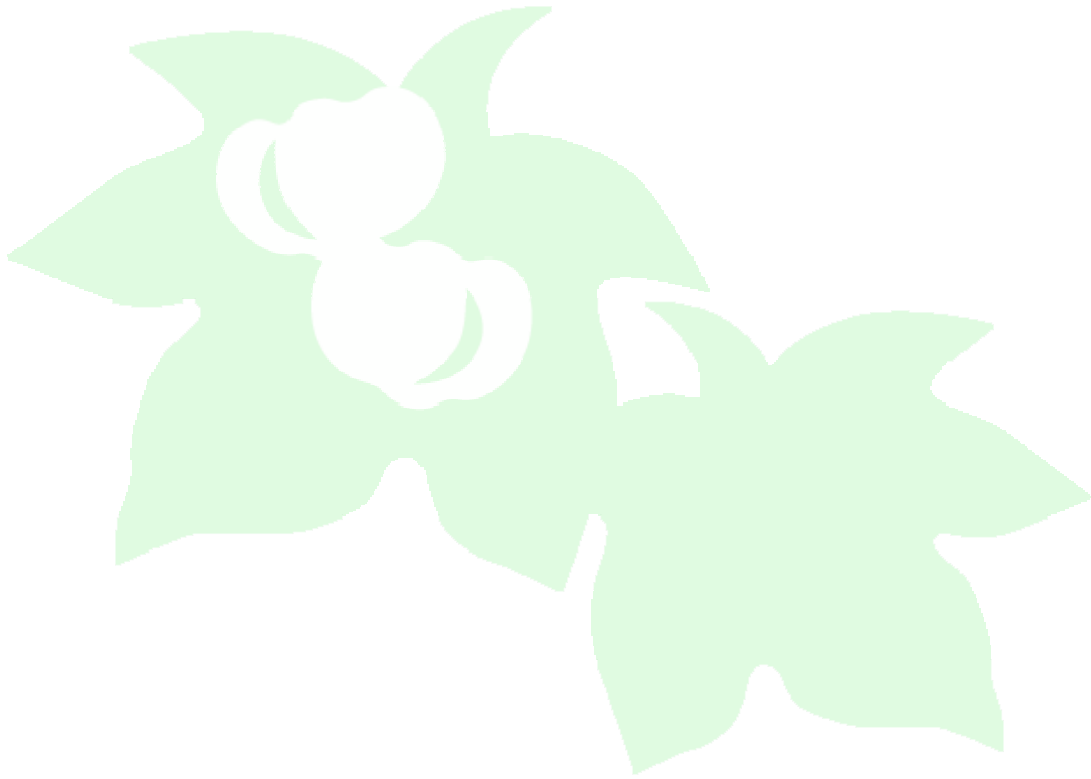




# **Hawai'i State Center for Nursing**

**Registered Nurse Survey  
2007**



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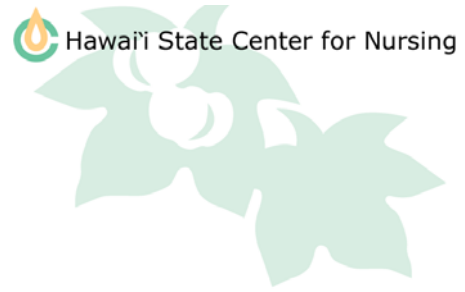
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## **Executive Summary**

In 2007, the Hawaii State Center for Nursing conducted the first biennial population based survey of registered nurses (RNs) required to renew their license in Hawaii to collect data on their geographic distribution, age, employment status, intentions to stay in the profession, work setting, practice role, education, gender, racial/ethnic background. The survey also included items to examine intention to stay in current work setting in the next twelve months and the reasons that led to decisions to leave current nursing employment.

Responses from an online survey and mailed survey were combined and analyzed. In 2007, the total number of nurses listed with the Board of Nursing was 18,075 registered nurses. Out of this number 7,236 (40%) completed the survey.

Key findings from the 2007 survey show that:

- 79% report their current residential address as here in the State of Hawaii.
- For those licensed and residing in Hawaii, 88% report that they are *active* in nursing and working in a position requiring an RN license/ knowledge, 4.9% are retired, 3.6% working in non-nursing jobs, and 3.4% unemployed.<sup>1</sup>

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<sup>1</sup> In this report, the term '*active*' is used to refer to registered nurses who are working in positions requiring an RN license/ knowledge on a full-time or part-time basis. '*Active*' does not include approximately 4.9 percent of licensed RNs who are retired, 3.6 percent working in non-nursing jobs, and 3.4 percent unemployed.

Of the 88% *active* RNs:

- 73% live and work in the City & County of Honolulu, 12% Hawaii County, 10% in Maui County, and 4% Kauai County. The workforce continues to disproportionately represent females and Caucasians.
- 62% are working in hospital settings, 6% long term care, 5% ambulatory care, and 7% in some other healthcare setting.
- 68% provide direct patient care services.
- Average age is 44.35 ( $\pm 11.3$ ).
- 85% are working 30 or more hours per week.
- About 8.5% of *active* RNs are Veterans aged 60 years and older, 52.5% are Boomers 41 to 59 years of age, and 39% are GenX Millennials aged 40 years or younger.
- 50-65% of *active* RNs intend to retire and leave the profession in the next 10 to 15 years.
- 18% of *active* RNs are ‘*very likely*’ or ‘*somewhat likely*’ to leave their primary employer in the next 12 months. Reasons for leaving current employment include; dissatisfaction (36%), family / personal (5%), military or family relocation (5%), other (19%), relocation off island for better opportunities (14%), retirement (13%), and return to school (3%).
- About 10% of *active* RNs are male.<sup>2</sup>
- About 19% of *active* RNs are Filipino, 16% Japanese, 11% mixed 2 or more races, 4% Native Hawaiian, 4% Chinese, 2% Hispanic, 1% Other Asian, .9% African-American, 1% Korean, 1% Samoan and other Pacific Islanders, and <1% some other race.

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<sup>2</sup> The U.S. Census Bureau annual population estimates by sex, race, and ethnicity show the following percentages for Hawaii in 2006: 50 percent male, 50 percent female, 26.3 percent white, 2.2 percent black or African American, 39.9 percent Asian, 0.3 percent American Indian or Alaskan Native, 8.7 percent Native Hawaiian or other Pacific Islander, 1.1 percent ‘Some other race’, 21.5 percent ‘Two or more races’, and an estimated 7.8 percent Spanish, Hispanic or Latino. The sum of percentages for race equals more than 100 percent because individuals may report more than one race.

## **Introduction**

One of the goals of the Hawaii State Center for Nursing is to serve as an information resource by establishing a central resource for nursing workforce data collection and analysis. In 2007, the Hawaii State Center for Nursing in collaboration with the Hawaii Board of Nursing (BON) conducted its first population based survey of all Registered Nurses (RNs) registered in the State of Hawaii to collect information on nurses residing in the state, employment status, geographic distribution, education, gender, age, and racial/ethnic background. The survey questionnaire also included questions on RNs intention to lead current employer in the next twelve months and what factors were associated with the intention to leave the nursing position. Participants were asked to report on their residential address one year ago (2006) and where they expect to reside one year from now (2008). The final item asked participants to indicate how many years did they intend to continue practicing as a registered nurse.

The population sample reflected all registered nurses listed as licensed with the Hawaii Board of Nursing as of May 2007. The study was approved by the University of Hawaii at Manoa Committee on Human Subjects Institutional Review Board (IRB). Two modes of survey distribution were used to ensure that all registered nurses licensed in the State of Hawaii received equal opportunity to participate in the survey. An online survey link was made available for RNs registering online with the BON. The HSCFN also conducted a mail out of the survey questionnaire to all RNs listed as registered in the state. The HSCFN mail out survey packet included a letter inviting nurses to respond along with the questionnaire and an addressed prepaid envelope for ease of return to the HSCFN. A brochure highlighting the work of the HSCFN was also included. Participation in the survey was voluntary and no personal details were collected to ensure confidentiality. The total number of registered nurses listed with the BON at the time of the survey was 18,075.

## Registered Nurse Population

Out of the 18,075 registered nurses listed by the BON, 12,178 (67.4%) were identified as residing in the state versus 5,897 (32.7%) residing in the mainland, US Territories or foreign country.

**Table 1: Frequency (%) of BON Listed Registered Nurse Population by Current Residence\***

	Frequency	Percent
State of Hawaii	12,178	67.4
Mainland-Territories	5,703	31.6
Foreign	194	1.1
Total	18,075	100.0

\*Data from BON mailing list of registered nurses

## Registered Nurse Respondents

Out of the 18,075 registered nurses listed with the BON, 4,533 (25%) completed the online survey questionnaire linked at BON licensure web site and 2,703 (15%) RNs responded to the HSCFN survey mail out. A return rate of 7,236 (40%) was achieved.

## Location of the Basic Nursing Education

Out of the 7,236 registered nurse respondents, 47.7% reported ‘Other State or US Territory’ as the location of their basic nursing education program that prepared them for the NCLEX RN licensing examination. 9% reported ‘Foreign Country’ and 43% reported ‘State of Hawaii’.

**Table 2: Location of Basic Nursing Education**

	Frequency	Percent
	2	.0
Foreign Country	673	9.3
Other State or US Territory	3,448	47.7
State of Hawaii	3,113	43.0
Total	7,236	100.0

### ***Demographics***

For the respondent population, the average age was 46 ( $\pm 11.9$ ) with a minimum age of 22 and a maximum of 91. Respondents were 6,438 (89%) female and 798 (11%) male.

The racial / ethnic background of respondents included 103 (1.4%) African American, 28 (0.4%) American Indian/ Native Alaskan, 3,405 (47.1%) Caucasian, 233 (3.2%) Chinese, 1,218 (16.8%) Filipino, 132 (1.8%) Hispanic, 961 (13.3%) Japanese, 60 (0.8%) Korean, 675 (9.3%) Mixed (2 or more races), 259 (3.6%) Native Hawaiian, 67 (0.9%) Other Asian, 67 (0.6%) Other Pacific Islander, 11 (0.2%) Samoan, 31 (0.4%) Some Other Race

**Table 3: Racial / Ethnic Background of the Population**

	<b>Frequency</b>	<b>Percent</b>
African-American	103	1.4
American Indian/Native Alaskan	28	.4
Caucasian	3,405	47.1
Chinese	233	3.2
Filipino	1,218	16.8
Hispanic	132	1.8
Japanese	961	13.3
Korean	60	.8
Mixed (2 or more races)	675	9.3
Native Hawaiian	259	3.6
Other Asian	67	.9
Other Pacific Islander	43	.6
Samoan	11	.2
Some Other Race	31	.4
Missing	10	.1
Total	7,236	100.0

### ***Respondents Current Residence***

The frequency of RN responders reporting to reside in Hawaii was 5,664 (78.3%) and 1,535 (21.2%) reported to reside in the mainland, US Territories or foreign country.

**Table 4: Frequency Distribution of Respondents by Current Residence**

	<b>Frequency</b>	<b>Percent</b>
Oahu	4,114	56.9
Molokai	22	.3
Maui	558	7.7
Mainland and Foreign	1,535	21.2
Kauai	244	3.4
Hawaii	726	10.0
Missing	37	.5
Total	7,236	100.0

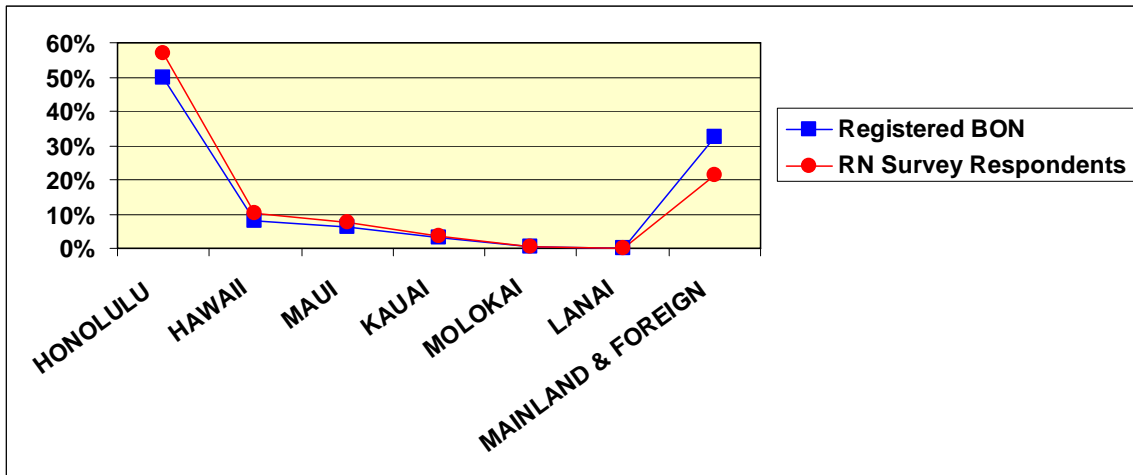
As shown in Table 5 and Figure 1, a larger proportion of the survey respondents reside in state (i.e., Honolulu City & County and Hawaii County) compared to those listed as licensed by the BON. There was a smaller percentage of RNs residing in the mainland or foreign who responded.

**Table 5: Comparison of Frequency Distribution of residence between RNs listed as licensed by the BON and RN responding to the survey**

	<b>% RNs Registered BON*</b>	<b>% RN Survey Respondents</b>
Honolulu City & County	49.8%	56.9%
Hawaii County	8.0%	10.0%
Maui County	6.1%	7.7%
Kauai County	3.1%	3.4%
Molokai	0.3%	0.3%
Lanai	0.1%	0.0%
Mainland & Foreign	32.6%	21.2%

\*Data from BON mailing list of registered nurses

**Figure 1: Comparison between responders and licensed by BON**



***Registered Nurses Residing in the State of Hawaii***

Out of the total number of RN respondents, 5,664 (79%) reported their current residence in the State of Hawaii (i.e., by zip code). The 5,664 RNs represent 31.3% of the total population of RNs listed (i.e., BON mailing list) with a current Hawaii residential address. The data below represents the 5,664 local RN resident respondents:

## Registered Nurses Licensed and Living in Hawaii

### *Age & Gender*

The average age of the 5,664 Hawaii resident respondents was 45.8 ( $\pm 12.02SD$ ) with a minimum of age of 22 and a maximum age of 91. 5,099 (90%) were female and 565 (10%) male.

### *Race / Ethnic Background*

As shown in Table 6, respondents reported their race/ ethnicity as: 41% Caucasian, 19% Filipino, 16% Japanese, 11% Mixed 2 or more races, 4% Native Hawaiian, 4% Chinese, 2% Hispanic, 1% Other Asian, .9% African-American, 1% Korean, 1% Samoan and other Pacific Islanders, and <1% some other race.

**Table 6: Hawaii Resident Respondents Race/ Ethnicity Background**

	Frequency	Percent
African-American	52	.9
American Indian/Native Alaskan	20	.4
Caucasian	2,293	40.5
Chinese	217	3.8
Filipino	1,090	19.2
Hispanic	87	1.5
Japanese	888	15.7
Korean	50	.9
Mixed (2 or more races)	596	10.5
Native Hawaiian	247	4.4
Other Asian	55	1.0
Other Pacific Islander	31	.5
Samoan	10	.2
Some Other Race	23	.4
Missing	5	.1
Total	5,664	100.0

## Active Registered Nurses Working in Positions Requiring a License / Knowledge

The frequency distribution in Table 6 shows that 4,986 (88%) of RNs are ‘active’ and working in a position requiring an RN license and knowledge, 279 (4.9%) reported they were retired, 206 (3.6%) were working in non-nursing jobs either looking or not looking for an RN position. 184 (3.4%) reported to be not employed and either looking for a RN position, non-nursing job or not looking for a job.

**Table 7: Registered Nurses in Hawaii Working in a Position Requiring an RN License**

	Frequency	Percent
<b>1. Active / Working in position requiring RN license/knowledge</b>	<b>4,986</b>	<b>88.0</b>
2. Working in non-nursing job - looking for RN position	48	.8
3. Working in non-nursing job - not looking for RN position	158	2.8
4. Not employed - looking for non - nursing job	11	.3
5. Not employed - looking for RN position	84	1.5
6. Not employed – retired	279	4.9
7. Not employed – not looking for job	92	1.6
8. Missing	6	.1
Total	5,664	100.0

### ***Location of Basic Nursing Education***

Out of the 4,986 *active* RNs reported to be working in a position requiring an RN license or knowledge, 505 (10%) received their basic nursing education in a foreign country, 1,914 (38%) from another state or US territory, and 2,567 (52%) were educated here in the State of Hawaii.

**Table 8: Location of Basic Nursing Education for RNs Working in Hawaii**

	<b>Frequency</b>	<b>Percent</b>
Foreign Country	505	10.1
Other State or US Territory	1,914	38.4
State of Hawaii	2,567	51.5
Total	4,986	100.0

### ***Age and Gender of Respondents Working in a Position Requiring RN License in Hawaii***

Out of the 4,986 active respondents working a position requiring an RN license/knowledge, the average age was 44.35 ( $\pm 11.3$ ) with a minimum age of 22 and maximum of 84 years. 89% were identified as female and 11% male.

### ***Nursing Educational Background***

Respondents working with an RN license / knowledge revealed their nursing educational backgrounds vary and numerous respondents have graduated from a number of nursing programs. 19.7% reported to have a Diploma in Nursing, 27.5% Associate Degree nursing, Baccalaureate Degree in Nursing 58.8%, Master Degree Nursing 11.2%, MS other 3.7%, PhD nursing .3%, and PhD other .Twenty-nine respondents (.6%) reported to have an APRN license including Nurse Practitioner .2%, Clinical Nurse Specialist .2%, Nurse Midwife .02%, Nurse Anesthetist .02%, Nurse Educator .04%, and Nurse Administrator/ Management .14%.

### ***Changes in Residency 2006, 2007, and 2008***

Respondent were asked to identify their residential (home) address ‘one year ago’ (2006) and ‘where they expect to be one year from now’ (2008). Out of the 4,986 respondents currently living and working in Hawaii, 2.4% (118) were living outside the state in 2006 and only .04% (2) expect to live outside the state in 2008.

### ***Number of Employers***

The majority of nurse respondents 3,885 (78%) reported they had only one employer. 787 (16%) reported having two employers and 228 (5%) reported three employers as shown in Table 9.

**Table 9: Number of Employers**

	<b>Frequency</b>	<b>Percent</b>
One employer	3,885	77.9
Two employers	787	15.8
Three or more employers	228	4.6
None of the above; missing	86	1.7
Total	4,986	100.0

Table 10 identifies that 33% of respondents have worked for their primary employer for at least 10 or more years, 21% reported working for their primary employer for 1-3 years, and 18% reported working for their primary employer for at least 5 years, but less than 10 years.

**Table 10: Number of Years in Principle Place of RN Employment**

	<b>Frequency</b>	<b>Percent</b>
<1 year	803	16.1
1-3 years	1,026	20.6
>3 years, but <5 years	599	12.0
At least 5 years, but <10 years	888	17.8
10 or more years	1,647	33.0
None of the above; missing	23	.5
Total	4,986	100.0

### *Employment Settings of Registered Nurses*

As shown in Table 11, 62% of respondents report working in the hospital setting, 6% in long term care, 5% ambulatory care, and 7% in some other setting.

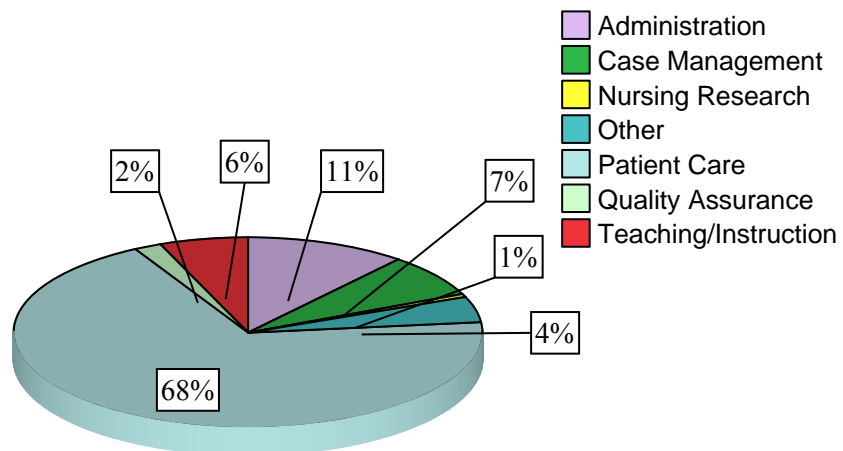
**Table 11: Healthcare Sector of Primary RN Employment**

	Frequency	Percent
Agency Staff	42	.8
Ambulatory Care	270	5.4
Home Health	166	3.3
Hospice	58	1.2
<b>Hospital</b>	<b>3,072</b>	<b>61.6</b>
Insurance Company / HMO	92	1.8
Long Term Care	282	5.7
Nursing Education	136	2.7
Occupational Health	37	.7
Other	341	6.8
Physician's Office	185	3.7
Public Health	166	3.3
Self-Employed	40	.8
Student Health / School	42	.8
Traveling Nurse	34	.7
None of the above; missing	23	.5
<b>Total</b>	<b>4,986</b>	<b>100.0</b>

### ***Activity / Role of Position of Principle RN Employment***

As shown in Figure 2, 68% described the activity / role in their primary position as ‘*patient care*’. 11% described their role as ‘administration’, 7% ‘case management’, and 6% ‘teaching/instruction’.

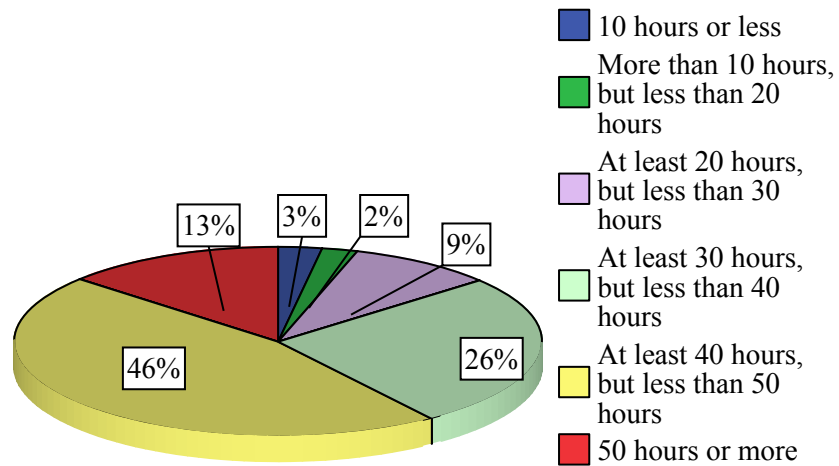
**Figure 2: Activity / Role that Best Describes RN Position**



***Average Hours worked per Week as a Licensed Registered Nurse***

As shown in Figure 3, 85% of the RN respondents reported working 30 hours or more per week in positions requiring an RN license / knowledge. 14% reported working less than 30 hours per week.

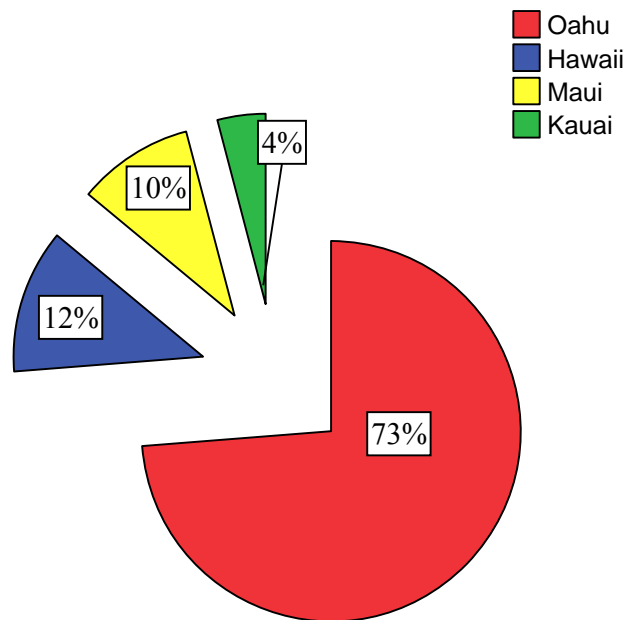
**Figure 3: Average Hours Worked per Week as a Registered Nurse**



***Distribution of Working Registered Nurses by County***

Out of the 4,986 (88%) RN respondents living and working in a position requiring RN license/ knowledge in Hawaii, 73% live and work in the City & County of Honolulu, 12% in Hawaii County, 10% Maui County, and 4% Kauai County.

**Figure 4: Frequency Distribution of Working RNs by County**



## ***Representativeness of RN Workforce to Community Populations***

Tables 12–15 provide comparative estimates of the representativeness of the RN workforce to the population in each County according to US Census Bureau 2006 data.

In Table 12, the RN workforce has a greater percentage of females compared to the population. Asian and Caucasian representation is larger than population figures. Native Hawaiian and Pacific Islanders are proportionally lower than the community.

**Table 12: Comparison of Honolulu City & County RN Workforce Data and 2006 US Census Bureau Population by Gender and Racial / Ethnicity**

<b>Honolulu City &amp; County</b>		
<b>Population Characteristics</b>	<b>RN Workforce Number (%)</b>	<b>Population Number (%)</b>
<b>Gender</b>		
Female	3,241 (88.5%)	454,812 (50%)
Male	422 (11.5%)	455,051 (50%)
<b>Race/Ethnicity</b>		
African-American	43 (1.2%)	25,103 (3%)
Caucasian	1,249 (34.1%)	201,795 (22%)
Asian	1,717 (46.9%)	402,365 (44%)
Native Hawaiian & Pacific Islander	188 (5.1%)	72,053 (8%)
Am. Indian/ Native Alaskan	13 (0.4%)	2,969 (.3%)
Two or More Races	388 (10.6%)	195,606 (22%)
Some Other Race	11 (0.3%)	9,972 (1.1%)
Hispanic or Latino	51 (1.4%)	63,312 (7%)

Table 13 reveals that in Hawaii County the RN workforce has a greater percentage of females compared to the population. Caucasian's represented in the RN workforce is greater than the county population. Asian, Native Hawaiian, and Pacific Islanders are proportionally lower than the community.

**Table 13: Comparison of Hawaii County RN Workforce Data and 2006 US Census Bureau Population by Gender and Racial / Ethnicity**

<b>Hawaii County</b>		
	<b>RN Workforce</b>	<b>Population</b>
	Number (%)	Number (%)
<b>Gender</b>		
Female	552 (91%)	85,105 (50%)
Male	56 (9%)	86,086 (50%)
<b>Race/Ethnicity</b>		
African-American	2 (.3%)	1,415 (0.8%)
Caucasian	347 (57.2%)	61,228 (36%)
Asian	119 (19.6%)	47,762 (28%)
Native Hawaiian & Pacific Islander	46 (7.6%)	18,055 (11%)
Am. Indian/ Native Alaskan	2 (0.3%)	614 (0.4%)
Two or More Races	78 (12.9%)	39,258 (23%)
Some Other Race	3 (0.5%)	2,589 (1.5%)
Hispanic or Latino	10 (1.6%)	18,448 (11%)

Table 14 reveals that in Kauai County the RN workforce has a greater percentage of females compared to the population. Caucasian's represented in the RN workforce is greater than the county population. Asian, Native Hawaiian, and Pacific Islanders are proportionally lower than the community.

**Table 14: Comparison of Kauai County RN Workforce Data and 2006 US Census Bureau Population by Gender and Racial / Ethnicity**

<b>Kaua'i County</b>		
	<b>RN Workforce</b>	<b>Population</b>
	Number (%)	Number (%)
<b>Gender</b>		
Female	191 (94%)	29,211 (50%)
Male	13 (7%)	29,252 (50%)
<b>Race/Ethnicity</b>		
African-American	1 (0.5%)	177 (0.3%)
Caucasian	95 (46.6%)	17,255 (30%)
Asian	62 (30.4%)	21,042 (36%)
Native Hawaiian & Pacific Islander	16 (7.8%)	5,334 (9.1%)
Am. Indian/ Native Alaskan	1 (0.5%)	212 (0.4%)
Two or More Races	26 (12.7%)	13,938 (24%)
Some Other Race	1 (0.5%)	505 (0.9%)
Hispanic or Latino	2 (1.0%)	4,803 (8.2%)

Table 15 reveals that in Maui County the RN workforce has a greater percentage of females compared to the population. Caucasian's represented in the RN workforce is greater than the county population. Asian, Native Hawaiian, and Pacific Islanders are proportionally lower than the community.

**Table 15: Comparison of Maui County RN Workforce Data and US Census Bureau Population by Gender and Racial / Ethnicity**

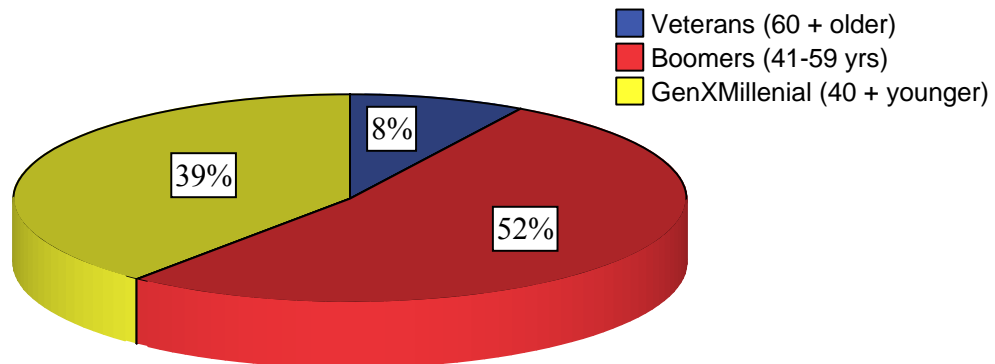
<b>Maui County</b>		
	<b>RN Workforce</b>	<b>Population</b>
	Number (%)	Number (%)
<b>Gender</b>		
Female	473 (92.5%)	63,765 (50%)
Male	5 (7.5%)	64,329 (50%)
<b>Race/Ethnicity</b>		
African-American	2 (0.4%)	509 (0.4%)
Caucasian	282 (55.2%)	43,421 (34%)
Asian	149 (29.2%)	39,728 (31%)
Native Hawaiian & Pacific Islander	15 (2.9%)	13,730 (11%)
Am. Indian/ Native Alaskan	2 (0.4%)	479 (0.4%)
Two or More Races	45 (8.8%)	28,484 (22%)
Some Other Race	3 (0.6%)	1,743 (1.4%)
Hispanic or Latino	13 (2.5%)	10,050 (7.8%)

## Generational Cohorts

### *Registered Nurses by Generational Cohort*

Based on the age of the RN respondents, the current RN workforce is estimated to be made up of 8.4% (420) Veterans aged 60 years and older, 52.4% (2,613) Boomers 41 to 59 years of age, and 39% (1,947) GenXMillennial aged 40 years or younger.

**Figure 5: Registered Nurses Working in Hawaii by Generational Cohort**



***Generational Cohort of Registered Nurses by County***

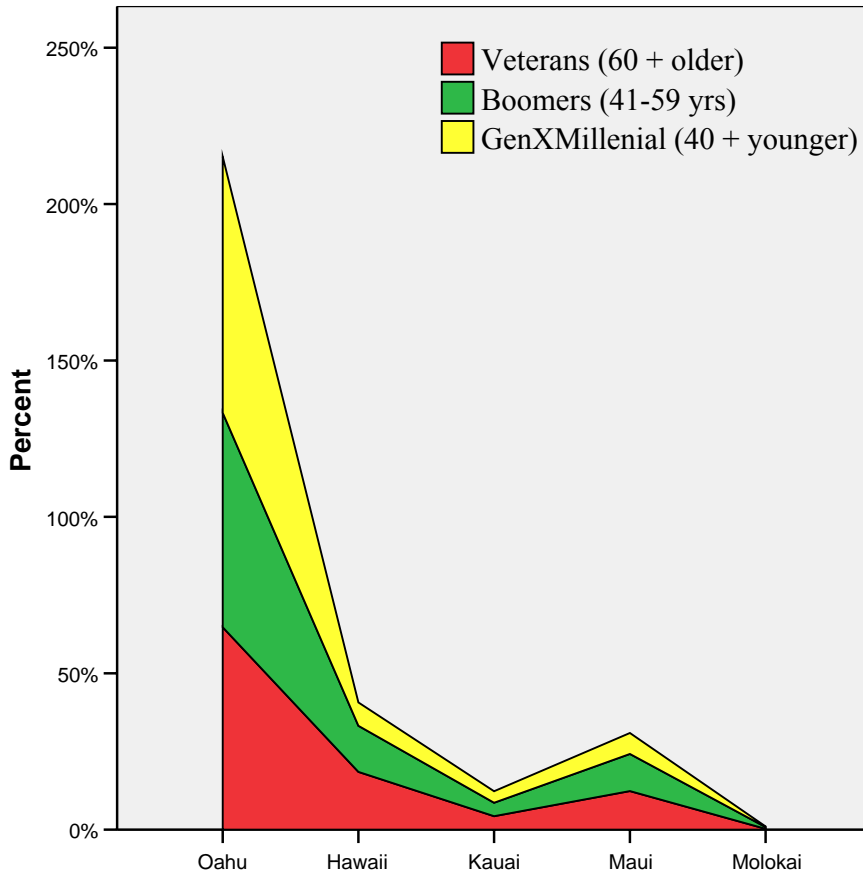
Table 16 reveals that 8.4% of the workforce is made up of Veteran nurses. Although 65% of the Veteran cohort reside in the City and County of Honolulu this cohort only represents 7.5% of the RN workforce on Oahu. On the other islands, Veteran nurses represent an estimated 13% of the nursing workforce in Hawaii County, 9% in Kauai County, 11% Maui, and 5% Molokai. The Veteran nurses are expected to leave/ retire from the profession in the next 3 to 5 years.

**Table 16: Frequency Distribution of RN by County**

	<b>Missing n (%)</b>	<b>Veterans n (%)</b>	<b>Boomers n (%)</b>	<b>GenXM n (%)</b>	<b>Total n (%)</b>
<b>Hawaii County</b>	0	78 (12.8%)	384 (63.2%)	146 (24.0%)	608 (100%)
<b>Kauai County</b>	1 (0.5%)	18 (8.8%)	113 (55.4%)	72 (35.3%)	204 (100%)
<b>Maui County</b>	0	52 (10.6%)	310 (63.0%)	130 (26.4%)	492 (100%)
<b>Molokai</b>	0	1 (5.0%)	15 (75.0%)	4 (20.0%)	20 (100%)
<b>Honolulu City &amp; County</b>	5 (0.1%)	271 (7.5%)	1,791 (48.9%)	1,595 (43.5%)	3,662 (100%)
<b>Total</b>	6 (0.1%)	420 (8.5%)	2,613 (52.4%)	1,947 (39.0%)	4,986 (100%)

Out of the Veteran cohort, the City & County of Honolulu has the greatest proportion of Veterans with 65% of our veteran nurses retiring in the next 5 years. On the other islands, 19% will retire in Hawaii County, 12% in Maui and 4% in Kauai

**Figure 6: Percent of Veteran Registered Nurses on Oahu, Hawaii, Kauai, Maui and Molokai Intending to Retire in the Next 5 Years**



***Healthcare Settings Where Veterans Work***

As shown in Tables 17 and 18, 37% of Veterans work in the hospital sector where 44% continue to provide direct patient care, 10% in nursing education, 12% in other sectors, and 8% in long term care.

**Table 17: Frequency Distribution of RNs by Employment Setting and Cohort**

	Missing n (%)	Veterans n (%)	Boomers n (%)	GenXM n (%)	Total n (%)
Agency Staff	0	7 (1.7%)	16 (0.6%)	19 (1.0%)	42 (0.8%)
Ambulatory Care	0	26 (6.2%)	185 (7.1%)	59 (3.0%)	270 (5.4%)
Home Health	1 (16.7%)	19 (4.5%)	104 (4.0%)	42 (2.2%)	166 (3.3%)
Hospice	0	14 (3.3%)	36 (1.4%)	8 (0.4%)	58 (1.2%)
<b>Hospital</b>	<b>4 (66.7%)</b>	<b>157 (37.4%)</b>	<b>1,432 (54.8%)</b>	<b>1,479 (76%)</b>	<b>3,072 (61.6%)</b>
Insurance Company / HMO	0	10 (2.4%)	69 (2.6%)	13 (0.7%)	92 (1.8%)
Long Term Care	0	32 (7.6%)	145 (5.5%)	105 (5.4%)	282 (5.7%)
Nursing Education	0	44 (10.5%)	73 (2.8%)	19 (1.0%)	136 (2.7%)
Occupational Health	0	8 (1.9%)	27 (1.0%)	2 (0.1%)	37 (0.7%)
Physician's Office	0	20 (4.8%)	107 (4.1%)	58 (3.0%)	185 (3.7%)
Public Health	0	16 (3.8%)	114 (4.4%)	36 (1.8%)	166 (3.3%)
Self-Employed	0	6 (1.4%)	33 (1.3%)	1 (0.1%)	40 (0.8%)
Student Health / School	0	5 (1.2%)	26 (1.0%)	11 (0.6%)	42 (0.8%)
Traveling Nurse	0	1 (0.2%)	18 (0.7%)	15 (0.8%)	34 (0.7%)
Other	1 (16.7%)	49 (11.7%)	216 (8.3%)	75 (3.9%)	341 (6.8%)
Not employed in Nursing	0	0	1 (0%)	2 (0.1%)	3 (0.1%)
None of the above; missing	0	6 (1.4%)	11 (.4%)	3 (0.2%)	20 (.4%)
<b>TOTAL</b>	<b>6 (100%)</b>	<b>420 (100%)</b>	<b>2,613 (100%)</b>	<b>1,947 (100%)</b>	<b>4,986 (100%)</b>

**Table 18: Frequency Distribution of RNs by Primary Role and Cohort**

	Missing n (%)	Veterans n (%)	Boomers n (%)	GenXM n (%)	Total n (%)
<b>Administration</b>	0	<b>80</b> <b>(19.0%)</b>	373 (14.3%)	94 (4.8%)	547 (11.0%)
<b>Case Management</b>	0	<b>31</b> <b>(7.4%)</b>	251 (9.6%)	77 (4.0%)	359 (7.2%)
<b>Patient Care</b>	<b>4</b> <b>(66.7%)</b>	<b>184</b> <b>(43.8%)</b>	<b>1,560</b> <b>(59.7%)</b>	<b>1,649</b> <b>(84.7%)</b>	<b>3,397</b> <b>(68.1%)</b>
<b>Quality Assurance</b>	0	<b>6</b> <b>(1.4%)</b>	72 (2.8%)	15 (0.8%)	93 (1.9%)
<b>Teaching/Instruction</b>	0	<b>55</b> <b>(13.1%)</b>	180 (6.9%)	66 (3.4%)	301 (6.1%)
<b>Nursing Research</b>	0	<b>8</b> <b>(1.9%)</b>	13 (0.5%)	6 (0.3%)	27 (0.5%)
<b>Other</b>	2 (33.3%)	<b>42</b> <b>(10.0%)</b>	140 (5.4%)	30 (1.5%)	214 (4.3%)
<b>Not employed in nursing</b>	0	<b>2</b> <b>(0.5%)</b>	2 (0.1%)	1 (0.1%)	5 (0.1%)
<b>None of the above</b>	0	<b>12</b> <b>(2.9%)</b>	22 (0.8%)	9 (0.5%)	43 (0.8%)
<b>Total</b>	6 (100%)	<b>420</b> <b>(100%)</b>	2,613 (100%)	1,947 (100%)	4,986 (100%)

### *Average Hours Worked by Generational Cohort*

As revealed in Table 19, most Veterans continue to work 30 or more hours per week in their RN positions.

**Table 19: Average Hours Worked by Cohort**

	<b>Veterans n (%)</b>	<b>Boomers n (%)</b>	<b>GenXM n (%)</b>	<b>Total n (%)</b>
<b>10 hours or less</b>	43 (10.2%)	64 (2.4%)	25 (1.3%)	132 (2.6%)
<b>More than 10 hours, but less than 20 hours</b>	18 (4.3%)	56 (2.1%)	34 (1.7%)	108 (2.2%)
<b>At least 20 hours, but less than 30 hours</b>	45 (10.7%)	224 (8.6%)	172 (8.8%)	441 (8.8%)
<b>At least 30 hours, but less than 40 hours</b>	<b>60 (14.3%)</b>	<b>542 (20.7%)</b>	<b>694 (35.6%)</b>	<b>1,298 (26%)</b>
<b>At least 40 hours, but less than 50 hours</b>	<b>181 (43.1%)</b>	<b>1,247 (47.7%)</b>	<b>857 (44%)</b>	<b>2,289 (45.9%)</b>
<b>50 hours or more</b>	<b>60 (14.3%)</b>	<b>452 (17.3%)</b>	<b>156 (8.0%)</b>	<b>668 (13.4%)</b>
<b>N/A</b>	13 (3.1%)	26 (1.0%)	8 (0.4%)	47 (.9%)
<b>Missing</b>	0	2 (0.1%)	1 (0.1%)	3 (.1%)
<b>Total</b>	420 (100%)	2,613 (100%)	1,947 (100%)	4,986 (100%)

***Registered Nurses Intent to Retire over the next 20 years by County***

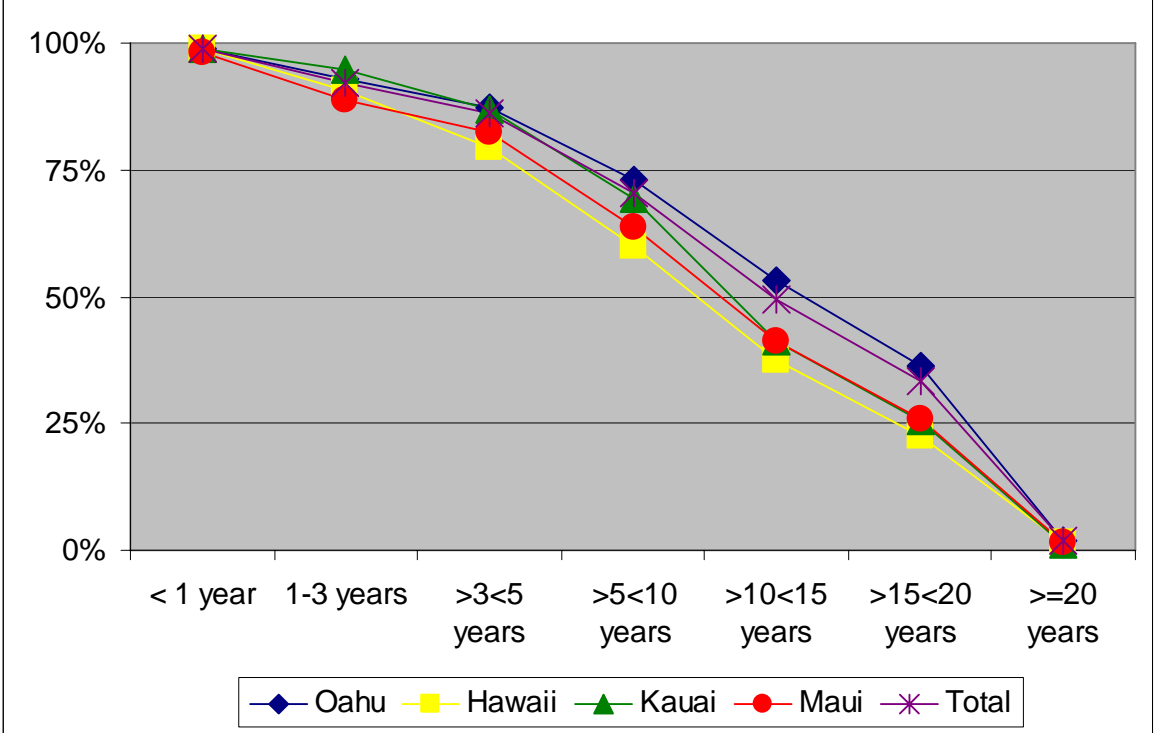
Table 20 reveals there will be a gradual loss of current registered nurses from the workforce in all counties with approximately 50-65% of the current workforce retiring within the next 15 years.

**Table 20: Registered Nurses Intention to Retire from the Profession by Island**

	<b>Oahu</b>	<b>Hawaii</b>	<b>Kauai</b>	<b>Maui</b>	<b>Molokai</b>	<b>Total</b>
	<b>n (%)</b>	<b>n (%)</b>	<b>n (%)</b>	<b>n (%)</b>	<b>n (%)</b>	<b>n (%)</b>
Less than 1 year	46 (1.3%)	8 (1.3%)	2 (1.0%)	10 (2.0%)	0	66 (1.3%)
1-3 years	218 (6.0%)	48 (7.9%)	9 (4.4%)	48 (9.8%)	1 (5%)	324 (6.5%)
More than 3 years, but less than 5 years	193 (5.3%)	69 (11.3%)	16 (7.8%)	28 (5.7%)	2 (10%)	308 (6.2%)
5 or more years, but less than 10 years	529 (14.4%)	120 (19.7%)	36 (17.6%)	93 (18.9%)	2 (10%)	780 (15.6%)
10 or more years, but less than 15 years	729 (19.9%)	137 (22.5%)	57 (27.9%)	110 (22.4%)	6 (30%)	1,039 (20.8%)
15 or more years, but less than 20 years	615 (16.8%)	91 (15.0%)	32 (15.7%)	76 (15.4%)	3 (15%)	817 (16.4%)
20 or more years	1,264 (34.5%)	127 (20.9%)	50 (24.5%)	120 (24.4%)	6 (30%)	1,567 (31.4%)
None of the above; missing	68 (1.9%)	8 (1.3%)	2 (1.0%)	7 (1.4%)	0	86 (1.8%)
Total	3,662 73.4%	608 12.2%	204 4%	492 9.9%	20 .4%	4,986 (100%)

Figure 7 demonstrates the estimated loss in current registered nursing workforce over time by county. The data also suggests the proportion of loss will be greater on the neighbor island (Hawaii, Maui, and Kauai).

**Figure 7: Loss of Current Registered Nurse Workforce over Time by County**



## Retention and the Workplace

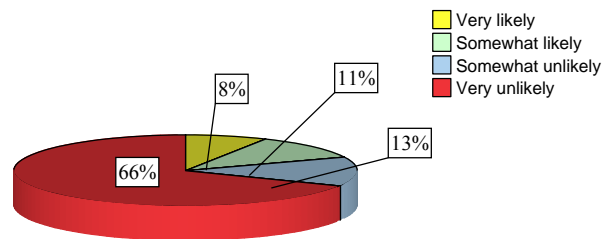
### *Intentions to Leave Primary Employer in next 12 Months*

Out of the 4,986 RNs working, 7.5% (376) of RNs in the workforce said they were ‘*very likely*’ to leave their primary employer in the next 12 months and another 10.8% (540) reported they were ‘*somewhat likely*’ to leave their primary employer. 66.2% (3,303) reported they were ‘*very unlikely*’ to leave and 13% (645) said ‘*somewhat unlikely*’ to leave in the next 12 months.

**Table 21: Intentions to Leave-Primary Employer**

	Frequency	Percent
N/A; missing	123	2.5
Very likely	376	7.5
Somewhat likely	540	10.8
Somewhat unlikely	645	12.9
Very unlikely	3,302	66.2
Total	4,986	100.0

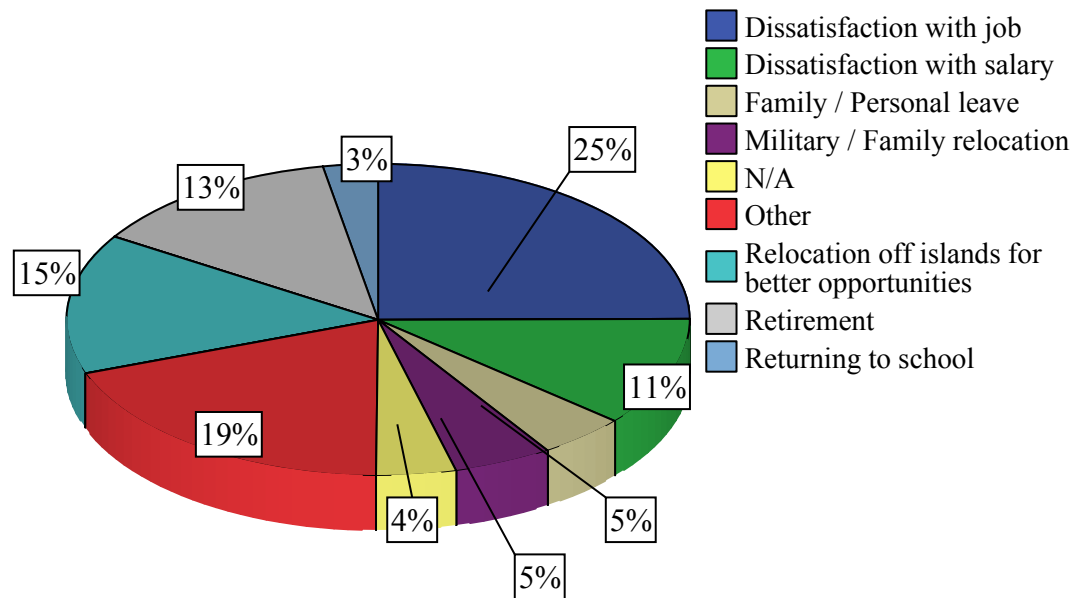
**Figure 8: Registered Nurses Intentions to Leave Current Primary Employer in the Next Twelve Months**



### ***Reasons for Leaving Primary Employer in next 12 Months***

The 916 (18.3%) working RN respondents who reported they were ‘*very likely*’ or ‘*somewhat likely*’ to leave their primary employer in the next 12 months were asked to identify the main reason for leaving. A total of 36% reported dissatisfaction with either job (25%) or salary (11%). 5% identified family / personal leave, 5% military or family relocation, 19% reported ‘other’, 14.5% identified ‘relocation off islands for better opportunities’, and 13% said they would ‘retire’, and 3% reporting intention to return to school.

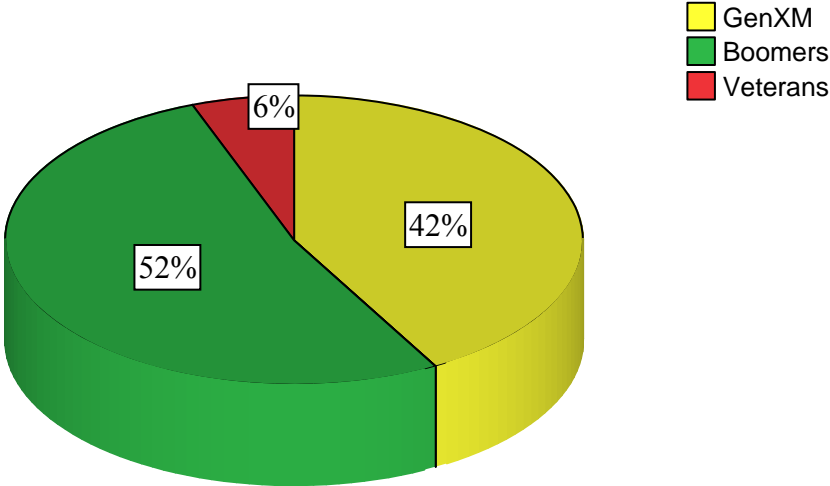
**Figure 9: Registered Nurses Reasons for Leaving Current Primary Employer in the Next Twelve Months**



**Dissatisfaction with Job**

228 (25%) of RNs reported an intention to leave their primary employer because of dissatisfaction with their job. 52% were Boomers 41–59 years of age, 41% were GenX Millennials aged 40 or younger, and 6% were Veterans 60 years and older.

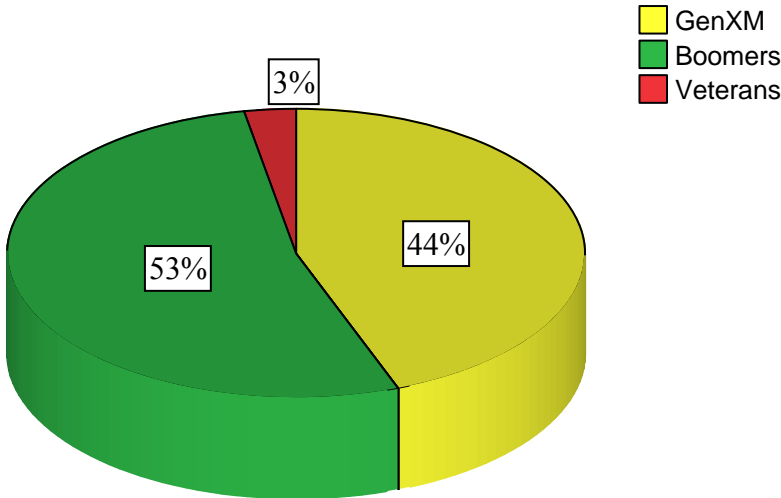
**Figure 10: Dissatisfaction with Job by Cohort**



**Dissatisfaction with Salary**

104 (11%) of RNs reported an intention to leave their primary employer because of dissatisfaction with salary. 53% were Boomers 41–59 years of age, 44% were GenX Millennials aged 40 or younger, and 3% were Veterans 60 or older..

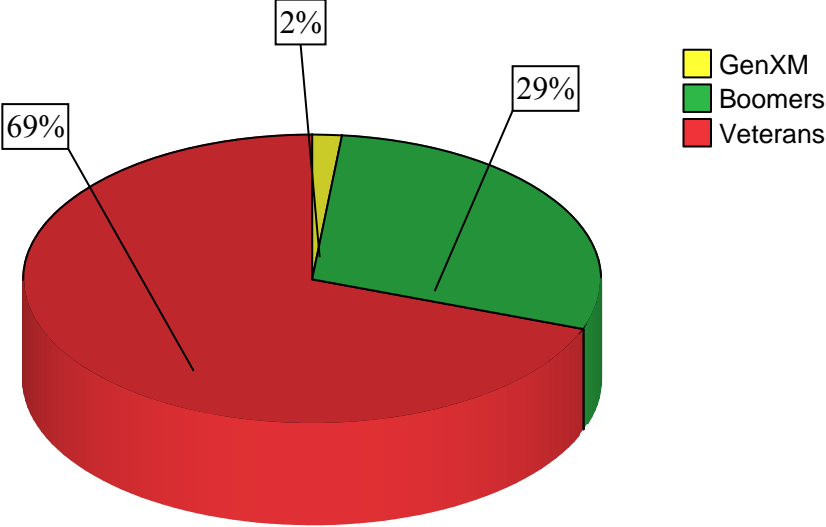
**Figure 11: Dissatisfaction with Salary by Cohort**



### Intention to Retire by Generational Cohort

121 (13%) of RNs reported an intention to leave their primary employer because of retirement. 69% were Veterans 60 or older, 29% Boomers 41–59 years of age, and 2% were GenX Millennials aged 40 or younger.

Figure 12: Intention to Retire by Generational Cohort



## **Appendix A: Mailed Survey Questionnaire**



## Registered Nurse Workforce Survey - 2007

### INSTRUCTIONS

Please read each question carefully and select the box or fill in the blank next to the item. If a question requires more than one response, (i.e., choose all that apply, special instructions will be provided).

Please provide information about your situation and your own opinions. There is no right or wrong answers to the questions.

Please complete **all questions** on the questionnaire and return your completed questionnaire in the enclosed postage paid envelope within the next 10 days.

**\*\*Please Note:** For your convenience, you may go to <http://www.surveymshare.com/survey/take/?sid=52038> and complete the online version of this survey

### I. DEMOGRAPHICS

1. Age \_\_ \_\_

2. Year Born \_\_ \_\_ \_\_ \_\_

3. Gender

Male       Female

4. Race/Ethnicity: (select one)

- |   |   |
|---|---|
| <input type="checkbox"/> African-American               | <input type="checkbox"/> Chinese                |
| <input type="checkbox"/> American Indian/Native Alaskan | <input type="checkbox"/> Filipino               |
| <input type="checkbox"/> Caucasian                      | <input type="checkbox"/> Japanese               |
| <input type="checkbox"/> Native Hawaiian                | <input type="checkbox"/> Korean                 |
| <input type="checkbox"/> Hispanic                       | <input type="checkbox"/> Samoan                 |
| <input type="checkbox"/> Mixed (2 or more races)        | <input type="checkbox"/> Other Pacific Islander |
| <input type="checkbox"/> Some Other Race                | <input type="checkbox"/> Other Asian            |

5. What is the Residential Zip Code of your current home address \_\_ \_\_ \_\_ \_\_ \_\_

6. Where was your residential (home) address one year ago (i.e., 2006)?

- State of Hawaii
- Other state or US territory
- Foreign country

7. Where do you expect your residential (home) address to be one year from now (i.e., 2008)?

- State of Hawaii
- Other state or US territory
- Foreign country

**II. EDUCATIONAL BACKGROUND**

8. Where was the location of the **basic nursing education** program that prepared you to take the RN licensing examination (NCLEX)?

- Hawaii
- Other state or US territory
- Foreign country

9. Are you currently enrolled in a **nursing** education program leading to a degree?

- Not currently enrolled
- Baccalaureate Degree Program
- Master’s Degree Program
- Doctoral Program
- Other

10. Select all nursing educational programs completed and fill in year you graduated from each

<b>Check</b>	<b>Type of Program</b>	<b>Year Graduated</b>
<input type="checkbox"/>	Diploma in Nursing	_____
<input type="checkbox"/>	Associate degree, nursing	_____
<input type="checkbox"/>	Baccalaureate Degree, nursing	_____
<input type="checkbox"/>	Baccalaureate Degree, other	_____
<input type="checkbox"/>	Masters’ degree, nursing	_____
<input type="checkbox"/>	Masters’ degree, other	_____
<input type="checkbox"/>	Doctoral degree, nursing	_____
<input type="checkbox"/>	Doctoral degree, other	_____

11. Select all advanced practice educational programs completed and obtained Advanced Practice Registered Nurse recognition (APRN) through the Hawaii State Board of Nursing.

<b>Check</b>	<b>Type of Advanced Program</b>	<b>Year obtained APRN license in Hawaii</b>
<input type="checkbox"/>	Nurse practitioner	_____
<input type="checkbox"/>	Clinical nurse specialist	_____
<input type="checkbox"/>	Nurse midwife	_____
<input type="checkbox"/>	Nurse anesthetist	_____
<input type="checkbox"/>	Nurse educator	_____
<input type="checkbox"/>	Nurse administrator/ management	_____

**III. EMPLOYMENT STATUS**

12. Which of the following best describes your current primary work situation? (**select one**)
- Working in a nursing position requiring an RN license or a position enhanced by my nursing knowledge and license.
  - Working in a non-nursing job – looking for an RN position
  - Working in a non-nursing job – not looking for an RN position
  - Not employed – looking for an RN position
  - Not employed – looking for a non-nursing job
  - Not employed – not looking for a job
  - Not employed – retired
13. How many employers do you currently work for as an RN?
- One employer
  - Two employers
  - Three or more employers
  - None of the above

*For the following questions, please use the following definitions:*

1. **Principal Employment:** Employment where the greatest number of your RN working hours are spent.
2. **Secondary Employment:** Employment where the second greatest number of your RN working hours are spent.

14. Please identify the type of setting that most closely corresponds to your **nursing practice** positions:

	<b><u>Principal Employment</u></b> (Select <b><u>one</u></b> )	<b><u>Secondary Employment</u></b> (Select <b><u>one</u></b> )
Hospital	_____	_____
Long Term Care	_____	_____
Nursing Education	_____	_____
Home Health	_____	_____
Hospice	_____	_____
Public Health	_____	_____
Student Health/ School	_____	_____
Ambulatory Care	_____	_____
Physician’s office	_____	_____
Occupational Health	_____	_____
Agency Staff	_____	_____
Traveling Nurse	_____	_____
Insurance Company/ HMO	_____	_____
Self-Employed	_____	_____
Other	_____	_____
None of the above	_____	_____

15. Please choose the major activity that best describes your **nursing position**:

	<b><u>Principal Employment (Select one)</u></b>	<b><u>Secondary Employment (Select one)</u></b>
Patient Care	_____	_____
Teaching / Instruction	_____	_____
Administration	_____	_____
Quality Assurance	_____	_____
Case Management	_____	_____
Nursing Research	_____	_____
Other	_____	_____
None of the above	_____	_____

16. How long have you been employed as a **RN** by your current facility/ employer?

	<b><u>Principal Employment (Select one)</u></b>	<b><u>Secondary Employment (Select one)</u></b>
a) Less than 1 year	_____	_____
b) 1 - 3 years	_____	_____
c) More than 3 years, but less than 5 years	_____	_____
d) 5 or more years, but less than 10 years	_____	_____
e) 10 or more years	_____	_____
f) None of the above	_____	_____

17. On average, how many hours per week (**all nursing employment**) do you work as an RN?

- \_\_\_\_\_ 10 hours or less
- \_\_\_\_\_ more than 10 hours, but less than 20 hours
- \_\_\_\_\_ at least 20 hours, but less than 30 hours
- \_\_\_\_\_ at least 30 hours, but less than 40 hours
- \_\_\_\_\_ at least 40 hours, but less than 50 hours
- \_\_\_\_\_ 50 hours or more
- \_\_\_\_\_ N/A

18. How likely are you to leave your principal RN employment in the next 12 months?

- \_\_\_\_\_ Very unlikely
- \_\_\_\_\_ Somewhat unlikely
- \_\_\_\_\_ Somewhat likely
- \_\_\_\_\_ Very likely
- \_\_\_\_\_ N/A

19. If you chose 'very likely' or 'somewhat likely' that you will leave your principal RN employment in the next 12 months, what is the main reason? (**Select one**)

- \_\_\_\_\_ Retirement
- \_\_\_\_\_ Family / Personal Leave
- \_\_\_\_\_ Dissatisfaction with job
- \_\_\_\_\_ Dissatisfaction with salary
- \_\_\_\_\_ Returning to school
- \_\_\_\_\_ Military / family relocation
- \_\_\_\_\_ Relocation to mainland for better opportunities
- \_\_\_\_\_ Other
- \_\_\_\_\_ N/A

20. How many years do you intend to continue practicing as a nurse

Less than 1 year

1 - 3 years

More than 3 years, but less than 5 years

5 or more years, but less than 10 years

10 or more years, but less than 15 years

15 or more years, but less than 20 years

20 or more years

N/A

