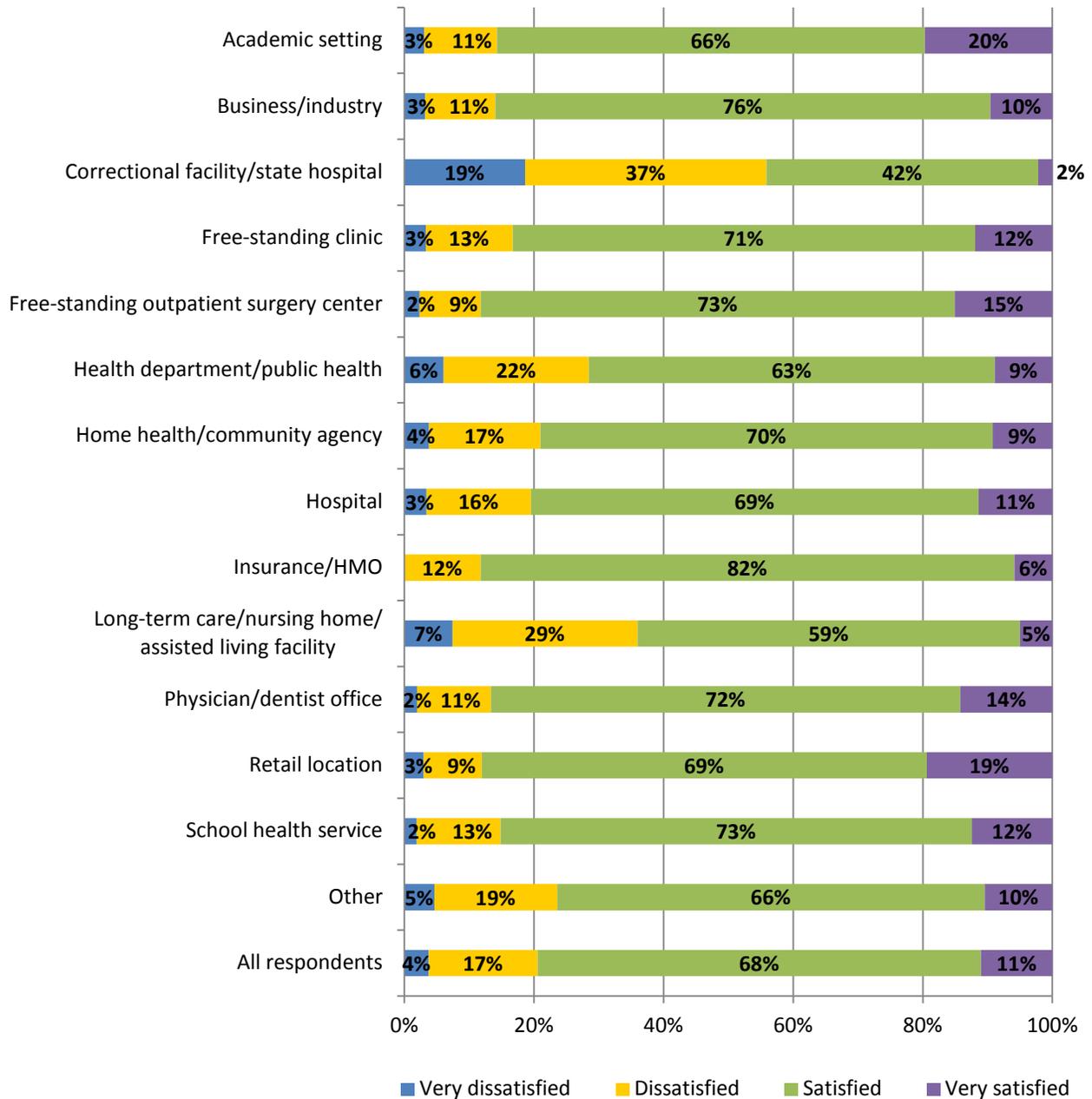
Figure 50: Respondents Employed in Direct Patient Care in Pennsylvania by Satisfaction with Staffing Levels at Their Primary Job and Job Setting, 2010/2011 RN Survey



Professional Satisfaction/Dissatisfaction, continued

Seventy-nine percent of respondents employed in direct patient care in Pennsylvania were satisfied or very satisfied with technology at their primary job. Respondents who worked in correctional facilities or state hospitals had the lowest percentage (44 percent) of those who were satisfied or very satisfied with technology. Figure 51 compares respondents' satisfaction with technology at their primary job by job setting.

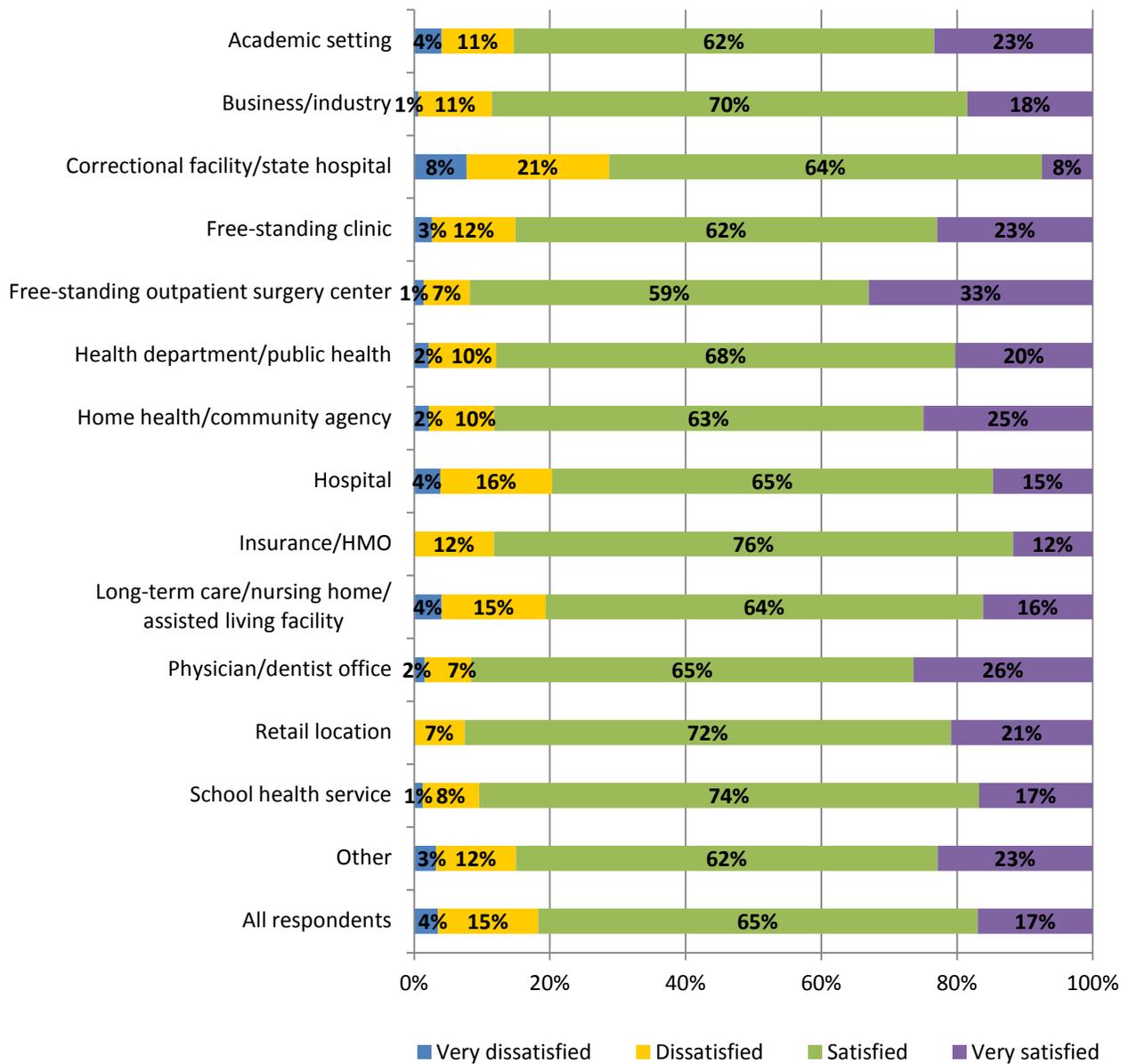
Figure 51: Respondents Employed in Direct Patient Care in Pennsylvania by Satisfaction with Technology at Their Primary Job and Job Setting, 2010/2011 RN Survey



Professional Satisfaction/Dissatisfaction, continued

Nineteen percent of respondents employed in direct patient care in Pennsylvania were dissatisfied or very dissatisfied with workplace emphasis on patient-centered care at their primary job. Conversely, 33 percent of respondents who worked in free-standing outpatient surgery centers reported being very satisfied with workplace emphasis on patient-centered care. Figure 52 shows respondents' satisfaction with workplace emphasis on patient-centered care at their primary job by job setting.

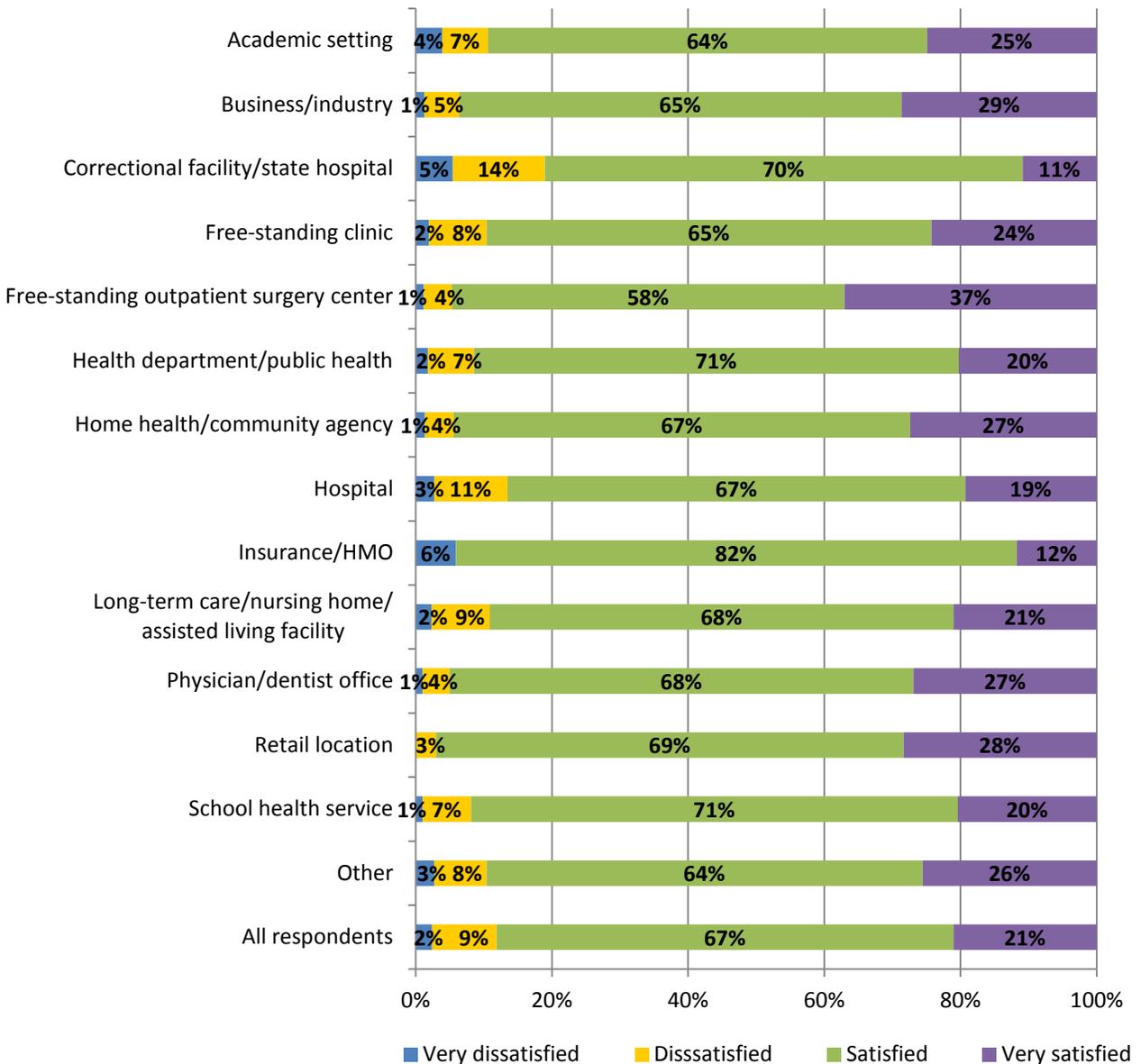
Figure 52: Respondents Employed in Direct Patient Care in Pennsylvania by Satisfaction with Workplace Emphasis on Patient-Centered Care at Their Primary Job and Job Setting, 2010/2011 RN Survey



Professional Satisfaction/Dissatisfaction, continued

Eighty-eight percent of respondents employed in direct patient care in Pennsylvania were satisfied or very satisfied with workplace emphasis on patient safety at their primary job. Respondents who worked in free-standing outpatient surgery centers had the highest percentage (37 percent) who reported being very satisfied with workplace emphasis on patient safety. Figure 53 presents respondents' satisfaction with workplace emphasis on patient safety at their primary job by job setting.

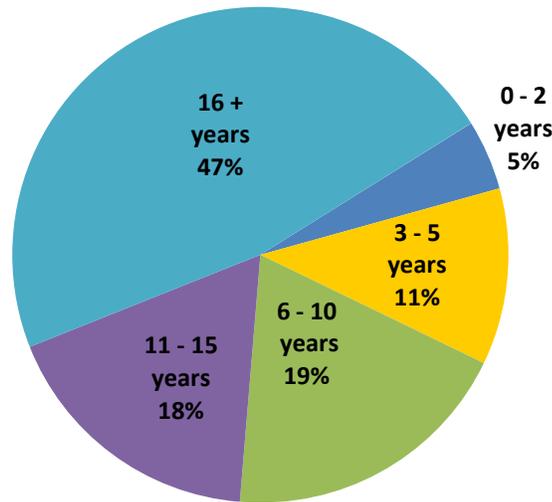
Figure 53: Respondents Employed in Direct Patient Care in Pennsylvania by Satisfaction with Workplace Emphasis on Patient Safety at Their Primary Job and Job Setting, 2010/2011 RN Survey



Intent to Remain in Health Care

Almost half (47 percent) of RN respondents employed in direct patient care in Pennsylvania intended to remain in health care for 16+ years. Figure 54 presents the length of time respondents intended to remain in health care.

Figure 54: Respondents Employed in Direct Patient Care in Pennsylvania by Length of Time They Intended to Remain in Health Care, 2010/2011 RN Survey



The length of time respondents employed in direct patient care in Pennsylvania intended to remain in health care was inversely related to their age. Eighty-seven percent of respondents in the 65+ age group intended to remain in health care for the next zero to five years, while 85 percent of respondents in the 18-24 age group intended to remain in health care for 16+ years. Table 57 lists respondents by age groups and the length of time they intended to remain in health care.

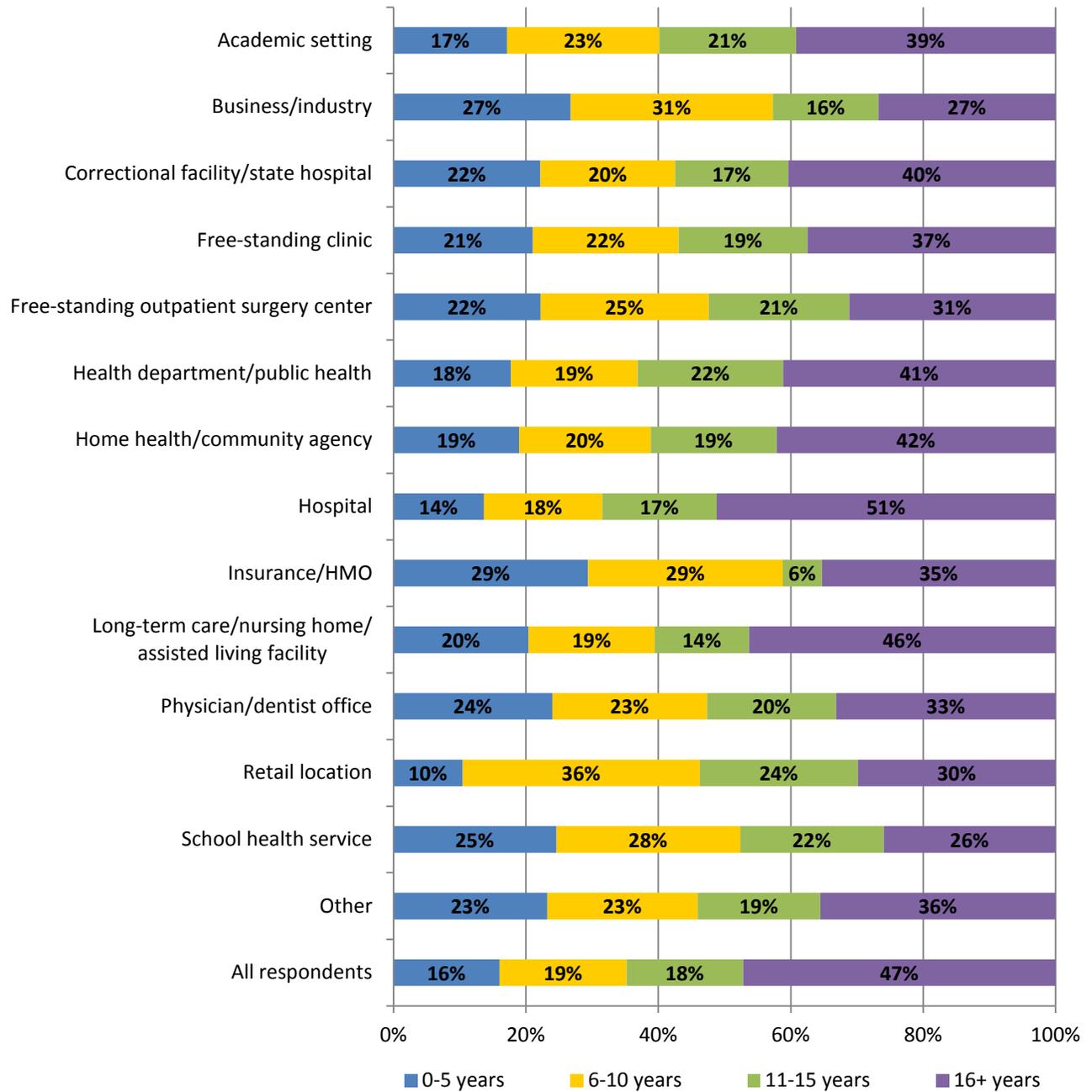
Table 57: Respondents Employed in Direct Patient Care in Pennsylvania by the Length of Time They Intended to Remain in Health Care and Age Groups, 2010/2011 RN Survey

Age Groups	0-5 Years		6-10 Years		11-15 Years		16+ Years	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
18-24	182	6%	171	6%	111	4%	2,542	85%
25-29	769	8%	763	7%	502	5%	8,140	80%
30-34	692	8%	795	9%	602	7%	7,049	77%
35-39	648	6%	862	9%	1,035	10%	7,551	75%
40-44	698	6%	1,084	10%	1,750	16%	7,265	67%
45-49	718	6%	1,604	13%	3,515	29%	6,326	52%
50-54	945	8%	3,363	27%	5,468	45%	2,488	20%
55-59	2,386	21%	6,029	53%	2,468	22%	493	4%
60-64	4,257	66%	1,991	31%	178	3%	69	1%
65+	2,993	87%	370	11%	34	1%	34	1%
Total	14,288	16%	17,032	19%	15,663	18%	41,957	47%

Intent to Remain in Health Care, continued

One out of every four respondents employed in direct patient care in Pennsylvania who worked in school health services intended to leave health care in the next five years. Figure 55 compares respondents by the length of time they intended to remain in health care and job setting.

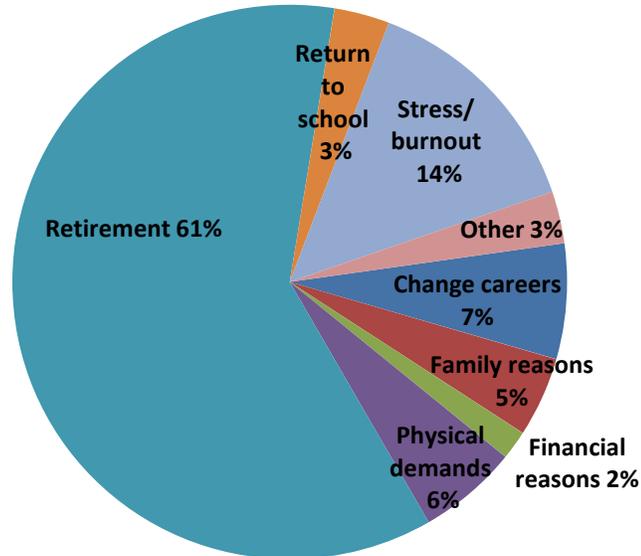
Figure 55: Respondents Employed in Direct Patient Care in Pennsylvania by the Length of Time They Intended to Remain in Health Care and Job Setting, 2010/2011 RN Survey



Planned to Leave Health Care Within the Next Five Years

Of respondents employed in direct patient care in Pennsylvania who planned to leave health care within the next five years, 61 percent reported retirement as their primary reason. Figure 56 shows the primary reason why respondents planned to leave health care within the next five years.

Figure 56: Respondents Employed in Direct Patient Care in Pennsylvania Who Planned to Leave Health Care Within the Next Five Years by Primary Reason, 2010/2011 RN Survey



Changing careers, family reasons, physical demands, stress/burnout and retirement were the five most reported reasons why respondents employed in direct patient care in Pennsylvania planned to leave health care within the next five years. Stress/burnout was the most reported reason for respondents under age 50, while retirement was most reported reason for respondents over age 50. Table 59 lists the five most reported reasons why respondents planned to leave health care within the next five years.

Table 58: Five Most Reported Reasons Given by Respondents Employed in Direct Patient Care in Pennsylvania Who Planned to Leave Health Care Within the Next Five Years by Age Groups, 2010/2011 RN Survey

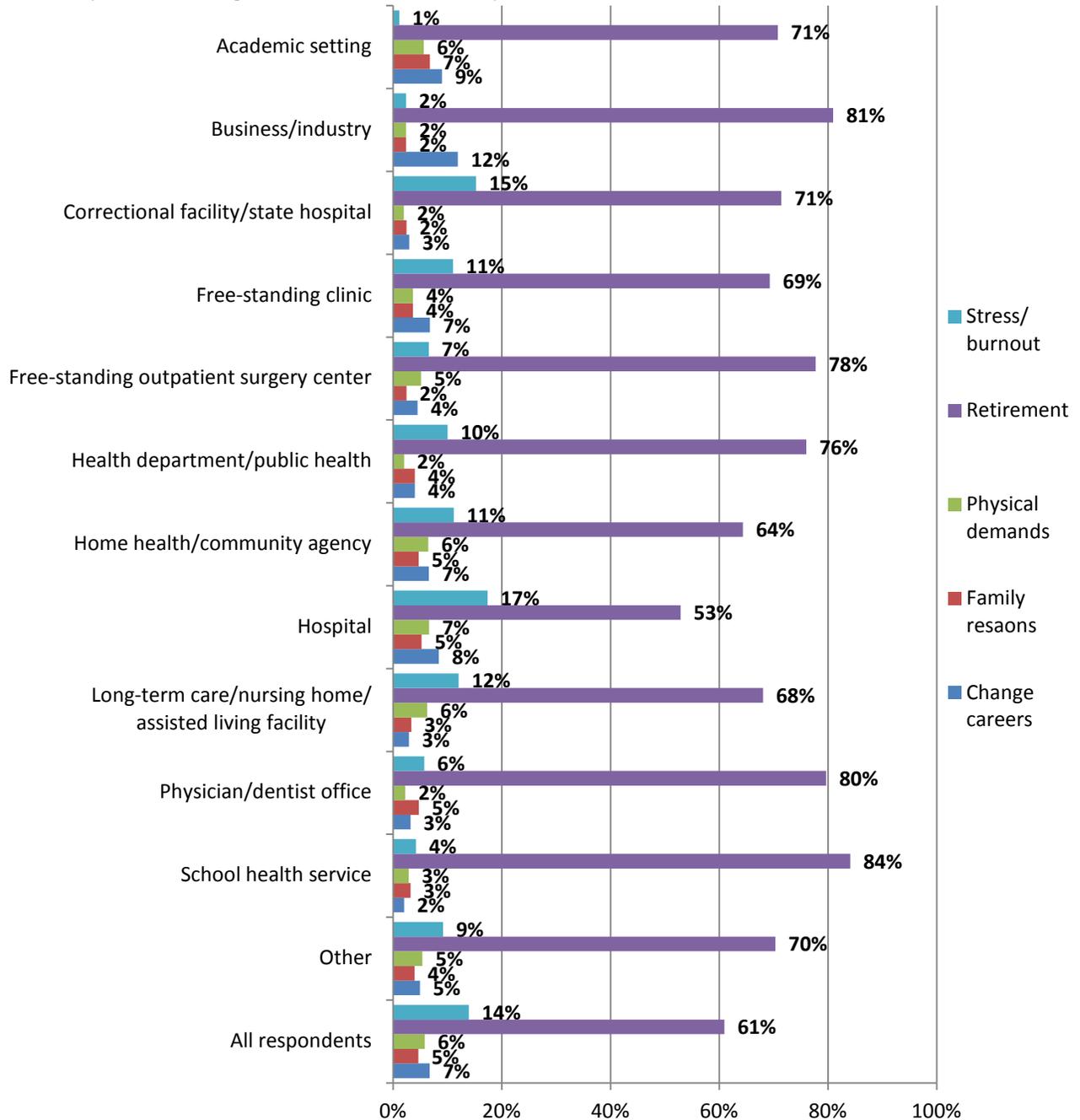
Age Groups	Change Careers		Family Reasons		Physical Demands		Retirement		Stress/Burnout	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
18-29	180	19%	198	21%	33	3%	-	< 1%	226	24%
30-39	261	19%	220	16%	64	5%	-	< 1%	479	36%
40-49	306	22%	95	7%	150	11%	41	3%	549	39%
50-59	178	5%	103	3%	348	10%	2,003	60%	545	16%
60+	34	0%	48	1%	235	3%	6,635	92%	184	3%
Total	959	7%	664	5%	830	6%	8,683	61%	1,983	14%

- Numbers less than six are withheld for privacy purposes.

Planned to Leave Health Care in the Next Five Years, continued

Across job settings, retirement was the most reported reason why respondents employed in direct patient care in Pennsylvania planned to leave health care within the next five years. Stress/burnout and changing careers were the next most reported reasons, depending on job setting. Figure 57 compares the five most reported reasons respondents planned to leave health care within the next five years by job setting.

Figure 57: Five Most Reported Reasons Given by Respondents Employed in Direct Patient Care in Pennsylvania Who Planned to Leave Health Care Within the Next Five Years by Job Setting, 2010/2011 RN Survey



RESPONDENTS WHO RESIDED IN PENNSYLVANIA, 2010/2011 RN SURVEY

**APPENDIX 1:
EMPLOYMENT STATUS BY COUNTY OF RESIDENCE**

County	Total	Employed in health care (direct, indirect)		Unemployed, seeking health care employment		Unemployed, not seeking health care employment		Other	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Pennsylvania	150,394	131,420	87%	5,756	4%	3,269	2%	9,338	6%
Rural Counties	36,880	32,245	87%	1,221	3%	813	2%	2,601	7%
Urban Counties	112,153	98,585	88%	4,511	4%	2,431	2%	6,626	6%
Adams*	824	712	86%	30	4%	17	2%	65	8%
Allegheny	18,141	15,788	87%	719	4%	430	2%	1,204	7%
Armstrong*	878	781	89%	24	3%	14	2%	59	7%
Beaver	2,378	2,099	88%	82	3%	44	2%	153	6%
Bedford*	422	368	87%	-	-	-	-	36	9%
Berks	4,634	4,045	87%	154	3%	94	2%	341	7%
Blair*	1,655	1,440	87%	57	3%	32	2%	126	8%
Bradford*	675	600	89%	19	3%	16	2%	40	6%
Bucks	9,598	8,521	89%	416	4%	188	2%	473	5%
Butler*	2,887	2,507	87%	118	4%	86	3%	176	6%
Cambria*	2,297	2,021	88%	74	3%	44	2%	158	7%
Cameron*	23	20	87%	-	-	0	0%	-	-
Carbon*	649	582	90%	16	2%	10	2%	41	6%
Centre*	1,016	848	83%	31	3%	39	4%	98	10%
Chester	6,468	5,464	84%	363	6%	196	3%	445	7%
Clarion*	391	335	86%	10	3%	9	2%	37	9%
Clearfield*	998	867	87%	35	4%	22	2%	74	7%
Clinton*	268	243	91%	-	-	-	-	18	7%
Columbia*	871	779	89%	19	2%	19	2%	54	6%
Crawford*	812	699	86%	26	3%	10	1%	77	9%
Cumberland	2,372	2,011	85%	92	4%	56	2%	213	9%
Dauphin	2,871	2,471	86%	106	4%	72	3%	222	8%
Delaware	8,081	7,226	89%	329	4%	154	2%	372	5%
Elk*	350	300	86%	13	4%	7	2%	30	9%
Erie	3,438	3,032	88%	132	4%	77	2%	197	6%
Fayette*	1,573	1,386	88%	66	4%	30	2%	91	6%
Forest*	42	30	71%	-	-	-	-	9	21%
Franklin*/Fulton*	1,197	1,059	88%	38	3%	33	3%	67	6%
Greene*	370	310	84%	30	8%	11	3%	19	5%
Huntingdon*	316	276	87%	-	-	-	-	30	9%
Indiana*	820	713	87%	24	3%	17	2%	66	8%
Jefferson*	468	408	87%	17	4%	12	3%	31	7%
Juniata*	192	165	86%	7	4%	6	3%	14	7%

RESPONDENTS RESIDING IN PENNSYLVANIA, 2010/2011 RN SURVEY

**APPENDIX 1:
EMPLOYMENT STATUS BY COUNTY OF RESIDENCE, CONTINUED**

County	Total	Employed in health care (direct, indirect)		Unemployed, seeking health care employment		Unemployed, not seeking health care employment		Other	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Lackawanna	2,666	2,321	87%	90	3%	69	3%	186	7%
Lancaster	5,323	4,654	87%	188	4%	146	3%	335	6%
Lawrence*	1,200	1,055	88%	43	4%	23	2%	79	7%
Lebanon	1,433	1,265	88%	46	3%	26	2%	96	7%
Lehigh	4,307	3,850	89%	143	3%	82	2%	232	5%
Luzerne	4,239	3,667	87%	147	3%	104	2%	321	8%
Lycoming*	1,179	1,061	90%	29	2%	19	2%	70	6%
McKean*	403	357	89%	19	5%	6	1%	21	5%
Mercer*	1,336	1,156	87%	43	3%	21	2%	116	9%
Mifflin*	321	287	89%	-	-	-	-	20	6%
Monroe*	1,244	1,107	89%	44	4%	24	2%	69	6%
Montgomery	12,250	10,652	87%	571	5%	285	2%	742	6%
Montour*	476	412	87%	18	4%	9	2%	37	8%
Northampton	3,303	2,949	89%	124	4%	58	2%	172	5%
Northumberland*	1,118	1,005	90%	22	2%	19	2%	72	6%
Perry*	372	327	88%	-	-	-	-	31	8%
Philadelphia	11,314	10,377	92%	475	4%	127	1%	335	3%
Pike*	249	213	86%	-	-	-	-	18	7%
Potter*	131	116	89%	-	-	-	-	11	8%
Schuylkill*	1,613	1,425	88%	42	3%	36	2%	110	7%
Snyder*	338	302	89%	6	2%	10	3%	20	6%
Somerset*	845	743	88%	22	3%	21	2%	59	7%
Sullivan*	57	47	82%	-	-	-	-	9	16%
Susquehanna*	346	299	86%	-	-	-	-	24	7%
Tioga*	261	226	87%	7	3%	7	3%	21	8%
Union*	438	398	91%	12	3%	8	2%	20	5%
Venango*	653	543	83%	23	4%	21	3%	66	10%
Warren*	441	362	82%	16	4%	16	4%	47	11%
Washington*	3,104	2,706	87%	122	4%	83	3%	193	6%
Wayne*	514	439	85%	18	4%	12	2%	45	9%
Westmoreland	5,674	4,899	86%	228	4%	155	3%	392	7%
Wyoming*	247	210	85%	6	2%	6	2%	25	10%
York	3,663	3,294	90%	106	3%	68	2%	195	5%

* Rural counties were identified using the Center for Rural Pennsylvania's definition and 2010 Census data.

**Due to a survey error, data for Franklin and Fulton counties were combined.

- Numbers less than six are withheld for privacy purposes and are not displayed in the county results, although they are included in the total Pennsylvania numbers and total rural/urban numbers.

RESPONDENTS EMPLOYED IN HEALTH CARE IN PENNSYLVANIA, 2010/2011 RN SURVEY

**APPENDIX 2:
JOB IN DIRECT PATIENT CARE BY COUNTY OF EMPLOYMENT**

County	Total	Direct Patient Care	
		Number	Percent
Pennsylvania	132,277	91,024	69%
Adams*	487	321	66%
Allegheny	21,408	14,375	67%
Armstrong*	427	315	74%
Beaver	1,289	901	70%
Bedford*	207	147	71%
Berks	3,448	2,455	71%
Blair*	1,772	1,192	67%
Bradford*	745	564	76%
Bucks	5,105	3,642	71%
Butler*	1,563	1,023	65%
Cambria*	1,768	1,250	71%
Cameron*	15	10	67%
Carbon*	310	225	73%
Centre*	1,076	724	67%
Chester	4,340	2,880	66%
Clarion*	275	187	68%
Clearfield*	829	599	72%
Clinton*	131	83	63%
Columbia*	489	319	65%
Crawford*	617	427	69%
Cumberland	1,894	1,212	64%
Dauphin	4,396	2,907	66%
Delaware	5,132	3,492	68%
Elk*	237	152	64%
Erie	3,193	2,273	71%
Fayette*	937	619	66%
Forest*	26	14	54%
Franklin*/Fulton*	1,046	717	69%
Greene*	220	138	63%
Huntingdon*	241	161	67%
Indiana*	652	435	67%
Jefferson*	370	249	67%
Juniata*	30	16	53%

County	Total	Direct Patient Care	
		Number	Percent
Rural Counties	27,247	18,668	69%
Urban Counties	105,030	72,356	69%
Lackawanna	2,496	1,691	68%
Lancaster	4,080	2,759	68%
Lawrence*	775	534	69%
Lebanon	893	552	62%
Lehigh	5,374	3,922	73%
Luzerne	3,317	2,119	64%
Lycoming*	1,083	746	69%
McKean*	308	203	66%
Mercer*	1,387	941	68%
Mifflin*	323	218	67%
Monroe*	907	661	73%
Montgomery	9,926	6,284	63%
Montour*	1,586	1,170	74%
Northampton	2,017	1,434	71%
Northumberland*	443	270	61%
Perry*	79	51	65%
Philadelphia	21,215	15,556	73%
Pike*	103	71	69%
Potter*	164	126	77%
Schuylkill*	920	612	67%
Snyder*	89	44	49%
Somerset*	549	370	67%
Sullivan*	35	20	57%
Susquehanna*	162	108	67%
Tioga*	201	134	67%
Union*	508	362	71%
Venango*	440	295	67%
Warren*	418	275	66%
Washington*	1,800	1,247	69%
Wayne*	360	239	66%
Westmoreland	2,760	1,907	69%
Wyoming*	137	84	61%
York	2,747	1,995	73%

* Rural counties were identified using the Center for Rural Pennsylvania's definition and 2010 Census data.

**Due to a survey error, data for Franklin and Fulton counties were combined.

RESPONDENTS EMPLOYED IN HEALTH CARE AND
PROVIDE DIRECT PATIENT CARE IN PENNSYLVANIA, 2010/2011 RN SURVEY

**APPENDIX 3:
AGE GROUPS AND AVERAGE AGE BY COUNTY OF EMPLOYMENT**

County	Average Age	Total	18-39		40-59		60+	
			Number	Percent	Number	Percent	Number	Percent
Pennsylvania	44.5	90,999	33,145	36%	47,534	52%	10,320	11%
Rural Counties	45.6	18,662	6,047	32%	10,326	55%	2,289	12%
Urban Counties	44.2	72,337	27,098	37%	37,208	51%	8,031	11%
Adams*	46.4	320	89	28%	186	58%	45	14%
Allegheny	44.1	14,372	5,365	37%	7,502	52%	1,505	10%
Armstrong*	45.6	315	96	30%	180	57%	39	12%
Beaver	46.6	900	247	27%	530	59%	123	14%
Bedford*	45.9	147	46	31%	82	56%	19	13%
Berks	43.9	2,455	939	38%	1,252	51%	264	11%
Blair*	44.6	1,192	433	36%	620	52%	139	12%
Bradford*	45.8	564	187	33%	294	52%	83	15%
Bucks	46.7	3,642	982	27%	2,221	61%	439	12%
Butler*	46.0	1,023	297	29%	621	61%	105	10%
Cambria*	43.8	1,250	488	39%	612	49%	150	12%
Cameron*	44.6	10	-	-	-	-	-	-
Carbon*	48.8	225	49	22%	139	62%	37	16%
Centre*	43.8	722	291	40%	347	48%	84	12%
Chester	46.6	2,879	863	30%	1,612	56%	404	14%
Clarion*	46.5	187	42	22%	127	68%	18	10%
Clearfield*	45.1	598	210	35%	305	51%	83	14%
Clinton*	47.5	83	19	23%	49	59%	15	18%
Columbia*	46.0	318	100	31%	175	55%	43	14%
Crawford*	46.5	427	117	27%	251	59%	59	14%
Cumberland	46.1	1,212	375	31%	678	56%	159	13%
Dauphin	42.1	2,907	1,293	44%	1,365	47%	249	9%
Delaware	46.7	3,489	1,013	29%	1,990	57%	486	14%
Elk*	43.9	152	54	36%	86	57%	12	8%
Erie	44.5	2,273	807	36%	1,213	53%	253	11%
Fayette*	45.6	619	194	31%	367	59%	58	9%
Forest*	44.1	14	-	-	6	43%	-	-
Franklin*/Fulton*	43.2	717	284	40%	380	53%	53	7%
Greene*	47.8	138	38	28%	81	59%	19	14%
Huntingdon*	45.0	161	57	35%	89	55%	15	9%
Indiana*	45.7	435	136	31%	264	61%	35	8%
Jefferson*	46.5	249	77	31%	138	55%	34	14%
Juniata*	47.6	16	-	-	6	38%	-	-

RESPONDENTS EMPLOYED IN HEALTH CARE AND
PROVIDE DIRECT PATIENT CARE IN PENNSYLVANIA, 2010/2011 RN SURVEY

**APPENDIX 3:
AGE GROUPS AND AVERAGE AGE BY COUNTY OF EMPLOYMENT, CONTINUED**

County	Average Age	Total	18-39		40-59		60+	
			Number	Percent	Number	Percent	Number	Percent
Lackawanna	46.5	1,691	512	30%	926	55%	253	15%
Lancaster	43.6	2,757	1,148	42%	1,290	47%	319	12%
Lawrence*	47.1	534	152	28%	298	56%	84	16%
Lebanon	46.0	552	186	34%	275	50%	91	16%
Lehigh	43.9	3,919	1,515	39%	1,998	51%	406	10%
Luzerne	47.5	2,119	549	26%	1,230	58%	340	16%
Lycoming*	45.8	746	242	32%	406	54%	98	13%
McKean*	44.2	202	70	35%	117	58%	15	7%
Mercer*	47.2	941	257	27%	553	59%	131	14%
Mifflin*	42.7	218	95	44%	108	50%	15	7%
Monroe*	46.3	661	180	27%	403	61%	78	12%
Montgomery	45.9	6,282	2,016	32%	3,424	55%	842	13%
Montour*	42.3	1,170	514	44%	559	48%	97	8%
Northampton	45.5	1,434	467	33%	800	56%	167	12%
Northumberland*	47.4	270	78	29%	149	55%	43	16%
Perry*	47.2	51	13	25%	29	57%	9	18%
Philadelphia	41.3	15,553	7,517	48%	6,800	44%	1,236	8%
Pike*	49.3	71	18	25%	37	52%	16	23%
Potter*	43.9	126	54	43%	62	49%	10	8%
Schuylkill*	45.8	612	195	32%	340	56%	77	13%
Snyder*	48.1	44	9	20%	28	64%	7	16%
Somerset*	46.4	370	107	29%	224	61%	39	11%
Sullivan*	49.5	20	-	-	12	60%	-	-
Susquehanna*	49.3	108	22	20%	62	57%	24	22%
Tioga*	48.6	134	34	25%	76	57%	24	18%
Union*	47.2	362	106	29%	198	55%	58	16%
Venango*	47.1	295	80	27%	175	59%	40	14%
Warren*	48.2	275	67	24%	159	58%	49	18%
Washington*	46.9	1,247	355	28%	728	58%	164	13%
Wayne*	47.7	239	59	25%	148	62%	32	13%
Westmoreland	46.8	1,907	553	29%	1,085	57%	269	14%
Wyoming*	50.8	84	17	20%	46	55%	21	25%
York	44.1	1,994	751	38%	1,017	51%	226	11%

* Rural counties were identified using the Center for Rural Pennsylvania's definition and 2010 Census data.

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RESPONDENTS EMPLOYED IN HEALTH CARE AND
PROVIDE DIRECT PATIENT CARE IN PENNSYLVANIA, 2010/2011 RN SURVEY

**APPENDIX 3A:
AGE GROUPS BY JOB SETTING:
HOSPITAL**

County	Total	18-39		40-59		60+	
		Number	Percent	Number	Percent	Number	Percent
Pennsylvania	63,023	26,769	42%	31,158	49%	5,096	8%
Rural Counties	12,271	4,593	37%	6,513	53%	1,165	9%
Urban Counties	50,752	22,176	44%	24,645	49%	3,931	8%
Adams*	202	72	36%	115	57%	15	7%
Allegheny	10,722	4,619	43%	5,294	49%	809	8%
Armstrong*	228	76	33%	127	56%	25	11%
Beaver	516	166	32%	291	56%	59	11%
Bedford*	69	25	36%	38	55%	6	9%
Berks	1,535	724	47%	709	46%	102	7%
Blair*	843	338	40%	429	51%	76	9%
Bradford*	453	166	37%	231	51%	56	12%
Bucks	2,124	660	31%	1,294	61%	170	8%
Butler*	543	181	33%	330	61%	32	6%
Cambria*	821	396	48%	355	43%	70	9%
Cameron*	-	-	-	-	-	0	0%
Carbon*	141	30	21%	94	67%	17	12%
Centre*	400	210	53%	159	40%	31	8%
Chester	1,656	638	39%	895	54%	123	7%
Clarion*	120	33	28%	73	61%	14	12%
Clearfield*	422	159	38%	210	50%	53	13%
Clinton*	52	15	29%	30	58%	7	13%
Columbia*	210	80	38%	105	50%	25	12%
Crawford*	280	94	34%	159	57%	27	10%
Cumberland	757	293	39%	399	53%	65	9%
Dauphin	2,399	1,176	49%	1,059	44%	164	7%
Delaware	2,217	715	32%	1,271	57%	231	10%
Elk*	94	40	43%	47	50%	7	7%
Erie	1,519	657	43%	754	50%	108	7%
Fayette*	370	121	33%	224	61%	25	7%
Forest*	-	-	-	-	-	0	0%
Franklin*/Fulton*	530	236	45%	264	50%	30	6%
Greene*	84	26	31%	50	60%	8	10%
Huntingdon*	89	30	34%	48	54%	11	12%
Indiana*	273	100	37%	162	59%	11	4%
Jefferson*	169	64	38%	94	56%	11	7%
Juniata*	-	-	-	-	-	0	0%

RESPONDENTS EMPLOYED IN HEALTH CARE AND
PROVIDE DIRECT PATIENT CARE IN PENNSYLVANIA, 2010/2011 RN SURVEY

**APPENDIX 3A:
AGE GROUPS BY JOB SETTING:
HOSPITAL, CONTINUED**

County	Total	18-39		40-59		60+	
		Number	Percent	Number	Percent	Number	Percent
Lackawanna	1,062	405	38%	537	51%	120	11%
Lancaster	1,783	909	51%	772	43%	102	6%
Lawrence*	325	98	30%	172	53%	55	17%
Lebanon	382	148	39%	182	48%	52	14%
Lehigh	2,882	1,268	44%	1,383	48%	231	8%
Luzerne	1,294	421	33%	729	56%	144	11%
Lycoming*	506	199	39%	254	50%	53	10%
McKean*	128	47	37%	73	57%	8	6%
Mercer*	666	199	30%	387	58%	80	12%
Mifflin*	149	69	46%	73	49%	7	5%
Monroe*	471	146	31%	290	62%	35	7%
Montgomery	3,823	1,453	38%	2,008	53%	362	9%
Montour*	1,040	488	47%	480	46%	72	7%
Northampton	887	350	39%	470	53%	67	8%
Northumberland*	159	53	33%	87	55%	19	12%
Perry*	18	9	50%	-	-	-	-
Philadelphia	12,661	6,554	52%	5,286	42%	821	6%
Pike*	8	6	75%	-	-	-	-
Potter*	91	42	46%	-	-	-	-
Schuylkill*	413	138	33%	228	55%	47	11%
Snyder*	-	-	-	-	-	0	0%
Somerset*	212	67	32%	127	60%	18	8%
Sullivan*	-	-	-	-	-	0	0%
Susquehanna*	57	19	33%	29	51%	9	16%
Tioga*	94	28	30%	51	54%	15	16%
Union*	223	83	37%	112	50%	28	13%
Venango*	182	62	34%	100	55%	20	11%
Warren*	141	42	30%	78	55%	21	15%
Washington*	817	256	31%	471	58%	90	11%
Wayne*	116	34	29%	68	59%	14	12%
Westmoreland	1,080	403	37%	587	54%	90	8%
Wyoming*	50	10	20%	30	60%	10	20%
York	1,453	617	42%	725	50%	111	8%

* Rural counties were identified using the Center for Rural Pennsylvania's definition and 2010 Census data.

**Due to a survey error, data for Franklin and Fulton counties were combined.

- Numbers less than six are withheld for privacy purposes and are not displayed in the county results, although they are included in the total Pennsylvania numbers and total rural/urban numbers.

RESPONDENTS EMPLOYED IN HEALTH CARE AND
PROVIDE DIRECT PATIENT CARE IN PENNSYLVANIA, 2010/2011 RN SURVEY

**APPENDIX 3B:
AGE GROUPS BY JOB SETTING:
LONG TERM CARE/NURSING HOME/ASSISTED LIVING FACILITY**

County	Total	18-39		40-59		60+	
		Number	Percent	Number	Percent	Number	Percent
Pennsylvania	6,376	2,059	32%	3,176	50%	1,141	18%
Rural Counties	1,223	349	29%	637	52%	237	19%
Urban Counties	5,153	1,710	33%	2,539	49%	904	18%
Adams*	30	-	-	20	67%	-	-
Allegheny	801	220	27%	421	53%	160	20%
Armstrong*	16	-	-	7	44%	-	-
Beaver	135	36	27%	77	57%	22	16%
Bedford*	16	7	44%	-	-	-	-
Berks	203	65	32%	100	49%	38	19%
Blair*	90	24	27%	52	58%	14	16%
Bradford*	15	-	-	8	53%	-	-
Bucks	466	146	31%	234	50%	86	18%
Butler*	139	46	33%	74	53%	19	14%
Cambria*	86	18	21%	51	59%	17	20%
Cameron*	-	0	0%	-	-	-	-
Carbon*	24	6	25%	10	42%	8	33%
Centre*	23	-	-	14	61%	-	-
Chester	300	89	30%	146	49%	65	22%
Clarion*	12	-	-	10	83%	-	-
Clearfield*	23	-	-	12	52%	-	-
Clinton*	-	-	-	-	-	-	-
Columbia*	23	-	-	11	48%	-	-
Crawford*	29	8	28%	15	52%	6	21%
Cumberland	74	14	19%	39	53%	21	28%
Dauphin	41	-	-	21	51%	-	-
Delaware	398	158	40%	169	42%	71	18%
Elk*	7	-	-	6	86%	-	-
Erie	158	38	24%	87	55%	33	21%
Fayette*	42	16	38%	17	40%	9	21%
Forest*	-	-	-	0	0%	0	0%
Franklin*/Fulton*	46	13	28%	26	57%	7	15%
Greene*	7	-	-	-	-	-	-
Huntingdon*	14	-	-	9	64%	-	-
Indiana*	34	-	-	17	50%	-	-
Jefferson*	23	7	30%	8	35%	8	35%
Juniata*	8	-	-	-	-	-	-

RESPONDENTS EMPLOYED IN HEALTH CARE AND
PROVIDE DIRECT PATIENT CARE IN PENNSYLVANIA, 2010/2011 RN SURVEY

**APPENDIX 3B:
AGE GROUPS BY JOB SETTING:
LONG TERM CARE/NURSING HOME/ASSISTED LIVING FACILITY, CONTINUED**

County	Total	18-39		40-59		60+	
		Number	Percent	Number	Percent	Number	Percent
Lackawanna	142	33	23%	79	56%	30	21%
Lancaster	225	75	33%	103	46%	47	21%
Lawrence*	50	18	36%	26	52%	6	12%
Lebanon	36	14	39%	16	44%	6	17%
Lehigh	237	78	33%	120	51%	39	16%
Luzerne	143	33	23%	87	61%	23	16%
Lycoming*	45	14	31%	24	53%	7	16%
McKean*	22	-	-	13	59%	-	-
Mercer*	49	12	24%	24	49%	13	27%
Mifflin*	17	-	-	10	59%	-	-
Monroe*	23	-	-	14	61%	-	-
Montgomery	734	268	37%	340	46%	126	17%
Montour*	11	-	-	-	-	-	-
Northampton	143	56	39%	67	47%	20	14%
Northumberland*	22	7	32%	9	41%	6	27%
Perry*	8	0	0%	-	-	-	-
Philadelphia	651	291	45%	291	45%	69	11%
Pike*	8	-	-	-	-	-	-
Potter*	8	-	-	6	75%	-	-
Schuylkill*	43	17	40%	16	37%	10	23%
Snyder*	-	-	-	-	-	-	-
Somerset*	27	-	-	15	56%	-	-
Sullivan*	12	-	-	7	58%	-	-
Susquehanna*	14	-	-	6	43%	-	-
Tioga*	8	-	-	-	-	-	-
Union*	11	-	-	6	55%	-	-
Venango*	18	-	-	12	67%	-	-
Warren*	18	-	-	8	44%	-	-
Washington*	63	20	32%	28	44%	15	24%
Wayne*	23	-	-	14	61%	-	-
Westmoreland	190	50	26%	108	57%	32	17%
Wyoming*	-	-	-	-	-	-	-
York	76	30	39%	34	45%	12	16%

* Rural counties were identified using the Center for Rural Pennsylvania's definition and 2010 Census data.

**Due to a survey error, data for Franklin and Fulton counties were combined.

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RESPONDENTS EMPLOYED IN HEALTH CARE AND
PROVIDE DIRECT PATIENT CARE IN PENNSYLVANIA, 2010/2011 RN SURVEY

**APPENDIX 3C:
AGE GROUPS BY JOB SETTING:
PHYSICIAN/DENTIST OFFICE**

County	Total	18-39		40-59		60+	
		Number	Percent	Number	Percent	Number	Percent
Pennsylvania	4,450	814	18%	2,689	60%	947	21%
Rural Counties	985	198	20%	584	59%	203	21%
Urban Counties	3,465	616	18%	2,105	61%	744	21%
Adams*	20	-	-	11	55%	-	-
Allegheny	624	109	17%	418	67%	97	16%
Armstrong*	18	-	-	11	61%	-	-
Beaver	51	-	-	33	65%	-	-
Bedford*	9	-	-	7	78%	-	-
Berks	167	24	14%	105	63%	38	23%
Blair*	49	18	37%	21	43%	10	20%
Bradford*	21	-	-	11	52%	-	-
Bucks	216	36	17%	150	69%	30	14%
Butler*	71	8	11%	52	73%	11	15%
Cambria*	56	10	18%	37	66%	9	16%
Cameron*	0	0	0%	0	0%	0	0%
Carbon*	17	-	-	10	59%	-	-
Centre*	82	22	27%	47	57%	13	16%
Chester	253	43	17%	138	55%	72	28%
Clarion*	10	-	-	7	70%	-	-
Clearfield*	16	-	-	10	63%	-	-
Clinton*	-	0	0%	-	-	-	-
Columbia*	17	-	-	10	59%	-	-
Crawford*	17	-	-	10	59%	-	-
Cumberland	74	13	18%	47	64%	14	19%
Dauphin	75	11	15%	50	67%	14	19%
Delaware	173	36	21%	106	61%	31	18%
Elk*	9	-	-	6	67%	-	-
Erie	113	18	16%	73	65%	22	19%
Fayette*	33	14	42%	13	39%	6	18%
Forest*	-	0	0%	0	0%	-	-
Franklin*/Fulton*	25	-	-	13	52%	-	-
Greene*	10	-	-	-	-	-	-
Huntingdon*	-	-	-	-	-	0	0%
Indiana*	28	-	-	20	71%	-	-
Jefferson*	7	-	-	-	-	-	-
Juniata*	0	0	0%	0	0%	0	0%

RESPONDENTS EMPLOYED IN HEALTH CARE AND
PROVIDE DIRECT PATIENT CARE IN PENNSYLVANIA, 2010/2011 RN SURVEY

**APPENDIX 3C:
AGE GROUPS BY JOB SETTING:
PHYSICIAN/DENTIST OFFICE, CONTINUED**

County	Total	18-39		40-59		60+	
		Number	Percent	Number	Percent	Number	Percent
Lackawanna	125	14	11%	83	66%	28	22%
Lancaster	211	44	21%	106	50%	61	29%
Lawrence*	44	6	14%	31	70%	7	16%
Lebanon	28	-	-	16	57%	-	-
Lehigh	219	40	18%	134	61%	45	21%
Luzerne	135	11	8%	74	55%	50	37%
Lycoming*	74	10	14%	47	64%	17	23%
McKean*	10	-	-	6	60%	-	-
Mercer*	58	13	22%	34	59%	11	19%
Mifflin*	-	-	-	-	-	0	0%
Monroe*	14	-	-	9	64%	-	-
Montgomery	375	63	17%	211	56%	101	27%
Montour*	-	-	-	0	0%	-	-
Northampton	94	13	14%	57	61%	24	26%
Northumberland*	9	-	-	6	67%	-	-
Perry*	-	-	-	0	0%	-	-
Philadelphia	324	111	34%	181	56%	32	10%
Pike*	7	-	-	-	-	-	-
Potter*	6	-	-	-	-	-	-
Schuylkill*	14	-	-	7	50%	-	-
Snyder*	-	-	-	-	-	0	0%
Somerset*	24	-	-	14	58%	-	-
Sullivan*	-	0	0%	-	-	0	0%
Susquehanna*	9	-	-	8	89%	-	-
Tioga*	8	-	-	6	75%	-	-
Union*	22	-	-	13	59%	-	-
Venango*	21	-	-	13	62%	-	-
Warren*	21	-	-	16	76%	-	-
Washington*	76	12	16%	42	55%	22	29%
Wayne*	21	6	29%	9	43%	6	29%
Westmoreland	130	13	10%	80	62%	37	28%
Wyoming*	6	0	0%	-	-	-	-
York	78	9	12%	43	55%	26	33%

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RESPONDENTS EMPLOYED IN HEALTH CARE AND
PROVIDE DIRECT PATIENT CARE IN PENNSYLVANIA, 2010/2011 RN SURVEY

**APPENDIX 3D:
AGE GROUPS BY JOB SETTING:
HOME HEALTH/COMMUNITY AGENCY**

County	Total	18-39		40-59		60+	
		Number	Percent	Number	Percent	Number	Percent
Pennsylvania	5,793	1,376	24%	3,460	60%	957	17%
Rural Counties	1,507	381	25%	906	60%	220	15%
Urban Counties	4,286	995	23%	2,554	60%	737	17%
Adams*	18	-	-	13	72%	-	-
Allegheny	762	136	18%	466	61%	160	21%
Armstrong*	29	-	-	22	76%	-	-
Beaver	83	19	23%	54	65%	10	12%
Bedford*	28	-	-	21	75%	-	-
Berks	143	36	25%	81	57%	26	18%
Blair*	87	29	33%	42	48%	16	18%
Bradford*	14	0	0%	7	50%	7	50%
Bucks	347	80	23%	211	61%	56	16%
Butler*	119	25	21%	73	61%	21	18%
Cambria*	111	36	32%	59	53%	16	14%
Cameron*	-	-	-	-	-	-	-
Carbon*	15	-	-	8	53%	-	-
Centre*	44	9	20%	28	64%	7	16%
Chester	214	36	17%	127	59%	51	24%
Clarion*	15	-	-	12	80%	-	-
Clearfield*	76	26	34%	37	49%	13	17%
Clinton*	11	-	-	-	-	-	-
Columbia*	27	-	-	22	81%	-	-
Crawford*	34	-	-	22	65%	-	-
Cumberland	59	-	-	40	68%	-	-
Dauphin	104	39	38%	52	50%	13	13%
Delaware	251	40	16%	170	68%	41	16%
Elk*	22	-	-	13	59%	-	-
Erie	153	32	21%	94	61%	27	18%
Fayette*	94	24	26%	64	68%	6	6%
Forest*	0	0	0%	0	0%	0	0%
Franklin*/Fulton*	29	-	-	17	59%	-	-
Greene*	6	0	0%	-	-	-	-
Huntingdon*	19	9	47%	10	53%	0	0%
Indiana*	48	-	-	33	69%	-	-
Jefferson*	26	-	-	16	62%	-	-
Juniata*	-	0	0%	-	-	0	0%

RESPONDENTS EMPLOYED IN HEALTH CARE AND
PROVIDE DIRECT PATIENT CARE IN PENNSYLVANIA, 2010/2011 RN SURVEY

**APPENDIX 3D:
AGE GROUPS BY JOB SETTING:
HOME HEALTH/COMMUNITY AGENCY, CONTINUED**

County	Total	18-39		40-59		60+	
		Number	Percent	Number	Percent	Number	Percent
Lackawanna	120	25	21%	72	60%	23	19%
Lancaster	178	55	31%	88	49%	35	20%
Lawrence*	52	13	25%	32	62%	7	13%
Lebanon	22	-	-	16	73%	-	-
Lehigh	228	59	26%	140	61%	29	13%
Luzerne	208	46	22%	126	61%	36	17%
Lycoming*	48	10	21%	29	60%	9	19%
McKean*	20	-	-	13	65%	-	-
Mercer*	52	-	-	34	65%	-	-
Mifflin*	23	12	52%	-	-	-	-
Monroe*	51	14	27%	26	51%	11	22%
Montgomery	474	103	22%	292	62%	79	17%
Montour*	15	-	-	9	60%	-	-
Northampton	100	19	19%	67	67%	14	14%
Northumberland*	31	-	-	15	48%	-	-
Perry*	-	0	0%	-	-	-	-
Philadelphia	566	194	34%	293	52%	79	14%
Pike*	24	-	-	16	67%	-	-
Potter*	10	-	-	6	60%	-	-
Schuylkill*	46	15	33%	25	54%	6	13%
Snyder*	-	-	-	-	-	-	-
Somerset*	32	-	-	19	59%	-	-
Sullivan*	-	0	0%	-	-	0	0%
Susquehanna*	10	-	-	7	70%	-	-
Tioga*	8	-	-	-	-	-	-
Union*	19	-	-	12	63%	-	-
Venango*	21	-	-	17	81%	-	-
Warren*	13	-	-	6	46%	-	-
Washington*	119	35	29%	72	61%	12	10%
Wayne*	16	-	-	13	81%	-	-
Westmoreland	177	28	16%	116	66%	33	19%
Wyoming*	8	-	-	-	-	-	-
York	97	30	31%	49	51%	18	19%

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RESPONDENTS EMPLOYED IN HEALTH CARE AND
PROVIDE DIRECT PATIENT CARE IN PENNSYLVANIA, 2010/2011 RN SURVEY

**APPENDIX 4:
FULL-TIME, PART-TIME OR PER DIEM EMPLOYMENT BY COUNTY OF EMPLOYMENT**

County	Total	Full Time		Part Time		Per Diem	
		Number	Percent	Number	Percent	Number	Percent
Pennsylvania	91,024	65,347	72%	18,509	20%	7,168	8%
Rural Counties	18,668	13,685	73%	3,546	19%	1,437	8%
Urban Counties	72,356	51,662	71%	14,963	21%	5,731	8%
Adams*	321	220	69%	84	26%	17	5%
Allegheny	14,375	10,969	76%	2,424	17%	982	7%
Armstrong*	315	254	81%	49	16%	12	4%
Beaver	901	674	75%	183	20%	44	5%
Bedford*	147	106	72%	28	19%	13	9%
Berks	2,455	1,601	65%	663	27%	191	8%
Blair*	1,192	809	68%	286	24%	97	8%
Bradford*	564	435	77%	60	11%	69	12%
Bucks	3,642	2,314	64%	905	25%	423	12%
Butler*	1,023	674	66%	286	28%	63	6%
Cambria*	1,250	972	78%	195	16%	83	7%
Cameron*	10	-	-	-	-	-	-
Carbon*	225	162	72%	39	17%	24	11%
Centre*	724	477	66%	160	22%	87	12%
Chester	2,880	1,676	58%	858	30%	346	12%
Clarion*	187	156	83%	24	13%	7	4%
Clearfield*	599	458	76%	102	17%	39	7%
Clinton*	83	63	76%	10	12%	10	12%
Columbia*	319	220	69%	63	20%	36	11%
Crawford*	427	336	79%	69	16%	22	5%
Cumberland	1,212	786	65%	293	24%	133	11%
Dauphin	2,907	2,026	70%	672	23%	209	7%
Delaware	3,492	2,183	63%	1,068	31%	241	7%
Elk*	152	126	83%	16	11%	10	7%
Erie	2,273	1,758	77%	348	15%	167	7%
Fayette*	619	470	76%	126	20%	23	4%
Forest*	14	13	93%	-	-	-	-
Franklin*/Fulton*	717	523	73%	147	21%	47	7%
Greene*	138	101	73%	20	14%	17	12%
Huntingdon*	161	121	75%	26	16%	14	9%
Indiana*	435	242	56%	165	38%	28	6%
Jefferson*	249	192	77%	45	18%	12	5%
Juniata*	16	-	-	9	56%	-	-

RESPONDENTS EMPLOYED IN HEALTH CARE AND
PROVIDE DIRECT PATIENT CARE IN PENNSYLVANIA, 2010/2011 RN SURVEY

**APPENDIX 4:
FULL-TIME, PART-TIME OR PER DIEM EMPLOYMENT BY COUNTY OF EMPLOYMENT,
CONTINUED**

County	Total	Full Time		Part Time		Per Diem	
		Number	Percent	Number	Percent	Number	Percent
Lackawanna	1,691	1,126	67%	411	24%	154	9%
Lancaster	2,759	1,806	65%	774	28%	179	6%
Lawrence*	534	411	77%	101	19%	22	4%
Lebanon	552	377	68%	148	27%	27	5%
Lehigh	3,922	2,901	74%	738	19%	283	7%
Luzerne	2,119	1,495	71%	428	20%	196	9%
Lycoming*	746	564	76%	117	16%	65	9%
McKean*	203	166	82%	29	14%	8	4%
Mercer*	941	737	78%	132	14%	72	8%
Mifflin*	218	157	72%	47	22%	14	6%
Monroe*	661	519	79%	74	11%	68	10%
Montgomery	6,284	3,832	61%	1,741	28%	711	11%
Montour*	1,170	977	84%	129	11%	64	5%
Northampton	1,434	966	67%	334	23%	134	9%
Northumberland*	270	190	70%	39	14%	41	15%
Perry*	51	38	75%	7	14%	6	12%
Philadelphia	15,556	12,434	80%	2,210	14%	912	6%
Pike*	71	39	55%	19	27%	13	18%
Potter*	126	87	69%	23	18%	16	13%
Schuylkill*	612	407	67%	156	25%	49	8%
Snyder*	44	35	80%	-	-	-	-
Somerset*	370	286	77%	64	17%	20	5%
Sullivan*	20	12	60%	-	-	-	-
Susquehanna*	108	78	72%	21	19%	9	8%
Tioga*	134	113	84%	11	8%	10	7%
Union*	362	215	59%	83	23%	64	18%
Venango*	295	245	83%	43	15%	7	2%
Warren*	275	197	72%	43	16%	35	13%
Washington*	1,247	878	70%	287	23%	82	7%
Wayne*	239	142	59%	78	33%	19	8%
Westmoreland	1,907	1,329	70%	360	19%	218	11%
Wyoming*	84	50	60%	21	25%	13	15%
York	1,995	1,409	71%	405	20%	181	9%

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RESPONDENTS EMPLOYED IN HEALTH CARE AND
PROVIDE DIRECT PATIENT CARE IN PENNSYLVANIA, 2010/2011 RN SURVEY

**APPENDIX 5:
CAREER SATISFACTION BY COUNTY OF EMPLOYMENT**

County	Total	Very Dissatisfied		Dissatisfied		Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Pennsylvania	88,970	2,883	3%	6,242	7%	51,297	58%	28,548	32%
Rural Counties	18,185	598	3%	1,384	8%	10,722	59%	5,481	30%
Urban Counties	70,785	2,285	3%	4,858	7%	40,575	57%	23,067	33%
Adams*	313	10	3%	9	3%	186	59%	108	35%
Allegheny	14,071	494	4%	1,383	10%	8,629	61%	3,565	25%
Armstrong*	306	12	4%	38	12%	191	62%	65	21%
Beaver	880	29	3%	87	10%	494	56%	270	31%
Bedford*	139	7	5%	10	7%	79	57%	43	31%
Berks	2,401	68	3%	171	7%	1,427	59%	735	31%
Blair*	1,156	42	4%	84	7%	690	60%	340	29%
Bradford*	553	25	5%	28	5%	321	58%	179	32%
Bucks	3,553	120	3%	197	6%	2,004	56%	1,232	35%
Butler*	988	22	2%	81	8%	584	59%	301	30%
Cambria*	1,214	39	3%	113	9%	736	61%	326	27%
Cameron*	10	-	-	-	-	6	60%	0	0%
Carbon*	220	11	5%	18	8%	129	59%	62	28%
Centre*	709	22	3%	44	6%	401	57%	242	34%
Chester	2,801	95	3%	151	5%	1,509	54%	1,046	37%
Clarion*	179	-	-	-	-	103	58%	56	31%
Clearfield*	589	15	3%	50	8%	361	61%	163	28%
Clinton*	81	-	-	-	-	53	65%	20	25%
Columbia*	310	-	-	-	-	204	66%	83	27%
Crawford*	413	11	3%	27	7%	239	58%	136	33%
Cumberland	1,188	32	3%	77	6%	696	59%	383	32%
Dauphin	2,854	74	3%	117	4%	1,623	57%	1,040	36%
Delaware	3,411	133	4%	215	6%	1,880	55%	1,183	35%
Elk*	148	-	-	-	-	87	59%	50	34%
Erie	2,206	68	3%	159	7%	1,294	59%	685	31%
Fayette*	600	37	6%	82	14%	357	60%	124	21%
Forest*	14	0	0%	0	0%	7	50%	7	50%
Franklin*/Fulton*	713	28	4%	32	4%	373	52%	280	39%
Greene*	135	-	-	-	-	77	57%	39	29%
Huntingdon*	159	-	-	-	-	101	64%	47	30%
Indiana*	430	13	3%	33	8%	265	62%	119	28%
Jefferson*	247	-	-	-	-	144	58%	78	32%
Juniata*	16	-	-	0	0%	11	69%	-	-

RESPONDENTS EMPLOYED IN HEALTH CARE AND
PROVIDE DIRECT PATIENT CARE IN PENNSYLVANIA, 2010/2011 RN SURVEY

**APPENDIX 5:
CAREER SATISFACTION BY COUNTY OF EMPLOYMENT, CONTINUED**

County	Total	Very Dissatisfied		Dissatisfied		Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Lackawanna	1,640	74	5%	149	9%	999	61%	418	25%
Lancaster	2,700	60	2%	128	5%	1,529	57%	983	36%
Lawrence*	512	14	3%	36	7%	324	63%	138	27%
Lebanon	537	28	5%	30	6%	296	55%	183	34%
Lehigh	3,842	105	3%	250	7%	2,181	57%	1,306	34%
Luzerne	2,065	87	4%	245	12%	1,219	59%	514	25%
Lycoming*	727	22	3%	41	6%	410	56%	254	35%
McKean*	201	-	-	-	-	106	53%	71	35%
Mercer*	920	37	4%	59	6%	569	62%	255	28%
Mifflin*	205	-	-	-	-	115	56%	72	35%
Monroe*	648	19	3%	38	6%	375	58%	216	33%
Montgomery	6,139	195	3%	372	6%	3,536	58%	2,036	33%
Montour*	1,141	19	2%	48	4%	645	57%	429	38%
Northampton	1,401	35	2%	97	7%	793	57%	476	34%
Northumberland*	257	12	5%	14	5%	144	56%	87	34%
Perry*	49	-	-	-	-	25	51%	20	41%
Philadelphia	15,276	431	3%	715	5%	8,278	54%	5,852	38%
Pike*	70	0	0%	7	10%	36	51%	27	39%
Potter*	121	-	-	-	-	72	60%	37	31%
Schuylkill*	595	23	4%	66	11%	363	61%	143	24%
Snyder*	42	-	-	-	-	21	50%	17	40%
Somerset*	363	10	3%	32	9%	220	61%	101	28%
Sullivan*	19	0	0%	-	-	14	74%	-	-
Susquehanna*	105	-	-	-	-	61	58%	31	30%
Tioga*	130	-	-	-	-	66	51%	54	42%
Union*	351	6	2%	20	6%	190	54%	135	38%
Venango*	287	12	4%	31	11%	192	67%	52	18%
Warren*	267	11	4%	24	9%	141	53%	91	34%
Washington*	1,220	49	4%	142	12%	741	61%	288	24%
Wayne*	232	11	5%	16	7%	133	57%	72	31%
Westmoreland	1,864	87	5%	216	12%	1,100	59%	461	25%
Wyoming*	81	-	-	-	-	54	67%	16	20%
York	1,956	70	4%	99	5%	1,088	56%	699	36%

* Rural counties were identified using the Center for Rural Pennsylvania's definition and 2010 Census data.

**Due to a survey error, data for Franklin and Fulton counties were combined.

- Numbers less than six are withheld for privacy purposes and are not displayed in the county results, although they are included in the total Pennsylvania numbers and total rural/urban numbers.

RESPONDENTS EMPLOYED IN HEALTH CARE AND
PROVIDE DIRECT PATIENT CARE IN PENNSYLVANIA, 2010/2011 RN SURVEY

**APPENDIX 5A:
CAREER SATISFACTION BY JOB SETTING:
HOSPITAL**

County	Total	Very Dissatisfied		Dissatisfied		Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Pennsylvania	61,763	1,953	3%	4,423	7%	35,975	58%	19,412	31%
Rural Counties	12,011	399	3%	922	8%	7,109	59%	3,581	30%
Urban Counties	49,752	1,554	3%	3,501	7%	28,866	58%	15,831	32%
Adams*	197	-	-	-	-	122	62%	68	35%
Allegheny	10,501	379	4%	1,049	10%	6,515	62%	2,558	24%
Armstrong*	222	9	4%	32	14%	138	62%	43	19%
Beaver	509	15	3%	53	10%	296	58%	145	28%
Bedford*	67	-	-	-	-	39	58%	19	28%
Berks	1,507	41	3%	112	7%	887	59%	467	31%
Blair*	822	34	4%	62	8%	488	59%	238	29%
Bradford*	445	17	4%	22	5%	260	58%	146	33%
Bucks	2,078	66	3%	119	6%	1,155	56%	738	36%
Butler*	533	11	2%	44	8%	319	60%	159	30%
Cambria*	801	24	3%	76	9%	481	60%	220	27%
Cameron*	-	0	0%	-	-	-	-	0	0%
Carbon*	140	9	6%	12	9%	81	58%	38	27%
Centre*	395	15	4%	21	5%	223	56%	136	34%
Chester	1,615	52	3%	93	6%	893	55%	577	36%
Clarion*	115	-	-	-	-	63	55%	39	34%
Clearfield*	416	10	2%	35	8%	249	60%	122	29%
Clinton*	50	-	-	-	-	31	62%	14	28%
Columbia*	205	-	-	-	-	138	67%	53	26%
Crawford*	271	7	3%	18	7%	153	56%	93	34%
Cumberland	739	24	3%	55	7%	432	58%	228	31%
Dauphin	2,360	61	3%	97	4%	1,357	58%	845	36%
Delaware	2,173	80	4%	155	7%	1,223	56%	715	33%
Elk*	91	-	-	-	-	53	58%	33	36%
Erie	1,477	42	3%	111	8%	887	60%	437	30%
Fayette*	361	24	7%	53	15%	221	61%	63	17%
Forest*	-	0	0%	0	0%	0	0%	-	-
Franklin*/Fulton*	528	22	4%	26	5%	274	52%	206	39%
Greene*	83	-	-	-	-	46	55%	22	27%
Huntingdon*	88	-	-	-	-	62	70%	19	22%
Indiana*	270	9	3%	19	7%	172	64%	70	26%
Jefferson*	167	-	-	-	-	98	59%	54	32%
Juniata*	-	0	0%	0	0%	-	-	0	0%

RESPONDENTS EMPLOYED IN HEALTH CARE AND
PROVIDE DIRECT PATIENT CARE IN PENNSYLVANIA, 2010/2011 RN SURVEY

**APPENDIX 5A:
CAREER SATISFACTION BY JOB SETTING:
HOSPITAL, CONTINUED**

County	Total	Very Dissatisfied		Dissatisfied		Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Lackawanna	1,039	53	5%	98	9%	630	61%	258	25%
Lancaster	1,744	38	2%	89	5%	1,006	58%	611	35%
Lawrence*	312	11	4%	26	8%	200	64%	75	24%
Lebanon	371	21	6%	21	6%	207	56%	122	33%
Lehigh	2,818	68	2%	179	6%	1,608	57%	963	34%
Luzerne	1,271	50	4%	178	14%	743	58%	300	24%
Lycoming*	495	14	3%	28	6%	288	58%	165	33%
McKean*	128	-	-	-	-	64	50%	46	36%
Mercer*	655	27	4%	44	7%	416	64%	168	26%
Mifflin*	142	-	-	-	-	70	49%	59	42%
Monroe*	463	11	2%	31	7%	270	58%	151	33%
Montgomery	3,752	122	3%	241	6%	2,214	59%	1,175	31%
Montour*	1,014	15	1%	43	4%	578	57%	378	37%
Northampton	865	14	2%	52	6%	506	58%	293	34%
Northumberland*	156	7	4%	11	7%	87	56%	51	33%
Perry*	17	-	-	0	0%	10	59%	-	-
Philadelphia	12,453	336	3%	581	5%	6,857	55%	4,679	38%
Pike*	7	0	0%	0	0%	-	-	-	-
Potter*	88	-	-	-	-	54	61%	26	30%
Schuylkill*	404	15	4%	49	12%	240	59%	100	25%
Snyder*	-	0	0%	0	0%	-	-	-	-
Somerset*	208	-	-	-	-	130	63%	59	28%
Sullivan*	-	0	0%	0	0%	-	-	0	0%
Susquehanna*	57	-	-	-	-	33	58%	17	30%
Tioga*	92	-	-	-	-	48	52%	37	40%
Union*	214	-	-	-	-	108	50%	97	45%
Venango*	181	6	3%	19	10%	125	69%	31	17%
Warren*	135	8	6%	15	11%	69	51%	43	32%
Washington*	803	34	4%	98	12%	495	62%	176	22%
Wayne*	112	6	5%	9	8%	65	58%	32	29%
Westmoreland	1,058	46	4%	138	13%	650	61%	224	21%
Wyoming*	49	-	-	-	-	35	71%	6	12%
York	1,422	46	3%	80	6%	800	56%	496	35%

* Rural counties were identified using the Center for Rural Pennsylvania's definition and 2010 Census data.

**Due to a survey error, data for Franklin and Fulton counties were combined.

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RESPONDENTS EMPLOYED IN HEALTH CARE AND
PROVIDE DIRECT PATIENT CARE IN PENNSYLVANIA, 2010/2011 RN SURVEY

**APPENDIX 5B:
CAREER SATISFACTION BY JOB SETTING:
LONG TERM CARE/NURSING HOME/ASSISTED LIVING FACILITY**

County	Total	Very Dissatisfied		Dissatisfied		Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Pennsylvania	6,201	226	4%	500	8%	3,515	57%	1,960	32%
Rural Counties	1,179	47	4%	109	9%	691	59%	332	28%
Urban Counties	5,022	179	4%	391	8%	2,824	56%	1,628	32%
Adams*	28	-	-	-	-	17	61%	7	25%
Allegheny	784	27	3%	84	11%	487	62%	186	24%
Armstrong*	15	-	-	0	0%	10	67%	-	-
Beaver	133	-	-	-	-	78	59%	40	30%
Bedford*	16	-	-	-	-	9	56%	-	-
Berks	196	-	-	-	-	125	64%	49	25%
Blair*	85	-	-	-	-	52	61%	24	28%
Bradford*	14	-	-	-	-	7	50%	-	-
Bucks	452	20	4%	28	6%	257	57%	147	33%
Butler*	132	-	-	-	-	81	61%	32	24%
Cambria*	84	7	8%	8	10%	50	60%	19	23%
Cameron*	-	0	0%	-	-	-	-	0	0%
Carbon*	24	-	-	-	-	12	50%	9	38%
Centre*	22	-	-	-	-	13	59%	7	32%
Chester	292	13	4%	23	8%	151	52%	105	36%
Clarion*	12	-	-	-	-	8	67%	-	-
Clearfield*	22	-	-	-	-	15	68%	6	27%
Clinton*	-	0	0%	0	0%	-	-	0	0%
Columbia*	23	0	0%	-	-	17	74%	-	-
Crawford*	26	-	-	-	-	15	58%	10	38%
Cumberland	73	0	0%	6	8%	41	56%	26	36%
Dauphin	41	-	-	-	-	18	44%	16	39%
Delaware	389	14	4%	19	5%	218	56%	138	35%
Elk*	7	-	-	-	-	-	-	-	-
Erie	153	11	7%	15	10%	76	50%	51	33%
Fayette*	41	-	-	-	-	20	49%	10	24%
Forest*	-	0	0%	0	0%	0	0%	-	-
Franklin*/Fulton*	46	-	-	-	-	30	65%	13	28%
Greene*	7	0	0%	0	0%	-	-	-	-
Huntingdon*	13	-	-	0	0%	9	69%	-	-
Indiana*	33	-	-	-	-	17	52%	11	33%
Jefferson*	23	0	0%	-	-	15	65%	-	-
Juniata*	8	-	-	0	0%	-	-	-	-

RESPONDENTS EMPLOYED IN HEALTH CARE AND
PROVIDE DIRECT PATIENT CARE IN PENNSYLVANIA, 2010/2011 RN SURVEY

**APPENDIX 5B:
CAREER SATISFACTION BY JOB SETTING:
LONG TERM CARE/NURSING HOME/ASSISTED LIVING FACILITY, CONTINUED**

County	Total	Very Dissatisfied		Dissatisfied		Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Lackawanna	138	-	-	-	-	82	59%	36	26%
Lancaster	221	9	4%	9	4%	112	51%	91	41%
Lawrence*	49	-	-	-	-	32	65%	16	33%
Lebanon	35	-	-	-	-	24	69%	8	23%
Lehigh	236	7	3%	25	11%	139	59%	65	28%
Luzerne	133	6	5%	15	11%	91	68%	21	16%
Lycoming*	44	-	-	-	-	18	41%	20	45%
McKean*	22	-	-	-	-	10	45%	10	45%
Mercer*	49	-	-	-	-	26	53%	15	31%
Mifflin*	15	-	-	-	-	11	73%	-	-
Monroe*	23	-	-	-	-	14	61%	-	-
Montgomery	707	21	3%	40	6%	405	57%	241	34%
Montour*	10	0	0%	0	0%	-	-	-	-
Northampton	138	-	-	-	-	81	59%	41	30%
Northumberland*	21	-	-	-	-	10	48%	10	48%
Perry*	8	0	0%	-	-	-	-	-	-
Philadelphia	638	23	4%	30	5%	302	47%	283	44%
Pike*	8	0	0%	0	0%	-	-	-	-
Potter*	7	0	0%	0	0%	-	-	-	-
Schuylkill*	40	-	-	-	-	21	53%	12	30%
Snyder*	4	0	0%	-	-	-	-	-	-
Somerset*	25	0	0%	-	-	16	64%	-	-
Sullivan*	11	0	0%	-	-	8	73%	-	-
Susquehanna*	13	0	0%	-	-	8	62%	-	-
Tioga*	6	0	0%	0	0%	6	100%	0	0%
Union*	11	0	0%	-	-	8	73%	-	-
Venango*	18	-	-	-	-	9	50%	6	33%
Warren*	18	-	-	-	-	11	61%	-	-
Washington*	63	-	-	-	-	31	49%	19	30%
Wayne*	22	-	-	-	-	14	64%	-	-
Westmoreland	186	10	5%	21	11%	100	54%	55	30%
Wyoming*	-	0	0%	0	0%	-	-	0	0%
York	77	-	-	-	-	37	48%	29	38%

* Rural counties were identified using the Center for Rural Pennsylvania's definition and 2010 Census data.

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RESPONDENTS EMPLOYED IN HEALTH CARE AND
PROVIDE DIRECT PATIENT CARE IN PENNSYLVANIA, 2010/2011 RN SURVEY

**APPENDIX 5C:
CAREER SATISFACTION BY JOB SETTING:
PHYSICIAN/DENTIST OFFICE**

County	Total	Very Dissatisfied		Dissatisfied		Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Pennsylvania	4,313	142	3%	207	5%	2,480	58%	1,484	34%
Rural Counties	951	31	3%	49	5%	547	58%	324	34%
Urban Counties	3,362	111	3%	158	5%	1,933	57%	1,160	35%
Adams*	20	-	-	-	-	10	50%	8	40%
Allegheny	612	20	3%	43	7%	380	62%	169	28%
Armstrong*	16	0	0%	-	-	11	69%	-	-
Beaver	48	-	-	-	-	27	56%	17	35%
Bedford*	8	-	-	0	0%	7	88%	-	-
Berks	162	9	6%	8	5%	107	66%	38	23%
Blair*	48	-	-	-	-	34	71%	13	27%
Bradford*	21	-	-	-	-	11	52%	9	43%
Bucks	203	6	3%	8	4%	127	63%	62	31%
Butler*	70	-	-	-	-	35	50%	30	43%
Cambria*	55	-	-	-	-	37	67%	16	29%
Cameron*	0	0	0%	0	0%	0	0%	0	0%
Carbon*	16	-	-	-	-	10	63%	-	-
Centre*	79	-	-	-	-	42	53%	27	34%
Chester	242	-	-	-	-	131	54%	100	41%
Clarion*	9	0	0%	0	0%	-	-	-	-
Clearfield*	16	-	-	-	-	8	50%	7	44%
Clinton*	-	0	0%	0	0%	-	-	-	-
Columbia*	15	-	-	0	0%	11	73%	-	-
Crawford*	17	-	-	-	12%	9	53%	-	-
Cumberland	73	-	-	-	-	37	51%	33	45%
Dauphin	73	-	-	-	-	41	56%	29	40%
Delaware	168	-	-	-	-	96	57%	60	36%
Elk*	8	-	-	0	0%	-	-	-	-
Erie	109	-	-	-	-	67	61%	38	35%
Fayette*	32	-	-	-	-	17	53%	11	34%
Forest*	-	0	0%	0	0%	0	0%	-	-
Franklin*/Fulton*	24	0	0%	0	0%	10	42%	14	58%
Greene*	10	0	0%	-	-	6	60%	-	-
Huntingdon*	-	0	0%	0	0%	0	0%	-	-
Indiana*	27	-	-	-	-	15	56%	7	26%
Jefferson*	7	0	0%	0	0%	-	-	-	-
Juniata*	0	0	0%	0	0%	0	0%	0	0%

RESPONDENTS EMPLOYED IN HEALTH CARE AND
PROVIDE DIRECT PATIENT CARE IN PENNSYLVANIA, 2010/2011 RN SURVEY

**APPENDIX 5C:
CAREER SATISFACTION BY JOB SETTING:
PHYSICIAN/DENTIST OFFICE, CONTINUED**

County	Total	Very Dissatisfied		Dissatisfied		Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Lackawanna	116	-	-	-	-	74	64%	32	28%
Lancaster	206	-	-	-	-	98	48%	96	47%
Lawrence*	43	-	-	-	-	28	65%	12	28%
Lebanon	28	-	-	-	-	14	50%	11	39%
Lehigh	215	8	4%	8	4%	119	55%	80	37%
Luzerne	133	7	5%	6	5%	85	64%	35	26%
Lycoming*	72	-	-	-	-	37	51%	32	44%
McKean*	10	-	-	0	0%	6	60%	-	-
Mercer*	53	-	-	-	-	28	53%	22	42%
Mifflin*	-	0	0%	0	0%	-	-	-	-
Monroe*	14	-	-	0	0%	9	64%	-	-
Montgomery	364	8	2%	18	5%	205	56%	133	37%
Montour*	-	0	0%	-	-	-	-	-	-
Northampton	93	-	-	-	-	56	60%	28	30%
Northumberland*	8	0	0%	0	0%	-	-	-	-
Perry*	-	0	0%	0	0%	-	-	-	-
Philadelphia	316	12	4%	17	5%	157	50%	130	41%
Pike*	7	0	0%	0	0%	-	-	-	-
Potter*	-	0	0%	-	-	-	-	-	-
Schuylkill*	14	-	-	-	-	7	50%	-	-
Snyder*	-	0	0%	0	0%	-	-	0	0%
Somerset*	24	-	-	-	-	13	54%	6	25%
Sullivan*	-	0	0%	-	-	0	0%	0	0%
Susquehanna*	8	-	-	-	-	-	-	-	-
Tioga*	8	-	-	0	0%	-	-	-	-
Union*	22	-	-	-	-	16	73%	-	-
Venango*	21	-	-	-	-	15	71%	-	-
Warren*	21	-	-	-	-	13	62%	-	-
Washington*	72	-	-	-	-	43	60%	23	32%
Wayne*	20	-	-	-	-	10	50%	8	40%
Westmoreland	125	7	6%	8	6%	74	59%	36	29%
Wyoming*	6	0	0%	0	0%	-	-	-	-
York	76	-	-	-	-	38	50%	33	43%

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RESPONDENTS EMPLOYED IN HEALTH CARE AND
PROVIDE DIRECT PATIENT CARE IN PENNSYLVANIA, 2010/2011 RN SURVEY

**APPENDIX 5D:
CAREER SATISFACTION BY JOB SETTING:
HOME HEALTH/COMMUNITY AGENCY**

County	Total	Very Dissatisfied		Dissatisfied		Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Pennsylvania	5,632	171	3%	399	7%	3,225	57%	1,837	33%
Rural Counties	1,451	43	3%	116	8%	853	59%	439	30%
Urban Counties	4,181	128	3%	283	7%	2,372	57%	1,398	33%
Adams*	17	-	-	-	-	-	-	8	47%
Allegheny	743	23	3%	65	9%	428	58%	227	31%
Armstrong*	29	-	-	-	-	17	59%	8	28%
Beaver	77	-	-	-	-	41	53%	26	34%
Bedford*	25	-	-	-	-	11	44%	11	44%
Berks	139	8	6%	8	6%	84	60%	39	28%
Blair*	82	-	-	-	-	44	54%	31	38%
Bradford*	14	-	-	-	-	8	57%	-	-
Bucks	343	11	3%	15	4%	202	59%	115	34%
Butler*	109	-	-	-	-	67	61%	37	34%
Cambria*	108	-	-	-	-	62	57%	30	28%
Cameron*	-	-	-	-	-	-	-	0	0%
Carbon*	13	-	-	0	0%	8	62%	-	-
Centre*	43	-	-	-	-	23	53%	19	44%
Chester	205	-	-	-	-	117	57%	74	36%
Clarion*	15	-	-	-	-	11	73%	-	-
Clearfield*	73	-	-	-	-	49	67%	13	18%
Clinton*	11	-	-	-	-	8	73%	0	0%
Columbia*	27	-	-	-	-	17	63%	8	30%
Crawford*	32	-	-	-	-	19	59%	12	38%
Cumberland	58	-	-	-	-	34	59%	20	34%
Dauphin	99	-	-	-	-	59	60%	34	34%
Delaware	247	8	3%	22	9%	130	53%	87	35%
Elk*	22	-	-	-	-	12	55%	8	36%
Erie	146	6	4%	10	7%	84	58%	46	32%
Fayette*	90	-	-	-	-	52	58%	23	26%
Forest*	0	0	0%	0	0%	0	0%	0	0%
Franklin*/Fulton*	28	0	0%	0	0%	17	61%	11	39%
Greene*	6	0	0%	-	-	-	-	-	-
Huntingdon*	19	0	0%	0	0%	12	63%	7	37%
Indiana*	48	-	-	-	-	28	58%	17	35%
Jefferson*	26	-	-	-	-	15	58%	8	31%
Juniata*	-	0	0%	0	0%	-	-	0	0%

RESPONDENTS EMPLOYED IN HEALTH CARE AND
PROVIDE DIRECT PATIENT CARE IN PENNSYLVANIA, 2010/2011 RN SURVEY

**APPENDIX 5D:
CAREER SATISFACTION BY JOB SETTING:
HOME HEALTH/COMMUNITY AGENCY, CONTINUED**

County	Total	Very Dissatisfied		Dissatisfied		Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Lackawanna	116	-	-	-	-	75	65%	29	25%
Lancaster	177	-	-	-	-	112	63%	56	32%
Lawrence*	50	-	-	-	-	31	62%	15	30%
Lebanon	21	-	-	-	-	6	29%	13	62%
Lehigh	225	9	4%	21	9%	120	53%	75	33%
Luzerne	200	9	5%	15	8%	109	55%	67	34%
Lycoming*	48	-	-	-	-	27	56%	16	33%
McKean*	20	-	-	-	-	11	55%	6	30%
Mercer*	51	-	-	-	-	31	61%	16	31%
Mifflin*	20	0	0%	-	-	15	75%	-	-
Monroe*	50	-	-	-	-	30	60%	15	30%
Montgomery	463	10	2%	31	7%	256	55%	166	36%
Montour*	15	-	-	0	0%	-	-	10	67%
Northampton	99	-	-	-	-	53	54%	35	35%
Northumberland*	29	-	-	-	-	16	55%	10	34%
Perry*	-	0	0%	0	0%	-	-	-	-
Philadelphia	556	16	3%	24	4%	305	55%	211	38%
Pike*	24	-	-	-	-	11	46%	10	42%
Potter*	10	0	0%	-	-	-	-	-	-
Schuylkill*	44	-	-	-	-	29	66%	9	20%
Snyder*	-	0	0%	0	0%	-	-	-	-
Somerset*	32	-	-	-	-	22	69%	7	22%
Sullivan*	-	0	0%	-	-	-	-	0	0%
Susquehanna*	10	-	-	0	0%	-	-	-	-
Tioga*	8	0	0%	-	-	-	-	-	-
Union*	18	0	0%	-	-	13	72%	-	-
Venango*	17	-	-	-	-	12	71%	-	-
Warren*	13	-	-	0	0%	8	62%	-	-
Washington*	115	-	-	-	-	64	56%	33	29%
Wayne*	16	0	0%	-	-	10	63%	-	-
Westmoreland	172	-	-	-	-	106	62%	43	25%
Wyoming*	7	0	0%	0	0%	-	-	-	-
York	95	-	-	-	-	51	54%	35	37%

* Rural counties were identified using the Center for Rural Pennsylvania's definition and 2010 Census data.

**Due to a survey error, data for Franklin and Fulton counties were combined.

- Numbers less than six are withheld for privacy purposes and are not displayed in the county results, although they are included in the total Pennsylvania numbers and total rural/urban numbers.

RESPONDENTS EMPLOYED IN HEALTH CARE AND
PROVIDE DIRECT PATIENT CARE IN PENNSYLVANIA, 2010/2011 RN SURVEY

**APPENDIX 6:
YEARS TO REMAIN IN HEALTH CARE**

County	Total	0-5 Years		6-10 Years		11-15 Years		16+ Years	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Pennsylvania	88,959	14,294	16%	17,035	19%	15,668	17%	41,962	46%
Rural Counties	18,188	3,279	18%	3,411	19%	3,112	17%	8,386	46%
Urban Counties	70,771	11,015	16%	13,624	19%	12,556	18%	33,576	47%
Adams*	313	48	15%	66	21%	58	19%	141	45%
Allegheny	14,068	2,374	17%	2,783	20%	2,425	17%	6,486	46%
Armstrong*	306	57	19%	59	19%	46	15%	144	47%
Beaver	879	162	18%	169	19%	135	15%	413	47%
Bedford*	139	20	14%	26	19%	27	19%	66	47%
Berks	2,400	360	15%	426	18%	410	17%	1,204	50%
Blair*	1,156	197	17%	210	18%	193	17%	556	48%
Bradford*	553	131	24%	97	18%	89	16%	236	43%
Bucks	3,553	535	15%	724	20%	717	20%	1,577	44%
Butler*	988	163	16%	170	17%	193	20%	462	47%
Cambria*	1,214	235	19%	216	18%	183	15%	580	48%
Cameron*	10	-	-	-	-	-	-	-	-
Carbon*	220	48	22%	52	24%	32	15%	88	40%
Centre*	709	129	18%	105	15%	122	17%	353	50%
Chester	2,802	452	16%	613	22%	538	19%	1,199	43%
Clarion*	179	34	19%	25	14%	40	22%	80	45%
Clearfield*	589	110	19%	100	17%	96	16%	283	48%
Clinton*	81	13	16%	21	26%	13	16%	34	42%
Columbia*	310	59	19%	59	19%	44	14%	148	48%
Crawford*	412	74	18%	75	18%	73	18%	190	46%
Cumberland	1,187	212	18%	265	22%	222	19%	488	41%
Dauphin	2,852	396	14%	565	20%	469	16%	1,422	50%
Delaware	3,409	577	17%	709	21%	654	19%	1,469	43%
Elk*	148	18	12%	26	18%	24	16%	80	54%
Erie	2,206	359	16%	377	17%	375	17%	1,095	50%
Fayette*	601	116	19%	110	18%	112	19%	263	44%
Forest*	14	-	-	-	-	-	-	6	43%
Franklin*/Fulton*	713	95	13%	130	18%	116	16%	372	52%
Greene*	135	43	32%	24	18%	22	16%	46	34%
Huntingdon*	159	25	16%	28	18%	23	14%	83	52%
Indiana*	430	75	17%	77	18%	86	20%	192	45%
Jefferson*	247	44	18%	52	21%	45	18%	106	43%
Juniata*	16	6	38%	-	-	-	-	-	-

RESPONDENTS EMPLOYED IN HEALTH CARE AND
PROVIDE DIRECT PATIENT CARE IN PENNSYLVANIA, 2010/2011 RN SURVEY

**APPENDIX 6:
YEARS TO REMAIN IN HEALTH CARE, CONTINUED**

County	Total	0-5 Years		6-10 Years		11-15 Years		16+ Years	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Lackawanna	1,640	280	17%	341	21%	300	18%	719	44%
Lancaster	2,699	434	16%	452	17%	496	18%	1,317	49%
Lawrence*	512	103	20%	93	18%	76	15%	240	47%
Lebanon	537	105	20%	99	18%	95	18%	238	44%
Lehigh	3,841	559	15%	641	17%	657	17%	1,984	52%
Luzerne	2,064	433	21%	395	19%	335	16%	901	44%
Lycoming*	727	128	18%	139	19%	141	19%	319	44%
McKean*	201	24	12%	39	19%	30	15%	108	54%
Mercer*	921	163	18%	201	22%	172	19%	385	42%
Mifflin*	205	32	16%	27	13%	28	14%	118	58%
Monroe*	648	100	15%	142	22%	116	18%	290	45%
Montgomery	6,139	951	15%	1,231	20%	1,191	19%	2,766	45%
Montour*	1,141	143	13%	171	15%	195	17%	632	55%
Northampton	1,401	209	15%	263	19%	287	20%	642	46%
Northumberland*	257	55	21%	50	19%	37	14%	115	45%
Perry*	49	14	29%	6	12%	9	18%	20	41%
Philadelphia	15,272	1,942	13%	2,867	19%	2,620	17%	7,843	51%
Pike*	70	21	30%	15	21%	9	13%	25	36%
Potter*	121	14	12%	20	17%	17	14%	70	58%
Schuylkill*	596	102	17%	111	19%	100	17%	283	47%
Snyder*	42	12	29%	8	19%	7	17%	15	36%
Somerset*	363	61	17%	73	20%	65	18%	164	45%
Sullivan*	19	-	-	-	-	-	-	-	-
Susquehanna*	105	26	25%	27	26%	13	12%	39	37%
Tioga*	131	30	23%	26	20%	24	18%	51	39%
Union*	351	65	19%	75	21%	67	19%	144	41%
Venango*	287	61	21%	60	21%	51	18%	115	40%
Warren*	267	63	24%	60	22%	42	16%	102	38%
Washington*	1,221	244	20%	257	21%	217	18%	503	41%
Wayne*	232	42	18%	51	22%	36	16%	103	44%
Westmoreland	1,865	384	21%	381	20%	323	17%	777	42%
Wyoming*	80	25	31%	19	24%	14	18%	22	28%
York	1,957	291	15%	323	17%	307	16%	1,036	53%

* Rural counties were identified using the Center for Rural Pennsylvania's definition and 2010 Census data.

**Due to a survey error, data for Franklin and Fulton counties were combined.

- Numbers less than six are withheld for privacy purposes and are not displayed in the county results, although they are included in the total Pennsylvania numbers and total rural/urban numbers.

RESPONDENTS EMPLOYED IN HEALTH CARE IN PENNSYLVANIA, 2010/2011 RN SURVEY

**APPENDIX 7:
COMPARISON OF RESPONSES TO THE PENNSYLVANIA SURVEYS OF REGISTERED NURSES,
2002/2003-2010/2011**

Measure	2002/ 2003	2004/ 2005	2006/ 2007	2008/ 2009	2010/ 2011
Gender					
Male	6%	6%	7%	8%	8%
Female	94%	94%	93%	92%	92%
Race					
White	95%	94%	92%	91%	91%
Black	3%	4%	4%	5%	5%
Asian	2%	2%	2%	3%	3%
Other	1%	1%	1%	1%	1%
Native Hawaiian/Other Pacific Islander	< 1%	< 1%	< 1%	< 1%	< 1%
American Indian/Alaska Native	< 1%	< 1%	< 1%	< 1%	1%
Ethnicity					
Hispanic	1%	1%	2%	3%	3%
Average age	45.4	46.1	45.5	45.1	46.7
Age					
20-34	16%	16%	19%	22%	19%
35-49	48%	44%	42%	39%	36%
50-64	33%	36%	36%	35%	40%
65+	3%	3%	3%	4%	5%
Full time, part time or per diem					
Full time	69%	69%	73%	72%	75%
Part time	31%	31%	27%	28%	18%
Per diem	N/A	N/A	N/A	N/A	7%
Specialty/advanced certification					
Certified Nurse Midwife (CNM)	< 1%	< 1%	< 1%	< 1%	<1%
Certified Registered Nurse Anesthetist (CRNA)	2%	2%	2%	3%	2%
Certified Registered Nurse Practitioner (CRNP)	4%	4%	3%	2%	3%
Clinical Specialist	2%	3%	3%	1%	1%
Other	18%	N/A	N/A	9%	N/A
Employment status[^]					
Employed in health care	77%	80%	80%	84%	88%
Employed not in health care	4%	4%	5%	3%	2%
Unemployed, seeking health care employment	2%	2%	2%	3%	4%
Unemployed, not seeking health care employment	6%	5%	5%	4%	2%
Retired	11%	9%	7%	6%	4%
Student	< 1%	< 1%	1%	1%	N/A
Type of position*					
Direct patient care	69%	70%	70%	73%	69%
Administration/management	13%	13%	13%	9%	11%
Researcher/consultant	2%	2%	1%	2%	1%
Patient/in-service education	N/A	1%	1%	1%	2%
Nursing school faculty	N/A	1%	1%	2%	2%

[^] All RNs licensed in Pennsylvania

* RNs employed in health care with any state of employment for 2008/2009 information

N/A The survey instrument did not offer the answer choice.

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

APPENDIX 8: 2010/2011 REGISTERED NURSE SURVEY



Commonwealth of Pennsylvania
Department of Health
Survey of Registered Nurses

License #: RN _____



IF YOU ARE COMPLETING THIS SURVEY ONLINE, please do NOT submit a paper survey.

The Department of Health, with the support of the Department of State, requests that you complete this survey to assist in understanding trends in the nursing workforce. **Responses are reported in aggregate form only.** Individual information from this survey is confidential and **will not** be shared or distributed. To view nurse workforce reports, visit www.health.state.pa.us.
Thank you for your cooperation.

1. Year of Birth 2. Sex Male Female 3. Hispanic or Latino Origin Yes No
4. Race (*check one best fit*) American Indian/Alaska Native Native Hawaiian/Other Pacific Islander
 Asian White
 Black Other _____
5. State of Residence (two letter postal code) County of Residence (*PA only-see codes on last page*)
6. What type of nursing degree/credential qualified you for your first RN license?
 Diploma Associate Bachelor Other _____
- 6a. In what year did you obtain this degree/credential?
- 6b. In which state did you obtain this degree/credential? (two letter postal code) Non-US Graduate (check)
7. In which state was your first RN license issued? (two letter postal code) Non-US License (check)
8. In what year was your first RN license issued?
9. Did you hold a PN license prior to obtaining your RN license? Yes No (*If "No," skip to question 10*)
 9a. What year did you obtain your first PN license?
10. Highest Nursing Degree Attained (*check one*):
 Diploma/Certificate ASN or ADN BSN MSN or MN Post-Masters Doctorate Other _____
11. Have you completed an advanced nursing practice education program? Yes No (*If "No," skip to Question 12*)
 CNM=Nurse Midwife CNS=Clinical Nurse Specialist CRNA=Nurse Anesthetist CRNP=Nurse Practitioner

	CNM	CNS	CRNA	CRNP
11a. Year you completed advanced practice education	<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"/>
11b. State of your advanced practice program (two letter postal code)	<input type="text"/> <input type="text"/>			
11c. Do you hold a <u>national</u> certification in this role? (check if yes)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11d. Do you hold a <u>state</u> certification in this role? (check if yes)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11e. Are you currently practicing in any of these roles? (check if yes)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11f. Do you practice with an on-site physician? (check if yes)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11g. Do you practice in a primary care setting? (check if yes)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11h. Have you experienced limits/barriers to your practice? (check if yes)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you checked yes to 11h, please indicate the type(s) of limitation(s)/barrier(s) you encounter:

<input type="checkbox"/> Facility ByLaws	<input type="checkbox"/> Insurance Reimbursement for Services	<input type="checkbox"/> Regulations/Scope of Practice Laws
<input type="checkbox"/> Finding Collaborating Physicians	<input type="checkbox"/> Insurer Credentialing	<input type="checkbox"/> Other _____

12. Are you currently in the process of continuing your nursing education? Yes No (*If "No," skip to question 13*)
 12a. What type of nursing degree are you primarily pursuing?
 ASN or ADN BSN MSN or MN Post-Masters Doctorate Other _____
 12b. Indicate if you are currently pursuing any of the following advanced nursing education programs.
 Nurse Midwife Clinical Nurse Specialist Nurse Anesthetist Nurse Practitioner None
 12c. What is your anticipated graduation date?
 0-2 years from today 3-4 years from today 5-6 years from today More than 6 years from today

APPENDIX 8: 2010/2011 REGISTERED NURSE SURVEY, CONTINUED

License #: RN _____



13. Do you hold a degree in a non-nursing field? Yes No (If "No," skip to question 14)
 13a. Was this degree completed before the degree/credential that qualified you for your first RN license? Yes No
14. Are you currently pursuing a degree in a non-nursing field? Yes No (If "No," skip to question 15)
 14a. What type of degree are you primarily pursuing?
 Associate Bachelors Masters Doctorate Other _____
- 14b. What is your anticipated graduation date?
 0-2 years from today 3-4 years from today 5-6 years from today More than 6 years from today
15. What factor do you most consider when pursuing continuing education (CE) in nursing? (check one)
 Cost Ease of locating opportunities Location Relevance to practice Time commitment
16. Are you currently employed as an RN? Yes No (If "Yes," skip to 17)
 16a. If not currently employed as an RN, please indicate the primary reason:
 Difficulty finding a nursing position Inadequate salary Taking care of home/family
 Disabled School Other _____
17. Employment Status (check one)
 Employed in health care (direct, indirect) Employed (not in health care) Retired
 Full-time Full-time Unemployed
 Part-time, seeking full-time Part-time Seeking health care employment
 Part-time, not seeking full-time Not seeking health care employment
 Per diem
- Please continue only if you answered "Employed in health care (direct, indirect)" to Q17.*
18. In which county is your primary job located? (See county codes on last page. Non-PA employment, enter "00")
- 18a. Employment Sector (select one best fit):
 Academic Setting
 Business/Industry
 Correctional Facility/State Hospital
 Free-standing Clinic
 Free-standing Outpatient Surgery Center
 Health Department/Public Health
 Home Health/Community Agency
 Hospital
 Insurance/HMO
 Physician/Dentist Office
 Long-term Care/Nursing Home/Assisted Living Facility
 School Health Service
 Retail Location
 Other _____
- 18b. Type of Job (select one best fit):
 Direct Patient Care
 Indirect Patient Care:
 Administration/Management
 Case Management
 Infection Prevention/Control
 Informatics/Health Information Technology
 Nursing School Faculty/Administration
 Patient/Staff Education
 Quality Management/Performance Improvement
 Researcher/Consultant
 Other _____
19. Do you work more than one RN job? Yes No (If "No," skip to 20)
 19a. In which county is your secondary job located? (See county codes on last page. Non-PA employment, enter "00")
- 19b. Employment Sector (select one best fit):
 Academic Setting
 Business/Industry
 Correctional Facility/State Hospital
 Free-standing Clinic
 Free-standing Outpatient Surgery Center
 Health Department/Public Health
 Home Health/Community Agency
 Hospital
 Insurance/HMO
 Physician/Dentist Office
 Long-term Care/Nursing Home/Assisted Living Facility
 School Health Service
 Retail Location
 Other _____
- 19c. Type of Job (select one best fit):
 Direct Patient Care
 Indirect Patient Care:
 Administration/Management
 Case Management
 Infection Prevention/Control
 Informatics/Health Information Technology
 Nursing School Faculty/Administration
 Patient/Staff Education
 Quality Management/Performance Improvement
 Researcher/Consultant
 Other _____

APPENDIX 8: 2010/2011 REGISTERED NURSE SURVEY, CONTINUED

License #: RN _____ 

20. Do you provide medical interpretation? Yes No *(If "No," skip to 21)*
 20a. If yes, in which language(s) do you feel you can provide medical interpretation?
 Arabic Chinese Italian PA Dutch Polish
 Russian Sign Language Spanish Vietnamese Other _____
 20b. Have you had formal training as a medical interpreter? Yes No
 20c. Has your proficiency in the language(s) you provide medical interpretation been formally evaluated? Yes No
21. How satisfied are you with nursing as a *career*?
 Very dissatisfied Dissatisfied Satisfied Very Satisfied
22. Would you encourage someone else to choose a career in nursing today? Yes No
23. How satisfied are you with your primary nursing job?
 Very dissatisfied Dissatisfied Satisfied Very Satisfied
24. Please indicate your level of satisfaction with the following factors in your primary nursing job (*check one for each job factor*)
- | | | | | |
|---|--|---------------------------------------|------------------------------------|---|
| Career development opportunity | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| Efficiency of workplace processes | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| Number of hours required to work | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| RN participation in decisions | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| RNs valued by administration | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| Salary/benefits | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| Staffing levels | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| Technology | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| Workplace emphasis on patient-centered care | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| Workplace emphasis on patient safety | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
25. How much longer do you intend to remain employed in health care?
 0-2 Years 3-5 Years 6-10 Years 11-15 Years 16+ Years
26. If you plan to leave health care in the next 0-5 years, indicate your primary reason below (*check one*).
 Change Careers Financial Reasons Retirement Stress/Burnout
 Family Reasons Physical Demands Return to School Other _____

If you are interested in learning more about emergency disaster response effort volunteer opportunities in Pennsylvania, please access www.serv.pa.gov for more information.

Pennsylvania County Codes							
01=Adams	11=Cambria	21=Cumberland	31=Huntingdon	41=Lycoming	51=Philadelphia	61=Venango	
02=Allegheny	12=Cameron	22=Dauphin	32=Indiana	42=McKean	52=Pike	62=Warren	
03=Armstrong	13=Carbon	23=Delaware	33=Jefferson	43=Mercer	53=Potter	63=Washington	
04=Beaver	14=Centre	24=Elk	34=Juniata	44=Mifflin	54=Schuylkill	64=Wayne	
05=Bedford	15=Chester	25=Erie	35=Lackawanna	45=Monroe	55=Snyder	65=Westmoreland	
06=Berks	16=Clarion	26=Fayette	36=Lancaster	46=Montgomery	56=Somerset	66=Wyoming	
07=Blair	17=Clearfield	27=Forest	37=Lawrence	47=Montour	57=Sullivan	67=York	
08=Bradford	18=Clinton	28=Franklin	38=Lebanon	48=Northampton	58=Susquehanna	00=Not in PA	
09=Bucks	19=Columbia	29=Fulton	39=Lehigh	49=Northumberland	59=Tioga		
10=Butler	20=Crawford	30=Greene	40=Luzerne	50=Perry	60=Union		

THANK YOU!

Sources

ⁱ IOM (Institute of Medicine). 2011. *The Future of Nursing: Leading Change, Advancing Health*. Washington, DC: The National Academies Press.

ⁱⁱ IOM (Institute of Medicine). 2011. *The Future of Nursing: Leading Change, Advancing Health*. Washington, DC: The National Academies Press.

ⁱⁱⁱ IOM (Institute of Medicine). 2011. *The Future of Nursing: Leading Change, Advancing Health*. Washington, DC: The National Academies Press.

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^{vi} University of Pennsylvania School of Nursing, *American Nursing: An Introduction to the Past*, on the internet at <http://www.nursing.upenn.edu/nhhc/Welcome%20Page%20Content/American%20Nursing.pdf> (last accessed May 2, 2012).

^{vii} University of Pennsylvania School of Nursing, *American Nursing: An Introduction to the Past*, on the internet at <http://www.nursing.upenn.edu/nhhc/Welcome%20Page%20Content/American%20Nursing.pdf> (last accessed May 2, 2012).

^{viii} University of Pennsylvania School of Nursing, *American Nursing: An Introduction to the Past*, on the internet at <http://www.nursing.upenn.edu/nhhc/Welcome%20Page%20Content/American%20Nursing.pdf> (last accessed May 2, 2012).

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^x IOM (Institute of Medicine). 2011. *The Future of Nursing: Leading Change, Advancing Health*. Washington, DC: The National Academies Press.

^{xi} Annual Nursing Education reports may be accessed at http://www.portal.state.pa.us/portal/server.pt/community/newsroom_publications_and_reports/1602/nursing_education_program_report/607069 (last accessed November 5, 2012).

Questions, comments or requests for additional information should be directed to:

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Harrisburg, PA 17120

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