

Washington 2021 Nursing Workforce Supply Data Report:

Characteristics of LPNs, RNs, and ARNPs

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WCN supports a healthy Washington by engaging nurses' expertise, influence, and perspective and by building a diverse, highly qualified nurse workforce to meet future demands.

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Nursing Care Quality Assurance Commission

National Forum of State Nursing Workforce Centers

Washington Center for Nursing Board Members

Healthcare Enforcement and Licensing Management System (HELMS) Nursing Data Committee

Summary of Key Findings

Washington (WA) LPNs are more racially and ethnically diverse, are less likely to have a license or practice outside of WA and are more likely to have been licensed more than 10-years when compared to RNs and ARNPs. Most WA LPNs indicate that they are only actively practicing in WA (90.9%). Of those WA LPNs that indicated they are actively practicing in another state, the greatest indicated Oregon (3.7%) and California (3.5%).

WA RNs are younger than WA LPNs and ARNPs, are most likely to have only one employment position, and most likely to work between 20-40 hours. Most WA RNs indicate that they are only actively practicing in Washington (82.8%). Of those WA RNs that indicated they are actively practicing in another state, the greatest indicated Oregon (4.9%), California (3.3%) and Texas (2.70%).

WA ARNPs includes more male nurses but are less racially and ethnically diverse, are most likely to be licensed less than 10-years, are more likely to hold a license and practice in more than one state, are more likely to have more than 1 position, and are most likely to work less than 20 hours or more than 40 hours a week. Most WA ARNPs indicated that they are only actively practicing in WA (79%). For those ARNPs that are actively practicing outside WA, 6.10% practice in Oregon, 2.8% in California and 2.8% in Idaho.

Table 1: Demographic and Employment Characteristics

	LPNs	RNs	ARNPs
Gender: % Male	14% male	13% male	12.7% male NP, 52.9% male CRNA, .6% male CNM, 8.7% male CNS
Average Age	47 years	44.69 years	46 years
20% Projected to Retire	2028	2029	2028
White/Caucasian	66%	75%	78%
Largest Race/Ethnicity Categories	11% Black/African American 10% Asian 6% Hispanic/Latino	9% Asian 6% Black/African American 5% Hispanic/Latino	11.5% Asian CNS 8.8% Asian NP 6.9% Asian CRNA
Education Level/Credential	78% Diploma or Certificate	64.8% BSN or higher	85.3% MSN NP 60.8% MSN CRNA 81% MSN CNM 93% MSN CNS
Licensed Less than 10 years	53%	62%	69%
% Actively Practicing in Other States	8.9% 3.7% in Oregon	17.13% 4.9% in Oregon	21% 6.1% in Oregon
Employed Full-Time in Nursing	89.4%	89.4%	72%
Position Description	79% Staff Nurse	78.1% Staff Nurse	80.5% Advanced Practice Nurse
Employment Setting	33% Nursing Home/Extended Care/Assisted Living 20% Other 15% Ambulatory Care	52.4% Hospital 13.5% Other 12.9% Ambulatory Care	32.3% Hospital 26.4% Ambulatory Care Setting
Employment Specialty	24.5% Geriatric/Gerontology 8.5% Other Clinical Specialty	12.9% Acute Care/Critical Care 9.7% Medical Surgical 7.5% Other Clinical Specialty	15% Family Health 13.6% Psychiatric/Mental Health/Substance Abuse 11% Anesthesia
Average 32-40 Hours Worked per Week	68.6%	66.5%	55.7%

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Background

The COVID-19 pandemic has placed an unprecedented strain on our contemporary health care system. The backbone of that system is nurses. Nursing supply data is critical to help plan for potential nursing workforce shortages, develop recruitment and retention strategies, and develop policy. A nationwide study found the proportion of nurses planning to retire over the next 5-years is rising, and this may be even greater with the burnout and stress from the pandemic (Smiley et al., 2021).

The nursing workforce also experienced rapid changes during the pandemic, such as increased use of telehealth, regulatory changes including license waivers and temporary licensing, and increased mobility of nurses through the rise of travel nursing (Chan et al., 2021). A survey of Washington nurses examining the impact of the pandemic found that 51% of nurses were laid off or furloughed from their nursing or health care jobs, and 42% had thought about or made plans to leave the field of nursing (Survey Analytics, 2021).

This report provides the supply information as Washington migrates to the new Healthcare Enforcement and Licensing Management System (HELMS). This bridge report provides information for policy until data from the new HELMS is available for analysis in 2023 or 2024. This report was also provided to the HELMS nursing workgroup to help finalize the list of questions for the new system.

[Click to see more information about HELMS](#)

Introduction

This report was developed by the Washington Center for Nursing in collaboration with the Nursing Care Quality Assurance Commission (NCQAC). The report was designed to analyze existing licensure supply data to determine 1) what information is already available about the nursing supply with an emphasis on diversity, and 2) identify gaps for future supply research at the Washington Center for Nursing. This report has been informed by a survey of nursing workforce interested parties in the Spring of 2021.

The report provides a summary of 2021 data obtained from the NCQAC. This includes the licensure database which includes date of birth, gender, and mailing zip code, and [Nursys e-Notify data](#) which is collected by the National Council of State Boards of Nursing. This includes demographics, education, licensure, and employment information collected through the required online survey. More information, including limitations of these primary data sources, are included in the Methodology and Limitations section later in the report.

The report is organized into three sections:

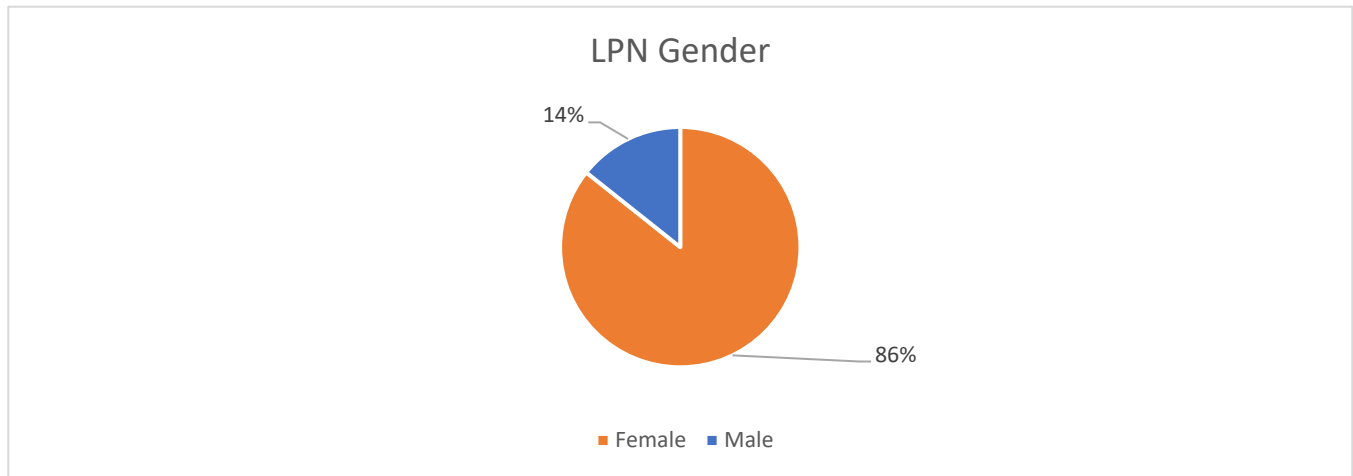
- Licensed Practical Nurses- includes a total of 10,792 LPNs with an active Washington license.
- Registered Nurses- includes a total of 101,239 RNs with an active Washington License, excluding those with an active ARNP license.
- Advanced Registered Nurses- includes a total of 9,334 ARNPs with an active Washington license

Overall Active Licensed Practical Nurses Analysis

Demographics

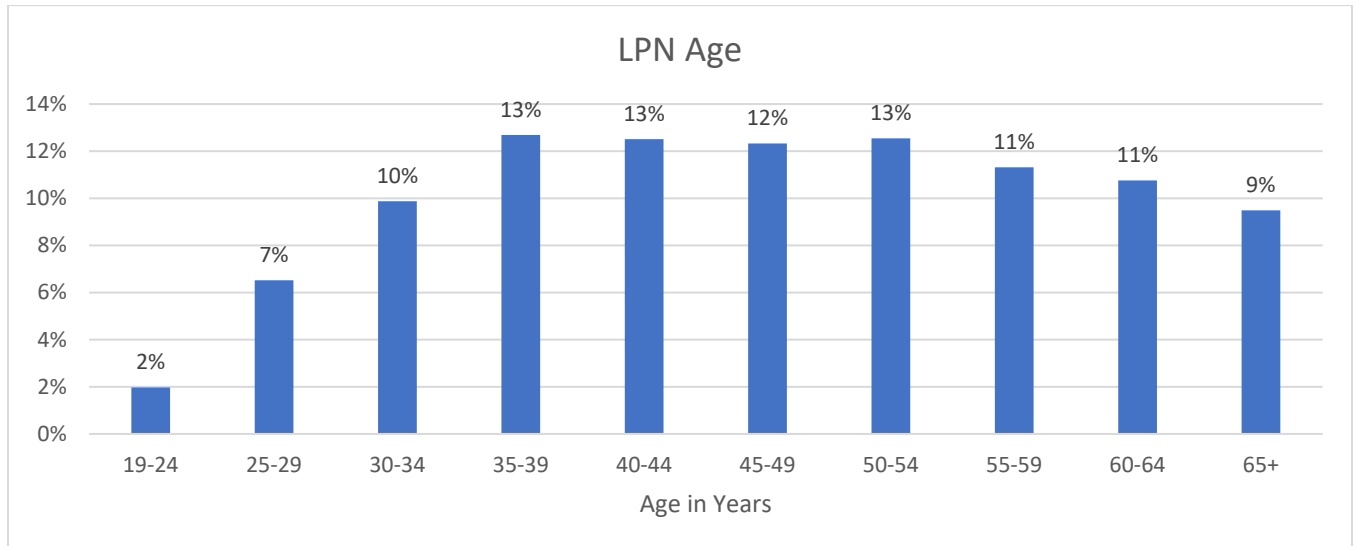
In Washington, 14.3% of LPNs are male which is greater than the national average of 8.1% (NCSBN/Forum, 2020).

Figure 1: Washington Active Licensed LPN Gender



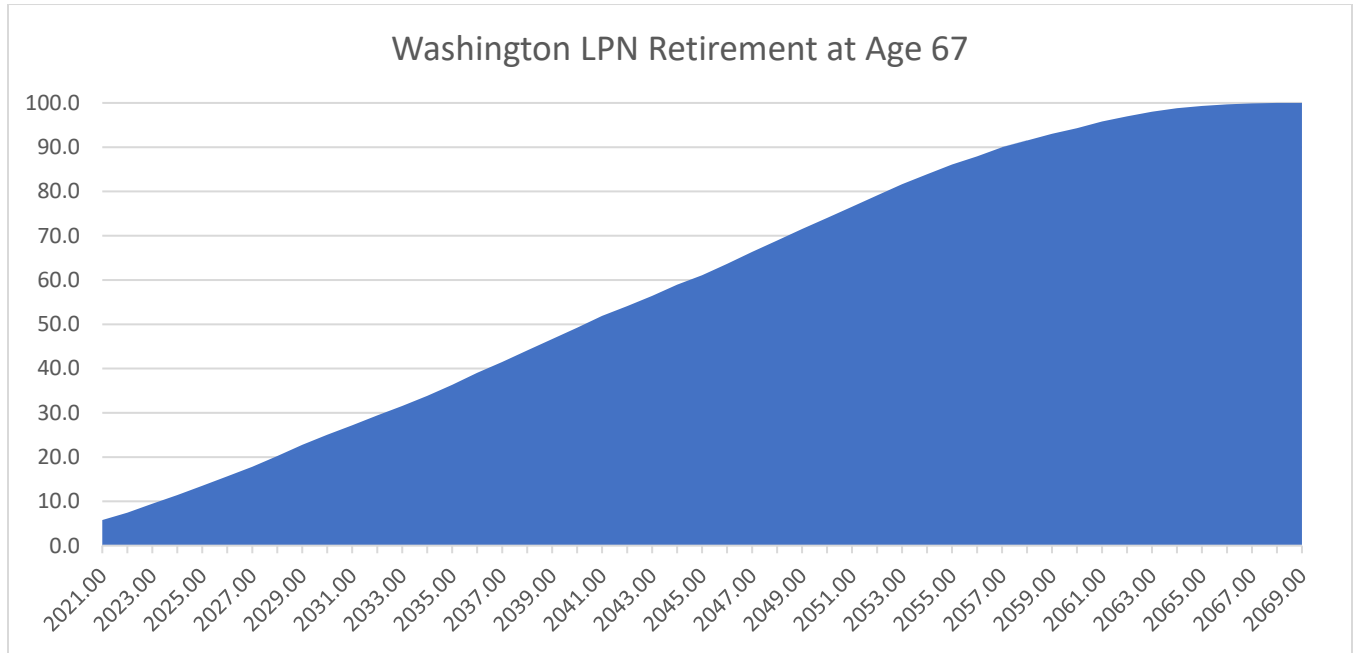
The average age of active licensed Washington LPNs is 47 years old which is younger than the national median age of 53 years (NCSBN/Forum, 2020). There is a relatively equal distribution of LPNs (12-13% for each age interval) ranging in age from 35 years to 54 years.

Figure 2: Washington Active Licensed LPN Age Intervals



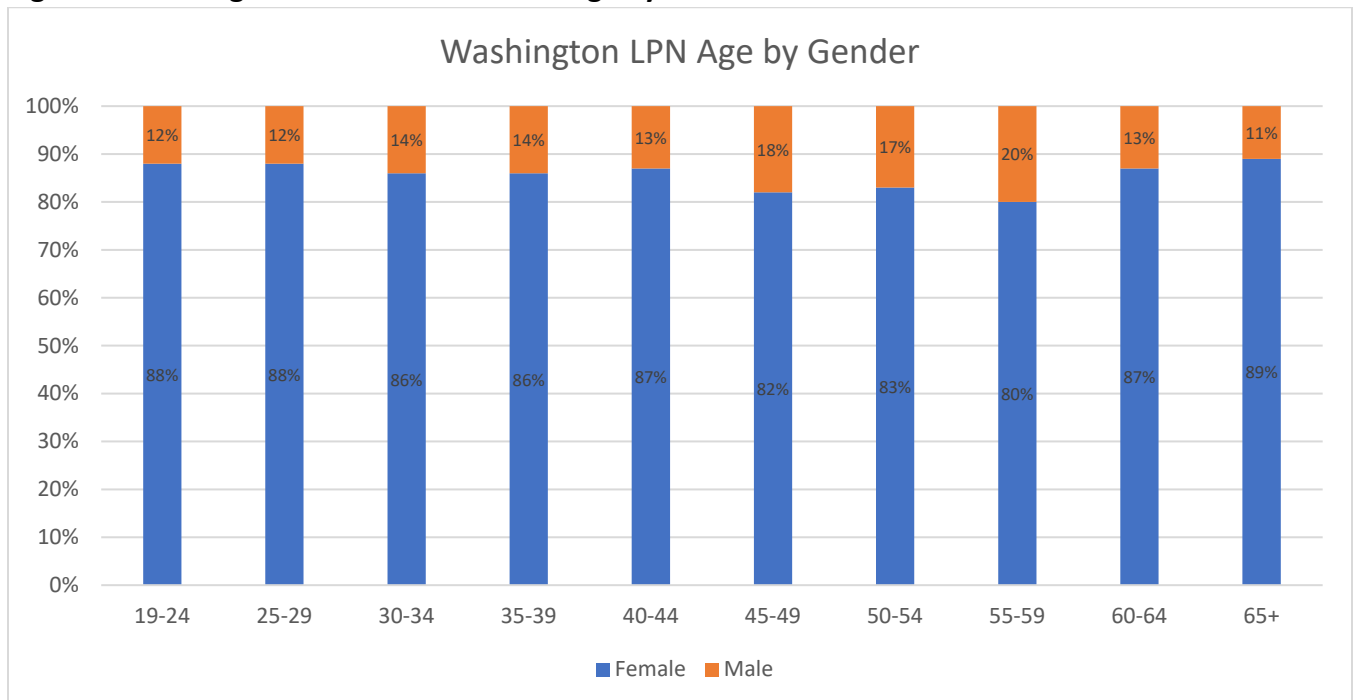
Assuming retirement at age 67, Washington will lose 20% of the current Active Licensed LPN population by 2028 and 40% by 2037. Nationally 20.2% of LPNs plan to retire within the next 5 years (NCSBN/Forum, 2020).

Figure 3: Washington Active Licensed LPN Retirement at Age 67



Nationally, the largest percentage of active licensed male LPNs are between 40 and 59 years (NCSBN/Forum, 2020). The greatest percentage of Washington male LPNs are 55-59 and 45-49.

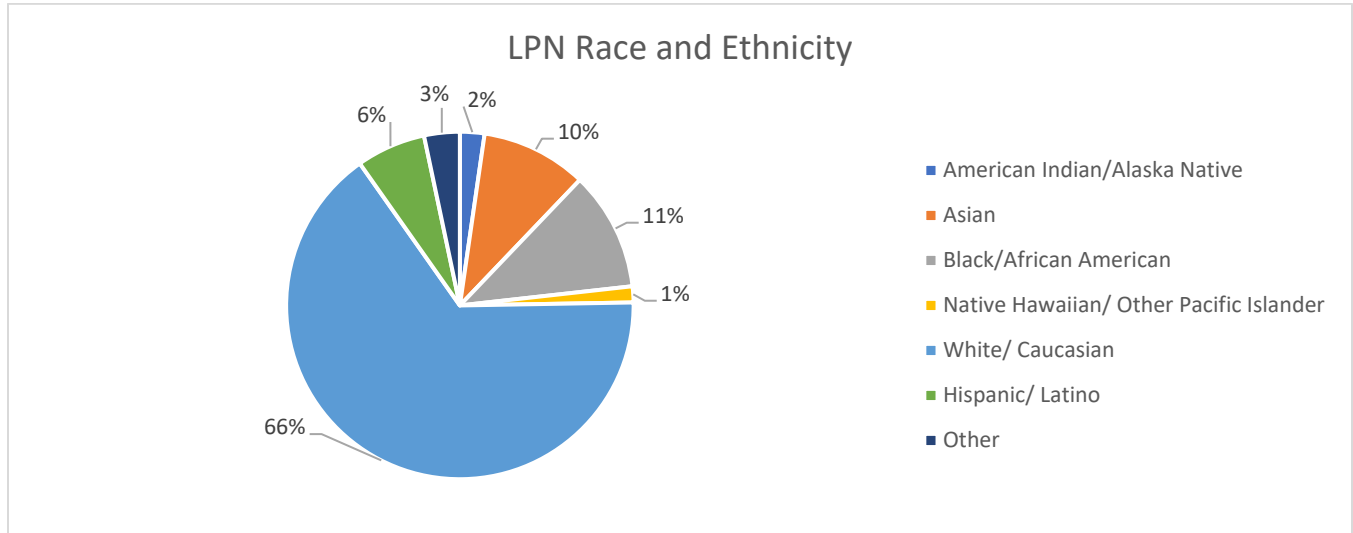
Figure 4: Washington Active Licensed LPN Age by Gender



Most active licensed LPNs identify as White or Caucasian at 66%. Nationally, 69.5% of LPNs are White or Caucasian.

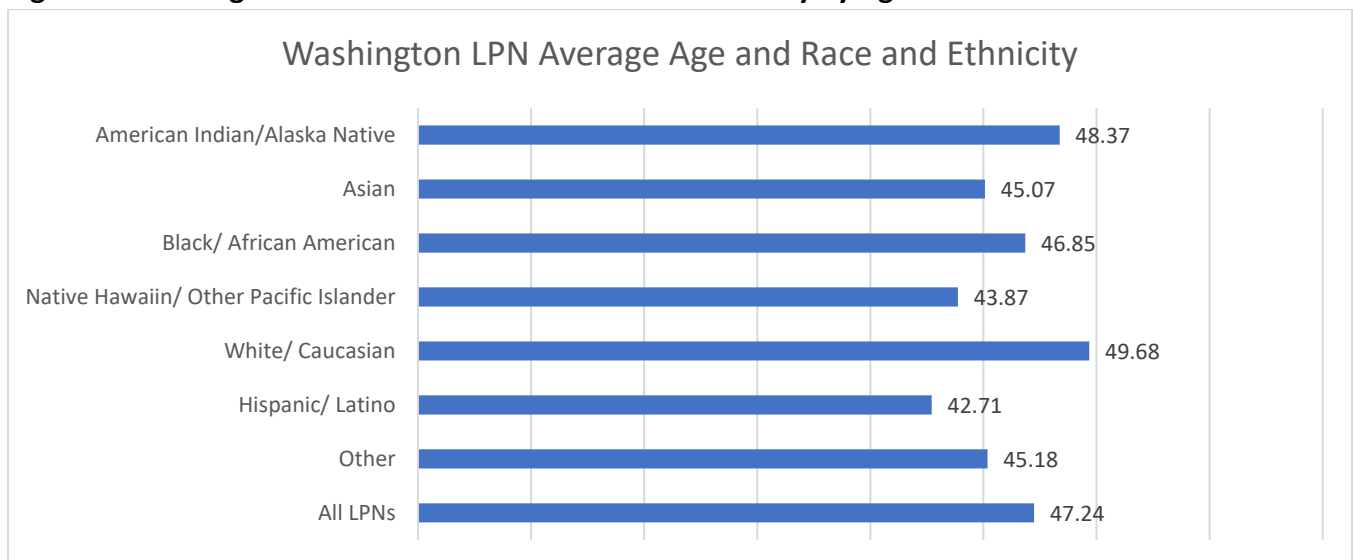
The second-largest race category is Black or African American (11%), followed by Asian (10%). Nationally, 17.2% of LPNs are Black/African American, 10% are Hispanic/Latinx, and 5% Asian (NCSBN/Forum, 2020). In 2019, 9.2% of Washington LPNs identified as Black or African American followed by 8.7% as Asian (Stubbs & Skillman, 2020).

Figure 5: Washington Active Licensed LPN Race and Ethnicity



Washington Hispanic/Latino LPNs have the lowest age and White/Caucasian LPNs have the oldest average age. Nationally, LPNs younger than age 50 account for the largest proportion of minority nurses (NCSBN/Forum, 2020).

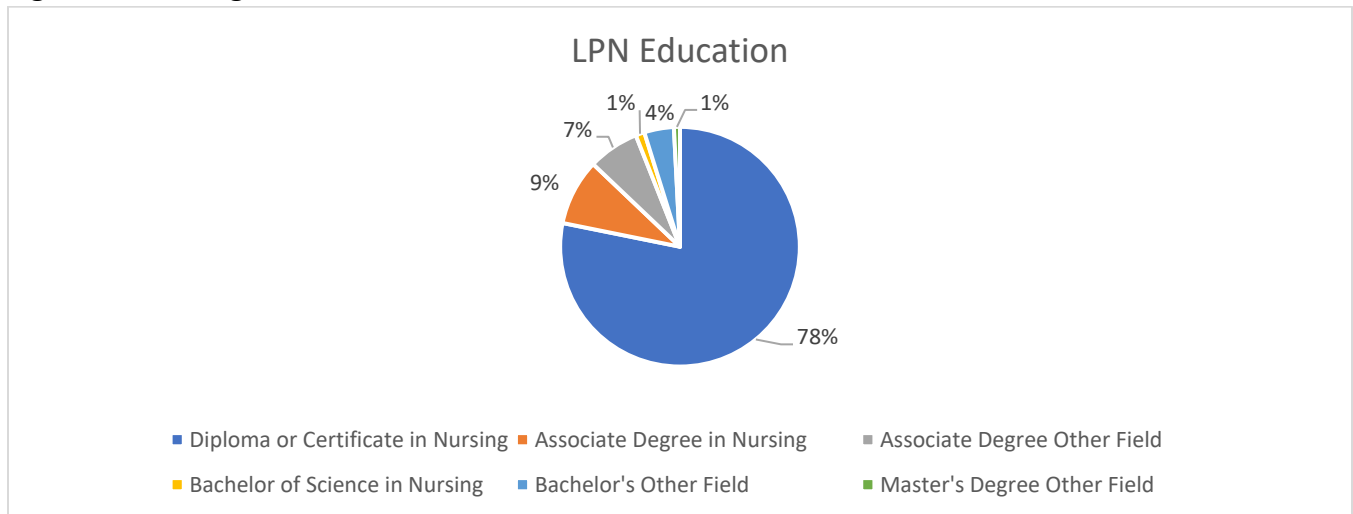
Figure 6: Washington Active Licensed LPN Race and Ethnicity by Age



Education

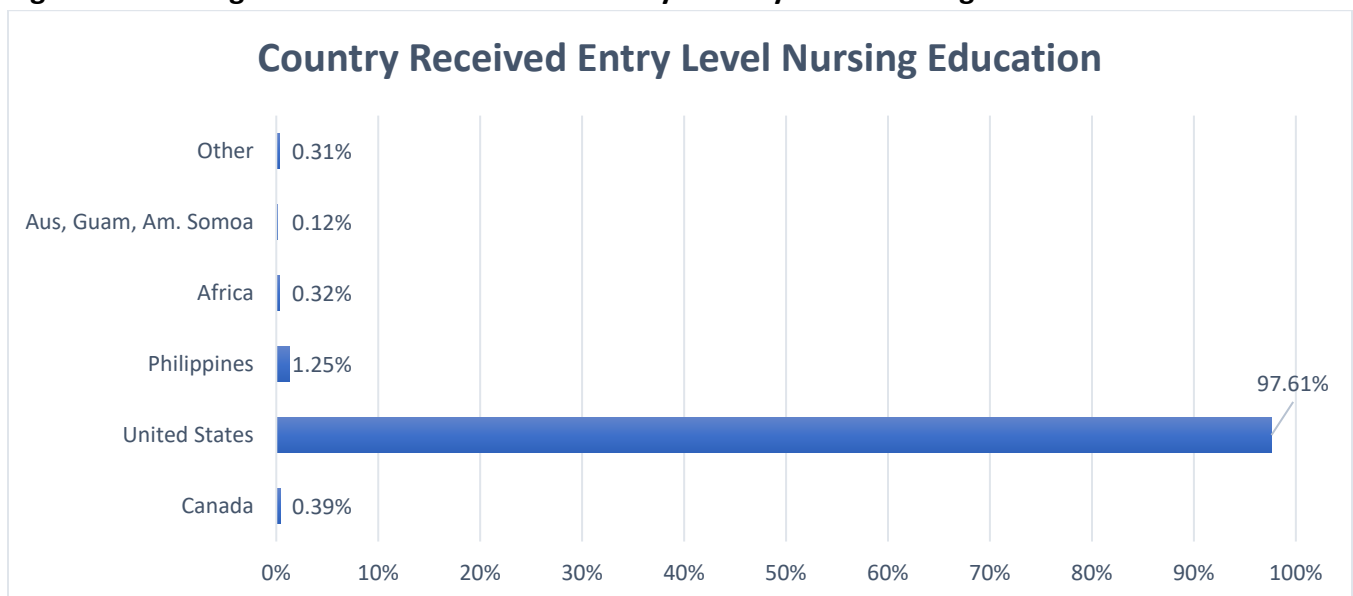
Most active licensed LPNs earned a diploma or certificate in nursing at 78%, while 16% have an associate degree, and 5% reported having a bachelor's degree. Please note that LPNs could indicate all that apply for degrees so there are some duplicate counts. National data is collected by initial education and highest level of education, so it is difficult to compare with the current data set.

Figure 7: Washington Active Licensed LPN Education



Most Washington LPNs received their entry-level education in the United States (97.16%). This is slightly less than the 98.7% found nationally. The greatest percentage of LPNs from outside the United States were from the Philippines at 1.25% which is greater than the .6 nationally (NCSBN/Forum, 2020).

Figure 8: Washington Active Licensed LPN Country of Entry-Level Nursing Education



The county with the greatest concentration of Active Licensed LPNs according to mailing zip code was Pierce County. The mailing zip codes included 13% from out of state and less than 1% invalid zip codes.

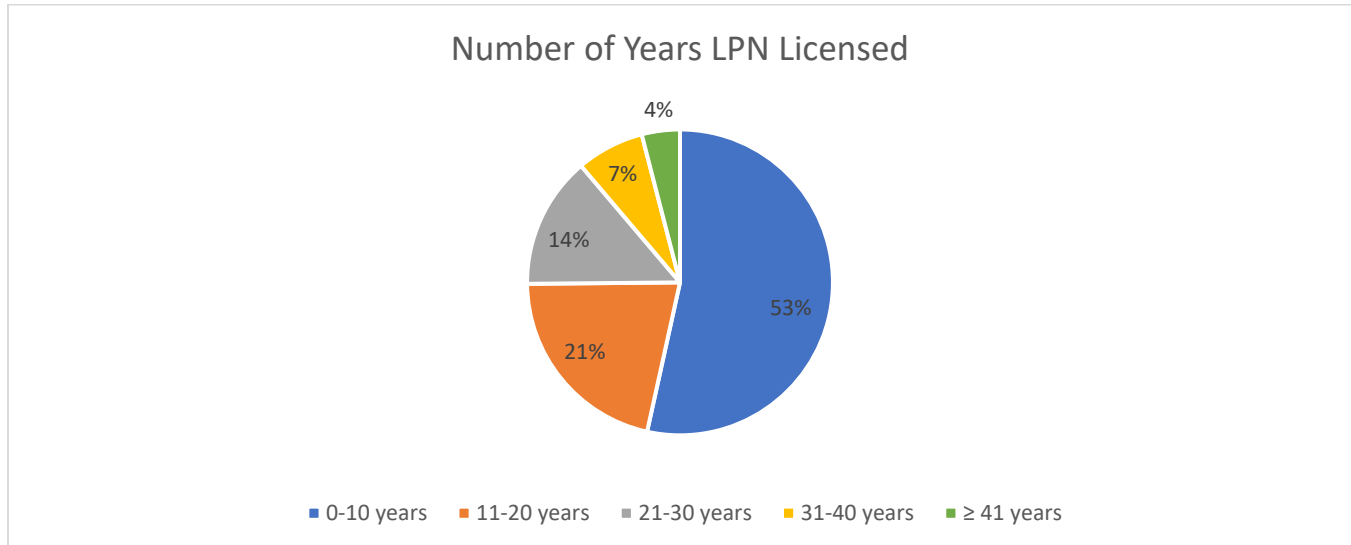
Table 2: Number of Active Licensed LPNs Residing in Washington by County

County	LPN Mailing Zip code		County	LPN Mailing Zip code
Adams	10		Lewis	141
Asotin	25		Lincoln	15
Benton	146		Mason	126
Chelan	71		Okanogan	46
Clallam	72		Pacific	33
Clark	601		Pend Oreille	8
Columbia	12		Pierce	2279
Cowlitz	200		San Juan	12
Douglas	39		Skagit	179
Ferry	7		Skamania	7
Franklin	39		Snohomish	815
Garfield	4		Spokane	498
Grant	75		Stevens	48
Grays Harbor	130		Thurston	555
Island	155		Wahkiakum	4
Jefferson	30		Walla Walla	51
King	1809		Whatcom	310
Kitsap	435		Whitman	27
Kittitas	30		Yakima	259
Klickitat	18			
				Washington Total 9,321
				Other States 1,411
				Not Valid 60
				Total 10,792

Licensure

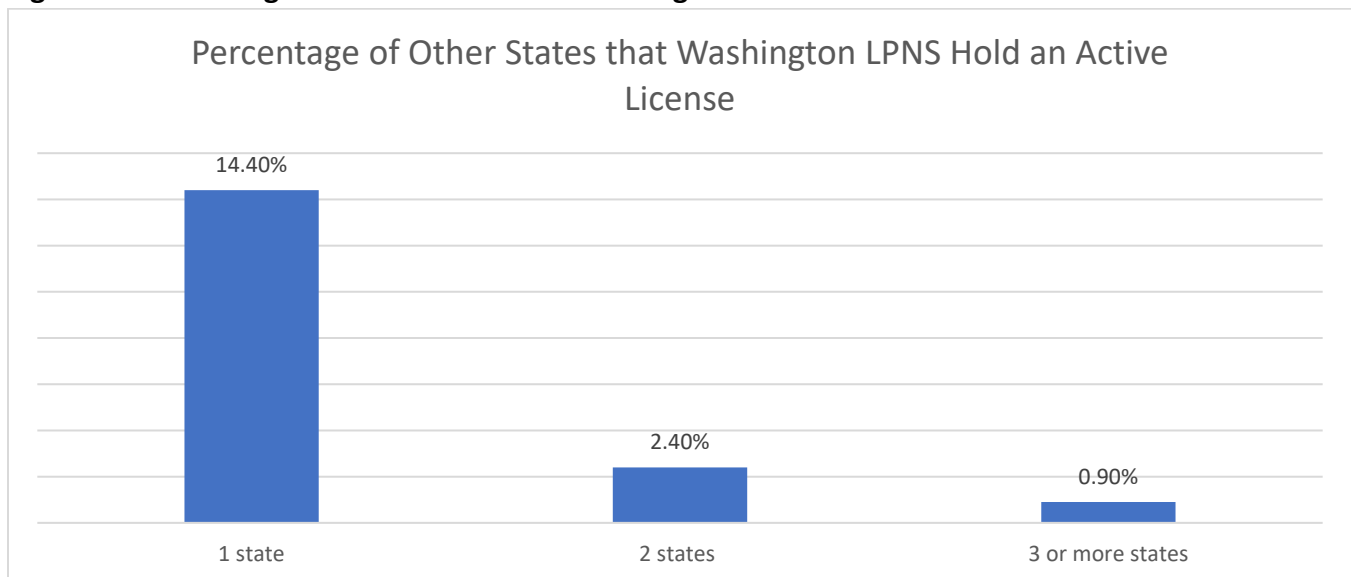
The greatest percentage of Washington LPNs (53%) were licensed in the last 10 years. This is higher than 43.7% nationally. Only 4% of Washington LPNs have been licensed for greater than 41 years which is lower than the 7.2% found nationally (NCSBN/Forum, 2020).

Figure 9: Washington Active Licensed LPN Number of Years Licensed



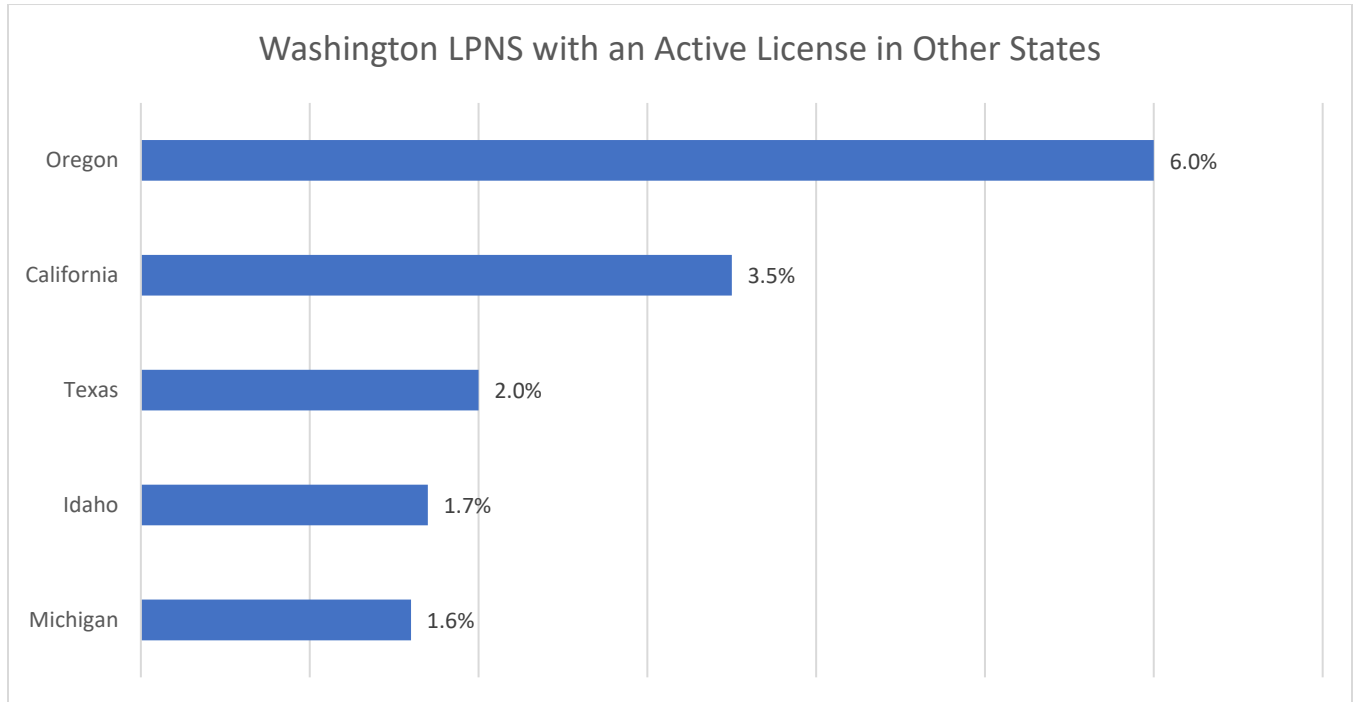
Most Washington LPNs (81.8%) indicate that they only have an active license to practice in Washington. A few LPNs (14.40%) have an active license in one other state.

Figure 10: Percentage of Other States that Washington LPNs Hold an Active License



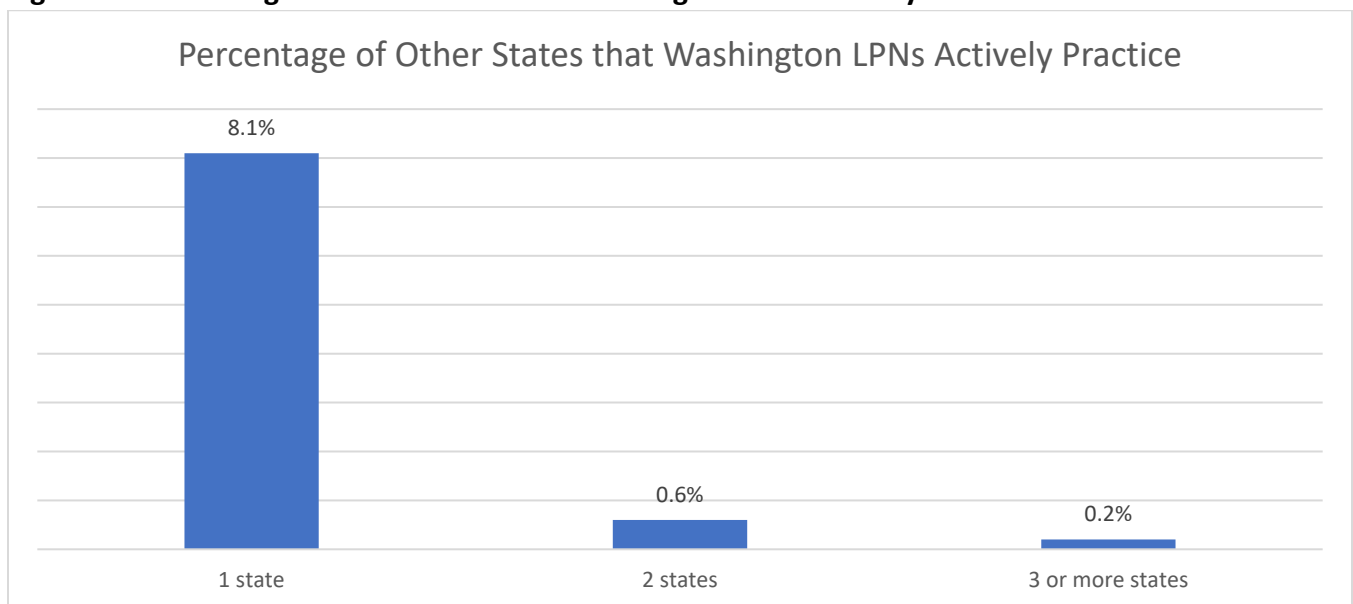
Of those Washington LPNs that indicate they have a license in another state, the greatest indicated Oregon (6%), followed by California (3.5%), and Texas (2.0%). States with less than 1% are not included on the graph.

Figure 11: Washington LPNs with an Active License in Other States



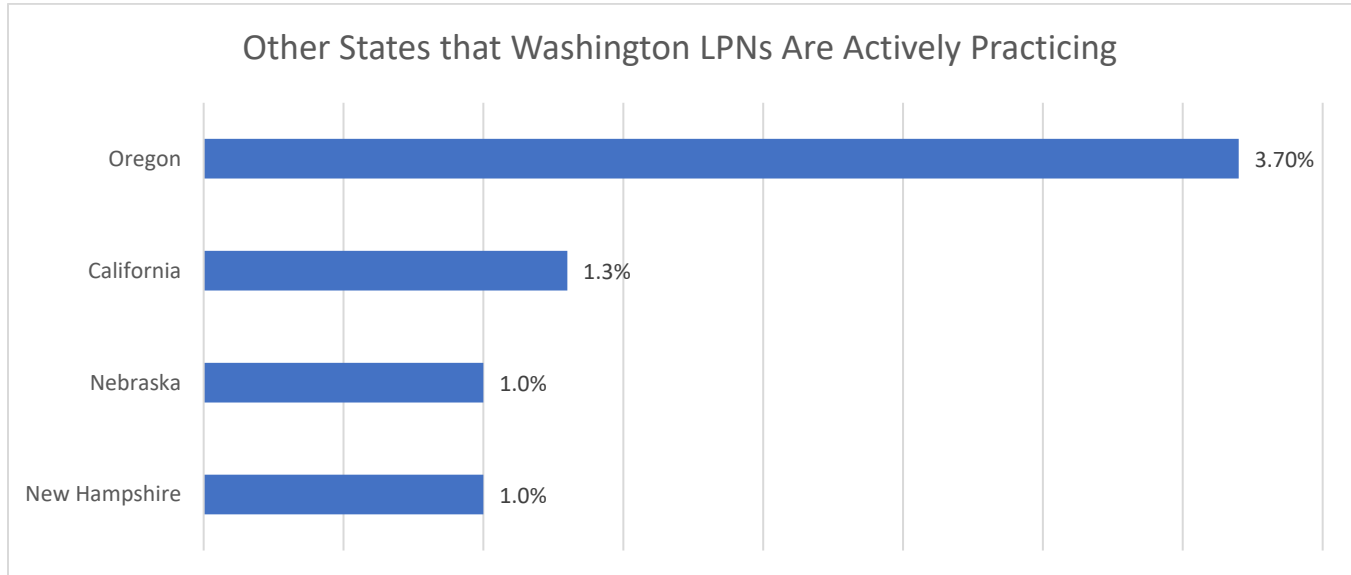
Most Washington LPNs indicate that they are only actively practicing in Washington (90.9%). A few LPNs (8.10%) actively practice in one other state.

Figure 12: Percentage of Other States that Washington LPNs Actively Practice



Of those Washington LPNs that indicate they are actively practicing in another state, the greatest indicated Oregon (3.7%) and California (3.5%). All other states not listed on graph were less than 1%.

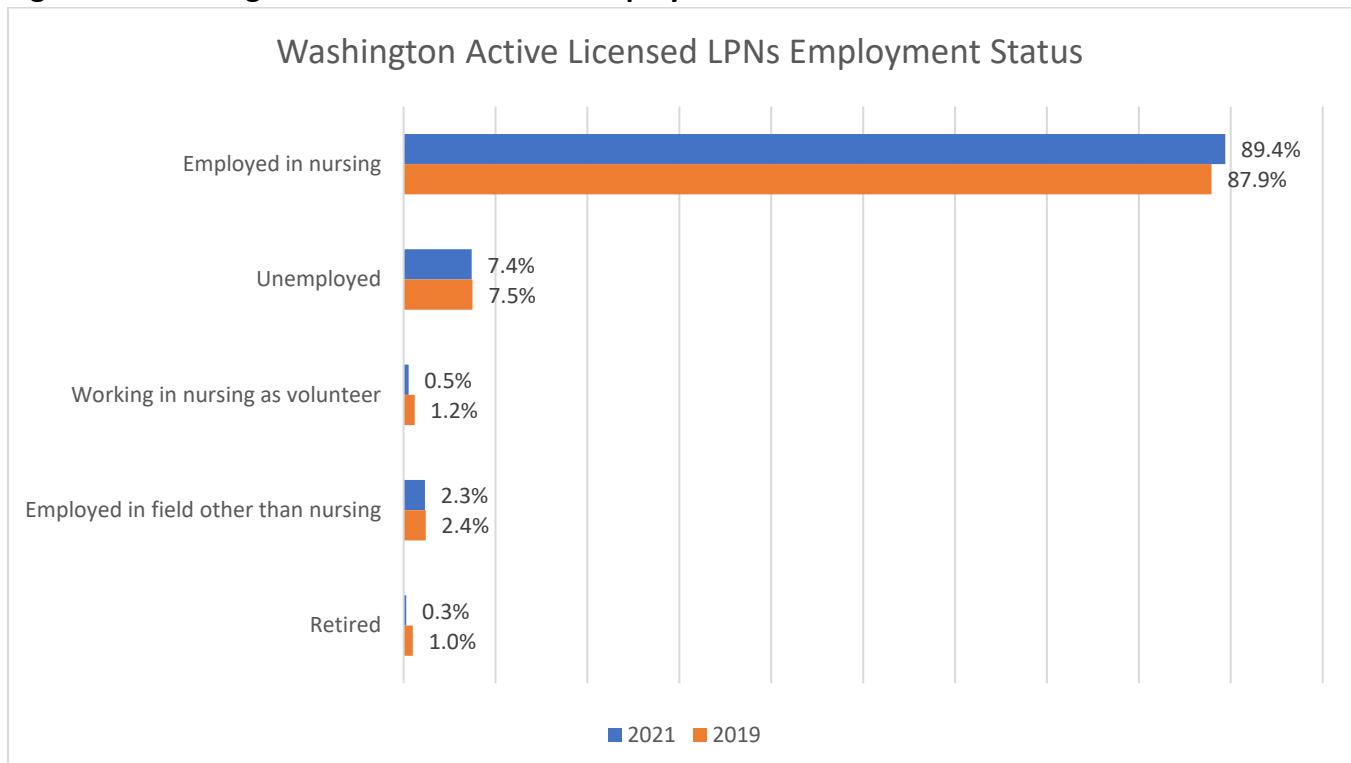
Figure 13: Washington Actively Practicing LPNs in Other States



Employment

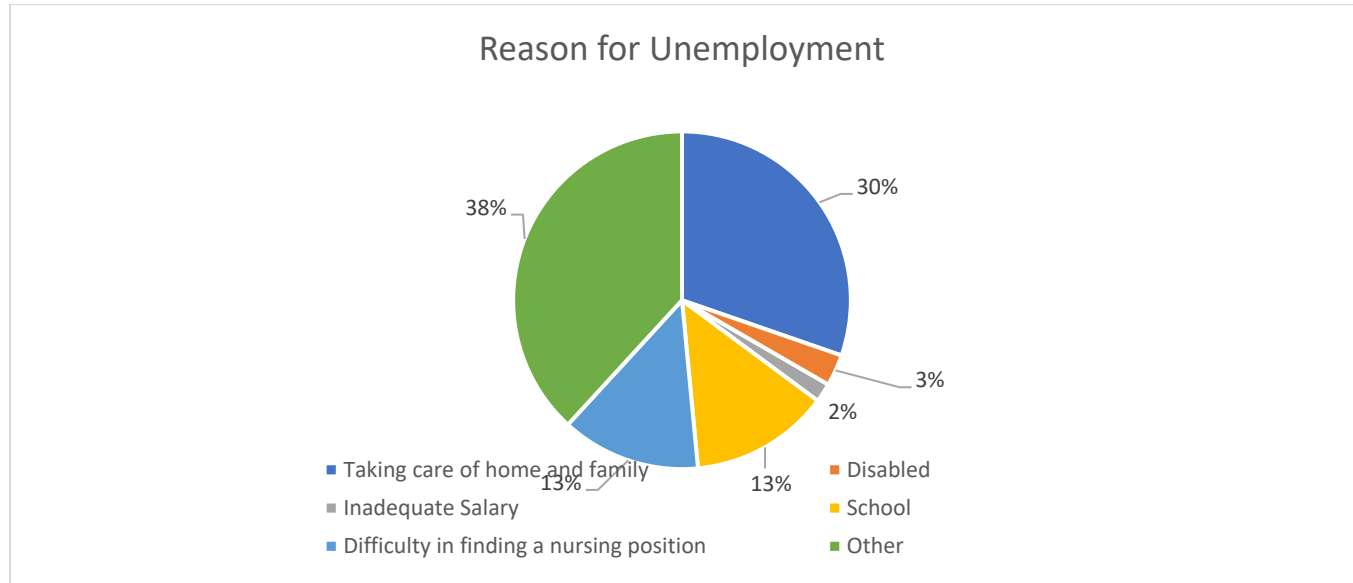
Most Washington LPNs (89.4%) are employed which is greater than the 82.4% nationally (NCSBN/Forum, 2020). In 2019, 87.9% of Washington LPNs were employed (Stubbs & Skillman, 2020).

Figure 14: Washington Active Licensed LPN Employment Status



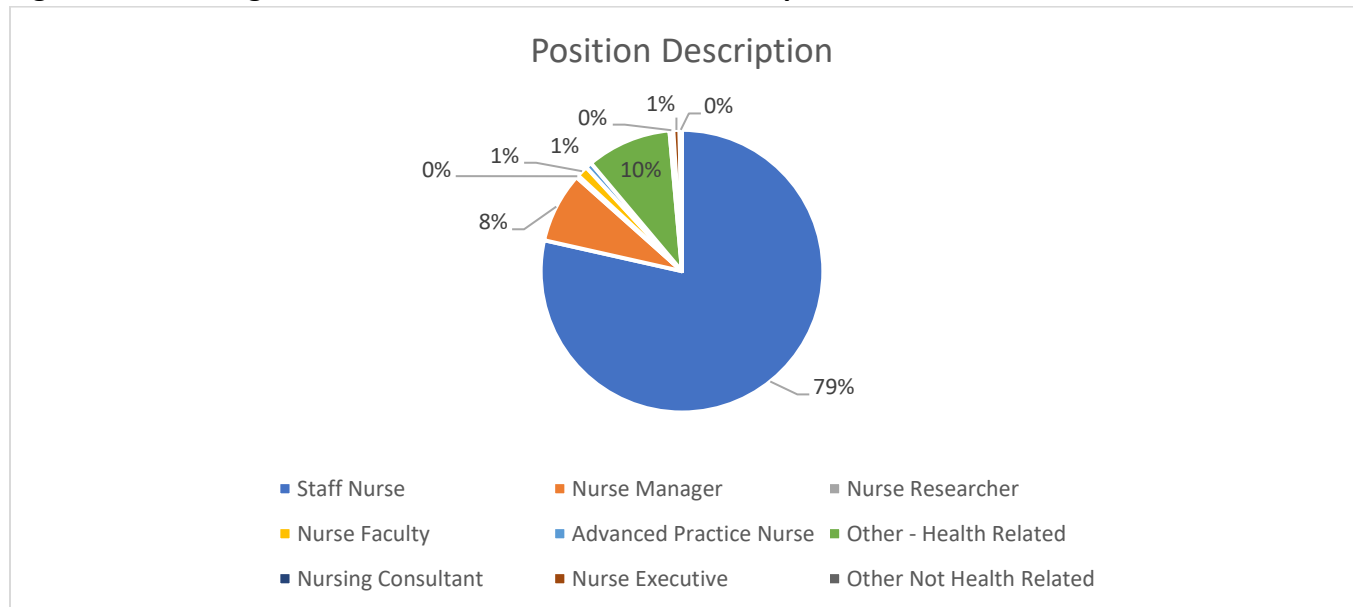
The most frequent reason for Washington LPN unemployment was taking care of home and family (30%) which is less than the 43.3% found nationally (NCSBN/Forum, 2020). However, many LPNs indicated an “other” (38%) reason which is unknown. In 2019, 29.6% of Washington LPNs indicated they were taking care of home and family (Stubbs & Skillman, 2020).

Figure 15: Washington Active Licensed LPN Reasons for Unemployment



The majority of LPNs (79%) described their position as a staff nurse, 10% reported other health-related position, and 8% as a nurse manager. This is similar to national data with 72.8% staff nurses, 15.6% other health-related position, and 5.5% as a nurse manager (NCSBN/Forum, 2020).

Figure 16: Washington Active Licensed LPN Position Description

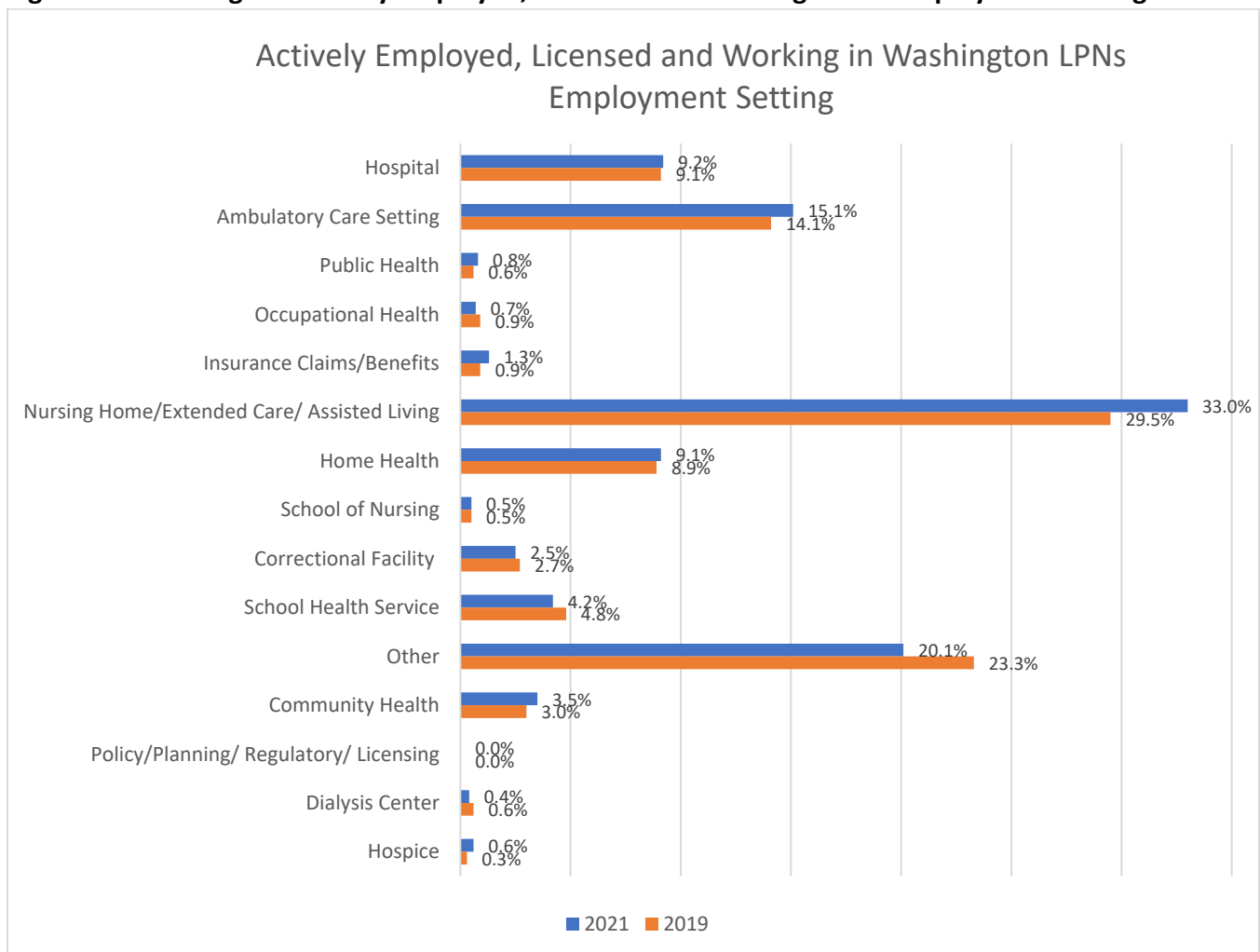


Subset Analysis of Licensed Practical Nurses Actively Employed in Nursing and Practicing in WA

The remainder of the analysis for Washington LPNs analyzes a subset of Active Licensed LPNs. This analysis focuses on those that indicate they are actively employed in Nursing (either full or part-time) *and* indicated they are practicing in Washington State. This includes 4,930 LPNs out of 10,792 Active Licensed LPNs.

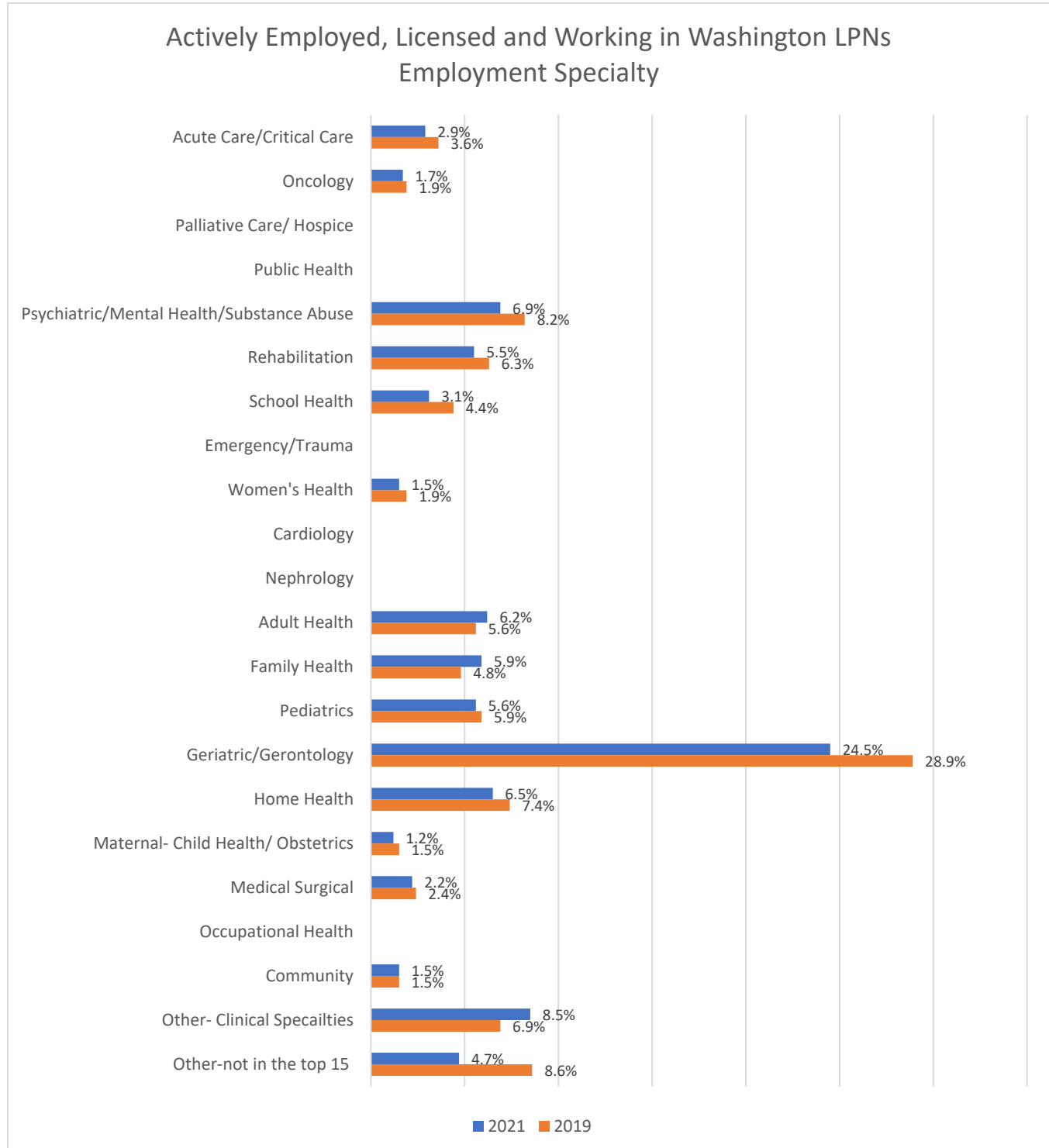
The largest employment setting for LPNs actively practicing in Washington is in a nursing home, extended care, or assisted living at 33%. There were slightly more LPNs in a nursing home, extended care, or assisted living in 2021 than in 2019 (Stubbs & Skillman, 2020). This is more than the 27.5% working in a nursing home or extended care in national data (NCSBN/Forum, 2020).

Figure 17: Washington Actively Employed, Licensed and Working in WA Employment Setting



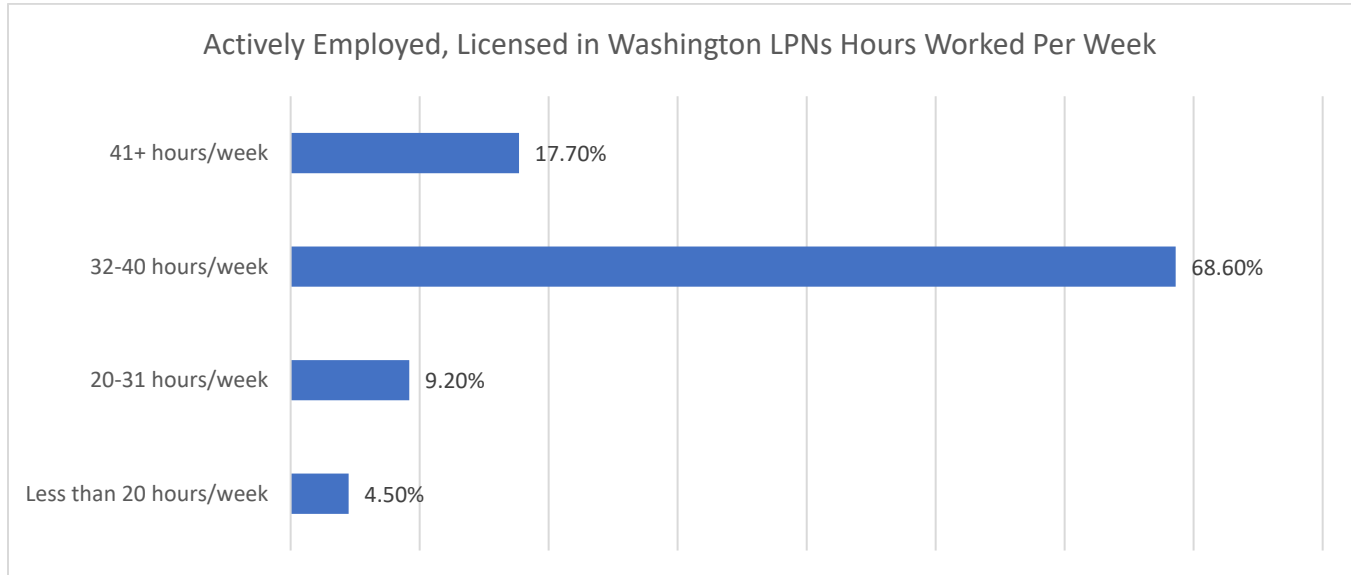
The greatest percentage of Washington LPNs indicated geriatrics as their employment specialty (24.5%). This is similar to the 26.6% nationally for geriatric/gerontology (NCSBN/Forum, 2020) and less than in 2019 (Stubbs & Skillman, 2020).

Figure 18: Washington Actively Employed, Licensed and Working in WA LPN Employment Specialty



Most Washington LPNs (68.6%) worked 32 to 40 hours in an average week. Nationally, 58.6% of LPNs work 32-40 hours a week (NCSBN/Forum, 2020).

Figure 19: Actively Employed, Licensed in Washington LPN Hours Worked per Week



For those LPNs that are actively licensed, employed, and working in Washington, the largest minority is Black/African American followed by Asian.

Table 3: Race and Ethnicity of LPNs that are Actively Licensed, Employed and Working in Washington

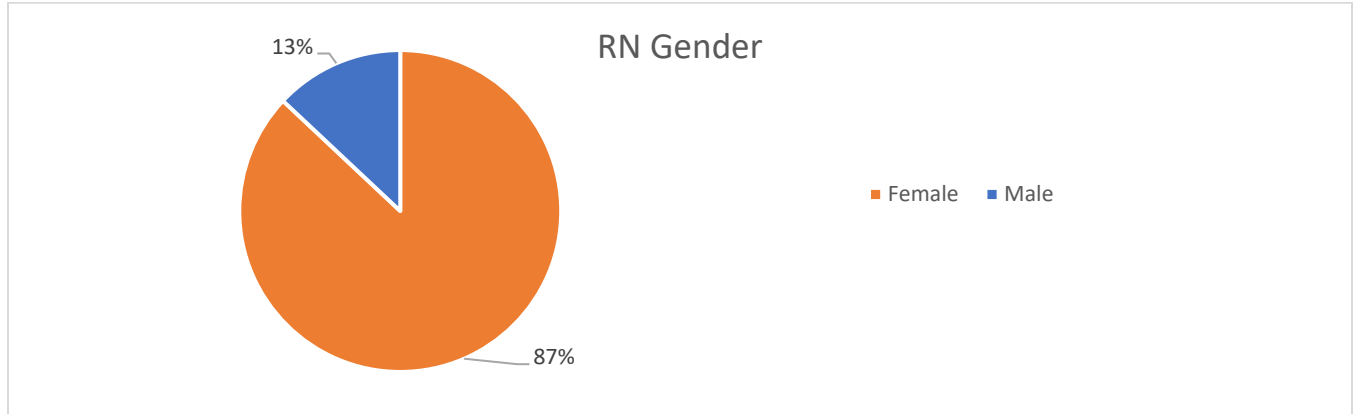
	2021 LPN	2021 WA Population	2019 LPN	2019 WA Population
American Indian/Alaska Native	2.40%	2.00%	1.00%	1.80%
Asian	11%	10%	8.70%	8.70%
Black/African American	12.00%	4.00%	9.20%	4.10%
Native Hawaiian/ Other Pacific Islander	1.70%	1.00%	0.90%	0.80%
White/ Caucasian	72.70%	65.00%	73.20%	79.50%
Hispanic/ Latino	6.60%	13.00%	6.30%	13%
Other or Mixed Race or 2 or more	3.60%	5.00%	7.10%	5.10%

Overall Active Licensed Registered Nurse Analysis

Demographics

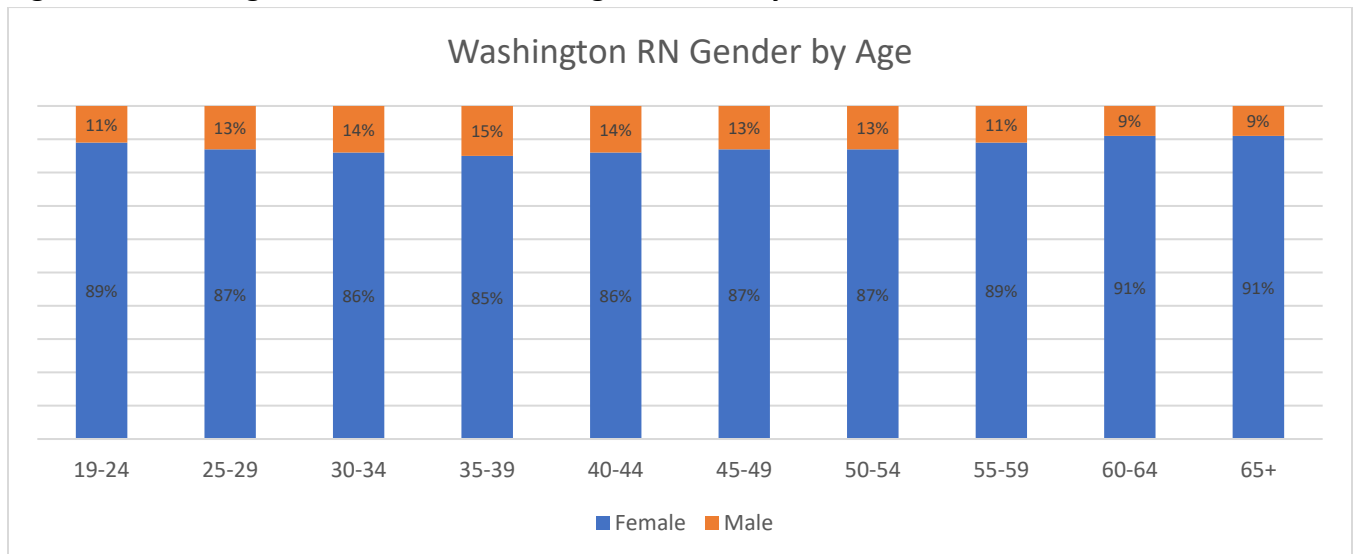
In Washington, 13% of RNs are male which is greater than the national average of 9.4% (NCSBN/Forum, 2020). In 2018, 9.6% of RNs were male (U.S. Department of Health and Human Services, 2020).

Figure 20: Washington Active Licensed RN Gender



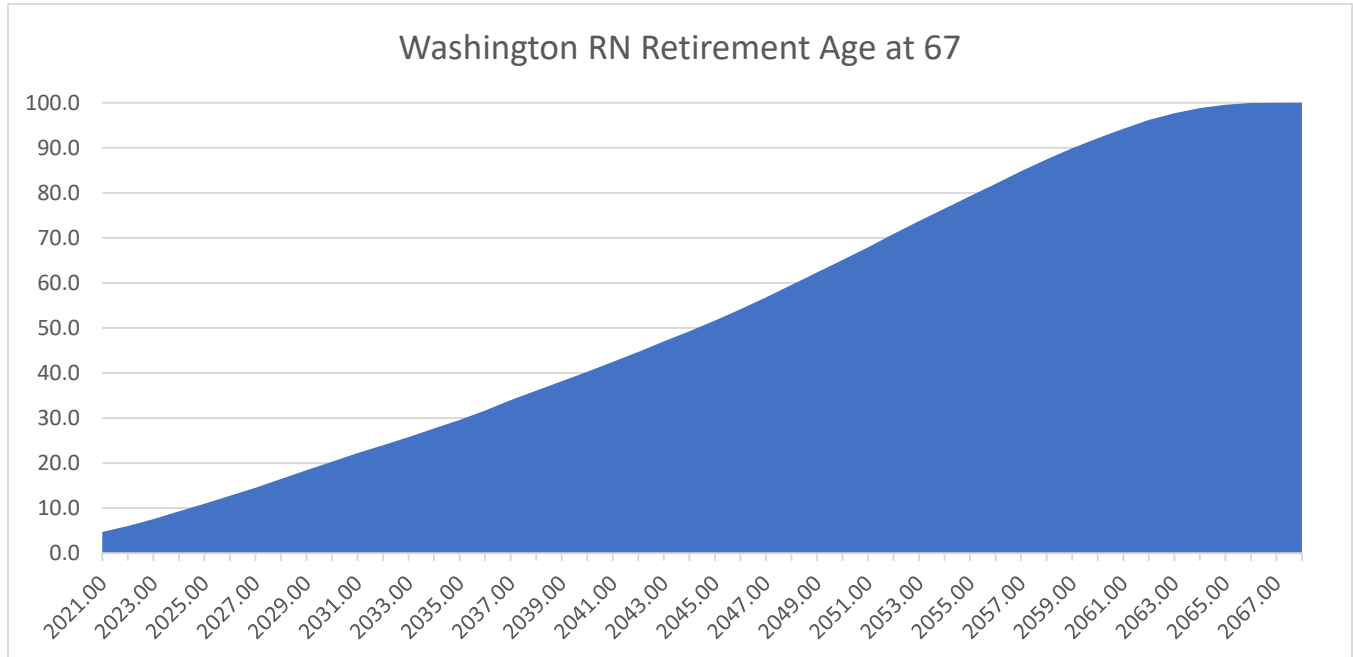
Nationally, the largest percentage of male RNs are between 35 and 54 years and there is more than double the proportion of females to males ages 65 and older (NCSBN/Forum, 2020). The greatest percentage of males in Washington are between 35 and 39 years of age.

Figure 21: Washington Active Licensed RN Age Intervals by Gender



Assuming retirement at age 67, Washington will lose 20% of the current RN population by 2029 and 40% by 2039. Nationally, 22.1% of RNs plan to retire within the next 5 years (NCSBN/Forum, 2020).

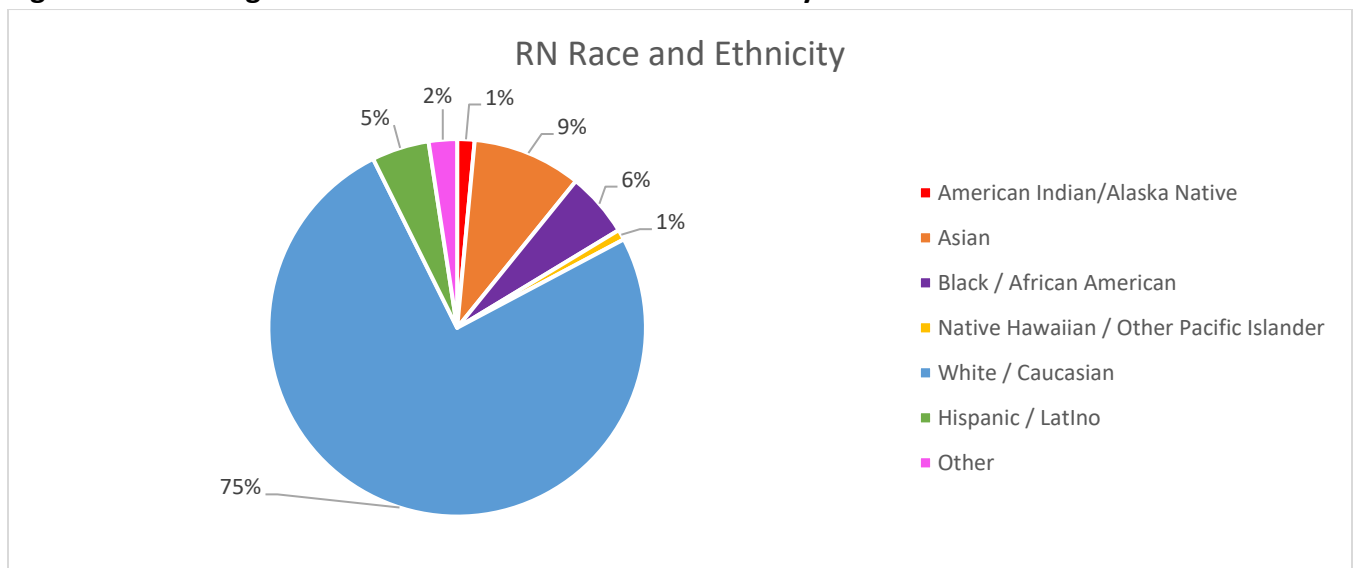
Figure 22: Washington Active Licensed RN Retirement at Age 67



Most RNs identify as White or Caucasian at 75%. Nationally, 81% of RNs are White/Caucasian.

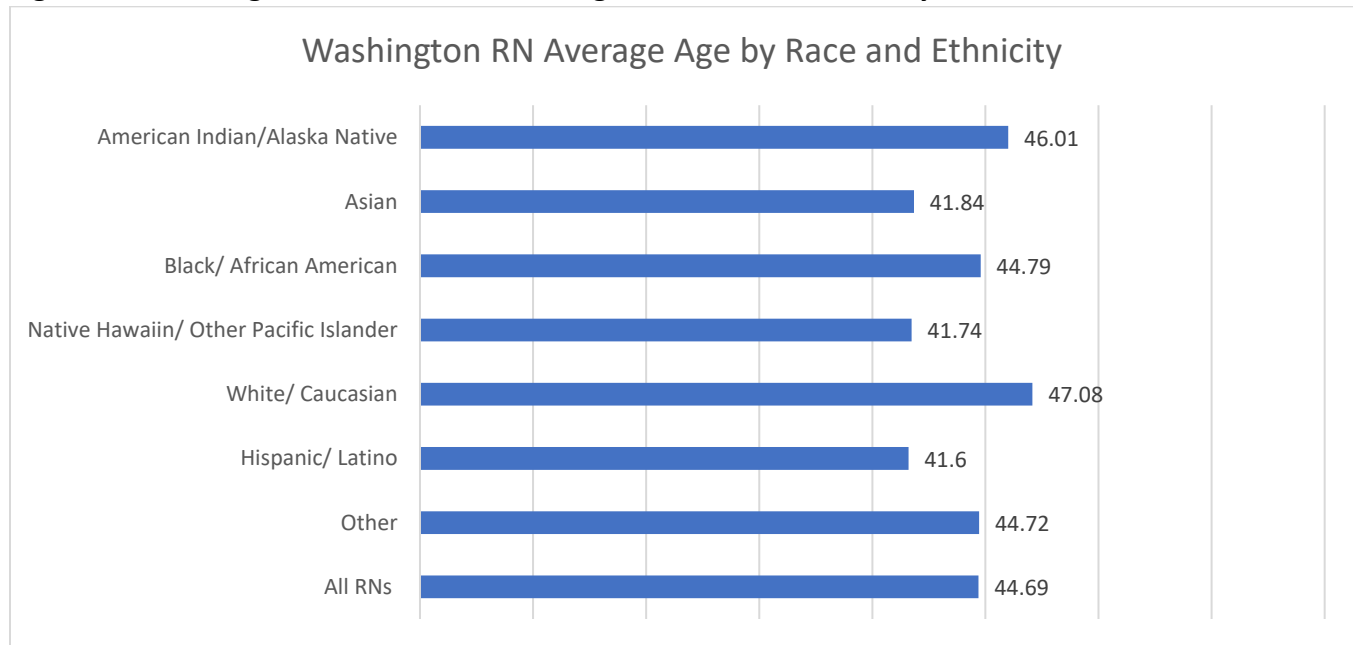
The second-largest race category is Asian (9%) followed by 6% Black/African American and 5% (Hispanic/Latino). Nationally, 7.2% of RNs are Asian, 6.7% Black/African American, and 5.6% Hispanic/Latino (NCSBN/Forum, 2020). In 2018, 73.3% of RNs were white, non-Hispanic, 10.2% Hispanic/Latino, 7.8% Black/African American, and 5.2% Asian (U.S. Department of Health and Human Services, 2019).

Figure 23: Washington Active Licensed RN Race and Ethnicity



The average age of Washington RNs is 44.69 years old which is younger than the national median age of 52 years (NCSBN/Forum, 2020). In 2018, the national average age was 47.9 years (U.S. Department of Health and Human Services, 2019). Hispanic/Latino, Asian and Native Hawaiian/Other Pacific Islander are Washington's youngest RNs. Nationally, RNs between 30 and 49 account for the largest proportion of minority nurses (NCSBN/Forum, 2020).

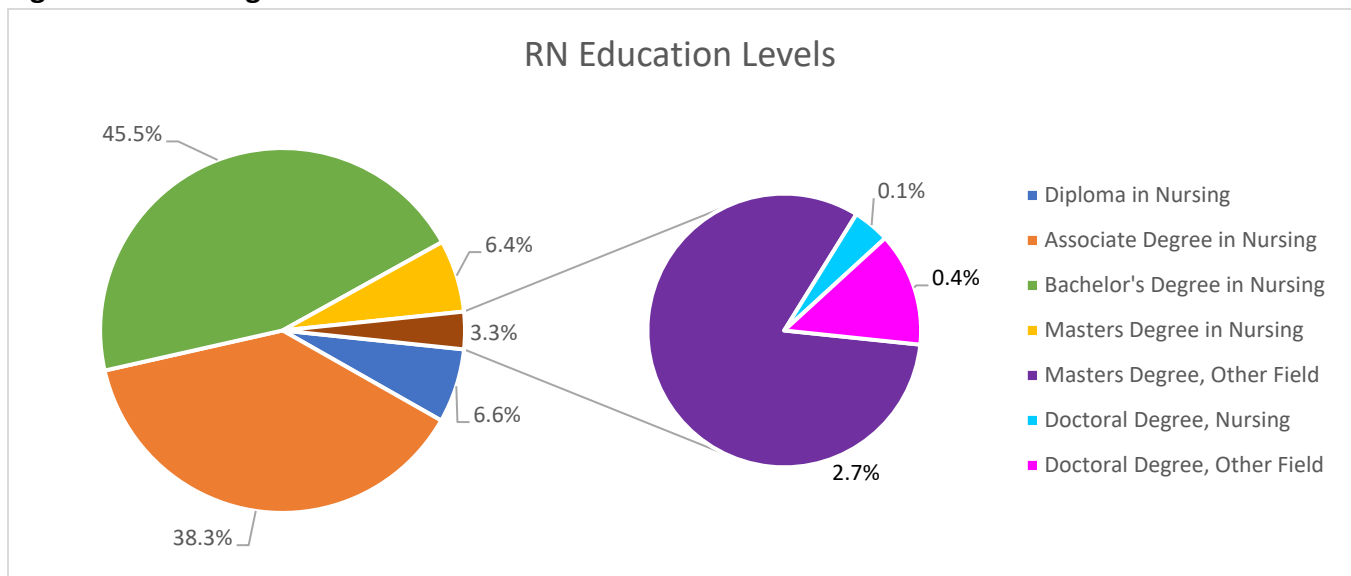
Figure 24: Washington Active Licensed RN Age and Race and Ethnicity



Education

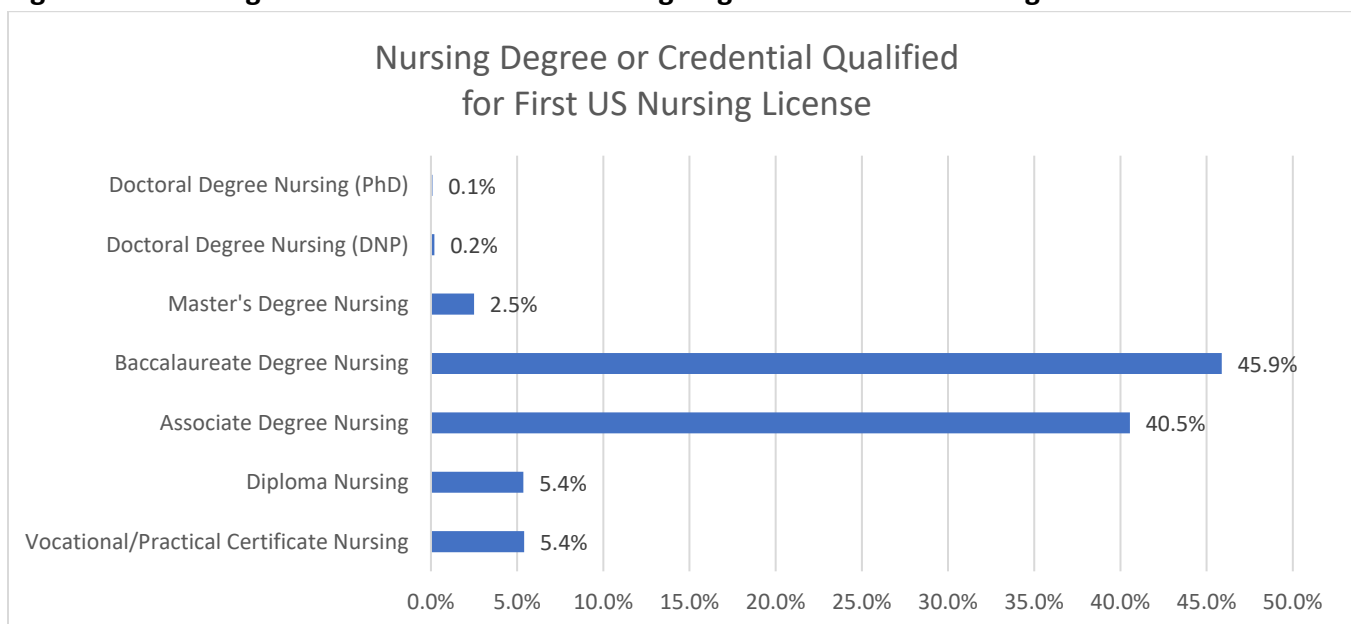
The greatest percentage of Washington RNs have earned a bachelor's degree in nursing (45.5%) followed by 38.3% with an associate degree and 6.4% with a master's degree in nursing. Please note that RNs could indicate all that apply for degrees so there are some duplicate counts. Nationally, in 2018, 43.4% had a bachelor's degree, 29.6% had an associate degree, 17.5% had a master's degree, 6.4% had a diploma, and 1.9% had a doctoral degree (U.S. Department of Health and Human Services, 2020).

Figure 25: Washington Active Licensed RN Education



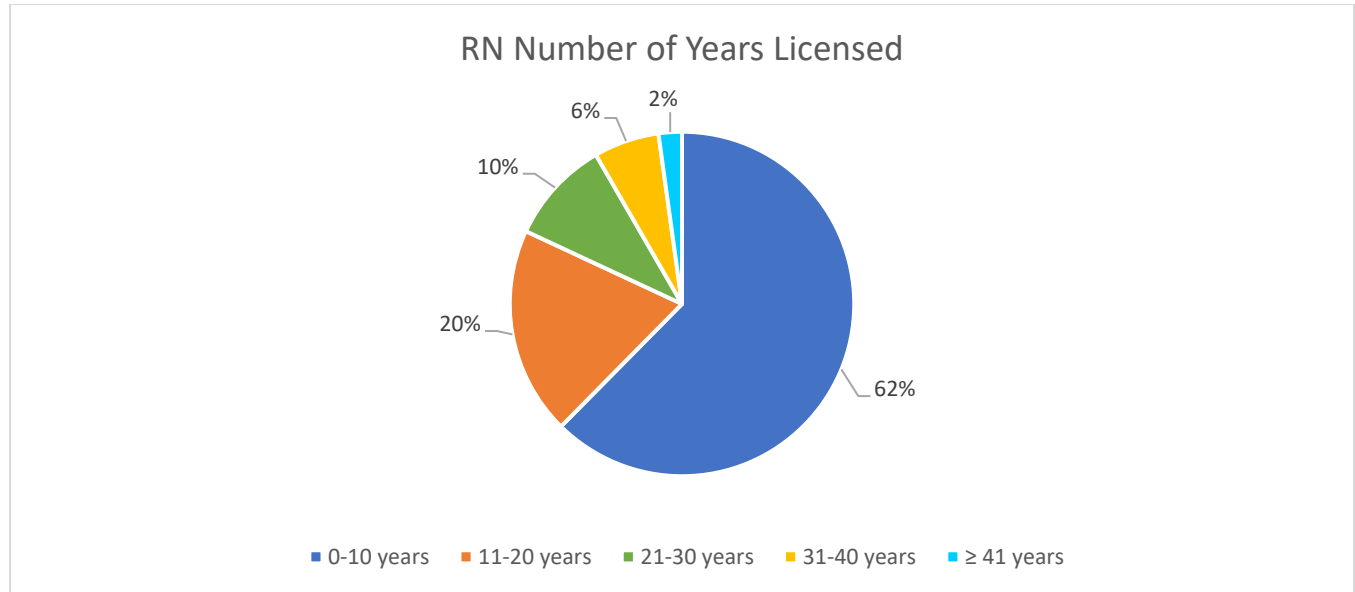
The greatest percentage of Washington RNs indicated that they obtained their first US nursing license with a bachelor's degree in nursing (45.9%) followed by 40.5% with an associate degree.

Figure 26: Washington Active Licensed RN Nursing Degree for First US Nursing License



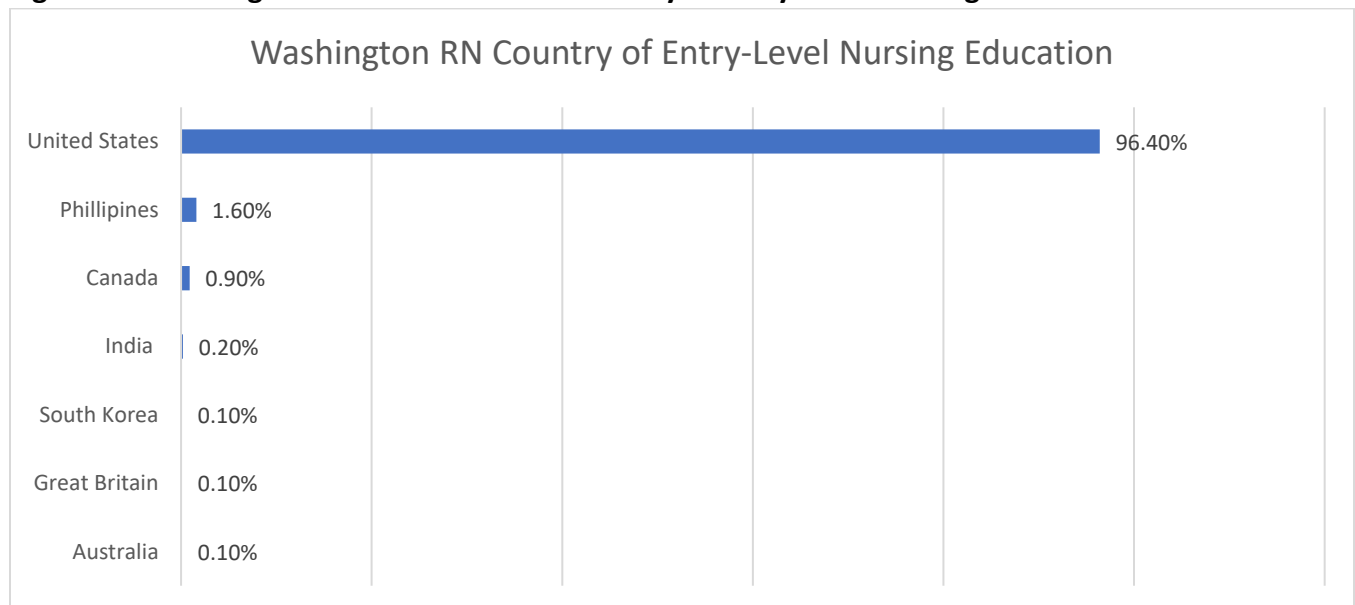
The greatest percentage of Washington RNs (62%) were licensed in the last 10 years. This is much higher than 30.5% nationally. Only 2% of Washington RNs have been licensed for greater than 41 years which is lower than the 14.1% found nationally (NCSBN/Forum, 2020).

Figure 27: Washington Active Licensed RN Number of Years Licensed



Most Washington RNs received their entry-level education in the United States (96.4%). This is more than the 93.9% found nationally. The greatest percentage of RNs from outside the United States were from the Philippines at 1.60% which is greater than the .6 nationally (NCSBN/Forum, 2020).

Figure 28: Washington Active Licensed RN Country of Entry-Level Nursing Education



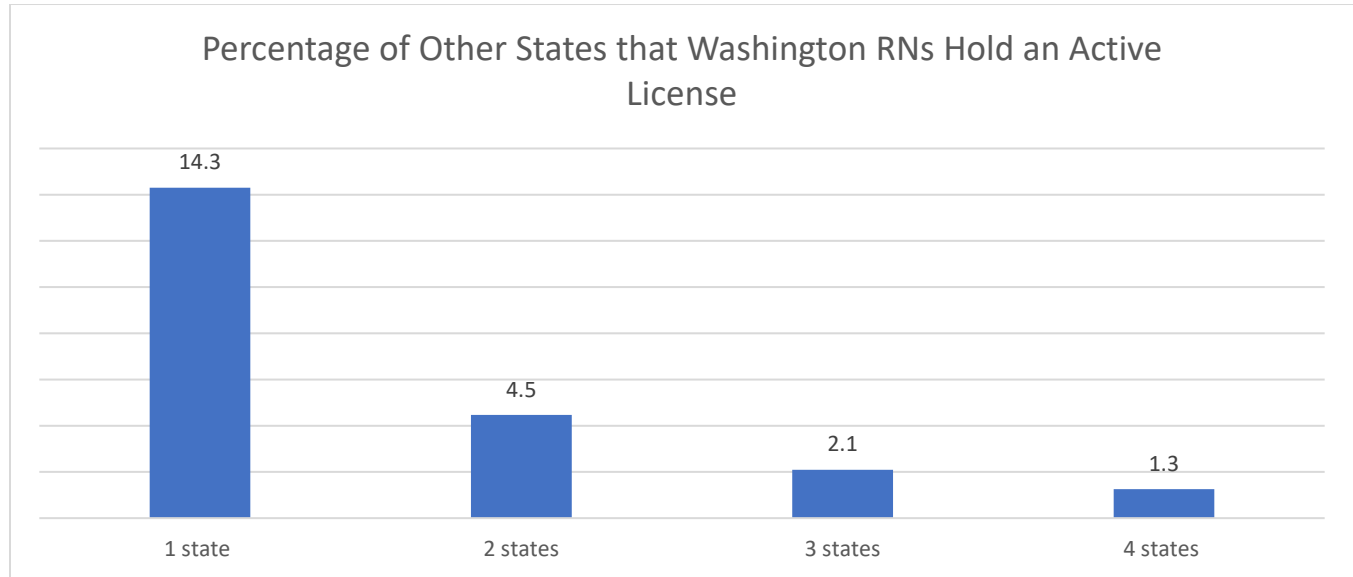
The county with the greatest concentration of Active Licensed RNs according to mailing zip code was King County. The mailing zip codes included 30% in other states and 2% invalid zip codes.

Table 4: Number of Active Licensed RNs Residing in Washington by County

County	RN Mailing Zip code		County	RN Mailing Zip code
Adams	94		Lewis	695
Asotin	254		Lincoln	86
Benton	2,067		Mason	382
Chelan	986		Okanogan	358
Clallam	842		Pacific	175
Clark	4,893		Pend Oreille	84
Columbia	49		Pierce	9,402
Cowlitz	1,190		San Juan	109
Douglas	441		Skagit	1,259
Ferry	45		Skamania	50
Franklin	694		Snohomish	8,533
Garfield	26		Spokane	6,821
Grant	543		Stevens	510
Grays Harbor	618		Thurston	3,084
Island	801		Wahkiakum	28
Jefferson	286		Walla Walla	957
King	22,951		Whatcom	2,356
Kitsap	2,789		Whitman	266
Kittitas	320		Yakima	1,987
Klickitat	145			
Washington Total 77,177				
Other States 33,232				
Invalid Zip code 1,790				
Total 112,159				

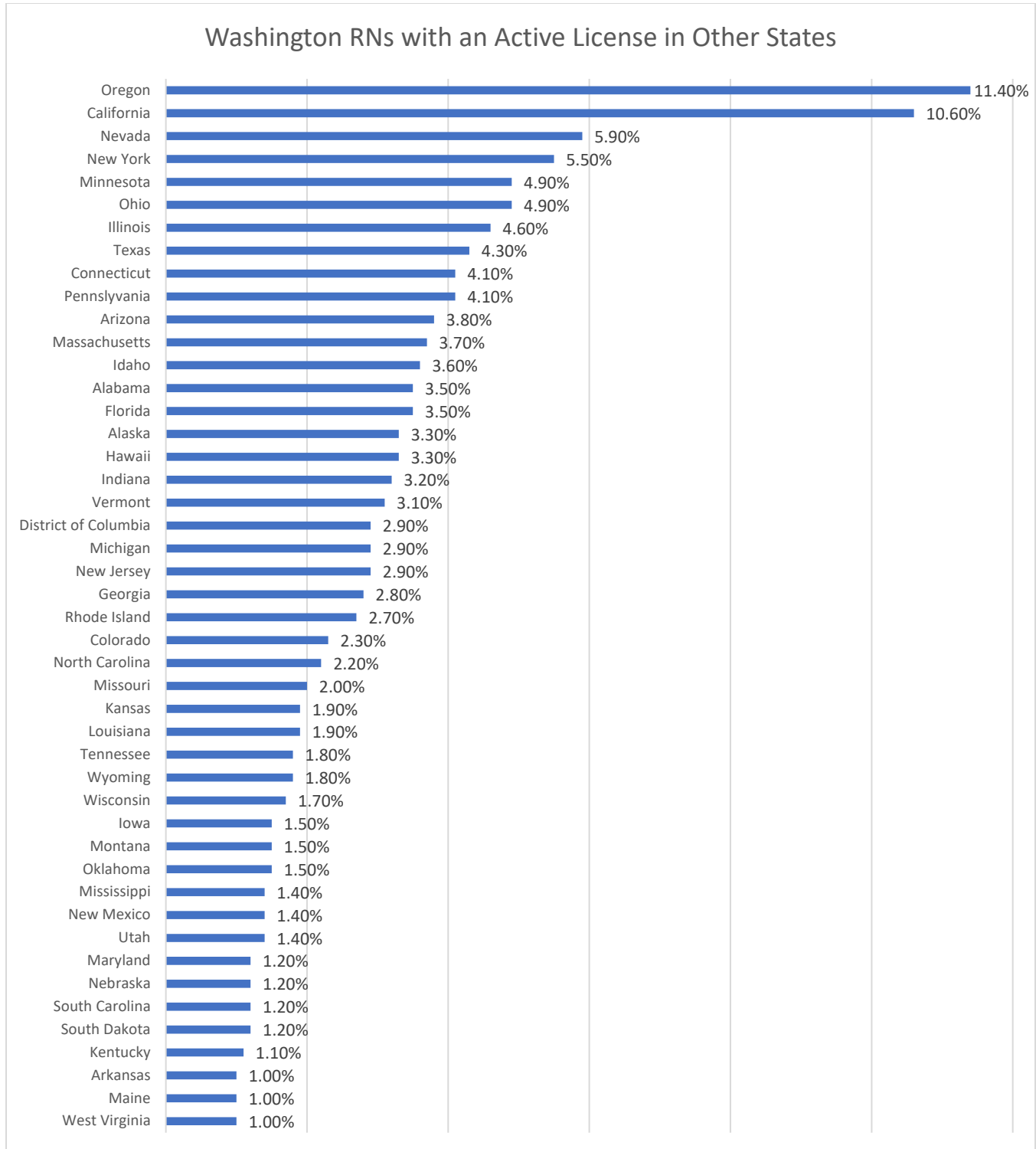
Most Washington RNs indicated that they only had an active license to practice in Washington (71.1%). A few RNs (14.3%) have an active license in one other state, two states (4.5%), and three states (2.1%). A few RNs (.1% or 152 RNs) have a license to practice in all 50 states.

Figure 29: Washington RNs with Active License to Practice in Other States



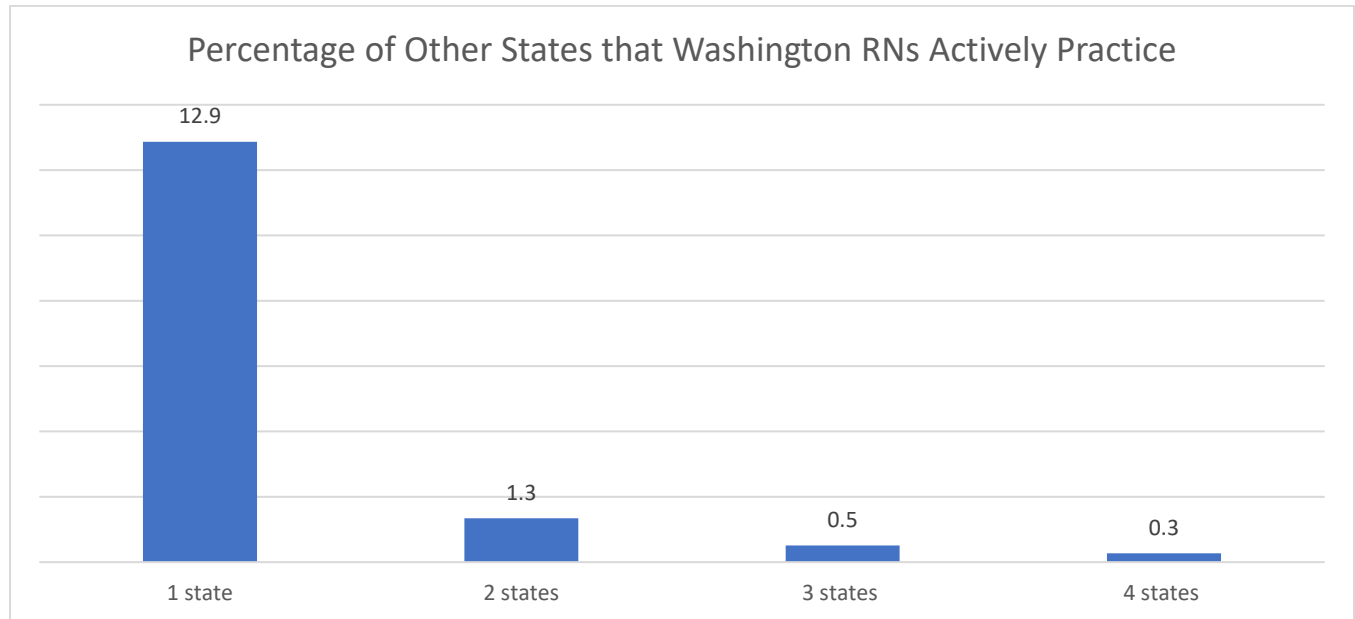
Of those Washington RNs that have an active license outside Washington, 11.4% have an Oregon License, 10.60% a California license, 5.9% a Nevada license, and 5.5% a New York license. States with less than 1% are not included on the graph.

Figure 30: Washington RNs with an Active License in Other States



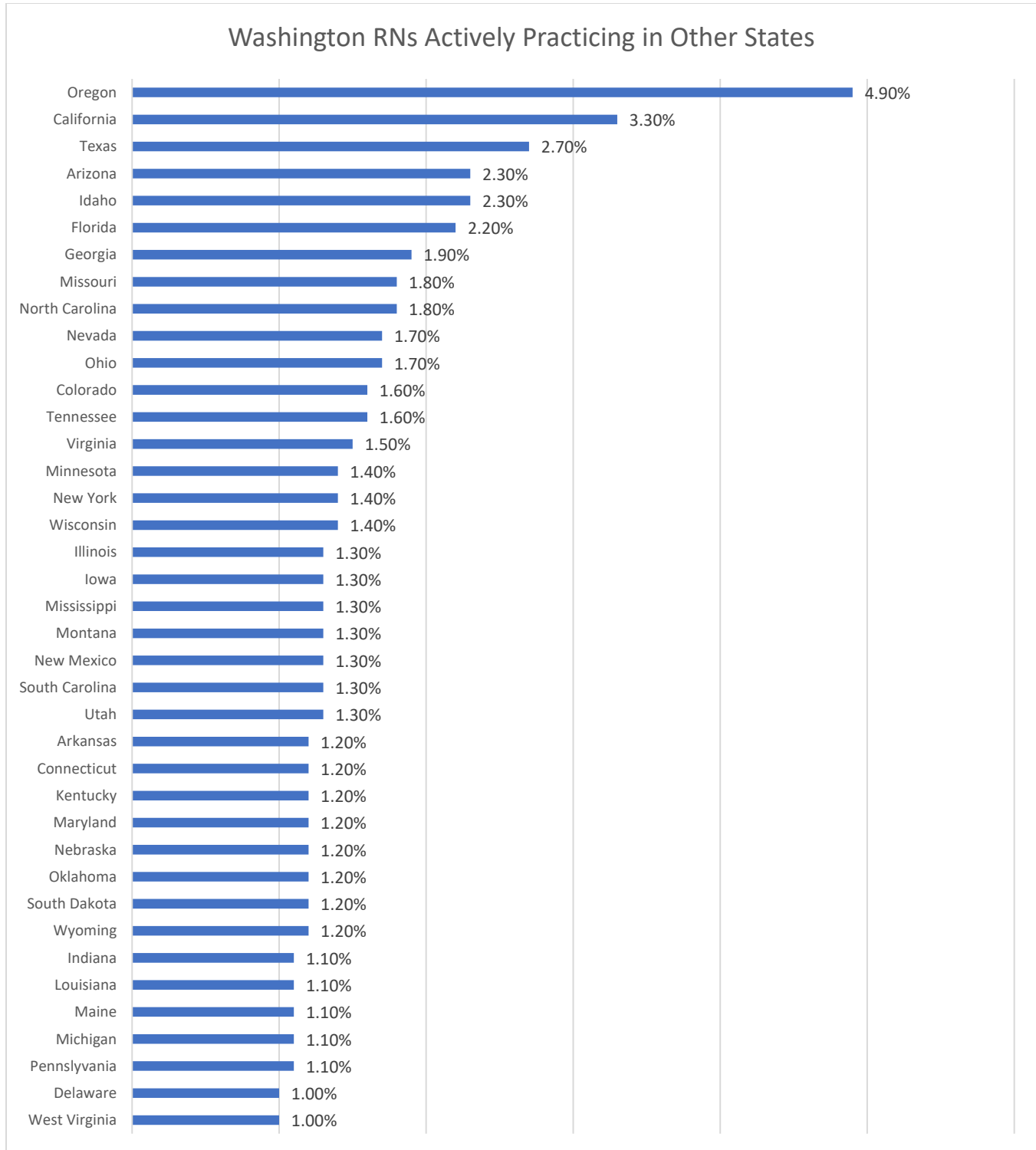
Most Washington RNs indicate that they are only actively practicing in Washington (82.8%). A few RNs (12.9%) actively practice in one other state.

Figure 31: Washington RNs Actively Practicing in Other States



Of those Washington RNs that indicate they are actively practicing in another state, the greatest indicated Oregon (4.9%), California (3.3%), and then Texas (2.70%). States with less than 1% are not included on the graph.

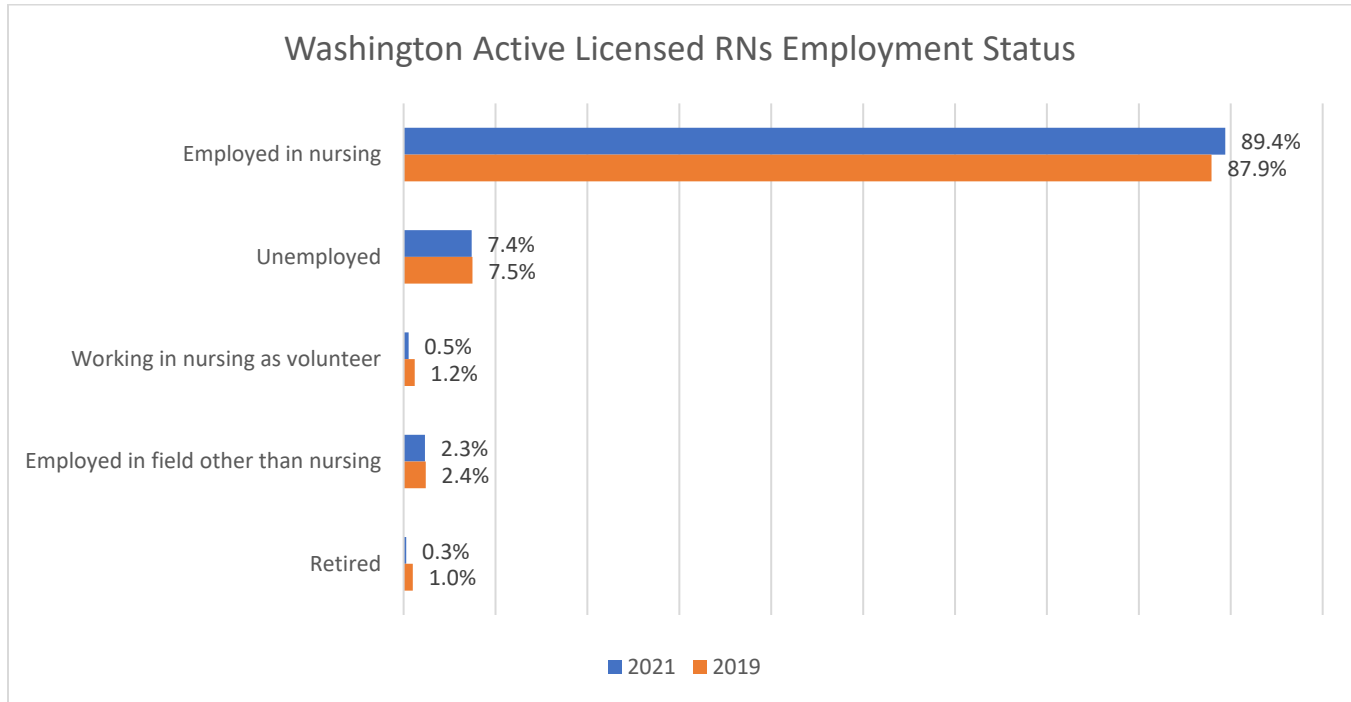
Figure 32: Washington Active Licensed and Actively Practicing RNs in Other States



Employment

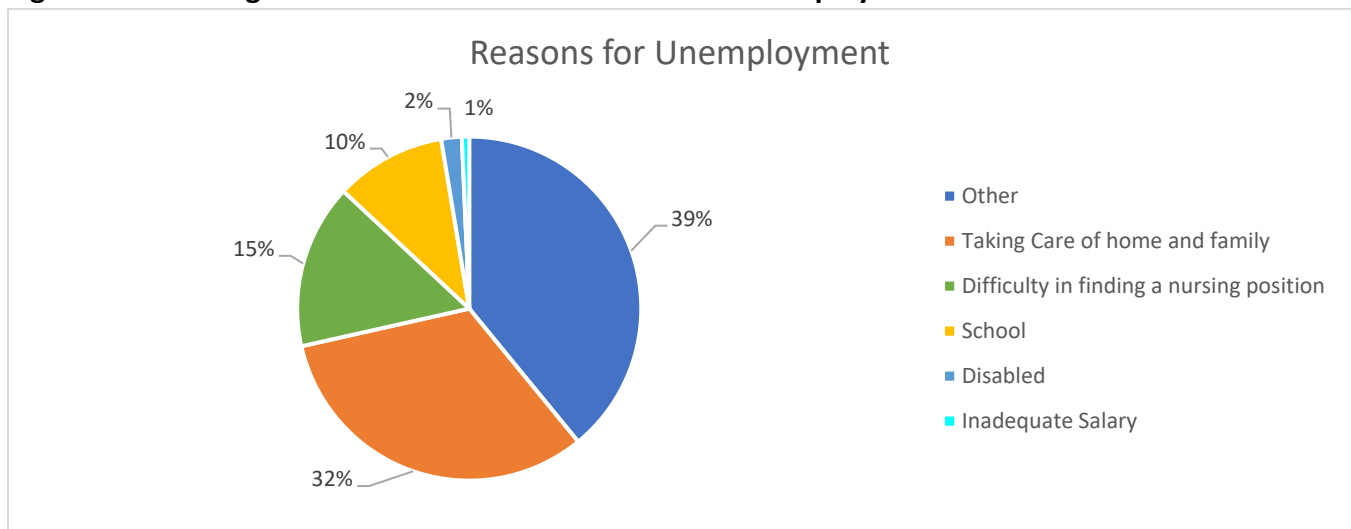
Most Washington RNs (89.4%) are employed full-time which is greater than the 84.1% nationally (NCSBN/Forum, 2020). In 2018, 73% of RNs nationally were employed in nursing, and 15.9% were not employed in nursing (U.S. Department of Health and Human Services, 2020).

Figure 33: Washington Active Licensed RN Employment Status



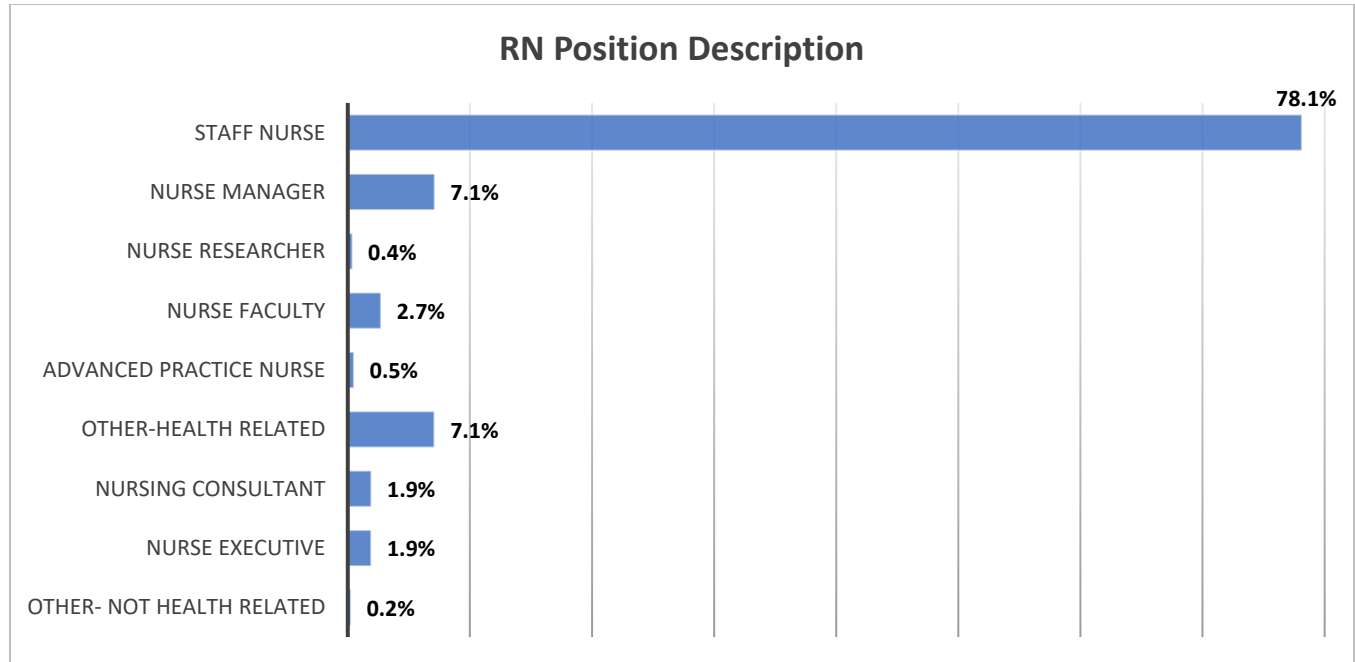
The most frequent reason for Washington RN unemployment was taking care of home and family (32%) which is less than the 49% found nationally (NCSBN/Forum, 2020). However, many RNs indicated an “other” (39%) reason which is unknown.

Figure 34: Washington Active Licensed RN Reasons for Unemployment



The majority of RNs (78.1%) described their position as a staff nurse, 7.1% as nurse manager, and 7.1% reported other health-related position. Nationally 60.1% of RNs are staff nurses, 9.7% other health-related, and 7.9% a nurse manager (NCSBN/Forum, 2020).

Figure 35: Washington Active Licensed RN Position Description

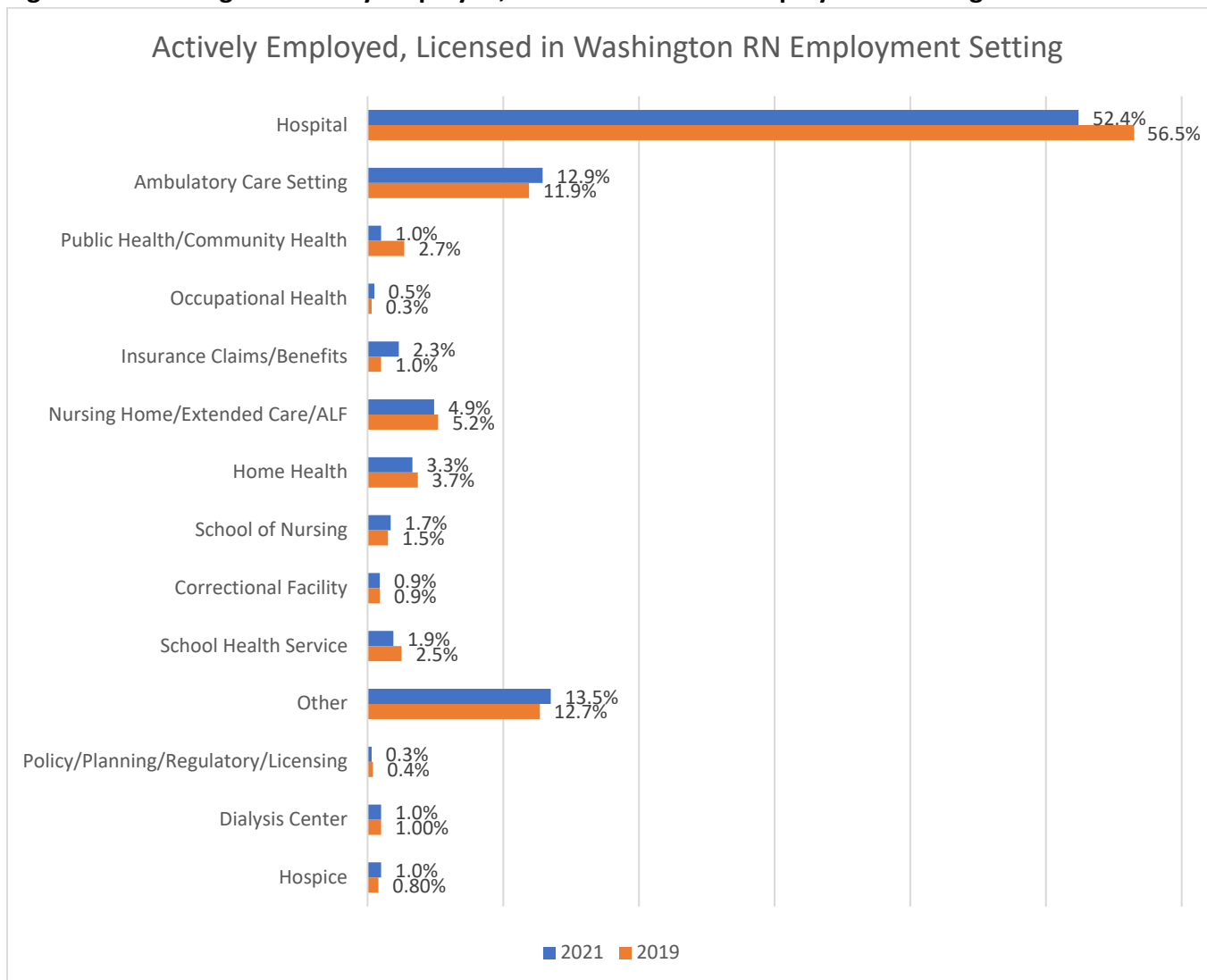


Subset Analysis of Registered Nurses Actively Employed in Nursing and Practicing in WA

The remainder of the analysis for Washington RNs analyzes a subset of Active Licensed RNs. This analysis focuses on those that indicate they are actively employed in Nursing (either full or part-time) *and* indicated they are practicing in Washington State. This includes 54,456 RNs out of a total of 101,239 active licensed RNs. This does not include ARNPs.

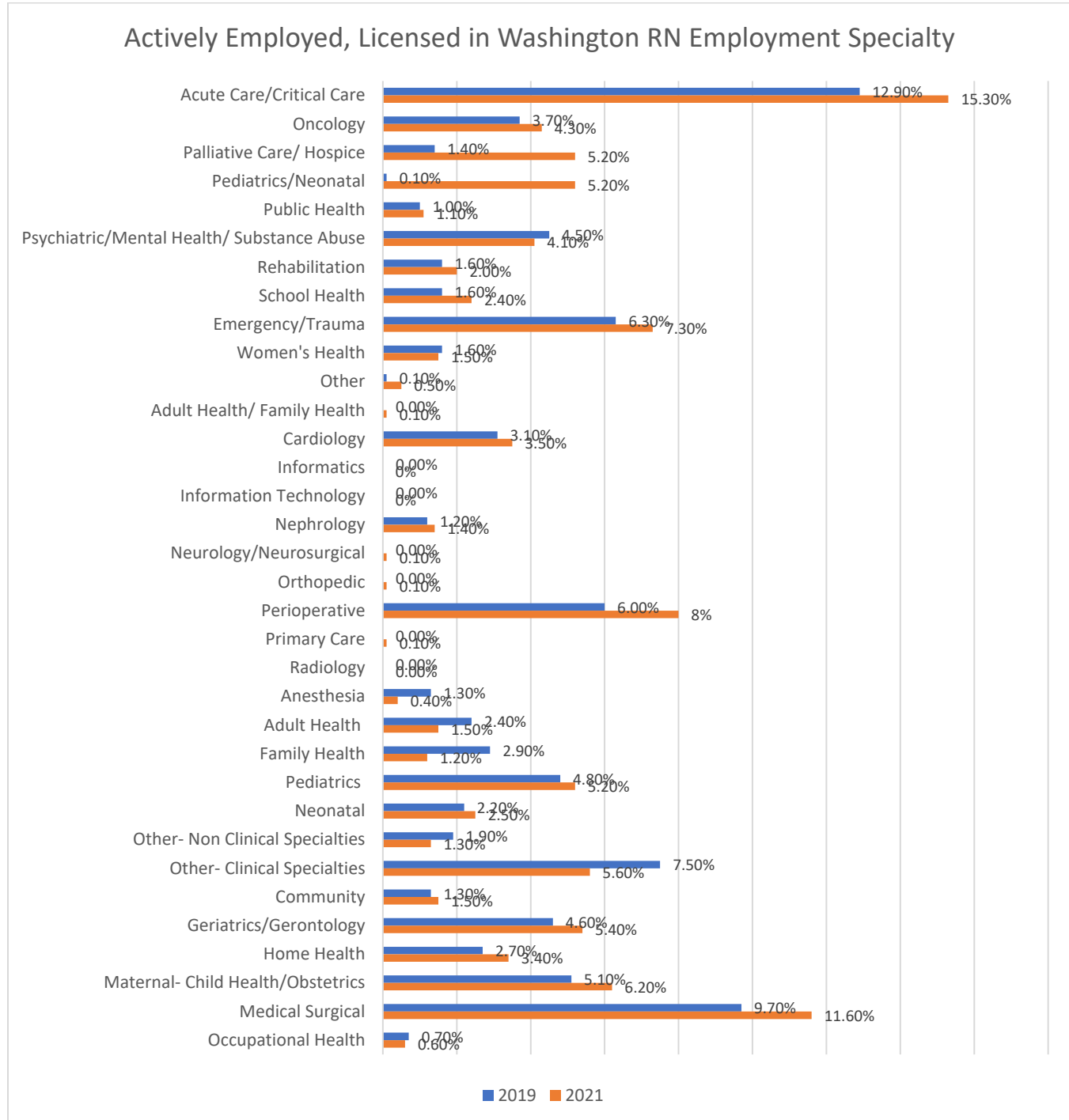
The largest employment setting for RNs actively practicing in Washington is a hospital (52.4%), followed by 14% in “other” settings, and 13.5% in an ambulatory care setting. Slightly fewer Washington RNs worked in a hospital in 2021 than in 2019. This follows the same pattern as national data with 54.8% working in a hospital, 9.7% in an “other” setting, and 9.7% in an ambulatory care setting (NCSBN/Forum, 2020).

Figure 36: Washington Actively Employed, Licensed in WA RN Employment Setting



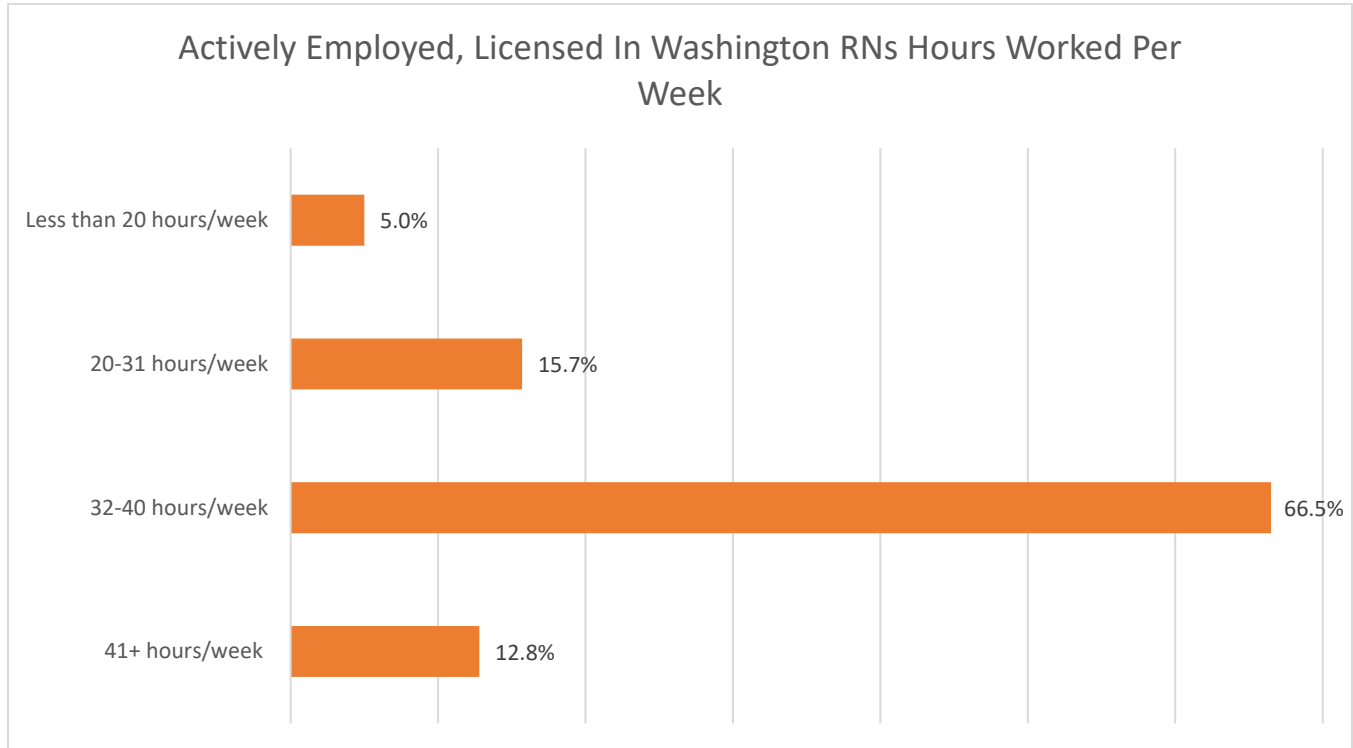
The greatest percentage of Washington RNs indicate acute care/critical care as their employment specialty (12.9%), followed by 9.7% as medical/surgical, and 7.5% as other clinical specialties. Nationally, 13.4% of RNs indicate acute care/critical care, 8.5 % medical/surgical, and 13.1% other clinical specialties (NCSBN/Forum, 2020). In 2018, 15.5 % of RNs worked in emergency trauma or critical care, 20% in general medical/surgical, and 14.5% in ambulatory/primary care (U.S. Department of Health and Human Services, 2020).

Figure 37: Washington Actively Employed, Licensed in WA RN Employment Specialty



Most (66.5%) actively employed and licensed in Washington RNs worked 32 to 40 hours in an average week. Nationally, 58.7% of RNs work 32-40 hours a week (NCSBN/Forum, 2020).

Figure 38: Washington Actively Employed, Licensed in WA RN Number of Hours Worked per Week



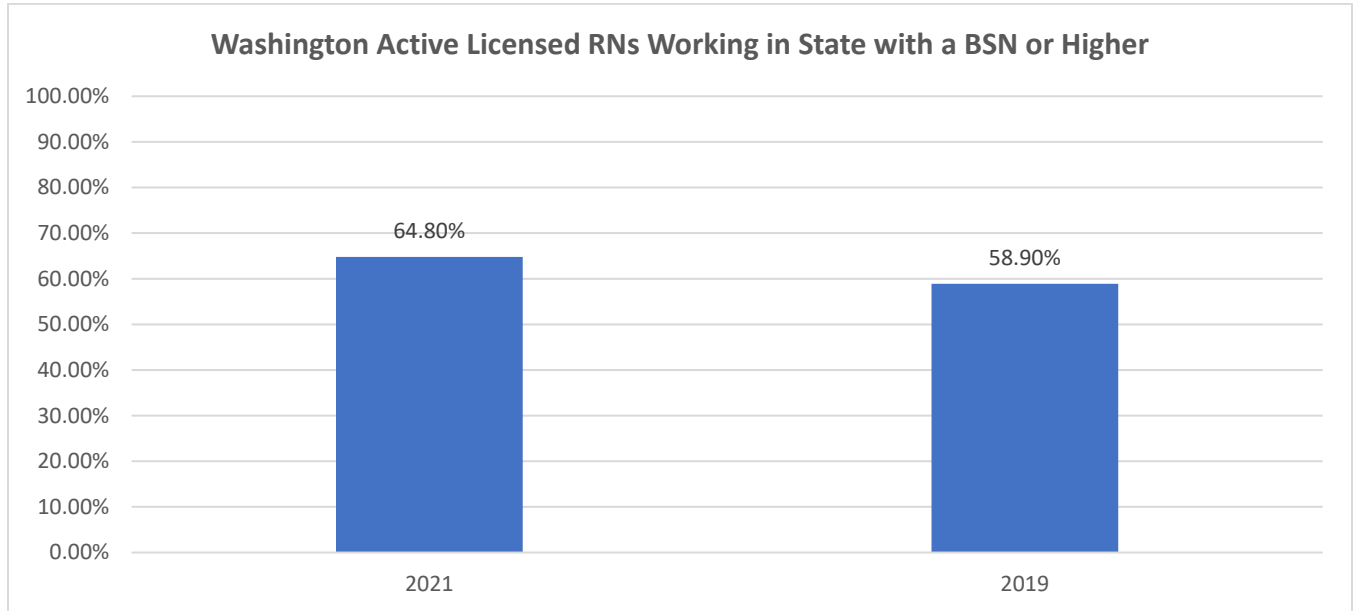
For those RNs that are actively licensed, employed and working in Washington the largest minority is Asian.

Table 5: Race and Ethnicity of RNs that are Actively Licensed, Employed and Working in Washington

	2021 RN	2021 WA Population	2019 RN	2019 WA Population
American Indian/Alaska Native	1.50%	2%	0.50%	2%
Asian	11.60%	10%	10.20%	8%
Black/African American	3.70%	4%	2.30%	4%
Native Hawaiian/ Other Pacific Islander	1.00%	1%	0.40%	.8%
White/ Caucasian	82.70%	65%	81.40%	79%
Hispanic/ Latino	5%	13%	4.40%	13%
Other or Mixed Race or 2 or more	2.40%	5%	5.10%	5%

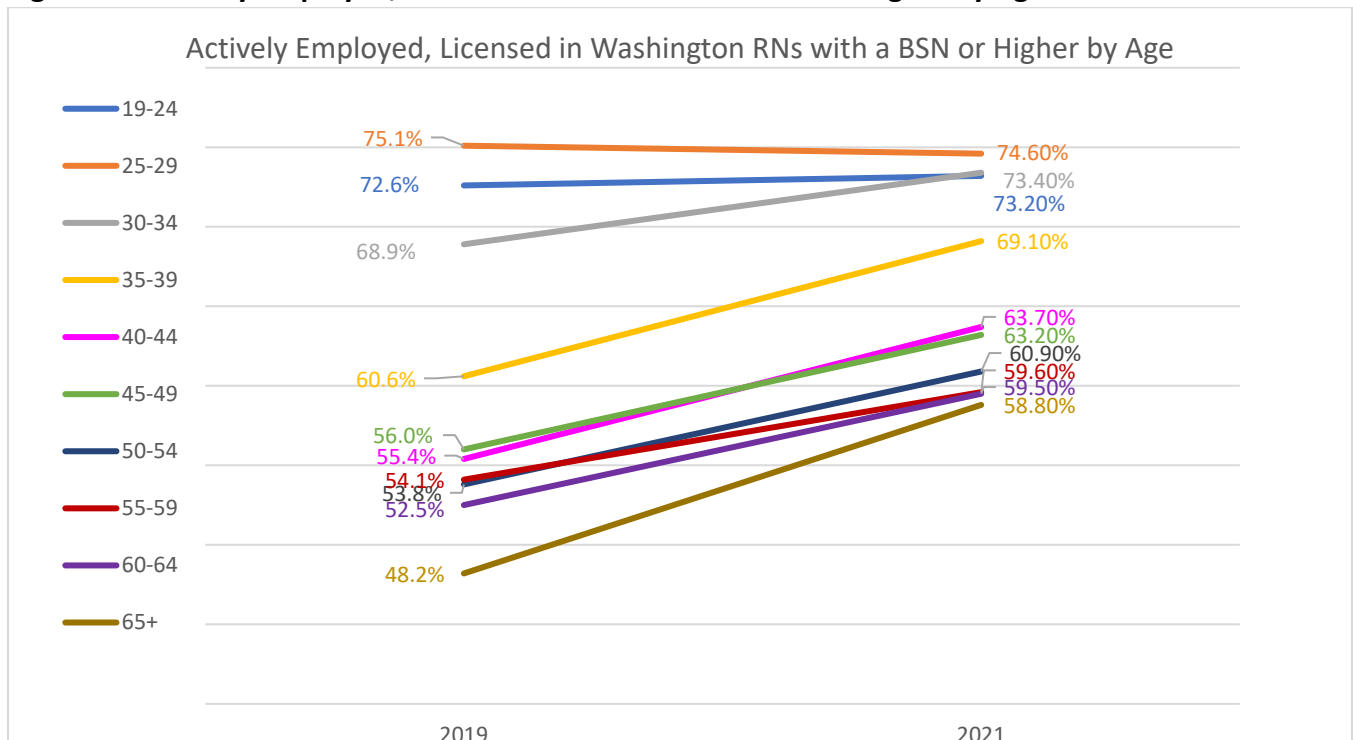
The percentage of actively licensed, employed and working in WA RNs with a BSN or higher degree has increased since 2019 (Stubbs & Skillman, 2020).

Figure 39: Washington Active Licensed RNs Working in State with a BSN or Higher



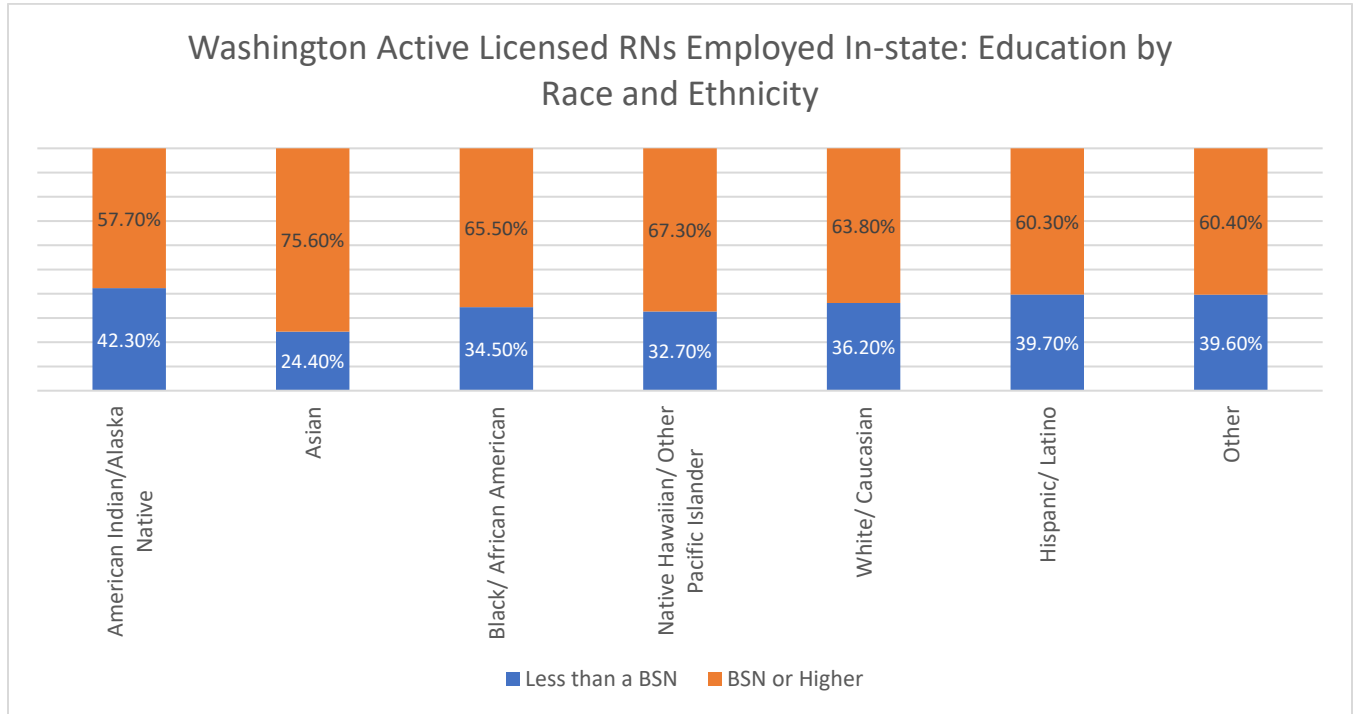
RNs between 25-29 were most likely to have a BSN or higher degree. All age categories ages 30 and above saw increases in the percentage of RNs with a BSN degree or higher between 2019 and 2021 (Stubbs & Skillman, 2020).

Figure 40: Actively Employed, Licensed in WA RNs with a BSN or Higher by Age



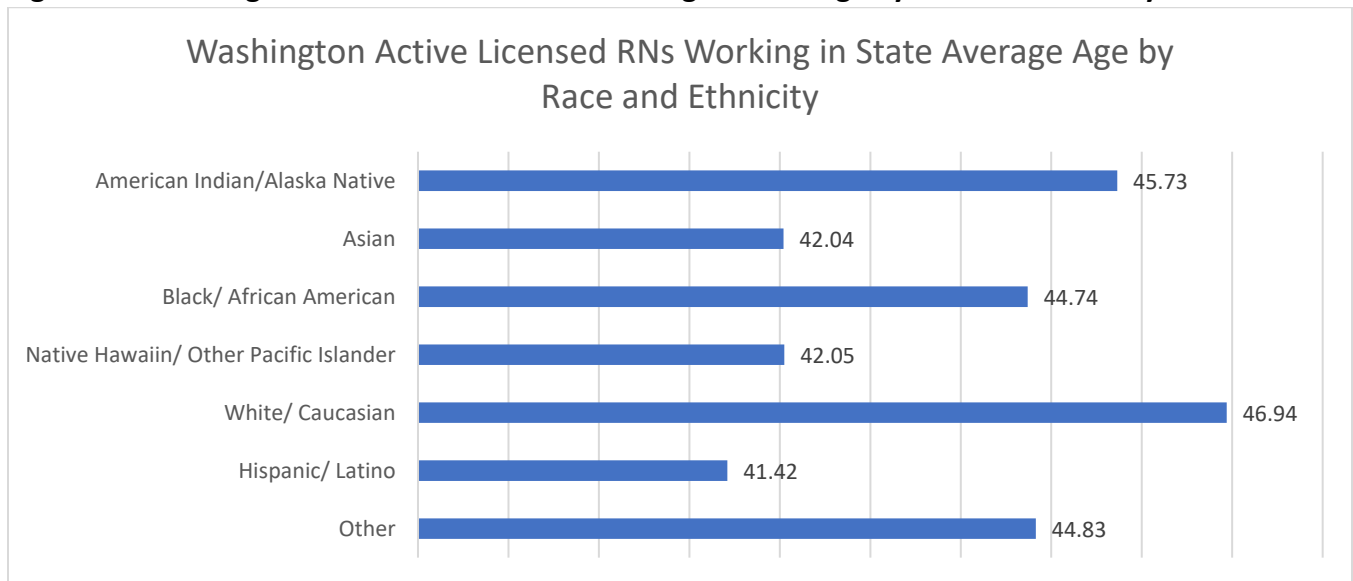
The greatest percentage of RNs that are actively licensed and working in Washington with a BSN or higher are Asian RNs followed by Native Hawaiian/Other Pacific Islander.

Figure 41: Washington Active Licensed RNs Working in State: Education by Race and Ethnicity



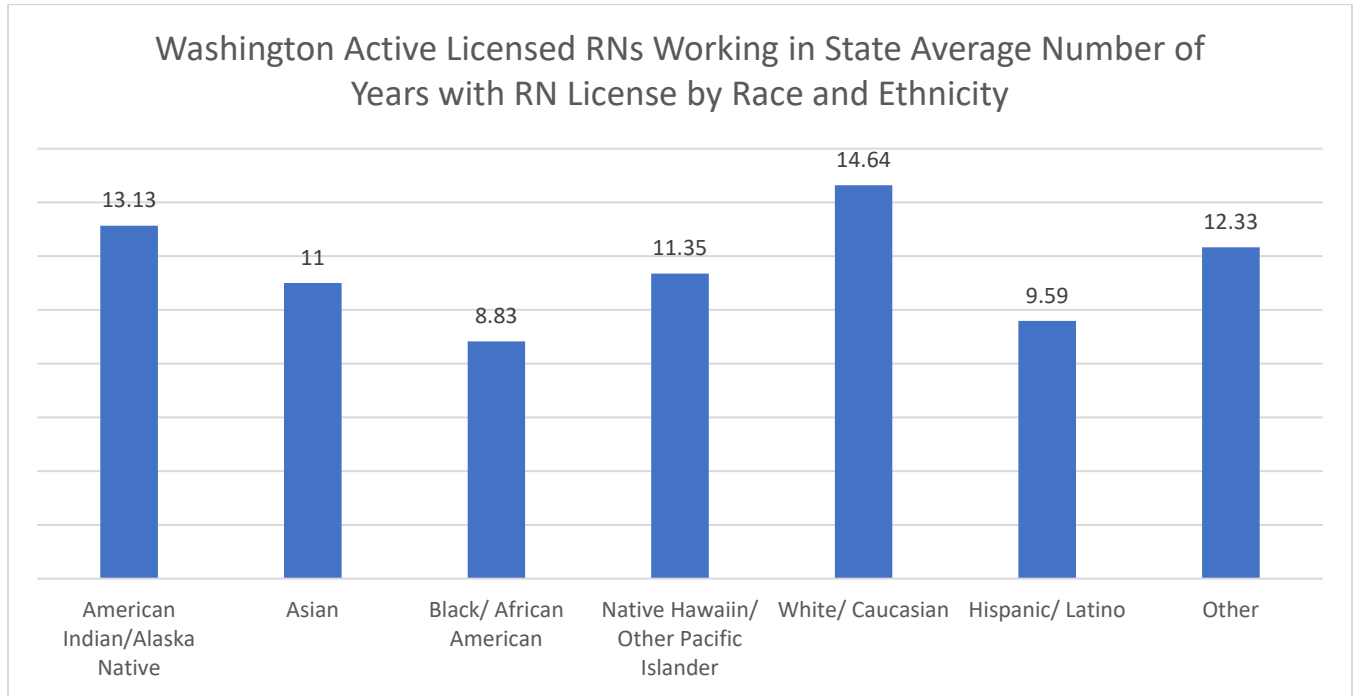
The youngest RNs that are actively licensed and working in Washington are Hispanic/Latino RNs followed by Native Hawaiian/Other Pacific Islander. All minority groups are younger than White/Caucasian RNs.

Figure 42: Washington Active Licensed RNs Working In-State Age by Race and Ethnicity



Black/African American RNs have the smallest number of years with an RN license that are actively licensed and working in Washington. All minority groups have fewer years with a license than White/Caucasian RNs.

Figure 43: Washington Active Licensed RNs Working In-State Number of Years with RN License by Race and Ethnicity



Overall Active Licensed Advanced Registered Nurses Analysis

Demographics

Most Washington ANRPs are Nurse Practitioners. Nationally, in 2018, 72.7% of ARNPs were Nurse Practitioners, 21.7% were Certified Nurse Specialists, 10.1% were Certified Registered Nurse Anesthetists, and 2.7% were Certified Nurse Midwives (U.S. Department of Health and Human Services, 2020).

Table 6: Washington Active Licensed ARNPs

Active Licensed ARNP Type	2021 Number	2019 Number
Nurse Practitioner	7,617	6,985
Certified Registered Nurse Anesthetist	1,086	1061
Certified Nurse Midwife	486	483
Certified Nurse Specialist	145	120
Total	9334	

More nurse practitioners are employed in nursing in 2021 than in 2019 (Stubbs & Skillman, 2020).

Table 7: Washington ACTIVE Licensed ARNP Employed in Nursing

Employed in Nursing	2021	2019
Nurse Practitioner	6,891	6,494
Certified Registered Nurse Anesthetist	1,001	1,001
Certified Nurse Midwife	428	443
Certified Nurse Specialist	137	104

There were also more unemployed nurse practitioners, but fewer certified registered nurse anesthetists unemployed in 2021 than in 2019 (Stubbs & Skillman, 2020).

Table 8: Washington Active Licensed ARNP Unemployed

Unemployed	2021	2019
Nurse Practitioner	390	326
Certified Registered Nurse Anesthetist	21	34
Certified Nurse Midwife	29	21
Certified Nurse Specialist	6	14

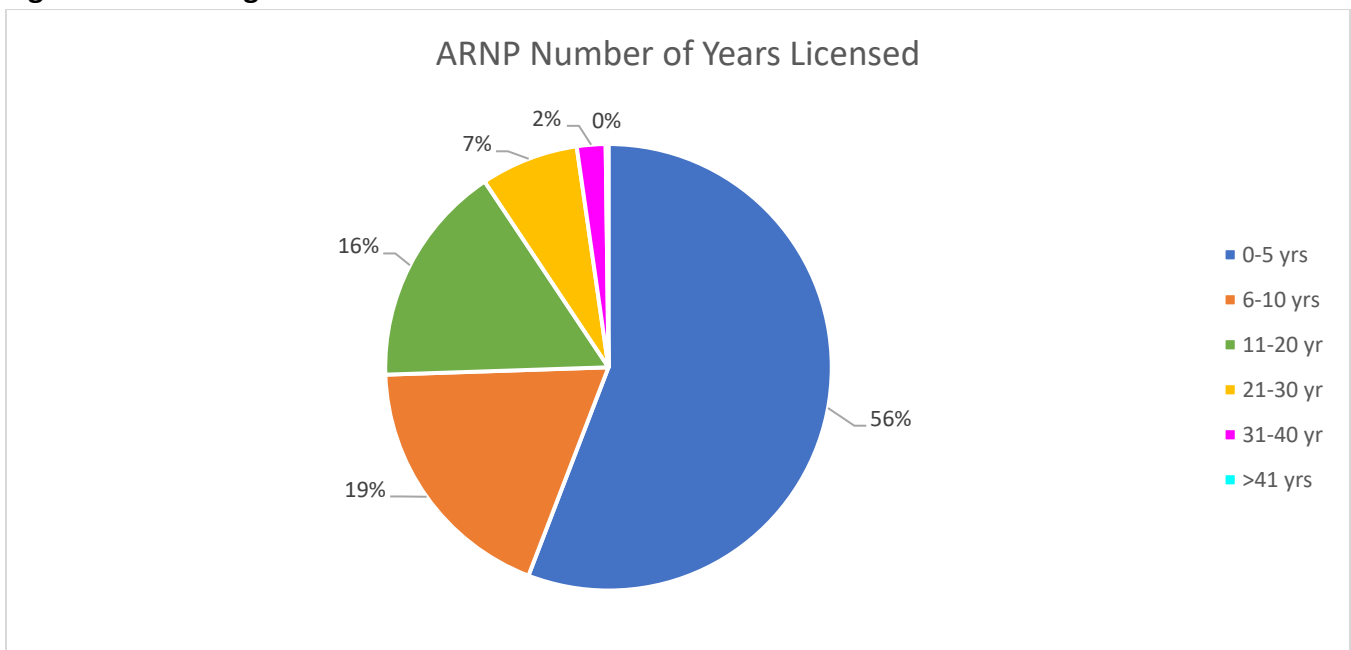
There were almost double the number of nurse practitioners that were retired, volunteering, or working in a field other than nursing in 2021 (Stubbs & Skillman, 2020).

Table 9: Washington Active Licensed ARNP Retired, Volunteering, or Working in a Field other than Nursing

Retired, volunteer or working in a field other than nursing	2021	2019
Nurse Practitioner	336	165
Certified Registered Nurse Anesthetist	39	26
Certified Nurse Midwife	29	18
Certified Nurse Specialist	2	2

The greatest percentage of Washington ARNPs (56%) were licensed in the last 5 years.

Figure 44: Washington ARNP Number of Years Licensed



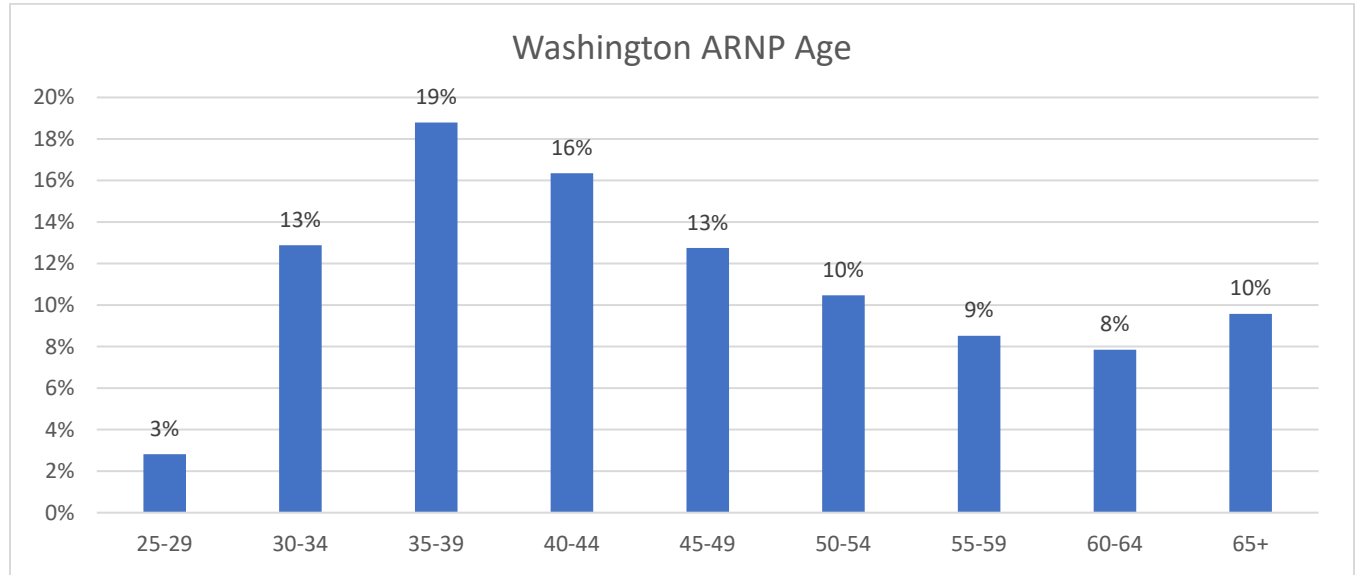
The county with the greatest concentration of Active Licensed ARNPs according to mailing zip code was King County. The mailing zip codes included 31% of addresses that were out-of-state and 1.3% with invalid zip codes.

Table 9: Number of Active Licensed ARNPs Residing in Washington by County

County	ARNP Mailing Zip code		County	ARNP Mailing Zip code
Adams	9		Lewis	43
Asotin	19		Lincoln	7
Benton	233		Mason	36
Chelan	84		Okanogan	38
Clallam	81		Pacific	19
Clark	347		Pend Oreille	11
Columbia	4		Pierce	942
Cowlitz	80		San Juan	25
Douglas	21		Skagit	108
Ferry	8		Skamania	4
Franklin	55		Snohomish	616
Garfield	4		Spokane	758
Grant	54		Stevens	49
Grays Harbor	44		Thurston	342
Island	67		Wahkiakum	2
Jefferson	42		Walla Walla	74
King	2837		Whatcom	201
Kitsap	219		Whitman	31
Kittitas	42		Yakima	213
Klickitat	14			
Washington Total 7,783				
Other States 3,543				
Not Valid 153				
Total 11,479				

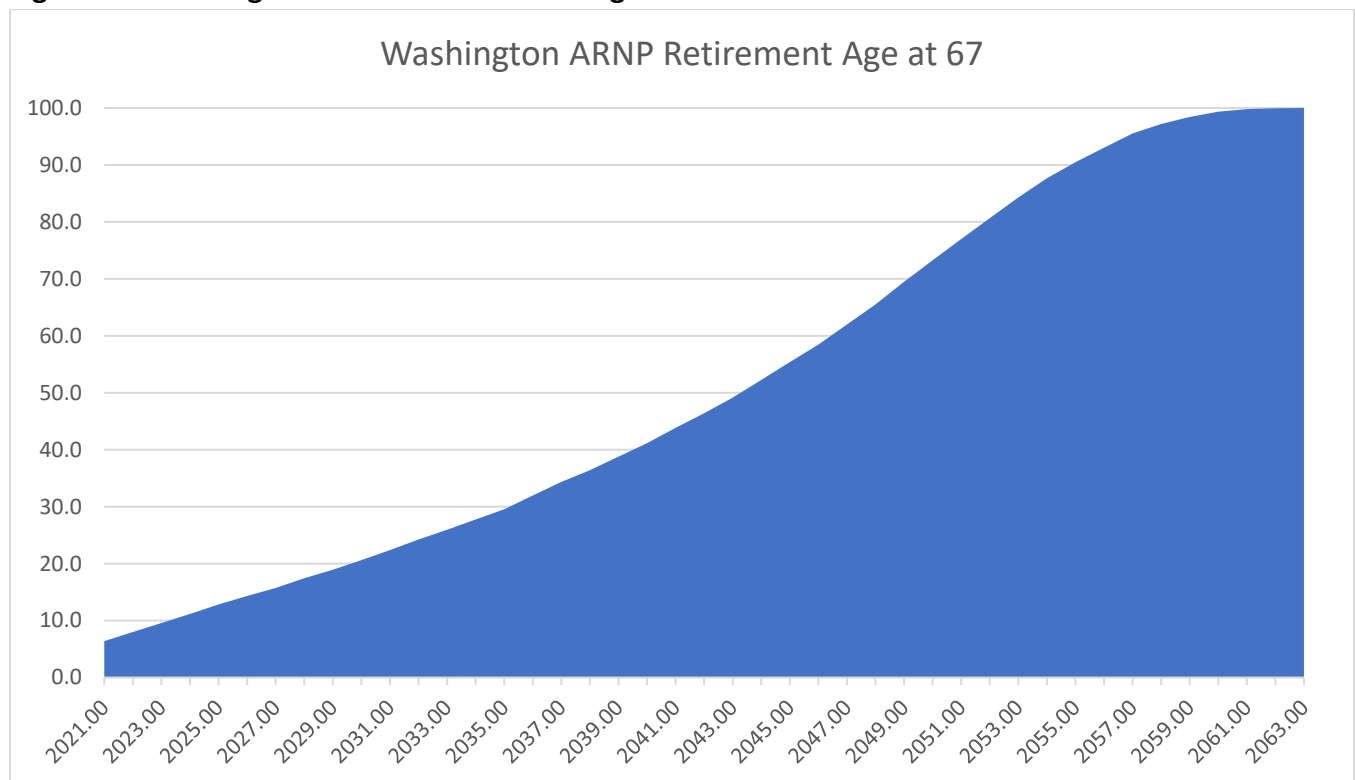
The average age of active licensed Washington ARNPs is 46 years old. The greatest percentage of ARNPs are 35-39 years old.

Figure 45: Active Washington ARNP Age Intervals



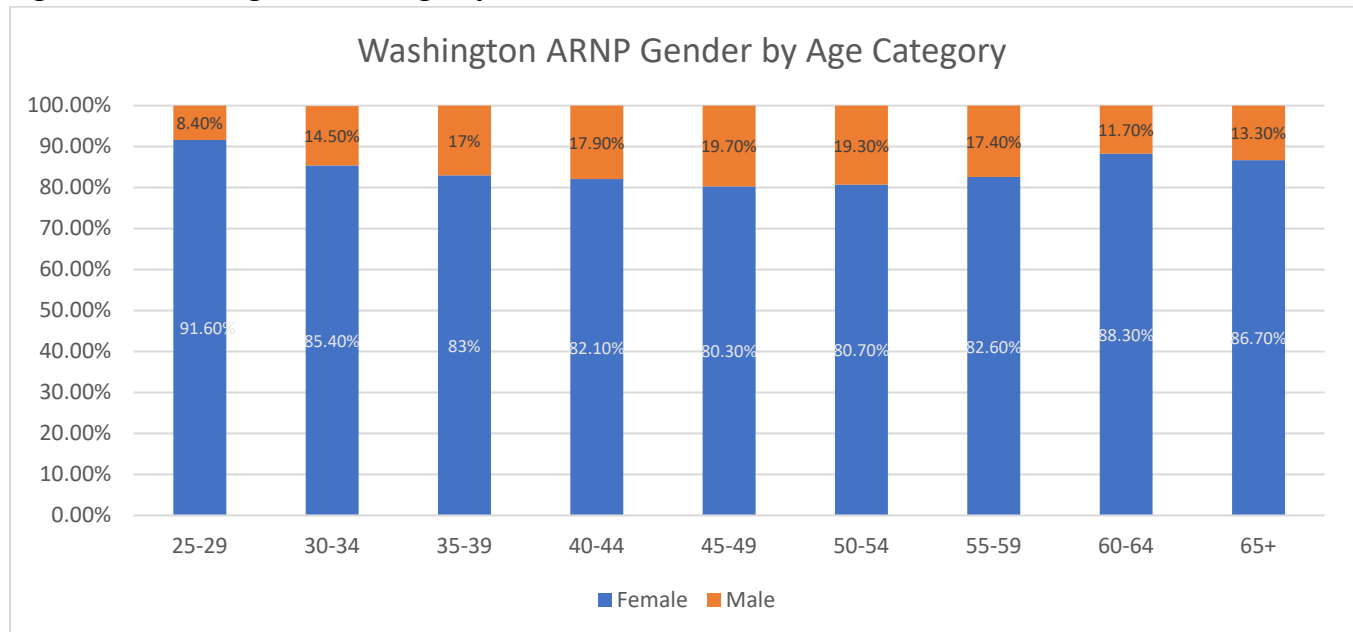
Assuming retirement at age 67, Washington will lose 20% of the current ARNP population by 2028 and 40% by 2037.

Figure 46: Washington ARNP Retirement at Age 67



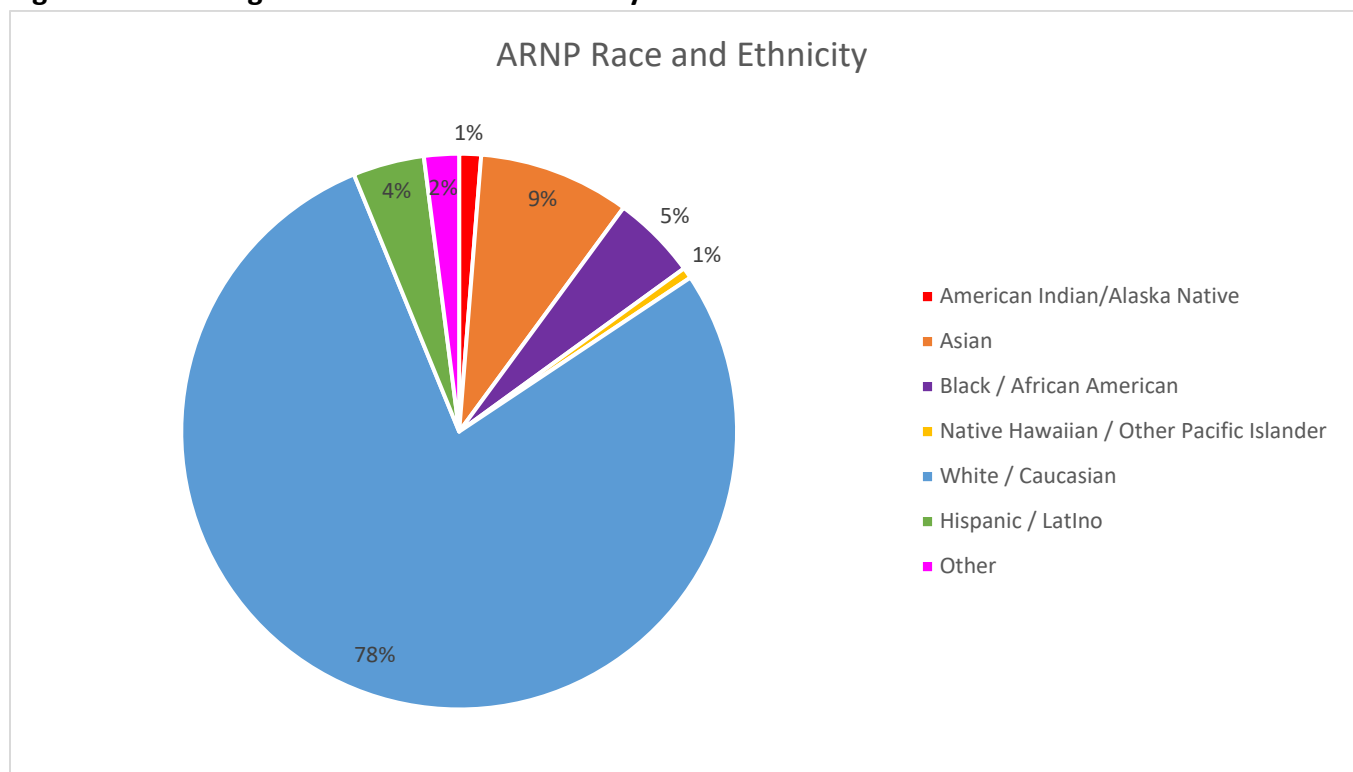
The largest percentage of male ARNPs are between 45 and 54 years.

Figure 47: Washington ARNP Age by Gender



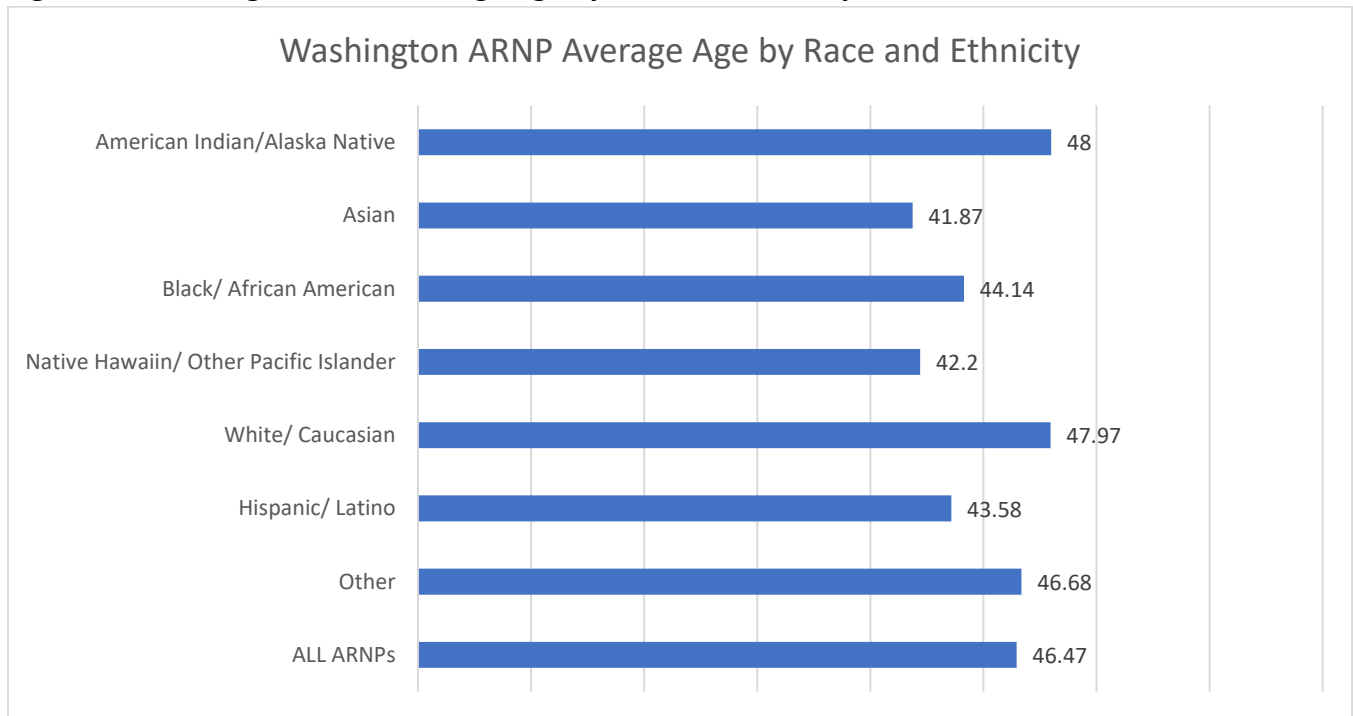
Most (78%) ARNPs identify as White or Caucasian. The second-largest race category is Asian (9%) followed by Black/African American (5%) and Hispanic/Latino (4%).

Figure 48: Washington ARNP Race and Ethnicity



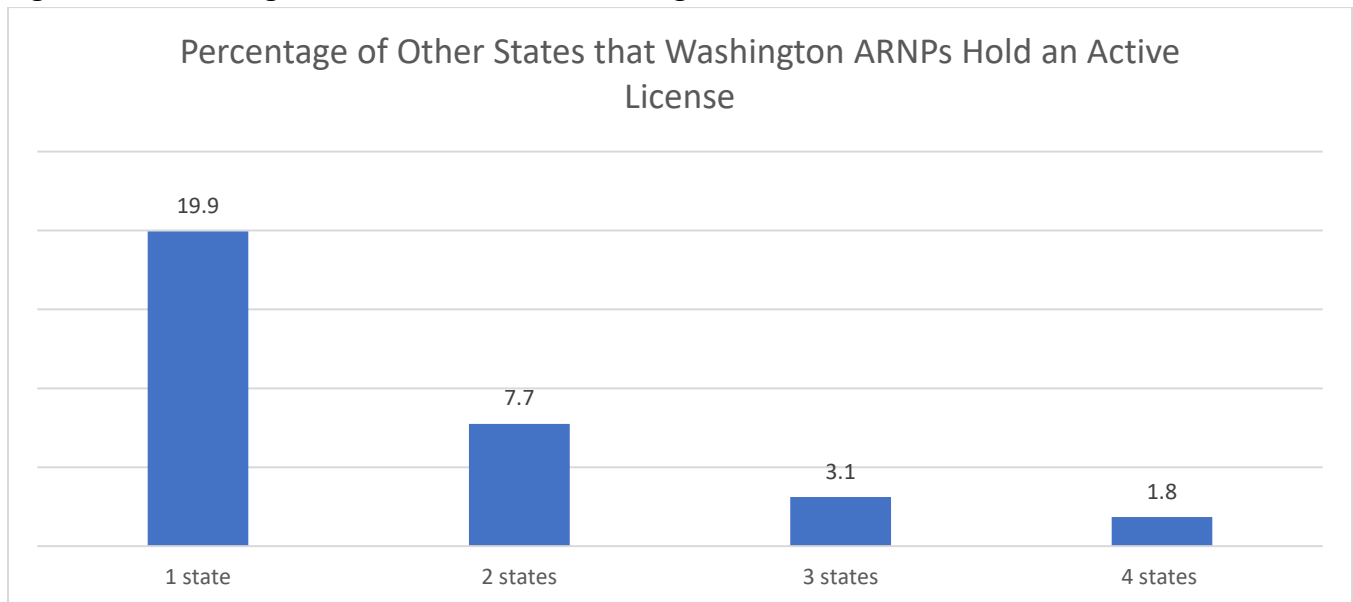
Asian and Native Hawaiian/Other Pacific Islander are the youngest ARNPs in Washington.

Figure 49: Washington ARNP Average Age by Race and Ethnicity



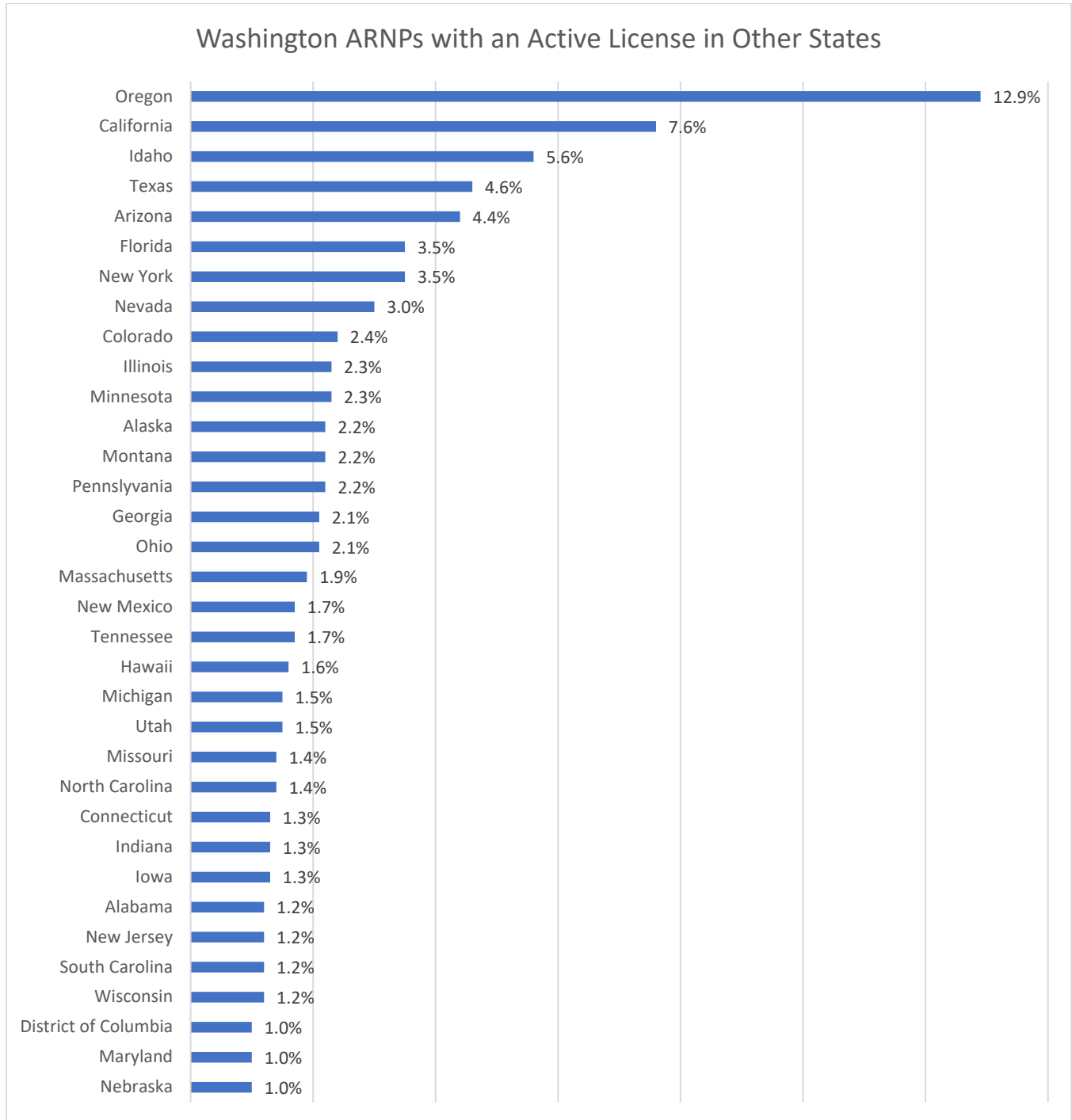
Most Washington ARNPs indicated that they only had an active license to practice in Washington (62.9%). A few ARNPs (19.9%) have an active license in one other state, two states (7.7%), and three states (3.1%).

Figure 50: Percentage of Other States that Washington ARNPs Hold an Active License



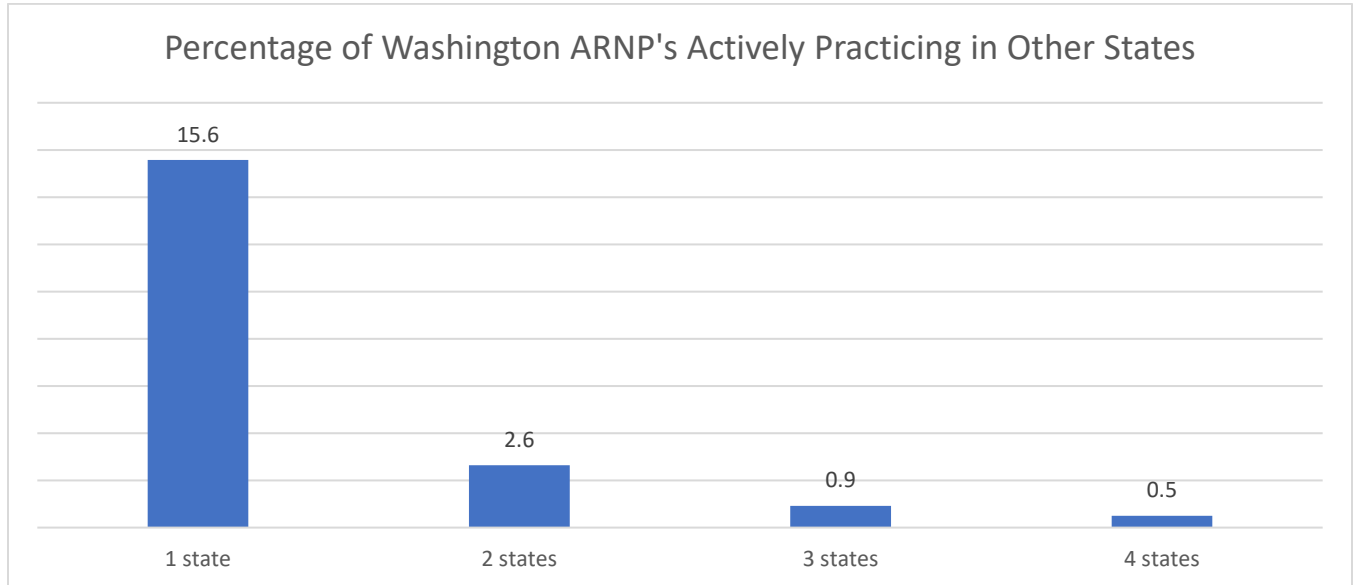
Of those Washington ARNPs that have an active license outside Washington, 12.9% have an Oregon License, 7.6% a California license, and 5.6% an Idaho license. States with less than 1% are not included on the graph.

Figure 51: Washington ARNPs with Active License in Other States



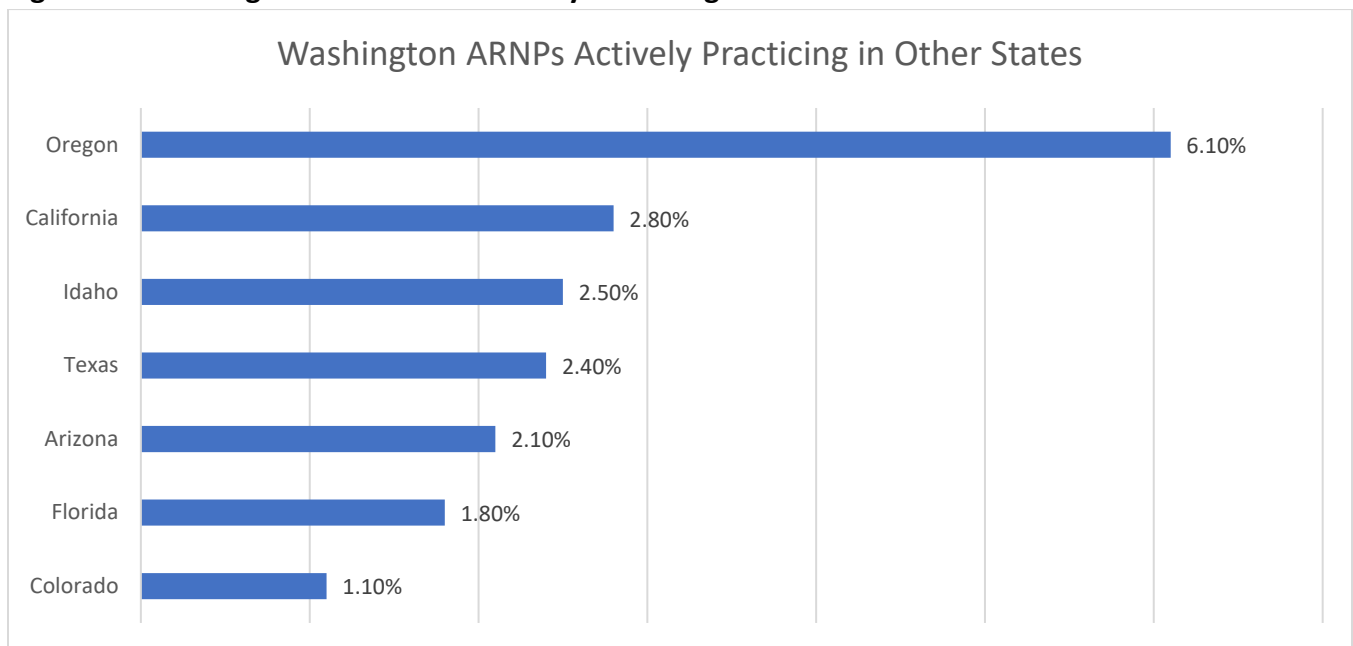
Most Washington ARNPs indicated that they are only actively practicing in Washington (79%). A few ARNPs (15.6%) are actively practicing in one other state, two states (2.6%), and three states (.9%).

Figure 52: Washington ARNPs Actively Practicing in Other States



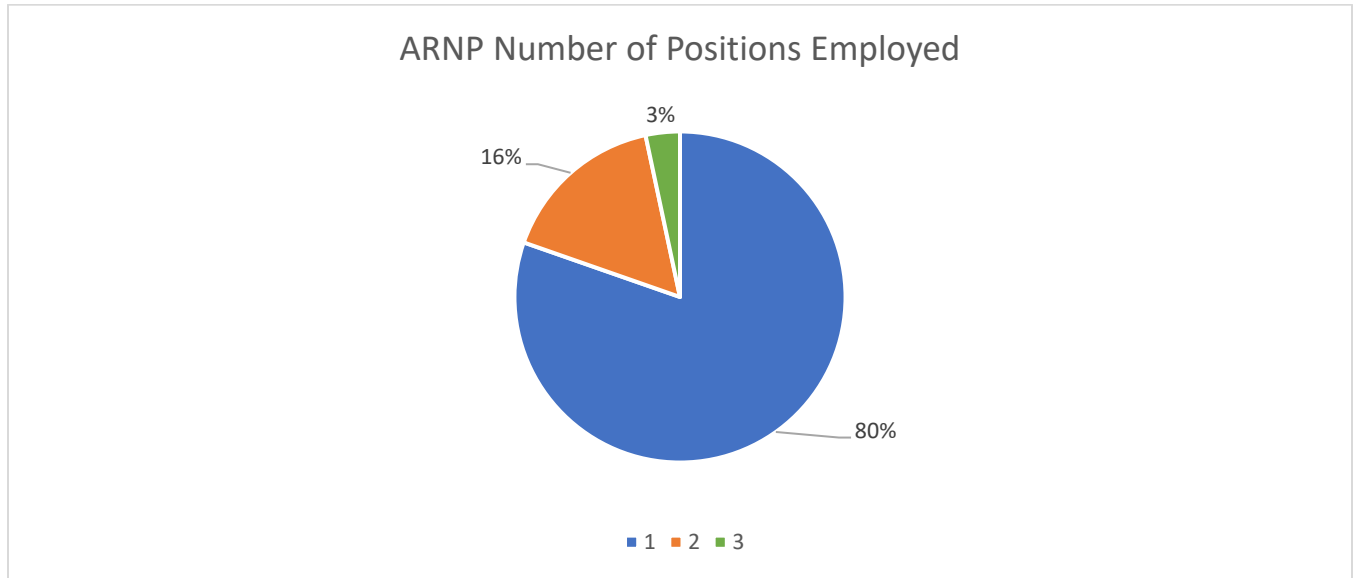
Of those Washington ARNPs that are actively practicing outside Washington, 6.10% practice in Oregon, 2.8% in California, and 2.8% in Idaho. States with less than 1% are not included on the graph.

Figure 53: Washington ARNPs with Actively Practicing in Other States



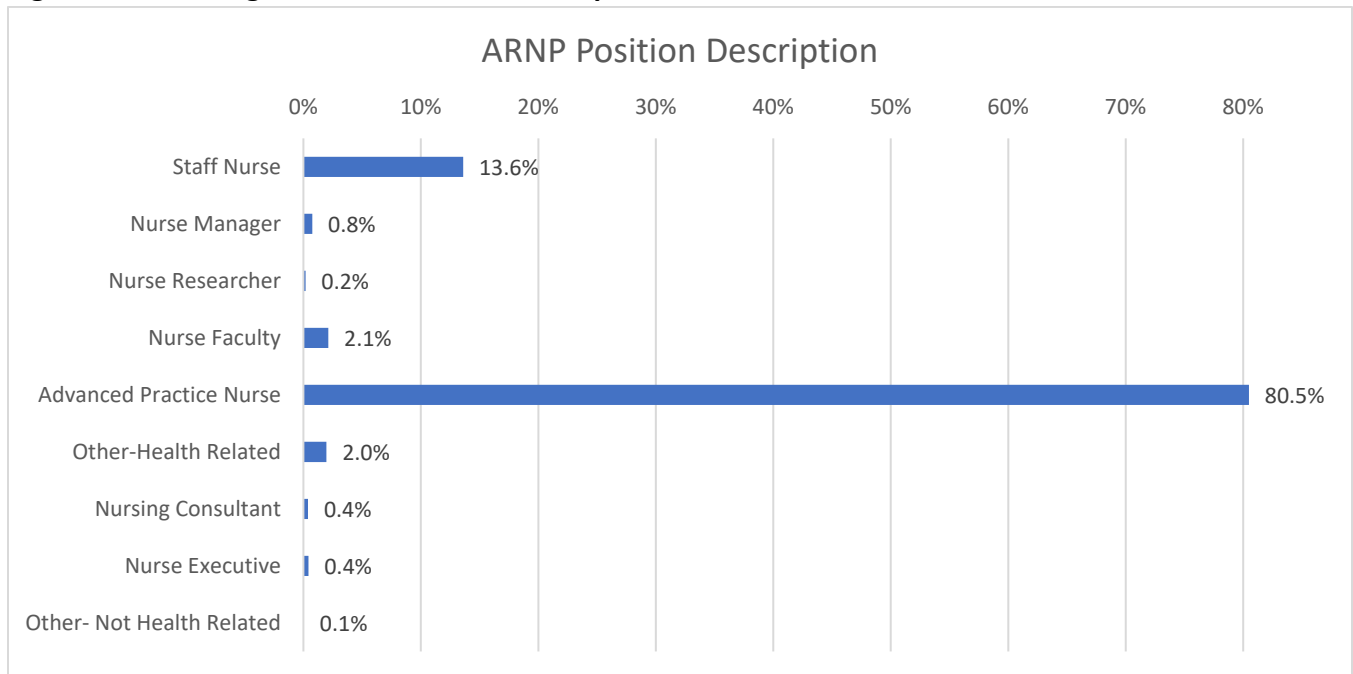
Most Washington ARNPs have one employment position (80%).

Figure 54: Washington ARNP Number of Positions Held



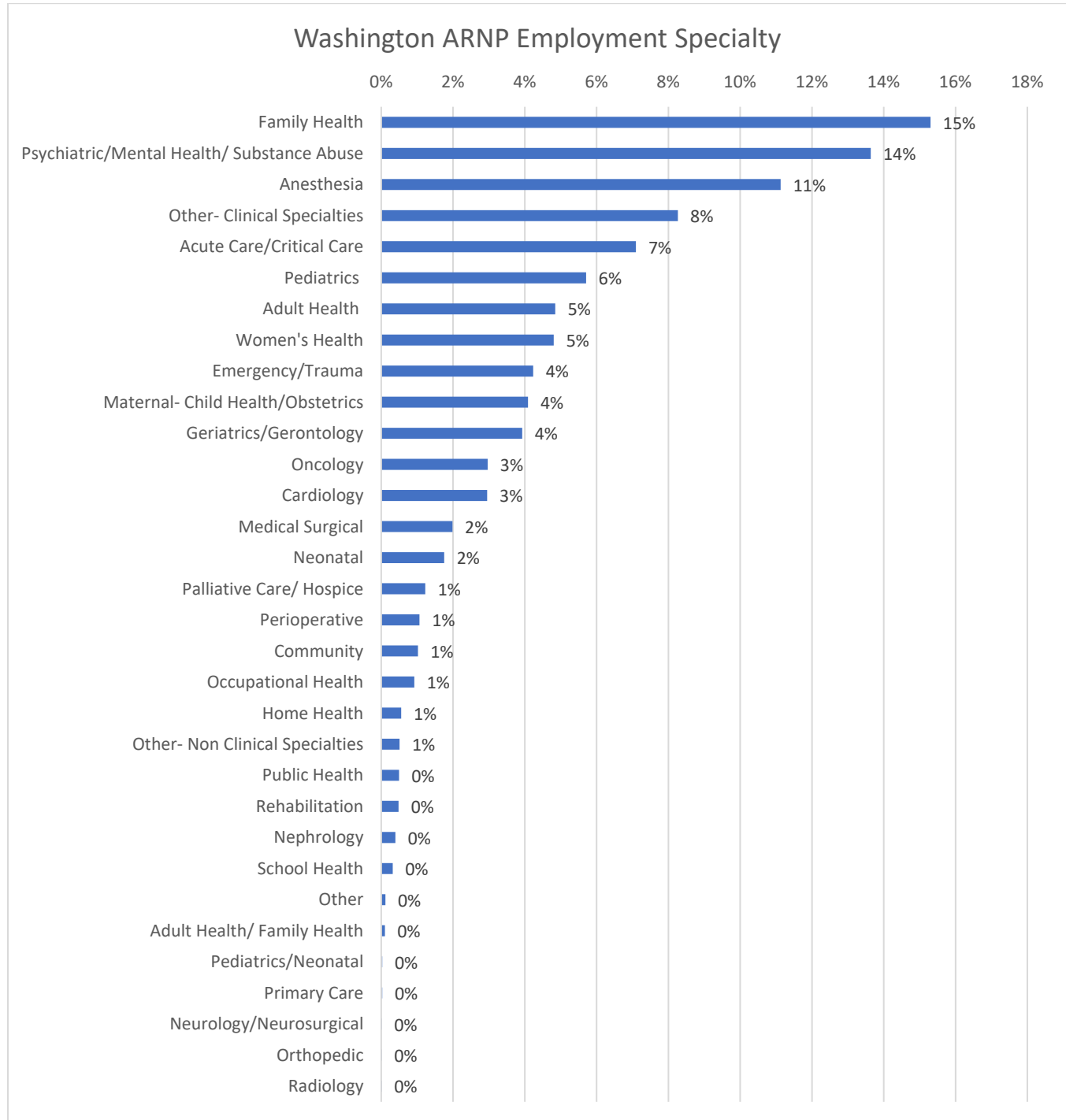
The majority of ARNPs (80.5%) described their position as an Advanced Practice Nurse and 13.6% as a staff nurse.

Figure 55: Washington ARNP Position Description



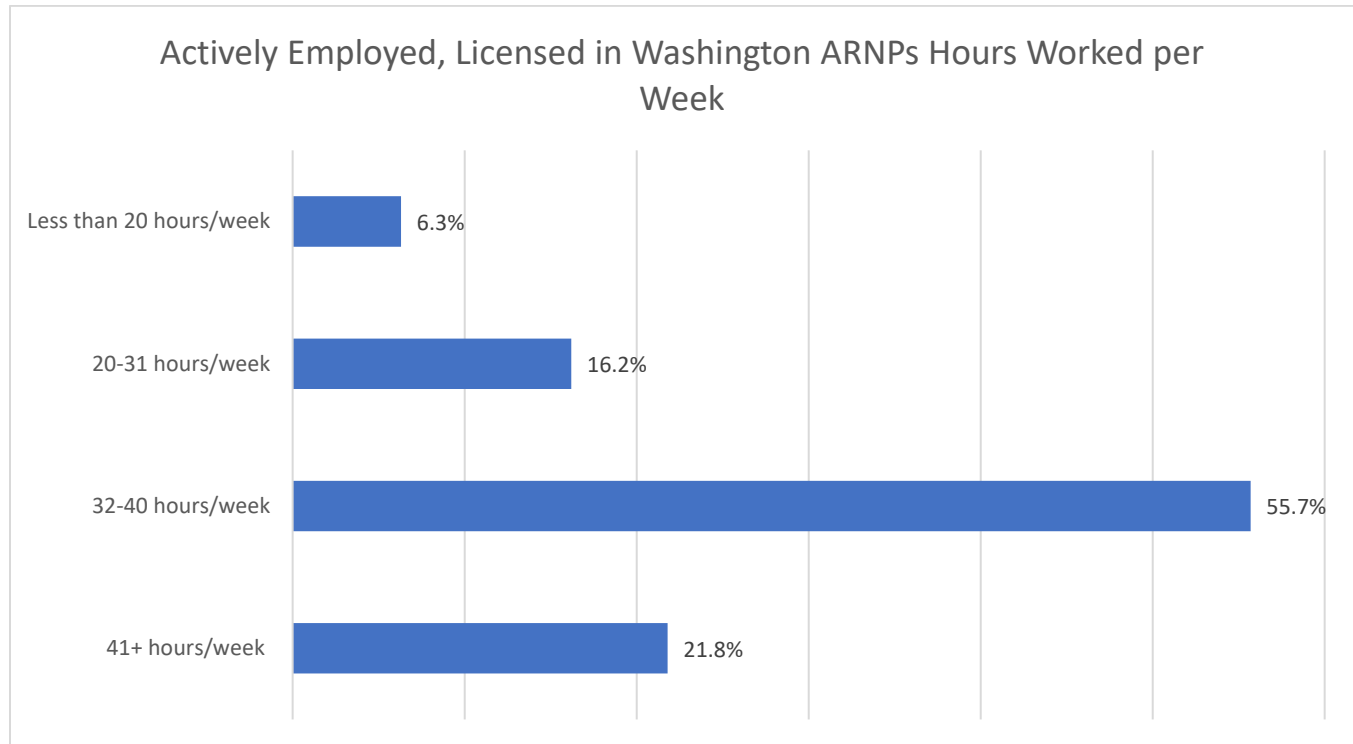
The largest percentage of Washington ARNPs indicate Family Health as their employment specialty (15.3%) followed by Psychiatric/Mental Health/Substance Abuse (13.6%) and Anesthesia (11.1%). In 2018, 17.6% of ARNPs worked in general medical/surgical and 28.8% in ambulatory/primary care (U.S. Department of Health and Human Services, 2020).

Figure 56: Washington ARNP Employment Specialty



Most Washington ARNPs worked 32 to 40 hours in an average week (55.7%) and 21.8% worked 41+ hours in an average week.

Figure 57: Washington Actively Employed, Licensed in Washington ARNP Hours Worked per Week

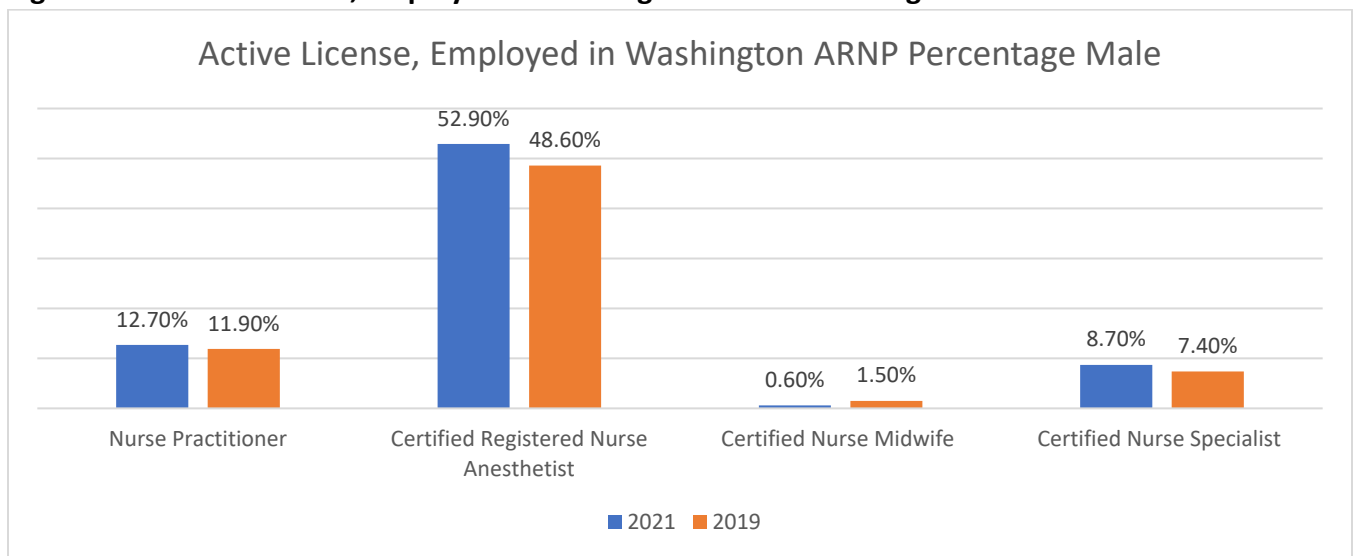


Subset Analysis of Advanced Practice Nurses Actively Employed in Nursing and Practicing in Washington State

The remainder of the analysis for Washington ARNPs analyzes a subset of Active Licensed ARNPs. This analysis focuses on those that indicate they are actively employed in Nursing (either full or part-time) *and* indicated they are practicing in Washington State. This includes 6,294 ARNPs out of a total of 9,334 Active Licensed ARNPs.

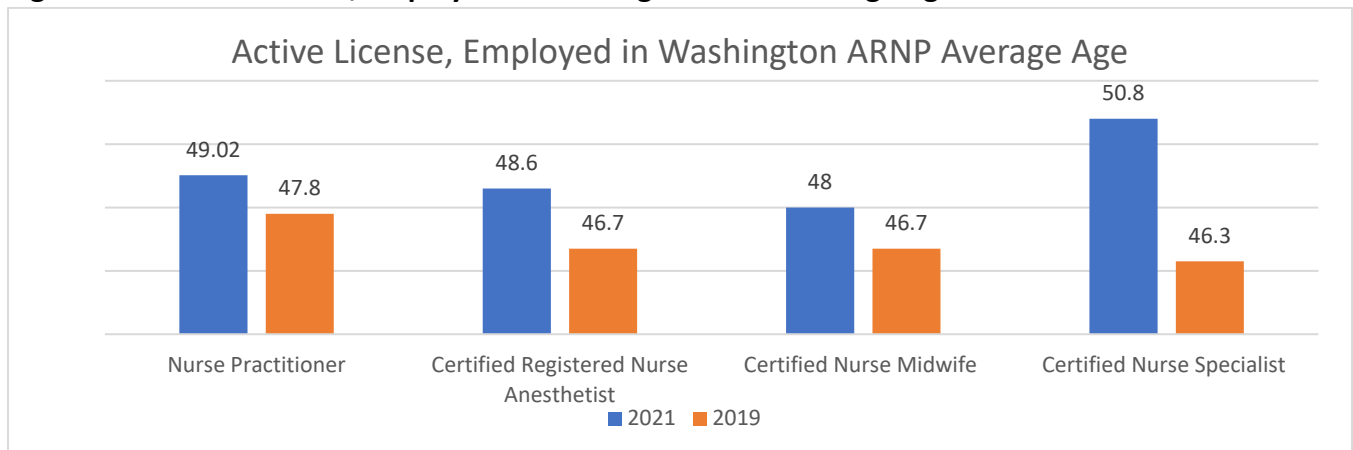
The greatest percentage of males are certified registered nurse anesthetists. All ARNPs had an increase in the percentage of males in 2021 versus 2019, except certified nurse midwives (Stubbs & Skillman, 2020).

Figure 58: Active Licensed, Employed in Washington ARNP Percentage Male



Certified Nurse Specialists have the oldest average age and all ages increased since 2019. (Stubbs & Skillman, 2020).

Figure 59: Active Licensed, Employed in Washington ARNP Average Age



The largest employment setting for ARNPs in Washington is in a hospital, ambulatory care setting, and other. Nationally, 38.6% of ARNPs in 2018 worked in ambulatory care and 19.7% in inpatient care (U.S. Department of Health and Human Services, 2020).

Table 10: 2021 Washington Actively Employed, Licensed in WA ARNP Employment Setting

	CNM	CNP	CNS	CRNA
Hospital	39.1%	21.3%	40.4%	74.0%
Ambulatory Care Setting	27.8%	30.7%	17.30%	15.20%
Public Health	2.30%	1.10%	1%	0%
Occupational Health	0.30%	1%	1%	0%
Insurance Claims/Benefits	0	0.10%	0	0.30%
Nursing Home/Extended Care/Assisted Living	0.30%	3.50%	3.80%	0%
Home Health	0.60%	1.60%	1.00%	0%
School of Nursing	5.40%	2.70%	5.80%	1.20%
Correctional Facility	0	1.20%	1%	0%
School Health Service	0.30%	1.00%	0	0
Other	15.90%	25.50%	20.20%	9.10%
Community Health	7.90%	9.20%	8.70%	0.10%
Policy/Planning/ Regulatory/ Licensing	0.30%	0.20%	0%	0%
Dialysis Center	0%	0.20%	0%	0%
Hospice	0%	0.50%	0%	0%

Certified Nurse Midwives are the least diverse ARNP with only 6.8% identifying as a minority.

Table 11: Washington Active Licensed ARNPs Working In-State by Race and Ethnicity

	2021 CNM	2021 CNP	2021 CNS	2021 CRNA	2021 WA Population
American Indian/Alaska Native	0.60%	1.50%	0%	0%	2%
Asian	4.20%	8.80%	11.50%	6.90%	10%
Black/African American	1.40%	4.20%	2.90%	1.70%	4%
Native Hawaiian/ Other Pacific Islander	0.80%	0.60%	0%	1%	1%
White/ Caucasian	93.20%	85.60%	85.60%	85.60%	65%
Hispanic/ Latino	4%	4.40%	2.90%	3.80%	13%
Other or Mixed Race or 2 or more	2.00%	2.50%	1.00%	2.50%	5%

Most ARNPs indicated that they have a master’s degree in nursing. Few had obtained a Doctorate degree in nursing or another field.

Table 12: Washington Active Licensed ARNPs Education Status

	Master’s degree in nursing	Master’s Degree in Other Field	Doctoral Degree in Nursing	Doctoral Degree in Other Field
Nurse Practitioner	85.30%	6.10%	0.30%	1.30%
Certified Registered Nurse Anesthetist	60.80%	27.90%	4.80%	0.90%
Certified Nurse Midwife	81%	9%	0.80%	1.70%
Certified Nurse Specialist	93.30%	6.70%	0%	1.90%

Methods

Data for this report were analyzed from the Nursys e-Notify data and Washington state nurse licensure data from the Nursing Care Quality Assurance Commission (NCQAC). A data request was submitted and approved to use for supply analysis by the NCQAC.

Nursys e-Notify data is information collected via an online survey with questions about demographics, work characteristics, and education history. Nurses (LPNs, RNs, and ARNPs) in Washington state answer these questions when they renew their nursing license or apply for a new license and is based on the Minimum Nursing Dataset for Supply from the National Forum of State Nursing Workforce Centers. Nurses receive a link in their email to review their information in Nursys e-Notify after license renewal. Licensure data is a complete list of LPNs, RNs, and ARNPs with active licenses in Washington state and is regularly updated by the NCQAC. Nursys e-Notify data and the licensure data were downloaded in June 2021. When Nursys e-Notify data and licensure data were merged, there were 166,452 unique nurse licenses, and after excluding those with an inactive license there were 122,962 LPN and RN (including ARNPs) licenses. Of these, 74% of nurses participated in the survey by reviewing their information or answering at least one question which resulted in a timestamp for the completion of the survey.

The analysis includes all LPNs, RNs, and ARNPs with an active Washington state license as of June 1, 2021. The Nursys e-Notify data and the licensure data were linked using license number and birth year. Descriptive statistics were analyzed using SPSS statistical software. Percentages were calculated by excluding missing cases for each variable.

Table 13: Number of Surveys Completed Year by License Type

	2015	2016	2017	2018	2019	2020	2021	Missing Data	Total
LPN	3	6	203	946	1,912	2,355	3,448	1,919	10,792
RN	51	80	2308	8870	18,677	24,152	21,838	25,263	101,239
ARNP	6	13	169	956	2,151	3,003	1,801	1,955	9,334

Data Recommendations and Limitations

- Multiple errors were found in zip codes for mailing and employment addresses. A drop-down menu of counties would help decrease errors.
- The Nursys e-Notify data includes a list of possible education degrees allowing nurses to check which one(s) they have obtained. The National Forum Minimum Supply data set includes questions asking for entry level education and highest education. This is the same format that is used in the National Nurse Sample Survey (NCSBN/Forum, 2020). A revision that asks for entry level education and higher education instead would allow for better comparisons with other data sets.
- In many cases, the “other” option is frequently indicated. Offering a text box to allow the respondent to write and describe “other” would help this data.
- The current Nursys e-Notify system allows users to review data in the system without entering new data. It is recommended that respondents require completion of the survey to ensure complete data collection.
- The current Nursys e-Notify system is collected via a link in a separate email. Greater and more accurate responses will be obtained if the data collected is integrated with the license renewal process instead of being separate.

Future Studies

In March 2021, WCN conducted an interested parties survey to inform the WCN Research Agenda. The table below lists the results of their recommendations for supply-related research topics in the first column. The 2022 Washington State Nursing Workforce Supply Report summarizes results fulfills 34% of the listed recommendations from interested parties. The Future Studies column lists recommendations where data was not readily available or recommendations beyond the scope of this report.

Table 2: Stakeholder Feedback and Future Studies

2021 WCN Research Stakeholder Survey: Demand Recommendations	2022 WCN Supply Report	Potential Future Studies/HELMS Data
Longitudinal nurse supply data, including info on demographics, education, practice location and specialty, etc.	Current demographics, education, practice location, specialty included in report.	Longitudinal data will be possible with HELMS implementation and regular (every 2 years) repeat reports
Percentages of nurses working in different fields/occupations	Included in report.	
Diversity in the pipeline and pathways to leadership	Pathways to leadership not included. Need to define what is needed there.	
Breakdown of ethnicity.	Included in report.	School nurse survey including school nurses over time, education, future plans, ESA certifications
Make sure diversity information included in demographics - both ethnicity and age		
Diversity of nurses		
I would also like to see some dashboard elements on diversity	Plan to develop secondary products after report.	Location of education program- in-state, out of state will be included with HELMS Additional analysis: Number exiting workforce-maybe analysis of lapsed licenses
Employment rates, employment locations, practice settings, employee demographics	Included in report.	
Nurses with out-of-state education	Not included in report.	
All of the supply information as they pertain to anesthesia practice	Not included in report.	
compact state information - survey need	Not included in report.	
Retirement numbers	Retirement projections based on age included.	
age of workforce	Included in report.	
All of the above and specialties in different practice settings as well as the number of part-time.	Included in report.	
Again, keep diversity information as aforementioned; nice to know =	Included in report	
		Nurse Survey including

intent to leave/retire within next 5 years		Strategies to retain the incumbent nurse workforce (e.g., new skills needed, ways to recognize and support professional development.
number of nurses in school nursing over time, RN's to LPN's	Current percentage of school nurses included in report.	Desire to seek graduate education and barriers. Other advanced careers not ARNP Intent to leave/retire within next years.
practice setting	Included in report.	
Maybe the number of nurses leaving acute care/ICU due to trauma or burn out	Not included in report.	
Practice setting details, regional disbursement compared to population, retirement intentions, impact of COVID on above	Included except COVID impacts. Separate WCN report on that subject.	
I think the rural vs urban distribution is really critical to get a better handle on.	Not included in report.	
those exiting the workforce, # of licensed nurses working in state	Number exiting not included in report.	
Demographics of nursing workforce in WA state broken down by race/age/licensure/degree/work setting, with demographics in these categories cross referenced against each other (race by age, degree by work setting, degree by race, etc.)	Included in report.	
School nurse demographics and what future holds.	Not included in report.	
demographics and practice settings	Included in report.	
Demographics of nursing staff who are BIPOC as well as various nursing degrees for example diploma versus ADN versus BSN	Included in report.	
Who works where	Included in report.	

Projected retirements in the next 5-10 years.	Included in report using age.	
Where APRN's are working (primary care, specialty etc.)	Included in report.	
Specifics about nurses working in school setting, nurses with ESA certifications.	Percentage of school nurses included nurses with ESA certifications not included.	
How many are in the workforce, retired	Included in report.	
Demographics and practice settings	Included in report.	
Advanced career in nursing other than ARNP.	Not included in report.	
What percent of employed nurses would desire to seek graduate education? In what areas? What are the barriers?	Not included in report.	
The usual, but also information about needs to help retain the incumbent nurse workforce (e.g., new skills needed, ways to recognize and support professional development)	Not included in report.	
Nursing practice areas and employment in different practice areas.	Included in report.	

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