



The Registered Nurse Population

Initial Findings from the 2008
National Sample Survey of
Registered Nurses

March 2010

U.S. Department of Health and Human Services
Health Resources and Services Administration



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Initial Findings 2008 National Sample Survey of Registered Nurses

Introduction

The National Sample Survey of Registered Nurses (NSSRN), which has been conducted since 1977, is the largest survey of registered nurses (RNs) in the United States. The survey is sent to a small percent of the actively-licensed registered nurses in each State. Nurses are asked to report on their education, employment, intentions regarding nursing work, and demographics. These data are used by policymakers and numerous stakeholders, both domestic and international, to assess the status of and trends in the U.S. nursing workforce. The data are also used to evaluate the responsiveness of the RN workforce to Federal and State programs that seek to ensure there is sufficient nursing capacity to provide essential health care services. These data illustrate the education and skills of the nursing workforce, portray the diversity of RNs and impact of internationally-educated nurses, depict the factors that affect RNs' decisions to work in the nursing profession, and support forecasting the future supply of RNs. After the first survey in 1977, the NSSRN has been conducted every 4 years since 1980. This report provides initial findings from the survey conducted in 2008. A final report on survey findings will be published in 2010.

Summary of Survey Methods

The 2008 NSSRN sample was determined by randomly selecting individual RNs from each State's listing of licensed RNs, with the sampling rate differing across States. Sampling for all previous surveys was based on a random sample of alphabetic clusters of names in each State using a "nested alpha segment design." This approach was an innovative design developed for the first NSSRN in 1977 to deal with the problem that RNs could appear in the listings of multiple States but where direct determination of multiple licensures was virtually impossible. When this design was developed, RN listings could be on electronic files, paper listings, index cards, or other media. Since 1977, technological advances in computer hardware and software have made direct determination feasible. Thus, for the 2008 survey a new sample design was developed, taking advantage of these advances. In so doing, the precision of national estimates has generally increased and, in some cases, has improved substantially (for example, estimates of race/ethnicity, since people of the same racial/ethnic background tended to be clustered within the same alphabetic clusters, with substantial reductions in the precision of corresponding estimates).

The survey questionnaire for 2008 was based on the 2004 questionnaire with revisions to address current issues and improve data quality. The multimode data collection included Web, paper, and nonresponse followup by telephone. A total of 55,171 RN records were sampled for the 2008 NSSRN, of whom 870 were determined to be ineligible because they no longer had an active RN license since the time when the State last updated its licensure files. Survey completes totaled 33,549, yielding a response rate¹ of 62.4 percent.

The Registered Nurse Workforce in the United States

There were an estimated 3,063,163 licensed registered nurses living in the United States, as of March 2008 (chart 1).² This is an increase in the RN population of 5.3 percent from March 2004, representing a net growth of 153,806 RNs.³ An estimated 444,668 RNs, or 14.5 percent of the RN population, received their first U.S. license from 2004 through 2008.

Not all individuals holding an active RN license are employed in nursing. In 2008, 2,596,599, or 84.8 percent of all RNs, were employed in nursing positions (charts 1 and 2). This is the highest rate of employment in nursing since the NSSRN commenced in 1977. There also has been an increase in full-time employment, rising from 58.4 percent of RNs in 2004 to 63.2 percent in 2008. This is the first increase in the percent of RNs working full-time since 1996.

The number of employed RNs per 100,000 population is used to measure the rate of growth of the RN workforce relative to the growth of the U.S. population as a whole (appendix A). In 2008, there were an estimated 854 employed RNs per 100,000 population in the U.S., an increase from 825 per 100,000 population in 2004. There is wide variation across States in the number of employed nurses per 100,000 population. The lowest numbers of employed RNs per 100,000 population were in Utah (598), Nevada (618), and California (638); while the largest numbers were in the District of Columbia (1,868), South Dakota (1,333), and North Dakota (1,273).

¹ The American Association for Public Opinion Research Response Rate #3 calculation was used; it is defined as the number of completed surveys divided by the number of returned surveys (complete plus partial), plus an estimated proportion of cases that did not respond, and thus are of unknown eligibility, that would actually be eligible if contacted.

² The standard error for the estimate of the total number of RNs licensed and living in the United States is 4,045.8. The 95 percent confidence interval has a lower limit of 3,055,232 and an upper limit of 3,071,092.

³ There were an additional estimated 20,373 RNs holding active U.S. licenses who were not living in the United States as of March 2008. Registered nurses living outside of the United States are not included in the analyses of the U.S. nursing population for the purposes of this report.

Chart 1. U.S. nursing workforce, 1980-2008

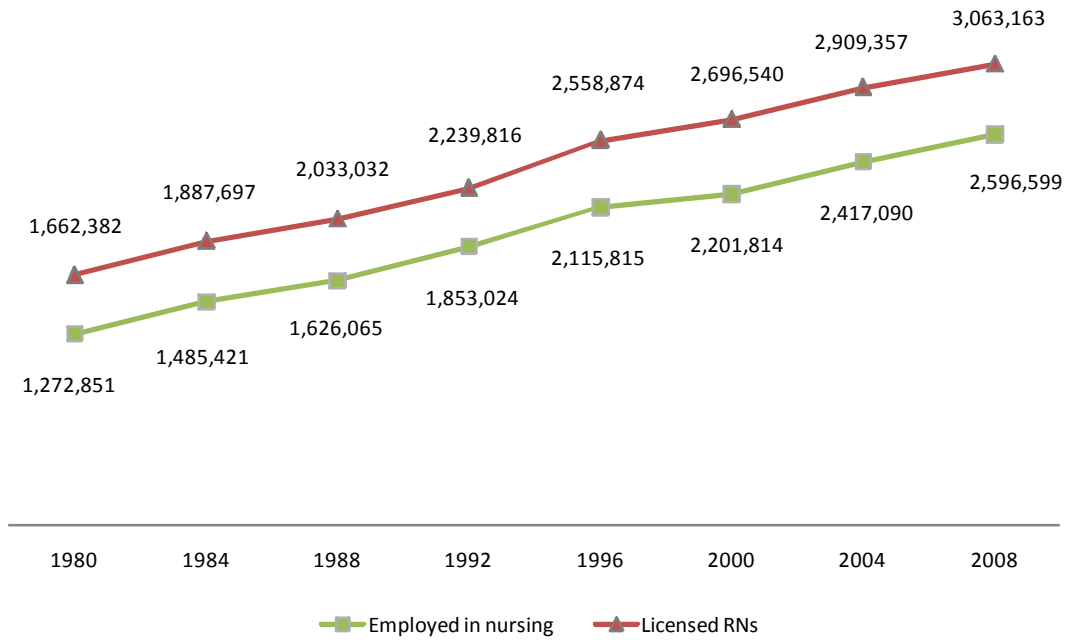
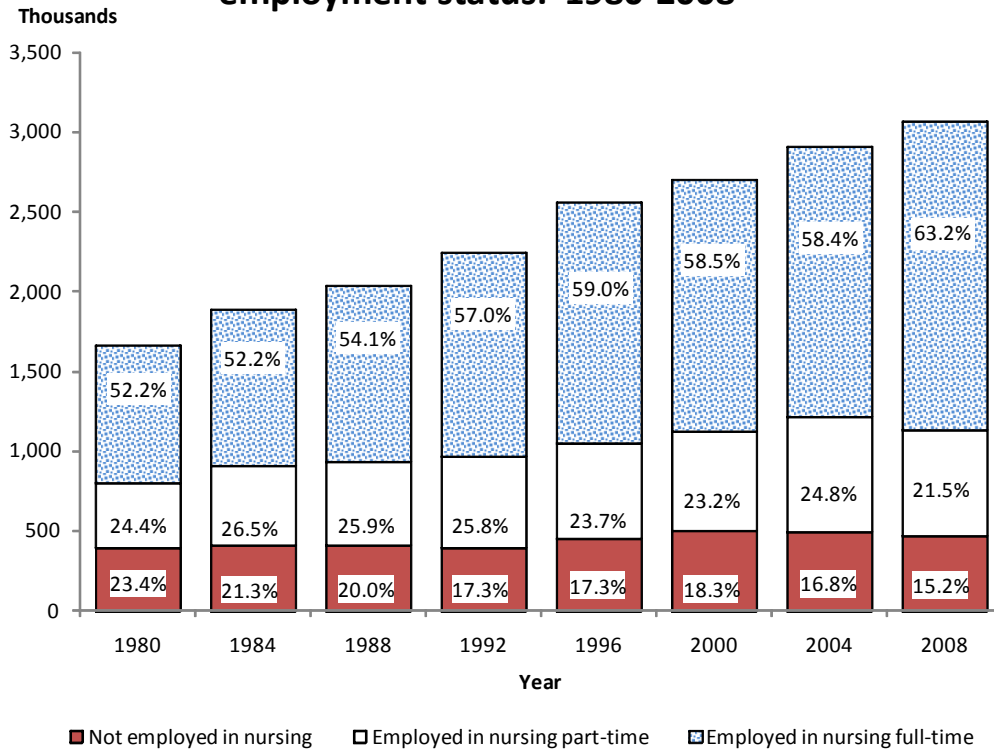


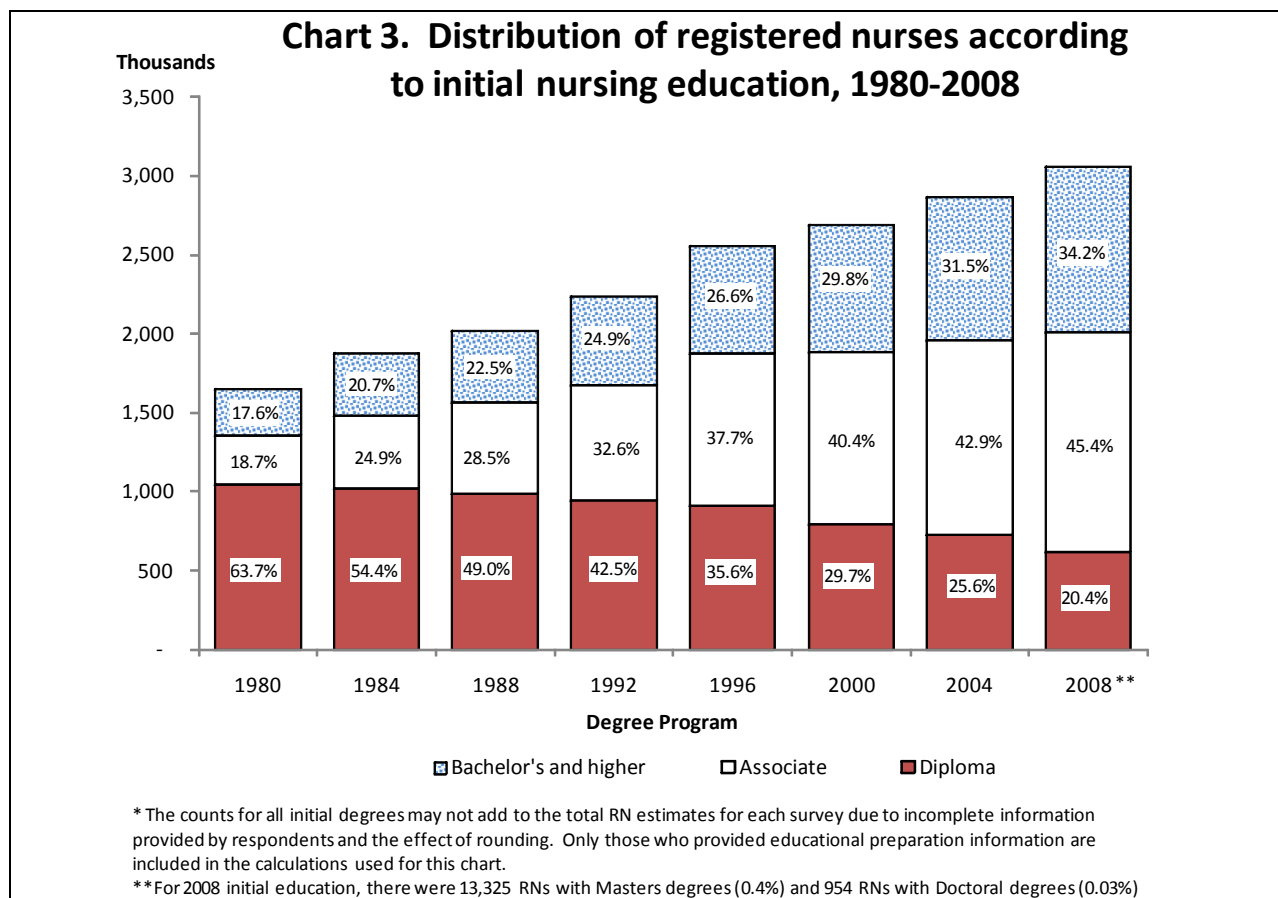
Chart 2. Registered nurse population by nurse employment status: 1980-2008*



*The totals of full-time and part-time employment may not add to the estimate of all RNs employed in nursing due to incomplete information provided by respondents on employment status and the effect of rounding.

Educational Preparation of RNs

The most commonly reported initial nursing education of RNs in the United States is the Associate Degree in Nursing (ADN) (chart 3).



Between 2004 and 2008:

- The share of RNs whose initial nursing education was an ADN increased from 42.9 percent to 45.4 percent.
- The share of RNs whose initial nursing education was a diploma in nursing dropped from 25.6 percent to 20.4 percent. This decline continues a trend since 1980.
- The share of RNs whose initial nursing education was a bachelor's degree in nursing (BSN) rose from 31.0 percent to 33.7 percent.
- The percentage of RNs whose initial nursing education was at the graduate level was 0.5 percent in both 2004 and 2008. In 2008, 0.4 percent of RNs had entered the profession with a master's degree in nursing and 0.03 percent had entered with a doctoral degree.

The highest educational attainment of the nursing workforce is the key indicator of the full skill capacity of the RN workforce. The NSSRN collects data on all academic degrees received after initial RN education; this includes both nursing degrees and non-nursing degrees. For the purposes of this report, if an RN respondent indicates that a non-nursing degree has been related to his or her career in nursing, the degree is described as a “nursing-related” degree. Nursing-related degrees may include public health, health administration, social work, education, and other fields. In 2008, half of the RN population had a baccalaureate or higher degree in nursing or a nursing-related field while the other half’s highest education level was a diploma or associate degree (chart 4). In 2008, 32 percent of RNs with a baccalaureate or higher degree reported that their initial RN education was a diploma or associate degree, demonstrating that many nurses pursue additional degrees after completion of their initial RN education.

- Nurses with advanced degrees comprised 13.2 percent of all licensed RNs in 2008.
- There has been marked growth in the numbers of RNs with a master’s or doctoral degree in nursing or a related field – rising from 275,068 in 2000 to 404,163 in 2008 (46.9 percent increase) (table 1).
- There were an estimated 28,369 RNs with a doctoral degree in nursing or a nursing-related field in 2008, which is an increase of 64.4 percent since 2000.

In March 2008, an estimated 170,235 RNs living in the United States received their initial nursing education in another country or a U.S. territory, comprising 5.6 percent of the U.S. nursing population compared with 3.7 percent in 2004 (chart 5). About half of internationally-educated RNs living in the United States in 2008 were from the Philippines (48.7 percent), 11.5 percent were from Canada, and 9.3 percent were from India (chart 6).

The National Council of State Boards of Nursing reported that there was a large increase in the number of internationally-educated nursing graduates who passed the National Council Licensure Examination (NCLEX) examination after 2000, rising from fewer than 5,000 nurses in 1998 to more than 22,000 nurses in 2007.⁴ Over half of these nurses were from the Philippines in 2007 (13,342), and 4,053 were from India. The growth in the number of internationally-educated nurses passing the NCLEX is consistent with the substantial growth in the number of internationally-educated RNs living in the United States.

⁴ The NCLEX-RN is a licensing examination developed by the National Council of State Boards of Nursing. A passing score on this exam is required for issuance of a new RN license in every U.S. State.

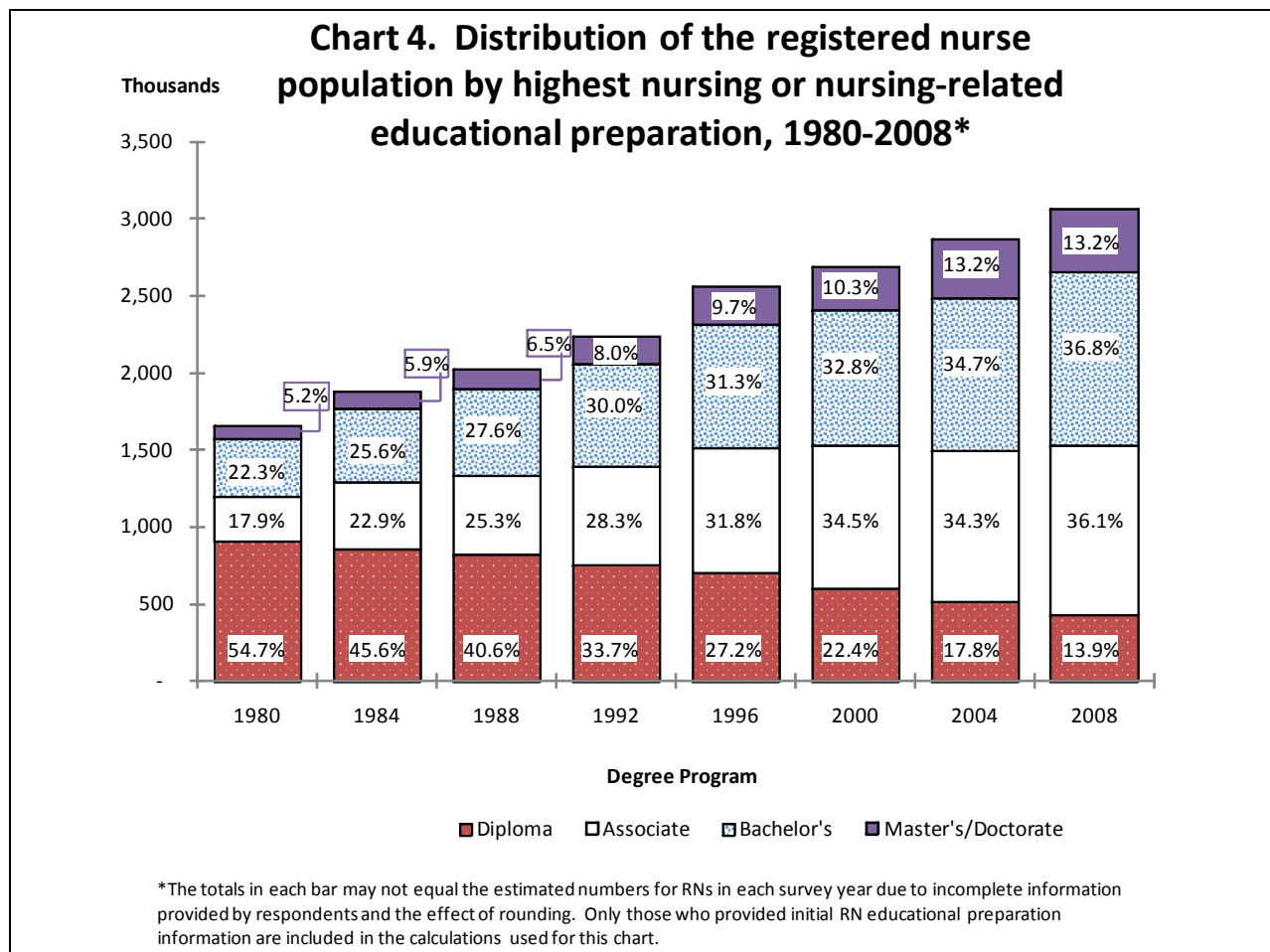
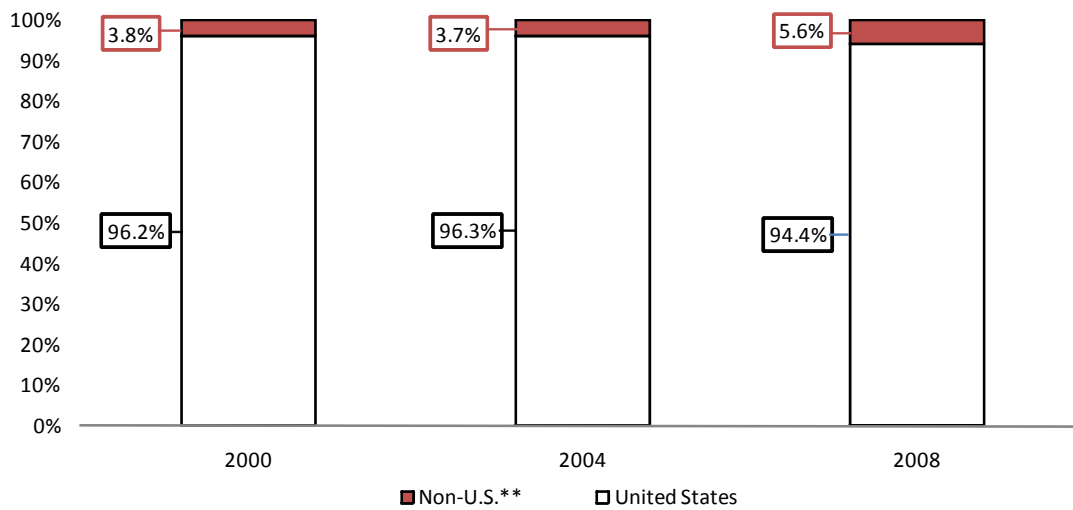


Table 1. Distribution of master's and doctoral degrees as highest nursing or nursing-related educational preparation, 2000-2008

| Degree | Estimate 2000 | Estimate 2004 | Estimate 2008 |
|--|---------------|---------------|---------------|
| Master's | 257,812 | 350,801 | 375,794 |
| MSN nursing degree | 202,639 | 256,415 | 290,085 |
| Nursing-related master's degree | 55,173 | 94,386 | 85,709 |
| Percent of master's that are nursing | 78.6% | 73.1% | 77.2% |
| Doctoral | 17,256 | 26,100 | 28,369 |
| Doctorate in nursing | 8,435 | 11,548 | 13,140 |
| Nursing-related doctoral degree | 8,821 | 14,552 | 15,229 |
| Percent of doctorates that are nursing | 48.9% | 44.2% | 46.3% |

Chart 5. Country of initial education of the registered nurse population, 2000-2008*

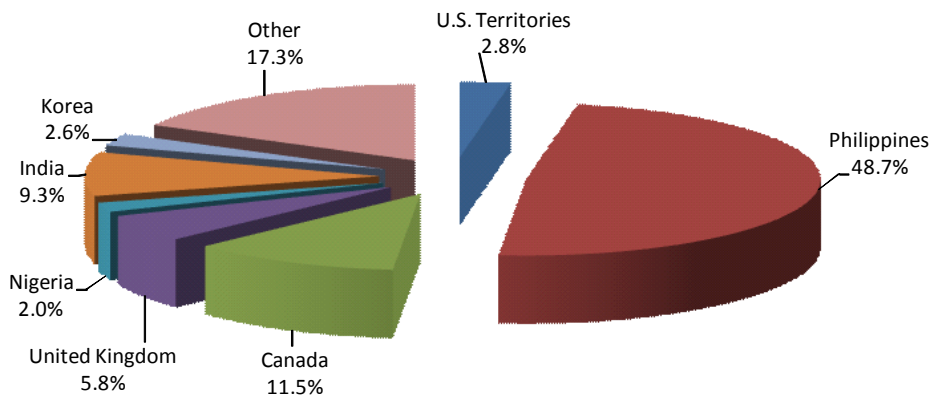


*The totals may not add to 100 percent due to incomplete information provided by respondents and the effect of rounding. Only RNs with U.S. licenses who are living or working in the U.S. and who provided location of initial education are included in the calculations used for this chart.

**Non-U.S. includes U.S. territories and possessions as well as foreign countries.

Chart 6. Country of non-U.S. initial nursing education for the U.S. registered nurse population, 2008*

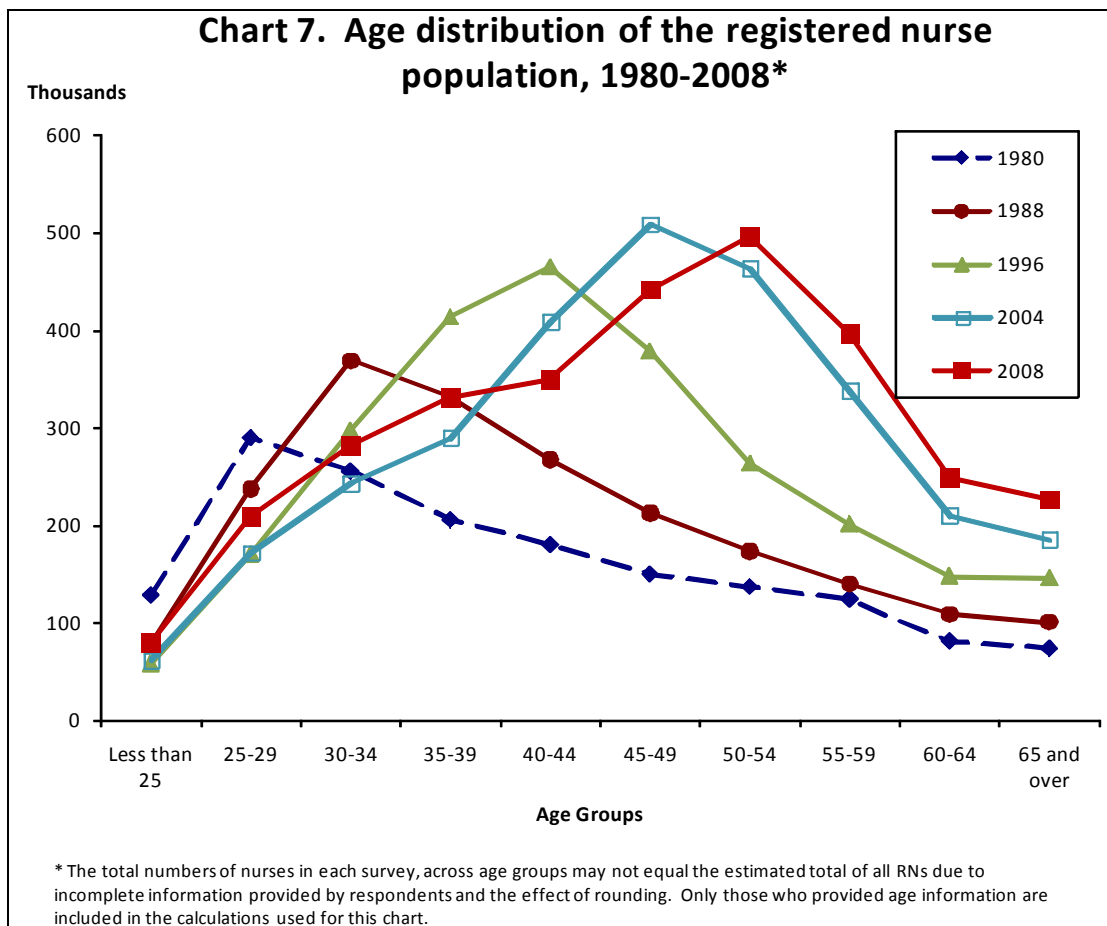
Total: 170,235 RNs (5.6 percent of registered nurses)



*The totals of all countries may not equal 100 percent due to the effect of rounding.

Age and the RN Workforce

The age of the RN population has been rising over the past two decades. Between 2004 and 2008, the average age of all licensed nurses rose from 46.8 to 47.0 years and that of employed nurses rose from 45.4 to 45.5 years. In 1988, the age group with the largest number of nurses was 30 to 34 years, representing 18.3 percent of RNs. In subsequent surveys, the older age groups have represented an increasing share of the RN population, as seen in chart 7. By 2008, 16.2 percent of RNs were 50 to 54 years old. This aging trend in the RN population has raised concerns that future retirements could substantially reduce the size of the U.S. nursing workforce at the same time the general population is growing and the proportion who are elderly is increasing, raising demand for health care and nursing services across the nation.



Between 2004 and 2008, the share of RNs under the age of 40 grew for the first time since 1980.

- In 1980, 54 percent of RNs were under 40 years old; by 1992 this share had dropped to 44.8 percent.
- The decline in the share of younger nurses continued through 2004, by which time only 26.6 percent of the RN population were under 40 years old.

- In 2008, the share of nurses under age 40 grew to 29.5 percent of all RNs, increasing their numbers by nearly 18 percent from the number in 2004 under age 40.

Registered nurses are less likely to work in nursing positions as they age, as seen in chart 8.

- Among nurses under 50 years old, 90 percent or more are employed in nursing positions.
- The shares of RNs working in nursing drop for each age group after age 50, from 87.5 percent of RNs aged 50 to 54 to 85.1 percent of RNs aged 55 to 59 years, and to less than half of RNs over age 65.
- The percentage of RNs working full-time is over 75 percent among nurses under 30 years old and ranges between 65 percent and 70 percent among RNs 30 to 59 years old. The share working full-time drops rapidly after age 60.

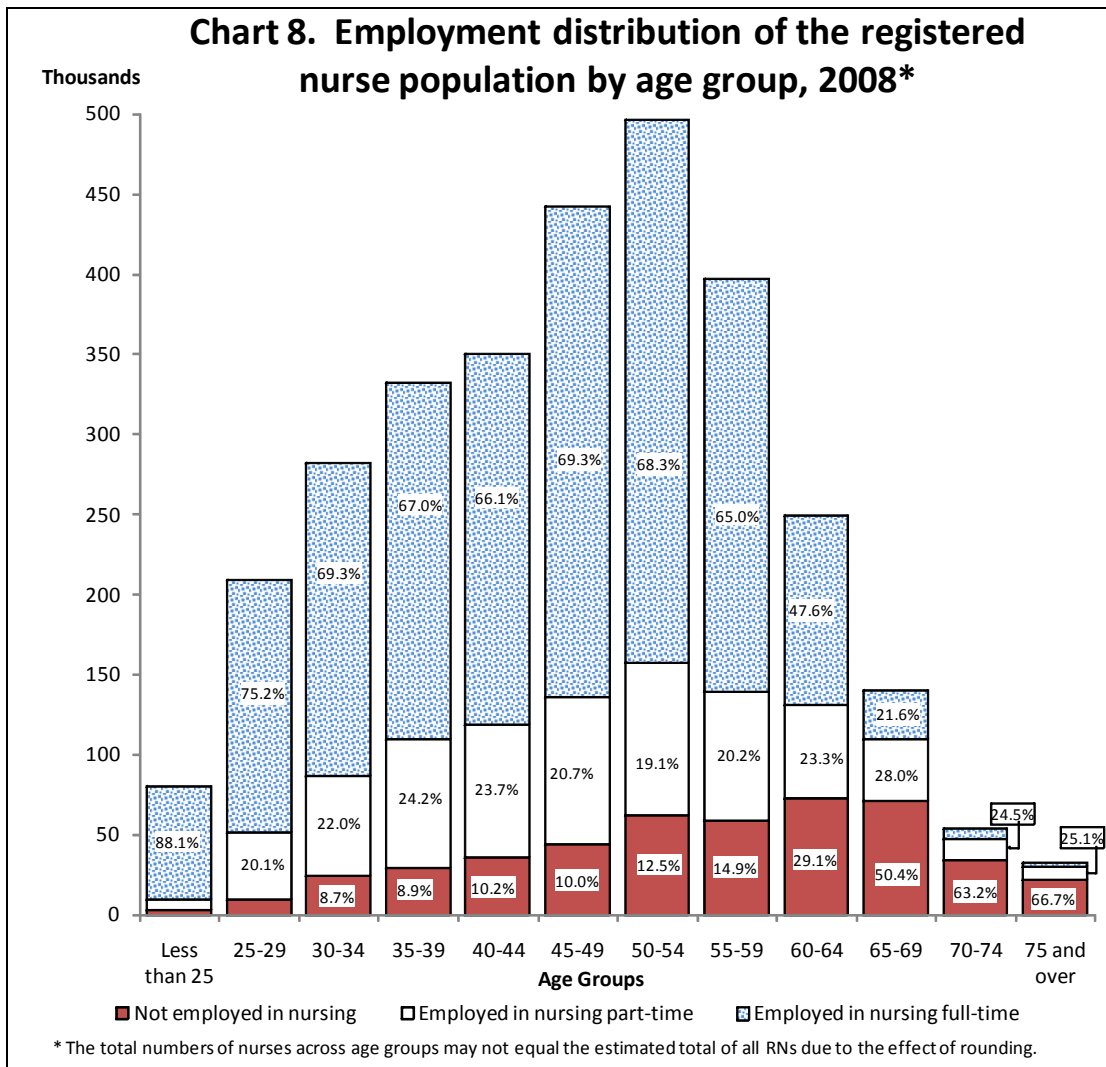
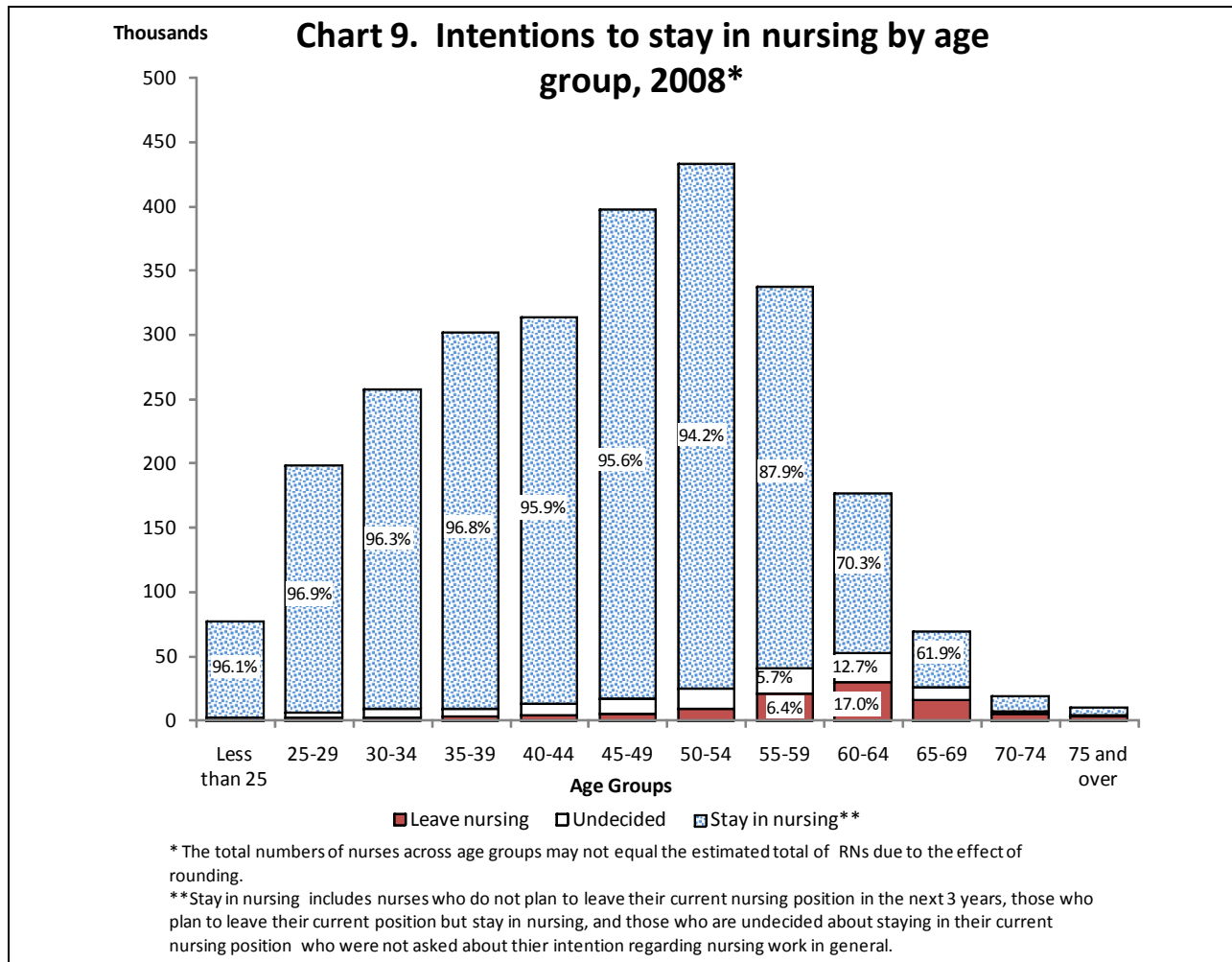


Chart 9 examines nurses' intentions to work in the nursing profession by age group. Employed nurses were asked if they planned to leave their primary nursing position within 3 years and if so, whether they intended to continue to work in nursing.⁵ The share of RNs that intends to leave nursing within 3 years is quite small, at 3 percent or less, among nurses under 55 years old. Among nurses 55 and older, 76,915 intend to leave the nursing profession within 3 years; another 54,539 intend to leave their current nursing jobs and are unsure if they will remain in nursing afterward.

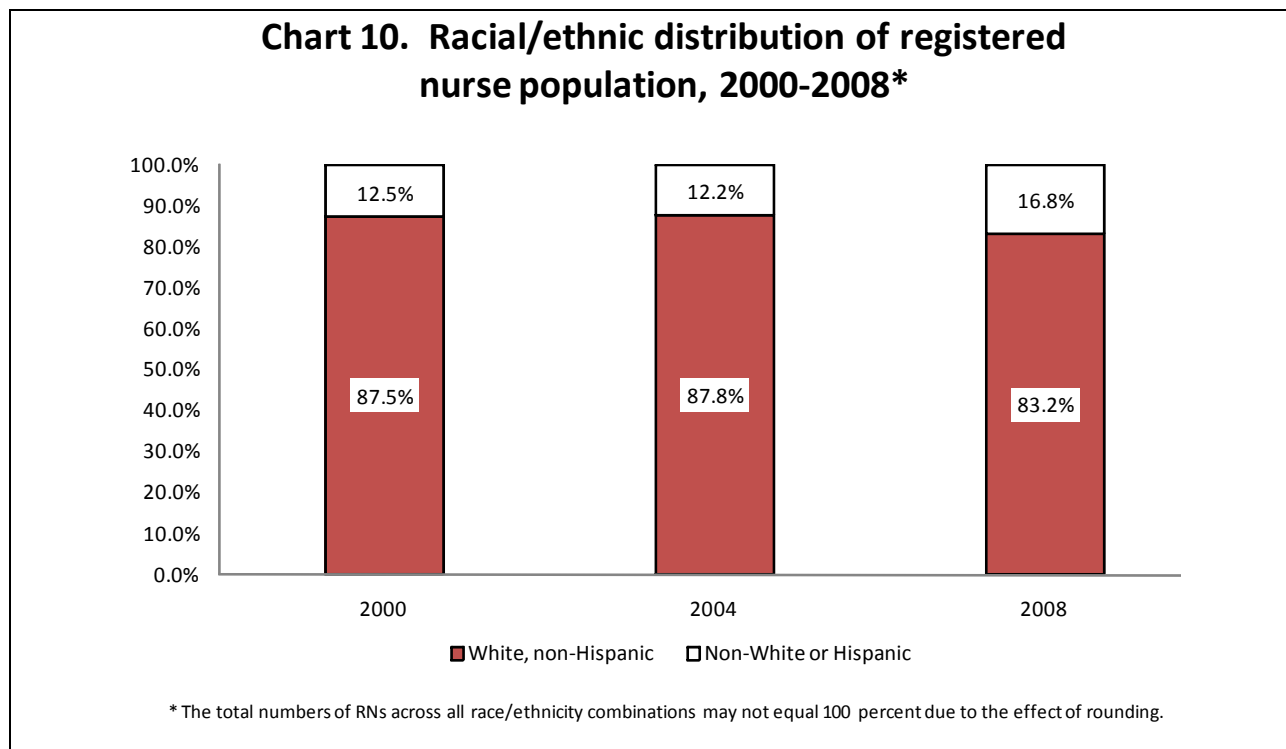


⁵ Nurses who were not sure if they intended to leave their principal nursing position within 3 years were not asked if they intended to leave the nursing profession.

Diversity of RNs

While predominantly White and female, the RN population is gradually becoming more diverse. In 2000, 87.5 percent of RNs were non-Hispanic White; this share dropped to 83.2 percent by 2008 (chart 10).⁶

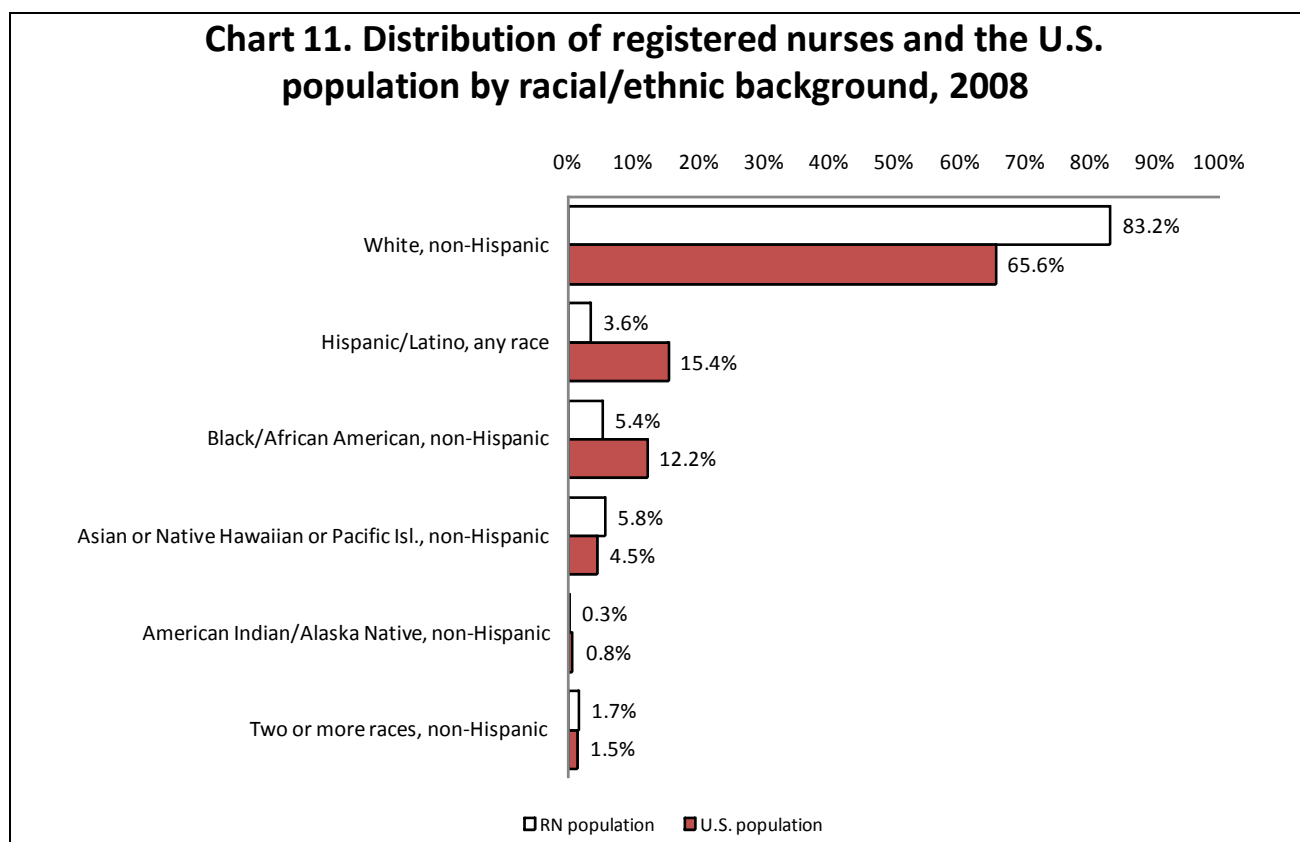
- In 2008, the largest non-White demographic groups were non-Hispanic Asian (5.5 percent) and non-Hispanic Black/African-American (5.4 percent).
- The share of nurses who reported they were Hispanic increased between 2004 and 2008, from 2.3 percent to 3.6 percent.



The racial and ethnic distribution of the RN population is substantially different from that of the U.S. population as a whole. As seen in chart 11, 65.6 percent of the U.S. population is non-Hispanic White, while 83.2 percent of RNs are non-Hispanic White. Hispanics, Blacks, and American Indians/Alaska Natives, are underrepresented in the RN population. Asians are slightly overrepresented among RNs, with 5.8 percent of RNs reporting a racial background of Asian, Native Hawaiian, or Pacific Islander, as compared with 4.5 percent of the U.S. population. As previously noted, there is a significant number of RNs who received their initial nursing education in

⁶ Changes in survey questions regarding race and ethnicity in 2000 make data prior to 2000 incomparable to those from 2000 onward.

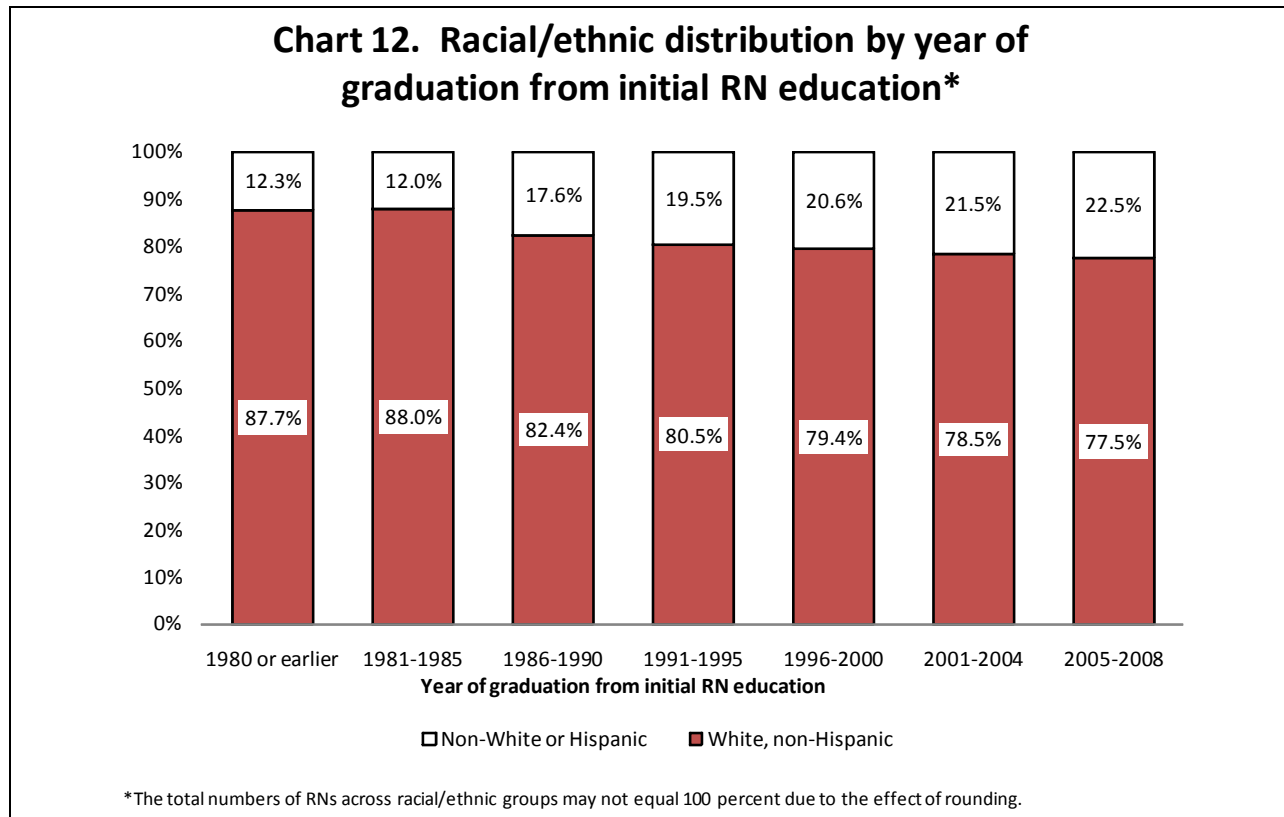
the Philippines or India, which may contribute to the comparatively high share of Asians among RNs.



The demographics of the nursing population have been changing as more-diverse RN graduates enter the profession. Chart 12 presents the racial and ethnic distribution of RNs by the year in which they graduated from their initial RN education program. In 2008, the share of non-White nurses was higher among more recent graduates as compared with graduates from earlier years.

- Hispanics are the most rapidly growing group, rising from 4.8 percent of RNs who graduated between 1996 and 2000, to 7.1 percent of RNs who have graduated since 2005. Among nurses who graduated in 1980 or earlier, only 1.4 percent are Hispanic.
- Among nurses who graduated in 1980 or earlier, 5.0 percent are Asian. Among RNs who graduated between 1996 and 2000, 6.4 percent are Asian, but this share dropped to 4.8 percent among nurses who have graduated since 2005.
- Among RNs who have graduated since 2005, Black/African-Americans comprise 7.4 percent, a small increase from the 6.8 percent of Black/African-Americans among RNs who graduated from 1996 to 2000. Among nurses who completed their education in 1980 or earlier, only 4.0 percent are Black/African-American.

- Only 0.4 percent or fewer RNs in any graduating cohort are American Indian, and fewer than 0.6 percent are Pacific Islander in any cohort.



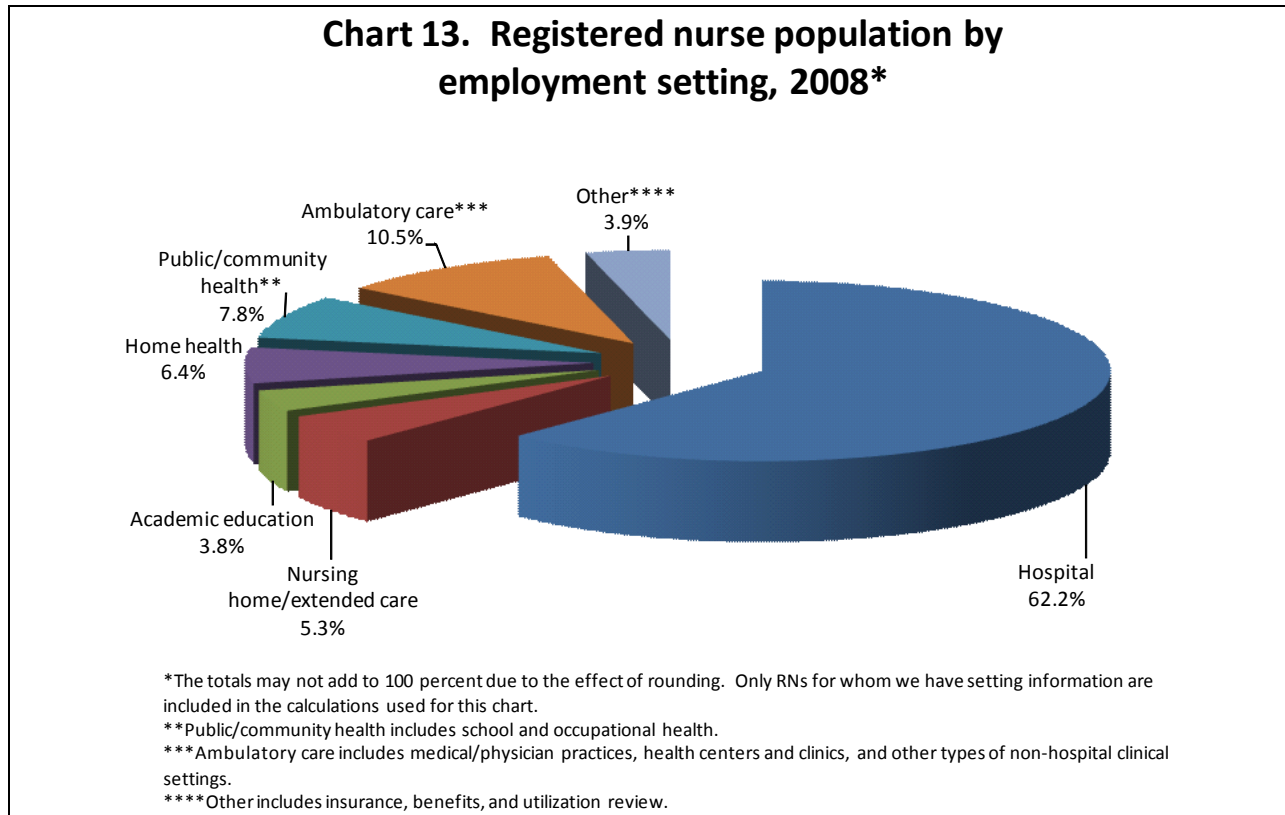
In 2008, 6.6 percent of all RNs were male, a small increase from 5.8 percent in 2004. However, the share of male nurses was much higher for the more recent nursing graduates. Only 4.1 percent of nurses who graduated in 1990 or earlier were male, while 9.6 percent of those who completed their initial RN education after 1990 were male.

The Employment of RNs

Hospitals remain the most common employment setting for RNs in the United States, with 62.2 percent of employed RNs reporting that they worked in hospitals in 2008 (chart 13).⁷ In 2004, 56.2 percent of RNs worked in hospitals. The increase in the share of RNs working in hospitals between 2004 and 2008 is the first increase since 1984, when 68.1 percent of RNs worked in hospitals. The growth in the number of RNs estimated to be employed in hospitals is 17.7 percent, and is

⁷ For the 2008 NSSRN, as with previous surveys, the list of employment settings from which RNs could select was revised. The major employment categories are sufficiently distinct to allow comparisons over time, despite these revisions.

consistent with data reported by the American Hospital Association (AHA), which reported that between 2004 and 2008, RN full-time equivalent (FTE) employment increased 16.6 percent, from 1,053,100 to 1,228,400. The AHA also reports that RN FTE employment as a share of total hospital FTE employment rose from 25.4 percent to 27 percent.⁸



Among nurses who worked in hospitals in 2008, 70 percent were employed in inpatient units within non-Federal community or specialty hospitals.

- An estimated 10.8 percent of hospital-employed RNs worked in outpatient clinics or medical practices in community or specialty hospitals.
- An estimated 1.5 percent of hospital-employed nurses worked in any department of a long-term hospital, and 2 percent worked in a psychiatric hospital.
- An estimated 3.2 percent of hospital-employed RNs worked in Federal hospitals, such as a Department of Veterans Affairs (VA), military, or Indian Health Services hospital.

⁸ Data retrieved from American Hospital Association, Trendwatch Chartbook 2009, available at <http://www.aha.org/aha/research-and-trends/chartbook/index.html>. This publication lists non-federal resources in order to provide additional information to consumers. The views and contents in these resources have not been formally approved by the U.S. Department of Health and Human Services (HHS). Listing these resources is not an endorsement by HHS or its components.

There also was an increase from 2004 to 2008 in the share of RNs working in home health service units or agencies. The share of home health nurses rose from 3.8 percent in 2004 to 6.4 percent in 2008. Other changes in employment settings between 2004 and 2008 are comparatively minor.

Nurses were asked to report the total number of hours worked per week in their principal nursing position (table 2). As noted above, the share of RNs reporting that they worked full-time in 2008 is greater than in 2004.

- In 2008, RNs working full-time worked an average of 42.9 hours per week, which is less than found in 2004, when they worked an average of 43.7 hours per week in their principal nursing position.
- In 2004, RNs working part-time worked an average of 24.1 hours per week; in 2004, they worked an average of 26.3 hours per week.
- Nurses working in school health settings reported the fewest hours per week, on average, at 39 hours for full-time nurses and 18.9 hours for part-time nurses.
- Among RNs working full-time, the greatest number of hours per week was reported by nurses whose principal position was in a nursing home (45.8), followed by those in a home health setting (45.3).
- For RNs working part time, the greatest number of hours per week was reported by nurses whose principal position was in a hospital (25.2), followed by those in home health (24.4).

Table 2. Hours worked by employment setting for nurses working in nursing, 2008

| Setting | Mean Hours/Week Full-Time nurses | Mean Hours/Week Part-Time nurses |
|---------------------------------------|-------------------------------------|-------------------------------------|
| All settings | 42.9 | 24.1 |
| Hospital | 42.6 | 25.2 |
| Nursing home/extended care | 45.8 | 22.4 |
| Academic education | 44.0 | 22.8 |
| Home health | 45.3 | 24.4 |
| Public/community health | 42.7 | 21.6 |
| School health | 39.0 | 18.9 |
| Occupational health | 42.4 | 22.5 |
| Ambulatory care | 42.5 | 22.3 |
| Insurance/benefits/utilization review | 43.1 | 21.0 |
| Other | 45.1 | 23.0 |

The most common job title of RNs in the United States is “staff nurse,” or a title equivalent to this (table 3).⁹ There is a slight increase in the share of RNs reporting this title between 2004 and 2008, from 64.1 percent to 66.3 percent. Other common job titles of RNs in 2008 included management and administration titles (12.5 percent), patient care coordinator (5.4 percent), nurse practitioner (3.8 percent), and instructor/lecturer (3.7 percent).

Table 3. Distribution of position titles for nurses in their primary nursing job, 2004-2008*

| Position | Estimated Percent 2004** | Estimated Percent 2008 |
|----------------------------|--------------------------|------------------------|
| Staff nurse | 64.1 | 66.3 |
| Management/administration | 14.6 | 12.5 |
| Patient coordinator | 5.5 | 5.4 |
| Nurse practitioner | 3.5 | 3.8 |
| Clinical nurse specialist | 1.2 | 0.9 |
| Nurse anesthetist | 1.1 | 1.1 |
| Nurse midwife | 0.3 | 0.3 |
| Instruction | 2.6 | 3.7 |
| Patient educator | 0.3 | 0.7 |
| Consultant | 1.5 | 0.9 |
| Researcher | 0.8 | 0.7 |
| Informatics | 0.4 | 0.3 |
| Surveyor/auditor/regulator | 0.5 | 0.4 |
| Other | 3.5 | 3.0 |

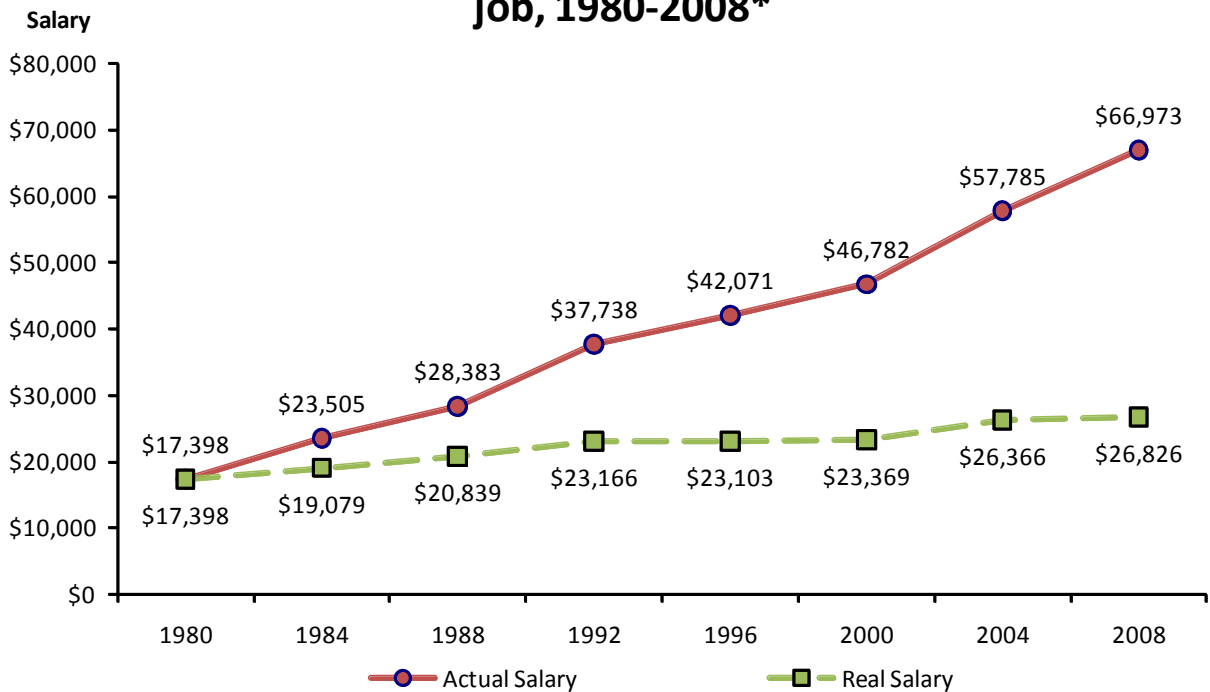
*The totals may not add to 100 percent due to the effect of rounding. Only those who provided position title information are included in the calculations used for this table.

**The list of position titles from which the RN could select was revised for the 2008 survey. The position titles are sufficiently similar to allow for comparable groupings and comparisons over time.

Average annual earnings for RNs employed full-time were \$66,973 in 2008, rising 15.9 percent since the 2004 average of \$57,785 (chart 14). When annual earnings are adjusted for inflation using the Consumer Price Index (CPI), earnings in 2008 were \$26,826, which is only a 1.7 percent increase from average real (inflation-adjusted) 2004 earnings of \$26,366. Thus, growth in earnings of full-time RNs between 2004 and 2008 only slightly outpaced inflation.

⁹ In some hospitals, this type of position is titled “direct care nurse.” Related job titles grouped with staff nurses include charge nurse, school nurse, float nurse, agency nurse, and public or community health nurse.

Chart 14. Actual and "real" average earnings for full-time registered nurses in their principal nursing job, 1980-2008*



*Only those who provided earnings information are included in the calculations used for this chart.

The 2008 and 2004 surveys asked nurses to report their satisfaction with their primary job. In 2008, 29.3 percent of RNs reported that they were extremely satisfied with their primary nursing position, as compared with 27.5 percent in 2004. Another 51.8 percent were moderately satisfied in 2008, compared with 50.5 percent in 2004 (chart 15). Only 11.1 percent were dissatisfied, an improvement from 2004 when 13.8 percent were dissatisfied.

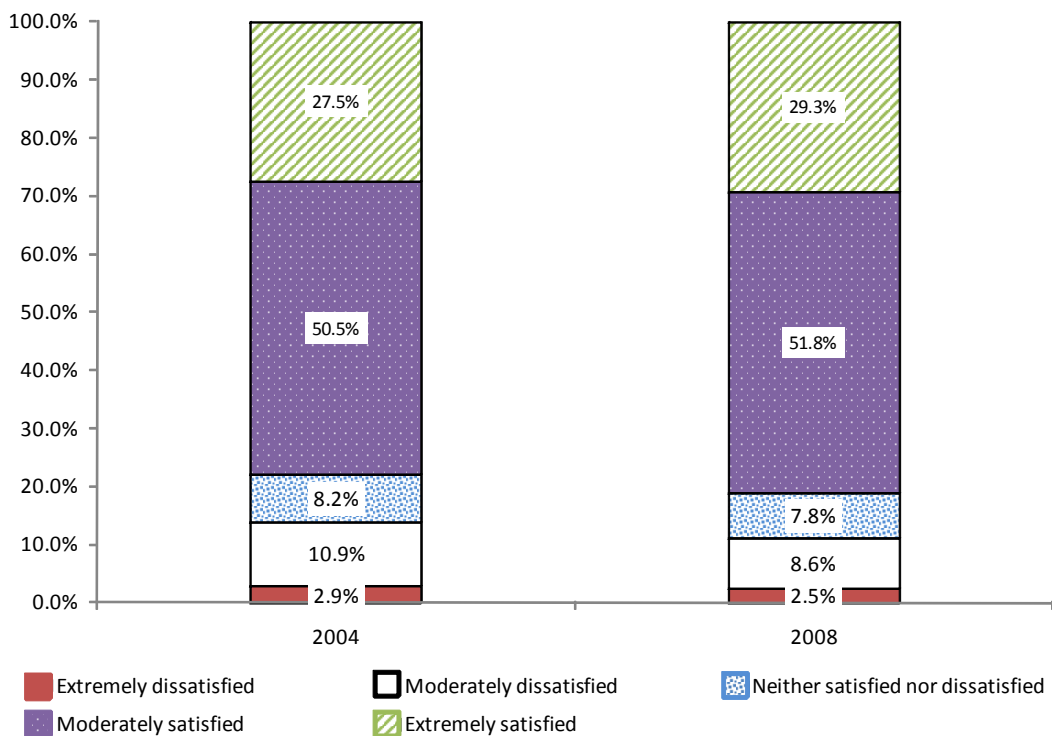
Nurses were asked about their future plans regarding nursing work. Among all RNs employed in nursing positions in March 2008, 54.5 percent said they have no plans to leave their nursing position within the next 3 years, while 29.8 percent reported that they had already left that position or intended to do so within 3 years.

Some nurses who were not employed in nursing positions in March 2008 have since returned to nursing work or intend to do so soon.

- There were 11 percent of nurses not working in nursing who reported that they had returned to nursing work by the time they completed the survey.

- There were 4.9 percent of nurses not working in nursing positions who were looking for a nursing job.
- There were 16.4 percent of nurses not working in nursing who plan to return to it in the future; 70.2 percent of these intend to return to nursing within 2 years, and 91.6 percent intend to return within 5 years.
- There were 67.7 percent of nurses not working in nursing who do not intend to return to nursing or are undecided about their plans regarding nursing work.

Chart 15. Satisfaction with primary job for the population of RNs working in nursing, 2004-2008*



*The totals in each bar may not add to 100 percent due to the effect of rounding. Only those who provided job satisfaction information are included in the calculations used for this chart.

Advanced Practice Nurses

Nurses in advanced practice have met educational and clinical practice requirements beyond initial nursing education in key health care fields. These nurses often provide primary care in an outpatient setting or specialized care in an inpatient environment. The advanced specialties reported through the NSSRN include nurse practitioners, nurse midwives, nurse anesthetists, and clinical nurse specialists. The educational requirements for advanced practice vary for each specialty, across States,

and over time. For this report, nurses were identified as being prepared in an advanced specialty if they reported that they had been educated in that field.¹⁰ Most States require recognition by either a State regulatory agency or national certifying organization for a nurse in an advanced specialty to practice in that field. This analysis focuses on nurses who have ever been prepared in an advanced specialty, regardless of whether they presently hold a certification.

In 2008, an estimated 250,527 RNs reported that they were prepared as an advanced practice nurse in one or more advanced specialties or fields, an increase of 4.2 percent from 2004, when there were 240,460 prepared for advanced practice (chart 16).¹¹

- Nurse practitioners comprised 63.2 percent of nurses in advanced specialties in 2008, accounting for 158,348 nurses. In 2004, 141,209 nurses were prepared as nurse practitioners; the number of nurse practitioners thus grew 12.1 percent over 4 years.
 - Of nurse practitioners in 2008, 19,134 were prepared as both a nurse practitioner and either a clinical nurse specialist or nurse midwife.
- There were an estimated 18,492 nurses prepared as nurse midwives in the United States in 2008, representing a 35.1 percent increase from the 13,684 nurse midwives estimated in 2004.
- There is a modest 7.1 percent growth in the number of nurse anesthetists between 2004 and 2008, from 32,523 to 34,821.
- There is a decline in the number of nurses prepared as clinical nurse specialists between the two surveys. In 2008, there were an estimated 59,242 clinical nurse specialists in the United States, compared with 72,521 in 2004 – a drop of 22.4 percent.

Nurses with advanced practice preparation report that they hold a variety of job titles in their principal nursing positions.

- An estimated 84.7 percent of nurses prepared as nurse anesthetists report that their title in their principal nursing position is that of nurse anesthetist. Among nurses prepared as nurse anesthetists, 8.7 percent are not working in nursing, and 4.4 percent report a staff nurse job title.
- An estimated 18.4 percent of nurses prepared as clinical nurse specialists report the job title of clinical nurse specialist. Among nurses prepared as clinical nurse specialists, 17.5

¹⁰Educational standards for nurse midwives, nurse anesthetists, and nurse practitioners have not required master's degrees uniformly over time. Clinical nurse specialists (CNS), however, have been expected to have a master's degree since the inception of this advanced specialty. Thus, nurses who self-reported that they had been prepared as a CNS but did not report a master's degree were not considered to be a CNS for this analysis.

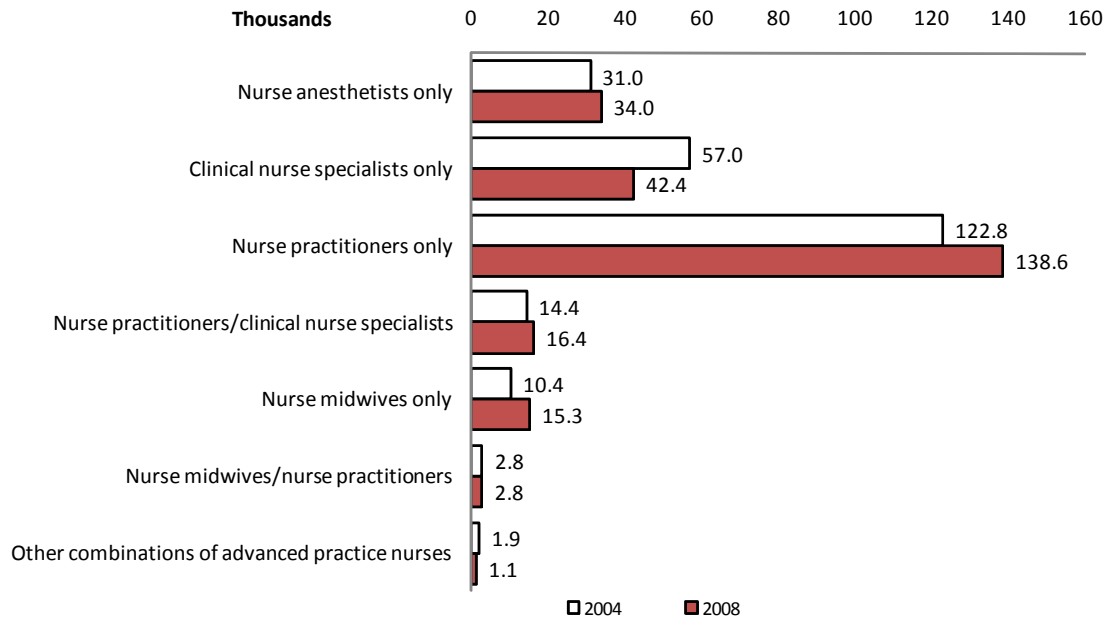
¹¹The advanced specialties do not represent separate sample strata. Advanced specialty nurses are identified by their responses to the survey. Hence, the estimate of advanced specialty nurses reported from NSSRN data may not reflect the true population of advanced specialty nurses.

percent are not working in nursing. Other common job titles among nurses prepared as clinical nurse specialists are in instruction (20.8 percent), and management or administration (17.5 percent). An additional 15.9 percent report a staff nurse job title, and 6.1 percent have other titles, such as public health nurse, school nurse, and patient coordinator.

- An estimated 64.3 percent of RNs prepared as nurse practitioners report that their principal position's job title is nurse practitioner. There were 10.7 percent not working in nursing, 10.3 percent reporting a staff nurse title, 6.2 percent having titles in the area of instruction, and 5.4 percent having management or administration titles.
- An estimated 37.6 percent of RNs prepared as nurse midwives report that their principal position's job title is nurse midwife. There were 16.9 percent not working in nursing. Other common job titles among those prepared as nurse midwives are staff nurse titles (33.3 percent), patient coordinator (4.9 percent), or titles in the area of instruction (3.9 percent).
- Among RNs prepared both as nurse practitioners and clinical nurse specialists, the most common job title is nurse practitioner (47.8 percent). An estimated 8.4 percent have clinical nurse specialist titles, and 11.9 percent are not working in nursing. Fully 10 percent have titles in the area of instruction, an additional 8.4 percent have management or administration titles, and 7.4 percent report a staff nurse title.
- Among those prepared both as nurse practitioners and nurse midwives, 36 percent have a job title of nurse practitioner, and 24.8 percent have a job title of nurse midwife. An additional 8.7 percent are not working in nursing, 20.6 percent report a staff nurse title, and 7 percent have titles in the area of instruction.

Chart 16. Registered nurses prepared for advanced practice, 2004-2008*

Total: 250,527 RNs (8.2 % of registered nurses)



*The totals in each bar may not equal the estimated numbers for RNs in each survey year due to incomplete information provided by respondents and the effect of rounding. Only those who claimed advanced preparation as a nurse midwife, nurse anesthetist, clinical nurse specialist, and/or nurse practitioner are included in the calculations used for this chart.

**Appendix A. Registered nurse population in each State and geographic area
by activity status: 2008**

| State and geographic area | Total Number in Sample | Total Estimated Number | Number Employed in Nursing | Percent Employed in Nursing | Number Not Employed in Nursing | Percent Not Employed in Nursing | Employed Nurses per 100,000* | State licensure rate per 100,000* |
|---------------------------|------------------------|------------------------|----------------------------|-----------------------------|--------------------------------|---------------------------------|------------------------------|-----------------------------------|
| United States | 33,179 | 3,063,162 | 2,596,599 | 84.8 | 466,564 | 15.2 | 854 | 1007 |
| New England | 3,614 | 187,542 | 161,627 | 86.2 | 25,915 | 13.8 | 1,130 | 1,311 |
| Connecticut | 584 | 42,215 | 35,343 | 83.7 | 6,871 | 16.3 | 1,009 | 1,206 |
| Maine | 517 | 19,249 | 16,279 | 84.6 | 2,971 | 15.4 | 1,237 | 1,462 |
| Massachusetts | 868 | 89,434 | 77,574 | 86.7 | 11,860 | 13.3 | 1,194 | 1,376 |
| New Hampshire | 628 | 15,468 | 13,562 | 87.7 | 1,906 | 12.3 | 1,031 | 1,176 |
| Rhode Island | 494 | 12,887 | 11,531 | 89.5 | 1,356 | 10.5 | 1,097 | 1,226 |
| Vermont | 523 | 8,290 | 7,338 | 88.5 | 951 | 11.5 | 1,181 | 1,334 |
| Middle Atlantic | 3,178 | 462,263 | 377,938 | 81.8 | 84,325 | 18.2 | 930 | 1,138 |
| New Jersey | 745 | 89,314 | 73,634 | 82.4 | 15,679 | 17.6 | 848 | 1,029 |
| New York | 1,246 | 203,597 | 167,427 | 82.2 | 36,170 | 17.8 | 859 | 1,045 |
| Pennsylvania | 1,187 | 169,352 | 136,876 | 80.8 | 32,476 | 19.2 | 1,100 | 1,360 |
| South Atlantic | 6,604 | 576,337 | 481,050 | 83.5 | 95,287 | 16.5 | 824 | 987 |
| Delaware | 605 | 10,547 | 9,169 | 86.9 | 1,377 | 13.1 | 1,050 | 1,208 |
| District of Columbia | 434 | 11,487 | 11,053 | 96.2 | 434 | 3.8 | 1,868 | 1,941 |
| Florida | 1,227 | 186,349 | 150,321 | 80.7 | 36,027 | 19.3 | 820 | 1,017 |
| Georgia | 634 | 84,489 | 68,254 | 80.8 | 16,235 | 19.2 | 705 | 872 |
| Maryland | 848 | 55,276 | 50,159 | 90.7 | 5,117 | 9.3 | 890 | 981 |
| North Carolina | 825 | 96,864 | 82,104 | 84.8 | 14,760 | 15.2 | 890 | 1,050 |
| South Carolina | 469 | 41,371 | 37,472 | 90.6 | 3,899 | 9.4 | 836 | 923 |
| Virginia | 1,077 | 70,499 | 54,988 | 78.0 | 15,511 | 22.0 | 708 | 907 |
| West Virginia | 485 | 19,456 | 17,529 | 90.1 | 1,927 | 9.9 | 966 | 1,072 |
| East South Central | 1,987 | 195,713 | 171,020 | 87.4 | 24,693 | 12.6 | 946 | 1,082 |
| Alabama | 534 | 49,780 | 41,488 | 83.3 | 8,291 | 16.7 | 890 | 1,068 |
| Kentucky | 487 | 46,473 | 41,520 | 89.3 | 4,953 | 10.7 | 973 | 1,089 |
| Mississippi | 430 | 30,801 | 27,414 | 89.0 | 3,387 | 11.0 | 933 | 1,048 |
| Tennessee | 536 | 68,660 | 60,598 | 88.3 | 8,063 | 11.7 | 975 | 1,105 |
| West South Central | 2,697 | 290,304 | 249,889 | 86.1 | 40,415 | 13.9 | 709 | 824 |
| Arkansas | 503 | 26,096 | 22,443 | 86.0 | 3,653 | 14.0 | 786 | 914 |
| Louisiana | 491 | 41,863 | 36,859 | 88.0 | 5,004 | 12.0 | 836 | 949 |
| Oklahoma | 490 | 32,522 | 27,256 | 83.8 | 5,266 | 16.2 | 748 | 893 |
| Texas | 1,213 | 189,823 | 163,331 | 86.0 | 26,492 | 14.0 | 671 | 780 |

**Appendix A. (cont.) Registered nurse population in each State and geographic area
by activity status: 2008**

| State and geographic area | Total Number in Sample | Total Estimated Number | Number Employed in Nursing | Percent Employed in Nursing | Number Not Employed in Nursing | Percent Not Employed in Nursing | Employed Nurses per 100,000* | State licensure rate per 100,000* |
|---------------------------|------------------------|------------------------|----------------------------|-----------------------------|--------------------------------|---------------------------------|------------------------------|-----------------------------------|
| East North Central | 3,882 | 516,080 | 435,942 | 84.5 | 80,138 | 15.5 | 940 | 1,112 |
| Illinois | 922 | 136,213 | 111,939 | 82.2 | 24,275 | 17.8 | 868 | 1,056 |
| Indiana | 579 | 69,672 | 58,089 | 83.4 | 11,584 | 16.6 | 911 | 1,093 |
| Michigan | 733 | 105,222 | 88,449 | 84.1 | 16,773 | 15.9 | 884 | 1,052 |
| Ohio | 1,032 | 138,743 | 120,642 | 87.0 | 18,100 | 13.0 | 1,050 | 1,208 |
| Wisconsin | 616 | 66,229 | 56,823 | 85.8 | 9,407 | 14.2 | 1,010 | 1,177 |
| West North Central | 3,814 | 251,281 | 221,392 | 88.1 | 29,889 | 11.9 | 1,098 | 1,246 |
| Iowa | 525 | 38,208 | 33,929 | 88.8 | 4,279 | 11.2 | 1,130 | 1,273 |
| Kansas | 553 | 32,165 | 27,032 | 84.0 | 5,134 | 16.0 | 965 | 1,148 |
| Minnesota | 650 | 67,551 | 58,391 | 86.4 | 9,160 | 13.6 | 1,119 | 1,294 |
| Missouri | 658 | 72,698 | 64,064 | 88.1 | 8,634 | 11.9 | 1,084 | 1,230 |
| Nebraska | 479 | 20,501 | 19,086 | 93.1 | 1,415 | 6.9 | 1,070 | 1,150 |
| North Dakota | 500 | 8,566 | 8,169 | 95.4 | 397 | 4.6 | 1,273 | 1,335 |
| South Dakota | 449 | 11,591 | 10,720 | 92.5 | 871 | 7.5 | 1,333 | 1,441 |
| Mountain | 3,780 | 187,159 | 161,591 | 86.3 | 25,568 | 13.7 | 742 | 859 |
| Arizona | 528 | 55,001 | 49,325 | 89.7 | 5,676 | 10.3 | 759 | 846 |
| Colorado | 668 | 47,805 | 39,461 | 82.5 | 8,344 | 17.5 | 799 | 968 |
| Idaho | 502 | 12,922 | 10,808 | 83.6 | 2,114 | 16.4 | 709 | 848 |
| Montana | 423 | 10,373 | 8,877 | 85.6 | 1,496 | 14.4 | 918 | 1,072 |
| Nevada | 454 | 17,902 | 16,069 | 89.8 | 1,833 | 10.2 | 618 | 688 |
| New Mexico | 345 | 18,949 | 16,240 | 85.7 | 2,709 | 14.3 | 818 | 955 |
| Utah | 487 | 19,200 | 16,364 | 85.2 | 2,835 | 14.8 | 598 | 702 |
| Wyoming | 373 | 5,008 | 4,446 | 88.8 | 561 | 11.2 | 835 | 940 |
| Pacific | 3,623 | 396,484 | 336,150 | 84.8 | 60,334 | 15.2 | 685 | 808 |
| Alaska | 450 | 5,883 | 5,247 | 89.2 | 636 | 10.8 | 765 | 857 |
| California | 1,541 | 277,575 | 234,530 | 84.5 | 43,045 | 15.5 | 638 | 755 |
| Hawaii | 363 | 12,061 | 10,195 | 84.5 | 1,866 | 15.5 | 791 | 936 |
| Oregon | 585 | 37,170 | 33,773 | 90.9 | 3,397 | 9.1 | 891 | 981 |
| Washington | 684 | 63,795 | 52,405 | 82.1 | 11,390 | 17.9 | 800 | 974 |

* Population data were based on July 1, 2008, estimates of resident population of States from Census Bureau Press Release NST-EST2008-01