

## 2017 Hawai'i Nursing Workforce Supply Survey Special Report: Employment of Hawai'i's RNs in Underserved and Shortage Areas

Table 1a. RNs Employed in HRSA-Defined Primary Care Provider Shortage Areas

	Primary Employer County				
	Total	Honolulu	Hawai'i	Maui	Kaua'i
<b>BSN-Prepared RNs</b>					
Employed in Shortage Area	10.8%	0.2%	100.0%	17.8%	0.0%
Employed Outside Shortage Area	89.2%	99.8%	0.0%	82.2%	100.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%
<b>All RNs</b>					
Employed in Shortage Area	13.5%	0.3%	100.0%	15.2%	0.0%
Employed Outside Shortage Area	86.5%	99.7%	0.0%	84.8%	100.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Note. Nurses who completed the 2017 Nursing Workforce Supply Survey reported their primary employment location by zip code. The Health Resources & Services Administration (HRSA) does not define shortage areas or medically underserved areas/populations by zip code. Percentages presented in Tables 1 and 2 are based on approximate correspondence between employment zip codes and HRSA-defined shortage areas and underserved areas/populations. HRSA's shortage areas can be viewed using their mapping tool located at <https://datawarehouse.hrsa.gov/tools/maptool.aspx>.

The following employment zip codes were classified as primary care provider shortage areas: City & County of Honolulu: 96717 (Hau'ula), 96730 (Ka'a'awa), 96731 (Kahuku), 96762 (Lā'ie); Hawai'i County: All zip codes; Maui County: 96742 (Kalaupapa), 96748 (Kaunakakai), 96757 (Kualapu'u), 96753 (Kihei/Wailea), 96761 (Lahaina), 96708 (Haiku), 96713 (Hāna), 96790 (Kula); Kaua'i County: None.

Table 1b. Primary Practice Specialty among RNs Employed in Primary Care Provider Shortage Areas

	All RNs	BSN-Prepared RNs
% Not Employed in Primary Care-Related Specialties	71.6%	72.8%
% Employed in Primary Care-Related Specialties	28.4%	27.2%
Total	100.0%	100.0%
Distribution of Primary Care-Related Specialties		
<i>% Employed in Adult Health</i>	10.0%	10.5%
<i>% Employed in Community Health</i>	12.3%	14.7%
<i>% Employed in Family Health</i>	14.2%	18.2%
<i>% Employed in Gerontology</i>	39.6%	36.4%
<i>% Employed in Mental Health</i>	14.6%	8.4%
<i>% Employed in Pediatrics</i>	4.1%	4.2%
<i>% Employed in Women's Health</i>	5.2%	7.7%
Total	100.0%	100.0%

Table 2a. RNs Employed in HRSA-Defined Medically Underserved Areas/Populations

	Primary Employer County				
	Total	Honolulu	Hawai'i	Maui	Kaua'i
<b>BSN-Prepared RNs</b>					
Employed in MUA/MUP	19.9%	1.4%	100.0%	100.0%	100.0%
Employed Outside MUA/MUP	80.1%	98.6%	0.0%	0.0%	0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%
<b>All RNs</b>					
Employed in MUA/MUP	27.3%	1.4%	100.0%	100.0%	100.0%
Employed Outside MUA/MUP	72.7%	98.6%	0.0%	0.0%	0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Note. The following employment zip codes were classified as underserved areas/populations: City & County of Honolulu: 96717 (Hau'ula), 96730 (Ka'a'awa), 96731 (Kahuku), 96762 (Lā'ie), 96792 (Wai'anae), 96795 (Waimānalo); Hawai'i, Maui, and Kaua'i Counties: All zip codes.

Table 2b. Primary Practice Specialty among RNs Employed in Medically Underserved Areas/Populations

	All RNs	BSN-Prepared RNs
% Not Employed in Primary Care-Related Specialties	75.2%	75.7%
% Employed in Primary Care-Related Specialties	24.8%	24.3%
Total	100.0%	100.0%
Distribution of Primary Care-Related Specialties		
<i>% Employed in Adult Health</i>	12.2%	12.3%
<i>% Employed in Community Health</i>	11.6%	14.4%
<i>% Employed in Family Health</i>	12.0%	13.6%
<i>% Employed in Gerontology</i>	38.0%	36.0%
<i>% Employed in Mental Health</i>	14.3%	8.9%
<i>% Employed in Pediatrics</i>	7.4%	8.5%
<i>% Employed in Women's Health</i>	4.4%	6.4%
<i>Total</i>	100.0%	100.0%

Table 3a. RNs Employed in OMB-Defined Rural vs. Urban Counties

	All RNs	BSN-Prepared RNs
<b>Employed in Urban Counties</b>	<b>75.3%</b>	<b>82.4%</b>
<b>Employed in Rural Counties</b>	<b>24.7%</b>	<b>17.6%</b>
<i>% of Rural-Employed RNs Working in Hawai'i Co.</i>	44.7%	50.1%
<i>% of Rural-Employed RNs Working in Maui Co.</i>	37.8%	35.0%
<i>% of Rural-Employed RNs Working in Kaua'i Co.</i>	17.5%	14.8%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>

Note. U.S. Census Bureau defines rurality by census place or census area which do not have direct correspondence to zip codes. Counties are the smallest unit of geography available in the Nursing Workforce Supply Survey data for which a definition of "rural" is available. The Office of Management and Budget defines counties as metropolitan or non-metropolitan (i.e., rural). All counties except the City & County of Honolulu are classified by OMB as non-metropolitan. Maps from the Economic Research Service providing various definitions of rurality for Hawai'i are available at [https://www.ers.usda.gov/webdocs/DataFiles/53180/25566\\_HI.pdf?v=39329](https://www.ers.usda.gov/webdocs/DataFiles/53180/25566_HI.pdf?v=39329).

Table 3b. Primary Practice Specialty among RNs Employed in Rural Counties

	All RNs	BSN-Prepared RNs
% Not Employed in Primary Care-Related Specialties	75.8%	77.1%
% Employed in Primary Care-Related Specialties	24.2%	22.9%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>
<b>Distribution of Primary Care-Related Specialties</b>		
<i>% Employed in Adult Health</i>	11.7%	11.0%
<i>% Employed in Community Health</i>	10.8%	12.9%
<i>% Employed in Family Health</i>	12.3%	14.8%
<i>% Employed in Gerontology</i>	37.9%	35.7%
<i>% Employed in Mental Health</i>	15.2%	10.0%
<i>% Employed in Pediatrics</i>	7.6%	9.0%
<i>% Employed in Women's Health</i>	4.5%	6.7%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>

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For questions regarding this report contact Carrie Oliveira, Ph.D., Associate Specialist for Workforce Research at the Hawai'i State Center for Nursing. [carrieol@hawaii.edu](mailto:carrieol@hawaii.edu) / 808-956-3959

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