

Washington State's RNs: A Tale of Two Surveys

National Forum of State Nursing Workforce Centers

June 8, 2018

Rosemont, IL

Survey of Washington's Registered Nurses

Thank you for participating in this survey. Your confidential input will strengthen understanding of Washington's current nursing workforce, and inform policymakers and educators about future needs. The information from this survey will be used to create a baseline profile of the state's nurses that can be compared with findings from data collected through license renewals in the years to come.



**CENTER FOR HEALTH
WORKFORCE STUDIES**
UNIVERSITY of WASHINGTON

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Washington State Center for Nursing



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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.

Surplus or Shortage?

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?

Help establish a new baseline in nursing

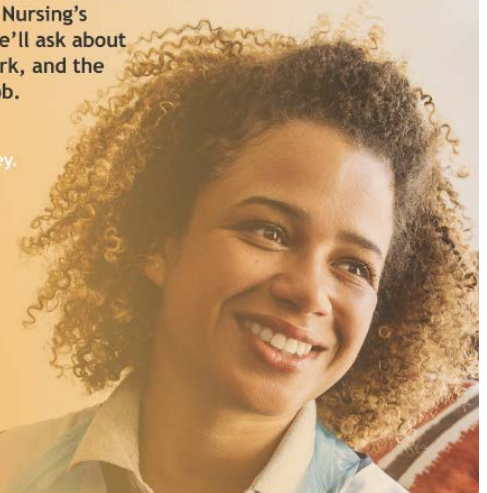


Are you a nurse in Washington State?
Take Washington Center for Nursing's
short 23-question survey. We'll ask about
your education, place of work, and the
demands and joys of your job.

Watch your mailbox for an
invitation to complete the survey.
Survey closes March 8, 2018

Win a \$30 gift card.

Be entered for a chance to win
1 of 50 \$30 gift cards when you
complete our survey.



By taking our survey, you will provide us
with information that will help us identify
how to support nurses with education,
career advancement, and job satisfaction.
It is an important baseline study to
improve the nursing profession in
Washington State.

It's new and different from other surveys
you've taken in the past. It will establish
a new baseline of knowledge about the
nursing workforce in Washington. It's data
we've never had before and it's desperately
needed. In the future, we will be able to
compare against this date to see how we're
improving as a state.

Preliminary Findings: Washington State RN Survey

Survey Design and Analysis Team

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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:

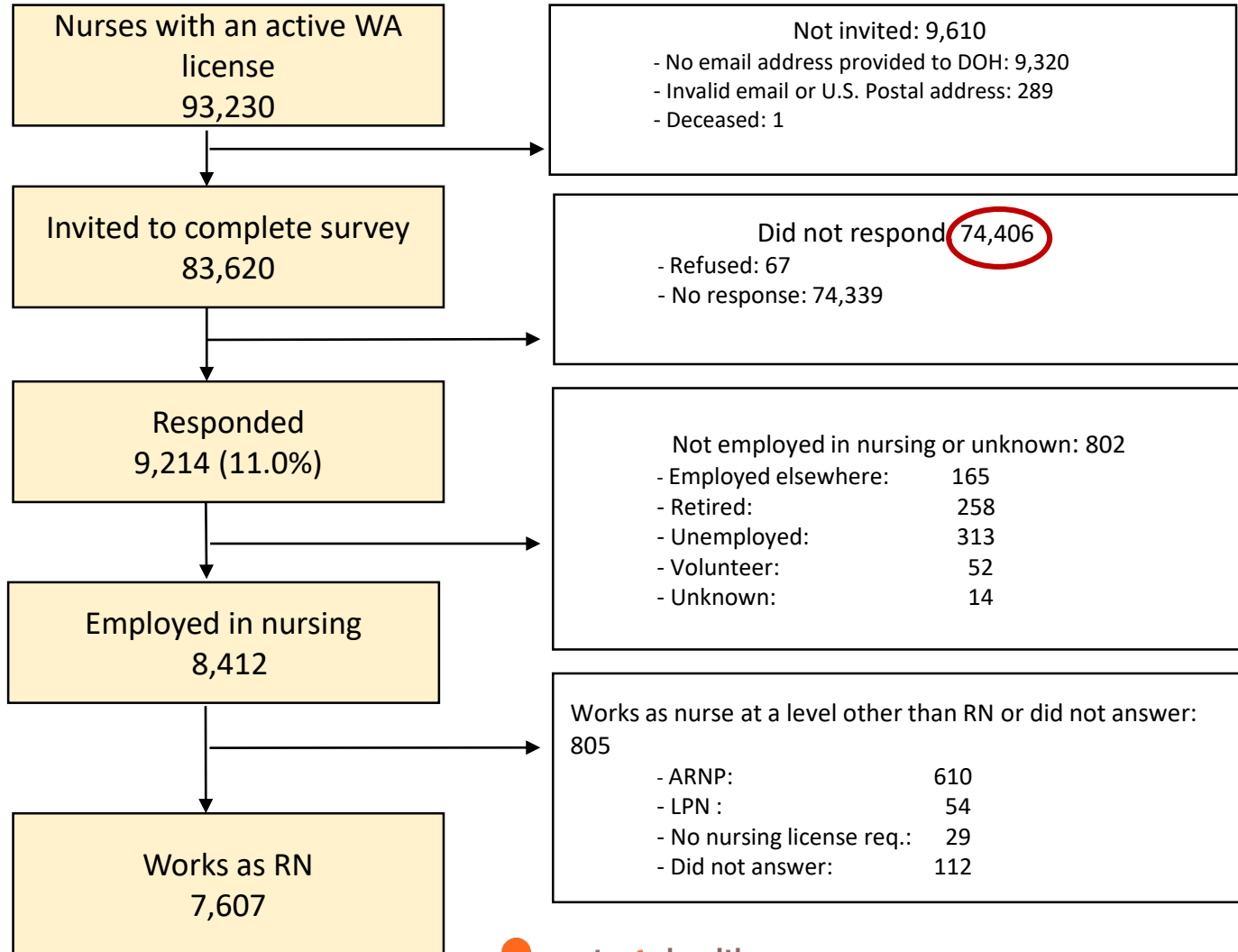
- MDS questions PLUS 12 job/career satisfaction questions

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



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.

Washington RN Survey: Satisfaction, Career Plans

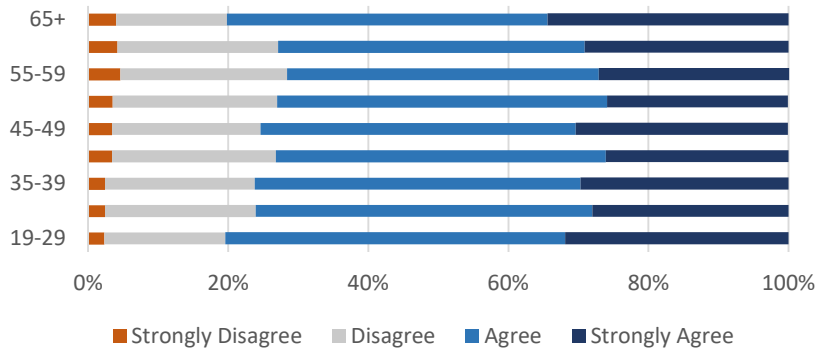
Definitions: **Primary nursing position** is the position at which you work the most hours during your regular work year. **Secondary nursing position** is the position at which you work the second greatest number of hours during your regular work year, if applicable.

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

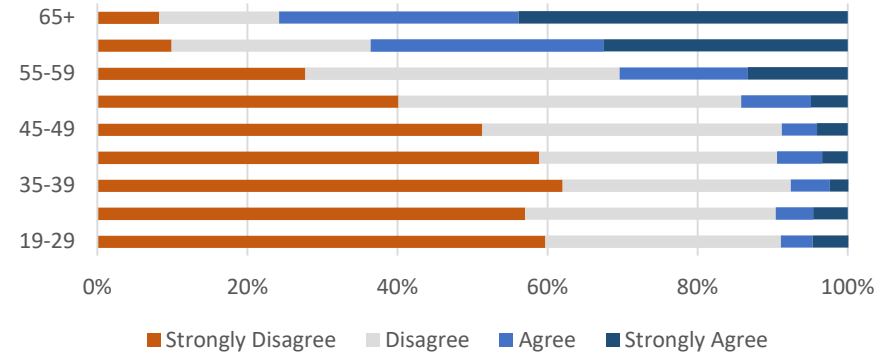
	Strongly Agree	Agree	Disagree	Strongly Disagree
I am satisfied with my primary nursing position	④	③	②	①
I have opportunities at work to learn and grow	④	③	②	①
My work gives me a feeling of accomplishment	④	③	②	①
I am satisfied with my opportunities for career advancement	④	③	②	①
My place of work provides high quality patient care	④	③	②	①
The number of nursing staff where I work is adequate	④	③	②	①
I feel overwhelmed by the amount of work that I am given	④	③	②	①
My workplace provides care in a culturally sensitive manner	④	③	②	①
I would recommend nursing as a career to a close friend or family member	④	③	②	①
I plan to seek training and/or employment in another nursing role in the next 5 years	④	③	②	①
I plan to complete a higher level of nursing education within the next 5 years	④	③	②	①
I do not plan to be employed in nursing 5 years from now	④	③	②	①

Washington RN Survey: Satisfaction by Age Groups

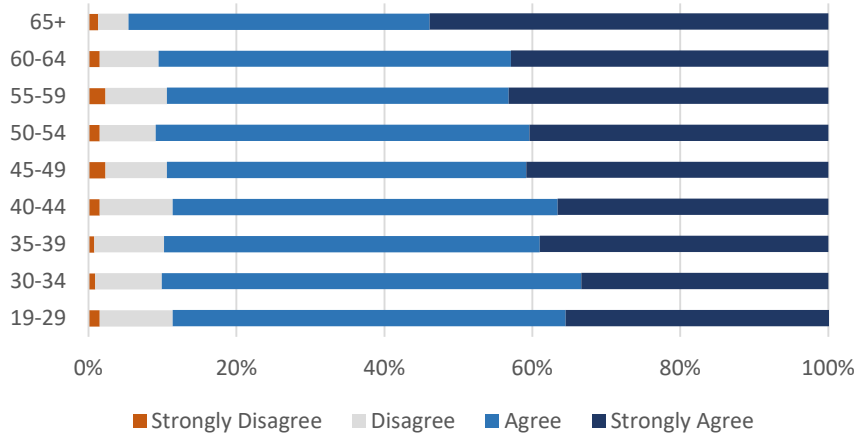
I am satisfied with my opportunities for career advancement



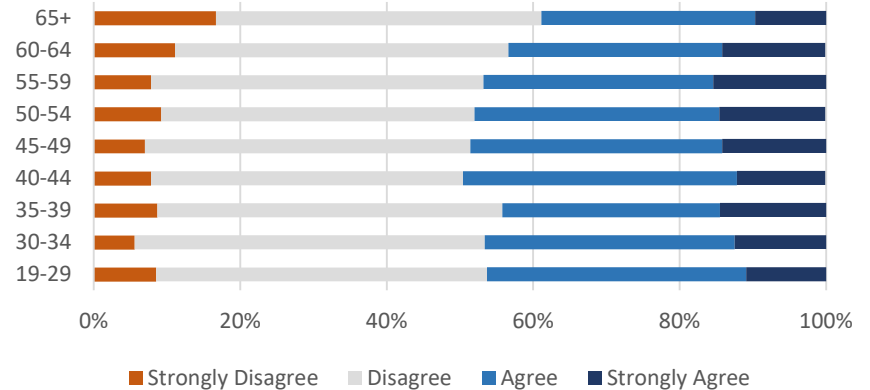
I do not plan to be employed in nursing 5 years from now



I am satisfied with my primary nursing position

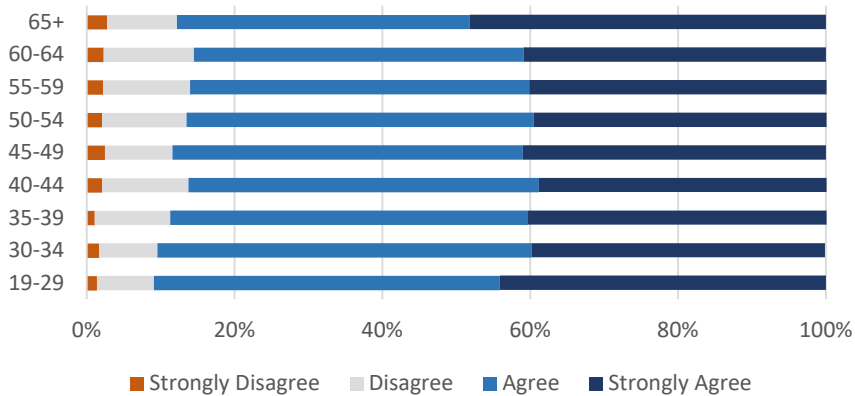


I feel overwhelmed by the amount of work that I am given

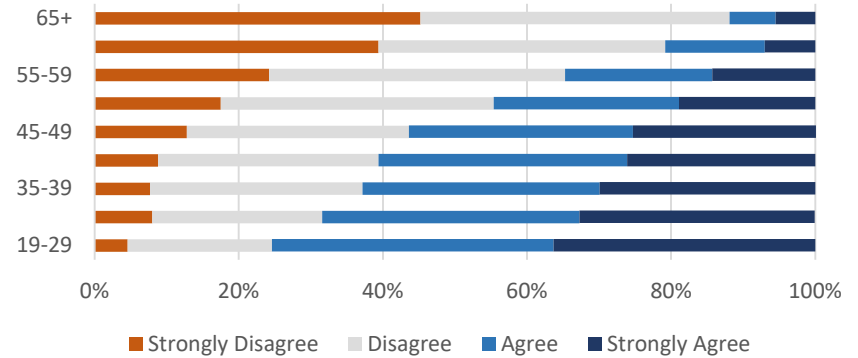


Washington RN Survey: Satisfaction by Age Groups

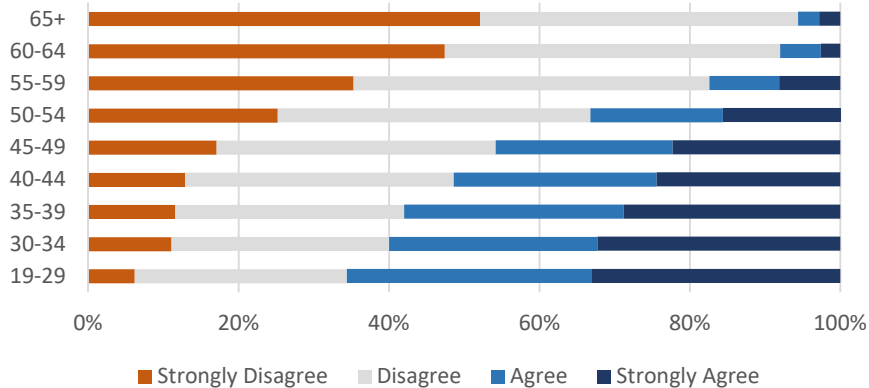
I have opportunities at work to learn and grow



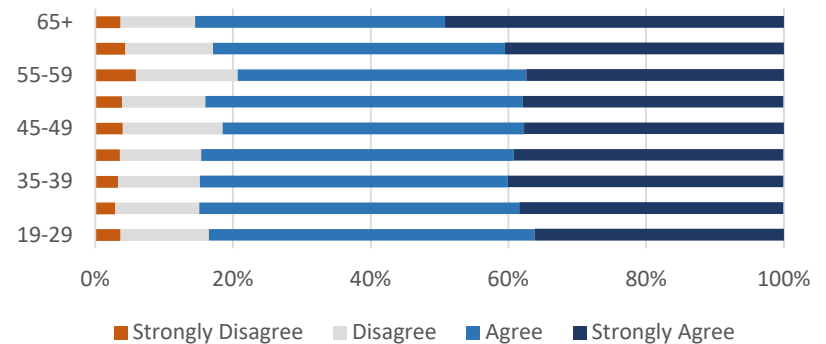
I plan to seek training and/or employment in another nursing role in the next 5 years



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

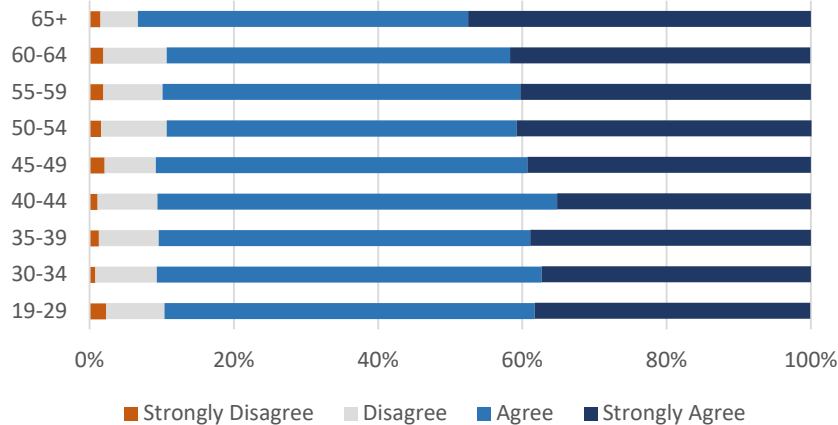


I would recommend nursing as a career to a close friend or family member

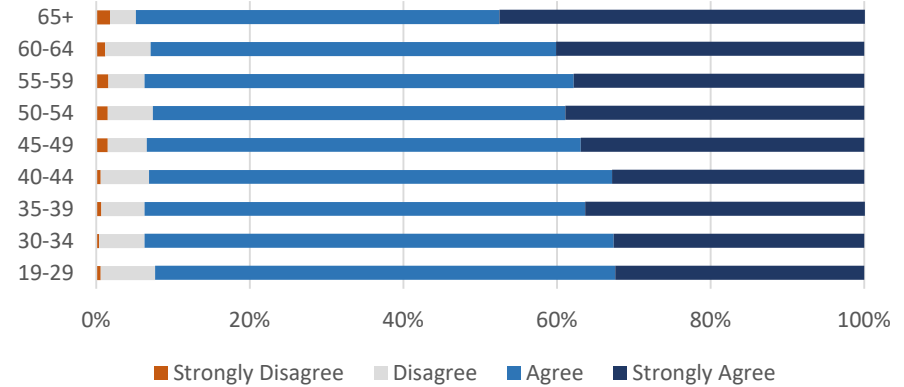


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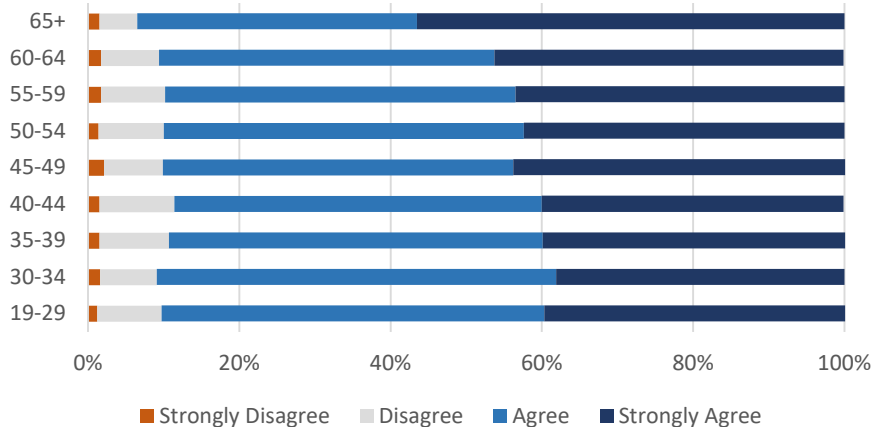
My place of work provides high quality patient care



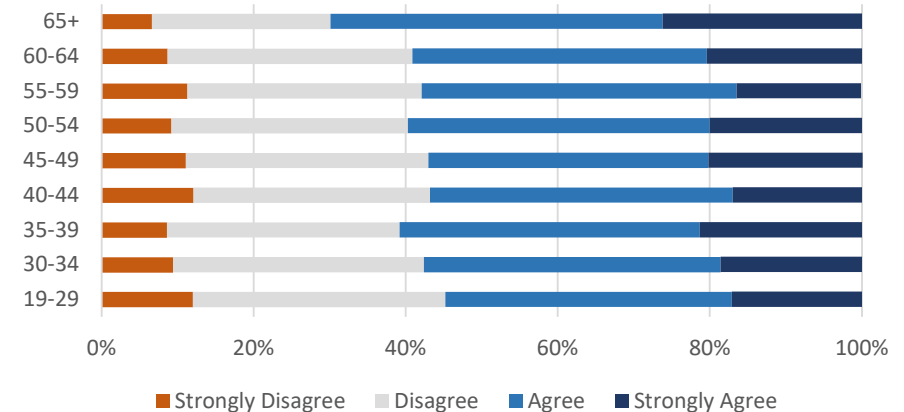
My workplace provides care in a culturally sensitive manner



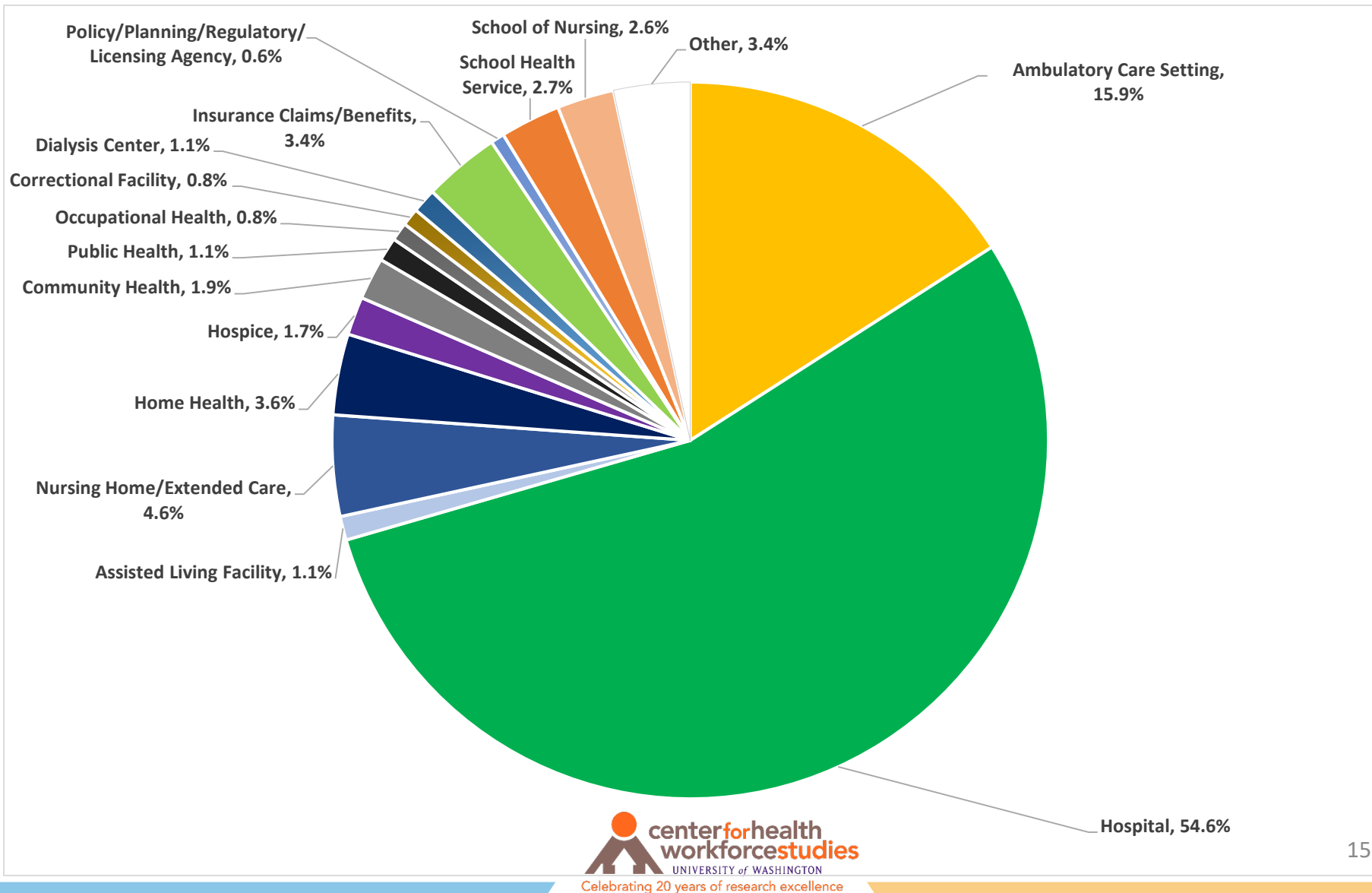
My work gives me a feeling of accomplishment



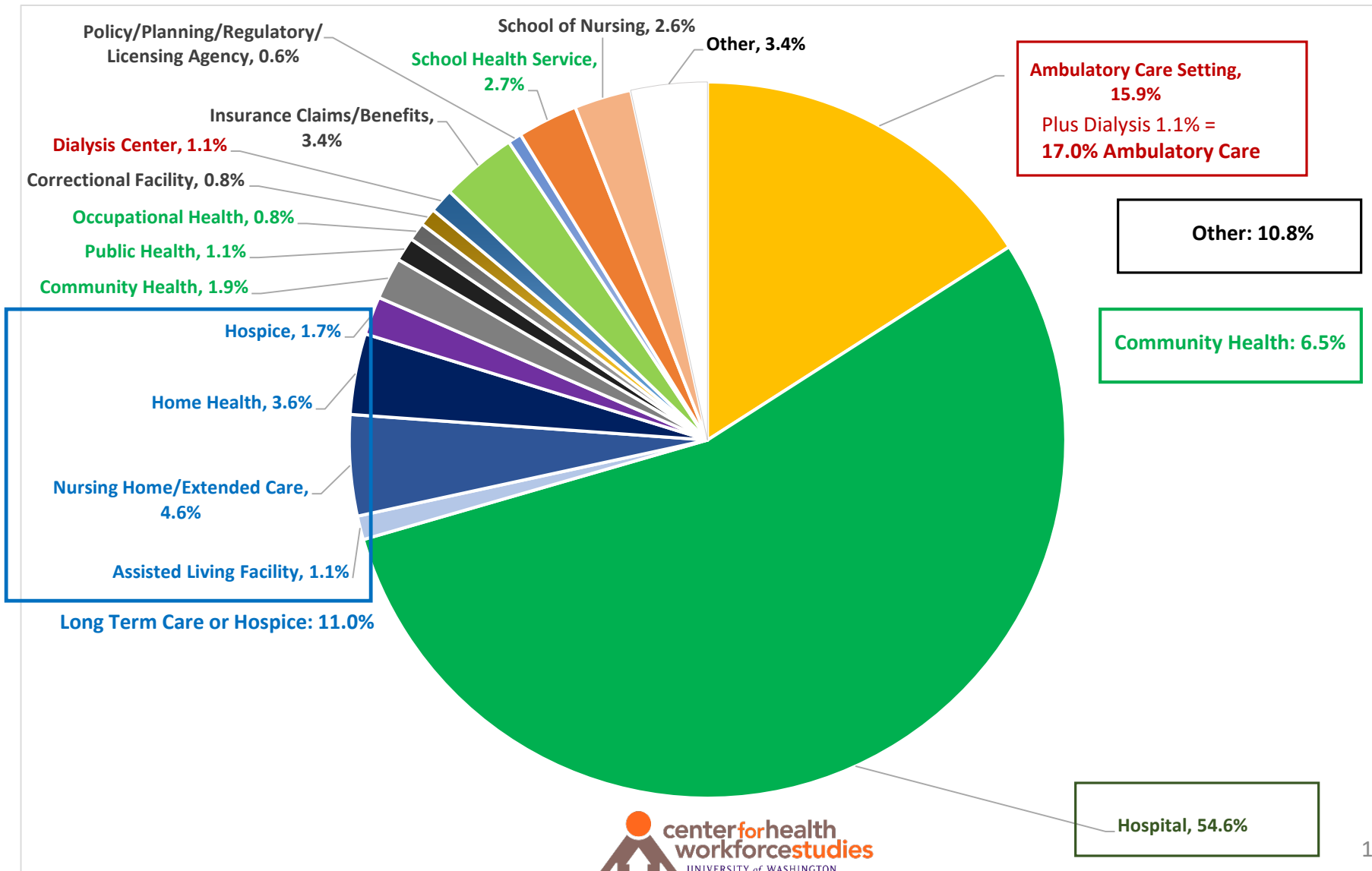
The number of nursing staff where I work is adequate



Washington RN Survey: Distribution by Setting

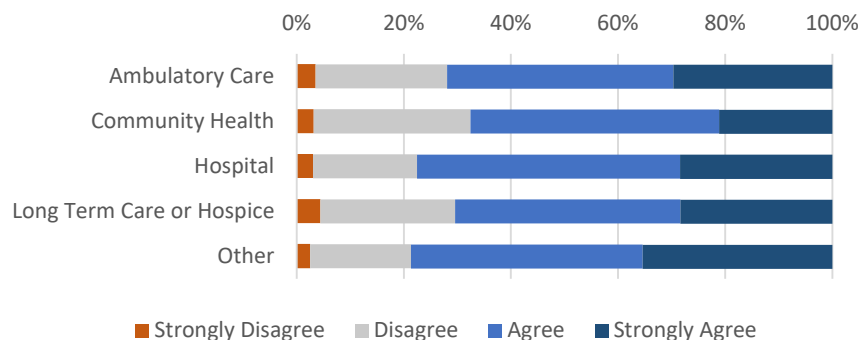


Washington RN Survey: Setting Groupings

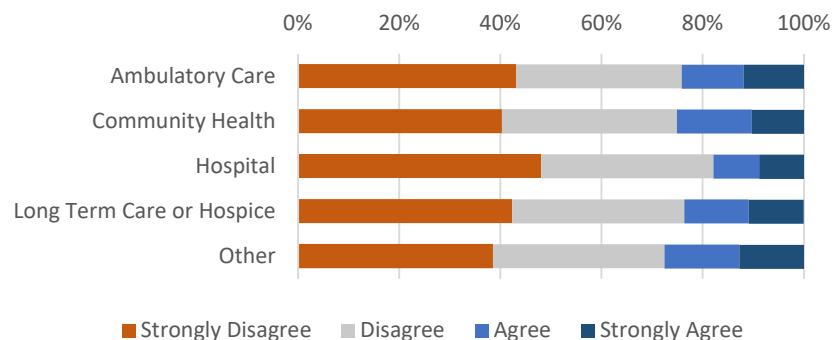


Washington RN Survey: Satisfaction by Setting

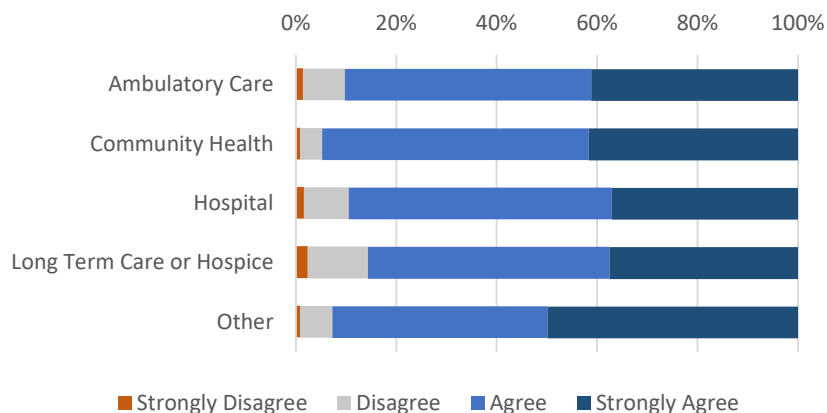
I am satisfied with my opportunities for career advancement



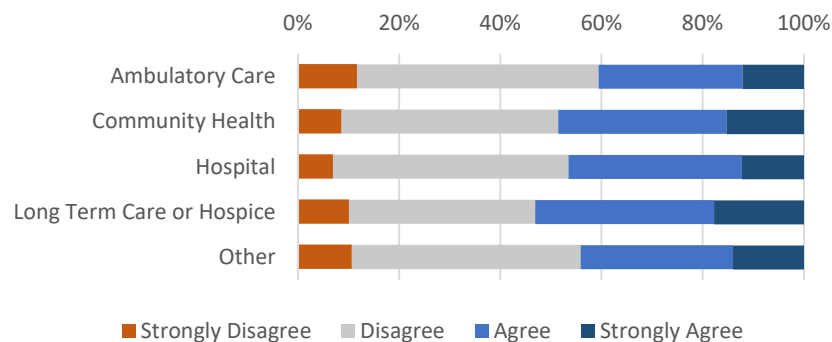
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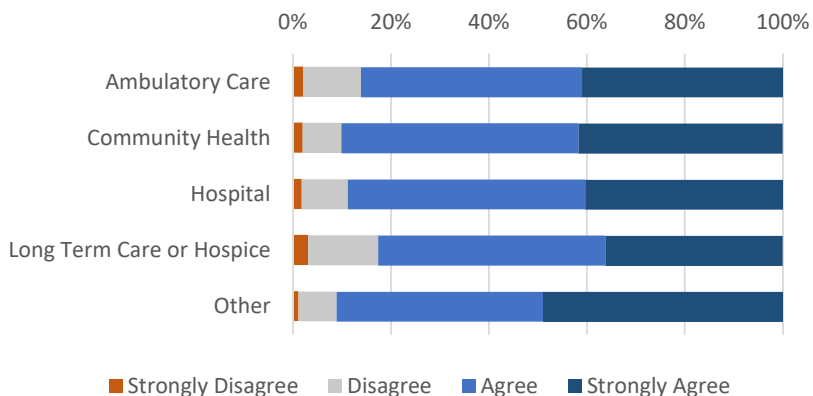


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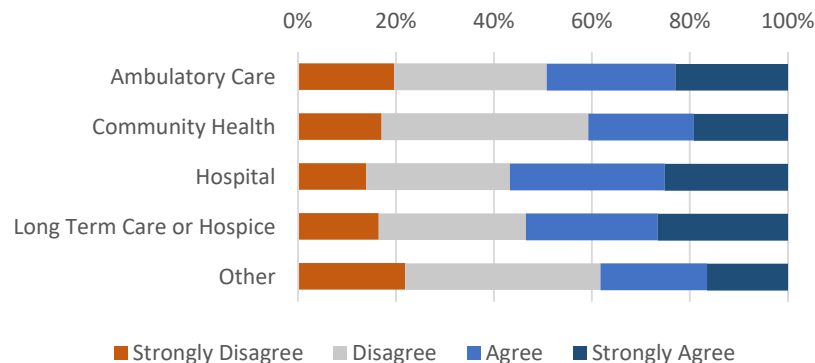


Washington RN Survey: Satisfaction by Setting

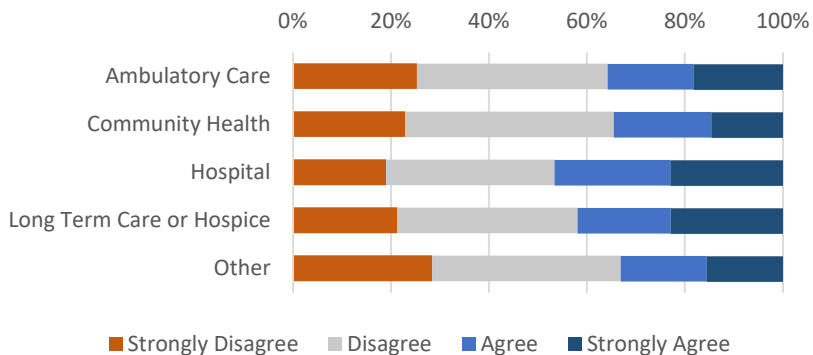
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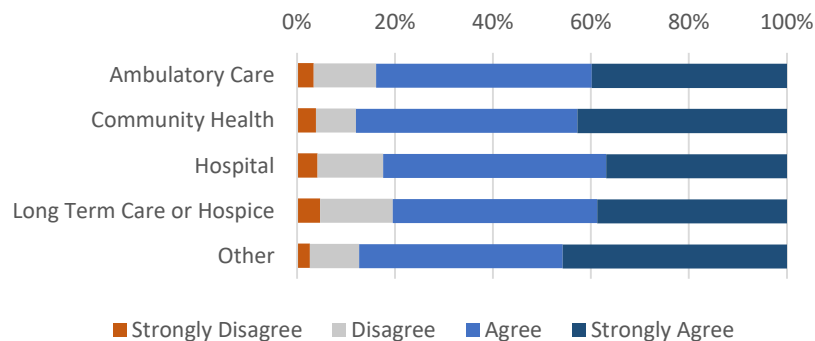
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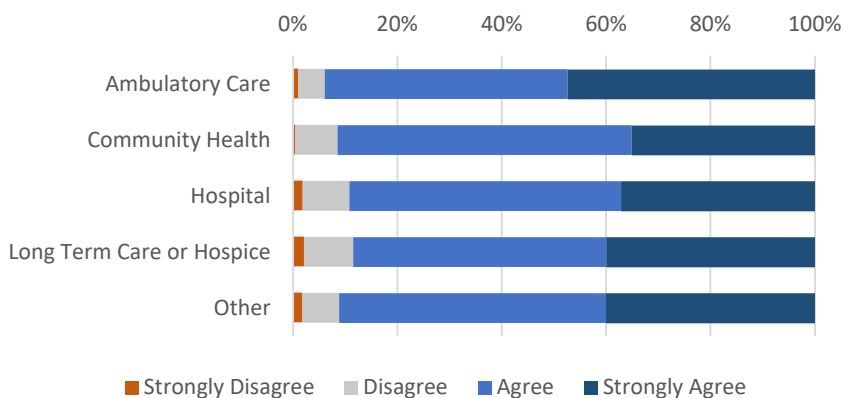


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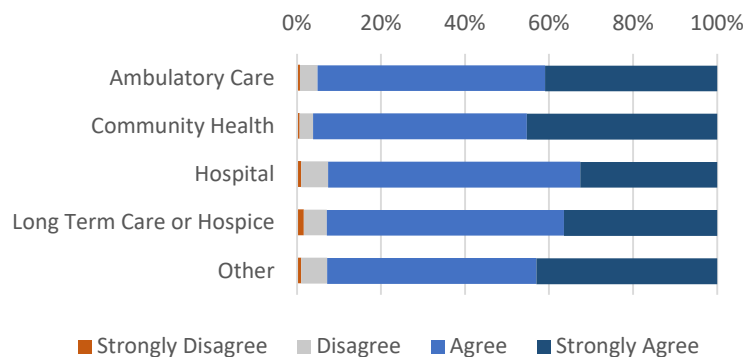


Washington RN Survey: Satisfaction by Setting

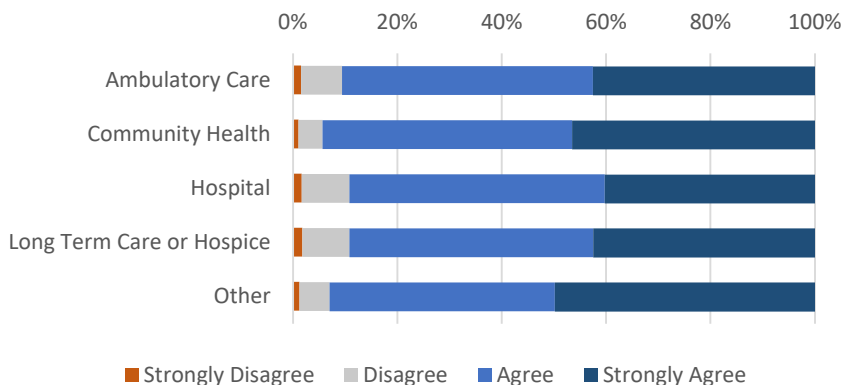
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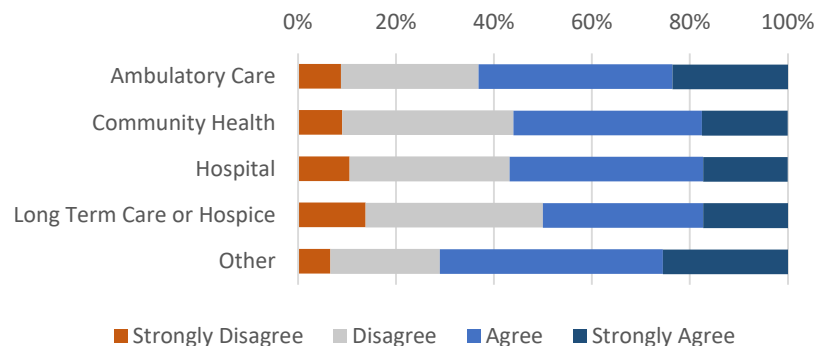
My workplace provides care in a culturally sensitive manner



My work give me a feeling of accomplishment



The number of nursing staff where I work is adequate



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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