



Summary of the Wisconsin State 2016 Registered Nurse and
2017 Licensed Practical Nurse Surveys

Submitted by:
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This report summarizes the responses to the Wisconsin State 2016 Registered Nurse and 2017 Licensed Practical Nurse surveys administered by the Wisconsin Department of Safety and Professional Services as a requirement for license renewal. Per 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.

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 legislature mandated a survey of Registered Nurses (RN) and Licensed Practical Nurses (LPN) to determine the characteristics of the nurses licensed in the state. The Department of Workforce Development compiles the results of the survey every two years to provide information on the nursing workforce in Wisconsin in accordance with WI State Statute 106.30. The Wisconsin Center for Nursing (<http://www.wicenterfornursing.org/>) conducts additional analysis on the data gathered from the survey.

The Wisconsin Department of Safety and Professional Services is responsible for the licensing of health care providers in Wisconsin. As part of the licensing and license renewal process, Registered Nurses and Licensed Practical Nurses must complete the Nurses Workforce Survey. The survey gathers information on the education, training, and practice of the nurses who live and/or work in Wisconsin.

Survey highlights:

- 14% increase in the number of RNs providing direct patient care.
- More RNs applied for a license in 2016 than in 2014. 85,370 registered nurses (RN) completed the survey in 2016 and are licensed in Wisconsin compared to . 81,190 in 2014.
 - After eliminating incomplete and unusable surveys, and those who do not work or live in Wisconsin, our final sample includes 76,781 registered nurse surveys.
 - 63,459 are currently working in Wisconsin, compared to 60,625 in 2014.
 - 52,327 provide direct patient care in Wisconsin, compared to 45,737 in 2014, an increase of 14%.
- Fewer Licensed LPNs applied for a license in 2017 than in 2015. In 2017, 10,912 licensed practical nurses (LPN) responded to the survey compared to 11,750 in 2015..
 - After eliminating incomplete and unusable surveys, and those who do not work or live in Wisconsin, our final sample included 10,356 licensed practical nurse surveys.
 - 7,889 are currently working in Wisconsin compared to 8,335 in 2015.
 - 7,207 currently provide direct patient care, compared to 7,164 in 2015.
- The nurses' population is not as diverse as the population-at-large.
 - Ninety-three percent of RNs and 95% of LPNs are female.
 - Ninety percent of LPNs and 95% of RNs are white. See table 4 for detailed information.
- The most common principal place of work for RNs are hospitals (52%) followed by Ambulatory Care (19%), and for LPNs, the most common principal place of work is extended care facilities (43%) followed by ambulatory care (30%).

Demographics

Most RNs and LPNs are white females with a median age of 47 years (RN) and 51 years (LPN). Compared to the total Wisconsin labor force, there is less diversity in the nursing population, especially within the RN group. Table 1 lists the number and percent of the RN and LPN sample of the demographic variables, and provides the Wisconsin population demographic information for comparison.

Of those in the sample, 83% of the RNs and 78% of the LPNs report they work as nurse in Wisconsin. Of those working as a nurse in Wisconsin, 82% of the RNs and 91% of the LPNs provide direct patient care. See Table 2 below for the sample distribution of those who provide direct patient care.

Education and Training

The education level of the RNs and LPNs in the sample reflect the licensing requirements. An LPN requires completion of a one year diploma program. The RN license requires completion of a two-year associate's degree program or a four-year bachelor's degree. Therefore, the majority (93%) of the LPNs have less than an associate degree while the reverse is true for the RNs. Ninety-three percent of the RNs have an associate degree or higher. About two-thirds of both groups are not currently planning additional nursing studies, while 22% plan further education within the next two years. 10% of the RNs and 14% of the LPNs are currently pursuing additional studies. The top challenges for both groups are costs and family/personal reasons. See Table 3 for a detailed breakdown of education level and continuing education plans.

Licensing and Current Employment

To begin to catalog factors that impact retention of nursing staff, the survey examined length of time working as nurse and reasons for changing positions or leaving the workforce. Table 4 displays the frequency and percentages of the responses to items assessing employment status and factors related to any change in employment. Nearly 40% of the nursing workforce held a license for less than 10 years.

Approximately one-third of the RNs and LPNs have changed their employment status in the past year. Most by either changing the hours they work or changing positions and/or employers. Regardless of type of employment status change, the two main reasons RNs leave their positions include promotions (16%) followed by dissatisfaction with the prior position (14%). For LPNs, the top reasons are dissatisfaction with the position (11%), seeking more convenient hours (11%), salary/medical benefits (11%), and retirement (11%). In total, 11% of RNs and 10% of LPNs reported leaving their nursing positions for another employer over the past year. Thirty-four percent of RNs and 33% of LPNs changed jobs due to dissatisfaction with the conditions of employment such as salary, benefits, and work hours.

RNs who took a position with another employer in the previous year stated dissatisfaction with the prior position (29%) as the top reason. Those who left the profession reported dissatisfaction (19%) and changes in personal health (18%) as the main reasons for leaving the profession.

Similarly, LPNs who left for another employer, stated that the primary factor is dissatisfaction (25%) followed by salary and benefits (19%). For those who left nursing, the main reasons were dissatisfaction (18%) and changes in personal health status (17%).

All but 6% of the RNs and 10% of the LPN report that they have training and/or a certificate in a specialty area. In addition, 23% of the RNs and 25% of the LPNs report that they are board certified in a medical specialty. Tables 5 and 6 list the specialty areas and certifications for both groups.

Advanced Practice nurses make up approximately 7% of the Wisconsin RNs. Table 7 lists the top advanced practice specialties identified by the RNs. The nurses could choose more than one response.

Urban vs Rural Distribution of Nurses in Direct Patient Care

Monitoring the changes in the numbers of nurse who provide direct patient care is an important component of evaluating quality of care. The current survey information suggests that 82% of RNs and 91% of all LPNs currently working in Wisconsin provide direct patient care. (see Table 2). In 2014/2015, 76% of RNs and 86% of LPNs provided direct patient care. Together these rates reflect an increase in RNs and LPNs who are providing direct patient care with a total gain of 6,633 direct patient care workers since the surveys in 2014/2015.

RNs and LPNs locations were examined following the five regions defined by the Area Health Education Centers (AHEC). The mission of AHEC is to improve the supply, distribution, diversity, and quality of health care professionals through academic partnerships with local communities. The five AHEC regions are defined by population size. Table 8 lists the five regions and population definitions. Each respondent's regional designation is determined by the zip code obtained from their primary work location reported in the survey. Figure 1 maps the locations of the 5 types of AHEC regions underscoring that Wisconsin is largely a rural state.

RNs and LPNs are not evenly distributed across the state. Table 9 shows the distribution of RNs and LPNs who provide direct patient care in each of the five AHEC regions.. Generally, more LPNs are employed in rural areas than RNs. Table 10 shows the distribution of work settings of the RNs and LPNs by the five AHEC regions. The distribution of work settings is similar across all regions except that those in urban regions have a greater percentage of hospital settings while the rural areas have a great percentage of extended care practice settings. There are more RNs in the hospital practice areas than LPNs and subsequently more RNs than LPNs in urban regions and more LPNs than RNs in rural areas.

Wisconsin is currently experiencing workforce shortages in health care. The Department of Workforce Development has projected an increase in job vacancies in nursing related occupations over the next 10 years. DWD projects a 9% increase in registered nursing job openings and a 5% increase in LPN job openings. See Table 11 for information on additional nursing related occupation categories. Table 12 lists the projected job openings by WDAs.

Recommendations

Follow-up Surveys. Shortages of nurses can be mitigated in two ways – one through the continued drawing of new nurses into the profession and later by providing satisfying work. Monitoring nurses job satisfaction and reducing turnover is a very important part of the equation. A sample-based workplace survey to gather more information on issues impacting retention can help identify the drivers behind employee turnover and possible solutions.

Workforce Incentives. Create incentives for nurses to work in areas with workforce shortages. One example would be providing education credits that count toward a degree program for nurses who agree to work in rural areas, extended care facilities, home health care and in other areas experiencing shortages of direct patient care workers. This approach would incur no additional costs to employers while creating a more robust pipeline to underserved areas.

Conclusion

The data provided in this survey alone cannot predict the extent of possible shortage of nurses across Wisconsin. Additional information is needed to discover the reasons behind both nursing turnover and satisfaction levels; the current state of LPN and RN workforce supply and demand equation; and insights as to where and why supply issues are occurring.

Table 1. Demographic Characteristics of Registered Nurses (RN) and Licensed Practical Nurses (LPN)

| | | ACS WI* | RN | | LPN | |
|----------------|--------------|---------|--------|-----|--------|-----|
| | | % | n | % | n | % |
| Gender | | | | | | |
| | Male | 50 | 71,338 | 93 | 9,806 | 95 |
| | Female | 50 | 5,443 | 7 | 550 | 5 |
| | Total | | 76,781 | 100 | 10,356 | 100 |
| Age (years) | | | | | | |
| | less than 25 | 16 | 1,163 | 2 | 221 | 2 |
| | 25 - 29 | 8 | 7,405 | 10 | 633 | 6 |
| | 30 - 34 | 8 | 9,562 | 12 | 952 | 9 |
| | 35 - 44 | 15 | 16,540 | 22 | 2,108 | 20 |
| | 45 - 54 | 18 | 16,155 | 21 | 2,106 | 20 |
| | 55 - 59 | 9 | 9,723 | 13 | 1,466 | 14 |
| | 60 - 64 | 8 | 9,101 | 12 | 1,685 | 16 |
| | 65 - 74 | 10 | 6,547 | 9 | 1,125 | 11 |
| | 75 and older | 8 | 585 | 1 | 60 | 1 |
| Race/Ethnicity | | | | | | |
| | White | 88 | 72,873 | 95 | 9,272 | 90 |
| | Black | 6 | 1,428 | 2 | 638 | 6 |
| | Other | 6 | 2,480 | 3 | 57 | 4 |
| | Hispanic | 5 | 1,303 | 2 | 251 | 2 |

*American Community Survey 5-year Estimates 2015

Table 2. Registered Nurses and Licensed Practical Nurses Working in Wisconsin

| | | RN | | LPN | |
|---|-----|--------|-----|-------|-----|
| | | n | % | n | % |
| Total Working as a Nurse in Wisconsin | | 63,459 | 100 | 7,889 | 100 |
| Provides Direct Patient Care in Wisconsin | | | | | |
| | Yes | 52,327 | 82 | 7,207 | 91 |
| | No | 11,132 | 18 | 682 | 9 |

Table 3. Education and Training of Registered Nurses (RN) and Licensed Practical Nurses (LPN)

| | RN | | LPN | |
|---|--------|----|--------|----|
| | n | % | n | % |
| Total | 76,781 | | 10,356 | |
| Education | | | | |
| Nursing Diploma | 5,176 | 7 | 9,654 | 93 |
| Associate Degree in Nursing | 27,407 | 36 | 691 | 7 |
| Bachelor Degree in Nursing | 35,434 | 46 | 11 | <1 |
| Master Degree in Nursing | 7,873 | 10 | - | - |
| Doctorate | 439 | <1 | - | - |
| Unknown | 251 | <1 | - | - |
| Plans for Future Education | | | | |
| No plans | 52,094 | 68 | 6,679 | 64 |
| Currently enrolled in Associate Degree in Nursing program | - | - | 1,230 | 12 |
| Currently enrolled in BSN program | 3,600 | 5 | 103 | 1 |
| Currently enrolled in graduate program in nursing | - | - | 5 | <1 |
| Currently enrolled in Master's in Nursing program | 2,159 | 3 | - | - |
| Currently enrolled in Master's in other health field | 344 | <1 | - | - |
| Currently enrolled in Doctorate or PhD in Nursing Program | 822 | 1 | - | - |
| Currently enrolled in non-degree specialty certificate | 832 | 1 | 47 | <1 |
| Plan to further education in next two years | 16,869 | 22 | 2,292 | 22 |
| Challenges to further education (select top two) * | | | | |
| None | 20,116 | 26 | 2,849 | 28 |
| Commuting distance to education program | 2,146 | 3 | 343 | 3 |
| Cost of lost work time and benefits | 18,242 | 24 | 3,561 | 34 |
| Cost of tuition, materials, books, etc | 38,127 | 50 | 3,543 | 34 |
| Family/personal reasons | 25,891 | 34 | 2,412 | 23 |
| Lack of flexibility in work schedule | 7,881 | 10 | 1,230 | 12 |
| Limited access to online learning | 716 | 1 | 215 | 2 |
| Scheduling of educational programs offered | 2,052 | 3 | 380 | 4 |
| Concerned about ability to succeed in college | - | - | 627 | 6 |
| Other | 5700 | 7 | 942 | 9 |

*Totals greater than 100% due to multiple choices. Calculated as % of respondents.

Table 4. Licensing and Current Employment of Registered Nurses and Licensed Practical Nurses.

| | RN | | LPN | |
|---|----------|----|---------|----|
| | n | % | n | % |
| Years Since First Licensed (years) | 76,781 | | 10,356 | |
| < 10 | 28,773 | 37 | 3,949 | 38 |
| 10 - 19 | 17,021 | 22 | 2,247 | 22 |
| 20 - 29 | 13,416 | 17 | 1,097 | 11 |
| 30 - 39 | 11,743 | 15 | 1,587 | 15 |
| 40 - 49 | 5,035 | 7 | 1,334 | 13 |
| 50 - 59 | 756 | 1 | 137 | 1 |
| 60 + | 37 | <1 | 5 | <1 |
| Current Employment Status | | | | |
| Actively Working as a nurse | 63,492 | 83 | 8,033 | 78 |
| Actively working in health care | 3,093 | 4 | 590 | 6 |
| Actively working in another field | 1,328 | 2 | 376 | 4 |
| Unemployed, seeking work in nursing | 1,073 | 1 | 251 | 2 |
| Unemployed, seeking work in another field | 132 | <1 | 40 | <1 |
| Unemployed, not seeking work | 2,067 | 3 | 304 | 3 |
| Retired | 5,596 | 7 | 762 | 7 |
| Has Employment Status Changed in Past Year | | | | |
| No change | 50,933 | 66 | 6,760 | 65 |
| Changed number of hours worked | 6,089 | 8 | 1,029 | 10 |
| New position same employer | 6,514 | 8 | 376 | 4 |
| New position different employer | 8,063 | 11 | 1,040 | 10 |
| Was not working as a RN or LPN, but is now in a RN or LPN job | 1,580 | 2 | 384 | 4 |
| Was working as a RN or LPN, but not now. | 1,961 | 3 | 373 | 4 |
| Other | 1,641 | 2 | 394 | 4 |
| Most Important Factor in Change in Employment | n 28,053 | | n 4,008 | |
| Retired | 2,590 | 9 | 442 | 11 |
| Childcare Responsibilities | 1,758 | 6 | 236 | 6 |
| Other Family Responsibilities | 1,342 | 5 | 236 | 6 |
| Salary/Medical or retirement benefits | 2,364 | 8 | 438 | 11 |
| Laid off | 427 | 2 | 79 | 2 |
| Change in spouse or partner work | 562 | 2 | 98 | 2 |
| Change in financial situation | 679 | 2 | 156 | 4 |
| Relocation/moved to a different area | 1,586 | 6 | 203 | 5 |
| Promotion/career advancement | 4,537 | 16 | 357 | 9 |
| Change in health status | 1,125 | 4 | 269 | 7 |
| Seeking more convenient hours | 3,468 | 12 | 433 | 11 |
| Dissatisfaction with previous position | 4,018 | 14 | 447 | 11 |
| Other | 3,597 | 13 | 614 | 15 |

Table 5. Specialized Knowledge/Experience Registered Nurses and Licensed Clinical Nurse.

| | RN | | LPN | |
|---|--------|----|--------|----|
| | n | % | n | % |
| Specialized Knowledge or Two or more years' experience (check all that apply) * | 76,781 | | 10,356 | |
| None | 4,271 | 6 | 1,075 | 10 |
| Acute Care /Critical Care/Intensive Care | 18,680 | 24 | 965 | 9 |
| Addiction/ AODA/Substance Abuse | 2,920 | 4 | 643 | 6 |
| Adult Health | 13,956 | 18 | 2,847 | 27 |
| Anesthesia | 1,677 | 2 | 41 | 0 |
| Cardiac Care | 12,843 | 17 | 670 | 6 |
| Community Health | 5,444 | 7 | 666 | 6 |
| Corrections | 1,539 | 2 | 541 | 5 |
| Dialysis/Renal | 3,061 | 4 | 360 | 3 |
| Emergency/Trauma | 10,527 | 14 | 548 | 5 |
| Family Health | 5,731 | 7 | 1,828 | 18 |
| Geriatrics/Gerontology | 15,197 | 20 | 4,994 | 48 |
| Home Health | 9,206 | 12 | 1,782 | 17 |
| Hospice Care/ Palliative Care | 9,402 | 12 | 2,120 | 20 |
| Labor and Delivery | 5,911 | 8 | 283 | 3 |
| Maternal-Child Health | 5,540 | 7 | 322 | 3 |
| Medical-Surgical | 27,738 | 36 | 1,510 | 15 |
| Neonatal Care | 4,549 | 6 | 144 | 1 |
| Obstetrics/Gynecology | 6,049 | 8 | 664 | 6 |
| Occupational Health/Employee Health | 2,303 | 3 | 414 | 4 |
| Oncology | 6,192 | 8 | 397 | 4 |
| Pediatrics | 1,075 | 1 | 1,222 | 12 |
| Parish/Faith Community | 8,433 | 11 | - | - |
| Public Health | 3,492 | 5 | 239 | 2 |
| Psychiatric/Mental Health | 6,406 | 8 | 1,191 | 12 |
| Rehabilitation | 5,686 | 7 | 1,554 | 15 |
| Respiratory Care | 2,855 | 4 | 691 | 7 |
| School Health (K-12 or post-secondary) | 2,175 | 3 | 334 | 3 |
| Surgery/Pre-op/Post-op/ PACU | 11,363 | 15 | 607 | 6 |
| Women's Health | 4,875 | 6 | 666 | 6 |
| Other, not listed | 11,719 | 15 | 1,529 | 15 |

*Totals greater than 100% due to multiple choices. Calculated as % of respondents.

Table 6. Specialty Board Certification of Nurse

| | RN | | LPN | |
|--|--------|----|--------|----|
| | n | % | n | % |
| Top Medical Certifications | 76,781 | | 10,356 | |
| Not certified | 58,988 | 77 | 7,735 | 75 |
| Acute Care/Critical Care | 1,506 | 2 | - | - |
| Adult Health | 626 | 1 | - | - |
| Anesthesia | 764 | 1 | - | - |
| Case Management Nursing | 564 | 1 | - | - |
| Emergency Nursing | 747 | 1 | 332 | 3 |
| Family Health | 1,038 | 1 | - | - |
| Gerontological Nursing | 476 | 1 | 166 | 2 |
| Hospice and Palliative Nursing | 438 | 1 | 97 | 1 |
| IV Certification | | | 1,347 | 13 |
| Medical-Surgical Nursing | 544 | 1 | - | - |
| Medical-Surgical Nursing (CMSRN®) | 467 | 1 | - | - |
| Mental Health | | | 163 | 2 |
| Neonatal | 411 | 1 | - | - |
| OB/GYN/Women's Health Care | 564 | 1 | - | - |
| Oncology Nursing (OCN®, CPON®, CBCN, AOCNP®, AOCNS®) | 1,107 | 1 | - | - |
| Pediatric Nursing | 684 | 1 | - | - |
| Peri-Operative (CNOR®) | 564 | 1 | - | - |
| Wound/Ostomy Nursing (CWOCN, CWCN, COCN, CCCN, CWON) | 780 | 1 | 262 | 3 |

Table 7. Certification and Specialization of Advanced Practice Nurses

| | RN | |
|---|--------|----|
| | n | % |
| National Board Certification (check all that apply) * | | |
| Nurse Practitioner | 2802 | 4 |
| Certified Nurse Midwife | 184 | <1 |
| Certified Registered Nurse Anesthetist | 725 | 1 |
| Clinical Nurse Specialist | 364 | <1 |
| Advanced Practice Nurse Practitioner | 3510 | 5 |
| Top Nurse Practitioner Specialty (check all that apply) * | n=2802 | |
| Acute Care | 273 | 10 |
| Adult Nurse Practitioner | 855 | 31 |
| Adult Psychiatry | 51 | 2 |
| Gerontological | 311 | 11 |
| Neonatal | 82 | 3 |
| Nurse Practitioner Family | 1860 | 66 |
| OB-Gyn | 240 | 9 |
| Pediatric | 334 | 12 |
| Other | 302 | 11 |
| Top Clinical Nurse Specialty (check all that apply) * | n=364 | |
| Adult Health | 137 | 38 |
| Adult Psychiatry and Mental Health | 50 | 14 |
| Acute Critical Care | 48 | 13 |
| Gerontological | 31 | 9 |
| Other | 80 | 22 |

*Some totals greater than 100% due to multiple choices. Calculated as % of respondents.

Table 8. AHEC Population Regions

| Region | Population |
|-----------------|---------------------------|
| Metro Milwaukee | $\geq 1,000,000$ |
| Urban | $\geq 50,000 < 1,000,000$ |
| Rural 3 | $\geq 10,000 < 50,000$ |
| Rural 2 | $\geq 2,500 < 10,000$ |
| Rural 1 | $\leq 2,500$ |

Source: Wisconsin Area Health Education Centers (AHEC), Rural-Urban Classifications 2014

Table 9. Location of Nurses Working in Wisconsin by AHEC Area

| Location by Primary AHEC Area | | RN | | LPN | |
|-------------------------------|---------|----------|----|----------|----|
| | | <u>n</u> | % | <u>n</u> | % |
| | | 62,147 | | 7,754 | |
| Metro Milwaukee | DPC | 15,566 | 25 | 1,525 | 20 |
| | Non DPC | 3,546 | 6 | 174 | 2 |
| Rural 1 | DPC | 2366 | 4 | 642 | 8 |
| | Non DPC | 508 | 1 | 51 | 1 |
| Rural 2 | DPC | 5,069 | 8 | 1,098 | 14 |
| | Non DPC | 855 | 1 | 76 | 1 |
| Rural 3 | DPC | 4,761 | 8 | 775 | 10 |
| | Non DPC | 941 | 2 | 65 | 1 |
| Urban | DPC | 23,500 | 38 | 3,048 | 39 |
| | Non DPC | 5,035 | 8 | 300 | 4 |
| Total | DPC | 51,262 | 82 | 7,088 | 91 |
| | Non DPC | 10,885 | 18 | 666 | 9 |

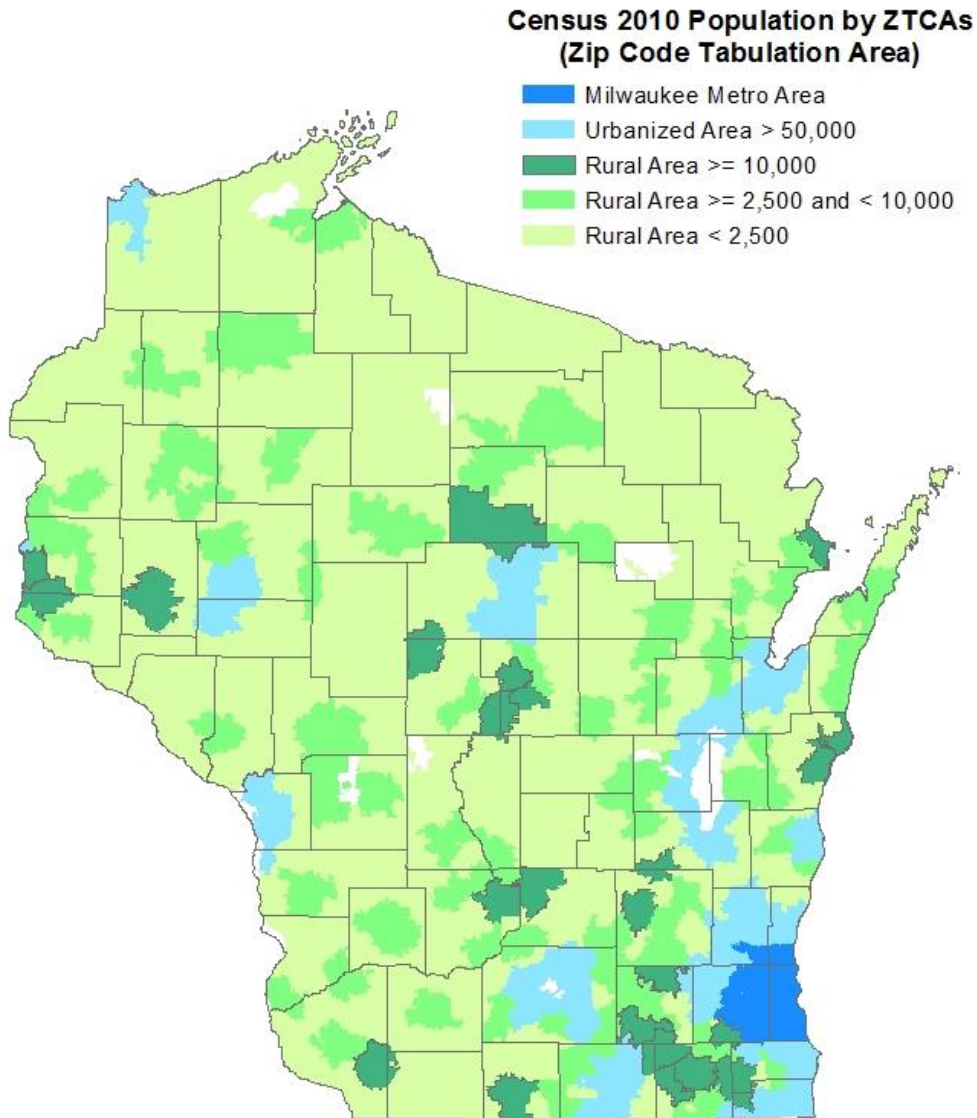
Note: zip code location data is not available for all respondents.

Table 10. Percentage Distribution of DPC RNs and LPNs Work Settings by AHEC Regions

| | Milwaukee | | Rural 1 | | Rural 2 | | Rural 3 | | Urban | | Total | |
|-----------------|------------------|-------|----------------|-----|----------------|-------|----------------|-----|--------------|-------|--------------|-------|
| | RN | LPN | RN | LPN | RN | LPN | RN | LPN | RN | LPN | RN | LPN |
| <i>n</i> = | 15,566 | 1,525 | 2,366 | 642 | 5,069 | 1,098 | 4,761 | 775 | 23,500 | 3,048 | 51,262 | 7,088 |
| | % | % | % | % | % | % | % | % | % | % | % | % |
| Hospital | 64 | 8 | 30 | 4 | 48 | 7 | 52 | 6 | 57 | 9 | 57 | 8 |
| Extended Care | 6 | 56 | 30 | 61 | 18 | 55 | 11 | 38 | 8 | 35 | 10 | 46 |
| Ambulatory Care | 17 | 20 | 19 | 19 | 19 | 28 | 23 | 41 | 22 | 39 | 20 | 32 |
| Home Health | 5 | 8 | 7 | 6 | 6 | 4 | 6 | 6 | 5 | 6 | 6 | 6 |
| Public Health | 3 | 4 | 8 | 3 | 5 | 2 | 4 | 4 | 3 | 5 | 4 | 4 |
| Nurse Educator | 1 | - | 1 | - | 1 | - | 1 | - | 1 | - | 1 | - |
| Other | 3 | 4 | 6 | 6 | 3 | 4 | 4 | 4 | 3 | 6 | 3 | 5 |
| Total Percent | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

Note: location data is not available for all respondents.

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 2015*

Table 11. Ten-year Job Opening Projections for Selected Nursing Occupations for Wisconsin.

| | 2014 (Base Year) Employment Estimate | 2024 (Projected Year) Employment Estimate | Annual Growth Rate | 10-year Projected Employment Change | 10-year Percent Change | Annual Openings due to Growth | Annual Openings Due to Replacements | Total Annual Openings |
|---|---|--|--------------------|-------------------------------------|------------------------|-------------------------------|-------------------------------------|-----------------------|
| Nurse Anesthetists | 506 | 554 | 0.91 | 48 | 10% | 5 | 12 | 17 |
| Nurse Practitioners | 2,436 | 2,876 | 1.67 | 440 | 18% | 44 | 58 | 102 |
| Nursing, Psychiatric, and Home Health Aides | 42,849 | 49,512 | 1.46 | 6,663 | 16% | 667 | 968 | 1,635 |
| Home Health Aides | 7,331 | 9,382 | 2.5 | 2,051 | 28% | 205 | 166 | 371 |
| Nursing Assistants | 34,239 | 38,817 | 1.26 | 4,578 | 13% | 458 | 773 | 1,231 |
| Personal Care Aides | 62,452 | 80,385 | 2.56 | 17,933 | 29% | 1,793 | 505 | 2,298 |
| Registered Nurses | 56,212 | 61,539 | .91 | 5,327 | 9% | 533 | 1,326 | 1,859 |
| Licensed Practical Nurse | 8,651 | 9,052 | .45 | 401 | 5% | 40 | 246 | 286 |

Table 12. Ten-Year Projected Annual Job Openings for Selected Nursing Occupations by WDAs.

| | Nurse Anesthetists | Nurse Practitioners | Nursing, Psychiatric, and Home Health Aides | Home Health Aides | Nursing Assistants | Personal Care Aides | Registered Nurses | Licensed Practical Nurse |
|--------------------------------------|-----------------------|------------------------|--|----------------------|-----------------------|------------------------|----------------------|--------------------------------|
| Southeast WDA1 | Suppressed | 5 | 86 | Suppressed | 72 | 107 | 91 | 20 |
| Milwaukee WDA2 | Suppressed | 25 | 371 | 118 | 242 | 629 | 527 | 51 |
| Waukesha-Ozaukee- Washington WDA3 | 0 | 8 | 141 | 23 | 117 | 196 | 163 | 30 |
| Fox Valley WDA4 | 0 | 8 | 128 | Suppressed | 104 | 95 | 89 | 26 |
| Bay Area WDA5 | 3 | 17 | 171 | 12 | 158 | 257 | 195 | 43 |
| North Central WDA6 | 3 | 7 | 130 | Suppressed | 107 | 171 | 111 | 15 |
| Northwest WDA7 | Suppressed | 2 | 21 | 3 | 18 | 45 | 34 | 6 |
| West Central WDA8 | 3 | 4 | 100 | 15 | 83 | 212 | 127 | 19 |
| Western WDA9 | Suppressed | 2 | 101 | 15 | 81 | 55 | 135 | 11 |
| South Central WDA10 | 2 | 16 | 318 | 141 | 168 | 422 | 283 | 52 |
| Southwest WDA11 | Suppressed | 4 | 70 | 11 | 57 | 90 | 103 | 13 |