

2019 Hawai'i Nursing Workforce Supply:
Snapshot of Non-Clinical Nurses Employed in Hawai'i



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For questions, contact Carrie M. Oliveira, Ph.D., Workforce Researcher, Hawai'i State Center for Nursing (carrieol@hawaii.edu, 808-956-3959)

Purpose of this Report

The primary purpose of this report is to identify the key characteristics of nurses in Hawai'i who work in non-clinical settings or roles. "Non-clinical nurses" as they are referred to throughout this report, are those who indicate that they are employed in a license-relevant position in the state of Hawai'i but who work in a setting that is not traditionally considered clinical *and* whose primary job function does not involve the delivery of direct patient care and education.

Intentionally excluded from this report are nurses whose primary job function is not to provide patient care and education but who work in traditionally clinical settings. Nurses working in non-patient facing roles within clinical settings are easily accessible to employers who may need to bolster their workforces in the time of high utilization demand for health services, such as during the COVID-19 pandemic.

Identification of Non-Clinical Nurses

Nurses Employed in Non-Clinical Settings

Of the 19 settings included on the 2019 Nursing Workforce Supply Survey, 4 of them are classifiable as traditionally non-clinical. These settings include:

1. Colleges/Universities
2. Government or Regulatory Agencies
3. Insurance Companies
4. Other Non-Clinical Settings

Table 1. Nurses Employed in Non-Clinical Settings by License, Statewide

All Nurses	LPN	RN	APRN
12.3%	13.3%	12.2%	13.3%

Exclusion of Nurses Involved in Direct Patient Care & Education

Among nurses who work in non-clinical settings, 28% report that their primary job function is to provide direct patient care and education. Nurses who provide direct patient care and education should be considered practicing clinicians regardless of their primary employment setting.

Table 2. Nurses Employed in Non-Clinical Settings Who Provide Direct Patient Care, Statewide

All Nurses	LPN	RN	APRN
28.1%	50.0%	25.7%	32.8%

Approximately 1,400 nurses, statewide, can be considered non-clinical due to the combination of their primary employment setting and primary job function. The remainder of this report will highlight characteristics of these 1,400 nurses.

Characteristics of Hawai'i's Non-Clinical Nurses

Geographic Distribution

Approximately 66% of non-clinical nurses work on the island of O'ahu. Because of highly variable margins of error by license and county, it is imprudent to estimate the number of individual non-clinical nurses in each license category employed in each county. To discourage the inaccurate extrapolation of the number of individuals represented in by-county percentages, only statewide percentages by license will be provided in subsequent tables.

Table 3. Geographic Distribution of Non-Clinical Nurses, Statewide by License

Location of Primary Employment	All Nurses	LPN	RN	APRN
Oahu	66.1%	53.1%	66.5%	71.8%
Neighbor Island	23.5%	25.0%	23.6%	20.5%
Not Reported	10.4%	21.9%	9.9%	7.7%

Primary Practice Setting

The most common practice setting of non-clinical nurses is insurance companies. Statewide, across all licenses, 42% non-clinical nurses report a primary employment setting of insurance companies. There is, however, variation in the primary employment setting of non-clinical nurses by license. The most frequently reported primary employment setting within each license category is highlighted in Table 4 below.

Table 4. Primary Employment Setting of Non-Clinical Nurses, Statewide by License

Primary Employment Setting	All Nurses	LPN	RN	APRN
College/University	16.1%	0.0%	13.4%	66.7%
Government Agency	15.4%	23.8%	15.2%	12.1%
Insurance Company	42.4%	23.8%	45.5%	9.1%
Other Non-Clinical Setting	26.1%	52.4%	25.8%	12.1%

Age Distribution

The age distribution of non-clinical nurses statewide varies by license. Notably, 27% of all non-clinical nurses report being age 60 or over. In all license categories, the proportion of non-clinical nurses who are age 60 and over is larger than any other single age cohort. The 60+ cohort is represented in Table 5 below as the sum of the percentage of nurses in the 60-64, 65-74, and 75+ cohorts.

Table 5. Age Distribution of Non-Clinical Nurses, Statewide by License

Age Cohort	All Nurses	LPN	RN	APRN
20-24 years	0.0%	0.0%	0.0%	0.0%
25-34 years	11.1%	21.7%	11.1%	3.0%
35-44 years	22.6%	17.4%	22.1%	33.3%
45-54 years	25.6%	17.4%	26.6%	18.2%
55-59 years	13.4%	17.4%	11.3%	12.1%
60-64 years	12.0%	13.0%	11.5%	18.2%
65-74 years	14.2%	13.0%	14.2%	15.2%
75+ years	1.0%	0.0%	1.1%	0.0%
60+ years	27.2%	26.0%	26.8%	33.4%