

# 2012/2013 Pulse of Pennsylvania's Registered Nurse Workforce



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

A Report on the 2012/2013 Survey of Registered Nurses

Volume 6, March 2015

## TABLE OF CONTENTS

List of Tables .....	i
List of Figures .....	iii
Introduction .....	v
Methods and Technical Notes .....	vi
Executive Summary .....	viii

### **All Registered Nurses Licensed in Pennsylvania**

Age .....	2
Sex .....	3
Race and Ethnicity .....	3
Geography .....	4
Education .....	4
Advanced Nursing Practice .....	5
Employment .....	8

### **Registered Nurses Employed in Nursing in Pennsylvania**

Age .....	12
Sex .....	13
Race and Ethnicity .....	14
Education .....	15
Advanced Nursing Practice .....	20
Licensure .....	25
Geography .....	26
Employment .....	27
Language Interpretive Services .....	32
Professional Satisfaction/Dissatisfaction .....	33
Information Technology .....	39
Intent to Remain in Nursing .....	41
Planned to Leave Nursing Within the Next Five Years .....	43

## Appendices

Appendix 1: Employment Status by County of Residence .....	45
Appendix 2: Age Groups and Average Age by County of Employment.....	47
Appendix 2A: Age Groups by Job Setting: Hospital.....	49
Appendix 2B: Age Groups by Job Setting: Nursing Home/Extended Care/Assisted Living Facility .....	51
Appendix 2C: Age Groups by Job Setting: Ambulatory Care Setting.....	53
Appendix 2D: Age Groups by Job Setting: Home Health.....	55
Appendix 3: Full-Time, Part-Time or Per Diem Employment by County of Employment.....	57
Appendix 4: Career Satisfaction by County of Employment .....	59
Appendix 5: Years to Remain in Nursing .....	61
Appendix 6: Comparison of Responses to the Pennsylvania Surveys of Registered Nurses, 2002/2003 to 2012/2013.....	63
Appendix 7: 2012/2013 Pennsylvania Registered Nurse Survey .....	64
Sources.....	68
Acknowledgements.....	69

## LIST OF TABLES

Table 1: Respondents Licensed in Pennsylvania by Age Groups, 2012/2013 RN Survey .....	2
Table 2: Respondents Licensed in Pennsylvania by Sex, 2012/2013 RN Survey .....	3
Table 3: Respondents Licensed in Pennsylvania by Race, 2012/2013 RN Survey .....	3
Table 4: Respondents Licensed in Pennsylvania by Ethnicity, 2012/2013 RN Survey .....	3
Table 5: Respondents Licensed in Pennsylvania by Initial Nursing Education, 2012/2013 RN Survey .....	4
Table 6: Respondents Licensed in Pennsylvania by Highest Nursing Degree or Certification, 2012/2013 RN Survey .....	4
Table 7: Respondents Licensed in Pennsylvania Who Completed a Diploma, Associate Degree or Vocational/Practical Certificate as Their Initial Nursing Degree and Completed Further Nursing Education by Highest Nursing Degree, 2012/2013 RN Survey .....	5
Table 8: Respondents Licensed in Pennsylvania Who Completed an Advanced Nursing Practice Education Program by Sex, 2012/2013 RN Survey .....	6
Table 9: Respondents Licensed in Pennsylvania by Type of Advanced Practice, 2012/2013 RN Survey .....	6
Table 10: Advanced Practice Registered Nurse Respondents Who Practiced in Their Type of Advanced Practice, 2012/2013 RN Survey .....	7
Table 11: Respondents Licensed in Pennsylvania by Employment Status, 2012/2013 RN Survey .....	8
Table 12: Respondents Licensed in Pennsylvania and Employed in Nursing by Type of Primary Position, 2012/2013 RN Survey .....	9
Table 13: Respondents Licensed in Pennsylvania and Employed in Nursing by Primary Job Setting, 2012/2013 RN Survey .....	10
Table 14: Respondents Employed in Nursing in Pennsylvania by Age Groups, 2012/2013 RN Survey .....	12
Table 15: Respondents Employed in Nursing in Pennsylvania by Sex, 2012/2013 RN Survey .....	13
Table 16: Respondents Employed in Nursing in Pennsylvania by Race, 2012/2013 RN Survey .....	14
Table 17: Respondents Employed in Nursing in Pennsylvania by Ethnicity, 2012/2013 RN Survey .....	14
Table 18: Respondents Employed in Nursing in Pennsylvania by Initial Nursing Education, 2012/2013 RN Survey .....	15
Table 19: Respondents Employed in Nursing in Pennsylvania by Highest Nursing Education, 2012/2013 RN Survey .....	16
Table 20: Respondents Employed in Nursing in Pennsylvania Who Completed a Diploma or Associate Degree as Their Initial Nursing Degree and Completed Further Nursing Education by Highest Nursing Degree, 2012/2013 RN Survey .....	17

## LIST OF TABLES, CONTINUED

Table 21: Respondents Employed in Nursing in Pennsylvania by Highest Nursing Education and Sex, 2012/2013 RN Survey .....	18
Table 22: Respondents Employed in Nursing in Pennsylvania Who Were Pursuing Nursing Education by Type of Nursing Degree Being Pursued, 2012/2013 RN Survey .....	18
Table 23: Respondents Employed in Nursing in Pennsylvania Who Were Pursuing Nursing Education by Type of Degree Being Pursued and Length of Time Until Their Anticipated Graduation Date, 2012/2013 RN Survey.....	18
Table 24: Respondents Employed in Nursing in Pennsylvania Who Completed an Advanced Nursing Practice Education Program by Sex, 2012/2013 RN Survey .....	20
Table 25: Respondents Employed in Nursing in Pennsylvania by Type of Advanced Practice, 2012/2013 RN Survey .....	20
Table 26: Advanced Practice Registered Nurse Respondents Employed in Nursing in Pennsylvania Who Practiced in Their Type of Advanced Practice, 2012/2013 RN Survey.....	23
Table 27: Advanced Practice Registered Nurse Respondents Employed in Nursing in Pennsylvania by Limits or Barriers They Experienced in Their Advanced Practice, 2012/2013 RN Survey .....	23
Table 28: Respondents Employed in Nursing in Pennsylvania Who Were Pursuing an Advanced Nursing Practice Education Program by Type of Advanced Nursing Practice Education Program, 2012/2013 RN Survey .....	24
Table 29: Respondents Employed in Nursing in Pennsylvania by Number of Years Licensed as an RN, 2012/2013 RN Survey .....	25
Table 30: Respondents Employed in Nursing in Pennsylvania by Employment Status, 2012/2013 RN Survey .....	27
Table 31: Respondents Employed in Nursing in Pennsylvania by Primary Job Setting, 2012/2013 RN Survey .....	29
Table 32: Respondents Employed in Nursing in Pennsylvania Who Held More Than One RN Job by Age Groups, 2012/2013 RN Survey.....	31
Table 33: Respondents Employed in Nursing in Pennsylvania by Secondary Job Setting, 2012/2013 RN Survey.....	32
Table 34: Respondents Employed in Nursing in Pennsylvania by Satisfaction with Nursing as a Career and Age Groups, 2012/2013 RN Survey .....	33
Table 35: Respondents Employed in Nursing in Pennsylvania by Primary Job Satisfaction and Age Groups, 2012/2013 RN Survey .....	36
Table 36: Respondents Employed in Nursing in Pennsylvania by the Length of Time They Intended to Remain in Nursing and Age Groups, 2012/2013 RN Survey.....	41
Table 37: Five Most Reported Reasons Given by Respondents Employed in Nursing in Pennsylvania Who Planned to Leave Nursing Within the Next Five Years by Age Groups, 2012/2013 RN Survey .....	43

## LIST OF FIGURES

Figure 1: Respondents Licensed in Pennsylvania by Age Groups, 2004/2005 and 2012/2013 RN Surveys.....	2
Figure 2: Advanced Practice Registered Nurse Respondents by National Certification in Their Type of Advanced Practice, 2012/2013 RN Survey .....	6
Figure 3: Advanced Practice Registered Nurse Respondents by State Certification in Their Type of Advanced Practice, 2012/2013 RN Survey .....	7
Figure 4: Respondents Licensed in Pennsylvania by Employment Status, 2012/2013 RN Survey .....	8
Figure 5: Respondents Licensed in Pennsylvania by Employment Status, 2006/2007 and 2012/2013 RN Surveys.....	9
Figure 6: Respondents Employed in Nursing in Pennsylvania by Age Groups, 2004/2005 and 2012/2013 RN Surveys.....	12
Figure 7: Respondents Employed in Nursing in Pennsylvania by Sex and Age Groups, 2012/2013 RN Survey .....	13
Figure 8: Respondents Employed in Nursing in Pennsylvania by Age Groups at Graduation from Initial Nursing Education, 2012/2013 RN Survey .....	16
Figure 9: Respondents Employed in Nursing in Pennsylvania Who Also Held a Non-Nursing Degree, 2012/2013 RN Survey.....	19
Figure 10: Advanced Practice Registered Nurse Respondents Employed in Nursing in Pennsylvania by Years Between Completion of Their Initial Nursing Education and Advanced Nursing Practice Education, 2012/2013 RN Survey .....	21
Figure 11: Advanced Practice Registered Nurse Respondents Employed in Nursing in Pennsylvania by State of Advanced Nursing Practice Education, 2012/2013 RN Survey .....	21
Figure 12: Advanced Practice Registered Nurse Respondents Employed in Nursing in Pennsylvania by National Certification in Their Type of Advanced Practice, 2012/2013 RN Survey .....	22
Figure 13: Advanced Practice Registered Nurse Respondents Employed in Nursing in Pennsylvania by State Certification in Their Type of Advanced Practice, 2012/2013 RN Survey .....	22
Figure 14: Respondents Employed in Nursing in Pennsylvania by State of First RN License, 2012/2013 RN Survey .....	25
Figure 15: Respondents Employed in Nursing in Pennsylvania per 100,000 Population by County of Primary Job, 2012/2013 RN Survey.....	26
Figure 16: Respondents Employed in Nursing in Pennsylvania by Employment Status and Age Groups, 2012/2013 RN Survey.....	27
Figure 17: Respondents Employed in Nursing in Pennsylvania by Employment Status and Sex, 2012/2013 RN Survey .....	28
Figure 18: Respondents Employed in Nursing in Pennsylvania by Primary Job Setting and Employment Status, 2012/2013 RN Survey.....	28

## LIST OF FIGURES, CONTINUED

Figure 19: Advanced Practice Registered Nurse Respondents Employed in Nursing in Pennsylvania by Four Most Reported Primary Job Settings and Type of Advanced Practice, 2012/2013 RN Survey .....	30
Figure 20: Respondents Employed in Nursing in Pennsylvania by Those Who Worked More Than One RN Job and Employment Status, 2012/2013 RN Survey.....	31
Figure 21: Respondents Employed in Nursing in Pennsylvania by Satisfaction with Nursing as a Career and Sex, 2012/2013 RN Survey .....	33
Figure 22: Respondents Employed in Nursing in Pennsylvania by Satisfaction with Nursing as a Career and Job Setting, 2012/2013 RN Survey.....	34
Figure 23: Respondents Employed in Nursing in Pennsylvania by Satisfaction with Nursing as a Career and Number of RN Jobs, 2012/2013 RN Survey .....	35
Figure 24: Respondents Employed in Nursing in Pennsylvania by Primary Job Satisfaction and Sex, 2012/2013 RN Survey.....	36
Figure 25: Respondents Employed in Nursing in Pennsylvania by Primary Job Satisfaction and Job Setting, 2012/2013 RN Survey .....	37
Figure 26: Respondents Employed in Nursing in Pennsylvania by Satisfaction with Factors at Their Primary Job, 2012/2013 RN Survey.....	38
Figure 27: Respondents Employed in Nursing in Pennsylvania by Information Technology Use at Their Primary Job and Age Group, 2012/2013 RN Survey.....	39
Figure 28: Respondents Employed in Nursing in Pennsylvania by Information Technology Use at Their Primary Job and Job Setting, 2012/2013 RN Survey .....	40
Figure 29: Respondents Employed in Nursing in Pennsylvania by Length of Time They Intended to Remain in Nursing, 2012/2013 RN Survey .....	41
Figure 30: Respondents Employed in Nursing in Pennsylvania by the Length of Time They Intended to Remain in Nursing and Job Setting, 2012/2013 RN Survey .....	42
Figure 31: Respondents Employed in Nursing in Pennsylvania Who Planned to Leave Nursing Within the Next Five Years by Primary Reason, 2012/2013 RN Survey.....	43
Figure 32: Five Most Reported Reasons Given by Respondents Employed in Nursing in Pennsylvania Who Planned to Leave Nursing Within the Next Five Years by Job Setting, 2012/2013 RN Survey .....	44

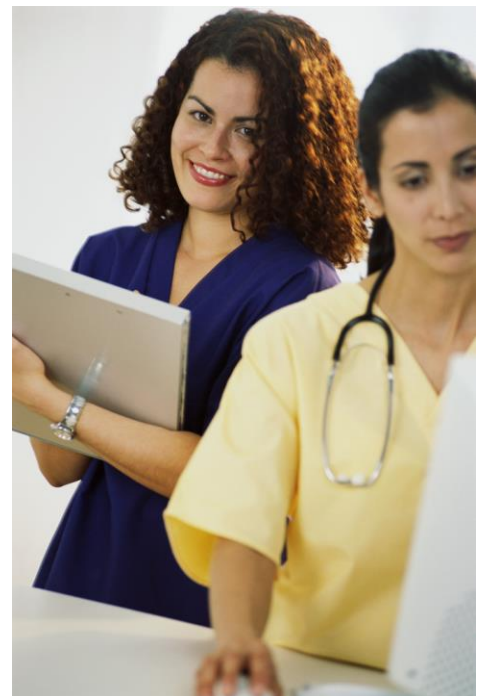
## INTRODUCTION

Registered nurses (RNs) perform important functions within a wide variety of health care and other settings. Working in nursing, 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 health care positions such as nurse educators, health care 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. The 2012 Nursing Education Annual Reports showed that Pennsylvania had 82 RN programs in 37 counties. 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 health care 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 2012/2013, RNs were surveyed during the license renewal period that ran from December 2011 to November 2013. 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 7.

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 who renewed their license, the number of valid surveys returned and the response rate to the survey. The 2012/2013 renewal period saw a 5 percent increase in actual RN license renewals.

	<b>2004/ 2005</b>	<b>2006/ 2007</b>	<b>2008/ 2009</b>	<b>2010/ 2011</b>	<b>2012/ 2013</b>
Renewals	183,349	189,121	184,378	195,127	205,040
Valid surveys returned	150,181	179,132	182,311	176,399	186,917
Response rate (surveys/renewals)	81.9%	94.7%	98.9%	90.4%	91.2%

With data for approximately 9 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 91 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.

$$15,577 \div 0.912 = 17,080$$

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 2010/2011 survey year, resulting in some differences in the data collected.

## EXECUTIVE SUMMARY

The 2012/2013 Pulse of Pennsylvania's Registered Nurse Workforce presents findings from the 2012/2013 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 vi.

In 2012/2013, there was a 5 percent increase in the number of RNs who renewed their licenses compared to 2010/2011. There was a 6 percent increase in the number of respondents to the 2012/2013 RN survey compared to the 2010/2011 RN survey.

Respondents to the RN survey were located in all 50 states, Washington, D.C., and around the world. Of these respondents, 76 percent were employed in nursing in Pennsylvania.

RNs employed in nursing in Pennsylvania provide medical care for the citizens of the commonwealth. The number of respondents employed in nursing in Pennsylvania increased 4 percent from 2010/2011 to 2012/2013. The diversity of this workforce also increased since 2010/2011. There was a 9 percent increase in the number of males and a 16 percent increase in the number of Asian respondents employed in nursing in Pennsylvania.

### Education

In 2012/2013, 33 percent of respondents employed in nursing in Pennsylvania reported that their initial nursing education was a bachelor's degree. Twenty-four percent of respondents who initially completed a diploma program as their initial nursing degree went on to complete a bachelor's degree or higher nursing education in 2012/2013.

### Advanced Nursing Practice

Thirteen percent of respondents employed in nursing 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

In 2012/2013, 86 percent of respondents employed in nursing in Pennsylvania were first licensed in Pennsylvania.

### Employment

Seventy-six percent of respondents employed in nursing care in Pennsylvania were employed full-time. Hospitals employed 56 percent of respondents in nursing in Pennsylvania.

### Satisfaction

Nine out of every 10 respondents employed in nursing in Pennsylvania were satisfied or very satisfied with nursing as a career, and 88 percent were satisfied or very satisfied with their primary job. Seventy percent of respondents employed in nursing in Pennsylvania were satisfied or very satisfied with the staffing levels at their primary job.

## EXECUTIVE SUMMARY, CONTINUED

### **Information Technology**

In 2012/2013, there were four questions regarding information technology usage added to the RN survey. The highest use of IT by respondents employed in nursing was reported by the 18-34 age group. Eighty-five percent of respondents answered that they have enough training to effectively use IT to perform their duties in their primary job. Overall, registered nurses at hospitals reported IT use above the statewide average.

### **Longevity**

Seventeen percent of respondents employed in Pennsylvania planned to leave nursing within the next five years, while 47 percent intended to stay in nursing for 16 or more years. Of those who planned to leave nursing, 75 percent were doing so for retirement.

**All Registered Nurses Licensed in Pennsylvania  
Responding to the  
2012/2013 Survey of Pennsylvania  
Registered Nurses**

## All Registered Nurses Licensed in Pennsylvania

This section provides information on all of the RNs who responded to the 2012/2013 Pennsylvania RN relicensing survey. Since 2010/2011, there was a 6 percent increase in the number of respondents. The total number of RNs who renewed their license increased 5 percent during this period. In 2012/2013, these 186,917 respondents lived in all 50 states, Washington, D.C., and around the world.

### Age

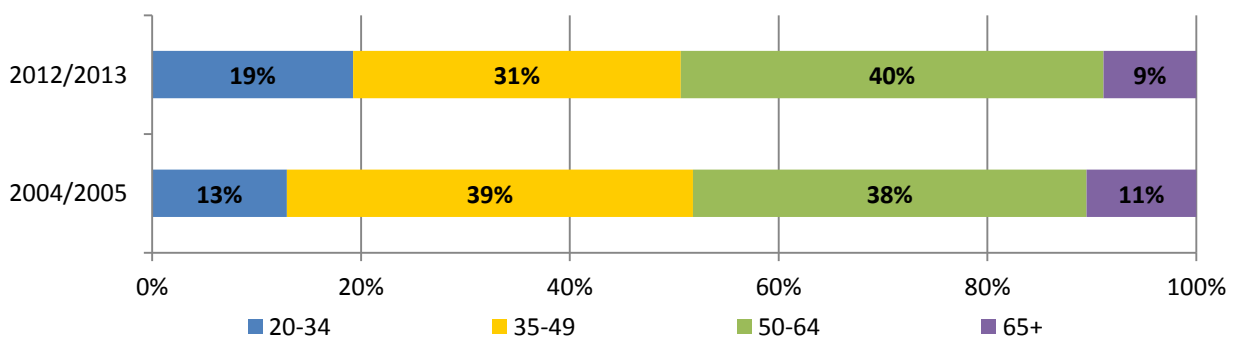
In 2012/2013, the average age of respondents was 48.1 years, a decrease from 2004/2005 when the average age was 49.0 years. Table 1 lists the distribution of respondents across age groups in 2012/2013, with the largest number (28,683 or 15 percent) in the 55-59 age group.

**Table 1: Respondents Licensed in Pennsylvania by Age Groups, 2012/2013 RN Survey**

Age Groups	Number	Percent
18-24	4,061	2%
25-29	15,891	9%
30-34	15,528	8%
35-39	16,145	9%
40-44	20,160	11%
45-49	22,489	12%
50-54	25,693	14%
55-59	28,683	15%
60-64	20,932	11%
65+	17,335	9%
Total	186,917	100%

Figure 1 shows the distribution of respondents across age groups for 2004/2005 and 2012/2013. The most notable changes are the increase in the 20-34 age group from 13 percent in 2004/2005 to 19 percent in 2012/2013 and the decrease in the 35-49 age group from 39 percent in 2004/2005 to 31 percent in 2012/2013.

**Figure 1: Respondents Licensed in Pennsylvania by Age Groups, 2004/2005 and 2012/2013 RN Surveys**



## Sex

In 2012/2013, females comprised nine out of every 10 respondents. Males increased from 6 percent in 2004/2005 to 8 percent in 2012/2013. Table 2 lists the distribution of respondents by sex.

**Table 2: Respondents Licensed in Pennsylvania by Sex, 2012/2013 RN Survey**

Sex	Number	Percent
Male	15,577	8%
Female	171,340	92%
Total	186,917	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 2012/2013, and Asian respondents increased from 2 percent in 2004/2005 to 3 percent in 2012/2013.

**Table 3: Respondents Licensed in Pennsylvania by Race, 2012/2013 RN Survey**

Race	Number	Percent
White	169,472	91%
Black	9,957	5%
Asian	5,349	3%
Other	833	< 1%
American Indian/Alaska Native	785	< 1%
Native Hawaiian/Other Pacific Islander	263	< 1%
Total	186,659	100%

Respondents who reported being of Hispanic/Latino origin increased from 1 percent in 2004/2005 to 2 percent in 2012/2013. Table 4 lists the ethnicity of respondents in 2012/2013.

**Table 4: Respondents Licensed in Pennsylvania by Ethnicity, 2012/2013 RN Survey**

Ethnicity	Number	Percent
Hispanic/Latino	3,136	2%
Non-Hispanic/Latino	182,942	98%
Total	186,078	100%

## Geography

Respondents resided in all 50 states, Washington, D.C., and around the world in 2012/2013. Eighty-six 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; diploma programs are approximately two-year programs at The Joint Commission (formerly The Joint Commission on Accreditation of Healthcare Organizations) accredited hospitals.

In 2012/2013, 33 percent of respondents reported their initial nursing education consisted of a bachelor's degree. Table 5 lists respondents' initial nursing degree or certification.

**Table 5: Respondents Licensed in Pennsylvania by Initial Nursing Education, 2012/2013 RN Survey**

Initial Nursing Education	Total	Percent
Bachelor's degree	60,986	33%
Diploma	59,234	32%
Associate degree	59,231	32%
Vocational/practical certificate	4,531	2%
Master's degree	2,700	1%
Doctoral	142	< 1%
Total	186,824	100%

The most reported highest nursing degree attained by respondents was a bachelor's degree (39 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 or Certification, 2012/2013 RN Survey**

Type of Nursing Degree or Certification	Number	Percent
Bachelor's degree - nursing	72,494	39%
Associate degree - nursing	50,648	27%
Diploma - nursing	44,569	24%
Master's degree - nursing	17,740	9%
Doctoral - nursing (PhD)	729	< 1%
Doctoral - nursing (DNP)	374	< 1%
Doctoral - nursing (other)	213	< 1%
Total	186,767	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.<sup>i</sup> 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 nursing.<sup>ii</sup>

In 2012/2013, 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, 20 percent went on to complete a bachelor’s degree or higher nursing education. For respondents who initially completed a vocational/practical certificate, 38 percent went on to complete a bachelor’s degree or higher nursing education. Table 7 lists respondents who initially completed a diploma program, an associate degree or a vocational/practical certificate, 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, Associate Degree or Vocational/Practical Certificate as Their Initial Nursing Degree and Completed Further Nursing Education by Highest Nursing Degree, 2012/2013 RN Survey**

Highest Nursing Degree	Diploma		Associate		Vocational/Practical	
	Number	Percent	Number	Percent	Number	Percent
Bachelor’s	9,899	69%	8,957	75%	1,267	73%
Master’s	4,022	28%	2,754	23%	16	1%
Doctoral *	376	3%	210	2%	443	26%
Total	14,297	100%	11,921	100%	1,726	100%

\* Doctoral category includes nursing DNP, Ph.D. and other.

In 2012/2013, 13,862 respondents who initially completed a diploma or associate degree in nursing were pursuing a nursing bachelor’s degree.

In addition to nursing education, 29 percent of respondents also held a degree in a non-nursing field.

## 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.

Thirteen percent (24,688) of respondents completed an advanced nursing practice education program. Males 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, 2012/2012 RN Survey**

Sex	Number	Percent
Male	2,697	11%
Female	21,991	89%
Total	24,688	100%

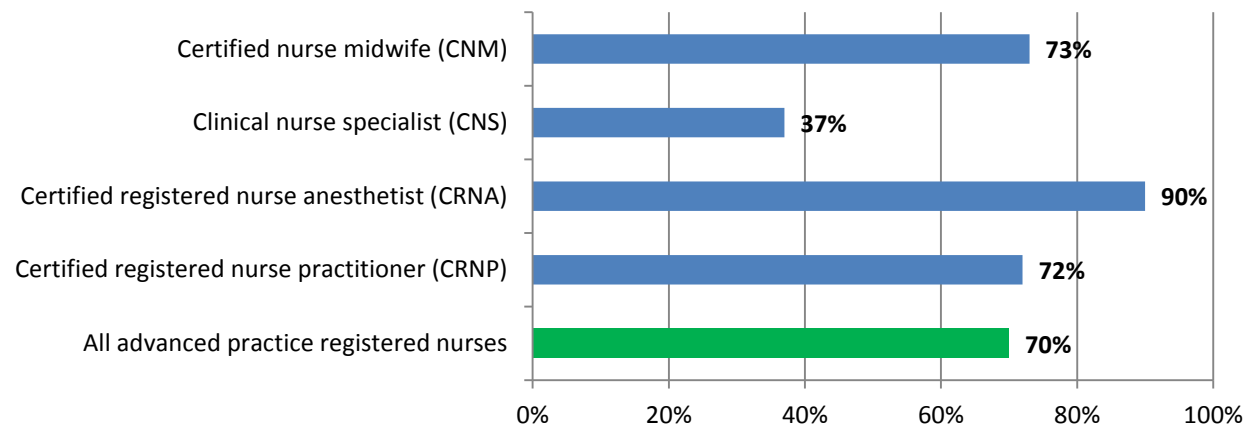
Respondents who completed an advanced nursing practice education program to become a CNM, CNS, CRNA or CRNP were asked additional questions about their education, certification and practice. Respondents were able to select all types of advanced practice education they completed. Table 9 lists the number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

**Table 9: Respondents Licensed in Pennsylvania by Type of Advanced Practice, 2012/2013 RN Survey**

Type of Advanced Practice	Number
Certified nurse midwife (CNM)	795
Clinical nurse specialist (CNS)	2,995
Certified registered nurse anesthetist (CRNA)	3,987
Certified registered nurse practitioner (CRNP)	5,952

Seventy percent of advanced practice registered nurse respondents held national certification in their advanced practice. CRNA respondents had the highest percentage of national certification at 90 percent. Figure 2 presents the national certification of advanced practice registered nurse respondents.

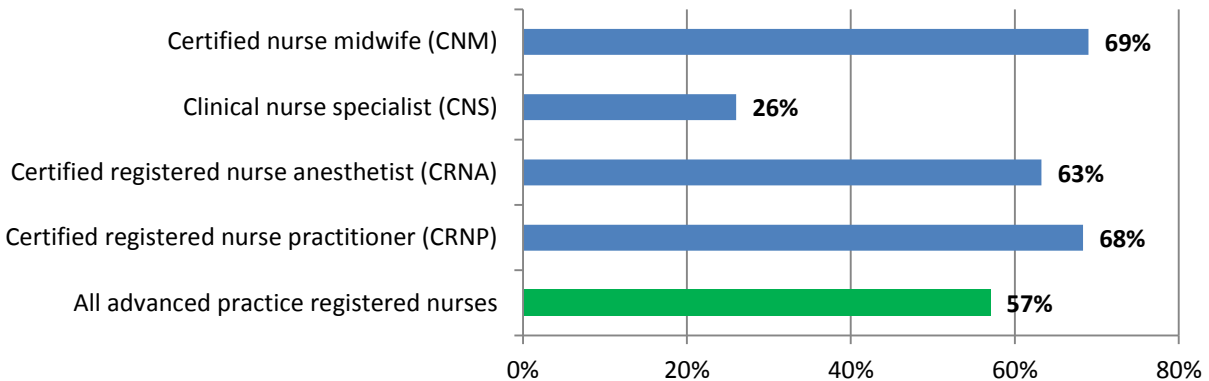
**Figure 2: Advanced Practice Registered Nurse Respondents by National Certification in Their Type of Advanced Practice, 2012/2012 RN Survey**



### Advanced Nursing Practice, continued

Over half (57 percent) of advanced practice registered nurse respondents held a state certification. CNM respondents had the highest percentage of state certification at 69 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, 2012/2013 RN Survey**



In 2012/2013, 67 percent of all advanced practice registered nurse respondents practiced as such. Of CRNA respondents, 94 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, 2012/2013 RN Survey**

Type of Advanced Practice	Number	Percent
Certified nurse midwife (CNM)	513	65%
Clinical nurse specialist (CNS)	1,059	35%
Certified registered nurse anesthetist (CRNA)	3,755	94%
Certified registered nurse practitioner (CRNP)	3,857	65%
All advanced practice registered nurses	9,184	67%

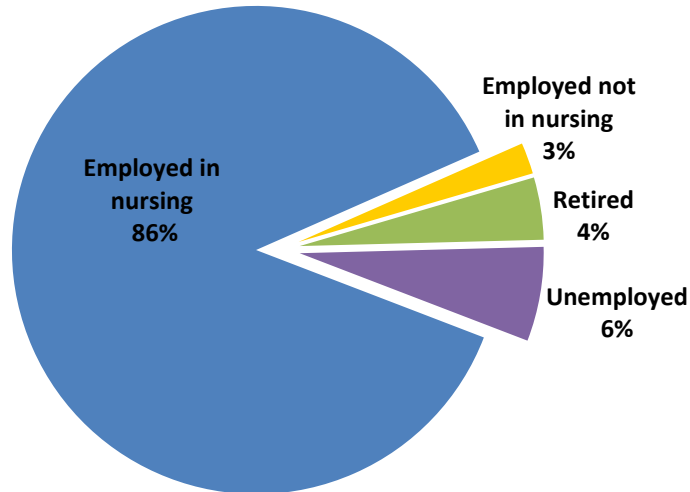


## Employment

In 2012/2013, 86 percent (160,629) of respondents were employed in nursing. Reasons that respondents were not employed in nursing ranged from taking care of family to being enrolled either part-time or full-time as a student.

Figure 4 shows the distribution of respondents by employment status.

**Figure 4: Respondents Licensed in Pennsylvania by Employment Status, 2012/2013 RN Survey**



Three out of every four respondents employed in nursing were employed full-time. Table 11 lists the employment status of respondents.

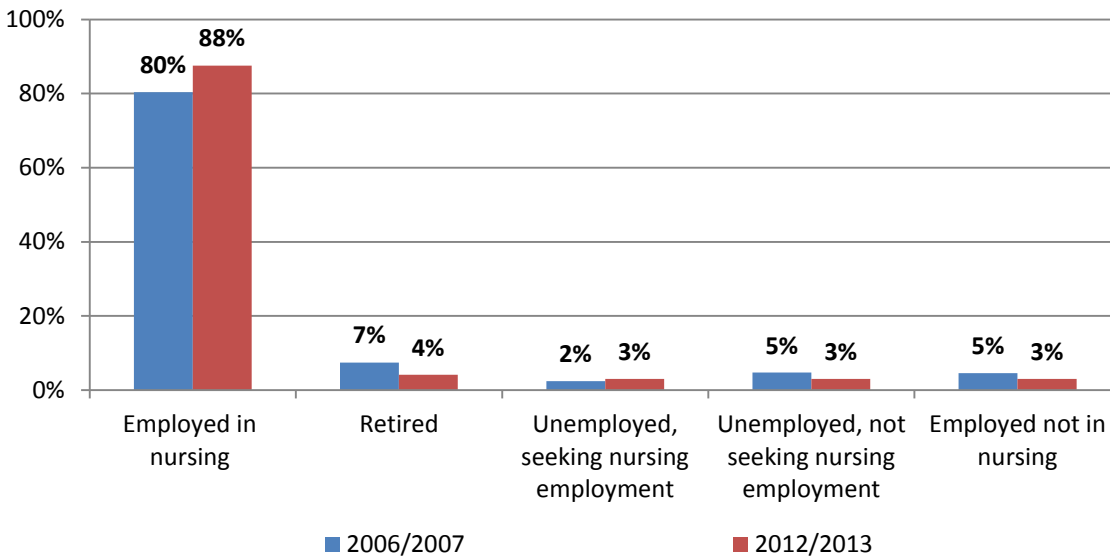
**Table 11: Respondents Licensed in Pennsylvania by Employment Status, 2012/2013 RN Survey**

Employment Status	Number	Percent
Employed full-time in nursing (or a position that requires a nursing license)	123,236	66%
Employed part-time in nursing (or a position that requires a nursing license)	26,360	14%
Employed per diem in nursing (or a position that requires a nursing license)	11,033	6%
Retired	6,594	4%
Unemployed, seeking work as a nurse	5,988	3%
Unemployed, not seeking work as a nurse	5,878	3%
Employed full-time in a field other than nursing	4,658	2%
Employed part-time in a field other than nursing	1,453	1%
Working as a volunteer in a nursing position	1,265	1%
Employed per diem in a field other than nursing	254	< 1%
Total	186,719	100%

## Employment, continued

Respondents who were employed in nursing increased from 80 percent in 2006/2007 to 88 percent in 2012/2013. The most notable change in employment from 2006/2007 to 2012/2013 was a 53 percent decrease in the number of retired respondents. Also during this time period, the percentage of unemployed respondents who were seeking employment in nursing increased, while the percentage of those not seeking nursing employment decreased. Figure 5 compares the employment status of respondents in 2006/2007 and 2012/2013.

**Figure 5: Respondents Licensed in Pennsylvania by Employment Status, 2006/2007 and 2012/2013 RN Surveys**



Sixty-nine percent of respondents who worked in nursing held a primary nursing practice position title of staff nurse. Table 12 lists respondents who worked in nursing by type of primary nursing practice position title.

**Table 12: Respondents Licensed in Pennsylvania and Employed in Nursing by Type of Primary Position Title, 2012/2013 RN Survey**

Type of Primary Position Title	Number	Percent
Staff nurse	110,511	69%
Other	23,441	15%
Nurse executive	9,296	6%
Advanced practice registered nurse	8,524	5%
Nurse faculty	4,345	3%
Consultant	3,090	2%
Nurse researcher	1,360	1%
Total	160,567	100%

## Employment, continued

Over half (55 percent) of the respondents who were employed in nursing held a primary job in the hospital setting. Table 13 lists respondents by the employment setting of their primary job.

**Table 13: Respondents Licensed in Pennsylvania and Employed in Nursing by Primary Job Setting, 2012/2013 RN Survey**

Job Setting	Number	Percent
Hospital	88,457	55%
Other	14,538	9%
Nursing home/extended care/assisted living facility	14,513	9%
Ambulatory care setting	11,269	7%
Home health	11,193	7%
Insurance claims/benefits	4,718	3%
Academic setting	4,662	3%
School health service	4,652	3%
Community health	3,413	2%
Correctional facility	979	1%
Occupational health	919	1%
Public health	848	1%
Policy/planning/regulatory/licensing agency	397	< 1%
Total	160,558	100%

**Registered Nurses Employed  
in Nursing in Pennsylvania  
Responding to the  
2012/2013 Pennsylvania Survey  
of Registered Nurses**

## Registered Nurses Employed in Nursing in Pennsylvania

This section provides information on the RNs who responded to the 2012/2013 Pennsylvania RN relicensing survey and were employed in nursing or a position requiring a nursing license in Pennsylvania. In 2012/2013, these 141,554 RNs were 76 percent of all respondents licensed in Pennsylvania.

### Age

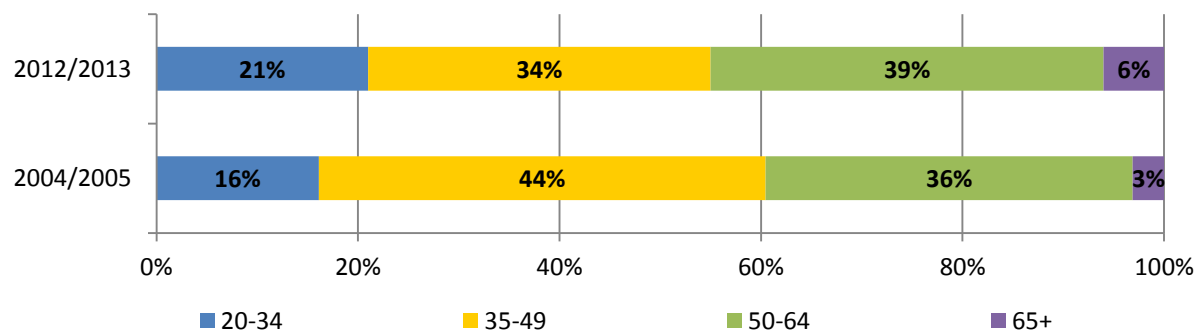
In 2012/2013, the average age of respondents employed in nursing in Pennsylvania was 46.5 years, an increase from 45.5 years in 2004/2005. Table 14 lists the distribution of respondents across age groups in 2012/2013, with the largest number (21,237 or 15 percent) in the 55-59 age group.

**Table 14: Respondents Employed in Nursing in Pennsylvania by Age Groups, 2012/2013 RN Survey**

Age Groups	Number	Percent
18-24	3,587	2%
25-29	13,666	10%
30-34	13,154	9%
35-39	13,276	9%
40-44	16,413	12%
45-49	17,902	13%
50-54	19,841	14%
55-59	21,237	15%
60-64	14,334	10%
65+	8,144	6%
Total	141,554	100%

Figure 6 shows the distribution of respondents employed in nursing in Pennsylvania across age groups for 2004/2005 and 2012/2013. Since 2004/2005, the 35-49 age group decreased from 44 percent of respondents to 34 percent in 2012/2013, while all other age groups increased.

**Figure 6: Respondents Employed in Nursing in Pennsylvania by Age Groups, 2004/2005 and 2012/2013 RN Surveys**





## Sex

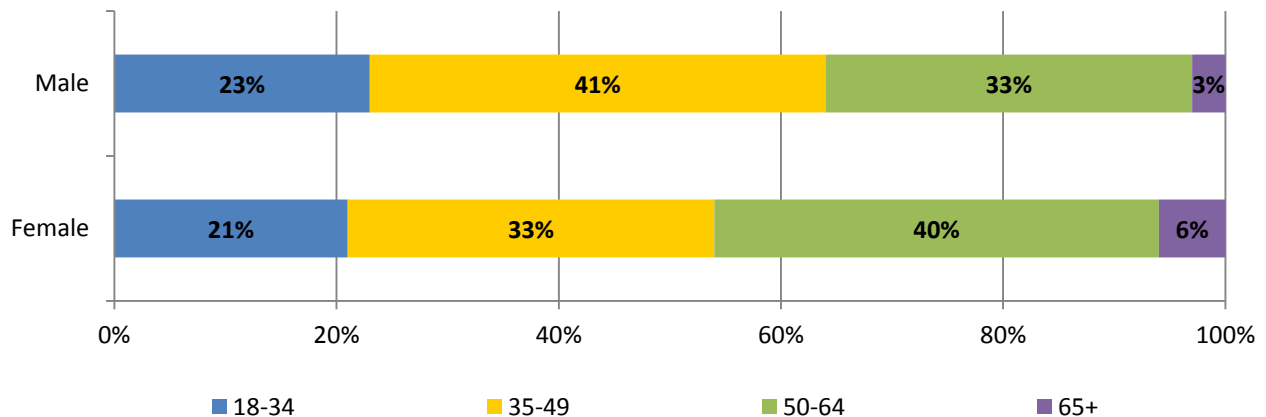
In 2012/2013, females comprised nine out of every 10 respondents employed in nursing in Pennsylvania. The number of males increased from 5,975 in 2004/2005 to 11,870 in 2012/2013. Table 15 lists the distribution of respondents by sex.

**Table 15: Respondents Employed in Nursing in Pennsylvania by Sex, 2012/2013 RN Survey**

Sex	Number	Percent
Male	11,870	8%
Female	129,684	92%
Total	141,554	100%

The 35-49 age group had the greatest number of respondents for males (41 percent), and the 50-64 age group had the greatest number of respondents for females (40 percent) employed in nursing in Pennsylvania. Figure 7 compares the age distribution of males and females.

**Figure 7: Respondents Employed in Nursing 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. Table 16 lists the distribution of respondents employed in nursing 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 586 in 2012/2013.

**Table 16: Respondents Employed in Nursing in Pennsylvania by Race, 2012/2013 RN Survey**

Race	Number	Percent
White	128,653	91%
Black	7,296	5%
Asian	4,087	3%
Other	594	< 1%
American Indian/Alaska Native	586	< 1%
Native Hawaiian/Other Pacific Islander	181	< 1%
Total	141,397	100%

Respondents employed in nursing in Pennsylvania who reported being of Hispanic/Latino origin increased from 1 percent in 2004/2005 to 2 percent in 2012/2013. Table 17 lists the ethnicity of respondents in 2012/2013.

**Table 17: Respondents Employed in Nursing in Pennsylvania by Ethnicity, 2012/2013 RN Survey**

Ethnicity	Number	Percent
Hispanic/Latino	2,341	2%
Non-Hispanic/Latino	138,799	98%
Total	141,140	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 The Joint Commission (formerly The Joint Commission on Accreditation of Healthcare Organizations) accredited hospitals. Vocational-practical certificates can be earned from a nursing program that is approved by the State Board of Nursing. These certificates are then submitted for application to a more advanced nursing education program (practical nurse, registered nurse).

Before World War II, most hospital nursing services were provided by student nurses in hospital-based diploma programs.<sup>iii</sup> 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.<sup>iv</sup> This led to a shift away from hospital-based education to university- and college-based education, growing both associate and bachelor's degree programs.<sup>v</sup>

The percentage of respondents employed in nursing in Pennsylvania with initial nursing education of diploma decreased from 43 percent in 2004/2005 to 31 percent in 2012/2013, while those with an associate degree increased from 31 percent in 2004/2005 to 33 percent in 2012/2013; those with a bachelor's degree increased from 26 percent in 2004/2005 to 33 percent in 2012/2013. The category of vocational/practical certificate is a new category on the 2012/2013 survey and was chosen by two percent of respondents. Table 18 lists respondents' initial RN degree.

**Table 18: Respondents Employed in Nursing in Pennsylvania by Initial Nursing Education, 2012/2013 RN Survey**

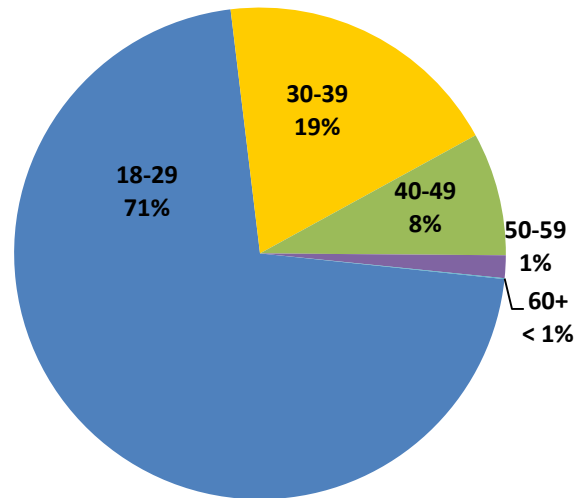
Initial Nursing Education	Total	Percent
Associate degree	46,413	33%
Bachelor's degree	46,404	33%
Diploma	43,170	31%
Vocational/practical certificate	3,504	2%
Master's degree	1,949	1%
Doctoral	92	< 1%
Total	133,857	100%



## Education, continued

In 2012/2013, 73 percent of respondents employed in nursing in Pennsylvania completed their initial nursing education before age 30. Less than 1 percent of respondents graduated from their initial nursing education at age 60 or older. Figure 8 presents the age of respondents employed in nursing in Pennsylvania at graduation from their initial nursing education.

**Figure 8: Respondents Employed in Nursing in Pennsylvania by Age Groups at Graduation from Initial Nursing Education, 2012/2013 RN Survey**



Note: The 18-29 age group includes respondents who reported their age as less than 18 years of age at graduation.

The most reported highest nursing degree attained by respondents employed in nursing in Pennsylvania was a bachelor's degree (39 percent). The distribution of the highest nursing degree or certification of respondents is listed in Table 19.

**Table 19: Respondents Employed in Nursing in Pennsylvania by Highest Nursing Education, 2012/2013 RN Survey**

Highest Nursing Education	Number	Percent
Diploma	32,741	23%
Associate	40,011	28%
Bachelor's	55,217	39%
Master's	12,682	9%
Doctoral	889	1%
Total	141,540	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.<sup>vi</sup> 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 nursing.<sup>vii</sup>

In 2012/2013, 23 percent of respondents employed in nursing 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, 22 percent went on to complete a bachelor's degree or higher nursing education. For respondents who initially completed a vocational/practical certificate, 38 percent went on to complete a bachelor's degree or higher nursing education. Table 20 lists respondents employed in nursing in Pennsylvania who initially completed a diploma program, associate degree or a vocational/practical certificate, then completed a bachelor's degree or higher nursing education by their highest nursing degree.

**Table 20: Respondents Employed in Nursing in Pennsylvania Who Completed a Diploma, Associate Degree or Vocational/Practical Certificate as Their Initial Nursing Degree and Completed Further Nursing Education by Highest Nursing Degree, 2012/2013 RN Survey**

Highest Nursing Degree	Diploma Program		Associate Degree		Vocational/Practical Certificate	
	Number	Percent	Number	Percent	Number	Percent
Bachelor's	7,162	71%	6,817	76%	972	74%
Master's	2,766	27%	2,051	23%	323	24%
Doctoral	236	2%	140	2%	24	2%
Total	10,169	100%	9,008	100%	1,319	100%

Table 21 lists respondents employed in nursing in Pennsylvania by their highest nursing education and sex.

**Table 21: Respondents Employed in Nursing in Pennsylvania by Highest Nursing Education and Sex, 2012/2013 RN Survey**

Highest Nursing Education	Male		Female	
	Number	Percent	Number	Percent
Diploma	2,230	19%	30,511	23%
Associate	4,231	36%	35,780	28%
Bachelor's	4,233	36%	50,984	39%
Master's	1,120	9%	11,562	9%
Doctoral	54	< 1%	835	1%
Total	11,868	100%	129,672	100%

## Education, continued

In 2012/2013, 11,852 respondents employed in nursing in Pennsylvania who initially completed a diploma or associate degree in nursing were pursuing a nursing bachelor's degree.

Eighteen percent of respondents employed in nursing in Pennsylvania were pursuing nursing education in 2012/2013. Of those respondents pursuing nursing education, almost half (49 percent) were pursuing a bachelor's degree. Table 22 lists respondents who were pursuing nursing education by the level of education they were pursuing.

**Table 22: Respondents Employed in Nursing in Pennsylvania Who Were Pursuing Nursing Education by Type of Nursing Degree Being Pursued, 2012/2013 RN Survey**

Type of Nursing Degree	Number	Percent
Associate	243	1%
Bachelor's	12,443	49%
Master's	8,933	35%
Post-master's	480	2%
Doctoral	1,181	5%
Other	2,213	9%
Total	25,493	100%

Eighty-five percent of respondents employed in nursing in Pennsylvania who were pursuing nursing education in 2012/2013 anticipated graduating in the next four years (from the day they completed the survey) and 57 percent anticipated graduating in the next two years. Table 23 lists respondents who were pursuing nursing education in 2012/2013 by the degree they were pursuing and years until their anticipated graduation date.

**Table 23: Respondents Employed in Nursing in Pennsylvania Who Were Pursuing Nursing Education by Type of Degree Being Pursued and Length of Time Until Their Anticipated Graduation Date, 2012/2013 RN Survey**

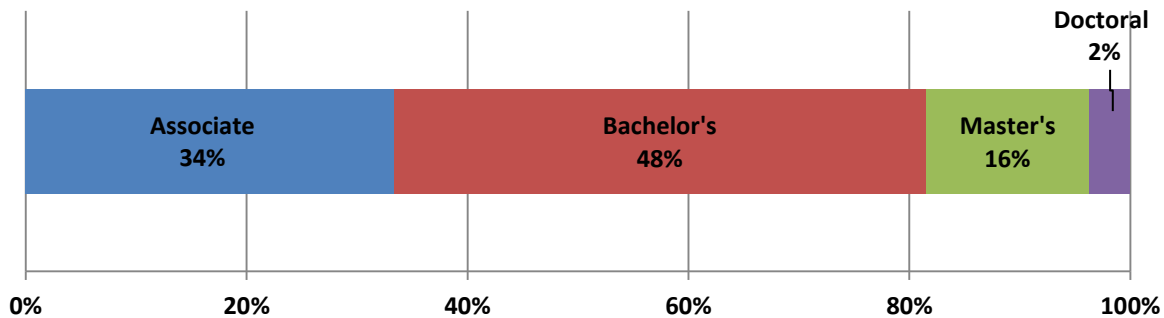
Type of Degree	0-2 Years		3-4 Years		5-6 Years		More than 6 Years	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Associate	128	53%	36	15%	14	6%	63	26%
Bachelor's	8,215	66%	2,909	23%	830	7%	482	4%
Master's	4,411	49%	3,295	37%	895	10%	331	4%
Post-master's	289	60%	114	24%	35	7%	42	9%
Doctoral	525	44%	422	36%	180	15%	53	4%
Other	1,064	48%	236	11%	112	5%	792	36%
Total	14,632	57%	7,012	28%	2,066	8%	1,763	7%

## Education, continued

In addition to nursing education, 28 percent of respondents employed in nursing in Pennsylvania also held a degree in a non-nursing field. Of those respondents who also held a degree in a non-nursing field, 48 percent (18,765) held a bachelor's degree.

Figure 9 shows the percentage of 2012/2013 respondents employed in nursing who also held a non-nursing degree by the type of degree they held.

**Figure 9: Respondents Employed in Nursing in Pennsylvania Who Also Held a Non-Nursing Degree by Type of Degree, 2012/2013 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 2012/2013, 13 percent (18,297) of respondents employed in nursing 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 24 lists respondents by sex employed in nursing in Pennsylvania who completed an advanced nursing practice education program.

**Table 24: Respondents Employed in Nursing in Pennsylvania Who Completed an Advanced Nursing Practice Education Program by Sex, 2012/2013 RN Survey**

Sex	Number	Percent
Male	1,985	11%
Female	16,312	89%
Total	18,297	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 25 lists the number of respondents employed in nursing in Pennsylvania who completed an advanced nursing practice education program.

**Table 25: Respondents Employed in Nursing in Pennsylvania by Type of Advanced Practice, 2012/2013 RN Survey**

Type of Advanced Practice	Number
Certified nurse midwife (CNM)	574
Clinical nurse specialist (CNS)	2,026
Certified registered nurse anesthetist (CRNA)	2,877
Certified registered nurse practitioner (CRNP)	4,248

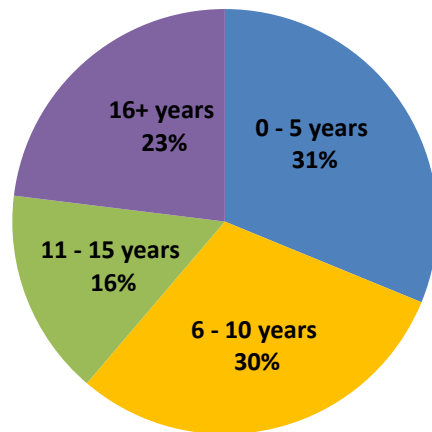




## Advanced Nursing Practice, continued

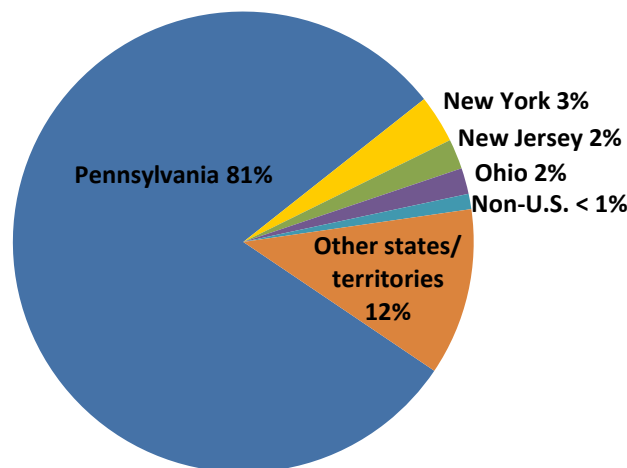
One out of every three advanced practice registered nurse respondents employed in nursing in Pennsylvania completed their advanced nursing practice education within five years of completing their initial nursing education. Figure 10 presents the length of time between initial nursing education and completion of their advanced nursing practice education for advanced practice registered nurse respondents.

**Figure 10: Advanced Practice Registered Nurse Respondents Employed in Nursing in Pennsylvania by Years Between Completion of Their Initial Nursing Education and Advanced Nursing Practice Education, 2012/2013 RN Survey**



Advanced practice registered nurse respondents employed in nursing in Pennsylvania completed their advanced nursing practice education in all 50 states, Washington, D.C., and around the world as shown in Figure 11. Four out of every five advanced practice registered nurse respondents completed their advanced nursing practice education in Pennsylvania.

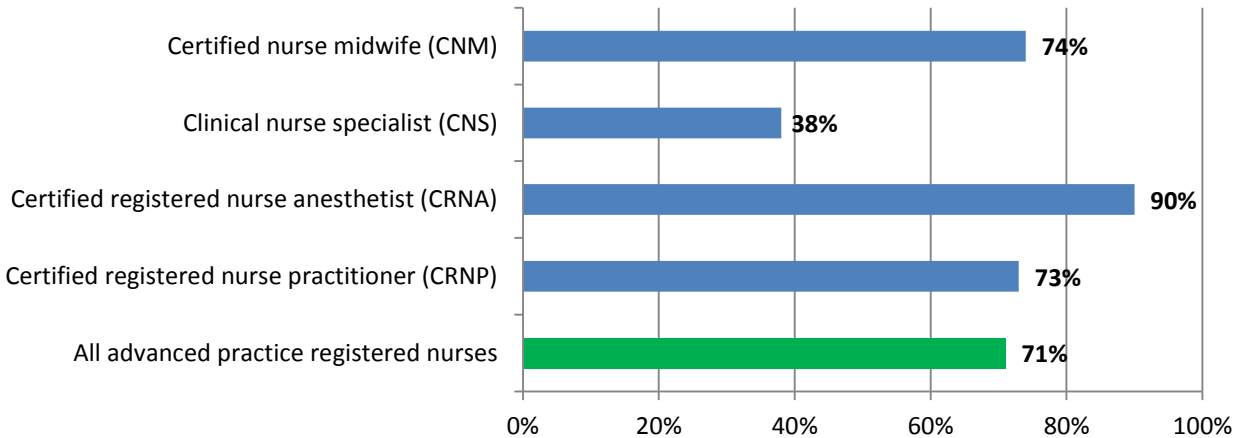
**Figure 11: Advanced Practice Registered Nurse Respondents Employed in Nursing in Pennsylvania by State of Advanced Nursing Practice Education, 2012/2013 RN Survey**



### Advanced Nursing Practice, continued

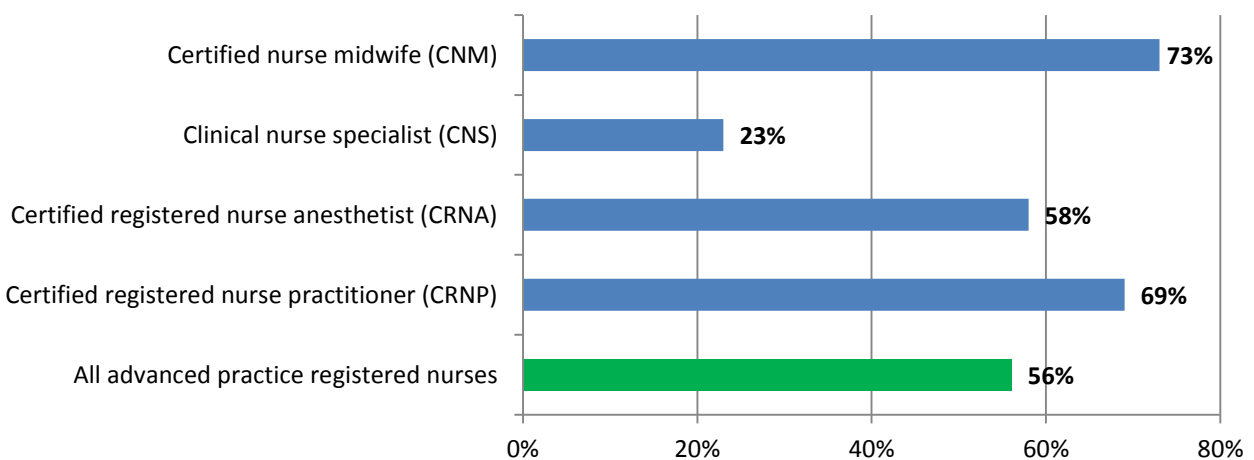
Seventy-one percent of advanced practice registered nurse respondents employed in nursing in Pennsylvania held national certification in their advanced practice. CRNA respondents had the highest percentage of national certification at 90 percent. Figure 12 presents the national certification of advanced practice registered nurse respondents.

**Figure 12: Advanced Practice Registered Nurse Respondents Employed in Nursing in Pennsylvania by National Certification in Their Type of Advanced Practice, 2012/2013 RN Survey**



Over half (56 percent) of advanced practice registered nurse respondents employed in nursing in Pennsylvania held a state certification. CNM respondents had the highest percentage of state certification at 73 percent. Figure 13 shows the state certification of advanced practice registered nurse respondents.

**Figure 13: Advanced Practice Registered Nurse Respondents Employed in Nursing in Pennsylvania by State Certification in Their Type of Advanced Practice, 2012/2013 RN Survey**



## Advanced Nursing Practice, continued

In 2012/2013, 73 percent of advanced practice registered nurse respondents employed in nursing in Pennsylvania practiced as such. Of CRNA respondents, 97 percent practiced as a CRNA. Table 26 lists advanced practice registered nurse respondents who practiced in their type of advanced practice.

**Table 26: Advanced Practice Registered Nurse Respondents Employed in Nursing in Pennsylvania Who Practiced in Their Type of Advanced Practice, 2012/2013 RN Survey**

Type of Advanced Practice	Number	Percent
Certified nurse midwife (CNM)	422	74%
Clinical nurse specialist (CNS)	816	40%
Certified registered nurse anesthetist (CRNA)	2,801	97%
Certified registered nurse practitioner (CRNP)	3,018	71%
All advanced practice registered nurses	7,057	73%

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.<sup>viii</sup> Almost one third (30 percent) of advanced practice registered nurse respondents employed in nursing in Pennsylvania experienced at least one limit or barrier to their advanced practice. Table 27 lists the limits or barriers advanced practice registered nurses respondents experienced in their advanced practice.

**Table 27: Advanced Practice Registered Nurse Respondents Employed in Nursing in Pennsylvania by Limits or Barriers They Experienced in Their Advanced Practice, 2012/2013 RN Survey**

Type of Limit or Barrier	Number
Facility bylaws	1,127
Finding collaborating physicians	486
Insurance reimbursement for services	813
Insurer credentialing	434
Regulations/scope of practice laws	1,565
Other	607



## Advanced Nursing Practice, continued

Respondents employed in nursing in Pennsylvania continued to pursue advanced nursing practice education. Almost a quarter (22 percent) of respondents employed in nursing in Pennsylvania who were pursuing nursing education were pursuing advanced nursing practice programs. Table 28 lists respondents who were pursuing advanced nursing practice education programs by the type of advanced practice.

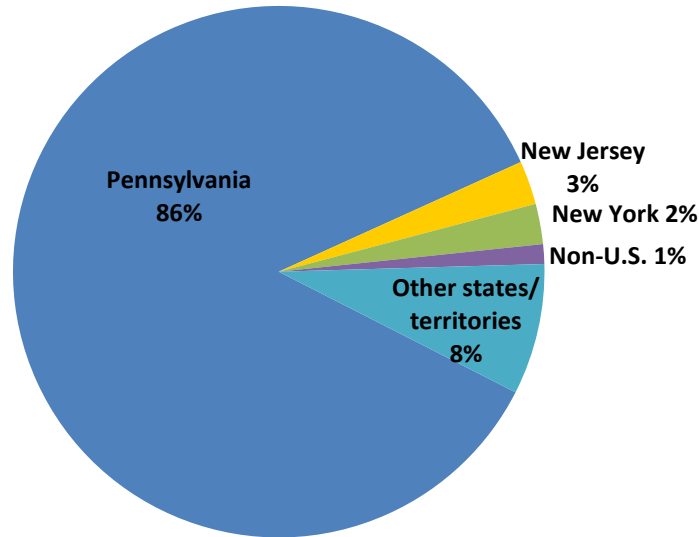
**Table 28: Respondents Employed in Nursing in Pennsylvania Who Were Pursuing an Advanced Nursing Practice Education Program by Type of Advanced Nursing Practice Education Program, 2012/2013 RN Survey**

Type of Advanced Practice	Number	Percent
Certified nurse midwife (CNM)	91	2%
Clinical nurse specialist (CNS)	600	11%
Certified registered nurse anesthetist (CRNA)	677	12%
Certified registered nurse practitioner (CRNP)	4,288	76%
Total	5,656	100%

## Licensure

Eighty-six percent of respondents employed in nursing 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 14 shows the distribution of where respondents employed in nursing in Pennsylvania received their first RN license.

**Figure 14: Respondents Employed in Nursing in Pennsylvania by State of First RN License, 2012/2013 RN Survey**



Nearly one out of every five respondents employed in nursing in Pennsylvania were licensed within the past four years. Table 29 lists the number of years that respondents employed in nursing in Pennsylvania have been licensed as an RN.

**Table 29: Respondents Employed in Nursing in Pennsylvania by Number of Years Licensed as an RN, 2012/2013 RN Survey**

Length of Time	Number	Percent
0-4 years	23,781	17%
5-10 years	26,189	19%
11-15 years	11,716	8%
16-20 years	17,944	13%
21+ years	61,826	44%
Total	141,456	100%

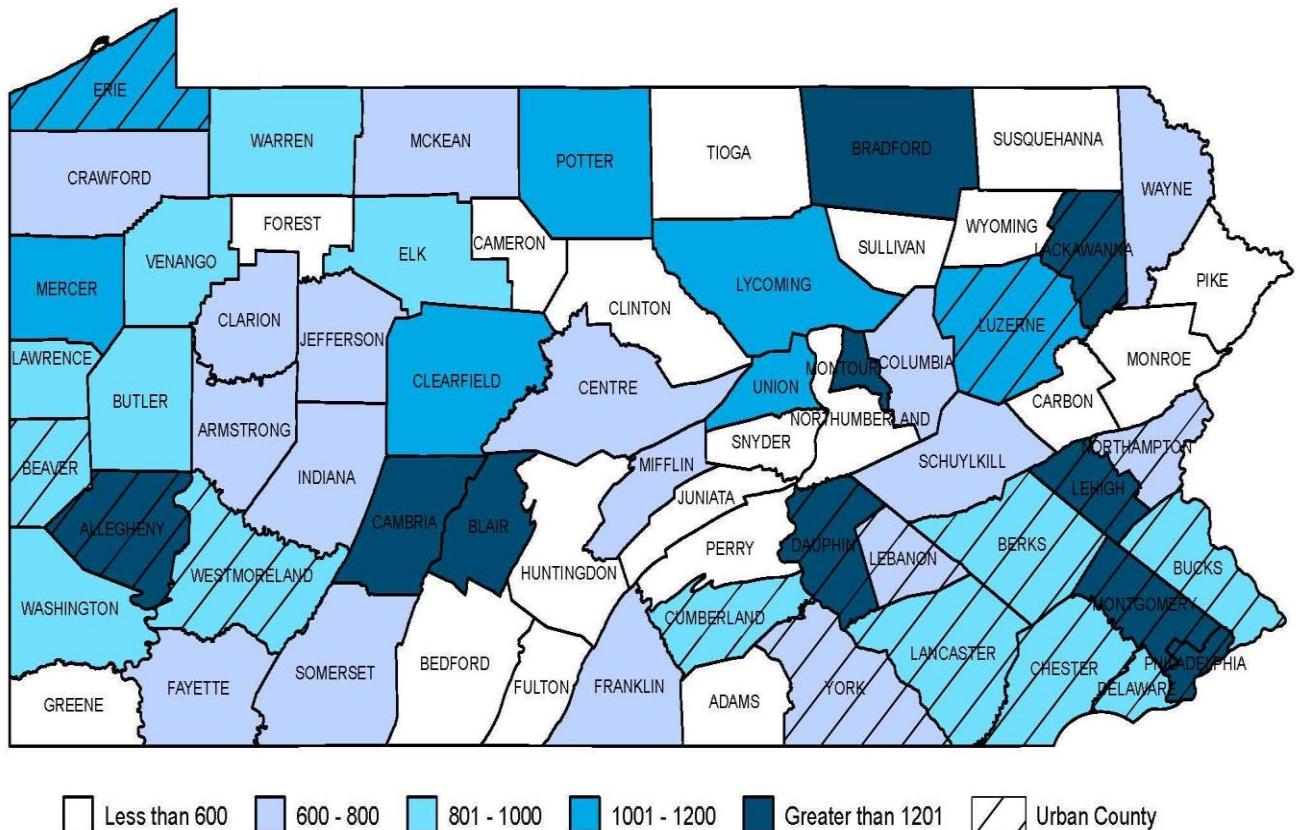
## Geography

Respondents employed in nursing in Pennsylvania worked in all 67 counties. The rate of RN respondents employed in nursing in Pennsylvania was 1,112 per 100,000 population. Appendix 2 lists respondents employed in nursing 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.

In 2012/2013, 20 percent (28,656) of RN respondents employed in nursing in Pennsylvania worked in rural counties. The rate of respondents employed in nursing in Pennsylvania was 826 per 100,000 population in rural counties and 1,219 per 100,000 in urban counties. The map in Figure 15 shows the wide variation in rates of RN respondents employed in nursing in Pennsylvania per 100,000 population across the commonwealth, with a high of 9,554 per 100,000 population in Montour to a low of 140 per 100,000 population in Pike.

**Figure 15: Respondents Employed in Nursing in Pennsylvania per 100,000 Population by County of Primary Job, 2012/2013 RN Survey**



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

## Employment

Three out of every four respondents employed in nursing in Pennsylvania were employed full-time. Table 30 lists the employment status of respondents employed in nursing in Pennsylvania.

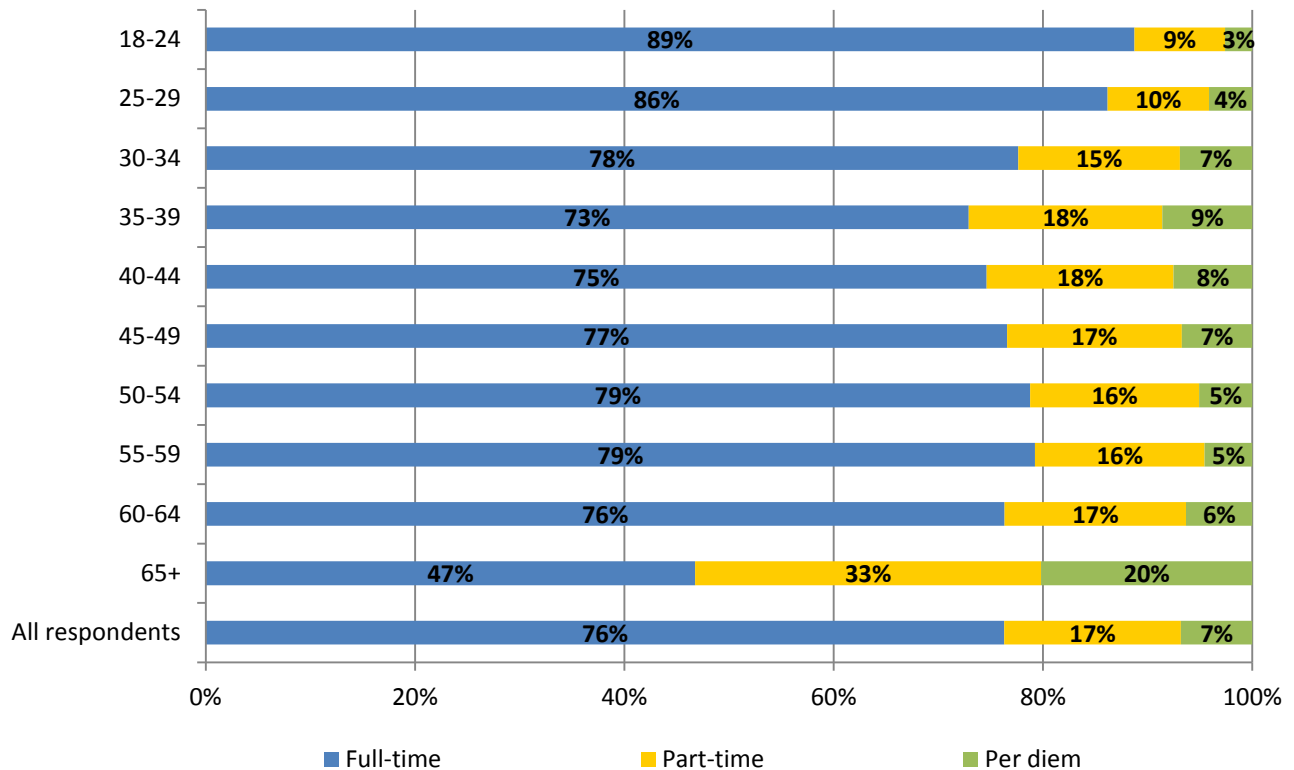
**Table 30: Respondents Employed in Nursing in Pennsylvania by Employment Status, 2012/2013 RN Survey**

Employment Status	Number	Percent
Employed full-time	108,020	76%
Employed part-time	23,870	17%
Employed per diem	9,664	7%
Total	141,554	100%

\*\*Employment status is defined as being employed in nursing or in a position that requires a nursing license.

The employment status of respondents employed in nursing in Pennsylvania varied by age groups as shown in Figure 16. Three percent of respondents in the 18-24 age group were employed per diem compared to 20 percent in the 65+ age group.

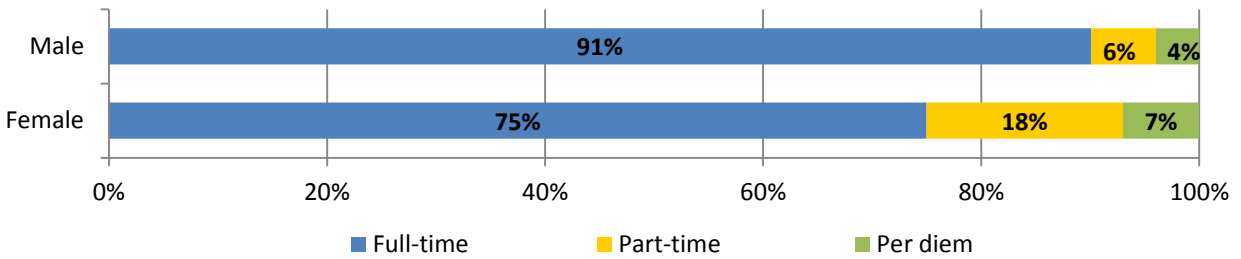
**Figure 16: Respondents Employed in Nursing in Pennsylvania by Employment Status and Age Groups, 2012/2013 RN Survey**



## Employment, continued

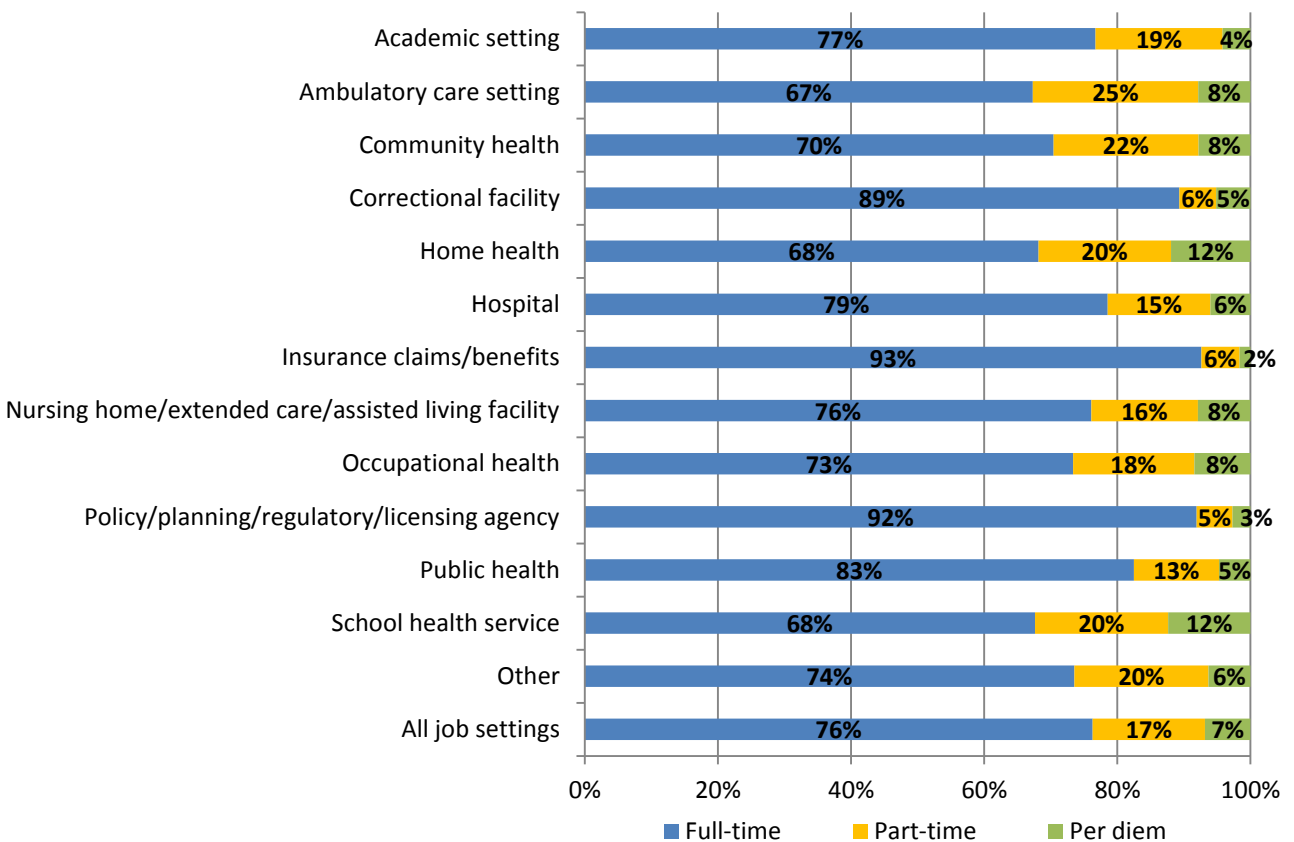
Sex also impacted the employment status for respondents employed in nursing in Pennsylvania, with 91 percent of males employed full-time compared to 75 percent of females. Figure 17 compares the employment status of respondents by sex.

**Figure 17: Respondents Employed in Nursing in Pennsylvania by Employment Status and Sex, 2012/2013 RN Survey**



Employment status for respondents employed in nursing in Pennsylvania varied by job setting as compared in Figure 18. Insurance claims/benefits had the highest percentage (93 percent) of full-time employment, while school health service and home health both reported the highest percentage (12 percent) of per diem employment.

**Figure 18: Respondents Employed in Nursing in Pennsylvania by Primary Job Setting and Employment Status, 2012/2013 RN Survey**





## Employment, continued

Over half of all respondents employed in nursing in Pennsylvania held a primary job in the hospital setting. Table 31 lists respondents by the setting of their primary job.

**Table 31: Respondents Employed in Nursing in Pennsylvania by Primary Job Setting, 2012/2013 RN Survey**

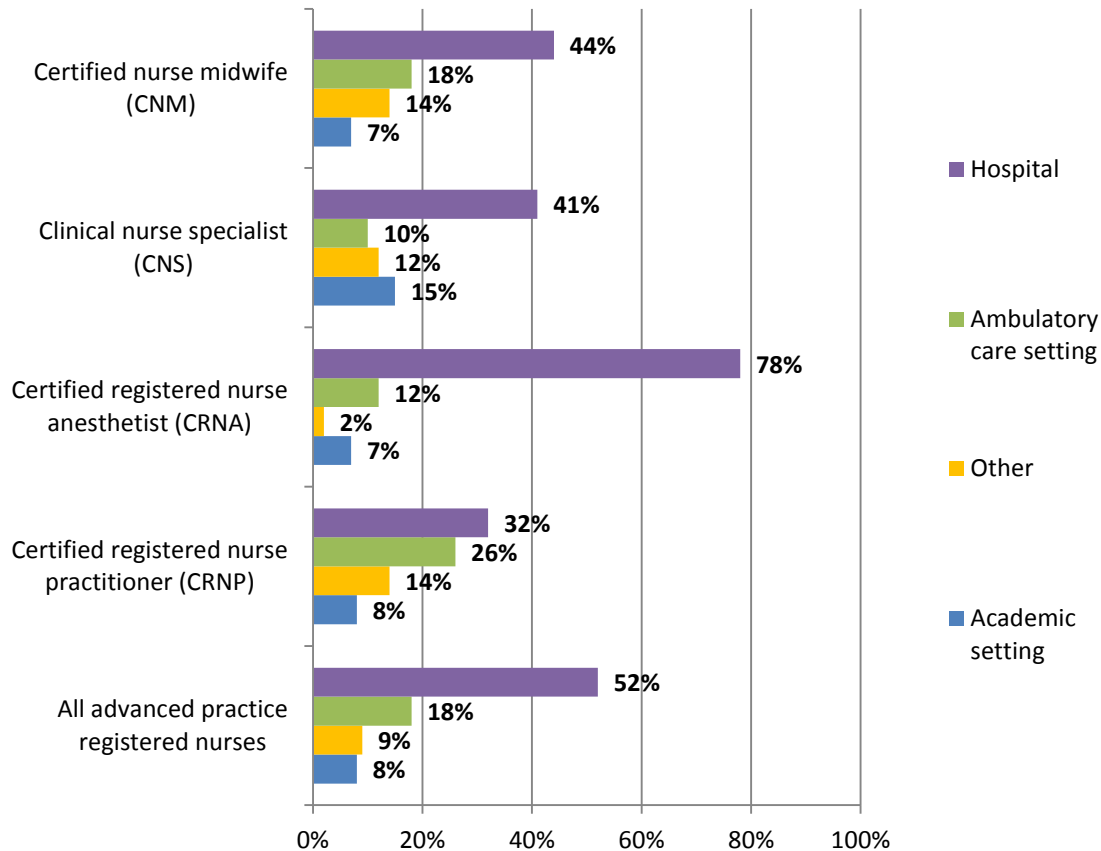
Job Setting	Number	Percent
Hospital	79,401	56%
Nursing home/extended care/assisted living facility	13,464	9%
Other	11,563	8%
Home health	10,029	7%
Ambulatory care setting	9,784	7%
School health service	4,119	3%
Academic setting	3,981	3%
Insurance claims/benefits	3,658	3%
Community health	2,988	2%
Correctional facility	852	1%
Public health	680	< 1%
Occupational health	664	< 1%
Policy/planning/regulatory/licensing agency	334	< 1%
Total	141,517	100%



## Employment, continued

As with all respondents employed in nursing in Pennsylvania, over half (52 percent) of advanced practice registered nurse respondents employed in nursing in Pennsylvania held a primary job in the hospital setting. Figure 19 compares the four most reported primary job settings for advanced practice registered nurse respondents by their type of advanced practice.

**Figure 19: Advanced Practice Registered Nurse Respondents Employed in Nursing in Pennsylvania by Four Most Reported Primary Job Settings and Type of Advanced Practice, 2012/2013 RN Survey**



## Employment, continued

In 2012/2013, 13 percent (18,538) of respondents employed in nursing 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 32 lists respondents employed in nursing in Pennsylvania who held more than one RN job by age groups.

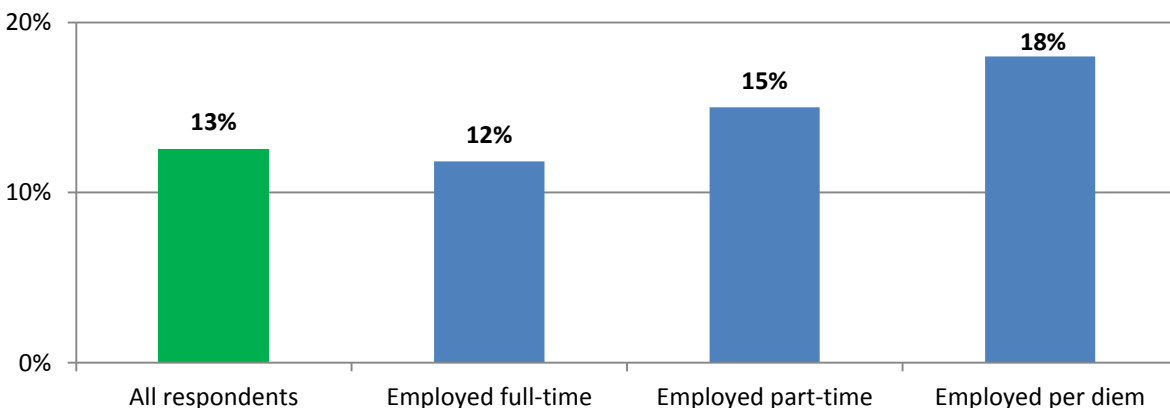
**Table 32: Respondents Employed in Nursing in Pennsylvania Who Held More Than One RN Job by Age Groups, 2012/2013 RN Survey**

Age Groups	Number	Percent
18-24	240	7%
25-29	1,631	12%
30-34	1,811	14%
35-39	2,069	16%
40-44	2,642	16%
45-49	2,802	16%
50-54	2,825	14%
55-59	2,528	12%
60-64	1,349	9%
65+	641	8%
Total	18,538	13%

Males had a higher percentage (13 percent) of respondents employed in nursing in Pennsylvania who worked more than one RN job than females (12 percent).

Employment status impacted the number of RN jobs respondents employed in nursing in Pennsylvania worked. Respondents who were employed part-time 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 20.

**Figure 20: Respondents Employed in Nursing in Pennsylvania by Those Who Worked More than One RN Job and Employment Status, 2012/2013 RN Survey**



## Employment, continued

Of the respondents employed in nursing in Pennsylvania who worked more than one RN job, the hospital setting was also the most reported secondary job setting. Table 33 lists respondents employed in nursing in Pennsylvania by the job setting of their secondary job.

**Table 33: Respondents Employed in Nursing in Pennsylvania by Secondary Job Setting, 2012/2013 RN Survey**

Job Setting	Number	Percent
Hospital	6,884	37%
Other	2,362	13%
Nursing home/extended care/assisted living facility	2,349	13%
Home health	2,083	11%
Academic setting	1,530	8%
Ambulatory care setting	1,360	7%
School health service	800	4%
Community health	599	3%
Insurance claims/benefits	165	1%
Correctional facility	135	1%
Public health	128	1%
Occupational health	109	1%
Policy/planning/regulatory/licensing agency	22	< 1%
Total	18,526	100%

## Language Interpretive Services

In 2012/2013, six percent of respondents employed in nursing in Pennsylvania provided language interpretive services for medical terminology to patients. Spanish was listed by 5 percent of registered nurses, and all other languages were reported by less than 1 percent of registered nurses. Over 20 languages were represented as languages in which respondents felt they could provide medical interpretation, including Arabic, Chinese, Italian, Pennsylvania Dutch, Polish, Russian, sign language, Spanish and Vietnamese.



## Professional Satisfaction/Dissatisfaction

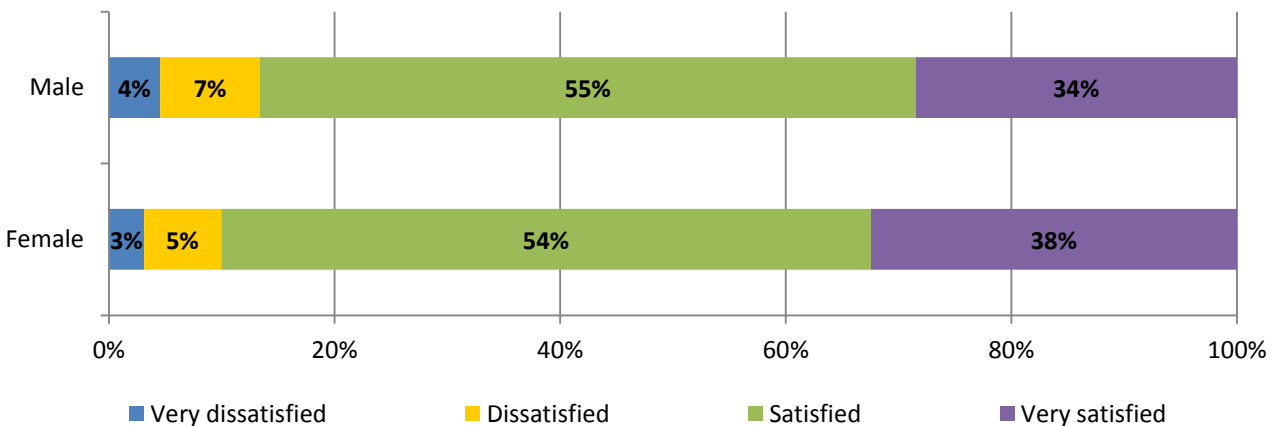
In 2012/2013, 92 percent of respondents employed in nursing in Pennsylvania were satisfied or very satisfied with nursing as a career, an increase from 90 percent in 2010/2011. Table 34 lists respondents' satisfaction with nursing as career by age groups.

**Table 34: Respondents Employed in Nursing in Pennsylvania by Satisfaction with Nursing as a Career and Age Groups, 2012/2013 RN Survey**

Age Groups	Very Dissatisfied		Dissatisfied		Satisfied		Very Satisfied	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
18-24	34	1%	78	2%	1,747	49%	1,726	48%
25-29	186	1%	441	3%	7,482	55%	5,553	41%
30-34	232	2%	566	4%	7,449	57%	4,900	37%
35-39	341	3%	696	5%	7,565	57%	4,668	35%
40-44	464	3%	937	6%	9,421	57%	5,584	34%
45-49	591	3%	1,092	6%	9,948	56%	6,267	35%
50-54	603	3%	1,296	7%	10,815	55%	7,120	36%
55-59	619	3%	1,467	7%	11,558	54%	7,582	36%
60-64	509	4%	920	6%	7,569	53%	5,329	37%
65+	334	4%	270	3%	3,535	44%	3,987	49%
Total	3,913	3%	7,763	5%	77,089	54%	52,716	37%

While 55 percent of males and 54 percent of females employed in nursing in Pennsylvania were satisfied with nursing as a career, females were more likely to be very satisfied with nursing as a career. Figure 21 compares satisfaction with nursing as a career for respondents by sex.

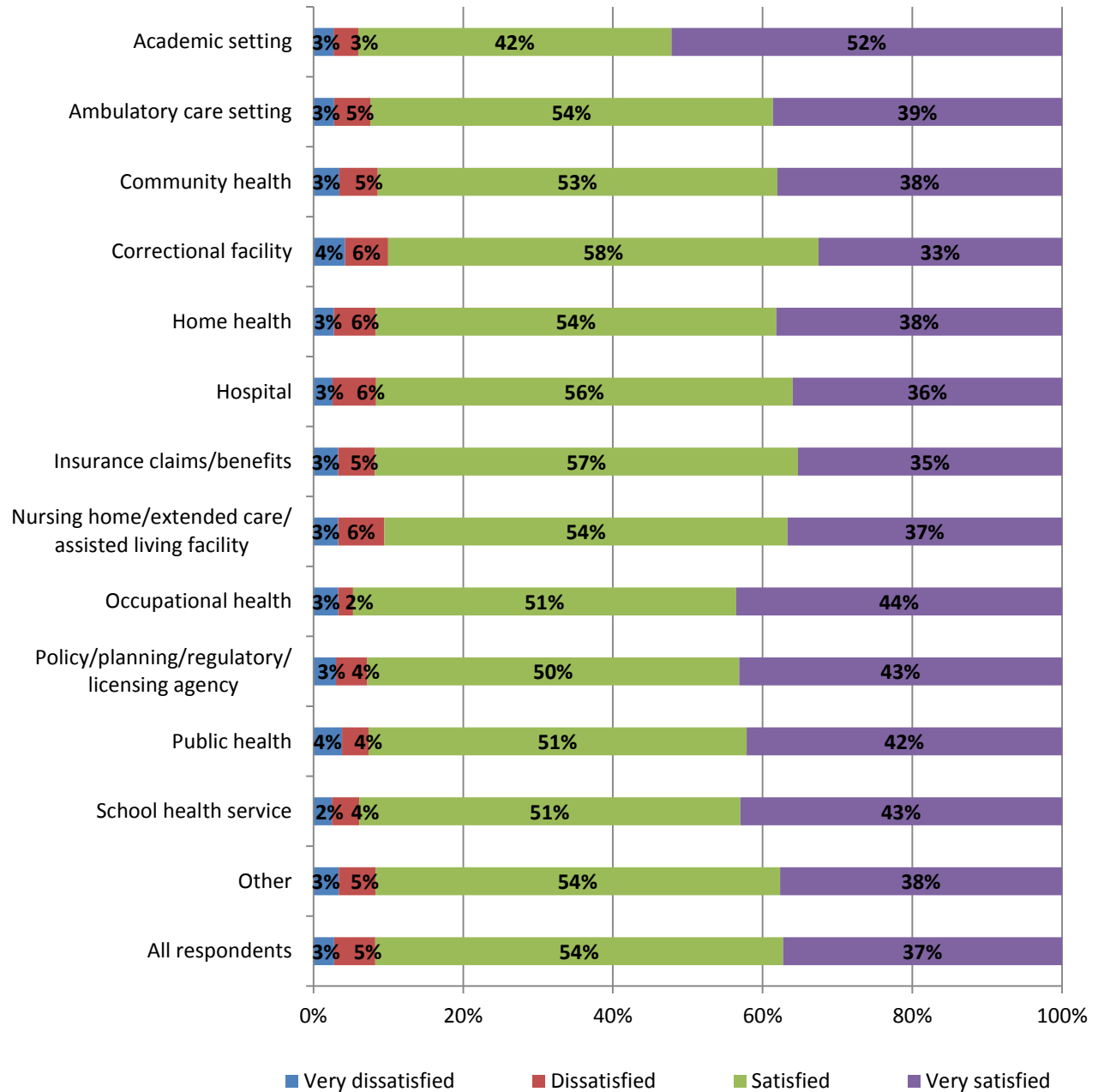
**Figure 21: Respondents Employed in Nursing in Pennsylvania by Satisfaction with Nursing as a Career and Sex, 2012/2013 RN Survey**



### Professional Satisfaction/Dissatisfaction, continued

Satisfaction with nursing as a career varied by the job setting of respondents employed in nursing in Pennsylvania. Respondents who worked in the occupational health setting had the highest level (95 percent) of those who were satisfied or very satisfied with nursing as a career. Figure 22 compares respondents' satisfaction with nursing as a career by their job setting.

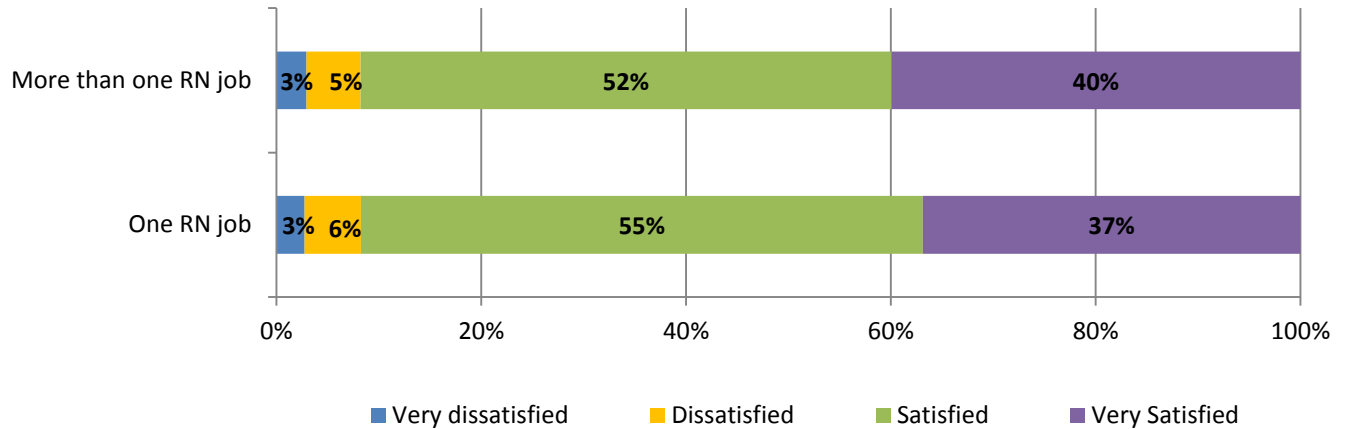
**Figure 22: Respondents Employed in Nursing in Pennsylvania by Satisfaction with Nursing as a Career and Job Setting, 2012/2013 RN Survey**



### Professional Satisfaction/Dissatisfaction, continued

Respondents employed in nursing in Pennsylvania who held more than one RN job had higher rates of those who were very satisfied with nursing as a career compared to respondents who held only one RN job. Figure 23 compares respondents' satisfaction with nursing as a career by the number of RN jobs they held.

**Figure 23: Respondents Employed in Nursing in Pennsylvania by Satisfaction with Nursing as a Career and Number of RN Jobs, 2012/2013 RN Survey**



### Professional Satisfaction/Dissatisfaction, continued

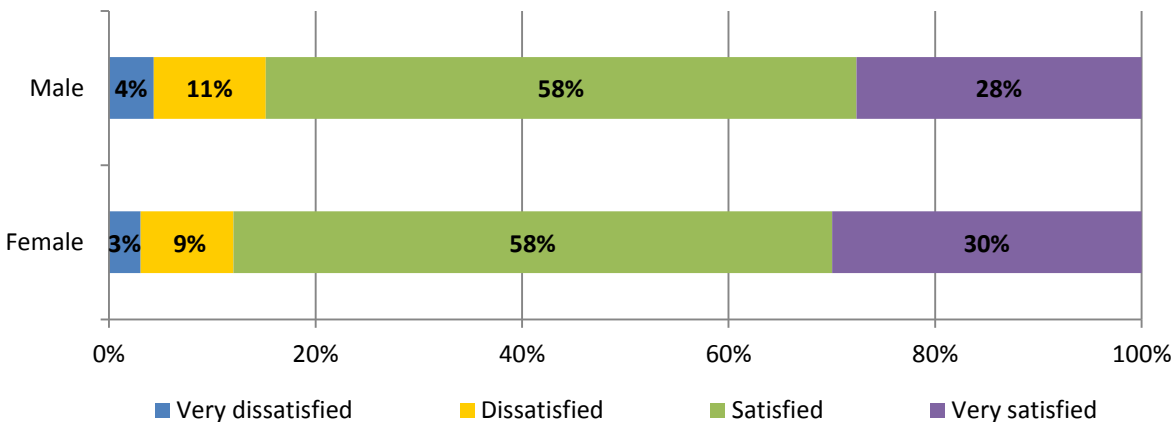
In 2012/2013, 88 percent of respondents employed in nursing in Pennsylvania were satisfied or very satisfied with their primary job, an increase from 86 percent in 2010/2011. Table 35 lists respondents' satisfaction with their primary job by age groups.

**Table 35: Respondents Employed in Nursing in Pennsylvania by Primary Job Satisfaction and Age Groups, 2012/2013 RN Survey**

Age Groups	Very Dissatisfied		Dissatisfied		Satisfied		Very Satisfied	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
18-24	42	1%	244	7%	2,166	60%	1,134	32%
25-29	232	2%	1,139	8%	8,453	62%	3,839	28%
30-34	287	2%	1,240	9%	8,226	63%	3,395	26%
35-39	400	3%	1,239	9%	8,085	61%	3,546	27%
40-44	504	3%	1,558	9%	9,847	60%	4,497	27%
45-49	630	4%	1,677	9%	10,454	58%	5,138	29%
50-54	661	3%	1,937	10%	11,388	57%	5,848	29%
55-59	683	3%	2,140	10%	11,982	56%	6,417	30%
60-64	554	4%	1,316	9%	7,946	55%	4,503	31%
65+	301	4%	378	5%	3,967	49%	3,477	43%
Total	4,294	3%	12,868	9%	82,514	58%	41,794	30%

Males and females employed in nursing in Pennsylvania had similar levels of satisfaction with their primary job. Thirty percent of females reported being very satisfied with their primary job, compared to 28 percent of males. Figure 24 presents respondents' satisfaction with their primary job by sex.

**Figure 24: Respondents Employed in Nursing in Pennsylvania by Primary Job Satisfaction and Sex, 2012/2013 RN Survey**

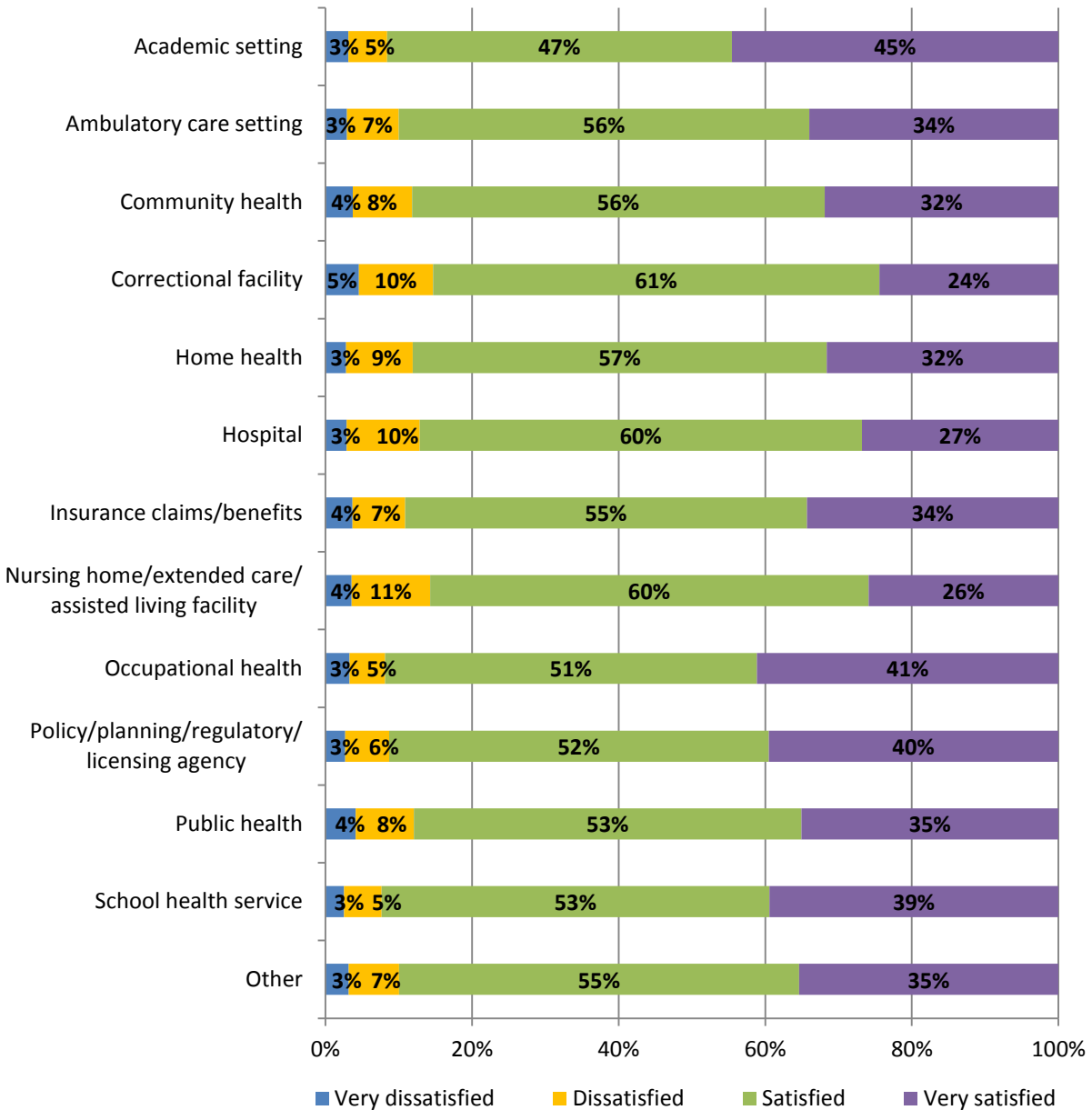




### Professional Satisfaction/Dissatisfaction, continued

Primary job satisfaction varied by setting for RN respondents employed in nursing in Pennsylvania as shown in Figure 25. Respondents in an academic setting had the highest percent (45 percent) of respondents who were very satisfied with their primary job, and those in correctional facilities had the lowest percent (24 percent).

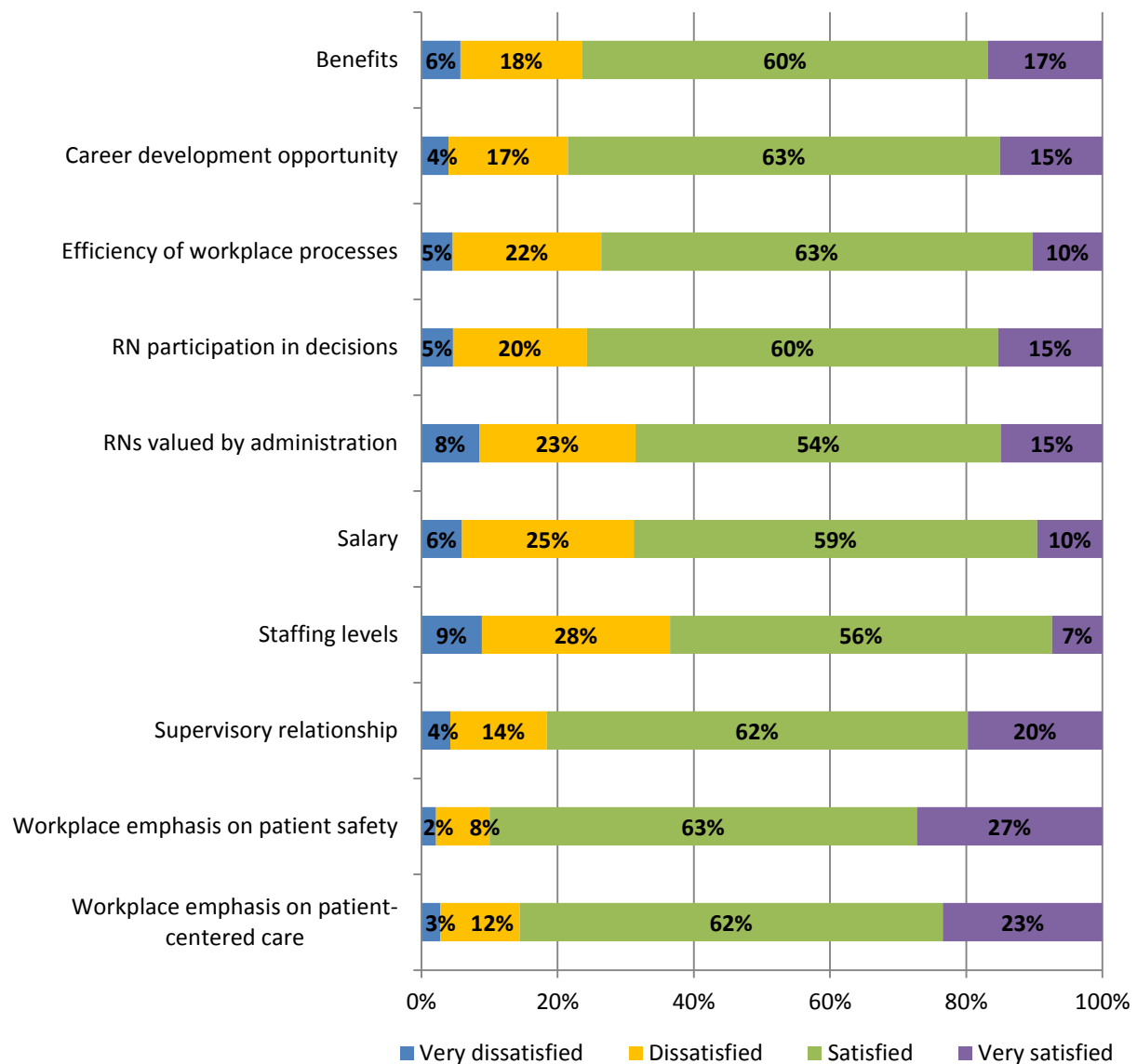
**Figure 25: Respondents Employed in Nursing in Pennsylvania by Primary Job Satisfaction and Job Setting, 2012/2013 RN Survey**



### Professional Satisfaction/Dissatisfaction, continued

Respondents employed in nursing in Pennsylvania reported their level of satisfaction with 10 specific factors about their primary job. These factors were benefits, career development opportunity, efficiency of workplace processes, RN participation in decisions, RNs being valued by administration, salary, staffing levels, supervisory relationship, workplace emphasis on patient-centered care and workplace emphasis on patient safety. Staffing levels was the category with the highest percentage of dissatisfied and very dissatisfied respondents (37 percent). Workplace emphasis on patient safety was the category with the highest percentage of satisfied and very satisfied respondents (90 percent). Figure 26 presents respondents' level of satisfaction with these factors at their primary job.

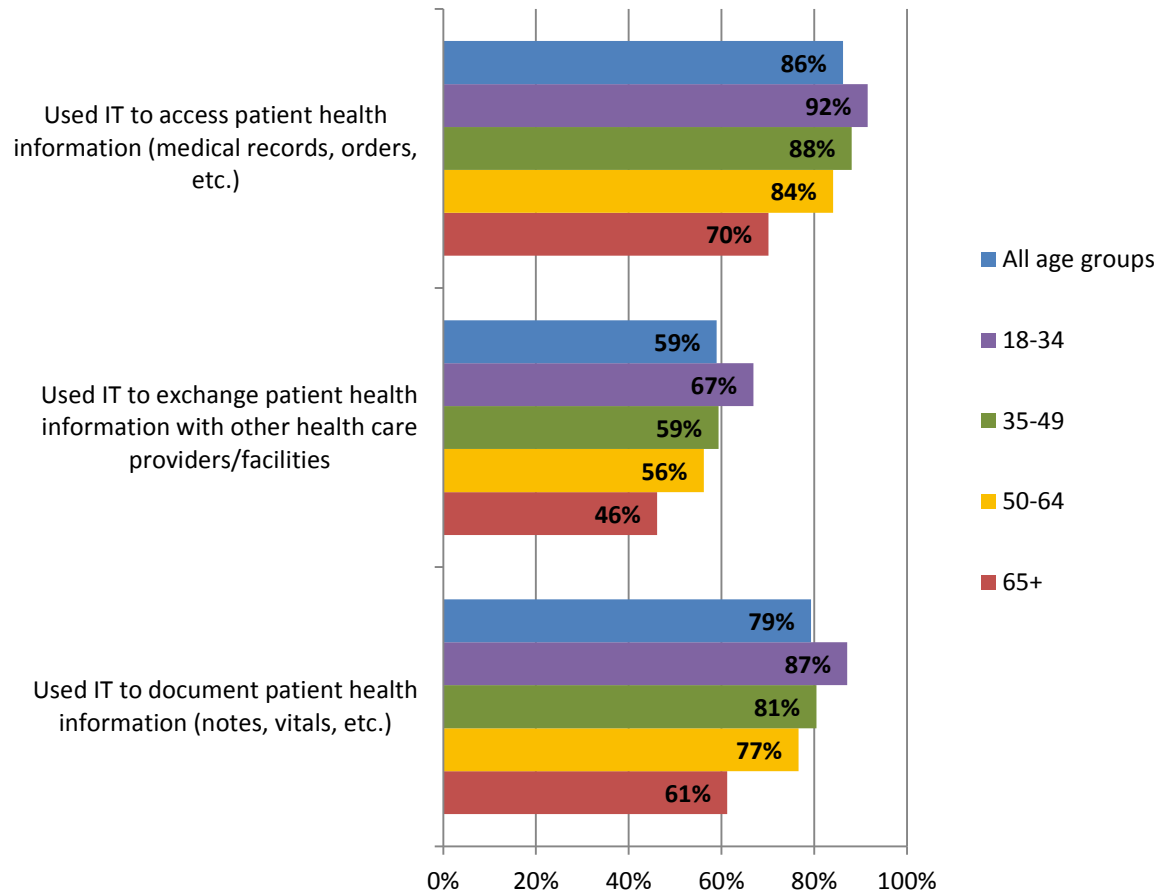
**Figure 26: Respondents Employed in Nursing in Pennsylvania by Satisfaction with Factors at Their Primary Job, 2012/2013 RN Survey**



## Information Technology

Four questions on the registered nurse survey in 2012/2013 asked about information technology (IT) usage in the respondent's primary job. Three of the questions asked about the use of IT for patient health information. Figure 27 shows IT use reported by respondents employed in nursing in Pennsylvania by age group.

**Figure 27: Respondents Employed in Nursing in Pennsylvania by Information Technology Use at Their Primary Job by Age Group, 2012/2013 RN Survey**



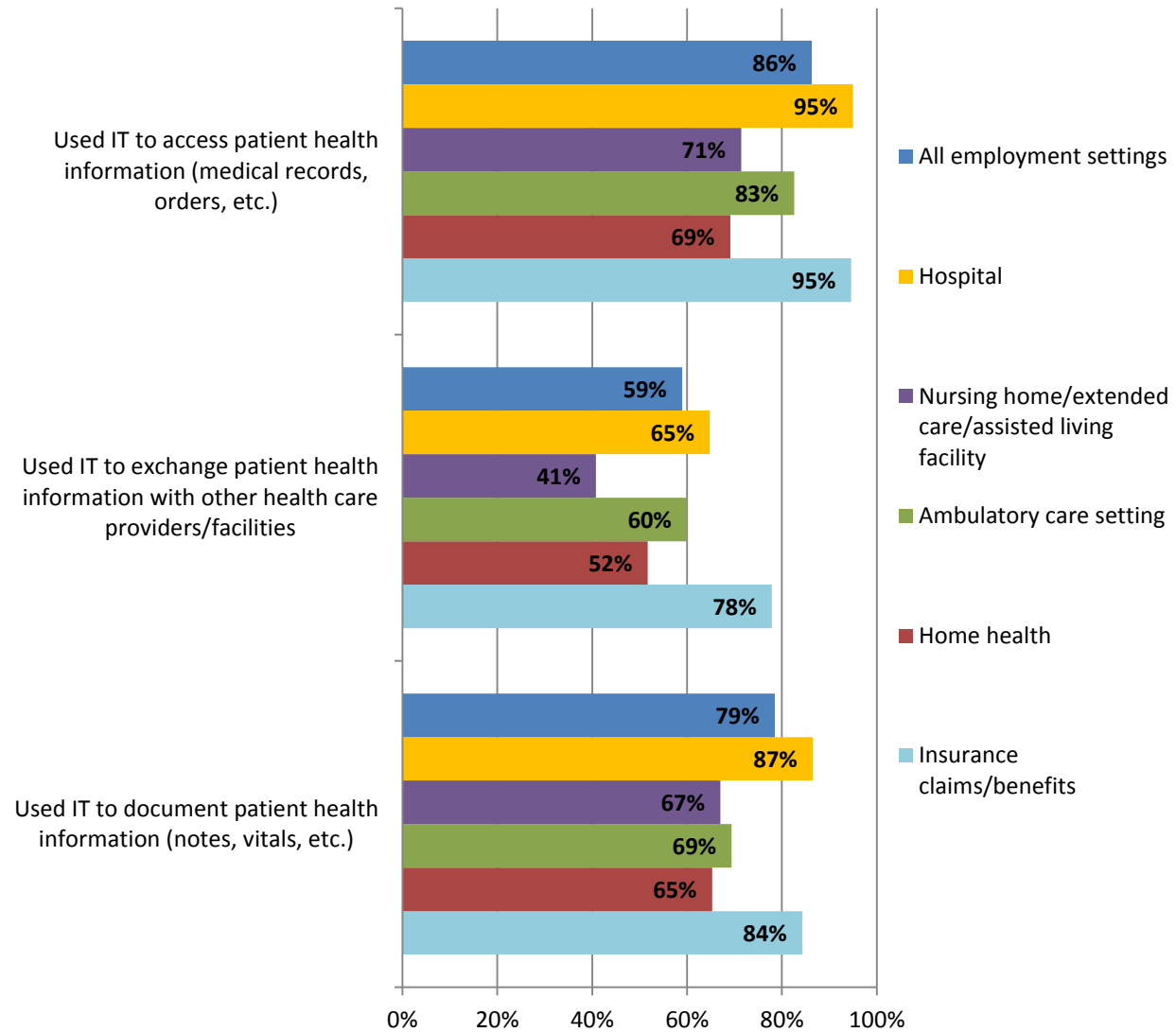
The highest use of IT by respondents employed in nursing in Pennsylvania overall was reported by the 18-34 age group.

One of the questions regarding IT usage asked if respondents felt they had enough training to effectively use computer systems to perform their duties in their primary job. Eighty-five percent of respondents employed in nursing in Pennsylvania answered that they had enough training to perform their duties.

### Information Technology, continued

Use of IT differed greatly for RN respondents employed in nursing in Pennsylvania by the primary employment setting. Overall, registered nurses at hospitals reported IT use above the statewide average. IT use by registered nurses in the five most reported primary employment settings is shown in Figure 28.

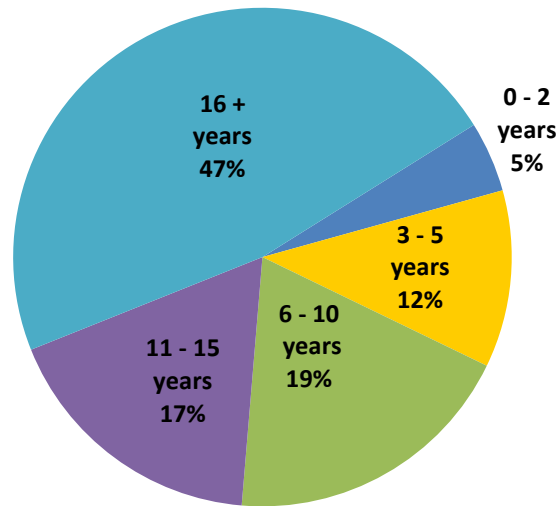
**Figure 28: Respondents Employed in Nursing in Pennsylvania by Information Technology Use at Their Primary Employment Setting, 2012/2013 RN Survey**



## Intent to Remain in Nursing

Almost half (47 percent) of RN respondents employed in nursing in Pennsylvania intended to remain in nursing for 16+ years. Figure 29 presents the length of time respondents intended to remain in nursing.

**Figure 29: Respondents Employed in Nursing in Pennsylvania by Length of Time They Intended to Remain in Nursing, 2012/2013 RN Survey**



The length of time respondents employed in nursing in Pennsylvania intended to remain in nursing was inversely related to their age. Eighty-six percent of respondents in the 65+ age group intended to remain in nursing for the next zero to five years, while 89 percent of respondents in the 18-24 age group intended to remain in nursing for 16+ years. Table 36 lists respondents by age groups and the length of time they intended to remain in nursing.

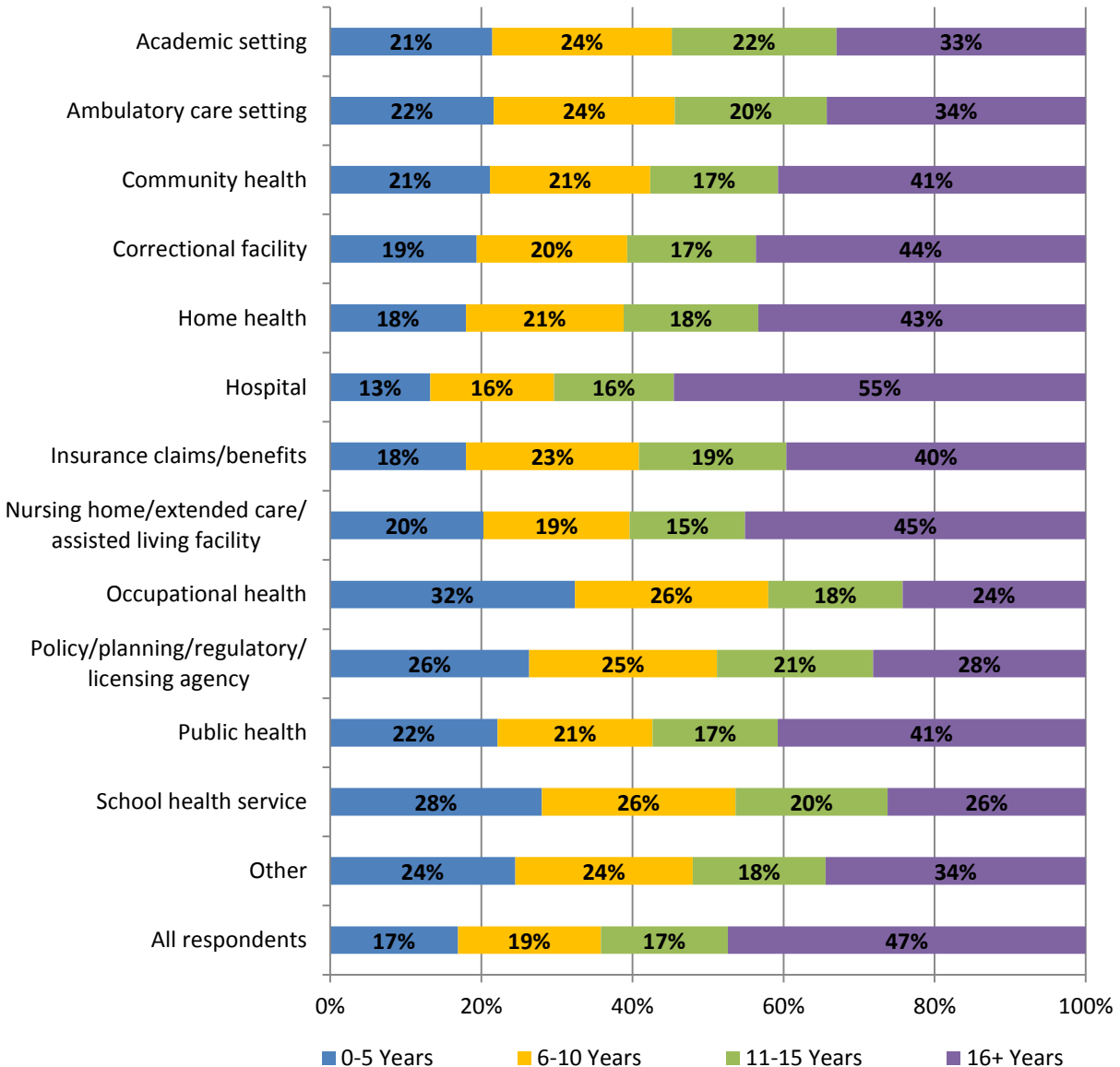
**Table 36: Respondents Employed in Nursing in Pennsylvania by the Length of Time They Intended to Remain in Nursing and Age Groups, 2012/2013 RN Survey**

Age Groups	0-5 Years		6-10 Years		11-15 Years		16+ Years	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
18-24	176	5%	140	4%	82	2%	3,187	89%
25-29	706	5%	620	5%	368	3%	11,967	88%
30-34	589	4%	668	5%	528	4%	11,361	86%
35-39	581	4%	757	6%	933	7%	10,997	83%
40-44	674	4%	1,037	6%	2,180	13%	12,511	76%
45-49	720	4%	1,857	10%	4,639	26%	10,679	60%
50-54	1,111	6%	4,600	23%	9,144	46%	4,976	25%
55-59	3,737	18%	11,161	53%	5,288	25%	1,039	5%
60-64	8,612	60%	4,987	35%	535	4%	177	1%
65+	7,005	86%	951	12%	86	1%	80	1%
Total	23,911	17%	26,778	19%	23,783	17%	66,974	47%

## Intent to Remain in Nursing, continued

One out of every five respondents employed in nursing in Pennsylvania who worked in a nursing home/extended care/assisted living setting intended to leave nursing in the next five years. Figure 30 compares respondents by the length of time they intended to remain in nursing and employment setting.

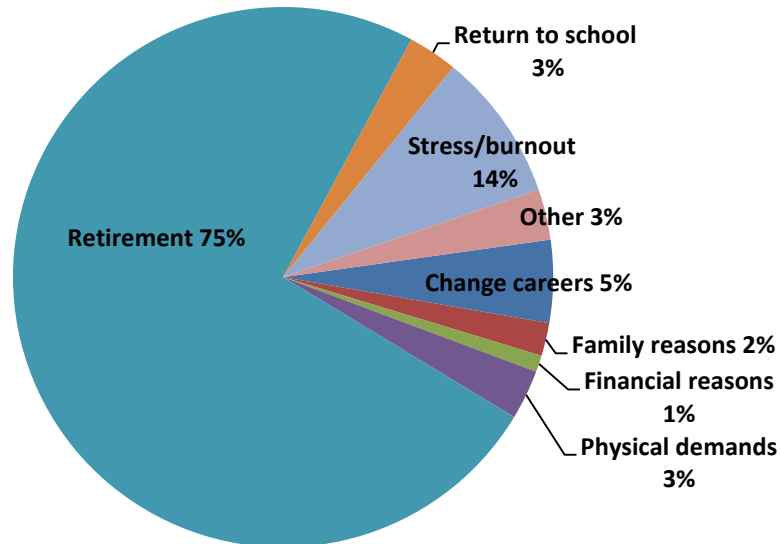
**Figure 30: Respondents Employed in Nursing in Pennsylvania by the Length of Time They Intended to Remain in Nursing and Employment Setting, 2012/2013 RN Survey**



## Planned to Leave Nursing Within the Next Five Years

Of respondents employed in nursing in Pennsylvania who planned to leave nursing within the next five years, 75 percent reported retirement as their primary reason. Figure 31 shows the primary reason why respondents planned to leave nursing within the next five years.

**Figure 31: Respondents Employed in Nursing in Pennsylvania Who Planned to Leave Nursing Within the Next Five Years by Primary Reason, 2012/2013 RN Survey**



Changing careers, returning to school, physical demands, stress/burnout and retirement were the five most reported reasons why respondents employed in nursing in Pennsylvania planned to leave nursing 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 37 lists the five most reported reasons why respondents planned to leave nursing within the next five years.

**Table 37: Five Most Reported Reasons Given by Respondents Employed in Nursing in Pennsylvania Who Planned to Leave Nursing Within the Next Five Years by Age Groups, 2012/2013 RN Survey**

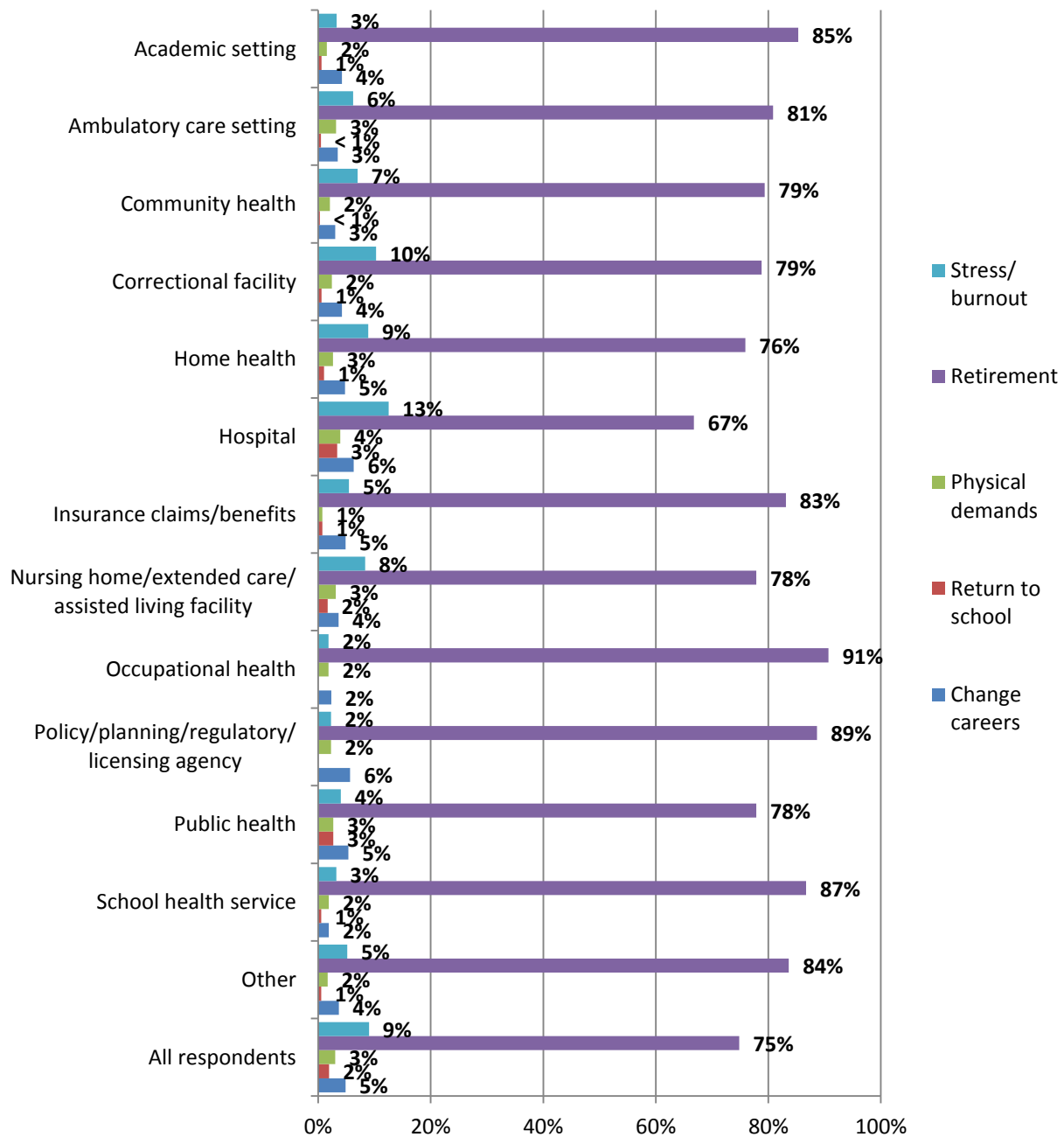
Age Groups	Change Careers		Return to School		Physical Demands		Retirement		Stress/Burnout	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
18-29	212	24%	245	28%	13	1%	-	< 1%	173	20%
30-39	287	25%	143	12%	31	3%	-	< 1%	374	32%
40-49	338	24%	52	4%	88	6%	62	4%	525	38%
50-59	250	5%	21	< 1%	287	6%	3,209	66%	722	15%
60+	71	< 1%	6	< 1%	309	2%	14,552	94%	357	2%
Total	1,158	5%	467	2%	728	3%	17,827	75%	2,151	9%

- Numbers less than six are withheld for privacy purposes.

### Planned to Leave Nursing in the Next Five Years, continued

Across job settings, retirement was the most reported reason why respondents employed in nursing in Pennsylvania planned to leave nursing within the next five years. Stress/burnout and changing careers were the next most reported reasons, depending on job setting. Figure 32 compares the five most reported reasons for which respondents planned to leave nursing within the next five years by job setting.

**Figure 32: Five Most Reported Reasons Given by Respondents Employed in Nursing in Pennsylvania Who Planned to Leave Nursing Within the Next Five Years by Employment Setting, 2012/2013 RN Survey**





RESPONDENTS WHO RESIDED IN PENNSYLVANIA, 2012/2013 RN SURVEY

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

County	Total	Employed in nursing**		Unemployed, seeking work as a nurse		Unemployed, not seeking work as a nurse		Other	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Pennsylvania	160,717	138,527	86%	4,983	3%	4,936	3%	12,271	8%
Rural counties	39,069	33,768	86%	1,123	3%	1,203	3%	2,975	8%
Urban counties	121,477	104,640	86%	3,850	3%	3,720	3%	9,267	8%
Adams*	886	768	87%	28	3%	29	3%	61	7%
Allegheny	19,985	17,061	85%	623	3%	641	3%	1,660	8%
Armstrong*	941	820	87%	26	3%	27	3%	68	7%
Beaver	2,505	2,150	86%	85	3%	66	3%	204	8%
Bedford*	449	396	88%	15	3%	10	2%	28	6%
Berks	4,893	4,200	86%	135	3%	133	3%	425	9%
Blair*	1,721	1,482	86%	43	2%	51	3%	145	8%
Bradford*	703	619	88%	14	2%	27	4%	43	6%
Bucks	10,451	9,044	87%	375	4%	268	3%	764	7%
Butler*	3,099	2,656	86%	76	2%	123	4%	244	8%
Cambria*	2,373	2,029	86%	73	3%	68	3%	203	9%
Cameron*	21	17	81%	-	-	0	0%	-	-
Carbon*	684	597	87%	28	4%	19	3%	40	6%
Centre*	1,087	892	82%	35	3%	47	4%	113	10%
Chester	6,873	5,661	82%	236	3%	306	4%	670	10%
Clarion*	400	337	84%	8	2%	14	4%	41	10%
Clearfield*	1,028	891	87%	34	3%	36	4%	67	7%
Clinton*	289	258	89%	-	-	6	2%	22	8%
Columbia*	949	835	88%	23	2%	27	3%	64	7%
Crawford*	833	709	85%	24	3%	22	3%	78	9%
Cumberland	2,557	2,159	84%	74	3%	87	3%	237	9%
Dauphin	3,078	2,639	86%	70	2%	104	3%	265	9%
Delaware	8,702	7,563	87%	308	4%	220	3%	611	7%
Elk*	364	318	87%	6	2%	8	2%	32	9%
Erie	3,707	3,185	86%	105	3%	135	4%	282	8%
Fayette*	1,677	1,466	87%	57	3%	48	3%	106	6%
Forest*	38	27	71%	0	0%	-	-	8	21%
Franklin*	1,233	1,079	88%	33	3%	37	3%	84	7%
Fulton*	111	96	86%	-	-	-	-	9	8%
Greene*	377	319	85%	21	6%	14	4%	23	6%
Huntingdon*	352	300	85%	11	3%	8	2%	33	9%
Indiana*	870	756	87%	19	2%	29	3%	66	8%
Jefferson*	504	434	86%	18	4%	22	4%	30	6%
Juniata*	200	169	85%	-	-	10	5%	18	9%

RESPONDENTS WHO RESIDED IN PENNSYLVANIA, 2012/2013 RN SURVEY

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

County	Total	Employed in nursing**		Unemployed, seeking work as a nurse		Unemployed, not seeking work as a nurse		Other	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Lackawanna	2,789	2,354	84%	82	3%	113	4%	240	9%
Lancaster	5,844	5,071	87%	137	2%	249	4%	387	7%
Lawrence*	1,237	1,078	87%	40	3%	32	3%	87	7%
Lebanon	1,527	1,317	86%	35	2%	44	3%	131	9%
Lehigh	4,576	4,028	88%	112	2%	128	3%	308	7%
Luzerne	4,482	3,835	86%	138	3%	127	3%	382	9%
Lycoming*	1,293	1,131	87%	30	2%	40	3%	92	7%
McKean*	412	378	92%	8	2%	-	-	21	5%
Mercer*	1,357	1,184	87%	27	2%	42	3%	104	8%
Mifflin*	340	301	89%	6	2%	12	4%	21	6%
Monroe*	1,317	1,163	88%	50	4%	29	2%	75	6%
Montgomery	13,160	11,103	84%	467	4%	452	3%	1,138	9%
Montour*	525	443	84%	13	2%	25	5%	44	8%
Northampton	3,556	3,115	88%	116	3%	81	2%	244	7%
Northumberland*	1,212	1,086	90%	21	2%	18	1%	87	7%
Perry*	385	333	86%	10	3%	7	2%	35	9%
Philadelphia	12,662	11,427	90%	469	4%	233	2%	533	4%
Pike*	291	234	80%	26	9%	9	3%	22	8%
Potter*	144	126	88%	-	-	-	-	12	8%
Schuylkill*	1,742	1,501	86%	62	4%	42	2%	137	8%
Snyder*	378	330	87%			9	2%	34	9%
Somerset*	911	790	87%	22	2%	18	2%	81	9%
Sullivan*	55	44	80%	-	-	-	-	6	11%
Susquehanna*	346	285	82%	10	3%	14	4%	37	11%
Tioga*	278	239	86%	7	3%	10	4%	22	8%
Union*	489	441	90%	12	2%	10	2%	26	5%
Venango*	672	548	82%	27	4%	24	4%	73	11%
Warren*	440	369	84%	13	3%	15	3%	43	10%
Washington*	3,270	2,836	87%	99	3%	116	4%	219	7%
Wayne*	513	426	83%	20	4%	20	4%	47	9%
Westmoreland	6,016	5,089	85%	184	3%	219	4%	524	9%
Wyoming*	273	232	85%	8	3%	11	4%	22	8%
York	4,114	3,639	88%	99	2%	114	3%	262	6%

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

\*\*Employed in nursing or in a position that requires a nursing license (full-time, part-time, per diem)

- 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 NURSING IN PENNSYLVANIA, 2012/2013 RN SURVEY

**APPENDIX 2:  
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	46.5	141,554	43,683	31%	75,393	53%	22,478	16%
Rural counties	47.0	28,656	8,123	28%	15,940	56%	4,593	16%
Urban counties	46.4	112,706	35,519	32%	59,373	53%	17,814	16%
Adams*	47.9	563	144	26%	324	58%	95	17%
Allegheny	46.3	23,167	7,414	32%	12,176	53%	3,577	15%
Armstrong*	46.8	463	124	27%	270	58%	69	15%
Beaver	48.3	1,398	342	24%	800	57%	256	18%
Bedford*	47.9	237	66	28%	127	54%	44	19%
Berks	46.1	3,752	1,211	32%	1,966	52%	575	15%
Blair*	46.2	1,862	601	32%	989	53%	272	15%
Bradford*	46.1	811	265	33%	423	52%	123	15%
Bucks	48.2	5,519	1,301	24%	3,283	59%	935	17%
Butler*	47.7	1,670	409	24%	1,013	61%	248	15%
Cambria*	45.7	1,865	610	33%	983	53%	272	15%
Cameron*	47.3	10	-	-	-	-	-	-
Carbon*	49.6	328	64	20%	201	61%	63	19%
Centre*	46.0	1,173	384	33%	599	51%	190	16%
Chester	48.4	4,602	1,118	24%	2,626	57%	858	19%
Clarion*	47.3	302	66	22%	196	65%	40	13%
Clearfield*	45.9	829	257	31%	461	56%	111	13%
Clinton*	49.1	141	32	23%	78	55%	31	22%
Columbia*	47.3	515	145	28%	288	56%	82	16%
Crawford*	47.6	645	156	24%	375	58%	114	18%
Cumberland	47.6	2,004	542	27%	1,111	55%	351	18%
Dauphin	44.6	4,717	1,791	38%	2,255	48%	671	14%
Delaware	48.8	5,307	1,269	24%	2,971	56%	1,067	20%
Elk*	46.3	264	75	28%	152	58%	37	14%
Erie	46.3	3,342	1,029	31%	1,799	54%	514	15%
Fayette*	47.4	1,010	256	25%	602	60%	152	15%
Forest*	48.1	24	8	33%	10	42%	6	25%
Franklin*	44.8	1,056	390	37%	529	50%	137	13%
Fulton*	47.9	61	16	26%	32	52%	13	21%
Greene*	48.4	217	53	24%	121	56%	43	20%
Huntingdon*	47.3	239	61	26%	141	59%	37	15%
Indiana*	48.0	674	158	23%	420	62%	96	14%
Jefferson*	47.0	354	92	26%	206	58%	56	16%
Juniata*	48.8	47	13	28%	23	49%	11	23%

RESPONDENTS EMPLOYED IN NURSING IN PENNSYLVANIA, 2012/2013 RN SURVEY

**APPENDIX 2:  
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	48.6	2,589	600	23%	1,518	59%	471	18%
Lancaster	46.1	4,471	1,517	34%	2,190	49%	764	17%
Lawrence*	48.7	818	202	25%	428	52%	188	23%
Lebanon	47.2	984	302	31%	479	49%	203	21%
Lehigh	45.4	5,768	1,973	34%	2,978	52%	817	14%
Luzerne	48.8	3,623	816	23%	2,107	58%	700	19%
Lycoming*	46.8	1,171	341	29%	647	55%	183	16%
McKean*	46.8	329	80	24%	211	64%	38	12%
Mercer*	48.4	1,230	292	24%	711	58%	227	18%
Mifflin*	43.9	353	133	38%	174	49%	46	13%
Monroe*	48.1	942	240	25%	542	58%	160	17%
Montgomery	48.2	10,404	2,659	26%	5,859	56%	1,886	18%
Montour*	43.3	1,749	719	41%	848	48%	182	10%
Northampton	47.5	2,238	587	26%	1,286	57%	365	16%
Northumberland*	49.0	541	127	23%	303	56%	111	21%
Perry*	49.2	85	19	22%	48	56%	18	21%
Philadelphia	43.8	22,727	9,323	41%	10,576	47%	2,828	12%
Pike*	52.0	80	7	9%	56	70%	17	21%
Potter*	45.7	175	68	39%	79	45%	28	16%
Schuylkill*	47.2	965	267	28%	536	56%	162	17%
Snyder*	48.5	121	27	22%	75	62%	19	16%
Somerset*	47.1	550	157	29%	303	55%	90	16%
Sullivan*	51.5	34	-	-	24	71%	7	21%
Susquehanna*	48.9	170	41	24%	92	54%	37	22%
Tioga*	49.3	211	41	19%	129	61%	41	19%
Union*	48.1	532	146	27%	294	55%	92	17%
Venango*	48.6	482	118	24%	279	58%	85	18%
Warren*	49.0	358	82	23%	197	55%	79	22%
Washington*	48.4	1,902	455	24%	1,111	58%	336	18%
Wayne*	48.6	362	84	23%	212	59%	66	18%
Westmoreland	48.2	2,964	730	25%	1,726	58%	508	17%
Wyoming*	51.1	136	25	18%	74	54%	37	27%
York	46.1	3,130	995	32%	1,667	53%	468	15%

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

- 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 NURSING IN PENNSYLVANIA, 2012/2013 RN SURVEY

**APPENDIX 2A:  
AGE GROUPS BY JOB SETTING:  
HOSPITAL**

County	Total	18-39		40-59		60+	
		Number	Percent	Number	Percent	Number	Percent
Pennsylvania	79,401	31,972	40%	38,857	49%	8,572	11%
Rural counties	15,484	5,560	36%	8,082	52%	1,842	12%
Urban counties	63,841	26,392	41%	30,743	48%	6,706	11%
Adams*	268	83	31%	155	58%	30	11%
Allegheny	13,824	5,927	43%	6,513	47%	1,384	10%
Armstrong*	292	98	34%	158	54%	36	12%
Beaver	673	200	30%	385	57%	88	13%
Bedford*	91	31	34%	46	51%	14	15%
Berks	2,038	878	43%	977	48%	183	9%
Blair*	1,078	410	38%	543	50%	125	12%
Bradford*	592	230	39%	287	48%	75	13%
Bucks	2,546	707	28%	1,521	60%	318	12%
Butler*	649	201	31%	394	61%	54	8%
Cambria*	1,025	443	43%	480	47%	102	10%
Cameron*	0	0	0%	0	0%	0	0%
Carbon*	173	43	25%	99	57%	31	18%
Centre*	552	258	47%	239	43%	55	10%
Chester	2,112	720	34%	1,150	54%	242	11%
Clarion*	150	44	29%	88	59%	18	12%
Clearfield*	482	178	37%	254	53%	50	10%
Clinton*	65	20	31%	37	57%	8	12%
Columbia*	280	105	38%	138	49%	37	13%
Crawford*	347	112	32%	184	53%	51	15%
Cumberland	1,023	362	35%	532	52%	129	13%
Dauphin	3,047	1,536	50%	1,240	41%	271	9%
Delaware	2,527	719	28%	1,434	57%	374	15%
Elk*	122	45	37%	62	51%	15	12%
Erie	1,828	739	40%	896	49%	193	11%
Fayette*	506	142	28%	313	62%	51	10%
Forest*	-	-	-	0	0%	-	-
Franklin*	645	287	44%	310	48%	48	7%
Fulton*	42	12	29%	25	60%	-	-
Greene*	91	23	25%	51	56%	17	19%
Huntingdon*	107	30	28%	64	60%	13	12%
Indiana*	339	101	30%	210	62%	28	8%
Jefferson*	188	57	30%	111	59%	20	11%
Juniata*	-	-	-	-	-	0	0%

RESPONDENTS EMPLOYED IN NURSING IN PENNSYLVANIA, 2012/2013 RN SURVEY

**APPENDIX 2A:  
AGE GROUPS BY JOB SETTING:  
HOSPITAL, CONTINUED**

County	Total	18-39		40-59		60+	
		Number	Percent	Number	Percent	Number	Percent
Lackawanna	1,266	419	33%	666	53%	181	14%
Lancaster	2,285	1,063	47%	1,020	45%	202	9%
Lawrence*	417	132	32%	207	50%	78	19%
Lebanon	547	212	39%	254	46%	81	15%
Lehigh	3,623	1,532	42%	1,721	48%	370	10%
Luzerne	1,777	571	32%	965	54%	241	14%
Lycoming*	667	259	39%	334	50%	74	11%
McKean*	152	37	24%	101	66%	14	9%
Mercer*	742	213	29%	420	57%	109	15%
Mifflin*	203	89	44%	91	45%	23	11%
Monroe*	546	187	34%	302	55%	57	10%
Montgomery	4,695	1,610	34%	2,511	53%	574	12%
Montour*	1,368	652	48%	598	44%	118	9%
Northampton	1,156	426	37%	611	53%	119	10%
Northumberland*	238	74	31%	128	54%	36	15%
Perry*	17	8	47%	9	53%	0	0%
Philadelphia	15,533	7,520	48%	6,608	43%	1,405	9%
Pike*	6	0	0%	6	100%	0	0%
Potter*	110	53	48%	46	42%	11	10%
Schuylkill*	508	172	34%	261	51%	75	15%
Snyder*	17	-	-	12	71%	-	-
Somerset*	244	78	32%	135	55%	31	13%
Sullivan*	-	0	0%	-	-	0	0%
Susquehanna*	81	30	37%	40	49%	11	14%
Tioga*	115	27	23%	70	61%	18	16%
Union*	290	103	36%	154	53%	33	11%
Venango*	249	80	32%	138	55%	31	12%
Warren*	183	57	31%	93	51%	33	18%
Washington*	1,004	285	28%	562	56%	157	16%
Wayne*	163	50	31%	86	53%	27	17%
Westmoreland	1,359	468	34%	729	54%	162	12%
Wyoming*	67	12	18%	35	52%	20	30%
York	1,982	783	40%	1,010	51%	189	10%

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

- 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 NURSING IN PENNSYLVANIA, 2012/2013 RN SURVEY

**APPENDIX 2B:  
AGE GROUPS BY JOB SETTING:  
NURSING HOME/EXTENDED CARE/ASSISTED LIVING FACILITY**

County	Total	18-39		40-59		60+	
		Number	Percent	Number	Percent	Number	Percent
Pennsylvania	13,464	3,353	25%	7,298	54%	2,813	21%
Rural counties	3,093	675	22%	1,768	57%	650	21%
Urban counties	10,343	2,674	26%	5,524	53%	2,145	21%
Adams*	88	20	23%	55	63%	13	15%
Allegheny	1,528	297	19%	874	57%	357	23%
Armstrong*	37	7	19%	25	68%	-	-
Beaver	228	48	21%	128	56%	52	23%
Bedford*	30	7	23%	17	57%	6	20%
Berks	356	90	25%	198	56%	68	19%
Blair*	194	42	22%	119	61%	33	17%
Bradford*	38	7	18%	19	50%	12	32%
Bucks	810	235	29%	421	52%	154	19%
Butler*	278	71	26%	151	54%	56	20%
Cambria*	180	39	22%	107	59%	34	19%
Cameron*	6	-	-	-	-	-	-
Carbon*	46	8	17%	28	61%	10	22%
Centre*	81	20	25%	42	52%	19	23%
Chester	518	142	27%	262	51%	114	22%
Clarion*	33	-	-	25	76%	-	-
Clearfield*	60	15	25%	36	60%	9	15%
Clinton*	29	-	-	17	59%	7	24%
Columbia*	55	15	27%	24	44%	16	29%
Crawford*	70	14	20%	42	60%	14	20%
Cumberland	205	51	25%	104	51%	50	24%
Dauphin	161	34	21%	88	55%	39	24%
Delaware	727	233	32%	353	49%	141	19%
Elk*	32	-	-	19	59%	8	25%
Erie	364	79	22%	204	56%	81	22%
Fayette*	95	27	28%	51	54%	17	18%
Forest*	8	-	-	-	-	-	-
Franklin*	104	20	19%	60	58%	24	23%
Fulton*	7	-	-	-	-	-	-
Greene*	27	12	44%	12	44%	-	-
Huntingdon*	29	6	21%	17	59%	6	21%
Indiana*	67	17	25%	40	60%	10	15%
Jefferson*	51	9	18%	30	59%	12	24%
Juniata*	24	-	-	11	46%	8	33%

RESPONDENTS EMPLOYED IN NURSING IN PENNSYLVANIA, 2012/2013 RN SURVEY

**APPENDIX 2B:  
AGE GROUPS BY JOB SETTING:  
NURSING HOME/EXTENDED CARE/ASSISTED LIVING FACILITY, CONTINUED**

County	Total	18-39		40-59		60+	
		Number	Percent	Number	Percent	Number	Percent
Lackawanna	362	66	18%	230	64%	66	18%
Lancaster	549	130	24%	278	51%	141	26%
Lawrence*	100	22	22%	50	50%	28	28%
Lebanon	151	44	29%	63	42%	44	29%
Lehigh	464	126	27%	250	54%	88	19%
Luzerne	372	74	20%	228	61%	70	19%
Lycoming*	118	29	25%	63	53%	26	22%
McKean*	72	16	22%	45	63%	11	15%
Mercer*	119	22	18%	64	54%	33	28%
Mifflin*	41	14	34%	20	49%	7	17%
Monroe*	60	10	17%	34	57%	16	27%
Montgomery	1,341	400	30%	652	49%	289	22%
Montour*	27	-	-	18	67%	7	26%
Northampton	308	71	23%	180	58%	57	19%
Northumberland*	94	17	18%	57	61%	20	21%
Perry*	31	7	23%	15	48%	9	29%
Philadelphia	1,269	417	33%	648	51%	204	16%
Pike*	19	-	-	14	74%	-	-
Potter*	19	-	-	11	58%	-	-
Schuylkill*	153	30	20%	94	61%	29	19%
Snyder*	31	10	32%	18	58%	-	-
Somerset*	81	20	25%	41	51%	20	25%
Sullivan*	27	-	-	17	63%	7	26%
Susquehanna*	26	-	-	17	65%	6	23%
Tioga*	30	-	-	16	53%	11	37%
Union*	33	8	24%	20	61%	-	-
Venango*	56	15	27%	27	48%	14	25%
Warren*	49	7	14%	33	67%	9	18%
Washington*	179	39	22%	102	57%	38	21%
Wayne*	45	8	18%	29	64%	8	18%
Westmoreland	396	89	22%	231	58%	76	19%
Wyoming*	14	-	-	10	71%	-	-
York	234	48	21%	132	56%	54	23%

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

- 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 NURSING IN PENNSYLVANIA, 2012/2013 RN SURVEY

**APPENDIX 2C:  
AGE GROUPS BY JOB SETTING:  
AMBULATORY CARE SETTING**

County	Total	18-39		40-59		60+	
		Number	Percent	Number	Percent	Number	Percent
Pennsylvania	9,784	1,688	17%	6,097	62%	1,999	20%
Rural counties	1,812	298	16%	1,153	64%	361	20%
Urban counties	7,957	1,386	17%	4,937	62%	1,634	21%
Adams*	40	7	18%	23	58%	10	25%
Allegheny	1,614	209	13%	1,070	66%	335	21%
Armstrong*	21	-	-	14	67%	-	-
Beaver	73	15	21%	46	63%	12	16%
Bedford*	12	0	0%	8	67%	-	-
Berks	338	82	24%	193	57%	63	19%
Blair*	110	25	23%	65	59%	20	18%
Bradford*	68	11	16%	48	71%	9	13%
Bucks	372	61	16%	250	67%	61	16%
Butler*	109	25	23%	63	58%	21	19%
Cambria*	84	14	17%	49	58%	21	25%
Cameron*	0	0	0%	0	0%	0	0%
Carbon*	9	0	0%	7	78%	-	-
Centre*	170	29	17%	106	62%	35	21%
Chester	403	51	13%	260	65%	92	23%
Clarion*	11	-	-	8	73%	-	-
Clearfield*	30	5	17%	16	53%	9	30%
Clinton*	6	-	-	-	-	-	-
Columbia*	38	3	8%	26	68%	9	24%
Crawford*	31	0	0%	27	87%	-	-
Cumberland	198	39	20%	119	60%	40	20%
Dauphin	297	43	14%	206	69%	48	16%
Delaware	332	53	16%	189	57%	90	27%
Elk*	28	-	-	21	75%	-	-
Erie	294	55	19%	188	64%	51	17%
Fayette*	27	-	-	18	67%	-	-
Forest*	0	0	0%	0	0%	0	0%
Franklin*	69	14	20%	43	62%	12	17%
Fulton*	0	0	0%	0	0%	0	0%
Greene*	6	-	-	-	-	-	-
Huntingdon*	6	-	-	-	-	0	0%
Indiana*	41	-	-	28	68%	9	22%
Jefferson*	19	6	32%	9	47%	-	-
Juniata*	-	-	-	-	-	0	0%

RESPONDENTS EMPLOYED IN NURSING IN PENNSYLVANIA, 2012/2013 RN SURVEY

**APPENDIX 2C:  
AGE GROUPS BY JOB SETTING:  
AMBULATORY CARE SETTING, CONTINUED**

County	Total	18-39		40-59		60+	
		Number	Percent	Number	Percent	Number	Percent
Lackawanna	149	18	12%	95	64%	36	24%
Lancaster	449	98	22%	259	58%	92	20%
Lawrence*	40	-	-	19	48%	16	40%
Lebanon	73	13	18%	47	64%	13	18%
Lehigh	401	72	18%	239	60%	90	22%
Luzerne	261	29	11%	151	58%	81	31%
Lycoming*	75	6	8%	54	72%	15	20%
McKean*	15	-	-	9	60%	-	-
Mercer*	68	12	18%	40	59%	16	24%
Mifflin*	23	-	-	16	70%	-	-
Monroe*	43	9	21%	29	67%	-	-
Montgomery	682	94	14%	425	62%	163	24%
Montour*	145	20	14%	97	67%	28	19%
Northampton	175	22	13%	121	69%	32	18%
Northumberland*	25	-	-	18	72%	-	-
Perry*	-	0	0%	-	-	0	0%
Philadelphia	1,352	344	25%	784	58%	224	17%
Pike*	7	-	-	-	-	-	-
Potter*	8	-	-	6	75%	-	-
Schuylkill*	55	15	27%	32	58%	8	15%
Snyder*	14	-	-	9	64%	-	-
Somerset*	20	-	-	11	55%	6	30%
Sullivan*	0	0	0%	0	0%	0	0%
Susquehanna*	7	0	0%	-	-	-	-
Tioga*	8	-	-	-	-	0	0%
Union*	93	12	13%	61	66%	20	22%
Venango*	38	8	21%	22	58%	8	21%
Warren*	27	-	-	20	74%	-	-
Washington*	131	21	16%	89	68%	21	16%
Wayne*	19	-	-	12	63%	-	-
Westmoreland	225	32	14%	136	60%	57	25%
Wyoming*	13	-	-	7	54%	-	-
York	269	56	21%	159	59%	54	20%

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

- 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 NURSING IN PENNSYLVANIA, 2012/2013 RN SURVEY

**APPENDIX 2D:  
AGE GROUPS BY JOB SETTING:  
HOME HEALTH**

County	Total	18-39		40-59		60+	
		Number	Percent	Number	Percent	Number	Percent
Pennsylvania	10,029	2,163	22%	5,921	59%	1,945	19%
Rural counties	2,608	593	23%	1,523	58%	492	19%
Urban counties	7,401	1,567	21%	4,387	59%	1,447	20%
Adams*	41	7	17%	26	63%	8	20%
Allegheny	1,241	250	20%	690	56%	301	24%
Armstrong*	35	8	23%	22	63%	-	-
Beaver	126	28	22%	70	56%	28	22%
Bedford*	49	14	29%	28	57%	7	14%
Berks	263	56	21%	148	56%	59	22%
Blair*	209	74	35%	102	49%	33	16%
Bradford*	29	-	-	20	69%	-	-
Bucks	587	116	20%	369	63%	102	17%
Butler*	269	55	20%	163	61%	51	19%
Cambria*	154	36	23%	91	59%	27	18%
Cameron*	-	-	-	0	0%	-	-
Carbon*	27	7	26%	15	56%	-	-
Centre*	71	15	21%	41	58%	15	21%
Chester	357	57	16%	220	62%	80	22%
Clarion*	33	-	-	26	79%	-	-
Clearfield*	109	26	24%	59	54%	24	22%
Clinton*	14	-	-	6	43%	6	43%
Columbia*	45	6	13%	33	73%	6	13%
Crawford*	50	9	18%	31	62%	10	20%
Cumberland	123	25	20%	79	64%	19	15%
Dauphin	161	40	25%	95	59%	26	16%
Delaware	474	62	13%	298	63%	114	24%
Elk*	38	12	32%	22	58%	-	-
Erie	223	49	22%	140	63%	34	15%
Fayette*	159	32	20%	104	65%	23	14%
Forest*	0	0	0%	0	0%	0	0%
Franklin*	62	23	37%	29	47%	10	16%
Fulton*	6	-	-	-	-	-	-
Greene*	19	-	-	11	58%	6	32%
Huntingdon*	33	14	42%	13	39%	6	18%
Indiana*	81	11	14%	55	68%	15	19%
Jefferson*	44	10	23%	24	55%	10	23%
Juniata*	-	0	0%	-	-	0	0%

RESPONDENTS EMPLOYED IN NURSING IN PENNSYLVANIA, 2012/2013 RN SURVEY

**APPENDIX 2D:  
AGE GROUPS BY JOB SETTING:  
HOME HEALTH, CONTINUED**

County	Total	18-39		40-59		60+	
		Number	Percent	Number	Percent	Number	Percent
Lackawanna	235	38	16%	159	68%	38	16%
Lancaster	345	100	29%	176	51%	69	20%
Lawrence*	87	19	22%	47	54%	21	24%
Lebanon	43	9	21%	23	53%	11	26%
Lehigh	378	80	21%	231	61%	67	18%
Luzerne	315	57	18%	192	61%	66	21%
Lycoming*	99	18	18%	65	66%	16	16%
McKean*	26	-	-	17	65%	-	-
Mercer*	60	12	20%	36	60%	12	20%
Mifflin*	26	10	38%	14	54%	-	-
Monroe*	108	19	18%	54	50%	35	32%
Montgomery	911	185	20%	548	60%	178	20%
Montour*	35	9	26%	23	66%	-	-
Northampton	151	24	16%	100	66%	27	18%
Northumberland*	73	16	22%	39	53%	18	25%
Perry*	10	-	-	6	60%	-	-
Philadelphia	1,002	312	31%	550	55%	140	14%
Pike*	16	0	0%	9	56%	7	44%
Potter*	16	7	44%	-	-	-	-
Schuylkill*	72	20	28%	41	57%	11	15%
Snyder*	17	-	-	7	41%	-	-
Somerset*	54	13	24%	31	57%	10	19%
Sullivan*	-	0	0%	-	-	0	0%
Susquehanna*	8	0	0%	-	-	-	-
Tioga*	16	-	-	10	63%	-	-
Union*	25	6	24%	12	48%	7	28%
Venango*	33	6	18%	22	67%	-	-
Warren*	23	-	-	13	57%	7	30%
Washington*	183	40	22%	115	63%	28	15%
Wayne*	27	-	-	19	70%	-	-
Westmoreland	313	45	14%	208	66%	60	19%
Wyoming*	10	-	-	-	-	-	-
York	153	34	22%	91	59%	28	18%

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

- 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 NURSING IN PENNSYLVANIA, 2012/2013 RN SURVEY

**APPENDIX 3:  
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	141,554	108,020	76%	23,870	17%	9664	7%
Rural counties	28,656	22,074	77%	4,564	16%	2,018	7%
Urban counties	112,706	85,801	76%	19,280	17%	7,625	7%
Adams*	563	418	74%	107	19%	38	7%
Allegheny	23,167	18,702	81%	3,164	14%	1,301	6%
Armstrong*	463	376	81%	78	17%	9	2%
Beaver	1,398	1,088	78%	231	17%	79	6%
Bedford*	237	180	76%	35	15%	22	9%
Berks	3,752	2,666	71%	823	22%	263	7%
Blair*	1,862	1,358	73%	382	21%	122	7%
Bradford*	811	645	80%	61	8%	105	13%
Bucks	5,519	3,789	69%	1,150	21%	580	11%
Butler*	1,670	1,182	71%	373	22%	115	7%
Cambria*	1,865	1,502	81%	257	14%	106	6%
Cameron*	10	6	60%	-	-	-	-
Carbon*	328	245	75%	48	15%	35	11%
Centre*	1,173	858	73%	210	18%	105	9%
Chester	4,602	3,062	67%	1,072	23%	468	10%
Clarion*	302	254	84%	32	11%	16	5%
Clearfield*	829	657	79%	131	16%	41	5%
Clinton*	141	106	75%	15	11%	20	14%
Columbia*	515	380	74%	77	15%	58	11%
Crawford*	645	514	80%	96	15%	35	5%
Cumberland	2,004	1,454	73%	382	19%	168	8%
Dauphin	4,717	3,629	77%	804	17%	284	6%
Delaware	5,307	3,635	68%	1,312	25%	360	7%
Elk*	264	211	80%	24	9%	29	11%
Erie	3,342	2,696	81%	422	13%	224	7%
Fayette*	1,010	818	81%	154	15%	38	4%
Forest*	24	19	79%	-	-	-	-
Franklin*	1,056	791	75%	197	19%	68	6%
Fulton*	61	51	84%	6	10%	-	-
Greene*	217	173	80%	24	11%	20	9%
Huntingdon*	239	174	73%	45	19%	20	8%
Indiana*	674	431	64%	202	30%	41	6%
Jefferson*	354	284	80%	51	14%	19	5%
Juniata*	47	35	74%	8	17%	-	-

RESPONDENTS EMPLOYED IN NURSING IN PENNSYLVANIA, 2012/2013 RN SURVEY

**APPENDIX 3:  
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	2,589	1,870	72%	515	20%	204	8%
Lancaster	4,471	3,112	70%	1,113	25%	246	6%
Lawrence*	818	651	80%	133	16%	34	4%
Lebanon	984	722	73%	198	20%	64	7%
Lehigh	5,768	4,480	78%	920	16%	368	6%
Luzerne	3,623	2,811	78%	530	15%	282	8%
Lycoming*	1,171	937	80%	150	13%	84	7%
McKean*	329	292	89%	22	7%	15	5%
Mercer*	1,230	1,000	81%	146	12%	84	7%
Mifflin*	353	263	75%	56	16%	34	10%
Monroe*	942	750	80%	108	11%	84	9%
Montgomery	10,404	7,226	69%	2,230	21%	948	9%
Montour*	1,749	1,512	86%	157	9%	80	5%
Northampton	2,238	1,630	73%	440	20%	168	8%
Northumberland*	541	401	74%	83	15%	57	11%
Perry*	85	66	78%	12	14%	7	8%
Philadelphia	22,727	18,593	82%	2,930	13%	1,204	5%
Pike*	80	55	69%	13	16%	12	15%
Potter*	175	135	77%	21	12%	19	11%
Schuylkill*	965	693	72%	199	21%	73	8%
Snyder*	121	89	74%	19	16%	13	11%
Somerset*	550	442	80%	80	15%	28	5%
Sullivan*	34	20	59%	-	-	9	26%
Susquehanna*	170	136	80%	22	13%	12	7%
Tioga*	211	178	84%	15	7%	18	9%
Union*	532	339	64%	117	22%	76	14%
Venango*	482	412	85%	52	11%	18	4%
Warren*	358	262	73%	63	18%	33	9%
Washington*	1,902	1,437	76%	369	19%	96	5%
Wayne*	362	241	67%	85	23%	36	10%
Westmoreland	2,964	2,273	77%	496	17%	195	7%
Wyoming*	136	95	70%	19	14%	22	16%
York	3,130	2,363	75%	548	18%	219	7%

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

\*\*Employed full-time, part-time or per-diem in nursing or a position that requires a nursing license

- 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 NURSING IN PENNSYLVANIA, 2012/2013 RN SURVEY

**APPENDIX 4:  
CAREER SATISFACTION BY COUNTY OF EMPLOYMENT**

County	Total	Very Dissatisfied		Dissatisfied		Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Pennsylvania	141,554	3,913	3%	7,763	5%	77,089	54%	52,716	37%
Rural counties	28,656	819	3%	1,775	6%	15,868	55%	10,180	36%
Urban counties	112,706	3,084	3%	5,970	5%	61,132	54%	42,481	38%
Adams*	563	15	3%	25	4%	279	50%	244	43%
Allegheny	23,167	661	3%	1,456	6%	13,144	57%	7,900	34%
Armstrong*	463	12	3%	32	7%	289	62%	130	28%
Beaver	1,398	54	4%	87	6%	729	52%	528	38%
Bedford*	237	6	3%	10	4%	140	59%	81	34%
Berks	3,752	80	2%	217	6%	2,119	56%	1,334	36%
Blair*	1,862	64	3%	112	6%	1,046	56%	637	34%
Bradford*	811	18	2%	46	6%	438	54%	309	38%
Bucks	5,519	140	3%	274	5%	2,953	54%	2,149	39%
Butler*	1,670	41	2%	125	7%	930	56%	572	34%
Cambria*	1,865	56	3%	130	7%	1,094	59%	585	31%
Cameron*	10	0	0%	-	-	-	-	-	-
Carbon*	328	12	4%	26	8%	178	54%	112	34%
Centre*	1,173	28	2%	56	5%	589	50%	500	43%
Chester	4,602	133	3%	183	4%	2,301	50%	1,981	43%
Clarion*	302	10	3%	20	7%	163	54%	109	36%
Clearfield*	829	28	3%	66	8%	452	55%	283	34%
Clinton*	141	6	4%	9	6%	80	57%	46	33%
Columbia*	515	9	2%	28	5%	303	59%	175	34%
Crawford*	645	20	3%	37	6%	352	55%	236	37%
Cumberland	2,004	43	2%	112	6%	1,028	51%	821	41%
Dauphin	4,717	104	2%	203	4%	2,455	52%	1,952	41%
Delaware	5,307	167	3%	258	5%	2,782	52%	2,098	40%
Elk*	264	-	-	15	6%	146	55%	100	38%
Erie	3,342	89	3%	233	7%	1,871	56%	1,148	34%
Fayette*	1,010	53	5%	110	11%	597	59%	250	25%
Forest*	24	-	-	0	0%	15	63%	6	25%
Franklin*	1,056	24	2%	35	3%	527	50%	470	45%
Fulton*	61	-	-	-	-	32	52%	23	38%
Greene*	217	12	6%	17	8%	123	57%	65	30%
Huntingdon*	239	-	-	12	5%	122	51%	102	43%
Indiana*	674	14	2%	43	6%	382	57%	235	35%
Jefferson*	354	14	4%	24	7%	212	60%	102	29%
Juniata*	47	-	-	-	-	24	51%	16	34%

RESPONDENTS EMPLOYED IN NURSING IN PENNSYLVANIA, 2012/2013 RN SURVEY

**APPENDIX 4:  
CAREER SATISFACTION BY COUNTY OF EMPLOYMENT, CONTINUED**

County	Total	Very Dissatisfied		Dissatisfied		Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Lackawanna	2,589	87	3%	193	7%	1,539	59%	770	30%
Lancaster	4,471	96	2%	186	4%	2,438	55%	1,749	39%
Lawrence*	818	26	3%	47	6%	495	61%	249	30%
Lebanon	984	29	3%	43	4%	535	54%	376	38%
Lehigh	5,768	138	2%	287	5%	3,166	55%	2,177	38%
Luzerne	3,623	125	3%	261	7%	2,080	57%	1,155	32%
Lycoming*	1,171	24	2%	55	5%	610	52%	482	41%
McKean*	329	15	5%	25	8%	180	55%	109	33%
Mercer*	1,230	33	3%	77	6%	718	58%	401	33%
Mifflin*	353	6	2%	17	5%	189	54%	141	40%
Monroe*	942	32	3%	49	5%	491	52%	370	39%
Montgomery	10,404	288	3%	538	5%	5,556	53%	4,021	39%
Montour*	1,749	50	3%	57	3%	916	52%	725	41%
Northampton	2,238	48	2%	122	5%	1,207	54%	861	38%
Northumberland*	541	18	3%	31	6%	292	54%	198	37%
Perry*	85	-	-	-	-	45	53%	31	36%
Philadelphia	22,727	629	3%	908	4%	11,844	52%	9,336	41%
Pike*	80	-	-	-	-	45	56%	30	38%
Potter*	175	8	5%	10	6%	86	49%	71	41%
Schuylkill*	965	21	2%	67	7%	582	60%	295	31%
Snyder*	121	-	-	-	-	79	65%	35	29%
Somerset*	550	13	2%	32	6%	334	61%	170	31%
Sullivan*	34	0	0%	-	-	20	59%	10	29%
Susquehanna*	170	-	-	11	6%	102	60%	54	32%
Tioga*	211	8	4%	7	3%	106	50%	90	43%
Union*	532	8	2%	25	5%	280	53%	219	41%
Venango*	482	10	2%	36	7%	270	56%	166	34%
Warren*	358	13	4%	18	5%	185	52%	142	40%
Washington*	1,902	51	3%	165	9%	1,052	55%	634	33%
Wayne*	362	12	3%	25	7%	210	58%	115	32%
Westmoreland	2,964	102	3%	248	8%	1,688	57%	925	31%
Wyoming*	136	-	-	15	11%	63	46%	53	39%
York	3,130	71	2%	161	5%	1,697	54%	1,200	38%

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

- 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 NURSING IN PENNSYLVANIA, 2012/2013 RN SURVEY

**APPENDIX 5:  
YEARS TO REMAIN IN NURSING**

County	Total	0-5 Years		6-10 Years		11-15 Years		16+ Years	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Pennsylvania	141,554	23913	17%	26,715	19%	23,769	17%	66,954	47%
Rural counties	28,656	5327	19%	5,394	19%	4,628	16%	13,273	46%
Urban counties	112,706	18539	16%	21,288	19%	19,111	17%	53,627	48%
Adams*	563	99	18%	115	20%	95	17%	252	45%
Allegheny	23,167	4026	17%	4,514	19%	3,848	17%	10,748	46%
Armstrong*	463	83	18%	100	22%	71	15%	209	45%
Beaver	1,398	277	20%	263	19%	215	15%	642	46%
Bedford*	237	47	20%	44	19%	38	16%	108	46%
Berks	3,752	593	16%	658	18%	614	16%	1,882	50%
Blair*	1,862	334	18%	329	18%	293	16%	903	48%
Bradford*	811	159	20%	141	17%	129	16%	381	47%
Bucks	5,519	888	16%	1,145	21%	1,087	20%	2,393	43%
Butler*	1,670	308	18%	330	20%	285	17%	744	45%
Cambria*	1,865	341	18%	346	19%	272	15%	905	49%
Cameron*	10	-	-	-	-	-	-	-	-
Carbon*	328	66	20%	68	21%	60	18%	133	41%
Centre*	1,173	219	19%	191	16%	180	15%	581	50%
Chester	4,602	768	17%	972	21%	861	19%	1,994	43%
Clarion*	302	55	18%	49	16%	63	21%	135	45%
Clearfield*	829	131	16%	149	18%	140	17%	407	49%
Clinton*	141	28	20%	32	23%	20	14%	61	43%
Columbia*	515	94	18%	105	20%	81	16%	235	46%
Crawford*	645	128	20%	108	17%	102	16%	307	48%
Cumberland	2,004	371	19%	436	22%	308	15%	888	44%
Dauphin	4,717	793	17%	838	18%	721	15%	2,359	50%
Delaware	5,307	959	18%	1,095	21%	954	18%	2,290	43%
Elk*	264	49	19%	39	15%	38	14%	138	52%
Erie	3,342	547	16%	619	19%	543	16%	1,630	49%
Fayette*	1,010	202	20%	216	21%	155	15%	436	43%
Forest*	24	9	38%	6	25%	-	-	7	29%
Franklin*	1,056	174	16%	178	17%	155	15%	549	52%
Fulton*	61	9	15%	9	15%	12	20%	31	51%
Greene*	217	62	29%	33	15%	33	15%	89	41%
Huntingdon*	239	47	20%	44	18%	42	18%	106	44%
Indiana*	674	121	18%	146	22%	116	17%	290	43%
Jefferson*	354	64	18%	60	17%	63	18%	166	47%
Juniata*	47	14	30%	10	21%	7	15%	16	34%

RESPONDENTS EMPLOYED IN NURSING IN PENNSYLVANIA, 2012/2013 RN SURVEY

**APPENDIX 5:  
YEARS TO REMAIN IN NURSING, CONTINUED**

County	Total	0-5 Years		6-10 Years		11-15 Years		16+ Years	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Lackawanna	2,589	485	19%	538	21%	444	17%	1,120	43%
Lancaster	4,471	767	17%	820	18%	732	16%	2,145	48%
Lawrence*	818	187	23%	130	16%	126	15%	375	46%
Lebanon	984	215	22%	177	18%	142	14%	449	46%
Lehigh	5,768	883	15%	962	17%	933	16%	2,979	52%
Luzerne	3,623	724	20%	704	19%	617	17%	1,573	43%
Lycoming*	1,171	202	17%	218	19%	214	18%	535	46%
McKean*	329	52	16%	63	19%	51	16%	163	50%
Mercer*	1,230	229	19%	266	22%	217	18%	517	42%
Mifflin*	353	51	14%	50	14%	40	11%	211	60%
Monroe*	942	168	18%	193	20%	147	16%	434	46%
Montgomery	10,404	1706	16%	2,105	20%	2,008	19%	4,569	44%
Montour*	1,749	227	13%	277	16%	255	15%	990	57%
Northampton	2,238	406	18%	428	19%	372	17%	1,029	46%
Northumberland*	541	115	21%	110	20%	94	17%	222	41%
Perry*	85	21	25%	13	15%	21	25%	29	34%
Philadelphia	22,727	3021	13%	3,917	17%	3,670	16%	12,096	53%
Pike*	80	14	18%	20	25%	19	24%	27	34%
Potter*	175	25	14%	34	19%	20	11%	96	55%
Schuylkill*	965	188	19%	161	17%	149	15%	467	48%
Snyder*	121	19	16%	31	26%	28	23%	42	35%
Somerset*	550	102	19%	111	20%	86	16%	250	45%
Sullivan*	34	9	26%	10	29%	7	21%	8	24%
Susquehanna*	170	44	26%	34	20%	27	16%	65	38%
Tioga*	211	48	23%	36	17%	36	17%	91	43%
Union*	532	89	17%	111	21%	97	18%	235	44%
Venango*	482	105	22%	104	22%	76	16%	195	40%
Warren*	358	85	24%	76	21%	59	16%	138	39%
Washington*	1,902	392	21%	391	21%	323	17%	790	42%
Wayne*	362	68	19%	79	22%	61	17%	153	42%
Westmoreland	2,964	605	20%	602	20%	493	17%	1,262	43%
Wyoming*	136	42	31%	27	20%	20	15%	47	35%
York	3,130	505	16%	495	16%	549	18%	1,579	50%

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

- 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 NURSING IN PENNSYLVANIA, 2012/2013 RN SURVEY

**APPENDIX 6:  
COMPARISON OF RESPONSES TO THE PENNSYLVANIA SURVEYS OF REGISTERED NURSES,  
2002/2003 – 2012/2013**

Measure	2002/ 2003	2004/ 2005	2006/ 2007	2008/ 2009	2010/ 2011	2012/ 2013
<b>Gender</b>						
Male	6%	6%	7%	8%	8%	8%
Female	94%	94%	93%	92%	92%	92%
<b>Race</b>						
White	95%	94%	92%	91%	91%	91%
Black	3%	4%	4%	5%	5%	5%
Asian	2%	2%	2%	3%	3%	3%
Other	1%	1%	1%	1%	1%	< 1%
Native Hawaiian/Other Pacific Islander	< 1%	< 1%	< 1%	< 1%	< 1%	< 1%
American Indian/Alaska Native	< 1%	< 1%	< 1%	< 1%	1%	< 1%
<b>Ethnicity</b>						
Hispanic	1%	1%	2%	3%	3%	2%
<b>Average age</b>	45.4	46.1	45.5	45.1	46.7	46.5
<b>Age</b>						
20-34	16%	16%	19%	22%	19%	21%
35-49	48%	44%	42%	39%	36%	34%
50-64	33%	36%	36%	35%	40%	39%
65+	3%	3%	3%	4%	5%	6%
<b>Full-time, part-time or per diem*</b>						
Full-time	69%	69%	73%	72%	75%	76%
Part-time	31%	31%	27%	28%	18%	17%
Per diem	N/A	N/A	N/A	N/A	7%	7%
<b>Specialty/advanced certification</b>						
Certified nurse midwife (CNM)	< 1%	< 1%	< 1%	< 1%	<1%	<1%
Certified registered nurse anesthetist (CRNA)	2%	2%	2%	3%	2%	2%
Certified registered nurse practitioner (CRNP)	4%	4%	3%	2%	3%	3%
Clinical specialist	2%	3%	3%	1%	1%	1%
Other	18%	N/A	N/A	9%	N/A	N/A
<b>Employment status^</b>						
Employed in health care	77%	80%	80%	84%	88%	86%
Employed not in health care	4%	4%	5%	3%	2%	3%
Unemployed, seeking health care employment	2%	2%	2%	3%	4%	3%
Unemployed, not seeking health care employment	6%	5%	5%	4%	2%	3%
Retired	11%	9%	7%	6%	4%	4%
Student	< 1%	< 1%	< 1%	< 1%	N/A	N/A
Working as a volunteer in a nursing position	N/A	N/A	N/A	N/A	N/A	1%

\* The 2012/2013 responses are for RNs employed in nursing or a position that requires a nursing license.

^ All RNs licensed in Pennsylvania.

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

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

## APPENDIX 7: 2012/2013 REGISTERED NURSE SURVEY



Commonwealth of Pennsylvania  
Department of Health  
2012-2013 Survey of Registered Nurses

License #: RN \_\_\_\_\_   
\* Required to avoid duplication  
\* Anonymous & aggregate reporting only

**DO NOT MAIL THIS SURVEY IF YOU HAVE ALREADY SUBMITTED YOUR RENEWAL SURVEY ONLINE.**

The Department of Health, with the support of the Department of State, requests that you complete this survey to assist in the important work of understanding and projecting the nursing workforce in the Commonwealth. Your responses are **strictly confidential, will not be shared or distributed** and will be reported only in aggregate form. To view past workforce reports visit [www.health.state.pa.us](http://www.health.state.pa.us) and select Newsroom, Publications, and Reports.

1. Year of Birth
2. Sex  Male  Female
3. Hispanic or Latino Origin  Yes  No
4. Race (check one)  American Indian/Alaska Native  Asian  Black/African American  
 Native Hawaiian/Other Pacific Islander  White/Caucasian  Other \_\_\_\_\_
5. State of Residence (enter two letter postal code)   5a. County of Residence (PA only – see codes on page 4)
6. What type of nursing degree/credential qualified you for your first U.S. nursing license?  
 Vocational/Practical certificate  Diploma  Associate  Bachelor  Master  Doctoral
- 6a. In what year did you obtain this first U.S. nursing license?
7. In what country were you initially licensed as an RN or LPN? \_\_\_\_\_
8. In what year did you obtain your first U.S. RN license?
- 8a. In what state was this first U.S. RN license issued? (two letter postal code)
9. What is your highest level of nursing education completed? (check one)  
 Diploma - nursing  Associate - nursing  Bachelor - nursing  Master - nursing  
 Doctoral - nursing (PhD)  Doctoral - nursing (DNP)  Doctoral - nursing (other)
10. If applicable, what is your highest level of non-nursing education completed? (check one)  
 Associate – non-nursing  Bachelor – non-nursing  Master – non-nursing  Doctoral – non-nursing  
 Not applicable
11. Have you completed an advanced nursing practice education program?  Yes  No >> if 'No', skip to question 12  
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 (2 letter postal code)	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<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"/>
11i. 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"/> Finding Collaborating Physicians	<input type="checkbox"/> Insurance Reimbursement for Services	
	<input type="checkbox"/> Regulations/Scope of Practice Laws	<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?  
 Associate  Bachelor  Master  Post-masters  Doctoral  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 7: 2012/2013 REGISTERED NURSE SURVEY, CONTINUED

License #: RN \_\_\_\_\_ ✦

13. What is your employment status? (select the best fitting category)

- Employed full-time in nursing or a position that requires a nursing license
- Employed part-time in nursing or a position that requires a nursing license
- Employed per-diem in nursing or a position that requires a nursing license
- Employed full-time in a field other than nursing
- Employed part-time in a field other than nursing
- Employed per-diem in a field other than nursing
- Working as a volunteer in a nursing position
- Unemployed, seeking work as a nurse
- Unemployed, not seeking work as a nurse
- Retired

>> If the answer to question 13 is 'working as a volunteer' or 'retired' or 'employed in a field other than nursing', you have completed this survey. Thank you very much!!

>> If the answer to question 13 is 'employed in nursing' (either full-time, part-time or per-diem), skip to question 15

14. Please select the best reason for your being unemployed

- Difficulty in finding a nursing position
- I am currently disabled
- I am currently enrolled either part-time or full-time as a student
- Inadequate salary
- Taking care of home and family
- Other

>> If the answer to question 13 is 'unemployed', you have now completed the survey. Thank you very much!!

15. In what state is your primary job located? (two letter postal code)

15a. In what county is your primary job located? (PA only – see codes on page 4)

16. Please check the type of setting that most closely corresponds to your primary nursing practice position.

- |  |  |
|--|--|
| <input type="checkbox"/> Academic Setting          | <input type="checkbox"/> Nursing Home/Extended Care/Assisted Living Facility |
| <input type="checkbox"/> Ambulatory Care Setting   | <input type="checkbox"/> Occupational Health                                 |
| <input type="checkbox"/> Community Health          | <input type="checkbox"/> Policy/Planning/Regulatory/Licensing Agency         |
| <input type="checkbox"/> Correctional Facility     | <input type="checkbox"/> Public Health                                       |
| <input type="checkbox"/> Home Health               | <input type="checkbox"/> School Health Service                               |
| <input type="checkbox"/> Hospital                  | <input type="checkbox"/> Other   |
| <input type="checkbox"/> Insurance Claims/Benefits |  |

17. Please check the position title that most closely corresponds to your primary nursing practice position.

- |   |   |
|---|---|
| <input type="checkbox"/> Advanced Practice Registered Nurse | <input type="checkbox"/> Nurse Researcher |
| <input type="checkbox"/> Consultant                         | <input type="checkbox"/> Staff Nurse      |
| <input type="checkbox"/> Nurse Executive                    | <input type="checkbox"/> Other            |
| <input type="checkbox"/> Nurse Faculty                      |   |

18. Please check the employment specialty that most closely corresponds to your primary nursing practice position.

- |   |  |
|---|--|
| <input type="checkbox"/> Acute Care/Critical Care   | <input type="checkbox"/> Palliative Care                           |
| <input type="checkbox"/> Adult Health/Family Health | <input type="checkbox"/> Pediatrics/Neonatal                       |
| <input type="checkbox"/> Anesthesia                 | <input type="checkbox"/> Public Health                             |
| <input type="checkbox"/> Community                  | <input type="checkbox"/> Psychiatric/Mental Health/Substance Abuse |
| <input type="checkbox"/> Geriatric/Gerontology      | <input type="checkbox"/> Rehabilitation                            |
| <input type="checkbox"/> Home Health                | <input type="checkbox"/> School Health                             |
| <input type="checkbox"/> Maternal-Child Health      | <input type="checkbox"/> Trauma                                    |
| <input type="checkbox"/> Medical Surgical           | <input type="checkbox"/> Women's Health                            |
| <input type="checkbox"/> Occupational Health        | <input type="checkbox"/> Other                                     |
| <input type="checkbox"/> Oncology                   |  |

19. In how many positions are you currently employed as a nurse?  1  2  3 or more

>> If the answer to question 19 is '1', skip to question 23

APPENDIX 7: 2012/2013 REGISTERED NURSE SURVEY, CONTINUED

License #: RN \_\_\_\_\_ ✦

20. Please check the type of setting that most closely corresponds to your secondary nursing practice position.
- |  |  |
|--|--|
| <input type="checkbox"/> Academic Setting          | <input type="checkbox"/> Nursing Home/Extended Care/Assisted Living Facility |
| <input type="checkbox"/> Ambulatory Care Setting   | <input type="checkbox"/> Occupational Health                                 |
| <input type="checkbox"/> Community Health          | <input type="checkbox"/> Policy/Planning/Regulatory/Licensing Agency         |
| <input type="checkbox"/> Correctional Facility     | <input type="checkbox"/> Public Health                                       |
| <input type="checkbox"/> Home Health               | <input type="checkbox"/> School Health Service                               |
| <input type="checkbox"/> Hospital                  | <input type="checkbox"/> Other   |
| <input type="checkbox"/> Insurance Claims/Benefits |  |
21. Please check the position title that most closely corresponds to your secondary nursing practice position.
- |   |   |
|---|---|
| <input type="checkbox"/> Advanced Practice Registered Nurse | <input type="checkbox"/> Nurse Researcher |
| <input type="checkbox"/> Consultant                         | <input type="checkbox"/> Staff Nurse      |
| <input type="checkbox"/> Nurse Executive                    | <input type="checkbox"/> Other            |
| <input type="checkbox"/> Nurse Faculty                      |   |
22. Please check the employment specialty that most closely corresponds to your secondary nursing practice position.
- |   |  |
|---|--|
| <input type="checkbox"/> Acute Care/Critical Care   | <input type="checkbox"/> Palliative Care                           |
| <input type="checkbox"/> Adult Health/Family Health | <input type="checkbox"/> Pediatrics/Neonatal                       |
| <input type="checkbox"/> Anesthesia                 | <input type="checkbox"/> Public Health                             |
| <input type="checkbox"/> Community                  | <input type="checkbox"/> Psychiatric/Mental Health/Substance Abuse |
| <input type="checkbox"/> Geriatric/Gerontology      | <input type="checkbox"/> Rehabilitation                            |
| <input type="checkbox"/> Home Health                | <input type="checkbox"/> School Health                             |
| <input type="checkbox"/> Maternal-Child Health      | <input type="checkbox"/> Trauma                                    |
| <input type="checkbox"/> Medical Surgical           | <input type="checkbox"/> Women's Health                            |
| <input type="checkbox"/> Occupational Health        | <input type="checkbox"/> Other                                     |
| <input type="checkbox"/> Oncology                   |  |
23. Last week, how many hours did you work in all of your nursing positions?
24. In the past six months, have you provided language interpretive services for medical terminology?  Yes  No  
 >> *If 'No', skip to question 25*
- 24a. In which language(s) have you provided language interpretive services for medical terminology? *(check all that apply)*
- |                                  |  |                                  |                                     |                                      |
|----------------------------------|--|----------------------------------|-------------------------------------|--------------------------------------|
| <input type="checkbox"/> Arabic  | <input type="checkbox"/> Chinese       | <input type="checkbox"/> Italian | <input type="checkbox"/> PA Dutch   | <input type="checkbox"/> Polish      |
| <input type="checkbox"/> Russian | <input type="checkbox"/> Sign Language | <input type="checkbox"/> Spanish | <input type="checkbox"/> Vietnamese | <input type="checkbox"/> Other _____ |
25. How satisfied are you with nursing as a career?
- |  |                                       |                                    |   |
|--|---------------------------------------|------------------------------------|---|
| <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
|--|---------------------------------------|------------------------------------|---|
26. How satisfied are you with your primary nursing job?
- |  |                                       |                                    |   |
|--|---------------------------------------|------------------------------------|---|
| <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
|--|---------------------------------------|------------------------------------|---|
27. Please indicate your level of satisfaction with the following factors in your primary nursing job *(check one for each job factor)*
- |   |  |                                       |                                    |   |
|---|--|---------------------------------------|------------------------------------|---|
| Benefits                                    | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| 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 |
| 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                                      | <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 |
| Supervisory relationship                    | <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 |

The following four questions ask about your use of computer systems for patient health information.

28. In your primary job, do you use computer systems to access patient health information (medical records, orders, etc.)?  
 Yes  No
29. In your primary job, do you use computer systems to exchange patient health information with other health care providers/facilities?  
 Yes  No
30. In your primary job, do you use computer systems to document patient health information (notes, vitals, etc.)?  
 Yes  No

APPENDIX 7: 2012/2013 REGISTERED NURSE SURVEY, CONTINUED

License #: RN \_\_\_\_\_ ✦

31. In your primary job, do you have enough training to effectively use computer systems to perform your duties?  
 Yes    No    I don't use computer systems to perform my duties

32. How much longer do you intend to remain employed in nursing?  
 0-2 Years    3-5 Years    6-10 Years    11-15 Years    16+ Years

33. If you plan to leave nursing 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](http://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=Eric	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

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

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

<sup>iii</sup> University of Pennsylvania School of Nursing, *American Nursing: An Introduction to the Past*, on the internet at <http://www.nursing.upenn.edu/nhhc/Pages/AmericanNursingIntroduction.aspx> (last accessed January 30, 2015).

<sup>iv</sup> University of Pennsylvania School of Nursing, *American Nursing: An Introduction to the Past*, on the internet at <http://www.nursing.upenn.edu/nhhc/Pages/AmericanNursingIntroduction.aspx> (last accessed January 30, 2015).

<sup>v</sup> University of Pennsylvania School of Nursing, *American Nursing: An Introduction to the Past*, on the internet at <http://www.nursing.upenn.edu/nhhc/Pages/AmericanNursingIntroduction.aspx> (last accessed January 30, 2015).

<sup>vi</sup> IOM (Institute of Medicine). 2011. *The Future of Nursing: Leading Change, Advancing Health*. Washington, DC: The National Academies Press.

<sup>vii</sup> IOM (Institute of Medicine). 2011. *The Future of Nursing: Leading Change, Advancing Health*. Washington, DC: The National Academies Press.

<sup>viii</sup> IOM (Institute of Medicine). 2011. *The Future of Nursing: Leading Change, Advancing Health*. Washington, DC: The National Academies Press.



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

**Pennsylvania Department of Health**

Bureau of Health Planning  
Division of Plan Development  
Room 1033, Health and Welfare Building  
625 Forester St.  
Harrisburg, PA 17120

Telephone: 717-772-5298  
Email: [ra-workforce@pa.gov](mailto:ra-workforce@pa.gov)

**Acknowledgements**

Survey design review and data analysis provided by:

**Pennsylvania Department of Labor & Industry**

Center for Workforce Information & Analysis  
651 Boas St., Room 220  
Harrisburg, PA 17121

Telephone: 717-787-6466

Survey design review, online survey design and collection of survey data provided by:

**Pennsylvania Department of State**

Bureau of Professional and Occupational Affairs  
2601 North Third St.  
Harrisburg, PA 17110

Telephone: 717-783-7192