



Division of Employment and Training

Findings of the

2012 Registered Nurse and 2013 Licensed Practical Nurse Surveys

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Executive Summary

This report summarizes the responses to the Wisconsin State 2012 Registered Nurse and 2013 Licensed Practical Nurse surveys administered by the Wisconsin Department of Safety and Professional Services as a requirement for license renewal. According to State Statute 106.30, the Department of Workforce Development (DWD) is to conduct a census of the nurses to assist policymakers in evaluating the supply of, demand for, and turnover among nurses, determine whether there are any regional shortages of nurses, shortages of nurses in any specialty areas, or impediments to entering the nursing profession in this state.

When doing analysis on the characteristics of the nursing population, it should be remembered that comparing the number of survey respondents to the population of Wisconsin may not be appropriate.

Survey highlights:

- 78,159 licensed registered nurses completed the survey.
- Of those working, 72.4% (50,315) provide direct patient care.¹
- A total of 11,874 licensed practical nurses responded to the survey.
- The majority of the licensed practical nurses working, 88.2% (8,090) provide direct patient care.
- The nurses population is not as diverse as the population at large.
 - Most nurses are female, 93% of all registered nurses and 95% of all licensed practical nurses.
- The average age of the registered nurses was 47; that of licensed practical nurses, 50.
- Educational requirements for specializations often include an advanced degree from a college and/or university. These requirements further exacerbate the lack of diversity of the nursing population.
 - Generally, older nurses move from providing direct patient care to other aspects of nursing, opening the door for incremental training and skill development throughout a nursing career; rather than wholesale training in all aspects of nursing prior to being licensed.
- The largest percentage of Wisconsin registered nurses worked in a hospital setting, 54%, while 42% of the licensed practical nurses worked in the nursing home/extended care setting.
- The most common work setting for registered nurses with specialties is hospitals followed by ambulatory care (41.6% and 40.8% respectively).

The state has adopted many of the suggestions proposed by subject matter experts to ensure a qualified and skilled workforce. However, given the needs for increased care and additional skills, nurses are likely to continue to be in strong demand. In order to provide health care to a diverse population, it may be appropriate to integrate cultural competency as a skill set for nurses.

¹ Direct Patient Care is provided personally by the nurse to the patient, and which may involve any aspect of the health care of the patient, including treatments, counseling, self-care, patient education, or administration of medication.

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Introduction

The state of Wisconsin is concerned with both the supply of nurses and the means to continue to provide quality health care. In 2009, the state mandated a survey of Registered Nurses and Licensed Practical Nurses to determine the characteristics of the nurses licensed in the state and barriers these individuals face to provide nursing care. The state requires a report once every two years evaluating the supply of, demand for, and turnover among nurses in this state and determining whether there are any regional shortages of nurses, shortages of nurses in any specialty areas, or impediments to entering the nursing profession in this state. The statute, (SS 106.30) requires the Department of Workforce Development to prepare a report, based on the responses from the nurses, to be shared with the elected leadership of the state, the Wisconsin Secretary of Health and the Nurse Resource Center.

Nurses have continued to be in high demand by health care providers as they are a well-trained, professional workforce that can meet the needs of patients and health care providers. This need is likely to increase as we, as a state and society have a burgeoning population that is 65 and older.

When looking at the needs for health care and those who are qualified to provide these services, it is common to compare the characteristics of the population served to those who provide services. While helpful, this approach is inherently limited. For example, it would be unreasonable to conclude that those over the age of 75 receive inappropriate health care because those providing services are likely to be younger.

In addition, there is no reason to believe nurses who report that they reside out of state or otherwise do not provide respond on demographic items should be included in comparisons to the population served.

Chapter 1: General Characteristics of Registered Nurses and Licensed Practical Nurses receiving Licenses in Wisconsin

The age of Wisconsin's Registered Nurses and Licensed Practical Nurses continues to be a critical component in analyzing the state of these professions in light of the age distribution of the general population and the future need for nurses. Table 1.1 presents summary comparative statistics for the general population, the nurses' average age and major racial or ethnicity identification.

Table 1.1
Comparative Statistics for State of Wisconsin General Population and the Nursing Populations

Wisconsin Population (7/1/2012 estimate)	5,726,398
Average age by population	Average Age
Wisconsin population(2010 Census)	38.5 years
Working population (18 and older) 2012	43.7 years
RN population (2012)	47.8 years
LPN population (2013)	50.0 years
Wisconsin Race and Ethnicity	Percent
White	86.2
Black/African American	6.3
Hispanic	5.9
Other	7.8

Respondents to the Registered Nurse Survey totaled 78,159. However, a large portion of the respondents were either working outside of Wisconsin or did not provide usable information on the location of their place of work. When comparing the general population to the nursing populations, it should be remembered that the populations surveyed include all individuals renewing their credentials as nurses not just those working in the nursing professions.

Both the Registered Nurse and Licensed Practical Nurse populations are older than the general population. However, the population of nurses is less diverse racially and ethnically compared to the population-at-large.

Age

Table 1.2 presents a side-by-side comparison of the age distributions including a reverse cumulative percentage to highlight the percentage of nurses over a chosen age. The data reflect responses from 78,159 registered nurses and 12,067 Licensed Practical Nurses.

Table 1.2
Age Distribution of Registered Nurses (2012) and Licensed Practical Nurses (2011)

Age	Registered Nurse		Licensed Practical Nurse	
	%	Cumulative %	%	Cumulative %
less than 25	1.5	100.0	1.6	100.0
25-29	9.2	98.5	6.9	98.4
30-34	10.4	89.3	9.4	91.5
35-39	10.0	78.9	8.9	82.1
40-44	10.2	68.9	9.1	73.2
45-49	11.2	58.7	9.5	64.1
50-54	14.2	47.5	12.9	54.6
55-59	15.0	33.3	17.9	41.7
60-64	10.9	18.3	15.2	23.8
65-69	4.9	7.4	6.3	8.6
70-74	1.8	2.5	1.8	2.3
75 and older	0.6	0.7	0.5	0.5

Note: percentages may not add to 100 due to rounding

To make the best use of Table 1.2, note the cumulative age column starts with the oldest nurse respondents. As shown in Table 1.2, registered nurses between 55 to 59 years old represent 15.0% of the Registered Nurse populations. The cumulative percentage of Registered Nurses who are 55 or older is 33.3%. The single greatest age cohort is the 55 to 59 year old group, at 15.0%. The small percentage of registered nurses in the groups 44 years old and younger suggests a significant potential shortage of registered nurses in the coming years unless the number of registered nurses increases significantly, either from other professions or from a dramatic increase in the number of entrants into the workforce, assuming educational and licensing requirements do not change.

Table 1.2 shows the licensed practical nurse workforce is heavily weighted toward the older workers. The licensed practical nurse workforce between 55 and 59 years of age is the largest single group of licensed practical nurses (17.9%). Licensed practical nurses who are at least 55 make up 41.7% of the total number of licensed practical nurses. Percentagewise, there are fewer licensed practical nurses under the age of 40 when compared to registered nurses.

The age composition of the nurses suggest that it may be appropriate for health care providers to consider the skill sets required of both Licensed Practical Nurses and Registered Nurses as well as physical requirements of the job as these may limit the number of individuals potentially entering the nursing profession as a second career. When combined, these findings suggest that creating a training program to move licensed practical nurses into registered nursing will not adequately address the pending shortage for either group.

Workforce Diversity

One of the concerns expressed by health care providers is a lack of diversity within the nursing profession. The lack of diversity is thought to be a detriment to good health care delivery as studies have shown that sub populations are more reluctant to get needed

health care if the individual providing the care not of their sub population. This is a particular concern for complex procedures or procedures that may violate social mores of the sub population. Table 1.3 and Table 1.4 summarize survey findings for the registered nurses and licensed practical nurses in their respective surveys.

Both the registered nurse and licensed practical nurse populations are predominantly female. As shown in Table 1.3, regardless of the license, over 9 out of 10 nurses are female. For registered nurses, males make up less than 7% of the population while fewer than 5% of the licensed practical nurses are male.

Table 1.3
Gender Distribution for Registered Nurses (2012) and Licensed Practical Nurses (2013)

	Registered Nurses (%)	Licensed Practical Nurses (%)
Female	93.1	95.3
Male	6.9	4.7
Total	100.0	100.0

Note: percentages may not add to 100 due to rounding

This lack of diversity extends to ethnic identification. Ethnic identification and language capabilities have been identified as important aspects of quality health care delivery. Table 1.4 demonstrates that few members of the nursing community identify themselves as being members of a minority group. When comparing the two populations, there is greater diversity within the licensed practical nurses than the registered nurses. For purposes of the summary, Hispanics can belong to multiple racial categories.

Table 1.4
Comparison of Registered Nurses (2012) and Licensed Practical Nurse (2013) by Ethnic Identity to the State (2010)

	Registered Nurses (%)	Licensed Practical Nurses (%)	Population (%)
Black/African American	1.9	6.1	6.3
Hispanic	1.4	1.9	5.9
Other	2.5	2.3	7.5
White	94.1	89.7	86.2

Note: percentages may not add to 100 due to rounding

The ability to communicate is a critical skill when addressing health care. According to the 2012 American Community Survey, 91.2% of the population speaks English at home and 4.7% speak Spanish and another 4.1% speak a variety of languages. The second language capabilities of registered nurses and licensed practical nurses reflect the ethnic and cultural heritage of the state. They also highlight limited diversity when addressing

sub populations.² The number of nurses speaking a language other than English is small. Table 1.5 summarizes the second language capabilities of licensed registered nurses and licensed practical nurses.

Table 1.5
Second Language Registered Nurse (2012) and Licensed Practical Nurse (2013)

	Registered Nurses (%)	Licensed Practical Nurses (%)
No other language	88.8	91.9
Spanish	7.0	4.2
Other	0.9	1.0
Filipino/Tagalog	0.5	0.3
German	0.9	0.7
French	0.5	0.3
Hmong, Miao	0.2	0.4

Education

Education and ongoing training are critical metrics for the ability of the present nurse populations to provide quality health care in a wide range of setting and situations. Table 1.6 reports the highest educational level attained for the registered nurses and licensed practical nurses in Wisconsin. Nurses with bachelor's degrees make up the largest percentage of registered nurses, 43.7%. Of licensed practical nurses, 9 out of 10 have a Licensed Practical Nurse diploma. More than 2 out of 5 registered nurses do not possess a bachelor's or graduate degree. If Wisconsin were to require nurses to hold a bachelor's degree, the requirement would need to be prospective. Requiring all currently practicing nurses to obtain a bachelor's degree could exacerbate the shortage of available registered nurses.

Table 1.6
Distribution of Highest Education Level in Nursing by Registered Nurses (2012) and Licensed Practical Nurses (2013)

	Registered Nurses (%)	Licensed Practical Nurses (%)
LPN Diploma	Not Available	92.7
Nursing Diploma	9.5	0.0
Associate	36.3	6.0
Bachelor	43.7	1.1
Master	9.6	0.2
PhD	0.6	0.0

A number of registered nurses reported they are certified as advanced practice nurses. The requirement for this classification includes at least a master's degree in nursing

² The Registered Nurses were asked, "Please indicate languages, other than English, in which you can communicate with patients and pose questions about their condition" The Licensed Practical Nurses were asked, if they were able to read, understand and speak a language other than English.

unless they have been “grandfathered in.” In the 2012 survey, 7,543 registered nurses reported having a master’s degree in nursing. The number of individuals working as an advanced practice nurse in Wisconsin was considerably less (3,965)³

Chapter Summary

The characteristics of the nurses in general point toward divergent trends. Registered nurses have higher levels of education while the licensed practical nurses are less educated and older. However, as a group, licensed practical nurses are more racially diverse than registered nurses.

³ For various technical reasons in the survey application, not all advanced practice nurses were identified in the survey. There is reason to believe the sample captured does not reflect the population of advanced practice nurses, under representing two small groups; those who are certified in midwifery and those grandfathered in without the present educational requirements.

Chapter 2: Demographic Characteristics of the Registered Nurse and Licensed Practical Nurse Workforce

The first critical aspect of understanding the available supply of nurses is to review the demographic data in relation to the positions and functions filled by the two nursing groups. Not all nurses who undertake licensure will work in Wisconsin. A considerable portion of the nurses licensed see the license as an assurance they can seek work in Wisconsin and/or continue to provide service in volunteer situations. The extent to which these individuals are in or can be enticed to return to the nurse workforce in Wisconsin is an area for additional analysis of the data.

Registered Nurses

Based on the responses of registered nurses, over 94% were working or seeking work in Wisconsin. The questionnaire asked the registered nurses to report their work status. Tables 2.1 and 2.2 characterize the work status of the registered nurses who responded.

Table 2.1
Summary of Registered Nurses Work Status

	Number	Percent
Working	69,442	91.9
Retired	4,293	5.7
Seeking work in health care	1,826	2.4
Total	75,561	100.0

As Table 2.2 shows, the largest portion of the registered nurses licensed in Wisconsin, provide direct patient care (DPC) in Wisconsin, 69.2%.

Table 2.2
Registered Nurses by Provision of DPC in Principal Place of Work

Providing DPC	Location	Percent	Subcategory Percent
	In Wisconsin	69.2	91.1
	Outside of Wisconsin	6.8	8.9
			100.0
Not Providing DPC	Location	Percent	Subcategory Percent
	In Wisconsin	20.6	85.6
	Outside of Wisconsin	3.5	14.4
Total		100.0	100.0

Note: percentages may not add to 100 due to rounding

For those registered nurses working in Wisconsin, 91.1% provide DPC. In comparison, only 6.8% of the registered nurses who are licensed in the state work provide DPC outside of the state. It should be noted that while DPC is a focus of nursing care, not all

future graduates from nursing programs should be expected to provide DPC. Opportunities outside of DPC and indeed nursing may reduce the future supply of nurses who provide DPC. Further research into the circumstances and motivations of registered nurses working outside of DPC, both within and outside of the state, would add value when evaluating policy considerations in the health care delivery industry.

Table 2.3 compares the age of licensed registered nurses providing DPC within and outside the state.

Table 2.3
Distribution of Age of Registered Nurses Providing Direct Patient Care in Wisconsin and Other Locations

Age	DPC Providers in Wisconsin (%)	DPC Providers Outside Wisconsin (%)
less than 25	2.1	1.8
25-29	12.7	11.4
30-34	13.3	8.8
35-39	11.8	10.7
40-44	11.1	10.2
45-49	11.5	11.6
50-54	13.4	15.9
55-59	13.0	16.3
60-64	8.2	9.5
65-69	2.2	2.8
70-74	0.6	0.8
75 and older	0.2	0.2
Total	100.0	100.0

Note: percentages may not add to 100 due to rounding

This table demonstrates that Registered Nurses licensed in Wisconsin who provide DPC in Wisconsin tend to be younger than those outside Wisconsin. DPC Providers in Wisconsin are more highly represented in age ranges up through 44 years of age than are those outside Wisconsin; for age ranges above 49, DPC Providers outside Wisconsin are more highly represented.

The highest level of education in nursing obtained by registered nurses is presented in Table 2.4. The table compares the education level of registered nurses providing DPC inside or out of the state. Please note the category PhD includes Doctorate of Nursing Practice, Nursing Doctorate and PhD in Nursing.

Table 2.4
Highest Nursing Degree Earned by Registered Nurses by Location (Percent)

Highest Degree Earned	DPC Providers in Wisconsin	DPC Providers Outside Wisconsin
Nursing Diploma	7.2	8.5
Associate	40.8	36.3
Bachelor	44.1	43.1
Master	7.4	11.1
PhD	0.2	0.7
Total	100.0	100.0

Note: percentages may not add to 100 due to rounding

Those registered nurses providing DPC outside of Wisconsin have, on average, higher educational attainment than those in Wisconsin. Registered nurses providing DPC in Wisconsin with a master's degree or a doctorate in nursing constitute 7.6% of those providing DPC, while 11.8% of all Wisconsin licensed nurses providing DPC outside of Wisconsin have advanced degrees.

Advanced practice nurses, requiring higher education and/or certification requirements than other registered nurses, represent only 6.7% of DPC nurses in Wisconsin as compared to 8.5% working out of state among Wisconsin licensed registered nurse.

Registered nurses licensed to work in Wisconsin and providing DPC outside of the State are older, have more education and are more likely to have advanced practice nursing certification. These findings suggest the need to address career development when addressing future workforce development for nurses.

Registered Nurses Not Providing Direct Patient Care in Wisconsin

The perception that all registered nurses provide DPC is known to be an overgeneralization. It is an open question whether those registered nurses who report they do not provide DPC differ from those who do. Because the survey identified the type of tasks registered nurses do, such a comparison will help policy makers and others make informed decisions when addressing the business needs for registered nurses.

A comparison of the age of Wisconsin licensed DPC providers in Wisconsin and those who do not provide DPC in Wisconsin highlights the importance of recognizing factors reducing the percentage of new entrant nurses likely to be employed in DPC. Table 2.5 summarizes the age distribution of DPC providers in Wisconsin compared to the remaining registered nurse population.

Table 2.5
Distribution of Wisconsin DPC Providers and Other Registered Nurses by Age (Percent)

Age	DPC Providers	Other Registered Nurses
Under 25	2.1	0.2
25-29	12.7	2.9
30-34	13.3	6.4
35-39	11.8	8.1
40-44	11.1	10.6
45-49	11.5	13.4
50-54	13.4	18.6
55-59	13.0	20.3
60-64	8.2	13.5
65-69	2.2	4.3
70-74	0.6	1.2
Over 74	0.2	0.4
Total	100.0	100.0

Note: percentages may not add to 100 due to rounding

Among DPC providers 2.1% of nurses are younger than 25 years of age, while for the remaining registered nurse population only 0.2%, or 1 in 500 other nurses are younger than 25. DPC providers in the age categories from 45 to 64 years of age represent 46.1% of the DPC providers, while 65.8% of other nurses were these age groups.

This comparison suggests older nurses move away from DPC, as they are likely to move to other areas in nursing. This suggests that the experience, education and skills gained while providing DPC influence nurses as they move through their career.

Table 2.6 offers some confirmation of career migration out of DPC by presenting the highest level of education achieved by DPC nurses and the remainder of the nursing population.

Table 2.6
Highest Level of Nursing Degree for DPC Providers Compared to Other Registered Nurses in Wisconsin Workforce (Percent)

	DPC Providers in Wisconsin	Other Nurses in Wisconsin
Nursing Diploma	7.2	8.4
Associate	40.8	28.5
Bachelor	44.1	44.0
Master	7.4	17.2
PhD	0.2	1.8
Total	100.0	100.0

Note: percentages may not add to 100 due to rounding

Comparing the formal educational training for Wisconsin licensed DPC providers and Wisconsin Licensed non-DPC providers shows non-DPC providers with more formal

educational background with 17.9% holding a master’s degree or a doctoral degree in nursing while only 7.6% of Wisconsin DPC providers have this level of formal education.

When taken as a whole, these findings suggest that those registered nurses who work out of the state are doing different work than those who are in the state. Also, as registered nurses age they are less likely to work in DPC. Consequently, this could affect not only the ability to successfully recruit those registered nurses who are licensed in Wisconsin to return to DPC, but also what tasks these registered nurses would be interested in performing if recruitment is successful.

Table 2.7 shows 5.3% of the registered nurses working in DPC, plan on leaving DPC in the next two years and 17.8% plan to no longer provide DPC within four years.

Table 2.7
Percentage of Anticipated Years of Providing DPC by Registered Nurses

Future Work Plans (Years)	DPC Providers in Wisconsin
Less than 2	5.3
2 – 4	12.5
5 - 9	21.8
10 or more	60.4
Total	100.0

Note: percentages may not add to 100 due to rounding

Licensed Practical Nurses

Table 2.8
Summary of Licensed Practical Nurses Work Status for 2012

	Number	(%)
Working	10,321	89.1
Retired	721	6.2
Seeking work in health care	548	4.7
Total	11,590	100.0

Note: percentages may not add to 100 due to rounding

The majority of licensed practical nurses (89.1%) are working. In addition, another 4.7 percent are seeking work in the health care industry.

Licensed Practical Nurses Providing Direct Patient Care

The licensed practical nurse population shows a similar focus on DPC and with smaller proportions of licensed practical nurses working in other settings. Table 2.9 summarizes the principal location of work, either within Wisconsin or outside the state and if the licensed practical nurse is providing DPC.

Table 2.9
Licensed Practical Nurses Providing Direct Patient Care by Principal Type of Work

Providing DPC	LPN providing DPC	
	Population (%)	Subcategory (%)
	In Wisconsin	83.9
	Outside of Wisconsin	4.3
		100.0
<hr/>		
Not Providing DPC	In Wisconsin	11.1
	Outside of Wisconsin	0.8
		100.0
Total		100.0

Note: percentages may not add to 100 due to rounding

For licensed practical nurses, the percentage of workers providing DPC in Wisconsin (83.9%) is higher than for registered nurses (69.2%). In addition, the percentage of nurses working outside of the state is much lower, 4.3% in DPC and 0.8% in non-DPC positions. This is much lower than the 10.3% of registered nurses working out of Wisconsin. Given the small percentage of licensed practical nurses working outside of the state, the analysis of the licensed practical nurses characteristics will focus on those nurses working in Wisconsin but not providing DPC.

Table 2.10
Distribution of Licensed Practical Nurse Direct Patient Care by Age (Percent)

Age	DPC	Non-DPC
Under 25	2.1	0.6
25-29	8.2	4.6
30-34	10.7	6.4
35-39	9.9	7.4
40-44	10.2	8.6
45-49	10.2	7.9
50-54	13.3	15.2
55-59	17.4	21.4
60-64	13.1	19.1
65-69	3.8	6.3
70-74	1.0	1.9
Over 74	0.2	0.7
Total	100.0	100.0

Note: percentages may not add to 100 due to rounding

Table 2.10 shows the distribution of DPC and non-DPC providers by age. Licensed practical nurses providing DPC in Wisconsin under the age of 25 represent 2.1% of the licensed practical nurses in Wisconsin while for the non-DPC licensed practical nurse population only 0.6%, or 3 in 500, are under 25 years of age. The percentage of DPC providers is higher in every age range than the non-DPC population in every age group under age 49. While this disparity is not as great as seen in the registered nurse population, the consistency of the difference in proportional age distribution supports the likely migration of licensed practical nurse out of DPC in Wisconsin.

Table 2.11 offers a comparison of educational background of Wisconsin's DPC licensed practical nurses to the Non-DPC licensed practical nurse workforce.

Table 2.11
Comparison of Wisconsin Based DPC Providers Educational Background to Other
Licensed Non-DPC Providers (Percent)

	DPC	Non-DPC
Practical Nursing Diploma	92.7	92.3
Associate	6.4	4.6
Bachelor	0.9	2.4
Master	0.1	0.6
PhD	0.0	0.1
Total	100.0	100.0

Note: percentages may not add to 100 due to rounding

The general relationship of highest level of education outside of DPC seen in the registered nurse information does not exist in the licensed practical nurse. In the DPC workforce 92.7% of nurses have a Practical Nursing diploma while 92.3% of the non-DPC work force has a Practical Nursing diploma.

A summary of future work plans for both the DPC providers in Wisconsin and non-DPC providers in the state is shown Table 2.12. For DPC providers 5.6% are contemplating leaving the licensed practical nurse workforce in less than two years. When compared to the registered nurses who provide DPC this is approximately the same (5.3%).

Table 2.12
Future Plans of Licensed Practical Nurses to Leave Nursing
for Wisconsin and Out of State Providers of DPC (Percent)

	In State DPC Providers	Out of State-DPC Providers
< 2 years	5.6	5.8
2-4 years	14.8	13.0
5-9 years	21.9	24.9
10 or more years	57.7	56.2
Total	100.0	100.0

Note: percentages may not add to 100 due to rounding

Chapter Summary

The registered nurses report they envision themselves providing direct care longer than the licensed practical nurses (60.4% to 57.7%). Part of this could be due to age because as a group registered nurses are younger. However, the percentage of licensed practical nurses looking for other opportunities in the health care industry is higher than the percentage of registered nurses (4.7% to 2.4%).

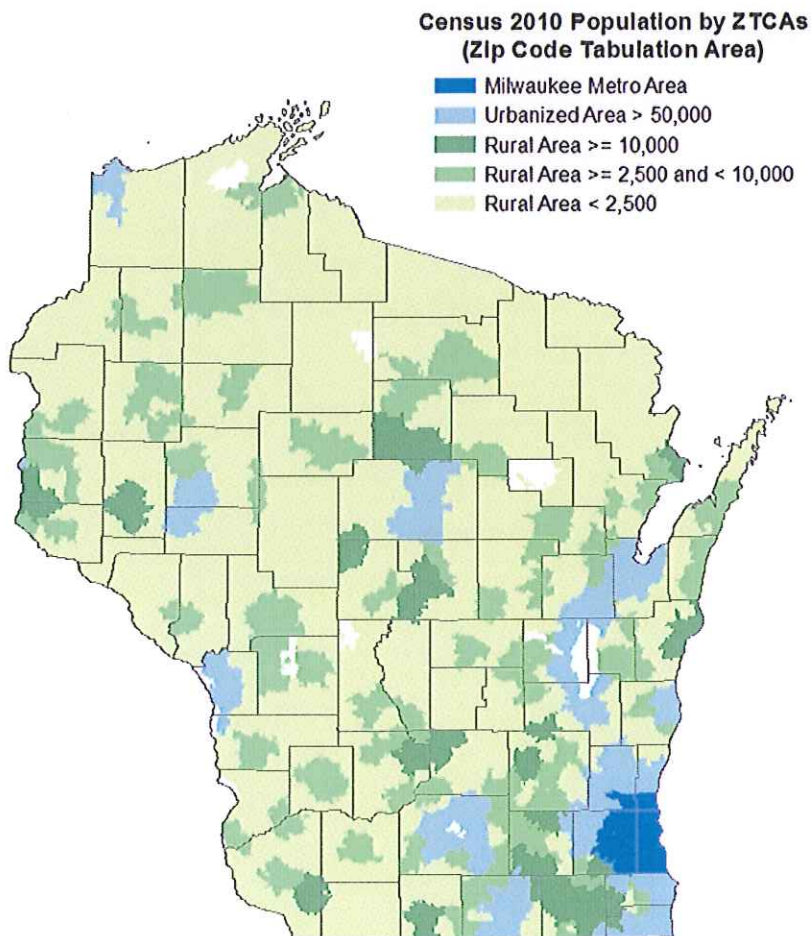
There is a consistent pattern for registered nurses and licensed practical nurses to migrate from DPC work in Wisconsin to either out of state provision or to work outside of DPC. The underlying reasons for this migration are not clear and warrant further investigation. One of the reasons why registered nurses are more mobile than licensed practical nurses is a difference in skill sets and financial resources. The responses from the registered nurses suggests studies that focus on supply should recognize the potential for “leakage” as one in four nursing graduates are likely to move out of DPC at some point in their career.

If the pattern of older nurses considering and accepting roles outside of DPC activities continues, older nurses may benefit from additional training to assist them as their careers evolves.

Chapter 3: Regional Distribution of Nurses

The population in Wisconsin is concentrated along Lake Michigan and the Southeast area of the state. Nursing care in the state needs to take into account the distribution of the population, as it can be argued that rural areas require health care professionals to possess different skill sets when compared to urban areas. The following map (Map 3.1) identifies the areas of the state based on population characteristics. The map displays a colored map showing the distribution of the five categories for the entire State of Wisconsin.

Area for Analysis of Registered Nurses and Licensed Practical Nurses*



*Based on original work of Area Health Education Center (AHEC) System, used with permission
Final groupings by Labor Market Information, Wisconsin Department of Workforce Development, September 2013

The information in this chapter is highly dependent on a classification of delivery areas developed by the Area Health Education Center (AHEC). The AHEC process classifies each populated Zip Code area in Wisconsin based on 2010 U.S. Census population. Five unique groupings were used in this report. A detailed description is included in the Technical Notes section of the Appendix.

Using the AHEC assignment of communities at the ZIP Code level it is possible to demonstrate differences in a number of factors characterizing registered nurse and licensed practical nurse populations. An analysis of the geographic distribution of the two nursing professions provides insight into the delivery of health care services within Wisconsin. In the following analysis, the five AHEC groupings frame differences and similarities in age, work settings, income and plans for future nursing employment of registered nurses and licensed practical nurses.

The following table reports the number of nurses who work in the respective areas.

Table 3.1
Distribution of Registered Nurse and Licensed Practical Nurse Nurses by Area

RNs	Greater Milwaukee Area		Urban Areas (Over 50,000)		Rural Area Over 10,000		Rural Area 2,500-10,000		Rural Area Under 2,500	
	Number	%	Number	%	Number	%	Number	%	Number	%
DPC	12,803	28.4	21,295	47.2	4,411	9.8	4,546	10.1	2,052	4.6
Non-DPC	3,999	29.8	6,201	46.3	1,256	9.4	1,242	9.3	706	5.3
Total	16,802	28.7	27,496	47.0	5,667	9.7	5,788	9.9	2,758	4.7
LPNs										
DPC	1590	21.0	3,321	43.8	830	10.9	1,146	15.1	703	9.3
Non-DPC	240	24.1	464	46.5	97	9.7	118	11.8	78	7.8
Total	1,830	21.3	3,785	44.1	927	10.8	1,264	14.7	781	9.1

Combined, the urban areas of the state account for 75.6% of the direct care registered nurses (28.4% in the City of Milwaukee and 47.2% in other urban areas) and 64.8% of the total Licensed practical nurses (21.0% in Milwaukee and 43.8% in other urban areas). However, a much higher percentage (24.4%) of Licensed practical nurses provide DPC in smaller rural areas (under 10,000) when compared to the registered nurses (14.7%).

Table 3.2 summarizes age characteristics of the registered nurse and licensed practical nurse population in each of the five areas.

Table 3.2
Age Distribution by Area for Registered Nurses and Licensed Practical Nurses

Age	Greater Milwaukee Area		Urban Areas (Over 50,000)		Rural Area Over 10,000		Rural Area 2,500-10,000		Rural Area Under 2,500	
	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RN	LPN
Median	46	51	46	49	47	50	49	49	50	49
Under 25	1.9	0.6	1.7	2.5	1.4	2.1	1.4	1.8	1.6	2.4
25-29	11.9	4.9	11.0	9.1	9.2	10.1	7.5	7.2	7.5	7.3
30-34	12.2	9.6	12.5	11.0	11.2	9.4	9.6	10.8	8.2	8.3
35-39	10.5	10.2	11.4	9.4	11.2	8.1	10.5	10.6	9.2	8.9
40-44	10.1	10.2	11.2	9.8	11.6	11.8	11.5	8.9	10.9	10.1
45-49	11.3	9.9	12.0	9.0	12.4	9.6	12.1	11.8	12.2	11.1
50-54	14.0	14.3	14.2	12.2	15.1	14.7	16.5	15.1	16.2	14.5
55-59	15.1	18.7	13.9	17.7	14.7	16.0	15.9	16.9	16.4	19.7
60-64	9.6	14.6	8.7	14.3	9.9	12.8	10.5	12.3	11.8	12.3
65-69	2.6	5.4	2.5	3.8	2.7	4.2	3.3	3.3	4.2	3.3
70-74	0.8	1.3	0.6	1.0	0.7	1.2	1.0	1.0	1.3	1.3
Over 74	0.2	0.4	0.2	0.2	0.1	0.1	0.4	0.2	0.5	0.4

The highest median age for the registered nurses was found in areas with populations of less than 2,500 however, while the highest median age for licensed practical nurses was in the Milwaukee Area.

Table 3.3 highlights the differences in the percentage of the registered nurse population working in differing work settings.

Table 3.3
Distribution of Registered Nurse Work Settings by Area (Percent)

	Greater Milwaukee Area	Urban Areas (50,000)	Rural Area above 10,000	Rural Area between 2,500 – 10,000	Rural Area Below 2,500
Academic Education	2.4	2.2	1.8	1.4	2.5
Ambulatory Care	13.8	19.6	19.6	15.4	16.0
Home Health	5.5	5.2	5.6	5.8	7.4
Hospital	61.0	53.5	52.4	47.3	28.2
Nursing Home/Extended Care	7.5	8.9	10.4	20.1	31.0
Public/Community Health	3.4	3.5	4.0	5.2	7.0
Other	6.5	7.1	6.3	4.8	8.0
Total	100.0	100.0	100.0	100.0	100.0

Note: percentages may not add to 100 due to rounding

The seven work setting categories are compilations of 31 work settings included in the 2012 Registered Nurse survey. The summary work settings were designated by subject matter experts. While the distribution of settings is reasonably consistent across the community types for most work settings, the differences in hospital settings and nursing homes and extended care facilities are striking. The greater population of registered

nurses working in hospital settings in the Milwaukee area (61.05%) is double that of nurses in the most rural areas working in hospital settings (28.2%). In contrast, ambulatory care, a grouping containing clinic and other physician offices, is relatively remarkably consistent for each of the community settings, ranging from allow of 13.8% to 19.6%.

Table 3.4 contains analogous information for the licensed practical nurse profession, with the exception that no data on academic education employment was collected.

Table 3.4
Distribution of Licensed Practical Nurse Work Settings by Area (Percent)

	Greater Milwaukee Area	Urban Areas (50,000)	Rural Area above 10,000	Rural Area between 2,500 – 10,000	Rural Area Below 2,500
Ambulatory Care	17.9	20.0	24.1	39.6	35.1
Home Health	8.9	6.4	4.8	6.2	6.3
Hospital	12.0	3.8	10.1	9.5	12.4
Nursing Home/Extended Care	49.5	61.7	52.5	35.9	32.9
Public/Community Health	5.3	2.7	2.6	3.2	4.4
Other	6.4	5.4	5.9	5.6	8.9
Total	100.0	100.0	100.0	100.0	100.0

Note: percentages may not add to 100 due to rounding

The data primarily demonstrate a reliance on the licensed practical nurse profession to provide service in the nursing home and extended care work settings, with the highest percentage in urban areas (61.7%) which is nearly double that of the smallest rural areas (32.9%). As populations decrease the use of licensed practical nurses in ambulatory care settings increase . This could be due the variety of services at ambulatory care facilities, which typically more diverse in urban areas Licensed practical nurses reported they are the least likely to work in the Public/Community Health setting.

Information on future expectations of remaining in nursing positions was gathered for both registered nurses and licensed practical nurse. The registered nurse population was asked how much longer they planned to work providing DPC in Wisconsin. Table 3.5 summaries the responses by area.

Table 3.5
Registered Nurses' Expectation of Remaining in DPC by Area (Percent)

	Greater Milwaukee Area	Urban Areas (50,000)	Rural Area above 10,000	Rural Area between 2,500 – 10,000	Rural Area Below 2,500
Under 2 years	5.5	5.3	5.3	5.1	5.5
2 - 4 years	13.5	12.0	12.1	12.2	13.8
5 - 9 years	23.1	21.5	19.6	21.8	21.5
10 or more	59.9	61.4	63.1	61.0	59.2

Respondents in the Milwaukee area and the most rural areas indicated the greatest likelihood of leaving DPC in the next two years (5.5%). Comparing other areas reveals the differences found are not sufficient to anticipate differential attrition rates among the geographic areas.

Table 3.6 shows licensed practical nurse population is more likely to leave DPC than the registered nurse population, but again the differences between areas do not appear to differ though both rural classifications show higher anticipated departures in the next two years.

Table 3.6
Expectations of the Licensed Practical Nurse to Work by Area (Percent)

	Greater Milwaukee Area	Urban Areas (50,000)	Rural Area above 10,000	Rural Area between 2,500 – 10,000	Rural Area Below 2,500
Under 2 years	6.9	5.6	4.1	4.5	5.9
2 - 4 years	16.2	14.9	14.7	13.1	14.3
5 - 9 years	25.9	21.4	22.7	19.9	18.7
10 or more	51.1	58.2	58.5	62.4	61.1

Most striking is the much lower number of licensed practical nurses anticipating working for ten or more years when compared to the registered nurses. This could indicate a belief that licensed practical nurses as a profession is becoming obsolete.

Chapter Summary

The findings also show that younger registered nurses are generally in urban areas. This suggests that the service delivery model for rural areas may be different from urban areas. If true, these differences could indicate that rural areas receive different health care when compared to the urban areas. As licensed practical nurses are generally older, those work settings and/or areas which have a higher percentage of licensed practical nurses will likely experience difficulty finding nurses. This will impact ambulatory care facilities as well as nursing homes particularly in rural areas.

Policy proposals for managing adequacy of nursing supply should address the two professions separately, recognizing the dynamics in each profession and the larger evolution of health care delivery in urban and rural areas. The shortage of nurses is a chronic issue and as such, larger systemic issues need to be considered when developing possible solutions. The information on age distributions for the registered nurses versus the licensed practical nurses highlights the differences in age distribution variations in urban versus rural areas for registered nurses and the lack of meaningful variations across urban and rural areas for licensed practical nurses. While long-term expectations of the members of the two professions indicate that as a group licensed practical nurses expect to leave DPC sooner than registered nurses, especially in urban areas, there are no indications of the need to address regional differences. Rather the data is suggesting that these differences may be a function of the work settings licensed practical nurses find in different parts of the state.

Age differences among registered nurses suggest the need to address future supply of registered nurses working in DPC in a manner recognizing differences in age distribution between urban and rural areas. The age distribution also suggests that efforts to “upgrade” skill sets of licensed practical nurses so they can become registered nurses are likely to have only limited success when addressing the shortage of registered nurses. State Statute 106.30 anticipated the need for more detailed evaluation of the underlying factors in the availability of nurses and provided funds for the Wisconsin Center for Nursing to coordinate the public discussion. The Center has access to the full data set from this survey to guide the public discussion and recently compiled their results.

Chapter 4: Analysis of Work Setting and Specialization Considerations

Advance Practice Nurses

The analysis of survey returns from Advanced Practice Nurses in the 2012 Registered Nurse Survey provides the opportunity to look at the issues raised by specialization within the registered nurse profession. Wisconsin Chapter N 8 of the Board of Nursing offers both a definition of advanced practice nurse (APN) and the certification of a specific subset of advanced practice nurses, the advanced practice nurse prescriber (APNP). The definitions require the advanced practice nurse have 1) a current license to practice in Wisconsin or another state covered by a licensure compact, 2) hold a certification as a nurse-midwife, certified nurse anesthetist, or a clinical nurse specialist and 3) hold a master's degree in nursing or a related health field. Advance practice nurses who have received certification in any of the fields listed prior to July 1, 1998 are not required to hold a master's degree. An APNP must meet the criteria for an APN plus have at least 45 contract hours in clinical pharmacology/therapeutics and have passed a jurisprudence examination for APNPs.

The survey asks all respondents, "Have you received additional education beyond the RN that qualifies you to practice as an Advance Practice Nurse." In the 2012 survey, 7,543 Registered Nurses reported having a Master's degree in Nursing. However, 3,965 identified themselves as working as an Advanced Practice Nurses in Wisconsin.⁴

The survey also asked if the respondent was currently working in a role requiring APN certification. Of the survey population, 3,721 responded yes, in Wisconsin only. Analysis using only those who are working in a role that requires an APN would be incomplete. In the analysis that follows, the responses of the 4,469 nurses indicating both being educationally-prepared and currently working as an APN are analyzed. This is different from those who responded that their current position requires an APN. Most of the APN's who responded to the questionnaire work in Wisconsin (88.7%).

⁴ For various technical reasons in the survey application, not all Advanced Practice Nurses were identified in the survey. There is reason to believe the sample captured does not reflect the population of advanced practice nurses, under representing two small groups; those who are certified in Midwifery and those grandfathered in without the present educational requirements.

Table 4.1
Advanced Practice Nurse Cumulative Age Distribution Working In Versus Working Out
of Wisconsin

Age	Working in Wisconsin		Working out of state	
	%	Cumulative %	%	Cumulative %
Under 25	0.0	0.0	0.0	0.0
25 – 29	3.4	3.4	3.0	3.0
30 – 34	12.3	15.7	7.7	10.7
35 – 39	13.1	28.8	12.3	23.0
40 – 44	12.6	41.4	8.1	31.2
45 – 49	13.0	54.5	11.1	42.3
50 – 54	16.2	70.7	20.4	62.7
55 – 59	16.2	86.9	19.8	82.5
60 – 64	9.5	96.5	12.1	94.6
65 – 69	3.0	99.4	3.8	98.4
70 – 74	0.5	99.9	1.6	100.0
75 and older	0.1	100.0	0.0	100.0

As Table 4.1 shows, the distribution of APN nurses is relatively consistent, though there is a higher percentage of older APN nurses working out of state. A possible explanation could be APN nurses working in Wisconsin obtained their credentials prior to entering the labor force. However, it could also be a statistical artifact because of the relative size of the population of APN nurses working outside the state (504) as compared to the number of APN nurses working in Wisconsin (3,965).

Table 4.2 indicates the continuance of the pattern where nurses with APN certification working in Wisconsin have a higher level of education.⁵

Table 4.2
Educational Attainment of Advanced Practice Nurses (Percent)

	In Wisconsin	Out-of-State
Practical Nursing or Vocational Nursing Diploma	0.0	0.2
Diploma in Nursing	1.9	2.8
Associate Degree	2.8	3.2
Bachelor Degree	7.8	12.3
Master Degree	83.1	75.0
Doctorate	4.3	6.6

Note: percentages may not add to 100 due to rounding

⁵ The responses to this question call into question whether those respondents indicating associate or nursing diploma as their highest degree did not understand the terms used in either the educational background question or the meaning of the APN designation.

As shown in table 4.3, the primary work setting of the APN respondents is hospitals (41.6%) and ambulatory care (40.8%). The majority of APN's are working in facilities that provide surgical and related services.

Table 4.3
APN's Principal Place of Work by Percent

Setting	Number	Work Setting (%)
Academic Education	237	5.4
Ambulatory Care	1,778	40.8
Home Health	59	1.4
Hospital	1,814	41.6
Nursing Home/Extended Care	117	2.7
Public/Community Health	146	3.4
Other	203	4.7

Chapter Summary

There is continued concern regarding the number of registered nurses with specialized skills. This concern is heightened given the increase reliance of specialized nursing as a means to lower the costs of health care and the health care needs of an aging population.

To continue to use specialized nurses, there will be a need to increase the number of nurses continuing their education and certification. The requirement of possessing an advanced college degrees to qualify for certification may impact the availability of specialized nurses. The need for specialization and the time required by nurses to achieve this specialization may be a part of a systemic bottleneck that perpetuates the nursing shortage. Such analysis and policy development exceeds the limits of the data collected for this report.

Appendix:

Technical Notes

AHEC Designation

Rural-urban codes used in the report are taken from work by Wisconsin AHEC. The codes identify zip code tabulation areas (ZCTAs) based on census data for the size and population density of the zip code area. This classification system was designed to address problems arising from the application of the OMB metropolitan designations to entire counties, including large areas of these counties that have lower population density and are largely rural in character. The AHEC codes also do not incorporate patterns of commuting to work from rural areas to metropolitan areas as the Rural-Urban Commuting Area (RUCA) codes do.

The first area can be generally described as the Greater Milwaukee area and is composed of those ZCTAs that are part of the Milwaukee MSA. The second, urban areas includes those areas in the state which are metropolitan areas, a core city population of 50,000 or more. Areas with principle cities over 10,000 and under 50,000 compose Rural Areas with 10,000 or more. Rural Areas are further divided into those areas where no city in the county is greater than 10,000 in population and is greater than 2,500 and those areas which have no city or village greater than 2,500.

The following table identifies the AHEC designations used in the analysis.

County	Zip Code	Designation
Adams	53934	Rural Area under 2,500
Adams	53910	Rural Area under 2,500
Adams	53936	Rural Area under 2,500
Adams	54613	Rural Area under 2,500
Ashland	54517	Rural Area under 2,500
Ashland	54546	Rural Area under 2,500
Ashland	54527	Rural Area under 2,500
Ashland	54514	Rural Area under 2,500
Ashland	54855	Rural Area under 2,500
Ashland	54846	Rural Area under 2,500
Ashland	54861	Rural Area under 2,500
Ashland	54850	Rural Area under 2,500
Barron	54826	Rural Area under 2,500
Barron	54805	Rural Area under 2,500
Barron	54857	Rural Area under 2,500
Barron	54829	Rural Area under 2,500
Barron	54813	Rural Area under 2,500
Barron	54762	Rural Area under 2,500
Barron	54868	Rural Area between 2,500 and less than 10,000
Barron	54841	Rural Area under 2,500
Barron	54812	Rural Area between 2,500 and less than 10,000
Barron	54733	Rural Area under 2,500
Barron	54822	Rural Area under 2,500

County	Zip Code	Designation
Barron	54728	Rural Area between 2,500 and less than 10,000
Bayfield	54844	Rural Area under 2,500
Bayfield	54839	Rural Area under 2,500
Bayfield	54847	Rural Area under 2,500
Bayfield	54814	Rural Area under 2,500
Bayfield	54856	Rural Area under 2,500
Bayfield	54827	Rural Area under 2,500
Bayfield	54821	Rural Area under 2,500
Bayfield	54832	Rural Area under 2,500
Bayfield	54891	Rural Area under 2,500
Bayfield	54865	Rural Area under 2,500
Brown	54302	Urban Area with more than 50,000 population
Brown	54311	Urban Area with more than 50,000 population
Brown	54313	Urban Area with more than 50,000 population
Brown	54229	Urban Area with more than 50,000 population
Brown	54307	Urban Area with more than 50,000 population
Brown	54301	Urban Area with more than 50,000 population
Brown	54304	Urban Area with more than 50,000 population
Brown	54173	Urban Area with more than 50,000 population
Brown	54208	Rural Area under 2,500
Brown	54126	Rural Area under 2,500
Brown	54115	Urban Area with more than 50,000 population
Brown	54155	Urban Area with more than 50,000 population
Buffalo	54755	Rural Area under 2,500
Buffalo	54756	Rural Area under 2,500
Buffalo	54629	Rural Area under 2,500
Buffalo	54622	Rural Area under 2,500
Buffalo	54610	Rural Area under 2,500
Burnett	54845	Rural Area under 2,500
Burnett	54872	Rural Area under 2,500
Burnett	54840	Rural Area under 2,500
Burnett	54893	Rural Area under 2,500
Burnett	54830	Rural Area under 2,500
Calumet	54110	Rural Area between 2,500 and less than 10,000
Calumet	54129	Rural Area under 2,500
Calumet	54123	Rural Area under 2,500
Calumet	53014	Rural Area between 2,500 and less than 10,000
Calumet	53088	Rural Area under 2,500
Calumet	53061	Rural Area between 2,500 and less than 10,000
Calumet	54169	Urban Area with more than 50,000 population
Calumet	54160	Rural Area under 2,500
Chippewa	54729	Urban Area with more than 50,000 population
Chippewa	54727	Rural Area under 2,500
Chippewa	54724	Rural Area between 2,500 and less than 10,000
Chippewa	54748	Rural Area under 2,500
Chippewa	54745	Rural Area under 2,500
Chippewa	54726	Rural Area under 2,500
Chippewa	54732	Rural Area under 2,500
Clark	54746	Rural Area under 2,500

County	Zip Code	Designation
Clark	54771	Rural Area under 2,500
Clark	54498	Rural Area under 2,500
Clark	54460	Rural Area under 2,500
Clark	54456	Rural Area under 2,500
Clark	54437	Rural Area under 2,500
Clark	54446	Rural Area under 2,500
Clark	54493	Rural Area under 2,500
Clark	54420	Rural Area under 2,500
Clark	54436	Rural Area under 2,500
Clark	54422	Rural Area under 2,500
Columbia	53960	Rural Area under 2,500
Columbia	53911	Rural Area under 2,500
Columbia	53555	Rural Area between 2,500 and less than 10,000
Columbia	53969	Rural Area under 2,500
Columbia	53954	Rural Area under 2,500
Columbia	53932	Rural Area under 2,500
Columbia	53901	Rural Area with 10,000 or more
Columbia	53955	Rural Area under 2,500
Columbia	53928	Rural Area under 2,500
Columbia	53935	Rural Area under 2,500
Columbia	53923	Rural Area under 2,500
Crawford	53821	Rural Area between 2,500 and less than 10,000
Crawford	53826	Rural Area under 2,500
Crawford	54626	Rural Area under 2,500
Crawford	54655	Rural Area under 2,500
Crawford	54654	Rural Area under 2,500
Crawford	54657	Rural Area under 2,500
Crawford	54645	Rural Area under 2,500
Crawford	54628	Rural Area under 2,500
Crawford	54631	Rural Area under 2,500
Dane	53726	Urban Area with more than 50,000 population
Dane	53717	Urban Area with more than 50,000 population
Dane	53716	Urban Area with more than 50,000 population
Dane	53575	Rural Area between 2,500 and less than 10,000
Dane	53715	Urban Area with more than 50,000 population
Dane	53714	Urban Area with more than 50,000 population
Dane	53572	Rural Area between 2,500 and less than 10,000
Dane	53706	Urban Area with more than 50,000 population
Dane	53597	Urban Area with more than 50,000 population
Dane	53702	Urban Area with more than 50,000 population
Dane	53562	Urban Area with more than 50,000 population
Dane	53558	Urban Area with more than 50,000 population
Dane	53598	Urban Area with more than 50,000 population
Dane	53718	Urban Area with more than 50,000 population
Dane	53703	Urban Area with more than 50,000 population
Dane	53559	Rural Area between 2,500 and less than 10,000
Dane	53593	Urban Area with more than 50,000 population
Dane	53713	Urban Area with more than 50,000 population
Dane	53560	Rural Area under 2,500

County	Zip Code	Designation
Dane	53589	Urban Area with more than 50,000 population
Dane	53711	Urban Area with more than 50,000 population
Dane	53590	Urban Area with more than 50,000 population
Dane	53705	Urban Area with more than 50,000 population
Dane	53571	Rural Area under 2,500
Dane	53719	Urban Area with more than 50,000 population
Dane	53704	Urban Area with more than 50,000 population
Dane	53532	Urban Area with more than 50,000 population
Dane	53515	Rural Area under 2,500
Dane	53529	Rural Area under 2,500
Dane	53527	Urban Area with more than 50,000 population
Dane	53531	Rural Area under 2,500
Dane	53528	Urban Area with more than 50,000 population
Dane	53517	Rural Area under 2,500
Dodge	53091	Rural Area under 2,500
Dodge	53050	Rural Area between 2,500 and less than 10,000
Dodge	53006	Rural Area under 2,500
Dodge	53059	Rural Area under 2,500
Dodge	53047	Rural Area under 2,500
Dodge	53032	Rural Area between 2,500 and less than 10,000
Dodge	53078	Rural Area under 2,500
Dodge	53048	Rural Area under 2,500
Dodge	53003	Rural Area under 2,500
Dodge	53035	Rural Area under 2,500
Dodge	53098	Rural Area between 2,500 and less than 10,000
Dodge	53039	Rural Area between 2,500 and less than 10,000
Dodge	53016	Rural Area under 2,500
Dodge	53034	Rural Area under 2,500
Dodge	53557	Rural Area under 2,500
Dodge	53933	Rural Area under 2,500
Dodge	53922	Rural Area under 2,500
Dodge	53579	Rural Area under 2,500
Dodge	53916	Rural Area with 10,000 or more
Door	54202	Rural Area under 2,500
Door	54246	Rural Area under 2,500
Door	54204	Rural Area under 2,500
Door	54210	Rural Area under 2,500
Door	54213	Rural Area under 2,500
Door	54212	Rural Area under 2,500
Door	54234	Rural Area under 2,500
Door	54209	Rural Area under 2,500
Door	54211	Rural Area under 2,500
Door	54235	Rural Area between 2,500 and less than 10,000
Douglas	54854	Rural Area under 2,500
Douglas	54842	Rural Area under 2,500
Douglas	54838	Rural Area under 2,500
Douglas	54836	Rural Area under 2,500
Douglas	54820	Rural Area under 2,500
Douglas	54849	Rural Area under 2,500

County	Zip Code	Designation
Douglas	54874	Rural Area under 2,500
Douglas	54873	Rural Area under 2,500
Douglas	54880	Urban Area with more than 50,000 population
Douglas	54864	Rural Area under 2,500
Dunn	54739	Rural Area under 2,500
Dunn	54737	Rural Area under 2,500
Dunn	54734	Rural Area under 2,500
Dunn	54749	Rural Area under 2,500
Dunn	54730	Rural Area under 2,500
Dunn	54725	Rural Area under 2,500
Dunn	54763	Rural Area under 2,500
Dunn	54772	Rural Area under 2,500
Dunn	54765	Rural Area under 2,500
Dunn	54751	Rural Area with 10,000 or more
Eau Claire	54742	Rural Area under 2,500
Eau Claire	54741	Rural Area under 2,500
Eau Claire	54738	Rural Area under 2,500
Eau Claire	54722	Rural Area under 2,500
Eau Claire	54720	Urban Area with more than 50,000 population
Eau Claire	54703	Urban Area with more than 50,000 population
Florence	54542	Rural Area under 2,500
Florence	54120	Rural Area under 2,500
Florence	54121	Rural Area under 2,500
Fond du Lac	54979	Urban Area with more than 50,000 population
Forest	54103	Rural Area under 2,500
Forest	54511	Rural Area under 2,500
Forest	54520	Rural Area under 2,500
Forest	54541	Rural Area under 2,500
Forest	54566	Rural Area under 2,500
Grant	53802	Rural Area under 2,500
Grant	53810	Rural Area under 2,500
Grant	53801	Rural Area under 2,500
Grant	53813	Rural Area between 2,500 and less than 10,000
Grant	53820	Rural Area under 2,500
Grant	53827	Rural Area under 2,500
Grant	53806	Rural Area under 2,500
Grant	53825	Rural Area under 2,500
Grant	53818	Rural Area with 10,000 or more
Grant	53817	Rural Area under 2,500
Grant	53816	Rural Area under 2,500
Grant	53809	Rural Area under 2,500
Grant	53808	Rural Area under 2,500
Grant	53805	Rural Area between 2,500 and less than 10,000
Grant	53804	Rural Area under 2,500
Green	53574	Rural Area under 2,500
Green	53570	Rural Area under 2,500
Green	53566	Rural Area with 10,000 or more
Green	53550	Rural Area under 2,500
Green	53502	Rural Area under 2,500

County	Zip Code	Designation
Green	53522	Rural Area under 2,500
Green Lake	54941	Rural Area under 2,500
Green Lake	54968	Rural Area under 2,500
Green Lake	53947	Rural Area under 2,500
Green Lake	53946	Rural Area under 2,500
Green Lake	53939	Rural Area under 2,500
Green Lake	53926	Rural Area under 2,500
Iowa	53553	Rural Area under 2,500
Iowa	53565	Rural Area under 2,500
Iowa	53544	Rural Area under 2,500
Iowa	53543	Rural Area under 2,500
Iowa	53582	Rural Area under 2,500
Iowa	53580	Rural Area under 2,500
Iowa	53503	Rural Area under 2,500
Iowa	53526	Rural Area under 2,500
Iowa	53506	Rural Area under 2,500
Iowa	53533	Rural Area between 2,500 and less than 10,000
Iowa	53507	Rural Area under 2,500
Iron	54565	Rural Area under 2,500
Iron	54525	Rural Area under 2,500
Iron	54547	Rural Area under 2,500
Iron	54550	Rural Area under 2,500
Iron	54536	Rural Area under 2,500
Iron	54559	Rural Area under 2,500
Iron	54534	Rural Area under 2,500
Jackson	54615	Rural Area between 2,500 and less than 10,000
Jackson	54611	Rural Area under 2,500
Jackson	54643	Rural Area under 2,500
Jackson	54635	Rural Area under 2,500
Jackson	54754	Rural Area under 2,500
Jackson	54642	Rural Area under 2,500
Jackson	54659	Rural Area under 2,500
Jefferson	53551	Rural Area between 2,500 and less than 10,000
Jefferson	53594	Rural Area between 2,500 and less than 10,000
Jefferson	53549	Rural Area between 2,500 and less than 10,000
Jefferson	53538	Rural Area with 10,000 or more
Jefferson	53036	Urban Area with more than 50,000 population
Jefferson	53156	Rural Area under 2,500
Jefferson	53137	Rural Area under 2,500
Jefferson	53038	Rural Area between 2,500 and less than 10,000
Jefferson	53178	Rural Area under 2,500
Juneau	53968	Rural Area under 2,500
Juneau	53950	Rural Area under 2,500
Juneau	53948	Rural Area between 2,500 and less than 10,000
Juneau	53944	Rural Area under 2,500
Juneau	53929	Rural Area under 2,500
Juneau	54618	Rural Area under 2,500
Juneau	54637	Rural Area under 2,500
Juneau	54646	Rural Area under 2,500

County	Zip Code	Designation
Juneau	54641	Rural Area under 2,500
Kenosha	53170	Urban Area with more than 50,000 population
Kenosha	53192	Urban Area with more than 50,000 population
Kenosha	53179	Urban Area with more than 50,000 population
Kenosha	53104	Urban Area with more than 50,000 population
Kenosha	53168	Urban Area with more than 50,000 population
Kenosha	53144	Urban Area with more than 50,000 population
Kenosha	53140	Urban Area with more than 50,000 population
Kenosha	53181	Urban Area with more than 50,000 population
Kenosha	53143	Urban Area with more than 50,000 population
Kenosha	53142	Urban Area with more than 50,000 population
Kenosha	53158	Urban Area with more than 50,000 population
Kewaunee	54205	Rural Area under 2,500
Kewaunee	54217	Rural Area under 2,500
Kewaunee	54201	Rural Area between 2,500 and less than 10,000
Kewaunee	54216	Rural Area between 2,500 and less than 10,000
La Crosse	54614	Rural Area under 2,500
La Crosse	54601	Urban Area with more than 50,000 population
La Crosse	54603	Urban Area with more than 50,000 population
La Crosse	54653	Rural Area under 2,500
La Crosse	54636	Urban Area with more than 50,000 population
La Crosse	54650	Urban Area with more than 50,000 population
La Crosse	54669	Urban Area with more than 50,000 population
La Crosse	54644	Rural Area under 2,500
Lafayette	53504	Rural Area under 2,500
Lafayette	53510	Rural Area under 2,500
Lafayette	53530	Rural Area under 2,500
Lafayette	53587	Rural Area under 2,500
Lafayette	53541	Rural Area under 2,500
Lafayette	53599	Rural Area under 2,500
Lafayette	53586	Rural Area under 2,500
Lafayette	53803	Rural Area under 2,500
Langlade	54428	Rural Area under 2,500
Langlade	54418	Rural Area under 2,500
Langlade	54491	Rural Area under 2,500
Langlade	54485	Rural Area under 2,500
Langlade	54409	Rural Area between 2,500 and less than 10,000
Langlade	54424	Rural Area under 2,500
Langlade	54465	Rural Area under 2,500
Langlade	54462	Rural Area under 2,500
Langlade	54430	Rural Area under 2,500
Lincoln	54487	Rural Area between 2,500 and less than 10,000
Lincoln	54452	Rural Area with 10,000 or more
Lincoln	54442	Rural Area under 2,500
Lincoln	54435	Rural Area under 2,500
Manitowoc	54232	Rural Area under 2,500
Manitowoc	54230	Rural Area under 2,500
Manitowoc	54228	Rural Area under 2,500
Manitowoc	54227	Rural Area under 2,500

County	Zip Code	Designation
Manitowoc	54220	Rural Area with 10,000 or more
Manitowoc	54214	Rural Area under 2,500
Manitowoc	54247	Rural Area under 2,500
Manitowoc	54207	Rural Area under 2,500
Manitowoc	54245	Rural Area under 2,500
Manitowoc	54241	Rural Area with 10,000 or more
Manitowoc	53015	Rural Area under 2,500
Manitowoc	53063	Rural Area under 2,500
Marathon	54427	Rural Area under 2,500
Marathon	54426	Rural Area under 2,500
Marathon	54417	Rural Area under 2,500
Marathon	54411	Rural Area under 2,500
Marathon	54484	Rural Area under 2,500
Marathon	54479	Rural Area under 2,500
Marathon	54408	Rural Area under 2,500
Marathon	54476	Urban Area with more than 50,000 population
Marathon	54474	Urban Area with more than 50,000 population
Marathon	54471	Rural Area under 2,500
Marathon	54403	Urban Area with more than 50,000 population
Marathon	54401	Urban Area with more than 50,000 population
Marathon	54455	Urban Area with more than 50,000 population
Marathon	54448	Rural Area under 2,500
Marathon	54440	Rural Area under 2,500
Marinette	54177	Rural Area under 2,500
Marinette	54161	Rural Area under 2,500
Marinette	54157	Rural Area between 2,500 and less than 10,000
Marinette	54159	Rural Area under 2,500
Marinette	54156	Rural Area under 2,500
Marinette	54151	Rural Area under 2,500
Marinette	54143	Rural Area with 10,000 or more
Marinette	54125	Rural Area under 2,500
Marinette	54119	Rural Area under 2,500
Marinette	54114	Rural Area under 2,500
Marinette	54112	Rural Area under 2,500
Marinette	54104	Rural Area under 2,500
Marinette	54102	Rural Area under 2,500
Marquette	53964	Rural Area under 2,500
Marquette	53953	Rural Area under 2,500
Marquette	53952	Rural Area under 2,500
Marquette	53949	Rural Area under 2,500
Marquette	53930	Rural Area under 2,500
Marquette	53920	Rural Area under 2,500
Marquette	54960	Rural Area under 2,500
Menominee	54150	Rural Area under 2,500
Menominee	54135	Rural Area under 2,500
Milwaukee	53214	Milwaukee Metro Area
Milwaukee	53212	Milwaukee Metro Area
Milwaukee	53210	Milwaukee Metro Area
Milwaukee	53208	Milwaukee Metro Area

County	Zip Code	Designation
Milwaukee	53209	Milwaukee Metro Area
Milwaukee	53207	Milwaukee Metro Area
Milwaukee	53206	Milwaukee Metro Area
Milwaukee	53205	Milwaukee Metro Area
Milwaukee	53204	Milwaukee Metro Area
Milwaukee	53203	Milwaukee Metro Area
Milwaukee	53295	Milwaukee Metro Area
Milwaukee	53211	Milwaukee Metro Area
Milwaukee	53233	Milwaukee Metro Area
Milwaukee	53221	Milwaukee Metro Area
Milwaukee	53172	Milwaukee Metro Area
Milwaukee	53216	Milwaukee Metro Area
Milwaukee	53154	Milwaukee Metro Area
Milwaukee	53215	Milwaukee Metro Area
Milwaukee	53224	Milwaukee Metro Area
Milwaukee	53217	Milwaukee Metro Area
Milwaukee	53132	Milwaukee Metro Area
Milwaukee	53130	Milwaukee Metro Area
Milwaukee	53213	Milwaukee Metro Area
Milwaukee	53129	Milwaukee Metro Area
Milwaukee	53227	Milwaukee Metro Area
Milwaukee	53219	Milwaukee Metro Area
Milwaukee	53225	Milwaukee Metro Area
Milwaukee	53235	Milwaukee Metro Area
Milwaukee	53228	Milwaukee Metro Area
Milwaukee	53110	Milwaukee Metro Area
Milwaukee	53226	Milwaukee Metro Area
Milwaukee	53223	Milwaukee Metro Area
Milwaukee	53222	Milwaukee Metro Area
Milwaukee	53220	Milwaukee Metro Area
Milwaukee	53218	Milwaukee Metro Area
Monroe	54619	Rural Area under 2,500
Monroe	54656	Rural Area between 2,500 and less than 10,000
Monroe	54638	Rural Area under 2,500
Monroe	54648	Rural Area under 2,500
Monroe	54666	Rural Area under 2,500
Monroe	54670	Rural Area under 2,500
Monroe	54660	Rural Area between 2,500 and less than 10,000
Oconto	54171	Rural Area under 2,500
Oconto	54175	Rural Area under 2,500
Oconto	54174	Rural Area under 2,500
Oconto	54154	Rural Area between 2,500 and less than 10,000
Oconto	54153	Rural Area between 2,500 and less than 10,000
Oconto	54149	Rural Area under 2,500
Oconto	54141	Rural Area under 2,500
Oconto	54139	Rural Area under 2,500
Oconto	54138	Rural Area under 2,500
Oconto	54124	Rural Area under 2,500
Oconto	54101	Rural Area under 2,500

County	Zip Code	Designation
Oneida	54529	Rural Area under 2,500
Oneida	54501	Rural Area between 2,500 and less than 10,000
Oneida	54463	Rural Area under 2,500
Oneida	54562	Rural Area under 2,500
Oneida	54564	Rural Area under 2,500
Oneida	54548	Rural Area under 2,500
Oneida	54539	Rural Area under 2,500
Oneida	54531	Rural Area under 2,500
Outagamie	54165	Rural Area between 2,500 and less than 10,000
Outagamie	54170	Rural Area under 2,500
Outagamie	54140	Urban Area with more than 50,000 population
Outagamie	54136	Urban Area with more than 50,000 population
Outagamie	54130	Urban Area with more than 50,000 population
Outagamie	54113	Urban Area with more than 50,000 population
Outagamie	54106	Rural Area under 2,500
Outagamie	54913	Urban Area with more than 50,000 population
Outagamie	54915	Urban Area with more than 50,000 population
Outagamie	54914	Urban Area with more than 50,000 population
Outagamie	54931	Rural Area under 2,500
Outagamie	54922	Rural Area under 2,500
Outagamie	54944	Rural Area under 2,500
Outagamie	54942	Urban Area with more than 50,000 population
Ozaukee	53097	Milwaukee Metro Area
Ozaukee	53092	Milwaukee Metro Area
Ozaukee	53080	Urban Area with more than 50,000 population
Ozaukee	53074	Urban Area with more than 50,000 population
Ozaukee	53024	Urban Area with more than 50,000 population
Ozaukee	53012	Urban Area with more than 50,000 population
Ozaukee	53004	Rural Area under 2,500
Ozaukee	53021	Rural Area under 2,500
Pepin	54736	Rural Area under 2,500
Pepin	54759	Rural Area under 2,500
Pepin	54721	Rural Area under 2,500
Pepin	54769	Rural Area under 2,500
Pierce	54740	Rural Area under 2,500
Pierce	54723	Rural Area under 2,500
Pierce	54761	Rural Area under 2,500
Pierce	54750	Rural Area under 2,500
Pierce	54014	Rural Area under 2,500
Pierce	54011	Rural Area between 2,500 and less than 10,000
Pierce	54010	Rural Area under 2,500
Pierce	54003	Rural Area under 2,500
Pierce	54021	Rural Area between 2,500 and less than 10,000
Polk	54020	Rural Area between 2,500 and less than 10,000
Polk	54009	Rural Area under 2,500
Polk	54006	Rural Area under 2,500
Polk	54005	Rural Area under 2,500
Polk	54004	Rural Area under 2,500
Polk	54001	Rural Area between 2,500 and less than 10,000

County	Zip Code	Designation
Polk	54026	Rural Area under 2,500
Polk	54024	Rural Area under 2,500
Polk	54858	Rural Area under 2,500
Polk	54853	Rural Area under 2,500
Polk	54837	Rural Area under 2,500
Polk	54824	Rural Area under 2,500
Polk	54810	Rural Area under 2,500
Portage	54921	Rural Area under 2,500
Portage	54909	Rural Area under 2,500
Portage	54423	Rural Area under 2,500
Portage	54482	Rural Area between 2,500 and less than 10,000
Portage	54481	Rural Area with 10,000 or more
Portage	54407	Rural Area under 2,500
Portage	54406	Rural Area under 2,500
Portage	54473	Rural Area under 2,500
Portage	54467	Rural Area with 10,000 or more
Portage	54458	Rural Area under 2,500
Portage	54443	Rural Area under 2,500
Price	54524	Rural Area under 2,500
Price	54515	Rural Area under 2,500
Price	54513	Rural Area under 2,500
Price	54459	Rural Area under 2,500
Price	54556	Rural Area under 2,500
Price	54555	Rural Area under 2,500
Price	54552	Rural Area under 2,500
Price	54537	Rural Area under 2,500
Racine	53185	Urban Area with more than 50,000 population
Racine	53182	Rural Area between 2,500 and less than 10,000
Racine	53177	Urban Area with more than 50,000 population
Racine	53167	Rural Area under 2,500
Racine	53406	Urban Area with more than 50,000 population
Racine	53139	Rural Area under 2,500
Racine	53126	Urban Area with more than 50,000 population
Racine	53404	Urban Area with more than 50,000 population
Racine	53403	Urban Area with more than 50,000 population
Racine	53402	Urban Area with more than 50,000 population
Racine	53405	Urban Area with more than 50,000 population
Racine	53108	Urban Area with more than 50,000 population
Richland	53518	Rural Area under 2,500
Richland	53556	Rural Area under 2,500
Richland	53540	Rural Area under 2,500
Richland	53581	Rural Area between 2,500 and less than 10,000
Rock	53576	Rural Area under 2,500
Rock	53546	Urban Area with more than 50,000 population
Rock	53545	Urban Area with more than 50,000 population
Rock	53563	Urban Area with more than 50,000 population
Rock	53548	Urban Area with more than 50,000 population
Rock	53537	Rural Area under 2,500
Rock	53536	Rural Area between 2,500 and less than 10,000

County	Zip Code	Designation
Rock	53525	Rural Area under 2,500
Rock	53511	Urban Area with more than 50,000 population
Rock	53505	Rural Area under 2,500
Rock	53501	Urban Area with more than 50,000 population
Rusk	54526	Rural Area under 2,500
Rusk	54563	Rural Area under 2,500
Rusk	54530	Rural Area under 2,500
Rusk	54848	Rural Area between 2,500 and less than 10,000
Rusk	54731	Rural Area under 2,500
Rusk	54819	Rural Area under 2,500
Rusk	54766	Rural Area under 2,500
Rusk	54895	Rural Area under 2,500
Sauk	53578	Rural Area between 2,500 and less than 10,000
Sauk	53577	Rural Area under 2,500
Sauk	53961	Rural Area under 2,500
Sauk	53959	Rural Area between 2,500 and less than 10,000
Sauk	53951	Rural Area under 2,500
Sauk	53943	Rural Area under 2,500
Sauk	53941	Rural Area under 2,500
Sauk	53937	Rural Area under 2,500
Sauk	53913	Rural Area with 10,000 or more
Sauk	53588	Rural Area under 2,500
Sauk	53561	Rural Area under 2,500
Sauk	53583	Rural Area between 2,500 and less than 10,000
Sawyer	54843	Rural Area between 2,500 and less than 10,000
Sawyer	54835	Rural Area under 2,500
Sawyer	54828	Rural Area under 2,500
Sawyer	54896	Rural Area under 2,500
Sawyer	54876	Rural Area under 2,500
Sawyer	54867	Rural Area under 2,500
Sawyer	54862	Rural Area under 2,500
Shawano	54948	Rural Area under 2,500
Shawano	54928	Rural Area under 2,500
Shawano	54137	Rural Area under 2,500
Shawano	54128	Rural Area under 2,500
Shawano	54127	Rural Area under 2,500
Shawano	54111	Rural Area under 2,500
Shawano	54107	Rural Area under 2,500
Shawano	54499	Rural Area under 2,500
Shawano	54416	Rural Area under 2,500
Shawano	54486	Rural Area under 2,500
Shawano	54450	Rural Area under 2,500
Shawano	54166	Rural Area between 2,500 and less than 10,000
Sheboygan	53044	Urban Area with more than 50,000 population
Sheboygan	53020	Rural Area under 2,500
Sheboygan	53093	Rural Area under 2,500
Sheboygan	53085	Urban Area with more than 50,000 population
Sheboygan	53083	Urban Area with more than 50,000 population
Sheboygan	53081	Urban Area with more than 50,000 population

County	Zip Code	Designation
Sheboygan	53075	Rural Area under 2,500
Sheboygan	53073	Rural Area between 2,500 and less than 10,000
Sheboygan	53070	Rural Area between 2,500 and less than 10,000
Sheboygan	53031	Rural Area under 2,500
Sheboygan	53013	Rural Area under 2,500
Sheboygan	53023	Rural Area under 2,500
Sheboygan	53001	Rural Area under 2,500
Sheboygan	53011	Rural Area under 2,500
Taylor	54490	Rural Area under 2,500
Taylor	54480	Rural Area under 2,500
Taylor	54470	Rural Area under 2,500
Taylor	54451	Rural Area between 2,500 and less than 10,000
Taylor	54447	Rural Area under 2,500
Taylor	54433	Rural Area under 2,500
Trempealeau	54616	Rural Area under 2,500
Trempealeau	54612	Rural Area between 2,500 and less than 10,000
Trempealeau	54630	Rural Area under 2,500
Trempealeau	54773	Rural Area under 2,500
Trempealeau	54770	Rural Area under 2,500
Trempealeau	54760	Rural Area under 2,500
Trempealeau	54627	Rural Area under 2,500
Trempealeau	54625	Rural Area under 2,500
Trempealeau	54758	Rural Area under 2,500
Trempealeau	54661	Rural Area under 2,500
Trempealeau	54747	Rural Area under 2,500
Vernon	54639	Rural Area under 2,500
Vernon	54658	Urban Area with more than 50,000 population
Vernon	54652	Rural Area under 2,500
Vernon	54651	Rural Area under 2,500
Vernon	54634	Rural Area under 2,500
Vernon	54623	Rural Area under 2,500
Vernon	54667	Rural Area under 2,500
Vernon	54632	Rural Area under 2,500
Vernon	54665	Rural Area between 2,500 and less than 10,000
Vernon	54621	Rural Area under 2,500
Vilas	54521	Rural Area under 2,500
Vilas	54519	Rural Area under 2,500
Vilas	54512	Rural Area under 2,500
Vilas	54568	Rural Area under 2,500
Vilas	54561	Rural Area under 2,500
Vilas	54560	Rural Area under 2,500
Vilas	54558	Rural Area under 2,500
Vilas	54557	Rural Area under 2,500
Vilas	54554	Rural Area under 2,500
Vilas	54545	Rural Area under 2,500
Vilas	54540	Rural Area under 2,500
Vilas	54538	Rural Area under 2,500
Walworth	53195	Rural Area under 2,500
Walworth	53191	Rural Area between 2,500 and less than 10,000

County	Zip Code	Designation
Walworth	53184	Rural Area between 2,500 and less than 10,000
Walworth	53147	Rural Area with 10,000 or more
Walworth	53125	Rural Area under 2,500
Walworth	53121	Rural Area with 10,000 or more
Walworth	53120	Rural Area between 2,500 and less than 10,000
Walworth	53115	Rural Area with 10,000 or more
Walworth	53114	Rural Area under 2,500
Walworth	53585	Rural Area under 2,500
Washburn	54859	Rural Area under 2,500
Washburn	54817	Rural Area under 2,500
Washburn	54801	Rural Area between 2,500 and less than 10,000
Washburn	54888	Rural Area under 2,500
Washburn	54875	Rural Area under 2,500
Washburn	54871	Rural Area under 2,500
Washburn	54870	Rural Area under 2,500
Washington	53095	Urban Area with more than 50,000 population
Washington	53040	Urban Area with more than 50,000 population
Washington	53090	Urban Area with more than 50,000 population
Washington	53086	Urban Area with more than 50,000 population
Washington	53037	Urban Area with more than 50,000 population
Washington	53076	Milwaukee Metro Area
Washington	53033	Urban Area with more than 50,000 population
Washington	53022	Milwaukee Metro Area
Washington	53002	Rural Area under 2,500
Waukesha	53007	Milwaukee Metro Area
Waukesha	53018	Urban Area with more than 50,000 population
Waukesha	53089	Milwaukee Metro Area
Waukesha	53189	Milwaukee Metro Area
Waukesha	53188	Milwaukee Metro Area
Waukesha	53186	Milwaukee Metro Area
Waukesha	53183	Urban Area with more than 50,000 population
Waukesha	53153	Rural Area under 2,500
Waukesha	53072	Milwaukee Metro Area
Waukesha	53151	Milwaukee Metro Area
Waukesha	53150	Milwaukee Metro Area
Waukesha	53005	Milwaukee Metro Area
Waukesha	53069	Urban Area with more than 50,000 population
Waukesha	53146	Milwaukee Metro Area
Waukesha	53066	Urban Area with more than 50,000 population
Waukesha	53029	Urban Area with more than 50,000 population
Waukesha	53058	Urban Area with more than 50,000 population
Waukesha	53051	Milwaukee Metro Area
Waukesha	53122	Milwaukee Metro Area
Waukesha	53119	Rural Area between 2,500 and less than 10,000
Waukesha	53118	Urban Area with more than 50,000 population
Waukesha	53046	Milwaukee Metro Area
Waukesha	53045	Milwaukee Metro Area
Waukesha	53103	Milwaukee Metro Area
Waupaca	54946	Rural Area under 2,500

County	Zip Code	Designation
Waupaca	54945	Rural Area under 2,500
Waupaca	54940	Rural Area under 2,500
Waupaca	54933	Rural Area under 2,500
Waupaca	54929	Rural Area between 2,500 and less than 10,000
Waupaca	54977	Rural Area under 2,500
Waupaca	54983	Rural Area under 2,500
Waupaca	54981	Rural Area between 2,500 and less than 10,000
Waupaca	54962	Rural Area under 2,500
Waupaca	54949	Rural Area under 2,500
Waushara	54965	Rural Area under 2,500
Waushara	54967	Rural Area under 2,500
Waushara	54970	Rural Area under 2,500
Waushara	54984	Rural Area under 2,500
Waushara	54966	Rural Area under 2,500
Waushara	54982	Rural Area between 2,500 and less than 10,000
Waushara	54943	Rural Area under 2,500
Waushara	54930	Rural Area under 2,500
Winnebago	54947	Rural Area under 2,500
Winnebago	54934	Rural Area under 2,500
Winnebago	54927	Rural Area under 2,500
Winnebago	54904	Urban Area with more than 50,000 population
Winnebago	54902	Urban Area with more than 50,000 population
Winnebago	54901	Urban Area with more than 50,000 population
Winnebago	54980	Rural Area under 2,500
Winnebago	54964	Rural Area under 2,500
Winnebago	54963	Rural Area between 2,500 and less than 10,000
Winnebago	54986	Rural Area between 2,500 and less than 10,000
Winnebago	54956	Urban Area with more than 50,000 population
Winnebago	54985	Urban Area with more than 50,000 population
Wood	54495	Rural Area between 2,500 and less than 10,000
Wood	54494	Rural Area with 10,000 or more
Wood	54413	Rural Area under 2,500
Wood	54412	Rural Area under 2,500
Wood	54489	Rural Area under 2,500
Wood	54410	Rural Area under 2,500
Wood	54475	Rural Area under 2,500
Wood	54469	Rural Area under 2,500
Wood	54466	Rural Area under 2,500
Wood	54457	Rural Area under 2,500
Wood	54441	Rural Area under 2,500

Survey Methodology

The registered nurse survey was conducted as an element in the biannual license renewal requirement from January 6, 2012 through March 1, 2012. Two forms of the survey were used, an on-line internet version and a mail-in paper version. The two versions are substantially the same, though the paper survey contained missing responses while the on-line version required responses to all questions.

The licensed practical nurse survey was conducted as an element in the biannual license renewal requirement from March 2013 through May 2013. Two forms of the survey were available to participants: an on-line internet version and a mail-in paper version.

Funding for the survey development, implementation and summary was partially provided through a portion of the licensing renewal fees paid by the nurses. The survey was administered by the Wisconsin Department of Safety and Professional Services (formerly called the Department of Regulation and Licensing).

Contributors

DWD would like to acknowledge the help and support of several who made this report possible. While a list of individuals would not be practical, the staff from the Department of Safety and Public Services, Department of Administration, Department of Health and the Wisconsin Center for Nursing played critical roles at various points in the process.

The study also benefited from subject matter experts who are part of an informal group identified as the Health Care Data Collaborative with Tim Size as the coordinator and chair.

It should also be noted that there were several staff within DWD who made valuable contributions to the report.

Thank you.

Research Instruments

Copies of the questionnaires used to gather the information from the registered nurses and licensed practical nurses are available upon request.

State Statute 106.30

(1) Definition. In this section, "nurse" means a registered nurse licensed under s. 441.06 or permitted under s. 441.08, a licensed practical nurse licensed or permitted under s. 441.10, an advanced practice nurse prescriber certified under s. 441.16 (2), or a nurse-midwife licensed under s. 441.15.

(2) Survey form. Each odd-numbered year, the department of workforce development shall develop and submit to the department of safety and professional services a survey form to gather data under s. 441.01 (7) (a) 1. to assist the department of workforce development in evaluating the supply of, demand for, and turnover among nurses in this state and in determining whether there are any regional shortages of nurses, shortages of nurses in any specialty areas, or impediments to entering the nursing profession in this state.

(3) Survey results. Beginning in 2011, by September 30 of each odd-numbered year, the department shall compile, process, and evaluate the survey results and submit a report of its findings to the speaker of the assembly and the president of the senate under s. 13.172 (3) and to the governor, the secretary of health services, and the nurse resource center described in sub. (5).

(4) Costs of survey. The department may use no more than 12 percent of the amount received under s. 20.445 (1) (km) for costs incurred by the department under subs. (2) and (3).

(5) Nursing workforce grants.

(a) From the appropriation account under s. 20.445 (1) (km), the department of workforce development shall award grants equal to the amount appropriated under s. 20.445 (1) (km) minus the amount expended under sub. (4) to a nonprofit statewide nursing center that is comprised of and led by nurses and that has demonstrated coordination with constituent groups within the nursing community, including professional nursing organizations; organizations representing nurse educators, staff nurses, and nurse managers or executives; labor organizations representing nurses; the department of safety and professional services; the department of health services; and legislators who are concerned with issues affecting the nursing profession.

(b) A statewide nursing center that receives a grant under par. (a) shall use the grant moneys to develop strategies to ensure that there is a nursing workforce that is adequate to meet the current and future health care needs of this state. The statewide nursing center may use those moneys to fund activities that are aimed at ensuring such a nursing workforce, including monitoring trends in the applicant pool for nursing education programs; evaluating the effectiveness of nursing education programs in increasing access to those programs and in enhancing career mobility for nurses, especially for populations that are underrepresented in the nursing profession; and facilitating partnerships between the nursing community and other health care providers, the

department of safety and professional services, the business community, the legislature, and educators to promote diversity within the nursing profession, enhance career mobility and leadership development for nurses, and achieve consensus regarding policies aimed at ensuring an adequate nursing workforce in this state.