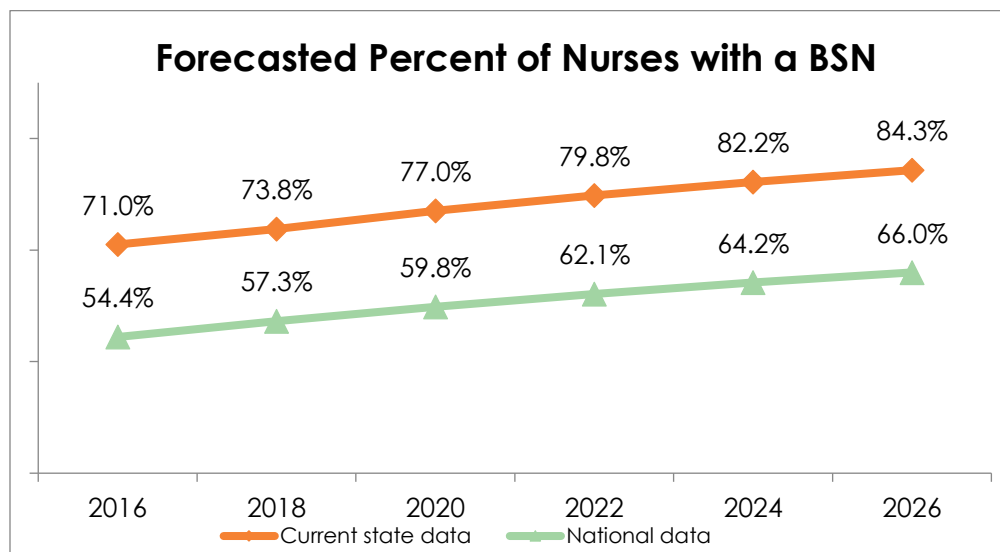


Projected Timeline of Hawai'i's Achievement of the 80% BSN Rate

Using data from the [2017 Nursing Workforce Supply Report](#) and the [2016-2017 Hawai'i State Nurse Education Capacity Survey](#), and Joanne Spetz's BSN-forecasting model¹, Hawai'i is forecasted to achieve the 80% BSN rate by 2022. In contrast, the national nursing workforce is expected to be 66% BSN-prepared by 2026.



Contributing to Hawai'i's notably more rapid achievement of the 80% goal are two factors.

1. The rate of RNs who enter the workforce with a BSN or higher has increased from 50% among RNs who graduated prior to 2014 to 70% among RNs who graduated after 2014.
2. 25% of diploma-prepared nurses and 29% of ADN-prepared nurses reported that they completed a baccalaureate or graduate degree in nursing since their initial entry into the workforce.

Note the following limitations to the probable accuracy of the forecast:

1. State data were not available from the same sources from which national data were collected. Differences in data sources may affect the accuracy of the projection for Hawai'i.
2. The model requires the use of the age distribution of graduates of nurse education programs which are not reported separately from the demographic characteristics of all enrolled students. As such, the age distribution of all enrolled students was substituted in place of the age of graduates. This substitution is valid only to the extent that the demographic characteristics of the enrolled student body in any given program is similar to those of a single graduating cohort.
3. The projection presupposes a consistent rate of change in all variables included in the calculations and cannot accurately compute a forecast on data that are expected to be substantially different from year to year.

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¹ Spetz, J. (in press). Projections of progress toward the 80% Bachelor of Science in Nursing recommendation and strategies to accelerate change. *Nursing Outlook*. doi: 10.1016/j.outlook.2018.04.012