

Educational Attainment by Washington's Registered Nurses by Race

WCN Diversity Advisory Committee Meeting
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Data Source

Nursys e-Notify completed on licensing and renewal, from National Council of State Boards of Nursing

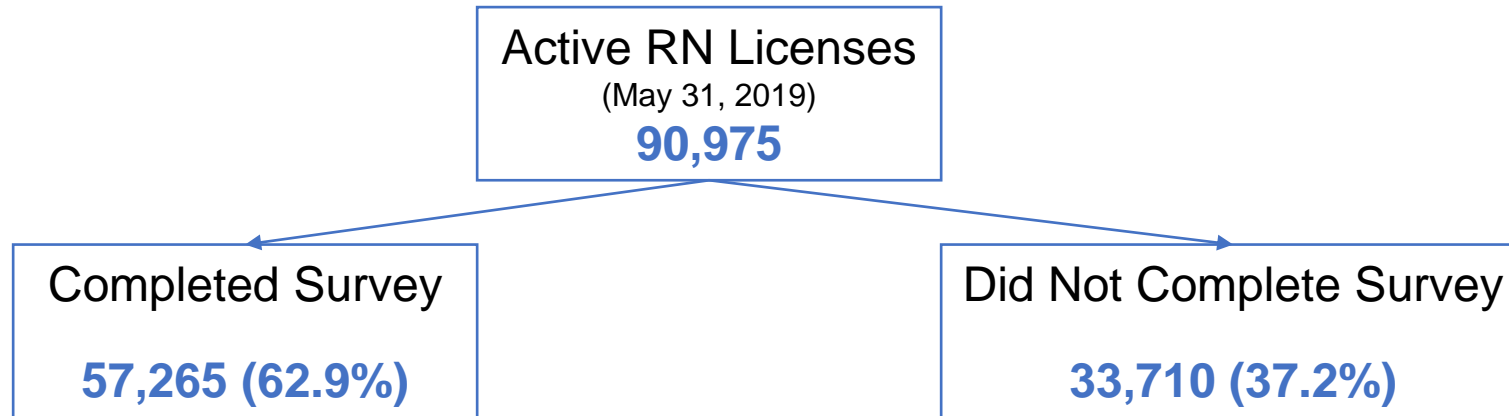
Select active licenses (May 31, 2019)

- Date demographic data pulled by Nursys

Designate certification type (RN, ARNP, LPN) based on licensing records

Full report: Stubbs BA, Skillman SM. Washington State's 2019 Registered Nurse Workforce. Center for Health Workforce Studies, University of Washington, Mar 2020.

Survey Responses



Respondents different from non-respondents

- Age, gender and residence location
- Weighted analysis to minimize response bias

Couldn't assess education progression due to high degree of missing for Initial Qualifying Degree question

Nursys Questions About Race and Ethnicity

What is your race? (select all that apply)

American Indian or Alaska Native

Asian

Black/African American

Native Hawaiian or other Pacific Islander

White/Caucasian

Other

Are you of Hispanic or Latino origin?

Yes

No

Race and Ethnicity of RNs Practicing in Washington Compared With the Statewide Population

	RNs	State Population
Ethnicity		
Hispanic or Latino	4.4%	13.0%
Race		
AI/AN alone	0.5%	1.8%
Asian alone	10.2%	8.7%
Black/African American alone	2.3%	4.1%
NH/OPI alone	0.4%	0.8%
White alone	81.4%	79.5%
Other race alone	2.0%	N/A
Two or more races	3.1%	5.1%

Percentage of RNs Practicing in Washington with a BSN or Higher by Race

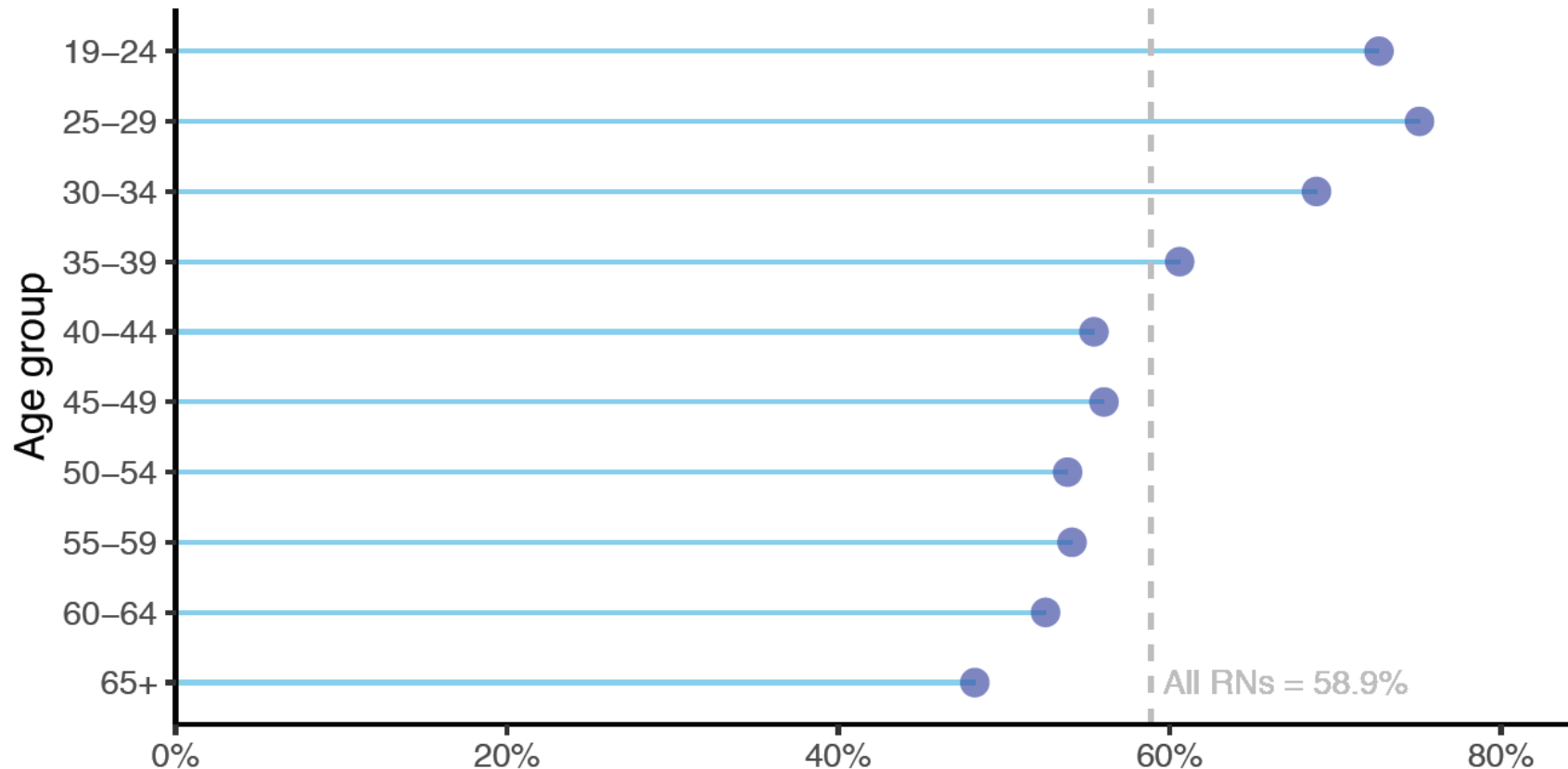
	RNs with a BSN or higher	RNs with a certificate/diploma/ADN
Ethnicity	(row %)	(row %)
Hispanic or Latino	54.5%	45.5%
Not Hispanic or Latino	59.1%	40.9%
Race		
AI/AN alone	45.4%	54.6%
Asian alone	72.8%	27.2%
Black/African American alone	61.6%	38.4%
NH/OPI alone	63.3%	36.7%
White alone	57.2%	42.8%
Other race alone	52.8%	47.2%
Two or more races	63.3%	36.7%
All RNs Practicing in WA	58.9%	41.1%

Race isn't the whole story for educational attainment

Race is a social construct, so there is no reason to believe that race alone would explain why some RNs in Washington are more likely to have a BSN or higher compared with other RNs.

Factors that may be associated with educational attainment: age

Percent of RNs Practicing in Washington with a BSN or Higher by Age Group, 2019



Notes: 1) RN data does not include RNs with ARNP credential.
2) Percent calculations do not include missing data.
3) Missing data: 0.1% missing highest nursing degree.

Source: Washington State's 2019 Registered Nurse Workforce Figure 7, Pg. 10

Mean Age of RNs Practicing in Washington by Race

Mean Age		BSN or higher	
Ethnicity			
Hispanic or Latino	40.2	54.5%	But not completely
Not Hispanic or Latino	46.1	59.1%	
Race			
Two or more races	40.1	63.3%	Pattern seems to hold
Asian alone	41.9	72.8%	
Black/African American alone	43.6	61.6%	
NH/OPI alone	44.0	63.3%	
Other race alone	45.1	52.8%	
AI/AN alone	46.7	45.4%	
White alone	46.7	57.2%	
All RNs Practicing in WA		58.9%	

Educational Attainment by Age and Race

Looking at age alone, younger nurses (those under 40) are more likely to have a BSN or higher

When we add race to the equation, age seems to help explain some of the patterns we see when looking at educational attainment by race

- Example: Asian nurses, on average, are younger than nurses of other races and are more likely to have a BSN or higher

But age doesn't explain everything

- Example: Hispanic/Latino nurses are younger, on average, than Non-Hispanic/Latino nurses but also are less likely to have a BSN or higher

Questions for discussion

What are other factors that could influence educational attainment?

What policy mechanisms do these factors point to?

Extra Credit:

Why do we want to understand the relationship between race and educational attainment?

Factors associated with educational attainment*

Location (*Washington State's 2019 Registered Nurse Workforce Table B3, Pp. 22-23*)

RNs practicing in some areas of the state are more likely to have a BSN or higher

- 70.5% of RNs practicing in HealthierHere ACH (King) have a BSN or higher
- 35.0% of RNs practicing in North Central (Okanogan, Douglas, Chelan, Grant) have a BSN or higher

The race/ethnicity of RNs practicing in each area of the state varies

- 74.0% of RNs practicing in HealthierHere are White, 3.9% are Hispanic/Latino
- 91.2% of RNs practicing in North Central ACH are White, 7.3% Hispanic/Latino

What could explain the differences we see in educational attainment, race and ethnicity by location? What policy implications does this suggest?

*Factors that are measured by the Nursys survey

Factors associated with educational attainment*

Work Setting (Washington State's 2019 Registered Nurse Workforce Table B5, Pp. 28-29)

RNs practicing in some work settings are more likely to have a BSN or higher

- 62.4% of RNs practicing in hospitals have a BSN or higher
- 35.6% of RNs practicing in nursing homes have a BSN or higher

The race/ethnicity of RNs practicing in different work settings varies

- 80.3% of RNs practicing in hospitals are White, 4.6% are Hispanic/Latino
- 70.1% of RNs practicing in nursing homes are White, 4.7% Hispanic/Latino

What could explain the differences we see in educational attainment, race and ethnicity by work setting? What policy implications does this suggest?

*Factors that are measured by the Nursys survey

Factors associated with educational attainment*

Gender

Male RNs practicing Washington are more likely to have a BSN or higher compared with female RNs

Male RNs practicing Washington are more likely to be a race other than white compared with female RNs

What could explain the differences we see in educational attainment, race and ethnicity by Gender? What policy implications does this suggest?

*Factors that are measured by the Nursys survey

Next Steps

Refine the question we are trying to answer

- Which specific policies could be affected
- Your input is critical

Improve the analysis methods

- Is this the right data to use to answer our question?
- Account for many factors at once (regression)

Thank you!

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RN: <https://tinyurl.com/2019RNReport>
ARNP: <https://tinyurl.com/2019ARNPReport>
LPN: <https://tinyurl.com/2019LPNReport>

