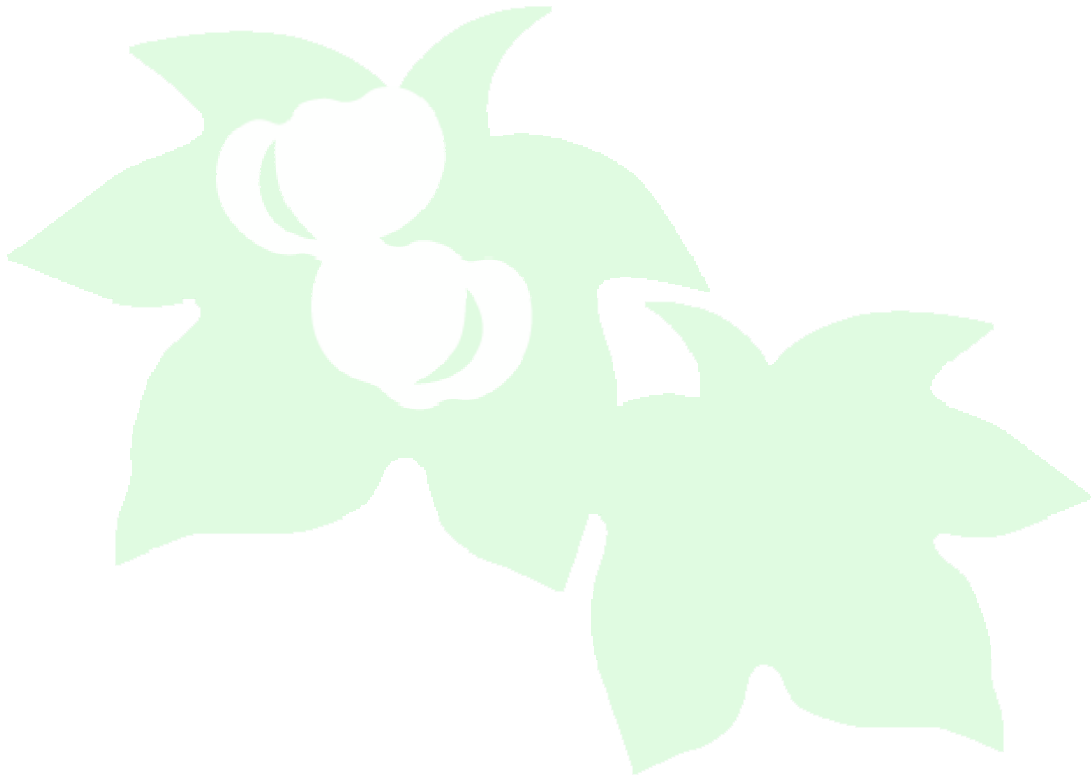




# **Hawai'i State Center for Nursing**

**Registered Nurse Survey  
2009**



**February 2010**

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# TABLE OF CONTENTS

<b>TABLE OF CONTENTS</b> .....	<b>I</b>
<b>INDEX OF TABLES</b> .....	<b>II</b>
<b>INDEX OF FIGURES</b> .....	<b>III</b>
<b>EXECUTIVE SUMMARY</b> .....	<b>1</b>
<b>INTRODUCTION</b> .....	<b>3</b>
<b>REGISTERED NURSE POPULATION</b> .....	<b>4</b>
REGISTERED NURSE RESPONDENTS .....	4
LOCATION OF THE BASIC NURSING EDUCATION.....	4
DEMOGRAPHICS .....	5
RESPONDENTS CURRENT RESIDENCE.....	6
REGISTERED NURSES RESIDING IN THE STATE OF HAWAII .....	7
<b>REGISTERED NURSES LICENSED AND LIVING IN HAWAII</b> .....	<b>8</b>
AGE & GENDER .....	8
RACE / ETHNIC BACKGROUND.....	8
<b>ACTIVE REGISTERED NURSES WORKING IN HAWAII IN POSITIONS REQUIRING A LICENSE / KNOWLEDGE</b> .....	<b>9</b>
LOCATION OF BASIC NURSING EDUCATION .....	10
AGE, GENDER & RACIAL/ ETHNIC BACKGROUND OF RNS WORKING IN A POSITION REQUIRING RN LICENSE IN HAWAII .....	10
NURSING EDUCATIONAL BACKGROUND .....	11
CHANGES IN RESIDENCY 2008, 2009, AND 2010 .....	11
NUMBER OF EMPLOYERS.....	12
EMPLOYMENT SETTINGS OF REGISTERED NURSES .....	13
ACTIVITY / ROLE OF POSITION OF PRINCIPLE RN EMPLOYMENT .....	14
AVERAGE HOURS WORKED PER WEEK BY REGISTERED NURSE IN HAWAII .....	15
DISTRIBUTION OF EMPLOYED REGISTERED NURSES BY COUNTY.....	15
REPRESENTATIVENESS OF RN WORKFORCE TO COMMUNITY POPULATIONS.....	16
<b>NEWLY LICENSED REGISTERED NURSES IN HAWAII</b> .....	<b>20</b>
DEMOGRAPHICS OF NEWLY LICENSED NURSES ENTERING HAWAII’S WORKFORCE .....	20
NEWLY LICENSED RNS NOT EMPLOYED IN THEIR FIRST RN POSITION.....	22
NEWLY LICENSED RNS EMPLOYED IN FIRST NURSING POSITION .....	22
<b>GENERATIONAL COHORTS</b> .....	<b>24</b>
REGISTERED NURSES BY GENERATIONAL COHORT .....	24
GENERATIONAL COHORT OF REGISTERED NURSES BY COUNTY .....	25
HEALTHCARE WORKPLACE SETTINGS BY GENERATIONAL COHORT .....	26
PRIMARY ROLE BY GENERATIONAL COHORT .....	27
AVERAGE HOURS WORKED BY GENERATIONAL COHORT .....	28
REGISTERED NURSES INTENT TO RETIRE OVER THE NEXT 20 YEARS BY COUNTY.....	29
LOSS OF CURRENT NURSING WORKFORCE OVER TIME.....	32
<b>RETENTION AND THE WORKPLACE</b> .....	<b>33</b>
INTENTION TO LEAVE PRIMARY EMPLOYER IN NEXT 12 MONTHS.....	33
REASONS FOR LEAVING PRIMARY EMPLOYER IN NEXT 12 MONTHS .....	34
<i>Dissatisfaction with Job</i> .....	35
<i>Dissatisfaction with Salary</i> .....	36
<i>Intention to Retire by Generational Cohort</i> .....	37
<b>APPENDIX A: MAILED SURVEY QUESTIONNAIRE</b> .....	<b>38</b>

## INDEX OF TABLES

TABLE 1: FREQUENCY (%) OF BON LISTED REGISTERED NURSE POPULATION BY CURRENT RESIDENCE* .....	4
TABLE 2: LOCATION OF BASIC NURSING EDUCATION.....	4
TABLE 3: RACIAL / ETHNIC BACKGROUND OF THE POPULATION .....	5
TABLE 4: FREQUENCY DISTRIBUTION OF RESPONDENTS BY CURRENT RESIDENCE.....	6
TABLE 5: COMPARISON OF FREQUENCY DISTRIBUTION OF RESIDENCE BETWEEN RNS LISTED AS LICENSED BY THE BON AND RN RESPONDING TO THE SURVEY .....	6
TABLE 6: HAWAII RESIDENT RESPONDENTS RACE/ ETHNICITY BACKGROUND.....	8
TABLE 7: REGISTERED NURSES IN HAWAII WORKING IN A POSITION REQUIRING AN RN LICENSE.....	9
TABLE 8: LOCATION OF BASIC NURSING EDUCATION FOR RNS WORKING IN HAWAII .....	10
TABLE 9: RACE/ ETHNICITY OF RESPONDENTS WORKING IN HAWAII .....	11
TABLE 10: NUMBER OF EMPLOYERS .....	12
TABLE 11: NUMBER OF YEARS IN PRINCIPLE PLACE OF RN EMPLOYMENT .....	12
TABLE 12: HEALTHCARE SECTOR OF PRIMARY RN EMPLOYMENT .....	13
TABLE 13: MAJOR ACTIVITY / ROLE IN PRIMARY POSITION .....	14
TABLE 14: COMPARISON OF HONOLULU CITY & COUNTY 2009 RN WORKFORCE DATA & 2006-08 US CENSUS BUREAU POPULATION BY GENDER AND RACIAL / ETHNICITY.....	16
TABLE 15: COMPARISON OF HAWAII COUNTY 2009 RN WORKFORCE DATA & 2006-08 US CENSUS BUREAU POPULATION BY GENDER AND RACIAL / ETHNICITY .....	17
TABLE 16: COMPARISON OF KAUAI COUNTY 2009 RN WORKFORCE DATA & 2006-08 US CENSUS BUREAU POPULATION BY GENDER AND RACIAL / ETHNICITY .....	18
TABLE 17: COMPARISON OF MAUI COUNTY 2009 RN WORKFORCE DATA & 2006-08 US CENSUS BUREAU POPULATION BY GENDER AND RACIAL / ETHNICITY .....	19
TABLE 18: TYPE OF DEGREE OF NEWLY LICENSED RNS.....	21
TABLE 19: RACIAL/ ETHNIC BACKGROUND OF NEWLY LICENSED NURSES .....	21
TABLE 20: LENGTH OF TIME TO SECURE FIRST NURSING POSITION.....	22
TABLE 21: WORK SETTING OF FIRST RN POSITION.....	23
TABLE 22: FREQUENCY DISTRIBUTION OF RNS BY COUNTY.....	25
TABLE 23: FREQUENCY DISTRIBUTION OF RNS BY EMPLOYMENT SETTING AND COHORT .....	26
TABLE 24: FREQUENCY DISTRIBUTION OF RNS BY PRIMARY ROLE AND COHORT.....	27
TABLE 25: AVERAGE HOURS WORKED BY COHORT .....	28
TABLE 26: REGISTERED NURSES INTENTION TO RETIRE FROM THE PROFESSION BY COHORT.....	29
TABLE 27: REGISTERED NURSES INTENTION TO RETIRE FROM THE PROFESSION BY ISLAND .....	31
TABLE 28: INTENTIONS TO LEAVE-PRIMARY EMPLOYER.....	33

## INDEX OF FIGURES

FIGURE 1: COMPARISON BETWEEN RESPONDERS AND LICENSED BY BON.....	7
FIGURE 2: AVERAGE HOURS WORKED PER WEEK AS A REGISTERED NURSE .....	15
FIGURE 3: FREQUENCY DISTRIBUTION OF WORKING RNS BY COUNTY .....	15
FIGURE 4: NEWLY LICENSED RNS BY GENERATIONAL COHORT.....	20
FIGURE 5: LOCATION OF THE NEWLY LICENSED RNS BY ISLAND .....	20
FIGURE 6: REGISTERED NURSES WORKING IN HAWAII BY GENERATIONAL COHORT.....	24
FIGURE 7: PERCENT OF VETERAN REGISTERED NURSES ON OAHU, HAWAII, KAUAI AND MAUI INTENDING TO RETIRE IN THE NEXT 5 YEARS.....	30
FIGURE 8: LOSS OF CURRENT REGISTERED NURSE WORKFORCE OVER TIME BY COUNTY.....	32
FIGURE 9: REGISTERED NURSES INTENTIONS TO LEAVE CURRENT PRIMARY EMPLOYER IN THE NEXT TWELVE MONTHS.....	33
FIGURE 10: REGISTERED NURSES REASONS FOR LEAVING CURRENT PRIMARY EMPLOYER IN THE NEXT TWELVE MONTHS.....	34
FIGURE 11: DISSATISFACTION WITH JOB BY COHORT .....	35
FIGURE 12: DISSATISFACTION WITH SALARY BY COHORT .....	36
FIGURE 13: INTENTION TO RETIRE BY GENERATIONAL COHORT.....	37

## Executive Summary

In 2009, the Hawaii State Center for Nursing conducted the second biennial population based survey of registered nurses (RNs) required to renew their license in Hawaii.

Workforce data was collected on RNs geographic distribution, age, employment status, intentions to stay in the profession, work setting, practice role, education, gender, racial/ethnic background. The survey included items to examine intention to stay in current work setting in the next twelve months and the reasons that led to decisions to leave current nursing employment.

Responses from an online survey and mailed survey were combined and analyzed. In 2009, the total number of nurses listed with the Board of Nursing was 19,999 registered nurses. Out of this number, 8,000 (40%) registered nurses completed the survey.

Key findings from the 2009 survey show that:

- 76% report their current residential address as here in the State of Hawaii.
- For those licensed and residing in Hawaii, 85.5% report that they are *active* in nursing and working in a position requiring an RN license/ knowledge, 4.8% are retired, 3.8% are working in non-nursing jobs, and 1.8% are unemployed.<sup>1</sup>

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<sup>1</sup> In this report, the term '*active*' is used to refer to registered nurses who are working in positions requiring an RN license/ knowledge on a full-time or part-time basis. '*Active*' does not include approximately 4.8 percent of licensed RNs who are retired, 3.8 percent working in non-nursing jobs, and 1.8 percent unemployed.

Of the 85.5% *active* RNs:

- 72.5% live and work in the City & County of Honolulu, 13.3% Hawaii County, 9.4% in Maui County, and 4.8% Kauai County.
- 61.4% are working in hospital settings, 6.8% long term care, 5.7% ambulatory care, 4.4% home health/ hospice, 2.5% education, and 19.2% some other healthcare setting.
- 65% provide direct patient care services.
- Average age is 44.7 ( $\pm 11.7$ ).
- 11% are male.<sup>2</sup>
- About 22.7% of *active* RNs employed in the state are Filipino, 37.3% Caucasian, 14.4% Japanese, 10.8% 2 or more races, 4.8% Native Hawaiian, 3.8% Chinese, 1.7% Hispanic, .9% Other Asian, .8% African-American, 1% Korean, .7% Samoan and other Pacific Islanders, and .4% some other race.
- 270 (5.3%) are newly licensed RNs employed in their first RN position.
- 78% are working 30 or more hours per week.
- 6.1% are Veterans born between 1922 and 1946, 46.4% Baby Boomers born 1947-1964, and 34.5% GenXs born 1965-1978, and 12.9% Millennials born 1979-2000.
- 43.3% intend to retire and leave the profession in the next 15 years.
- 14.2% are ‘*very likely*’ or ‘*somewhat likely*’ to leave their primary employer in the next 12 months.
- Reasons for leaving current employment included; dissatisfaction (31.7%), family / personal (5.8%), military or family relocation (5.5%), other (21.7%), relocation out of state for better opportunities (14.8%), retirement (14.1%), and return to school (2.8%).

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<sup>2</sup> The U.S. Census Bureau annual population estimates by sex, race, and ethnicity show the following percentages for Hawaii in 2006: 50 percent male, 50 percent female, 26.3 percent white, 2.2 percent black or African American, 39.9 percent Asian, 0.3 percent American Indian or Alaskan Native, 8.7 percent Native Hawaiian or other Pacific Islander, 1.1 percent ‘Some other race’, 21.5 percent ‘Two or more races’, and an estimated 7.8 percent Spanish, Hispanic or Latino. The sum of percentages for race equals more than 100 percent because individuals may report more than one race.

## **Introduction**

One of the goals of the Hawaii State Center for Nursing is to serve as an information resource by establishing a central resource for nursing workforce data collection and analysis. In 2009, the Hawaii State Center for Nursing in collaboration with the Hawaii Board of Nursing (BON) conducted its second population based survey of all Registered Nurses (RNs) registered in the State of Hawaii to collect information on nurses residing in the state, employment status, geographic distribution, education, gender, age, and racial/ethnic background. The survey questionnaire also included questions on RNs intention to lead current employer in the next twelve months and what factors were associated with the intention to leave the nursing position. Participants were asked to report on their residential address one year ago (2008) and where they expect to reside one year from now (2010). The final item asked RN participants to indicate how many years did they intend to continue practicing in the profession.

The population sample reflected all registered nurses listed as licensed with the Hawaii Board of Nursing as of May 2009. The study was approved by the University of Hawaii at Manoa Committee on Human Subjects Institutional Review Board (IRB). Two modes of survey distribution were used to ensure that all registered nurses licensed in the State of Hawaii received equal opportunity to participate in the survey. An online survey link was made available for RNs registering online with the BON. The HSCFN also conducted a mail out of the survey questionnaire to all RNs listed as registered in the state. The HSCFN mail out survey packet included a letter inviting nurses to respond along with the questionnaire and an addressed prepaid envelope for ease of return to the HSCFN. A brochure highlighting the work of the HSCFN was also included. Participation in the survey was voluntary and no personal details were collected to ensure confidentiality. The total number of registered nurses listed with the BON at the time of the survey was 19,999.



## Registered Nurse Population

Out of the 19,999 registered nurses listed by the BON, 12,178 (67.4%) were identified as residing in the state versus 5,897 (32.7%) residing in the mainland, US territories or foreign countries.

**Table 1: Frequency (%) of BON Listed Registered Nurse Population by Current Residence\***

	Frequency	Percent
State of Hawaii	13,135	65.7
Mainland-Territories	6,683	33.4
Foreign	181	.9
Total	19,999	100.0

\*Data from BON mailing list of registered nurses

## *Registered Nurse Respondents*

Out of the 19,999 registered nurses listed with the BON, 5,287 (26.4%) completed the online survey questionnaire linked at BON licensure web site and 2,713 (13.6%) RNs responded to the HSCFN survey mail out. A return rate of 8,000 (40%) was achieved.

## *Location of the Basic Nursing Education*

Out of the 8,000 registered nurse respondents, 47.3% reported ‘Other State or US Territory’ as the location of their basic nursing education program that prepared them for the NCLEX RN licensing examination. 8.9% reported ‘Foreign Country’, 42% reported ‘State of Hawaii’, and 1.8% was missing.

**Table 2: Location of Basic Nursing Education**

	Frequency	Percent
Missing	145	1.8
Foreign Country	712	8.9
Other State or US Territory	3,784	47.3
State of Hawaii	3,359	42.0
Total	7,236	100.0

### ***Demographics***

For the respondent population, the average age was 46.8 ( $\pm 12.3$ ) with a minimum age of 20 and a maximum of 91. Respondents were 7,118 (89%) female and 882 (11%) male.

Table 3 reveals the racial / ethnic background of respondents included 129 (1.6%) African American, 29 (0.4%) American Indian/ Native Alaskan, 3,728 (46.6%) Caucasian, 253 (3.2%) Chinese, 1,410 (17.6%) Filipino, 166 (2.1%) Hispanic, 977 (12.2%) Japanese, 82 (1.0%) Korean, 755 (9.4%) 2 or more races, 292 (3.6%) Native Hawaiian, 63 (0.8%) Other Asian, 48 (0.6%) Other Pacific Islander, 18 (0.2%) Samoan, and 35 (0.4%) Some other race.

**Table 3: Racial / Ethnic Background of the Population**

	<b>Frequency</b>	<b>Percent</b>
2 or more races	755	9.4
African-American	129	1.6
American Indian/Native Alaskan	29	.4
Caucasian	3,728	46.6
Chinese	253	3.2
Filipino	1,410	17.6
Hispanic	166	2.1
Japanese	977	12.2
Korean	82	1.0
Native Hawaiian	292	3.6
Other Asian	63	.8
Other Pacific Islander	48	.6
Samoan	18	.2
Some other race	35	.4
Missing	15	.2
Total	8,000	100.0

### ***Respondents Current Residence***

Table 4 indicates the frequency of RN responders reporting to reside in Hawaii was 5,664 (74.3%), 1,874 (23.4%) reported to reside in the mainland, US Territories or foreign country, and 187 (2.3%) did not respond to the question.

**Table 4: Frequency Distribution of Respondents by Current Residence**

	<b>Frequency</b>	<b>Percent</b>
Oahu	4,305	53.8
Hawaii	787	9.8
Maui	559	7.0
Kauai	287	3.6
Molokai	1	.0
Mainland	1,824	22.8
Foreign	50	.6
Missing	187	2.3
Total	8,000	100.0

As shown in Table 5 and Figure 1, a larger proportion of the survey respondents reside in state (i.e., Honolulu City & County and Hawaii County) compared to those listed as licensed by the BON. There was a smaller percentage of RNs residing in the mainland or foreign who responded.

**Table 5: Comparison of Frequency Distribution of residence between RNs listed as licensed by the BON and RN responding to the survey**

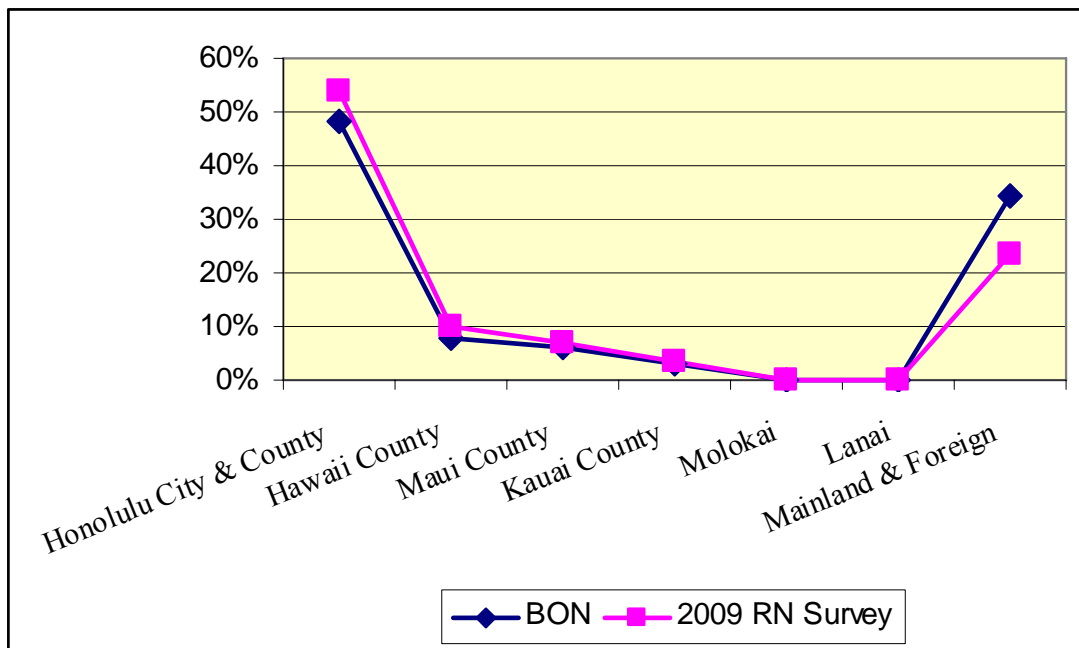
	<b>% RNs Registered BON*</b>	<b>% RN Survey Respondents</b>
Honolulu City & County	48.1%	53.8%
Hawaii County	8.0%	9.8%
Maui County	6.1%	7.0%
Kauai County	3.1%	3.6%
Molokai	0.2%	0.0%
Lanai	0.1%	0.0%
Mainland & Foreign	34.3%	23.4%

\*Data from BON mailing list of registered nurses

### ***Registered Nurses Residing in the State of Hawaii***

Out of the total number of RN respondents, 5,939 (76.1%) reported their current residence in the State of Hawaii (i.e., by zip code). The 5,939 RNs represent 45.2% of the total population of RNs listed with the BON as currently residing in the State of Hawaii. The data found in figure 1 below represents the 5,939 local RN resident respondents:

**Figure 1: Comparison between responders and licensed by BON**



## Registered Nurses Licensed and Living in Hawaii

### *Age & Gender*

The average age of the 5,939 Hawaii resident respondents was 46.8 ( $\pm 12.3$  SD) with a minimum of age of 20 and a maximum age of 91. 5,305 (89.3%) were female and 634 (10.7%) male.

### *Race / Ethnic Background*

As shown in Table 6, respondents reported their race/ ethnicity as: 38.6% Caucasian, 20.9% Filipino, 15.2% Japanese, 10.8% 2 or more races, 4.6% Native Hawaiian, 3.8% Chinese, 1.7% Hispanic, .9% Other Asian, .7% African-American, 1.1% Korean, .9% Samoan and other Pacific Islanders, and .4% some other race.

**Table 6: Hawaii Resident Respondents Race/ Ethnicity Background**

	Frequency	Percent
2 or more races	642	10.8
African-American	43	0.7
American Indian/Native Alaskan	16	0.3
Caucasian	2,290	38.6
Chinese	227	3.8
Filipino	1,243	20.9
Hispanic	100	1.7
Japanese	904	15.2
Korean	65	1.1
Native Hawaiian	273	4.6
Other Asian	51	0.9
Other Pacific Islander	35	0.6
Samoan	17	0.3
Some other race	25	0.4
Missing	8	0.1
Total	5,939	100

## Active Registered Nurses Working in Hawaii in Positions Requiring a License / Knowledge

The frequency distribution in Table 7 shows that 5,077 (85.5%) of RNs are ‘active’ and working in a position requiring an RN license and knowledge, 284 (4.8%) reported they were retired, 221 (3.7%) were working in non-nursing jobs either looking or not looking for an RN position. 150 (2.6%) reported to be not employed and either looking for a RN position, non-nursing job or not looking for a job.

**Table 7: Registered Nurses in Hawaii Working in a Position Requiring an RN License**

	Frequency	Percent
1. Working in a nursing position requiring an RN license or enhanced by my nursing knowledge and license	5,077	85.5
2. Working in a non-nursing job and am looking for an RN position	94	1.6
3. Working in a non-nursing job and am not looking for an RN position	127	2.1
4. Not employed and am looking for an RN position	134	2.3
5. Not employed and am looking for a non-nursing job	16	0.3
6. Not employed and am not looking for a job	90	1.5
7. Not employed and am retired	284	4.8
8. Missing	117	2.0
Total	5,939	100

### ***Location of Basic Nursing Education***

Out of the 5,077 *active* RNs reported to be working in a position requiring an RN license or knowledge, 503 (9.9%) received their basic nursing education in a foreign country, 1,867 (36.8%) from another state or US territory, and 2,705 (53.3%) were educated here in the State of Hawaii.

**Table 8: Location of Basic Nursing Education for RNs Working in Hawaii**

	<b>Frequency</b>	<b>Percent</b>
Foreign Country	503	9.9
Other State or US Territory	1,867	36.8
State of Hawaii	2,705	53.3
Missing	2	.0
Total	5,077	100.0

### ***Age, Gender & Racial/ Ethnic Background of RNs Working in a Position Requiring RN License in Hawaii***

Out of the 5,077 active respondents working in a position requiring an RN license/ knowledge, the average age was 44.7 ( $\pm 11.7$ ) with a minimum age of 22 and maximum of 86 years. The gender distribution of RNs working in Hawaii was 4,506 (88.8%) female and 571 (11.2%) male.

As shown in Table 9, RNs employed in positions requiring a RN license in Hawaii are predominantly Caucasian 37.3%, Filipino 22.7%, Japanese 14.4%, 2 or more races 10.8%, and Native Hawaiian 4.8%.

**Table 9: Race/ Ethnicity of Respondents Working in Hawaii**

	Frequency	Percent
2 or more races	547	10.8
African-American	40	0.8
American Indian/Native Alaskan	14	0.3
Caucasian	1,895	37.3
Chinese	194	3.8
Filipino	1,151	22.7
Hispanic	86	1.7
Japanese	733	14.4
Korean	53	1
Native Hawaiian	246	4.8
Other Asian	44	0.9
Other Pacific Islander	30	0.6
Samoan	16	0.3
Some other race	21	0.4
Missing	7	0.1
Total	5,077	100.0

### ***Nursing Educational Background***

Respondents working with an RN license / knowledge revealed their nursing educational backgrounds vary and numerous respondents have graduated from a number of nursing programs. 19.1% reported to have a Diploma in Nursing, 41% Associate Degree nursing, 60.7% Baccalaureate Degree in Nursing, Master Degree Nursing 12%, MS other 5.3%, .6 % PhD in nursing, and .9% PhD other . Respondents working in the state with an APRN license included Nurse Practitioner 5.4%, Clinical Nurse Specialist 2.3%, Nurse Midwife .4%, and Nurse Anesthetist .5%.

### ***Changes in Residency 2008, 2009, and 2010***

Respondent were asked to identify their residential (home) address ‘one year ago’ (2008) and ‘where they expect to be one year from now’ (2010). Out of the 5,077 RNs currently



living and working in Hawaii, 4.7% (238) were living outside the state in 2008 and 3.6% (181) expect to live outside the state in 2010.

***Number of Employers***

The majority of nurse respondents 4,001 (78.8%) reported they had only one employer. 790 (15.6%) reported having two employers and 223 (4.4%) reported three employers as shown in Table 10.

**Table 10: Number of Employers**

	<b>Frequency</b>	<b>Percent</b>
One employer	4,001	78.8
Two employers	790	15.6
Three or more employers	223	4.4
None of the above; missing	63	1.3
Total	5,077	100.0

Table 11 identifies that 30% of respondents have worked for their primary employer for at least 10 or more years, 21% reported working for their primary employer for 1-3 years, and 17.4% reported working for their primary employer for at least 5 years, but less than 10 years and 12.9% have worked with their principle employer for one year or less.

**Table 11: Number of Years in Principle Place of RN Employment**

	<b>Frequency</b>	<b>Percent</b>
Less than 1 year	653	12.9
1-3 years	1,107	21.8
More than 3 years but less than 5 years	542	10.7
5 or more years but less than 10 years	884	17.4
10 years or more	1,527	30.1
None of the above; missing	354	7.0
Total	5,077	100.0

### *Employment Settings of Registered Nurses*

As shown in Table 12, 61.4% of respondents report working in the hospital setting, 6.8% in long term care, 5.7% ambulatory care, and 6.2% in some other setting.

**Table 12: Healthcare Sector of Primary RN Employment**

	<b>Frequency</b>	<b>Percent</b>
Agency Staff	54	1.1
Ambulatory Care	291	5.7
Home Health	152	3.0
Hospice	73	1.4
<b>Hospital</b>	<b>3,117</b>	<b>61.4</b>
Insurance Company / HMO	94	1.9
Long Term Care	343	6.8
University/College Nursing Education Program	127	2.5
Occupational Health	37	.7
Other	314	6.2
Physician Office	182	3.6
Public Health	171	3.4
Self-Employed	55	1.1
Student Health / School	35	.7
Traveling Nurse	15	.3
Missing	10	.2
<b>Total</b>	<b>5,077</b>	<b>100.0</b>

### ***Activity / Role of Position of Principle RN Employment***

As shown in Table 13, 65% described the activity / role in their primary position as ‘*patient care*’. 9.7% described their role as ‘administration’, 6.5% ‘case management’, and 5.3% ‘teaching/instruction’.

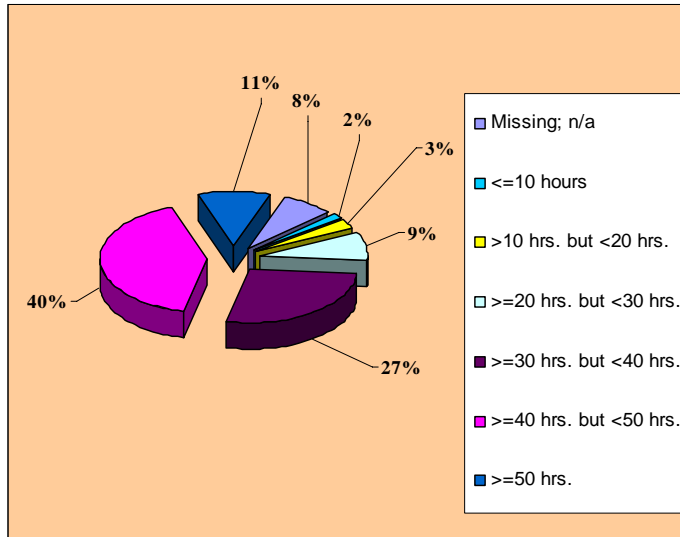
**Table 13: Major Activity / Role in Primary Position**

	<b>Frequency</b>	<b>Percent</b>
Patient Care	3,298	65.0
Administration	492	9.7
Case Management	329	6.5
Teaching/Instruction	269	5.3
Quality Assurance	103	2.0
Other	188	3.7
Nursing Research	24	.5
Missing	374	7.3
Total	5,077	100.0

### ***Average Hours worked per Week by Registered Nurse in Hawaii***

As shown in Figure 2, 78% of the RN respondents reported working 30 hours or more per week in positions requiring an RN license / knowledge. 14% reported working less than 30 hours per week.

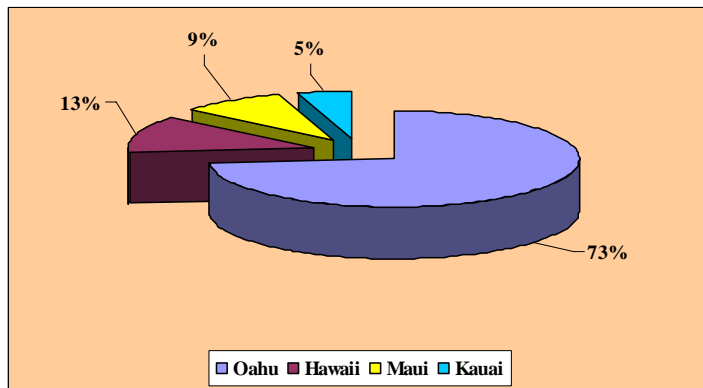
**Figure 2: Average Hours Worked per Week as a Registered Nurse**



### ***Distribution of Employed Registered Nurses by County***

Out of the 5,077 RNs living and working in a position requiring RN license/ knowledge in Hawaii, 72.5% live and work in the City & County of Honolulu, 13.3% in Hawaii County, 9.4% Maui County, and 4.8% Kauai County.

**Figure 3: Frequency Distribution of Working RNs by County**



### ***Representativeness of RN Workforce to Community Populations***

Tables 14–16 provide comparative estimates of the representativeness of the RN workforce to the population in each County according to US Census Bureau 2006-08 data. In Table 14, the RN workforce has a greater percentage of females compared to the population. Asian and Caucasian representation is larger than population figures. Native Hawaiian and Pacific Islanders are proportionally lower than the community.

**Table 14: Comparison of Honolulu City & County 2009 RN Workforce Data & 2006-08 US Census Bureau Population by Gender and Racial / Ethnicity**

<b>Honolulu City &amp; County</b>		
<b>Population Characteristics</b>	<b>RN Workforce Number (%)</b>	<b>Population Number (%)</b>
<b>Gender</b>		
Female	3,287 (88%)	448,334 (49.6%)
Male	450 (12%)	454,897 (50.4%)
<b>Race/Ethnicity</b>		
African-American	35 (.9%)	27,571 (3.1%)
Caucasian	1,206 (32.3%)	204,205 (22.6%)
Asian	1,821 (48.7%)	395,277 (43.8%)
Native Hawaiian & Pacific Islander	184 (4.9%)	74,587 (8.3%)
Am. Indian/ Native Alaskan	9 (.2%)	2,639 (.3%)
Two or More Races	404 (10.8%)	187,649 (20.8%)
Some Other Race	13 (.3%)	11,303 (1.3%)
Hispanic or Latino	58 (1.6%)	70,301 (7.8%)
Missing	7 (.2%)	n/a

Table 15 reveals that in Hawaii County the RN workforce has a greater percentage of females compared to the population. Caucasian's represented in the RN workforce is greater than the county population. Asian, Native Hawaiian, and Pacific Islanders are proportionally lower than the community.

**Table 15: Comparison of Hawaii County 2009 RN Workforce Data & 2006-08 US Census Bureau Population by Gender and Racial / Ethnicity**

<b>Hawaii County</b>		
	<b>RN Workforce</b>	<b>Population</b>
	Number (%)	Number (%)
<b>Gender</b>		
Female	570 (89.9%)	85,453 (49.5%)
Male	64 (10.1%)	87,011 (50.5%)
<b>Race/Ethnicity</b>		
African-American	4 (.6%)	916 (0.5%)
Caucasian	356 (56.2%)	62,950 (36.5%)
Asian	130 (20.5%)	44,300 (25.7%)
Native Hawaiian & Pacific Islander	59 (9.3%)	18,219 (10.6%)
Am. Indian/ Native Alaskan	0	815 (0.5%)
Two or More Races	68 (10.7%)	41,629 (24.1%)
Some Other Race	7 (1.1%)	3,635 (2.1%)
Hispanic or Latino	10 (1.6%)	19,836 (11.5%)

Table 16 reveals that in Kauai County the RN workforce has a greater percentage of females compared to the population. Caucasian's represented in the RN workforce is greater than the county population. Asian, Native Hawaiian, and Pacific Islanders are proportionally lower than the community.

**Table 16: Comparison of Kauai County 2009 RN Workforce Data & 2006-08 US Census Bureau Population by Gender and Racial / Ethnicity**

<b>Kaua'i County</b>		
	<b>RN Workforce</b>	<b>Population</b>
	Number (%)	Number (%)
<b>Gender</b>		
Female	223 (93.3%)	31,148 (49.6%)
Male	16 (6.7%)	31,652 (50.4%)
<b>Race/Ethnicity</b>		
African-American	1 (.4%)	439 (0.7%)
Caucasian	114 (47.7%)	22,033 (35.1%)
Asian	71 (29.7%)	19,884 (31.7%)
Native Hawaiian & Pacific Islander	18 (7.5%)	5,862 (9.3%)
Am. Indian/ Native Alaskan	1 (.4%)	150 (0.2%)
Two or More Races	27 (11.3%)	13,938 (24%)
Some Other Race	1 (.4%)	310 (0.5%)
Hispanic or Latino	6 (2.5%)	6,429 (10.2%)

Table 17 reveals that in Maui County the RN workforce has a greater percentage of females compared to the population. Caucasian's represented in the RN workforce is greater than the county population. Asian, Native Hawaiian, and Pacific Islanders are proportionally lower than the community.

**Table 17: Comparison of Maui County 2009 RN Workforce Data & 2006-08 US Census Bureau Population by Gender and Racial / Ethnicity**

<b>Maui County</b>		
	<b>RN Workforce</b>	<b>Population</b>
	Number (%)	Number (%)
<b>Gender</b>		
Female	425 (91.2%)	69,210 (48.8%)
Male	41 (8.8%)	72,488 (51.2%)
<b>Race/Ethnicity</b>		
African-American	0	969 (0.7%)
Caucasian	218 (46.8%)	54,371 (38.4%)
Asian	153 (32.8%)	36,282 (25.6%)
Native Hawaiian & Pacific Islander	31 (6.7%)	14,441 (10.2%)
Am. Indian/ Native Alaskan	4 (.8%)	263 (0.2%)
Two or More Races	48 (10.3%)	33,786 (23.8%)
Some Other Race	0	1,586 (1.1%)
Hispanic or Latino	12 (2.6%)	13,440 (9.5%)

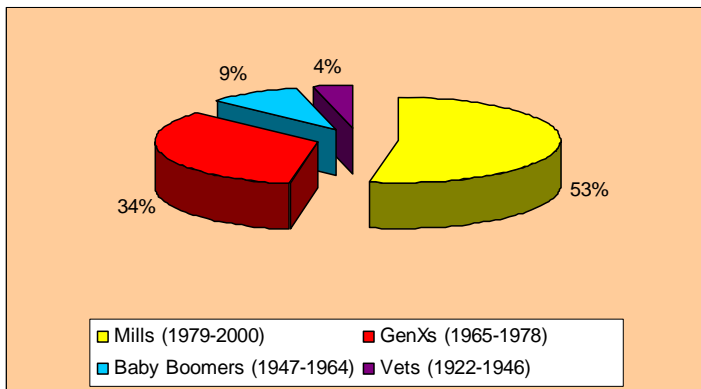


## Newly Licensed Registered Nurses in Hawaii

### *Demographics of Newly Licensed Nurses entering Hawaii's workforce*

385 (6.5%) of licensed respondents in Hawaii identified they were newly licensed RNs. 55 (14.3%) were male and 330 (85.7%) were female. Average age was 32.7 ( $\pm 10.2$ SD) with a minimum of 21 and maximum of 69 years. As shown in Figure 4, a large proportion of the newly licensed nurses (53%) represent the Millennial generation born 1979 - 2000. The second largest cohort was the GenX generation (34%) born between 1965 and 1978.

**Figure 4: Newly Licensed RNs by Generational Cohort**



As shown in Figure 5, 306 (79.5%) of the newly licensed RNs reside on Oahu, 35 (9.1%) Hawaii, 29 (7.5%) Maui and 15 (3.9%) reside on Kauai.

**Figure 5: Location of the Newly Licensed RNs by Island**

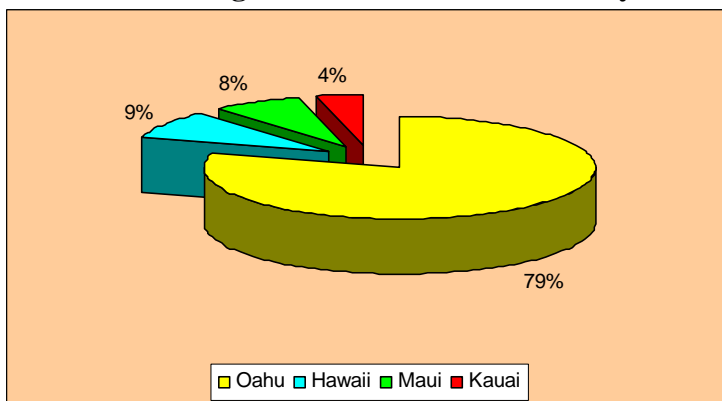


Table 18 reveals that 60% of the newly licensed RNs graduated with a Bachelor of Science in nursing.

**Table 18: Type of Degree of Newly Licensed RNs**

	<b>Frequency</b>	<b>Percent</b>
Associate in nursing	129	33.5
Baccalaureate in nursing	231	60.0
RN to BS in nursing	6	1.6
Missing	19	4.9
Total	385	100.0

Table 19 reveals 27% of the newly licensed RNs are Filipino, Caucasian 22.9%, 2 or more races 18.2%, Japanese 13%, and Native Hawaiian 7.8%.

**Table 19: Racial/ Ethnic Background of Newly Licensed Nurses**

	<b>Frequency</b>	<b>Percent</b>
2 or more races	70	18.2
African-American	2	.5
Caucasian	88	22.9
Chinese	15	3.9
Filipino	104	27.0
Hispanic	6	1.6
Japanese	50	13.0
Korean	8	2.1
Native Hawaiian	30	7.8
Other Asian	3	.8
Other Pacific Islander	4	1.0
Samoan	4	1.0
Some other race	1	.3
Total	385	100.0

***Newly Licensed RNs not Employed in Their first RN position***

Out of the 385 newly licensed nurses, 94 (24.4%) reported not finding employment in their first nursing position. 21 (22.4%) respondents identified they had graduated in 2007, 72 (76.6%) in 2008 and 1 (1.1%) in 2009. 15% were males and 85% female. 61% were from the Millennial generation born 1979-2000 and 34% were Generation X born 1965-1978. 89.4% reported to reside on the island of Oahu, 5.3% on Hawaii, 4.3% Kauai and 1.1% Maui. 67 (71.3%) were graduates from a Baccalaureate in nursing program, 26 (27.7%) were graduates from a Associate in nursing program and one (1%) was a RN to Baccalaureate in nursing graduate.

***Newly Licensed RNs Employed in First Nursing Position***

270 (70.1%) reported they were employed in their first nursing position. 94 (24.4%) reported they had not found employment as a RN and 21 (5.5%) did not respond to the question. 22.2% found employment immediately, 25.2% took less than 3 months to find employment, and 25.6% found employment 3 to 6 months after graduation. A small percent 1.5% took over 12 months to find employment in a nursing position.

**Table 20: Length of Time to Secure First Nursing Position**

	<b>Frequency</b>	<b>Percent</b>
Immediately	60	22.2
< 3mths	68	25.2
>=3mths, <6mths	69	25.6
6mths	31	11.5
>6mths, <12mths	38	14.1
>=12mths	4	1.5
Total	270	100.0

Most newly licensed nurses were employed in the acute care hospital setting 62.3%, Long Term Care 18.9%, and community setting 5.2%. Table 21 indicates new RNs became employed in a variety of different settings for the first position.

**Table 21: Work Setting of First RN Position**

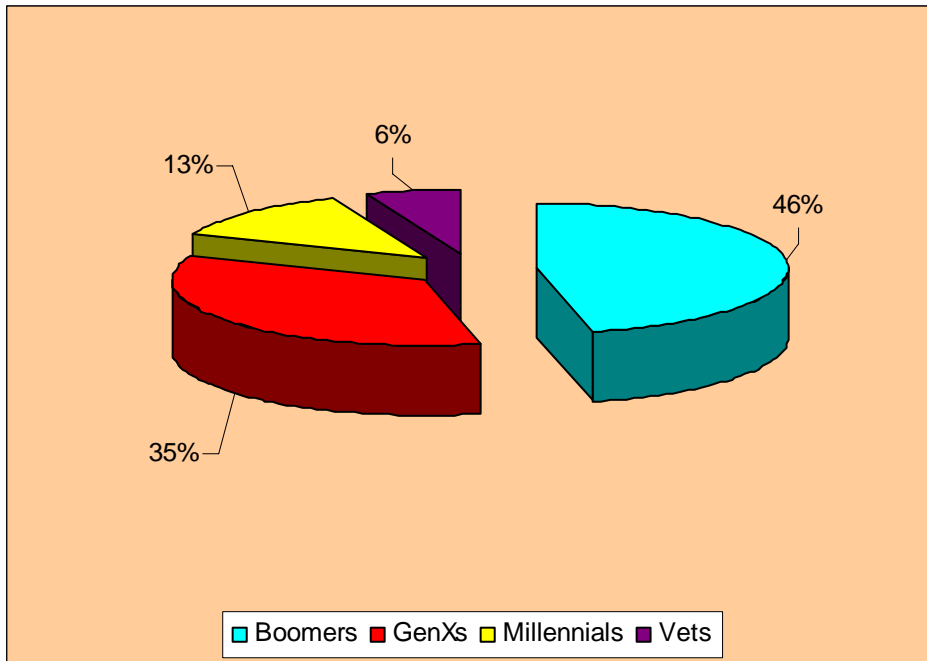
	Frequency	Percent
Acute Care Hospital	168	62.3
School nurse	1	.4
Home care	6	2.2
Military Hospital	1	.4
Pediatric sub acute facility	1	.4
Physician office	5	1.9
Primary care	1	.4
Private nursing care	1	.4
Psych/mental health	1	.4
Nurse aide	1	.4
Community setting	14	5.2
Substance abuse/detox nurse	1	.4
Long Term Care	51	18.9
Other	9	3.3
Ambulatory surgery center	1	.4
Case management	2	.7
Clinic	3	1.1
Correctional facility	2	.7
Critical access hospital	1	.4
<b>Total</b>	<b>270</b>	<b>100.0</b>

## Generational Cohorts

### *Registered Nurses by Generational Cohort*

Date of birth was provided by 5,069 (99.8%) RNs. This information was used to estimate the number of RNs currently in the state workforce by generational cohort. As illustrated in Figure 6, an estimated 6.1% (309) are Veteran RNs born between 1922 and 1946, 46.4% (2,356) are Baby Boomers born between 1947 and 1964, 34.5% (1,751) are Generation X born 1965-1978, and 12.9% (653) are Millennials born 1979-2000.

**Figure 6: Registered Nurses Working in Hawaii by Generational Cohort**



***Generational Cohort of Registered Nurses by County***

Table 22 reveals that 6.1% (309) of the 2009 RN workforce was made up of Veteran nurses. Although 64.4% (199) of the Veteran cohort reside in the City and County of Honolulu this cohort only represents 5.3% of the RN workforce on Oahu. On the other neighbor islands, Veteran nurses represent an estimated 8.2% of the nursing workforce in Hawaii County, 5.4% in Kauai County, and 9.6% Maui.

**Table 22: Frequency Distribution of RNs by County**

	<b>Baby</b>					
	<b>Missing</b>	<b>Veterans</b>	<b>Boomers</b>	<b>Generation X</b>	<b>Millennials</b>	<b>Total</b>
	<b>n (%)</b>	<b>n (%)</b>	<b>n (%)</b>	<b>n (%)s</b>	<b>n (%)</b>	<b>n (%)</b>
<b>Oahu</b>	5 0.1%	199 5.3%	1,614 43.2%	1,385 37.1%	534 14.3%	3,737 73.6%
<b>Hawaii</b>	2 0.3%	52 8.2%	368 58.0%	168 26.5%	44 6.9%	634 12.5%
<b>Maui</b>	0 0.0%	45 9.7%	241 51.7%	128 27.5%	52 11.2%	466 9.2%
<b>Kauai</b>	1 0.4%	13 5.4%	133 55.2%	70 29.3%	23 9.6%	240 4.7%
<b>Total</b>	8 0.2%	309 6.1%	2,356 46.4%	1,751 34.5%	653 12.9%	5,077 100.0%

### *Healthcare Workplace Settings by Generational Cohort*

As shown in Tables 23, an estimated 36% of Veterans continue to work in the hospital sector, 7% work in nursing education, 11% in other sectors, and 10% in long term care.

**Table 23: Frequency Distribution of RNs by Employment Setting and Cohort**

	Missing n (%)	Mills n (%)	GenX n (%)	Boomers n (%)	Vets n (%)	Total n (%)
Agency Staff	0 0.0%	7 1.1%	16 0.9%	24 1.0%	7 2.3%	54 1.1%
Ambulatory Care	0 0.0%	10 1.5%	89 5.1%	173 7.4%	19 6.2%	291 5.7%
Home Health	0 0.0%	12 1.8%	37 2.1%	91 3.9%	12 3.9%	152 3.0%
Hospice	0 0.0%	1 0.2%	13 0.7%	50 2.1%	9 2.9%	73 1.4%
<b>Hospital</b>	4 50.0%	502 77.0%	1,246 71.3%	1,254 53.3%	111 36.2%	3,117 61.5%
Insurance Company / HMO	0 0.0%	3 0.5%	16 0.9%	66 2.8%	9 2.9%	94 1.9%
Long Term Care	0 0.0%	62 9.5%	110 6.3%	140 5.9%	31 10.1%	343 6.8%
University/College Nursing Education Program	1 12.5%	3 0.5%	16 0.9%	85 3.6%	22 7.2%	127 2.5%
Occupational Health	0 0.0%	0 0.0%	9 0.5%	23 1.0%	5 1.6%	37 0.7%
Physician's Office	0 0.0%	17 2.6%	51 2.9%	95 4.0%	19 6.2%	182 3.6%
Public Health	0 0.0%	13 2.0%	44 2.5%	99 4.2%	15 4.9%	171 3.4%
Self-Employed	0 0.0%	0 0.0%	3 0.2%	40 1.7%	12 3.9%	55 1.1%
Student Health / School	0 0.0%	2 0.3%	9 0.5%	24 1.0%	0 0.0%	35 0.7%
Traveling Nurse	0 0.0%	5 0.8%	5 0.3%	4 0.2%	1 0.3%	15 0.3%
Other	3 37.5%	14 2.1%	80 4.6%	182 7.7%	35 11.4%	314 6.2%
Not employed in Nursing	0 0.0%	1 0.2%	3 0.2%	3 0.1%	0 0.0%	7 0.1%
None of the above; missing						10 0.2%
<b>TOTAL</b>	8 100.0%	652 100.0%	1,747 100.0%	2,353 100.0%	307 100.0%	5,067 100.0%

### ***Primary Role by Generational Cohort***

Table 24 reveals the primary role for a large percent of RNs is patient care. Nearly 90% of Millennials reported their primary nursing role as providing patient care. 75% of GenXs, 54% of Baby Boomers, and 40% of Veterans reported patient care as their primary role. Teaching/Instruction as a primary role was reported by a greater percent of 5.8% Baby Boomers and 11% Veterans.

**Table 24: Frequency Distribution of RNs by Primary Role and Cohort**

	Missing n (%)	Mills n (%)	GenX n (%)	Boomers n (%)	Vets n (%)	Total n (%)
<b>Administration</b>	2 25.0%	11 1.7%	115 6.6%	334 14.2%	30 9.7%	492 9.7%
<b>Case Management</b>	0 0.0%	11 1.7%	98 5.6%	202 8.6%	18 5.8%	329 6.5%
<b>Patient Care</b>	1 12.5%	587 89.9%	1,309 74.8%	1,277 54.2%	124 40.1%	3,298 65.0%
<b>Quality Assurance</b>	1 12.5%	2 0.3%	21 1.2%	70 3.0%	9 2.9%	103 2.0%
<b>Teaching/Instruction</b>	1 12.5%	16 2.5%	81 4.6%	137 5.8%	34 11.0%	269 5.3%
<b>Nursing Research</b>	1 12.5%	0 0.0%	6 0.3%	13 0.6%	4 1.3%	24 0.5%
<b>Other</b>	0 0.0%	10 1.5%	34 1.9%	109 4.6%	35 11.3%	188 3.7%
<b>Not employed in nursing</b>	0 0.0%	1 0.2%	3 0.2%	2 0.1%	0 0.0%	6 0.1%
<b>None of the above; missing</b>	2 25.0%	15 2.3%	84 4.8%	211 8.9%	55 17.8%	367 7.2%
<b>TOTAL</b>	8 100.0%	653 100.0%	1,751 100.0%	2,356 100.0%	309 100.0%	5,077 100.0%



### *Average Hours Worked by Generational Cohort*

As revealed in Table 25, most Veterans continue to work 30 or more hours per week in their RN positions.

**Table 25: Average Hours Worked by Cohort**

	Missing	Mills n (%)	GenX n (%)	Boomers n (%)	Vets n (%)	Total n (%)
<b>10 hours or less</b>	0 0.0%	7 1.1%	24 1.4%	37 1.6%	24 7.8%	92 1.8%
<b>More than 10 hours, but less than 20 hours</b>	0 0.0%	18 2.8%	25 1.4%	60 2.5%	28 9.1%	131 2.6%
<b>At least 20 hours, but less than 30 hours</b>	1 12.5%	40 6.1%	172 9.8%	184 7.8%	42 13.6%	439 8.6%
<b>At least 30 hours, but less than 40 hours</b>	0 0.0%	335 51.3%	568 32.4%	458 19.4%	30 9.7%	1,391 27.4%
<b>At least 40 hours, but less than 50 hours</b>	3 37.5%	216 33.1%	732 41.8%	1,031 43.8%	98 31.7%	2,080 41.0%
<b>50 hours or more</b>	1 12.5%	19 2.9%	134 7.7%	368 15.6%	27 8.7%	549 10.8%
<b>N/A</b>	1 12.5%	4 0.6%	16 0.9%	17 0.7%	5 1.6%	43 0.8%
<b>Missing</b>	2 25.0%	14 2.1%	80 4.6%	201 8.5%	55 17.8%	352 6.9%
<b>Total</b>	8 100.0%	653 100.0%	1,751 100.0%	2,356 100.0%	309 100.0%	5,077 100.0%

**Registered Nurses Intent to Retire over the next 20 years by County**

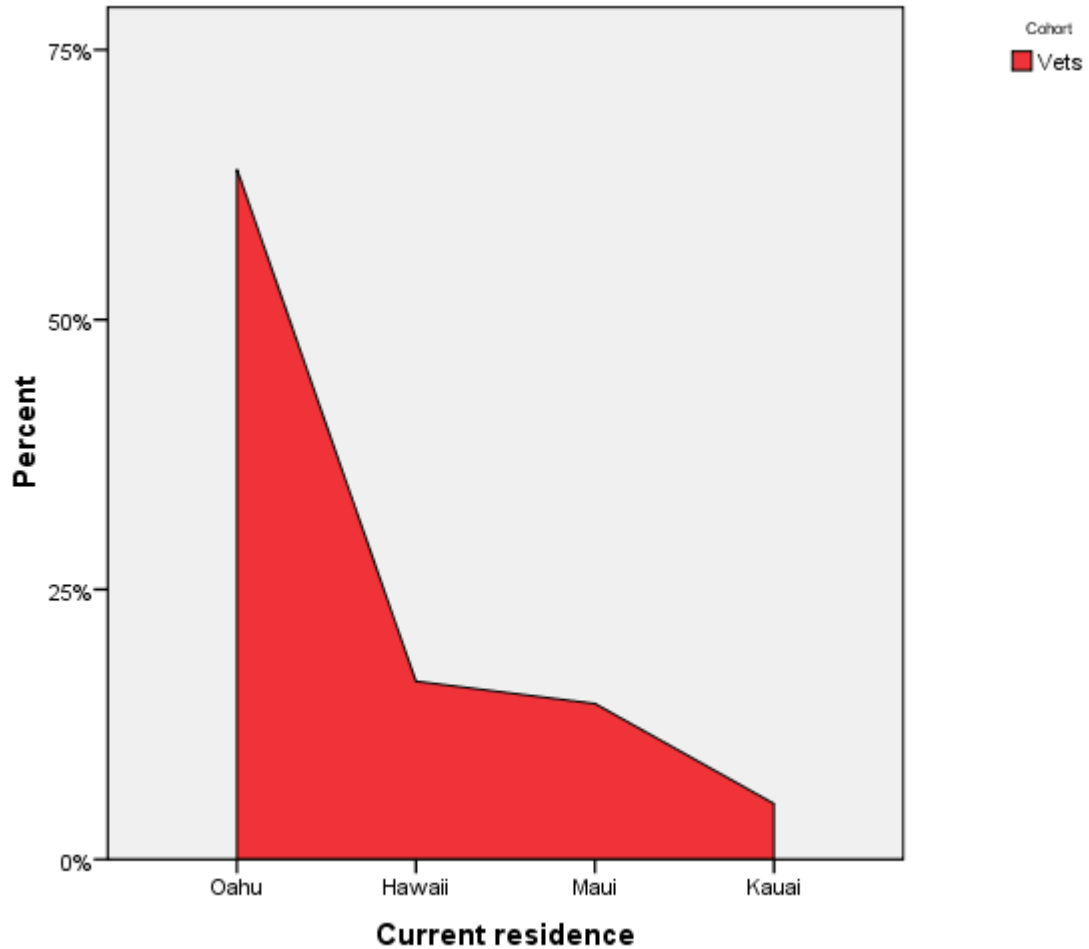
Table 26 reveals there will be a gradual loss of current registered nurses from the workforce with approximately 11.5% intending to retire in less than 5 years. A total of 43.3% of the current workforce intend to retire within the next 15 years. 35.8% (843) of the Baby Boomers and 74.5% (230) of the Veterans intend to retire and leave the profession within the next 10 years.

**Table 26: Registered Nurses Intention to Retire from the Profession by Cohort**

	Missing	Mills n (%)	GenX n (%)	Boomers n (%)	Vets n (%)	Total n (%)
<b>Less than 1 year</b>	0 0.0%	2 0.3%	7 0.4%	18 0.8%	29 9.4%	56 1.1%
<b>1-3 years</b>	0 0.0%	7 1.1%	21 1.2%	144 6.1%	104 33.7%	276 5.4%
<b>More than 3 years, but less than 5 years</b>	1 12.5%	13 2.0%	28 1.6%	158 6.7%	53 17.2%	253 5.0%
<b>5 or more years, but less than 10 years</b>	1 12.5%	34 5.2%	76 4.3%	523 22.2%	44 14.2%	678 13.4%
<b>10 or more years, but less than 15 years</b>	1 12.5%	33 5.1%	184 10.5%	707 30.0%	11 3.6%	936 18.4%
<b>15 or more years, but less than 20 years</b>	0 0.0%	51 7.8%	319 18.2%	380 16.1%	1 0.3%	751 14.8%
<b>20 or more years</b>	2 25.0%	489 74.9%	1,008 57.6%	210 8.9%	4 1.3%	1,713 33.7%
<b>N/A</b>	1 12.5%	10 1.5%	27 1.5%	14 0.6%	8 2.6%	60 1.2%
<b>Missing</b>	2 25.0%	14 2.1%	81 4.6%	202 8.6%	55 17.8%	354 7.0%
<b>Total</b>	8 100.0%	653 100.0%	1,751 100.0%	2,356 100.0%	309 100.0%	5,077 100.0%

Out of the 309 Veterans, 62.8% (194) of Veterans intend to retire within 5 years. Figure 7 reveals the greatest proportion of Veterans 64% (124) was employed in the City & County of Honolulu. On the neighbor islands, 16.5% (32) intend to retire within 5 years in Hawaii County, 14.4% (28) in Maui and 5.1% (10) in Kauai.

**Figure 7: Percent of Veteran Registered Nurses on Oahu, Hawaii, Kauai and Maui Intending to Retire in the next 5 Years**



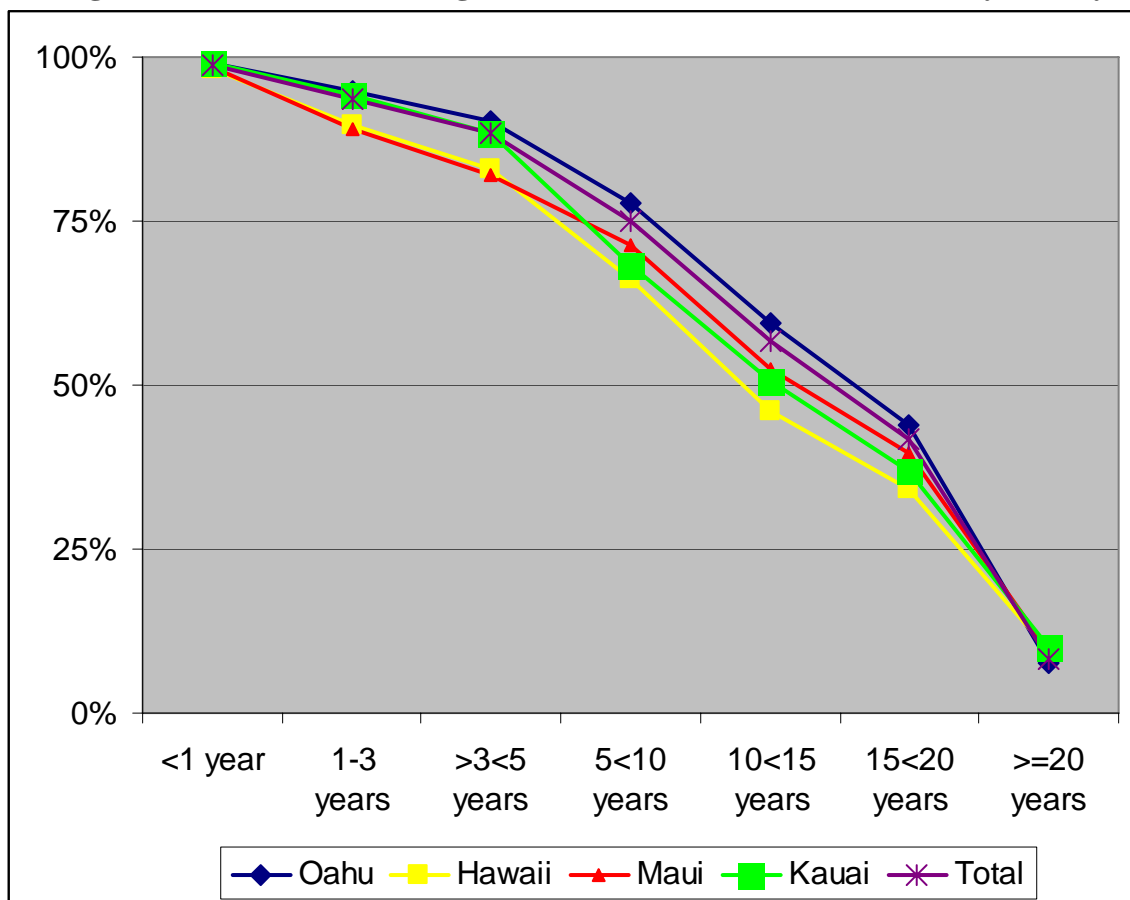
**Table 27: Registered Nurses Intention to Retire from the Profession by Island**

	<b>Oahu n (%)</b>	<b>Hawaii n (%)</b>	<b>Maui n (%)</b>	<b>Kauai n (%)</b>	<b>Total n (%)</b>
<b>Less than 1 year</b>	35 0.9%	12 1.9%	7 1.5%	2 0.8%	56 1.1%
<b>1-3 years</b>	166 4.4%	54 8.5%	44 9.4%	12 5.0%	276 5.4%
<b>More than 3 years, but less than 5 years</b>	164 4.4%	42 6.6%	33 7.1%	14 5.9%	253 5.0%
<b>5 or more years, but less than 10 years</b>	473 12.7%	107 16.9%	50 10.7%	48 20.1%	678 13.4%
<b>10 or more years, but less than 15 years</b>	677 18.1%	128 20.2%	88 18.9%	41 17.6%	937 18.4%
<b>15 or more years, but less than 20 years</b>	583 15.6%	75 11.8%	60 12.9%	33 13.8%	751 14.8%
<b>20 or more years</b>	1,352 36.2%	157 24.8%	140 30.0%	64 26.8%	1,713 33.7%
<b>N/A</b>	43 1.2%	7 1.1%	6 1.3%	4 1.7%	60 1.2%
<b>Missing</b>	244 6.5%	52 8.2%	38 8.2%	20 8.4%	354 7.0%
<b>Total</b>	3,737 100.0%	634 100.0%	466 100.0%	239 100.0%	5,077 100.0%

### *Loss of Current Nursing Workforce over Time*

As displayed in Figure 8, the estimated loss in current registered nursing workforce over time by county will be proportionally greater on the neighbor islands (Hawaii, Maui, and Kauai).

**Figure 8: Loss of Current Registered Nurse Workforce over Time by County**



## Retention and the Workplace

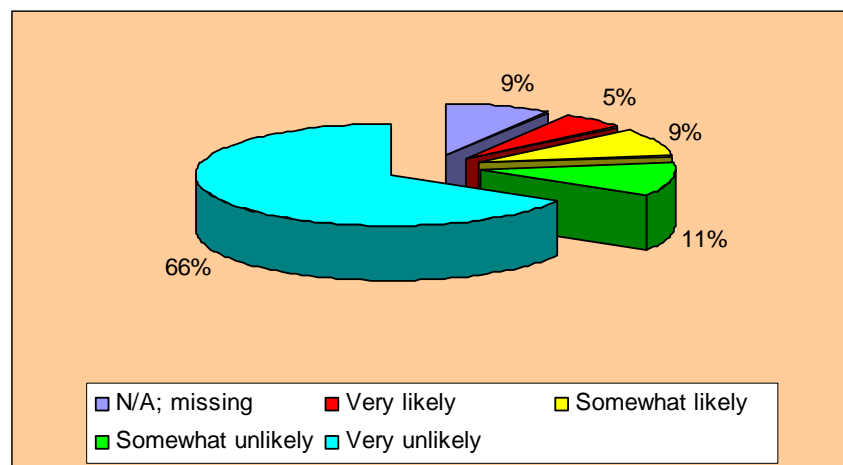
### *Intention to Leave Primary Employer in next 12 Months*

Out of the 5,077 working RNs, 5.3% (270) RNs reported they were ‘*very likely*’ to leave their primary employer in the next 12 months. As Table 28 and Figure 9 illustrates another 8.9% (451) reported they were ‘*somewhat likely*’ to leave their primary employer. 66.2% (3,362) reported they were ‘*very unlikely*’ to leave and 10.6% (540) were ‘*somewhat unlikely*’ to leave in the next 12 months.

**Table 28: Intentions to Leave-Primary Employer**

	Frequency	Percent
N/A; missing	454	8.9
Very likely	270	5.3
Somewhat likely	451	8.9
Somewhat unlikely	540	10.6
Very unlikely	3362	66.2
Total	5077	100.0

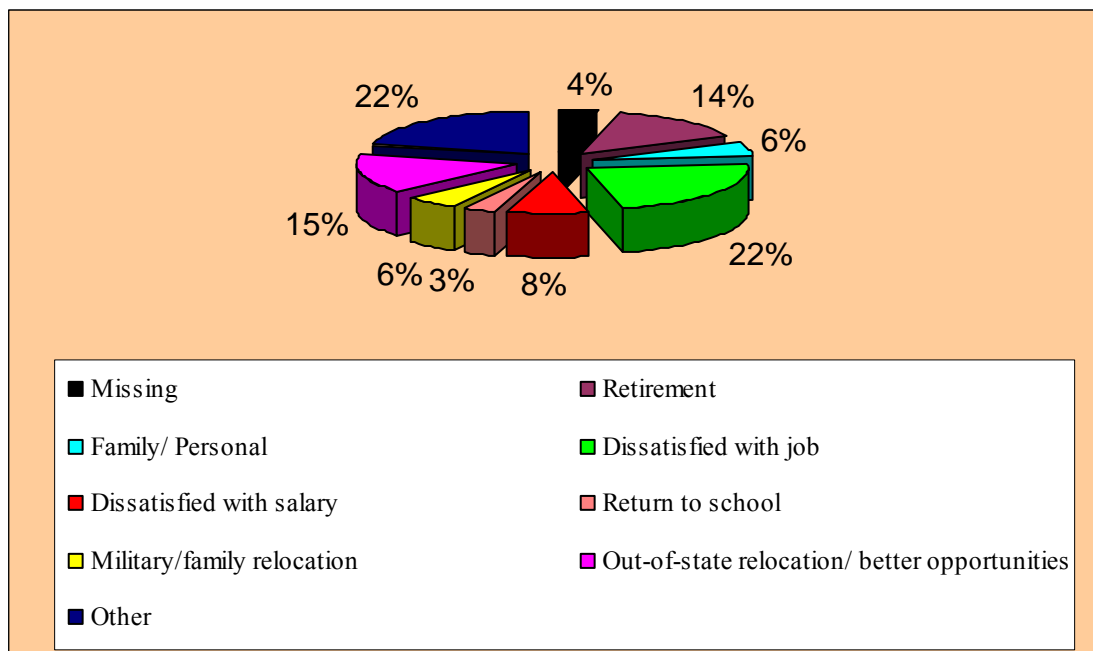
**Figure 9: Registered Nurses Intentions to Leave Current Primary Employer in the Next Twelve Months**



### ***Reasons for Leaving Primary Employer in next 12 Months***

721 (14.2%) RNs reported they were ‘*very likely*’ or ‘*somewhat likely*’ to leave their primary employer in the next 12 months. As Figure 10 reveals that 31.2% of RNs identified dissatisfaction (i.e., 22.9% dissatisfied with the job and 8.3% dissatisfied with the salary) as the main reason for their intention to leave. Figure 10 indicates respondents also identified family / personal leave (5.7%), military/ family relocation (5.7%), other (21.5%), relocation off islands for better opportunities (15.1%), retirement (14.1%), and return to school (2.9%) as main reasons for leaving a current position in the next 12 months. 27 (3.8%) RNs did not respond to the question.

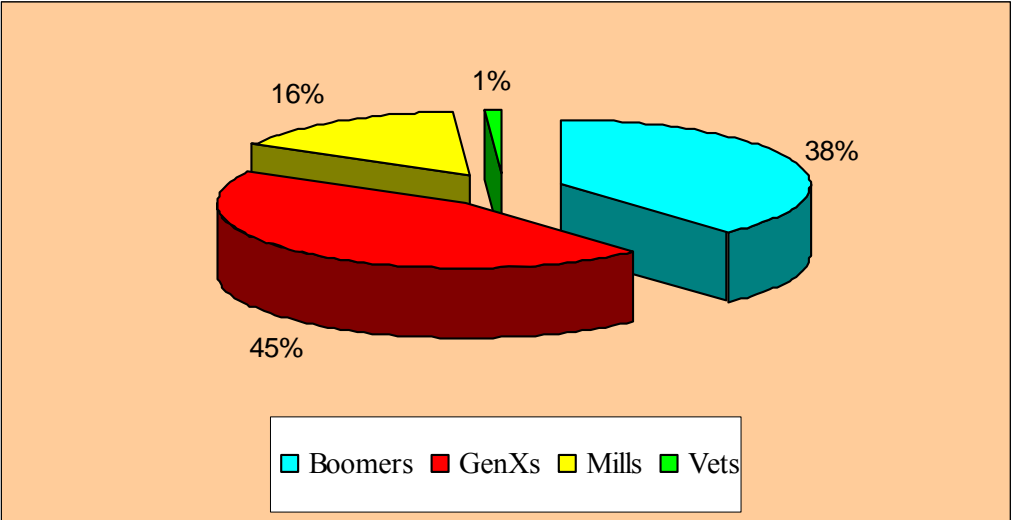
**Figure 10: Registered Nurses Reasons for Leaving Current Primary Employer in the Next Twelve Months**



**Dissatisfaction with Job**

Out of the 5,077 RNs working in the state, 165 (22.9%) reported the intention to leave their primary employer in the next 12 months because of dissatisfaction with their job. Figure 11 reveals that 38.2% were Baby Boomers born 1947-1965, 44.8% were GenXs born 1965-1978, 15.8% were Millennials born 1978+, and 1.2% were Veterans born 1922-1946.

**Figure 11: Dissatisfaction with Job by Cohort**

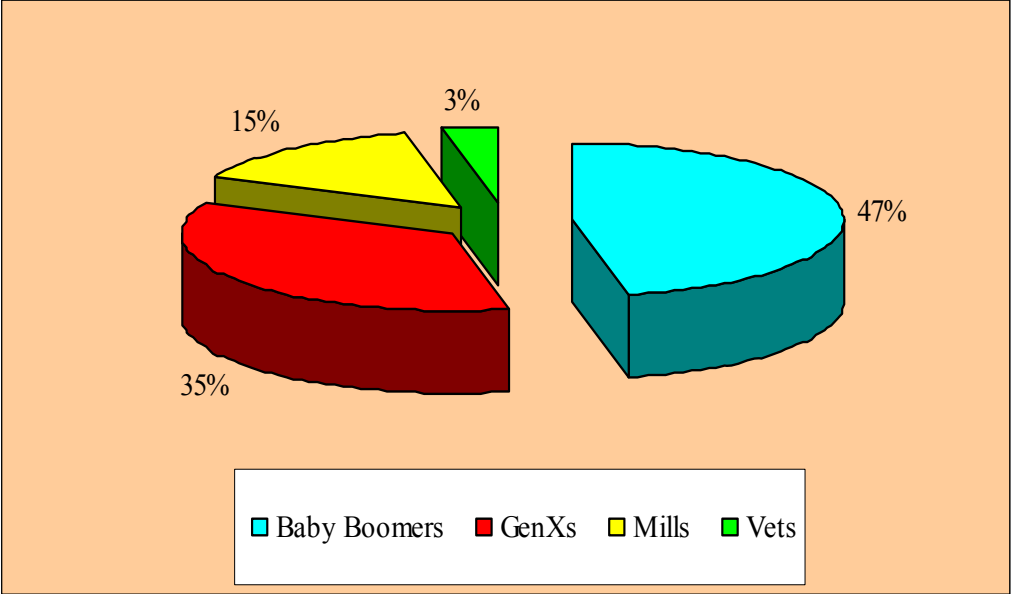




**Dissatisfaction with Salary**

60 (8.3%) of RNs reported an intention to leave their primary employer because of dissatisfaction with salary. Figure 12 identifies 46.7% were Baby Boomers, 35% GenXs, 15% Millennials, and 3.3% Veterans.

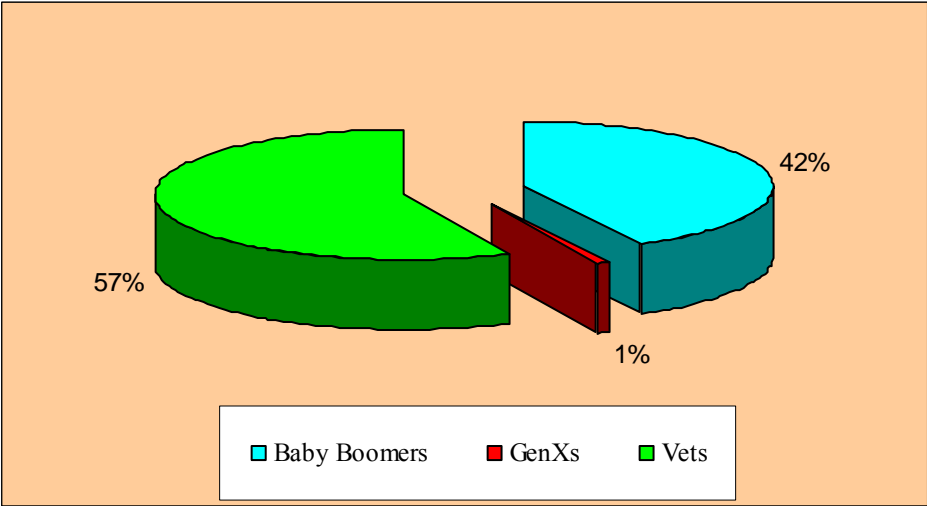
**Figure 12: Dissatisfaction with Salary by Cohort**



### Intention to Retire by Generational Cohort

102 (14.1%) RNs reported an intention to leave their primary employer and retire in the next 12 months. Figure 13 reveals 56.9% were Veterans, 42.2% Baby Boomers, and 1% were GenXs.

Figure 13: Intention to Retire by Generational Cohort



## **Appendix A: Mailed Survey Questionnaire**



## Registered Nurse Workforce Survey - 2009

Greeting Nurse Colleagues! Some of you may have missed the opportunity to complete the online survey when completing your relicensure. Thus we are providing this paper version to provide you another opportunity to complete this year's RN survey. In addition, for your convenience, you may choose to go to the link below and complete the online version of this survey which will remain live until the 30th June 2009. Please Note: For those RNs who have completed the 2009 online survey please disregard this questionnaire and we thank you for your time and assistance. Web link: <http://tiny123.com/0i0>

### INSTRUCTIONS

Please read each question carefully and select the box or fill in the blank next to the item. If a question requires more than one response, (i.e., choose all that apply, special instructions will be provided).

Please provide information about your situation and your own opinions. There is no right or wrong answers to the questions. Please complete **all questions** as instructed on the questionnaire and return your completed questionnaire in the enclosed postage paid envelope within the next 10 days.

### I. DEMOGRAPHICS

1. Age \_\_\_ \_\_\_

2. Year Born \_\_\_ \_\_\_ \_\_\_

3. Gender

Male

Female

4. Race/Ethnicity: (select one)

African-American

American Indian/Native Alaskan

Caucasian

Native Hawaiian

Hispanic

Mixed (2 or more races)

Some Other Race

Chinese

Filipino

Japanese

Korean

Samoan

Other Pacific Islander

Other Asian

5. What is the Residential Zip Code of your current home address \_\_\_ \_\_\_ \_\_\_ \_\_\_

6. Where was your residential (home) address one year ago (i.e., 2008)?

State of Hawaii

Other state or US territory

Foreign country

7. Where do you expect your residential (home) address to be one year from now (i.e., 2010)?

State of Hawaii

Other state or US territory

Foreign country

**II. EDUCATIONAL BACKGROUND**

8. Where was the location of the **basic nursing education** program that prepared you to take the RN licensing examination (NCLEX)?

- Hawaii
- Other state or US territory
- Foreign country

9. Are you currently enrolled in a **nursing** education program leading to a degree?

- Not currently enrolled
- Baccalaureate Degree Program
- Master’s Degree Program
- Doctoral Program
- Other

10. Select all nursing educational programs completed and fill in year you graduated from each

<b>Check</b>	<b>Type of Program</b>	<b>Year Graduated</b>
<input type="checkbox"/>	Diploma in Nursing	_____
<input type="checkbox"/>	Associate degree, nursing	_____
<input type="checkbox"/>	Baccalaureate Degree, nursing	_____
<input type="checkbox"/>	Baccalaureate Degree, other	_____
<input type="checkbox"/>	Masters’ degree, nursing	_____
<input type="checkbox"/>	Masters’ degree, other	_____
<input type="checkbox"/>	Doctoral degree, nursing	_____
<input type="checkbox"/>	Doctoral degree, other	_____

11. Select all advanced practice educational programs completed and obtained Advanced Practice Registered Nurse recognition (APRN) through the Hawaii State Board of Nursing.

<b>Check</b>	<b>Type of Advanced Program</b>	<b>Year obtained APRN license in Hawaii</b>
<input type="checkbox"/>	Nurse practitioner	_____
<input type="checkbox"/>	Clinical nurse specialist	_____
<input type="checkbox"/>	Nurse midwife	_____
<input type="checkbox"/>	Nurse anesthetist	_____

**III. EMPLOYMENT STATUS**

12. Which of the following best describes your current primary work situation? (**select only one**)

- Working in a nursing position requiring an RN license or a position enhanced by my nursing knowledge and license.
- Working in a non-nursing job – looking for an RN position
- Working in a non-nursing job – not looking for an RN position
- Not employed – looking for an RN position
- Not employed – looking for a non-nursing job
- Not employed – not looking for a job
- Not employed – retired

13. How many employers do you currently work for as an RN?

- One employer
- Two employers
- Three or more employers
- None of the above

***For the following questions, please use the following definitions:***

- 1. **Principal Employment:** Employment where the greatest number of your RN working hours are spent.
- 2. **Secondary Employment:** Employment where the second greatest number of your RN working hours are spent.

14. Please identify the type of setting that most closely corresponds to your **nursing practice** positions:

	<b><u>Principal Employment (Select only one)</u></b>	<b><u>Secondary Employment (Select only one)</u></b>
Hospital	_____	_____
Long Term Care	_____	_____
Nursing Education	_____	_____
Home Health	_____	_____
Hospice	_____	_____
Public Health	_____	_____
Student Health/ School	_____	_____
Ambulatory Care	_____	_____
Physician’s office	_____	_____
Occupational Health	_____	_____
Agency Staff	_____	_____
Traveling Nurse	_____	_____
Insurance Company/ HMO	_____	_____
Self-Employed	_____	_____
Other	_____	_____
None of the above	_____	_____

15. Please choose the major activity that best describes your **nursing position**:

	<b><u>Principal Employment (Select only one)</u></b>	<b><u>Secondary Employment (Select only one)</u></b>
Patient Care	_____	_____
Teaching / Instruction	_____	_____
Administration	_____	_____
Quality Assurance	_____	_____
Case Management	_____	_____
Nursing Research	_____	_____
Other	_____	_____
None of the above	_____	_____

16. How long have you been employed as a **RN** by your current facility/ employer?

	<b><u>Principal Employment (Select only one)</u></b>	<b><u>Secondary Employment (Select only one)</u></b>
a) Less than 1 year	_____	_____
b) 1 - 3 years	_____	_____
c) More than 3 years, but less than 5 years	_____	_____
d) 5 or more years, but less than 10 years	_____	_____
e) 10 or more years	_____	_____
f) None of the above	_____	_____

17. On average, how many hours per week (**all nursing employment**) do you work as an RN?

- \_\_\_\_\_ 10 hours or less
- \_\_\_\_\_ more than 10 hours, but less than 20 hours
- \_\_\_\_\_ at least 20 hours, but less than 30 hours
- \_\_\_\_\_ at least 30 hours, but less than 40 hours
- \_\_\_\_\_ at least 40 hours, but less than 50 hours
- \_\_\_\_\_ 50 hours or more
- \_\_\_\_\_ N/A

18. How likely are you to leave your principal RN employment in the next 12 months?

- \_\_\_\_\_ Very unlikely
- \_\_\_\_\_ Somewhat unlikely
- \_\_\_\_\_ Somewhat likely
- \_\_\_\_\_ Very likely
- \_\_\_\_\_ N/A

19. If you chose ‘**very likely**’ or ‘**somewhat likely**’ that you will leave your principal RN employment in the next 12 months, what is the main reason? (Select only one)

- Retirement
- Family / Personal Leave
- Dissatisfaction with job
- Dissatisfaction with salary
- Returning to school
- Military / family relocation
- Relocation to mainland for better opportunities
- Other
- N/A

20. How many years do you intend to continue practicing as a nurse? (Select only one)

- Less than 1 year
- 1 - 3 years
- More than 3 years, but less than 5 years
- 5 or more years, but less than 10 years
- 10 or more years, but less than 15 years
- 15 or more years, but less than 20 years
- 20 or more years
- N/A

21. Are you a newly licensed Registered Nurse graduate?

- Yes (if yes, please answer items below)
- No (if no, you have completed the questionnaire)

22. If you answered **yes** to question 21, what year did you graduate?

- 2007
- 2008

23. If you answered **yes** to question 21, what type of degree did you graduate with?

- AS in Nursing
- BS in Nursing
- RN to BS in Nursing

24. If you answered **yes** to question 21, have you secured a nursing position?

- Yes (if yes, please continue with items 25, 26, & 27)
- No (if no, stop here you have completed the questionnaire)

25. If you answered **yes** to question 24, how long did it take to secure your first RN position?

- Immediately
- Less than 3 months
- 3 or more months, but less than 6 months
- 6 months
- Greater than 6 months, but less than 12 months



26. If you answered **yes** to *question 24*, what type of setting is your first RN position?

- Acute hospital setting
- Community setting
- Long term care setting
- Other

27. If you answered **yes** to *question 24*, what is the specialty of your first RN position?

- Adult Health
- Pediatrics
- Psych/Mental Health
- Critical care (ICU, CCU, ER, Telemetry)
- Maternity/Women's Health
- Public Health
- Clinic
- Home Health
- Nursing Home
- Care Home
- Other

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