2021 HAWAII NURSING WORKFORCE SUPPLY

STATEWIDE DATA TABLES BY LICENSE

HAWAI'I STATE CENTER FOR NURSING

Connecting Nurses.
Transforming Healthcare.

OCTOBER 2021

2021 Hawaiʻi Nursing Workforce Supply

Statewide Data Tables by License

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The Hawaiʻi State Center for Nursing monitors the state of the nursing workforce in Hawaiʻi 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 intended to develop a robust nursing workforce that meets the needs of Hawaiʻi's residents now and in the future.

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INTRODUCTION

This document contains the statewide data tables by license from the 2021 Hawaiʻi Nursing Workforce Supply Survey. Users of these data are strongly encouraged to read the [Survey Method](#) that provides information related to response rates, margins of error, and the estimation of counts contained in these tables prior to use.

IMPORTANT NOTES

In addition to the important information contained in the Survey Method, readers should note the following when using the data tables.

1. Some data points are indicated with a double asterisk (**). The double asterisk appears for any cell in which fewer than five respondents gave the indicated category as a response on the survey making the percentage too small to confidently estimate based on the study sample size.

2. We have chosen to use the term Latinx and Filipinx to refer to respondents of any gender whose ancestry originates in Latin America and the Philippine Islands respectively. We have made the decision to use the gender-neutral "x" with the intention of being inclusive while recognizing that the language of inclusivity is ever-changing and that not all Latinx or Filipinx persons acknowledge or use these terms to describe themselves.

3. Age and race categories have been coded to match the age cohorts and race categories used by the U.S. Census Bureau in its presentation of demographic data in Table DP05 on data.census.gov.

4. Some variables were programmed to accept multiple responses. For these variables, the sum of the percentages of all categories within the variables may exceed 100% and the sum of counts may exceed the total number of nurses in the license category. These variables are indicated with a superscript of [MR].

5. Some rows are italicized and indented. These represent sub-categories within a single category of another variable. Adding sub-categories will sum to the total of the parent category. For example, primary employment setting type has five categories, one of which is post-acute/long-term care. The post-acute/long-term care setting type contains four sub-categories. Adding across the four sub-categories sums to 100% of the respondents in the post-acute/long-term care category.

6. Blank cells indicate that a variable is not applicable for the given license type and was not collected for nurses in that license group.

7. There is no "Total" column that represents the sum of LPNs, RNs, and APRNs within a given variable as the three licenses represent distinct workforces with different roles and scopes of practice.

8. There are no cross-tabulations in this report. Tabulations by county (or Oʻahu vs. Neighbor Islands) will be included in the 2021 Hawaiʻi Nursing Workforce Supply Report.

DATA TABLES

Table 1. Demographics

		LPN		RN		APRN	
		%	**#**	**%**	**#**	**%**	**#**
Gender	Total	100%	1,287	100%	15,072	100%	1,234
	Male	9%	119	12%	1,748	10%	125
	Female	88%	1,132	87%	13,151	88%	1,092
	Other Gender Identity	**	**	**	**	**	**
	Prefer Not to Say	2%	30	1%	159	**	**
Mean & Median Age	Mean Age	46.4		46.7		49.4	
	Median Age	47.0		46.0		48.5	
Age in 2021	Total	100%	1,287	100%	15,072	100%	1,234
	20 to 24	4%	52	1%	219	**	**
	25 to 34	17%	221	19%	2,903	9%	111
	35 to 44	22%	286	26%	3,936	32%	395
	45 to 54	26%	332	24%	3,639	23%	278
	55 to 59	12%	150	8%	1,276	12%	148
	60 to 64	10%	124	10%	1,542	12%	148
	65 to 74	10%	124	9%	1,369	12%	148
	75 and older	**	**	1%	188	**	**
Generational Group [(Pew Research Center, 2018)](#)	Total	100%	1,287	100%	15,072	100%	1,234
	Millennial (25 to 40)	29%	373	37%	5,574	30%	372
	Generation X (41 to 56)	47%	610	38%	5,678	38%	471
	Baby Boomer (57 to 75)	24%	305	25%	3,820	32%	391
Race	Total	100%	1,287	100%	15,072	100%	1,234
	Multiple Races	22%	289	21%	3,217	24%	291
	White	16%	201	26%	3,974	46%	570
	Black/African American	**	**	1%	138	3%	31
	American Indian/Alaska Native	**	**	0%	36	**	**
	Asian	55%	709	48%	7,292	26%	316
	Native Hawaiian/Other Pacific Islander	4%	57	2%	320	**	**
	Some Other Race	**	**	1%	95	**	**
Ethnicity	Total	100%	1,287	100%	15,072	100%	1,234
	Multiple Ethnicities	30%	388	25%	3,797	25%	310
	White	14%	180	24%	3,592	42%	518
	Black/African American	**	**	1%	123	2%	28
	American Indian/Alaska Native	**	**	**	**	**	**
	Chinese	**	**	3%	389	5%	62
	Filipinx	34%	441	27%	4,111	5%	56
	Japanese	5%	58	9%	1,284	9%	113
	Korean	**	**	1%	157	**	**
	Other Asian	3%	41	2%	294	**	**
	Native Hawaiian	3%	35	1%	184	**	**
	Samoan	**	**	**	**	**	**
	Other Pacific Islander	**	**	0%	75	**	**
	Other Ethnicity	**	**	1%	89	**	**
	Prefer Not to Say	8%	99	6%	929	9%	113
Any Part Native Hawaiian Ancestry	Total	100%	1,287	100%	15,072	100%	1,234
	Yes	15%	191	12%	1,858	11%	135
	No	85%	1,096	88%	13,214	89%	1,099
Hispanic/Latinx of Any Race	Total	100%	1,287	100%	15,072	100%	1,234
	Yes	13%	162	9%	1,332	10%	118
	No	87%	1,125	91%	13,740	90%	1,116

Table 2. Licensure and RN Certifications

		LPN		RN		APRN	
		%	#	%	#	%	#
Years Since Highest License Was Obtained	Total	100%	1,287	100%	15,072	100%	1,234
	Five Years or Fewer	26%	328	19%	2,843	30%	367
	6 to 10 Years	16%	199	17%	2,586	25%	310
	11 to 15 Years	14%	174	19%	2,914	13%	166
	15 to 20 Years	13%	161	10%	1,550	12%	149
	21 Years or More	33%	425	34%	5,179	20%	241
Licensed in Other U.S. States or Territories	Total	100%	1,287	100%	15,072	100%	1,234
	Only Licensed in Hawaii	96%	1,235	96%	14,423	92%	1,138
	Licensed in Hawaii and at Least One Other U.S. State or Territory	4%	52	4%	649	8%	96
Holds RN Specialty Certification [MR]	Total			100%	15,072	100%	1,234
	Not Certified in Any RN Specialty			69%	10,362	67%	831
	Acute/Critical Care			6%	913	7%	84
	Ambulatory Care			1%	152	**	**
	Care Coordination/Case Management			3%	396	**	**
	Emergency/Trauma			4%	586	4%	45
	Gerontology			1%	160	3%	39
	Hospice/Palliative Care			1%	213	3%	32
	Medical-Surgical			5%	738	**	**
	Nephrology/Dialysis			1%	160	**	**
	Nurse Education			1%	175	**	**
	Nurse Manager/Leader/Executive			2%	259	**	**
	Obstetric/Maternal-Newborn/Neonatal			4%	578	7%	91
	Oncology			2%	365	**	**
	Orthopedic			0%	46	**	**
	Pediatric			2%	243	3%	39
	Perioperative			2%	228	**	**
	Psych/Mental Health/Behavioral Health			1%	183	5%	65
	Rehabilitation			1%	160	**	**
	Wound Care/Ostomy/Continence			1%	205	3%	32

Note. Indented, italicized rows are subcategories of the preceding un-indented, un-italicized row. See the introduction for more information.

Table 3. APRN Prescriptive Authority & Certifications

		APRN	
		%	#
Has Prescriptive Authority	Total	100%	1,234
	All Types of APRNs	88%	1,081
	Nurse Practitioner	92%	828
	Clinical Nurse Specialist	57%	45
	Certified Nurse Midwife	91%	56
	Certified Registered Nurse Anesthetist	25%	6
	Multi-Certified With At Least One NP Certification	86%	135
	Multi-Certified with No NP Certifications	100%	11
APRN Certifications Held	Total	100%	1,234
	Nurse Practitioner	73%	902
	Adult-Gerontology Acute Care	7%	62
	Adult-Gerontology Primary Care	11%	101
	Family/Lifespan	61%	552
	Neonatal	1%	11
	Pediatric Primary Care	12%	107
	Psychiatric-Mental Health, Adult	1%	6
	Psychiatric-Mental Health, Lifespan	4%	34
	Women's Health	3%	23
	Other	1%	6
	Clinical Nurse Specialist	6%	79
	Pediatric	7%	6
	Psych/Mental Health	57%	45
	Women's Health	7%	6
	Other	29%	23
	Certified Nurse Midwife	5%	62
	Certified Registered Nurse Anesthetist	2%	23
	Multi-Certified with At Least One NP Certification[MR]	13%	158
	CNM	7%	11
	CNS - Adult/Gerontology	25%	39
	CNS – Pediatric	4%	6
	CNS - Psych/Mental Health	7%	11
	CNS – Other	4%	6
	NP - Adult-Gerontology Acute Care	4%	6
	NP - Adult-Gerontology Primary Care	14%	23
	NP - Family/Lifespan	46%	73
	NP – Neonatal	7%	11
	NP - Pediatric Acute Care	4%	6
	NP - Pediatric Primary Care	14%	23
	NP - Psychiatric-Mental Health, Adult	7%	11
	NP - Psychiatric-Mental Health, Lifespan	14%	23
	NP - Women's Health	7%	11
	NP - Other	21%	34
	Multi-Certified with No NP Certifications	1%	11

Note. Indented, italicized rows are subcategories of the preceding un-indented, un-italicized row. See the introduction for more information.

Table 4. Volunteerism

		LPN		RN		APRN	
		%	**#**	**%**	**#**	**%**	**#**
Volunteer Activities Done in Last 2 Years [MR]	Total	100%	1,287	100%	15,072	100%	1,234
	None	49%	625	40%	6,019	19%	240
	Disaster Relief (e.g., fire, hurricane, etc.)	**	**	4%	608	3%	34
	COVID-19 response (e.g., contact tracing, vaccinations, etc.)	20%	259	25%	3,740	35%	428
	Teaching/precepting nursing/other health students	8%	108	23%	3,418	51%	634
	Other nursing-related volunteerism	27%	343	23%	3,537	45%	554
	Other type of volunteerism	15%	192	21%	3,153	18%	223

Table 5. Total Positions and Hours Worked in a Typical Week

		LPN		RN		APRN	
		%	**#**	**%**	**#**	**%**	**#**
Number of Nursing-Related Employment Positions	Total	100%	1,287	100%	15,072	100%	1,234
	1 Position	90%	1,159	81%	12,231	60%	744
	2 Positions	9%	110	16%	2,459	27%	338
	3 or More Positions	**	**	3%	382	12%	152
Total Hours Worked in a Typical Week Across Primary & Secondary Positions	Total	100%	1,287	100%	15,072	100%	1,234
	19 Hours or Fewer	7%	85	5%	824	**	**
	20 to 40 Hours	74%	949	65%	9,836	43%	532
	41 Hours or More	20%	254	29%	4,412	55%	679

Table 6. Primary Employment Characteristics

		LPN		RN		APRN	
		%	#	%	#	%	#
Position Requires Nursing License	Total	100%	1,287	100%	15,072	100%	1,234
	License is Required	95%	1,228	97%	14,574	99%	1,217
	License is Relevant but Not Required	5%	59	3%	498	**	**
FTE Classification	Total	100%	1,287	100%	15,072	100%	1,234
	Full-time	72%	924	77%	11,625	83%	1,025
	Part-time	21%	268	17%	2,622	17%	204
	Per diem	7%	95	5%	825	**	**
Total Hours Worked in a Typical Week	Total	100%	1,287	100%	15,072	100%	1,234
	19 Hours or Fewer	8%	109	6%	895	4%	45
	20 to 40 Hours	75%	961	75%	11,253	60%	736
	41 Hours or More	17%	218	19%	2,923	37%	453
Self-Employed	Total	100%	1,287	100%	15,072	100%	1,234
	Self-Employed	5%	58	3%	485	9%	107
	Work for Someone Else	95%	1,229	97%	14,587	91%	1,127
Time in Current Position	Total	100%	1,287	100%	15,072	100%	1,234
	Less than 1 Year	14%	180	17%	2,555	19%	234
	1 Year to Less than 3 Years	28%	361	21%	3,120	30%	364
	3 Years to Less than 5 Years	14%	174	15%	2,276	19%	228
	5 Years to Less than 10 Years	16%	211	21%	3,127	13%	154
	10 Years or Longer	28%	361	26%	3,993	21%	253
Employed by Nursing Staffing Agency	Total	100%	1,287	100%	15,072	100%	1,234
	Yes	18%	230	10%	1,554	4%	45
	No	82%	1,057	90%	13,518	96%	1,189
Travel Nurse	Total	100%	1,287	100%	15,072	100%	1,234
	Yes	**	**	1%	139	**	**
	No	99%	1,269	99%	14,933	100%	1,234
2020 Pre-Tax Income	Total	100%	1,287	100%	15,072	100%	1,234
	Less than $40,000	32%	408	10%	1,515	4%	47
	$40,000 to less than $60,000	49%	631	10%	1,457	6%	71
	$60,000 to less than $80,000	16%	210	15%	2,335	8%	100
	$80,000 to less than $100,000	2%	32	23%	3,397	22%	266
	$100,000 or more	**	**	42%	6,368	61%	750
2020 Mean and Median Income	Mean Income	$44,700		$90,800		$104,700	
	Median Income	$47,400		$93,100		$108,900	

Note. Annual income was measured as a categorical variable. The means and medians presented above are calculated estimates based on the frequency distribution of the original income variable and then rounded to the nearest $100.

Table 7. Primary Practice Characteristics

		LPN		RN		APRN	
		%	#	%	#	%	#
Position Title	Total	100%	1,287	100%	15,072	100%	1,234
	Provider in Private Practice					14%	173
	Staff Nurse	69%	894	61%	9,149	60%	738
	Nurse Manager	7%	91	10%	1,495	2%	29
	Nurse Faculty/Educator	**	**	4%	605	9%	115
	Nurse Researcher	**	**	0%	56	**	**
	Nurse Executive	**	**	3%	403	4%	46
	Case Manager	2%	30	8%	1,258	**	**
	Other	21%	266	14%	2,106	9%	110
Main Job Function	Total	100%	1,287	100%	15,072	100%	1,234
	Direct Patient Care & Education	79%	1,020	62%	9,382	74%	913
	Teaching/Training Students or Staff	**	**	5%	696	10%	121
	Administration/Management	4%	53	12%	1,825	8%	103
	Quality/Practice Improvement	**	**	3%	413	2%	29
	Case Management	**	**	4%	606	**	**
	Care Coordination	3%	36	6%	834	2%	29
	Research	**	**	1%	96	**	**
	Workforce Planning/Development	**	**	1%	103	**	**
	Other	10%	125	7%	1,116	2%	29
Practice Setting	Total	100%	1,287	100%	15,072	100%	1,234
	Acute Care Hospital	4%	57	42%	6,363	20%	242
	Post-Acute/Long-Term Care Facility	32%	414	13%	1,934	**	**
	Assisted Living Facility	23%	94	16%	305	**	**
	Nursing Home/Extended Care Facility	70%	289	75%	1,446	**	**
	Rehabilitation Hospital	8%	31	10%	184	**	**
	Ambulatory Setting	35%	452	17%	2,544	50%	617
	Community Health Center	17%	75	14%	354	21%	127
	Dialysis Clinic	7%	31	10%	248	**	**
	Outpatient Clinic/Urgent Care	39%	176	39%	985	43%	265
	Provider's Office	26%	119	12%	298	27%	167
	School Health Room/Clinic	10%	44	11%	269	9%	58
	Surgical Center	1%	6	15%	390	**	**
	Home Health/Hospice	11%	144	8%	1,275	4%	46
	Home Health	78%	113	60%	765	75%	35
	Hospice	22%	31	40%	510	25%	12
	All Other Settings	17%	220	20%	2,955	26%	323
	College/University	0%	0	9%	276	32%	104
	Correctional Facility	3%	6	4%	113	4%	12
	Government or Regulatory Agency	17%	38	12%	347	16%	52
	Insurance Company	9%	19	18%	546	7%	23
	Public Health	9%	19	6%	191	7%	23
	Other Clinical Setting	37%	82	29%	850	29%	92
	Other Non-Clinical Setting	26%	57	21%	631	5%	17

Note. Indented, italicized rows are subcategories of the preceding un-indented, un-italicized row. See the introduction for more information.

Table 8. Primary Practice Characteristics (Cont.)

		LPN		RN		APRN	
		%	#	%	%	#	%
Practice Specialty	Total	100%	1,287	100%	15,072	100%	1,234
	Administration/Management	3%	44	7%	1,035	3%	41
	Adult-Gerontology	26%	330	11%	1,696	10%	122
	Cardiology/Telemetry	**	**	4%	640	2%	29
	Critical Care	**	**	6%	834	**	**
	Education	**	**	2%	374	3%	41
	Emergency/Trauma	**	**	5%	776	**	**
	Family Health	13%	171	2%	259	17%	214
	Maternal-Child/Obstetrics	**	**	6%	934	7%	87
	Medical-Surgical	3%	38	11%	1,588	2%	29
	Nephrology/Dialysis	3%	38	2%	266	**	**
	Oncology	**	**	3%	474	3%	35
	Palliative Care/Hospice	3%	38	3%	453	2%	29
	Pediatrics	9%	120	4%	640	11%	133
	Perioperative/Surgical	**	**	5%	827	**	**
	Psychiatric/Behavioral Health	**	**	3%	510	11%	139
	Public/Population Health	3%	38	3%	438	3%	35
	Rehabilitation	4%	51	2%	259	**	**
	School/Student Health	**	**	1%	158	**	**
	Women's Health	**	**	1%	180	5%	64
	Other Specialty	22%	285	18%	2,731	13%	156
Provides Primary Care	Total					100%	1,234
	Yes					54%	672
	No					46%	562
Cares for Patients in Each Population [MR]	Total	100%	1,287	100%	15,072	100%	1,234
	Uninsured	28%	364	55%	8,303	60%	736
	Medicaid/Medicare	84%	1,077	87%	13,168	91%	1,127
	Transgender/Nonbinary	34%	437	38%	5,764	47%	583
	Receives Care via Telehealth	42%	542	31%	4,707	70%	866
	Opioid Addiction/Dependency	26%	332	48%	7,266	40%	491
	Houseless	29%	372	57%	8,641	56%	690
	Disabled	57%	728	63%	9,466	70%	858
	None	6%	81	6%	910	4%	46

Table 9. Education Characteristics

		LPN		RN		APRN	
		%	#	%	#	%	#
Initial Nurse Education Program	Total	100%	1,287	100%	15,072	100%	1,234
	LPN Certificate	81%	1,038	7%	1,059	8%	96
	RN Diploma	2%	29	6%	922	5%	56
	ADN	4%	52	25%	3,783	19%	237
	BSN	13%	168	60%	8,994	47%	575
	GEPN-MS	**	**	2%	260	17%	214
	GEPN-DNP	**	**	0%	55	5%	56
Number of Years Since Completion of Initial Nurse Education Program	Total	100%	1,287	100%	15,072	100%	1,234
	Five Years or Fewer	19%	243	13%	1,960	10%	124
	6 to 10 Years	14%	186	19%	2,820	16%	192
	11 to 15 Years	17%	215	20%	2,950	17%	214
	16 to 20 Years	10%	133	10%	1,475	10%	124
	20 Years or More	40%	510	39%	5,866	47%	580
Location of Initial Nurse Education Program	Total	100%	1,287	100%	15,072	100%	1,234
	Hawaii	59%	759	54%	8,168	38%	473
	Other State	25%	325	32%	4,760	57%	704
	Foreign Country	16%	203	14%	2,144	5%	56
Highest Nursing Education Completed	Total	100%	1,287	100%	15,072	100%	1,234
	LPN Certificate	69%	887	**	**	**	**
	RN Diploma	4%	46	4%	662	**	**
	ADN	9%	116	20%	3,032	**	**
	BSN	18%	226	64%	9,684	2%	28
	MS	**	**	9%	1,379	74%	913
	DNP	**	**	1%	178	19%	237
	PhD	**	**	1%	137	4%	51
Non-Nursing Degrees Completed	Total	100%	1,287	100%	15,072	100%	1,234
	None	68%	878	66%	9,882	52%	643
	Associate Degree	18%	238	13%	1,937	10%	122
	Bachelor's Degree	14%	183	18%	2,734	30%	371
	Master's Degree	**	**	5%	762	15%	185
	Professional Doctoral Degree	**	**	1%	107	**	**
	PhD	**	**	0%	36	3%	35
Currently Enrolled in Degree-Leading Nurse Education Program	Total	100%	1,287	100%	15,072	100%	1,234
	No	89%	1,142	93%	14,075	93%	1,144
	Yes	11%	145	7%	997	7%	90
Program Type	*ADN*	*70%*	*101*	***	***	***	***
	BSN	*26%*	*38*	*32%*	*318*	***	***
	MSN	***	***	*51%*	*510*	***	***
	DNP	***	***	*16%*	*162*	*75%*	*68*
	PhD	***	***	***	***	***	***
Program Location	*Hawai'i*	*73%*	*105*	*25%*	*247*	*50%*	*45*
	Other	*27%*	*40*	*75%*	*750*	*50%*	*45*
Mode of Instructional Delivery	*Face to Face*	***	***	***	***	***	***
	Distance Education	*43%*	*62*	*77%*	*768*	*88%*	*79*
	Hybrid	*57%*	*83*	*22%*	*222*	***	***

Note. Indented, italicized rows are subcategories of the preceding un-indented, un-italicized row. See the introduction for more information.

Table 10. Job Satisfaction and Retention

		LPN		RN		APRN	
		%	#	%	#	%	#
Primary Position Job Satisfaction	Total	100%	1,287	100%	15,072	100%	1,234
	Very Satisfied	38%	483	36%	5,458	41%	505
	Satisfied	25%	320	30%	4,566	39%	482
	Neutral	27%	345	23%	3,442	10%	123
	Dissatisfied	7%	94	6%	936	5%	65
	Very Dissatisfied	3%	44	4%	670	5%	59
Likelihood of Leaving Primary Position within Next 12 Months	Total	100%	1,287	100%	15,072	100%	1,234
	Very Likely to Stay	50%	644	51%	7,661	58%	713
	Likely to Stay	11%	143	11%	1,604	9%	110
	Uncertain	28%	358	25%	3,758	16%	203
	Likely to Leave	5%	66	6%	840	8%	104
	Very Likely to Leave	6%	77	8%	1,209	8%	104
Reason for Leaving Primary Position in Next 12 Months[1] [1]Among respondents who indicated that they were likely or very likely to leave their current position within the next 12 months.	*Dissatisfied in current position or with current employer*	22%	31	26%	523	31%	64
	Want a different position with current employer	**	**	8%	155	**	**
	Want to work in a different setting	35%	50	21%	424	19%	41
	Plan to move out of state	**	**	13%	268	**	**
	Plan to leave nursing for another field	**	**	**	**	**	**
	Plan to retire	**	**	19%	396	14%	29
	Plan to leave workforce for reason other than retirement	**	**	2%	35	**	**
	Other	**	**	11%	219	19%	41
Career Plans for Next Five Years [MR] [2]Sub-categories represent percentage of nurses reporting each setting as their intended future employment setting.	Total	100%	1,287	100%	15,072	100%	1,234
	Doing current job	49%	631	45%	6,750	48%	594
	Working in different setting[2]	31%	403	29%	4,330	30%	373
	Acute Care Hospital	40%	163	28%	1,199	**	**
	Ambulatory Setting	24%	96	30%	1,300	53%	196
	Home Health/Hospice	**	**	7%	290	**	**
	Post-Acute/LTC	**	**	3%	139	**	**
	Other	24%	96	32%	1,401	30%	112
	Working in different specialty	22%	283	20%	3,047	12%	146
	Working in a non-nursing field	2%	30	5%	748	4%	47
	Retired	10%	132	16%	2,461	16%	192
	Leave workforce for reasons other than retirement	**	**	1%	169	**	**
	Unsure	16%	204	16%	2,483	17%	215
	Other plan	11%	138	7%	1,079	7%	87
Lived Outside of Hawaii 1 Year Ago	Total	100%	1,287	100%	15,072	100%	1,234
	Yes	3%	41	3%	451	5%	68
	No	97%	1,246	97%	14,621	95%	1,166
Plan to Live Outside of Hawaii 1 Year from Now	Total	100%	1,287	100%	15,072	100%	1,234
	No	100%	1,287	100%	15,072	100%	1,234

Note. Indented, italicized rows are subcategories of the preceding un-indented, un-italicized row. See the introduction for more information.

Table 11. Professional Development

		LPN		RN		APRN	
		%	#	%	#	%	#
Continuing Competency Qualifying Activities Completed in Last 2 Years	Total	100%	1,287	100%	15,072	100%	1,234
	RN or APRN Certification	1%	13	32%	4,874	90%	1,110
	30 Contact Hours of Continuing Nursing Education (CNE)	82%	1,051	86%	12,905	93%	1,151
	HBON-Approved Refresher Course	3%	33	5%	688	9%	106
	2 Credits of Post-License Education	5%	66	8%	1,168	23%	283
	Preceptor for 120+ Hours	2%	26	8%	1,146	32%	390
	PI or Co-PI for Research or EBP Project	0%	0	2%	251	11%	136
	(Co)Author of Peer-Reviewed Publication	0%	0	1%	207	8%	94
	Developed/Conducted 5 Contact Hours of CNE	5%	59	4%	584	12%	148
	Completed Nurse Residency Program	1%	13	2%	311	0%	6
	None	12%	151	5%	740	1%	12
Received Formal Education in EBP	Total	100%	1,287	100%	15,072	100%	1,234
	None	58%	745	44%	6,658	15%	190
	During nursing school	33%	427	42%	6,266	69%	848
	As professional development	18%	237	24%	3,627	36%	445