Washington State’s RNs: A Tale of Two Surveys

National Forum of State Nursing Workforce Centers
June 8, 2018
Rosemont, IL

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Washington State Center for Nursing

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University of Washington, Center for Health Workforce Studies
Washington Center for Nursing

• The nonprofit nursing workforce, data and resource center for nursing in Washington State.

• Part of recommendations made by the WA Nursing Leadership Council in 2003 to address the nursing shortage.

• Funded primarily by surcharge on LPN and RN (including ARNP) licenses by the state legislature under RCW 18.79.200.

• Board is comprised of and led by nurses.
Funded by the WA State Dept. of Health through a $5 surcharge on RN and LPN licenses. Principal activities include:

- **Demonstrate coordination** with relevant nursing constituents
- **Maintain information on the current and projected supply and demand of nurses** through the collection and analysis of data regarding the nursing workforce including, but not limited to... *race and ethnicity*
- **Monitor and validate trends in the applicant pool for nursing programs**
- **Facilitate partnerships** between the nursing community and other health care providers, licensing authority, business and industry, consumers, legislators, and educators to achieve policy consensus, **promote diversity within the profession**, and enhance nursing career mobility and nursing leadership development
- **Evaluate effectiveness of nursing education and articulation between programs to increase access to nursing education and enhance career mobility, especially for populations underrepresented in the nursing profession**
- **Provide consultation, technical assistance, data and information related to state and national nursing resources**
- **Promote strategies to enhance patient safety and quality patient care including encouraging a safe and healthy workplace environment for nurses; and**
- **Educate the public** including students in K-12 about opportunities and careers in nursing.
Available data on nurses is minimal and inconsistent, contributing to confusing predictions about supply and demand of the nursing workforce (examples: Clark College, Spokane Area Healthcare Workforce Roadmap, 2015 National Nursing Workforce Survey, Georgetown University Center on Education and the Workforce published [Nursing: Supply and Demand through 2020](#)).

- Peter Buerhaus, PhD, RN, FAAN, Professor at Montana State University, notes the Pacific Region, which includes Washington, Alaska, California, Hawaii, and Oregon, has a .7% growth in RNs per capita. This is the lowest out of nine regions in the U.S. in terms of the number of nurses per person. Furthermore, the Pacific Region is estimated to have 20% growth in the RN workforce between 2015 and 2030, putting this region the 4th lowest in the country when it comes to RN growth.

- While there is disagreement about whether there will be a nursing shortage or even a surplus, most analysts expect a shortage.
Messaging needed to address multiple surveys

Nurses were receiving information on two to four supply surveys:

• National Forum and NCSBN survey
• HRSA survey
• WA State Department of Health and Nursing Care Quality Assurance Commission survey required on licensure and licensure renewal
• RN workforce survey by WCN and UW Center for Health Workforce Studies

Article published in nurses association journal and Nursing Commission publication for statewide reach
What does the Washington Registered Nursing workforce look like?
Preliminary Findings: Washington State RN Survey

Survey Design and Analysis Team
Sue Skillman, MS, Deputy Director
Ben Stubbs, MPH, Research Scientist

Survey Contractor
Social and Economic Sciences Research Center,
Washington State University

Funding
Washington Center for Nursing, through Washington State Department of Health Grant #N14191
Survey Design

Questionnaire:
• MDS questions PLUS 12 job/career satisfaction questions

Survey included all RNs with email addresses and a random sample for mailed contact (to ensure inclusion of those with no email addresses and to reduce possible bias)

Among all 93,230 RN licenses in Fall 2017:
• Paper questionnaire and online survey
• Randomly selected 5,000 for survey recruitment via paper invitation letter (directing to online survey) and paper questionnaire followup with postcard reminder (US mail)
• Email invitation to all with email addresses in license record
• Up to 5 email contact attempts and 3 paper mailed contacts
Washington RN Survey: Responses

Nurses with an active WA license
93,230

Invited to complete survey
83,620

Responded
9,214 (11.0%)

Employed in nursing
8,412

Works as RN
7,607

Not invited: 9,610
- No email address provided to DOH: 9,320
- Invalid email or U.S. Postal address: 289
- Deceased: 1

Did not respond: 74,406
- Refused: 67
- No response: 74,339

Not employed in nursing or unknown: 802
- Employed elsewhere: 165
- Retired: 258
- Unemployed: 313
- Volunteer: 52
- Unknown: 14

Works as nurse at a level other than RN or did not answer: 805
- ARNP: 610
- LPN: 54
- No nursing license req.: 29
- Did not answer: 112
RN Survey Respondents (9,214)

Compared with non-respondents (from licensure file data) on age and geographic distribution:

- Somewhat fewer respondents in youngest age groups and more in older age groups
- Respondents similarly distributed by health planning regions, but some differences

Therefore, data weights were applied to adjust for age and geographic differences.
**Definitions:**
- **Primary nursing position** is the position at which you work the most hours during your regular work year.
- **Secondary nursing position** is the position at which you work the second greatest number of hours during your regular work year, if applicable.

**Q3. Please rate your level of agreement with the following statements about your primary nursing position**
(select one answer for each statement).

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
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<th>Strongly Disagree</th>
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<tbody>
<tr>
<td>I am satisfied with my primary nursing position</td>
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## Washington RN Survey: Satisfaction by Age Groups

### I am satisfied with my opportunities for career advancement

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*center for health workforce studies, University of Washington*

Celebrating 20 years of research excellence
Washington RN Survey: Satisfaction by Age Groups

I have opportunities at work to learn and grow

I plan to complete a higher level of nursing education within the next 5 years

I plan to seek training and/or employment in another nursing role in the next 5 years

I would recommend nursing as a career to a close friend or family member

Strongly Disagree  Disagree  Agree  Strongly Agree
Washington RN Survey: Satisfaction by Age Groups

- **My work gives me a feeling of accomplishment**
  - Strongly Disagree
  - Disagree
  - Agree
  - Strongly Agree

- **My workplace provides care in a culturally sensitive manner**
  - Strongly Disagree
  - Disagree
  - Agree
  - Strongly Agree

- **The number of nursing staff where I work is adequate**
  - Strongly Disagree
  - Disagree
  - Agree
  - Strongly Agree

- **My place of work provides high quality patient care**
  - Strongly Disagree
  - Disagree
  - Agree
  - Strongly Agree

[Center for Health Workforce Studies logo]

(University of Washington)
Celebrating 20 years of research excellence
Washington RN Survey: Distribution by Setting

- Ambulatory Care Setting, 15.9%
- Hospital, 54.6%
- Assisted Living Facility, 1.1%
- Nursing Home/Extended Care, 4.6%
- Home Health, 3.6%
- Hospice, 1.7%
- Community Health, 1.9%
- Public Health, 0.8%
- Occupational Health, 0.8%
- Correctional Facility, 0.8%
- Dialysis Center, 1.1%
- Insurance Claims/Benefits, 3.4%
- Other, 3.4%
- School Health Service, 2.7%
- School of Nursing, 2.6%
- Policy/Planning/Regulatory/Licensing Agency, 0.6%
- Correctional Facility, 0.8%
- Public Health, 1.1%
Ambulatory Care Setting, 15.9%

Hospital, 54.6%

Other, 10.8%

Community Health: 6.5%

Long Term Care or Hospice: 11.0%

Nursing Home/Extended Care, 4.6%

Assisted Living Facility, 1.1%

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School Health Service, 2.7%

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Correctional Facility, 0.8%

Occupational Health, 0.8%

Public Health, 1.1%

Community Health, 1.9%

Policy/Planning/Regulatory/Licensing Agency, 0.6%

Hospice, 1.7%

Washington RN Survey: Setting Groupings
Washington RN Survey: Satisfaction by Setting

**I am satisfied with my opportunities for career advancement**

- Ambulatory Care: 40% Strongly Agree, 30% Agree, 20% Disagree, 10% Strongly Disagree
- Community Health: 45% Strongly Agree, 25% Agree, 20% Disagree, 10% Strongly Disagree
- Hospital: 50% Strongly Agree, 20% Agree, 20% Disagree, 10% Strongly Disagree
- Long Term Care or Hospice: 40% Strongly Agree, 30% Agree, 20% Disagree, 10% Strongly Disagree
- Other: 30% Strongly Agree, 40% Agree, 20% Disagree, 10% Strongly Disagree

**I am satisfied with my primary nursing position**

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**I do not plan to be employed in nursing 5 years from now**

- Ambulatory Care: 60% Strongly Agree, 20% Agree, 20% Disagree, 10% Strongly Disagree
- Community Health: 65% Strongly Agree, 15% Agree, 20% Disagree, 10% Strongly Disagree
- Hospital: 70% Strongly Agree, 10% Agree, 20% Disagree, 10% Strongly Disagree
- Long Term Care or Hospice: 60% Strongly Agree, 30% Agree, 20% Disagree, 10% Strongly Disagree
- Other: 50% Strongly Agree, 40% Agree, 10% Disagree, 10% Strongly Disagree

**I feel overwhelmed by the amount of work that I am given**

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Washington RN Survey: Satisfaction by Setting

I have opportunities at work to learn and grow

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I would recommend nursing as a career to a close friend or family member
Washington RN Survey: Satisfaction by Setting

**My place of work provides high quality patient care**

- Ambulatory Care
- Community Health
- Hospital
- Long Term Care or Hospice
- Other

**My workplace provides care in a culturally sensitive manner**

- Ambulatory Care
- Community Health
- Hospital
- Long Term Care or Hospice
- Other

**My work give me a feeling of accomplishment**

- Ambulatory Care
- Community Health
- Hospital
- Long Term Care or Hospice
- Other

**The number of nursing staff where I work is adequate**

- Ambulatory Care
- Community Health
- Hospital
- Long Term Care or Hospice
- Other
Washington State’s RN Survey – Lessons Learned

• “Survey fatigue” due to competing surveys is real, and likely to continue

• Meaningful findings can come from surveys, but ensure the expense and efforts (by surveyors and respondents) merit the time and resources required

• And, Washington’s RNs are quite satisfied with their jobs and roles

• More to come – analyses in process
Thank you!
Questions?

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