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Summary of the Wisconsin State

2022 Registered Nurse

&

2023 Licensed Practical Nurse Surveys

STATE OF WISCONSIN
DWD
Department of Workforce Development

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EXECUTIVE SUMMARY

This report summarizes the responses to the *Wisconsin State 2022 Registered Nurse* and *2023 Licensed Practical Nurse* surveys administered by the *Wisconsin Department of Safety and Professional Services* as a requirement for license renewal. Per Wisconsin Statute 106.30, the *Department of Workforce Development (DWD)* conducts a census of nurses to support policymakers 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.

Survey Highlights

- 96,248 Registered Nurses (RN) completed the survey. There are 96,119 online surveys and 129 answered on paper.

  ⇒ After eliminating incomplete and unusable surveys, the final sample included 87,100 RN surveys.

  ⇒ Of the remaining usable surveys, 76,566 (87.90%) are employed as RNs and 1,105 (1.17%) are unemployed or are not currently working but are actively looking for work in nursing.

  ⇒ 54,193 (71.46%) of the sample has not changed their employment positions in the past year. For those who have changed, the most common reason is dissatisfaction with previous position.

  ⇒ Half of the RN sample list bachelor's degree in nursing or a related field as their highest level of education, specifically 43,953 (50.53%). 25,375 (29.17%) have an associate degree in nursing or a related field.

  ⇒ Among Advanced Practice Nurses (APRN), 7,298 (91.27%) are Advanced Practice Nurse Prescribers (APNP), and 6,506 (81.37%) are Nurse Practitioners (NP).

- 8,127 Licensed Practical Nurses (LPN) responded to the survey. All responded online since the paper version was discontinued.

  ⇒ After eliminating incomplete and unusable surveys, the final sample includes 7,845 LPN surveys.

  ⇒ Of the usable surveys, 7,065 (90.05%) are employed as LPN and 180 (2.29%) are unemployed or are not currently working but are actively looking for work in nursing.

  ⇒ 4,952 (70.21%) of the sample has not changed their employment positions in the past year. For those who have changed, the most common reason is salary/medical or retirement benefits.

  ⇒ Most LPNs have as their highest level of education a diploma in nursing or vocational nursing 6,835 (88.84%). 566 (7.36%) have an associate degree in nursing or related field.

- Overall, the nurse workforce population is not as diverse as the Wisconsin population at large.

  ⇒ The nurse workforce is female dominated with 91.64% of RNs and 93.79% of LPNs identifying as women. Based on 2017-2021 American Community Survey (ACS) 5-year data, 47.34% of the Wisconsin workforce population is female.

  ⇒ Both RNs and LPNs are older than the population overall. The RN workforce is 46 years old on average, while LPNs are 48 years old on average. Based on the ACS data, the Wisconsin workforce averages 44 years in age.

  ⇒ LPNs are racially and ethnically more diverse than RNs. Among survey respondents, 85.15% of LPNs are White, and 7.55% are Hispanic, Latino or Latinx. Meanwhile, 93.43% of RNs are White, and 2.55% are Hispanic, Latino or Latinx. In comparison, the ACS for Wisconsin reports the population as 86.27% White and 6.12% Hispanic, Latino or Latinx.

- Most RNs work in hospitals (50.37%), while 24.45% work in ambulatory care. The majority of APRNs work in ambulatory care (48.03%), while fewer work in hospitals (36.67%). The most common principal place of work for LPNs is extended care facilities (37.34%), followed by the ambulatory care setting (27.88%).

- Almost half of the sample (47.76%) of RNs and 26.86% of LPNs report their overall personal health (physical or mental) to be worse or much worse overall compared to before the COVID-19 pandemic. Only 7.99% of RNs and 10.71% of LPNs report their overall personal health to be better than before COVID-19. Another 44.25% of RNs and 62.43% of LPNs indicate their health is about the same as before the pandemic.

  ⇒ The proportion of RNs and LPNs who report their health is worse or much worse than before pandemic is higher for younger age groups.

INTRODUCTION

Nurses are critical providers for patient care. In 2022 there were more than 3 million nurses working in the U.S.- the single largest category of health care professionals.[1] Over the past 20 years, the Registered Nurse (RN) workforce has faced the challenges of a national nursing shortage, three recessions, and new healthcare reforms. Additionally, the COVID-19 pandemic increased the long-standing issues of burnout and stress among the U.S. nursing workforce, renewing concerns of projected staffing shortages (Martin et al, 2023).[2] However, there has been an effort by different public and private institutions to increase interest in nursing careers, resulting in a considerable rise in the number of undergraduate and graduate degrees in nursing since 2003 (Buerhaus et al, 2017).[3] For instance, in Wisconsin, the number of graduates taking the National Council Licensure Examination (NCLEX) for the first time increased from 1,795 in 2003 to 4,279 in 2022.[4] Further, RN employment also increased over the past 10 years, and it is projected to continue to increase in the next 10 years.[5]

The State of Wisconsin is concerned with both the supply of and demand for nurses; and the means to continue providing quality health care. Since 2010, in accordance with Wisconsin State Statute 106.30, the Wisconsin legislature has mandated a survey of RNs each even-numbered year and a survey of the Licensed Practical Nurse (LPN) workforce each odd-numbered year to determine the characteristics of the nurses licensed in the state as part of their license renewal process.

The Department of Workforce Development (DWD) collects the results of the survey every two years to offer information on demographic characteristics, employment, education, and growth of the nursing workforce in Wisconsin. Since 2010, parallel to this legislative report, DWD also produces the RN supply and demand forecast every two years.

The last update for the period of 2020-2040 forecasts a flat supply and rapidly increasing demand of RNs. A 33% gap (22,900 RNs) shortfall is expected by 2040.[6] In addition, the Wisconsin Center for Nursing[7] (WCN) conducts an in-depth analysis on the data gathered from the surveys.

SURVEY METHODS

The Wisconsin Department of Safety and Professional Services (DSPS) is responsible for the licensing of health care providers in Wisconsin. As part of the licensing and license renewal process, RNs and LPNs must complete the Nursing Workforce Survey.[8] The survey gathers data on nurses who live and/or work in Wisconsin. Information from the survey is divided into different sections: 1) Licensing, Education and Training; 2) Impact of COVID-19; 3) Current Employment Status; 4) Nursing Specialization Information; 5) Advance Practice Nursing (only for the RN survey), and 6) Demographics. Section 2 is a new section to reveal how the nursing workforce is impacted by the COVID-19 pandemic.

The 2022 Registered Nurses survey includes 96,248 completed surveys. After eliminating incomplete and unusable observations, the final RN sample includes 87,100 surveys. The 2023 Licensed Practical Nurses survey includes 8,127 surveys. After removing incomplete and unusable data, the final sample includes 7,845 surveys.

LICENSING AND CURRENT EMPLOYMENT

Most of the tables in this report are based on the final clean sample, which includes 87,100 RNs and 7,845 LPNs working and/or living in Wisconsin. The sample sizes for some tables could be different due to missing data or the nature of the question.[9]

[1]https://www.bls.gov/oes/current/area_emp_chart/area_emp_chart.htm
[2]Martin B., Kaminski-Ozturk N., O'Hara C., R & Smiley R. (2023) Examining the Impact of the COVID-19 Pandemic on Burnout and Stress Among U.S. Nurses, Journal of Nursing Regulation,14(1), 4-12.
[3]Buerhaus, P. I., Skinner, L. E., Auerbach, D. I., & Staiger, D. O. (2017). State of the registered nurse workforce as a new era of health emerges. Nursing Economics, 35 (5), 229-237.
[4]https://www.ncsbn.org/publications/2022-nclex-examination-statistics
[5]https://jobcenterofwisconsin.com/wisconomy/pub/occupation

[6]https://jobcenterofwisconsin.com/wisconomy/wits_info/downloads/nurse-survey -reports/supply-nurse-reports/2020_WI%20RN%20Nurse%20Supply% 20Demand%20Forecast%202020-2040.pdf
[7]http://www.wicenterfornursing.org/
[8]https://dsps.wi.gov/Pages/Professions/RN/
[9]In the case of LPN sample there was a technical problem in the survey resulting in 43% of the LPN who are employed not answering the section about the primary place of work

Table 1 displays frequency and percentages for questions about employment status and factors related to employment changes. Considering current employment status, 87.90% of RNs, and 90.05% of LPNs are employed. Of those employed, most of them work in the nursing field: 83.98% of RNs and 82.46% of LPNs. Another 1.17% of RNs and 2.29% of LPNs are not employed but are seeking work in nursing, while 8.20% of RNs and 5.30% of LPNs are retired.

Additionally, 71.46% of the RN sample and 70.21% of the LPN sample answer no change in employment status in the past year. For RNs, 12.28% report a new position with the same employer, 12.24% report a new position with a different employer, and 4.01% report the same position with a different employer. For LPNs, 9.26% report a new position with the same employer, 13.98% report a new position with a different employer, and 6.55% reported the same position with a different employer. In total, 51.34% of RNs and 15.44% of LPNs have worked about the same hours as the prior year. Only 9.64% of RNs and 62.03% of LPNs indicated that they worked fewer hours than the previous year, while 39.02% of RN and 22.53% of LPN worked more hours than the previous year in a typical week.

The most common reasons RNs change their positions are *dissatisfaction with the prior position* (17.86%) followed by *promotions and career advancement* (13.17%) and *Salary/medical or retirement benefits* (9.22%). For LPNs, the top reasons are *salary/medical or retirement benefits* (12.89%), *childcare responsibilities* (11.48%) and *Relocation/moved to a different area* (9.02%). Of those surveyed, 37.84% of RNs and 50.9% of LPNs have had their license for less than 10 years.

A total of 70,989 (97.05%) of the RNs and 4,054 (97.03%) of LPNs report they work as a nurse in Wisconsin (See *Table 2*). Of those working in Wisconsin, 85.46% of the RNs and 93.19% of the LPNs provide direct patient care. *Direct patient care* (DPC) is defined as, "Administering nursing care one-on-one to patients, the ill, the disabled, or clients, in the hospital, clinic or other patient care setting." Examples include providing treatments, counseling, patient education or administering medication.

DEMOGRAPHICS

Overall, the nursing survey population is not as diverse as the labor force in Wisconsin. *Table 3* provides a comparison between the three groups.[10] The RN and LPN workforce continue to be dominated by women who represent 91.64% of RNs and 93.79% of LPNs. Females represent 47.34% of the Wisconsin labor force.

Both the RN and LPN survey populations are generally older than the Wisconsin labor force at large. The average age of the RN workforce is 46 years, and the median age is 44 years. The average and median age of the LPN workforce is 48 years. In comparison, the ACS for Wisconsin reports an average and median age of 44 years. In general, the RN population is younger than the LPN population. *Table 3* shows 26.27% of RNs are between 30 and 40 years old, compared to 20.20% of LPNs. Considering the baby boomer population (born between 1946 and 1964), 29.30% of RNs and 35.55% of LPNs are between 55 and 75 years of age. As the large number of RNs born in the baby boom generation aged, the percentage of the older population increased in the nursing field. This reality, plus the aging population, has significant implications for workforce planning. Note that only the nurses renewing their licenses are required to complete the survey, and this could explain in part the disparity between the Wisconsin and nursing percentage of the labor force of RNs and LPNs under the age of 25.

In general, there is a lack of diversity in the nursing labor force. LPNs are racially and ethnically more diverse than RNs. *Table 3* shows 85.15% of LPNs as White and 7.55% as Hispanic, Latino or Latinx; 93.43% of RNs are White and 2.55% are Hispanic, Latino or Latinx. Compared to the total Wisconsin labor force, there is less diversity, especially with the RN group since 86.27% are White and 6.12% are Hispanic, Latino or Latinx for Wisconsin altogether. Most of the nursing workforce resides in Wisconsin (97.23% of RNs and 96.90% of LPNs).

Table 4 shows the second language capabilities of the nursing workforce. Although 93.47% of RNs and 84.30%

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[10]*American Community Survey 2017-2021 5-Year Estimates. Labor Force Population older than 22 years old*

of LPNs only speak English, a wide range of languages are spoken. The main second language in the nursing workforce is Spanish; the proportion of Spanish speaking nurses is 2.77% for RN and 7.24% for LPN.

EDUCATION AND TRAINING

Education and ongoing training are critical predictive metrics for RNs and LPNs to provide quality health care in a wide range of settings and situations. The education requirements for RNs and LPNs differ (See *Table 5*). Most RNs must have at least an associate degree, while LPNs only need to complete a non-degree program. Therefore, most LPNs (88.84%) have less than an associate degree while the opposite is true for RNs. Over the past 10 years the educational attainment of the RN workforce in WI has increased. In 2010, 88% of the RN sample had an associate degree or higher versus 97% in 2022. Specifically, in 2022, 29.17% have an associate degree, 50.53% a bachelor's degree, 15.34% a master's degree, and 2.07% a doctorate degree.

Currently, 79.78% of RNs and 67.44% of LPNs report no plans for future nursing education. Another 17.14% of RNs and 20.28% of LPNs plan to further their education within the next two years. Additionally, 9.07% of the RNs and 12.29% of the LPNs are currently pursuing additional studies. Explicitly, the main challenge for RNs is *cost of tuition and materials* (37.92%), followed by *family/ personal reasons* (26.10%). LPNs' greatest challenge is *cost of lost work time and benefits* (30.61%), followed by *scheduling of educational programs offered* (19.25%).

Figures 1 and *2* show the relationship between the education and age of RNs and LPNs. *Figure 1* shows increased educational attainment for younger RNs. The older the RNs, the higher the percentage with a nursing diploma. Those in the middle age range (35 to 60 years old) have a higher proportion of associate degrees. A bachelor's degree is the norm in the younger age range. The proportion of RNs with master's and PhD's in nursing, or a related field, is uniform across the different age groups. *Figure 2* shows a u-shape for the percentage of LPNs with a nursing diploma, with the higher percentage in the case of younger than 25 and older than 65. Those LPNs in the middle age range (25 to 60 years old) have a higher proportion of

associate degrees. The proportion of those with bachelor's, master's, and PhD's in nursing or related field is uniform across the different age groups of LPNs.

WORK SETTING AND SPECIALIZATION CONSIDERATIONS

Tables 6 and *7* show the clinical areas in which RNs and LPNs have specialized knowledge and/or experience of two or more years. For RNs, *Acute Care/Critical Care/ Intensive Care* (29.27%) leads the way, followed by *Medical-Surgical* (27.10%); *Adult Health* (18.59%); *Geriatrics/ Gerontology* (15.94%), and *Surgery/Pre-op/Post-op/PACU* (15.05%). For LPNs, the largest share is in *Geriatrics/ Gerontology* (42.13%), followed by *Adult Health* (20.23%); *Hospice Care/Palliative Care* (17.59%); *Family Health* (16.69%); and *Home Health* (14.09%).

Tables 8 and *9* indicate the specialties in which RNs and LPNs hold current national board certifications. 28.54% of RNs and 26.65% of LPNs report that they are board certified in a medical specialty. The top specialty areas for RNs are *Family Health, Acute Care/Critical Care, Medical-Surgical Nursing and Oncology Nursing (OCN®, CPON®, CBCN, AOCNP®, AOCNS®).* The top national board certifications for LPNs are *IV Certification, Geriatrics/ Gerontology, Emergency Medicine, and Wound Care.*

Table 10 is a summary of the primary work setting of RN and LPN survey respondents. Primary work refers to the place where they work the most hours, even if this work is unpaid or voluntary. RNs are primarily employed in hospitals (50.37%), followed by ambulatory care (24.45%) and extended care (7.05%). LPNs mainly work in extended care (37.34%), ambulatory care (27.88%), and hospitals (9.38%). Considering the job position or function, most RNs are staff nurses (62.88%), followed by Advanced Practice Nurses (8.81%), nurse managers (7.23%), and case managers (6.60%).

Table 11 displays information about telehealth and remote work at their primary place of employment. Considering the time spent providing services via phone, 35.34% of RNs never use it, while 31.93% spend less than 25% on the phone, 8.95% spend between 26% and 50%, and

23.79% spend 50% or more of the time providing services via phone. For LPNs, 35.22% never use the phone, 21.26% spend less than 25% of their time via phone, 9.92% between 26% and 50%, and 33.60% spend more than 50% of their time providing services via phone. The most used remote communication by RNs and LPNs is telephone (42.63% and 27.42% respectively), followed by electronic messaging (13.56% and 13.12%), and email (12.10% and 10.30%).

INCOME

Table 12 provides annual pre-tax earnings at primary workplace in Wisconsin. In the study, 16.37% of RN annual pre-tax earnings are in the range of $65,001-$75,000, followed by $55,001 - $65,000 (16.18%), and $75,001 - $85,000 (13.59%). Notice that 20.02% of RNs are making more than $95,000, and 24.91% are making less than $55,000 per year. Considering LPNs, 65.03% make in their primary job less than $55,000 per year, followed by $55,001 - $65,000 (15.87%), and $65,001 - $75,000 (8.60%). Only 10.49% of the sample earns $75,000 or more. Considering the compensation in the primary position, 25.61% of RN are full time salaried and 49.49% are full time hourly. In the case of LPN, the majority are full time hourly (61.35%), while 8.79% are full time salaried.

Figure 3 shows annual pre-tax earnings at primary workplaces by gender identity for RNs. Almost half of females (46.57%) are in the middle earning range making between $55,000 and $85,000, 25.86% are earning less than $55,000; and 27.57% are making more than $85,000. In the case of males, more of them earn above $85,000 (43.77%), 41.47% of males are in the middle range of $55,000 - $85,000, and only 14.76% are making less than $55,000. Considering nonbinary identity, 46.08% of them are in the middle earning range making between $55,000 and $85,000; 27.45% are making less than $55,000, and 26.47% are making more than $85,000. For the case of RNs, we can see a gender gap in favor of male over female and non-binary.

Figure 4 shows annual pre-tax earnings at primary workplaces by gender identity for LPNs. Independent of gender identity, a majority of LPNs are making less than $55,000. Specifically for female, 65.96% are earning less than $55,000; 28.79% are earning between $55,000 and $85,000; and only 5.25% are making more than $85,000.

For males, most of them are in the lower earning range (50.52%), with 36.77% earning between $55,000 and $85,000; and only 12.71% are making more than $85,000. Considering nonbinary identity, almost all are making less than $55,000 (75%), 8.33% are in the middle earning range making between $55,000 and $85,000, and 16.67% are making more than $85,000.

Figures 5 and *6* illustrates annual pre-tax earnings at primary workplaces by education for RNs and LPNs. As expected in the case of RNs, the lower the educational degree, the higher the proportion of RNs in the lower income range, and the lower the percentage in the higher income range. As the income range increases, a higher proportion of RNs have either a bachelor's, master's, or doctorate degree. Specifically, almost 60% of RNs making more $85,000 hold at least a bachelor's degree. For LPNs, the lower the educational degree, the higher the proportion of nurseys in the lower income ranges, and the lower the percentage in the higher income ranges. As the income range increases, a higher proportion of LPNs have either an associate, bachelor's, master's, or doctorate degree.

COVID-19 PANDEMIC

This is a new section in the report related to the COVID-19 pandemic. The 2022 RN and 2023 LPN surveys include new questions related to employment and overall personal health during the COVID-19 pandemic. It is well known that the pandemic increased long-standing issues about stress and burnout among the nursing workforce, growing concerns about projected staffing shortages.[11]

Table 13 includes estimations about the pandemic and nurses' experiences during it . Most of the RNs & LPNs report receiving training about COVID-19 through their employer 82.91%, and 85.10% respectively. Another 11.85% of RNs and 8.63% of LPNs report receiving no training. The most frequent source of information about COVID-19 is Employer (69.97% of RNs, and 65.48% of LPNs), followed by the CDC website (68.63% of RNs, and 54.77% of LPNs).

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[11]*Martin B, Kaminski-Ozturk N, O'Hara C, Smiley R. Examining the Impact of the COVID-19 Pandemic on Burnout and Stress Among U.S. Nurses. J Nurs Regul. 2023 Apr;14(1):4-12. doi: 10.1016/S2155-8256(23)00063-7. Epub 2023 Apr 5. PMID: 37035777; PMCID: PMC10074070.*

Considering the whole sample, 67.20% of RNs, and 73.91% of LPNs provide direct patient care (DPC) to people with COVID-19. The most frequent setting in which nurses provide DPC to infected people are for RNs Hospital Inpatient Unit (24.22%), Hospital Emergency/Unit Care (14.17%), and Hospital Several Units (12.15%). For LPNs: Skilled Nursing facility (45.79%), Medical Practice Clinic (20.89%), and Assisted Living Facility (CBRF) (6.69%).

Table 13 also displays information about overall personal health (physical or mental). Almost half of the sample of RNs (47.76%) and 26.86% of LPNs report to be worse or much worse than before the pandemic. Only 7.99% of RNs and 10.71% of LPNs report to be better than before COVID-19. Another 44.25% of RNs, and 62.43% of LPNs indicate their health is about the same as before the pandemic. The statistics suggest the pandemic has exacerbated the longstanding concerns over a nursing shortage and the impact that has on nurses' overall health.

Figures 7 and 8 illustrate self-perceived health compared to before the pandemic by age group for RNs and LPNs. In the case of RNs, the younger the nurses, the higher the proportion of RNs identifying themselves as worse or much worse than before the pandemic (See Figure 7). As the age range increases, a higher proportion of RNs feel their health is about the same or better than before the COVID-19 pandemic. Specifically, more than 50% of RNs in age groups younger than 50 years old report being worse or much worse, and 80% of RNs older than 65 years old report feeling about the same or better than before the pandemic. For LPNs, feeling "about the same" is the norm and the percent increases with age. As the income range increases, a lower proportion of LPNs feels worse or much worse than before the pandemic (See Figure 8).

ADVANCED PRACTICE REGISTERED NURSES

The RN survey also provides data about advanced practice registered nurses (APRN). Wisconsin Chapter N 8 of the Board of Nursing offers both a definition of APRN and the certification of a specific subset of advanced practice nurses, the advanced practice nurse prescriber (APNP).

Specifically, the definitions require the advanced practice nurse: 1) have 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 receiving 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[12]. Tables 14 and 15 and Figure 9 include estimations only for those who are licensed as APRNs.

There are 6,884 (94.33%) APRNs who work in Wisconsin and 414 (5.67%) who work outside Wisconsin with at least one national board certification. The national certifications as an APN defined in the survey are Nurse Practitioner (NP), Certified Nurse Midwife (CNM), Certified Registered Nurse Anesthetist (CRNA), and Clinical Nurse Specialist (CNS). The most common national certification is Advanced Practice Nurse Prescriber (APNPs) (91.27%), followed by NP (81.37%), and CRNA (11.87%). Additionally, 6,234 (94.50%) of APRNs work and provide DPC in WI.

Table 14 lists NP and CNS specialties. The nurses could choose more than one response. In the case of NPs, the top specialty is Family (55.36%), followed by Adult (18.52%), Gerontological (8.81%), Acute Care (8.13%), and Pediatric (6.32%). For CNSs, the most common specialties are Adult Health (40.30%), Gerontological (16.62%), Acute and Critical Care-Adult (10.08%), and Adult Psychiatric and Mental Health (8.31%).

Table 15 and Figure 9 illustrate APRN certification by principal place of employment. A combined 84.70% of all APNPs are working in either Ambulatory Care (48.03%) or in Hospitals (36.67%). The remainder are in Extended Care (4.26%), Public Health (2.75%), Education Institutions (2.52%), and Home Health (2.37%). More than 50% of NPs and almost 50% of CNMs are working in Ambulatory Care, followed by Hospitals. CRNAs and CNSs are largely in Hospitals 88.79% and 52.91% respectively, followed by Ambulatory Care.

[12]For more information refer to the Wisconsin Legislative Documents for Nursing N 8.02 Definitions: https://docs.legis.wisconsin.gov/code/admin_code/n/8/02/1

SUMMARY

The purpose of this paper is to provide a summary of the key information collected in the 2022 RN and 2023 LPN surveys. The data provided in these surveys alone cannot predict the extent of a possible shortage of nurses across Wisconsin; it is just a description of all RN and LPN responses to the survey. Additional research is currently being undertaken by the Office of Economic Advisors (OEA) at DWD regarding demand for and supply of RNs.[13] Further analysis of past and future surveys along with additional factors that influence the labor market may provide insight into the supply, demand, and potential shortage of nurses in Wisconsin.

If you have questions about this report or need more detailed information about the surveys, please contact:

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[13]https://jobcenterofwisconsin.com/wisconomy/wits_info/downloads/nurse-survey-reports/supply-nurse-reports/2020_WI%20RN%20Nurse%20Supply%20Demand%20Forecast%202020-2040.pdf

APPENDIX - TABLES AND FIGURES

Table 1. *Licensing and Current Employment of Registered Nurses and Licensed Practical Nurses*

	RN		LPN	
	n	%	n	%
Current Employment Status	*87,100*	*100*	*7,845*	*100*
a-Employed	**76,566**	**87.90**	**7,065**	**90.05**
Actively Working as a nurse	73,150	83.98	6,469	82.46
Actively working in health care, not nursing	2,075	2.38	373	4.75
Actively working in another field	1,341	1.54	223	2.84
b-Not Employed	**10,534**	**12.10**	**780**	**9.94**
Unemployed, seeking work in nursing	1,015	1.17	180	2.29
Unemployed, seeking work in another field	263	0.30	25	0.32
Unemployed, not seeking work	2,115	2.43	159	2.03
Retired	7,141	8.20	416	5.30
Changes in Employment				
Change in Hours	**76,006**		**7,053**	
Work more hours than last year in a typical week	29,656	39.02	1,589	22.53
Work fewer hours than last year in a typical week	7,326	9.64	4,375	62.03
Work about the same hours as the previous year	39,024	51.34	1,089	15.44
Change in Position	**75,834**		**7,053**	
Different position with same employer	9,313	12.28	653	9.26
Different position with different employer	9,285	12.24	986	13.98
Same position with same employer	54,193	71.46	4,952	70.21
Same position with different employer	3,043	4.01	462	6.55
Most Important Factor in Change in Employment	*34,349*		*3,259*	
Dissatisfaction with previous position	6,135	17.86	137	4.20
Change in financial status	689	2.01	191	5.86
Change in my health status	1,369	3.99	61	1.87
Change in spouse/partner work situation	609	1.77	184	5.65
Childcare responsibilites	2,389	6.96	374	11.48
Laid off	408	1.19	245	7.52
Other family responsibilites	1,529	4.45	44	1.35
Promotion/career advancement	4,525	13.17	173	5.31
Relocation/moved to a different area	1,548	4.51	294	9.02
Retired	3,116	9.07	133	4.08
Returned to school	1,076	3.13	282	8.65
Salary/medical or retirement benefits	3,167	9.22	420	12.89
Seeking more convenient hours	3,102	9.03	281	8.62
Other	4,687	13.65	440	13.50
Years Since First Licensed (years)	*87,100*		*7,845*	
< 10	32,959	37.84	3,993	50.9
10. - 20	22,500	25.83	1,747	22.27
20 - 29	13,993	16.07	840	10.71
30 - 39	10,289	11.81	801	10.21
40 - 49	6,331	7.27	440	5.61
50 - 59	967	1.11	23	0.29
60 +	61	0.07	1	0.01

Table 2. *Registered Nurses and Licensed Practical Nurses Working and Providing Direct Patient Care*

	RN		LPN*	
	n	**%**	**n**	**%**
Total Working as a Nurse in Wisconsin	70,989	97.05	4,054	97.03
Total Working as a Nurse outside of Wisconsin	2,161	2.95	124	2.97
Total (n)	**73,150**		**4,178**	
Working and Provides Direct Patient Care in Wisconsin				
Yes	60,667	85.46	3,778	93.19
No	10,322	14.54	276	6.81
Total (n)	**70,989**		**4,054**	

*Missing observations due to a technical problem.

Table 3. Demographic Characteristics

	State of WI*	RN		LPN	
	%	n	%	n	%
Total		87,100		7,845	
Gender		87,100		7,845	100
Female	47.34	79,822	91.64	7,358	93.79
Male	52.66	7,049	8.09	472	6.02
Nonbinary		229	0.26	15	0.19
Age (years)		86,996		7,845	
Less than 25	6.77	1,678	1.93	207	2.64
25-29	11.29	8,764	10.07	533	6.79
30-34	11.08	11,019	12.67	714	9.10
35-39	11.69	11,828	13.60	871	11.10
40-44	10.62	10,443	12.00	953	12.15
45-49	10.77	8,715	10.02	850	10.83
50-54	11.29	8,032	9.23	861	10.98
55-59	11.80	7,830	9.00	838	10.68
60-64	8.68	8,542	9.82	976	12.44
65-69	3.59	6,354	7.30	701	8.94
70-74	1.56	2,766	3.18	274	3.49
75 and older	0.86	1,025	1.18	67	0.85
Race**		88,051		7,845	
White	86.27	81,378	93.43	6,680	85.15
Black	4.91	2,194	2.52	750	9.56
Other	8.81	4,479	5.14	558	7.11
Hispanic, Latino or Latinx	6.12	2,222	2.55	592	7.55
Residence		87,100		7,839	
Wisconsin		84,685	97.23	7,596	96.90
Outside Wisconsin		2,415	2.77	243	3.10

*American Community Survey 2017-2021 5-Year Estimates. Labor Force Population older than 22 years old.

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

Table 4. *Languages other than English*

	RN		LPN	
	n	%	n	%
No other languages	81,383	93.47	6,613	84.30
Spanish	2,268	2.77	568	7.24
Filipino, Tagalog	464	0.57	76	0.97
German	339	0.41	91	1.16
French	293	0.36	99	1.26
Russian	229	0.28	60	0.76
Hmong	520	0.63	116	1.48
Hindi	205	0.25	47	0.60
Polish	130	0.16	48	0.61
American Sign Language	184	0.22	201	2.56
Other	1,131	1.38	378	4.82

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

Table 5. *Education and Training of Registered Nurses and Licensed Practical Nurses*

	RN		LPN	
	n	%	n	%
Education (Highest Nursing or Related Field Degree)	**86,983**	**100**	**7,694**	**100**
Diploma in Nursing or Vocational Nursing	2,512	2.89	6,835	88.84
Associate Degree	25,375	29.17	566	7.36
Bachelor Degree	43,953	50.53	246	3.2
Master Degree	13,340	15.34	43	0.56
Doctorate	1,803	2.07	4	0.05
Plans for Future Education	**87,100**		**7,845**	
No plans	64,265	73.78	5,291	67.44
Enrolled in a Associate Program	2,911	3.34	767	9.78
Enrolled in a BSN program	2,642	3.03	155	1.98
Enrolled in a MSN program	348	0.4		
Enrolled in a Master's degree program in a related health field	1,134	1.3		
Enrolled in a DNP program	90	0.1		
Enrolled in a Nursing PhD program	40	0.05	10	0.13
Enrolled in a non-degree certification program	737	0.85	31	0.40
Plan to pursue further education in the next two years	14,933	17.14	1,591	20.28
Challenges to further education (select top two) *	**87,100**		**7,845**	
Cost of tuition, materials, books, etc	33,024	37.92	1,302	16.60
Family/personal reasons	22,734	26.10	190	2.42
Cost of lost work time and benefits	18,451	21.18	2,401	30.61
Lack of flexibility in work schedule	8,117	9.32		
Scheduling of educational programs offered	1,591	1.83	1,510	19.25
Commuting distance to education program	1,022	1.17	930	11.85
Limited access to online learning	563	0.65	221	2.82
Other	3,283	3.77	274	3.49
None	11,460	13.16	288	3.67
No plans to pursue higher education	29,061	33.37	2,205	28.11

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

Table 6. *Specialized Knowledge/Experience of Registered Nurses*

Specialized Knowledge or Two or more years' experience (Check all that apply)*	n	%
Total RN	**87,100**	**100.00**
Acute Care / Critical Care / Intensive Care	25,494	29.27
Medical - Surgical	23,602	27.10
Adult Health	16,196	18.59
Geriatrics / Gerontology	13,885	15.94
Surgery / Pre-op / Post-op / PACU	13,111	15.05
Cardiac Care	12,558	14.42
Emergency / Trauma	10,945	12.57
Hospice Care / Palliative Care	9,275	10.65
Home health	7,969	9.15
Pediatrics	7,847	9.01
Family Health	6,852	7.87
None	6,552	7.52
Psychiatric / Mental Health	6,318	7.25
Oncology	5,945	6.83
Labor and Delivery	5,584	6.41
Community Health	5,308	6.09
Obstetrics / Gynecology	5,286	6.07
Maternal-Child Health	5,044	5.79
Women's Health	4,885	5.61
Rehabilitation	4,749	5.45
Neonatal Care	4,014	4.61
Addiction / AODA / Substance Abuse	3,695	4.24
Public Health	3,248	3.73
Dialysis / Renal	3,173	3.64
Respiratory Care	2,911	3.34
Occupational Health / Employee Health	2,121	2.44
Anesthesia	2,078	2.39
School Health (K-12 or post-secondary)	1,948	2.24
Corrections	1,763	2.02
Nephrology	1,395	1.60
Parish/Faith Community	503	0.58
Other, not listed	11,111	12.76

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

Table 7. *Specialized Knowledge/Experience of Licensed Registered Nurses*

Specialized Knowledge or Two or more years' experience (Check all that apply)*	n	%
Total LPN	**7,845**	**100.00**
Geriatrics/Gerontology	3,305	42.13
Adult Health	1,587	20.23
Hospice Care/Palliative Care	1,380	17.59
Family Health	1,309	16.69
Home Health	1,105	14.09
Rehabilitation	1,031	13.14
Medical - Surgical	760	9.69
Pediatrics	687	8.76
Psychiatric / Mental Health	606	7.72
Acute Care/Critical Care/Intensive	577	7.36
Corrections	433	5.52
Addiction/AODA/Substance Abuse	412	5.25
Women's Health	400	5.10
Community Health	392	5.00
Obstetrics/Gynecology	365	4.65
Cardiac Care	359	4.58
Respiratory Care	328	4.18
Emergency/Trauma	291	3.71
Occupational Health/Employee	261	3.33
Surgery/Pre-op/Post-op/PACU	261	3.33
School Health (K-12 or post-secondary)	243	3.10
Oncology	215	2.74
Dialysis/Renal	189	2.41
Public Health	170	2.17
Maternal-Child Health	145	1.85
Labor and Delivery	117	1.49
Nephrology	65	0.83
Neonatal Care	49	0.62
Anesthesia	15	0.19
None	1,183	15.08
Other, not listed	1,104	14.07

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

Table 8. *Specialty Board Certification of Registered Nurses*

Top Medical Certifications (Check all that apply)*	n	%
Total RN	**87,100**	**100**
Not certified	62,242	71.46
Family Health	2,430	2.79
Acute Care/Critical Care	2,314	2.66
Medical-Surgical Nursing	1,588	1.82
Oncology Nursing (OCN®, CPON®, CBCN, AOCNP®, AOCNS®)	1,283	1.47
Emergency Nursing (CEN®, CFRN®)	1,012	1.16
Adult Health	949	1.09
Anesthesia (CRNA)	932	1.07
OB/GYN/Women's Health Care	928	1.07
Pediatric Nursing	925	1.06
Wound/Ostomy Nursing (CWOCN, CWCN, COCN, CCCN, CWON)	924	1.06
Peri-Operative (CNOR®)	719	0.83
Gerontological Nursing	689	0.79
Psychiatric & Mental Health Nursing	660	0.76
General Nursing Practice	635	0.73
Medical-Surgical Nursing (CMSRN®)	543	0.62
Nursing Case Management	511	0.59
Neonatal	509	0.58
Cardiac-Vascular Nursing	436	0.50
Hospice and Palliative Nursing (CHPN®, ACHPN®)	431	0.49
Psychiatric & Mental Health Nursing-Advanced (APMHN)	298	0.34
Nurse Educator (CNE)	236	0.27
Community Health	228	0.26
Ambulatory Care Nursing	221	0.25
Perianesthesia (CPAN®, CAPA®)	206	0.24
Respiratory/Pulmonary Care	202	0.23
Diabetes Management - Advanced	187	0.21
Home Health Nursing	185	0.21
Public/Community Health	180	0.21
Orthopedic Nursing (ONC®)	174	0.20
Rehabilitation (CRRN®)	170	0.20
Perinatal Nursing	159	0.18
School Nursing	154	0.18
Transplant	144	0.17
Parish Nurse	136	0.16
Occupational Health (COHN)	128	0.15

Table 8. *Specialty Board Certification of Registered Nurses (continued)*

Top Medical Certifications (Check all that apply)*	n	%
Pain Management	126	0.14
Neurology (CNRN)	124	0.14
Nursing Professional Development	122	0.14
Nurse Executive (CENP)	117	0.13
Nurse Executive - Advanced	112	0.13
Nurse Manager and Leader (CNML)	90	0.10
Gastroenterology (CGRN)	89	0.10
Nephrology (CNN, CDN)	76	0.09
Informatics Nursing	73	0.08
High-Risk Perinatal Nursing	71	0.08
Infusion Nursing (CRNI)	62	0.07
School Nursing (NCSN®)	58	0.07
Legal Nurse Consultant (LNCC®)	55	0.06
Cardiac Rehabilitation Nursing	47	0.05
Radiology/Invasive Procedures Lab	46	0.05
Family Planning	33	0.04
Domestic Violence/Abuse Response	31	0.04
College Health Nursing	20	0.02
Public Health Nursing-Advanced (APHN)	12	0.01
Addiction/AODA	-	-
Case Management Nursing	-	-
Other certification, not listed	4,526	5.20

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

Table 9. *Specialty Board Certification of Licensed Practical Nurses*

Top Medical Certifications (Check all that apply)*	n	%
Total LPN	**7,845**	**100**
Not certified	5,754	73.35
IV Certification	1,052	13.41
Geriatrics/Gerontology	343	4.37
Emergency Medicine	323	4.12
Wound Care Certification	204	2.60
Mental Health Nursing	124	1.58
Certified Hospice and Palliative	52	0.66
Cardiac-Vascular Nursing	24	0.31
Certified Hemodialysis Nurse	18	0.23
Other	508	6.48

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

Table 10. *Principal Place of Employment: Whole Sample-Primary Work*

	RN		LPN*	
	n	**%**	**n**	**%**
Principal Place of Employment	**76,566**		**4,756**	
Hospital	38,563	50.37	446	9.38
Extended Care	5,395	7.05	1,776	37.34
Ambulatory Care	18,719	24.45	1,326	27.88
Home Health	3,450	4.51	366	7.70
Public Health	2,750	3.59	227	4.77
Educational Institutions	1,834	2.40	112	2.35
Other (Insurance, call center, etc.)	5,855	7.65	503	10.58
Primary Job Position or Function	**76,539**			
Staff Nurse	48,126	62.88		
Advanced Practice Nurse	6,743	8.81		
Nurse Manager	5,535	7.23		
Case Manger	5,050	6.60		
Other Health Care Related	4,735	6.19		
Nurse Educator	1,557	2.03		
Other Not Health Care Related	1,241	1.62		
Nurse Faculty	1,201	1.57		
Nurse Executive	1,068	1.40		
Consultant	982	1.28		
Nurse Researcher	301	0.39		

*Missing *observations* due to a technical problem.

Table 11. *Telehealth and Remote Work-Primary Work*

	RN		LPN*	
	n	**%**	**n**	**%**
Time Spent Providing Services via Phone	**76,566**		**4,756**	
Never	27,058	35.34	1,675	35.22
1% - 25%	24,445	31.93	1,011	21.26
26% - 50%	6,853	8.95	472	9.92
51% - 75%	5,778	7.55	451	9.48
76% - 100%	12,432	16.24	1,147	24.12
Remote communication	**87,100**		**7,845**	
Electronic messaging	11,810	13.56	1,029	13.12
VoIP	4,441	5.10	88	1.12
Virtual ICU	892	1.02	114	1.45
Telephone	37,133	42.63	2,151	27.42
Email	10,537	12.10	808	10.30
Video call	8,281	9.51	690	8.80
Other	2,578	2.96	320	4.08
Do not provide remote communication	9,566	10.98	2,321	29.59

*Missing *observations* due to a technical problem.

Table 12. *Income Primary Work*

	RN		LPN**	
	n	%	n	%
*Annual Pre-tax Earnings**	*76,566*		*4,756*	
< $25,000	4,191	5.47	668	14.05
$25,001 - $35,000	2,760	3.60	559	11.75
$35,001 - $45,000	4,314	5.63	930	19.55
$45,001 - $55,000	7,820	10.21	936	19.68
$55,001 - $65,000	12,388	16.18	755	15.87
$65,001 - $75,000	12,536	16.37	409	8.60
$75,001 - $85,000	10,405	13.59	226	4.75
$85,001 - $95,000	6,828	8.92	123	2.59
$95,001 - $105,000	5,519	7.21	70	1.47
$105,001 - $115,000	3,344	4.37	34	0.71
$115,001 - $125,000	2,084	2.72	18	0.38
$125,001 - $135,000	1,253	1.64	9	0.19
$135,001 - $145,000	682	0.89	6	0.13
$145,001 - $155,000	437	0.57	3	0.06
> $155,000	2,005	2.62	10	0.21
Compensation in Primary position	*76,566*		*4,756*	
Full time, salaried	19,611	25.61	418	8.79
Full time, hourly wage	37,893	49.49	2,918	61.35
Part time, salaried	1,691	2.21	38	0.80
Part time, hourly wage	14,135	18.46	996	20.94
Per diem	3,031	3.96	326	6.85
Volunteer	205	0.27	60	1.26

Includes overtime and bonuses but excludes sign-on bonuses.

***Missing observations due to a technical problem.*

Table 13. *Covid-19 pandemic and Nurses' response*

	RN		LPN	
	n	**%**	**n**	**%**
Training on COVID-19*	*87,100*	*100*	*7,845*	*100*
Received training from Employer	72,211	82.91	6,676	85.10
Received training from other entity	4,722	5.42	354	4.51
Received training from governmental entity	2,980	3.42	138	1.76
Received no training	10,319	11.85	677	8.63
Sources of information about COVID-19*	*87,100*	*100*	*7,845*	*100*
Employer	60,941	69.97	5,137	65.48
CDC website	59,781	68.63	4,297	54.77
Government Agency websites	30,293	34.78	2,077	26.48
TV	23,768	27.29	2,111	26.91
Professional Associations	22,108	25.38	1,013	12.91
Social Media (Facebook,	12,464	14.31	1,178	15.02
Newspaper	11,147	12.80	849	10.82
Radio	9,238	10.61	852	10.86
Other	8,100	9.30	708	9.02
Provided direct patient care (DPC) to people with COVID-19	*87,100*	*100*	*7,845*	*100*
Yes	58,535	67.20	5,798	73.91
No	28,565	32.80	2,047	26.09
Primary setting for DPC for COVID-19	*58,535*	*100*	*5,798*	*100*
Academic Educational Institution (college or university)	142	0.24	6	0.10
Adult Family Home	284	0.49	49	0.85
Assisted Living Facility (CBRF)	803	1.37	388	6.69
Assisted Living Facility (RCAC)	273	0.47	100	1.72
Correctional Facility	638	1.09	165	2.85
Home Health Agency	2,222	3.80	170	2.93
Hospice facility	689	1.18	65	1.12
Hospital, 24-hour Inpatient Unit	14,180	24.22	242	4.17
Hospital, Emergency/Urgent Care	8,294	14.17	218	3.76
Hospital, in several hospital units	7,111	12.15	173	2.98
Hospital, Intensive Care	6,460	11.04	38	0.66
Hospital, Obstetrics	2,980	5.09	21	0.36
Intermediate Care Facility of the Intellectually Disabled (ICF	110	0.19	18	0.31
Medical Practice clinic, Physician Office	5,848	9.99	1,211	20.89
Outpatient Mental Health	397	0.68	27	0.47
Parish Nurse Services	36	0.06	2	0.03
School Health Services (K12, college, and university)	624	1.07	77	1.33
Skilled Nursing facility	4,676	7.99	2,655	45.79
Surgery Center, Dialysis Center	1,777	3.04	30	0.52
Technical or Community College	70	0.12	12	0.21
Urgent Care, not Hospital based	921	1.57	131	2.26
Overall personal (physical or mental) health	*87,100*	*100*	*7,845*	*100*
About the same as before the pandemic	6,962	7.99	840	10.71
Better than before the pandemic	38,541	44.25	4,898	62.43
Worse than before the pandemic	33,527	38.49	1,812	23.10
Much worse than before the pandemic	8,070	9.27	295	3.76

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

Table 14. *Certification and Specialization of Advanced Practice Nurses*

	n	%
National Board Certification (Check all that apply)*	**7996**	**100**
Nurse Practitioner (NP)	6,506	81.37
Certified Nurse Midwife (CNM)	247	3.09
Certified Registered Nurse Anesthetist (CRNA)	949	11.87
Clinical Nurse Specialist (CNS)	397	4.96
Advanced Practice Nurse Prescriber (APNP)	7,298	91.27
Works in Wisconsin as APNP	6,884	94.33
Works outside of Wisconsin as APNP	414	5.67
Working and Provides Direct Patient Care in WI	**6597**	**100**
Yes	6,234	94.50
No	363	5.50

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

Table 14. *Certification and Specialization of Advanced Practice Nurses (continued)*

|	n	%
Nurse Practitioner Specialty (Check all that apply)*	**6506**	**100**
Family Health	3,602	55.36
Adult Health	1,205	18.52
Gerontological	573	8.81
Acute Care	529	8.13
Pediatric	411	6.32
Family Psychiatric and Mental Health	242	3.72
OB-Gyn / Women's Health Care	190	2.92
Adult Psychiatric & Mental Health	174	2.67
Neonatal	141	2.17
No specialty designation	104	1.60
Emergency Nursing	40	0.61
Diabetes Management	31	0.48
Family Planning	14	0.22
College Health	7	0.11
Clinical Nurse Leader	7	0.11
School	3	0.05
Other Specialty	304	4.67
Clinical Nurse Specialty (Check all that apply)*	**397**	**100**
Adult Health	160	40.30
Gerontological	66	16.62
Acute and Critical Care-Adult	40	10.08
Adult Psychiatric & Mental Health	33	8.31
Pediatric	20	5.04
Child & Adolescent Psych & Mental Health	10	2.52
OB-Gyn / Women's Health Care	10	2.52
Medical-Surgical	9	2.27
Diabetes Management	8	2.02
Community/Public	7	1.76
Acute and Critical Care-Pediatric	2	0.50
Acute and Critical Care-Neonatal	2	0.50
Palliative Care - Advanced	2	0.50
Home Health	1	0.25
Other Specialty	40	10.08
No specialty designation	38	9.57

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

Table 15. *APRN Certification by Principal Place of Employment*

	NP		CNM		CRNA		CNS		APNP	
	n	%	n	%	n	%	n	%	n	%
Hospital	1,851	29.95	84	36.84	824	88.79	182	52.91	2,572	36.67
Extended Care	305	4.93	-	0.00	1	0.11	6	1.74	299	4.26
Ambulatory Care	3,224	52.16	105	46.05	86	9.27	87	25.29	3,368	48.03
Home Health	170	2.75	4	1.75	3	0.32	5	1.45	166	2.37
Public Health	190	3.07	14	6.14	1	0.11	9	2.62	193	2.75
Educational Institutions	195	3.15	13	5.70	9	0.97	32	9.30	177	2.52
Other	246	3.98	8	3.51	4	0.43	23	6.69	238	3.39
Total	6,181	100	228	100	928	100	344	100	7,013	100

Figure 1: *Education and Age Distribution RN 2022*
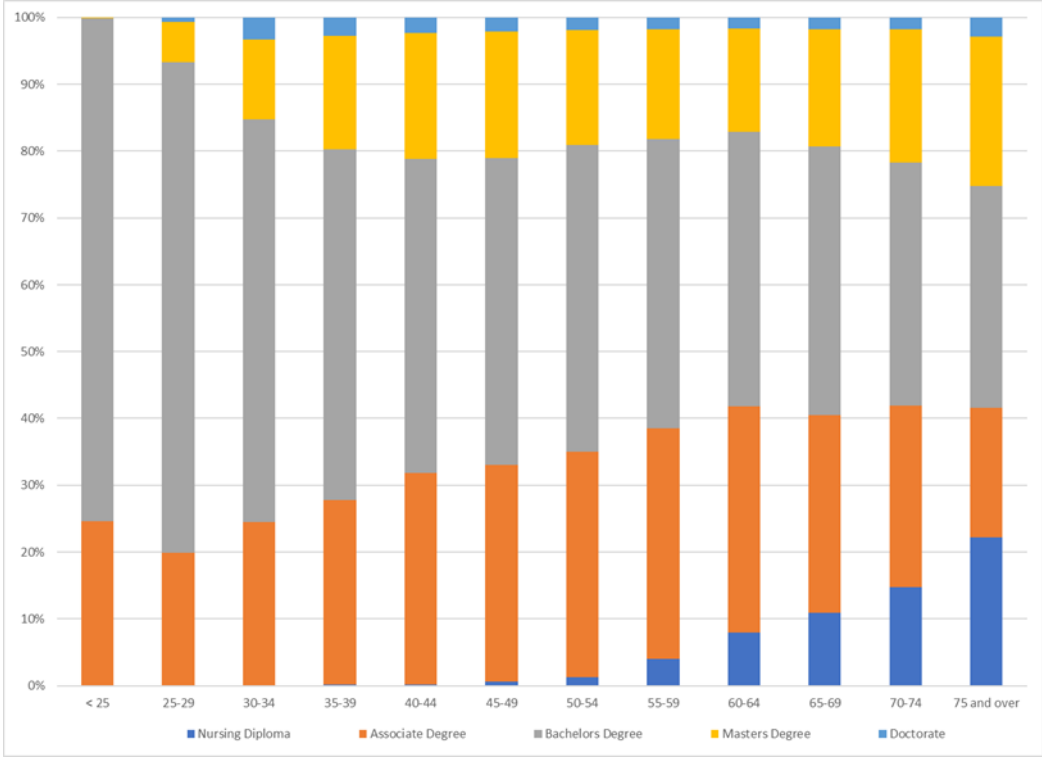
Figure 2: *Education and Age Distribution LPN 2023*
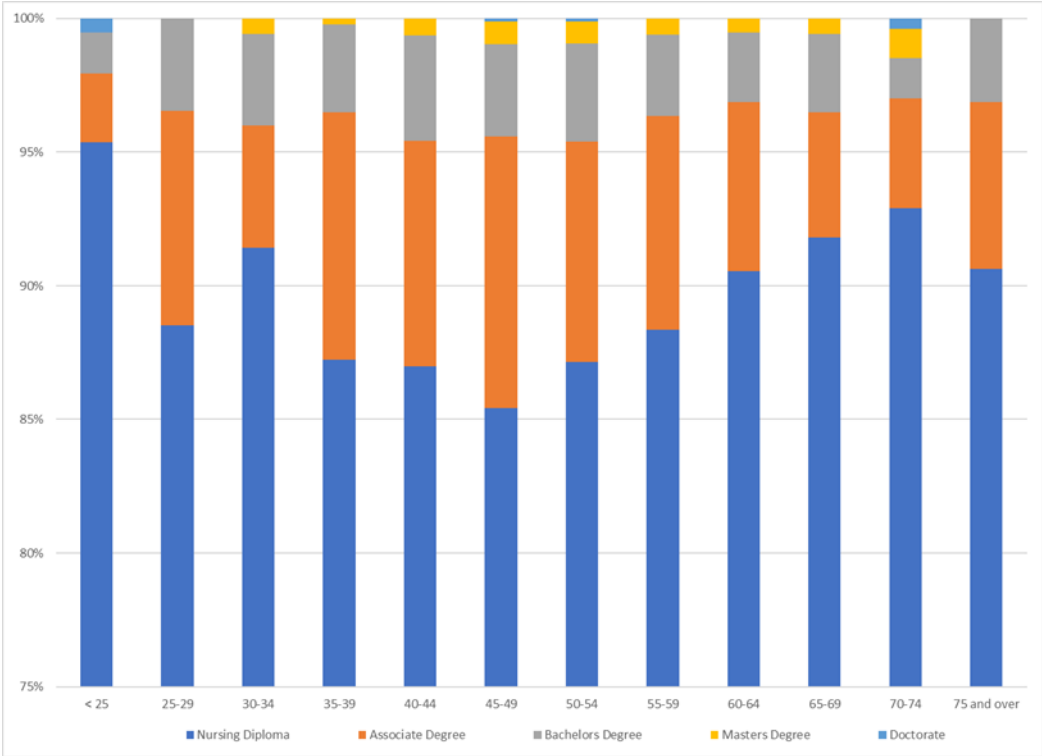
Figure 3: *Annual Pre-Tax Earnings by Gender Identity, Percent Distribution of RN 2022*
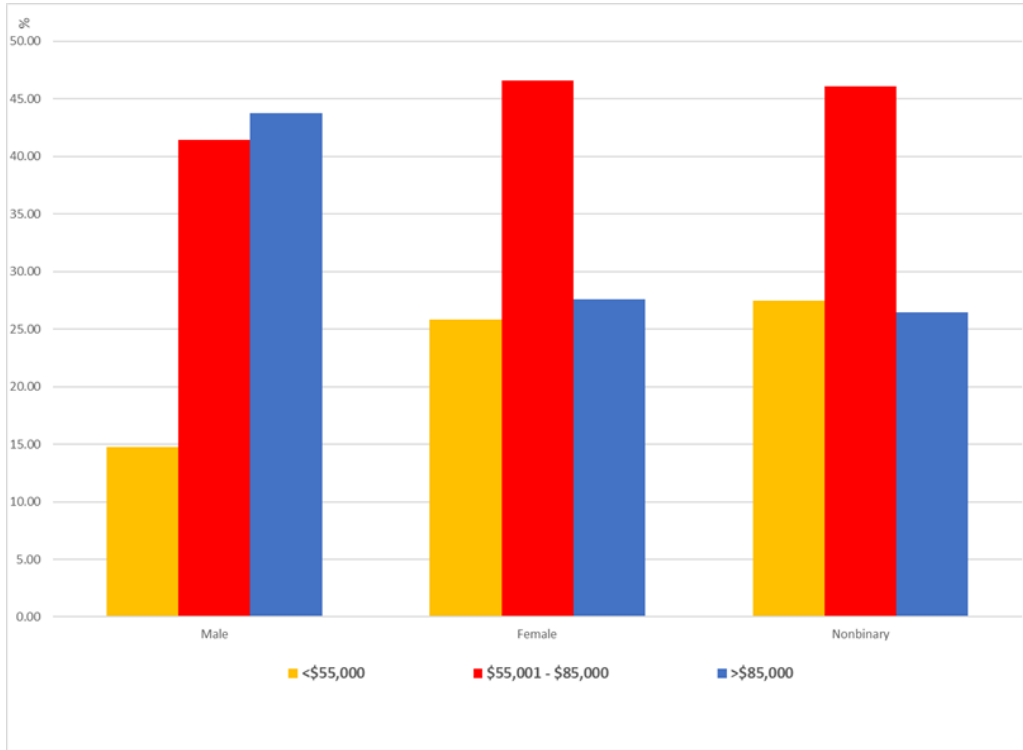
***Figure 4:*** *Annual Pre-Tax Earnings by Gender Identity, Percent Distribution of LPN 2023*
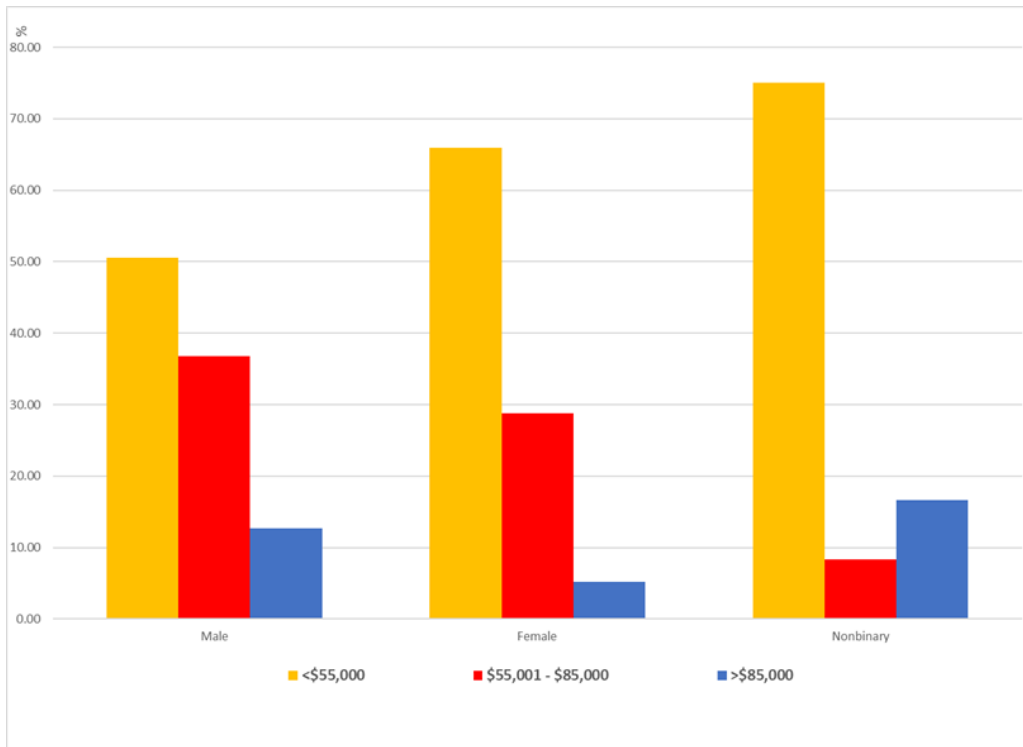
Figure 5: Education and Annual Pre-Tax Earnings, Percent Distribution of RN 2022
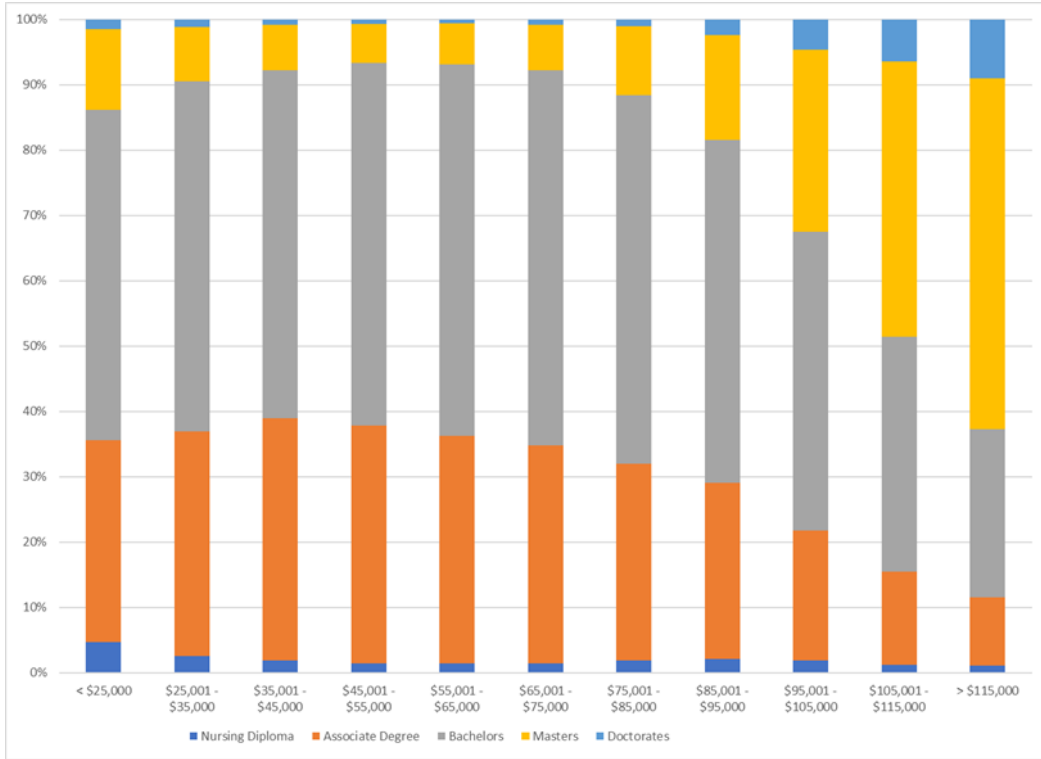
Figure 6: Education and Annual Pre-Tax Earnings, Percent Distribution of LPN 2023
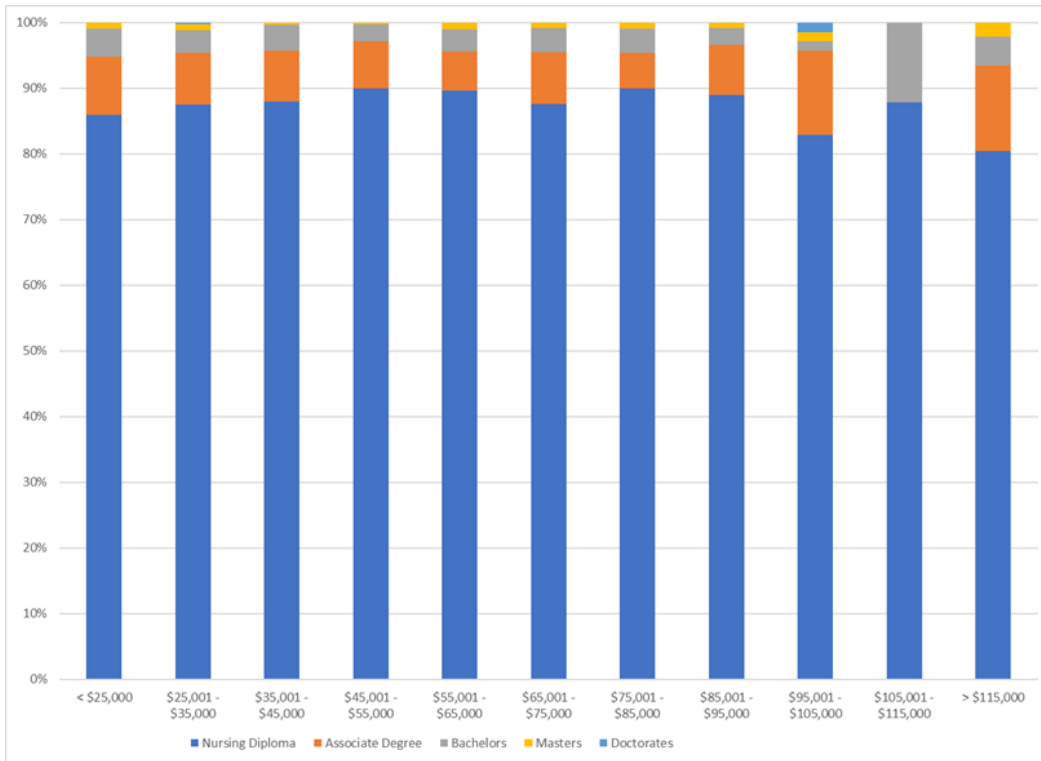
Figure 7: *Personal Health compared to before the Pandemic and Age Distribution: RN 2022*
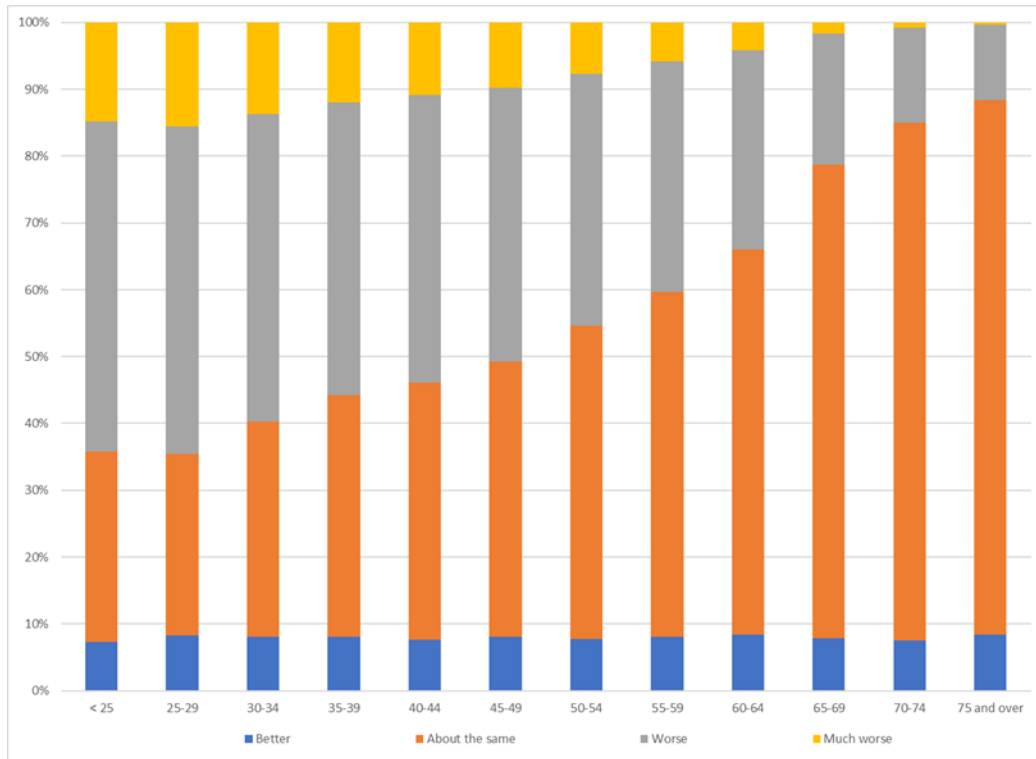
Figure 8: *Personal Health compared to before the Pandemic and Age Distribution: LPN 2023*
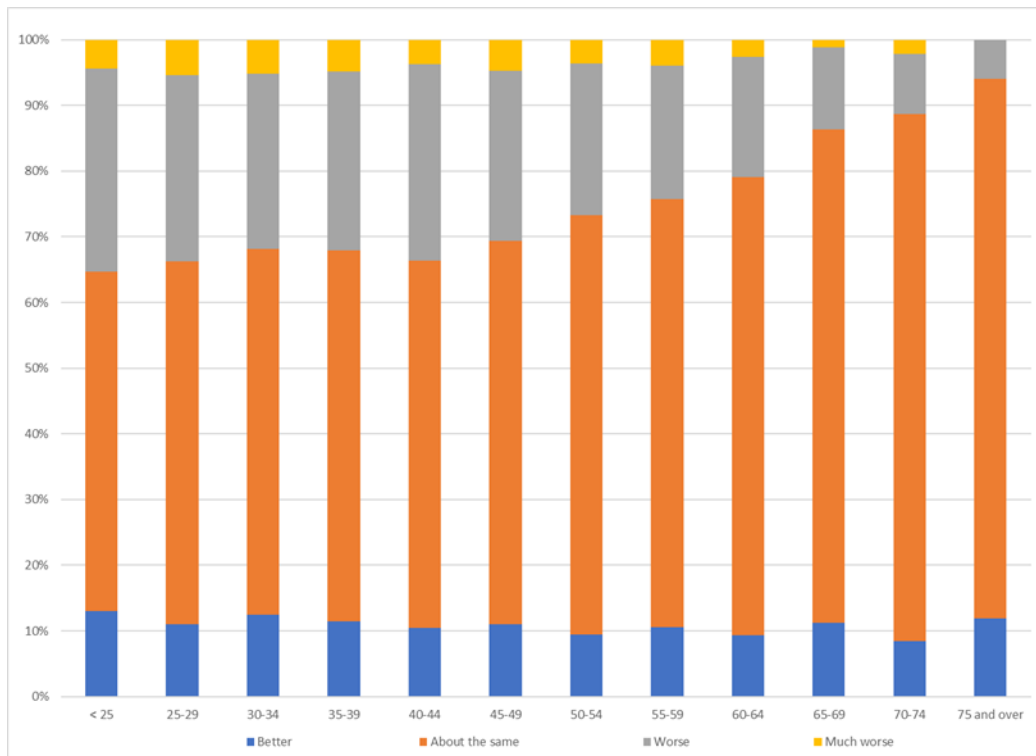
Figure 9: APRN Certification by Principal Place of Employment
Percent Distribution of RN 2022