

SEPT 2023

STATEWIDE DATA TABLES BY LICENSE

2023 HAWAII NURSING
WORKFORCE SUPPLY



2023 Hawai'i Nursing Workforce Supply Statewide Data Tables by License

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About the Sample:

The data contained in the tables in this report are the responses of 8,375 nurses employed in nursing license-relevant roles in the state of Hawai'i between April and June of 2023. The full description of the study method is available in the 2023 Hawai'i Nursing Workforce Supply Survey Method Report.

Notations and Symbols the Tables:

Data have been suppressed (marked with a double asterisk **) in cases where cell sizes were less than 5. In cases where the cell size was 5 or greater and the corresponding percentage rounded to 0% are displayed as <1%.

Estimated Counts:

All tables contain estimated counts of the number of nurses in the Hawai'i workforce who are represented by each percentage. A description of how counts were estimated is described in the Method Report linked above. All counts have been rounded to the nearest 5 nurses. In cases where estimated counts represent a subset of nurses, the sum of the counts may not sum to the count corresponding to 100% of the nurses in the subset. The discrepancy is due to rounding.

Multiple Select Questions:

In tables or variables that were collected as multiple select questions (e.g., respondents could select more than one option), the sum of percentages may exceed 100%. These variables are appropriately marked.

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Demographic Tables

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		Highest Nursing License Held								
		State of Hawaii Population	All Nurses		LPN		RN		APRN	
		%	%	#	%	#	%	#	%	#
Gender	Total		100%	16930	100%	1065	100%	14545	100%	1320
	Male	50%	14%	2305	10%	110	14%	1995	15%	200
	Female	50%	85%	14400	88%	940	85%	12360	84%	1105
	Other Gender Identity	Not Reported	0%	45	**	**	0%	35	**	**
	Prefer Not to Say	Not Reported	1%	180	1%	15	1%	155	1%	15
Age in 2023 (Mean & Median)	Mean Age		46.1		49.4		45.6		48.5	
	Median Age		46.0		51.0		45.0		47.0	
Age in 2023 (Cohorts)	Total		100%	16930	100%	1065	100%	14545	100%	1320
	20-24	6%	1%	205	1%	10	1%	195	**	**
	25-34	13%	18%	3125	14%	145	20%	2860	10%	135
	35-44	13%	28%	4700	18%	190	28%	4085	32%	425
	45-54	12%	27%	4560	31%	335	27%	3875	26%	350
	55-59	6%	9%	1595	12%	130	9%	1320	10%	140
	60-64	6%	8%	1375	11%	120	8%	1110	11%	140
	65-74	11%	7%	1250	12%	130	7%	990	9%	125
75 and older	9%	1%	120	**	**	1%	110	**	**	
Generational Group (Pew, 2019)	Total		100%	16930	100%	1065	100%	14545	100%	1320
	Generation Z (<=26 Years)	Not Reported	4%	610	4%	40	4%	565	**	**
	Millennials (27 to 42 Years)	Not Reported	38%	6495	25%	265	40%	5785	35%	460
	GenX (43 to 58 Years)	Not Reported	40%	6765	45%	480	39%	5725	42%	555
	Baby Boomers (59 to 77 Years)	Not Reported	18%	3015	26%	275	17%	2420	23%	305
	Greatest Generation (78+ Years)	Not Reported	0%	45	**	**	0%	50	**	**
Race*	Total	100%	100%	16930	100%	1065	100%	14545	100%	1320
	Multiple Races	29%	20%	3455	21%	225	20%	2950	21%	275
	White	22%	26%	4335	17%	185	25%	3585	43%	565
	Black/African American	2%	1%	175	4%	40	1%	115	2%	25
	American Indian/Alaska Native	0%	0%	50	**	**	0%	40	**	**
	Asian	35%	51%	8585	52%	560	52%	7595	33%	435
	<i>Chinese</i>	4%	2%	420	**	**	2%	360	4%	55
	<i>Filipino/a</i>	14%	30%	5040	37%	395	31%	4520	10%	130
	<i>Japanese</i>	11%	8%	1350	4%	40	8%	1210	8%	105
	<i>Korean</i>	1%	1%	210	**	**	1%	180	2%	20
	<i>Other Asian</i>	5%	2%	285	1%	15	2%	245	2%	25
	Native Hawaiian/Other Pacific Islander	10%	2%	330	5%	55	2%	260	1%	20
	<i>Native Hawaiian</i>	6%	1%	195	3%	30	1%	155	**	**
	<i>Samoan</i>	1%	0%	45	1%	10	0%	30	**	**
	<i>Other Pacific Islander</i>	3%	0%	55	**	**	0%	50	**	**
	Other Race**	2%	--	--	--	--	--	--	--	--
Prefer Not to Say	Not Reported	6%	1000	9%	100	5%	785	8%	110	
Any Part Native Hawaiian Ancestry	Total	100%	100%	16930	100%	1065	100%	14545	100%	1320
	Yes	28%	11%	1870	13%	145	11%	1610	9%	115
	No	72%	89%	15060	87%	920	89%	12935	91%	1205
Hispanic/Latino/a/e of Any Race	Total	100%	100%	16930	100%	1065	100%	14545	100%	1320
	Yes	11%	9%	1525	12%	130	9%	1285	8%	110
	No	89%	91%	15405	88%	935	91%	13260	92%	1210

* The Race variable is based on categories included in the US Census Bureau's American Community Survey Table DP05 2022 1-Year Estimates for Hawaii. The percentages in the bolded "Asian" and "Native Hawaiian/Other Pacific Islander" rows are the sum of their corresponding subcategories. The values in the column sum to 100% if the row values for "Asian" and "Native Hawaiian/Other Pacific Islander" are excluded.

** The "Other Race" category was inadvertently deleted from the 2023 online survey instrument.

Link to ACS Table DP05: <https://data.census.gov/table?q=dp05&g=040XX00US15&tid=ACSDP1Y2022.DP05>

Licensure Tables

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		Highest Nursing License Held					
		LPN		RN		APRN	
		%	#	%	#	%	#
Years Since Initial Licensure for Highest License Held	Total	100%	1065	100%	14545	100%	1320
	Five Years or Fewer	18%	200	19%	2755	31%	410
	6 to 10 Years	12%	190	18%	2600	27%	360
	11 to 15 Years	15%	205	19%	2805	15%	190
	16 to 20 Years	13%	155	14%	2090	10%	140
	21 Years or More	42%	315	30%	4295	16%	215

		Licenses Held in Other Jurisdictions							
		All Nurses		LPN		RN		APRN	
		%	#	%	#	%	#	%	#
Nurse License Jurisdictions	Total	100%	16930	100%	1065	100%	14545	100%	1320
	Only Licensed in Hawaii	94%	15930	94%	1000	94%	13635	91%	1245
	Licensed in Hawaii and at Least One Other Jurisdiction	6%	1000	6%	65	6%	910	9%	75

Licensure Tables

Out of State Licenses Held	Total	100%	16930	100%	1065	100%	14545	100%	1320
AL	1%	160	**	**	1%	**	**	15	
AK	2%	320	**	**	2%	**	2%	25	
AZ	6%	1005	5%	60	6%	795	7%	75	
AR	1%	100	**	**	1%	**	**	10	
CA	37%	6325	28%	300	40%	4100	27%	525	
CO	4%	625	**	**	4%	**	2%	50	
CT	1%	220	**	**	1%	**	**	20	
DE	1%	150	**	**	1%	**	**	10	
DC	1%	230	**	**	1%	**	2%	15	
FL	7%	1155	8%	85	7%	1190	5%	90	
GA	2%	400	5%	50	2%	660	**	30	
ID	1%	230	**	**	1%	**	**	15	
IL	3%	545	**	**	3%	**	2%	45	
IN	3%	430	**	**	3%	**	**	35	
IA	1%	160	**	**	1%	**	**	15	
KS	1%	190	**	**	1%	**	**	15	
KY	1%	140	**	**	1%	**	**	10	
LA	1%	140	**	**	1%	**	**	15	
ME	1%	130	**	**	1%	**	**	10	
MD	2%	270	**	**	2%	**	2%	20	
MA	3%	575	**	**	4%	**	3%	50	
MI	2%	310	**	**	2%	**	2%	25	
MN	2%	360	**	**	2%	**	2%	30	
MS	1%	160	**	**	1%	**	**	15	
MO	1%	200	**	**	1%	**	**	15	
MT	1%	150	**	**	1%	**	**	15	
NE	1%	140	**	**	1%	**	**	15	
NV	4%	685	**	**	4%	**	4%	55	
NH	1%	130	**	**	1%	**	**	10	
NJ	2%	400	**	**	3%	**	3%	35	
NM	1%	200	**	**	1%	**	2%	15	
NY	8%	1420	**	**	9%	**	7%	120	
NC	4%	645	**	**	4%	**	2%	55	
ND	1%	120	**	**	1%	**	**	10	
OH	4%	595	8%	85	3%	1190	3%	40	
OK	1%	110	**	**	1%	**	**	10	
OR	6%	1005	**	**	6%	**	7%	80	
PA	3%	535	**	**	3%	**	5%	40	
RI	1%	100	**	**	1%	**	**	10	
SC	2%	280	**	**	2%	**	**	25	
SD	1%	130	**	**	1%	**	**	15	
TN	2%	280	5%	50	2%	660	**	20	
TX	9%	1540	15%	165	9%	2250	8%	115	
UT	2%	330	**	**	2%	**	2%	25	
VT	1%	90	**	**	1%	**	**	5	
VA	3%	585	**	**	3%	**	6%	40	
WA	8%	1405	5%	50	8%	660	11%	110	
WV	0%	60	**	**	0%	**	**	5	
WI	2%	300	**	**	2%	**	**	25	
WY	1%	100	**	**	1%	**	**	10	
American Samoa	**	**	**	**	**	**	**	**	
Guam	1%	160	**	**	1%	**	**	10	
Northern Mariana Islands	0%	60	**	**	0%	**	**	5	
Virgin Islands	0%	70	**	**	0%	**	**	5	

Licensure Tables

Multistate Licensure and Homestate

(Includes only the nurses who indicated having a license in at least one jurisdiction in addition to Hawai'i)

Highest Nursing License Held

		All Nurses		LPN		RN		APRN	
		%		%		%		%	
Holds a Multistate License	Total	100%	1000	100%	65	100%	910	100%	75
	Yes	50%	505	44%	30	54%	400	32%	40
	No	50%	495	56%	35	46%	510	68%	35
Home State for Multistate License	Total	100%	1000	100%	65	100%	910	100%	75
	AZ	9%	95	**	**	11%	**	**	10
	FL	16%	155	**	**	16%	**	**	10
	GA	5%	50	**	**	4%	**	**	5
	IN	4%	35	**	**	**	**	**	**
	MO	4%	35	**	**	**	**	**	**
	NC	8%	80	**	**	9%	**	**	5
	TX	17%	170	**	**	17%	**	**	10
	WI	4%	35	**	**	4%	**	**	5

Table includes only those Nurse Licensure Compact party states in which at least 5 nurses across all license categories reported as their home state.

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RN and APRN Certification Tables

RN Specialty Certifications Held

Highest Nursing License Held

RN National Certifications Held	All RNs and APRNs		RN		APRN	
	%	#	%	#	%	#
Total	100%	15865	100%	14545	100%	1320
None	67%	10625	67%	9755	66%	870
Acute/Critical Care	6%	940	6%	860	6%	80
Ambulatory Care	1%	160	1%	145	1%	15
Care Coordination/Case Management	2%	335	2%	320	1%	15
Emergency/Trauma	4%	655	4%	620	3%	35
Gerontology	1%	175	1%	140	3%	35
Hospice/Palliative Care	1%	120	1%	105	1%	15
Medical-Surgical	4%	690	5%	660	2%	30
Nephrology/Dialysis	1%	195	1%	190	**	**
Nurse Education	1%	105	1%	90	1%	10
Nurse Manager/Leader/Executive	1%	215	1%	210	**	**
Obstetric/Maternal-Newborn/Neonatal	3%	405	3%	375	2%	30
Oncology	2%	285	2%	255	2%	30
Orthopedic	0%	35	0%	35	**	**
Pediatric	1%	190	1%	170	2%	25
Perioperative	2%	295	2%	290	**	**
Psych/Mental Health/Behavioral Health	1%	215	1%	170	3%	45
Rehabilitation	1%	90	1%	90	**	**
Research	**	**	**	**	**	**
Wound Care/Ostomy/Continence	1%	175	1%	155	2%	25
Other	7%	1040	6%	880	12%	160

APRN Type

		%	#
Type of APRN Certification(s) Held	Total	100%	1320
	Nurse Practitioner	73%	970
	Certified Nurse Specialist	4%	50
	Certified Nurse Midwife	3%	40
	Certified Registered Nurse Anesthetist	8%	105
	Multi Certified, at least 1 NP Cert	12%	155
	Multi Certified, no NP Certs	**	**

APRN Certifications by APRN Type

		%	#
All APRNs	Total	100%	1320
	CNM	4%	50
	CRNA	8%	105
	CNS - Adult/Gerontology	4%	50
	CNS - Family/Lifespan	1%	10
	CNS - Neonatal	**	**
	CNS - Psych/Mental Health	3%	40
	CNS - Other	1%	15
	NP - Adult-Gerontology Acute Care	6%	75
	NP - Adult-Gerontology Primary Care	13%	170
	NP - Family/Lifespan	55%	730
	NP - Neonatal	1%	15
	NP - Pediatric Acute Care	**	**
	NP - Pediatric Primary Care	3%	45
	NP - Psychiatric-Mental Health, Adult	1%	15
	NP - Psychiatric-Mental Health, Lifespan	5%	65
	NP - Women's Health Care	3%	35
	NP - Other	3%	35
	Nurse Practitioner	Total	100%
NP - Adult-Gerontology Acute Care		7%	70
NP - Adult-Gerontology Primary Care		15%	145
NP - Family/Lifespan		67%	650
NP - Neonatal		1%	15
NP - Pediatric Acute Care		**	**
NP - Pediatric Primary Care		4%	35
NP - Psychiatric-Mental Health, Adult		**	**
NP - Psychiatric-Mental Health, Lifespan		3%	30
NP - Women's Health Care		2%	15
NP - Other		**	**
Certified Nurse Specialist	Total	100%	50
	CNS - Family/Lifespan	20%	10
	CNS - Psych/Mental Health	64%	30
	CNS - Other	**	**
Multi Certified, at least 1 NP Cert	Total	100%	155
	CNM	**	**
	CNS - Adult/Gerontology	33%	50
	CNS - Psych/Mental Health	**	**
	CNS - Other	**	**
	NP - Adult-Gerontology Acute Care	**	**
	NP - Adult-Gerontology Primary Care	16%	25
	NP - Family/Lifespan	53%	80
	NP - Neonatal	**	**
	NP - Pediatric Primary Care	6%	10
	NP - Psychiatric-Mental Health, Adult	6%	10
	NP - Psychiatric-Mental Health, Lifespan	23%	35
	NP - Women's Health Care	11%	15
	NP - Other	19%	30

Sum of the percentages in each APRN category may exceed 100% as APRNs may hold multiple certifications.

Volunteerism Tables

Types of Volunteerism Performed in the Last 2 Years

Highest Nursing License Held

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	All Nurses		LPN		RN		APRN	
	%	#	%	#	%	#	%	#
Total	100%	16930	100%	1065	100%	14545	100%	1320
None	44%	7425	53%	565	45%	6535	26%	335
Disaster relief	4%	685	3%	35	4%	575	6%	75
Teaching/precepting nursing or other health students	27%	4595	10%	110	26%	3835	49%	640
Other nursing-related	26%	4355	28%	300	25%	3575	36%	470
Other type of volunteering	22%	3675	20%	215	22%	3140	24%	315

Employment Tables

Number of Nursing Positions and Total Hours Worked Per Week

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Highest Nursing License Held

		All Nurses		LPN		RN		APRN	
		%	#	%	#	%	#	%	#
Number of Nursing License Relevant Jobs	Total	100%	16930	100%	1065	100%	14545	100%	1320
	1 Position	81%	13720	84%	895	82%	11970	65%	860
	2 Positions	16%	2710	14%	150	15%	2215	26%	340
	3 or More Positions	3%	500	2%	20	2%	360	9%	120
Total Hours Worked in a Typical Week Across Primary & Secondary Positions	Total	100%	16930	100%	1065	100%	14545	100%	1320
	19 Hours or Fewer	4%	615	3%	30	4%	540	3%	45
	20 to 40 Hours	70%	11850	70%	745	72%	10430	52%	690
	41 Hours or More	26%	4460	27%	290	25%	3575	44%	585

Primary Employment Characteristics

Highest Nursing License Held

		All Nurses		LPN		RN		APRN	
		%	#	%	#	%	#	%	#
Position Requires License	Total	100%	16930	100%	1065	100%	14545	100%	1320
	Yes	98%	16515	96%	1025	98%	14185	99%	1310
	No	2%	415	4%	40	2%	360	1%	10
FTE	Total	100%	16930	100%	1065	100%	14545	100%	1320
	Full-time	79%	13345	80%	855	78%	11415	81%	1070
	Part-time	16%	2655	16%	165	16%	2285	16%	205
	Per diem	6%	930	4%	45	6%	845	3%	45
Total Hours Worked in a Typical Week in Primary Position	Total	100%	16930	100%	1065	100%	14545	100%	1320
	19 Hours or Fewer	4%	720	3%	35	4%	630	4%	60
	20 to 40 Hours	80%	13595	80%	845	81%	11830	70%	930
	41 Hours or More	15%	2610	17%	180	14%	2085	25%	330
Self-Employed	Total	100%	16930	100%	1065	100%	14545	100%	1320
	Self-Employed	4%	650	5%	55	3%	440	11%	150
	Work for Someone Else	96%	16280	95%	1010	97%	14105	89%	1170
Time in Current Position	Total	100%	16930	100%	1065	100%	14545	100%	1320
	Less than 1 Year	16%	2635	18%	190	15%	2225	16%	215
	1 Year to Less than 3 Years	19%	3205	16%	170	19%	2720	24%	310
	3 Years to Less than 5 Years	12%	1965	10%	110	12%	1680	13%	175
	5 Years to Less than 10 Years	20%	3320	15%	155	20%	2855	23%	310
	10 Years or Longer	34%	5810	41%	435	35%	5070	24%	310
Agency Nurse	Total	100%	16930	100%	1065	100%	14545	100%	1320
	Yes	7%	1235	12%	125	7%	1075	3%	35
	No	93%	15695	88%	940	93%	13470	97%	1285
Travel Nurse	Total	100%	16930	100%	1065	100%	14545	100%	1320
	Yes	3%	530	5%	55	3%	460	1%	20
	No	97%	16400	95%	1010	97%	14085	99%	1300
2022 Pre-Tax Income	Total	100%	16930	100%	1065	100%	14545	100%	1320
	Less than \$40,000	8%	1355	19%	200	7%	1065	6%	85
	\$40,000 to less than \$60,000	9%	1475	43%	460	7%	950	3%	45
	\$60,000 to less than \$80,000	13%	2125	28%	295	12%	1745	6%	75
	\$80,000 to less than \$100,000	20%	3435	7%	70	22%	3225	12%	160
	\$100,000 to less than \$120,000	24%	4020	1%	15	26%	3775	19%	255
	\$120,000 to less than \$140,000	15%	2545	1%	15	16%	2300	18%	240
	\$140,000 to less than \$160,000	7%	1120	**	**	6%	875	18%	235
	\$160,000 to less than \$180,000	2%	415	**	**	2%	310	8%	100
	\$180,000 to less than \$200,000	1%	190	**	**	1%	140	4%	50
	More than \$200,000	1%	250	**	**	1%	170	6%	75

Primary Practice Tables

Primary Practice Characteristics

Highest Nursing License Held

		Total		LPN		RN		APRN	
		%	#	%	#	%	#	%	#
Primary Job Function	Total	100%	16930	100%	1065	100%	14545	100%	1320
	Direct Patient Care & Education	69%	11660	77%	820	67%	9765	80%	1060
	Teaching/Training Students or Staff	3%	525	2%	20	3%	435	5%	70
	Administration/Management	9%	1500	5%	50	10%	1395	5%	60
	Quality/Practice Improvement	2%	355	1%	10	2%	325	2%	20
	Case Management	4%	640	**	**	4%	625	1%	10
	Care Coordination	5%	865	4%	40	6%	810	1%	20
	Research	1%	110	1%	10	1%	90	1%	10
	Workforce Planning/Development	1%	120	**	**	1%	105	**	**
	Other	7%	1150	10%	100	7%	990	4%	60
Primary Position Setting Type	Total	100%	16930	100%	1065	100%	14545	100%	1320
	Acute Care Hospital	43%	7260	4%	40	48%	6975	22%	290
	Post-Acute/Long-Term Care Facility	11%	1905	30%	320	11%	1545	3%	35
	Ambulatory	21%	3605	37%	395	17%	2520	50%	660
	Home Health/Hospice	6%	1035	8%	80	6%	915	3%	40
	All Other Settings	18%	3125	22%	235	18%	2585	23%	300
Specialty	Total	100%	16930	100%	1065	100%	14545	100%	1320
	Administration/Management	5%	915	4%	45	6%	840	3%	35
	Adult-Gerontology	11%	1825	24%	255	9%	1380	14%	185
	Anesthesiology	1%	90	**	**	**	**	6%	85
	Cardiology/Telemetry	6%	955	**	**	6%	915	3%	40
	Critical Care	6%	935	**	**	6%	910	2%	20
	Education	2%	295	**	**	2%	270	2%	20
	Emergency/Trauma	6%	965	1%	10	6%	935	2%	20
	Family Health	4%	680	10%	105	2%	270	22%	285
	Gastroenterology	1%	200	1%	10	1%	170	1%	15
	Maternal-Child/Obstetrics	4%	680	1%	10	4%	615	4%	60
	Medical-Surgical	9%	1590	4%	45	11%	1535	2%	20
	Neonatal	1%	225	**	**	1%	210	1%	15
	Nephrology/Dialysis	3%	530	2%	20	3%	495	1%	15
	Occupational Health	1%	115	**	**	1%	90	2%	20
	Oncology	2%	410	**	**	2%	355	4%	50
	Pain Management	<1%	45	**	**	<1%	25	1%	15
	Palliative Care/Hospice	2%	400	2%	25	2%	340	2%	30
	Pediatrics	4%	725	8%	85	4%	585	4%	50
	Perioperative/Surgical	6%	960	**	**	7%	950	1%	10
	Policy/Regulation	<1%	40	**	**	<1%	40	**	**
	Psychiatric/Mental/Behavioral Health	4%	680	3%	30	4%	545	8%	105
	Public/Population Health	2%	320	1%	15	2%	295	1%	10
	Rehabilitation	2%	345	4%	45	2%	300	**	**
	School/Student Health	1%	200	3%	30	1%	160	1%	10
	Women's Health	1%	145	**	**	1%	90	4%	45
	Workforce Development	<1%	20	**	**	<1%	15	**	**
	Other Clinical Specialty	11%	1850	20%	210	10%	1510	10%	125
	Other Non-Clinical Specialty	5%	775	7%	75	5%	690	**	**
	Percent of Nursing Care Delivered by Telehealth	Total	100%	16930	100%	1065	100%	14545	100%
50% or More		11%	1785	11%	120	10%	1450	16%	210
Less than 50% but more than 0%		24%	4125	34%	360	21%	3080	50%	655
None		65%	11025	55%	580	69%	10015	35%	460
Patients Cared for in Primary Position	Total	100%	16930	100%	1065	100%	14545	100%	1320
	Uninsured	53%	8970	28%	300	55%	7945	57%	755
	Medicaid	78%	13165	70%	750	78%	11335	82%	1080
	Medicare	77%	12975	72%	770	77%	11185	78%	1025
	Gay, Lesbian, Bisexual	59%	9980	43%	460	59%	8540	74%	975
	Transgender/Gender Nonbinary	49%	8355	38%	405	49%	7135	61%	805
	Substance Use Disorder	64%	10860	41%	435	66%	9565	67%	890
	Non-English Speaking	69%	11625	55%	590	70%	10140	70%	920
	Houseless/Homeless	62%	10455	37%	390	64%	9290	61%	810
	Disabled	69%	11620	61%	655	69%	10010	73%	960
	None	3%	570	8%	90	3%	440	3%	35
	Do Not Know	7%	1255	7%	75	8%	1110	5%	70

Primary Practice Tables

Distribution of Primary Employment Setting by Setting Type

Highest Nursing License Held

		All Nurses		LPN		RN		APRN	
		%	#	%	#	%	#	%	#
All Settings	Total	100%	16930	100%	1065	100%	14545	100%	1320
	Acute Care Hospital	43%	7260	4%	40	48%	6975	22%	290
	Assisted Living Facility	1%	225	5%	50	1%	175	**	**
	College/University	1%	205	**	**	1%	145	4%	55
	Community Health Center	3%	480	5%	55	2%	275	11%	140
	Correctional Facility	1%	145	1%	10	1%	120	1%	10
	Dialysis Clinic	3%	490	2%	20	3%	460	**	**
	Government or Regulatory Agency	3%	470	5%	50	2%	355	5%	60
	Home Health	3%	590	5%	50	4%	515	2%	25
	Hospice	3%	445	3%	30	3%	400	1%	15
	Insurance Company	2%	400	2%	15	3%	375	1%	10
	Nursing Home/Extended Care Facility	8%	1440	23%	250	8%	1155	2%	30
	Outpatient Clinic/Urgent Care	8%	1385	17%	180	6%	910	21%	280
	Provider's Office	3%	515	8%	85	2%	225	14%	190
	Public Health	1%	200	2%	15	1%	175	1%	10
	Rehabilitation Hospital	1%	240	2%	20	1%	220	**	**
	School Health Room/Clinic	2%	340	4%	40	2%	270	2%	30
	Surgical Center	2%	400	1%	10	3%	380	1%	10
	Other Clinical Setting	6%	1070	9%	90	6%	850	10%	125
	Other Non-Clinical Setting	4%	635	4%	40	4%	570	2%	20
Acute Care Hospital	Total	100%	7260	100%	40	100%	6975	100%	290
	Acute Care Hospital	100%	7260	100%	40	100%	6975	100%	290
Post-Acute/Long-Term Care Facility	Total	100%	1905	100%	320	100%	1545	100%	35
	Assisted Living Facility	12%	225	16%	50	11%	175	**	**
	Nursing Home/Extended Care Facility	75%	1435	78%	250	75%	1155	83%	30
	Rehabilitation Hospital	13%	240	6%	20	14%	220	**	**
Ambulatory	Total	100%	3605	100%	395	100%	2520	100%	660
	Community Health Center	13%	480	14%	55	11%	275	21%	140
	Dialysis Clinic	14%	490	6%	20	18%	460	**	**
	Outpatient Clinic/Urgent Care	38%	1385	46%	180	36%	910	43%	285
	Provider's Office	14%	515	22%	85	9%	225	29%	190
	School Health Room/Clinic	9%	340	10%	40	11%	270	4%	30
	Surgical Center	11%	400	3%	10	15%	380	2%	10
Home Health/Hospice	Total	100%	1035	100%	80	100%	915	100%	40
	Home Health	57%	590	63%	50	56%	515	60%	25
	Hospice	43%	445	38%	30	44%	400	40%	15
All Other Settings	Total	100%	3125	100%	235	100%	2585	100%	300
	College/University	7%	205	**	**	6%	145	19%	55
	Correctional Facility	5%	145	5%	10	5%	120	4%	10
	Government or Regulatory Agency	15%	470	22%	55	14%	355	20%	60
	Insurance Company	13%	400	7%	15	14%	375	4%	10
	Public Health	6%	200	7%	15	7%	175	3%	10
	Other Clinical Setting	34%	1070	39%	90	33%	845	43%	130
	Other Non-Clinical Setting	20%	635	18%	45	22%	570	7%	20

APRN Practice

		Type of APRN Certification(s) Held											
		Total		Nurse Practitioner		Certified Nurse Specialist		Certified Nurse Midwife		Certified Registered Nurse		Multi-Certified, at least 1 NP or CNM	
		%	#	%	#	%	#	%	#	%	#	%	#
Has Prescriptive Authority	Total	100%	1320	100%	970	100%	50	100%	40	100%	105	100%	155
	Yes	87%	1150	96%	925	72%	35	95%	40	12%	10	86%	135
	No	13%	170	4%	45	28%	15	**	**	88%	95	14%	20
Primary Care Provider	Total	100%	1320	100%	970	100%	50	100%	40	100%	105	100%	155
	Yes	55%	720	59%	570	47%	25	59%	25	28%	30	46%	70
	No	45%	600	41%	400	53%	25	41%	15	73%	75	54%	85
Patients Billed for Services	Total	100%	1320	100%	970	100%	50	100%	40	100%	105	100%	155
	Yes	74%	980	74%	720	82%	40	94%	40	61%	65	77%	120
	No	26%	340	26%	250	**	**	**	**	39%	40	23%	35

Primary Practice Tables

Percent of Billed Services Billed Under Own Provider Number
 (Includes only APRNs who reported that patients are billed for their services)

		Type of APRN Certification(s) Held											
		Total		Nurse Practitioner		Certified Nurse Specialist		Certified Nurse Midwife		Certified Registered Nurse		Multi-Certified, at Least 1 MD/DO	
		%	#	%	#	%	#	%	#	%	#	%	#
Percent of Billing Filed Under Own Provider Number	Total	100%	1320	100%	970	100%	50	100%	40	100%	105	100%	155
	100%	78%	1025	77%	750	90%	45	92%	35	47%	50	84%	130
	50%-99%	13%	175	12%	120	**	**	**	**	41%	45	14%	20
	Less than 50%	9%	120	11%	105	**	**	**	**	**	**	**	**

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Education Tables

Educational Background

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		Highest Nursing License Held							
		All Nurses		LPN		RN		APRN	
		%	#	%	#	%	#	%	#
Educational Preparation for Entry to Practice	Total	100%	16930	100%	1065	100%	14545	100%	1320
	LPN Certificate	12%	2020	84%	895	7%	1000	6%	75
	RN Diploma	6%	940	2%	20	6%	855	5%	65
	ADN	23%	3875	3%	35	25%	3630	17%	230
	BSN	56%	9505	11%	115	60%	8750	51%	680
	GEPN-MS	3%	480	**	**	2%	260	16%	210
	GEPN-DNP	1%	100	**	**	0%	40	4%	60
GEPN-PhD	**	**	**	**	**	**	**	**	
Number of Years Since Completion of Initial Nurse Education Program	Total	100%	16930	100%	1065	100%	14545	100%	1320
	Five Years or Fewer	11%	1840	12%	130	11%	1640	5%	70
	6 to 10 Years	15%	2545	12%	125	16%	2255	12%	165
	11 to 15 Years	20%	3425	14%	155	21%	3015	20%	265
	16 to 20 Years	16%	2680	11%	120	16%	2320	18%	240
	21 Years or More	38%	6445	51%	540	37%	5310	44%	580
Location of First Degree Program	Total	100%	16930	100%	1065	100%	14545	100%	1320
	Hawai'i	52%	8805	51%	540	53%	7760	39%	510
	Other State	34%	5690	34%	365	31%	4565	56%	745
	Foreign Country	14%	2435	15%	160	15%	2215	5%	65
Highest Nursing Education Completed	Total	100%	16930	100%	1065	100%	14545	100%	1320
	LPN Certificate	5%	880	77%	825	**	**	**	**
	RN Diploma	4%	680	4%	40	4%	645	**	**
	ADN	16%	2765	6%	65	19%	2720	**	**
	BSN	59%	10015	13%	135	68%	9925	2%	35
	MS	12%	2080	**	**	7%	1070	74%	970
	DNP	2%	405	**	**	1%	115	21%	280
PhD	1%	95	**	**	0%	65	2%	35	
Non-Nursing Degrees Earned	Total	100%	16930	100%	1065	100%	14545	100%	1320
	None	64%	10790	71%	760	64%	9325	54%	710
	Associate Degree	13%	2245	16%	170	14%	1995	6%	80
	Bachelor's Degree	21%	3490	13%	140	20%	2915	32%	430
	Masters Degree	4%	745	1%	10	4%	590	11%	140
	Professional Doctoral Degree	1%	125	**	**	1%	95	2%	25
	PhD	0%	35	**	**	0%	15	2%	20
Currently Enrolled in Nursing Degree Program	Total	100%	16930	100%	1065	100%	14545	100%	1320
	Yes	6%	975	8%	85	6%	840	4%	50
	No	94%	15955	92%	980	94%	13705	96%	1270

Education Tables

Current Enrollment Subtables

(Includes only the nurses who reported being currently enrolled in a degree-leading nurse education program.)

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Highest Nursing License Held

		All Nurses		LPN		RN		APRN	
		%	#	%	#	%	#	%	#
Current Degree Program Type	Total	100%	975	100%	85	100%	840	100%	50
	ADN	6%	55	58%	50	**	**	**	**
	BSN	27%	260	38%	30	27%	230	**	**
	MSN	43%	420	**	**	49%	415	19%	10
	DNP	23%	220	**	**	22%	185	69%	35
	PhD	2%	15	**	**	1%	10	**	**
Location of Current Degree Program	Total	100%	975	100%	85	100%	840	100%	50
	Hawai'i	34%	330	71%	60	29%	245	38%	20
	Out of State	66%	645	29%	25	71%	595	62%	30
Instructional Modality of Current Degree Program	Total	100%	975	100%	85	100%	840	100%	50
	Face to Face	4%	45	31%	25	2%	15	**	**
	Distance Education	71%	690	24%	20	77%	645	62%	30
	Hybrid	25%	240	44%	40	22%	180	38%	20

Workforce Retention Tables

Job Satisfaction, Near-Term Retention, and Likelihood of Leaving the State

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Highest Nursing License Held

		All Nurses		LPN		RN		APRN	
		%	#	%	#	%	#	%	#
Primary Position Job Satisfaction (categorical)	Total	100%	16930	100%	1065	100%	14545	100%	1320
	Very Dissatisfied	4%	735	6%	60	4%	620	4%	55
	Dissatisfied	6%	990	5%	55	6%	870	5%	65
	Neutral	25%	4260	25%	265	26%	3730	21%	270
	Satisfied	31%	5285	26%	280	32%	4620	30%	390
	Very Satisfied	33%	5660	38%	405	32%	4710	41%	540
Likely to Leave Primary Position within Next 12 Months (categorical)	Total	100%	16930	100%	1065	100%	14545	100%	1320
	Very Likely to Stay	52%	8795	56%	595	51%	7475	54%	720
	Likely to Stay	12%	2000	10%	105	12%	1765	10%	130
	Uncertain	26%	4355	25%	260	26%	3805	22%	290
	Likely to Leave	5%	925	4%	45	5%	790	7%	90
	Very Likely to Leave	5%	860	5%	60	5%	710	7%	90
Plans for Five Years from 2023	Total	100%	16930	100%	1065	100%	14545	100%	1320
	Current Job	47%	8010	46%	490	47%	6850	51%	665
	Different Setting	28%	4680	22%	235	29%	4145	23%	305
	Different Specialty	19%	3285	16%	165	20%	2955	13%	170
	Working in Field Other than Nursing	7%	1150	8%	80	7%	1010	4%	60
	Retired	14%	2360	18%	190	13%	1955	16%	210
	No Longer Working for Reason Other than Retirement	1%	215	2%	20	1%	175	1%	15
	Not Sure/No Specific Plans	17%	2875	19%	195	17%	2500	13%	180
	Some Other Plan	7%	1120	8%	90	6%	930	8%	100
Lived Outside of Hawaii 1 Year Ago	Total	100%	16930	100%	1065	100%	14545	100%	1320
	Yes	6%	1045	7%	80	6%	885	6%	80
	No	94%	15885	93%	985	94%	13660	94%	1240
Plan to Live Outside of Hawaii 1 Year From Now	Total	100%	16930	100%	1065	100%	14545	100%	1320
	Yes	5%	765	6%	60	4%	655	4%	50
	No	95%	16165	94%	1005	96%	13890	96%	1270

Workforce Retention Tables

Reason for Leaving Primary Position within 12 Months

(Includes only the nurses who indicated being likely or very likely to leave their current position in the next 12 months)

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Highest Nursing License Held

Primary Reason for Leaving Current Position	Total	All Nurses		LPN		RN		APRN	
		%	#	%	#	%	#	%	#
Total		100%	1785	100%	105	100%	1500	100%	180
Dissatisfied in current position or with current employer		30%	540	31%	30	30%	455	30%	55
Want a different position with current employer		8%	140	**	**	8%	120	7%	10
Want to work in a different setting		19%	330	15%	15	20%	295	11%	20
Plan to move out of state		13%	230	10%	10	13%	200	11%	20
Plan to leave nursing for another field		4%	65	**	**	3%	45	6%	10
Plan to retire		13%	225	10%	10	12%	185	16%	30
Plan to leave workforce for reason other than retirement		**	**	**	**	**	**	**	**
Other		14%	250	23%	25	13%	190	19%	35

Preferred Setting for Nurses Who Plan to Be in a Different Setting in Five Years

(Includes only the nurses who indicated planning to change their primary practice setting in the next 5 years.)

Highest Nursing License Held

Anticipated New Practice Setting	Total	All Nurses		LPN		RN		APRN	
		%	#	%	#	%	#	%	#
Total		100%	3285	100%	165	100%	2955	100%	170
Acute Care Hospital		15%	490	36%	60	14%	415	8%	15
Ambulatory Setting		38%	1245	25%	40	38%	1110	54%	90
Home Health/Hospice		5%	180	**	**	6%	175	**	**
Post-Acute/LTC		2%	75	**	**	2%	65	**	**
Other		39%	1295	30%	50	40%	1185	39%	65

Professional Development and Lifelong Learning Tables

Lifelong Learning

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		Highest Nursing License Held							
		All Nurses		LPN		RN		APRN	
		%	#	%	#	%	#	%	#
Continuing Competency Qualifying Activities Completed in Last 2 Years (Respondents were able to select multiple options, so the sum of percentages in each column may exceed 100%)	Total	100%	16930	100%	1065	100%	14545	100%	1320
	National Certification	35%	5985	**	**	33%	4785	89%	1180
	30 CNE Contact Hours	81%	13700	74%	785	81%	11715	91%	1200
	HBON-Approved Refresher Course	6%	1060	7%	75	6%	830	12%	150
	2 Credit Hours of Post-Licensure Nursing Education	11%	1855	9%	95	10%	1425	25%	325
	Preceptor for Nursing Student(s) for 120 Hours	14%	2410	5%	50	13%	1955	30%	400
	PI or Co-Investigator for Research or EBP Project	3%	485	**	**	2%	350	10%	135
	Author or Co-Author of Peer Reviewed Publication	1%	205	**	**	1%	125	5%	70
	Developed/Conducted 5 Contact Hours of CNE	6%	1040	4%	45	6%	810	14%	180
	Completed Nurse Residency Program	4%	630	**	**	4%	595	3%	35
No Continuing Competency Activity Completed	10%	1715	21%	225	10%	1470	2%	25	
Received Formal Education in EBP (Respondents were able to select multiple options, so the sum of percentages in each column may exceed 100%)	Total	100%	16930	100%	1065	100%	14545	100%	1320
	No Formal Education/Training in EBP	40%	6815	63%	665	41%	5990	13%	170
	Received EBP Education in Nursing School	46%	7720	25%	265	45%	6480	73%	965
	Received EBP Education after Completing Nursing School	27%	4585	18%	190	27%	3890	38%	500

Nurse Wellbeing Tables

General Feelings about Nursing Profession

Highest Nursing License Held

		All Nurses		LPN		RN		APRN	
		%	#	%	#	%	#	%	#
In general, I feel valued by my nursing employer(s).	Total	100%	16930	100%	1065	100%	14545	100%	1320
	Strongly Agree	23%	3910	32%	340	22%	3135	32%	425
	Agree	44%	7525	42%	450	45%	6520	42%	555
	Neither Agree nor Disagree	19%	3250	17%	180	20%	2870	16%	205
	Disagree	10%	1640	6%	60	10%	1475	8%	110
	Strongly Disagree	4%	600	3%	30	4%	545	2%	25
In general, I feel that my nursing employer(s) are genuinely concerned about my physical, emotional, and psychological wellbeing.	Total	100%	16930	100%	1065	100%	14545	100%	1320
	Strongly Agree	19%	3160	27%	290	17%	2525	26%	340
	Agree	38%	6490	38%	410	38%	5550	40%	530
	Neither Agree nor Disagree	24%	4135	21%	220	25%	3650	20%	270
	Disagree	13%	2230	10%	105	14%	1990	11%	140
	Strongly Disagree	5%	910	4%	40	6%	830	3%	40
In general, I feel that my nursing employer(s) encourage and provide needed support for my professional development.	Total	100%	16930	100%	1065	100%	14545	100%	1320
	Strongly Agree	19%	3240	25%	265	18%	2620	26%	350
	Agree	40%	6810	38%	400	41%	5915	38%	495
	Neither Agree nor Disagree	26%	4340	24%	250	26%	3790	23%	300
	Disagree	11%	1825	9%	95	11%	1595	10%	135
	Strongly Disagree	4%	710	5%	50	4%	625	3%	35
In general, I feel that nursing is a fulfilling career.	Total	100%	16930	100%	1065	100%	14545	100%	1320
	Strongly Agree	40%	6735	47%	495	38%	5595	48%	630
	Agree	45%	7570	40%	430	45%	6590	42%	555
	Neither Agree nor Disagree	11%	1885	11%	115	12%	1690	7%	85
	Disagree	4%	595	2%	15	4%	535	3%	45
	Strongly Disagree	1%	145	1%	10	1%	135	0%	0

Nurse Wellbeing Tables

Stressors Experienced at Work in the Last 12 Months

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		Highest Nursing License Held							
		All Nurses		LPN		RN		APRN	
		%	#	%	#	%	#	%	#
Stressors Experienced at Least Once in Last 12 Months	Total	100%	16930	100%	1065	100%	14545	100%	1320
	At least one time in the past 12 months I have felt so stressed at work that I considered leaving the nursing profession.	47%	7975	39%	420	48%	7005	42%	555
	At least one time in the past 12 months I have suffered an injury at work that caused me to be unable to do my job.	6%	970	4%	45	6%	890	3%	40
	At least one time in the past 12 months I have researched and/or obtained mental healthcare to help me cope with work related stress.	18%	3105	9%	100	18%	2680	25%	325
	None of these have happened in the past 12 months	47%	7960	57%	610	46%	6690	49%	650

Nurse Wellbeing Tables

Frequency of Wellbeing-Impacting Events at Work

Highest Nursing License Held

		All Nurses		LPN		RN		APRN	
		%	#	%	#	%	#	%	#
How often in the last 12 months have you interacted at work with someone you consider a friend?	Total	100%	16930	100%	1065	100%	14545	100%	1320
	At least once per day	53%	8940	55%	590	53%	7640	54%	715
	At least once per week	29%	4990	20%	215	31%	4440	26%	340
	At least once per month	7%	1180	6%	60	7%	1020	8%	100
	At least once every other month	2%	375	2%	25	2%	315	3%	35
	At least once per year	3%	435	3%	35	3%	365	3%	35
	Never	6%	1010	13%	145	5%	765	7%	95
How often in the last 12 months have you been bullied, verbally or physically abused, or treated with incivility by a coworker, supervisor, or manager?	Total	100%	16930	100%	1065	100%	14545	100%	1320
	At least once per day	2%	360	3%	30	2%	305	2%	20
	At least once per week	7%	1115	4%	50	7%	985	7%	85
	At least once per month	9%	1500	6%	60	9%	1310	10%	130
	At least once every other month	6%	1050	4%	35	6%	945	5%	70
	At least once per year	15%	2590	11%	120	16%	2280	15%	195
	Never	61%	10315	72%	770	60%	8725	61%	810
How often in the last 12 months have you been verbally or physically abused by a patient or a visitor?	Total	100%	16930	100%	1065	100%	14545	100%	1320
	At least once per day	5%	865	4%	40	5%	790	3%	40
	At least once per week	13%	2160	9%	95	14%	1985	7%	85
	At least once per month	14%	2425	10%	110	15%	2185	11%	140
	At least once every other month	10%	1760	9%	95	11%	1535	10%	135
	At least once per year	21%	3620	20%	210	21%	3005	30%	400
	Never	36%	6100	49%	520	35%	5050	40%	520
How often in the last 12 months have you been asked by your employer to work more hours in a shift or more shifts in a week than you felt was safe?	Total	100%	16930	100%	1065	100%	14545	100%	1320
	At least once per day	3%	530	3%	35	3%	445	4%	45
	At least once per week	14%	2365	13%	135	15%	2140	7%	100
	At least once per month	13%	2215	11%	120	14%	1995	8%	100
	At least once every other month	7%	1205	8%	85	7%	1060	5%	65
	At least once per year	9%	1540	6%	60	10%	1385	7%	95
	Never	54%	9075	59%	630	52%	7520	69%	915