

APRIL 2024

# 2023 HAWAI‘I NURSING WORKFORCE SUPPLY REPORT

A BIENNIAL SURVEY OF  
HAWAI‘I’S NURSES



# 2023 Hawai'i Nursing Workforce Supply

## STATEWIDE REPORT

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The Hawai'i State Center for Nursing monitors the state of the nursing workforce in Hawai'i through the collection and reporting of workforce supply, education capacity, and employer demand data. These three research activities assist entities in the public and private sectors with the development and implementation of initiatives designed to develop a robust nursing workforce that meets the healthcare needs of the people of Hawai'i now and in the future.



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## List of Abbreviations

Abbreviation	Definition
ACS	American Community Survey Program of the US Census Bureau
ADN	associate degree program in nursing
APRN	advanced practice registered nurse
BLS	US Bureau of Labor Statistics
BSN	baccalaureate degree program in nursing
CNM	certified nurse midwife
CNS	clinical nurse specialist
CRNA	certified registered nurse anesthetist
DCCA	Hawai'i Department of Commerce and Consumer Affairs
DLIR	Hawai'i Department of Labor and Industrial Relations
DOH	Department of Health
DNP	Doctor of Nursing Practice
FNP	family nurse practitioner
GEPN	graduate entry program in nursing
HAH	Healthcare Association of Hawai'i
HBON	Hawai'i Board of Nursing
HSCN or The Center	Hawai'i State Center for Nursing
LPN	licensed practical nurse
MSN	master's degree program in nursing
NCSBN	National Council of State Boards of Nursing
NP	nurse practitioner
PVL	Professional & Vocational Licensing Division of DCCA
RN	registered nurse
The Forum	The National Forum of State Nursing Workforce Centers



# Important Notes About This Report

## ABOUT THE HAWAI'I NURSING WORKFORCE SUPPLY SURVEY

The Hawai'i State Center for Nursing (the Center) conducts the Hawai'i Nursing Workforce Supply Survey (Supply Survey) each odd-numbered year in conjunction with the Hawai'i nurse license renewal period between April and June. Nurses voluntarily complete the survey when they submit their online license renewal applications.

The Supply Survey is the most comprehensive source of information about the nurses who work in Hawai'i. It collects data about nurses' licensure, certifications, education, employment status, practice characteristics, job satisfaction, intention to leave the workforce, lifelong learning, and wellbeing. The statewide report serves three major functions:

- ✔ Comment on the current state of the LPN, RN, and APRN workforces in Hawai'i with emphasis on how to create sustainable workforces for the future;
- ✔ Summarize the characteristics of the LPNs, RNs, and APRNs whose primary practice location is in Hawai'i; and
- ✔ Provide cross-tabulations by county to highlight the unique characteristics and needs of the Neighbor Islands.

This report does not delve deeply into specific aspects (e.g., wellbeing) or subsets (e.g., new graduate RNs) of the nursing workforce. Additional brief reports and/or infographics will be released following this report to address more specific nursing workforce issues.

## SURVEY METHOD

The [Survey Method](#) (Hawai'i State Center for Nursing, 2023b) provides detailed information about the data collection method, fielding period, sample size, margins of error, and the survey instrument for the 2023 Nursing Workforce Supply Survey.

## LICENSE COUNTS

This report includes graphs showing historical data for the number of nurses licensed in Hawai'i. These were collected from the [Geographic Reports of Current Licenses](#) published annually by the Professional and Vocational Licensing Division of the Hawai'i Department of Commerce and Consumer Affairs.

## INTERPRETING DATA TABLES

Readers should note the following when reading the tables:

- ✔ Tables include frequency distributions of responses for most variables on the survey. Frequencies are represented as percentages rounded to the nearest whole number. Sums of percentages across categories within a variable may not total 100% because of rounding or for variables for which respondents could provide more than one answer. Variables for which respondents could select multiple responses are appropriately notated.
- ✔ Because there is a margin of error around all percentages, any calculated percentage of 0% is more accurately interpreted as <1%.
- ✔ All tables are cross-tabulated by county. Respondents were classified into a county based on the zip code they provided for their primary nursing employment location. If a respondent did not provide a valid zip code for an employment location

in Hawai'i, that nurse was excluded from the tables in this report. As a result, the total columns may be slightly different from the percentages reported in the [Statewide Data Tables by License](#). The statewide data tables include all nurses employed in a nursing role in Hawai'i regardless of whether they provided a valid primary workplace zip code.

### **INCLUSIVITY AND ACCESSIBILITY**

We use the term Filipino/a to describe persons of any gender who have ethnic ancestry originating in the Philippine Islands. Similarly, we use the term Latino/a/e to describe persons of any gender with ethnic ancestry originating in Latin America. We have chosen these terms with the recognition that there is not unanimous support for their use within the Filipino/a and Latino/a/e communities. We have opted, however, to err on the side of inclusivity.

We use the term “Neighbor Islands” to refer to the collective of Hawai'i, Maui, and Kaua'i Counties. While we acknowledge that the term is O'ahu-centric, we have opted to use it in this report because it is a common colloquial reference that is generally understood by readers in Hawai'i and allows for brevity and efficiency in our discussions and data presentations.

We have made a concerted effort to make this document compliant with state and federal guidelines for producing accessible electronic documents. There are, however, several graphs and tables in the report that cannot be summarized well in brief alternative text. If you have difficulty accessing any of the content of this report, please contact the Hawai'i State Center for Nursing at [hscndata@hawaii.edu](mailto:hscndata@hawaii.edu) to request the content of this report in an alternate format.

# The State of Hawai'i's Nursing Workforce



# Current State

In our [2021 Nursing Workforce Supply Report](#), we described the state of Hawai'i's nursing workforce as precarious (Hawai'i State Center for Nursing, 2021). The state was experiencing an acute shortage of nurses in all settings resulting in an estimated deficit of as many as 400 nurses during the omicron wave of the COVID-19 pandemic. This year, we are pleased to report that the state of the workforce, in general, is better than it was in 2021.

## A GROWING WORKFORCE

The number of LPNs, RNs, and APRNs licensed to practice in Hawai'i has increased as compared to two years ago. The Professional and Vocational Licensing Division (PVL) of the Department of Commerce and Consumer Affairs (DCCA) processes an average of over 500 applications for nurse licensure each month ([see meeting minutes of Hawai'i Board of Nursing](#)). As a result, the number of LPNs, RNs, and APRNs licensed to practice in the state have respectively increased by 2%, 18%, and 31% compared to 2021. As the number of people who are licensed to practice nursing in Hawai'i grows, employers should be better able to hire the nurses they need to safely and reliably staff their facilities.

We must note here, however, that although the number of people licensed to practice nursing in Hawai'i has increased, the share of nurses who reside in Hawai'i has decreased over time. For example, in 2013, 67% of RNs with a Hawai'i license were residents of the state. In 2023, Hawai'i residents accounted for 56% of RNs. This same trend is true for LPNs and APRNs.

The declining share of resident nurses is a concern because nurses who do not live in Hawai'i have limited impact on the workforce. Out-of-state residents may be travel nurses, provide telehealth services, or work as instructors for local post-license nursing students. These contributions help to stabilize the entire

nursing workforce but only as a complement to the contributions of the nurses who live and work in Hawai'i.

## HIGH RATES OF EMPLOYMENT, SATISFACTION, AND RETENTION

Among nurses who live and work in Hawai'i, 97% report that they currently work in a nursing-related job. Of these, 33% reported that they are very satisfied in their current primary nursing role. Nationally, 28% of nurses report being extremely satisfied in their current role (Health Resources and Services Administration, 2024a). Among Hawai'i's nurses, 64% report that they intend to remain in their current nursing role for at least the next year, including 52% who are very likely to stay.

Among RNs who graduated fewer than 5 years ago, 67% secured their first nursing job within 6 months of graduation, including the up to 3 months it took 66% of recent graduates to get their initial license. Most recent graduates (62%) are satisfied or very satisfied with their current primary nursing role, and 56% are likely or very likely to stay in their current job for at least the next year.

Very low rates of nursing unemployment and relatively quick post-graduation hiring of new graduates suggest that the Hawai'i nursing job market is strong. And although there is always work to be done to improve nurses' work environments, most local nurses are satisfied with and plan to stay in their current nursing roles which suggests that Hawai'i is a generally good place for nurses to work.

To ensure that the nursing workforce continues on its positive trajectory, we must focus on the future. In the following sections, we describe some of the workforce development priorities we think can improve the sustainability of the entire nursing workforce. Following that, we address the current state of and specific development opportunities for the LPN, RN, and APRN workforces respectively.

# Priorities for Planning a Sustainable Nursing Workforce for the Future

## WELLBEING

The wellbeing of the nursing workforce continues to be an issue of ongoing national concern. Addressing wellbeing and burnout is important for the protection of nurses' physical, emotional, and psychological health. Additionally, a growing body of research also implicates burnout as a contributing factor in higher rates of nursing job turnover and nurses' intention to leave the profession. This, in turn, has a negative impact on workforce sustainability and patients' access to nursing care.

In 2022, the Center convened a working group to develop a statewide nursing wellbeing initiative (Oliveira et al., 2023). The goal of the working group was to make recommendations to be implemented at the state level to help improve the wellbeing of all nurses in Hawai'i. The working group has formulated broad recommendations related to creating healthy work environments, improving work schedule flexibility, developing and implementing innovative care delivery models, and addressing total compensation. The working group has been on a temporary hiatus but will reconvene in the second quarter of 2024. The launch of the statewide recommendations is planned for the end of the year. It is our hope that these recommendations, combined with ongoing efforts by employers to make wellbeing an organizational priority, will help to reduce nurses' stress and support workforce retention.

## EDUCATION CAPACITY

Over the past seven years, the Center has written multiple reports in which we have discussed the numerous factors that limit Hawai'i's pre-license LPN and RN educational

capacity. A highly competitive clinical placement environment, difficulty hiring and retaining full-time faculty, substantial pay gaps between academic and clinical roles, and limited space on campuses all limit schools' ability to enroll more students and graduate more prospective nurses. Ongoing efforts to mitigate the impact of these challenges are necessary to ensure that local schools of nursing can continue to educate local students who will eventually provide care to the local community.

We wish to emphasize, however, that expanding nursing education capacity and increasing the number of new graduate nurses will not solve every nursing workforce development challenge. New graduate nurses require support, mentorship, and honing of clinical competence and confidence before they can comfortably practice independently. As a result, new graduates often are not ideal candidates for positions that require experience or specialization in a specific type of nursing (e.g., emergency/trauma or labor and delivery). As such, we must be cautious to avoid placing undue focus or priority on the expansion of pre-license nursing programs as a means of creating long-term nursing workforce sustainability.

## HEALTHCARE DELIVERY TEAMS

In many settings, healthcare is delivered by teams. These teams are often led by nurses and comprise providers (e.g., physicians, physician assistants, APRNs), and other healthcare professionals such as certified nurse aids (CNAs), therapists, and technicians. Workforce shortages in any of the roles on a healthcare delivery team requires that the team adapt. Often, the adaptation is that the work of a role in which there is a shortage shifts to other members of the team. Nurses often report that a contributing factor to their expansive workload is covering work that would be assigned to other types of health professionals such as CNAs. Thus, the sustainability of the nursing workforce into the future requires attention

to workforce development for all roles on the healthcare delivery team.

There are already several efforts underway in this area. High school students learn about careers in healthcare through participation in the Health Services Career and Technical Education pathway (Hawai'i State Department of Education, n.d.). The Early College program allows high school students to complete college courses while they are still enrolled in high school to expedite the completion of a college degree required for some health professions (University of Hawai'i & Hawai'i P-20, 2022). For adults who are looking for an opportunity to transition into a career in healthcare, the Hawai'i Good Jobs program provides access to training for several health professions including certified nurse aides, medical assistants, pharmacy technicians, phlebotomists, and others (University of Hawai'i Community Colleges, 2023). Efforts to educate the public and recruit people into the wide range of health professions is crucial to sustaining nursing and the entire healthcare delivery system.

### TECHNOLOGICAL INNOVATION

Healthcare settings are incubators for technological innovation. Improvements in patient outcomes can often be traced back to the adoption of technology that has improved disease prevention, diagnosis, and treatment. Similarly, the sustainability of the nursing workforce could benefit from the integration of technology that can improve nurses' workload. For example, the workload of floor nurses can be reduced by shifting some tasks like contacting patients' families or doing discharge education to on-demand virtual nurses who are accessible via telehealth technology (Ball, n.d.). Documentation is also often cited by nurses as being time and labor intensive. Electronic health records can be improved to include artificial intelligence-type technology that can improve the speed and accuracy of charting (Pailaha, 2023). These are two of many opportunities to more

effectively leverage technology to improve the efficiency with which nurses complete their many tasks.

We wish to clarify that although technology can assist nurses, it cannot replace them. Technology will not stand in for nurses' clinical expertise or insights, nor can it deliver the crucially important human touch that nurses bring to the bedside. However, given a global shortage of nurses, the expectation that more hiring is a simple solution to the problem of nursing workload is unrealistic. Thus, the thoughtful and intentional adoption of technology as a complement to nurses' practice should be the subject of more discussion in healthcare facilities and bedside nurses need to have a strong voice in those conversations.

## The LPN Workforce

### CURRENT STATE

As of September of 2023, there were 1,652 LPNs licensed to practice nursing in the state of Hawai'i. This represents a decrease of 40% over the last decade. Additionally, the share of LPNs who reside in the state of Hawai'i has decreased from 86% in 2013 to 75% in 2023 (Professional and Vocational Licensing Division, 2023).

Despite the rapid decrease in the size of Hawai'i's LPN workforce, many healthcare employers maintain LPN positions within their organizations. In its most recent Healthcare Workforce Initiative Report, the Healthcare Association of Hawai'i reported that 30% of all LPN positions were vacant (2022). Further, the number of vacant LPN positions throughout the state increased by 47% as compared to 2019. Hawai'i's long-term employment projections indicate that the number of LPN positions in the state will increase by 1% each year between 2020 and 2030. To account for the increase in the number of positions and replace LPNs who have left their roles, employers will have to hire

90 LPNs each year through 2030 (Department of Labor and Industrial Relations, 2022). Hawai'i's schools of nursing currently graduate about 30 new LPNs annually (Hawai'i State Center for Nursing, 2023d). If the status quo persists, low levels of new LPN production combined with the rapid loss of LPNs make it likely that the shortage in this important workforce is likely to worsen.

## PLANNING FOR THE FUTURE

Educational capacity for LPNs is particularly limited. Four community colleges on three islands produce all of the locally educated LPNs in the state. When schools experience restrictions in funding or reductions in clinical placements, resources are often funneled away from LPN programs to ensure the sustainability of associate degree programs that produce RNs.

To offset the loss of resources from LPN programs, an ongoing investment of public funds for faculty, space, and simulation resources is crucial to supporting LPN education capacity. Additionally, strong academic-practice partnerships can facilitate schools' access to the resources they need. Employers can provide access to clinical sites and share the cost of hiring clinical faculty for LPN programs. In exchange, schools can streamline prerequisites to reduce the time and cost required to complete LPN education. These partnerships can sustain LPN educational capacity and employers' access to an LPN workforce even when public funding is insufficient to expand LPN programs.

In addition to expanding educational capacity, new activities designed to improve LPN workforce recruitment and retention are underway. Recently, the Hawai'i State Legislature appropriated \$30 million dollars to provide student loan repayment to the Healthcare Education Loan Repayment Program (HELP) (Campbell, 2023). Most programs significantly limit the types of healthcare professionals or practice specialties that are eligible for educational loan

repayment. In contrast, nearly 50 different health professions, including LPNs, are eligible for loan repayment assistance under HELP (Hawai'i/Pacific Basin Area Health Education Center, n.d.). Loan repayment can help to substantially reduce the cost of LPN education which provides an incentive for LPNs to work in healthcare settings where they are most needed.

In addition to the reduction of educational costs, the implementation of transition-to-practice support can also improve retention of new LPNs in the workforce. The Center is the convener of the Hawai'i Nurse Residency Program Collaborative, which gathers employers that offer nurse residency programs for new graduate nurses. One of the ongoing projects of the Hawai'i NRP Collaborative is to facilitate the implementation of nurse residency programs for LPNs. New graduate nurse residency programs have been shown to improve one- and two-year retention rates for RNs (Van Camp & Chappy, 2017). In Hawai'i, the 7-year average first year retention rate for new graduate RN NRP graduates is 96% (Hawai'i State Center for Nursing, 2023c). The Center hopes that the implementation of a new graduate residency will result in similarly high retention rates for LPNs. By retaining the existing workforce, employers may be able to reduce the number of vacant LPN positions they have to fill.

## The RN Workforce

### CURRENT STATE

The number of RNs licensed in Hawai'i increased by 34% between 2013 and 2023. Although a growing proportion of RNs who are licensed in Hawai'i are residents of other states, more than 16,400 RNs reside in Hawai'i, nearly 90% of whom report being employed in a nursing role in the state (Hawai'i State Center for Nursing, 2023b). The increase in the number of RNs who live and work in Hawai'i has contributed to an

improvement in the state of the RN workforce as compared to 2021. Chief nursing officers have reported an increase in hiring, especially of new graduate RNs, and a reduction in the hiring of travel nurses needed to fill staffing gaps resulting from the inability to hire nurses into permanent roles.

Though the current state of the RN workforce is considerably improved as compared to 2021, the U.S. Health Resources and Services Administration (HRSA) projects that in 2024, Hawai'i will have about 70% of the RNs it needs to meet healthcare demand. If there are no major changes to the characteristics of the statewide RN workforce by 2036, Hawai'i is projected to have 88% of the RNs it needs to meet demand (Health Resources and Services Administration, 2024b). Though no projection can predict the future of the nursing workforce perfectly, HRSA's data highlight that there is work to do to create a sustainable workforce for the future.

## PLANNING FOR THE FUTURE

The future of the RN workforce depends largely on employers' ability to create and maintain positive, healthy workplaces. Since the onset of the COVID-19 pandemic, nursing wellbeing has been a major nursing workforce issue. In 2022, the American Nurses Foundation found that 42% of nurses feel that their work environments are healthy. Several variables contribute to nurses' disappointment with their work environments including chronic short staffing (American Nurses Foundation, 2022), increased incidence of violence, bullying, or other forms of incivility, and feeling generally unsupported by their employers (American Nurses Foundation, 2023). In Hawai'i, 48% of RNs have considered leaving the nursing profession at least once in the past year due to work-related stress, 34% report that they have been verbally or physically abused by a patient or visitor at least monthly, and 18% report being the victim of bullying or other types of incivility by a coworker or supervisor at least monthly (Hawai'i State Center for Nursing, 2023a).

Despite these worrisome statistics, 83% of Hawai'i RNs report that nursing is a fulfilling career. To keep RNs who value their profession in the workforce, employers need to find tangible and meaningful ways to improve nurses' wellbeing at work. This may include facilitating the filing of police reports against patients who assault nurses pursuant to Act 147, SLH 2018, implementing or participating in programs that provide stress management and mental health support, and making the establishment of a healthy work environment an organizational priority. The successful development and implementation of any plan to improve RNs' work environment requires that nurses – especially those whose primary role is direct patient care – have a seat at the table where discussions are had, and decisions are made about how a workplace should change to better support them.

## The APRN Workforce

### CURRENT STATE

APRNs are the fastest growing subset of Hawai'i's nursing workforce. In 2013, fewer than 850 Hawai'i residents held an APRN license. Over the past decade, that number has increased by 77% to more than 1,400. Hawai'i's APRNs are predominantly certified as nurse practitioners, 60% of which report that they are primary care providers.

The initial expansion of Hawai'i's APRN workforce coincided with the state's adoption of the APRN Consensus Model which recommends that APRNs practice to the full scope of their education and training without being tethered to supervisory or collaborative practice arrangements with physicians. Having full practice authority allows APRNs, and especially NPs, the flexibility to open their own practices, bill patients and clients directly for their services, and deliver healthcare in many of Hawai'i's medically underserved areas. As a result, Hawai'i's



APRNs make an important contribution to the state's health provider and primary care workforce which is crucial given an ongoing shortage of physicians statewide (Hawai'i/Pacific Basin Area Health Education Center, 2023).

## PLANNING FOR THE FUTURE

A major barrier to expanding the positive impact of APRNs on the state's patient population is the cost of doing business. In addition to the challenges that affect all small businesses in Hawai'i, APRNs are financially disadvantaged as compared to physicians as they are typically subject to lower rates of reimbursement for the delivery of similar services. In 2023, the Hawai'i state legislature appropriated funding to allow providers, including APRNs, who provide care to patients covered by Medicaid to be reimbursed at 100% of the Medicare payment rate. However, NPs and CNSs, and are reimbursed by Medicare up to 85% of the physician reimbursement rate (Centers for Medicare & Medicaid Services, 2023). Given that about 80% of APRNs report that they provide care to patients who are covered by either Medicaid or Medicare, the reimbursement disparity between APRNs and physicians can create a financial impediment to APRNs' ability to open private practices.

In addition to reimbursement disparity, all businesses, including healthcare providers, are subject to the state's general excise tax (Hawai'i Department of Taxation, 2021). Healthcare professionals may transparently pass their excise taxes onto consumers (Hawai'i Department of Taxation, 2023), however the provider is responsible for the taxes whether or not they pass the charges to their patients or whether the patients can afford to pay the taxes. Given the high cost of healthcare, general excise taxes can create a significant financial burden on an APRN's practice. There have been multiple attempts to enact legislation intended to exempt healthcare businesses or certain healthcare services from the general excise tax. The most recent attempt is moving through the

legislature as of the writing of this report. If the law passes, the cost of running a private healthcare practice could substantially decrease for many providers.

The decision to hire new graduate APRNs can also have an adverse financial impact on private practices. Like new graduate RNs, new APRNs require support to successfully transition from their previous roles as students and, often, RNs. Experienced APRNs who spend time mentoring new APRNs as part of their transition into practice often must reduce the number of patients they see. In fee-for-service payment models, the reduction in the number of patient contacts results in a decrease in generated revenue. Additionally, private practice requires the cultivation of a patient panel. The development of a business-sustaining patient panel can take years and thus limits the revenue generation opportunities for the practice.

Addressing financial barriers to opening and maintaining a private practice is crucial for creating viable business opportunities for APRNs. This in turn, may increase the number of APRNs who open private practices and, ideally, provide primary care in underserved areas or to underserved populations.

# LPN Data Highlights + Tables by County



# Highlights

## LICENSE COUNTS (AS OF SEPTEMBER 2023)

- ▼ 1,652 individuals hold an active Hawai'i LPN license.
  - This is a 2% increase compared to the previous nurse license renewal year in 2021.
  - This is a 40% decrease compared to 2013.
- ▼ 1,236 (75%) LPNs report a primary residential address in Hawai'i.
  - This is a 9 percentage point decrease compared to 2021.
  - This is an 11 percentage point decrease compared to 2013.

FIGURE 1. LPN LICENSES, 2013-2023

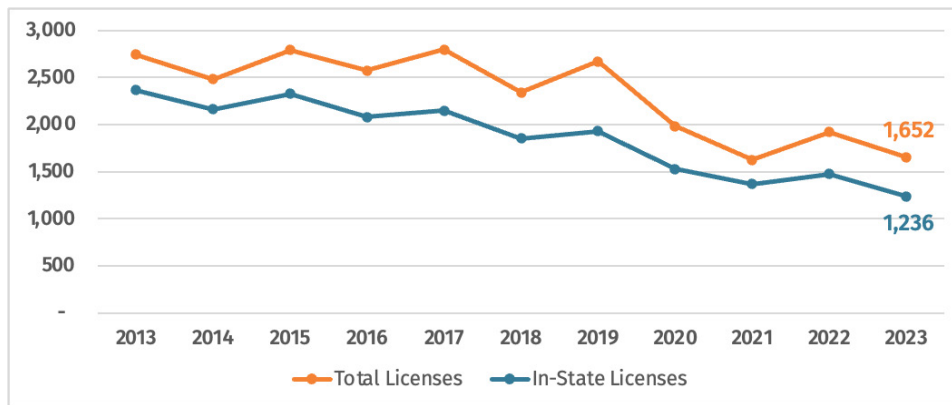
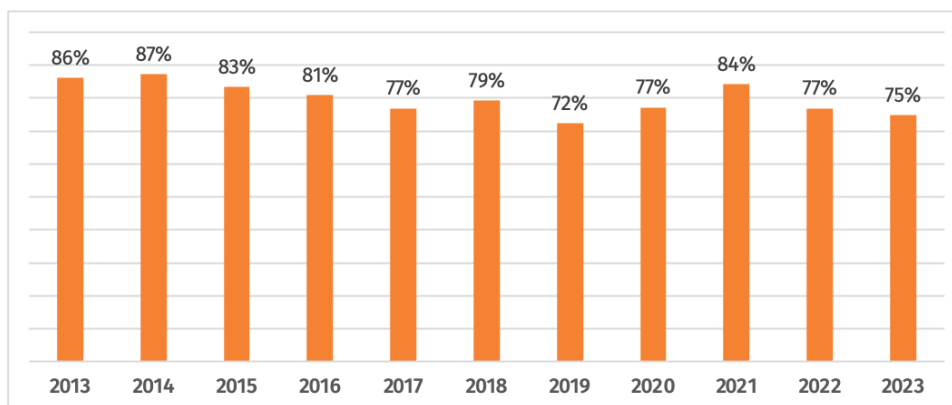


FIGURE 2. % LPN LICENSES HELD BY HAWAI'I RESIDENTS, 2013-2023



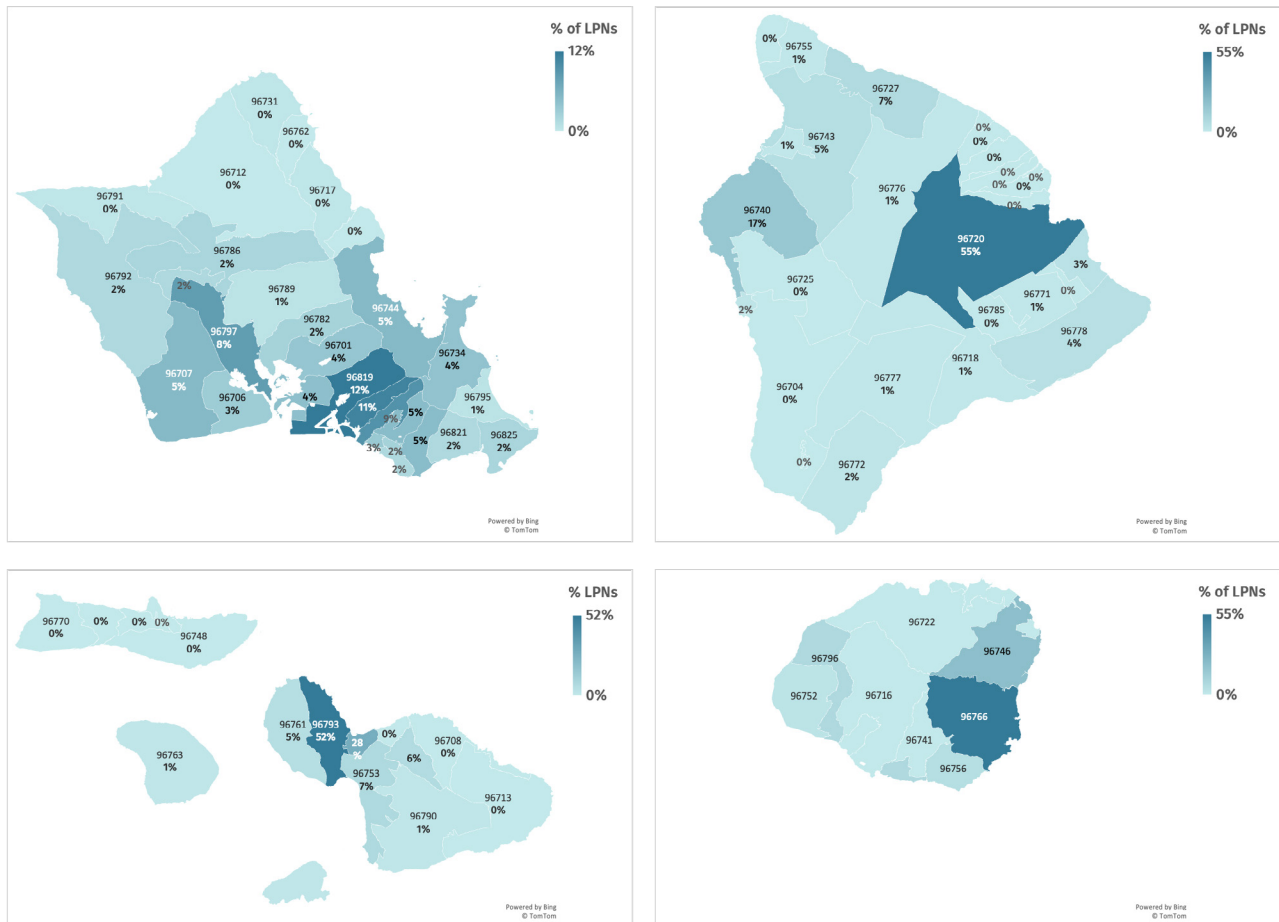
## GEOGRAPHIC DISTRIBUTION

More than 40% of Hawai'i's LPNs work on the Neighbor Islands. Relative to the distribution of the residential population, LPNs are underrepresented in Honolulu County and overrepresented on the Neighbor Islands, especially in Hawai'i and Maui Counties. Within each county, LPN employment is concentrated in the most populous zip codes or the zip codes where hospitals are located. The exception to this pattern is in Honolulu County where LPN employment is also high in zip codes where long-term care facilities including care homes are located.

**TABLE 1. DISTRIBUTION OF THE LPN WORKFORCE BY COUNTY**

County	% of Residential Population	% of LPN Workforce
Honolulu County	70%	57%
Hawai'i County	14%	21%
Maui County	11%	15%
Kaua'i County	5%	7%

**FIGURE 3. DISTRIBUTION OF LPNS' PRIMARY PRACTICE LOCATION BY COUNTY & ZIP CODE**



## LPN DEMOGRAPHICS

- ✎ Gender
  - 10% of all LPNs are male.
  - Men account for smaller shares of the LPN workforces in Hawai'i County (8%) and Maui County (7%) as compared to the rest of the state.
- ✎ Age
  - The average age of LPNs statewide is 49.6 years. 24% of LPNs are 60 years old or older.
  - Kaua'i County has the youngest LPNs: average age 45.7 years, 31% are under the age of 35.
  - Hawai'i County has the oldest LPNs: average age 50.8 years; 11% are under the age of 35.
- ✎ Race & Ethnicity
  - Persons of Filipino/a descent account for the largest share of the LPN workforce in the state (38%) and in every county except Hawai'i County where multiethnic LPNs for a slightly larger share of the workforce than Filipino/a LPNs do.
  - 13% of LPNs have Native Hawaiian ancestry. Hawai'i County has the largest proportion (19%) of LPNs who are Native Hawaiian.

## LPN LICENSURE

- ✎ 42% of LPNs have been licensed for 21 years or longer. 18% have been licensed for 5 years or fewer.
- ✎ 6% of LPNs hold a license in at least one state other than Hawai'i.

## LPN TOTAL POSITIONS AND HOURS WORKED IN A TYPICAL WEEK

- ✎ 16% of LPNs statewide report having 2 or more nursing jobs; LPNs in Honolulu County are more likely than LPNs in other counties to have multiple nursing jobs.
- ✎ 81% of LPNs statewide report that their primary nursing job is a full-time position; LPNs in Maui County are more likely to report that their primary nursing job is a part-time position.
- ✎ 17% of LPNs report that they work more than 40 hours in a typical week in their primary position. 27% of LPNs report working a total of more than 40 hours each week across all of their positions.

## LPN PRIMARY EMPLOYMENT CHARACTERISTICS

- ✎ 5% of LPNs report being self-employed in their primary role.
- ✎ 41% of LPNs in the state have been in their current position for 10 years or longer. 17% have been in their current position for less than 1 year.
- ✎ 5% of LPNs work as travel nurses in their primary position. Maui County has the largest proportion of travel LPNs (11%) of all counties.
- ✎ 43% of LPNs report that their pre-tax income in their primary position is between \$40,000 and \$60,000 per year.

## LPN PRIMARY PRACTICE CHARACTERISTICS

- ✎ 77% of LPNs report that their main job function is the delivery of direct patient care.
- ✎ 67% of LPNs statewide work in outpatient settings or in long-term care/post-acute settings. 4% of LPNs report working in hospitals.

- ✎ The two most common primary practice specialties among LPNs statewide are adult-gerontology (24%) and family health (10%).
- ✎ 45% of LPNs report that they provide some amount of nursing care via telehealth technology. LPNs on Kaua'i are more likely to provide any nursing care via telehealth than LPNs in other counties.

## LPN EDUCATION

- ✎ 84% of LPNs statewide completed an LPN certificate program as their initial nursing education.
- ✎ 51% of LPNs completed their initial nursing education program more than 20 years ago. Kaua'i County has the most recently educated LPN workforce as 29% of its LPNs completed their initial nursing education program within the last 5 years.
- ✎ 51% of LPNs statewide completed their initial nursing education program in the state of Hawai'i. Honolulu is the only county in which a Hawai'i-educated LPNs do not account for the largest share of the workforce; 40% of Honolulu LPNs were initially educated in another U. S. state or territory and 21% were initially educated outside the U.S.
- ✎ 8% of LPNs statewide are currently enrolled in a degree-leading nurse education program. These are predominantly RN programs offered by local schools of nursing.

## LPN JOB SATISFACTION AND RETENTION

- ✎ 64% of LPNs report that they are satisfied or very satisfied in their current primary nursing role.
- ✎ 66% of LPNs plan to stay in their current primary nursing job through at least the next year.
- ✎ By 5 years from now, 46% of LPNs expect to remain in their current position, 18% plan to retire, and 7% expect to be working in a profession other than nursing.
- ✎ 6% of LPNs report that they plan to relocate to outside the state of Hawai'i within a year.
- ✎ 75% of LPNs agree or strongly agree that they feel valued by their nursing employers.
- ✎ 87% of LPNs agree or strongly agree that nursing is a fulfilling career.

## LPN PROFESSIONAL DEVELOPMENT

- ✎ 74% of LPNs completed 30 contact hours of nursing continuing education within the last 2 years.
- ✎ 63% of LPNs report that they have received no formal education in evidence-based nursing practice.

# LPN Data Tables

**TABLE 2. LPN DEMOGRAPHIC CHARACTERISTICS BY COUNTY**

		All LPNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>Gender</b>	Male	10%	11%	8%	7%	11%
	Female	89%	87%	90%	92%	89%
	Other Gender Identity	0%	1%	0%	0%	0%
	Prefer Not to Say	1%	1%	2%	1%	0%
<b>Age in 2023</b>	20-24	1%	1%	0%	0%	6%
	25-34	13%	14%	11%	4%	26%
	35-44	18%	16%	17%	27%	20%
	45-54	32%	33%	29%	37%	17%
	55-59	13%	12%	14%	16%	6%
	60-64	11%	11%	16%	10%	6%
	65-74	12%	13%	14%	5%	20%
	75 and older	0%	0%	0%	0%	0%
	Mean Age	49.6	49.5	50.8	49.7	45.7
	Median Age	51.0	51.0	52.0	51.0	44.0
<b>Generational Group (Pew, 2019)</b>	Generation Z (24 Years and Younger)	4%	3%	4%	0%	14%
	Millennials (25 to 40 Years)	25%	25%	20%	26%	31%
	Generation X (41 to 56 Years)	46%	46%	46%	53%	23%
	Baby Boomers (57 to 75 Years)	26%	25%	30%	21%	31%
<b>Race (US Census Race Categories)</b>	Multiple Races	21%	19%	23%	25%	21%
	White	17%	14%	26%	15%	15%
	Black/African American	3%	4%	4%	3%	3%
	American Indian/Alaska Native	1%	0%	2%	0%	0%
	Asian	53%	59%	38%	50%	62%
	Native Hawaiian/Other Pacific Islander	5%	4%	8%	7%	0%
<b>Ethnicity</b>	Multiple Ethnicities	25%	23%	30%	28%	21%
	White	14%	13%	22%	12%	13%
	Black/African American	3%	3%	3%	2%	3%
	American Indian/Alaska Native	0%	0%	2%	0%	0%
	Chinese	1%	1%	1%	0%	0%
	Filipino/a	38%	41%	29%	35%	47%
	Japanese	4%	4%	3%	4%	5%
	Korean	1%	1%	0%	0%	0%
	Other Asian	1%	2%	0%	0%	0%

**TABLE 2. LPN DEMOGRAPHIC CHARACTERISTICS BY COUNTY** *CONTINUED*

		All LPNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>Ethnicity</b>	Native Hawaiian	3%	2%	7%	5%	0%
	Samoan	1%	2%	0%	0%	0%
	Other Pacific Islander	0%	0%	0%	1%	0%
	Prefer Not to Say	9%	8%	5%	13%	11%
<b>Any Part Native Hawaiian Ancestry</b>	Yes	13%	11%	19%	16%	13%
	No	87%	89%	81%	84%	87%
<b>Hispanic/Latino/a/e of Any Race</b>	Yes	12%	11%	10%	17%	11%
	No	88%	89%	90%	83%	89%

**TABLE 3. LPN LICENSURE CHARACTERISTICS BY COUNTY**

		All LPNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>Years Since Initial LPN Licensure</b>	5 Years or Fewer	18%	19%	18%	5%	31%
	6 to 10 Years	12%	14%	7%	11%	14%
	11 to 15 Years	16%	14%	11%	28%	14%
	16 to 20 Years	13%	12%	12%	18%	8%
	21 Years or More	42%	40%	52%	38%	33%
<b>Nurse License Jurisdictions</b>	Only Licensed in Hawai'i	94%	94%	92%	94%	97%
	Licensed in Hawaii and at Least 1 Other Jurisdiction	6%	6%	8%	6%	3%



**TABLE 4. LPN PRIMARY EMPLOYMENT CHARACTERISTICS BY COUNTY**

		All LPNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>Number of Nursing License Relevant Jobs</b>	1 Position	84%	82%	87%	88%	87%
	2 Positions	14%	17%	10%	10%	13%
	3 or More Positions	2%	1%	3%	2%	0%
<b>Total Hours Worked in a Typical Week Across Primary &amp; Secondary Positions</b>	19 Hours or Fewer	3%	3%	4%	1%	0%
	20 to 40 Hours	70%	68%	69%	76%	76%
	41 Hours or More	27%	29%	28%	23%	24%
<b>Position Requires License</b>	Yes	96%	97%	96%	96%	92%
	No	4%	3%	4%	4%	8%
<b>FTE</b>	Full-time	81%	82%	81%	73%	82%
	Part-time	16%	13%	15%	27%	18%
	Per diem	4%	5%	4%	0%	0%
<b>Total Hours Worked in a Typical Week in Primary Position</b>	19 Hours or Fewer	3%	4%	4%	3%	0%
	20 to 40 Hours	80%	79%	78%	81%	84%
	41 Hours or More	17%	17%	19%	16%	16%
<b>Self-Employed</b>	Self-Employed	5%	6%	3%	4%	3%
	Work for Someone Else	95%	94%	97%	96%	97%
<b>Time in Current Position</b>	Less than 1 Year	17%	20%	17%	10%	14%
	1 Year to Less than 3 Years	16%	15%	20%	14%	19%
	3 Years to Less than 5 Years	10%	11%	10%	12%	5%
	5 Years to Less than 10 Years	15%	15%	9%	23%	14%
	10 Years or Longer	41%	39%	45%	41%	49%
<b>Agency Nurse</b>	Yes	12%	14%	8%	11%	8%
	No	88%	86%	92%	89%	92%
<b>Travel Nurse</b>	Yes	5%	3%	5%	11%	3%
	No	95%	97%	95%	89%	97%
<b>2022 Pre-Tax Income</b>	Less than \$40,000	19%	15%	22%	22%	31%
	\$40,000 to less than \$60,000	43%	42%	40%	51%	47%
	\$60,000 to less than \$80,000	28%	30%	27%	24%	19%
	\$80,000 to less than \$100,000	7%	9%	7%	3%	0%
	\$100,000 to less than \$120,000	1%	2%	1%	0%	3%
	\$120,000 to less than \$140,000	1%	1%	3%	0%	0%
	\$140,000 to less than \$160,000	0%	0%	0%	0%	0%
	\$160,000 to less than \$180,000	0%	0%	0%	0%	0%
More than \$200,000	0%	0%	0%	0%	0%	

**TABLE 5. LPN PRIMARY PRACTICE CHARACTERISTICS BY COUNTY**

		All LPNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>Primary Job Function</b>	Direct Patient Care & Education	77%	77%	75%	76%	89%
	Teaching/Training Students or Staff	2%	2%	3%	1%	0%
	Administration/Management	5%	5%	7%	5%	0%
	Quality/Practice Improvement	1%	1%	0%	2%	0%
	Case Management	1%	1%	0%	0%	0%
	Care Coordination	4%	5%	3%	1%	3%
	Research	1%	0%	3%	0%	0%
	Workforce Planning/Development	0%	0%	0%	1%	0%
	Other	9%	8%	9%	13%	8%
<b>Primary Position Setting Type</b>	Acute Care Hospital	4%	4%	2%	4%	5%
	Post-Acute/Long-Term Care Facility	30%	31%	34%	21%	34%
	Ambulatory	37%	34%	37%	50%	32%
	Home Health/Hospice	7%	9%	6%	0%	13%
	All Other Settings	22%	22%	21%	25%	16%
<b>Setting</b>	Acute Care Hospital	4%	4%	2%	4%	5%
	Assisted Living Facility	5%	6%	3%	5%	3%
	College/University	0%	0%	1%	1%	0%
	Community Health Center	5%	4%	7%	8%	5%
	Correctional Facility	1%	2%	1%	0%	0%
	Dialysis Clinic	2%	3%	1%	1%	0%
	Government or Regulatory Agency	5%	6%	5%	1%	3%
	Home Health	5%	5%	5%	0%	13%
	Hospice	3%	4%	1%	0%	0%
	Insurance Company	2%	2%	0%	1%	0%
	Nursing Home/Extended Care Facility	23%	22%	30%	16%	29%
	Outpatient Clinic/Urgent Care	17%	16%	15%	25%	13%
	Provider's Office	8%	6%	13%	9%	11%
	Public Health	2%	2%	1%	0%	3%
	Rehabilitation Hospital	2%	3%	1%	0%	3%
	School Health Room/Clinic	4%	5%	1%	4%	3%
	Surgical Center	1%	1%	1%	4%	0%
	Other Clinical Setting	8%	7%	9%	13%	8%
	Other Non-Clinical Setting	4%	3%	4%	9%	3%
<b>Percent of Nursing Care Delivered by Telehealth</b>	50% or More	11%	11%	10%	13%	18%
	Less than 50% but more than 0%	34%	33%	33%	35%	39%
	None	55%	56%	57%	52%	42%

**TABLE 5. LPN PRIMARY PRACTICE CHARACTERISTICS BY COUNTY** *CONTINUED*

		All LPNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>Specialty</b>	Administration/Management	4%	4%	6%	4%	0%
	Adult-Gerontology	24%	22%	32%	19%	26%
	Cardiology/Telemetry	1%	0%	2%	1%	0%
	Critical Care	1%	1%	1%	0%	0%
	Education	1%	0%	1%	1%	0%
	Emergency/Trauma	1%	1%	1%	1%	3%
	Family Health	10%	6%	16%	13%	16%
	Gastroenterology	1%	1%	3%	0%	0%
	Maternal-Child/Obstetrics	1%	1%	1%	4%	0%
	Medical-Surgical	4%	4%	5%	6%	0%
	Nephrology/Dialysis	2%	2%	1%	3%	0%
	Occupational Health	1%	1%	0%	0%	0%
	Oncology	0%	0%	1%	0%	0%
	Pain Management	0%	1%	0%	0%	0%
	Palliative Care/Hospice	2%	3%	1%	0%	3%
	Pediatrics	8%	9%	6%	9%	5%
	Perioperative/Surgical	1%	1%	2%	0%	0%
	Psychiatric/Mental/Behavioral Health	3%	3%	3%	0%	8%
	Public/Population Health	1%	1%	1%	1%	3%
	Rehabilitation	4%	5%	2%	4%	5%
	School/Student Health	3%	3%	1%	3%	3%
Women's Health	1%	1%	0%	0%	0%	
Other Clinical Specialty	20%	21%	14%	24%	18%	
Other Non-Clinical Specialty	7%	8%	3%	8%	11%	
<b>Types of Patients Treated in Primary Position</b>  (multiple responses possible)	Uninsured	28%	24%	35%	31%	31%
	Medicaid	70%	62%	83%	78%	77%
	Medicare	72%	65%	87%	73%	77%
	Gay, Lesbian, Bisexual	43%	40%	43%	51%	46%
	Transgender/Gender Nonbinary	38%	36%	37%	44%	37%
	Substance Use Disorder	40%	38%	42%	42%	46%
	Non-English Speaking	55%	53%	57%	58%	57%
	Houseless/Homeless	36%	31%	37%	47%	51%
	Disabled	61%	57%	67%	58%	80%
	None	9%	10%	7%	8%	3%
Do Not Know	7%	8%	2%	8%	9%	

**TABLE 6. LPN EDUCATION CHARACTERISTICS BY COUNTY**

		All LPNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>Continuing Competency Qualifying Activities Completed in Last 2 Years</b>  (multiple responses possible)	National Certification	1%	0%	1%	1%	0%
	30 CNE Contact Hours	74%	75%	66%	82%	75%
	HBON-Approved Refresher Course	7%	8%	6%	4%	3%
	2 Credit Hours of Post-Licensure Nursing Education	9%	10%	11%	3%	6%
	Preceptor for Nursing Student(s) for 120 Hours	4%	6%	2%	6%	0%
	Author or Co-Author of Peer Reviewed Publication	0%	1%	0%	0%	0%
	Developed/Conducted 5 Contact Hours of CNE	4%	6%	4%	3%	0%
	Completed Nurse Residency Program	0%	0%	0%	0%	0%
	No Continuing Competency Activity Completed	21%	19%	29%	14%	28%
<b>Received Formal Education in EBP</b>	No Formal Education/Training in EBP	63%	60%	68%	67%	55%
	Received EBP Education in Nursing School	25%	25%	21%	24%	36%
	Received EBP Education after Completing Nursing School	18%	20%	17%	11%	12%

**TABLE 7. LPN JOB SATISFACTION & PLANS TO LEAVE THE WORKFORCE BY COUNTY**

		All LPNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>Primary Position Job Satisfaction</b>	Very Dissatisfied	6%	6%	6%	4%	5%
	Dissatisfied	5%	4%	9%	5%	8%
	Neutral	24%	24%	21%	31%	24%
	Satisfied	27%	25%	29%	28%	32%
	Very Satisfied	38%	42%	34%	32%	30%
<b>Likely to Leave Primary Position within Next 12 Months</b>	Very Likely to Stay	57%	58%	55%	56%	50%
	Likely to Stay	10%	9%	10%	10%	16%
	Uncertain	25%	24%	23%	26%	29%
	Likely to Leave	4%	4%	3%	5%	3%
	Very Likely to Leave	5%	5%	9%	4%	3%
<b>Primary Reason for Leaving Current Position</b>	Dissatisfied in current position or with current employer	31%	32%	21%	43%	50%
	Want to work in a different setting	17%	12%	29%	14%	0%
	Plan to move out of state	10%	8%	14%	14%	0%
	Plan to leave nursing for another field	8%	12%	0%	14%	0%
	Plan to retire	10%	4%	21%	0%	50%
	Other	23%	32%	14%	14%	0%
<b>Plans for 5 Years from 2023</b> (multiple responses possible)	Current Job	46%	45%	44%	51%	49%
	Different Setting	22%	26%	20%	14%	14%
	Different Specialty	16%	18%	11%	14%	14%
	Working in Field Other than Nursing	7%	7%	3%	13%	14%
	Retired	18%	18%	22%	16%	11%
	No Longer Working for Reason Other than Retirement	2%	2%	2%	0%	5%
	Not Sure/No Specific Plans	19%	18%	17%	19%	27%
	Some Other Plan	8%	8%	6%	8%	11%
<b>Lived Outside of Hawai'i 1 Year Ago</b>	Yes	7%	8%	5%	6%	5%
	No	93%	92%	95%	94%	95%
<b>Plan to Live Outside of Hawai'i 1 Year From Now</b>	Yes	6%	6%	5%	8%	0%
	No	94%	94%	95%	92%	100%

**TABLE 8. LPN PROFESSIONAL DEVELOPMENT ACTIVITIES BY COUNTY**

		All LPNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>Educational Preparation for Entry to Practice</b>	LPN Certificate	84%	80%	92%	82%	89%
	RN Diploma	2%	3%	2%	1%	0%
	ADN	3%	2%	2%	11%	3%
	BSN	11%	15%	4%	6%	8%
<b>Number of Years Since Completion of Initial Nurse Education Program</b>	5 Years or Fewer	11%	11%	13%	5%	29%
	6 to 10 Years	11%	13%	9%	8%	13%
	11 to 15 Years	15%	15%	11%	20%	8%
	16 to 20 Years	11%	12%	9%	14%	11%
	21 Years or More	51%	50%	58%	52%	39%
<b>Location of First Degree Program</b>	Hawai'i	51%	38%	61%	67%	79%
	Other State	34%	40%	32%	22%	13%
	Foreign Country	16%	21%	7%	11%	8%
<b>Highest Nursing Education Completed</b>	LPN Certificate	77%	74%	88%	66%	87%
	RN Diploma	4%	4%	2%	6%	0%
	ADN	6%	4%	5%	16%	5%
	BSN	13%	17%	5%	11%	8%
	MS	0%	0%	0%	1%	0%
<b>Non-Nursing Degrees Earned</b>	None	72%	71%	72%	77%	68%
	Associate Degree	16%	16%	14%	16%	24%
	Bachelor's Degree	13%	16%	14%	7%	8%
	Masters Degree	1%	1%	2%	1%	0%
	Professional Doctoral Degree	0%	0%	0%	0%	0%
<b>Currently Enrolled in Nursing Degree Program</b>	Yes	8%	11%	3%	4%	3%
	No	92%	89%	97%	96%	97%

**TABLE 9. LPN WELLBEING – SENTIMENTS ABOUT THE NURSING PROFESSION BY COUNTY**

		All LPNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>In general, I feel valued by my nursing employer(s).</b>	Strongly Agree	32%	34%	34%	29%	19%
	Agree	42%	43%	36%	45%	49%
	Neither Agree nor Disagree	17%	15%	18%	19%	30%
	Disagree	6%	6%	8%	4%	0%
	Strongly Disagree	3%	2%	4%	3%	3%
<b>In general, I feel that my nursing employer(s) are genuinely concerned about my physical, emotional, and psychological wellbeing.</b>	Strongly Agree	27%	30%	26%	25%	16%
	Agree	39%	39%	35%	37%	51%
	Neither Agree nor Disagree	21%	19%	17%	30%	24%
	Disagree	9%	9%	15%	4%	8%
	Strongly Disagree	4%	3%	6%	4%	0%
<b>In general, I feel that my nursing employer(s) encourage and provide needed support for my professional development.</b>	Strongly Agree	25%	27%	25%	21%	14%
	Agree	38%	38%	36%	33%	51%
	Neither Agree nor Disagree	24%	22%	24%	31%	27%
	Disagree	9%	9%	10%	11%	8%
	Strongly Disagree	4%	5%	6%	4%	0%
<b>In general, I feel that nursing is a fulfilling career.</b>	Strongly Agree	46%	47%	49%	47%	35%
	Agree	41%	42%	34%	41%	51%
	Neither Agree nor Disagree	10%	9%	14%	11%	14%
	Disagree	2%	2%	2%	1%	0%
	Strongly Disagree	1%	1%	2%	0%	0%

**TABLE 10. LPN WELLBEING – STRESSORS EXPERIENCED IN THE PAST 12 MONTHS BY COUNTY**

		All LPNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>Stressors Experienced at Least Once in Last 12 Months</b>	At least one time in the past 12 months I have felt so stressed at work that I considered leaving the nursing profession.	39%	38%	39%	41%	42%
	At least one time in the past 12 months I have suffered an injury at work that caused me to be unable to do my job.	4%	5%	1%	4%	3%
	At least one time in the past 12 months I have researched and/or obtained mental healthcare to help me cope with work related stress.	9%	8%	10%	8%	11%
	None of these have happened in the past 12 months	58%	58%	57%	58%	53%

**TABLE 11. LPN WELLBEING – FREQUENCY OF WELLBEING-IMPACTING EVENTS BY COUNTY**

		All LPNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>How often in the last 12 months have you interacted at work with someone you consider a friend?</b>	At least once per day	55%	52%	49%	73%	65%
	At least once per week	20%	20%	28%	8%	24%
	At least once per month	6%	8%	3%	3%	8%
	At least once every other month	2%	3%	2%	1%	0%
	At least once per year	3%	4%	3%	1%	0%
	Never	13%	14%	16%	13%	3%
<b>How often in the last 12 months have you been bullied, verbally or physically abused, or treated with incivility by a coworker, supervisor, or manager?</b>	At least once per day	3%	3%	4%	3%	3%
	At least once per week	4%	4%	6%	0%	11%
	At least once per month	5%	6%	5%	4%	5%
	At least once every other month	4%	3%	4%	8%	0%
	At least once per year	11%	11%	13%	13%	8%
	Never	72%	73%	69%	72%	73%
<b>How often in the last 12 months have you been verbally or physically abused by a patient or a visitor?</b>	At least once per day	4%	3%	6%	3%	5%
	At least once per week	9%	6%	12%	11%	16%
	At least once per month	10%	7%	18%	9%	8%
	At least once every other month	9%	9%	8%	11%	5%
	At least once per year	20%	20%	17%	20%	24%
	Never	49%	55%	40%	47%	41%
<b>How often in the last 12 months have you been asked by your employer to work more hours in a shift or more shifts in a week than you felt was safe?</b>	At least once per day	3%	4%	1%	4%	3%
	At least once per week	13%	12%	13%	13%	14%
	At least once per month	11%	12%	8%	7%	22%
	At least once every other month	8%	7%	7%	12%	6%
	At least once per year	6%	6%	7%	4%	6%
	Never	59%	58%	63%	60%	50%



# RN

## Data Highlights + Tables by County

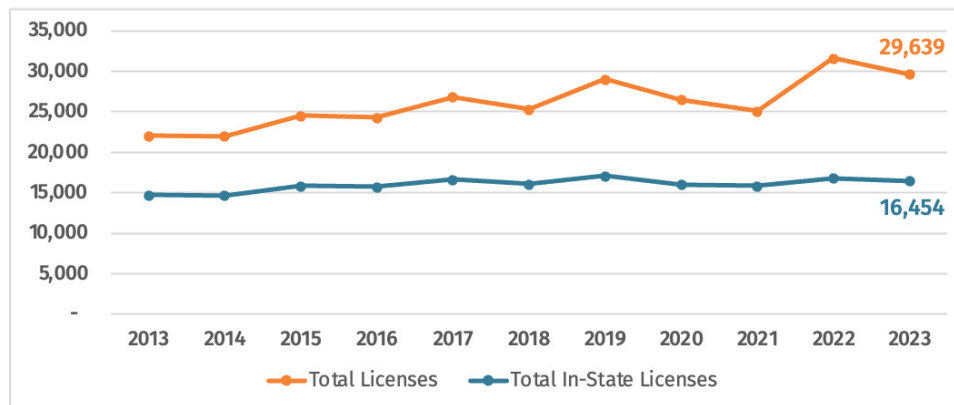


# Highlights

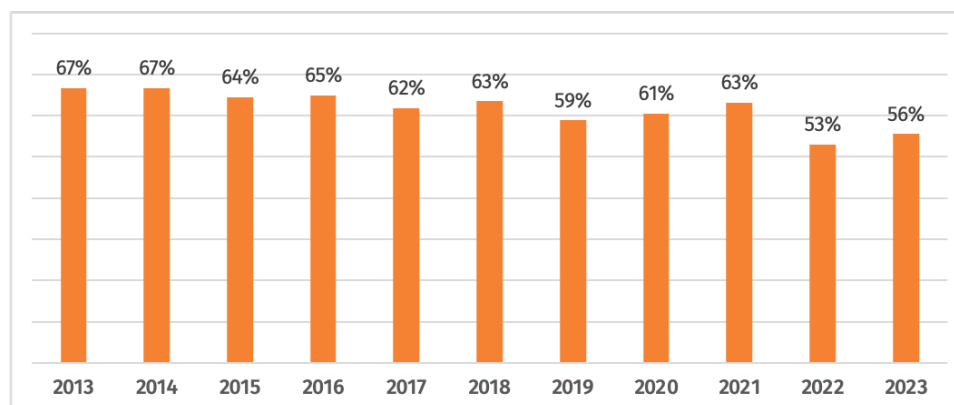
## 2023 LICENSE COUNTS (AS OF SEPTEMBER 2023)

- ▼ 29,639 individuals hold an active Hawai'i RN license.
  - This is an 18% increase compared to the previous nurse license renewal year in 2021.
  - This is a 34% increase compared to 2013.
- ▼ 16,454 (56%) RNs report a primary residential address in Hawai'i.
  - This is a 7 percentage point decrease compared to 2021.
  - This is an 11 percentage point decrease compared to 2013.

**FIGURE 4. RN LICENSES, 2013-2023**



**FIGURE 5. % RN LICENSES HELD BY HAWAI'I RESIDENTS, 2013-2023**



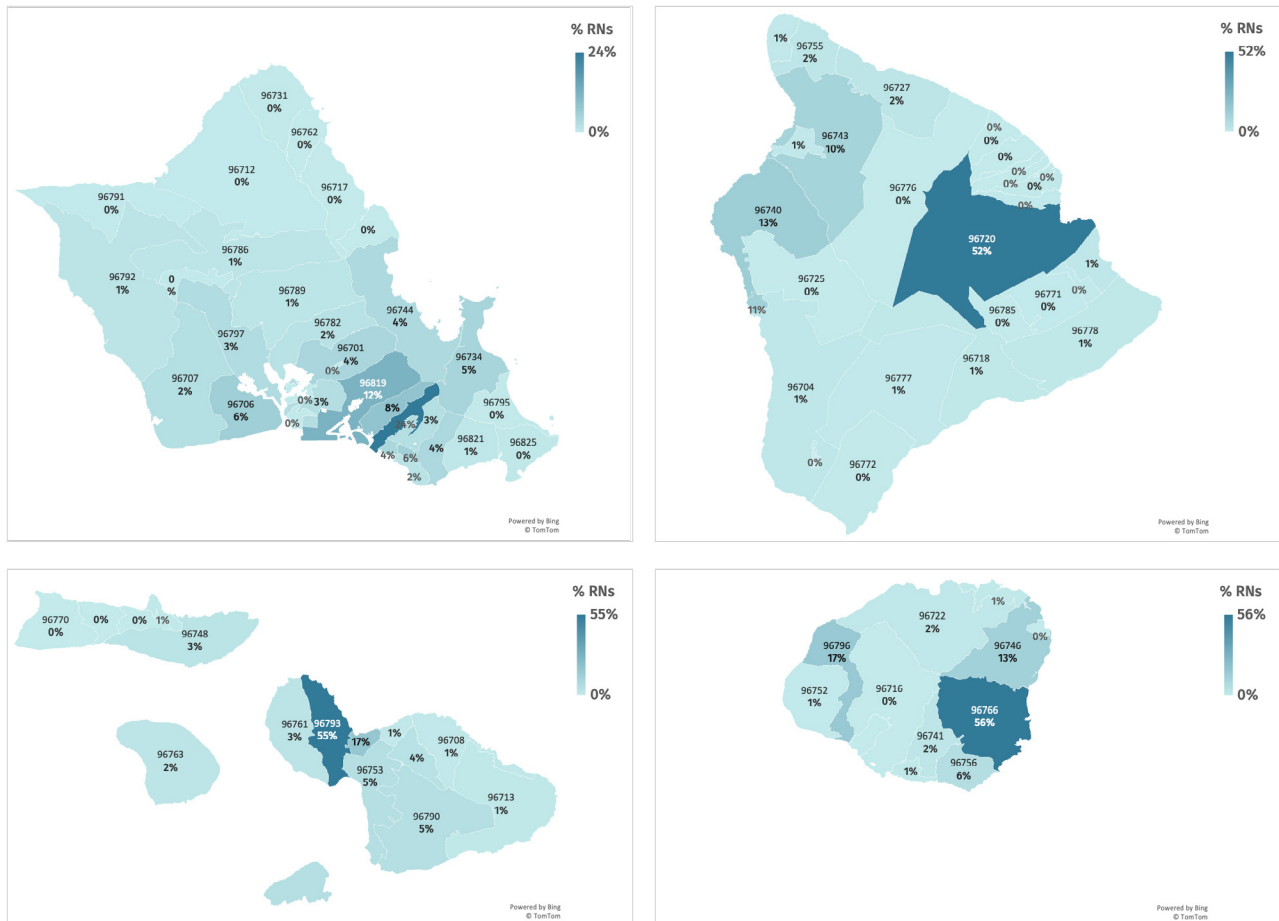
## GEOGRAPHIC DISTRIBUTION

More than 70% of RNs have a primary practice location in Honolulu County. RNs who work on the Neighbor Islands are distributed proportionally to each county's share of the state's residential population. Within each county, RN employment is largely concentrated in the zip codes with the highest populations and/or where hospitals are located.

**TABLE 12. DISTRIBUTION OF THE RN WORKFORCE BY COUNTY**

COUNTY	% of Residential Population	% of RN Workforce
Honolulu County	70%	73%
Hawai'i County	14%	13%
Maui County	11%	10%
Kaua'i County	5%	4%

**FIGURE 6. DISTRIBUTION OF RNS' PRIMARY PRACTICE LOCATION BY COUNTY & ZIP CODE**



## RN DEMOGRAPHICS

- ✎ Gender
  - 14% of RNs are male.
  - Kaua'i County has the lowest proportion of male RNs (10%) of all the counties.
- ✎ Age
  - The average age of RNs is 45.8 years.
  - 55% of RNs are 35-54 years old.
  - 15% of RNs are 60 years or older.
- ✎ Race & Ethnicity
  - Filipino/a (32%), Multiethnic (25%), and White (23%) are the largest groups by ethnicity in the statewide RN workforce.
  - The ethnic distribution of RNs varies by county. White RNs account for the largest percentage of the workforce in Hawai'i and Maui Counties. In Honolulu and Kaua'i Counties, Filipino/a nurses account for the largest share of RNs.
  - 11% of RNs have Native Hawaiian ancestry. Hawai'i County has the highest proportion (16%) of Native Hawaiian nurses in of all counties.

## RN LICENSURE & CERTIFICATIONS

- ✎ 30% of RNs have held an RN license for longer than 20 years. 19% of RNs have been licensed for 5 years or fewer.
- ✎ 5% of RNs statewide hold an RN license in at least one other jurisdiction. RNs in Hawai'i and Maui Counties are slightly more likely to be licensed in at least one state other than Hawai'i.
- ✎ 67% of RNs do not hold any type of national RN certification. Among RNs who are certified, critical care (6%), medical-surgical (5%), and emergency/trauma (4%) are the most common specialty certifications held.

## RN TOTAL POSITIONS AND HOURS WORKED IN A TYPICAL WEEK

- ✎ 17% of RNs have 2 or more nursing jobs.
- ✎ 79% of RNs report that their primary nursing job is a full-time position. RNs in Maui and Kaua'i Counties are less likely than nurses in other counties to report that their primary nursing job is a full-time position.
- ✎ 81% of RNs report that they work 20-40 hours in a typical week in their primary nursing job.
- ✎ 15% of RNs work more than 40 hours in a typical week in their primary position
- ✎ 25% of RNs report working more than 40 hours per week across all of their nursing roles.

## RN PRIMARY EMPLOYMENT CHARACTERISTICS

- ✎ 35% of RNs have been in their current primary position for 10 years or longer. 15% of RNs have been in their current position for less than 1 year.
- ✎ 3% of RNs' primary position is as a travel nurse.
- ✎ 26% of RNs earn \$100,000 - \$120,000 annually in their current position. 26% of RNs earn more than \$120,000 annually in their primary position. RNs on the Neighbor Islands earn less than their counterparts working on O'ahu; one-third of Neighbor Island RNs earn less than \$100,000 annually as compared to 23% of RNs on O'ahu.

## RN PRIMARY PRACTICE CHARACTERISTICS

- ✎ 48% of RNs statewide work in hospitals. Outpatient settings are the second most common employment setting for RNs (17%).
- ✎ 67% of RNs report that their primary job function is direct patient care and education. 10% of RNs primary job function is management or administration.
- ✎ Medical-surgical (11%) and adult-gerontology (6%) are the two most frequently reported practice specialties for RNs statewide and in all counties.
- ✎ 69% of RNs report that they do not deliver any nursing care via telehealth.

## RN EDUCATION

- ✎ 60% of RNs' initial nursing education program was a BSN. Honolulu County RNs are more likely to have been initially prepared a BSN program whereas RNs in Hawai'i, Maui, and Kaua'i Counties are more likely to have been initially educated in an ADN program.
- ✎ 37% of RNs graduated from their entry to practice education program 21 years ago or longer. 11% of RNs graduated 5 or fewer years ago.
- ✎ 54% of RNs were initially educated at a school of nursing located in Hawai'i. RNs in Hawai'i and Kaua'i Counties are slightly less likely to have been initially educated at a Hawai'i school.
- ✎ 77% of Hawai'i RNs have a BSN or graduate degree in nursing. RNs on O'ahu are more likely than nurses in Hawai'i, Maui, and Kaua'i Counties to have completed a BSN or higher.
- ✎ 6% of RNs are currently enrolled in a degree-leading nurse education program. These are predominantly master's or DNP programs offered by schools located outside the state of Hawai'i.

## RN JOB SATISFACTION AND RETENTION

- ✎ 64% of RNs statewide are satisfied or very satisfied in their current primary nursing position.
- ✎ 64% of RNs are likely or very likely to stay in their current nursing role for at least the next year.
- ✎ Among RNs who plan to leave their current role within the year, 30% cite dissatisfaction with their current employer as the primary reason for their anticipated departure. 20% want to work in a different setting.
- ✎ Within the next 5 years, 22% of RNs expect to leave the Hawai'i nursing workforce because of retirement (14%), leaving nursing for another profession (7%), or a departure from the workforce for reasons other than retirement (1%).

## RN PROFESSIONAL DEVELOPMENT

- ✎ 81% of RNs completed at least 30 contact hours of continuing nursing education in the past 2 years.
- ✎ 14% of RNs precepted nursing students for at least 120 hours in the past 2 years.
- ✎ 44% of RNs report that they received formal education in evidence-based nursing practice in school. 27% have received training in EBP through professional development courses.

# RN Data Tables

**TABLE 13. RN DEMOGRAPHIC CHARACTERISTICS BY COUNTY**

		All RNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>Gender</b>	Male	14%	14%	13%	13%	10%
	Female	85%	84%	86%	87%	89%
	Other Gender Identity	0%	0%	0%	0%	0%
	Prefer Not to Say	1%	1%	0%	0%	0%
<b>Age in 2023</b>	20-24	1%	1%	1%	1%	0%
	25-34	19%	20%	17%	17%	19%
	35-44	28%	28%	28%	28%	28%
	45-54	27%	27%	27%	27%	29%
	55-59	9%	9%	9%	10%	8%
	60-64	8%	7%	9%	9%	6%
	65-74	7%	7%	9%	6%	9%
	75 and older	1%	1%	1%	1%	1%
	Mean Age	45.8	45.8	45.8	45.8	45.8
Median Age	45.0	45.0	45.0	45.0	45.0	
<b>Generational Group (Pew, 2019)</b>	Generation Z (24 Years and Younger)	4%	4%	3%	3%	2%
	Millennials (25 to 40 Years)	39%	40%	38%	37%	41%
	Generation X (41 to 56 Years)	39%	39%	40%	41%	40%
	Baby Boomers (57 to 75 Years)	17%	16%	19%	18%	18%
	Greatest Generation (76 Years & Older)	0%	0%	1%	0%	0%
<b>Race (US Census Race Categories)</b>	Multiple Races	20%	19%	28%	21%	23%
	White	25%	20%	41%	36%	33%
	Black/African American	1%	1%	0%	1%	0%
	American Indian/Alaska Native	0%	0%	1%	0%	0%
	Asian	52%	59%	28%	39%	43%
	Native Hawaiian/Other Pacific Islander	2%	2%	2%	3%	1%
<b>Ethnicity</b>	Multiple Ethnicities	25%	25%	30%	25%	27%
	White	23%	18%	38%	34%	30%
	Black/African American	1%	1%	0%	1%	0%
	American Indian/Alaska Native	0%	0%	0%	0%	0%
	Chinese	3%	3%	0%	1%	0%
	Filipino/a	32%	34%	17%	28%	33%
	Japanese	8%	10%	6%	4%	5%
	Korean	1%	2%	0%	0%	0%

**TABLE 13. RN DEMOGRAPHIC CHARACTERISTICS BY COUNTY** *CONTINUED*

		All RNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>Ethnicity</b>	Other Asian	2%	2%	1%	1%	1%
	Native Hawaiian	1%	1%	1%	2%	1%
	Samoan	0%	0%	0%	0%	0%
	Other Pacific Islander	0%	0%	0%	0%	0%
	Prefer Not to Say	4%	4%	6%	4%	3%
<b>Any Part Native Hawaiian Ancestry</b>	Yes	11%	10%	16%	13%	10%
	No	89%	90%	84%	87%	90%
<b>Hispanic/Latino/a/e of Any Race</b>	Yes	9%	8%	10%	11%	8%
	No	91%	92%	90%	89%	92%

**TABLE 14. RN LICENSURE CHARACTERISTICS BY COUNTY**

		All RNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>Years Since Initial RN Licensure</b>	5 Years or Fewer	19%	19%	19%	20%	19%
	6 to 10 Years	18%	18%	16%	17%	18%
	11 to 15 Years	19%	19%	20%	20%	21%
	16 to 20 Years	14%	14%	15%	15%	14%
	21 Years or More	30%	30%	31%	29%	28%
<b>Nurse License Jurisdictions</b>	Only Licensed in Hawai'i	95%	95%	92%	93%	96%
	Licensed in Hawai'i and at Least 1 Other Jurisdiction	5%	5%	8%	7%	4%

**TABLE 15. RN CERTIFICATIONS BY COUNTY**

		All RNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>RN National Certifications Held</b>  (multiple responses possible)	None	67%	67%	65%	68%	71%
	Acute/Critical Care	6%	6%	7%	5%	4%
	Ambulatory Care	1%	1%	1%	1%	0%
	Care Coordination/Case Management	2%	2%	2%	1%	2%
	Emergency/Trauma	4%	4%	7%	5%	6%
	Gerontology	1%	1%	1%	1%	2%
	Hospice/Palliative Care	1%	1%	1%	2%	1%
	Medical-Surgical	5%	4%	5%	6%	3%
	Nephrology/Dialysis	1%	2%	1%	1%	0%
	Nurse Education	1%	1%	1%	1%	0%
	Nurse Manager/Leader/Executive	1%	1%	2%	2%	2%
	Obstetric/Maternal-Newborn/Neonatal	3%	2%	4%	3%	3%
	Oncology	2%	2%	2%	2%	2%
	Orthopedic	0%	0%	0%	0%	0%
	Pediatric	1%	1%	0%	1%	2%
	Perioperative	2%	2%	1%	2%	2%
	Psych/Mental Health/Behavioral Health	1%	1%	1%	1%	2%
	Rehabilitation	1%	1%	0%	0%	1%
	Research	0%	0%	0%	0%	0%
	Wound Care/Ostomy/Continence	1%	1%	2%	0%	1%
Other	6%	6%	5%	5%	5%	



**TABLE 16. RN PRIMARY EMPLOYMENT CHARACTERISTICS BY COUNTY**

		All RNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>Number of Nursing License Relevant Jobs</b>	1 Position	82%	82%	84%	85%	82%
	2 Positions	15%	16%	14%	14%	16%
	3 or More Positions	2%	3%	3%	1%	2%
<b>Total Hours Worked in a Typical Week Across Primary &amp; Secondary Positions</b>	19 Hours or Fewer	4%	3%	5%	4%	6%
	20 to 40 Hours	71%	71%	70%	74%	72%
	41 Hours or More	25%	26%	26%	21%	21%
<b>Position Requires License</b>	Yes	97%	97%	97%	98%	97%
	No	3%	3%	3%	2%	3%
<b>FTE</b>	Full-time	79%	81%	79%	70%	67%
	Part-time	15%	14%	14%	23%	25%
	Per diem	6%	5%	6%	7%	7%
<b>Total Hours Worked in a Typical Week in Primary Position</b>	19 Hours or Fewer	4%	4%	5%	5%	7%
	20 to 40 Hours	81%	82%	78%	81%	80%
	41 Hours or More	15%	14%	16%	14%	13%
<b>Self-Employed</b>	Self-Employed	3%	3%	4%	2%	2%
	Work for Someone Else	97%	97%	96%	98%	98%
<b>Time in Current Position</b>	Less than 1 Year	15%	15%	17%	16%	14%
	1 Year to Less than 3 Years	19%	18%	23%	21%	22%
	3 Years to Less than 5 Years	12%	11%	13%	13%	14%
	5 Years to Less than 10 Years	20%	20%	18%	18%	20%
	10 Years or Longer	35%	37%	30%	32%	30%
<b>Agency Nurse</b>	Yes	7%	7%	9%	6%	9%
	No	93%	93%	91%	94%	91%
<b>Travel Nurse</b>	Yes	3%	2%	7%	3%	2%
	No	97%	98%	93%	97%	98%
<b>2022 Pre-Tax Income</b>	Less than \$40,000	7%	7%	9%	8%	10%
	\$40,000 to less than \$60,000	6%	6%	8%	10%	8%
	\$60,000 to less than \$80,000	12%	11%	13%	16%	17%
	\$80,000 to less than \$100,000	22%	21%	27%	21%	26%
	\$100,000 to less than \$120,000	26%	27%	22%	21%	21%
	\$120,000 to less than \$140,000	16%	17%	14%	14%	11%
	\$140,000 to less than \$160,000	6%	6%	3%	7%	5%
	\$160,000 to less than \$180,000	2%	2%	1%	2%	1%
	\$180,000 to less than \$200,000	1%	1%	1%	1%	0%
More than \$200,000	1%	1%	1%	1%	1%	

**TABLE 17. RN PRIMARY PRACTICE CHARACTERISTICS BY COUNTY**

		All RNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>Primary Job Function</b>	Direct Patient Care & Education	67%	66%	64%	70%	69%
	Teaching/Training Students or Staff	3%	3%	5%	3%	3%
	Administration/Management	10%	10%	11%	10%	10%
	Quality/Practice Improvement	2%	2%	2%	2%	2%
	Case Management	4%	5%	4%	4%	4%
	Care Coordination	6%	6%	6%	4%	5%
	Research	1%	1%	0%	1%	0%
	Workforce Planning/Development	1%	1%	1%	1%	1%
	Other	7%	7%	7%	6%	6%
<b>Primary Position Setting Type</b>	Acute Care Hospital	48%	48%	49%	47%	46%
	Post-Acute/Long-Term Care Facility	11%	11%	9%	7%	14%
	Ambulatory	17%	16%	16%	24%	18%
	Home Health/Hospice	6%	6%	7%	7%	7%
	All Other Settings	18%	18%	19%	15%	15%
<b>Setting</b>	Acute Care Hospital	48%	48%	49%	47%	46%
	Assisted Living Facility	1%	1%	1%	0%	2%
	College/University	1%	1%	1%	1%	1%
	Community Health Center	2%	1%	4%	3%	3%
	Correctional Facility	1%	1%	1%	0%	1%
	Dialysis Clinic	3%	3%	3%	4%	2%
	Government or Regulatory Agency	2%	3%	1%	1%	2%
	Home Health	4%	3%	4%	4%	6%
	Hospice	3%	3%	3%	4%	1%
	Insurance Company	3%	3%	3%	1%	1%
	Nursing Home/Extended Care Facility	8%	8%	8%	6%	10%
	Outpatient Clinic/Urgent Care	6%	6%	4%	8%	5%
	Provider's Office	2%	1%	2%	2%	2%
	Public Health	1%	1%	1%	2%	0%
	Rehabilitation Hospital	2%	2%	0%	1%	2%
	School Health Room/Clinic	2%	2%	2%	3%	2%
	Surgical Center	3%	3%	2%	3%	4%
	Other Clinical Setting	6%	6%	5%	6%	7%
	Other Non-Clinical Setting	4%	4%	5%	3%	3%
<b>Percent of Nursing Care Delivered by Telehealth</b>	50% or More	10%	11%	7%	7%	6%
	Less than 50% but more than 0%	21%	20%	28%	21%	29%
	None	69%	69%	65%	72%	66%

**TABLE 17. RN PRIMARY PRACTICE CHARACTERISTICS BY COUNTY** *CONTINUED*

		All RNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>Specialty</b>	Administration/Management	6%	6%	7%	5%	7%
	Adult-Gerontology	9%	9%	11%	10%	12%
	Anesthesiology	0%	0%	0%	0%	0%
	Cardiology/Telemetry	6%	7%	3%	5%	0%
	Critical Care	6%	6%	5%	7%	5%
	Education	2%	2%	3%	3%	3%
	Emergency/Trauma	6%	6%	9%	7%	7%
	Family Health	2%	2%	2%	3%	3%
	Gastroenterology	1%	1%	0%	1%	1%
	Maternal-Child/Obstetrics	4%	4%	4%	4%	7%
	Medical-Surgical	11%	10%	14%	12%	11%
	Neonatal	1%	2%	0%	0%	0%
	Nephrology/Dialysis	3%	4%	3%	4%	2%
	Occupational Health	1%	1%	1%	1%	0%
	Oncology	2%	3%	2%	2%	2%
	Pain Management	0%	0%	0%	0%	0%
	Palliative Care/Hospice	2%	2%	3%	3%	1%
	Pediatrics	4%	5%	1%	2%	4%
	Perioperative/Surgical	6%	7%	6%	6%	9%
	Policy/Regulation	0%	0%	0%	0%	0%
	Psychiatric/Mental/Behavioral Health	4%	4%	4%	3%	4%
	Public/Population Health	2%	2%	3%	2%	2%
	Rehabilitation	2%	2%	1%	1%	2%
	School/Student Health	1%	1%	1%	2%	1%
Women's Health	1%	0%	1%	1%	2%	
Workforce Development	0%	0%	0%	0%	0%	
Other Clinical Specialty	10%	10%	9%	12%	9%	
Other Non-Clinical Specialty	5%	5%	5%	4%	4%	
<b>Types of Patients Treated in Primary Position</b>	Uninsured	55%	53%	62%	57%	53%
	Medicaid	78%	77%	84%	80%	77%
	Medicare	77%	76%	80%	80%	74%
	Gay, Lesbian, Bisexual	59%	58%	63%	61%	57%
	Transgender/Gender Nonbinary	49%	49%	50%	49%	41%
	Substance Use Disorder	66%	64%	71%	70%	67%
	Non-English Speaking	70%	70%	70%	70%	62%
	Houseless/Homeless	64%	63%	68%	66%	63%
	Disabled	69%	68%	73%	73%	69%
	None	3%	3%	2%	2%	3%
Do Not Know	8%	7%	7%	8%	9%	

**TABLE 18. RN EDUCATION CHARACTERISTICS BY COUNTY**

		All RNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>Educational Preparation for Entry to Practice</b>	LPN Certificate	7%	6%	6%	13%	13%
	RN Diploma	6%	5%	4%	10%	7%
	ADN	25%	19%	41%	38%	37%
	BSN	60%	67%	47%	37%	41%
	GEPN-MS	2%	2%	1%	1%	2%
	GEPN-DNP	0%	0%	0%	0%	0%
	GEPN-PhD	0%	0%	0%	0%	0%
<b>Number of Years Since Completion of Initial Nurse Education Program</b>	5 Years or Fewer	11%	11%	13%	13%	9%
	6 to 10 Years	15%	15%	16%	13%	16%
	11 to 15 Years	21%	21%	20%	22%	20%
	16 to 20 Years	16%	16%	15%	17%	17%
	21 Years or More	37%	37%	36%	35%	38%
<b>Location of First Degree Program</b>	Hawai'i	54%	55%	49%	54%	49%
	Other State	31%	28%	44%	32%	36%
	Foreign Country	15%	17%	7%	14%	15%
<b>Highest Nursing Education Completed</b>	LPN Certificate	0%	0%	0%	0%	0%
	RN Diploma	4%	4%	3%	9%	7%
	ADN	19%	13%	33%	33%	32%
	BSN	68%	74%	57%	50%	55%
	MS	7%	8%	6%	8%	6%
	DNP	1%	1%	1%	1%	0%
	PhD	0%	1%	0%	0%	0%
<b>Non-Nursing Degrees Earned</b>	None	64%	65%	65%	59%	62%
	Associate Degree	14%	13%	16%	18%	16%
	Bachelor's Degree	20%	20%	19%	22%	22%
	Masters Degree	4%	5%	2%	3%	1%
	Professional Doctoral Degree	1%	1%	0%	1%	0%
	PhD	0%	0%	0%	0%	0%
<b>Currently Enrolled in Nursing Degree Program</b>	Yes	6%	5%	6%	8%	5%
	No	94%	95%	94%	92%	95%

**TABLE 19. RN WORKFORCE RETENTION BY COUNTY**

		All RNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>Primary Position Job Satisfaction</b>	Very Dissatisfied	4%	4%	4%	5%	2%
	Dissatisfied	6%	6%	5%	7%	7%
	Neutral	26%	26%	23%	26%	23%
	Satisfied	32%	31%	35%	30%	33%
	Very Satisfied	33%	32%	33%	33%	35%
<b>Likely to Leave Primary Position within Next 12 Months</b>	Very Likely to Stay	52%	51%	54%	50%	54%
	Likely to Stay	12%	13%	11%	12%	12%
	Uncertain	26%	26%	25%	26%	26%
	Likely to Leave	5%	5%	5%	6%	5%
	Very Likely to Leave	5%	5%	5%	6%	3%
<b>Primary Reason for Leaving Current Position</b>	Dissatisfied in current position or with current employer	30%	29%	25%	39%	35%
	Want a different position with current employer	8%	10%	4%	4%	4%
	Want to work in a different setting	20%	20%	23%	18%	12%
	Plan to move out of state	13%	13%	9%	15%	15%
	Plan to leave nursing for another field	3%	3%	0%	5%	4%
	Plan to retire	13%	12%	19%	10%	19%
	Plan to leave workforce for reason other than retirement	1%	1%	0%	0%	0%
	Other	13%	12%	21%	10%	12%
<b>Plans for 5 Years from 2023</b> (multiple responses possible)	Current Job	47%	47%	50%	44%	45%
	Different Setting	29%	29%	24%	31%	25%
	Different Specialty	20%	21%	18%	21%	17%
	Working in Field Other than Nursing	7%	7%	6%	8%	8%
	Retired	14%	13%	16%	14%	14%
	No Longer Working for Reason Other than Retirement	1%	1%	1%	1%	2%
	Not Sure/No Specific Plans	17%	17%	15%	17%	21%
	Some Other Plan	6%	6%	7%	7%	6%
<b>Lived Outside of Hawai'i 1 Year Ago</b>	Yes	6%	5%	10%	6%	5%
	No	94%	95%	90%	94%	95%
<b>Plan to Live Outside of Hawai'i 1 Year From Now</b>	Yes	4%	4%	5%	5%	3%
	No	96%	96%	95%	95%	97%

**TABLE 20. RN PROFESSIONAL DEVELOPMENT ACTIVITIES BY COUNTY**

		All RNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>Continuing Competency Qualifying Activities Completed in Last 2 Years</b>  (multiple responses possible)	National Certification	33%	32%	39%	36%	32%
	30 CNE Contact Hours	81%	81%	83%	79%	78%
	HBON-Approved Refresher Course	6%	5%	9%	5%	5%
	2 Credit Hours of Post-Licensure Nursing Education	10%	9%	13%	12%	11%
	Preceptor for Nursing Student(s) for 120 Hours	14%	14%	14%	12%	9%
	PI or Co-Investigator for Research or EBP Project	2%	3%	2%	1%	0%
	Author or Co-Author of Peer Reviewed Publication	1%	1%	1%	1%	0%
	Developed/Conducted 5 Contact Hours of CNE	6%	5%	7%	6%	4%
	Completed Nurse Residency Program	4%	4%	4%	5%	2%
	No Continuing Competency Activity Completed	10%	10%	9%	11%	12%
<b>Received Formal Education in EBP</b>	No Formal Education/Training in EBP	41%	42%	36%	42%	47%
	Received EBP Education in Nursing School	44%	44%	47%	47%	40%
	Received EBP Education after Completing Nursing School	27%	27%	32%	22%	23%

**TABLE 21. RN WELLBEING – SENTIMENTS ABOUT THE NURSING PROFESSION BY COUNTY**

		All RNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>In general, I feel valued by my nursing employer(s).</b>	Strongly Agree	22%	21%	25%	22%	22%
	Agree	45%	45%	45%	39%	47%
	Neither Agree nor Disagree	20%	20%	17%	22%	17%
	Disagree	10%	10%	10%	12%	11%
	Strongly Disagree	4%	4%	3%	5%	4%
<b>In general, I feel that my nursing employer(s) are genuinely concerned about my physical, emotional, and psychological wellbeing.</b>	Strongly Agree	18%	17%	18%	20%	17%
	Agree	38%	38%	40%	33%	42%
	Neither Agree nor Disagree	25%	25%	24%	24%	23%
	Disagree	14%	14%	13%	15%	12%
	Strongly Disagree	6%	5%	5%	8%	6%
<b>In general, I feel that my nursing employer(s) encourage and provide needed support for my professional development.</b>	Strongly Agree	18%	18%	19%	19%	14%
	Agree	41%	42%	36%	36%	43%
	Neither Agree nor Disagree	26%	25%	27%	29%	26%
	Disagree	11%	10%	14%	9%	13%
	Strongly Disagree	4%	4%	4%	6%	3%
<b>In general, I feel that nursing is a fulfilling career.</b>	Strongly Agree	39%	38%	40%	41%	40%
	Agree	45%	46%	43%	43%	47%
	Neither Agree nor Disagree	11%	11%	11%	12%	10%
	Disagree	4%	4%	4%	4%	3%
	Strongly Disagree	1%	1%	1%	1%	0%

**TABLE 22. RN WELLBEING – STRESSORS EXPERIENCED IN THE PAST 12 MONTHS BY COUNTY**

		All RNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>Stressors Experienced at Least Once in Last 12 Months</b>	At least one time in the past 12 months I have felt so stressed at work that I considered leaving the nursing profession.	48%	48%	47%	49%	46%
	At least one time in the past 12 months I have suffered an injury at work that caused me to be unable to do my job.	6%	7%	5%	5%	2%
	At least one time in the past 12 months I have researched and/or obtained mental healthcare to help me cope with work related stress.	18%	17%	21%	21%	18%
	None of these have happened in the past 12 months	46%	46%	48%	45%	50%

**TABLE 23. RN WELLBEING – FREQUENCY OF WELLBEING-IMPACTING EVENTS BY COUNTY**

		All RNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>How often in the last 12 months have you interacted at work with someone you consider a friend?</b>	At least once per day	53%	53%	52%	54%	49%
	At least once per week	30%	30%	31%	28%	33%
	At least once per month	7%	7%	6%	8%	10%
	At least once every other month	2%	2%	2%	2%	2%
	At least once per year	2%	3%	2%	2%	1%
	Never	5%	5%	6%	6%	5%
<b>How often in the last 12 months have you been bullied, verbally or physically abused, or treated with incivility by a coworker, supervisor, or manager?</b>	At least once per day	2%	2%	2%	2%	2%
	At least once per week	7%	7%	9%	6%	4%
	At least once per month	9%	9%	10%	10%	8%
	At least once every other month	6%	6%	9%	8%	9%
	At least once per year	16%	16%	15%	15%	14%
	Never	60%	61%	55%	60%	64%
<b>How often in the last 12 months have you been verbally or physically abused by a patient or a visitor?</b>	At least once per day	5%	5%	8%	4%	2%
	At least once per week	14%	13%	17%	12%	10%
	At least once per month	15%	15%	14%	17%	16%
	At least once every other month	11%	10%	12%	10%	10%
	At least once per year	21%	21%	19%	25%	18%
	Never	35%	36%	30%	32%	43%
<b>How often in the last 12 months have you been asked by your employer to work more hours in a shift or more shifts in a week than you felt was safe?</b>	At least once per day	3%	3%	2%	3%	1%
	At least once per week	15%	16%	12%	12%	9%
	At least once per month	14%	14%	12%	11%	17%
	At least once every other month	7%	7%	8%	7%	10%
	At least once per year	9%	9%	10%	10%	10%
	Never	52%	50%	56%	56%	54%



# APRN Data Highlights + Tables by County



# Highlights

## 2023 LICENSE COUNTS (AS OF SEPTEMBER 2023)

- ✎ 2,455 individuals hold an active Hawai'i APRN license.
  - This is a 31% increase compared to the previous nurse license renewal year in 2021.
  - This is a 127% increase compared to 2013.
- ✎ 1,444 (59%) APRNs report a primary residential address in the state of Hawai'i.
  - This is a 9 percentage point decrease compared to 2021.
  - This is a 16 percentage point decrease compared to 2013.

FIGURE 7. APRN LICENSES, 2013-2023

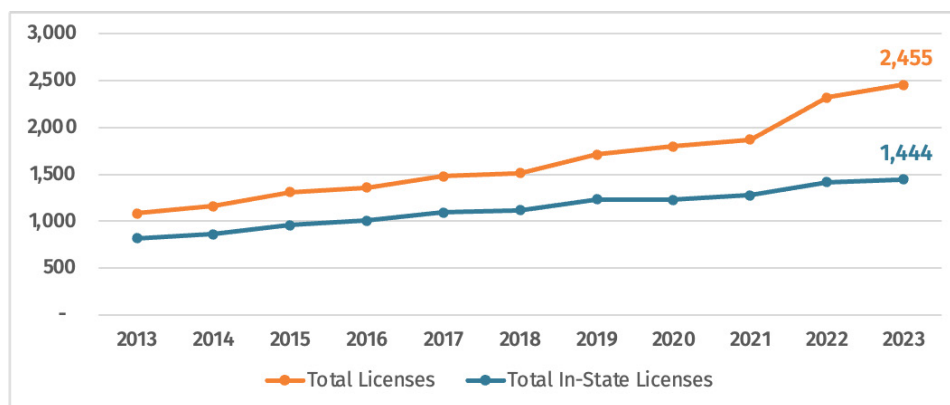
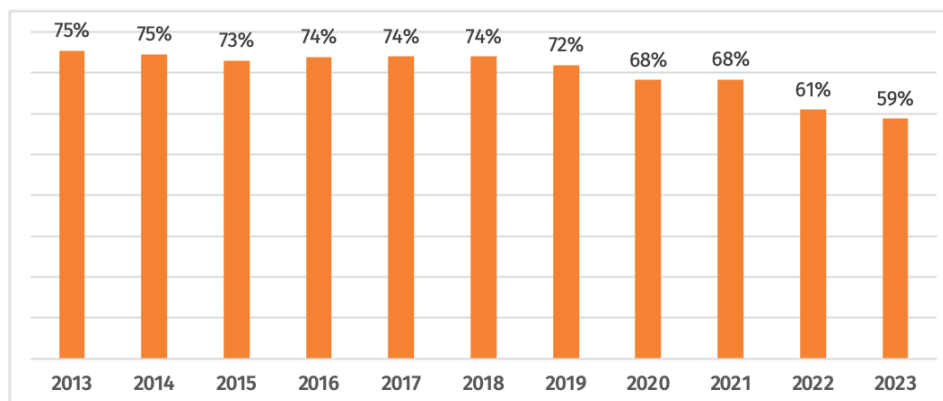


FIGURE 8. % APRN LICENSES HELD BY HAWAI'I RESIDENTS, 2013-2023



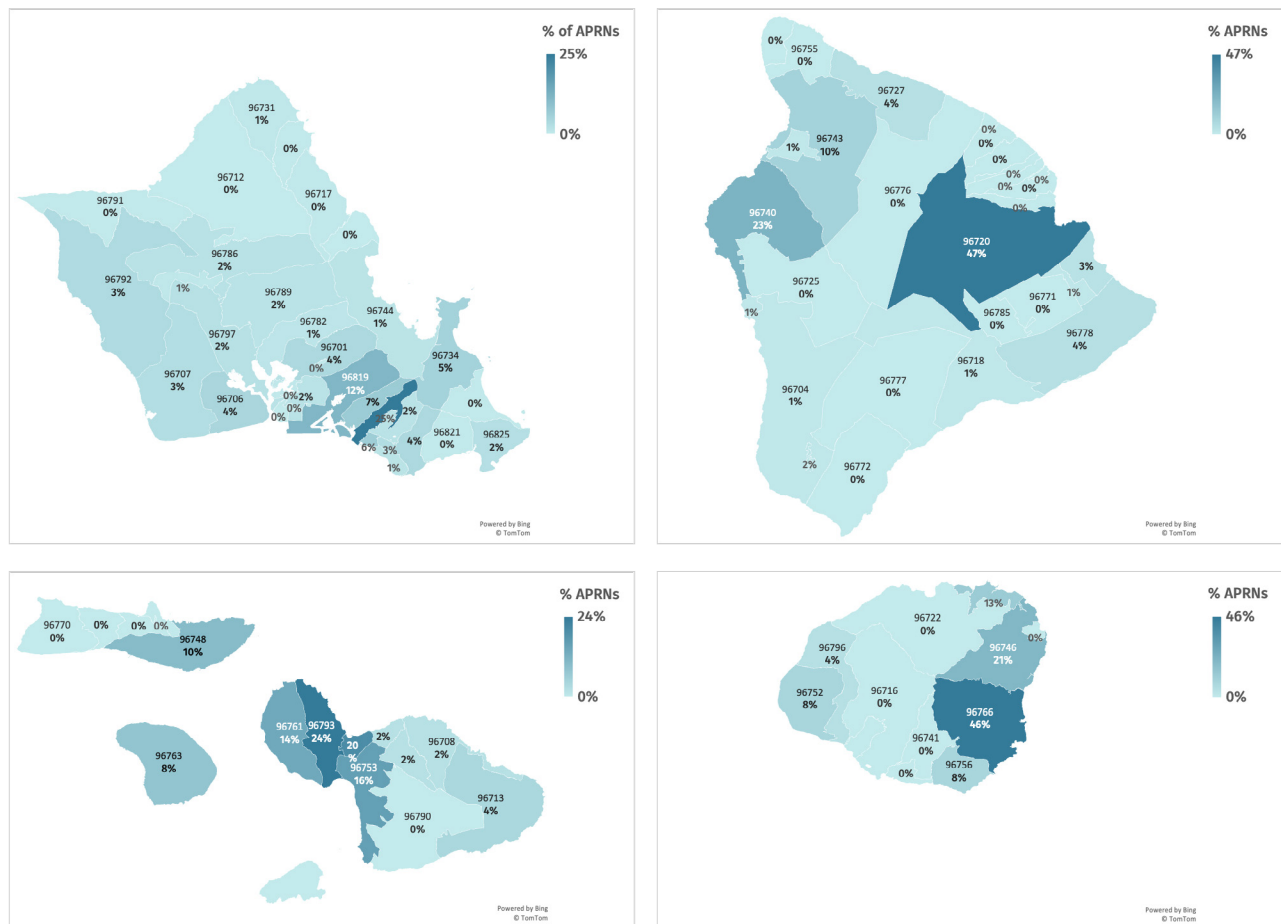
## GEOGRAPHIC DISTRIBUTION

The distribution of the APRN workforce is distributed across the counties similarly to the distribution of the residential population, though they are slightly overrepresented in Honolulu County and underrepresented on Maui County. Although APRNs in Hawai'i are not bound to supervisory or collaborative practice agreements with physicians and can practice anywhere, the APRN workforce is concentrated in the zip codes in each county where hospitals are located.

**TABLE 24. DISTRIBUTION OF THE APRN WORKFORCE BY COUNTY**

County	% of Residential Population	% of APRN Workforce
Honolulu County	70%	75%
Hawai'i County	14%	14%
Maui County	11%	8%
Kaua'i County	5%	4%

**FIGURE 9. DISTRIBUTION OF APRNS' PRIMARY PRACTICE LOCATION BY COUNTY & ZIP CODE**



## APRN DEMOGRAPHICS

- ✎ Gender
  - 16% of APRNs statewide are men.
  - APRNs in Hawai'i and Kaua'i Counties are less likely to be men than APRNs in Honolulu or Maui Counties.
- ✎ Age
  - The average age of APRNs statewide is 48.6 years. APRNs in Maui County are younger, on average (45.9 years) than APRNs in other counties.
  - 21% of the state's APRNs are 60 years or older. Hawai'i County has the highest proportion of APRNs who are 60 and older (30%).
- ✎ Race & Ethnicity
  - Caucasian APRNs account for the largest proportion of APRNs in the state (38%) and in every county.
  - Multiethnic APRNs account for the second largest proportion the workforce (25%).
  - 9% of APRNs report having Native Hawaiian ancestry. APRNs with Native Hawaiian ancestry account for at least 10% of the workforce in Hawai'i, Maui, and Kaua'i Counties.

## APRN LICENSURE & CERTIFICATIONS

- ✎ 16% of APRNs obtained their first APRN license more than 20 years ago. Kaua'i County is the only county in which less than 30% of the APRN workforce has been licensed for 5 years or fewer.
- ✎ 8% of APRNs hold at least one nursing license in Hawai'i and at least one other jurisdiction. APRNs in Hawai'i (10%) and Maui (14%) Counties are more likely to be licensed in another state than APRNs in Honolulu (7%) and Kaua'i (4%) Counties.
- ✎ 88% of APRNs have prescriptive authority. Honolulu County is the only county in which less than 90% of APRNs have prescriptive authority.
- ✎ 86% of APRNs are certified as nurse practitioners including 12% of APRNs who hold multiple certifications of which at least one is an NP certification.
- ✎ 56% of APRNs are certified as family NPs.
- ✎ 13% of APRNs are certified as adult-gerontology primary care NPs.
- ✎ 9% of APRNs are certified as psychiatric/mental health NPs or CNSs.

## APRN TOTAL POSITIONS AND HOURS WORKED IN A TYPICAL WEEK

- ✎ 35% of APRNs have 2 or more nursing jobs. APRNs in Kaua'i County are slightly less likely to have multiple nursing jobs than APRNs in other counties.
- ✎ 45% of APRNs work more than 40 hours in a typical week across all of their nursing positions. 25% report working more than 40 hours in a typical week in their primary position alone.

## APRN PRIMARY EMPLOYMENT CHARACTERISTICS

- ✎ 12% of APRNs report being self-employed in their primary position. APRNs in Honolulu County are substantially less likely to report being self-employed (9%) than APRNs in Hawai'i (18%), Maui (22%), or Kaua'i (29%) Counties.
- ✎ 53% of APRNs statewide have been in their current primary position for less than 5 years.

- ✎ 72% of APRNs report an average annual income of \$100,000 or more from their primary role. APRNs in Hawai'i (65%) and Maui (60%) Counties are less likely to earn at least \$100,000 in their primary role than APRNs in Honolulu (75%) and Kaua'i Counties (71%).

### APRN PRIMARY PRACTICE CHARACTERISTICS

- ✎ 80% of APRNs report a primary job function of direct patient care and education. After direct patient care, teaching is the second most reported (6%) primary job function among APRNs.
- ✎ 50% of APRNs report outpatient clinical settings as their primary practice location. APRNs in Honolulu County are notably more likely to report a primary practice setting of hospital (26%) than APRNs in any other county. APRNs in Kaua'i County are more likely than APRNs in any other county to report working in a post-acute long-term care setting.
- ✎ APRNs' primary practice specialties generally correspond to their certifications. Family health (22%) and adult-gerontology (14%) are the two most common specialties of APRNs. 8% of APRNs statewide report a primary practice specialty of psychiatric/mental/behavioral health.

### APRN EDUCATION

- ✎ 51% of APRNs were initially educated in BSN programs. 20% of APRNs' initial education was a graduate-entry nursing program which combines an accelerated RN program with admission to a graduate program in nursing.
- ✎ 74% of APRNs have a master's degree in nursing. 23% have a DNP or PhD in nursing.
- ✎ 15% of APRNs have a graduate degree in a field other than nursing.

### APRN JOB SATISFACTION AND RETENTION

- ✎ 71% of APRNs are satisfied or very satisfied in their primary position.
- ✎ Job satisfaction is lowest among APRNs in Kaua'i County where only 57% of APRNs report being satisfied or very satisfied in their primary nursing job.
- ✎ 21% of APRNs on Kaua'i report being likely or very likely to leave their current position within the next year. Less than 15% of APRNs in any other county report having plans to leave their current position.
- ✎ Within the next 5 years, 22% of APRNs plan to leave the Hawai'i nursing workforce due to retirement, a career change to a field other than nursing or for some other reason. In Hawai'i County, 31% of APRNs plan to leave the state's workforce within 5 years which is more than any other county.

### APRN PROFESSIONAL DEVELOPMENT

- ✎ 30% of APRNs precepted nursing students for at least 120 hours over the past 2 years.
- ✎ 25% of APRNs completed at least two credit hours of post-licensure nursing education in the past 2 years.
- ✎ 14% of APRNs developed and/or conducted at least 5 hours of continuing nursing education in the past 2 years.
- ✎ 12% of APRNs report that they have never received any type of formal education in evidence-based practice.

# APRN Data Tables

**TABLE 25. APRN DEMOGRAPHIC CHARACTERISTICS BY COUNTY**

		All APRNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>Gender</b>	Male	16%	17%	10%	16%	8%
	Female	83%	82%	87%	82%	92%
	Other Gender Identity	0%	0%	0%	0%	0%
	Prefer Not to Say	1%	1%	3%	2%	0%
<b>Age in 2023</b>	25-34	10%	10%	9%	12%	5%
	35-44	32%	32%	26%	47%	23%
	45-54	26%	27%	24%	14%	41%
	55-59	11%	11%	11%	8%	5%
	60-64	11%	10%	16%	8%	14%
	65-74	10%	9%	13%	10%	14%
	75 and older	1%	1%	1%	0%	0%
	Mean Age	48.6	48.3	50.7	45.9	51.4
Median Age	45.0	45.0	46.0	45.0	45.0	
<b>Generational Group (Pew, 2019)</b>	Generation Z (24 Years and Younger)	0%	0%	0%	0%	0%
	Millennials (25 to 40 Years)	35%	35%	25%	51%	18%
	Generation X (41 to 56 Years)	42%	43%	42%	29%	50%
	Baby Boomers (57 to 75 Years)	23%	22%	33%	20%	32%
<b>Race (US Census Race Categories)</b>	Multiple Races	21%	19%	25%	24%	36%
	White	42%	38%	57%	52%	45%
	Black/African American	2%	2%	3%	2%	0%
	American Indian/Alaska Native	0%	0%	0%	0%	0%
	Asian	33%	39%	14%	20%	18%
	Native Hawaiian/Other Pacific Islander	1%	2%	0%	2%	0%
<b>Ethnicity</b>	Multiple Ethnicities	25%	25%	26%	22%	38%
	White	38%	34%	54%	47%	38%
	Black/African American	2%	1%	3%	2%	0%
	American Indian/Alaska Native	0%	0%	0%	0%	0%
	Chinese	4%	5%	1%	0%	0%
	Filipino/a	10%	11%	7%	8%	13%
	Japanese	8%	10%	2%	6%	4%
	Korean	2%	2%	0%	2%	0%
	Other Asian	2%	2%	2%	2%	0%
Native Hawaiian	1%	1%	0%	2%	0%	

**TABLE 25. APRN DEMOGRAPHIC CHARACTERISTICS BY COUNTY** *CONTINUED*

		All APRNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>Ethnicity</b>	Samoan	0%	1%	0%	0%	0%
	Other Pacific Islander	0%	0%	0%	0%	0%
	Prefer Not to Say	7%	7%	4%	10%	8%
<b>Any Part Native Hawaiian Ancestry</b>	Yes	9%	8%	11%	14%	13%
	No	91%	92%	89%	86%	88%
<b>Hispanic/Latino/a/e of Any Race</b>	Yes	9%	9%	3%	10%	13%
	No	91%	91%	97%	90%	88%

**TABLE 26. APRN LICENSURE CHARACTERISTICS BY COUNTY**

		All APRNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>Years Since Initial APRN Licensure</b>	5 Years or Fewer	31%	32%	31%	35%	13%
	6 to 10 Years	27%	27%	27%	27%	29%
	11 to 15 Years	15%	14%	13%	20%	29%
	16 to 20 Years	11%	10%	13%	12%	8%
	21 Years or More	16%	17%	15%	6%	21%
<b>Nurse License Jurisdictions</b>	Only Licensed in Hawai'i	92%	93%	90%	86%	96%
	Licensed in Hawai'i and at Least 1 Other Jurisdiction	8%	7%	10%	14%	4%

**TABLE 27. APRN CERTIFICATIONS BY COUNTY**

		All APRNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>Has Prescriptive Authority</b>	Yes	88%	85%	96%	94%	92%
	No	12%	15%	4%	6%	8%
<b>Type of APRN Certification(s) Held</b>	Nurse Practitioner	74%	72%	76%	78%	79%
	Certified Nurse Specialist	4%	4%	2%	2%	0%
	Certified Nurse Midwife	3%	3%	5%	4%	0%
	Certified Registered Nurse Anesthetist	7%	8%	3%	4%	4%
	Multi Certified, at least 1 NP Cert	12%	12%	12%	12%	17%
	Multi Certified, no NP Certs	0%	0%	1%	0%	0%
<b>APRN Certifications Held</b> (multiple responses possible)	CNM	4%	3%	8%	8%	4%
	CRNA	7%	9%	3%	4%	4%
	CNS - Adult/Gerontology	4%	5%	0%	2%	0%
	CNS - Family/Lifespan	1%	1%	0%	0%	0%
	CNS - Neonatal	0%	0%	0%	0%	0%
	CNS - Psych/Mental Health	3%	3%	4%	2%	0%
	CNS - Other	1%	1%	1%	0%	0%
	NP - Adult-Gerontology Acute Care	6%	6%	5%	4%	4%
	NP - Adult-Gerontology Primary Care	13%	12%	15%	18%	21%
	NP - Family/Lifespan	56%	54%	67%	57%	58%
	NP - Neonatal	1%	1%	1%	0%	0%
	NP - Pediatric Acute Care	0%	0%	0%	0%	0%
	NP - Pediatric Primary Care	3%	4%	2%	2%	4%
	NP - Psychiatric-Mental Health, Adult	1%	1%	1%	4%	0%
	NP-Psychiatric-Mental Health, Lifespan	5%	5%	2%	6%	8%
	NP - Women's Health Care	3%	2%	1%	4%	8%
	NP - Other	3%	3%	4%	2%	4%



**TABLE 28. APRN PRIMARY EMPLOYMENT CHARACTERISTICS BY COUNTY**

		All APRNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>Number of Nursing License Relevant Jobs</b>	1 Position	65%	65%	67%	61%	58%
	2 Positions	26%	25%	25%	33%	29%
	3 or More Positions	9%	10%	8%	6%	13%
<b>Total Hours Worked in a Typical Week Across Primary &amp; Secondary Positions</b>	19 Hours or Fewer	3%	4%	3%	2%	4%
	20 to 40 Hours	52%	52%	55%	49%	42%
	41 Hours or More	45%	45%	42%	49%	54%
<b>Position Requires License</b>	Yes	99%	99%	100%	96%	100%
	No	1%	1%	0%	4%	0%
<b>FTE</b>	Full-time	81%	83%	73%	76%	75%
	Part-time	16%	14%	24%	18%	21%
	Per diem	3%	3%	3%	6%	4%
<b>Total Hours Worked in a Typical Week in Primary Position</b>	19 Hours or Fewer	4%	4%	6%	2%	8%
	20 to 40 Hours	70%	72%	69%	65%	63%
	41 Hours or More	25%	24%	26%	33%	29%
<b>Self-Employed</b>	Self-Employed	12%	9%	18%	22%	29%
	Work for Someone Else	88%	91%	82%	78%	71%
<b>Time in Current Position</b>	Less than 1 Year	16%	17%	16%	20%	4%
	1 Year to Less than 3 Years	24%	23%	27%	20%	29%
	3 Years to Less than 5 Years	13%	13%	11%	18%	8%
	5 Years to Less than 10 Years	23%	22%	25%	29%	33%
	10 Years or Longer	24%	26%	20%	14%	25%
<b>Agency Nurse</b>	Yes	3%	2%	3%	4%	4%
	No	97%	98%	97%	96%	96%
<b>Travel Nurse</b>	Yes	2%	2%	0%	4%	0%
	No	98%	98%	100%	96%	100%
<b>2022 Pre-Tax Income</b>	Less than \$40,000	6%	5%	7%	12%	13%
	\$40,000 to less than \$60,000	3%	3%	5%	6%	8%
	\$60,000 to less than \$80,000	6%	6%	9%	2%	8%
	\$80,000 to less than \$100,000	12%	12%	15%	20%	0%
	\$100,000 to less than \$120,000	20%	19%	24%	18%	21%
	\$120,000 to less than \$140,000	18%	20%	15%	12%	13%
	\$140,000 to less than \$160,000	18%	19%	14%	18%	17%
	\$160,000 to less than \$180,000	7%	7%	9%	4%	4%
	\$180,000 to less than \$200,000	4%	4%	1%	2%	4%
More than \$200,000	6%	6%	2%	6%	13%	

**TABLE 29. APRN PRIMARY PRACTICE CHARACTERISTICS BY COUNTY**

		All APRNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>Primary Job Function</b>	Direct Patient Care & Education	80%	78%	94%	84%	75%
	Teaching/Training Students or Staff	6%	6%	3%	2%	8%
	Administration/Management	5%	5%	1%	6%	8%
	Quality/Practice Improvement	2%	2%	0%	2%	0%
	Case Management	1%	1%	0%	2%	0%
	Care Coordination	2%	2%	0%	0%	4%
	Research	1%	1%	0%	2%	0%
	Workforce Planning/Development	1%	1%	1%	0%	0%
	Other	4%	5%	0%	2%	4%
<b>Primary Position Setting Type</b>	Acute Care Hospital	21%	26%	6%	10%	8%
	Post-Acute/Long-Term Care Facility	3%	3%	3%	0%	8%
	Ambulatory	50%	45%	73%	66%	50%
	Home Health/Hospice	3%	3%	3%	4%	8%
	All Other Settings	22%	24%	15%	20%	25%
<b>Setting</b>	Acute Care Hospital	21%	26%	6%	10%	8%
	Assisted Living Facility	0%	0%	0%	0%	0%
	College/University	4%	4%	3%	4%	13%
	Community Health Center	11%	9%	16%	18%	8%
	Correctional Facility	1%	1%	0%	0%	0%
	Dialysis Clinic	1%	1%	0%	0%	0%
	Government or Regulatory Agency	4%	5%	3%	0%	4%
	Home Health	2%	1%	2%	4%	4%
	Hospice	1%	1%	1%	0%	4%
	Insurance Company	1%	1%	0%	0%	0%
	Nursing Home/Extended Care Facility	2%	2%	2%	0%	8%
	Outpatient Clinic/Urgent Care	22%	20%	25%	26%	29%
	Provider's Office	14%	11%	29%	18%	13%
	Public Health	1%	0%	2%	2%	0%
	Rehabilitation Hospital	0%	0%	1%	0%	0%
	School Health Room/Clinic	2%	3%	1%	2%	0%
	Surgical Center	1%	0%	2%	2%	0%
	Other Clinical Setting	9%	10%	6%	10%	8%
	Other Non-Clinical Setting	2%	2%	0%	4%	0%
	<b>Percent of Nursing Care Delivered by Telehealth</b>	50% or More	16%	17%	7%	22%
Less than 50% but more than 0%		50%	45%	71%	50%	67%
None		34%	38%	22%	28%	25%

**TABLE 29. APRN PRIMARY PRACTICE CHARACTERISTICS BY COUNTY** *CONTINUED*

		All APRNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>Specialty</b>	Administration/Management	3%	3%	0%	2%	4%
	Adult-Gerontology	14%	15%	11%	10%	17%
	Anesthesiology	6%	7%	2%	4%	0%
	Cardiology/Telemetry	3%	3%	4%	2%	0%
	Critical Care	2%	2%	1%	0%	0%
	Education	2%	2%	2%	0%	0%
	Emergency/Trauma	2%	2%	0%	6%	0%
	Family Health	22%	19%	34%	28%	25%
	Gastroenterology	1%	1%	2%	0%	4%
	Maternal-Child/Obstetrics	5%	4%	6%	8%	4%
	Medical-Surgical	2%	1%	1%	2%	8%
	Neonatal	1%	1%	0%	0%	0%
	Nephrology/Dialysis	1%	1%	0%	2%	0%
	Occupational Health	2%	1%	2%	4%	0%
	Oncology	4%	4%	3%	4%	8%
	Pain Management	1%	1%	2%	2%	0%
	Palliative Care/Hospice	2%	3%	2%	0%	4%
	Pediatrics	4%	4%	4%	4%	0%
	Perioperative/Surgical	1%	1%	0%	0%	0%
	Policy/Regulation	0%	0%	0%	0%	0%
	Psychiatric/Mental/Behavioral Health	8%	8%	7%	10%	8%
	Public/Population Health	1%	0%	1%	4%	0%
	Rehabilitation	0%	0%	1%	0%	0%
	School/Student Health	1%	1%	0%	0%	0%
Women's Health	4%	4%	2%	0%	4%	
Workforce Development	0%	0%	0%	0%	0%	
Other Clinical Specialty	10%	10%	9%	8%	13%	
Other Non-Clinical Specialty	1%	1%	1%	0%	0%	
<b>Primary Care Provider</b>	Yes	55%	52%	69%	60%	50%
	No	45%	48%	31%	40%	50%
<b>Patients Billed for Services</b>	Yes	74%	69%	89%	84%	79%
	No	26%	31%	11%	16%	21%

**TABLE 29. APRN PRIMARY PRACTICE CHARACTERISTICS BY COUNTY** *CONTINUED*

		All APRNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>Types of Patients Treated in Primary Position</b>	Uninsured	57%	55%	60%	67%	53%
	Medicaid	82%	81%	88%	77%	84%
	Medicare	78%	76%	85%	84%	84%
	Gay, Lesbian, Bisexual	74%	73%	80%	74%	74%
	Transgender/Gender Nonbinary	61%	60%	64%	63%	63%
	Substance Use Disorder	67%	68%	62%	70%	68%
	Non-English Speaking	70%	73%	61%	63%	63%
	Houseless/Homeless	61%	62%	58%	56%	74%
	Disabled	73%	74%	67%	72%	74%
	None	3%	3%	0%	2%	0%
	Do Not Know	5%	6%	5%	5%	5%

**TABLE 30. APRN EDUCATION CHARACTERISTICS BY COUNTY**

		All APRNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>Educational Preparation for Entry to Practice</b>	LPN Certificate	6%	5%	7%	4%	17%
	RN Diploma	5%	4%	5%	10%	8%
	ADN	18%	15%	25%	22%	25%
	BSN	51%	54%	49%	37%	38%
	GEPN-MS	16%	16%	12%	20%	8%
	GEPN-DNP	4%	5%	1%	8%	4%
<b>Number of Years Since Completion of Initial Nurse Education Program</b>	5 Years or Fewer	5%	5%	4%	6%	0%
	6 to 10 Years	12%	12%	11%	20%	13%
	11 to 15 Years	20%	21%	16%	25%	17%
	16 to 20 Years	18%	18%	19%	16%	17%
	21 Years or More	45%	44%	49%	33%	54%
<b>Location of First Degree Program</b>	Hawai'i	40%	43%	27%	31%	38%
	Other State	56%	53%	68%	61%	58%
	Foreign Country	5%	5%	4%	8%	4%
<b>Highest Nursing Education Completed</b>	ADN	0%	0%	0%	0%	0%
	BSN	3%	2%	5%	2%	4%
	MS	74%	73%	76%	76%	79%
	DNP	21%	22%	19%	22%	17%
	PhD	2%	3%	0%	0%	0%
<b>Non-Nursing Degrees Earned</b> (multiple responses possible)	None	53%	54%	53%	51%	50%
	Associate Degree	6%	6%	9%	6%	13%
	Bachelor's Degree	33%	33%	28%	37%	25%
	Masters Degree	11%	11%	11%	10%	8%
	Professional Doctoral Degree	2%	2%	0%	2%	4%
	PhD	2%	1%	6%	0%	4%
<b>Currently Enrolled in Nursing Degree Program</b>	Yes	4%	4%	2%	2%	4%
	No	96%	96%	98%	98%	96%

**TABLE 31. APRN WORKFORCE RETENTION BY COUNTY**

		All APRNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>Primary Position Job Satisfaction</b>	Very Dissatisfied	4%	4%	3%	2%	9%
	Dissatisfied	5%	4%	8%	4%	4%
	Neutral	20%	20%	17%	17%	30%
	Satisfied	30%	29%	31%	40%	17%
	Very Satisfied	41%	42%	40%	38%	39%
<b>Likely to Leave Primary Position within Next 12 Months</b>	Very Likely to Stay	55%	56%	49%	50%	58%
	Likely to Stay	10%	10%	10%	12%	8%
	Uncertain	22%	20%	28%	30%	13%
	Likely to Leave	6%	7%	8%	2%	4%
	Very Likely to Leave	7%	7%	4%	6%	17%
<b>Primary Reason for Leaving Current Position</b>	Dissatisfied in current position or with current employer	30%	25%	36%	50%	60%
	Want a different position with current employer	7%	6%	9%	0%	20%
	Want to work in a different setting	12%	14%	9%	0%	0%
	Plan to move out of state	12%	13%	18%	0%	0%
	Plan to leave nursing for another field	5%	5%	9%	0%	0%
	Plan to retire	17%	14%	18%	50%	20%
	Other	18%	23%	0%	0%	0%
<b>Plans for 5 Years from 2023</b> (multiple responses possible)	Current Job	51%	51%	45%	53%	55%
	Different Setting	23%	23%	21%	27%	14%
	Different Specialty	13%	14%	12%	14%	5%
	Working in Field Other than Nursing	4%	4%	8%	0%	5%
	Retired	16%	16%	23%	8%	14%
	No Longer Working for Reason Other than Retirement	1%	2%	0%	0%	0%
	Not Sure/No Specific Plans	14%	15%	7%	14%	23%
	Some Other Plan	7%	7%	6%	16%	0%
<b>Lived Outside of Hawai'i 1 Year Ago</b>	Yes	6%	7%	5%	6%	4%
	No	94%	93%	95%	94%	96%
<b>Plan to Live Outside of Hawai'i 1 Year From Now</b>	Yes	4%	4%	2%	4%	0%
	No	96%	96%	98%	96%	100%

**TABLE 32. APRN PROFESSIONAL DEVELOPMENT ACTIVITIES BY COUNTY**

		All APRNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>Continuing Competency Qualifying Activities Completed in Last 2 Years</b>  (multiple responses possible)	National Certification	90%	90%	88%	88%	91%
	30 CNE Contact Hours	91%	91%	92%	88%	100%
	HBON-Approved Refresher Course	12%	11%	12%	15%	18%
	2 Credit Hours of Post-Licensure Nursing Education	25%	24%	26%	29%	23%
	Preceptor for Nursing Student(s) for 120 Hours	30%	29%	36%	23%	45%
	PI or Co-Investigator for Research or EBP Project	10%	13%	4%	4%	0%
	Author or Co-Author of Peer Reviewed Publication	5%	7%	2%	2%	0%
	Developed/Conducted 5 Contact Hours of CNE	14%	14%	14%	10%	18%
	Completed Nurse Residency Program	3%	3%	1%	2%	0%
	No Continuing Competency Activity Completed	1%	2%	0%	0%	0%
<b>Received Formal Education in EBP</b>	No Formal Education/Training in EBP	12%	13%	10%	11%	14%
	Received EBP Education in Nursing School	73%	73%	77%	74%	71%
	Received EBP Education after Completing Nursing School	38%	40%	35%	21%	33%

**TABLE 33. APRN WELLBEING – SENTIMENTS ABOUT THE NURSING PROFESSION BY COUNTY**

		All APRNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>In general, I feel valued by my nursing employer(s).</b>	Strongly Agree	33%	32%	30%	41%	43%
	Agree	42%	44%	38%	41%	10%
	Neither Agree nor Disagree	16%	14%	21%	14%	24%
	Disagree	8%	8%	8%	4%	24%
	Strongly Disagree	2%	2%	2%	0%	0%
<b>In general, I feel that my nursing employer(s) are genuinely concerned about my physical, emotional, and psychological wellbeing.</b>	Strongly Agree	26%	25%	24%	37%	38%
	Agree	40%	42%	34%	39%	14%
	Neither Agree nor Disagree	20%	20%	27%	14%	19%
	Disagree	11%	10%	9%	10%	29%
	Strongly Disagree	3%	3%	6%	0%	0%
<b>In general, I feel that my nursing employer(s) encourage and provide needed support for my professional development.</b>	Strongly Agree	27%	28%	22%	27%	32%
	Agree	38%	40%	34%	35%	18%
	Neither Agree nor Disagree	22%	20%	30%	27%	27%
	Disagree	10%	9%	12%	12%	23%
	Strongly Disagree	3%	3%	2%	0%	0%
<b>In general, I feel that nursing is a fulfilling career.</b>	Strongly Agree	49%	48%	51%	51%	45%
	Agree	42%	43%	39%	41%	50%
	Neither Agree nor Disagree	6%	7%	7%	6%	0%
	Disagree	3%	2%	4%	2%	5%
	Strongly Disagree	0%	0%	0%	0%	0%

**TABLE 34. APRN WELLBEING – STRESSORS EXPERIENCED IN THE PAST 12 MONTHS BY COUNTY**

		All APRNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>Stressors Experienced at Least Once in Last 12 Months</b>	At least one time in the past 12 months I have felt so stressed at work that I considered leaving the nursing profession.	42%	39%	52%	43%	48%
	At least one time in the past 12 months I have suffered an injury at work that caused me to be unable to do my job.	3%	3%	1%	6%	0%
	At least one time in the past 12 months I have researched and/or obtained mental healthcare to help me cope with work related stress.	24%	23%	33%	27%	19%
	None of these have happened in the past 12 months	49%	52%	37%	49%	43%



**TABLE 35. APRN WELLBEING - FREQUENCY OF WELLBEING-IMPACTING EVENTS BY COUNTY**

		All APRNs	Honolulu	Hawai'i	Maui	Kaua'i
<b>How often in the last 12 months have you interacted at work with someone you consider a friend?</b>	At least once per day	54%	52%	60%	59%	62%
	At least once per week	26%	28%	21%	20%	24%
	At least once per month	8%	8%	6%	8%	5%
	At least once every other month	3%	3%	0%	4%	5%
	At least once per year	3%	3%	2%	0%	0%
	Never	7%	7%	10%	8%	5%
<b>How often in the last 12 months have you been bullied, verbally or physically abused, or treated with incivility by a coworker, supervisor, or manager?</b>	At least once per day	2%	1%	5%	4%	0%
	At least once per week	6%	6%	7%	6%	10%
	At least once per month	10%	8%	16%	8%	10%
	At least once every other month	5%	5%	5%	8%	10%
	At least once per year	15%	16%	12%	18%	5%
	Never	62%	63%	55%	55%	67%
<b>How often in the last 12 months have you been verbally or physically abused by a patient or a visitor?</b>	At least once per day	3%	2%	7%	6%	0%
	At least once per week	6%	6%	7%	12%	5%
	At least once per month	11%	11%	13%	4%	10%
	At least once every other month	10%	11%	9%	2%	15%
	At least once per year	31%	29%	31%	39%	45%
	Never	39%	41%	33%	37%	25%
<b>How often in the last 12 months have you been asked by your employer to work more hours in a shift or more shifts in a week than you felt was safe?</b>	At least once per day	3%	3%	5%	6%	5%
	At least once per week	7%	7%	9%	4%	0%
	At least once per month	8%	9%	5%	6%	5%
	At least once every other month	5%	5%	6%	4%	0%
	At least once per year	7%	7%	7%	15%	5%
	Never	69%	69%	68%	65%	86%

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## APPENDIX:

# Definitions of Primary Practice Settings

Setting	Definition
Acute care hospital	Any facility that provides care to patients experiencing the acute onset of one or more severe conditions.
Ambulatory	Any setting in which a person receives care for health conditions on an outpatient basis.
Community-based	Any setting in which a person receives primary care or care for chronic conditions in their place of residence or at an ambulatory facility within the community in which they live.
Home health/hospice	<p>Home health is health care delivered to a patient in the patients' residential location provided that the patient does not reside at a long-term care facility.</p> <p>Hospice is care provided to a patient at end of life and has the primary goal of preserving the patient's comfort. Hospice care may be delivered in an inpatient facility or in the patient's residence.</p> <p>Home health/hospice are combined into a single setting as most hospice care is delivered in patients' residences.</p>
Other/All Other	All settings not accounted for under the definitions of acute care hospital, ambulatory, post-acute/long-term care, and home/health hospice. Includes some clinical settings such as clinics or health rooms at schools and any other clinical settings not specifically accounted for on the survey. Also includes non-clinical settings including academia, government agencies, and insurance companies.
Post-acute/Long-term care	<p>Post-acute care is care that a person receives upon discharge from an acute care hospital. The specific setting in which post-acute care is delivered depends on the severity (acuity) of the patient's condition, special care needs that the patient has, and other factors.</p> <p>Long-term care refers to a setting in which a patient is admitted for an extended length of stay for the treatment of one or more conditions that require care beyond what is feasible in a typical residential setting.</p> <p>Throughout this report we combine post-acute and long-term care settings together as "post-acute/long-term care." We felt that referring to the combination of settings was most appropriate because it reflects the environment in Hawai'i in which some post-acute facilities are also long-term residential care facilities for patients with debilitating chronic conditions. Because there are very few cases in which a facility can be discretely categorized as either post-acute or long-term care, our terminology reflects both settings.</p>