

THE 2007 ILLINOIS NURSING WORKFORCE SURVEY REPORT

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Linda Fahey, MSN, RN
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EXECUTIVE SUMMARY

This nursing workforce survey was authorized and implemented to better estimate and understand the impact of the current nursing workforce status and projected nursing shortage. This survey occurred in July of 2007 and consisted of three questionnaires, one for each of three licensure categories of nurses, Licensed Practical Nurses (LPNs), Registered Nurses (RNs), and Advanced Practice Nurses (APNs). The questionnaire for a nursing category included a set of core items that were shared across the three questionnaires and a set of items that were specific to the nursing category. The total number of LPNs, RNs, and APNs reported as actively licensed in Illinois at the time of the survey was 185,557. Of these 185,557 licensed nurses, 14% were LPNs, 83% were RNs, and 3% were APNs. Representative samples of LPNs and RNs were surveyed from all eleven Health Service Areas (HSAs) in Illinois; all APNs licensed in Illinois were surveyed due to the lower number of licensed APNs in the state.

This report is intended to give the reader information across a variety of categories, including the Illinois nursing workforce demographics, employment settings, working conditions, salaries, satisfiers with nursing as a career and current employment, retirement eligibility and intention, potential barriers to continuing education, and interest in joining the teaching ranks.

Approximately 86% of licensed nurses living in Illinois reported they were working in a nursing or nursing-related position, representing a 3% increase when compared to prior surveys. In addition, 71% of nurses reported working between 31 and 50 hours per week, a slight decrease from the 73% that was previously reported. One-fifth of the licensed nurses reported working more than one job. Of those who were not employed, the majority (54%) reported they were retired and 17% were actively looking for employment. These percentages represented an increase in the number of retired respondents and of those seeking employment when compared to prior years. Almost all nurses licensed in Illinois (94%) reported also working within the state, a percentage that is comparable to what has been previously reported. Hospitals, clinics, medical practices, and nursing homes remained among the most common work settings for nurses.

Following the trends identified in previous surveys as well as national surveys, the nursing workforce is increasing in experience and age. Two-thirds of the nurses reported more than 15 years of experience, an increase when compared to approximately half of the nursing

workforce that was reported in prior surveys; approximately one-third of nurses reported being between 46 and 55 years of age.

Overall, nurses were satisfied (54%) or very satisfied (29%) with their nursing positions, a trend that remained consistent with the 84% reported in previous surveys. Consistent with previous findings, APNs represented the highest percentage of nurses who were either very satisfied or satisfied with their position (89%), followed closely by RNs (83%); LPNs reported the lowest percentage who were either very satisfied or satisfied (78%).

The percentage of nurses who reported being enrolled in a nursing education program at the time of the survey declined from the 10% reported in the 2000 survey to the current 7%. However, of those nurses who were not enrolled in a nursing education program at the time of the survey, 7% reported they were interested in such a program, with the cost of tuition being the primary reason cited by one-third of the respondents to the question. The most common degree being pursued was an Associate's degree (36%) followed by either a Bachelor's (25%) or Master's (23%) degree; 16% were pursuing a post-Master's certification or Doctoral degree. Specifically, 84% of those LPNs who reported being enrolled in a continuing education program were pursuing an Associate's degree while 15% were pursuing a Bachelor's degree and 1% a Master's degree; a quarter of LPNs who were not enrolled expressed interest in continuing their education. Approximately half (43%) of RNs who were enrolled in a program were working on a Bachelor's degree with another 47% working on a Master's degree; 7% were pursuing a post-Master's certification (3%) or Doctoral degree (4%) with the remaining 3% reported being enrolled in an Associate's degree program. Almost all (96%) of APNs reported they were not enrolled in a continuing education program. Of those who were enrolled, most (62%) were working on their Doctoral degree and the remaining either on a post-Master's certification (22%) or a Master's degree (15%).

Licensed Practical Nurse (LPN)

A unique questionnaire was sent to LPNs within the eleven HSAs in Illinois. A representative sample of 8,103 LPNs was selected from the total of 26,245 who were licensed in Illinois at the time of sampling. This current number of 26,245 LPNs was similar to that of the 26,611 reported in the previous survey of LPNs. Of the 8,103 selected LPNs, 2,749 surveys were returned for by the conclusion of the fielding period, representing a response rate of 34%. The majority of LPNs were Caucasian (85%) female staff nurses involved in direct patient care

who worked in nursing homes, were 46 years or older and had over 21 years of experience. Almost 15% held secondary employment. While many indicated a desire to return to school, they perceived the cost of tuition as their greatest barrier to returning. Patients were cited by LPNs as the most liked aspect of their primary employment, although salary was cited as the least liked aspect of this employment. A majority (84%) was satisfied with and would recommend nursing as a career. These positive responses indicated a dedication to the profession and the people they serve.

Educational programs that maximize on the LPNs' satisfaction with direct patient care by allowing them to go to school and continue to be involved in direct patient care would likely be most successful. Additionally, LPN to RN bridge programs have the potential of increasing the diversity of the RN workforce more rapidly than traditional programs.

Registered Nurse (RN)

A specific questionnaire was sent to a representative sample of RNs within Illinois, with the questionnaire containing a core set of items shared by all questionnaires in this survey. A representative sample of 9,425 RNs was selected from the 153,540 licensed in Illinois at the time of sampling. This 153,540 represented an approximate increase by 8% when compared to figures reported in the previous RN survey. Of the 9,425 RNs who were sampled for this survey, 3,820 returned a questionnaire for a total response rate of 41%.

Similar to LPNs, RNs were majority Caucasian (93%), female, 46 years or older and working in direct patient care. Slightly fewer RNs worked in hospitals than the nationwide average. Although 88% of RNs were satisfied with nursing as a career, 21% would not encourage others to choose nursing as a career. Most (83%) RNs were satisfied with their primary employment, with the work itself (26%), the patients (23%), and the schedule (22%) being the top satisfiers for respondents. However, workload (21%) was identified by RNs as the least liked aspect of their job, followed closely by salary (19%); those who thought they were going to leave their jobs within the next 12 months cited dissatisfaction with salary as the primary reason. Salary was also a deciding factor in whether an RN chose to stay in clinical practice rather than teach. RNs who were going to retire indicated that shortened work hours, more flexible work hours and less physically demanding positions might convince them to stay.

Advanced Practice Nurse (APN)

All 5,772 APNs licensed in Illinois at the time of sampling considered for inclusion in this survey, with a specific APN questionnaire being sent to 5,361 APNs across all HSAs in Illinois; questionnaires were not mailed to 411 APNs due to address issues. This group had the highest response rate with 46% or 2,459 respondents.

Advanced practice nurses in Illinois were slightly younger than their RN and LPN counterparts. Most APNs were white, but a larger number were male (9%) than the other two nursing categories. According to the 2004 National Sample Survey of Registered Nurses Report, Illinois has a higher percentage of RNs with Masters and Doctorate preparation than the East North Central region and the nation.

While APNs made substantially higher salaries, they cited salary as the least liked aspect of their employment. A considerable number (58%) indicated they would consider teaching, however, salary was an obstacle keeping them from teaching. Almost 10% more APNs than RNs would recommend nursing as a career, making this group the likely group to target as spokespersons for an image campaign.

Recommendations presented in this report are intended to stimulate creative ideas among key stakeholders for meeting current and future nursing workforce supply and demand with particular attention to service/academic partnerships and public policy. Based on the findings in this report, the following recommendations are made:

1. Pay particular attention to “pipeline” issues; such as recruiting larger numbers of young people, to assure that as retiring nurses leave the workforce there remains a steady inflow of new nurses.
2. Implement retention strategies for younger nurses as well as those reaching retirement age, across all work settings and categories of nurses.
3. Address work environment practices that are most often cited as dissatisfiers, i.e., salaries, workload, and management/leadership.
4. Create new opportunities and incentives for nurses to earn graduate degrees in order to increase the faculty ranks.
5. Develop a collaboration campaign spanning health care organizations, private business and educational institutions to improve the image of nursing and nursing education.

CHAPTER 1

INTRODUCTION

National Research Corporation (NRC) conducted a survey for the State of Illinois Department of Financial and Professional Regulation during July 2007. The purpose of this study was to capture the opinions of three different groups of nursing professionals across all 11 regions of the State of Illinois. This 2007 nursing workforce survey differentiated between three classifications of nurses based on licensure status: Licensed Practical Nurses (LPNs), Registered Nurses (RNs), and Advanced Practice Nurses (APNs). In this report, we will present results for all three groups separately in order to provide a clear representation and understanding of the perceptions of each group. As the survey results vary by Health Service Area (HSA) (see Appendix A for a map of the eleven HSAs), we have presented the results of this report for each license group for each HSA for ease of viewing differences in the data from one geographical region to the next. In addition, the state-level aggregate information has been included to provide a global perspective of the survey data.

The purpose of this survey was to gather supply data, better understand the nurse work experience and identify areas of health care policy and planning that may resolve the present and future nursing shortage impacting the state of Illinois. The 2007 survey report presents information on demographics, satisfaction, education, work practice and work environment of licensed practical nurses (LPN), registered nurses (RN), and advanced practice nurses (APN) licensed to practice in the state of Illinois.

Methodology

In July of 2007, the Illinois Department of Financial Professional Regulation (IDFPR) provided NRC with the contact information for nurses licensed to practice in the state of Illinois. The total number of records received was 185,557 (see Table 1.1) and the overall division of licenses consisted of 14% LPNs, 83% RNs, and 3% APNs. The home address contact information was processed through a National Change of Address database and nurses with home addresses in Illinois or the immediately surrounding states of Iowa, Indiana, Kentucky, Missouri, and Wisconsin were included in the population to be surveyed. The home address of

each nurse was utilized to identify the survey population as well as determine the HSA membership. After home addresses were verified and nurses living outside the region were disqualified, a total of 171,774 nurses remained.

Table 1. 1. 2007 Population and Sample Frame of Nurses Licensed in Illinois

	LPN	RN	APN	Total
Total Records	26,245	153,540	5,772	185,557
Address verified & living in region	25,122	141,291	5,361	171,774

Nurses were separated into the category of their license (LPN, RN and APN) as well as HSA. Of particular interest was the desire to gather enough responses from each sub-group so that their responses would be statistically representative of the overall population of nurses. In other words, a certain proportion of nurses in the population needed to complete a survey in order to accurately estimate the responses as if each and every nurse had completed a survey. A thorough description of the sampling methodology is included in the next section (Sample).

All surveys were produced and mailed by NRC and nurses were given the option of submitting their responses online through an internet option or by returning the survey through the mail directly to NRC in the postage-paid envelope provided with the survey. Both of these delivery processes ensured the confidentiality of respondents. The first wave of surveys was mailed on June 25, 2007 and the second wave of follow-up surveys was mailed one week later on July 2, 2007. Surveys were accepted through July 18, 2007, providing a fielding period of 23 calendar days with one mid-week postal stoppage (Fourth of July holiday).

Sample

As previously shown in Table 1.1, the sample frame included 171,774 nurses that fit the sample frame criteria of: 1) current license to practice as an LPN, RN, or APN within the state of Illinois, 2) a verified mailing address, and 3) a home address in Illinois or the immediately surrounding states. Nurses were separated into groups based upon their license and home address in order to determine the number of surveys to be sent to each of these license-HSA sub-groups. A randomized sampling process was used to select the nurses to be surveyed from within each

license-HSA group for the RN and LPN groups. However, in order to gather a statistically representative sample for the APN group, all APNs were sent a survey. Table 1.2 shows the breakdown of population according to license and HSA. Also included in Table 1.2 is the precision level of the survey outcomes based upon the number of surveys received out of the total population for each group. For example, when the overall statewide outcomes are considered chances are 95 out of 100 that the error is no greater than $\pm 1\%$. This is also known as a Confidence Interval of $\pm 1\%$ at a statistical Confidence Level of 0.95 (or 95 out of 100). Note that smaller samples require a larger proportion of returns to obtain low error percentages. The error for each overall nursing group is less than $\pm 2\%$ and the error for each overall HSA is less than $\pm 4\%$. The question outcomes for all groups would be considered statistically representative of their whole population.

Table 1.2. Number of Surveys, Returns, and Resulting Response Rate with Precision

Population Name	Number in Population	Surveys Mailed	Non-Deliverable	Surveys Returned	Response Rate	Precision (error)
Statewide	171,774	22,889	253	9,028	39.9%	$\pm 1.0\%$
HSA 1	9,392	1,697	10	739	43.8%	$\pm 3.5\%$
HSA 2	11,517	1,786	17	761	43.0%	$\pm 3.4\%$
HSA 3	10,656	1,830	16	702	38.7%	$\pm 3.6\%$
HSA 4	10,956	1,906	14	811	42.9%	$\pm 3.3\%$
HSA 5	10,168	1,752	22	680	39.3%	$\pm 3.6\%$
HSA 6	21,913	2,445	75	810	34.2%	$\pm 3.4\%$
HSA 7	46,457	3,011	21	1,263	42.2%	$\pm 2.7\%$
HSA 8	15,975	1,933	13	777	40.5%	$\pm 3.4\%$
HSA 9	14,348	1,806	18	707	39.5%	$\pm 3.6\%$
HSA 10	2,942	1,284	14	518	40.8%	$\pm 3.9\%$
HSA 11	7,313	1,665	19	640	38.9%	$\pm 3.7\%$
Non-Illinois	10,137	1,774	14	620	35.2%	$\pm 3.8\%$
LPN	Number in Population	Surveys Mailed	Non-deliverable	Surveys Returned	Response Rate	Precision (error)
LPN overall	25,122	8,103	96	2,749	34.3%	$\pm 1.8\%$
LPN HSA 1	1,818	681	5	279	41.3%	$\pm 5.4\%$
LPN HSA 2	2,038	696	9	272	39.6%	$\pm 5.5\%$
LPN HSA 3	3,024	734	10	219	30.2%	$\pm 6.4\%$
LPN HSA 4	2,463	717	4	277	38.8%	$\pm 5.5\%$
LPN HSA 5	3,004	736	9	228	31.4%	$\pm 6.2\%$
LPN HSA 6	3,713	745	20	188	25.9%	$\pm 7.0\%$
LPN HSA 7	3,862	745	5	235	31.8%	$\pm 6.2\%$
LPN HSA 8	896	666	3	264	39.8%	$\pm 5.1\%$
LPN HSA 9	1,506	653	9	213	33.1%	$\pm 6.2\%$
LPN HSA 10	615	515	7	172	33.9%	$\pm 6.3\%$
LPN HSA 11	1,277	643	10	200	31.6%	$\pm 6.4\%$
LPN Non-Illinois	906	572	5	202	35.6%	$\pm 6.1\%$

Table 1.2. Number of Surveys, Returns, and Resulting Response Rate with Precision (continued)

RN	Number in Population	Surveys Mailed	Non-deliverable	Surveys Returned	Response Rate	Precision (error)
RN overall	141,291	9,425	99	3,820	41.0%	± 1.6%
RN HSA 1	7,341	783	4	353	45.3%	± 5.1%
RN HSA 2	9,180	791	6	348	44.3%	± 5.2%
RN HSA 3	7,323	787	5	344	44.0%	± 5.2%
RN HSA 4	8,095	791	5	348	44.3%	± 5.1%
RN HSA 5	6,944	796	9	339	43.1%	± 5.2%
RN HSA 6	17,300	800	30	247	32.1%	± 6.2%
RN HSA 7	41,138	809	6	301	37.5%	± 5.6%
RN HSA 8	14,612	800	7	312	39.3%	± 5.5%
RN HSA 9	12,485	796	8	317	40.2%	± 5.4%
RN HSA 10	2,273	715	5	320	45.1%	± 5.1%
RN HSA 11	5,788	774	9	330	43.1%	± 5.2%
RN Non-Illinois	8,812	783	5	261	33.5%	± 6.0%
APN	Number in Population	Surveys Mailed	Non-deliverable	Surveys Returned	Response Rate	Precision (error)
APN overall	5,361	5,361	58	2,459	46.4%	± 1.5%
APN HSA 1	233	233	1	107	46.1%	± 7.0%
APN HSA 2	299	299	2	141	47.5%	± 6.0%
APN HSA 3	309	309	1	139	45.1%	± 6.2%
APN HSA 4	398	398	5	186	47.3%	± 5.3%
APN HSA 5	220	220	4	113	52.3%	± 6.4%
APN HSA 6	900	900	25	375	42.9%	± 3.9%
APN HSA 7	1,457	1,457	10	727	50.2%	± 2.6%
APN HSA 8	467	467	3	201	43.3%	± 5.2%
APN HSA 9	357	357	1	177	49.7%	± 5.2%
APN HSA 10	54	54	2	26	50.0%	± 14.0%
APN HSA 11	248	248	0	110	44.4%	± 7.0%
APN Non-Illinois	419	419	4	157	37.8%	± 6.2%

The Survey Instrument

Each survey included a cover letter containing a message from IDFPR Secretary Dean Martinez. The message encouraged the recipients to complete the survey, informed the nurses why the survey was being conducted and how the results would be used. The cover letter also contained instructions for completing the survey over the Internet.

Although the majority of questions on the surveys were the same, surveys specific to each nurse group were created due to the different employment and teaching options available to the nursing groups. For example, questions concerning teaching in a nursing education program did not apply to the LPN population as they would not be qualified to teach in an Illinois nursing education program.

Data Collection and Analysis

The NRC survey system used for this study - Qualisys® - is recognized as industry standard. Qualisys® is NRC's "quality process" software and business discipline that standardizes and automates the entire survey process from data quality checks to scanning of returned surveys. NRC's scanners are similar to the same scanners used by the U.S. Census Bureau for Census 2000. These scanners gained a 99.89 accuracy rate processing the census. The NRC Scanner Interface allows for the automation of scanning returned questionnaires and storing respondent results. Results of surveys completed through the online option were incorporated into the database without the need for scanning.

NRC completes data entry in-house using electronic scanning and character recognition software. This software interacts with Qualisys® and identifies if the survey has already been data entered or if the respondent has replied to another effort of the survey. Valid range checks occur at both data entry by the FAQSS system and at upload to Qualisys® with about 2% of data points being identified by the FAQSS software for data entry by an operator. One out of every ten data points, both machine and operator entered, are verified by an operator. Verification statistics are monitored for accuracy and shared with operators on a regular basis. Operators are retrained or reassigned if they fail to meet accuracy rates.

Organization of the Report

This 2007 nursing workforce survey obtained layered information from licensed nurses in Illinois, with focused data analysis of patterns within each of the three nursing licensure categories as well as at the state and regional levels. The organization of this report is such that information is first presented separately for each nursing licensure classification to allow for the focused review of each classification at the state as well as regional levels. Toward this end, the results are presented first for LPNs (Chapter 2) followed by those for RNs (Chapter 3) and then for APNs (Chapter 4). After the presentation of these nursing licensure classifications, an overview is provided in Chapter 5 that presents data across regions and licensure categories. Chapter 6 includes the discussion, conclusion and recommendation sections, with specific data tables for the state of Illinois as well as each regional HSA being provided in appendices.

CHAPTER 2

LICENSED PRACTICAL NURSES (LPNs)

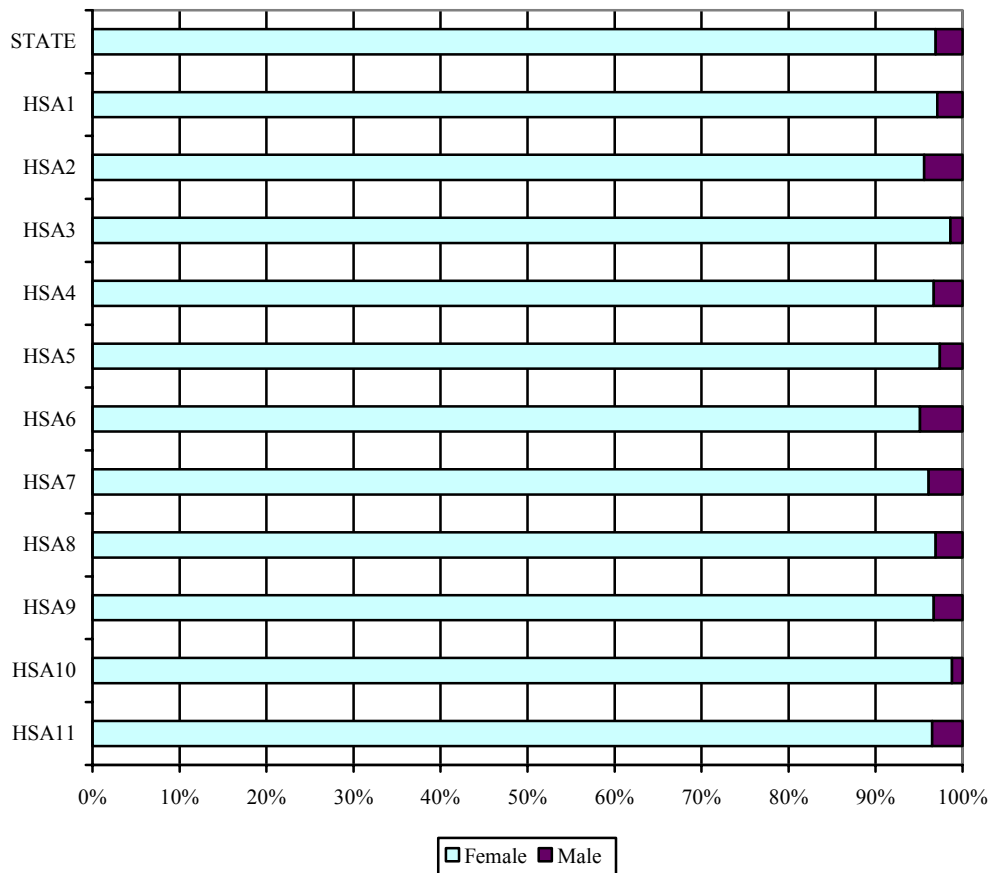
The first set of results presented in this report provides the findings from the LPN group. There were 2,749 surveys returned from this group, representing a total response of 34.3%, representing a 5% increase from the 2001 Survey of Illinois Licensed Practical Nurses. The LPN survey consisted of a 43-question survey covering a variety of topics, including demographics, current job satisfaction, and future plans. A copy of this questionnaire is available in Appendix M.

Demographics

As with the other licensure groups, when the results of the survey were reviewed for the LPN population, it was found that this group was predominately female (96.9%), between 46 and 55 years of age (34.0%), married (64%), white (85.0%), and not of Spanish, Hispanic, or Latino ethnicity (97.2%).

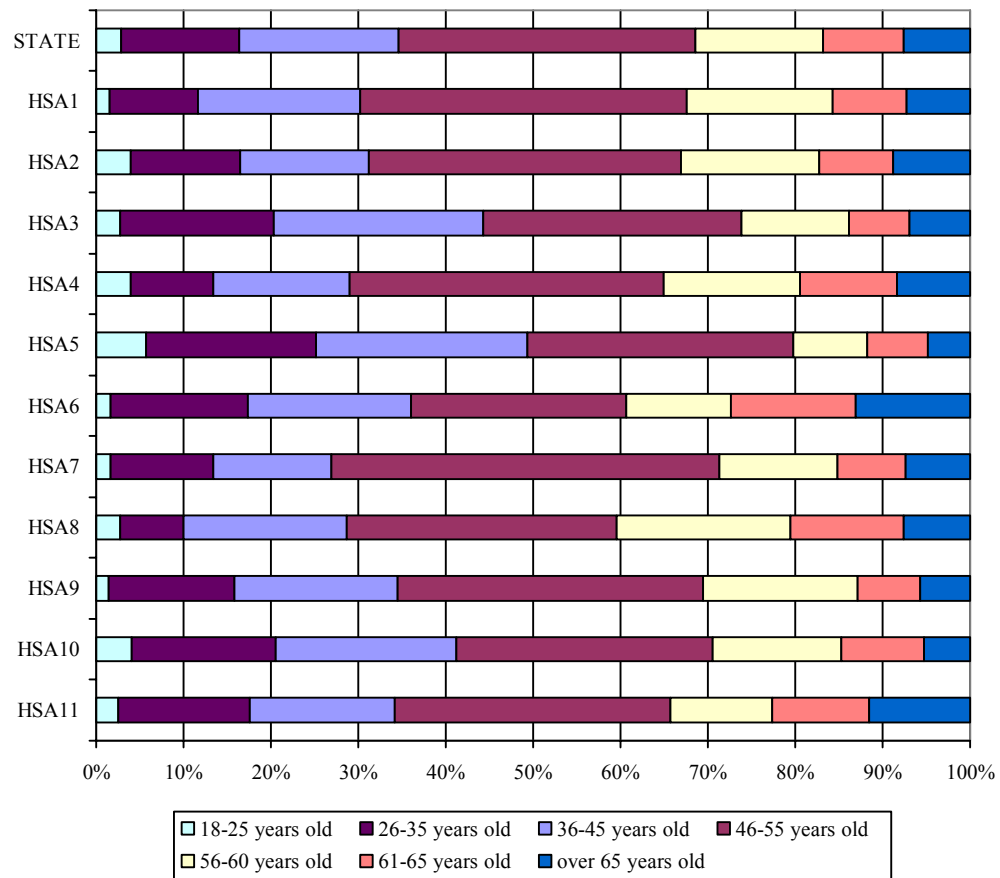
Gender. When reviewing the gender data at the overall state level, 96.9% of the LPNs were females and 3.1% were males. These proportions remained consistent with those of the 2001 survey of LPNs. The proportion of female and male LPNs represented in this 2007 survey was the lowest percentage of males in all three nursing categories. In addition, this gender proportion was consistent across the eleven HSAs (see Figure 2.1). HSA 10 reported the highest percentage of females (98.8%) and HSA 6 reported the highest percentage of males (4.9%)

Figure 2. 1. LPN Gender Distribution by HSA



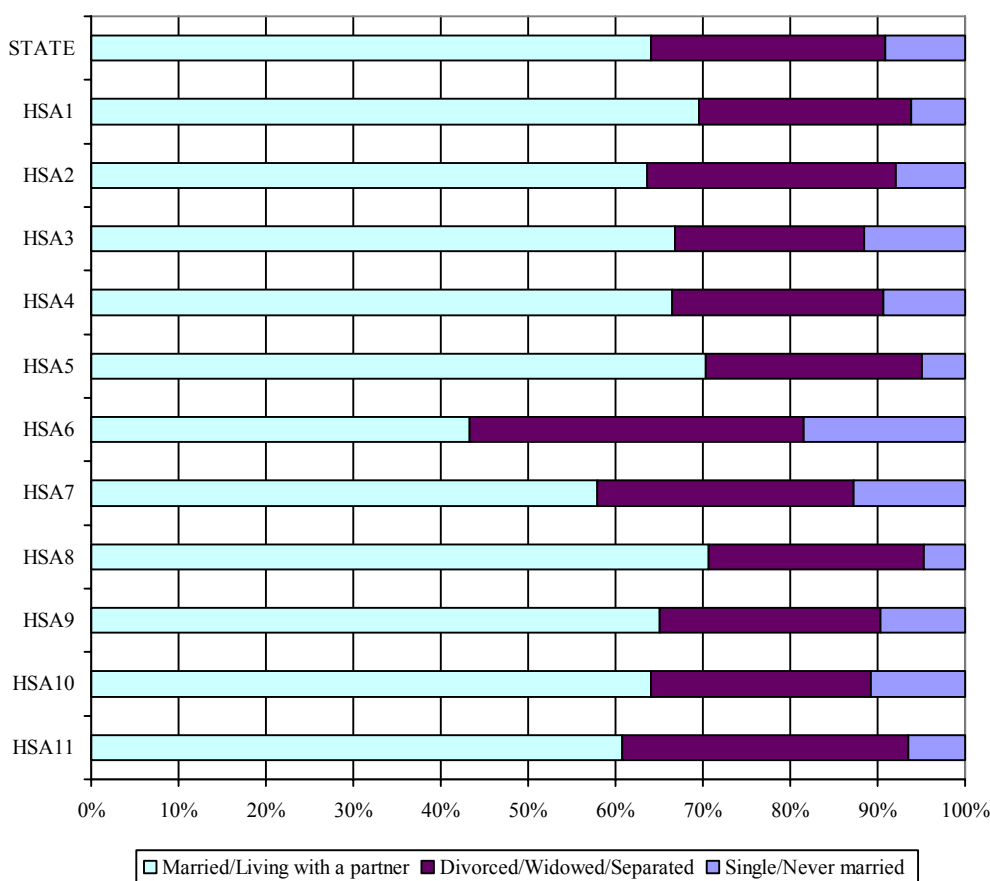
Age. Most LPNs indicated their age to be between 46 and 55 years of age, with the second most common age range for these respondents being 36 to 45 years of age. This represented an increase in comparison to the average age of 45.2 reported by LPNs in the 2001 survey. HSA 5 had the highest percentage of 26 to 35 year olds, and also a higher percentage of 18 to 25 year olds, with relatively fewer LPNs 45 and older. In 2001, 3% of LPNs reported being over the age of 65, however almost two in ten (16.8%) LPNs in this 2007 survey indicated their age to be 61 years or older. This pattern is relatively consistent across the 11 HSAs (see Figure 2.2), although HSA 5 has a noticeably higher percentage (19.4%) of 26 to 35 year olds, while HSA 8 reported a higher percentage (19.8%) of 56 to 60 year olds. Several HSAs had higher percentages of LPNs in the 56 to 60 age range than the statewide percentage. Well over 60% of the LPN respondents were 45 years of age or older, potentially impacting LPN supply as these nurses retire.

Figure 2. 2. LPN Age Distribution by HSA



Marital Status. Almost two-thirds (64.0%) of the LPNs reported they were married or living with a partner, the lowest percentage of the three nursing groups, but consistent with the 2001 survey results (61.7%). Additionally, the LPNs who reported being divorced, widowed or separated represented the highest (26.8%) of all three nursing groups for this marital category. The marital status patterns were consistent across the HSAs (see Figure 2.3), other than HSAs 6 and 7 where higher percentages were present for single or never married, and divorced, widowed, or separated.

Figure 2. 3. LPN Marital Status by HSA



Racial and Ethnic Background. The two questions specific to racial identification and ethnic background of respondents allowed for the selection of more than one response option, with the specific responses being present in Table 2.1 (note this was a multiple response question so percentages will not equal 100%). Statewide LPNs commonly indicated White (85.0%) as a racial identification category, followed by Black/African American (15.0%). Although this percentage of racial Black/African American racial identification was consistent with that of the prior survey (15.0%), the current survey found an increase in the percentage of White racial identification in comparison to the prior survey (78.5%). Across the three nursing categories, LPNs had the highest percentage of respondents who indicated Black/African American. The least represented racial identification category for LPNs was American Indian/Alaska Native which accounted for less than 1% of response selections. Few LPNs (2.8%) indicated a Spanish/Hispanic/Latino ethnic background.

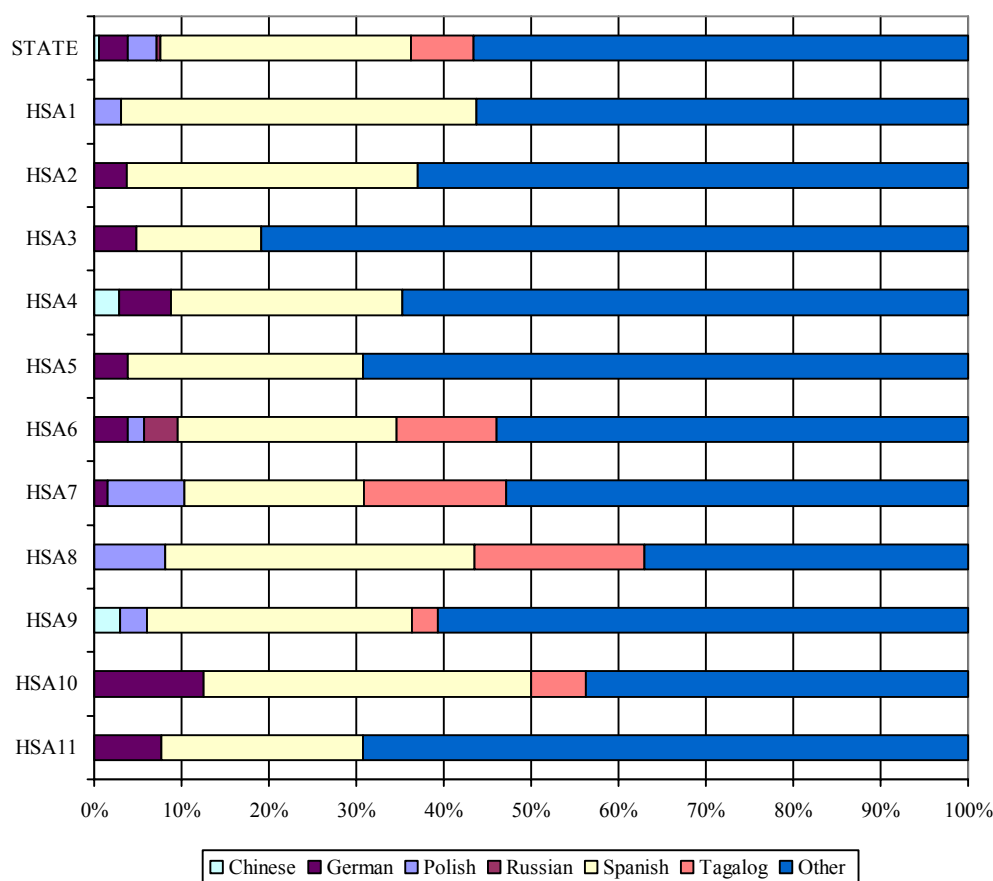
Table 2. 1. LPN Racial and Ethnic Background

Racial Background	LPN	
	%	n
White	85.0	2,281
Black or African American	15.0	403
Asian	1.8	49
Native Hawaiian or other Pacific Islander	0.3	7
American Indian or Alaska Native	1.3	36
Ethnic Background		
No, not Spanish/Hispanic/Latino	97.2	2,585
Yes, Puerto Rican	0.5	12
Yes, Mexican, Mexican-American, Chicano	1.5	41
Yes, Cuban	0.1	2
Yes, other Spanish/Hispanic/Latino	0.8	20

Note: Racial Background percentages do not equal 100% as respondents may have chosen more than one response.

Languages. In order to provide care for a diverse patient population, the ability to speak multiple languages is important for the LPN group, as it is for all nursing groups. Of the LPN survey respondents, Spanish (28.7%) was the most common language other than English that was spoken. A majority of LPNs (56.6%) reported speaking a language other than English, Chinese, German, Polish, Russian, Spanish, or Tagalog, which are the languages of choice on the U.S. census. HSAs 6, 7, and 8 reported greater percentages of Tagalog speakers and HSA 3 reported the smallest percentage of Spanish speakers (see Figure 2.4).

Figure 2. 4. LPN Language Distribution by HSA

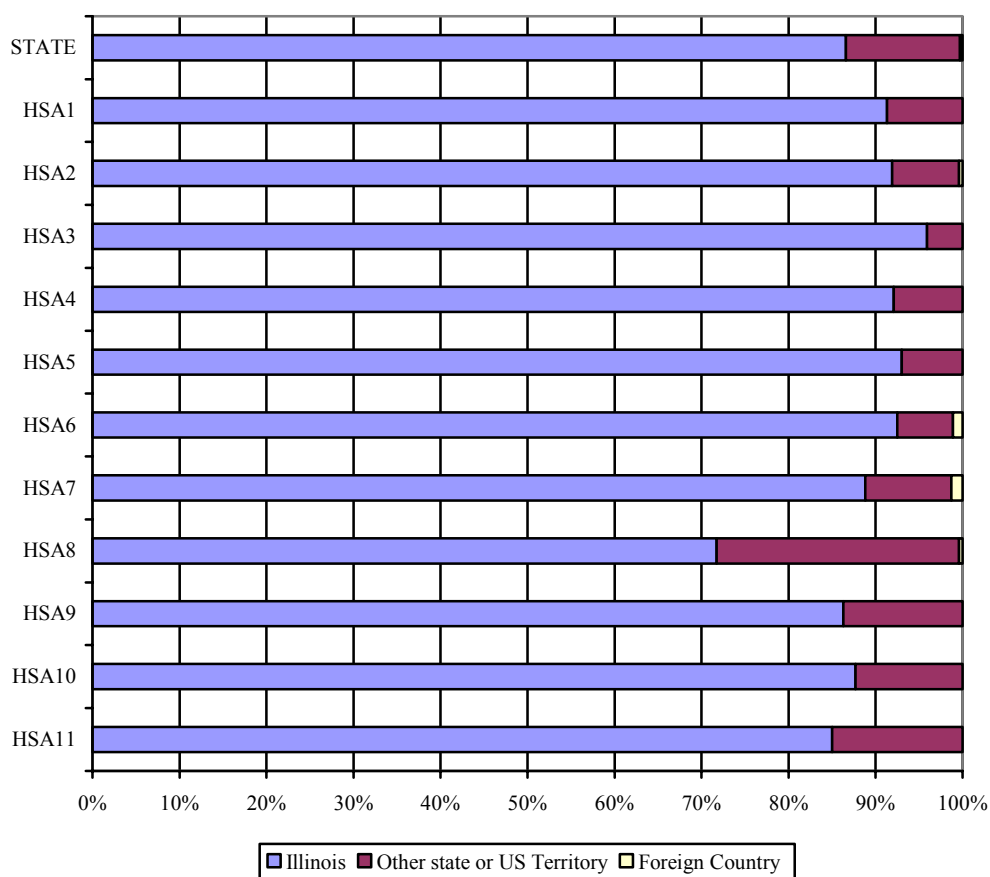


Licensing and Education

The LPN survey asked several questions about how the licensure was obtained and through which state was their provenance. Additionally, questions were asked to determine current educational program enrollment and programs completed.

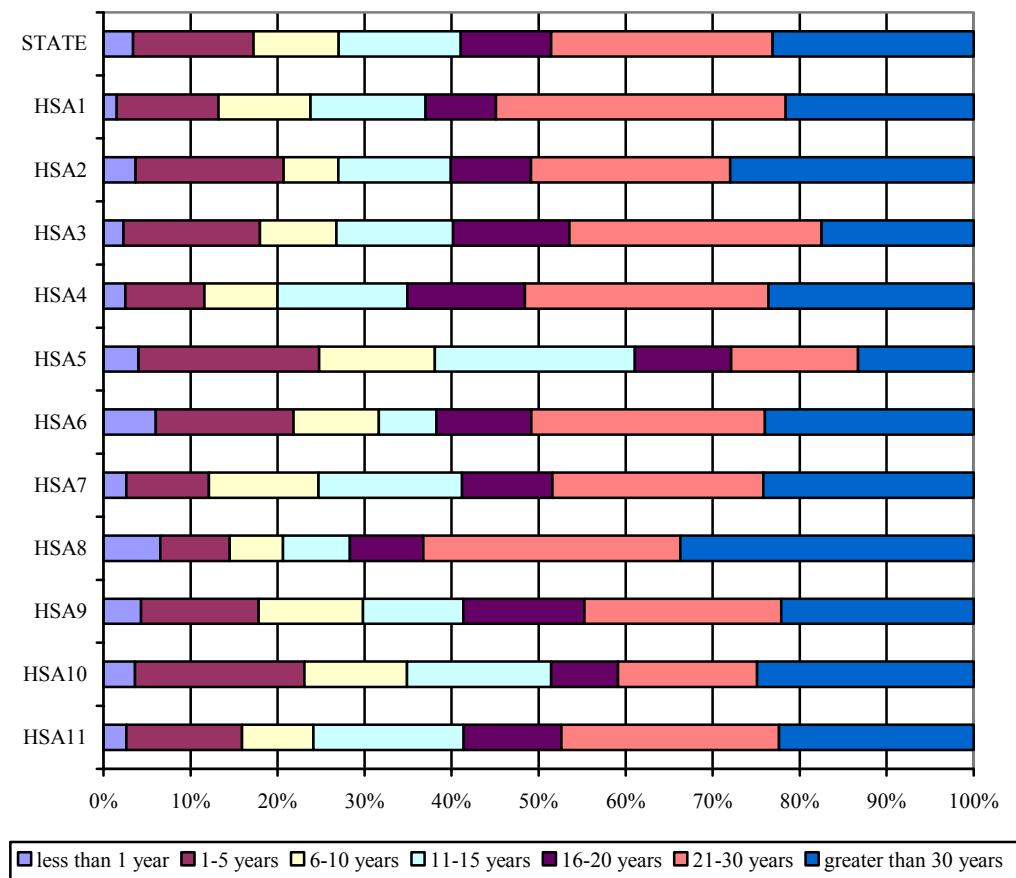
Nursing Licensing. Of the LPN respondents, almost nine-in-ten (86.6%) reported receiving their nursing license in Illinois, with another 13.1% having received their nursing license in another U.S. state or territory. This represented the lowest percentage of out-of-state licensing for the three nursing categories. When viewing the data for individual regions, HSAs 6, 7, and 8 showed some variation from the overall statewide pattern. At least 1% of the respondents from HSAs 6 and 7 received their license in a foreign country, and HSA 8 reported a noticeably greater percentage of licenses received in another U.S. state or territory (see Figure 2.5).

Figure 2. 5. LPN Licensing by HSA



Most LPNs (25.4%) reported having their nursing license between 21 and 30 years while the second highest percentage of LPNs reported having their license for more than 30 years (23.1%). The pattern of responses varied across the different HSAs (see Figure 2.6). In comparison to the statewide and other HSA data, HSA 5 reported a greater percentage in the 11-15 years of licensure (23.0%), while HSA 8 reported the highest percentage of LPN licenses in the greater than 30 years category (33.7%). HSA 5 reported the greatest percentage of LPNs having been licensed for 5 years or less (24.8%) and the lowest percentage of LPNs licensed greater than 30 years (13.3%).

Figure 2. 6. LPN Years Licensed by HSA



Enrollment in Nursing Education Program. An increase was identified in the percentage of LPNs who reported being enrolled in a nursing education program at the time of the survey when compared to the 2001 survey. Specifically most LPNs in 2007 (66.7%) reported not being enrolled in a nursing education program at the time of the survey compared to 88.5% in 2001. However, 22.8% of the LPNs in the 2007 survey reported that they were interested in a nursing education program; 1.5% listed “Other”. When examining only those LPNs who were enrolled in a nursing education program (9.0% of the total respondents), 83.6% were enrolled in an Associate degree program, 15.2% were enrolled in a Baccalaureate degree program, and 1.2% were enrolled in a Master’s degree program. These patterns were consistent across HSAs except for HSA 6, which reported a higher percentage (31.1%) of LPNs not enrolled, but interested in a nursing education program.

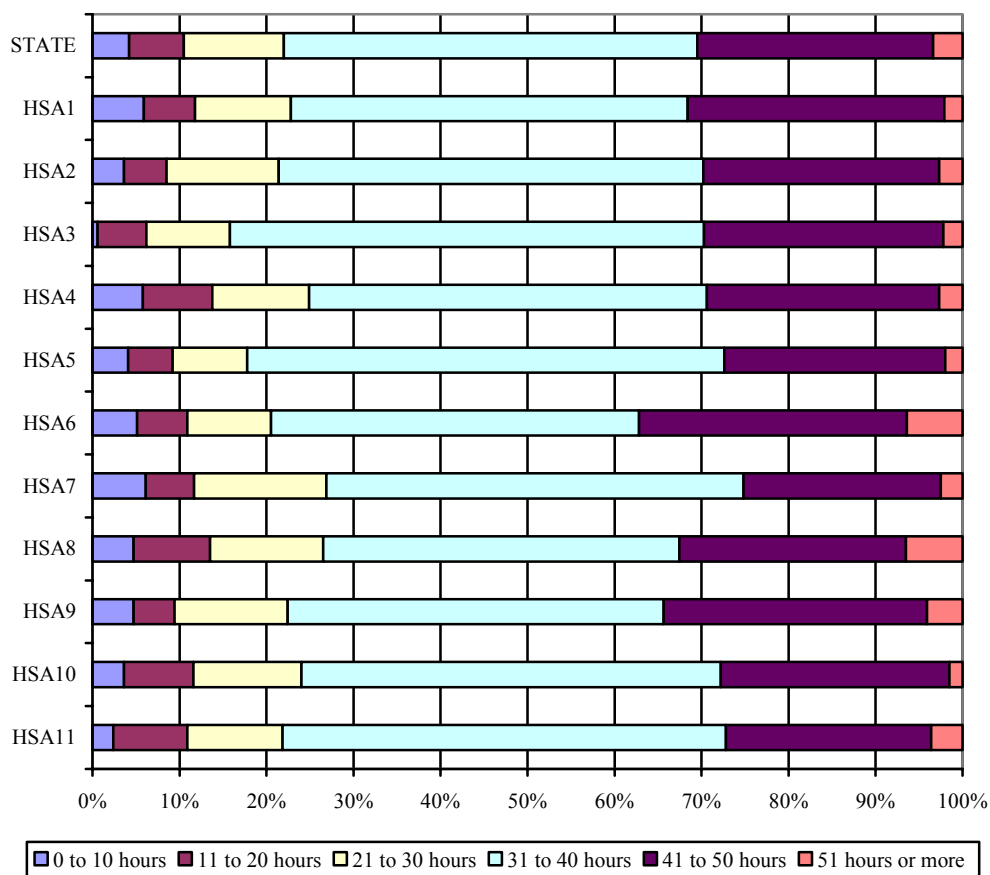
Employment

The LPN survey included items to discern the current employment status of respondents based on their “current primary work situation” statistics. The primary employment settings reported by LPNs in 2001 were nursing homes (41.4%), and this remained the primary setting in 2007 (40.2%). The percentage of LPNs listing a nursing home as their primary employment setting represented the highest percentage of the three nursing categories. Although physician’s offices or health clinics (18.2%) and hospitals (13.8%) were the two second most common settings in 2007, these percentages represent a decrease for the hospital settings (18.8% in 2001) and a three-fold increase in physician’s offices or health clinics (5.7% in 2001). Across these settings, LPNs were most often in a Staff Nurse (62.8%) position, an Office Nurse (17.3%) position, or Other (9.8%). This represented a slight shift in positions when compared to 2001 data, where 41.0% of LPNs were Staff Nurses, 13.6% were Office Nurses, and 12.2% reported Other.

Most LPNs (27.4%) reported being with their primary employer for ten or more years, while the second most common group was with their primary employer for one to three years (23.9%). LPNs cited the patients (40.0%) as what they liked most about their primary employment. The work itself (16.5%) and the hours/schedule (16.5%) were tied as the next most popular choices. The pattern of responses varied slightly for HSA 7 where LPNs reported higher percentages of co-workers (9.4%) and benefits (8.3%) as being what they liked most about their primary employment. As with the other nursing groups, LPNs most commonly cited salary (24.2%) and workload (19.8%) as the aspects they liked least about their primary nursing positions. The pattern of what LPNs liked least about their positions was consistent across HSAs, with salary and workload being the top two reasons.

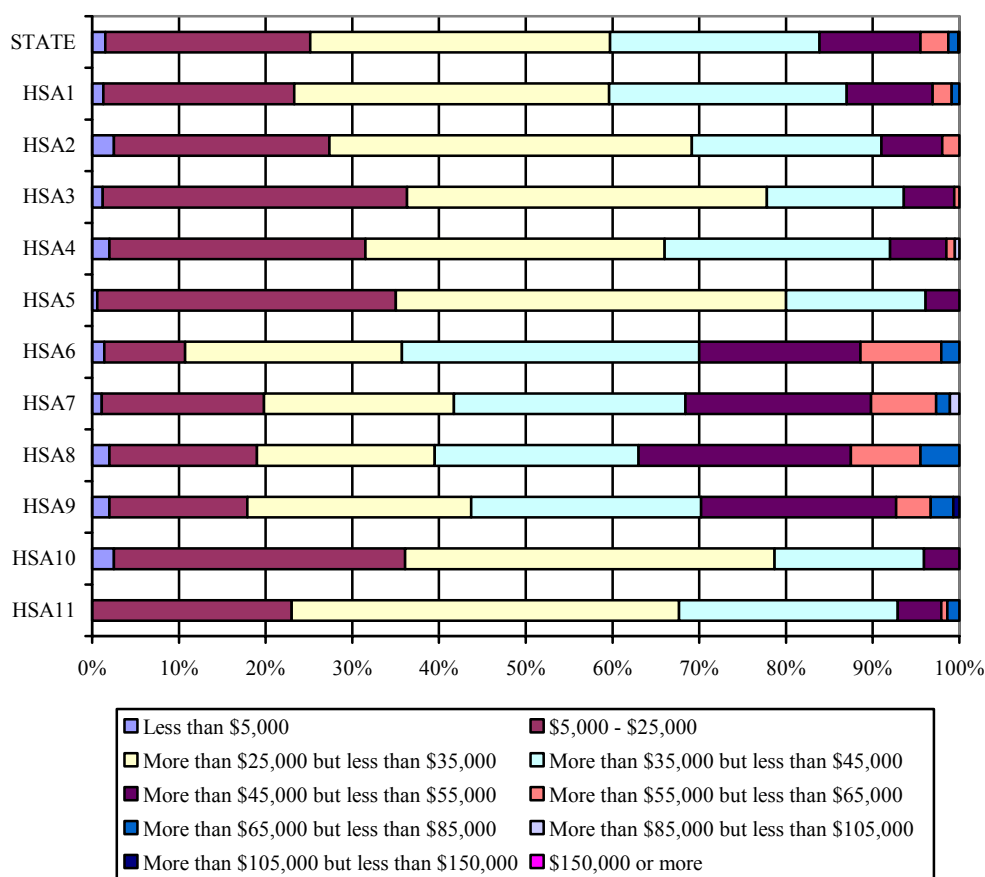
The major activities for the LPNs in these settings were either providing direct patient care (76.3%) or as Other (9.7%), with the most common direct patient care involved geriatric (68.1%) and adult (43.2%) patient populations. LPNs most commonly reported working between 31 and 40 hours per week (47.6%), followed by 41 to 50 hours per week (27.1%), and 21 to 30 hours per week (11.5%). The pattern of hours worked in the primary position was consistent across the HSAs (see Figure 2.7).

Figure 2. 7. LPN Hours Worked by HSA



The most common annual salary range reported by LPNs was between \$25,000 and \$35,000 (34.5%), followed by 24.1% who reported an annual salary between \$35,000 and \$45,000 and 23.6% who reported an annual salary between \$5,000 and \$25,000. In comparison to the other HSAs, LPNs in HSAs 6, 7, 8, and 9 reported generally higher percentages of salaries between \$45,000 and \$85,000, and a lower percentage of salaries below \$25,000 (see Figure 2.8).

Figure 2. 8. LPN Annual Salary by HSA



Employed in More Than One Job. About one in six (16.3%) LPNs reported having a second job, with a majority (81.6%) of these being in another nursing position. Almost two-thirds (63.3%) of the LPNs reported having their secondary nursing position three or fewer years, with 14.4% holding their secondary nursing position between three and five years and 11.0% between five and ten years. Annual salaries for these secondary nursing positions were commonly \$25,000 or less (84.5%). Most (44.4%) LPNs reported working ten hours or less in their secondary positions, with fewer (30.4%) working between eleven to twenty hours a week, and even fewer (25.2%) working greater than 21 hours per week. The patterns of secondary employment were consistent across the eleven HSAs.

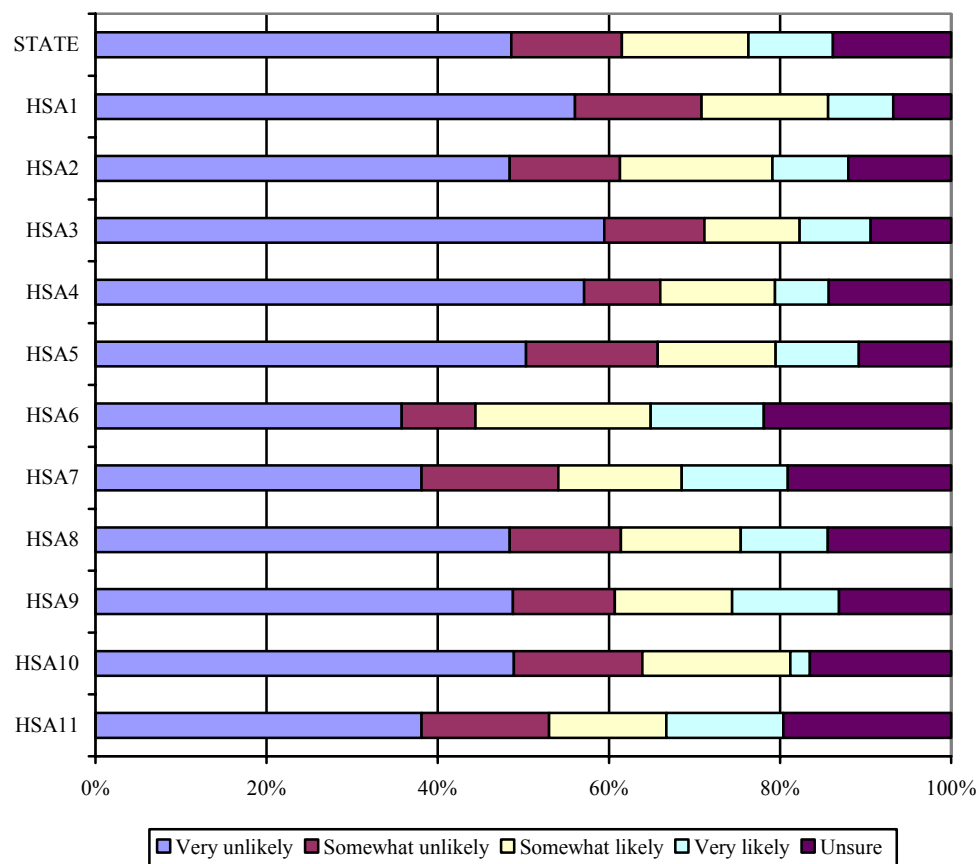
The most common setting for the secondary employment of LPNs remained the same as for their primary employment, in nursing homes (35.1%). Home health (16.6%) was the second most common setting and staff agency (10.0%) was the third most common setting for secondary employment. As was the case with their primary employment location, most LPNs (79.9%)

reported direct patient care as their major activity in their secondary employment, with geriatrics (68.1%) and adults (42.6%) cited as the most common populations for direct patient care.

Satisfaction. The LPN survey measured satisfaction with various factors within the LPN population. The survey results indicated that nearly two-thirds of LPNs (61.5%) stated they were either very unlikely or somewhat unlikely to leave their primary nursing position within one year. HSA 6 reported the greatest level of uncertainty (21.9%) and the highest percent of somewhat likely or very likely to leave (33.8%). In comparison to HSA 6, HSAs 7 and 11 expressed similar levels of uncertainty and likelihood to leave (see Figure 2.9).

If an LPN was likely to leave a nursing position, the most commonly reported reasons were either inadequate salary (15.9%) or dissatisfaction with management or their supervisor (11.7%). Of those LPNs who reported having voluntarily left a nursing position within the last two years, the main reasons were due to dissatisfaction with management/supervisor (20.3%), relocation (9.3%), or inadequate salary/wages (9.0%).

Figure 2. 9. LPN Likelihood to Leave Primary Position by HSA



At the overall state level, LPNs were either very satisfied or satisfied with nursing as a career (85.6%) and with their employment (78.4%). The 78.4% satisfaction rate for employment represented a 5% decrease when compared to the 83.3% reported in 2001. However, most LPNs reported being either very dissatisfied or dissatisfied (52.3%) with their salaries (see Figure 2.10); this represented an approximately 10% increase in salary dissatisfaction in comparison to the 2001 findings (42.7% dissatisfaction). The overall patterns of responses for satisfaction with career, employment, and salary were similar for all HSAs (see Figure 2.11, Figure 2.12, Figure 2.13).

Figure 2. 10. LPN Satisfaction with Career, Employment, and Salary

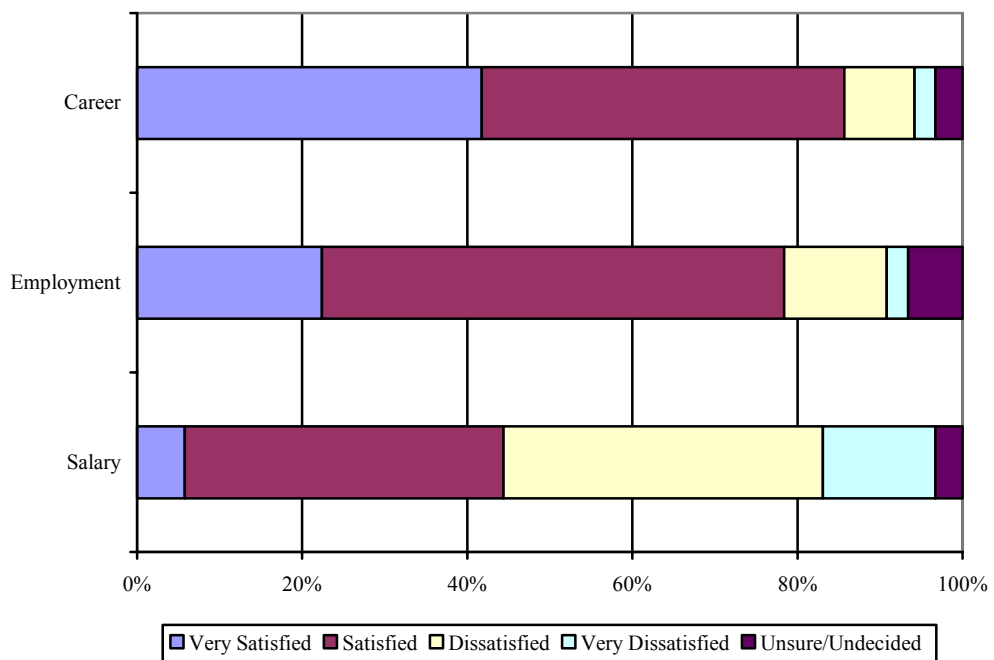


Figure 2. 11. LPN Satisfaction with Career by HSA

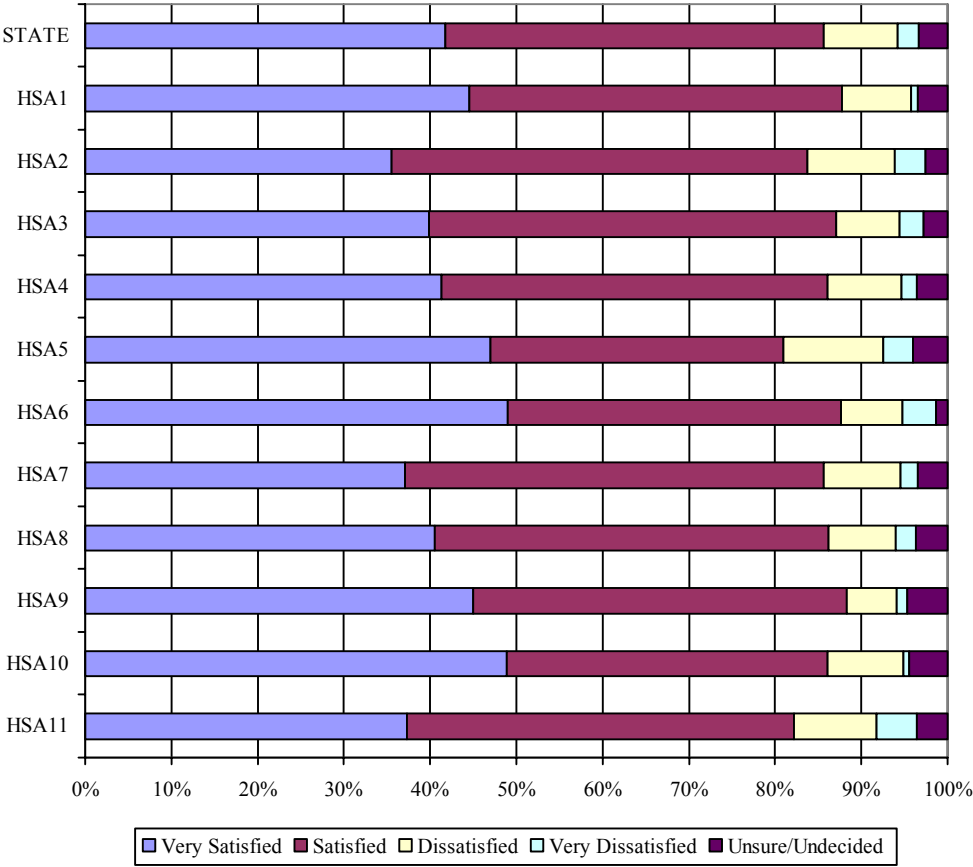


Figure 2. 12. LPN Satisfaction with Primary Employment by HSA

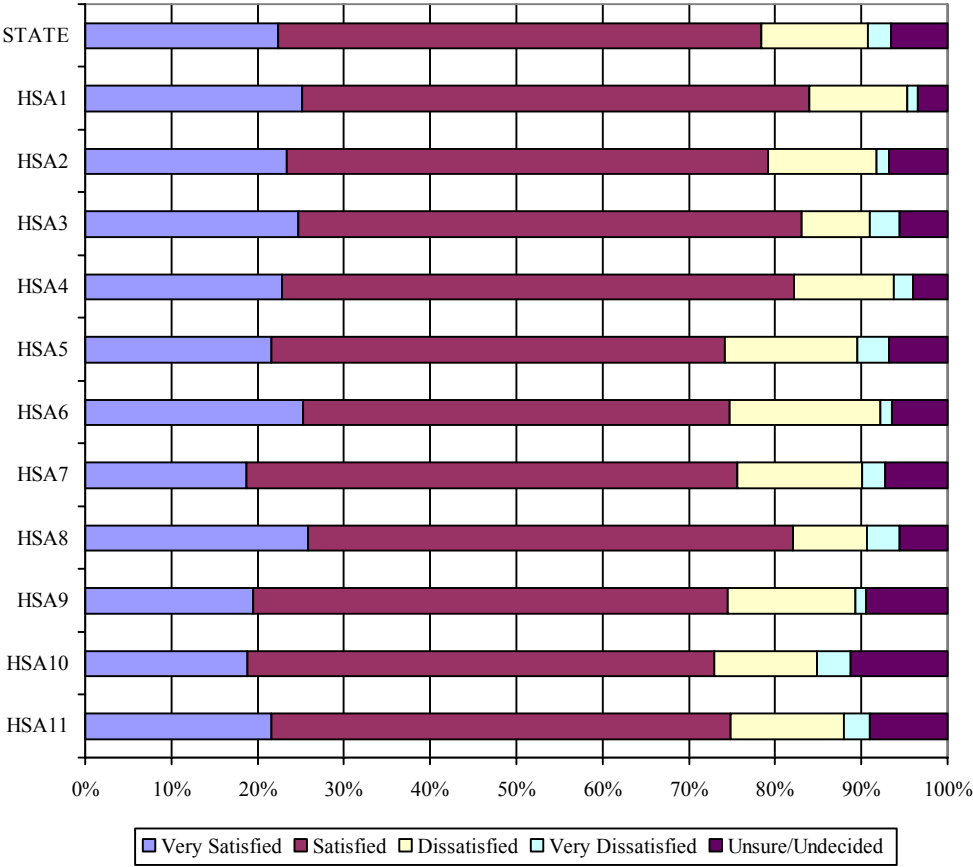
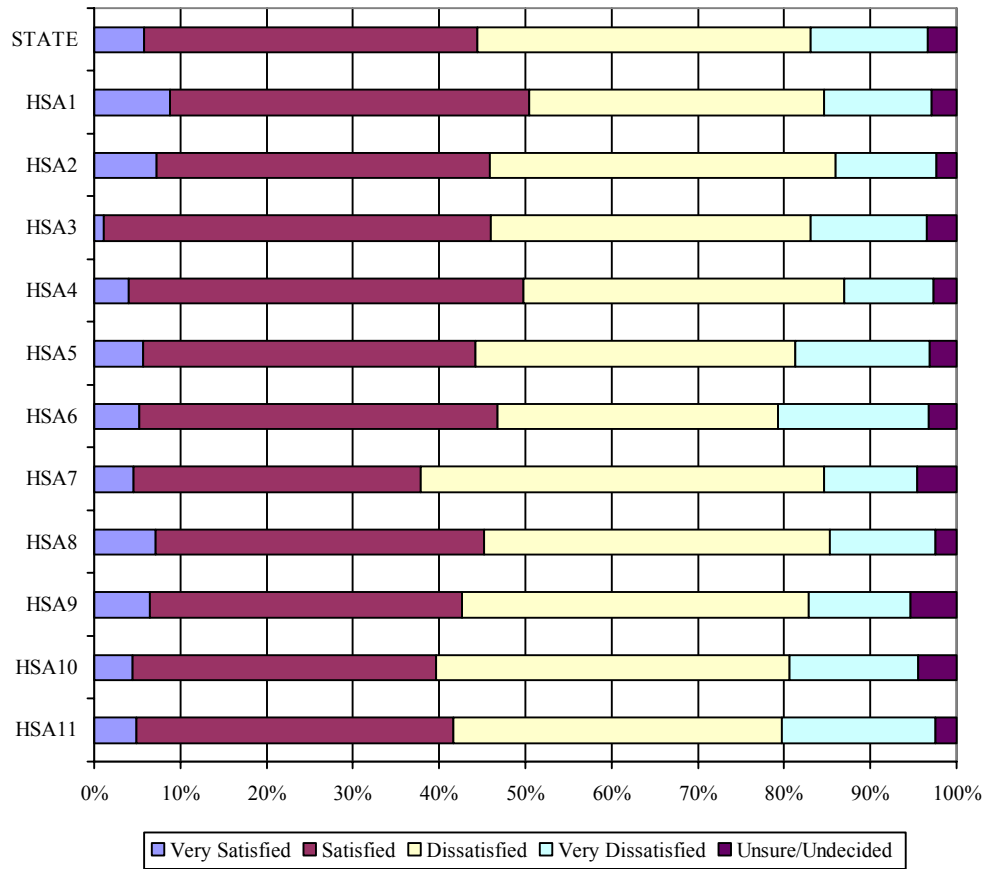
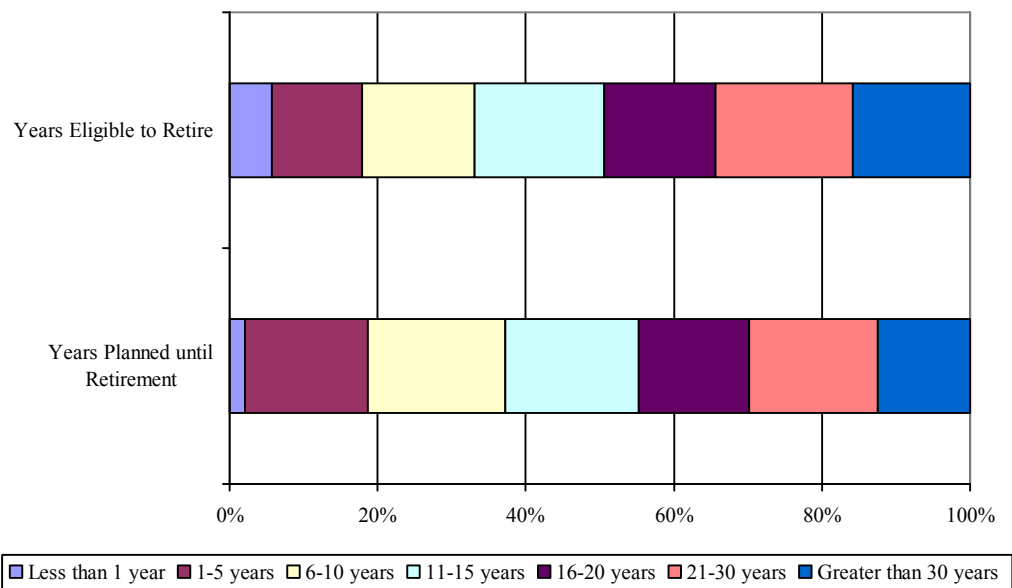


Figure 2. 13. LPN Satisfaction with Salary by HSA



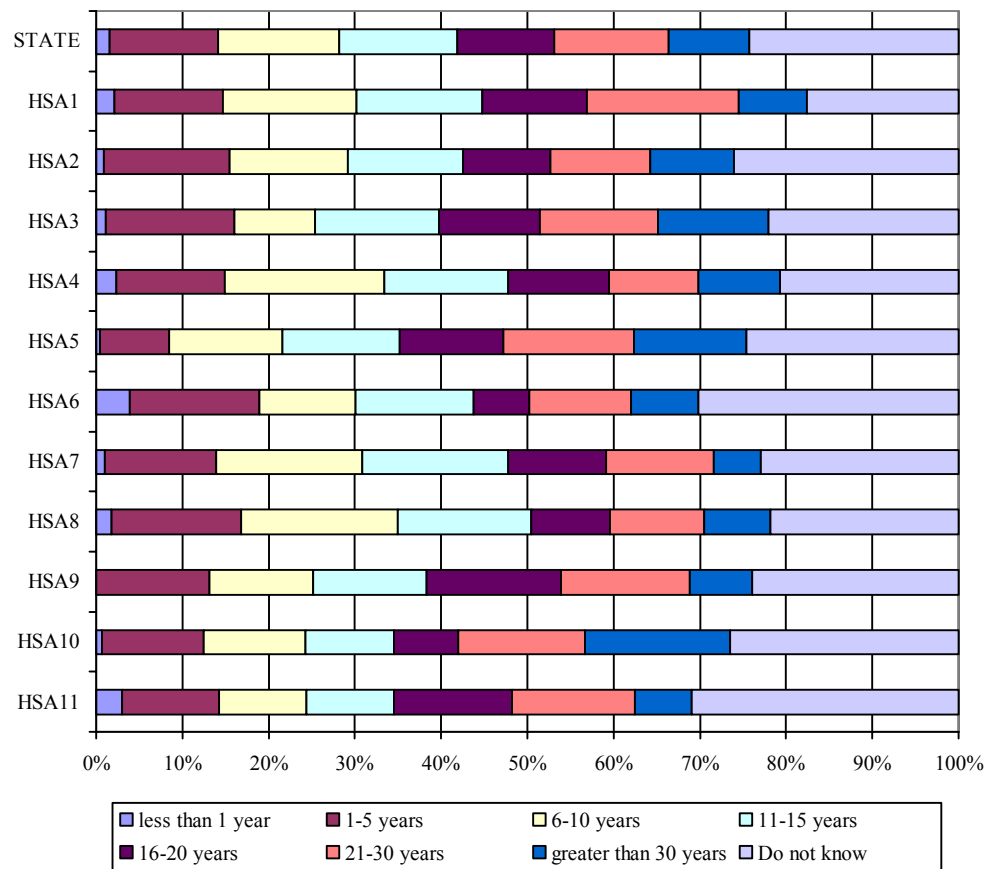
Separation and Retirement. As indicated by the demographics information previously reported, many of the LPNs surveyed are approaching retirement age, potentially impacting the future supply of LPNs available. Slightly over 24% of LPNs reported they did not know when they planned to retire. Over half (50.6%) of the LPNs reported they were eligible to retire within fifteen years and of the 75.8% of LPNs who knew when they planned to retire, 55.2% planned to retire within fifteen years (see Figure 2.14). HSA 6 reported the greatest percentage of LPNs intending to retire within 5 years (19.0%), with HSA 8 (16.8%) reporting the second greatest likelihood of retirements within 5 years. The greatest percentage of potential LPN retirements within 10 years was reported by HSA 8 (35.0%) and HSA 4 (33.3%) (see Figure 2.15).

Figure 2. 14. LPN Years Eligible and Planned to Retire



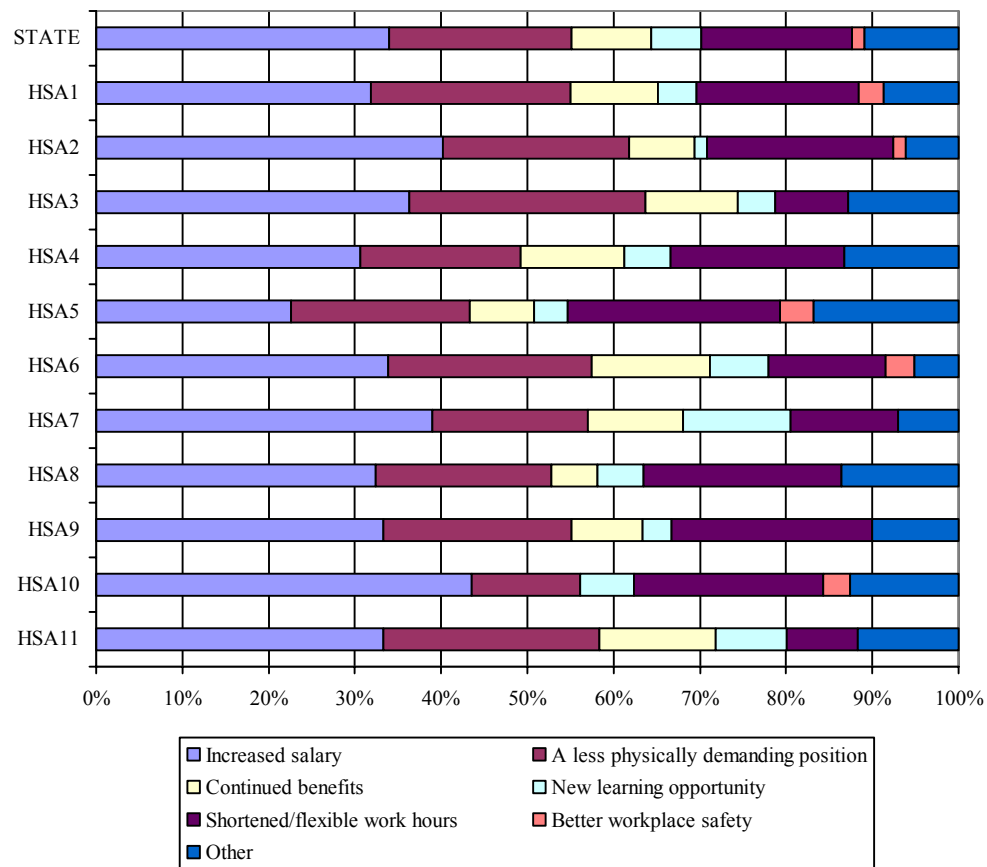
NOTE: “years planned until retirement” percentages exclude those who did not know

Figure 2. 15. LPN Years Planned to Retire by HSA



Of those LPNs who planned to retire within five years of this survey (18.7%), one in three (34.1%) stated they would continue working as a nurse if they received an increase in their salary, and another fifth (21.3%) stated they would continue working as a nurse in a less physically demanding position. Shortened/flexible work hours would convince another 17.5% to continue working. These trends varied across HSAs. LPNs in HSA 5 were least influenced by an increase in salary. HSA 10 most commonly noted an increase in salary as a factor and reported no responses for continued benefits. Better workplace safety was noted as a factor in small proportions within HSAs 1, 2, 5, 6, and 10 (see Figure 2.16).

Figure 2. 16. LPN Factors to Continue Working by HSA



CHAPTER 3

REGISTERED NURSES (RNs)

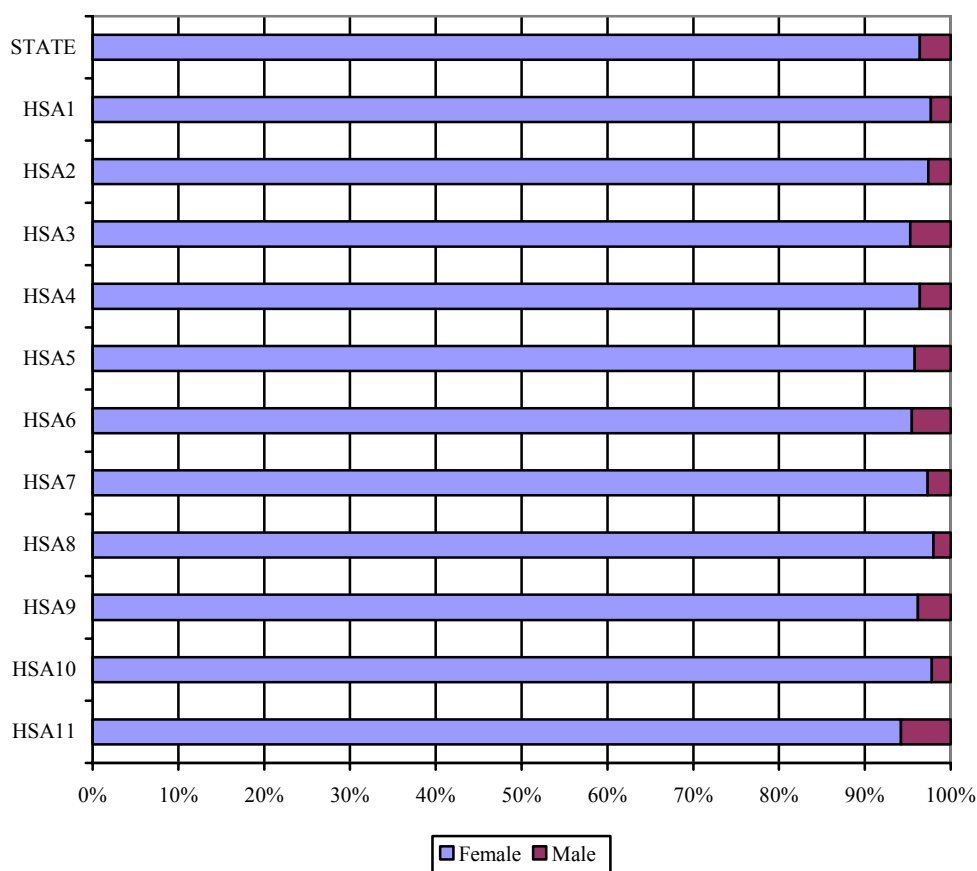
The second set of results presented in this report is for the RN group. There were 3,820 surveys returned, with a total response rate of 41.0%. The RN survey consisted of a 47-question survey covering a variety of topics, including demographics, current job satisfaction, and future plans. A copy of the questionnaire sent that was sent to RNs is available in Appendix N. When applicable, the results from the 2000 Survey of Registered Nurses are included with these current data.

Demographics

The demographic make up of the RN population was similar to the APN population in terms of age, marital status, and ethnicity. Based on the RN survey results, the “average” licensed RN was predominantly female, between the ages of 46-55, married, white, and not of Spanish/Hispanic/Latino ethnicity.

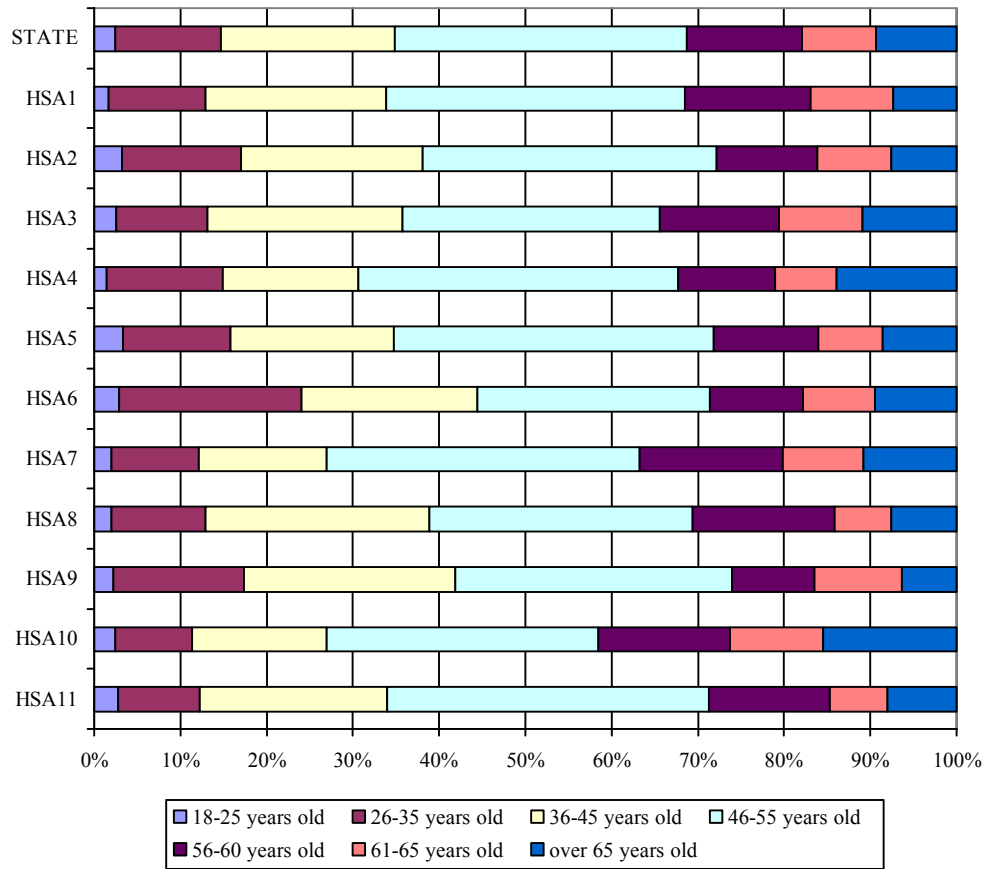
Gender. The results of the survey showed that the majority of licensed RNs in the state of Illinois were female (96.4%), similar to the 95.9% reported in the 2000 survey. The vast majority of respondents were female when the data were reviewed both at the aggregate level and for the individual HSAs (see Figure 3.1).

Figure 3. 1. RN Gender Distribution by HSA



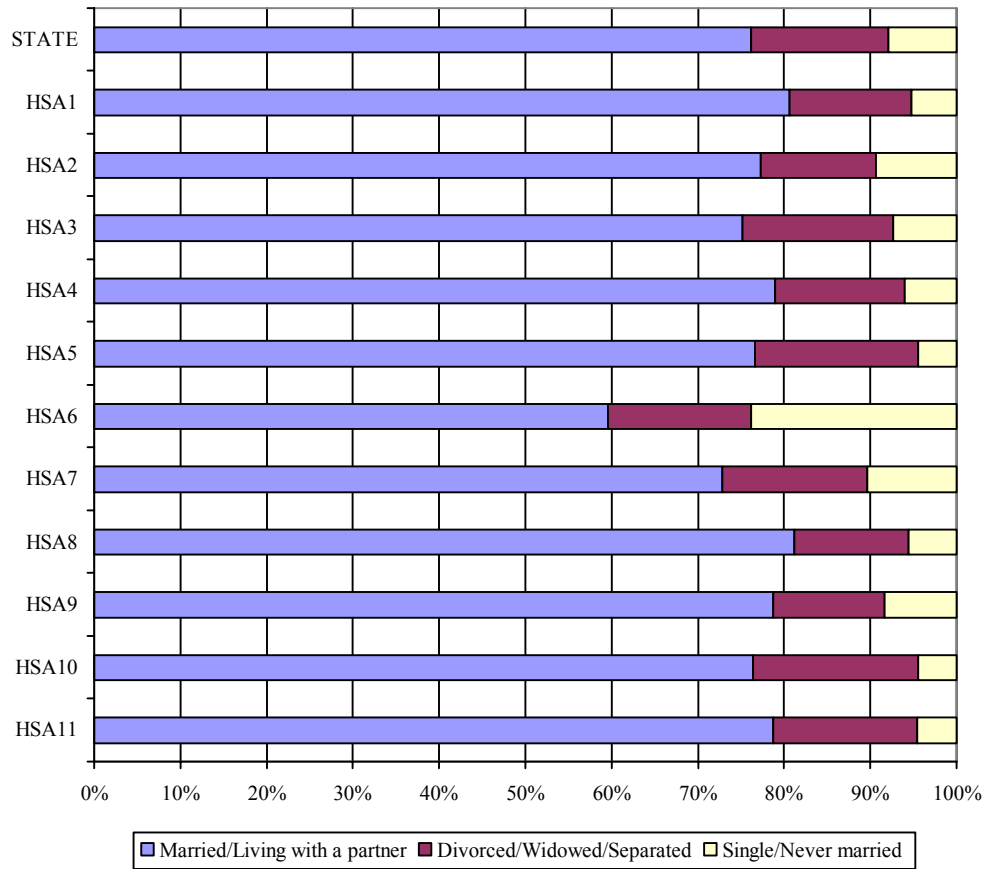
Age. The most common age classification for RNs in this survey was between 46 and 55 years of age, with this group representing 33.8% of RN respondents. The second most common age range, representing 20.2% of the respondents, was 36 to 45 years of age, followed by 13.4% indicating 56 to 60 years of age. Almost one in five RNs (17.9%) indicated their age to be 61 or older. HSAs 4 and 10 have a larger population of RNs in the upper age group (61 or older) than the average HSA.(see Figure 3.2). As RNs in these HSAs retire, replenishing that supply will be crucial to meeting the health care needs.

Figure 3. 2. RN Age Distribution by HSA



Marital Status. Three out of four (76.2%) of respondent RNs indicated they were married or living with a partner, representing a slight increase from the 71.5% reported in the 2000 survey. An additional 15.9% indicated they were widowed, divorced, or separated, while the remaining 7.9% indicated they were single or never married. As with the APN population, a larger proportion of single or never married respondents were identified in HSA 6 as was a smaller proportion of married or living with partner in HSA 6. In general, the proportions for the remaining HSAs are in similar proportions to the overall state data (see Figure 3.3).

Figure 3. 3. RN Marital Status by HSA



Racial and Ethnic Background. The racial identification question in the survey allowed respondents to indicate one or more racial categories. As shown in Table 3.1, almost all RNs (92.7%) identified White as their racial group, followed by 10.6% who indicated Black or African American. The least common racial identification for RNs was American Indian or Alaska Native (0.5%) followed by Native Hawaiian or other Pacific Islander (2.9%). The Asian identification was selected by 5.1% of RN respondents. Few RNs (1.7%) indicated an ethnic background that was Spanish, Hispanic, or Latino, with the majority (0.9%) of these being Mexican, Mexican-Americans, or Chicano ethnic backgrounds.

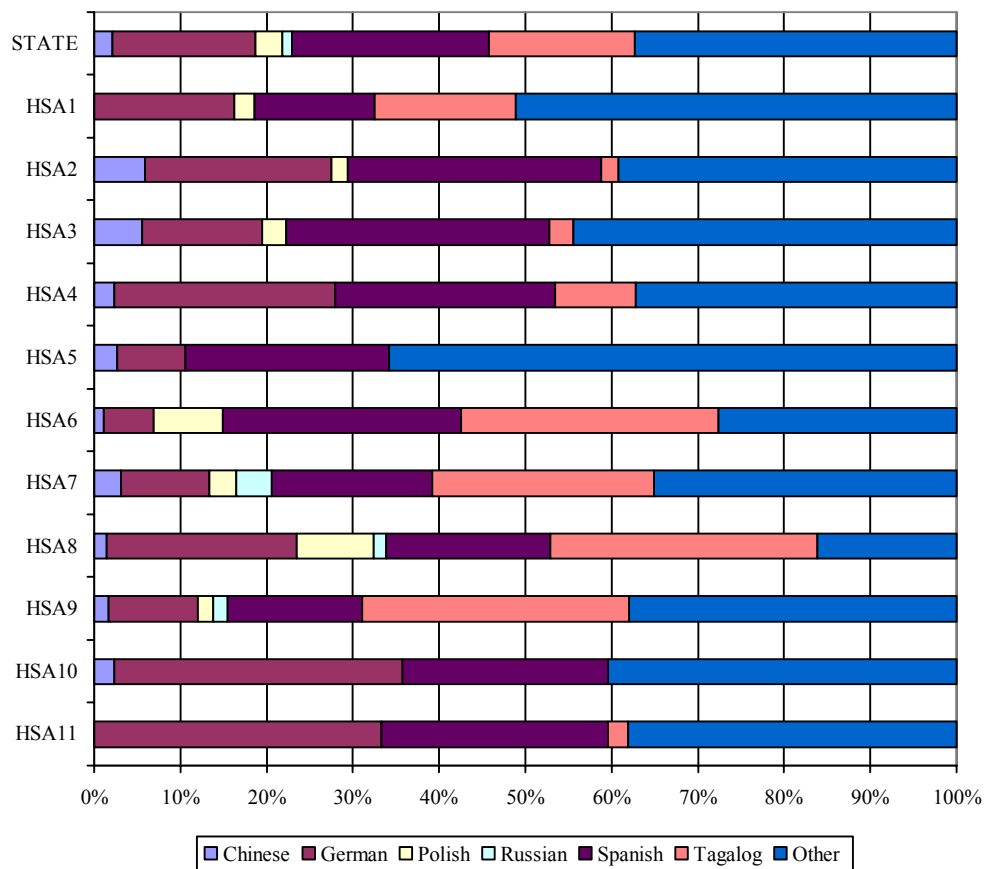
Table 3. 1. RN Racial and Ethnic Background

Racial Background	RN	
	%	n
White	92.7	3,471
Black or African American	10.6	398
Asian	5.1	191
Native Hawaiian or other Pacific Islander	2.9	107
American Indian or Alaska Native	0.5	19
Ethnic Background	%	n
No, not Spanish/Hispanic/Latino	98.3	3,701
Yes, Puerto Rican	0.2	7
Yes, Mexican, Mexican-American, Chicano	0.9	33
Yes, Cuban	0.1	2
Yes, other Spanish/Hispanic/ Latino	0.6	21

Note: Racial Background percentages do not equal 100% as respondents may have chosen more than one response.

Languages Other than English. Approximately one out of four (22.9%) RN respondents indicated Spanish as a language they spoke other than English, with the second most common non-English languages being Tagalog (16.9%) and German (16.6%). However, one in three (37.3%) RNs indicated some language other than Chinese, German, Polish, Russian, Spanish, or Tagalog as a language they spoke in addition to English (see Figure 3.4). In order to provide care for a diverse patient population, the ability to speak multiple languages will be helpful in the RN licensure group. As evidenced by the language representation in Figure 3.4, many alternate languages are spoken in all HSAs, allowing RNs across the state to provide care for a diverse patient population.

Figure 3. 4. RN Language Distribution by HSA



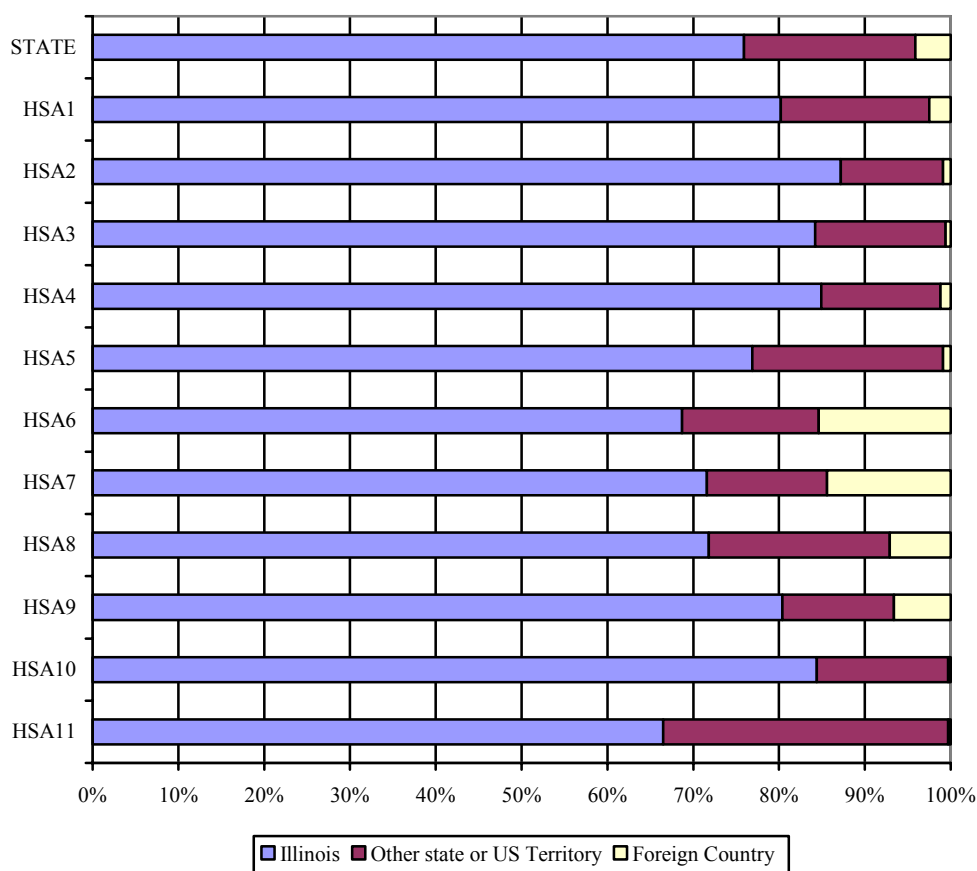
Licensing and Education

The RN survey asked several questions about how the licensure was obtained and through which state was their provenance. Additionally, questions were asked to determine current educational program enrollment and programs completed.

It was noted that the State of Illinois is not a member of the Nurse Licensure Compact agreement. Therefore, nurses licensed by the Illinois State Board of Nursing may also hold a registered nurse license in another state.

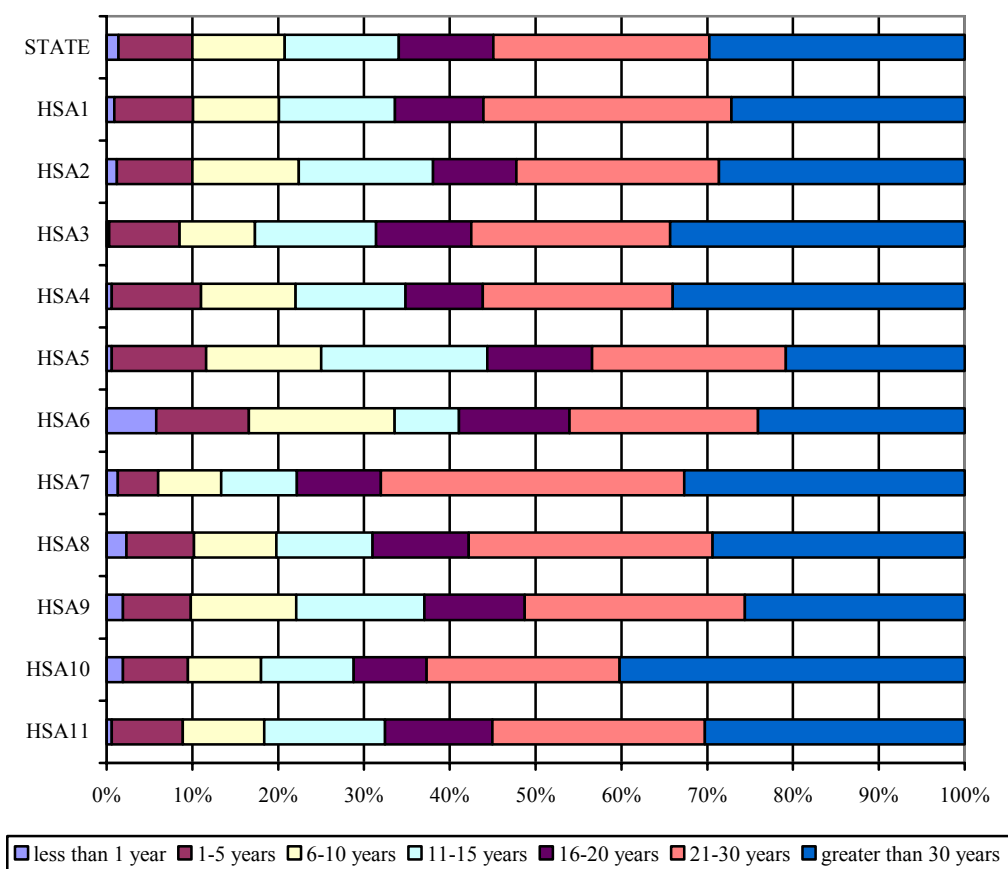
Nurse Licensing. Three out of four (76.0%) RN respondents stated they received their nursing license in the state of Illinois, with 20% of the remaining respondents having received their nursing license in another U.S. state or territory (see Figure 3.5). However, 4.1% of RNs stated they received their nursing license in a foreign country, with the largest concentration of these being in HSAs 6 and 7; this was the highest percentage of non-U.S. licensing of the three nursing categories.

Figure 3. 5. RN Licensing by HSA



As detailed in Figure 3.6, more than half of the respondent RNs (55.0%) reported having held their nursing license for more than 20 years, and about half of these (29.8%) holding their license for more than 30 years. One out of ten (10.0%) RNs reported having their license for five or fewer years, with the remaining respondents being evenly distributed across the six to ten year range (10.8%), the 11 to 15 year range (13.3%) and the 16 to 20 year range (11.0%). HSA 10 had the largest number of RNs reporting having their nursing license for more than 30 years, and also had a large number of respondents indicating plans for retirement within one to five years.

Figure 3. 6. RN Years Licensed by HSA



Degrees completed. For this survey, respondents were allowed to indicate one or more nursing education programs they have completed. Most RNs (41.4%) indicated the completion of an Associate Degree program, followed closely by 39.2% who indicated completion of a Baccalaureate Degree program and 32.0% who indicated an RN Diploma program. About one in of ten RNs indicated the completion of a degree program higher than a Baccalaureate, with 8.5% reporting completion of a Master’s Degree program and 2.0% indicating the completion of either a Post-Master’s certificate program or Doctoral program (see Table 3.2).

Although over half (56.4%) of RNs indicated they did not have a separate non-nursing degree, 22.6% did indicated they had a non-nursing Associate Degree and an additional 19.1% indicated they had a non-nursing Baccalaureate Degree. Some RNs (6.1%) indicated they had a non-nursing Master’s Degree, and 0.9% had completed a non-nursing Doctorate (see Table 3.2).

Table 3. 2. RN Degrees Completed

Nursing Degrees	RN	
	%	n
Practical Nursing Program	8.9	336
RN Diploma Program	32.0	1,205
Associate Degree Program	41.4	1,557
Baccalaureate Degree Program	39.2	1,474
Master's Degree Program	8.5	318
Post-Master's Certificate	1.2	46
Doctoral Program	0.8	31
Non-nursing Degrees	%	n
Associate Degree	56.4	2,102
Bachelor's Degree	22.6	843
Master's Degree	19.1	714
Doctorate	6.1	229
Do not have a non-nursing degree	0.9	35

Note: Percentages do not equal 100% as respondents may have chosen more than one response.

Current Enrollment in Nursing Degree Program. The majority (92.5%) of respondents reported they were not in a nursing degree program at the time of the survey. However, of those who were enrolled in an education program, approximately half (47.4%) were enrolled in a Master's Degree program and another half (42.7%) were enrolled in a Baccalaureate Degree program. A smaller number of respondents who indicated they were continuing their education reported pursuing a Post-Master's certificate (2.8%) or Doctorate (4.0%).

Employment

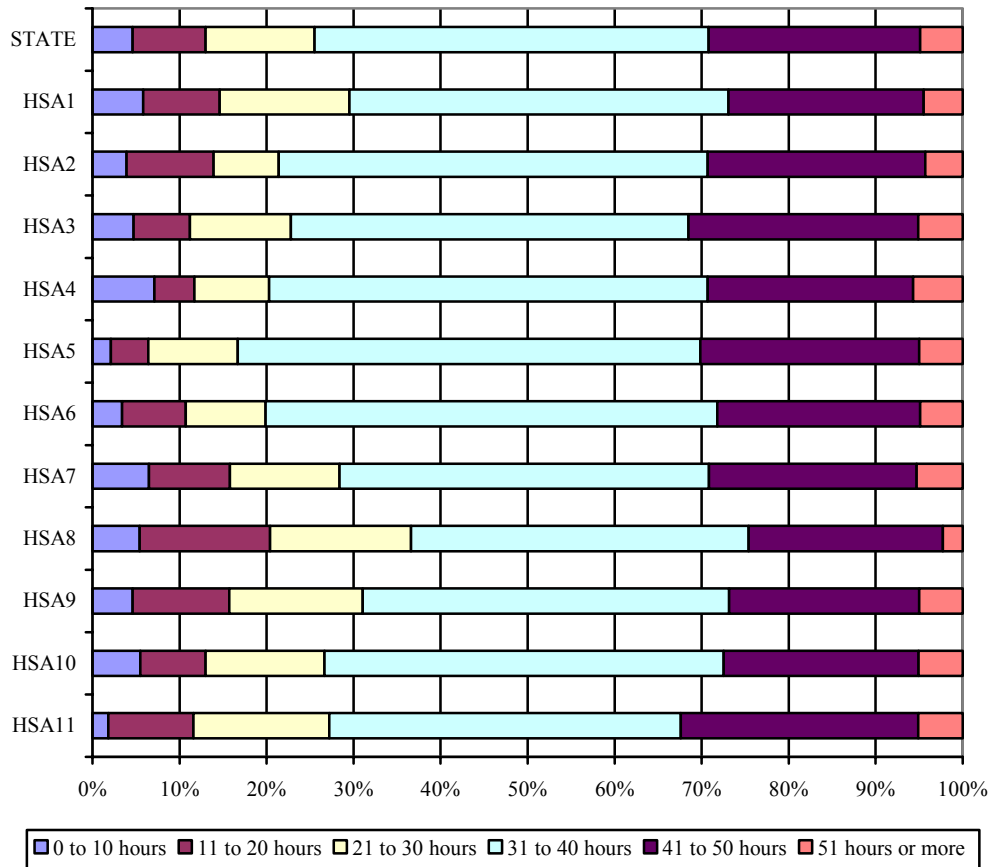
The RN survey included items to discern the current employment status of respondents based on their "current primary work situation" statistics. Most RN respondents reported that they are currently employed as RNs (80.5%). Additional respondents reported working as faculty or working in a non-nursing field. Those respondents who reported not working currently and not looking for employment most commonly cited the presence of young children as the primary reason for this. An additional 8.3% of respondents reported being retired.

Primary Employment. The main employment settings for RNs were hospitals (51.3%), followed by physician's offices or health clinics (9.7%) and nursing homes (7.3%). These three employment settings were also the most common settings reported by RNs in the 2000 survey, where hospitals (64.4%) were also the most common setting. In contrast to the current findings, however, nursing homes were the second most common setting (7.0%) followed by private/group medical practices (5.7%).

When comparing the percentage of respondents who reported a hospital as their primary employment setting across the three licensure groups, the RN group had the highest percentage. Of those working in a hospital setting, the RNs were mostly staff nurses (53.1%), nurse managers (8.3%), or office nurses (7.0%). RNs either provided direct patient care (64.0%) or performed administrative and management duties (12.8%) in these primary employment settings. Two out of five (40.2%) RNs stated they had been with this primary employer for ten or more years, with the one in five being with their primary employer for either one to three years (19.2%) or between five and ten years (19.3%).

RNs listed the work itself (26.0%), the patients (22.7%), and the hours or schedule (22.1%) as the three top things they liked most about their primary employment. However, as with the other licensure groups, RNs reported their workload (21.0%) and salaries (19.4%) as the things they liked least about their employment. While most (45.3%) RNs reported working between 31 and 40 hours each week, 24.3% reported working between 41 and 50 hours each week. A small percentage of RNs reported working 51 or more hours each week (4.9%). Some RNs reported working fewer than 30 hours each week, with 12.5% working between 21 and 30 hours, 8.4% between eleven and twenty hours, and 4.6% working ten or fewer hours (see Figure 3.7).

Figure 3. 7. RN Distribution of Hours Worked by HSA



The majority of RNs reported making between \$45,000 and \$55,000 per year, but salaries across the state also fell within the ranges of \$35,000 to \$45,000, \$55,000 to \$65,000 and \$65,000 to \$85,000. Most RNs reported a compensation package that included a salary and no incentives. HSA 10 had the most respondents earning less than \$45,000, while HSA 6 had the fewest earning in this salary range (see Figure 3.8). Over 40% of RNs in HSA 7 reported earning more than \$65,000. Overall, RNs in HSA 7, 6, 9, and 8 earned more than other HSAs.

Figure 3. 8. RN Annual Salary Distribution by HSA

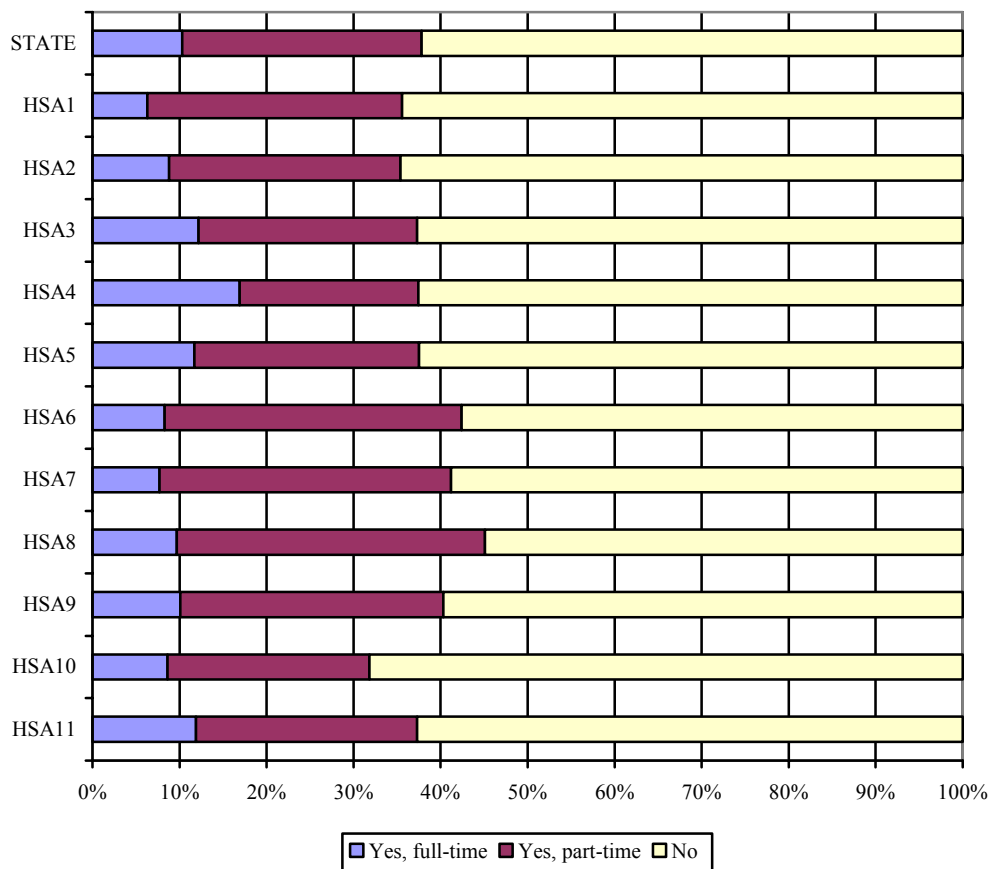


Employed in more than one job. Approximately one in every six (16.8%) RNs reported having a second job, a decrease from the 22% reported in the 2000 survey. The most common settings reported were hospital (29.5%) followed by home health (8.6%) or a nursing home (7.1%). About half (43.2%) of the RNs with second jobs reported being in their second job for three or less years. An additional 12.5% reporting having their second job between three and five years, 16.4% between five and ten years, and 18.7% ten or more years. 87.6% RNs reported working fewer than twenty hours in their second jobs, with 60.6% working ten or fewer hours each week. As was the case with their primary jobs, the secondary jobs were mostly in direct patient care (60.0%), although 10.1% of the secondary jobs were in teaching, instruction, or as nurse educators.

Interest in Teaching. Most RNs (97.2%) indicated they were not teaching in a nursing education program at the time of the survey. Of the 2.8% who were teaching, 1.6% were

teaching full-time and 1.2% were teaching part-time. However, one out of three RNs indicated they would consider teaching either on a full-time basis (10.3%) or part-time basis (27.5%), but indicated their education or degree did not qualify them to teach (47.4%). About one in five RNs (20.1%) indicated that salary was an obstacle to them when considering teaching, with another 15.2% stating they did not want to leave clinical practice (see Figure 3.9).

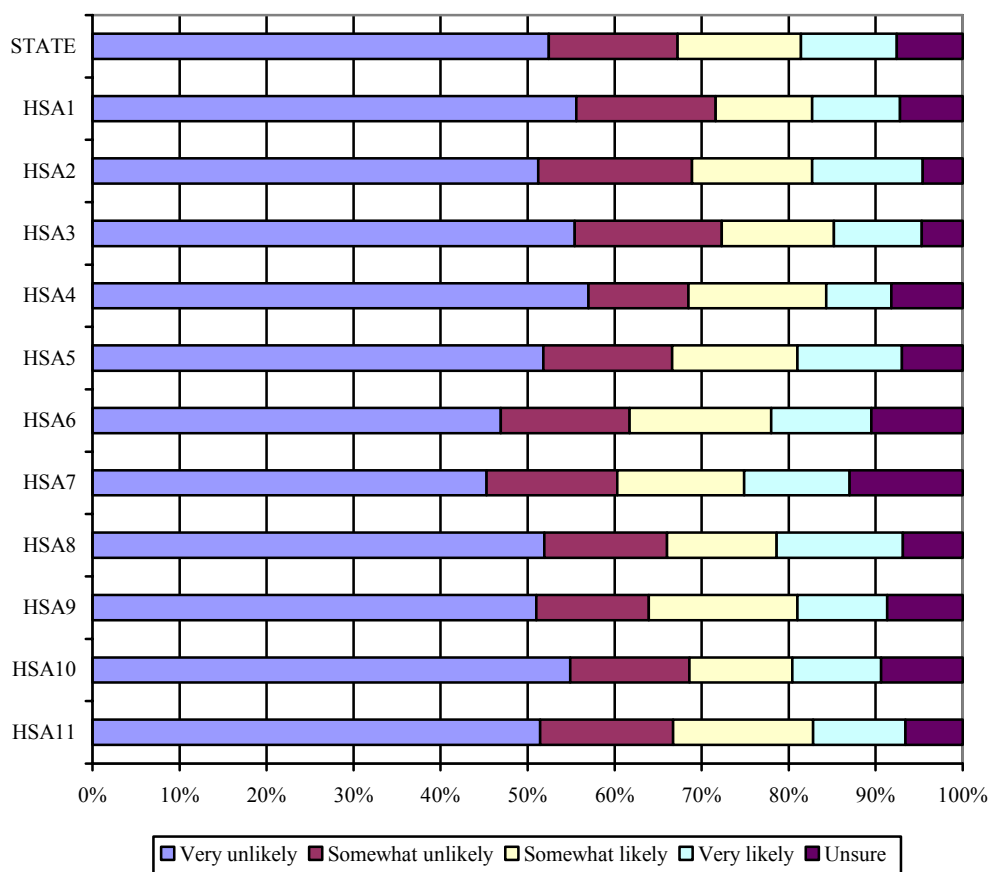
Figure 3. 9. RN Interest in Teaching by HSA



Satisfaction. RN satisfaction was measured by looking at several factors, including recommending nursing as a career to others, satisfaction with various aspects of RN work, and other items. In this survey, almost four out of five (79.0%) RNs reported that they would encourage another to choose nursing as a career. In addition, about two out of three RNs (67.3%) stated they were either very unlikely or somewhat unlikely to leave their primary nursing position in a year (see Figure 3.10).

If an RN reported being likely to leave his/her nursing position, the main reasons were either inadequate salary (16.4%), dissatisfaction with management or their supervisor (10.9%), or relocation (8.7%). Of those RNs who reported having voluntarily left a nursing position within the last two years, the top three reasons were dissatisfaction with management or supervisor (17.0%), relocation (11.6%), or personal or family concerns (6.8%).

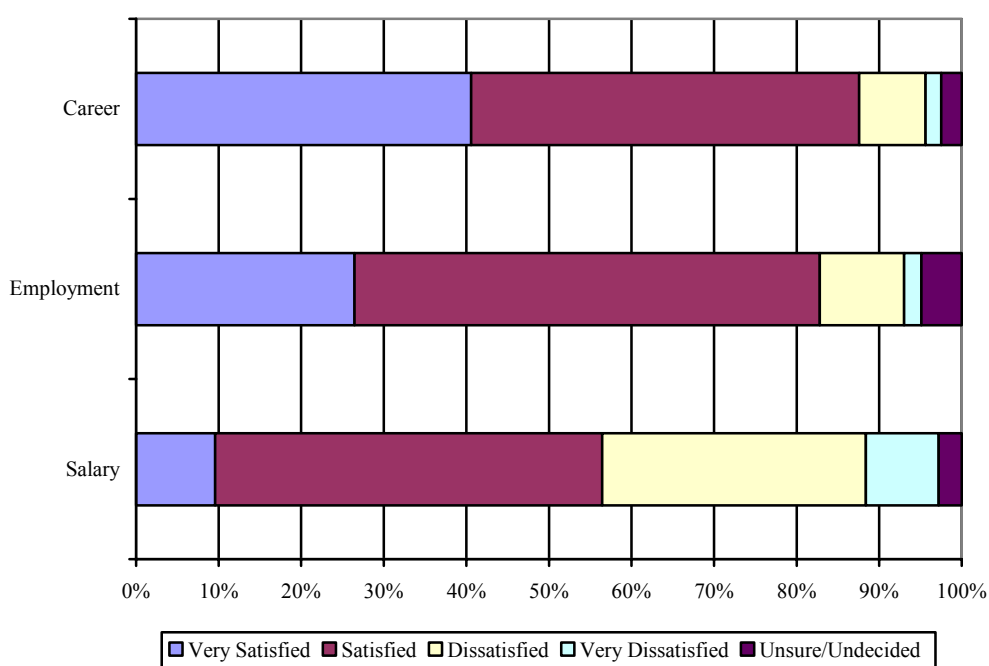
Figure 3. 10. RN Likelihood to Leave Primary Position by HSA



Most RNs reported being very satisfied or satisfied (87.6%) with nursing as a career and with their employment situation (82.9%), but only about half of RNs were very satisfied or satisfied (56.5%) with their salaries. Although the response metric used to measure satisfaction differed slightly in the 2000 RN survey in comparison to the current survey, 83.9% of RNs in the 2000 survey indicated they were either very satisfied or somewhat satisfied. However, the percentage of very satisfied RNs in 2000 was 35.6% compared to the 26.5% who were very satisfied in the current survey.

While the percentage of RNs in the 2000 survey who indicated they were either very satisfied or somewhat satisfied with their salary (58.4%) was similar to the percentage in the current survey, there was a decrease in the percentage of RNs who were very satisfied (12.0% in 2000 compared to 9.6% in 2007) and there was an increase in the percentage of RNs who were somewhat dissatisfied in 2000 (23.7%) compared to 32.0% who were dissatisfied in 2007. There was a slight decrease in the percentage of RNs who were very dissatisfied in 2000 (10.4%) compared to 2007 (8.8%) (see Figure 3.11)

Figure 3. 11. RN Satisfaction with Career, Employment and Salary



At the overall state level, RNs were either very satisfied or satisfied with nursing as a career (87.6%) and with their primary employment (82.9%). However, over 40% of RNs reported being dissatisfied with their salaries. The overall patterns of responses for satisfaction with career, employment, and salary were similar for all HSAs (see Figure 3.12, Figure 3.13, Figure 3.14). Interestingly, while HSA 7 had the highest salaries reported for RNs, they fell below 5 other HSAs and the overall state percentage for satisfaction with salaries.

Figure 3. 12. RN Satisfaction with Career by HSA

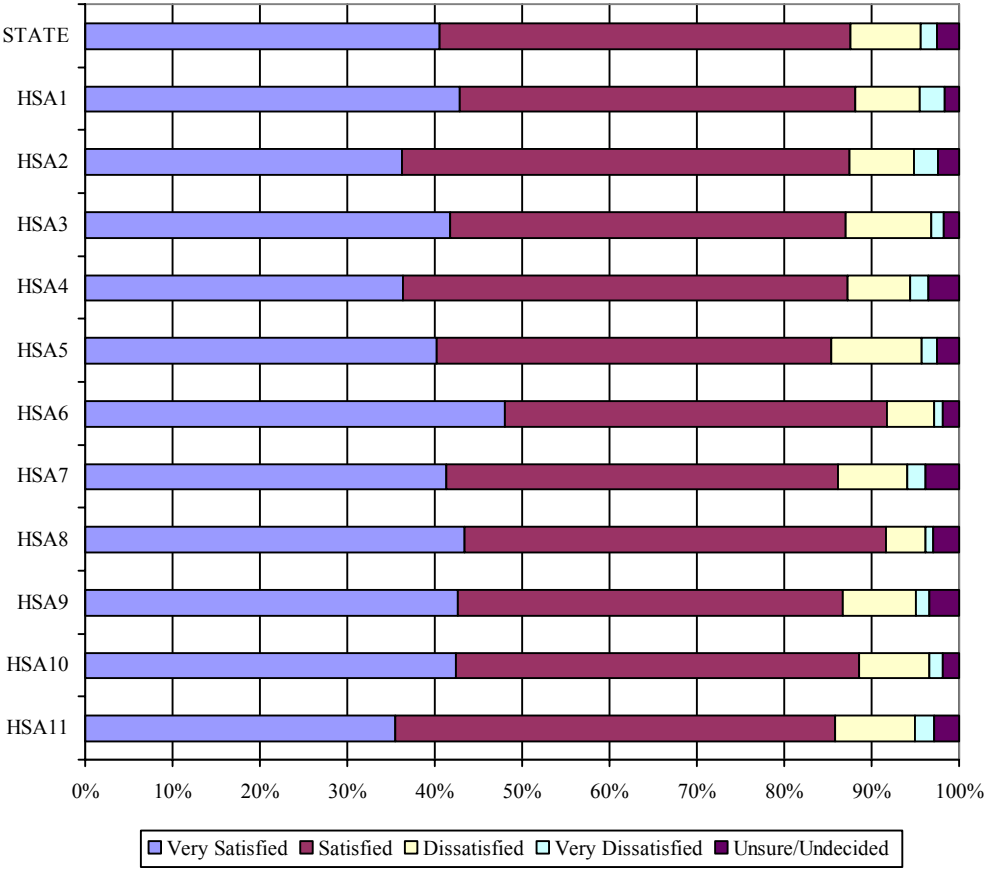


Figure 3. 13. RN Satisfaction with Primary Employment by HSA

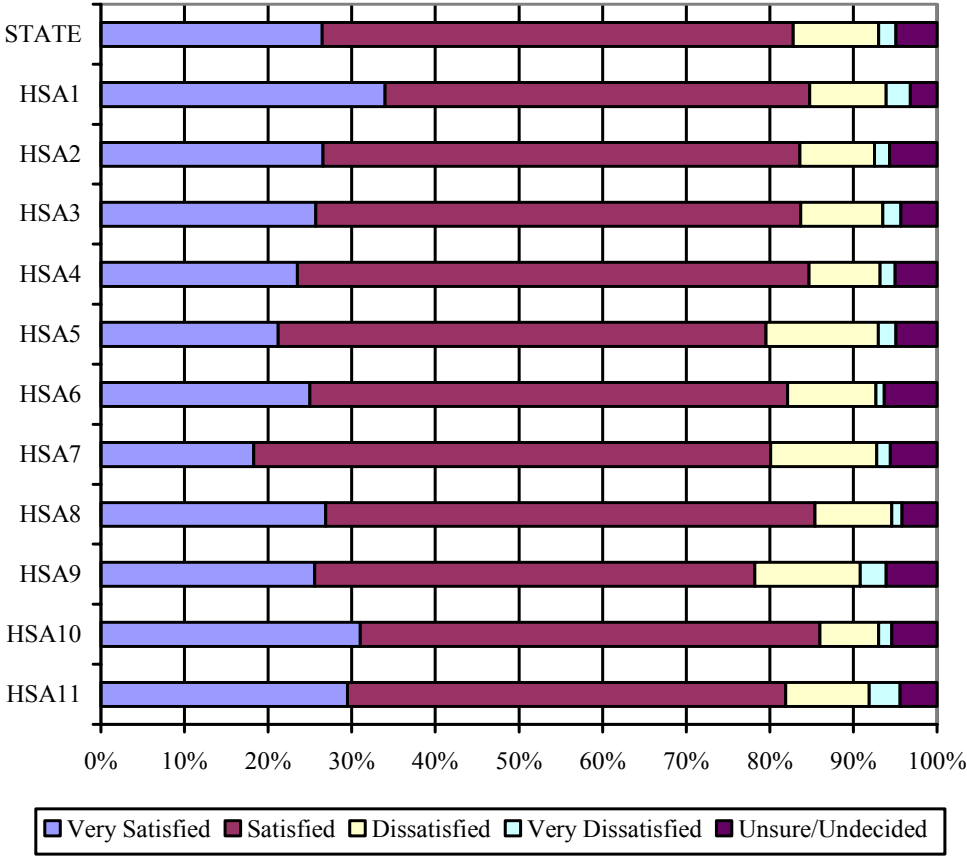
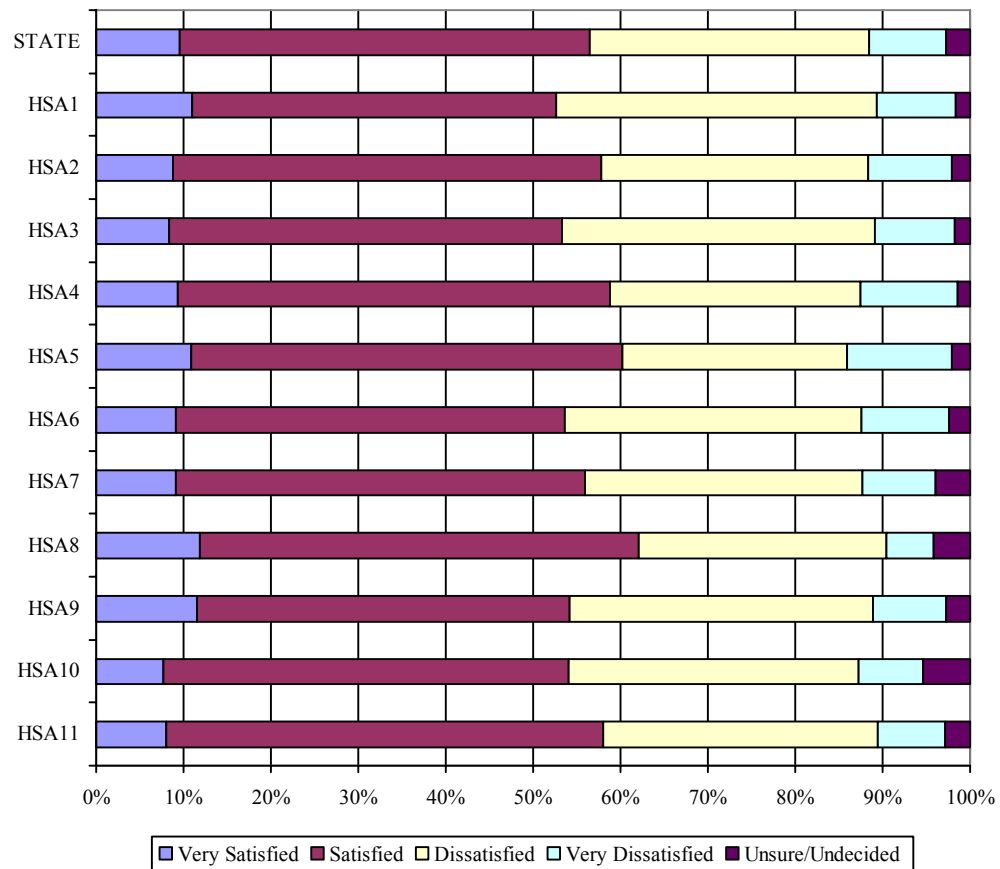


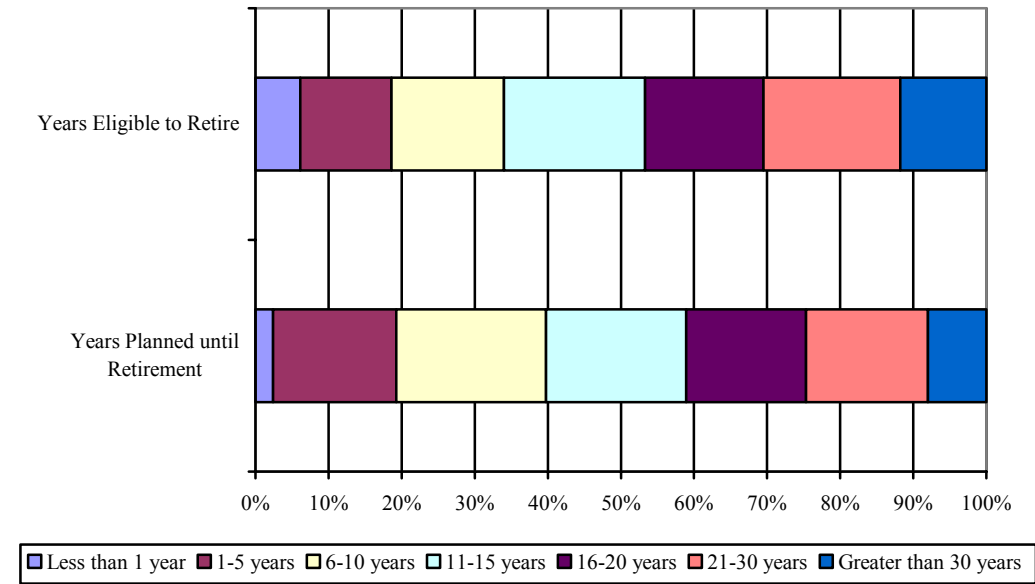
Figure 3. 14. RN Satisfaction with Salary by HSA



Separation and Retirement. As indicated by the demographics information previously reported, many of the RNs surveyed were approaching retirement age, which will certainly have an impact of the supply available RNs in individual HSAs. Almost one in five (17.4%) RNs stated they did not know when they planned to retire, so for this group, it may be difficult to predict how long they will remain employed (see Figure 3.15).

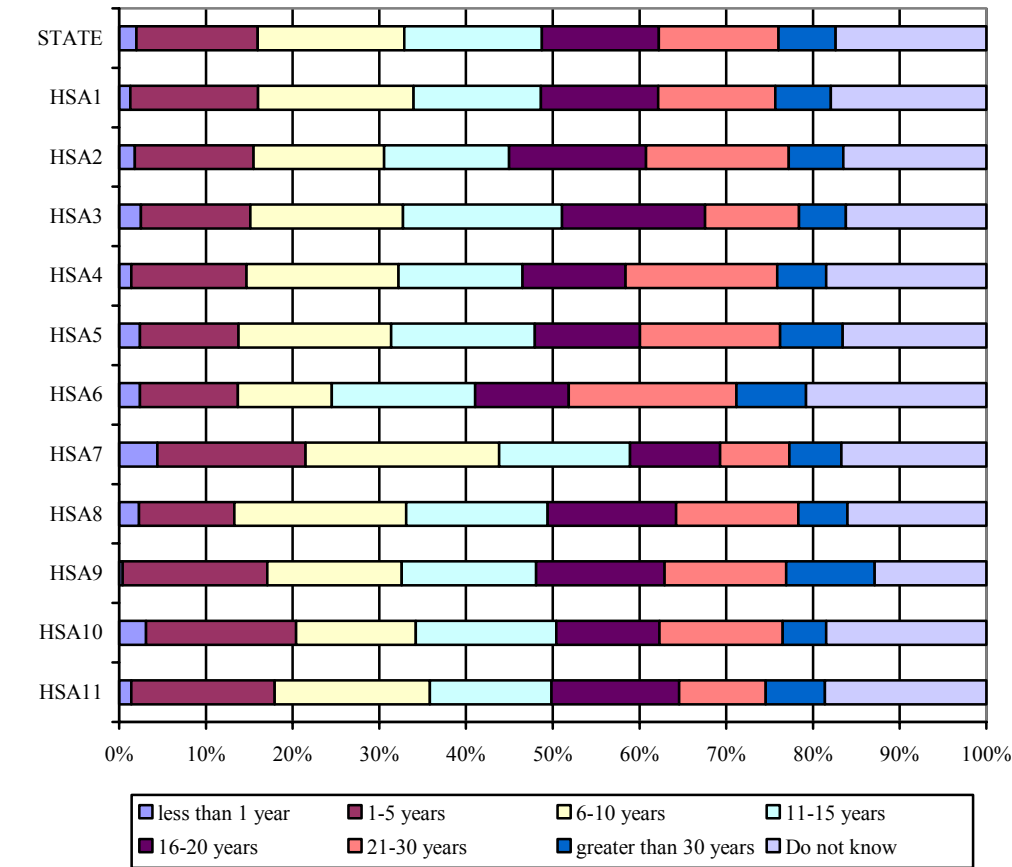
Over half (53.3%) the RNs respondents indicated they were eligible to retire within fifteen years, and almost the same amount (59.0%) of RNs indicated they planned to retire within fifteen years. When reviewing the data on impending retirements by HSA, we see that HSA 7 has the highest proportion of RNs who are planning to retire within 15 years or less (see Figure 3.16).

Figure 3. 15. RN Years Eligible and Planned to Retire



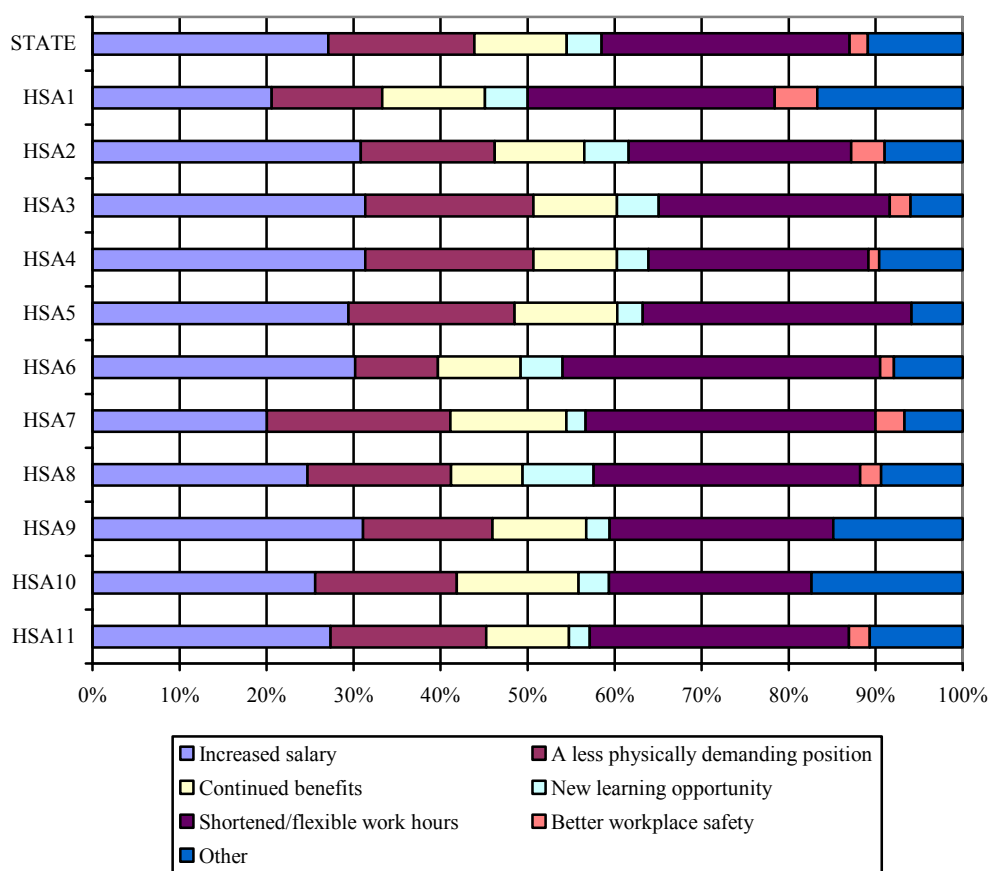
NOTE: “years planned until retirement” percentages exclude those who did not know.

Figure 3. 16. RN Years Planned to Retire by HSA



Although 16.0% of the RNs indicated they planned to retire within five years of the survey, 28.5% stated they would consider continuing to work as a nurse if they received shortened or flexible hours, and an additional 27.1% stated they would considering continuing to work if they received an increase in their salary (see Figure 3.17).

Figure 3. 17. RN Factors to Continue Working by HSA



CHAPTER 4

ADVANCED PRACTICE NURSES (APNs)

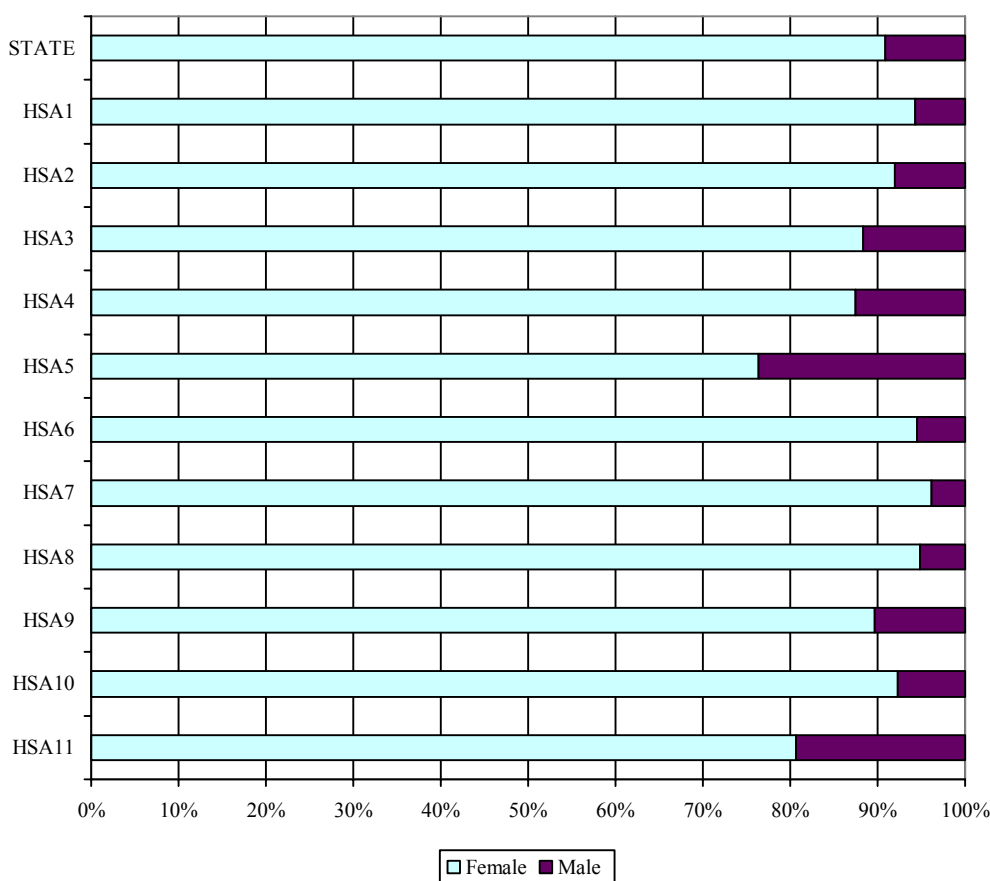
The results presented in this chapter of the report are those for the APNs. There were 2,459 surveys returned from this group, representing a total response of 46.4%. The APN survey consisted of a 53-question survey covering a variety of topics, including demographics, current job satisfaction, and future plans. Appendix O provides a copy of the questionnaire that was sent to this group. Some information was obtained from APNs during the 2000 Survey of Registered Nurses, and when applicable, the findings from this prior survey were presented along side those of the current survey.

Demographics

The review of demographic information within the APN group revealed several areas of interest. Based on the results of this survey, the “average” APN in the State of Illinois was female, aged 46-55, married, white, and did not identify an ethnicity of Spanish/Hispanic/Latino.

Gender. First, as was the case with all licensure categories, the majority of respondents in the APN group were female (90.9% in 2007 compared to 86.4% in 2000). However, this group was notable in that approximately one-in-ten (9.1%) were male; this was the highest proportion of males of the three nursing groups and represented a slight increase in the percentage of female APNs that was reported in the 2000 survey. When reviewing the male vs. female proportion for each of the individual HSAs, (Figure 4.1) a fairly consistent percentage breakdown was seen across the HSAs, with HSAs 5 and 11 having the most gender diversity. The percentage of males in HSA 5 (23.6%) and HSA 11 also had a higher-than-average number of males at 19.3%.

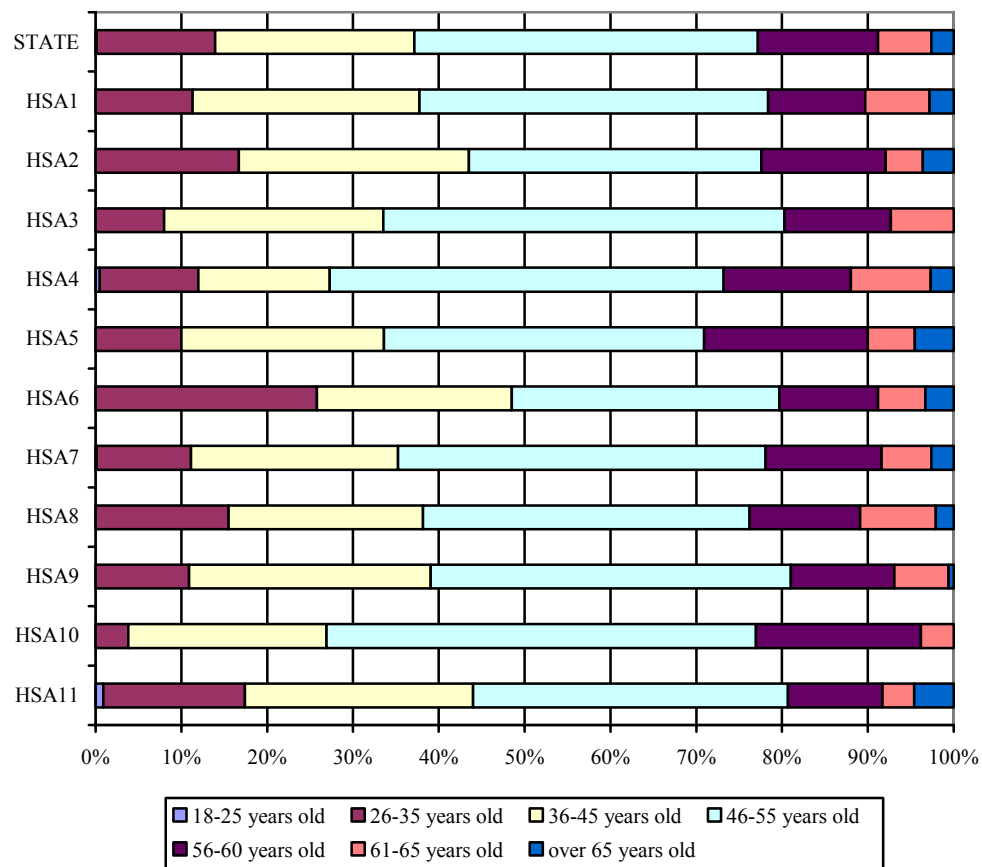
Figure 4. 1. APN Gender Distributions by HSA



Age. A majority of APNs (40.0%) indicated their age to be between 46 and 55 years of age, with the second most common age range for these respondents being 36 to 45 years of age (23.2%). However, almost one-in-ten (8.8%) of the APNs who participated in this survey indicated their age to be 61 years or older.

Although this was the case at the state-level, some deviations were apparent when reviewing the age breakdown by HSAs (see Figure 4.2). Specifically, HSA 6 had a relatively higher percentage of APNs aged 26-35, while HSA 10 had a slightly lower percentage of APNs within the same age range. Further, HSA 10 had a slightly higher percentage of APNs between 46 and 55 years of age when compared to the average. Also, HSAs 4 and 5 had slightly higher percentage of APNs over 55 years of age in comparison to the other HSAs.

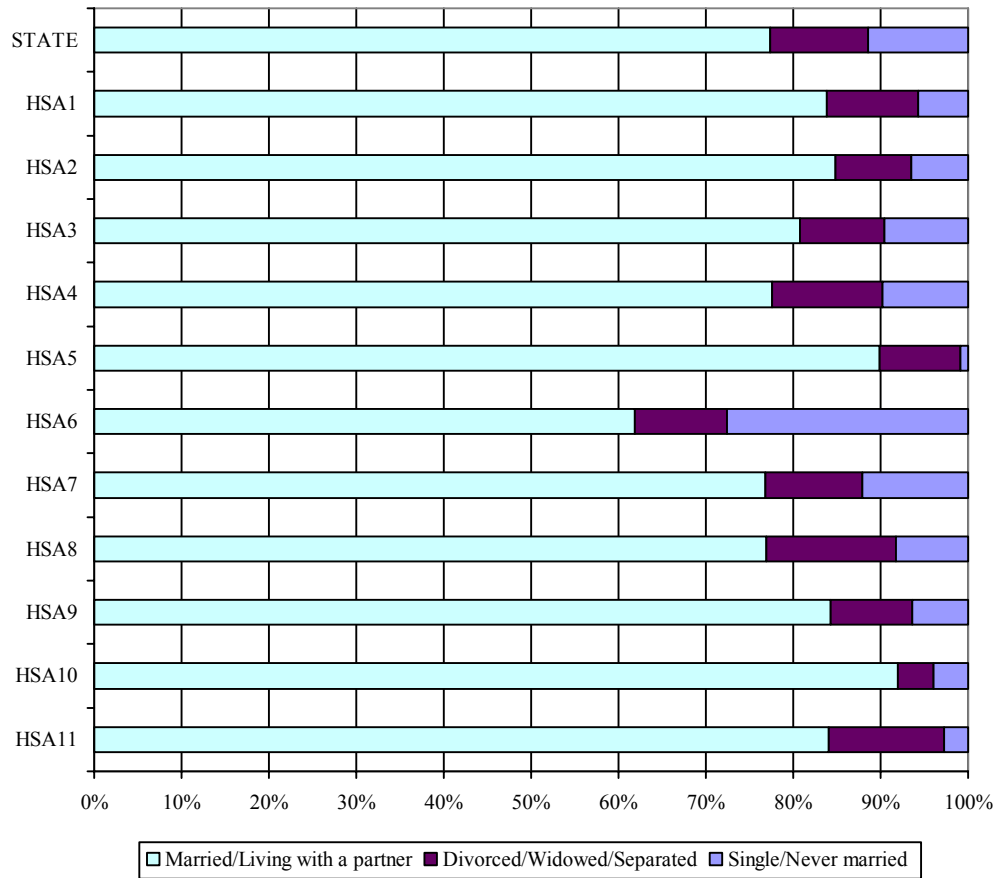
Figure 4. 2. APN Age Distribution by HSA



Marital Status: Over three-quarters (77.3%) of the APNs reported that they were married or living with a partner, with this percentage being the highest out of the three nursing groups; this percentage was consistent with the 75.2% reported in the 2000 survey. Interestingly, the percentage of APNs who reported being single/never married was also the highest of the three nursing groups (11.4%). The balance of APNs (11.2%) reported being either divorced, widowed, or separated.

When viewed in comparison to the other HSAs (see Figure 4.3), HSA 6 had a notable variation from the overall trend. Specifically, respondents from HSA 6 were less likely to be married or living with a partner and more likely to be single/never married. The proportion who reported being divorced, widowed, or separated was essentially the same for this group as for the other HSAs.

Figure 4. 3. APN Marital Status by HSA



Racial and Ethnic Background. Racial background and ethnicity were captured on this survey through the question “What is your race? Please choose one or more.” The response options were White, Black or African-American, Asian, Native Hawaiian or other Pacific Islander, and American Indian or Alaska Native. Overwhelmingly, the racial identification of the APN respondents was White (94.1%), followed by Black/African American (11.1%) (see Table 4.1). This percentage of 94.1% white respondents was the highest for all groups. The least common racial identification category for APNs was American Indian/Alaska Native, which accounted for 0.4% of response selections. Few APNs indicated a Spanish/Hispanic/Latino ethnic background (1.8%).

Table 4. 1. APN Racial and Ethnic Background

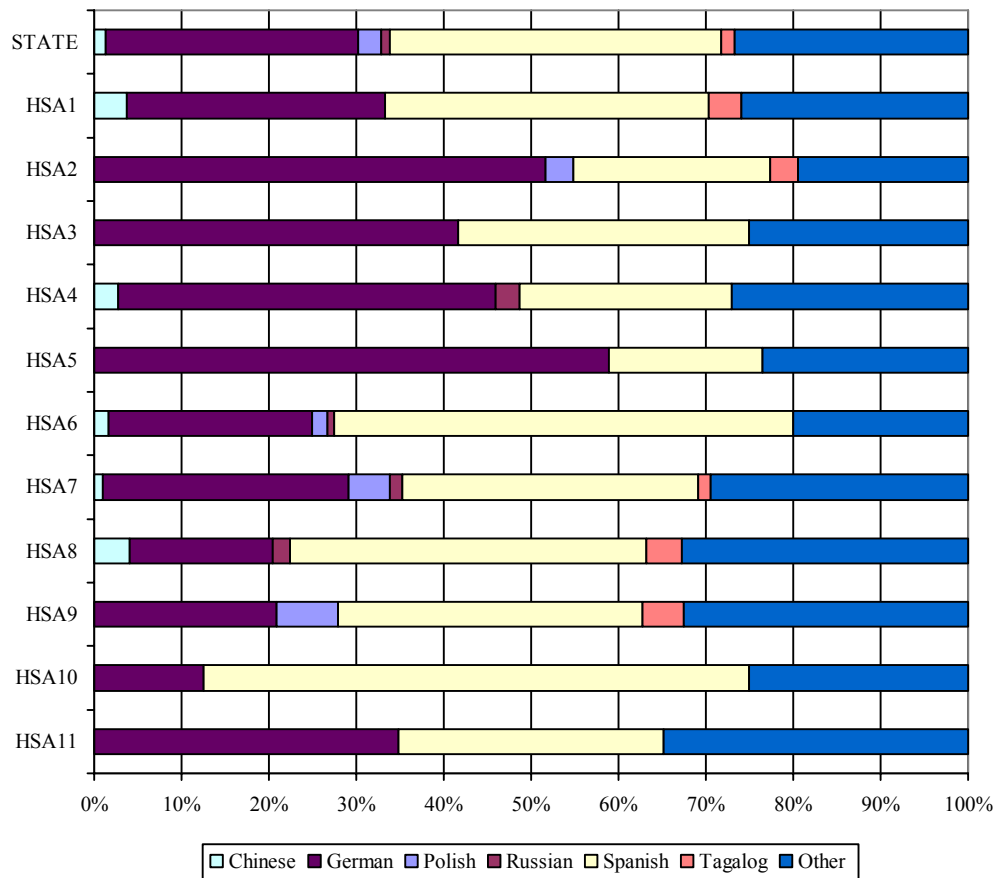
Racial Background	APN	
	%	n
White	94.1	2,292
Black or African American	11.1	270
Asian	3.2	79
Native Hawaiian or other Pacific Islander	2.3	56
American Indian or Alaska Native	0.4	10
Ethnic Background	%	n
No, not Spanish/Hispanic/Latino	98.2	2,414
Yes, Puerto Rican	0.3	7
Yes, Mexican, Mexican-American, Chicano	0.9	22
Yes, Cuban	0.0	0
Yes, other Spanish/Hispanic/ Latino	0.6	14

Note: Racial Background percentages do not equal 100% as respondents may have chosen more than one response.

Languages Other than English. In order to effectively treat a diverse patient population, it is important that caregivers have the capability of communicating with patients in their primary language. To this end, the APN population responding to this survey reported that several languages other than English were spoken by this population. Most common was the report of Spanish as an additional language (37.9% of the respondents). This was followed closely by those reporting that they spoke German (28.9% overall). Overall at the state level, approximately one in four APNs (26.7%) reported speaking a language other than English, Chinese, German, Polish, Russian, Spanish, or Tagalog.

Although Spanish was the primary language other than English that was spoken by APNs in the state, this was not the case for all HSAs (see Figure 4.4). Specifically, German language had a high percentage of APN speakers compared to the state in HSAs 2, 3, 4, and 5. HSA 10 had the highest percentage of Spanish-speaking APNs in the state; HSA 9 had a noticeable percentage of Polish speaking APNs; and HSAs 8 and 1 had the two highest percentages of Chinese-speaking APNs in the state. Tagalog had relatively high representation in HSAs 9, 8, and 1.

Figure 4. 4. APN Language Distribution by HSA



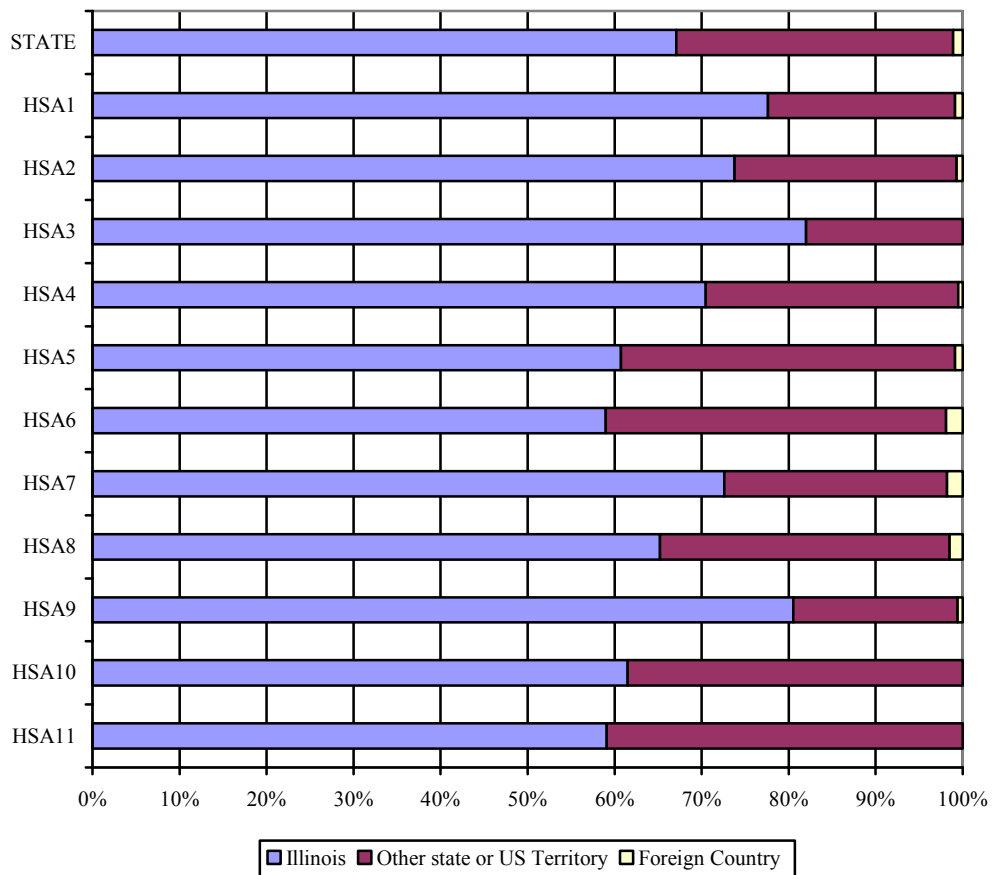
Licensing and Education

This survey asked several questions about how the licensure of the APNs surveyed was obtained and through which state was their provenance. Additionally, questions were asked to determine current educational program enrollment and programs completed.

Nurse Licensing. The survey results revealed that two-thirds (67.0%) of the APNs received their nursing license in Illinois, with another 31.8% having received their nursing license in another U.S. state or territory and the remaining 1.2% of the respondents having receiving their nursing license in a foreign country. This represented the highest percentage of out-of-state licensing of the three nursing categories. There were slight variations in this overall pattern when viewing the results for the individual HSAs (see Figure 4.5). Specifically, HSAs 1, 2, 3, and 9 had approximately 75.0% of their APNs receiving their nursing license in Illinois. For HSAs 5, 6, 10, and 11, about 60.0% of APNs received their license in Illinois with about

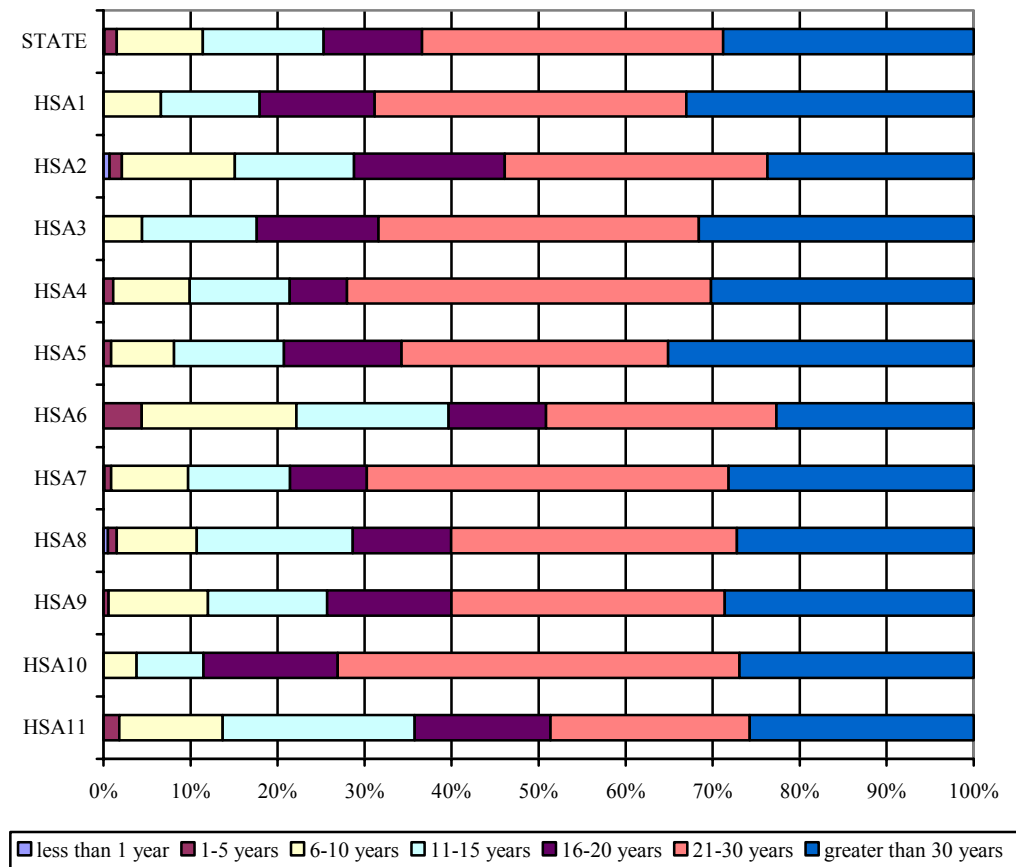
40.0% of the APNs having received their license from another state. HSAs 6, 7, and 8 had noticeably higher percentages of APNs who received their license from a foreign country.

Figure 4. 5. APN Licensing by HSA



Most APNs reported having their nursing license for 21-30 years, with this being the highest percentage of the three nursing categories for this year range. The second highest percentage of APNs reported having their license for more than 30 years (28.8%), with an additional 13.9% of APNs having their license for eleven to fifteen years (see Figure 4.6). When reviewing the length in which APNs have held their nursing licenses, HSAs 1 and 5 have the highest percentage of APNs who have held their license for more than 30 years, and HSAs 2 and 6 have the fewest APNs who have held their license for more than 30 years.

Figure 4. 6. APN Years Licensed by HSA



Degrees Completed. The question that asked APNs to indicate the nursing education programs that have been completed was a multiple response question. The most common degree program indicated by APNs was a Master's degree (83.9%), with the second most common degree program being a Baccalaureate degree (71.5%). One-in-five (20.4%) APNs indicated a post-Master's certificate and 5.2% of APNs indicated the completion of a Doctoral degree (see Table 4.2).

Although most (59.5%) APNs indicated they did not have a non-nursing degree, slightly more than one-fifth (22.7%) did have a non-nursing Baccalaureate degree, and another 19.4% had a non-nursing Master's degree. A non-nursing Associate degree was reported by 8.1% of APNs and a non-nursing Doctoral degree was reported by 2.3% of APNs (see Table 4.2).

Table 4. 2. APN Degrees Completed

Nursing Degrees	APN	
	%	n
Practical Nursing Program	3.8	92
RN Diploma Program	21.3	521
Associate Degree Program	17.9	437
Baccalaureate Degree Program	71.5	1,750
Master's Degree Program	83.9	2,051
Post-Master's Certificate	20.4	498
Doctoral Program	5.2	126
Non-nursing Degrees	%	n
Associate Degree	8.1	196
Bachelor's Degree	22.7	549
Master's Degree	19.4	470
Doctorate	2.3	55
Do not have a non-nursing degree	59.5	1,439

Note: Percentages do not total 100% as respondents may have chosen more than one response.

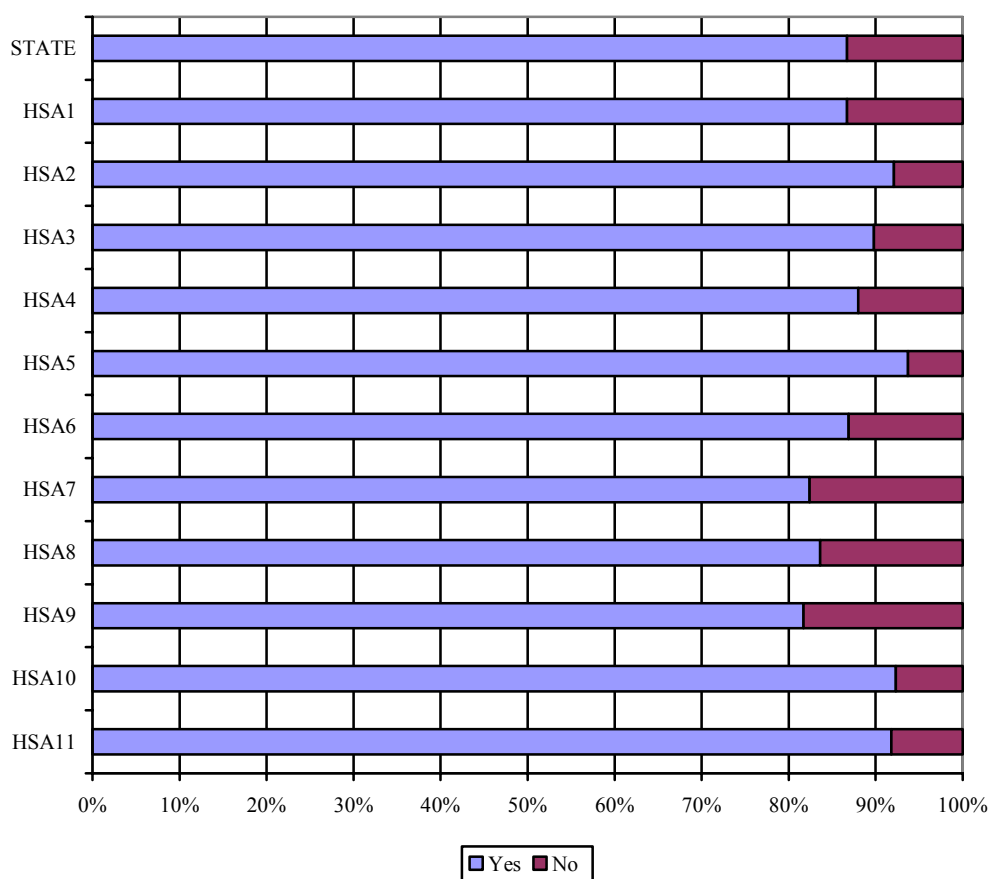
Current Enrollment in Educational Program. Most APNs (96.1%) reported not being enrolled in a nursing education program at the time of the survey. However, of the 3.9% who did report they were enrolled in a nursing education program, 61.7% were enrolled in a Doctoral program and 22.3% were enrolled in a Post-Master's program; the remaining 14.9% were enrolled in a Master's program.

Employment

The APN survey included items to discern the current employment status of respondents based on their "current primary work situation." As revealed in the survey, 82.7% of APNs reported being employed as an APN at the time of the survey. An additional 6.6% reported working as an RN, and 6.1% report being employed as a faculty member. Furthermore, 0.2% reported working in a non-nursing field, but indicated they were looking for APN work. An additional 0.8% reported that they were working in a non-nursing field and were not actively looking for APN work. Finally, 0.9% were not employed, but were looking for an APN position, 0.2% were not employed and were looking for a non-nursing position, 1.0% were not employed and were not looking, and 1.5% were retired. Of those respondents who reported not currently working at all, the main reasons they provided involved caring for young children.

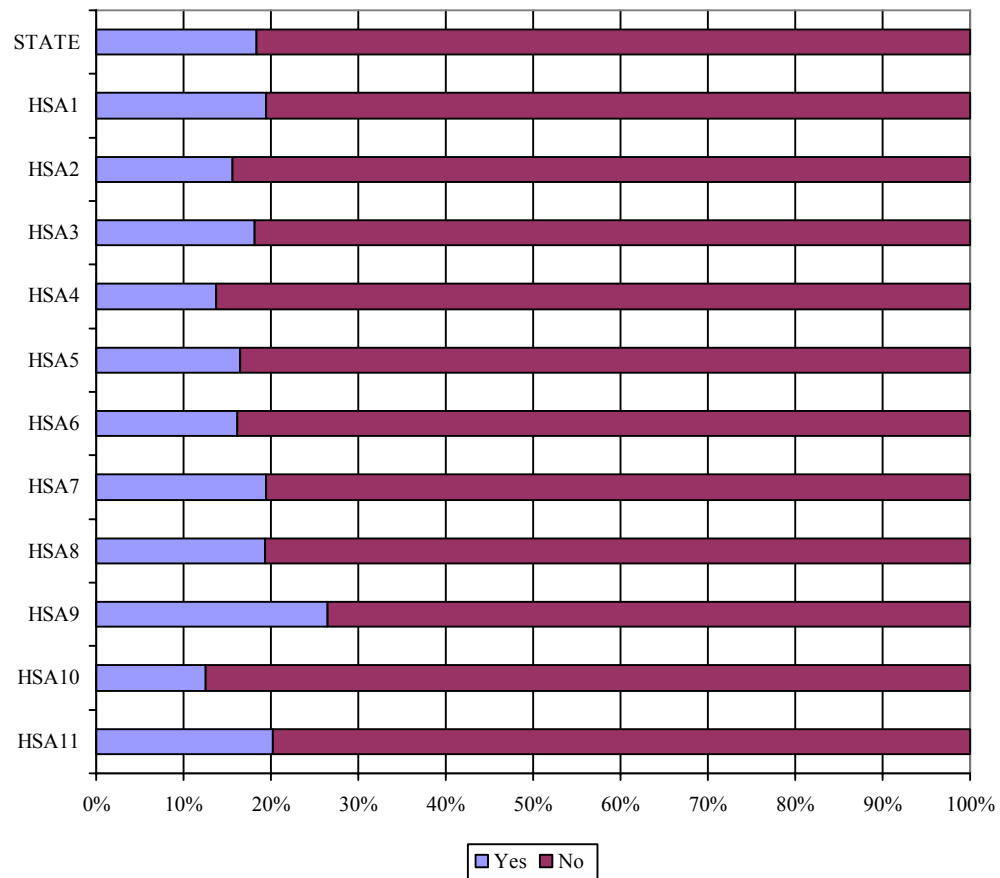
Currently Practicing as APN. Almost all (86.7%) of the surveyed licensed APNs reported they were practicing in an APN role at the time of the survey, representing a slight increase from the two-thirds reported in the 2000 survey. However, HSAs 7, 8, and 9 reported the highest percentage of APNs who were not practicing as an APN at the time of this survey (see Figure 4.7). If the APN was not practicing, the main reasons and their representative percentages were: better salary or benefits in their current job (5.2%), satisfaction with their current job (4.8%), or difficulty finding an APN job (4.6%).

Figure 4. 7. Working as APN by HSA



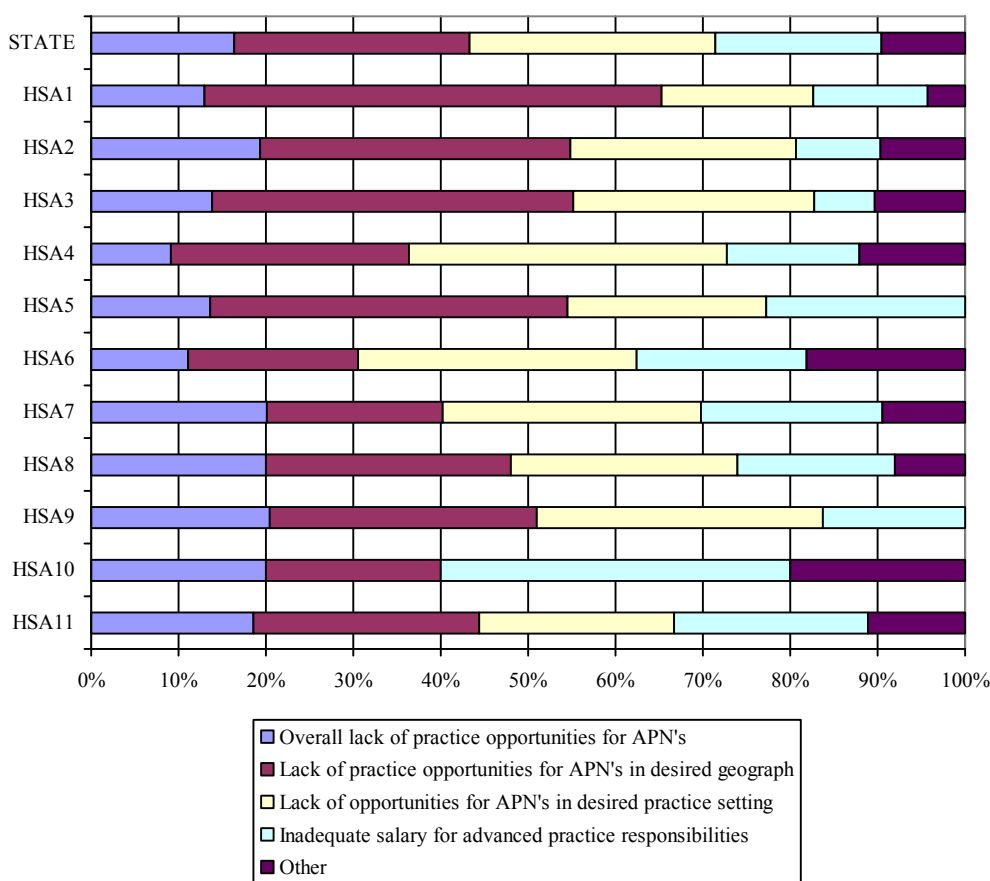
Almost all (81.7%) APNs reported having no difficulty finding their current APN position, but those in HSAs 7, 8, and 9 reported slightly higher percentages of having encountered difficulties finding a position (see Figure 4.8).

Figure 4. 8. Difficulty Finding APN Position by HSA



Of those who did report having difficulty finding their current APN position, 16.4% reported this being due to an overall lack of opportunities for APNs. Over a quarter (26.9%) specified that the challenge was due to lack of opportunity in the desired geographic location, representing a decrease from the 38.8% reported in 2000. A slightly higher percentage (28.2%) specified a lack of opportunity in the desired practice setting as the challenge, which was an increase from the 19.4% reported in 2000. An additional 19.0% reported a challenge finding an APN position due to inadequate salary for the responsibilities, with the remaining 9.6% citing some other reason for the challenge in finding an APN position (see Figure 4.9).

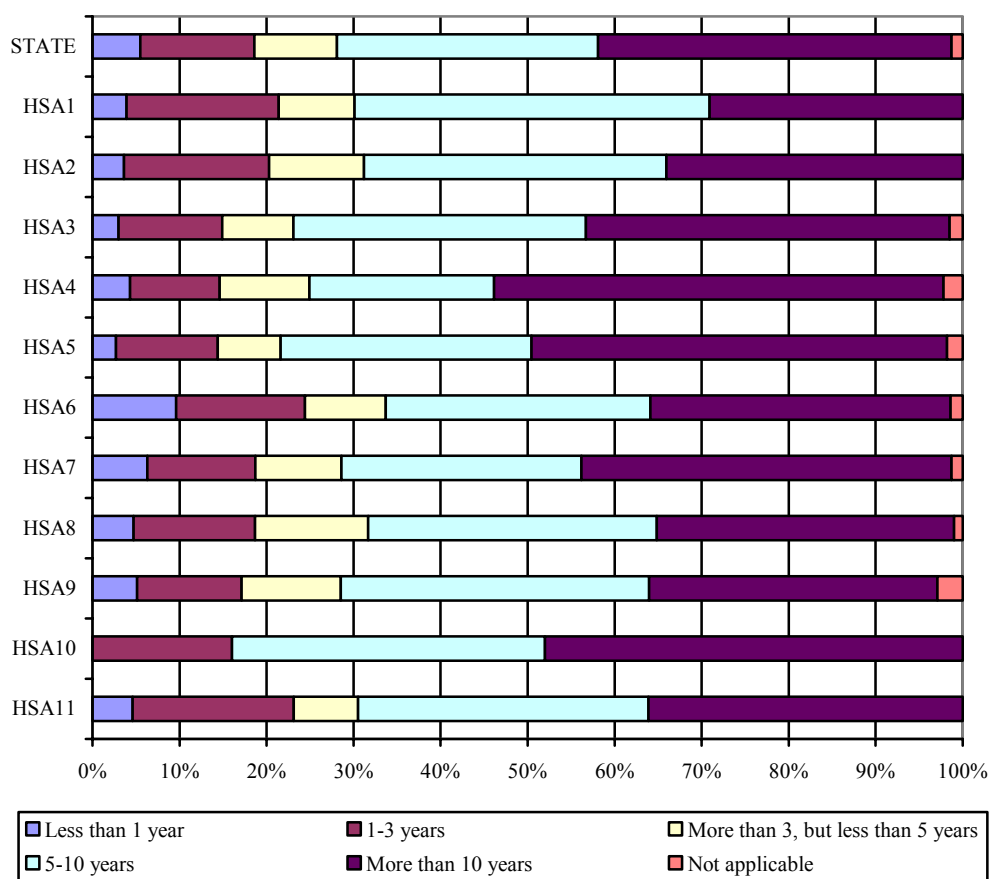
Figure 4. 9. Reasons Difficult to Find APN Position by HSA



NOTE: Percentages exclude those APNs indicating non-applicable

Years Worked as APN. The most common duration of employment the APNs reported was more than ten years, followed by 30.0% who reported working as an APN for five to ten years. Another 9.5% reported working as an APN between three and five years, 13.1% between one and three years, and 5.5% reported working as an APN for less than one year. When examining this pattern across HSAs, however, HSAs 4, 5, and 10 had higher percentages of APNs who have practiced for more than ten years (see Figure 4.10).

Figure 4. 10. Years Worked as APN by HSA

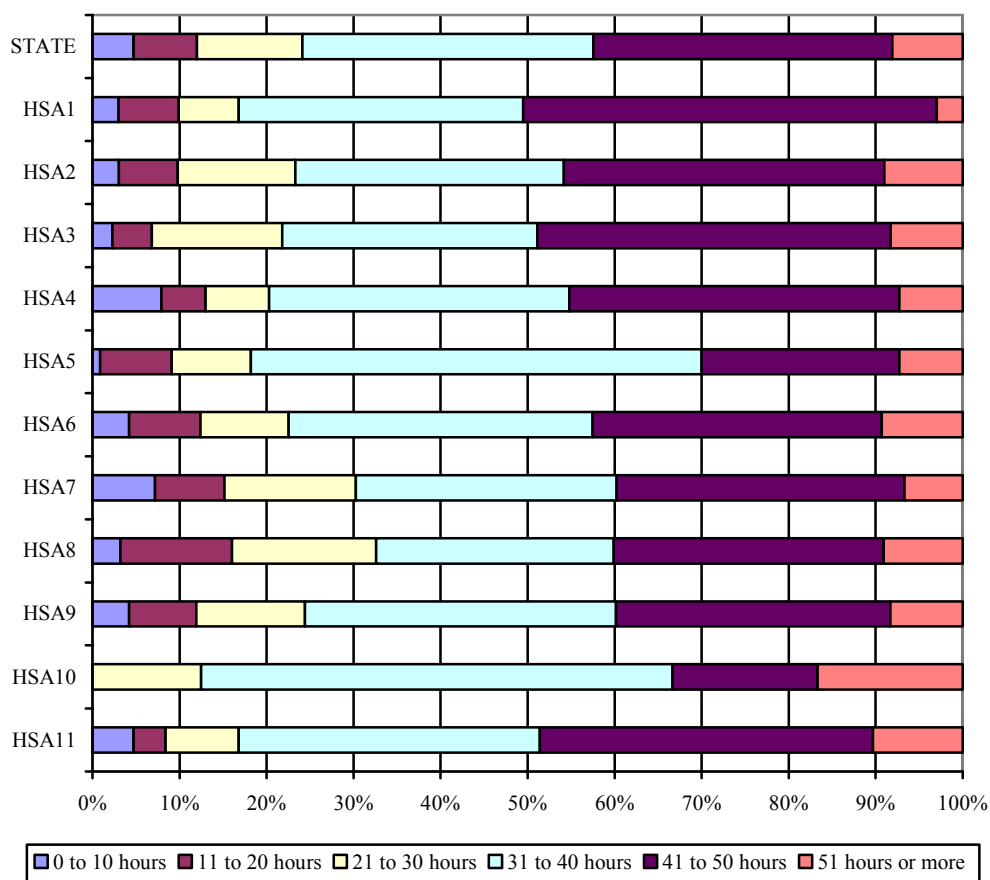


Primary Employment. There were a variety of employment settings reported by APNs with the three most common ones identified in the 2007 survey being the same as those found in the 2000 survey. These settings were: a hospital (41.5%), physician's office or health clinic (25.1%), and at a university, college, or technical school (7.6%). The percentage of APNs listing a physician's office or health clinic as their primary employment setting represented the highest percentage of the three nursing categories for that setting. Consistent with the findings from the 2000 survey, APNs were most often in a Nurse Practitioner position (49.8% in 2007 compared to 37.6% in 2000), a Nurse Anesthetist position (17.4% in 2007 compared to 19.9% in 2000), a Clinical Nurse Specialist position (11.5% in 2007 compared to 18.3% in 2000), or as a Nurse Midwife (5.3% in 2007 compared to 7.6% in 2000). Over one-quarter (28.7%) of APNs reported being with their current employer for ten or more years. However, a similar percentage of APNs were with the employer for either one to three years (22.3%) or between five and ten years (22.8%). APNs cited the work itself (41.4%) and the patients (22.9%) as being the top two things

they liked most about their primary employment, while salary (16.2%) and workload (13.9%) were cited as aspects they least liked about their primary nursing positions.

The major activities for the APNs in these settings were either providing direct patient care (76.0%) or as a teacher or nurse educator (10.1%). APNs reported working either between 31 and 40 hours per week (33.4%) or between 41 and 50 hours per week (34.3%); a smaller percentage of APNs worked either more than 51 hours (8.1%) or fewer than 31 hours (24.1%). HSA 10 revealed a higher percentage of APNs working more than 51 hours per week, while HSA 1 had the smallest number of APNs working 51 hours or more per week (see Figure 4.11).

Figure 4. 11. APN Distribution of Hours Worked by HSA



The most common annual salary range reported by APNs was between \$65,000 and \$85,000 (35.2%), followed by 19.3% who reported an annual salary of more than \$85,000 and but less than \$105,000. Most APNs (64.0%) also reported a compensation package that excluded an incentive program, such as financial bonuses. Some variation in annual income was present

between HSAs in comparison to the state percentages (see Figure 4.12). Specifically, HSA 10 had the highest percentage of APNs making \$65,000 or less, and HSAs 6 and 11 had the highest percentage of APNs making over \$85,000 per year.

Figure 4. 12. APN Distribution of Annual Salary by HSA

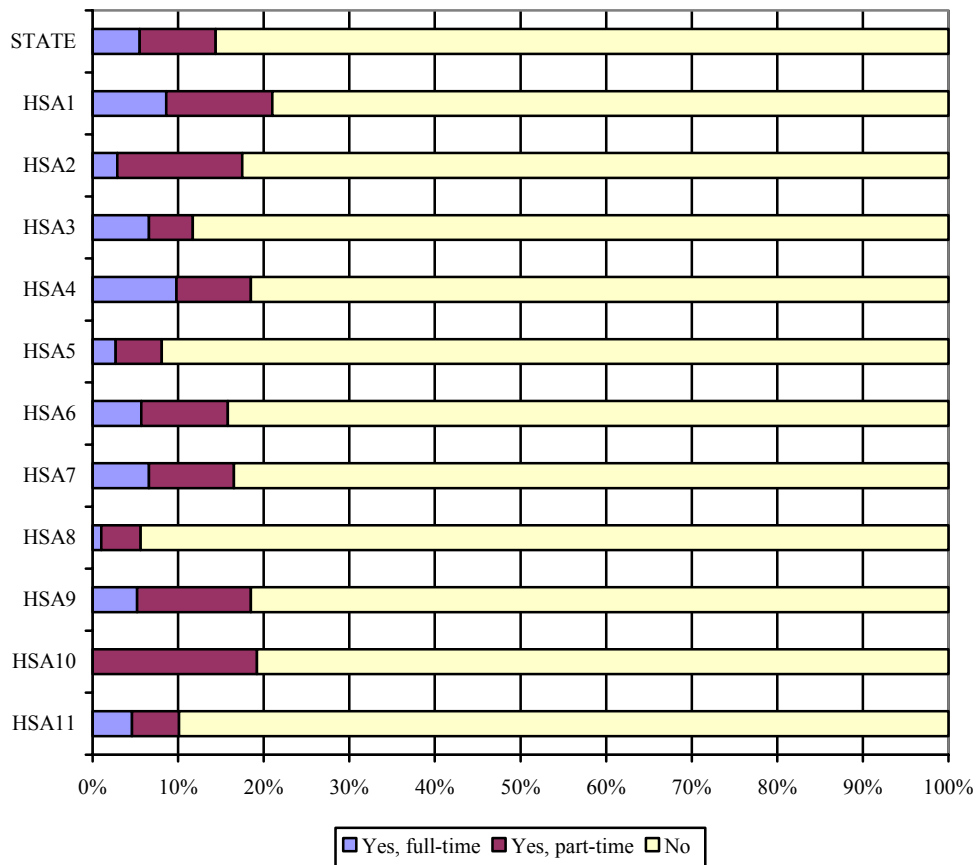


Employed in More than One Job. Over one-quarter (26.9%) of APNs reported having a second job, with almost all (94.3%) of these reporting their second job as being another nursing position. Almost half (47.7%) of the APNs reported having their secondary nursing position three or fewer years, with 14.0% holding their secondary nursing position between three and five years, 19.1% between five and ten years, and 17.4% for ten or more years. Annual salaries for these secondary nursing positions were often less than \$25,000 (76.5%), although another 15.0% of APNs reported an annual salary between \$25,000 and \$45,000 for their secondary nursing position. Few (7.0%) APNs reported working more than twenty hours in their secondary positions, with most (69.8%) working ten or fewer hours a week.

Although the most common settings for secondary employment of APNs remained the same as for primary employment, a university, college, or technical school was more than twice as likely to be a secondary employment setting (16.4%) than as a primary employment setting (7.6%). A hospital (31.8%) remained the most common setting even for secondary employment, with a physician's office or health clinic (12.5%) being the least common of these three. As was the case with their primary employment location, most APNs (64.8%) reported direct patient care to again be their major activity in their secondary employment. The increase in APNs who reported an academic role as their secondary employment was also reflected in an increase in APNs (20.0%) reporting that teaching, instruction, or being a nurse educator as their major activity in their secondary employment.

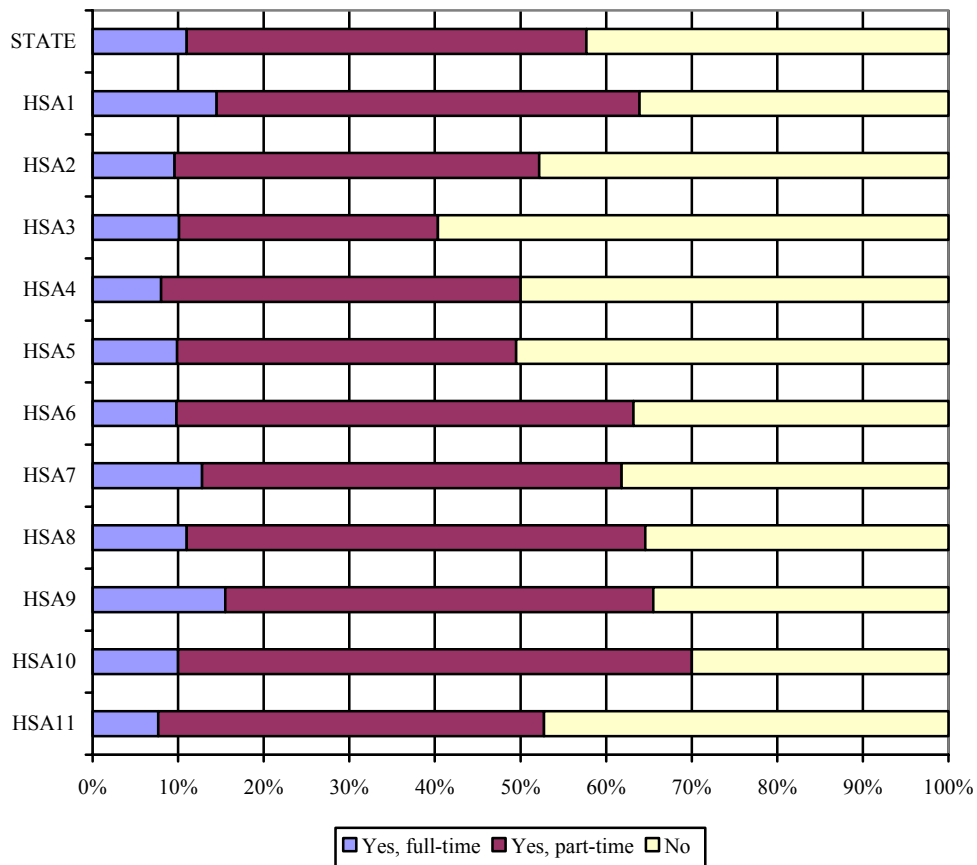
Interest in Teaching. In order to maintain a steady supply of APNs for all HSAs within the state of Illinois, it will be important for appropriately prepared faculty to be available for advanced practice programs. As revealed by the survey results, 5.5% of APNs stated they were teaching full-time and another 8.9% were teaching part-time (see Figure 4.13).

Figure 4. 13. APN Currently Teaching by HSA



Most APNs (85.7%) reported that they were not teaching in an Illinois nursing education program at the time of the survey, and when asked if they would consider teaching approximately half (46.7%) said they would consider teaching part-time and another 11.0% would consider teaching full-time (see Figure 4.14). When asked about obstacles that kept them from teaching, most APNs (54.5%) indicated salary as an obstacle, followed by current job demands (44.2%) and a desire to not leave clinical practice (40.8%).

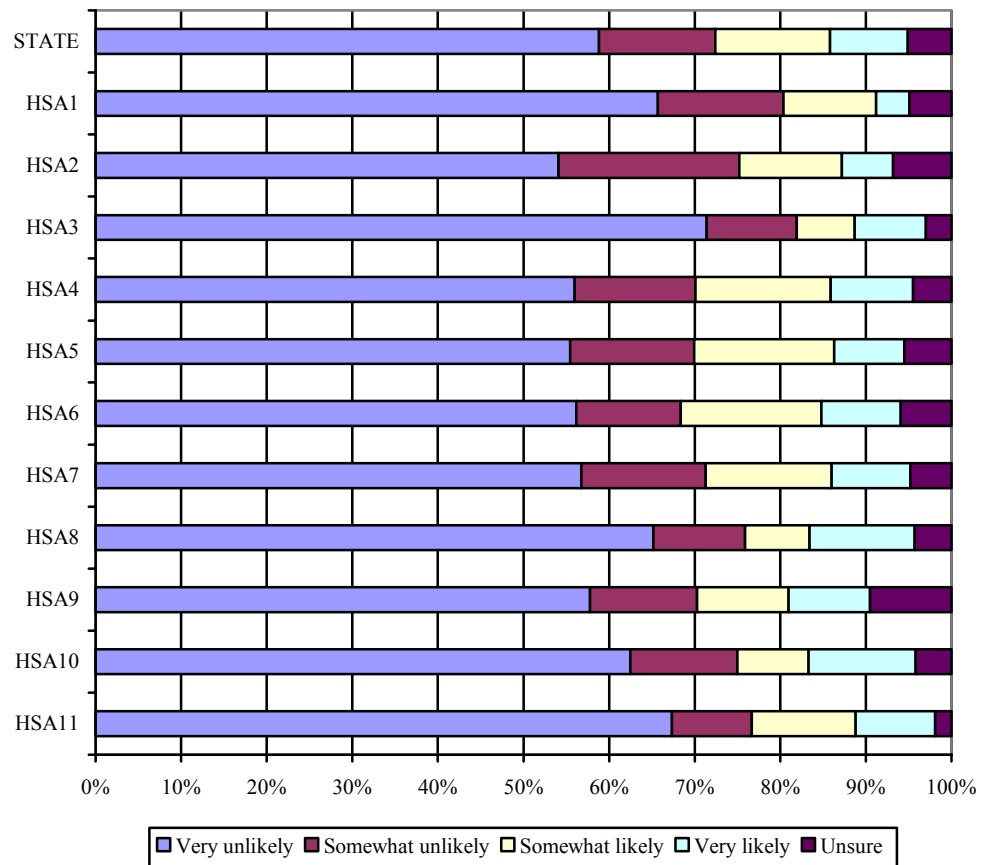
Figure 4. 14. APN Interest in Teaching by HSA



Satisfaction. The majority of the survey respondents indicated a high level of satisfaction with their career, as evidenced by almost nine out of ten APNs (89.2%) reporting that they would encourage others to choose nursing as a career. Approximately three out of four APNs (72.4%) stated they were very unlikely/somewhat unlikely to leave their primary nursing position in a year (see Figure 4.15). HSA 3 had the highest proportion of APNs reporting that they would be very unlikely to leave their position within the next year.

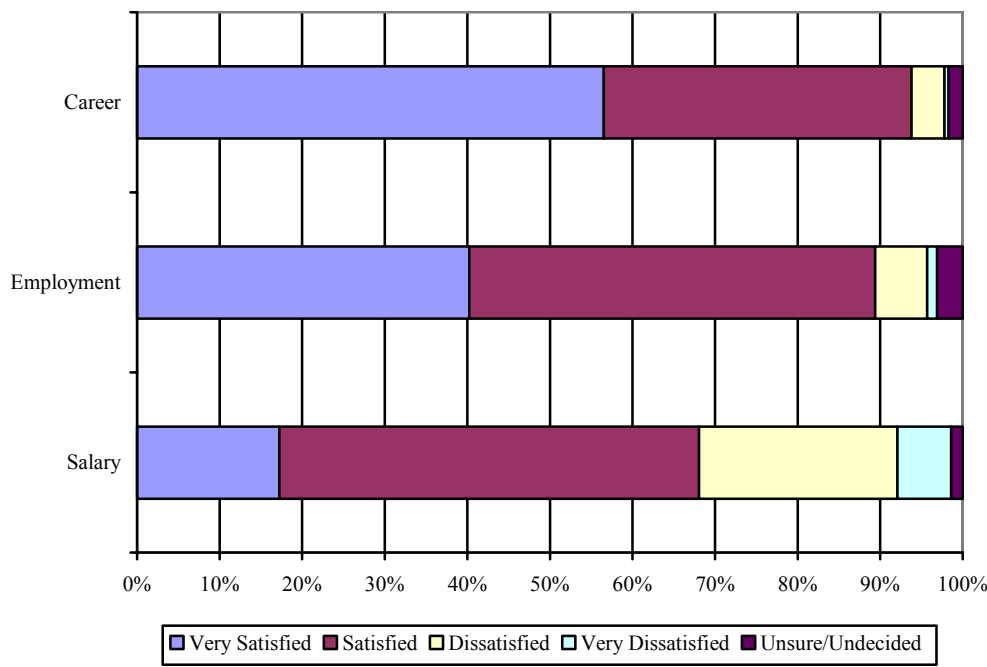
If an APN did report being likely to leave a nursing position, the main reasons given were inadequate salary (17.2%) or dissatisfaction with management or supervisor (12.8%). Of those APNs who reported having voluntarily left a nursing position within the last two years, the main reasons were career promotion (19.8%) or dissatisfaction with management or their supervisor (16.8%).

Figure 4. 15. APN Likelihood to Leave Primary Position by HSA



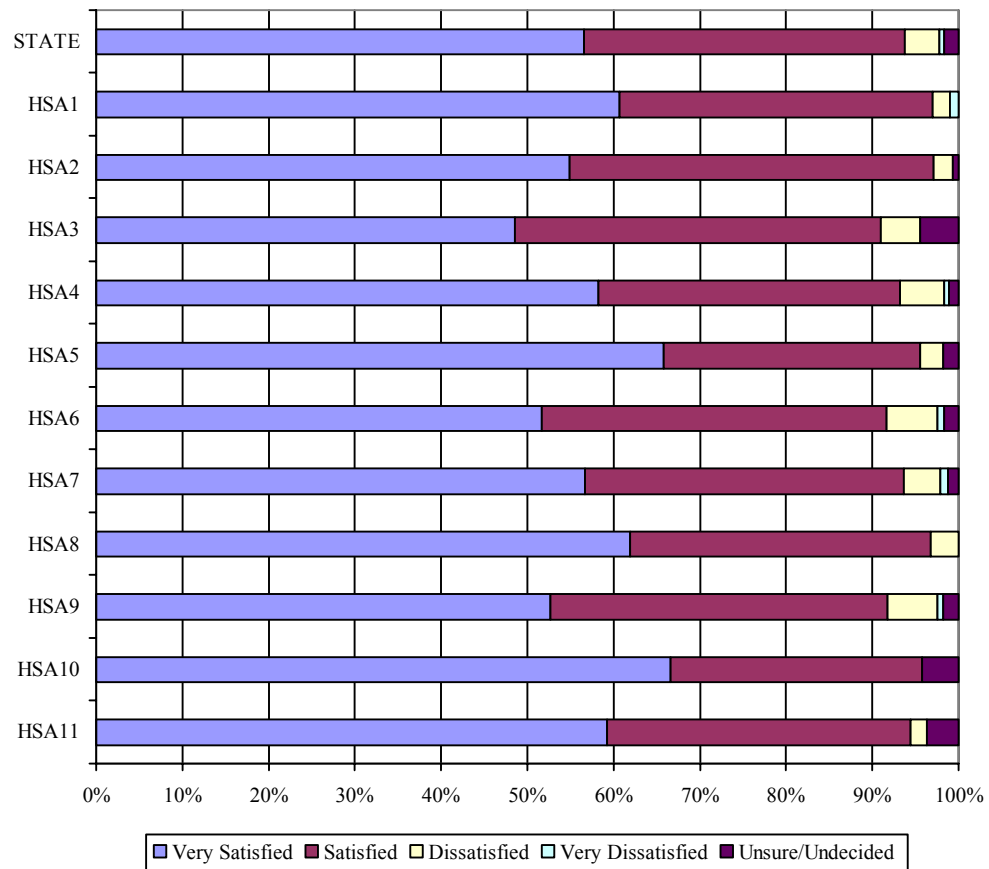
Overall, APNs were very satisfied/satisfied with nursing as a career (93.7%) and with their employment (89.3%). However, while most APNs reported being very satisfied/satisfied (68.0%) with their salaries, about one in four APNs (24.0%) reported being dissatisfied with their salaries (see Figure 4.16).

Figure 4. 16. APN Satisfaction with Career, Employment, Salary



The trend across HSAs in career satisfaction was relatively consistent with that of the overall state (see Figure 4.17). There were minor variations, however, with HSAs 5 and 10 having higher percentages of APNs who were very satisfied with nursing as a career.

Figure 4. 17. APN Satisfaction with Career by HSA



When examining the HSA pattern for satisfaction with primary employment, however, HSAs 1, 3, 8, 10, and 11 had higher percentages of APNs who were very satisfied with their positions when compared to those in the other HSAs (see Figure 4.18).

Figure 4. 18. APN Satisfaction with Primary Employment by HSA

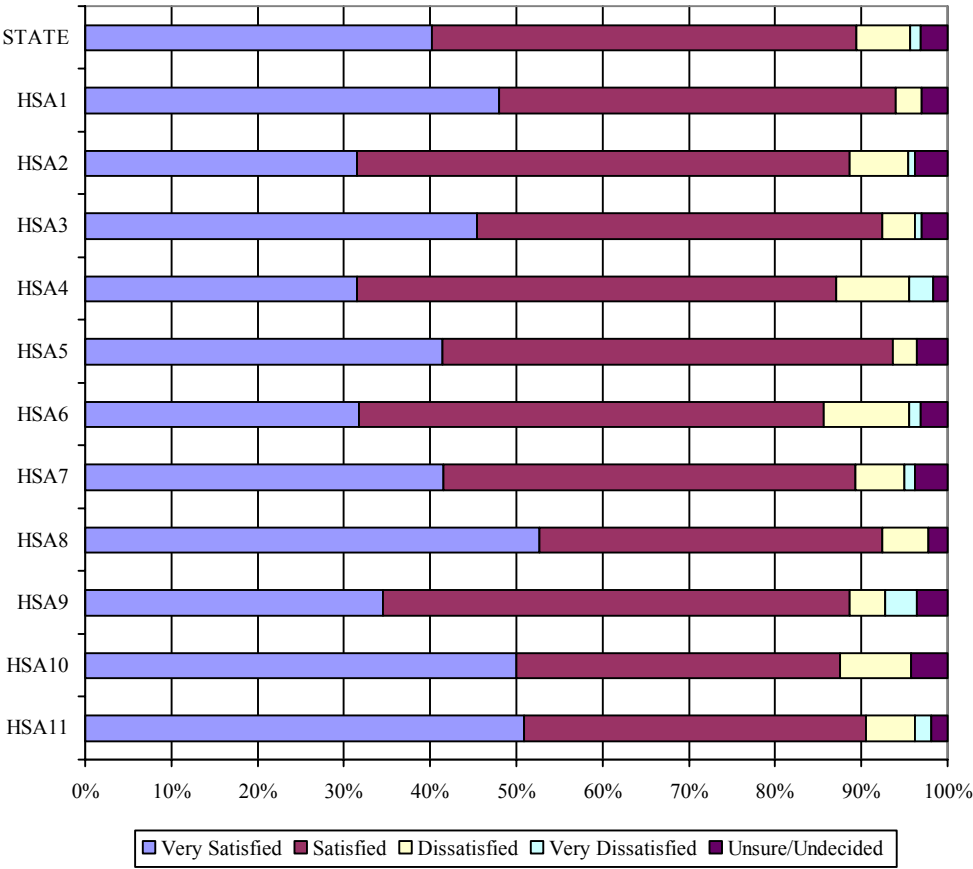
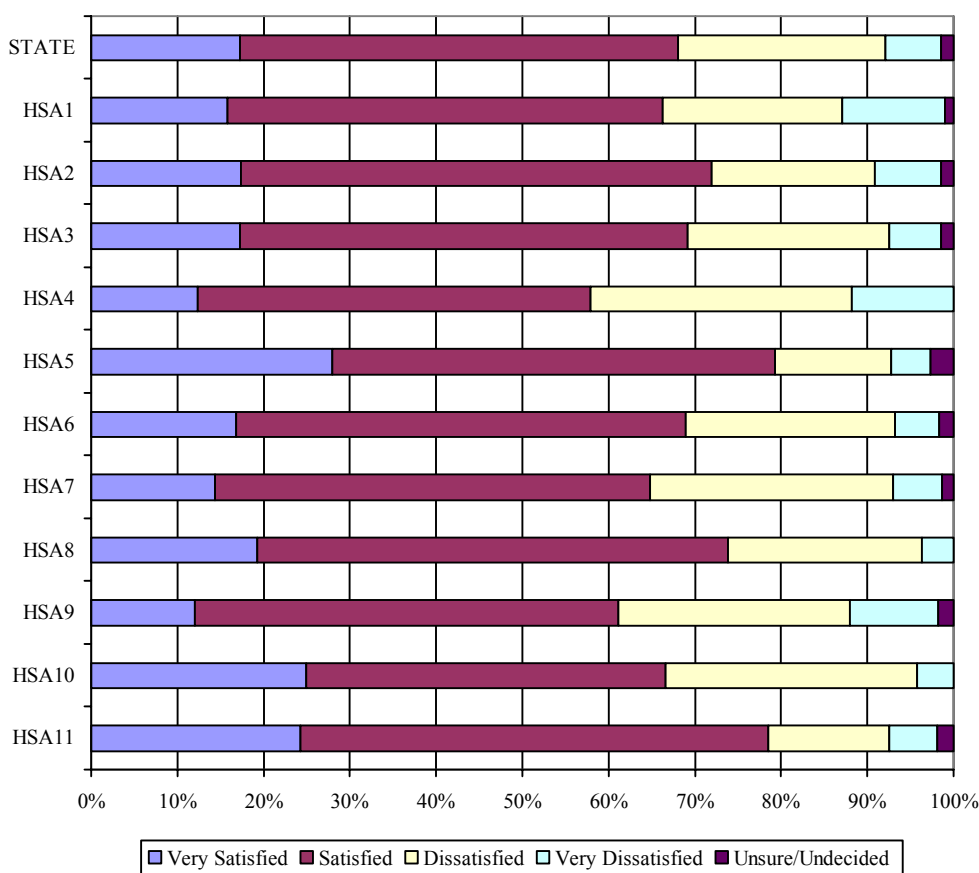
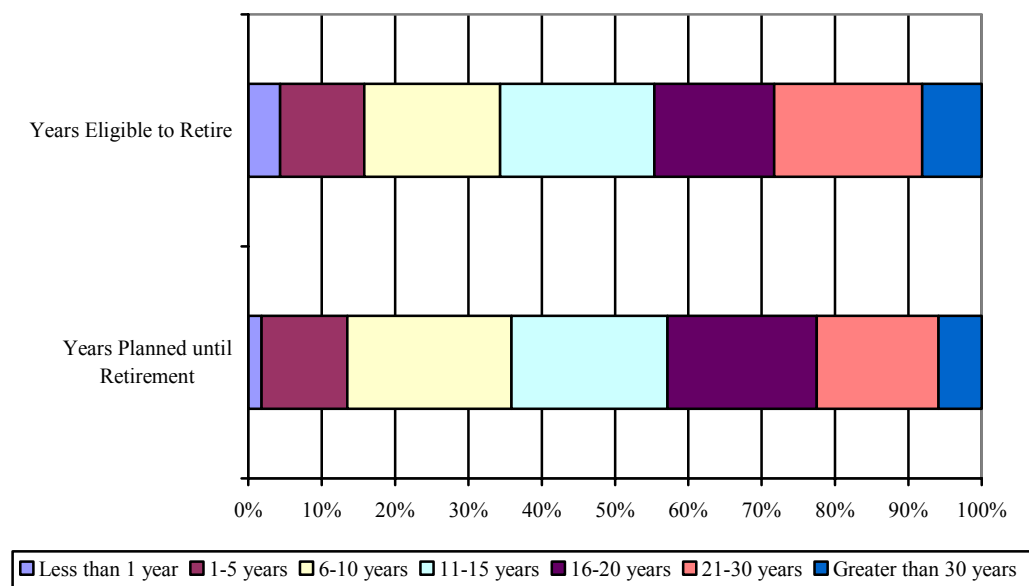


Figure 4. 19. APN Satisfaction with Salary by HSA



Separation and Retirement. As previously indicated, almost one in ten APNs who participated fall in the 61 or older age group. Impending retirements in this group could impact the supply of APNs. Almost 14% of APNs reported that they planned to retire in the next 5 years. An additional 14% reported being unsure when they would retire, which would indicate that the percentage of APNs nearing retirement could be higher than reflected in the survey results. Over half (55.3%) of the APNs reported they were eligible to retire within fifteen years, and of the 86.0% of APNs who knew when they planned to retire, almost this same percentage of those who were eligible to retire were also planning to retire within fifteen years (57.1%) (see Figure 4.20).

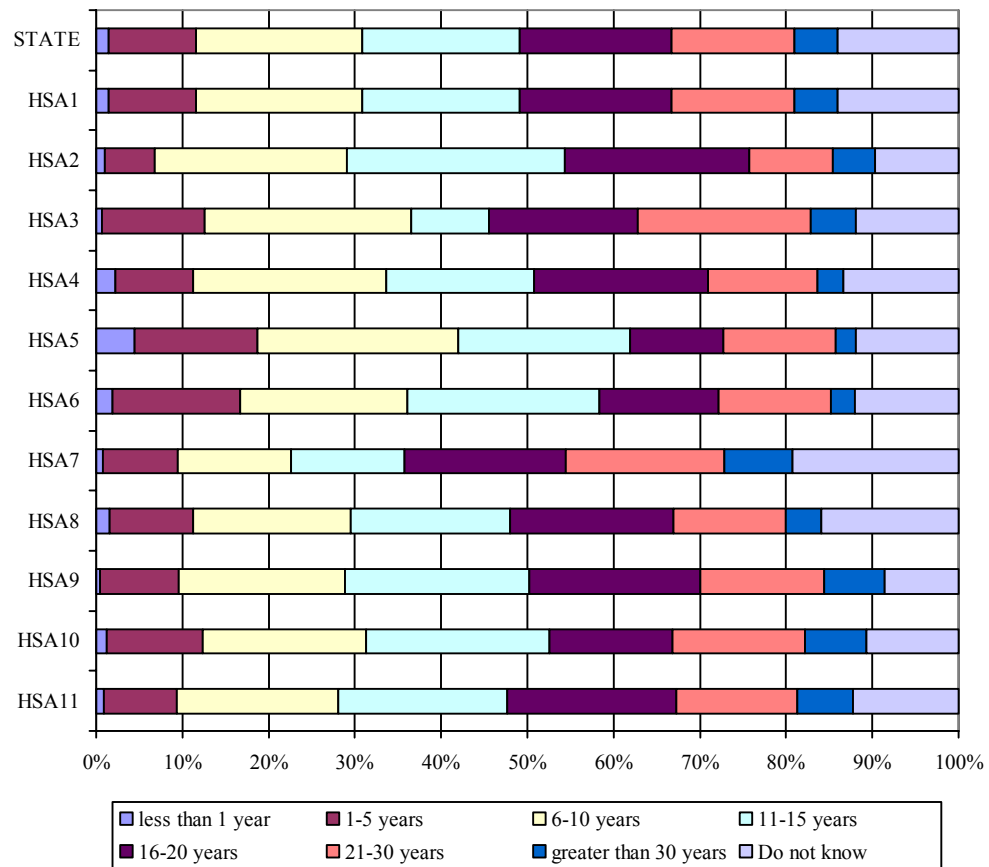
Figure 4. 20. APN Years Eligible and Planned to Retire



NOTE: "years planned until retirement" percentages exclude those who did not know.

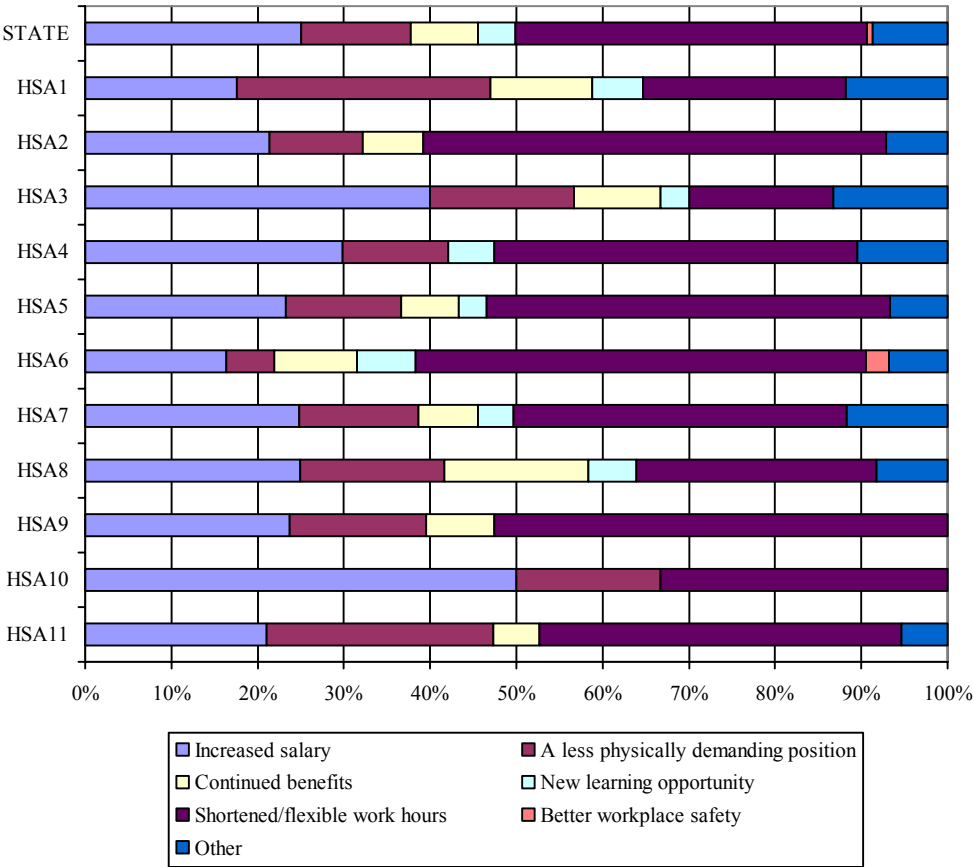
HSAs that may experience a supply constraint within the next five years, due to impending retirements, included HSAs 5 and 6. In addition, HSA 5 had the highest proportion of respondents planning to retire within one year. Over 40% of the respondents in HSA 5 reported that they planned to retire within 10 years or less. Conversely, HSA 7 had the lowest percentage of APNs who indicated they planned to retire within 10 years (see Figure 4.21).

Figure 4. 21. APN Years Planned to Retire by HSA



Of those APNs who planned to retire within five years of this survey (13.5%), almost half (40.8%) stated they would continue working as a nurse if they received shortened or more flexible work hours, and another quarter (25.0%) stated they would continue working as a nurse for an increase in their salary. About one in eight (12.7%) stated they would continue working if they were able to obtain a less physically demanding position; however, there was a wide variance when the data were viewed across HSAs (see Figure 4.22).

Figure 4. 22. APN Factors to Continue Working by HSA



CHAPTER 5

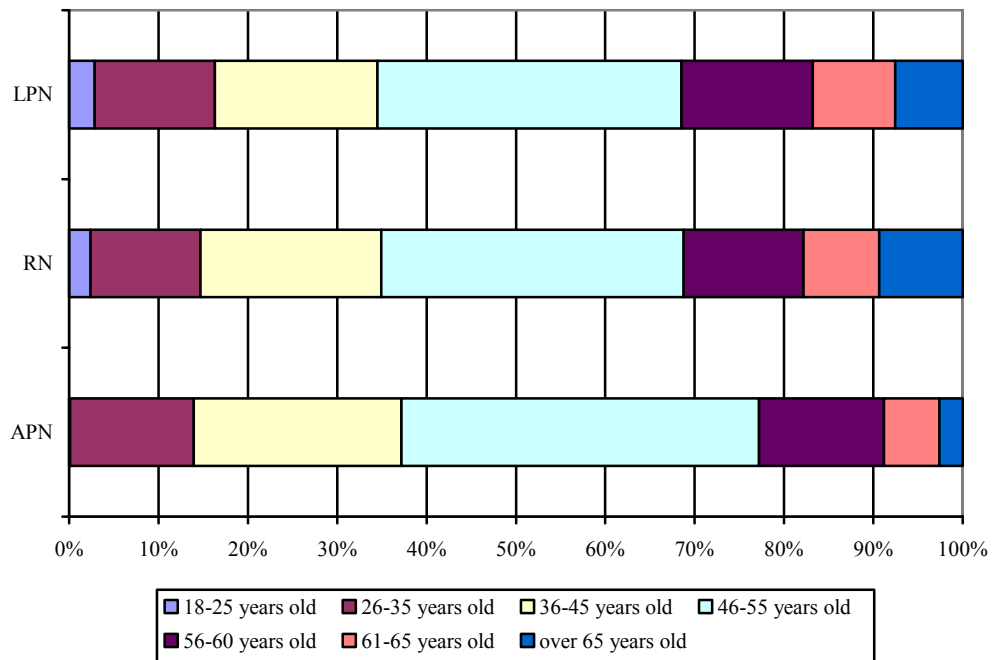
REVIEW OF CHARACTERISTICS ACROSS NURSING CATEGORIES AND HSAs

The information provided earlier in this report focused on examinations of specific nursing licensure categories and patterns within HSAs for that nursing category. This chapter takes an overview of the three nursing categories across HSAs to highlight patterns in the survey results that are based upon specific combinations of nursing categories and HSAs. This overview presentation targeted demographics patterns, examined employment and unemployment patterns, and concluded with a review of retirement plans for the respondents across nursing categories and across HSAs.

Demographics

Age. The most common age category for respondents to this survey was between 46 and 55 years of age. This age range represented the most common category for LPNs (34%), RNs (33.8%), and APNs (40%). The second most common age range was 36 to 45 years of age. Combined, these two age ranges represent 52.2% of LPNs, 54.1% of RNs, and 63.3% of APNs who participated in the 2007 Illinois Nursing Workforce survey. The least common age range for all three nursing categories was eighteen to 25 years of age, which accounted for, 3.0% of LPNs, 3.0% of RNs, and less than 1.0% of APNs. Overall, although there was a comparable percentage of APNs 45 years of age or younger when compared to LPNs and RNs, there were somewhat more APNs in the 46 to 55 age range but fewer over 65 years of age when compared to LPNs and RNs (see Figure 5.1).

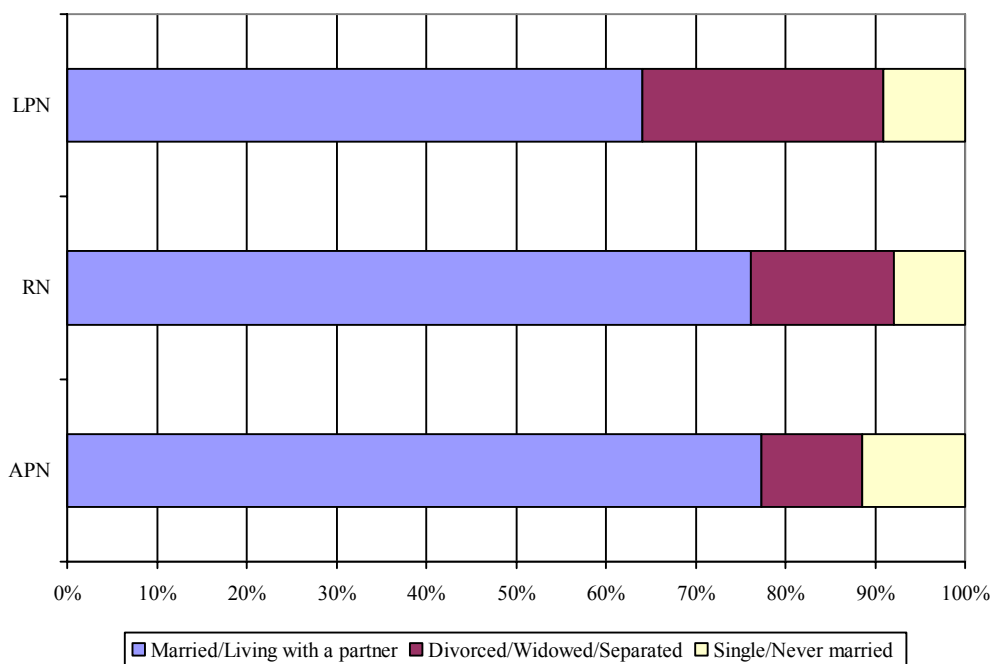
Figure 5. 1. Age Distribution across Nursing Groups



Gender. The majority of, LPNs (96.9%), RNs (96.4%), and APNs (90.9%) licensed in Illinois, as represented by respondents to this survey, were female. This pattern was consistent for all HSAs, but with slightly higher percentages of male APNs in HSAs 5 (23.6%) and 11 (19.3%), and slightly lower percentages of male APNs in HSAs 1 (5.7%) and 7 (3.9%).

Marital Status. Overall, most LPNs (64%), RNs (76.2%), and APNs (77.3%) licensed in the state of Illinois reported being married or living with a partner. The remaining APNs were evenly divided between divorced/widowed/separated (11.2%) and single/never married (11.4%). Divorced/widowed/separated accounted for a higher percentage of the remaining RNs (15.9%) and LPNs (26.8%). This pattern differed for HSA 6 where a higher percentage of LPNs (18.5%), RNs (23.8%), and APNs (27.6%) reporting being single when compared to the state-level percentages. HSAs 1 (83.8%), 2 (84.8%), 5 (89.9%), and 10 (92%) had higher percentages of APNs who reported being married or living with a partner when compared to the state-level percentages (see Figure 5.2).

Figure 5. 2. Marital Status by Nursing Group



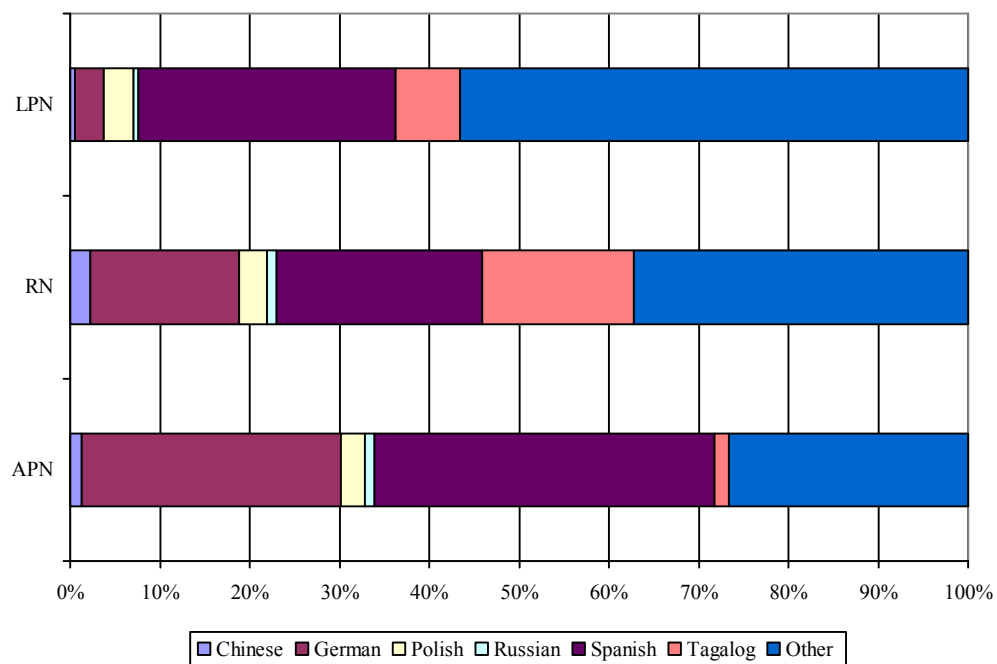
Racial Identification. There was some variation to this pattern within certain HSAs. When looking at the Black response option within HSAs in comparison to the state, HSA 1 had a lower percentage of RNs (4.1%) and LPNs (7.4%) identifying Black as a racial group, HSA 6 had higher percentages of, LPNs (70.5%), RNs (29.1%), and APNs (15.8%) identifying Black as a racial group, and HSA 7 had a higher percentage of LPNs (39.5%) identifying Black as a racial group. HSA 7 further demonstrated a higher percentage of RNs (16.2%) identifying Asian as a racial group compared to the state percentage overall for RNs (5.1%).

Ethnic Background. Most, LPNs (97.2%), RNs (98.3%), and APNs (98.2%), indicated they were not Spanish/Hispanic/Latino. This pattern remained consistent throughout the HSAs with the exception of HSA 6, where there was a slightly higher percentage of RNs and LPNs indicating they were Spanish/Hispanic/Latino; the classification was specifically Mexican/Mexican-American/Chicano for both RNs (4.2%) and LPNs (3.5%) compared to the state-level percentage of 0.9% of RNs and 1.5% of LPNs.

Languages Other than English: There were variations in this pattern across the HSAs, both in terms of the languages spoken and in the number of bilingual speakers. HSA 1 had a

higher percentage of Spanish speaking LPNs (40.6%). In HSA 2, the APNs had a higher percentage of German (51.6%) and lower percentage of Spanish (22.6%). In HSA 3, there was a higher percentage of APNs speaking German (41.7%), a higher percentage of RNs speaking Spanish (30.6%), and a lower percentage of LPNs speaking Spanish (14.3%) but a higher percentage indicating another language (81%). HSA 4 had a higher percentage of German for both APNs (43.2%) and RNs (25.6%), HSA 5 had a higher percentage of German for APNs (58.8%) and of another language for both RNs (65.8%) and LPNs (69.2%). HSA 6 had a higher percentage of APNs speaking Spanish (52.5%) and HSA 8 has a higher percentage of RNs speaking Tagalog (30.9%) and of LPNs speaking Spanish (35.5%) or another language (37.1%). HSA 9 had a higher percentage of RNs speaking Tagalog (31%) and HSA 10 had a higher percentage of APNs (62.5%) and LPNs (37.5%) speaking Spanish (see Figure 5.3).

Figure 5. 3. Languages Spoken Across Nursing Groups



Initial Education and Nursing/non-Nursing Degrees. The majority of, LPNs (86.6%), RNs (76%), and APNs (67%) reported that the location of their licensing was Illinois, with almost all of the remaining respondents from the three categories being from out-of-state. The notable exception to this was that 4.1% of RNs reported a country other than the United States.

Specifically, HSA 6 (15.4%) and HSA 7 (14%) had higher percentages of RNs who indicated their licensing was from a foreign country.

Most of the LPNs (81.9%), RNs (56.4%), and APNs (59.5%) who participated in this survey indicated their degree was exclusively in nursing and they did not have a non-nursing degree. This item on the survey instrument allowed respondents to indicate one or more degree types, with the first most common nursing degree selections for APNs being a Bachelor's degree (22.7%) followed by a Master's degree (19.4%). The second most common nursing degree selection for RNs was an Associate degree (22.6%) followed by a Bachelor's degree (19.1%), and the second most common selection for LPNs was an Associate degree (14.7%). This pattern was consistent across the HSAs with the notable exception of HSA 4 where there was a higher percentage of APNs without a non-nursing degree (66.3%) and a lower percentage with either a nursing Bachelor's (14.9%) or Master's (14.9%) degree. HSA 5 had a higher percentage of RNs without a non-nursing degree (62.8%), HSA 6 had a higher percentage of RNs (33.2%) with a nursing Bachelor's degree, and HSA 10 had a higher percentage of APNs with a nursing Master's degree (28%).

Employment

Primary Employment Setting and Position. There were differences in the primary employment settings across the three nursing categories, with most APNs (41.5%) and RNs (51.3%) reporting that hospitals were their primary work setting whereas most LPNs (40.2%) reported that nursing homes were their primary work setting. The second most common setting for APNs (25.1%) and RNs (9.7%) were physician offices or clinics, while the second highest concentration of LPNs was split between hospitals (13.8%) and physician offices or clinics (18.2%). Although the hospital remained the most common primary practice location for APNs across Illinois, between 33% and 40% of the APNs in HSAs 1, 2, 3, 5, and 10 indicated that a physician's office or clinic was their primary practice setting, compared to the state overall of 25.1% for APNs in this setting. The third highest concentration of APNs was in a university, college, or technical school at 7.6%.

Secondary Employment Setting and Position. A quarter of APNs reported holding a secondary employment position in nursing, with slightly higher percentages for HSA 1 (32.4%), HSA 5 (31.5%), and HSA 10 (41.7%). One-sixth of RNs and LPNs reporting having a secondary employment position in nursing, but there was a higher percentage of LPNs in HSA 7 (23.3%) who reported having a secondary position in nursing. A small percentage of LPNs (3.6%), RNs (2.6%), and APNs (1.5%) reported holding a secondary employment position that was not in nursing.

Unemployment. When examining unemployment characteristics between the three nursing categories, females had higher percentages of unemployment than males. Although single APNs had a higher percentage of unemployment than either married or divorced/widowed APNs, married RNs and LPNs had higher unemployment percentages than either single or divorced RNs and LPNs. APNs who were licensed for between sixteen and twenty years had higher unemployment percentages than APNs and for LPNs who had been licensed for either less or more time. In contrast, RNs who had been licensed for six to ten years reported the highest unemployment rate (see Table 5.1).

Table 5. 1. Unemployment Demographics by Nursing Group

Demographic	LPN %	RN %	APN %
Gender			
Female	6.9	5.1	2.2
Male	3.6	0.7	0.5
Age			
18-25 years old	3.8	0.0	0.0
26-35 years old	5.2	5.0	2.1
36-45 years old	5.9	4.9	2.5
46-55 years old	5.7	5.0	1.6
56-60 years old	11.8	6.5	2.4
61-65 years old	7.6	4.1	2.0
over 65 years old	6.8	4.5	3.2
Marital Status			
Divorced/Widowed/Separated	4.7	4.7	1.5
Married/Living with a partner	7.7	7.7	2.0
Single/Never married	6.1	6.1	2.9
Years Licensed			
less than 1 year	3.2	***	***
1-5 years	5.1	0.9	0.0
6-10 years	6.8	6.2	2.9
11-15 years	4.7	4.8	1.8
16-20 years	8.8	5.7	3.3
21-30 years	7.7	4.4	1.6
Greater than 30 years	7.7	5.4	1.9

Satisfaction by Employment Setting. Satisfaction of nurses with their positions was examined across the various settings for LPNs, RNs, and APNs. This examination found that a nursing home was a setting with the highest percentage of very satisfied APNs, that parish health

nursing had a high percentage of very satisfied RNs, and healthcare industry vendors was the setting with a high percentage of very satisfied LPNs. (see Table 5.2)

Table 5. 2. Percentage Satisfaction by Employment Setting Across Nursing Groups

LPN	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied
Alcohol/Detox/Halfway House	15.6	65.6	9.4	3.1
Ambulatory Care	25.0	56.3	9.4	9.4
Assisted Living Facility	29.1	50.0	11.6	4.7
Dialysis Center	26.7	53.3	13.3	6.7
Federally Qualified Health Center (FQHC)	37.5	37.5	25.0	.
Healthcare Industry Vendors	50.0	50.0	.	.
Home Health	31.8	50.0	7.6	3.8
Hospice	34.6	50.0	7.7	.
Hospital	21.1	58.9	12.7	2.3
Insurance Company/HMO	33.3	44.4	22.2	.
Law Office	.	100.0	.	.
Nursing Home	15.0	57.4	16.5	3.0
Occupational Health	14.3	57.1	21.4	.
Parish Nurses	25.0	50.0		.
Physician's Office/Health Clinic	30.0	57.0	6.9	0.5
Professional Healthcare Organization	40.0	33.3	13.3	6.7
Public/Community Health	21.1	63.2	10.5	5.3
Self-Employed	.	50.0	50.0	.
Staffing Agency	31.3	56.3	6.3	.
Student Health/School	32.5	52.5	12.5	.
University/College/Tech School	.	66.7	33.3	.

Table 5. 2. Percentage Satisfaction by Employment Setting Across Nursing Groups (continued)

RN	Very			Very
	Satisfied	Satisfied	Dissatisfied	Dissatisfied
Alcohol/Detox/Halfway House	20.0	40.0	.	.
Ambulatory Care	32.3	54.1	9.0	0.8
Assisted Living Facility	35.0	45.0	15.0	5.0
Dialysis Center	29.4	55.9	2.9	.
Federally Qualified Health Center (FQHC)	42.1	52.6	5.3	.
Healthcare Industry Vendors	55.6	44.4	.	.
Home Health	35.6	56.4	4.7	0.7
Hospice	31.3	47.9	12.5	.
Hospital	21.8	58.6	12.0	2.7
Insurance Company/HMO	22.7	63.6	6.8	2.3
Law Office	33.3	66.7	.	.
Nursing Home	20.6	59.6	12.1	1.8
Occupational Health	26.8	63.4	2.4	2.4
Parish Nurses	65.0	35.0	.	.
Physician's Office/Health Clinic	31.7	55.3	7.3	0.7
Professional Healthcare Organization	44.4	38.9	5.6	5.6
Public/Community Health	29.1	55.7	8.9	1.3
Self-Employed	50.0	50.0	.	.
Staffing Agency	22.7	40.9	4.5	4.5
Student Health/School	47.5	44.4	4.0	2.0
University/College/Tech School	34.3	59.7	4.5	.

Table 5. 2. Percentage Satisfaction by Employment Setting Across Nursing Groups (continued)

APN	Very			Very
	Satisfied	Satisfied	Dissatisfied	Dissatisfied
Alcohol/Detox/Halfway House	100.0	.	.	.
Ambulatory Care	42.8	44.0	8.2	0.6
Assisted Living Facility	50.0	50.0	.	.
Dialysis Center	11.1	77.8	.	.
Federally Qualified Health Center (FQHC)	28.8	56.1	9.1	1.5
Healthcare Industry Vendors	50.0	25.0	25.0	.
Home Health	27.8	44.4	11.1	.
Hospice	26.7	66.7	6.7	.
Hospital	40.3	49.8	5.9	1.2
Insurance Company/HMO	42.9	42.9	14.3	.
Law Office	.	.	.	.
Nursing Home	56.1	41.5	2.4	.
Occupational Health	22.7	59.1	4.5	.
Parish Nurses	.	100.0	.	.
Physician's Office/Health Clinic	42.2	47.9	6.6	1.0
Professional Healthcare Organization	35.3	35.3	17.6	5.9
Public/Community Health	32.6	56.5	4.3	2.2
Self-Employed	54.9	39.2	3.9	2.0
Staffing Agency	.	60.0	20.0	20.0
Student Health/School	25.8	67.7	6.5	.
University/College/Tech School	36.6	49.7	5.7	2.3

Years Planned to Retire by Setting. The years until planned retirement for each nursing category were examined across the employment settings to identify which settings may encounter higher rates of retirement. Universities, colleges, and technical schools were settings that were represented by at least 30 APN respondents and had the highest percentage of APNs indicating retirement within twelve months. Student health/school settings and healthcare

industry vendors had the relatively high percentages of APNs who indicated they were planning to retire within five years of this survey. Professional healthcare organizations and nursing homes were two other settings with high percentages of APNs who indicated they did not plan to retire for at least another twenty years.

Parish nursing was the setting that had a relatively high percentage of RNs who planned to retire within a year of this survey. Federally qualified health centers, occupational health and university/college/technical schools had the highest percentages of RNs who planned to retire within five years of this survey. When reviewing the percentages for LPNs, Occupational health had a relatively high percentage of LPNs planning to retire within a year of this survey. Both University /college/technical schools (50.0%) and Alcohol/Detox/Halfway Houses (21.9%) had higher percentages of LPNs planning to retire within five years of this survey (see Table 5.3).

Table 5. 3. Percentage of Years Planned to Retire by Setting Across Nursing Groups

LPN	< 1 year	1-5 years	6-10 years	11-15 years	16-20 years	21-30 years	> 30 years
Alcohol/Detox/Halfway House	.	21.9	15.6	12.5	9.4	18.8	.
Ambulatory Care	3.0	15.2	24.2	15.2	18.2	12.1	.
Assisted Living Facility	1.2	15.1	9.3	8.1	15.1	11.6	8.1
Dialysis Center	.	6.3	18.8	12.5	18.8	12.5	.
Federally Qualified Health Center (FQHC)	.	12.5	18.8	18.8	18.8	18.8	.
Healthcare Industry Vendors	.	.	16.7	.	33.3	16.7	16.7
Home Health	2.3	12.8	13.5	9.0	12.0	14.3	6.8
Hospice	3.6	7.1	28.6	10.7	7.1	3.6	14.3
Hospital	2.3	13.4	16.1	13.8	13.1	11.7	10.4
Insurance Company/HMO	.	11.1	11.1	11.1	33.3	11.1	11.1
Law Office	.	.	.	100.0	.	.	.
Not applicable	.	.	27.3	18.2	.	9.1	9.1
Nursing Home	1.5	12.2	12.0	11.8	11.2	15.5	10.7
Occupational Health	7.7	7.7	15.4	15.4	23.1	15.4	.
Other	3.0	15.2	18.2	18.2	9.1	5.1	4.0
Parish Nurses	.	25.0	.	.	.	50.0	.
Physician's Office/Health Clinic	1.0	9.5	17.0	18.0	9.2	13.5	9.2
Professional Healthcare Organization	.	7.1	7.1	21.4	28.6	14.3	7.1
Public/Community Health	5.6	11.1	16.7	16.7	5.6	11.1	22.2
Self-Employed	.	50.0	.	.	.	.	.
Staffing Agency	.	9.7	9.7	16.1	6.5	9.7	25.8
Student Health/School	.	22.0	12.2	12.2	7.3	9.8	4.9
University/College/Tech School	.	50.0	.	50.0	.	.	.

Table 5. 3. Percentage of Years Planned to Retire by Setting Across Nursing Groups (continued)

RN	< 1 year	1-5 years	6-10 years	11-15 years	16-20 years	21-30 years	> 30 years
Alcohol/Detox/Halfway House	.	.	20.0	20.0	20.0	.	.
Ambulatory Care	3.8	15.8	21.8	19.5	11.3	13.5	6.0
Assisted Living Facility	.	15.8	15.8	5.3	5.3	10.5	10.5
Dialysis Center	.	8.8	20.6	8.8	23.5	11.8	5.9
Federally Qualified Health Center (FQHC)	5.3	36.8	15.8	15.8	15.8	5.3	.
Healthcare Industry Vendors	.	22.2	55.6	.	22.2	.	.
Home Health	3.4	15.1	17.1	19.2	13.0	15.1	4.1
Hospice	2.0	20.4	12.2	20.4	16.3	16.3	4.1
Hospital	1.0	11.0	15.9	16.0	13.9	15.8	9.1
Insurance Company/HMO	.	9.3	18.6	23.3	16.3	14.0	.
Law Office	.	.	33.3	33.3	.	.	.
Nursing Home	4.1	16.5	16.1	17.9	11.5	11.5	5.0
Occupational Health	7.3	24.4	22.0	12.2	9.8	7.3	2.4
Parish Nurses	10.0	55.0	5.0	.	.	5.0	.
Physician's Office/Health Clinic	1.7	15.6	14.9	16.6	13.6	11.9	6.1
Professional Healthcare Organization	.	5.6	22.2	22.2	16.7	16.7	.
Public/Community Health	2.5	19.0	19.0	11.4	16.5	8.9	1.3
Self-Employed	.	35.7	21.4	14.3	.	7.1	.
Staffing Agency	.	9.5	23.8	9.5	.	19.0	.
Student Health/School	3.0	18.2	18.2	17.2	14.1	10.1	.
University/College/Tech School	1.5	27.3	15.2	10.6	19.7	16.7	1.5

Table 5. 3. Percentage of Years Planned to Retire by Setting Across Nursing Groups (continued)

APN	< 1 year	1-5 years	6-10 years	11-15 years	16-20 years	21-30 years	> 30 years
Alcohol/Detox/Halfway House	.	.	.	50.0	.	.	.
Ambulatory Care	2.5	14.0	19.1	20.4	13.4	11.5	3.2
Assisted Living Facility	.	.	.	50.0	50.0	.	.
Dialysis Center	.	10.0	20.0	40.0	10.0	10.0	.
Federally Qualified Health Center (FQHC)	1.5	13.6	19.7	19.7	13.6	12.1	4.5
Healthcare Industry Vendors	25.0	.	50.0	25.0	.	.	.
Home Health	5.6	11.1	27.8	16.7	5.6	5.6	.
Hospice	6.7	6.7	13.3	33.3	13.3	6.7	13.3
Hospital	1.1	10.1	18.8	16.6	18.9	15.8	4.9
Insurance Company/HMO	.	.	14.3	42.9	28.6	.	14.3
Nursing Home	.	12.5	27.5	20.0	7.5	20.0	5.0
Occupational Health	.	9.1	18.2	22.7	27.3	13.6	.
Parish Nurses	.	.	.	.	.	.	.
Physician's Office/Health Clinic	0.5	6.6	17.1	18.1	19.5	16.1	7.9
Professional Healthcare Organization	.	11.1	22.2	11.1	16.7	22.2	11.1
Public/Community Health	2.1	8.5	36.2	19.1	14.9	4.3	.
Self-Employed	.	15.7	15.7	19.6	23.5	5.9	2.0
Staffing Agency	.	20.0	.	20.0	20.0	.	20.0
Student Health/School	.	22.6	29.0	9.7	19.4	9.7	.
University/College/Tech School	3.5	13.9	19.7	23.7	16.8	9.2	2.3

When reviewing the information presented in this section, the typical licensed nurse in the state of Illinois is between 46 and 55 years of age, although overall there was a slightly older population of LPN and RN respondents when compared to APNs. Almost all licensed nurses in Illinois were females, with the APN category having the highest percentage of males than the other two categories, although this pattern deviated somewhat for HSAs 5 and 11 with more male APNs and HSAs 1 and 7 with fewer male APNs. The pattern of second languages spoken

by the three nursing groups varied not only in percentage of speaker of a given language but also in the predominant languages spoken by a group; this trend also varied when looking at HSAs by nursing types. One important aspect to note about second languages was the high percentage of respondents (over 50.0% for LPNs) who spoke a language other than the six listed on the survey.

Education and employment patterns across nursing categories and HSAs were also reviewed in this section. Most licensed nurses in Illinois received their license in-state, but there were notable percentages of foreign-licensed RNs in HSAs 6 and 7. The survey results also revealed that most nurses, especially LPNs, did not hold a non-nursing degree in addition to their nursing degree. HSAs 6 and 10 had relatively high percentages of RNs and APNs with non-nursing Bachelor's degrees (for the former) and non-nursing Master's degrees (for the latter) in comparison to other combinations of nursing categories and HSAs.

Across the state, most RNs and APNs reported working in hospitals whereas most LPNs reported working in nursing homes. However, a relatively high percentage of APNs in HSAs 1, 2, 3, 5, and 10 reported a physician's office or clinic rather than a hospital as their employment setting. Additionally, one-in-four APNs reported having a second nursing job, with higher percentages being represented by HSAs 1, 5, and 10 for this nursing group. Not as many LPNs or RNs reported holding second nursing jobs as did APNs, but approximately one-in-four LPNs in HSA 7 did report having a second nursing job.

The highest percentage of unemployed LPNs and RNs were in the 56 to 60 years of age range, whereas the highest percentage of unemployed APNs was for those over 65 years of age. Most unemployed LPNs and RNs were married or living with a partner, but most unemployed APNs were single or never married. Employment settings that were found to have potentially high APN retirement percentages in the next five years were school settings and the healthcare industry or organizations, compared to federal health centers and academic institutions for RNs. Occupational health settings had relatively high percentages of LPNs who were planning to retire within this same time.

CHAPTER 6

DISCUSSION AND RECOMMENDATIONS

This report has presented the findings from a nursing workforce survey conducted for the Illinois Center for Nursing by the National Research Corporation in July 2007. The survey focused on supply data and included responses from Licensed Practical Nurses, Registered Nurses and Advanced Practice Nurses with current licensure to practice in the state of Illinois. A random sample was obtained with http://hearstfdn.org/gl_application.html cross-sectional representation from each of the HSAs within the state. The precision level and confidence intervals were determined sufficient to allow data to be used for representation of the entire Illinois nursing population. The report solicited data across a variety of categories, including the Illinois nursing workforce demographics, employment settings, working conditions, salaries, satisfiers with nursing as a career and current employment, retirement eligibility and intention, potential barriers to continuing education, and interest in joining the teaching ranks.

Three major themes emerged from the data:

- An aging workforce; Illinois nurses who will be eligible to retire within the next few years and the impact on the supply/demand equation.
- Recruitment and retention; how to attract people into nursing and to retain nurses already in the workplace.
- Nursing faculty shortage; addressing the number of qualified faculty to teach new student nurses.

The Aging Workforce

The data around retirement eligibility and intention are significant. Mirroring national data, huge numbers of Illinois nurses will be eligible to retire within the next few years and this will negatively impact the supply/demand equation. With more than 63% of nurses in all three categories being 46 years old or older; and with approximately 19% of LPNs, 16% of RNs and 13.5% of APNs indicating an intention to retire within 5 years; and with up to 55% of LPNs, 60% of RNs and 55% of APNs indicating eligibility for retirement within 15 years – it is

reasonable to conclude that there will be inadequate numbers of nurses in Illinois to provide care for its citizens.

“Pipeline” issues are of great importance when dealing with an aging workforce. Insufficient data were available for inclusion in this report in order to predict the numbers of nurses anticipated in the pipeline at 5, 10 and 15 years. However, recruiting larger numbers of young people, individuals seeking second degree options, and attracting displaced workers into nursing become major priorities, and the retention of current workers is critical.

This survey did not provide data with regard to either current or future demand for nurses. It is therefore difficult to accurately address whether the current or future nursing workforce supply is or will be sufficient to meet the demand. National HRSA data for Illinois show a projected steady decrease in the supply of registered nurses through 2020. This is expected to result in a 12% deficit. Demand is predicted to increase by 28% during this same time period. Consequently, a projected shortfall of 31,900 registered nurses is anticipated that will only meet 71% of the projected demand.

While the HRSA projection data are widely used for workforce modeling, there are limited provisions within these data to accurately measure supply and demand at geographically specific levels such as the HSAs within Illinois. It is therefore recommended that the Illinois Center for Nursing be fully funded to design and implement an annual nursing workforce survey method to capture both supply and demand data for statewide nursing workforce development planning.

Recruitment and Retention

While the issue of how to attract people into nursing is important, in a cycle of insufficient supply, workforce planners have to begin thinking strategically about how to retain nurses already in the workplace. Therefore, the issues around work environment become critical to the process. Having approximately 63% of the overall nursing workforce 46 years of age or older, those in policy and planning positions are urged to clearly understand the importance of maintaining a workplace where the older nurses can thrive. The Robert Wood Johnson Foundation issued a white paper in 2006 entitled “Wisdom at Work: The Importance of the Older and Experienced Nurse in the Workplace,” which includes an excellent review of current

literature and best practices for nursing workforce development purposes. The paper underscores the importance of keeping “wisdom” within the workplace in the face of critical shortages from both insufficient numbers in the pipeline and the prospect of a huge wave of retirements within the nursing workforce.

The Illinois survey indicated that “salary” and “workload” were the top two items listed by nurses across all three categories as what they liked least about their current jobs. These are directly linked to work environment issues and need to be included in any planning around nursing retention. In light of the high percentage of over 46-year old Illinois nurses, an adjusted workload and appropriate ergonomic changes within the workplace are of special interest and concern.

Respondents in all three nursing employment categories reported that their relationship with their managers/supervisors played a major role in their satisfaction with the work environment in which they work. The literature show that employees’ relationships (positive or negative) with their immediate supervisors is the number one reason they stay at or leave a job. With the strong responses in this survey category, healthcare policy makers and planners should certainly take into consideration the role that leadership development plays across all levels of management.

With regard to recruiting people into nursing, 79% of RNs, and 89% of the APNs surveyed, indicated they would encourage others to choose nursing as a career. It is clear that these nurses would be invaluable in a campaign involving nursing education programs, health care organizations and private business to improve the image of nursing. A long-range recruitment plan for increasing the numbers of new RNs in the state is crucial in meeting the anticipated demand for nursing services.

When considering how to go about increasing the numbers of nurses, there may be opportunities to strengthen the “bridge” programs between nursing degree programs. Loan forgiveness options have proved successful in some parts of the country and employers of nurses can contribute via tuition reimbursements. Colleges and schools of nursing must incorporate non-traditional teaching methodologies in the effort to increase access to nursing education.

It is again noted that there are insufficient current and future demand data to make accurate predictions as to the impact of the above issues on long-term nursing retention. The

best workforce development planning includes both current and future supply and demand data that are obtained regularly and at local and statewide levels.

Nursing Faculty Shortage

While national data indicate a shortage of nursing faculty across the country, specific Illinois data from schools/colleges of nursing were not available through this survey. Data showing the demographics of the current nursing workforce would better define the need. More precise demand data regarding both current and future faculty needs would be critical for workforce planning. The Illinois survey of RNs and APNs did, however, indicate that faculty salaries was the number one issue in whether or not respondents would consider a career in teaching.

Faculty for RN and graduate programs are required to have the masters and/or doctorate degree. In the state of Illinois, 67% of LPNs and 93% of RNs are not enrolled in any sort of nursing education program. With only 8.5% of RNs holding a graduate degree and only 3.5% of RN respondents reporting being enrolled in graduate education, the likelihood of an adequate supply of future nursing educators is minimal. APNs surveyed indicated that 58% of them would consider teaching, but over half indicated that the salary issue would be problematic.

Therefore, along with increasing efforts to make graduate education more accessible for RNs, non-traditional teaching teams and methods (including patient simulation laboratories) must become the norm. Creative and innovative academic/service/business partnerships will be required to fund a larger teaching cadre through scholarship/stipend programs, professorships, and shared nursing staff/faculty. Strategies to attract nurses into graduate education must be developed and second degree options may be one solution for the faculty shortage.

This part of a statewide nursing workforce plan is the lynchpin – as it matters not how many new students are attracted to nursing education – if there are insufficient numbers of qualified faculty to teach them. Healthcare planners must aggressively address this deficit.

Conclusion

While this survey provided reliable data around the current supply of nurses in Illinois, there are limited demand data available to compare and contrast against in the discussion. Recommendations developed from this report are intended to stimulate creative ideas among key stakeholders for meeting current and future nursing workforce demand with particular attention to service/academic partnerships and public policy. After careful analysis and application of the data within the context of the nursing workforce, the following recommendations are made:

- Pay particular attention to “pipeline” issues; such as recruiting larger numbers of young people, to assure that as retiring nurses leave the workforce there remains a steady inflow of new nurses.
- Implement retention strategies for younger nurses as well as those reaching retirement age, across all work settings and categories of nurses.
- Create new opportunities and incentives for nurses to earn graduate degrees in order to increase the faculty ranks.
- Address work environment practices that are most often cited as dissatisfiers, i.e., salaries, workload, and management/leadership.
- Develop a collaboration campaign spanning health care organizations, private business and educational institutions to improve the image of nursing and nursing education.

APPENDIX A

ILLINOIS HEALTH SERVICE AREA (HSA) MAP AND STATEWIDE DATA

Health Service Area Map



Table A.1. Location of the nursing education program in preparation of licensing examination

	LPN		RN		APN	
	%	n	%	n	%	n
Illinois	86.6	2370	76.0	2886	67.0	1657
Other state or US Territory	13.1	359	20.0	759	31.8	787
Foreign Country	0.3	7	4.1	154	1.1	28

Table A.2. Percentage of nurses currently enrolled in a nursing education degree program

	LPN		RN		APN	
	%	n	%	n	%	n
Other	1.5	41	0.8	32	0.1	3
Not currently enrolled	66.7	1809	92.5	3500	96.1	2375
Associate Degree Program	7.5	204	0.2	8	.	.
Baccalaureate Degree	1.4	37	2.9	108	0.0	1
Master's Degree Program	0.1	3	3.2	120	0.6	14
Post-Master's Certificate	0.0		0.2	7	0.8	21
Doctoral Program	0.0		0.3	10	2.3	58
Not currently enrolled, but interested	22.8	617	0.0		0.0	

Table A.3. Percentage of the greatest barrier to continuing education

	LPN		RN		APN	
	%	n	%	n	%	n
Cost of tuition	32.3	819	-	-	-	-
Family obligations	16.7	423	-	-	-	-
Current job does not allow the time	10.5	266	-	-	-	-
No schools within driving distance	0.9	22	-	-	-	-
Other	13.1	332	-	-	-	-
I am not interested in continuing my education	26.6	676	-	-	-	-

Table A.4. Percentage of non-nursing degrees completed

	LPN		RN		APN	
	%	n	%	n	%	n
Do not have a non-nursing degree	81.9	2165	56.4	2102	59.5	1439
Associate Degree	14.7	389	22.6	843	8.1	196
Bachelor's Degree	3.9	102	19.1	714	22.7	549
Master's Degree	0.5	13	6.1	229	19.4	470
Doctorate	0.5	13	0.9	35	2.3	55

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table A.5. Percentage of type of nursing program or class

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	90.0	2355	92.5	3304	95.9	2206
Classroom based	6.1	159	1.9	67	1.0	23
Classroom based with on-line/internet components	2.1	55	2.5	89	1.7	39
On-line/internet based and administered within Illinois	0.6	17	1.7	61	0.9	21
On-line/internet based and administered outside of Illinois	2.0	52	2.2	79	1.0	22

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table A.6. Reasons unable to work

	LPN		RN		APN	
	%	n	%	n	%	n
I provide care for a dependent adult	3.1	83	1.9	70	0.8	20
I provide care for a child with special needs	1.5	41	0.9	33	0.5	12
I have young children who do not attend daycare	3.7	100	4.7	175	2.8	66
I am staying home with my infant until s/he is older	1.0	28	1.5	54	1.4	33
Other	17.9	482	10.8	400	3.8	91
Not applicable	75.6	2038	82.3	3051	91.3	2164

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table A.7. Percentage of racial identification

	LPN		RN		APN	
	%	n	%	n	%	n
White	85.0	2281	92.7	3471	94.1	2292
Black or African American	15.0	403	10.6	398	11.1	270
Asian	1.8	49	5.1	191	3.2	79
Native Hawaiian or other Pacific Islander	0.3	7	2.9	107	2.3	56
American Indian or Alaska Native	1.3	36	0.5	19	0.4	10

Table A.8. Percentage of Spanish, Hispanic or Latino origin or descent

	LPN		RN		APN	
	%	n	%	n	%	n
No, not Spanish/Hispanic/Latino	97.2	2585	98.3	3701	98.2	2414
Yes, Puerto Rican	0.5	12	0.2	7	0.3	7
Yes, Mexican, Mexican-American, Chicano	1.5	41	0.9	33	0.9	22
Yes, Cuban	0.1	2	0.1	2	.	.
Yes, other Spanish/Hispanic/Latino	0.8	20	0.6	21	0.6	14

Table A.9. Percentage of language spoken other than English

	LPN		RN		APN	
	%	n	%	n	%	n
Chinese	0.5	2	2.2	14	1.3	8
German	3.3	14	16.6	107	28.9	181
Polish	3.3	14	3.1	20	2.7	17
Russian	0.5	2	1.1	7	1.0	6
Spanish	28.7	123	22.9	148	37.9	237
Tagalog	7.2	31	16.9	109	1.6	10
Other	56.6	243	37.3	241	26.7	167

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table A.10. Percentage of Gender identification

	LPN		RN		APN	
	%	n	%	n	%	n
Female	96.9	2629	96.4	3627	90.9	2214
Male	3.1	84	3.6	134	9.1	221

Table A.11. Percentage of marital status identification

	LPN		RN		APN	
	%	n	%	n	%	n
Married/Living with a partner	64.0	1718	76.2	2849	77.3	1874
Divorced/Widowed/Separated	26.8	720	15.9	595	11.2	272
Single/Never married	9.1	245	7.9	295	11.4	277

Table A.12. Percentage of age category identification

	LPN		RN		APN	
	%	n	%	n	%	n
18-25 years old	2.9	78	2.4	91	0.1	3
26-35 years old	13.5	366	12.3	462	13.8	337
36-45 years old	18.2	494	20.2	761	23.2	567
46-55 years old	34.0	926	33.8	1273	40.0	977
56-60 years old	14.7	400	13.4	505	14.0	341
61-65 years old	9.2	250	8.5	318	6.2	151
over 65 years old	7.6	206	9.4	352	2.6	64

Table A.13. Percentage of years licensed as an RN or LPN

	LPN		RN		APN	
	%	n	%	n	%	n
less than 1 year	3.4	93	1.4	52	0.1	3
1-5 years	13.8	375	8.6	322	1.4	33
6-10 years	9.8	266	10.8	405	9.9	241
11-15 years	14.0	379	13.3	498	13.9	340
16-20 years	10.4	283	11.0	414	11.3	277
21-30 years	25.4	688	25.2	946	34.6	845
greater than 30 years	23.1	625	29.8	1120	28.8	702

Table A.14. Percentage of nursing education programs completed

	LPN		RN		APN	
	%	n	%	n	%	n
Practical Nursing Program	-	-	8.9	336	3.8	92
RN Diploma Program	-	-	32.0	1205	21.3	521
Associate Degree Program	-	-	41.4	1557	17.9	437
Baccalaureate Degree Program	-	-	39.2	1474	71.5	1750
Master's Degree Program	-	-	8.5	318	83.9	2051
Post-Master's Certificate	-	-	1.2	46	20.4	498
Doctoral Program	-	-	0.8	31	5.2	126

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table A.15. Percentage currently teaching in nursing education program

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, full-time	-	-	1.6	59	5.5	133
Yes, part-time	-	-	1.2	46	8.9	216
No	-	-	97.2	3653	85.7	2088

Table A.16. Percentage considering teaching, if not already teaching

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, full-time	-	-	10.3	370	11.0	228
Yes, part-time	-	-	27.5	991	46.7	965
No	-	-	62.2	2242	42.3	875

Table A.17. Percentage of obstacles to teaching

	LPN		RN		APN	
	%	n	%	n	%	n
Current job demands limit it	-	-	17.2	625	44.2	956
Do not want to leave clinical practice	-	-	15.2	553	40.8	883
Salary	-	-	20.1	733	54.5	1179
Transition from clinical practice to education is difficult	-	-	3.4	123	4.2	92
No interest in teaching	-	-	29.4	1071	13.3	289
Education/degree does not qualify me to teach	-	-	47.4	1724	9.1	197
Other	-	-	13.7	497	12.2	265

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table A.18. Percentage of years worked as an APN

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	-	-	-	-	5.5	133
1-3 years	-	-	-	-	13.1	319
More than 3, but less than 5 years	-	-	-	-	9.5	232
5-10 years	-	-	-	-	30.0	730
More than 10 years	-	-	-	-	40.6	987
Not applicable	-	-	-	-	1.3	31

Table A.19. Percentage currently working as an APN

	LPN		RN		APN	
	%	n	%	n	%	n
Yes	-	-	-	-	86.7	2119
No	-	-	-	-	13.3	324

Table A.20. Reasons not working as APN

	LPN		RN		APN	
	%	n	%	n	%	n
It is difficult to find an APN position	-	-	-	-	4.6	90
Satisfied with current job	-	-	-	-	4.8	94
Better salary / benefits in current or alternative non-APN	-	-	-	-	5.2	100
Other	-	-	-	-	7.3	142
Not applicable	-	-	-	-	83.1	1611

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table A.21. Percentage of APNs who had difficulty finding current position

	LPN		RN		APN	
	%	n	%	n	%	n
Yes	-	-	-	-	18.3	394
No	-	-	-	-	81.7	1754

Table A.22. Reasons APNs had difficulty finding current APN position

	LPN		RN		APN	
	%	n	%	n	%	n
Overall lack of practice opportunities for APN's	-	-	-	-	4.4	89
Lack of practice opportunities for APN's in desired geographic location	-	-	-	-	7.2	146
Lack of opportunities for APN's in desired practice setting	-	-	-	-	7.5	153
Inadequate salary for advanced practice responsibilities	-	-	-	-	5.1	103
Other	-	-	-	-	2.6	52
Not applicable	-	-	-	-	73.3	1493

Table A.23. Current primary work situation

	LPN		RN		APN	
	%	n	%	n	%	n
Working in an APN position	-	-	-	-	82.7	1999
Working in an RN position	-	-	80.5	2989	6.6	160
Working in a faculty position	-	-	2.3	86	6.1	147
Working in an LPN position	81.6	2176	-	-	-	-
Working in a non-nursing job -- looking for an APN position	-	-	-	-	0.2	4
Working in a non-nursing job -- looking for an RN/LPN position	1.2	31	0.6	21	0.0	1
Working in a non-nursing job -- not looking for an RN/APN position	4.7	125	3.3	123	0.8	20
Not employed -- looking for an APN position	-	-	-	-	0.9	21
Not employed -- looking for an RN position	2.2	60	1.0	37	0.0	1
Not employed -- looking for a non-nursing position	0.6	16	0.5	18	0.2	4
Not employed -- not looking for a job	4.0	108	3.6	132	1.0	24
Retired	5.7	151	8.3	309	1.5	36

Table A.24. Working as a nurse in what states

	LPN		RN		APN	
	%	n	%	n	%	n
Iowa	1.5	32	1.2	35	0.6	12
Illinois	94.7	2035	92.9	2738	95.3	2065
Indiana	1.7	36	1.6	46	1.1	23
Kentucky	0.2	4	0.1	4	0.0	1
Missouri	1.2	25	2.9	84	2.1	45
Wisconsin	0.6	13	1.0	30	0.6	13
Other	0.2	5	0.3	10	0.3	7

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table A.25. Type of setting for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Alcohol/Detox/Halfway House	1.4	32	0.2	5	0.1	2
Ambulatory Care	1.5	33	4.3	133	6.9	162
Assisted Living Facility	3.9	86	0.6	20	0.1	2
Dialysis Center	0.7	16	1.1	34	0.4	10
Federally Qualified Health Center FQHC	0.8	17	0.6	19	2.9	67
Healthcare Industry Vendors	0.3	6	0.3	9	0.2	4
Home Health	6.2	138	4.8	150	0.8	18
Hospice	1.3	29	1.6	50	0.6	15
Hospital	13.8	308	51.3	1592	41.5	971
Insurance Company/HMO	0.4	9	1.4	44	0.3	7
Law Office	0.0	1	0.1	3	.	.
Nursing Home	40.2	896	7.3	227	1.8	41
Occupational Health	0.6	14	1.4	42	1.0	23
Parish Nurses	0.2	4	0.7	21	0.0	1
Physician's Office/Health Clinic	18.2	405	9.7	302	25.1	588
Professional Healthcare Organization	0.7	16	0.6	18	0.8	18
Public/Community Health	0.9	19	2.5	79	2.1	48
Self-Employed	0.1	2	0.5	14	2.3	53
Staffing Agency	1.5	33	0.7	22	0.2	5
Student Health/School	1.8	41	3.2	100	1.4	32
University/College/Tech School	0.1	3	2.2	68	7.6	177
Other	4.5	101	4.6	143	3.5	82
Not applicable	1.0	22	0.3	10	0.6	13

Table A.26. Type of compensation for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Salary without incentive	-	-	51.3	1596	64.0	1497
Salary with incentive	-	-	24.7	769	22.5	527
Non-salaried example: Contractual or Fee for service	-	-	13.1	406	10.3	240
Other	-	-	10.9	339	3.2	75

Table A.27. Annual salary for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Less than \$5,000	1.5	31	1.2	36	0.3	8
\$5,000 - \$25,000	23.6	490	11.5	336	2.3	53
More than \$25,000 but less than \$35,000	34.5	715	11.6	338	2.1	48
More than \$35,000 but less than \$45,000	24.1	500	16.1	469	5.3	122
More than \$45,000 but less than \$55,000	11.6	241	20.4	595	6.8	156
More than \$55,000 but less than \$65,000	3.2	66	16.8	491	10.9	251
More than \$65,000 but less than \$85,000	1.2	25	16.1	470	35.2	811
More than \$85,000 but less than \$105,000	0.1	3	4.1	119	19.3	444
More than \$105,000 but less than \$150,000	0.0	1	1.4	42	9.3	214
\$150,000 or more	.	.	0.7	20	8.6	197

Table A.28. Type of position for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Academic Administrator	-	-	0.4	12	0.9	21
Case Manager	1.9	43	5.5	174	0.6	15
Clinical Nurse Specialist	-	-	1.5	48	11.5	270
Consultant	0.4	9	1.2	39	0.6	14
Nurse Anesthetist	-	-	0.5	16	17.4	409
Nurse Attorney	.	.	.	.	.	.
Nurse Educator	-	-	3.3	105	5.7	133
Nurse Executive	0.4	9	2.1	67	0.8	19
Nurse Manager	4.1	93	8.3	261	2.1	50
Nurse Midwife	-	-	0.1	4	5.3	124
Nurse Practitioner	-	-	2.3	71	49.8	1167
Office Nurse	17.3	391	7.0	220	0.2	5
Patient Safety	0.5	12	0.1	2	0.0	1
Quality/Performance Improvement	0.7	15	1.4	43	0.1	3
Risk Management	0.2	4	0.2	5	0.0	1
School Nurse	-	-	3.3	105	0.4	9
Staff Nurse	62.8	1420	53.1	1665	2.6	60
Staff / Patient Educator	1.9	44	1.9	59	0.3	7
Other	9.8	221	7.7	242	1.6	37

Table A.29. Major activity of primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	4.0	90	2.7	84	0.9	21
Administration/management	4.8	109	12.8	398	4.8	112
Case Management	2.2	50	5.7	179	2.1	50
Direct Patient Care	76.3	1725	64.0	1998	76.0	1778
Informatics	0.4	8	0.7	22	0.1	3
Nursing Litigation	0.0	1	0.1	3	0.0	1
Nursing Research	0.1	3	0.5	16	0.7	17
Performance Improvement/Utilization Review	0.6	14	1.5	47	0.6	14
Sales	0.1	3	0.1	3	0.0	1
Teaching/Instruction/Nurse educator	1.8	40	5.0	156	10.1	237
Other	9.7	219	6.9	215	4.5	105

Table A.30. Percentage of years employed with primary employer

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	16.7	383	10.2	322	13.4	317
1-3 years	23.9	547	19.2	606	22.3	526
More than 3, but less than 5 years	11.5	263	10.7	339	11.8	278
More than 5, but less than 10 years	18.7	428	19.3	610	22.8	539
10 or more years	27.4	626	40.2	1269	28.7	677
Not applicable	1.8	41	0.4	14	1.0	24

Table A.31. Population receiving direct patient care at primary job

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	5.6	129	13.7	424	7.9	184
Neonates	4.0	92	13.2	407	15.7	365
Children	19.2	438	25.7	796	33.6	783
Adolescents	15.9	363	24.5	759	39.1	910
Young Adults	23.0	525	32.1	993	43.1	1003
Adults	43.2	986	59.3	1836	67.7	1575
Geriatrics	68.1	1556	50.3	1555	46.0	1070
Women	17.3	395	27.8	860	42.6	991

Table A.32. Average hours per week at primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
0 to 10 hours	4.2	94	4.6	146	4.7	110
11 to 20 hours	6.3	142	8.4	263	7.3	172
21 to 30 hours	11.5	260	12.5	394	12.1	283
31 to 40 hours	47.6	1077	45.3	1427	33.4	783
41 to 50 hours	27.1	613	24.3	765	34.3	803
51 hours or more	3.4	78	4.9	154	8.1	190

Table A.33. Currently employed in more than one job

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, in nursing	14.6	332	14.2	448	25.4	599
Yes, not in nursing	3.6	81	2.6	83	1.5	36
No	81.9	1864	83.2	2628	73.0	1721

Table A.34. Type of setting for secondary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Alcohol/Detox/Halfway House	2.2	7	0.2	1	0.2	1
Ambulatory Care	1.9	6	3.2	19	6.8	40
Assisted Living Facility	5.3	17	0.7	4	0.5	3
Dialysis Center	.	.	0.7	4	.	.
Federally Qualified Health Center FQHC	1.6	5	.	.	0.7	4
Healthcare Industry Vendors	.	.	0.3	2	1.0	6
Home Health	16.6	53	8.6	51	1.0	6
Hospice	3.8	12	2.5	15	1.0	6
Hospital	7.2	23	29.5	175	31.8	188
Insurance Company/HMO	.	.	0.2	1	.	.
Law Office	0.3	1	0.7	4	0.5	3
Nursing Home	35.1	112	7.1	42	3.0	18
Occupational Health	0.3	1	0.5	3	1.0	6
Parish Nurses	.	.	0.8	5	0.7	4
Physician's Office/Health Clinic	6.9	22	6.4	38	12.5	74
Professional Healthcare Organization	0.3	1	0.3	2	0.7	4
Public/Community Health	0.9	3	0.8	5	3.7	22
Self-Employed	0.9	3	1.5	9	5.4	32
Staffing Agency	10.0	32	3.2	19	1.9	11
Student Health/School	0.9	3	2.5	15	0.8	5
University/College/Tech School	.	.	4.6	27	16.4	97
Other	4.7	15	8.3	49	9.8	58
Not applicable	0.9	3	17.4	103	0.7	4

Table A.35. Annual salary for secondary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Less than \$5,000	30.9	98	31.7	148	22.1	128
\$5,000 - \$25,000	53.6	170	51.8	242	54.4	315
More than \$25,000 but less than \$35,000	8.5	27	6.0	28	9.8	57
More than \$35,000 but less than \$45,000	4.1	13	3.9	18	5.2	30
More than \$45,000 but less than \$55,000	1.3	4	2.4	11	2.2	13
More than \$55,000 but less than \$65,000	0.6	2	1.7	8	2.6	15
More than \$65,000 but less than \$85,000	0.3	1	1.9	9	2.1	12
More than \$85,000 but less than \$105,000	0.3	1	0.4	2	1.0	6
More than \$105,000 but less than \$150,000	.	.	.	.	0.2	1
\$150,000 or more	0.3	1	0.2	1	0.3	2

Table A.36. Type of position for secondary employment as nurse

	LPN		RN		APN	
	%	N	%	n	%	n
Academic Administrator	-	-	0.8	4	0.5	3
Case Manager	0.3	1	2.1	10	0.9	5
Clinical Nurse Specialist	-	-	2.5	12	3.6	21
Consultant	0.6	2	3.6	17	6.0	35
Nurse Anesthetist	-	-	0.6	3	15.8	92
Nurse Attorney	.	.	.	.	.	.
Nurse Educator	0.0	0	5.7	27	11.6	68
Nurse Executive	0.3	1	0.6	3	0.2	1
Nurse Manager	1.2	4	2.1	10	0.3	2
Nurse Midwife	5.0	16	0.2	1	3.4	20
Nurse Practitioner	-	-	2.3	11	32.5	190
Office Nurse	-	-	5.7	27	0.9	5
Patient Safety	0.3	1	.	.	.	.
Quality/Performance Improvement	0.6	2	0.8	4	0.3	2
Risk Management	.	.	0.4	2	.	.
School Nurse	-	-	2.3	11	0.3	2
Staff Nurse	77.3	249	54.0	257	14.0	82
Staff / Patient Educator	2.8	9	2.5	12	0.9	5
Other	11.5	37	13.7	65	8.7	51

Table A.37. Major activity of secondary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	4.9	16	12.3	62	1.7	10
Administration/management	1.5	5	1.8	9	1.2	7
Case Management	0.9	3	3.2	16	1.9	11
Direct Patient Care	79.9	259	60.0	302	64.8	383
Informatics	0.3	1	0.4	2	0.3	2
Nursing Litigation	0.3	1	1.2	6	1.5	9
Nursing Research	.	.	0.4	2	1.0	6
Performance	.	.	1.8	9	0.7	4
Improvement/Utilization Review						
Sales	.	.	0.2	1	0.2	1
Teaching/Instruction/Nurse educator	1.2	4	10.1	51	20.0	118
Other	10.8	35	8.5	43	6.8	40

Table A.38. Percentage of years employed with secondary employer

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	31.8	104	19.5	101	20.8	123
1-3 years	31.5	103	23.7	123	26.9	159
More than 3, but less than 5 years	14.4	47	12.5	65	14.0	83
More than 5, but less than 10 years	11.0	36	16.4	85	19.1	113
10 or more years	9.5	31	18.7	97	17.4	103
Not applicable	1.8	6	9.1	47	1.7	10

Table A.39. Population receiving direct patient care at secondary job

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	3.1	10	23.9	129	18.0	103
Neonates	3.4	11	12.8	69	12.3	70
Children	17.2	56	22.4	121	30.5	174
Adolescents	12.6	41	21.2	114	33.3	190
Young Adults	18.7	61	27.5	148	39.9	228
Adults	42.6	139	50.1	270	58.5	334
Geriatrics	68.1	222	44.7	241	39.2	224
Women	13.5	44	21.3	115	37.8	216

Table A.40. Average hours per week at secondary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
0 to 10 hours	44.4	143	60.6	307	69.8	409
11 to 20 hours	30.4	98	27.0	137	23.2	136
21 to 30 hours	14.0	45	5.7	29	5.3	31
31 to 40 hours	7.1	23	3.7	19	1.4	8
41 to 50 hours	2.8	9	2.6	13	0.2	1
51 hours or more	1.2	4	0.4	2	0.2	1

Table A.41. What nurses like most about their primary nurse position

	LPN		RN		APN	
	%	n	%	n	%	n
The work itself	16.5	356	26.0	768	41.4	929
Workload	1.5	33	0.9	26	0.6	13
Salary	4.4	95	3.9	116	5.6	125
The hours/schedule	16.5	355	22.1	652	14.6	328
The location	4.3	92	4.8	141	2.5	57
The people for whom I provide service patients	40.0	863	22.7	671	22.9	514
The people with whom I work co-workers	5.9	127	10.5	310	5.8	131
Immediate supervisor	0.9	19	0.9	27	0.8	18
Management/Administration	0.6	13	1.1	33	0.5	12
The benefits insurance, paid vacation, retirement, etc.	6.2	134	5.0	148	4.3	96
I don't like anything about it	1.5	33	1.0	31	0.3	7
Other	1.7	36	1.1	32	0.7	16

Table A.42. What nurses like least about their primary nurse position

	LPN		RN		APN	
	%	n	%	n	%	n
The work itself	1.0	21	1.5	47	2.1	49
Workload	19.8	437	21.0	643	13.9	320
Salary	24.3	536	19.4	593	16.2	372
The hours/schedule	5.8	128	7.5	229	9.4	216
The location	3.0	66	4.3	132	7.6	176
The people for whom I provide service patients	1.1	25	0.5	16	0.5	12
The people with whom I work co-workers	2.9	63	2.4	72	2.4	55
Immediate supervisor	1.5	34	2.6	80	2.3	54
Management/Administration	10.0	221	12.0	366	12.0	275
The benefits insurance, paid vacation, retirement, etc.	11.8	260	8.0	244	7.0	160
Nothing, I like everything about my employment	14.7	325	16.2	494	20.9	482
Other	4.2	92	4.6	140	5.6	130

Table A.43. Factors that led to voluntary separation of nurse position within the last two years

	LPN		RN		APN	
	%	n	%	n	%	n
Age	0.3	5	0.6	15	0.2	4
Care for dependent adults	0.4	7	0.2	5	0.1	1
Career promotion	0.5	8	1.1	26	4.1	73
Childbearing / childrearing	0.5	8	1.1	25	1.0	18
Dissatisfaction with management/supervisor	4.9	81	3.5	82	3.5	62
Employer / employee conflict	1.0	16	0.3	6	0.6	10
General lack of job satisfaction	1.3	21	1.3	30	1.9	33
Inadequate benefits	0.8	14	0.5	11	0.3	5
Inadequate salary / wages	2.2	36	1.4	33	1.4	25
Increasing administrative burden	0.1	2	0.5	12	0.2	4
Opportunity to work in nursing administration	0.2	3	0.3	6	.	.
Opportunity to work in nursing education	0.1	2	0.3	7	0.3	6
Personal or family concerns	1.6	26	1.4	33	0.8	14
Physical demands of the job	1.4	23	1.1	25	0.3	6
Relocation	2.2	37	2.4	56	1.7	31
Retired, but now working again	1.1	18	1.3	30	0.8	15
Return to school	0.8	13	0.2	4	1.0	17
Unsafe work environment	1.3	21	0.8	20	0.1	1
Other	3.6	59	2.4	57	2.5	44
Not applicable	75.8	1252	79.6	1882	79.3	1413

Table A.44. Likelihood to leave primary position in next 12 months

	LPN		RN		APN	
	%	n	%	n	%	n
Very unlikely	48.6	1094	52.5	1656	58.8	1384
Somewhat unlikely	12.9	291	14.8	467	13.6	320
Somewhat likely	14.8	334	14.2	447	13.4	314
Very likely	9.9	222	11.0	346	9.1	213
Unsure	13.8	312	7.6	240	5.1	121

Table A.45. Main reason for leaving primary job in the next 12 months

	LPN		RN		APN	
	%	n	%	n	%	n
Age	3.6	71	4.0	106	1.8	37
Care for dependent adults	0.5	10	0.5	12	0.3	6
Career promotion	3.3	65	2.6	68	2.6	52
Childbearing / childrearing	0.9	17	1.7	44	2.0	40
Dissatisfaction with management/supervisor	6.5	128	5.3	139	5.2	105
Employer / employee conflict	0.6	11	0.3	7	0.5	11
General lack of job satisfaction	3.7	72	3.8	100	3.7	75
Inadequate benefits	2.9	57	1.1	30	1.1	23
Inadequate salary / wages	8.9	175	7.9	209	7.0	141
Increasing administrative burden	1.5	30	1.6	42	0.7	14
Opportunity to work in nursing administration	0.4	7	0.3	7	0.2	5
Opportunity to work in nursing education	0.2	3	0.8	21	1.3	26
Personal or family concerns	2.3	46	2.5	67	2.0	40
Physical demands of the job	4.2	83	3.6	94	1.0	20
Relocation	4.1	81	4.2	111	3.3	66
Retired, but now working again	1.8	35	1.0	25	0.9	19
Return to school	4.1	80	1.0	27	0.4	9
Unsafe work environment	0.8	16	1.3	34	0.2	4
Other	5.6	110	4.9	129	6.3	127
Not applicable	44.1	867	51.6	1357	59.2	1190

Table A.46. Satisfaction with primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	22.4	503	26.5	836	40.2	943
Satisfied	56.0	1255	56.4	1780	49.1	1153
Dissatisfied	12.4	279	10.2	323	6.3	149
Very Dissatisfied	2.6	58	2.1	65	1.2	29
Unsure/Undecided	6.6	148	4.9	154	3.1	73

Table A.47. Satisfaction with primary nursing salary

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	5.8	131	9.6	303	17.2	404
Satisfied	38.6	866	46.9	1483	50.8	1192
Dissatisfied	38.7	868	32.0	1010	24.0	564
Very Dissatisfied	13.6	304	8.8	277	6.5	152
Unsure/Undecided	3.3	74	2.8	87	1.4	34

Table A.48. Satisfaction with nursing as a career

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	41.7	952	40.6	1294	56.5	1341
Satisfied	43.9	1003	47.0	1499	37.2	882
Dissatisfied	8.5	195	8.0	256	4.0	96
Very Dissatisfied	2.5	58	1.9	59	0.5	13
Unsure/Undecided	3.3	75	2.5	81	1.7	40

Table A.49. Years planning to practice nursing in Illinois

	LPN		RN		APN	
	%	n	%	N	%	n
1-5 years	24.2	547	20.6	648	15.2	357
6-10 years	15.7	355	19.4	609	21.5	505
11-15 years	13.5	306	15.9	499	19.0	445
16-20 years	10.4	235	14.5	456	17.1	400
21-30 years	9.6	216	11.9	373	13.0	304
over 30 years	5.6	126	4.8	151	3.5	81
Do not know	21.0	474	12.9	407	10.8	254

Table A.50. Years until eligible to retire

	LPN		RN		APN	
	%	N	%	N	%	n
less than 1 year	5.7	128	6.1	190	4.3	101
1-5 years	12.2	274	12.5	388	11.5	268
6-10 years	15.2	341	15.4	478	18.5	433
11-15 years	17.5	393	19.3	598	21.0	491
16-20 years	15.0	338	16.2	502	16.3	381
21-30 years	18.6	418	18.7	581	20.2	472
greater than 30 years	15.8	355	11.8	366	8.1	190

Table A.51. Years until plan to retire

	LPN		RN		APN	
	%	N	%	N	%	n
less than 1 year	1.6	37	2.0	64	1.5	36
1-5 years	12.5	285	14.0	446	10.1	238
6-10 years	14.1	322	16.9	540	19.2	454
11-15 years	13.6	309	15.9	507	18.3	432
16-20 years	11.3	258	13.5	433	17.5	414
21-30 years	13.2	300	13.8	440	14.3	338
greater than 30 years	9.4	214	6.6	210	5.0	119
Do not know	24.2	552	17.4	557	14.0	331

Table A.52. Primary factor to continue working as nurse

	LPN		RN		APN	
	%	N	%	N	%	n
Increased salary	12.4	244	9.8	259	6.7	132
A less physically demanding position	7.7	152	6.0	160	3.4	67
Continued benefits	3.4	66	3.8	101	2.1	41
New learning opportunity	2.1	41	1.4	38	1.2	23
Shortened/flexible work hours	6.4	125	10.3	272	10.9	215
Better workplace safety	0.5	9	0.8	20	0.2	3
Other	4.0	78	3.9	104	2.3	46
Do not plan to retire	63.6	1251	63.9	1691	73.4	1451

Table A.53. Encourage others to choose nursing as a career

	LPN		RN		APN	
	%	N	%	N	%	n
Yes	79.2	2123	79.0	2909	89.2	2195
No	20.8	558	21.0	774	10.8	266

APPENDIX B

HSA 1 – ILLINOIS COUNTIES OF BOONE, CARROLL, DEKALB, JO DAVIESS, LEE, OGLE, STEPHENSON, WHITESIDE, AND WINNEBAGO

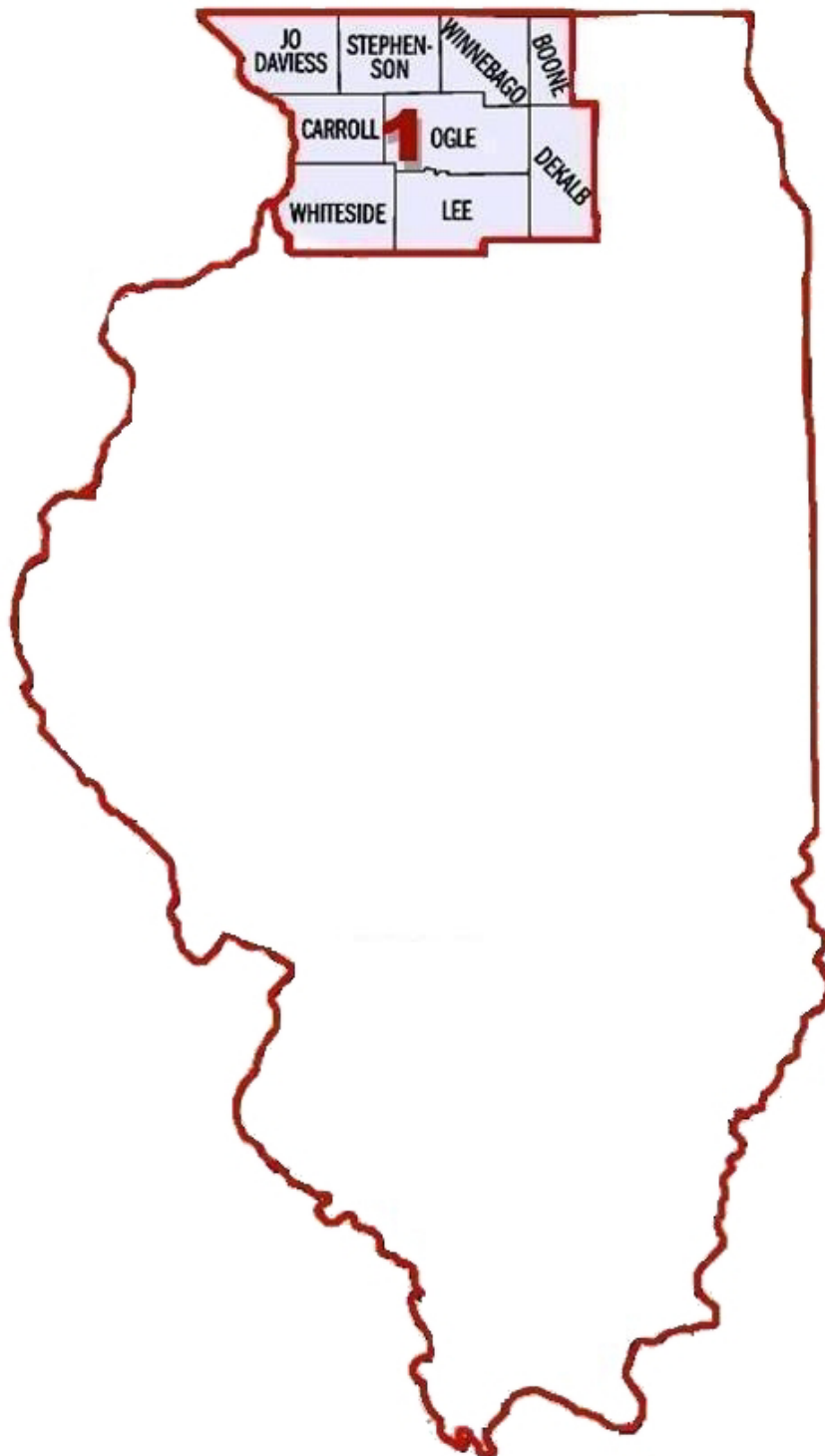


Table B.1. Location of the nursing education program in preparation of licensing examination

	LPN		RN		APN	
	%	n	%	n	%	n
Illinois	91.3	252	80.2	283	77.6	83
Other state or US Territory	8.7	24	17.3	61	21.5	23
Foreign Country	.	.	2.5	9	0.9	1

Table B.2. Percentage of nurses currently enrolled in a nursing education degree program

	LPN		RN		APN	
	%	n	%	n	%	n
Other	1.5	4	2.0	7	.	.
Not currently enrolled	72.6	199	91.8	324	96.2	102
Associate Degree Program	4.7	13	.	.	.	.
Baccalaureate Degree Program	0.4	1	2.8	10	.	.
Master's Degree Program	0.4	1	2.8	10	.	.
Post-Master's Certificate Program	0.0	.	.	.	1.9	2
Doctoral Program	0.0	.	0.6	2	1.9	2
Not currently enrolled, but interested	20.4	56	-	-	-	-

Table B.3. Percentage of the greatest barrier to continuing education

	LPN		RN		APN	
	%	n	%	n	%	n
Cost of tuition	28.2	72	-	-	-	-
Family obligations	18.0	46	-	-	-	-
Current job does not allow the time	12.2	31	-	-	-	-
No schools within driving distance	.	.	-	-	-	-
Other	12.2	31	-	-	-	-
I am not interested in continuing my education	29.4	75	-	-	-	-

Table B.4. Percentage of non-nursing degrees completed

	LPN		RN		APN	
	%	n	%	n	%	n
Do not have a non-nursing degree	86.8	231	57.6	201	57.9	62
Associate Degree	10.2	27	24.9	87	12.1	13
Bachelor's Degree	3.8	10	15.8	55	15.9	17
Master's Degree	0.4	1	5.4	19	19.6	21
Doctorate	.	.	0.6	2	1.9	2

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table B.5. Format of current nursing program or class

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	92.5	246	93.1	310	95.0	96
Classroom based	4.5	12	0.9	3	1.0	1
Classroom based with on-line/internet components	1.1	3	4.5	15	4.0	4
On-line/internet based and administered within Illinois	.	.	1.8	6	2.0	2
On-line/internet based and administered outside of Illinois	2.3	6	1.2	4	.	.

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table B.6. Reasons unable to work

	LPN		RN		APN	
	%	n	%	n	%	n
I provide care for a dependent adult	2.6	7	1.7	6	2.0	2
I provide care for a child with special needs	1.5	4	2.0	7	.	.
I have young children who do not attend daycare	3.6	10	5.5	19	.	.
I am staying home with my infant until s/he is older	1.5	4	0.9	3	1.0	1
Other	15.3	42	9.6	33	4.0	4
Not applicable	77.7	213	82.6	284	94.1	95

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table B.7. Percentage of racial identification

	LPN		RN		APN	
	%	n	%	n	%	n
White	93.3	251	95.1	328	99.0	103
Black or African American	7.4	20	4.1	14	8.7	9
Asian	0.7	2	4.3	15	1.9	2
Native Hawaiian or other Pacific Islander	0.4	1	1.2	4	3.8	4
American Indian or Alaska Native	1.1	3	1.2	4	.	.

Table B.8. Percentage of Spanish, Hispanic or Latino origin or descent

	LPN		RN		APN	
	%	n	%	n	%	n
No, not Spanish/Hispanic/Latino	96.3	260	98.9	345	96.3	103
Yes, Puerto Rican	0.4	1	.	.	.	.
Yes, Mexican, Mexican-American, Chicano	1.9	5	0.3	1	2.8	3
Yes, Cuban	.	.	.	.	.	.
Yes, other Spanish/Hispanic/Latino	1.5	4	0.9	3	0.9	1

Table B.9. Percentage of language spoken other than English

	LPN		RN		APN	
	%	n	%	n	%	n
Chinese	.	.	.	.	3.7	1
German	.	.	16.3	7	29.6	8
Polish	3.1	1	2.3	1	.	.
Russian	.	.	.	.	.	.
Spanish	40.6	13	14.0	6	37.0	10
Tagalog	.	.	16.3	7	3.7	1
Other	56.3	18	51.2	22	25.9	7

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table B.10. Percentage of Gender identification

	LPN		RN		APN	
	%	n	%	n	%	n
Female	97.1	268	97.7	342	94.3	100
Male	2.9	8	2.3	8	5.7	6

Table B.11. Percentage of marital status identification

	LPN		RN		APN	
	%	n	%	n	%	n
Married/Living with a partner	69.6	190	80.5	277	83.8	88
Divorced/Widowed/Separated	24.2	66	14.2	49	10.5	11
Single/Never married	6.2	17	5.2	18	5.7	6

Table B.12. Percentage of age category identification

	LPN		RN		APN	
	%	n	%	n	%	n
18-25 years old	1.5	4	1.7	6	.	.
26-35 years old	10.2	28	11.2	39	11.3	12
36-45 years old	18.5	51	20.9	73	26.4	28
46-55 years old	37.5	103	34.7	121	40.6	43
56-60 years old	16.7	46	14.6	51	11.3	12
61-65 years old	8.4	23	9.5	33	7.5	8
over 65 years old	7.3	20	7.4	26	2.8	3

Table B.13. Percentage of years licensed as an RN or LPN

	LPN		RN		APN	
	%	n	%	n	%	n
less than 1 year	1.5	4	0.9	3	.	.
1-5 years	11.7	32	9.2	32	.	.
6-10 years	10.6	29	10.0	35	6.6	7
11-15 years	13.2	36	13.5	47	11.3	12
16-20 years	8.1	22	10.3	36	13.2	14
21-30 years	33.3	91	28.9	101	35.8	38
greater than 30 years	21.6	59	27.2	95	33.0	35

Table B.14. Percentage of nursing education programs completed

	LPN		RN		APN	
	%	n	%	n	%	n
Practical Nursing Program	-	-	7.1	25	2.8	3
RN Diploma Program	-	-	35.4	124	26.4	28
Associate Degree Program	-	-	40.3	141	25.5	27
Baccalaureate Degree Program	-	-	34.9	122	71.7	76
Master's Degree Program	-	-	5.7	20	88.7	94
Post-Master's Certificate	-	-	0.6	2	28.3	30
Doctoral Program	-	-	.	.	3.8	4

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table B.15. Percentage currently teaching in nursing education program

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, full-time	-	-	1.1	4	8.6	9
Yes, part-time	-	-	0.9	3	12.4	13
No	-	-	98.0	341	79.0	83

Table B.16. Percentage considering teaching, if not already teaching

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, full-time	-	-	6.3	21	14.5	12
Yes, part-time	-	-	29.3	98	49.4	41
No	-	-	64.5	216	36.1	30

Table B.17. Percentage of obstacles to teaching

	LPN		RN		APN	
	%	n	%	n	%	n
Current job demands limit it	-	-	21.4	73	41.6	37
Do not want to leave clinical practice	-	-	17.0	58	55.1	49
Salary	-	-	25.2	86	67.4	60
Transition from clinical practice to education is difficult	-	-	3.8	13	.	.
No interest in teaching	-	-	28.4	97	6.7	6
Education/degree does not qualify me to teach	-	-	49.9	170	4.5	4
Other	-	-	10.9	37	10.1	9

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table B.18. Percentage of years worked as an APN

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	-	-	-	-	3.9	4
1-3 years	-	-	-	-	17.5	18
More than 3, but less than 5 years	-	-	-	-	8.7	9
5-10 years	-	-	-	-	40.8	42
More than 10 years	-	-	-	-	29.1	30
Not applicable	-	-	-	-	.	.

Table B.19. Percentage currently working as an APN

	LPN		RN		APN	
	%	n	%	n	%	n
Yes	-	-	-	-	86.7	91
No	-	-	-	-	13.3	14

Table B.20. Reasons not working as APN

	LPN		RN		APN	
	%	n	%	n	%	n
It is difficult to find an APN position	-	-	-	-	5.0	4
Satisfied with current job	-	-	-	-	2.5	2
Better salary / benefits in current or alternative non-APN	-	-	-	-	5.0	4
Other	-	-	-	-	7.5	6
Not applicable	-	-	-	-	82.5	66

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table B.21. Percentage of APNs who had difficulty finding current position

	LPN		RN		APN	
	%	n	%	n	%	n
Yes	-	-	-	-	19.4	18
No	-	-	-	-	80.6	75

Table B.22. Reasons APNs had difficulty finding current APN position

	LPN		RN		APN	
	%	n	%	n	%	n
Overall lack of practice opportunities for APN's	-	-	-	-	3.7	3
Lack of practice opportunities for APN's in desired geographic location	-	-	-	-	14.8	12
Lack of opportunities for APN's in desired practice setting	-	-	-	-	4.9	4
Inadequate salary for advanced practice responsibilities	-	-	-	-	3.7	3
Other	-	-	-	-	1.2	1
Not applicable	-	-	-	-	71.6	58

Table B.23. Current primary work situation

	LPN		RN		APN	
	%	n	%	n	%	n
Working in an APN position	-	-	-	-	82.9	87
Working in an RN position	-	-	85.8	297	3.8	4
Working in a faculty position	-	-	0.9	3	9.5	10
Working in an LPN position	84.4	228	-	-	-	-
Working in a non-nursing job -- looking for an APN position	-	-	-	-	.	.
Working in a non-nursing job -- looking for an RN/LPN position	1.5	4	0.6	2	.	.
Working in a non-nursing job -- not looking for an RN/APN po	3.3	9	3.5	12	1.0	1
Not employed -- looking for an APN position	-	-	-	-	.	.
Not employed -- looking for an RN position	1.9	5	.	.	.	.
Not employed -- looking for a non-nursing position	0.7	2	0.3	1	.	.
Not employed -- not looking for a job	3.7	10	3.5	12	.	.
Retired	4.4	12	5.5	19	2.9	3

Table B.24. Working as a nurse in what states

	LPN		RN		APN	
	%	n	%	n	%	n
Iowa	0.9	2	1.0	3	1.1	1
Illinois	98.6	218	97.6	287	97.8	89
Indiana	.	.	0.3	1	.	.
Kentucky	.	.	.	.	.	.
Missouri	.	.	.	.	.	.
Wisconsin	0.5	1	1.0	3	1.1	1
Other	.	.	.	.	.	.

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table B.25. Type of setting for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Alcohol/Detox/Halfway House	0.9	2	.	.	.	.
Ambulatory Care	1.7	4	3.6	11	5.1	5
Assisted Living Facility	2.2	5	0.7	2	.	.
Dialysis Center	.	.	2.0	6	.	.
Federally Qualified Health Center FQHC	0.4	1	1.0	3	2.0	2
Healthcare Industry Vendors	0.4	1	0.3	1	.	.
Home Health	3.0	7	3.3	10	.	.
Hospice	1.3	3	1.0	3	.	.
Hospital	13.8	32	48.4	147	33.3	33
Insurance Company/HMO	.	.	1.6	5	.	.
Law Office	.	.	.	.	.	.
Nursing Home	35.3	82	8.2	25	3.0	3
Occupational Health	0.9	2	1.6	5	.	.
Parish Nurses	.	.	0.3	1	.	.
Physician's Office/Health Clinic	27.2	63	14.8	45	38.4	38
Professional Healthcare Organization	0.9	2	1.0	3	1.0	1
Public/Community Health	1.3	3	2.3	7	1.0	1
Self-Employed	0.4	1	.	.	1.0	1
Staffing Agency	1.3	3	1.0	3	.	.
Student Health/School	1.3	3	4.3	13	.	.
University/College/Tech School	.	.	1.3	4	12.1	12
Other	6.9	16	3.3	10	2.0	2
Not applicable	0.9	2	.	.	1.0	1

Table B.26. Type of compensation for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Salary without incentive	-	-	43.9	134	63.0	63
Salary with incentive	-	-	23.6	72	24.0	24
Non-salaried example: Contractual or Fee for service	-	-	18.0	55	10.0	10
Other	-	-	14.4	44	3.0	3

Table B.27. Annual salary for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Less than \$5,000	1.3	3	2.7	7	.	.
\$5,000 - \$25,000	22.0	49	10.7	28	2.0	2
More than \$25,000 but less than \$35,000	36.3	81	12.6	33	.	.
More than \$35,000 but less than \$45,000	27.4	61	13.4	35	10.0	10
More than \$45,000 but less than \$55,000	9.9	22	24.8	65	7.0	7
More than \$55,000 but less than \$65,000	2.2	5	20.6	54	15.0	15
More than \$65,000 but less than \$85,000	0.9	2	12.2	32	45.0	45
More than \$85,000 but less than \$105,000	.	.	1.9	5	14.0	14
More than \$105,000 but less than \$150,000	.	.	1.1	3	2.0	2
\$150,000 or more	.	.	.	.	5.0	5

Table B.28. Type of position for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Academic Administrator	-	-	0.3	1	2.0	2
Case Manager	1.7	4	4.2	13	.	.
Clinical Nurse Specialist	-	-	0.6	2	15.8	16
Consultant	.	.	1.0	3	.	.
Nurse Anesthetist	-	-	.	.	6.9	7
Nurse Attorney	.	.	.	.	.	.
Nurse Educator	-	-	3.9	12	8.9	9
Nurse Executive	0.4	1	1.9	6	.	.
Nurse Manager	3.8	9	6.2	19	2.0	2
Nurse Midwife	-	-	.	.	4.0	4
Nurse Practitioner	-	-	1.9	6	55.4	56
Office Nurse	24.9	59	8.8	27	.	.
Patient Safety	0.4	1	.	.	.	.
Quality/Performance Improvement	1.3	3	0.6	2	.	.
Risk Management	.	.	.	.	.	.
School Nurse	-	-	4.9	15	.	.
Staff Nurse	57.4	136	54.2	167	5.0	5
Staff / Patient Educator	2.1	5	2.9	9	.	.
Other	8.0	19	8.4	26	.	.

Table B.29. Major activity of primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	3.8	9	1.0	3	2.0	2
Administration/management	5.1	12	10.6	32	3.0	3
Case Management	2.6	6	3.7	11	1.0	1
Direct Patient Care	79.5	186	67.1	202	74.0	74
Informatics	.	.	1.7	5	.	.
Nursing Litigation	.	.	.	.	.	.
Nursing Research	.	.	0.7	2	.	.
Performance	0.9	2	1.3	4	.	.
Improvement/Utilization Review	.	.	.	.	.	.
Sales	.	.	.	.	.	.
Teaching/Instruction/Nurse educator	1.3	3	5.6	17	17.0	17
Other	6.8	16	8.3	25	3.0	3

Table B.30. Percentage of years employed with primary employer

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	11.7	28	11.1	34	13.7	14
1-3 years	18.4	44	17.3	53	15.7	16
More than 3, but less than 5 years	12.6	30	12.7	39	12.7	13
More than 5, but less than 10 years	25.9	62	22.1	68	19.6	20
10 or more years	29.7	71	36.8	113	38.2	39
Not applicable	1.7	4	.	.	.	.

Table B.31. Population receiving direct patient care at primary job

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	5.5	13	12.8	38	8.9	9
Neonates	7.1	17	12.1	36	15.8	16
Children	23.1	55	23.2	69	37.6	38
Adolescents	17.6	42	20.8	62	42.6	43
Young Adults	27.7	66	27.2	81	45.5	46
Adults	46.6	111	59.1	176	63.4	64
Geriatrics	63.4	151	47.7	142	51.5	52
Women	21.0	50	26.2	78	49.5	50

Table B.32. Average hours per week at primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
0 to 10 hours	5.9	14	5.8	18	3.0	3
11 to 20 hours	5.9	14	8.8	27	6.9	7
21 to 30 hours	11.0	26	14.9	46	6.9	7
31 to 40 hours	45.6	108	43.5	134	32.7	33
41 to 50 hours	29.5	70	22.4	69	47.5	48
51 hours or more	2.1	5	4.5	14	3.0	3

Table B.33. Currently employed in more than one job

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, in nursing	13.0	31	9.5	29	32.4	33
Yes, not in nursing	5.0	12	2.0	6	2.0	2
No	81.9	195	88.5	270	65.7	67

Table B.34. Type of setting for secondary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Alcohol/Detox/Halfway House	.	.	.	.	.	.
Ambulatory Care	6.7	2	2.0	1	3.0	1
Assisted Living Facility	10.0	3	.	.	.	.
Dialysis Center	.	.	.	.	.	.
Federally Qualified Health Center FQHC	.	.	.	.	.	.
Healthcare Industry Vendors	.	.	.	.	.	.
Home Health	20.0	6	2.0	1	6.1	2
Hospice	.	.	4.0	2	.	.
Hospital	3.3	1	20.0	10	36.4	12
Insurance Company/HMO	.	.	.	.	.	.
Law Office	.	.	.	.	.	.
Nursing Home	26.7	8	10.0	5	6.1	2
Occupational Health	3.3	1	2.0	1	3.0	1
Parish Nurses	.	.	.	.	.	.
Physician's Office/Health Clinic	10.0	3	12.0	6	9.1	3
Professional Healthcare Organization	.	.	.	.	3.0	1
Public/Community Health	.	.	4.0	2	9.1	3
Self-Employed	3.3	1	.	.	3.0	1
Staffing Agency	10.0	3	2.0	1	3.0	1
Student Health/School	.	.	8.0	4	.	.
University/College/Tech School	.	.	2.0	1	15.2	5
Other	3.3	1	6.0	3	3.0	1
Not applicable	3.3	1	26.0	13	.	.

Table B.35. Annual salary for secondary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Less than \$5,000	32.1	9	41.9	13	30.0	9
\$5,000 - \$25,000	46.4	13	54.8	17	53.3	16
More than \$25,000 but less than \$35,000	17.9	5	.	.	6.7	2
More than \$35,000 but less than \$45,000	3.6	1	.	.	3.3	1
More than \$45,000 but less than \$55,000	.	.	.	.	6.7	2
More than \$55,000 but less than \$65,000	.	.	.	.	.	.
More than \$65,000 but less than \$85,000	.	.	3.2	1	.	.
More than \$85,000 but less than \$105,000	.	.	.	.	.	.
More than \$105,000 but less than \$150,000	.	.	.	.	.	.
\$150,000 or more	.	.	.	.	.	.

Table B.36. Type of position for secondary employment as nurse

	LPN		RN		APN	
	%	N	%	n	%	n
Academic Administrator	-	-	.	.	.	.
Case Manager	.	.	3.2	1	.	.
Clinical Nurse Specialist	-	-	.	.	.	.
Consultant	.	.	.	.	3.0	1
Nurse Anesthetist	-	-	.	.	.	.
Nurse Attorney	.	.	.	.	.	.
Nurse Educator	-	-	6.5	2	12.1	4
Nurse Executive	.	.	3.2	1	.	.
Nurse Manager	.	.	3.2	1	.	.
Nurse Midwife	-	-	.	.	3.0	1
Nurse Practitioner	-	-	.	.	42.4	14
Office Nurse	6.7	2	9.7	3	.	.
Patient Safety	.	.	.	.	.	.
Quality/Performance Improvement	.	.	.	.	.	.
Risk Management	.	.	3.2	1	.	.
School Nurse	-	-	6.5	2	.	.
Staff Nurse	80.0	24	54.8	17	24.2	8
Staff / Patient Educator	.	.	3.2	1	.	.
Other	13.3	4	6.5	2	15.2	5

Table B.37. Major activity of secondary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	3.3	1	20.0	7	.	.
Administration/management	3.3	1	2.9	1	.	.
Case Management	.	.	2.9	1	.	.
Direct Patient Care	90.0	27	57.1	20	69.7	23
Informatics	.	.	.	.	.	.
Nursing Litigation	.	.	.	.	3.0	1
Nursing Research	.	.	.	.	.	.
Performance	.	.	.	.	.	.
Improvement/Utilization Review	.	.	.	.	.	.
Sales	.	.	.	.	.	.
Teaching/Instruction/Nurse educator	.	.	5.7	2	24.2	8
Other	3.3	1	11.4	4	3.0	1

Table B.38. Percentage of years employed with secondary employer

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	16.7	5	21.6	8	12.1	4
1-3 years	23.3	7	24.3	9	45.5	15
More than 3, but less than 5 years	23.3	7	8.1	3	9.1	3
More than 5, but less than 10 years	13.3	4	24.3	9	12.1	4
10 or more years	20.0	6	8.1	3	18.2	6
Not applicable	3.3	1	13.5	5	3.0	1

Table B.39. Population receiving direct patient care at secondary job

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	3.3	1	31.6	12	12.9	4
Neonates	3.3	1	2.6	1	16.1	5
Children	20.0	6	26.3	10	29.0	9
Adolescents	16.7	5	21.1	8	25.8	8
Young Adults	20.0	6	21.1	8	19.4	6
Adults	50.0	15	34.2	13	41.9	13
Geriatrics	56.7	17	52.6	20	29.0	9
Women	16.7	5	18.4	7	19.4	6

Table B.40. Average hours per week at secondary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
0 to 10 hours	48.3	14	69.7	23	62.5	20
11 to 20 hours	27.6	8	24.2	8	31.3	10
21 to 30 hours	6.9	2	3.0	1	6.3	2
31 to 40 hours	10.3	3	.	.	.	.
41 to 50 hours	3.4	1	.	.	.	.
51 hours or more	3.4	1	3.0	1	.	.

Table B.41. What nurses like most about their primary nurse position

	LPN		RN		APN	
	%	n	%	n	%	n
The work itself	19.1	44	27.0	77	45.9	45
Workload	1.7	4	1.1	3	1.0	1
Salary	3.0	7	3.5	10	2.0	2
The hours/schedule	13.5	31	18.9	54	9.2	9
The location	4.3	10	2.8	8	1.0	1
The people for whom I provide service patients	42.2	97	26.7	76	31.6	31
The people with whom I work co-workers	7.0	16	11.6	33	4.1	4
Immediate supervisor	0.9	2	0.4	1	.	.
Management/Administration	0.4	1	0.7	2	.	.
The benefits insurance, paid vacation, retirement, etc.	6.1	14	4.6	13	4.1	4
I don't like anything about it	0.4	1	1.8	5	1.0	1
Other	1.3	3	1.1	3	.	.

Table B.42. What nurses like least about their primary nurse position

	LPN		RN		APN	
	%	n	%	n	%	n
The work itself	1.7	4	1.3	4	1.0	1
Workload	18.6	44	19.3	58	14.1	14
Salary	22.0	52	19.0	57	18.2	18
The hours/schedule	5.1	12	6.3	19	8.1	8
The location	2.1	5	2.7	8	8.1	8
The people for whom I provide service patients	1.3	3	.	.	.	.
The people with whom I work co-workers	3.4	8	4.3	13	.	.
Immediate supervisor	1.3	3	3.0	9	.	.
Management/Administration	7.6	18	12.7	38	12.1	12
The benefits insurance, paid vacation, retirement, etc.	12.3	29	10.0	30	7.1	7
Nothing, I like everything about my employment	22.0	52	16.3	49	28.3	28
Other	2.5	6	5.0	15	3.0	3

Table B.43. Factors that led to voluntary separation of nurse position within the last two years

	LPN		RN		APN	
	%	n	%	n	%	n
Age	.	.	.	.	1.4	1
Care for dependent adults	0.6	1	.	.	.	.
Career promotion	1.1	2	1.4	3	5.6	4
Childbearing / childrearing	0.6	1	0.5	1	.	.
Dissatisfaction with management/supervisor	5.1	9	5.0	11	5.6	4
Employer / employee conflict	1.1	2	.	.	.	.
General lack of job satisfaction	0.6	1	0.5	1	2.8	2
Inadequate benefits	.	.	0.9	2	1.4	1
Inadequate salary / wages	3.4	6	1.8	4	2.8	2
Increasing administrative burden	0.6	1	0.5	1	.	.
Opportunity to work in nursing administration	.	.	0.5	1	.	.
Opportunity to work in nursing education	.	.	0.5	1	.	.
Personal or family concerns	1.7	3	1.4	3	1.4	1
Physical demands of the job	1.1	2	1.4	3	.	.
Relocation	0.6	1	3.7	8	.	.
Retired, but now working again	1.7	3	1.4	3	.	.
Return to school	1.1	2	.	.	.	.
Unsafe work environment	1.1	2	0.5	1	.	.
Other	5.1	9	3.2	7	2.8	2
Not applicable	74.4	131	77.1	168	76.4	55

Table B.44. Likelihood to leave primary position in next 12 months

	LPN		RN		APN	
	%	n	%	n	%	n
Very unlikely	56.1	133	55.6	170	65.7	67
Somewhat unlikely	14.8	35	16.0	49	14.7	15
Somewhat likely	14.8	35	11.1	34	10.8	11
Very likely	7.6	18	10.1	31	3.9	4
Unsure	6.8	16	7.2	22	4.9	5

Table B.45. Main reason for leaving primary job in the next 12 months

	LPN		RN		APN	
	%	n	%	n	%	n
Age	2.9	6	4.6	11	1.3	1
Care for dependent adults	0.5	1	0.4	1	1.3	1
Career promotion	2.4	5	3.3	8	2.5	2
Childbearing / childrearing	1.0	2	2.5	6	1.3	1
Dissatisfaction with management/supervisor	4.4	9	5.4	13	3.8	3
Employer / employee conflict	1.0	2	.	.	.	.
General lack of job satisfaction	2.4	5	2.9	7	1.3	1
Inadequate benefits	1.5	3	1.7	4	.	.
Inadequate salary / wages	8.3	17	5.8	14	7.5	6
Increasing administrative burden	2.9	6	2.9	7	.	.
Opportunity to work in nursing administration	.	.	.	.	1.3	1
Opportunity to work in nursing education	.	.	1.7	4	.	.
Personal or family concerns	1.5	3	2.1	5	2.5	2
Physical demands of the job	4.9	10	2.5	6	.	.
Relocation	4.9	10	4.1	10	2.5	2
Retired, but now working again	2.4	5	1.2	3	.	.
Return to school	2.0	4	0.4	1	2.5	2
Unsafe work environment	1.5	3	2.9	7	.	.
Other	3.9	8	4.6	11	5.0	4
Not applicable	51.7	106	51.0	123	67.5	54

Table B.46. Satisfaction with primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	25.2	60	34.0	105	48.0	48
Satisfied	58.8	140	50.8	157	46.0	46
Dissatisfied	11.3	27	9.1	28	3.0	3
Very Dissatisfied	1.3	3	2.9	9	.	.
Unsure/Undecided	3.4	8	3.2	10	3.0	3

Table B.47. Satisfaction with primary nursing salary

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	8.8	21	11.0	34	15.8	16
Satisfied	41.7	100	41.6	128	50.5	51
Dissatisfied	34.2	82	36.7	113	20.8	21
Very Dissatisfied	12.5	30	9.1	28	11.9	12
Unsure/Undecided	2.9	7	1.6	5	1.0	1

Table B.48. Satisfaction with nursing as a career

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	44.5	106	42.9	133	60.8	62
Satisfied	43.3	103	45.2	140	36.3	37
Dissatisfied	8.0	19	7.4	23	2.0	2
Very Dissatisfied	0.8	2	2.9	9	1.0	1
Unsure/Undecided	3.4	8	1.6	5	.	.

Table B.49. Years planning to practice nursing in Illinois

	LPN		RN		APN	
	%	n	%	N	%	n
1-5 years	21.6	52	22.0	68	10.8	11
6-10 years	18.3	44	20.4	63	20.6	21
11-15 years	16.6	40	17.2	53	31.4	32
16-20 years	12.4	30	13.6	42	20.6	21
21-30 years	11.6	28	12.6	39	6.9	7
over 30 years	6.2	15	4.9	15	2.9	3
Do not know	13.3	32	9.4	29	6.9	7

Table B.50. Years until eligible to retire

	LPN		RN		APN	
	%	N	%	N	%	n
less than 1 year	5.0	12	6.0	18	4.9	5
1-5 years	13.8	33	13.6	41	3.9	4
6-10 years	17.6	42	16.3	49	27.5	28
11-15 years	17.2	41	20.3	61	19.6	20
16-20 years	14.6	35	12.3	37	19.6	20
21-30 years	20.5	49	20.6	62	18.6	19
greater than 30 years	11.3	27	11.0	33	5.9	6

Table B.51. Years until plan to retire

	LPN		RN		APN	
	%	N	%	N	%	n
less than 1 year	2.1	5	1.3	4	1.0	1
1-5 years	12.6	30	14.7	46	5.8	6
6-10 years	15.5	37	17.9	56	22.3	23
11-15 years	14.6	35	14.7	46	25.2	26
16-20 years	12.1	29	13.5	42	21.4	22
21-30 years	17.6	42	13.5	42	9.7	10
greater than 30 years	7.9	19	6.4	20	4.9	5
Do not know	17.6	42	17.9	56	9.7	10

Table B.52. Primary factor to continue working as nurse

	LPN		RN		APN	
	%	N	%	N	%	n
Increased salary	10.7	22	8.4	21	3.4	3
A less physically demanding position	7.8	16	5.2	13	5.7	5
Continued benefits	3.4	7	4.8	12	2.3	2
New learning opportunity	1.5	3	2.0	5	1.1	1
Shortened/flexible work hours	6.3	13	11.6	29	4.6	4
Better workplace safety	1.0	2	2.0	5	.	.
Other	2.9	6	6.8	17	2.3	2
Do not plan to retire	66.3	136	59.0	147	80.5	70

Table B.53. Encourage others to choose nursing as a career

	LPN		RN		APN	
	%	N	%	N	%	n
Yes	82.2	227	78.8	272	88.8	95
No	17.8	49	21.2	73	11.2	12

APPENDIX C

**HSA 2 – ILLINOIS COUNTIES OF BUREAU, FULTON, HENDERSON, KNOX,
LASALLE, MARSHALL, MCDONOUGH, PEORIA, PUTNAM, STARK, TAZEWELL,
WARREN, AND WOODFORD**

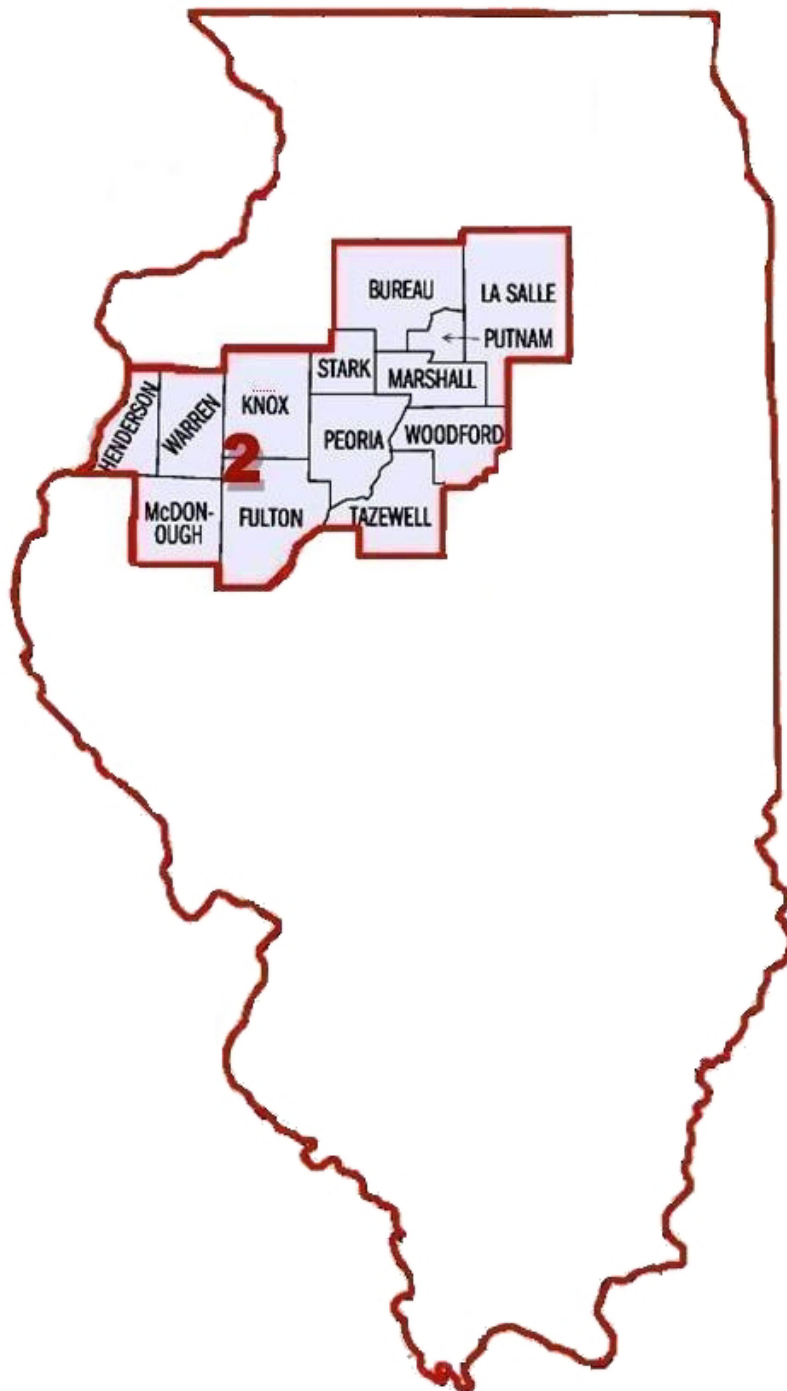


Table C.1. Location of the nursing education program in preparation of licensing examination

	LPN		RN		APN	
	%	n	%	n	%	n
Illinois	91.9	249	87.2	301	73.8	104
Other state or US Territory	7.7	21	11.9	41	25.5	36
Foreign Country	0.4	1	0.9	3	0.7	1

Table C.2. Percentage of nurses currently enrolled in a nursing education degree program

	LPN		RN		APN	
	%	n	%	n	%	n
Other	0.7	2	0.9	3	.	.
Not currently enrolled	74.7	201	94.4	322	97.9	138
Associate Degree Program	4.8	13	0.3	1	.	.
Baccalaureate Degree Program	1.1	3	2.1	7	.	.
Master's Degree Program	.	.	2.1	7	0.7	1
Post-Master's Certificate Program	0.0	.	.	.	.	.
Doctoral Program	0.0	.	0.3	1	1.4	2
Not currently enrolled, but interested	18.6	50	-	-	-	-

Table C.3. Percentage of the greatest barrier to continuing education

	LPN		RN		APN	
	%	n	%	n	%	n
Cost of tuition	29.4	74	-	-	-	-
Family obligations	14.3	36	-	-	-	-
Current job does not allow the time	10.3	26	-	-	-	-
No schools within driving distance	1.2	3	-	-	-	-
Other	12.7	32	-	-	-	-
I am not interested in continuing my education	32.1	81	-	-	-	-

Table C.4. Percentage of non-nursing degrees completed

	LPN		RN		APN	
	%	n	%	n	%	n
Do not have a non-nursing degree	85.1	223	57.4	195	63.3	88
Associate Degree	13.4	35	23.5	80	13.0	18
Bachelor's Degree	1.9	5	17.4	59	14.4	20
Master's Degree	0.4	1	3.8	13	17.3	24
Doctorate	0.8	2	0.6	2	1.4	2

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table C.5. Percentage of type of nursing program or class

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	92.6	239	94.4	302	96.9	125
Classroom based	5.4	14	0.6	2	0.8	1
Classroom based with on-line/internet components	1.6	4	0.6	2	.	.
On-line/internet based and administered within Illinois	0.8	2	1.9	6	.	.
On-line/internet based and administered outside of Illinois	0.8	2	2.5	8	2.3	3

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table C.6. Reasons unable to work

	LPN		RN		APN	
	%	n	%	n	%	n
I provide care for a dependent adult	4.6	12	1.5	5	.	.
I provide care for a child with special needs	0.8	2	0.3	1	.	.
I have young children who do not attend daycare	2.3	6	3.9	13	2.3	3
I am staying home with my infant until s/he is older	1.5	4	2.4	8	0.8	1
Other	17.1	45	13.6	45	4.6	6
Not applicable	76.0	200	81.2	268	92.4	121

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table C.7. Percentage of racial identification

	LPN		RN		APN	
	%	n	%	n	%	n
White	95.9	259	98.2	335	99.3	137
Black or African American	4.1	11	10.9	37	11.6	16
Asian	.	.	0.9	3	3.6	5
Native Hawaiian or other Pacific Islander	.	.	3.2	11	2.9	4
American Indian or Alaska Native	1.5	4	.	.	.	.

Table C.8. Percentage of Spanish, Hispanic or Latino origin or descent

	LPN		RN		APN	
	%	n	%	n	%	n
No, not Spanish/Hispanic/Latino	98.1	256	98.8	338	100.0	141
Yes, Puerto Rican	0.4	1	.	.	.	.
Yes, Mexican, Mexican-American, Chicano	0.8	2	0.6	2	.	.
Yes, Cuban	.	.	0.3	1	.	.
Yes, other Spanish/Hispanic/Latino	0.8	2	0.3	1	.	.

Table C.9. Percentage of language spoken other than English

	LPN		RN		APN	
	%	n	%	n	%	n
Chinese	.	.	5.9	3	.	.
German	3.7	1	21.6	11	51.6	16
Polish	.	.	2.0	1	3.2	1
Russian	.	.	.	.	.	.
Spanish	33.3	9	29.4	15	22.6	7
Tagalog	.	.	2.0	1	3.2	1
Other	63.0	17	39.2	20	19.4	6

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table C.10. Percentage of Gender identification

	LPN		RN		APN	
	%	n	%	n	%	n
Female	95.6	258	97.4	332	92.0	127
Male	4.4	12	2.6	9	8.0	11

Table C.11. Percentage of marital status identification

	LPN		RN		APN	
	%	n	%	n	%	n
Married/Living with a partner	63.7	170	77.3	262	84.8	117
Divorced/Widowed/Separated	28.5	76	13.3	45	8.7	12
Single/Never married	7.9	21	9.4	32	6.5	9

Table C.12. Percentage of age category identification

	LPN		RN		APN	
	%	n	%	n	%	n
18-25 years old	4.0	11	3.2	11	.	.
26-35 years old	12.5	34	13.8	47	16.7	23
36-45 years old	14.7	40	21.1	72	26.8	37
46-55 years old	35.7	97	34.0	116	34.1	47
56-60 years old	15.8	43	11.7	40	14.5	20
61-65 years old	8.5	23	8.5	29	4.3	6
over 65 years old	8.8	24	7.6	26	3.6	5

Table C.13. Percentage of years licensed as an RN or LPN

	LPN		RN		APN	
	%	n	%	n	%	n
less than 1 year	3.7	10	1.2	4	0.7	1
1-5 years	17.0	46	8.8	30	1.4	2
6-10 years	6.3	17	12.4	42	13.0	18
11-15 years	12.9	35	15.6	53	13.7	19
16-20 years	9.2	25	9.7	33	17.3	24
21-30 years	22.9	62	23.6	80	30.2	42
greater than 30 years	28.0	76	28.6	97	23.7	33

Table C.14. Percentage of nursing education programs completed

	LPN		RN		APN	
	%	n	%	n	%	n
Practical Nursing Program	-	-	9.1	31	5.8	8
RN Diploma Program	-	-	38.6	132	23.7	33
Associate Degree Program	-	-	37.1	127	20.1	28
Baccalaureate Degree Program	-	-	35.7	122	68.3	95
Master's Degree Program	-	-	8.2	28	80.6	112
Post-Master's Certificate	-	-	0.9	3	14.4	20
Doctoral Program	-	-	1.5	5	3.6	5

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table C.15. Percentage currently teaching in nursing education program

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, full-time	-	-	2.4	8	2.9	4
Yes, part-time	-	-	0.9	3	14.6	20
No	-	-	96.8	329	82.5	113

Table C.16. Percentage considering teaching, if not already teaching

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, full-time	-	-	8.8	28	9.6	11
Yes, part-time	-	-	26.6	85	42.6	49
No	-	-	64.7	207	47.8	55

Table C.17. Percentage of obstacles to teaching

	LPN		RN		APN	
	%	n	%	n	%	n
Current job demands limit it	-	-	13.2	43	44.1	52
Do not want to leave clinical practice	-	-	18.5	60	42.4	50
Salary	-	-	16.6	54	44.9	53
Transition from clinical practice to education is difficult	-	-	5.8	19	7.6	9
No interest in teaching	-	-	34.5	112	11.9	14
Education/degree does not qualify me to teach	-	-	48.0	156	11.0	13
Other	-	-	12.9	42	9.3	11

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table C.18. Percentage of years worked as an APN

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	-	-	-	-	3.6	5
1-3 years	-	-	-	-	16.7	23
More than 3, but less than 5 years	-	-	-	-	10.9	15
5-10 years	-	-	-	-	34.8	48
More than 10 years	-	-	-	-	34.1	47
Not applicable	-	-	-	-	.	.

Table C.19. Percentage currently working as an APN

	LPN		RN		APN	
	%	n	%	n	%	n
Yes	-	-	-	-	92.1	128
No	-	-	-	-	7.9	11

Table C.20. Reasons not working as APN

	LPN		RN		APN	
	%	n	%	n	%	n
It is difficult to find an APN position	-	-	-	-	4.7	5
Satisfied with current job	-	-	-	-	0.9	1
Better salary / benefits in current or alternative non-APN	-	-	-	-	0.9	1
Other	-	-	-	-	5.6	6
Not applicable	-	-	-	-	90.7	97

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table C.21. Percentage of APNs who had difficulty finding current position

	LPN		RN		APN	
	%	n	%	n	%	n
Yes	-	-	-	-	15.6	20
No	-	-	-	-	84.4	108

Table C.22. Reasons APNs had difficulty finding current APN position

	LPN		RN		APN	
	%	n	%	n	%	n
Overall lack of practice opportunities for APN's	-	-	-	-	5.2	6
Lack of practice opportunities for APN's in desired geograph	-	-	-	-	9.5	11
Lack of opportunities for APN's in desired practice setting	-	-	-	-	6.9	8
Inadequate salary for advanced practice responsibilities	-	-	-	-	2.6	3
Other	-	-	-	-	2.6	3
Not applicable	-	-	-	-	73.3	85

Table C.23. Current primary work situation

	LPN		RN		APN	
	%	n	%	n	%	n
Working in an APN position	-	-	-	-	88.3	121
Working in an RN position	-	-	78.9	265	2.2	3
Working in a faculty position	-	-	2.7	9	5.1	7
Working in an LPN position	81.6	218	-	-	0.0	
Working in a non-nursing job -- looking for an APN position	-	-	-	-	.	.
Working in a non-nursing job -- looking for an RN/LPN position	0.4	1	0.9	3	.	.
Working in a non-nursing job -- not looking for an RN/APN po	4.1	11	2.7	9	.	.
Not employed -- looking for an APN position	-	-	-	-	1.5	2
Not employed -- looking for an RN position	3.0	8	1.2	4	.	.
Not employed -- looking for a non-nursing position	.	.	0.3	1	.	.
Not employed -- not looking for a job	3.7	10	4.5	15	0.7	1
Retired	7.1	19	8.9	30	2.2	3

Table C.24. Working as a nurse in what states

	LPN		RN		APN	
	%	n	%	n	%	n
Iowa	0.4	1	.	.	.	.
Illinois	99.6	223	99.6	280	99.2	126
Indiana	.	.	.	.	.	.
Kentucky	.	.	.	.	.	.
Missouri	.	.	.	.	.	.
Wisconsin	.	.	.	.	.	.
Other	.	.	0.4	1	0.8	1

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table C.25. Type of setting for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Alcohol/Detox/Halfway House	.	.	.	.	.	.
Ambulatory Care	0.4	1	4.2	12	3.7	5
Assisted Living Facility	2.2	5	0.4	1	.	.
Dialysis Center	.	.	0.4	1	2.2	3
Federally Qualified Health Center FQHC	0.4	1	0.4	1	1.5	2
Healthcare Industry Vendors	0.4	1	0.4	1	.	.
Home Health	6.7	15	6.0	17	.	.
Hospice	0.4	1	1.8	5	.	.
Hospital	10.7	24	50.5	144	32.8	44
Insurance Company/HMO	0.4	1	1.4	4	.	.
Law Office	.	.	.	.	.	.
Nursing Home	48.0	108	10.5	30	0.7	1
Occupational Health	.	.	1.4	4	0.7	1
Parish Nurses	.	.	1.4	4	.	.
Physician's Office/Health Clinic	18.2	41	12.6	36	39.6	53
Professional Healthcare Organization	1.3	3	.	.	0.7	1
Public/Community Health	0.4	1	1.4	4	3.0	4
Self-Employed	.	.	0.4	1	0.7	1
Staffing Agency	1.3	3	.	.	.	.
Student Health/School	0.9	2	1.4	4	3.0	4
University/College/Tech School	0.4	1	2.5	7	6.7	9
Other	7.1	16	2.8	8	3.7	5
Not applicable	0.4	1	0.4	1	0.7	1

Table C.26. Type of compensation for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Salary without incentive	-	-	52.0	146	58.3	77
Salary with incentive	-	-	19.2	54	26.5	35
Non-salaried example: Contractual or Fee for service	-	-	15.7	44	12.1	16
Other	-	-	13.2	37	3.0	4

Table C.27. Annual salary for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Less than \$5,000	2.5	5	0.7	2	.	.
\$5,000 - \$25,000	24.9	50	15.4	42	3.1	4
More than \$25,000 but less than \$35,000	41.8	84	13.9	38	1.6	2
More than \$35,000 but less than \$45,000	21.9	44	19.8	54	6.2	8
More than \$45,000 but less than \$55,000	7.0	14	25.6	70	11.6	15
More than \$55,000 but less than \$65,000	2.0	4	13.9	38	16.3	21
More than \$65,000 but less than \$85,000	.	.	8.4	23	38.8	50
More than \$85,000 but less than \$105,000	.	.	1.5	4	8.5	11
More than \$105,000 but less than \$150,000	.	.	.	.	6.2	8
\$150,000 or more	.	.	0.7	2	7.8	10

Table C.28. Type of position for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Academic Administrator	-	-	.	.	.	.
Case Manager	2.2	5	3.5	10	.	.
Clinical Nurse Specialist	-	-	2.4	7	6.7	9
Consultant	.	.	.	.	.	.
Nurse Anesthetist	-	-	0.7	2	16.4	22
Nurse Attorney	.	.	.	.	.	.
Nurse Educator	-	-	3.5	10	5.2	7
Nurse Executive	.	.	2.1	6	0.7	1
Nurse Manager	2.7	6	9.4	27	.	.
Nurse Midwife	-	-	.	.	4.5	6
Nurse Practitioner	-	-	2.1	6	64.2	86
Office Nurse	17.0	38	9.8	28	.	.
Patient Safety	.	.	.	.	.	.
Quality/Performance Improvement	0.9	2	1.7	5	0.7	1
Risk Management	0.9	2	0.3	1	.	.
School Nurse	-	-	0.7	2	.	.
Staff Nurse	68.3	153	52.4	150	1.5	2
Staff / Patient Educator	1.3	3	1.7	5	.	.
Other	6.7	15	9.4	27	.	.

Table C.29. Major activity of primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	3.1	7	2.8	8	0.8	1
Administration/management	2.7	6	12.2	35	1.5	2
Case Management	4.0	9	5.2	15	0.8	1
Direct Patient Care	79.2	179	64.3	184	84.2	112
Informatics	0.4	1	1.0	3	.	.
Nursing Litigation	.	.	.	.	.	.
Nursing Research	0.4	1	0.3	1	.	.
Performance	0.9	2	2.1	6	.	.
Improvement/Utilization Review	.	.	.	.	.	.
Sales	.	.	0.3	1	.	.
Teaching/Instruction/Nurse educator	0.9	2	4.5	13	8.3	11
Other	8.4	19	7.0	20	4.5	6

Table C.30. Percentage of years employed with primary employer

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	20.4	47	10.2	29	7.5	10
1-3 years	24.8	57	13.7	39	29.3	39
More than 3, but less than 5 years	12.2	28	8.1	23	9.8	13
More than 5, but less than 10 years	13.5	31	18.2	52	22.6	30
10 or more years	27.0	62	49.1	140	30.1	40
Not applicable	2.2	5	0.7	2	0.8	1

Table C.31. Population receiving direct patient care at primary job

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	7.0	16	13.3	37	3.8	5
Neonates	3.5	8	19.4	54	18.8	25
Children	17.2	39	32.0	89	36.1	48
Adolescents	15.4	35	33.5	93	40.6	54
Young Adults	22.9	52	38.8	108	47.4	63
Adults	37.4	85	59.0	164	71.4	95
Geriatrics	75.3	171	58.3	162	45.9	61
Women	18.1	41	34.2	95	42.9	57

Table C.32. Average hours per week at primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
0 to 10 hours	3.6	8	3.9	11	3.0	4
11 to 20 hours	4.9	11	10.0	28	6.8	9
21 to 30 hours	12.9	29	7.5	21	13.5	18
31 to 40 hours	48.9	110	49.3	138	30.8	41
41 to 50 hours	27.1	61	25.0	70	36.8	49
51 hours or more	2.7	6	4.3	12	9.0	12

Table C.33. Currently employed in more than one job

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, in nursing	11.6	26	12.5	36	27.6	37
Yes, not in nursing	3.6	8	2.4	7	1.5	2
No	84.8	190	85.0	244	70.9	95

Table C.34. Type of setting for secondary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Alcohol/Detox/Halfway House	3.8	1	.	.	.	.
Ambulatory Care	.	.	.	.	5.4	2
Assisted Living Facility	.	.	.	.	.	.
Dialysis Center	.	.	2.0	1	.	.
Federally Qualified Health Center FQHC	.	.	.	.	.	.
Healthcare Industry Vendors	.	.	.	.	2.7	1
Home Health	7.7	2	8.2	4	.	.
Hospice	.	.	4.1	2	.	.
Hospital	3.8	1	28.6	14	21.6	8
Insurance Company/HMO	.	.	.	.	.	.
Law Office	.	.	.	.	.	.
Nursing Home	38.5	10	8.2	4	.	.
Occupational Health	.	.	.	.	2.7	1
Parish Nurses	.	.	.	.	2.7	1
Physician's Office/Health Clinic	15.4	4	4.1	2	13.5	5
Professional Healthcare Organization	.	.	.	.	.	.
Public/Community Health	.	.	.	.	2.7	1
Self-Employed	.	.	.	.	8.1	3
Staffing Agency	19.2	5	.	.	.	.
Student Health/School	3.8	1	.	.	.	.
University/College/Tech School	.	.	6.1	3	37.8	14
Other	7.7	2	16.3	8	2.7	1
Not applicable	.	.	22.4	11	.	.

Table C.35. Annual salary for secondary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Less than \$5,000	44.0	11	37.1	13	41.7	15
\$5,000 - \$25,000	48.0	12	48.6	17	50.0	18
More than \$25,000 but less than \$35,000	4.0	1	2.9	1	2.8	1
More than \$35,000 but less than \$45,000	4.0	1	5.7	2	.	.
More than \$45,000 but less than \$55,000	.	.	2.9	1	2.8	1
More than \$55,000 but less than \$65,000	.	.	.	.	.	.
More than \$65,000 but less than \$85,000	.	.	.	.	2.8	1
More than \$85,000 but less than \$105,000	.	.	2.9	1	.	.
More than \$105,000 but less than \$150,000	.	.	.	.	.	.
\$150,000 or more	.	.	.	.	.	.

Table C.36. Type of position for secondary employment as nurse

	LPN		RN		APN	
	%	N	%	n	%	n
Academic Administrator	-	-	.	.	.	.
Case Manager	.	.	.	.	2.9	1
Clinical Nurse Specialist	-	-	2.7	1	.	.
Consultant	.	.	2.7	1	5.7	2
Nurse Anesthetist	-	-	.	.	17.1	6
Nurse Attorney	.	.	.	.	.	.
Nurse Educator	-	-	5.4	2	31.4	11
Nurse Executive	.	.	.	.	.	.
Nurse Manager	.	.	2.7	1	.	.
Nurse Midwife	-	-	.	.	.	.
Nurse Practitioner	-	-	2.7	1	20.0	7
Office Nurse	8.0	2	8.1	3	.	.
Patient Safety	.	.	.	.	.	.
Quality/Performance Improvement	4.0	1	.	.	.	.
Risk Management	.	.	.	.	.	.
School Nurse	-	-	.	.	.	.
Staff Nurse	80.0	20	56.8	21	11.4	4
Staff / Patient Educator	.	.	.	.	.	.
Other	8.0	2	18.9	7	11.4	4

Table C.37. Major activity of secondary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	.	.	10.3	4	2.7	1
Administration/management	4.2	1	.	.	.	.
Case Management	.	.	2.6	1	2.7	1
Direct Patient Care	87.5	21	64.1	25	43.2	16
Informatics	.	.	.	.	.	.
Nursing Litigation	.	.	.	.	2.7	1
Nursing Research	.	.	.	.	.	.
Performance	.	.	2.6	1	.	.
Improvement/Utilization Review	.	.	.	.	.	.
Sales	.	.	.	.	.	.
Teaching/Instruction/Nurse educator	.	.	5.1	2	43.2	16
Other	8.3	2	15.4	6	5.4	2

Table C.38. Percentage of years employed with secondary employer

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	28.0	7	5.1	2	30.6	11
1-3 years	40.0	10	33.3	13	33.3	12
More than 3, but less than 5 years	8.0	2	20.5	8	13.9	5
More than 5, but less than 10 years	8.0	2	15.4	6	13.9	5
10 or more years	16.0	4	17.9	7	5.6	2
Not applicable	.	.	7.7	3	2.8	1

Table C.39. Population receiving direct patient care at secondary job

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	4.2	1	17.5	7	24.2	8
Neonates	.	.	25.0	10	12.1	4
Children	8.3	2	25.0	10	21.2	7
Adolescents	12.5	3	25.0	10	21.2	7
Young Adults	25.0	6	32.5	13	24.2	8
Adults	41.7	10	42.5	17	48.5	16
Geriatrics	58.3	14	52.5	21	21.2	7
Women	16.7	4	22.5	9	27.3	9

Table C.40. Average hours per week at secondary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
0 to 10 hours	48.0	12	60.0	24	75.7	28
11 to 20 hours	24.0	6	32.5	13	21.6	8
21 to 30 hours	20.0	5	2.5	1	2.7	1
31 to 40 hours	8.0	2	2.5	1	.	.
41 to 50 hours	.	.	2.5	1	.	.
51 hours or more	.	.	.	.	.	.

Table C.41. What nurses like most about their primary nurse position

	LPN		RN		APN	
	%	n	%	n	%	n
The work itself	15.9	34	27.5	73	33.3	42
Workload	.	.	1.5	4	.	.
Salary	5.6	12	1.9	5	4.8	6
The hours/schedule	15.0	32	23.0	61	17.5	22
The location	2.8	6	3.8	10	3.2	4
The people for whom I provide service patients	43.9	94	25.7	68	31.0	39
The people with whom I work co-workers	7.9	17	9.1	24	4.8	6
Immediate supervisor	0.5	1	0.4	1	0.8	1
Management/Administration	.	.	1.9	5	.	.
The benefits insurance, paid vacation, retirement, etc.	4.2	9	2.6	7	4.8	6
I don't like anything about it	1.9	4	0.4	1	.	.
Other	2.3	5	2.3	6	.	.

Table C.42. What nurses like least about their primary nurse position

	LPN		RN		APN	
	%	n	%	n	%	n
The work itself	1.4	3	0.4	1	3.1	4
Workload	21.8	48	19.5	54	15.6	20
Salary	25.0	55	23.8	66	20.3	26
The hours/schedule	4.5	10	8.3	23	10.2	13
The location	2.3	5	1.4	4	4.7	6
The people for whom I provide service patients	0.9	2	1.1	3	0.8	1
The people with whom I work co-workers	1.8	4	1.8	5	1.6	2
Immediate supervisor	0.9	2	2.9	8	3.9	5
Management/Administration	13.2	29	11.2	31	7.8	10
The benefits insurance, paid vacation, retirement, etc.	10.5	23	9.0	25	2.3	3
Nothing, I like everything about my employment	14.1	31	13.7	38	25.0	32
Other	3.6	8	6.9	19	4.7	6

Table C.43. Factors that led to voluntary separation of nurse position within the last two years

	LPN		RN		APN	
	%	n	%	n	%	n
Age	.	.	0.9	2	.	.
Care for dependent adults	.	.	.	.	.	.
Career promotion	0.7	1	1.4	3	4.8	5
Childbearing / childrearing	.	.	0.5	1	.	.
Dissatisfaction with management/supervisor	5.2	8	2.8	6	3.8	4
Employer / employee conflict	2.0	3	.	.	1.0	1
General lack of job satisfaction	2.6	4	1.9	4	1.0	1
Inadequate benefits	.	.	.	.	.	.
Inadequate salary / wages	3.3	5	1.4	3	2.9	3
Increasing administrative burden	.	.	0.9	2	.	.
Opportunity to work in nursing administration	.	.	0.5	1	.	.
Opportunity to work in nursing education	.	.	.	.	.	.
Personal or family concerns	2.0	3	1.4	3	2.9	3
Physical demands of the job	2.0	3	0.9	2	.	.
Relocation	1.3	2	0.9	2	1.0	1
Retired, but now working again	1.3	2	0.9	2	1.0	1
Return to school	.	.	.	.	.	.
Unsafe work environment	0.7	1	0.9	2	.	.
Other	6.5	10	2.3	5	1.9	2
Not applicable	72.5	111	82.2	176	80.0	84

Table C.44. Likelihood to leave primary position in next 12 months

	LPN		RN		APN	
	%	n	%	n	%	n
Very unlikely	48.4	109	51.2	145	54.1	72
Somewhat unlikely	12.9	29	17.7	50	21.1	28
Somewhat likely	17.8	40	13.8	39	12.0	16
Very likely	8.9	20	12.7	36	6.0	8
Unsure	12.0	27	4.6	13	6.8	9

Table C.45. Main reason for leaving primary job in the next 12 months

	LPN		RN		APN	
	%	n	%	n	%	n
Age	5.1	10	4.2	10	3.6	4
Care for dependent adults	1.5	3	.	.	.	.
Career promotion	2.0	4	1.3	3	1.8	2
Childbearing / childrearing	1.0	2	2.5	6	2.7	3
Dissatisfaction with management/supervisor	8.1	16	5.4	13	4.5	5
Employer / employee conflict	1.0	2	.	.	1.8	2
General lack of job satisfaction	3.0	6	5.9	14	5.5	6
Inadequate benefits	2.5	5	1.3	3	.	.
Inadequate salary / wages	9.6	19	8.4	20	8.2	9
Increasing administrative burden	1.0	2	1.3	3	0.9	1
Opportunity to work in nursing administration	0.5	1	.	.	.	.
Opportunity to work in nursing education	.	.	.	.	0.9	1
Personal or family concerns	4.1	8	1.7	4	0.9	1
Physical demands of the job	4.6	9	3.8	9	0.9	1
Relocation	2.5	5	3.8	9	3.6	4
Retired, but now working again	2.5	5	1.3	3	.	.
Return to school	3.0	6	0.8	2	.	.
Unsafe work environment	.	.	1.7	4	.	.
Other	5.1	10	6.3	15	5.5	6
Not applicable	42.6	84	50.6	121	59.1	65

Table C.46. Satisfaction with primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	23.4	52	26.6	75	31.6	42
Satisfied	55.9	124	57.1	161	57.1	76
Dissatisfied	12.6	28	8.9	25	6.8	9
Very Dissatisfied	1.4	3	1.8	5	0.8	1
Unsure/Undecided	6.8	15	5.7	16	3.8	5

Table C.47. Satisfaction with primary nursing salary

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	7.2	16	8.8	25	17.4	23
Satisfied	38.7	86	48.9	139	54.5	72
Dissatisfied	40.1	89	30.6	87	18.9	25
Very Dissatisfied	11.7	26	9.5	27	7.6	10
Unsure/Undecided	2.3	5	2.1	6	1.5	2

Table C.48. Satisfaction with nursing as a career

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	35.5	81	36.2	104	54.8	74
Satisfied	48.2	110	51.2	147	42.2	57
Dissatisfied	10.1	23	7.3	21	2.2	3
Very Dissatisfied	3.5	8	2.8	8	.	.
Unsure/Undecided	2.6	6	2.4	7	0.7	1

Table C.49. Years planning to practice nursing in Illinois

	LPN		RN		APN	
	%	n	%	N	%	n
1-5 years	25.7	58	18.2	52	16.4	22
6-10 years	14.6	33	18.6	53	23.9	32
11-15 years	14.2	32	14.0	40	9.7	13
16-20 years	10.2	23	18.9	54	18.7	25
21-30 years	11.1	25	12.3	35	20.1	27
over 30 years	4.4	10	5.6	16	3.0	4
Do not know	19.9	45	12.3	35	8.2	11

Table C.50. Years until eligible to retire

	LPN		RN		APN	
	%	N	%	N	%	n
less than 1 year	6.3	14	5.8	16	2.3	3
1-5 years	12.9	29	9.5	26	13.7	18
6-10 years	17.4	39	15.6	43	22.1	29
11-15 years	17.9	40	17.8	49	11.5	15
16-20 years	15.6	35	18.2	50	22.1	29
21-30 years	16.1	36	22.5	62	20.6	27
greater than 30 years	13.8	31	10.5	29	7.6	10

Table C.51. Years until plan to retire

	LPN		RN		APN	
	%	N	%	N	%	n
less than 1 year	0.9	2	1.8	5	0.7	1
1-5 years	14.6	33	13.7	39	11.9	16
6-10 years	13.7	31	15.1	43	23.9	32
11-15 years	13.3	30	14.4	41	9.0	12
16-20 years	10.2	23	15.8	45	17.2	23
21-30 years	11.5	26	16.5	47	20.1	27
greater than 30 years	9.7	22	6.3	18	5.2	7
Do not know	26.1	59	16.5	47	11.9	16

Table C.52. Primary factor to continue working as nurse

	LPN		RN		APN	
	%	N	%	N	%	n
Increased salary	13.8	26	10.4	24	5.4	6
A less physically demanding position	7.4	14	5.2	12	2.7	3
Continued benefits	2.6	5	3.5	8	1.8	2
New learning opportunity	0.5	1	1.7	4	.	.
Shortened/flexible work hours	7.4	14	8.7	20	13.5	15
Better workplace safety	0.5	1	1.3	3	.	.
Other	2.1	4	3.0	7	1.8	2
Do not plan to retire	65.6	124	66.2	153	74.8	83

Table C.53. Encourage others to choose nursing as a career

	LPN		RN		APN	
	%	N	%	N	%	n
Yes	76.2	202	76.6	252	95.7	135
No	23.8	63	23.4	77	4.3	6

APPENDIX D

HSA 3 – ILLINOIS COUNTIES OF ADAMS, BROWN, CALHOUN, CASS, CHRISTIAN, GREENE, HANCOCK, JERSEY, LOGAN, MACOUPIN, MASON, MENARD, MONTGOMERY, MORGAN, PIKE, SANGAMON, SCHUYLER, AND SCOTT

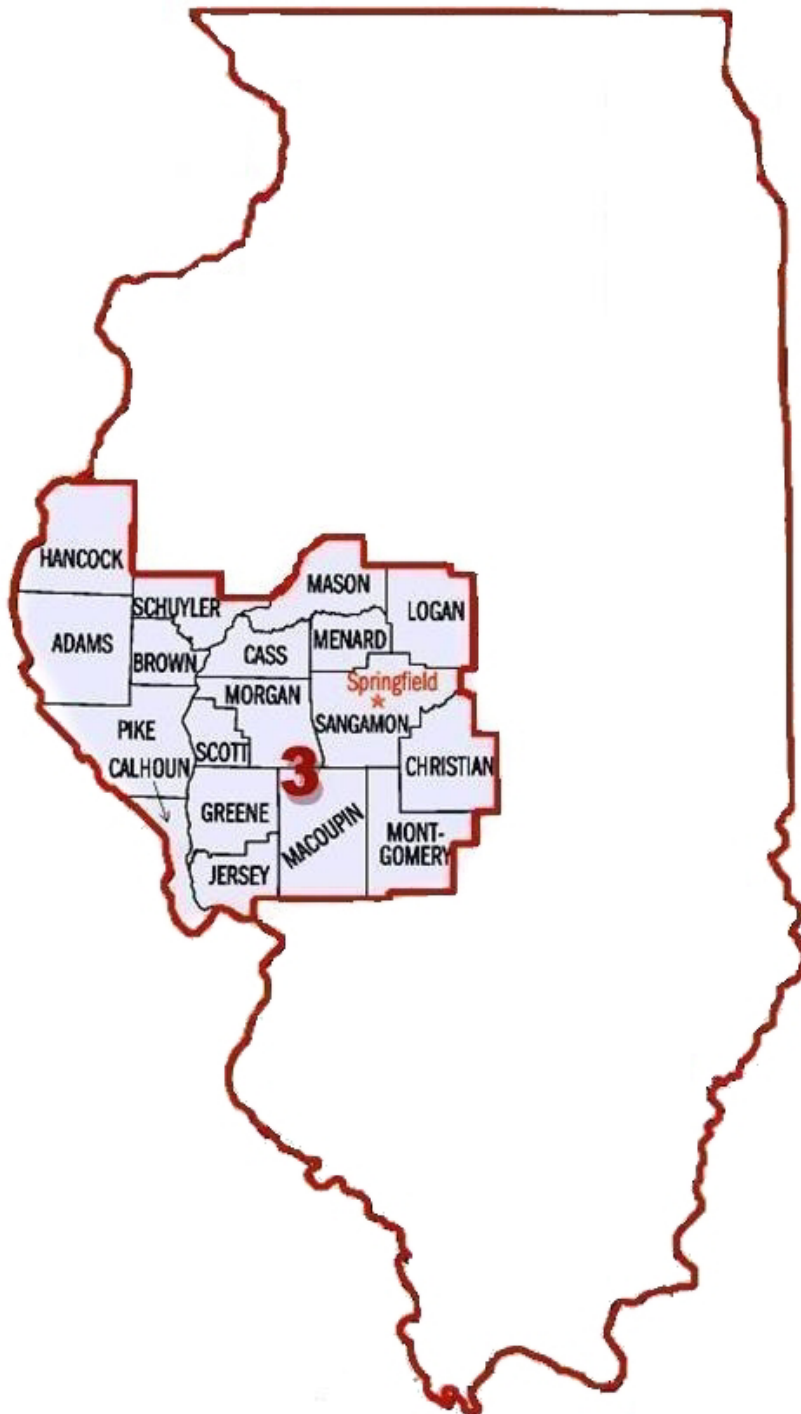


Table D.1. Location of the nursing education program in preparation of licensing examination

	LPN		RN		APN	
	%	n	%	n	%	n
Illinois	95.9	210	84.2	288	82.0	114
Other state or US Territory	4.1	9	15.2	52	18.0	25
Foreign Country	.	.	0.6	2	.	.

Table D.2. Percentage of nurses currently enrolled in a nursing education degree program

	LPN		RN		APN	
	%	n	%	n	%	n
Other	1.8	4	0.3	1	.	.
Not currently enrolled	67.4	147	93.2	317	98.6	137
Associate Degree Program	8.7	19	.	.	.	.
Baccalaureate Degree Program	0.9	2	2.9	10	0.7	1
Master's Degree Program	.	.	2.6	9	0.7	1
Post-Master's Certificate Program	0.0	.	0.6	2	.	.
Doctoral Program	0.0	.	0.3	1	.	.
Not currently enrolled, but interested	21.1	46	-	-	-	-

Table D.3. Percentage of the greatest barrier to continuing education

	LPN		RN		APN	
	%	n	%	n	%	n
Cost of tuition	34.5	70	-	-	-	-
Family obligations	16.7	34	-	-	-	-
Current job does not allow the time	6.9	14	-	-	-	-
No schools within driving distance	1.5	3	-	-	-	-
Other	10.3	21	-	-	-	-
I am not interested in continuing my education	30.0	61	-	-	-	-

Table D.4. Percentage of non-nursing degrees completed

	LPN		RN		APN	
	%	n	%	n	%	n
Do not have a non-nursing degree	90.2	185	51.4	171	55.2	74
Associate Degree	8.3	17	30.9	103	16.4	22
Bachelor's Degree	2.0	4	18.3	61	20.1	27
Master's Degree	.	.	4.8	16	19.4	26
Doctorate	.	.	0.3	1	.	.

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table D.5. Percentage of type of nursing program or class

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	89.4	185	92.8	295	98.4	124
Classroom based	8.2	17	1.3	4	.	.
Classroom based with on-line/internet components	1.9	4	1.6	5	0.8	1
On-line/internet based and administered within Illinois	0.5	1	2.2	7	0.8	1
On-line/internet based and administered outside of Illinois	0.5	1	2.8	9	.	.

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table D.6. Reasons unable to work

	LPN		RN		APN	
	%	n	%	n	%	n
I provide care for a dependent adult	1.9	4	1.5	5	0.8	1
I provide care for a child with special needs	2.3	5	0.3	1	.	.
I have young children who do not attend daycare	5.1	11	2.4	8	1.5	2
I am staying home with my infant until s/he is older	1.4	3	2.4	8	.	.
Other	13.5	29	10.5	35	2.3	3
Not applicable	79.1	170	85.2	283	95.4	124

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table D.7. Percentage of racial identification

	LPN		RN		APN	
	%	n	%	n	%	n
White	97.7	210	99.7	340	99.3	135
Black or African American	2.3	5	7.6	26	8.8	12
Asian	.	.	0.6	2	0.7	1
Native Hawaiian or other Pacific Islander	.	.	0.9	3	2.9	4
American Indian or Alaska Native	0.5	1	.	.	0.7	1

Table D.8. Percentage of Spanish, Hispanic or Latino origin or descent

	LPN		RN		APN	
	%	n	%	n	%	n
No, not Spanish/Hispanic/Latino	99.1	213	99.7	336	99.3	136
Yes, Puerto Rican	.	.	.	.	.	.
Yes, Mexican, Mexican-American, Chicano	0.5	1	.	.	.	.
Yes, Cuban	.	.	.	.	.	.
Yes, other Spanish/Hispanic/Latino	0.5	1	0.3	1	0.7	1

Table D.9. Percentage of language spoken other than English

	LPN		RN		APN	
	%	n	%	n	%	n
Chinese	.	.	5.6	2	.	.
German	4.8	1	13.9	5	41.7	10
Polish	.	.	2.8	1	.	.
Russian	.	.	.	.	.	.
Spanish	14.3	3	30.6	11	33.3	8
Tagalog	.	.	2.8	1	.	.
Other	81.0	17	44.4	16	25.0	6

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table D.10. Percentage of Gender identification

	LPN		RN		APN	
	%	n	%	n	%	n
Female	98.6	215	95.3	325	88.3	121
Male	1.4	3	4.7	16	11.7	16

Table D.11. Percentage of marital status identification

	LPN		RN		APN	
	%	n	%	n	%	n
Married/Living with a partner	66.8	145	75.2	255	80.9	110
Divorced/Widowed/Separated	21.7	47	17.4	59	9.6	13
Single/Never married	11.5	25	7.4	25	9.6	13

Table D.12. Percentage of age category identification

	LPN		RN		APN	
	%	n	%	n	%	n
18-25 years old	2.8	6	2.6	9	.	.
26-35 years old	17.5	38	10.6	36	8.0	11
36-45 years old	24.0	52	22.6	77	25.5	35
46-55 years old	29.5	64	29.9	102	46.7	64
56-60 years old	12.4	27	13.8	47	12.4	17
61-65 years old	6.9	15	9.7	33	7.3	10
over 65 years old	6.9	15	10.9	37	.	.

Table D.13. Percentage of years licensed as an RN or LPN

	LPN		RN		APN	
	%	n	%	n	%	n
less than 1 year	2.3	5	0.3	1	.	.
1-5 years	15.7	34	8.2	28	.	.
6-10 years	8.8	19	8.8	30	4.4	6
11-15 years	13.4	29	14.1	48	13.2	18
16-20 years	13.4	29	11.1	38	14.0	19
21-30 years	29.0	63	23.2	79	36.8	50
greater than 30 years	17.5	38	34.3	117	31.6	43

Table D.14. Percentage of nursing education programs completed

	LPN		RN		APN	
	%	n	%	n	%	n
Practical Nursing Program	-	-	10.9	37	5.8	8
RN Diploma Program	-	-	41.2	140	35.8	49
Associate Degree Program	-	-	42.4	144	26.3	36
Baccalaureate Degree Program	-	-	32.1	109	70.8	97
Master's Degree Program	-	-	7.1	24	78.8	108
Post-Master's Certificate	-	-	0.6	2	13.1	18
Doctoral Program	-	-	1.2	4	2.2	3

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table D.15. Percentage currently teaching in nursing education program

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, full-time	-	-	1.2	4	6.6	9
Yes, part-time	-	-	1.8	6	5.1	7
No	-	-	97.1	330	88.3	121

Table D.16. Percentage considering teaching, if not already teaching

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, full-time	-	-	12.2	40	10.1	12
Yes, part-time	-	-	25.1	82	30.3	36
No	-	-	62.7	205	59.7	71

Table D.17. Percentage of obstacles to teaching

	LPN		RN		APN	
	%	n	%	n	%	n
Current job demands limit it	-	-	17.4	57	39.7	50
Do not want to leave clinical practice	-	-	9.2	30	34.9	44
Salary	-	-	15.6	51	47.6	60
Transition from clinical practice to education is difficult	-	-	3.7	12	3.2	4
No interest in teaching	-	-	28.7	94	20.6	26
Education/degree does not qualify me to teach	-	-	53.5	175	7.9	10
Other	-	-	10.1	33	11.1	14

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table D.18. Percentage of years worked as an APN

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	-	-	-	-	3.0	4
1-3 years	-	-	-	-	11.9	16
More than 3, but less than 5 years	-	-	-	-	8.2	11
5-10 years	-	-	-	-	33.6	45
More than 10 years	-	-	-	-	41.8	56
Not applicable	-	-	-	-	1.5	2

Table D.19. Percentage currently working as an APN

	LPN		RN		APN	
	%	n	%	n	%	n
Yes	-	-	-	-	89.8	123
No	-	-	-	-	10.2	14

Table D.20. Reasons not working as APN

	LPN		RN		APN	
	%	n	%	n	%	n
It is difficult to find an APN position	-	-	-	-	1.8	2
Satisfied with current job	-	-	-	-	2.7	3
Better salary / benefits in current or alternative non-APN	-	-	-	-	3.5	4
Other	-	-	-	-	5.3	6
Not applicable	-	-	-	-	88.5	100

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table D.21. Percentage of APNs who had difficulty finding current position

	LPN		RN		APN	
	%	n	%	n	%	n
Yes	-	-	-	-	18.1	23
No	-	-	-	-	81.9	104

Table D.22. Reasons APNs had difficulty finding current APN position

	LPN		RN		APN	
	%	n	%	n	%	n
Overall lack of practice opportunities for APN's	-	-	-	-	3.5	4
Lack of practice opportunities for APN's in desired geograph	-	-	-	-	10.4	12
Lack of opportunities for APN's in desired practice setting	-	-	-	-	7.0	8
Inadequate salary for advanced practice responsibilities	-	-	-	-	1.7	2
Other	-	-	-	-	2.6	3
Not applicable	-	-	-	-	74.8	86

Table D.23. Current primary work situation

	LPN		RN		APN	
	%	n	%	n	%	n
Working in an APN position	-	-	-	-	88.1	119
Working in an RN position	-	-	77.1	259	3.0	4
Working in a faculty position	-	-	3.0	10	5.2	7
Working in an LPN position	82.2	176	-	-	0.0	
Working in a non-nursing job -- looking for an APN position	-	-	-	-	.	.
Working in a non-nursing job -- looking for an RN/LPN position	0.9	2	0.6	2	0.7	1
Working in a non-nursing job -- not looking for an RN/APN po	6.1	13	2.7	9	0.7	1
Not employed -- looking for an APN position	-	-	-	-	.	.
Not employed -- looking for an RN position	1.4	3	0.9	3	.	.
Not employed -- looking for a non-nursing position	0.9	2	.	.	.	.
Not employed -- not looking for a job	3.3	7	4.8	16	1.5	2
Retired	5.1	11	11.0	37	0.7	1

Table D.24. Working as a nurse in what states

	LPN		RN		APN	
	%	n	%	n	%	n
Iowa	0.6	1	1.1	3	0.8	1
Illinois	98.3	173	98.1	258	95.8	115
Indiana	.	.	.	.	0.8	1
Kentucky	.	.	.	.	.	.
Missouri	0.6	1	0.8	2	1.7	2
Wisconsin	.	.	.	.	.	.
Other	0.6	1	.	.	0.8	1

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table D.25. Type of setting for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Alcohol/Detox/Halfway House	1.1	2	0.4	1	.	.
Ambulatory Care	1.7	3	4.4	12	3.8	5
Assisted Living Facility	3.3	6	1.1	3	.	.
Dialysis Center	1.1	2	0.4	1	.	.
Federally Qualified Health Center FQHC	0.6	1	0.7	2	1.5	2
Healthcare Industry Vendors	.	.	.	.	.	.
Home Health	3.3	6	3.3	9	.	.
Hospice	.	.	1.1	3	.	.
Hospital	15.5	28	49.4	134	37.6	50
Insurance Company/HMO	.	.	1.1	3	.	.
Law Office	.	.	.	.	.	.
Nursing Home	42.0	76	7.0	19	0.8	1
Occupational Health	1.1	2	1.1	3	0.8	1
Parish Nurses	.	.	.	.	.	.
Physician's Office/Health Clinic	21.5	39	12.9	35	35.3	47
Professional Healthcare Organization	.	.	0.7	2	.	.
Public/Community Health	1.1	2	4.1	11	3.0	4
Self-Employed	.	.	0.4	1	3.0	4
Staffing Agency	1.7	3	0.4	1	.	.
Student Health/School	1.7	3	3.3	9	.	.
University/College/Tech School	0.6	1	2.6	7	9.0	12
Other	2.8	5	4.8	13	5.3	7
Not applicable	1.1	2	0.7	2	.	.

Table D.26. Type of compensation for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Salary without incentive	-	-	56.4	154	53.0	70
Salary with incentive	-	-	23.8	65	33.3	44
Non-salaried example: Contractual or Fee for service	-	-	10.6	29	12.9	17
Other	-	-	9.2	25	0.8	1

Table D.27. Annual salary for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Less than \$5,000	1.2	2	1.9	5	.	.
\$5,000 - \$25,000	35.1	60	14.1	37	1.5	2
More than \$25,000 but less than \$35,000	41.5	71	12.5	33	2.3	3
More than \$35,000 but less than \$45,000	15.8	27	21.3	56	5.4	7
More than \$45,000 but less than \$55,000	5.8	10	20.5	54	5.4	7
More than \$55,000 but less than \$65,000	0.6	1	14.4	38	18.5	24
More than \$65,000 but less than \$85,000	.	.	11.4	30	32.3	42
More than \$85,000 but less than \$105,000	.	.	2.7	7	5.4	7
More than \$105,000 but less than \$150,000	.	.	0.8	2	13.1	17
\$150,000 or more	.	.	0.4	1	16.2	21

Table D.28. Type of position for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Academic Administrator	-	-	0.4	1	.	.
Case Manager	.	.	5.8	16	.	.
Clinical Nurse Specialist	-	-	0.7	2	7.5	10
Consultant	.	.	2.2	6	.	.
Nurse Anesthetist	-	-	0.4	1	30.6	41
Nurse Attorney	.	.	.	.	.	.
Nurse Educator	-	-	3.6	10	3.0	4
Nurse Executive	.	.	2.9	8	1.5	2
Nurse Manager	1.6	3	10.5	29	.	.
Nurse Midwife	-	-	.	.	2.2	3
Nurse Practitioner	-	-	1.8	5	52.2	70
Office Nurse	20.9	38	8.0	22	.	.
Patient Safety	1.6	3	.	.	.	.
Quality/Performance Improvement	.	.	1.1	3	.	.
Risk Management	.	.	0.4	1	.	.
School Nurse	-	-	3.6	10	.	.
Staff Nurse	62.6	114	49.1	135	1.5	2
Staff / Patient Educator	2.2	4	1.8	5	.	.
Other	11.0	20	7.6	21	1.5	2

Table D.29. Major activity of primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	3.9	7	2.2	6	1.5	2
Administration/management	2.2	4	14.9	41	3.7	5
Case Management	.	.	7.2	20	1.5	2
Direct Patient Care	82.9	150	62.0	171	79.1	106
Informatics	.	.	.	.	1.5	2
Nursing Litigation	.	.	0.4	1	.	.
Nursing Research	0.6	1	0.7	2	.	.
Performance	0.6	1	0.7	2	1.5	2
Improvement/Utilization Review						
Sales	.	.	.	.	.	.
Teaching/Instruction/Nurse educator	1.1	2	5.4	15	6.0	8
Other	8.8	16	6.5	18		

Table D.30. Percentage of years employed with primary employer

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	17.2	31	7.6	21	9.0	12
1-3 years	25.6	46	20.2	56	21.6	29
More than 3, but less than 5 years	5.6	10	10.1	28	11.9	16
More than 5, but less than 10 years	20.0	36	17.3	48	23.1	31
10 or more years	30.6	55	44.4	123	32.8	44
Not applicable	1.1	2	0.4	1	1.5	2

Table D.31. Population receiving direct patient care at primary job

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	3.3	6	13.0	35	3.8	5
Neonates	3.3	6	17.5	47	29.3	39
Children	21.1	38	27.1	73	49.6	66
Adolescents	18.9	34	26.0	70	55.6	74
Young Adults	24.4	44	33.8	91	59.4	79
Adults	40.6	73	63.6	171	79.7	106
Geriatrics	72.8	131	46.5	125	60.9	81
Women	15.6	28	32.3	87	57.1	76

Table D.32. Average hours per week at primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
0 to 10 hours	0.6	1	4.7	13	2.3	3
11 to 20 hours	5.6	10	6.5	18	4.5	6
21 to 30 hours	9.6	17	11.6	32	15.0	20
31 to 40 hours	54.5	97	45.7	126	29.3	39
41 to 50 hours	27.5	49	26.4	73	40.6	54
51 hours or more	2.2	4	5.1	14	8.3	11

Table D.33. Currently employed in more than one job

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, in nursing	5.0	9	11.6	32	25.6	34
Yes, not in nursing	6.1	11	2.5	7	2.3	3
No	88.9	160	85.9	238	72.2	96

Table D.34. Type of setting for secondary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Alcohol/Detox/Halfway House	.	.	.	.	.	.
Ambulatory Care	.	.	2.4	1	5.9	2
Assisted Living Facility	37.5	3	2.4	1	.	.
Dialysis Center	.	.	.	.	.	.
Federally Qualified Health Center FQHC	.	.	.	.	2.9	1
Healthcare Industry Vendors	.	.	.	.	2.9	1
Home Health	25.0	2	4.9	2	.	.
Hospice	.	.	2.4	1	2.9	1
Hospital	25.0	2	26.8	11	38.2	13
Insurance Company/HMO	.	.	2.4	1	.	.
Law Office	.	.	.	.	.	.
Nursing Home	.	.	4.9	2	5.9	2
Occupational Health	.	.	.	.	.	.
Parish Nurses	.	.	.	.	.	.
Physician's Office/Health Clinic	.	.	14.6	6	14.7	5
Professional Healthcare Organization	.	.	.	.	.	.
Public/Community Health	.	.	.	.	.	.
Self-Employed	.	.	.	.	8.8	3
Staffing Agency	.	.	.	.	.	.
Student Health/School	.	.	2.4	1	.	.
University/College/Tech School	.	.	2.4	1	5.9	2
Other	12.5	1	12.2	5	11.8	4
Not applicable	.	.	22.0	9	.	.

Table D.35. Annual salary for secondary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Less than \$5,000	25.0	2	34.5	10	34.4	11
\$5,000 - \$25,000	62.5	5	62.1	18	31.3	10
More than \$25,000 but less than \$35,000	.	.	.	.	6.3	2
More than \$35,000 but less than \$45,000	.	.	3.4	1	12.5	4
More than \$45,000 but less than \$55,000	12.5	1	.	.	6.3	2
More than \$55,000 but less than \$65,000	.	.	.	.	6.3	2
More than \$65,000 but less than \$85,000	.	.	.	.	3.1	1
More than \$85,000 but less than \$105,000	.	.	.	.	.	.
More than \$105,000 but less than \$150,000	.	.	.	.	.	.
\$150,000 or more	.	.	.	.	.	.

Table D.36. Type of position for secondary employment as nurse

	LPN		RN		APN	
	%	N	%	n	%	n
Academic Administrator	-	-	.	.	.	.
Case Manager	.	.	6.5	2	.	.
Clinical Nurse Specialist	-	-	9.7	3	2.9	1
Consultant	.	.	.	.	5.9	2
Nurse Anesthetist	-	-	.	.	17.6	6
Nurse Attorney	.	.	.	.	.	.
Nurse Educator	-	-	3.2	1	2.9	1
Nurse Executive	.	.	.	.	2.9	1
Nurse Manager	.	.	.	.	5.9	2
Nurse Midwife	-	-	.	.	.	.
Nurse Practitioner	-	-	3.2	1	41.2	14
Office Nurse	.	.	12.9	4	2.9	1
Patient Safety	.	.	.	.	.	.
Quality/Performance Improvement	.	.	3.2	1	2.9	1
Risk Management	.	.	.	.	.	.
School Nurse	-	-	3.2	1	.	.
Staff Nurse	87.5	7	48.4	15	11.8	4
Staff / Patient Educator	.	.	.	.	.	.
Other	12.5	1	9.7	3	2.9	1

Table D.37. Major activity of secondary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	.	.	5.9	2	.	.
Administration/management	.	.	2.9	1	5.9	2
Case Management	.	.	5.9	2	.	.
Direct Patient Care	100.0	8	61.8	21	67.6	23
Informatics	.	.	.	.	.	.
Nursing Litigation	.	.	.	.	.	.
Nursing Research	.	.	2.9	1	.	.
Performance	.	.	2.9	1	2.9	1
Improvement/Utilization Review	.	.	.	.	.	.
Sales	.	.	.	.	.	.
Teaching/Instruction/Nurse educator	.	.	5.9	2	11.8	4
Other	.	.	11.8	4	11.8	4

Table D.38. Percentage of years employed with secondary employer

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	50.0	4	14.7	5	29.4	10
1-3 years	25.0	2	11.8	4	20.6	7
More than 3, but less than 5 years	12.5	1	26.5	9	11.8	4
More than 5, but less than 10 years	.	.	14.7	5	17.6	6
10 or more years	12.5	1	29.4	10	17.6	6
Not applicable	.	.	2.9	1	2.9	1

Table D.39. Population receiving direct patient care at secondary job

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	.	.	22.2	8	17.6	6
Neonates	.	.	22.2	8	14.7	5
Children	12.5	1	22.2	8	35.3	12
Adolescents	12.5	1	22.2	8	38.2	13
Young Adults	12.5	1	27.8	10	50.0	17
Adults	62.5	5	61.1	22	67.6	23
Geriatrics	75.0	6	50.0	18	52.9	18
Women	12.5	1	25.0	9	44.1	15

Table D.40. Average hours per week at secondary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
0 to 10 hours	28.6	2	70.6	24	58.8	20
11 to 20 hours	14.3	1	20.6	7	26.5	9
21 to 30 hours	42.9	3	5.9	2	11.8	4
31 to 40 hours	14.3	1	2.9	1	.	.
41 to 50 hours	.	.	.	.	.	.
51 hours or more	.	.	.	.	2.9	1

Table D.41. What nurses like most about their primary nurse position

	LPN		RN		APN	
	%	n	%	n	%	n
The work itself	15.2	26	28.2	74	45.7	58
Workload	0.6	1	0.8	2	0.8	1
Salary	2.9	5	3.4	9	6.3	8
The hours/schedule	18.1	31	20.2	53	16.5	21
The location	5.3	9	4.2	11	2.4	3
The people for whom I provide service patients	42.1	72	24.8	65	16.5	21
The people with whom I work co-workers	2.3	4	8.8	23	7.1	9
Immediate supervisor	3.5	6	1.1	3	0.8	1
Management/Administration	.	.	1.9	5	.	.
The benefits insurance, paid vacation, retirement, etc.	5.8	10	3.1	8	3.9	5
I don't like anything about it	1.8	3	1.9	5	.	.
Other	2.3	4	1.5	4	.	.

Table D.42. What nurses like least about their primary nurse position

	LPN		RN		APN	
	%	n	%	n	%	n
The work itself	1.1	2	0.7	2	0.8	1
Workload	15.3	27	20.9	56	13.7	18
Salary	27.8	49	19.4	52	14.5	19
The hours/schedule	9.7	17	6.7	18	8.4	11
The location	4.5	8	3.7	10	5.3	7
The people for whom I provide service patients	0.6	1	0.4	1	1.5	2
The people with whom I work co-workers	1.1	2	2.2	6	3.1	4
Immediate supervisor	0.6	1	1.9	5	3.8	5
Management/Administration	9.1	16	12.7	34	14.5	19
The benefits insurance, paid vacation, retirement, etc.	9.7	17	9.7	26	6.9	9
Nothing, I like everything about my employment	15.9	28	18.3	49	22.9	30
Other	4.5	8	3.4	9	4.6	6

Table D.43. Factors that led to voluntary separation of nurse position within the last two years

	LPN		RN		APN	
	%	n	%	n	%	n
Age	.	.	0.5	1	.	.
Care for dependent adults	.	.	0.5	1	.	.
Career promotion	.	.	2.4	5	2.9	3
Childbearing / childrearing	.	.	0.5	1	1.0	1
Dissatisfaction with management/supervisor	4.6	6	3.4	7	1.9	2
Employer / employee conflict	1.5	2	.	.	1.0	1
General lack of job satisfaction	2.3	3	.	.	1.9	2
Inadequate benefits	.	.	0.5	1	1.9	2
Inadequate salary / wages	0.8	1	0.5	1	.	.
Increasing administrative burden	.	.	1.5	3	.	.
Opportunity to work in nursing administration	.	.	.	.	.	.
Opportunity to work in nursing education	.	.	1.5	3	.	.
Personal or family concerns	1.5	2	1.0	2	1.0	1
Physical demands of the job	0.8	1	2.0	4	1.0	1
Relocation	2.3	3	2.0	4	2.9	3
Retired, but now working again	.	.	2.0	4	1.0	1
Return to school	0.8	1	.	.	.	.
Unsafe work environment	4.6	6	1.0	2	1.0	1
Other	0.8	1	1.0	2	1.0	1
Not applicable	80.2	105	80.0	164	81.9	86

Table D.44. Likelihood to leave primary position in next 12 months

	LPN		RN		APN	
	%	n	%	n	%	n
Very unlikely	59.4	107	55.4	154	71.4	95
Somewhat unlikely	11.7	21	16.9	47	10.5	14
Somewhat likely	11.1	20	12.9	36	6.8	9
Very likely	8.3	15	10.1	28	8.3	11
Unsure	9.4	17	4.7	13	3.0	4

Table D.45. Main reason for leaving primary job in the next 12 months

	LPN		RN		APN	
	%	n	%	n	%	n
Age	2.7	4	6.2	14	1.8	2
Care for dependent adults	.	.	.	.	.	.
Career promotion	0.7	1	2.2	5	2.6	3
Childbearing / childrearing	.	.	0.9	2	0.9	1
Dissatisfaction with management/supervisor	4.7	7	5.3	12	3.5	4
Employer / employee conflict	0.7	1	.	.	.	.
General lack of job satisfaction	4.7	7	3.1	7	3.5	4
Inadequate benefits	0.7	1	1.3	3	0.9	1
Inadequate salary / wages	10.1	15	4.4	10	8.8	10
Increasing administrative burden	2.0	3	3.5	8	.	.
Opportunity to work in nursing administration	.	.	0.4	1	.	.
Opportunity to work in nursing education	.	.	0.9	2	1.8	2
Personal or family concerns	1.4	2	2.7	6	2.6	3
Physical demands of the job	6.8	10	5.3	12	.	.
Relocation	4.1	6	2.7	6	1.8	2
Retired, but now working again	1.4	2	0.9	2	0.9	1
Return to school	3.4	5	1.8	4	.	.
Unsafe work environment	0.7	1	1.3	3	.	.
Other	5.4	8	4.0	9	1.8	2
Not applicable	50.7	75	53.1	120	69.3	79

Table D.46. Satisfaction with primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	24.7	44	25.7	71	45.5	60
Satisfied	58.4	104	58.0	160	47.0	62
Dissatisfied	7.9	14	9.8	27	3.8	5
Very Dissatisfied	3.4	6	2.2	6	0.8	1
Unsure/Undecided	5.6	10	4.3	12	3.0	4

Table D.47. Satisfaction with primary nursing salary

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	1.1	2	8.4	23	17.3	23
Satisfied	44.9	80	44.9	123	51.9	69
Dissatisfied	37.1	66	35.8	98	23.3	31
Very Dissatisfied	13.5	24	9.1	25	6.0	8
Unsure/Undecided	3.4	6	1.8	5	1.5	2

Table D.48. Satisfaction with nursing as a career

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	39.9	71	41.7	116	48.5	65
Satisfied	47.2	84	45.3	126	42.5	57
Dissatisfied	7.3	13	9.7	27	4.5	6
Very Dissatisfied	2.8	5	1.4	4	.	.
Unsure/Undecided	2.8	5	1.8	5	4.5	6

Table D.49. Years planning to practice nursing in Illinois

	LPN		RN		APN	
	%	n	%	N	%	n
1-5 years	24.9	44	18.2	50	14.4	19
6-10 years	11.3	20	19.0	52	28.0	37
11-15 years	14.1	25	20.1	55	18.2	24
16-20 years	12.4	22	16.4	45	18.9	25
21-30 years	13.6	24	11.3	31	12.9	17
over 30 years	8.5	15	5.1	14	2.3	3
Do not know	15.3	27	9.9	27	5.3	7

Table D.50. Years until eligible to retire

	LPN		RN		APN	
	%	N	%	N	%	n
less than 1 year	4.5	8	6.7	18	6.1	8
1-5 years	12.9	23	9.3	25	12.9	17
6-10 years	9.0	16	16.4	44	18.9	25
11-15 years	16.3	29	20.1	54	24.2	32
16-20 years	15.7	28	19.4	52	13.6	18
21-30 years	22.5	40	17.2	46	19.7	26
greater than 30 years	19.1	34	10.8	29	4.5	6

Table D.51. Years until plan to retire

	LPN		RN		APN	
	%	N	%	N	%	n
less than 1 year	1.1	2	2.5	7	2.2	3
1-5 years	14.9	27	12.6	35	9.0	12
6-10 years	9.4	17	17.6	49	22.4	30
11-15 years	14.4	26	18.3	51	17.2	23
16-20 years	11.6	21	16.5	46	20.1	27
21-30 years	13.8	25	10.8	30	12.7	17
greater than 30 years	12.7	23	5.4	15	3.0	4
Do not know	22.1	40	16.2	45	13.4	18

Table D.52. Primary factor to continue working as nurse

	LPN		RN		APN	
	%	N	%	N	%	n
Increased salary	11.6	17	11.3	26	10.8	12
A less physically demanding position	8.8	13	7.0	16	4.5	5
Continued benefits	3.4	5	3.5	8	2.7	3
New learning opportunity	1.4	2	1.7	4	0.9	1
Shortened/flexible work hours	2.7	4	9.6	22	4.5	5
Better workplace safety	.	.	0.9	2	.	.
Other	4.1	6	2.2	5	3.6	4
Do not plan to retire	68.0	100	63.9	147	73.0	81

Table D.53. Encourage others to choose nursing as a career

	LPN		RN		APN	
	%	N	%	N	%	n
Yes	78.4	167	76.9	256	83.2	114
No	21.6	46	23.1	77	16.8	23

APPENDIX E

**HSA 4 – ILLINOIS COUNTIES OF CHAMPAIGN, CLARK, COLES, CUMBERLAND,
DEWITT, DOUGLAS, EDGAR, FORD, IROQUOIS, LIVINGSTON, MACON,
MCLEAN, MOULTRIE, PIATT, SHELBY, AND VERMILION**

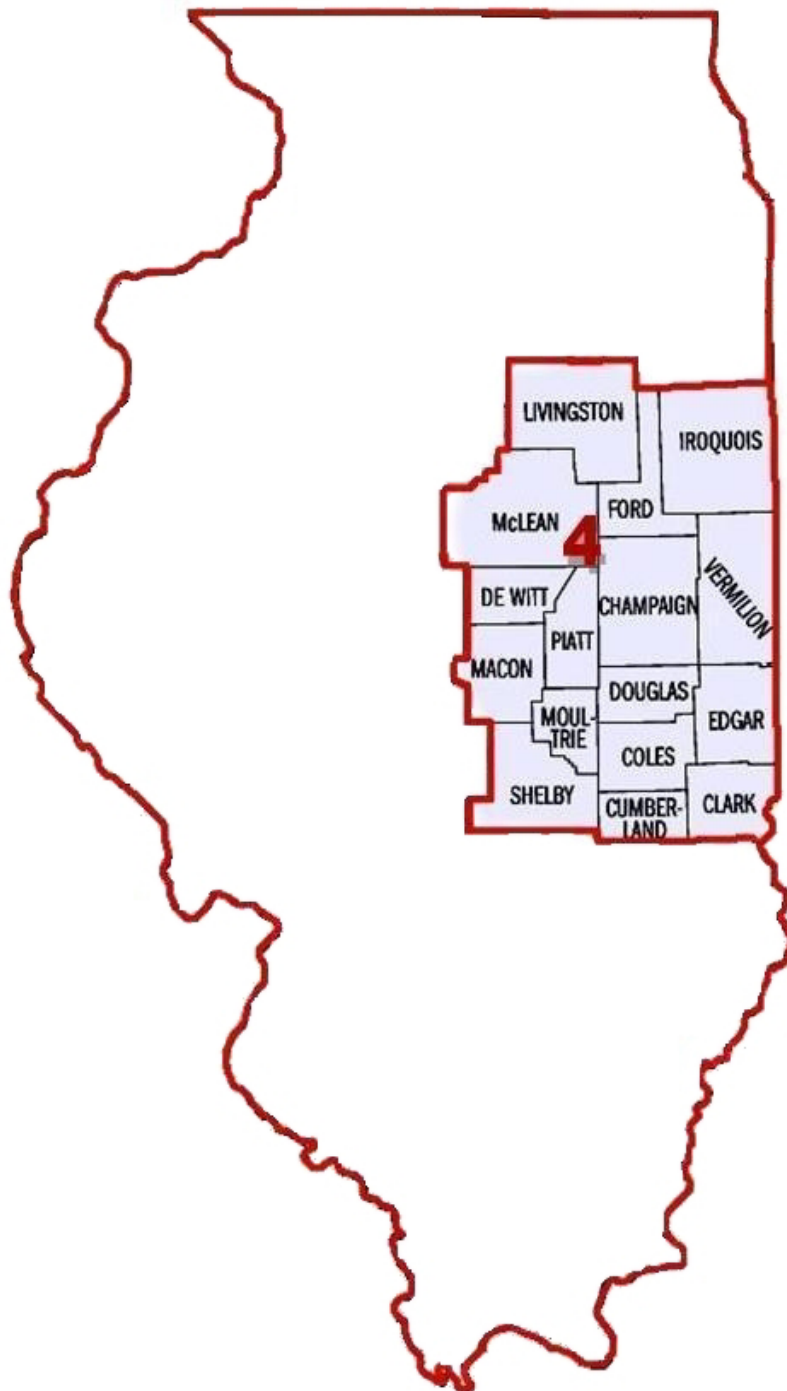


Table E.1. Location of the nursing education program in preparation of licensing examination

	LPN		RN		APN	
	%	n	%	n	%	n
Illinois	92.1	255	85.0	294	70.4	131
Other state or US Territory	7.9	22	13.9	48	29.0	54
Foreign Country	.	.	1.2	4	0.5	1

Table E.2. Percentage of nurses currently enrolled in a nursing education degree program

	LPN		RN		APN	
	%	n	%	n	%	n
Other	1.1	3	0.3	1	.	.
Not currently enrolled	74.5	204	91.0	312	99.5	185
Associate Degree Program	5.5	15	0.9	3	.	.
Baccalaureate Degree Program	1.8	5	4.1	14	.	.
Master's Degree Program	.	.	3.2	11	.	.
Post-Master's Certificate Program	0.0	.	0.3	1	0.5	1
Doctoral Program	0.0	.	0.3	1	.	.
Not currently enrolled, but interested	17.2	47	-	-	-	-

Table E.3. Percentage of the greatest barrier to continuing education

	LPN		RN		APN	
	%	n	%	n	%	n
Cost of tuition	27.4	73	-	-	-	-
Family obligations	18.0	48	-	-	-	-
Current job does not allow the time	7.5	20	-	-	-	-
No schools within driving distance	1.1	3	-	-	-	-
Other	10.5	28	-	-	-	-
I am not interested in continuing my education	35.3	94	-	-	-	-

Table E.4. Percentage of non-nursing degrees completed

	LPN		RN		APN	
	%	n	%	n	%	n
Do not have a non-nursing degree	83.9	229	60.7	205	66.3	120
Associate Degree	12.5	34	23.7	80	9.4	17
Bachelor's Degree	4.4	12	15.1	51	14.9	27
Master's Degree	.	.	6.8	23	14.9	27
Doctorate	0.7	2	.	.	2.2	4

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table E.5. Percentage of type of nursing program or class

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	91.8	245	91.4	296	100.0	169
Classroom based	4.5	12	2.2	7	.	.
Classroom based with on-line/internet components	2.6	7	1.2	4	.	.
On-line/internet based and administered within Illinois	0.7	2	1.9	6	.	.
On-line/internet based and administered outside of Illinois	1.5	4	3.4	11	.	.

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table E.6. Reasons unable to work

	LPN		RN		APN	
	%	n	%	n	%	n
I provide care for a dependent adult	2.9	8	0.9	3	0.6	1
I provide care for a child with special needs	2.2	6	0.6	2	0.6	1
I have young children who do not attend daycare	2.5	7	2.1	7	.	.
I am staying home with my infant until s/he is older	0.4	1	1.8	6	1.1	2
Other	17.4	48	8.9	30	1.7	3
Not applicable	77.9	215	87.5	294	96.1	172

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table E.7. Percentage of racial identification

	LPN		RN		APN	
	%	n	%	n	%	n
White	95.3	262	97.6	327	96.7	178
Black or African American	5.5	15	11.3	38	4.3	8
Asian	0.4	1	1.8	6	1.6	3
Native Hawaiian or other Pacific Islander	0.4	1	1.8	6	1.6	3
American Indian or Alaska Native	1.8	5	0.3	1	0.5	1

Table E.8. Percentage of Spanish, Hispanic or Latino origin or descent

	LPN		RN		APN	
	%	n	%	n	%	n
No, not Spanish/Hispanic/Latino	99.3	271	98.8	338	100.0	185
Yes, Puerto Rican	.	.	.	.	.	.
Yes, Mexican, Mexican-American, Chicano	0.4	1	0.6	2	.	.
Yes, Cuban	.	.	.	.	.	.
Yes, other Spanish/Hispanic/Latino	0.4	1	0.6	2	.	.

Table E.9. Percentage of language spoken other than English

	LPN		RN		APN	
	%	n	%	n	%	n
Chinese	2.9	1	2.3	1	2.7	1
German	5.9	2	25.6	11	43.2	16
Polish	.	.	.	.	.	.
Russian	.	.	.	.	2.7	1
Spanish	26.5	9	25.6	11	24.3	9
Tagalog	.	.	9.3	4	.	.
Other	64.7	22	37.2	16	27.0	10

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table E.10. Percentage of Gender identification

	LPN		RN		APN	
	%	n	%	n	%	n
Female	96.7	266	96.4	325	87.5	161
Male	3.3	9	3.6	12	12.5	23

Table E.11. Percentage of marital status identification

	LPN		RN		APN	
	%	n	%	n	%	n
Married/Living with a partner	66.5	179	78.9	262	77.6	142
Divorced/Widowed/Separated	24.2	65	15.1	50	12.6	23
Single/Never married	9.3	25	6.0	20	9.8	18

Table E.12. Percentage of age category identification

	LPN		RN		APN	
	%	n	%	n	%	n
18-25 years old	4.0	11	1.5	5	0.5	1
26-35 years old	9.4	26	13.4	45	11.5	21
36-45 years old	15.6	43	15.7	53	15.3	28
46-55 years old	35.9	99	37.1	125	45.9	84
56-60 years old	15.6	43	11.3	38	14.8	27
61-65 years old	11.2	31	7.1	24	9.3	17
over 65 years old	8.3	23	13.9	47	2.7	5

Table E.13. Percentage of years licensed as an RN or LPN

	LPN		RN		APN	
	%	n	%	n	%	n
less than 1 year	2.5	7	0.6	2	.	.
1-5 years	9.1	25	10.4	35	1.1	2
6-10 years	8.4	23	11.0	37	8.8	16
11-15 years	14.9	41	12.8	43	11.5	21
16-20 years	13.5	37	9.0	30	6.6	12
21-30 years	28.0	77	22.1	74	41.8	76
greater than 30 years	23.6	65	34.0	114	30.2	55

Table E.14. Percentage of nursing education programs completed

	LPN		RN		APN	
	%	n	%	n	%	n
Practical Nursing Program	-	-	11.0	37	9.2	17
RN Diploma Program	-	-	36.2	122	29.9	55
Associate Degree Program	-	-	47.2	159	22.8	42
Baccalaureate Degree Program	-	-	29.7	100	72.3	133
Master's Degree Program	-	-	6.5	22	76.6	141
Post-Master's Certificate	-	-	1.2	4	16.3	30
Doctoral Program	-	-	0.3	1	3.8	7

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table E.15. Percentage currently teaching in nursing education program

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, full-time	-	-	2.4	8	9.8	18
Yes, part-time	-	-	0.6	2	8.7	16
No	-	-	97.0	326	81.5	150

Table E.16. Percentage considering teaching, if not already teaching

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, full-time	-	-	16.9	55	8.0	12
Yes, part-time	-	-	20.6	67	42.0	63
No	-	-	62.6	204	50.0	75

Table E.17. Percentage of obstacles to teaching

	LPN		RN		APN	
	%	n	%	n	%	n
Current job demands limit it	-	-	13.2	43	46.8	73
Do not want to leave clinical practice	-	-	13.5	44	39.1	61
Salary	-	-	16.0	52	44.9	70
Transition from clinical practice to education is difficult	-	-	1.2	4	3.2	5
No interest in teaching	-	-	29.4	96	20.5	32
Education/degree does not qualify me to teach	-	-	58.3	190	17.9	28
Other	-	-	12.9	42	12.2	19

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table E.18. Percentage of years worked as an APN

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	-	-	-	-	4.3	8
1-3 years	-	-	-	-	10.3	19
More than 3, but less than 5 years	-	-	-	-	10.3	19
5-10 years	-	-	-	-	21.2	39
More than 10 years	-	-	-	-	51.6	95
Not applicable	-	-	-	-	2.2	4

Table E.19. Percentage currently working as an APN

	LPN		RN		APN	
	%	n	%	n	%	n
Yes	-	-	-	-	88.0	162
No	-	-	-	-	12.0	22

Table E.20. Reasons not working as APN

	LPN		RN		APN	
	%	n	%	n	%	n
It is difficult to find an APN position	-	-	-	-	5.1	7
Satisfied with current job	-	-	-	-	5.8	8
Better salary / benefits in current or alternative non-APN	-	-	-	-	1.5	2
Other	-	-	-	-	9.5	13
Not applicable	-	-	-	-	81.8	112

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table E.21. Percentage of APNs who had difficulty finding current position

	LPN		RN		APN	
	%	n	%	n	%	n
Yes	-	-	-	-	13.7	22
No	-	-	-	-	86.3	139

Table E.22. Reasons APNs had difficulty finding current APN position

	LPN		RN		APN	
	%	n	%	n	%	n
Overall lack of practice opportunities for APN's	-	-	-	-	1.9	3
Lack of practice opportunities for APN's in desired geograph	-	-	-	-	5.8	9
Lack of opportunities for APN's in desired practice setting	-	-	-	-	7.8	12
Inadequate salary for advanced practice responsibilities	-	-	-	-	3.2	5
Other	-	-	-	-	2.6	4
Not applicable	-	-	-	-	78.6	121

Table E.23. Current primary work situation

	LPN		RN		APN	
	%	n	%	n	%	n
Working in an APN position	-	-	-	-	81.3	148
Working in an RN position	-	-	79.3	264	5.5	10
Working in a faculty position	-	-	1.5	5	8.8	16
Working in an LPN position	79.7	216	-	-	0.0	
Working in a non-nursing job -- looking for an APN position	-	-	-	-	.	.
Working in a non-nursing job -- looking for an RN/LPN position	2.2	6	0.3	1	.	.
Working in a non-nursing job -- not looking for an RN/APN po	6.3	17	4.2	14	0.5	1
Not employed -- looking for an APN position	-	-	-	-	1.1	2
Not employed -- looking for an RN position	1.5	4	.	.	.	.
Not employed -- looking for a non-nursing position	0.4	1	.	.	.	.
Not employed -- not looking for a job	3.7	10	2.4	8	.	.
Retired	6.3	17	12.3	41	2.7	5

Table E.24. Working as a nurse in what states

	LPN		RN		APN	
	%	n	%	n	%	n
Iowa	.	.	.	.	.	.
Illinois	99.5	221	99.3	268	99.4	171
Indiana	.	.	0.7	2	.	.
Kentucky	.	.	.	.	.	.
Missouri	.	.	.	.	.	.
Wisconsin	.	.	.	.	.	.
Other	0.5	1	.	.	0.6	1

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table E.25. Type of setting for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Alcohol/Detox/Halfway House	1.8	4	.	.	0.6	1
Ambulatory Care	0.9	2	5.2	14	3.4	6
Assisted Living Facility	0.9	2	0.7	2	0.6	1
Dialysis Center	.	.	0.7	2	.	.
Federally Qualified Health Center FQHC	0.9	2	0.7	2	1.1	2
Healthcare Industry Vendors	.	.	.	.	.	.
Home Health	3.1	7	6.3	17	0.6	1
Hospice	.	.	1.5	4	.	.
Hospital	21.1	47	39.5	107	35.6	63
Insurance Company/HMO	.	.	0.7	2	.	.
Law Office	.	.	0.4	1	.	.
Nursing Home	38.6	86	12.9	35	2.8	5
Occupational Health	1.3	3	1.1	3	0.6	1
Parish Nurses	0.4	1	0.4	1	.	.
Physician's Office/Health Clinic	20.2	45	15.1	41	31.6	56
Professional Healthcare Organization	.	.	0.7	2	1.1	2
Public/Community Health	1.8	4	3.3	9	1.7	3
Self-Employed	.	.	0.7	2	1.7	3
Staffing Agency	0.9	2	0.4	1	.	.
Student Health/School	1.3	3	3.3	9	2.3	4
University/College/Tech School	0.4	1	1.8	5	11.9	21
Other	4.9	11	4.1	11	4.5	8
Not applicable	1.3	3	0.4	1	.	.

Table E.26. Type of compensation for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Salary without incentive	-	-	52.2	142	57.9	103
Salary with incentive	-	-	26.1	71	29.2	52
Non-salaried example: Contractual or Fee for service	-	-	11.0	30	10.7	19
Other	-	-	10.7	29	2.2	4

Table E.27. Annual salary for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Less than \$5,000	2.0	4	1.9	5	0.6	1
\$5,000 - \$25,000	29.5	59	12.5	33	4.6	8
More than \$25,000 but less than \$35,000	34.5	69	12.5	33	1.1	2
More than \$35,000 but less than \$45,000	26.0	52	20.5	54	5.1	9
More than \$45,000 but less than \$55,000	6.5	13	22.4	59	10.3	18
More than \$55,000 but less than \$65,000	1.0	2	17.1	45	15.4	27
More than \$65,000 but less than \$85,000	.	.	9.1	24	34.9	61
More than \$85,000 but less than \$105,000	0.5	1	2.3	6	6.3	11
More than \$105,000 but less than \$150,000	.	.	1.1	3	8.6	15
\$150,000 or more	.	.	0.4	1	13.1	23

Table E.28. Type of position for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Academic Administrator	-	-	0.4	1	.	.
Case Manager	0.4	1	3.2	9	0.6	1
Clinical Nurse Specialist	-	-	1.1	3	7.3	13
Consultant	0.9	2	2.2	6	.	.
Nurse Anesthetist	-	-	0.7	2	24.9	44
Nurse Attorney	.	.	.	.	.	.
Nurse Educator	-	-	2.9	8	9.0	16
Nurse Executive	.	.	1.4	4	.	.
Nurse Manager	3.5	8	7.6	21	.	.
Nurse Midwife	-	-	0.4	1	3.4	6
Nurse Practitioner	-	-	2.9	8	50.8	90
Office Nurse	20.5	47	11.2	31	.	.
Patient Safety	.	.	0.4	1	.	.
Quality/Performance Improvement	0.4	1	0.7	2	.	.
Risk Management	.	.	.	.	.	.
School Nurse	-	-	3.2	9	.	.
Staff Nurse	67.2	154	49.8	138	2.3	4
Staff / Patient Educator	0.9	2	1.8	5	.	.
Other	6.1	14	10.1	28	1.7	3

Table E.29. Major activity of primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	3.5	8	5.1	14	0.6	1
Administration/management	4.4	10	12.0	33	1.7	3
Case Management	1.3	3	4.7	13	1.7	3
Direct Patient Care	77.7	178	65.1	179	79.5	140
Informatics	0.9	2	0.4	1	.	.
Nursing Litigation	.	.	.	.	.	.
Nursing Research	.	.	.	.	1.1	2
Performance	0.9	2	0.4	1	.	.
Improvement/Utilization Review	.	.	.	.	.	.
Sales	.	.	.	.	.	.
Teaching/Instruction/Nurse educator	2.2	5	4.7	13	10.8	19
Other	9.2	21	7.6	21	4.5	8

Table E.30. Percentage of years employed with primary employer

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	12.2	28	10.3	29	11.3	20
1-3 years	18.8	43	18.9	53	17.5	31
More than 3, but less than 5 years	12.2	28	10.3	29	14.1	25
More than 5, but less than 10 years	21.8	50	16.7	47	18.6	33
10 or more years	32.3	74	43.1	121	37.3	66
Not applicable	2.6	6	0.7	2	1.1	2

Table E.31. Population receiving direct patient care at primary job

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	4.8	11	9.9	27	5.2	9
Neonates	4.8	11	9.1	25	15.6	27
Children	22.7	52	24.8	68	38.7	67
Adolescents	21.4	49	21.5	59	43.9	76
Young Adults	28.8	66	33.6	92	52.6	91
Adults	46.3	106	60.6	166	68.2	118
Geriatrics	70.3	161	59.9	164	54.9	95
Women	21.4	49	23.7	65	51.4	89

Table E.32. Average hours per week at primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
0 to 10 hours	5.8	13	7.1	20	7.9	14
11 to 20 hours	8.0	18	4.6	13	5.1	9
21 to 30 hours	11.1	25	8.6	24	7.3	13
31 to 40 hours	45.8	103	50.4	141	34.5	61
41 to 50 hours	26.7	60	23.6	66	37.9	67
51 hours or more	2.7	6	5.7	16	7.3	13

Table E.33. Currently employed in more than one job

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, in nursing	15.2	34	13.9	39	25.1	44
Yes, not in nursing	5.8	13	2.1	6	1.1	2
No	78.9	176	83.9	235	73.7	129

Table E.34. Type of setting for secondary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Alcohol/Detox/Halfway House	.	.	1.9	1	.	.
Ambulatory Care	.	.	3.8	2	9.1	4
Assisted Living Facility	3.1	1	.	.	.	.
Dialysis Center	.	.	.	.	.	.
Federally Qualified Health Center FQHC	3.1	1	.	.	2.3	1
Healthcare Industry Vendors	.	.	.	.	.	.
Home Health	12.5	4	9.4	5	2.3	1
Hospice	3.1	1	.	.	.	.
Hospital	9.4	3	28.3	15	29.5	13
Insurance Company/HMO	.	.	.	.	.	.
Law Office	3.1	1	1.9	1	4.5	2
Nursing Home	53.1	17	17.0	9	.	.
Occupational Health	.	.	1.9	1	.	.
Parish Nurses	.	.	.	.	4.5	2
Physician's Office/Health Clinic	3.1	1	11.3	6	18.2	8
Professional Healthcare Organization	.	.	.	.	2.3	1
Public/Community Health	3.1	1	.	.	4.5	2
Self-Employed	3.1	1	.	.	4.5	2
Staffing Agency	3.1	1	1.9	1	.	.
Student Health/School	.	.	.	.	.	.
University/College/Tech School	.	.	5.7	3	11.4	5
Other	.	.	7.5	4	6.8	3
Not applicable	.	.	9.4	5	.	.

Table E.35. Annual salary for secondary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Less than \$5,000	44.1	15	26.8	11	18.6	8
\$5,000 - \$25,000	50.0	17	53.7	22	53.5	23
More than \$25,000 but less than \$35,000	.	.	7.3	3	14.0	6
More than \$35,000 but less than \$45,000	5.9	2	4.9	2	2.3	1
More than \$45,000 but less than \$55,000	.	.	2.4	1	4.7	2
More than \$55,000 but less than \$65,000	.	.	.	.	2.3	1
More than \$65,000 but less than \$85,000	.	.	2.4	1	4.7	2
More than \$85,000 but less than \$105,000	.	.	.	.	.	.
More than \$105,000 but less than \$150,000	.	.	.	.	.	.
\$150,000 or more	.	.	2.4	1	.	.

Table E.36. Type of position for secondary employment as nurse

	LPN		RN		APN	
	%	N	%	n	%	n
Academic Administrator	-	-	.	.	.	.
Case Manager	.	.	.	.	.	.
Clinical Nurse Specialist	-	-	.	.	9.3	4
Consultant	2.9	1	7.1	3	7.0	3
Nurse Anesthetist	-	-	2.4	1	18.6	8
Nurse Attorney	.	.	.	.	.	.
Nurse Educator	-	-	4.8	2	11.6	5
Nurse Executive	.	.	.	.	.	.
Nurse Manager	.	.	4.8	2	.	.
Nurse Midwife	-	-	2.4	1	.	.
Nurse Practitioner	-	-	2.4	1	37.2	16
Office Nurse	11.8	4	14.3	6	.	.
Patient Safety	.	.	.	.	.	.
Quality/Performance Improvement	.	.	.	.	.	.
Risk Management	.	.	.	.	.	.
School Nurse	-	-	2.4	1	.	.
Staff Nurse	76.5	26	50.0	21	9.3	4
Staff / Patient Educator	2.9	1	4.8	2	.	.
Other	5.9	2	4.8	2	7.0	3

Table E.37. Major activity of secondary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	5.9	2	15.6	7	.	.
Administration/management	.	.	2.2	1	.	.
Case Management	.	.	.	.	2.3	1
Direct Patient Care	76.5	26	64.4	29	68.2	30
Informatics	2.9	1	.	.	.	.
Nursing Litigation	.	.	2.2	1	4.5	2
Nursing Research	.	.	.	.	2.3	1
Performance	.	.	2.2	1	2.3	1
Improvement/Utilization Review	.	.	.	.	.	.
Sales	.	.	.	.	.	.
Teaching/Instruction/Nurse educator	.	.	11.1	5	13.6	6
Other	14.7	5	2.2	1	6.8	3

Table E.38. Percentage of years employed with secondary employer

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	32.4	11	13.3	6	15.9	7
1-3 years	29.4	10	20.0	9	18.2	8
More than 3, but less than 5 years	17.6	6	17.8	8	18.2	8
More than 5, but less than 10 years	11.8	4	13.3	6	18.2	8
10 or more years	8.8	3	24.4	11	29.5	13
Not applicable	.	.	11.1	5	.	.

Table E.39. Population receiving direct patient care at secondary job

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	2.9	1	26.9	14	16.3	7
Neonates	2.9	1	9.6	5	4.7	2
Children	11.8	4	25.0	13	25.6	11
Adolescents	5.9	2	15.4	8	30.2	13
Young Adults	8.8	3	25.0	13	44.2	19
Adults	20.6	7	46.2	24	69.8	30
Geriatrics	76.5	26	36.5	19	46.5	20
Women	14.7	5	13.5	7	51.2	22

Table E.40. Average hours per week at secondary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
0 to 10 hours	50.0	17	65.2	30	75.0	33
11 to 20 hours	38.2	13	21.7	10	13.6	6
21 to 30 hours	2.9	1	6.5	3	9.1	4
31 to 40 hours	2.9	1	4.3	2	2.3	1
41 to 50 hours	2.9	1	2.2	1	.	.
51 hours or more	2.9	1	.	.	.	.

Table E.41. What nurses like most about their primary nurse position

	LPN		RN		APN	
	%	n	%	n	%	n
The work itself	16.7	36	22.4	60	43.9	76
Workload	0.5	1	0.7	2	.	.
Salary	5.1	11	4.1	11	6.4	11
The hours/schedule	18.1	39	22.4	60	13.3	23
The location	2.8	6	6.3	17	5.8	10
The people for whom I provide service patients	40.5	87	23.1	62	23.7	41
The people with whom I work co-workers	6.0	13	10.8	29	3.5	6
Immediate supervisor	.	.	1.5	4	.	.
Management/Administration	0.9	2	0.7	2	.	.
The benefits insurance, paid vacation, retirement, etc.	7.4	16	6.3	17	2.9	5
I don't like anything about it	0.9	2	1.1	3	.	.
Other	0.9	2	0.4	1	0.6	1

Table E.42. What nurses like least about their primary nurse position

	LPN		RN		APN	
	%	n	%	n	%	n
The work itself	.	.	2.2	6	1.7	3
Workload	22.6	50	18.2	50	15.6	27
Salary	21.7	48	20.0	55	17.9	31
The hours/schedule	6.8	15	7.3	20	9.8	17
The location	2.3	5	2.9	8	5.2	9
The people for whom I provide service patients	0.5	1	0.7	2	1.2	2
The people with whom I work co-workers	3.6	8	2.2	6	2.9	5
Immediate supervisor	2.7	6	2.9	8	3.5	6
Management/Administration	9.0	20	12.0	33	13.3	23
The benefits insurance, paid vacation, retirement, etc.	10.9	24	9.8	27	9.2	16
Nothing, I like everything about my employment	16.3	36	18.2	50	13.3	23
Other	3.6	8	3.6	10	6.4	11

Table E.43. Factors that led to voluntary separation of nurse position within the last two years

	LPN		RN		APN	
	%	n	%	n	%	n
Age	.	.	1.0	2	.	.
Care for dependent adults	1.1	2	.	.	.	.
Career promotion	0.6	1	1.0	2	1.4	2
Childbearing / childrearing	0.6	1	2.0	4	.	.
Dissatisfaction with management/supervisor	4.0	7	2.0	4	2.2	3
Employer / employee conflict	0.6	1	0.5	1	0.7	1
General lack of job satisfaction	.	.	0.5	1	1.4	2
Inadequate benefits	.	.	0.5	1	1.4	2
Inadequate salary / wages	0.6	1	0.5	1	0.7	1
Increasing administrative burden	0.6	1	.	.	.	.
Opportunity to work in nursing administration	.	.	.	.	.	.
Opportunity to work in nursing education	.	.	1.0	2	.	.
Personal or family concerns	1.1	2	1.5	3	1.4	2
Physical demands of the job	0.6	1	1.0	2	0.7	1
Relocation	2.3	4	1.5	3	2.2	3
Retired, but now working again	1.7	3	1.5	3	2.2	3
Return to school	.	.	.	.	3.6	5
Unsafe work environment	0.6	1	1.0	2	.	.
Other	1.1	2	2.5	5	2.9	4
Not applicable	84.6	148	82.2	166	79.0	109

Table E.44. Likelihood to leave primary position in next 12 months

	LPN		RN		APN	
	%	n	%	n	%	n
Very unlikely	57.1	128	57.0	159	55.9	99
Somewhat unlikely	8.9	20	11.5	32	14.1	25
Somewhat likely	13.4	30	15.8	44	15.8	28
Very likely	6.3	14	7.5	21	9.6	17
Unsure	14.3	32	8.2	23	4.5	8

Table E.45. Main reason for leaving primary job in the next 12 months

	LPN		RN		APN	
	%	n	%	n	%	n
Age	4.2	8	4.8	11	5.1	8
Care for dependent adults	.	.	0.4	1	0.6	1
Career promotion	3.1	6	1.8	4	1.9	3
Childbearing / childrearing	0.5	1	1.3	3	0.6	1
Dissatisfaction with management/supervisor	8.4	16	3.9	9	7.0	11
Employer / employee conflict	1.0	2	.	.	.	.
General lack of job satisfaction	4.2	8	3.1	7	1.3	2
Inadequate benefits	1.6	3	2.6	6	1.9	3
Inadequate salary / wages	7.3	14	5.7	13	8.9	14
Increasing administrative burden	0.5	1	1.8	4	0.6	1
Opportunity to work in nursing administration	.	.	.	.	.	.
Opportunity to work in nursing education	.	.	1.8	4	3.2	5
Personal or family concerns	1.6	3	0.9	2	3.8	6
Physical demands of the job	3.7	7	4.8	11	1.9	3
Relocation	5.2	10	4.8	11	3.8	6
Retired, but now working again	2.1	4	0.9	2	0.6	1
Return to school	3.1	6	0.4	1	0.6	1
Unsafe work environment	.	.	2.2	5	.	.
Other	3.1	6	3.5	8	4.5	7
Not applicable	50.3	96	55.3	126	53.5	84

Table E.46. Satisfaction with primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	22.8	51	23.5	66	31.5	56
Satisfied	59.4	133	61.2	172	55.6	99
Dissatisfied	11.6	26	8.5	24	8.4	15
Very Dissatisfied	2.2	5	1.8	5	2.8	5
Unsure/Undecided	4.0	9	5.0	14	1.7	3

Table E.47. Satisfaction with primary nursing salary

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	4.0	9	9.3	26	12.4	22
Satisfied	45.7	102	49.5	138	45.5	81
Dissatisfied	37.2	83	28.7	80	30.3	54
Very Dissatisfied	10.3	23	11.1	31	11.8	21
Unsure/Undecided	2.7	6	1.4	4	.	.

Table E.48. Satisfaction with nursing as a career

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	41.3	92	36.4	103	58.2	103
Satisfied	44.8	100	50.9	144	35.0	62
Dissatisfied	8.5	19	7.1	20	5.1	9
Very Dissatisfied	1.8	4	2.1	6	0.6	1
Unsure/Undecided	3.6	8	3.5	10	1.1	2

Table E.49. Years planning to practice nursing in Illinois

	LPN		RN		APN	
	%	n	%	N	%	n
1-5 years	22.3	50	20.4	57	22.2	39
6-10 years	17.9	40	19.4	54	25.6	45
11-15 years	13.8	31	16.1	45	20.5	36
16-20 years	12.1	27	14.3	40	9.1	16
21-30 years	8.5	19	13.6	38	11.4	20
over 30 years	5.8	13	4.7	13	2.3	4
Do not know	19.6	44	11.5	32	9.1	16

Table E.50. Years until eligible to retire

	LPN		RN		APN	
	%	N	%	N	%	n
less than 1 year	6.4	14	5.9	16	8.0	14
1-5 years	14.5	32	13.7	37	13.8	24
6-10 years	17.7	39	14.4	39	25.9	45
11-15 years	15.9	35	17.0	46	20.1	35
16-20 years	15.0	33	20.3	55	10.9	19
21-30 years	14.5	32	15.1	41	17.2	30
greater than 30 years	15.9	35	13.7	37	4.0	7

Table E.51. Years until plan to retire

	LPN		RN		APN	
	%	N	%	N	%	n
less than 1 year	2.3	5	1.4	4	4.5	8
1-5 years	12.6	28	13.3	38	14.2	25
6-10 years	18.5	41	17.5	50	23.3	41
11-15 years	14.4	32	14.3	41	19.9	35
16-20 years	11.7	26	11.9	34	10.8	19
21-30 years	10.4	23	17.5	50	13.1	23
greater than 30 years	9.5	21	5.6	16	2.3	4
Do not know	20.7	46	18.5	53	11.9	21

Table E.52. Primary factor to continue working as nurse

	LPN		RN		APN	
	%	N	%	N	%	n
Increased salary	12.0	23	11.3	26	11.3	17
A less physically demanding position	7.3	14	7.0	16	4.6	7
Continued benefits	4.7	9	3.5	8	.	.
New learning opportunity	2.1	4	1.3	3	2.0	3
Shortened/flexible work hours	7.9	15	9.1	21	15.9	24
Better workplace safety	.	.	0.4	1	.	.
Other	5.2	10	3.5	8	4.0	6
Do not plan to retire	60.7	116	63.9	147	62.3	94

Table E.53. Encourage others to choose nursing as a career

	LPN		RN		APN	
	%	N	%	N	%	n
Yes	75.5	203	76.1	258	88.0	161
No	24.5	66	23.9	81	12.0	22

APPENDIX F

HSA 5 – ILLINOIS COUNTIES OF ALEXANDER, BOND, CLAY, CRAWFORD, EDWARDS, EFFINGHAM, FAYETTE, FRANKLIN, GALLATIN, HAMILTON, HARDIN, JACKSON, JASPER, JEFFERSON, JOHNSON, LAWRENCE, MARION, MASSAC, PERRY, POPE, PULASKI, RANDOLPH, RICHLAND, SALINE, UNION, WABASH, WASHINGTON, WAYNE, WHITE, AND WILLIAMSON

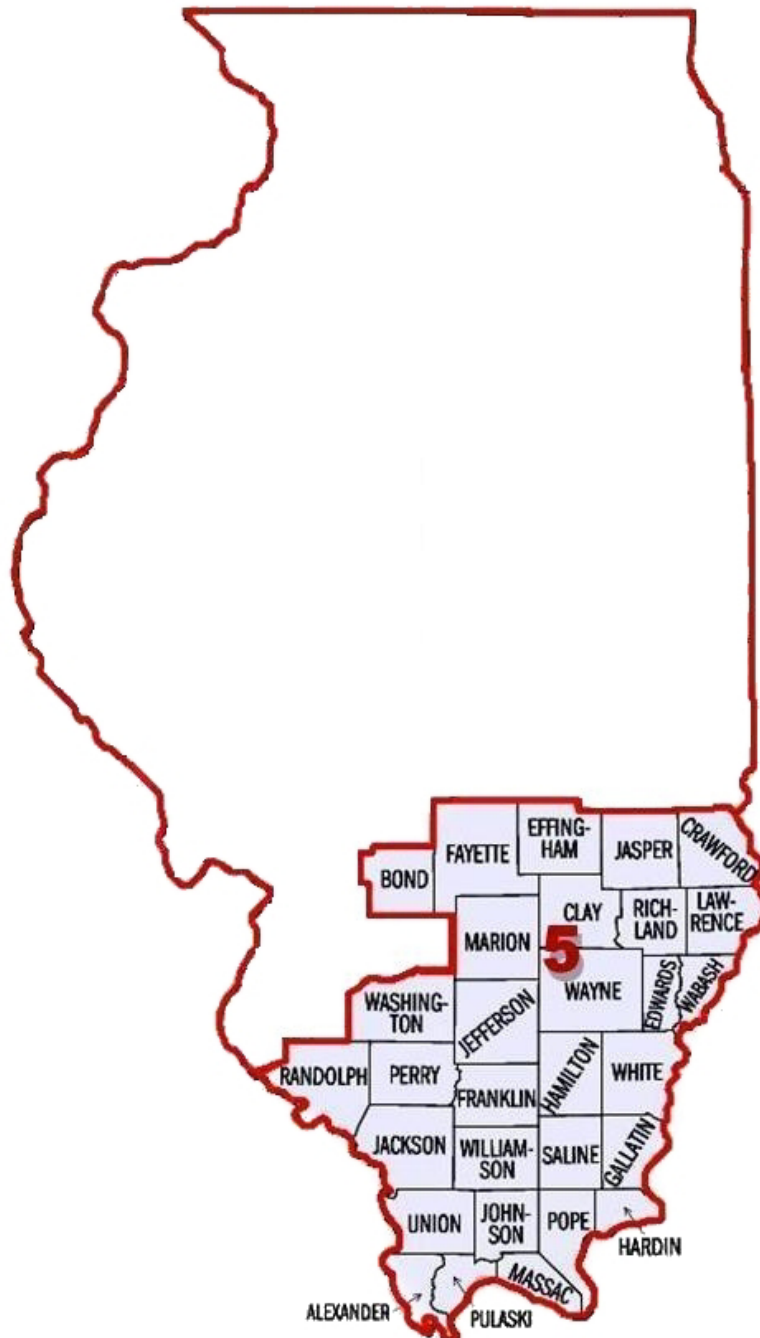


Table F.1. Location of the nursing education program in preparation of licensing examination

	LPN		RN		APN	
	%	n	%	n	%	n
Illinois	93.0	212	76.9	260	60.7	68
Other state or US Territory	7.0	16	22.2	75	38.4	43
Foreign Country	.	.	0.9	3	0.9	1

Table F.2. Percentage of nurses currently enrolled in a nursing education degree program

	LPN		RN		APN	
	%	n	%	n	%	n
Other	1.8	4	0.3	1	0.9	1
Not currently enrolled	64.6	146	92.6	313	97.3	110
Associate Degree Program	5.8	13	.	.	.	.
Baccalaureate Degree Program	0.4	1	4.1	14	.	.
Master's Degree Program	.	.	2.7	9	0.9	1
Post-Master's Certificate Program	0.0	.	.	.	.	.
Doctoral Program	0.0	.	0.3	1	0.9	1
Not currently enrolled, but interested	27.4	62	-	-	-	-

Table F.3. Percentage of the greatest barrier to continuing education

	LPN		RN		APN	
	%	n	%	n	%	n
Cost of tuition	31.3	65	-	-	-	-
Family obligations	17.3	36	-	-	-	-
Current job does not allow the time	15.4	32	-	-	-	-
No schools within driving distance	.	.	-	-	-	-
Other	10.6	22	-	-	-	-
I am not interested in continuing my education	25.5	53	-	-	-	-

Table F.4. Percentage of non-nursing degrees completed

	LPN		RN		APN	
	%	n	%	n	%	n
Do not have a non-nursing degree	83.0	185	62.8	208	60.4	67
Associate Degree	15.7	35	28.4	94	13.5	15
Bachelor's Degree	2.7	6	10.0	33	20.7	23
Master's Degree	1.3	3	3.6	12	18.9	21
Doctorate	0.9	2	0.6	2	0.9	1

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table F.5. Percentage of type of nursing program or class

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	93.6	204	93.0	306	97.3	107
Classroom based	4.1	9	1.2	4	0.9	1
Classroom based with on-line/internet components	1.4	3	2.1	7	.	.
On-line/internet based and administered within Illinois	0.9	2	3.0	10	.	.
On-line/internet based and administered outside of Illinois	.	.	2.4	8	2.7	3

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table F.6. Reasons unable to work

	LPN		RN		APN	
	%	n	%	n	%	n
I provide care for a dependent adult	2.2	5	3.0	10	0.9	1
I provide care for a child with special needs	0.4	1	1.2	4	.	.
I have young children who do not attend daycare	3.6	8	2.1	7	.	.
I am staying home with my infant until s/he is older	1.3	3	0.9	3	0.9	1
Other	14.8	33	10.4	35	3.6	4
Not applicable	78.9	176	84.9	287	94.6	106

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table F.7. Percentage of racial identification

	LPN		RN		APN	
	%	n	%	n	%	n
White	97.8	222	98.8	330	100.0	111
Black or African American	1.8	4	7.5	25	5.4	6
Asian	0.4	1	1.5	5	.	.
Native Hawaiian or other Pacific Islander	.	.	0.6	2	1.8	2
American Indian or Alaska Native	1.8	4	1.2	4	0.9	1

Table F.8. Percentage of Spanish, Hispanic or Latino origin or descent

	LPN		RN		APN	
	%	n	%	n	%	n
No, not Spanish/Hispanic/Latino	98.7	221	99.7	333	99.1	111
Yes, Puerto Rican	.	.	.	.	.	.
Yes, Mexican, Mexican-American, Chicano	0.4	1	.	.	.	.
Yes, Cuban	.	.	0.3	1	.	.
Yes, other Spanish/Hispanic/Latino	0.9	2	.	.	0.9	1

Table F.9. Percentage of language spoken other than English

	LPN		RN		APN	
	%	n	%	n	%	n
Chinese	.	.	2.6	1	.	.
German	3.8	1	7.9	3	58.8	10
Polish	.	.	.	.	.	.
Russian	.	.	.	.	.	.
Spanish	26.9	7	23.7	9	17.6	3
Tagalog	.	.	.	.	.	.
Other	69.2	18	65.8	25	23.5	4

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table F.10. Percentage of Gender identification

	LPN		RN		APN	
	%	n	%	n	%	n
Female	97.4	221	95.8	323	76.4	84
Male	2.6	6	4.2	14	23.6	26

Table F.11. Percentage of marital status identification

	LPN		RN		APN	
	%	n	%	n	%	n
Married/Living with a partner	70.4	159	76.6	256	89.9	98
Divorced/Widowed/Separated	24.8	56	18.9	63	9.2	10
Single/Never married	4.9	11	4.5	15	0.9	1

Table F.12. Percentage of age category identification

	LPN		RN		APN	
	%	n	%	n	%	n
18-25 years old	5.7	13	3.3	11	.	.
26-35 years old	19.4	44	12.5	42	10.0	11
36-45 years old	24.2	55	19.0	64	23.6	26
46-55 years old	30.4	69	37.1	125	37.3	41
56-60 years old	8.4	19	12.2	41	19.1	21
61-65 years old	7.0	16	7.4	25	5.5	6
over 65 years old	4.8	11	8.6	29	4.5	5

Table F.13. Percentage of years licensed as an RN or LPN

	LPN		RN		APN	
	%	n	%	n	%	n
less than 1 year	4.0	9	0.6	2	.	.
1-5 years	20.8	47	11.0	37	0.9	1
6-10 years	13.3	30	13.4	45	7.2	8
11-15 years	23.0	52	19.3	65	12.6	14
16-20 years	11.1	25	12.2	41	13.5	15
21-30 years	14.6	33	22.6	76	30.6	34
greater than 30 years	13.3	30	20.8	70	35.1	39

Table F.14. Percentage of nursing education programs completed

	LPN		RN		APN	
	%	n	%	n	%	n
Practical Nursing Program	-	-	23.7	80	13.6	15
RN Diploma Program	-	-	23.7	80	30.0	33
Associate Degree Program	-	-	67.7	228	44.5	49
Baccalaureate Degree Program	-	-	27.6	93	65.5	72
Master's Degree Program	-	-	6.2	21	71.8	79
Post-Master's Certificate	-	-	1.5	5	13.6	15
Doctoral Program	-	-	0.3	1	.	.

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table F.15. Percentage currently teaching in nursing education program

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, full-time	-	-	2.4	8	2.7	3
Yes, part-time	-	-	0.9	3	5.4	6
No	-	-	96.7	326	91.9	102

Table F.16. Percentage considering teaching, if not already teaching

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, full-time	-	-	11.7	38	9.9	10
Yes, part-time	-	-	25.8	84	39.6	40
No	-	-	62.5	203	50.5	51

Table F.17. Percentage of obstacles to teaching

	LPN		RN		APN	
	%	n	%	n	%	n
Current job demands limit it	-	-	18.7	61	42.5	45
Do not want to leave clinical practice	-	-	15.9	52	39.6	42
Salary	-	-	20.5	67	50.9	54
Transition from clinical practice to education is difficult	-	-	2.4	8	7.5	8
No interest in teaching	-	-	28.1	92	14.2	15
Education/degree does not qualify me to teach	-	-	44.6	146	15.1	16
Other	-	-	14.7	48	6.6	7

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table F.18. Percentage of years worked as an APN

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	-	-	-	-	2.7	3
1-3 years	-	-	-	-	11.7	13
More than 3, but less than 5 years	-	-	-	-	7.2	8
5-10 years	-	-	-	-	28.8	32
More than 10 years	-	-	-	-	47.7	53
Not applicable	-	-	-	-	1.8	2

Table F.19. Percentage currently working as an APN

	LPN		RN		APN	
	%	n	%	n	%	n
Yes	-	-	-	-	93.7	104
No	-	-	-	-	6.3	7

Table F.20. Reasons not working as APN

	LPN		RN		APN	
	%	n	%	n	%	n
It is difficult to find an APN position	-	-	-	-	2.1	2
Satisfied with current job	-	-	-	-	1.1	1
Better salary / benefits in current or alternative non-APN	-	-	-	-	4.3	4
Other	-	-	-	-	1.1	1
Not applicable	-	-	-	-	94.7	89

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table F.21. Percentage of APNs who had difficulty finding current position

	LPN		RN		APN	
	%	n	%	n	%	n
Yes	-	-	-	-	16.5	17
No	-	-	-	-	83.5	86

Table F.22. Reasons APNs had difficulty finding current APN position

	LPN		RN		APN	
	%	n	%	n	%	n
Overall lack of practice opportunities for APN's	-	-	-	-	3.1	3
Lack of practice opportunities for APN's in desired geograph	-	-	-	-	9.3	9
Lack of opportunities for APN's in desired practice setting	-	-	-	-	5.2	5
Inadequate salary for advanced practice responsibilities	-	-	-	-	5.2	5
Other	-	-	-	-	.	.
Not applicable	-	-	-	-	77.3	75

Table F.23. Current primary work situation

	LPN		RN		APN	
	%	n	%	n	%	n
Working in an APN position	-	-	-	-	91.0	101
Working in an RN position	-	-	81.0	268	3.6	4
Working in a faculty position	-	-	2.4	8	2.7	3
Working in an LPN position	84.3	188	-	-	0.0	
Working in a non-nursing job -- looking for an APN position	-	-	-	-	.	.
Working in a non-nursing job -- looking for an RN/LPN position	0.9	2	0.3	1	.	.
Working in a non-nursing job -- not looking for an RN/APN po	4.0	9	2.7	9	0.9	1
Not employed -- looking for an APN position	-	-	-	-	0.9	1
Not employed -- looking for an RN position	2.7	6	0.6	2	.	.
Not employed -- looking for a non-nursing position	.	.	1.2	4	.	.
Not employed -- not looking for a job	4.0	9	2.4	8	.	.
Retired	4.0	9	9.4	31	0.9	1

Table F.24. Working as a nurse in what states

	LPN		RN		APN	
	%	n	%	n	%	n
Iowa	0.5	1	.	.	.	.
Illinois	93.3	180	93.2	245	98.9	94
Indiana	5.2	10	2.3	6	.	.
Kentucky	0.5	1	.	.	.	.
Missouri	0.5	1	4.6	12	1.1	1
Wisconsin	.	.	.	.	.	.
Other	.	.	.	.	.	.

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table F.25. Type of setting for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Alcohol/Detox/Halfway House	1.0	2	.	.	.	.
Ambulatory Care	1.0	2	2.5	7	5.5	6
Assisted Living Facility	2.6	5	0.4	1	.	.
Dialysis Center	0.5	1	1.8	5	0.9	1
Federally Qualified Health Center FQHC	2.1	4	1.1	3	7.3	8
Healthcare Industry Vendors	0.5	1	.	.	.	.
Home Health	3.1	6	5.7	16	.	.
Hospice	1.0	2	1.4	4	0.9	1
Hospital	18.0	35	50.2	140	32.1	35
Insurance Company/HMO	.	.	.	.	.	.
Law Office	.	.	.	.	.	.
Nursing Home	35.6	69	9.0	25	0.9	1
Occupational Health	.	.	0.4	1	.	.
Parish Nurses	.	.	.	.	.	.
Physician's Office/Health Clinic	20.6	40	6.5	18	33.9	37
Professional Healthcare Organization	0.5	1	0.4	1	1.8	2
Public/Community Health	1.5	3	6.1	17	0.9	1
Self-Employed	.	.	0.4	1	5.5	6
Staffing Agency	1.5	3	1.1	3	.	.
Student Health/School	1.0	2	2.5	7	0.9	1
University/College/Tech School	.	.	2.5	7	3.7	4
Other	7.7	15	8.2	23	4.6	5
Not applicable	1.5	3	.	.	0.9	1

Table F.26. Type of compensation for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Salary without incentive	-	-	52.0	144	49.6	55
Salary with incentive	-	-	22.4	62	27.0	30
Non-salaried example: Contractual or Fee for service	-	-	11.6	32	18.9	21
Other	-	-	14.1	39	4.5	5

Table F.27. Annual salary for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Less than \$5,000	0.6	1	0.4	1	.	.
\$5,000 - \$25,000	34.4	62	12.6	34	0.9	1
More than \$25,000 but less than \$35,000	45.0	81	16.3	44	0.9	1
More than \$35,000 but less than \$45,000	16.1	29	18.5	50	5.5	6
More than \$45,000 but less than \$55,000	3.9	7	20.7	56	10.1	11
More than \$55,000 but less than \$65,000	.	.	13.7	37	12.8	14
More than \$65,000 but less than \$85,000	.	.	13.3	36	32.1	35
More than \$85,000 but less than \$105,000	.	.	2.2	6	9.2	10
More than \$105,000 but less than \$150,000	.	.	0.7	2	3.7	4
\$150,000 or more	.	.	1.5	4	24.8	27

Table F.28. Type of position for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Academic Administrator	-	-	0.4	1	.	.
Case Manager	2.6	5	5.7	16	0.9	1
Clinical Nurse Specialist	-	-	1.1	3	3.6	4
Consultant	.	.	0.7	2	.	.
Nurse Anesthetist	-	-	1.1	3	32.4	36
Nurse Attorney	.	.	.	.	.	.
Nurse Educator	-	-	2.5	7	2.7	3
Nurse Executive	.	.	2.1	6	0.9	1
Nurse Manager	5.1	10	8.5	24	1.8	2
Nurse Midwife	-	-	.	.	4.5	5
Nurse Practitioner	-	-	3.2	9	51.4	57
Office Nurse	21.4	42	5.3	15	.	.
Patient Safety	.	.	.	.	.	.
Quality/Performance Improvement	1.0	2	1.8	5	.	.
Risk Management	.	.	.	.	.	.
School Nurse	-	-	2.8	8	.	.
Staff Nurse	56.6	111	57.8	163	0.9	1
Staff / Patient Educator	.	.	0.7	2	.	.
Other	13.3	26	6.4	18	0.9	1

Table F.29. Major activity of primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	2.5	5	1.8	5	1.9	2
Administration/management	3.5	7	13.7	38	1.9	2
Case Management	2.5	5	6.8	19	1.9	2
Direct Patient Care	74.7	148	67.6	188	90.7	98
Informatics	.	.	0.4	1	.	.
Nursing Litigation	.	.	.	.	.	.
Nursing Research	0.5	1	.	.	.	.
Performance	1.0	2	1.8	5	.	.
Improvement/Utilization Review	.	.	.	.	.	.
Sales	.	.	.	.	.	.
Teaching/Instruction/Nurse educator	1.5	3	4.0	11	3.7	4
Other	13.6	27	4.0	11	.	.

Table F.30. Percentage of years employed with primary employer

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	12.1	24	8.4	24	18.9	21
1-3 years	31.3	62	21.1	60	21.6	24
More than 3, but less than 5 years	14.1	28	9.5	27	17.1	19
More than 5, but less than 10 years	13.6	27	23.9	68	21.6	24
10 or more years	26.8	53	36.5	104	17.1	19
Not applicable	2.0	4	0.7	2	3.6	4

Table F.31. Population receiving direct patient care at primary job

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	7.1	14	10.1	28	6.3	7
Neonates	7.1	14	11.2	31	21.6	24
Children	23.5	46	30.6	85	55.0	61
Adolescents	25.5	50	29.5	82	55.9	62
Young Adults	31.6	62	38.8	108	60.4	67
Adults	52.6	103	65.8	183	83.8	93
Geriatrics	73.0	143	60.8	169	67.6	75
Women	23.5	46	32.0	89	60.4	67

Table F.32. Average hours per week at primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
0 to 10 hours	4.1	8	2.1	6	0.9	1
11 to 20 hours	5.1	10	4.3	12	8.2	9
21 to 30 hours	8.6	17	10.3	29	9.1	10
31 to 40 hours	54.8	108	53.2	150	51.8	57
41 to 50 hours	25.4	50	25.2	71	22.7	25
51 hours or more	2.0	4	5.0	14	7.3	8

Table F.33. Currently employed in more than one job

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, in nursing	10.6	21	13.7	39	31.5	35
Yes, not in nursing	3.0	6	2.5	7	.	.
No	86.4	171	83.8	238	68.5	76

Table F.34. Type of setting for secondary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Alcohol/Detox/Halfway House	4.8	1	.	.	2.9	1
Ambulatory Care	.	.	10.2	6	5.7	2
Assisted Living Facility	4.8	1	.	.	.	.
Dialysis Center	.	.	.	.	.	.
Federally Qualified Health Center FQHC	.	.	.	.	.	.
Healthcare Industry Vendors	.	.	.	.	.	.
Home Health	4.8	1	6.8	4	.	.
Hospice	.	.	.	.	.	.
Hospital	19.0	4	30.5	18	17.1	6
Insurance Company/HMO	.	.	.	.	.	.
Law Office	.	.	.	.	.	.
Nursing Home	23.8	5	6.8	4	5.7	2
Occupational Health	.	.	.	.	.	.
Parish Nurses	.	.	1.7	1	.	.
Physician's Office/Health Clinic	.	.	.	.	25.7	9
Professional Healthcare Organization	.	.	1.7	1	.	.
Public/Community Health	.	.	1.7	1	2.9	1
Self-Employed	.	.	1.7	1	14.3	5
Staffing Agency	14.3	3	3.4	2	2.9	1
Student Health/School	4.8	1	.	.	2.9	1
University/College/Tech School	.	.	6.8	4	11.4	4
Other	23.8	5	3.4	2	8.6	3
Not applicable	.	.	25.4	15	.	.

Table F.35. Annual salary for secondary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Less than \$5,000	35.0	7	33.3	14	17.6	6
\$5,000 - \$25,000	55.0	11	47.6	20	64.7	22
More than \$25,000 but less than \$35,000	5.0	1	9.5	4	14.7	5
More than \$35,000 but less than \$45,000	5.0	1	4.8	2	.	.
More than \$45,000 but less than \$55,000	.	.	2.4	1	.	.
More than \$55,000 but less than \$65,000	.	.	.	.	.	.
More than \$65,000 but less than \$85,000	.	.	2.4	1	.	.
More than \$85,000 but less than \$105,000	.	.	.	.	2.9	1
More than \$105,000 but less than \$150,000	.	.	.	.	.	.
\$150,000 or more	.	.	.	.	.	.

Table F.36. Type of position for secondary employment as nurse

	LPN		RN		APN	
	%	N	%	n	%	n
Academic Administrator	-	-	2.4	1	.	.
Case Manager	.	.	.	.	.	.
Clinical Nurse Specialist	-	-	.	.	.	.
Consultant	5.0	1	2.4	1	2.9	1
Nurse Anesthetist	-	-	2.4	1	25.7	9
Nurse Attorney	.	.	.	.	.	.
Nurse Educator	-	-	9.5	4	17.1	6
Nurse Executive	.	.	.	.	.	.
Nurse Manager	10.0	2	.	.	.	.
Nurse Midwife	-	-	.	.	.	.
Nurse Practitioner	-	-	4.8	2	37.1	13
Office Nurse	.	.	.	.	.	.
Patient Safety	.	.	.	.	.	.
Quality/Performance Improvement	5.0	1	2.4	1	.	.
Risk Management	.	.	.	.	.	.
School Nurse	-	-	.	.	2.9	1
Staff Nurse	75.0	15	66.7	28	8.6	3
Staff / Patient Educator	.	.	.	.	.	.
Other	5.0	1	9.5	4	5.7	2

Table F.37. Major activity of secondary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	.	.	17.8	8	.	.
Administration/management	.	.	.	.	2.9	1
Case Management	.	.	.	.	.	.
Direct Patient Care	73.7	14	64.4	29	74.3	26
Informatics	.	.	.	.	.	.
Nursing Litigation	.	.	2.2	1	.	.
Nursing Research	.	.	.	.	.	.
Performance	.	.	2.2	1	2.9	1
Improvement/Utilization Review	.	.	.	.	.	.
Sales	.	.	.	.	.	.
Teaching/Instruction/Nurse educator	.	.	11.1	5	17.1	6
Other	26.3	5	2.2	1	2.9	1

Table F.38. Percentage of years employed with secondary employer

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	35.0	7	18.2	8	14.3	5
1-3 years	20.0	4	20.5	9	40.0	14
More than 3, but less than 5 years	20.0	4	9.1	4	20.0	7
More than 5, but less than 10 years	20.0	4	13.6	6	5.7	2
10 or more years	5.0	1	25.0	11	20.0	7
Not applicable	.	.	13.6	6	.	.

Table F.39. Population receiving direct patient care at secondary job

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	10.0	2	21.7	10	20.0	7
Neonates	.	.	4.3	2	11.4	4
Children	15.0	3	13.0	6	28.6	10
Adolescents	15.0	3	21.7	10	42.9	15
Young Adults	35.0	7	34.8	16	48.6	17
Adults	60.0	12	63.0	29	62.9	22
Geriatrics	55.0	11	54.3	25	54.3	19
Women	15.0	3	23.9	11	37.1	13

Table F.40. Average hours per week at secondary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
0 to 10 hours	55.0	11	50.0	21	65.7	23
11 to 20 hours	35.0	7	40.5	17	28.6	10
21 to 30 hours	5.0	1	4.8	2	2.9	1
31 to 40 hours	.	.	2.4	1	2.9	1
41 to 50 hours	5.0	1	2.4	1	.	.
51 hours or more	.	.	.	.	.	.

Table F.41. What nurses like most about their primary nurse position

	LPN		RN		APN	
	%	n	%	n	%	n
The work itself	12.3	23	20.9	56	41.1	44
Workload	2.1	4	0.4	1	0.9	1
Salary	8.6	16	6.3	17	5.6	6
The hours/schedule	19.8	37	27.2	73	19.6	21
The location	6.4	12	5.6	15	3.7	4
The people for whom I provide service patients	34.8	65	19.0	51	16.8	18
The people with whom I work co-workers	5.9	11	7.8	21	2.8	3
Immediate supervisor	1.1	2	0.7	2	0.9	1
Management/Administration	.	.	0.4	1	.	.
The benefits insurance, paid vacation, retirement, etc.	7.5	14	10.1	27	7.5	8
I don't like anything about it	1.6	3	0.4	1	.	.
Other	.	.	1.1	3	0.9	1

Table F.42. What nurses like least about their primary nurse position

	LPN		RN		APN	
	%	n	%	n	%	n
The work itself	0.5	1	1.5	4	1.9	2
Workload	15.3	29	18.0	49	6.5	7
Salary	27.4	52	21.0	57	14.8	16
The hours/schedule	5.8	11	8.8	24	12.0	13
The location	2.6	5	4.4	12	3.7	4
The people for whom I provide service patients	1.1	2	0.4	1	.	.
The people with whom I work co-workers	5.3	10	4.0	11	1.9	2
Immediate supervisor	2.1	4	2.9	8	.	.
Management/Administration	11.1	21	12.5	34	17.6	19
The benefits insurance, paid vacation, retirement, etc.	13.7	26	7.7	21	8.3	9
Nothing, I like everything about my employment	11.6	22	14.0	38	25.9	28
Other	3.7	7	4.8	13	7.4	8

Table F.43. Factors that led to voluntary separation of nurse position within the last two years

	LPN		RN		APN	
	%	n	%	n	%	n
Age	.	.	.	.	.	.
Care for dependent adults	.	.	.	.	.	.
Career promotion	.	.	0.9	2	2.5	2
Childbearing / childrearing	0.7	1	1.9	4	1.2	1
Dissatisfaction with management/supervisor	5.0	7	2.8	6	2.5	2
Employer / employee conflict	0.7	1	0.5	1	2.5	2
General lack of job satisfaction	0.7	1	0.9	2	1.2	1
Inadequate benefits	2.8	4	.	.	.	.
Inadequate salary / wages	4.3	6	1.4	3	.	.
Increasing administrative burden	.	.	0.5	1	.	.
Opportunity to work in nursing administration	0.7	1	0.9	2	.	.
Opportunity to work in nursing education	.	.	.	.	.	.
Personal or family concerns	2.1	3	1.4	3	.	.
Physical demands of the job	1.4	2	0.5	1	.	.
Relocation	0.7	1	2.3	5	1.2	1
Retired, but now working again	.	.	1.9	4	2.5	2
Return to school	0.7	1	.	.	1.2	1
Unsafe work environment	0.7	1	0.5	1	.	.
Other	2.8	4	2.3	5	2.5	2
Not applicable	76.6	108	81.3	174	82.7	67

Table F.44. Likelihood to leave primary position in next 12 months

	LPN		RN		APN	
	%	n	%	n	%	n
Very unlikely	50.3	98	51.8	147	55.5	61
Somewhat unlikely	15.4	30	14.8	42	14.5	16
Somewhat likely	13.8	27	14.4	41	16.4	18
Very likely	9.7	19	12.0	34	8.2	9
Unsure	10.8	21	7.0	20	5.5	6

Table F.45. Main reason for leaving primary job in the next 12 months

	LPN		RN		APN	
	%	n	%	n	%	n
Age	3.0	5	2.1	5	3.1	3
Care for dependent adults	.	.	0.4	1	.	.
Career promotion	4.7	8	2.5	6	3.1	3
Childbearing / childrearing	1.2	2	0.8	2	1.0	1
Dissatisfaction with management/supervisor	4.7	8	5.3	13	6.3	6
Employer / employee conflict	.	.	.	.	2.1	2
General lack of job satisfaction	4.7	8	3.3	8	.	.
Inadequate benefits	4.1	7	0.4	1	4.2	4
Inadequate salary / wages	11.2	19	10.3	25	6.3	6
Increasing administrative burden	1.2	2	0.8	2	.	.
Opportunity to work in nursing administration	.	.	.	.	.	.
Opportunity to work in nursing education	.	.	0.8	2	1.0	1
Personal or family concerns	2.4	4	1.6	4	3.1	3
Physical demands of the job	4.7	8	2.1	5	1.0	1
Relocation	1.8	3	3.3	8	2.1	2
Retired, but now working again	.	.	0.8	2	5.2	5
Return to school	5.3	9	2.1	5	1.0	1
Unsafe work environment	0.6	1	.	.	.	.
Other	4.7	8	6.6	16	3.1	3
Not applicable	45.6	77	56.8	138	57.3	55

Table F.46. Satisfaction with primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	21.6	41	21.2	60	41.4	46
Satisfied	52.6	100	58.3	165	52.3	58
Dissatisfied	15.3	29	13.4	38	2.7	3
Very Dissatisfied	3.7	7	2.1	6	.	.
Unsure/Undecided	6.8	13	4.9	14	3.6	4

Table F.47. Satisfaction with primary nursing salary

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	5.7	11	10.9	31	27.9	31
Satisfied	38.5	74	49.3	140	51.4	57
Dissatisfied	37.0	71	25.7	73	13.5	15
Very Dissatisfied	15.6	30	12.0	34	4.5	5
Unsure/Undecided	3.1	6	2.1	6	2.7	3

Table F.48. Satisfaction with nursing as a career

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	47.0	94	40.2	113	65.8	73
Satisfied	34.0	68	45.2	127	29.7	33
Dissatisfied	11.5	23	10.3	29	2.7	3
Very Dissatisfied	3.5	7	1.8	5	.	.
Unsure/Undecided	4.0	8	2.5	7	1.8	2

Table F.49. Years planning to practice nursing in Illinois

	LPN		RN		APN	
	%	n	%	N	%	n
1-5 years	19.8	39	16.3	46	20.4	22
6-10 years	14.7	29	19.1	54	22.2	24
11-15 years	14.2	28	16.3	46	19.4	21
16-20 years	9.1	18	12.1	34	13.0	14
21-30 years	11.2	22	17.0	48	14.8	16
over 30 years	8.6	17	6.7	19	0.9	1
Do not know	22.3	44	12.4	35	9.3	10

Table F.50. Years until eligible to retire

	LPN		RN		APN	
	%	N	%	N	%	n
less than 1 year	4.5	9	5.0	14	4.7	5
1-5 years	8.6	17	12.1	34	16.0	17
6-10 years	10.6	21	14.9	42	17.9	19
11-15 years	15.2	30	17.4	49	23.6	25
16-20 years	14.1	28	16.3	46	16.0	17
21-30 years	26.3	52	21.3	60	17.9	19
greater than 30 years	20.7	41	13.1	37	3.8	4

Table F.51. Years until plan to retire

	LPN		RN		APN	
	%	N	%	N	%	n
less than 1 year	0.5	1	2.4	7	1.9	2
1-5 years	8.0	16	11.4	33	14.8	16
6-10 years	13.1	26	17.6	51	19.4	21
11-15 years	13.6	27	16.6	48	22.2	24
16-20 years	12.1	24	12.1	35	13.9	15
21-30 years	15.1	30	16.2	47	13.0	14
greater than 30 years	13.1	26	7.2	21	2.8	3
Do not know	24.6	49	16.6	48	12.0	13

Table F.52. Primary factor to continue working as nurse

	LPN		RN		APN	
	%	N	%	N	%	n
Increased salary	7.0	12	8.3	20	7.5	7
A less physically demanding position	6.4	11	5.4	13	4.3	4
Continued benefits	2.3	4	3.3	8	2.2	2
New learning opportunity	1.2	2	0.8	2	1.1	1
Shortened/flexible work hours	7.6	13	8.7	21	15.1	14
Better workplace safety	1.2	2	.	.	.	.
Other	5.2	9	1.7	4	2.2	2
Do not plan to retire	69.2	119	71.9	174	67.7	63

Table F.53. Encourage others to choose nursing as a career

	LPN		RN		APN	
	%	N	%	N	%	n
Yes	81.3	182	79.9	263	88.5	100
No	18.8	42	20.1	66	11.5	13

APPENDIX G
HSA 6 – CITY OF CHICAGO

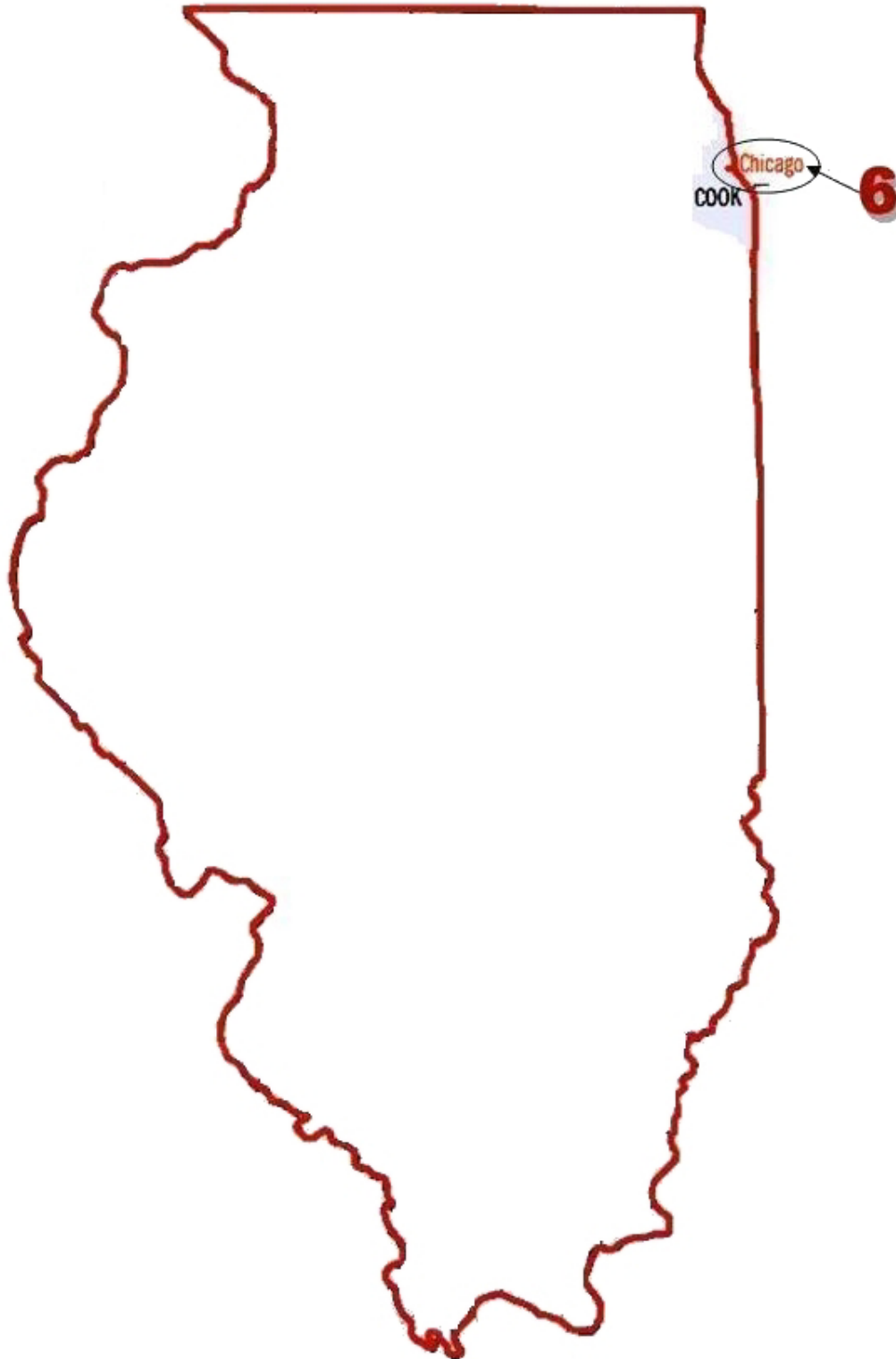


Table G.1. Location of the nursing education program in preparation of licensing examination

	LPN		RN		APN	
	%	n	%	n	%	n
Illinois	92.5	173	68.7	169	59.0	220
Other state or US Territory	6.4	12	15.9	39	39.1	146
Foreign Country	1.1	2	15.4	38	1.9	7

Table G.2. Percentage of nurses currently enrolled in a nursing education degree program

	LPN		RN		APN	
	%	n	%	n	%	n
Other	0.5	1	0.8	2	.	.
Not currently enrolled	53.6	98	90.2	222	94.6	353
Associate Degree Program	8.7	16	0.4	1	.	.
Baccalaureate Degree Program	5.5	10	1.2	3	.	.
Master's Degree Program	0.5	1	6.9	17	1.3	5
Post-Master's Certificate Program	0.0		.	.	0.5	2
Doctoral Program	0.0		0.4	1	3.5	13
Not currently enrolled, but interested	31.1	57	-	-	-	-

Table G.3. Percentage of the greatest barrier to continuing education

	LPN		RN		APN	
	%	n	%	n	%	n
Cost of tuition	43.9	76	-	-	-	-
Family obligations	15.6	27	-	-	-	-
Current job does not allow the time	11.0	19	-	-	-	-
No schools within driving distance	.	.	-	-	-	-
Other	14.5	25	-	-	-	-
I am not interested in continuing my education	15.0	26	-	-	-	-

Table G.4. Percentage of non-nursing degrees completed

	LPN		RN		APN	
	%	n	%	n	%	n
Do not have a non-nursing degree	77.1	138	44.7	109	53.5	193
Associate Degree	18.4	33	15.6	38	3.0	11
Bachelor's Degree	5.0	9	33.2	81	30.2	109
Master's Degree	1.1	2	10.2	25	22.4	81
Doctorate	.	.	2.5	6	1.9	7

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table G.5. Percentage of type of nursing program or class

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	83.3	145	90.0	208	95.1	327
Classroom based	9.8	17	4.3	10	1.5	5
Classroom based with on-line/internet components	3.4	6	3.5	8	2.3	8
On-line/internet based and administered within Illinois	1.1	2	2.2	5	0.9	3
On-line/internet based and administered outside of Illinois	3.4	6	2.2	5	0.6	2

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table G.6. Reasons unable to work

	LPN		RN		APN	
	%	n	%	n	%	n
I provide care for a dependent adult	4.4	8	2.1	5	1.4	5
I provide care for a child with special needs	2.2	4	0.4	1	0.6	2
I have young children who do not attend daycare	3.9	7	5.0	12	3.1	11
I am staying home with my infant until s/he is older	1.1	2	2.1	5	1.7	6
Other	27.6	50	13.0	31	3.6	13
Not applicable	64.1	116	79.1	189	90.3	324

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table G.7. Percentage of racial identification

	LPN		RN		APN	
	%	n	%	n	%	n
White	34.7	61	66.7	158	88.0	323
Black or African American	70.5	124	29.1	69	15.8	58
Asian	4.5	8	16.9	40	4.9	18
Native Hawaiian or other Pacific Islander	0.6	1	4.6	11	3.0	11
American Indian or Alaska Native	1.7	3	0.8	2	.	.

Table G.8. Percentage of Spanish, Hispanic or Latino origin or descent

	LPN		RN		APN	
	%	n	%	n	%	n
No, not Spanish/Hispanic/Latino	93.1	161	92.9	223	96.5	359
Yes, Puerto Rican	2.9	5	0.8	2	0.5	2
Yes, Mexican, Mexican-American, Chicano	3.5	6	4.2	10	1.9	7
Yes, Cuban	.	.	.	.	.	.
Yes, other Spanish/Hispanic/Latino	0.6	1	2.1	5	1.1	4

Table G.9. Percentage of language spoken other than English

	LPN		RN		APN	
	%	n	%	n	%	n
Chinese	.	.	1.1	1	1.7	2
German	3.8	2	5.7	5	23.3	28
Polish	1.9	1	8.0	7	1.7	2
Russian	3.8	2	.	.	0.8	1
Spanish	25.0	13	27.6	24	52.5	63
Tagalog	11.5	6	29.9	26	.	.
Other	53.8	28	27.6	24	20.0	24

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table G.10. Percentage of Gender identification

	LPN		RN		APN	
	%	n	%	n	%	n
Female	95.1	174	95.5	231	94.5	342
Male	4.9	9	4.5	11	5.5	20

Table G.11. Percentage of marital status identification

	LPN		RN		APN	
	%	n	%	n	%	n
Married/Living with a partner	43.3	77	59.6	143	61.9	224
Divorced/Widowed/Separated	38.2	68	16.7	40	10.5	38
Single/Never married	18.5	33	23.8	57	27.6	100

Table G.12. Percentage of age category identification

	LPN		RN		APN	
	%	n	%	n	%	n
18-25 years old	1.6	3	2.9	7	.	.
26-35 years old	15.8	29	21.2	51	25.8	94
36-45 years old	18.6	34	20.3	49	22.7	83
46-55 years old	24.6	45	27.0	65	31.2	114
56-60 years old	12.0	22	10.8	26	11.5	42
61-65 years old	14.2	26	8.3	20	5.5	20
over 65 years old	13.1	24	9.5	23	3.3	12

Table G.13. Percentage of years licensed as an RN or LPN

	LPN		RN		APN	
	%	n	%	n	%	n
less than 1 year	6.0	11	5.8	14	.	.
1-5 years	15.8	29	10.8	26	4.4	16
6-10 years	9.8	18	17.0	41	17.8	65
11-15 years	6.6	12	7.5	18	17.5	64
16-20 years	10.9	20	12.9	31	11.2	41
21-30 years	26.8	49	22.0	53	26.5	97
greater than 30 years	24.0	44	24.1	58	22.7	83

Table G.14. Percentage of nursing education programs completed

	LPN		RN		APN	
	%	n	%	n	%	n
Practical Nursing Program	-	-	6.6	16	2.2	8
RN Diploma Program	-	-	22.7	55	13.9	51
Associate Degree Program	-	-	25.6	62	9.8	36
Baccalaureate Degree Program	-	-	58.3	141	69.6	256
Master's Degree Program	-	-	12.4	30	88.9	327
Post-Master's Certificate	-	-	1.7	4	19.6	72
Doctoral Program	-	-	1.2	3	6.8	25

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table G.15. Percentage currently teaching in nursing education program

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, full-time	-	-	2.5	6	5.7	21
Yes, part-time	-	-	0.8	2	10.1	37
No	-	-	96.7	233	84.2	308

Table G.16. Percentage considering teaching, if not already teaching

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, full-time	-	-	8.3	19	9.8	30
Yes, part-time	-	-	34.1	78	53.4	164
No	-	-	57.6	132	36.8	113

Table G.17. Percentage of obstacles to teaching

	LPN		RN		APN	
	%	n	%	n	%	n
Current job demands limit it	-	-	22.5	53	46.8	148
Do not want to leave clinical practice	-	-	17.8	42	48.4	153
Salary	-	-	25.0	59	51.9	164
Transition from clinical practice to education is difficult	-	-	3.8	9	4.1	13
No interest in teaching	-	-	27.1	64	11.4	36
Education/degree does not qualify me to teach	-	-	36.0	85	7.6	24
Other	-	-	17.4	41	11.4	36

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table G.18. Percentage of years worked as an APN

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	-	-	-	-	9.6	35
1-3 years	-	-	-	-	14.8	54
More than 3, but less than 5 years	-	-	-	-	9.3	34
5-10 years	-	-	-	-	30.4	111
More than 10 years	-	-	-	-	34.5	126
Not applicable	-	-	-	-	1.4	5

Table G.19. Percentage currently working as an APN

	LPN		RN		APN	
	%	n	%	n	%	n
Yes	-	-	-	-	86.9	318
No	-	-	-	-	13.1	48

Table G.20. Reasons not working as APN

	LPN		RN		APN	
	%	n	%	n	%	n
It is difficult to find an APN position	-	-	-	-	3.7	11
Satisfied with current job	-	-	-	-	4.7	14
Better salary / benefits in current or alternative non-APN	-	-	-	-	5.7	17
Other	-	-	-	-	9.5	28
Not applicable	-	-	-	-	83.8	248

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table G.21. Percentage of APNs who had difficulty finding current position

	LPN		RN		APN	
	%	n	%	n	%	n
Yes	-	-	-	-	16.1	52
No	-	-	-	-	83.9	270

Table G.22. Reasons APNs had difficulty finding current APN position

	LPN		RN		APN	
	%	n	%	n	%	n
Overall lack of practice opportunities for APN's	-	-	-	-	2.6	8
Lack of practice opportunities for APN's in desired geograph	-	-	-	-	4.6	14
Lack of opportunities for APN's in desired practice setting	-	-	-	-	7.6	23
Inadequate salary for advanced practice responsibilities	-	-	-	-	4.6	14
Other	-	-	-	-	4.3	13
Not applicable	-	-	-	-	76.2	231

Table G.23. Current primary work situation

	LPN		RN		APN	
	%	n	%	n	%	n
Working in an APN position	-	-	-	-	81.4	293
Working in an RN position	-	-	82.3	195	6.9	25
Working in a faculty position	-	-	3.4	8	6.7	24
Working in an LPN position	81.3	143	-	-	0.0	
Working in a non-nursing job -- looking for an APN position	-	-	-	-	0.3	1
Working in a non-nursing job -- looking for an RN/LPN position	1.7	3	0.4	1	.	.
Working in a non-nursing job -- not looking for an RN/APN po	1.1	2	5.1	12	0.3	1
Not employed -- looking for an APN position	-	-	-	-	0.6	2
Not employed -- looking for an RN position	2.3	4	1.3	3	0.3	1
Not employed -- looking for a non-nursing position	.	.	.	.	0.8	3
Not employed -- not looking for a job	2.8	5	1.3	3	1.1	4
Retired	10.8	19	6.3	15	1.7	6

Table G.24. Working as a nurse in what states

	LPN		RN		APN	
	%	n	%	n	%	n
Iowa	.	.	.	.	.	.
Illinois	100.0	147	99.0	203	100.0	341
Indiana	.	.	.	.	.	.
Kentucky	.	.	.	.	.	.
Missouri	.	.	.	.	.	.
Wisconsin	.	.	.	.	.	.
Other	.	.	1.0	2	.	.

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table G.25. Type of setting for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Alcohol/Detox/Halfway House	3.5	5	1.0	2	.	.
Ambulatory Care	2.8	4	5.4	11	8.2	29
Assisted Living Facility	6.3	9	.	.	0.3	1
Dialysis Center	.	.	1.0	2	0.3	1
Federally Qualified Health Center FQHC	.	.	.	.	5.7	20
Healthcare Industry Vendors	.	.	0.5	1	.	.
Home Health	9.0	13	4.0	8	0.3	1
Hospice	2.1	3	1.0	2	.	.
Hospital	16.7	24	62.4	126	49.9	176
Insurance Company/HMO	.	.	1.0	2	0.3	1
Law Office	.	.	.	.	.	.
Nursing Home	43.1	62	6.4	13	1.7	6
Occupational Health	.	.	3.0	6	1.1	4
Parish Nurses	0.7	1	1.0	2	.	.
Physician's Office/Health Clinic	6.3	9	3.0	6	13.3	47
Professional Healthcare Organization	0.7	1	.	.	0.6	2
Public/Community Health	0.7	1	0.5	1	2.6	9
Self-Employed	.	.	0.5	1	1.7	6
Staffing Agency	2.8	4	0.5	1	.	.
Student Health/School	3.5	5	1.5	3	2.6	9
University/College/Tech School	.	.	3.5	7	8.5	30
Other	2.1	3	3.5	7	2.3	8
Not applicable	.	.	0.5	1	0.9	3

Table G.26. Type of compensation for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Salary without incentive	-	-	47.3	95	72.2	255
Salary with incentive	-	-	34.8	70	21.2	75
Non-salaried example: Contractual or Fee for service	-	-	8.5	17	4.8	17
Other	-	-	9.5	19	1.7	6

Table G.27. Annual salary for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Less than \$5,000	1.4	2	.	.	.	.
\$5,000 - \$25,000	9.3	13	2.6	5	0.9	3
More than \$25,000 but less than \$35,000	25.0	35	3.1	6	1.7	6
More than \$35,000 but less than \$45,000	34.3	48	15.3	30	3.7	13
More than \$45,000 but less than \$55,000	18.6	26	16.3	32	5.5	19
More than \$55,000 but less than \$65,000	9.3	13	23.0	45	7.5	26
More than \$65,000 but less than \$85,000	2.1	3	27.6	54	37.1	129
More than \$85,000 but less than \$105,000	.	.	9.2	18	29.0	101
More than \$105,000 but less than \$150,000	.	.	2.0	4	11.5	40
\$150,000 or more	.	.	1.0	2	3.2	11

Table G.28. Type of position for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Academic Administrator	-	-	2.4	5	1.7	6
Case Manager	.	.	3.9	8	0.9	3
Clinical Nurse Specialist	-	-	2.9	6	8.3	29
Consultant	0.7	1	2.4	5	0.6	2
Nurse Anesthetist	-	-	1.0	2	13.2	46
Nurse Attorney	.	.	.	.	.	.
Nurse Educator	-	-	2.4	5	4.9	17
Nurse Executive	1.3	2	2.4	5	0.9	3
Nurse Manager	3.4	5	5.8	12	1.4	5
Nurse Midwife	-	-	.	.	9.8	34
Nurse Practitioner	-	-	2.9	6	52.0	181
Office Nurse	8.7	13	2.9	6	0.6	2
Patient Safety	2.7	4	.	.	.	.
Quality/Performance Improvement	.	.	1.9	4	.	.
Risk Management	.	.	.	.	.	.
School Nurse	-	-	2.4	5	0.9	3
Staff Nurse	65.1	97	60.7	125	3.2	11
Staff / Patient Educator	5.4	8	0.5	1	0.3	1
Other	12.8	19	5.3	11	1.4	5

Table G.29. Major activity of primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	2.6	4	2.5	5	0.3	1
Administration/management	7.9	12	11.3	23	5.4	19
Case Management	2.0	3	4.9	10	3.1	11
Direct Patient Care	78.1	118	68.5	139	76.8	271
Informatics	.	.	0.5	1	.	.
Nursing Litigation	.	.	.	.	.	.
Nursing Research	.	.	1.5	3	1.4	5
Performance	1.3	2	2.5	5	0.9	3
Improvement/Utilization Review						
Sales	0.7	1	.	.	.	.
Teaching/Instruction/Nurse educator	2.6	4	4.9	10	9.9	35
Other	4.6	7	3.4	7	2.3	8

Table G.30. Percentage of years employed with primary employer

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	20.6	32	15.9	33	15.4	55
1-3 years	28.4	44	21.7	45	20.2	72
More than 3, but less than 5 years	11.0	17	10.6	22	11.5	41
More than 5, but less than 10 years	11.0	17	17.4	36	25.6	91
10 or more years	28.4	44	33.8	70	27.0	96
Not applicable	0.6	1	0.5	1	0.3	1

Table G.31. Population receiving direct patient care at primary job

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	2.6	4	12.2	25	6.0	21
Neonates	3.8	6	15.6	32	16.5	58
Children	16.7	26	22.4	46	27.1	95
Adolescents	10.9	17	21.0	43	32.8	115
Young Adults	23.1	36	31.7	65	36.2	127
Adults	53.2	83	60.5	124	62.7	220
Geriatrics	66.0	103	45.4	93	39.0	137
Women	17.3	27	31.2	64	35.9	126

Table G.32. Average hours per week at primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
0 to 10 hours	5.1	8	3.4	7	4.2	15
11 to 20 hours	5.8	9	7.3	15	8.2	29
21 to 30 hours	9.6	15	9.2	19	10.1	36
31 to 40 hours	42.3	66	51.9	107	34.9	124
41 to 50 hours	30.8	48	23.3	48	33.2	118
51 hours or more	6.4	10	4.9	10	9.3	33

Table G.33. Currently employed in more than one job

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, in nursing	26.0	40	20.0	41	18.9	67
Yes, not in nursing	1.3	2	2.0	4	2.5	9
No	72.7	112	78.0	160	78.6	279

Table G.34. Type of setting for secondary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Alcohol/Detox/Halfway House	5.4	2	.	.	.	.
Ambulatory Care	2.7	1	3.8	2	4.5	3
Assisted Living Facility	2.7	1	.	.	.	.
Dialysis Center	.	.	1.9	1	.	.
Federally Qualified Health Center FQHC	2.7	1	.	.	.	.
Healthcare Industry Vendors	.	.	.	.	.	.
Home Health	18.9	7	13.5	7	1.5	1
Hospice	8.1	3	1.9	1	1.5	1
Hospital	5.4	2	44.2	23	39.4	26
Insurance Company/HMO	.	.	.	.	.	.
Law Office	.	.	.	.	.	.
Nursing Home	35.1	13	3.8	2	6.1	4
Occupational Health	.	.	.	.	.	.
Parish Nurses	.	.	.	.	.	.
Physician's Office/Health Clinic	5.4	2	.	.	12.1	8
Professional Healthcare Organization	.	.	.	.	1.5	1
Public/Community Health	.	.	.	.	6.1	4
Self-Employed	.	.	.	.	3.0	2
Staffing Agency	13.5	5	7.7	4	4.5	3
Student Health/School	.	.	.	.	.	.
University/College/Tech School	.	.	1.9	1	13.6	9
Other	.	.	5.8	3	6.1	4
Not applicable	.	.	15.4	8	.	.

Table G.35. Annual salary for secondary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Less than \$5,000	25.6	10	19.6	9	17.9	12
\$5,000 - \$25,000	48.7	19	47.8	22	58.2	39
More than \$25,000 but less than \$35,000	17.9	7	8.7	4	13.4	9
More than \$35,000 but less than \$45,000	.	.	8.7	4	3.0	2
More than \$45,000 but less than \$55,000	2.6	1	2.2	1	3.0	2
More than \$55,000 but less than \$65,000	2.6	1	6.5	3	.	.
More than \$65,000 but less than \$85,000	2.6	1	6.5	3	3.0	2
More than \$85,000 but less than \$105,000	.	.	.	.	1.5	1
More than \$105,000 but less than \$150,000	.	.	.	.	.	.
\$150,000 or more	.	.	.	.	.	.

Table G.36. Type of position for secondary employment as nurse

	LPN		RN		APN	
	%	N	%	n	%	n
Academic Administrator	-	-	.	.	.	.
Case Manager	.	.	2.2	1	1.5	1
Clinical Nurse Specialist	-	-	6.7	3	6.1	4
Consultant	.	.	.	.	3.0	2
Nurse Anesthetist	-	-	2.2	1	10.6	7
Nurse Attorney	.	.	.	.	.	.
Nurse Educator	-	-	2.2	1	9.1	6
Nurse Executive	2.6	1	.	.	.	.
Nurse Manager	2.6	1	2.2	1	.	.
Nurse Midwife	-	-	.	.	7.6	5
Nurse Practitioner	-	-	.	.	30.3	20
Office Nurse	5.1	2	2.2	1	4.5	3
Patient Safety	.	.	.	.	.	.
Quality/Performance Improvement	.	.	.	.	.	.
Risk Management	.	.	2.2	1	.	.
School Nurse	-	-	.	.	.	.
Staff Nurse	69.2	27	62.2	28	18.2	12
Staff / Patient Educator	5.1	2	.	.	1.5	1
Other	15.4	6	17.8	8	7.6	5

Table G.37. Major activity of secondary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	2.6	1	14.9	7	1.5	1
Administration/management	5.1	2	6.4	3	.	.
Case Management	2.6	1	8.5	4	3.0	2
Direct Patient Care	74.4	29	57.4	27	71.6	48
Informatics	.	.	.	.	.	.
Nursing Litigation	2.6	1	.	.	.	.
Nursing Research	.	.	.	.	.	.
Performance	.	.	.	.	.	.
Improvement/Utilization Review	.	.	.	.	.	.
Sales	.	.	.	.	.	.
Teaching/Instruction/Nurse educator	2.6	1	2.1	1	19.4	13
Other	10.3	4	10.6	5	4.5	3

Table G.38. Percentage of years employed with secondary employer

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	42.5	17	25.5	12	26.9	18
1-3 years	22.5	9	34.0	16	35.8	24
More than 3, but less than 5 years	12.5	5	8.5	4	4.5	3
More than 5, but less than 10 years	12.5	5	19.1	9	23.9	16
10 or more years	5.0	2	8.5	4	9.0	6
Not applicable	5.0	2	4.3	2	.	.

Table G.39. Population receiving direct patient care at secondary job

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	.	.	12.0	6	12.1	8
Neonates	7.5	3	16.0	8	9.1	6
Children	22.5	9	34.0	17	24.2	16
Adolescents	10.0	4	28.0	14	25.8	17
Young Adults	25.0	10	38.0	19	31.8	21
Adults	60.0	24	68.0	34	57.6	38
Geriatrics	60.0	24	62.0	31	51.5	34
Women	10.0	4	36.0	18	34.8	23

Table G.40. Average hours per week at secondary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
0 to 10 hours	35.0	14	45.8	22	72.7	48
11 to 20 hours	30.0	12	25.0	12	19.7	13
21 to 30 hours	17.5	7	10.4	5	6.1	4
31 to 40 hours	12.5	5	12.5	6	1.5	1
41 to 50 hours	2.5	1	6.3	3	.	.
51 hours or more	2.5	1	.	.	.	.

Table G.41. What nurses like most about their primary nurse position

	LPN		RN		APN	
	%	n	%	n	%	n
The work itself	15.2	22	21.1	40	41.0	139
Workload	3.4	5	1.6	3	0.9	3
Salary	2.8	4	2.1	4	4.4	15
The hours/schedule	20.0	29	19.5	37	13.3	45
The location	2.8	4	6.8	13	1.8	6
The people for whom I provide service patients	43.4	63	22.6	43	26.3	89
The people with whom I work co-workers	2.1	3	16.3	31	6.8	23
Immediate supervisor	2.1	3	1.1	2	0.3	1
Management/Administration	0.7	1	0.5	1	.	.
The benefits insurance, paid vacation, retirement, etc.	4.8	7	5.8	11	3.5	12
I don't like anything about it	2.1	3	0.5	1	0.3	1
Other	0.7	1	2.1	4	1.5	5

Table G.42. What nurses like least about their primary nurse position

	LPN		RN		APN	
	%	n	%	n	%	n
The work itself	0.7	1	2.5	5	2.3	8
Workload	17.8	26	24.9	50	17.3	60
Salary	24.0	35	17.4	35	15.0	52
The hours/schedule	6.2	9	8.5	17	8.7	30
The location	2.7	4	2.5	5	6.1	21
The people for whom I provide service patients	4.1	6	1.0	2	0.3	1
The people with whom I work co-workers	3.4	5	3.0	6	2.9	10
Immediate supervisor	.	.	2.0	4	3.2	11
Management/Administration	11.0	16	14.9	30	13.6	47
The benefits insurance, paid vacation, retirement, etc.	11.0	16	6.5	13	5.5	19
Nothing, I like everything about my employment	16.4	24	13.4	27	18.5	64
Other	2.7	4	3.5	7	6.6	23

Table G.43. Factors that led to voluntary separation of nurse position within the last two years

	LPN		RN		APN	
	%	n	%	n	%	n
Age	3.6	4	1.9	3	0.4	1
Care for dependent adults	0.9	1	1.3	2	.	.
Career promotion	0.9	1	1.9	3	4.5	12
Childbearing / childrearing	0.9	1	.	.	1.1	3
Dissatisfaction with management/supervisor	5.4	6	5.7	9	3.4	9
Employer / employee conflict	2.7	3	.	.	.	.
General lack of job satisfaction	0.9	1	1.3	2	1.9	5
Inadequate benefits	0.9	1	1.3	2	.	.
Inadequate salary / wages	0.9	1	3.2	5	2.3	6
Increasing administrative burden	.	.	.	.	.	.
Opportunity to work in nursing administration	.	.	.	.	.	.
Opportunity to work in nursing education	0.9	1	.	.	0.4	1
Personal or family concerns	1.8	2	0.6	1	0.4	1
Physical demands of the job	1.8	2	.	.	.	.
Relocation	0.9	1	2.5	4	1.9	5
Retired, but now working again	.	.	1.9	3	0.4	1
Return to school	1.8	2	.	.	1.5	4
Unsafe work environment	1.8	2	1.3	2	.	.
Other	7.1	8	2.5	4	2.6	7
Not applicable	67.0	75	74.7	118	79.3	211

Table G.44. Likelihood to leave primary position in next 12 months

	LPN		RN		APN	
	%	n	%	n	%	n
Very unlikely	35.8	54	46.9	98	56.1	198
Somewhat unlikely	8.6	13	14.8	31	12.2	43
Somewhat likely	20.5	31	16.3	34	16.4	58
Very likely	13.2	20	11.5	24	9.3	33
Unsure	21.9	33	10.5	22	5.9	21

Table G.45. Main reason for leaving primary job in the next 12 months

	LPN		RN		APN	
	%	n	%	n	%	n
Age	3.8	5	2.9	5	1.0	3
Care for dependent adults	2.3	3	0.6	1	0.3	1
Career promotion	2.3	3	2.3	4	2.3	7
Childbearing / childrearing	.	.	2.9	5	4.0	12
Dissatisfaction with management/supervisor	6.8	9	7.4	13	3.0	9
Employer / employee conflict	.	.	0.6	1	1.0	3
General lack of job satisfaction	1.5	2	5.7	10	5.0	15
Inadequate benefits	5.3	7	1.7	3	0.7	2
Inadequate salary / wages	6.8	9	12.6	22	5.7	17
Increasing administrative burden	2.3	3	1.1	2	1.7	5
Opportunity to work in nursing administration	.	.	2.3	4	0.3	1
Opportunity to work in nursing education	2.3	3	.	.	0.3	1
Personal or family concerns	3.8	5	3.4	6	1.7	5
Physical demands of the job	3.8	5	1.1	2	0.7	2
Relocation	3.8	5	9.1	16	3.3	10
Retired, but now working again	2.3	3	1.7	3	.	.
Return to school	9.8	13	0.6	1	0.7	2
Unsafe work environment	3.0	4	1.7	3	0.7	2
Other	11.4	15	4.0	7	9.3	28
Not applicable	28.8	38	38.3	67	58.3	175

Table G.46. Satisfaction with primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	25.3	39	25.0	52	31.7	112
Satisfied	49.4	76	57.2	119	53.8	190
Dissatisfied	17.5	27	10.6	22	9.9	35
Very Dissatisfied	1.3	2	1.0	2	1.4	5
Unsure/Undecided	6.5	10	6.3	13	3.1	11

Table G.47. Satisfaction with primary nursing salary

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	5.2	8	9.1	19	16.8	59
Satisfied	41.6	64	44.5	93	52.1	183
Dissatisfied	32.5	50	34.0	71	24.2	85
Very Dissatisfied	17.5	27	10.0	21	5.1	18
Unsure/Undecided	3.2	5	2.4	5	1.7	6

Table G.48. Satisfaction with nursing as a career

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	49.0	75	48.1	100	51.7	184
Satisfied	38.6	59	43.8	91	39.9	142
Dissatisfied	7.2	11	5.3	11	5.9	21
Very Dissatisfied	3.9	6	1.0	2	0.8	3
Unsure/Undecided	1.3	2	1.9	4	1.7	6

Table G.49. Years planning to practice nursing in Illinois

	LPN		RN		APN	
	%	n	%	N	%	n
1-5 years	33.3	51	23.4	49	14.2	51
6-10 years	15.7	24	15.3	32	16.2	58
11-15 years	13.1	20	16.3	34	16.5	59
16-20 years	8.5	13	11.5	24	19.0	68
21-30 years	7.8	12	15.8	33	13.1	47
over 30 years	2.0	3	4.8	10	5.9	21
Do not know	19.6	30	12.9	27	15.1	54

Table G.50. Years until eligible to retire

	LPN		RN		APN	
	%	N	%	N	%	n
less than 1 year	10.0	15	5.8	12	2.5	9
1-5 years	12.7	19	10.6	22	10.0	36
6-10 years	14.7	22	14.9	31	12.5	45
11-15 years	13.3	20	15.9	33	18.4	66
16-20 years	15.3	23	11.1	23	13.9	50
21-30 years	16.7	25	24.0	50	28.1	101
greater than 30 years	17.3	26	17.8	37	14.5	52

Table G.51. Years until plan to retire

	LPN		RN		APN	
	%	N	%	N	%	n
less than 1 year	3.9	6	2.4	5	0.8	3
1-5 years	15.0	23	11.3	24	8.7	31
6-10 years	11.1	17	10.8	23	13.1	47
11-15 years	13.7	21	16.5	35	13.1	47
16-20 years	6.5	10	10.8	23	18.7	67
21-30 years	11.8	18	19.3	41	18.4	66
greater than 30 years	7.8	12	8.0	17	7.8	28
Do not know	30.1	46	20.8	44	19.3	69

Table G.52. Primary factor to continue working as nurse

	LPN		RN		APN	
	%	N	%	N	%	n
Increased salary	14.4	20	10.5	19	4.0	12
A less physically demanding position	10.1	14	3.3	6	1.3	4
Continued benefits	5.8	8	3.3	6	2.3	7
New learning opportunity	2.9	4	1.7	3	1.7	5
Shortened/flexible work hours	5.8	8	12.7	23	12.8	38
Better workplace safety	1.4	2	0.6	1	0.7	2
Other	2.2	3	2.8	5	1.7	5
Do not plan to retire	57.6	80	65.2	118	75.5	225

Table G.53. Encourage others to choose nursing as a career

	LPN		RN		APN	
	%	N	%	N	%	n
Yes	83.6	153	83.5	202	89.0	332
No	16.4	30	16.5	40	11.0	41

APPENDIX H

HSA 7 – DUPAGE COUNTY AND SUBURBAN COOK COUNTY



Table H.1. Location of the nursing education program in preparation of licensing examination

	LPN		RN		APN	
	%	n	%	n	%	n
Illinois	88.8	207	71.6	214	72.6	524
Other state or US Territory	9.9	23	14.0	42	25.6	185
Foreign Country	1.3	3	14.4	43	1.8	13

Table H.2. Percentage of nurses currently enrolled in a nursing education degree program

	LPN		RN		APN	
	%	n	%	n	%	n
Other	1.7	4	1.7	5	0.1	1
Not currently enrolled	63.1	147	94.0	282	94.6	685
Associate Degree Program	9.9	23	.	.	.	.
Baccalaureate Degree Program	2.6	6	1.3	4	.	.
Master's Degree Program	.	.	3.0	9	0.6	4
Post-Master's Certificate Program	0.0	.	.	.	1.4	10
Doctoral Program	0.0	.	.	.	3.3	24
Not currently enrolled, but interested	22.7	53	-	-	-	-

Table H.3. Percentage of the greatest barrier to continuing education

	LPN		RN		APN	
	%	n	%	n	%	n
Cost of tuition	30.9	68	-	-	-	-
Family obligations	20.9	46	-	-	-	-
Current job does not allow the time	9.1	20	-	-	-	-
No schools within driving distance	0.9	2	-	-	-	-
Other	17.3	38	-	-	-	-
I am not interested in continuing my education	20.9	46	-	-	-	-

Table H.4. Percentage of non-nursing degrees completed

	LPN		RN		APN	
	%	n	%	n	%	n
Do not have a non-nursing degree	73.5	166	53.6	157	61.5	436
Associate Degree	17.7	40	17.1	50	4.9	35
Bachelor's Degree	8.0	18	26.6	78	24.7	175
Master's Degree	1.3	3	8.5	25	19.0	135
Doctorate	.	.	2.0	6	2.1	15

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table H.5. Percentage of type of nursing program or class

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	84.8	190	93.6	265	94.7	647
Classroom based	9.4	21	3.2	9	1.5	10
Classroom based with on-line/internet components	4.0	9	2.5	7	2.2	15
On-line/internet based and administered within Illinois	1.3	3	0.4	1	1.3	9
On-line/internet based and administered outside of Illinois	2.7	6	1.1	3	0.6	4

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table H.6. Reasons unable to work

	LPN		RN		APN	
	%	n	%	n	%	n
I provide care for a dependent adult	4.8	11	1.4	4	0.7	5
I provide care for a child with special needs	1.3	3	1.0	3	0.4	3
I have young children who do not attend daycare	5.2	12	4.8	14	4.3	30
I am staying home with my infant until s/he is older	1.3	3	1.0	3	2.4	17
Other	20.4	47	12.0	35	4.3	30
Not applicable	70.4	162	81.5	238	89.1	620

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table H.7. Percentage of racial identification

	LPN		RN		APN	
	%	n	%	n	%	n
White	59.2	135	79.4	235	92.3	658
Black or African American	39.5	90	10.5	31	12.3	88
Asian	6.6	15	16.2	48	4.9	35
Native Hawaiian or other Pacific Islander	0.4	1	2.7	8	2.5	18
American Indian or Alaska Native	0.4	1	1.4	4	0.3	2

Table H.8. Percentage of Spanish, Hispanic or Latino origin or descent

	LPN		RN		APN	
	%	n	%	n	%	n
No, not Spanish/Hispanic/Latino	95.6	216	95.9	284	98.3	702
Yes, Puerto Rican	.	.	0.7	2	0.4	3
Yes, Mexican, Mexican-American, Chicano	2.7	6	2.7	8	0.8	6
Yes, Cuban	0.9	2	.	.	.	.
Yes, other Spanish/Hispanic/Latino	0.9	2	0.7	2	0.4	3

Table H.9. Percentage of language spoken other than English

	LPN		RN		APN	
	%	n	%	n	%	n
Chinese	.	.	3.1	3	1.0	2
German	1.5	1	10.3	10	28.1	59
Polish	8.8	6	3.1	3	4.8	10
Russian	.	.	4.1	4	1.4	3
Spanish	20.6	14	18.6	18	33.8	71
Tagalog	16.2	11	25.8	25	1.4	3
Other	52.9	36	35.1	34	29.5	62

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table H.10. Percentage of Gender identification

	LPN		RN		APN	
	%	n	%	n	%	n
Female	96.1	221	97.3	290	96.1	687
Male	3.9	9	2.7	8	3.9	28

Table H.11. Percentage of marital status identification

	LPN		RN		APN	
	%	n	%	n	%	n
Married/Living with a partner	57.9	132	72.8	217	76.8	546
Divorced/Widowed/Separated	29.4	67	16.8	50	11.1	79
Single/Never married	12.7	29	10.4	31	12.1	86

Table H.12. Percentage of age category identification

	LPN		RN		APN	
	%	n	%	n	%	n
18-25 years old	1.7	4	2.0	6	0.1	1
26-35 years old	11.7	27	10.1	30	11.0	79
36-45 years old	13.5	31	14.8	44	24.1	173
46-55 years old	44.3	102	36.4	108	42.8	307
56-60 years old	13.5	31	16.5	49	13.5	97
61-65 years old	7.8	18	9.4	28	5.8	42
over 65 years old	7.4	17	10.8	32	2.6	19

Table H.13. Percentage of years licensed as an RN or LPN

	LPN		RN		APN	
	%	n	%	n	%	n
less than 1 year	2.6	6	1.3	4	0.1	1
1-5 years	9.5	22	4.7	14	0.8	6
6-10 years	12.6	29	7.4	22	8.8	63
11-15 years	16.5	38	8.8	26	11.7	84
16-20 years	10.4	24	9.8	29	8.8	63
21-30 years	24.2	56	35.4	105	41.5	297
greater than 30 years	24.2	56	32.7	97	28.1	201

Table H.14. Percentage of nursing education programs completed

	LPN		RN		APN	
	%	n	%	n	%	n
Practical Nursing Program	-	-	5.1	15	1.8	13
RN Diploma Program	-	-	30.6	91	17.9	128
Associate Degree Program	-	-	26.6	79	10.7	77
Baccalaureate Degree Program	-	-	50.5	150	74.5	534
Master's Degree Program	-	-	13.1	39	89.0	638
Post-Master's Certificate	-	-	1.7	5	22.9	164
Doctoral Program	-	-	2.0	6	7.8	56

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table H.15. Percentage currently teaching in nursing education program

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, full-time	-	-	0.3	1	6.6	47
Yes, part-time	-	-	2.3	7	9.9	71
No	-	-	97.3	290	83.5	598

Table H.16. Percentage considering teaching, if not already teaching

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, full-time	-	-	7.7	22	12.8	76
Yes, part-time	-	-	33.5	95	49.0	290
No	-	-	58.8	167	38.2	226

Table H.17. Percentage of obstacles to teaching

	LPN		RN		APN	
	%	n	%	n	%	n
Current job demands limit it	-	-	18.2	52	43.2	273
Do not want to leave clinical practice	-	-	13.3	38	39.2	248
Salary	-	-	24.9	71	60.1	380
Transition from clinical practice to education is difficult	-	-	2.8	8	4.4	28
No interest in teaching	-	-	29.1	83	10.3	65
Education/degree does not qualify me to teach	-	-	40.0	114	7.3	46
Other	-	-	15.1	43	14.7	93

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table H.18. Percentage of years worked as an APN

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	-	-	-	-	6.3	45
1-3 years	-	-	-	-	12.4	89
More than 3, but less than 5 years	-	-	-	-	9.9	71
5-10 years	-	-	-	-	27.6	197
More than 10 years	-	-	-	-	42.5	304
Not applicable	-	-	-	-	1.3	9

Table H.19. Percentage currently working as an APN

	LPN		RN		APN	
	%	n	%	n	%	n
Yes	-	-	-	-	82.4	589
No	-	-	-	-	17.6	126

Table H.20. Reasons not working as APN

	LPN		RN		APN	
	%	n	%	n	%	n
It is difficult to find an APN position	-	-	-	-	6.1	34
Satisfied with current job	-	-	-	-	6.8	38
Better salary / benefits in current or alternative non-APN	-	-	-	-	6.6	37
Other	-	-	-	-	8.6	48
Not applicable	-	-	-	-	77.5	433

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table H.21. Percentage of APNs who had difficulty finding current position

	LPN		RN		APN	
	%	n	%	n	%	n
Yes	-	-	-	-	19.5	118
No	-	-	-	-	80.5	487

Table H.22. Reasons APNs had difficulty finding current APN position

	LPN		RN		APN	
	%	n	%	n	%	n
Overall lack of practice opportunities for APN's	-	-	-	-	5.8	34
Lack of practice opportunities for APN's in desired geograph	-	-	-	-	5.8	34
Lack of opportunities for APN's in desired practice setting	-	-	-	-	8.5	50
Inadequate salary for advanced practice responsibilities	-	-	-	-	6.0	35
Other	-	-	-	-	2.7	16
Not applicable	-	-	-	-	71.2	417

Table H.23. Current primary work situation

	LPN		RN		APN	
	%	n	%	n	%	n
Working in an APN position	-	-	-	-	78.2	552
Working in an RN position	-	-	80.7	238	8.6	61
Working in a faculty position	-	-	0.3	1	7.1	50
Working in an LPN position	83.5	192	-	-	0.0	
Working in a non-nursing job -- looking for an APN position	-	-	-	-	0.4	3
Working in a non-nursing job -- looking for an RN/LPN position	1.3	3	2.0	6	.	.
Working in a non-nursing job -- not looking for an RN/APN po	4.8	11	5.1	15	1.0	7
Not employed -- looking for an APN position	-	-	-	-	1.3	9
Not employed -- looking for an RN position	2.6	6	0.3	1	.	.
Not employed -- looking for a non-nursing position	1.3	3	0.3	1	.	.
Not employed -- not looking for a job	3.5	8	4.4	13	1.6	11
Retired	3.0	7	6.8	20	1.8	13

Table H.24. Working as a nurse in what states

	LPN		RN		APN	
	%	n	%	n	%	n
Iowa	0.5	1	.	.	.	.
Illinois	97.9	190	99.2	238	99.7	659
Indiana	1.0	2	.	.	0.2	1
Kentucky	.	.	.	.	.	.
Missouri	.	.	.	.	.	.
Wisconsin	.	.	.	.	0.2	1
Other	0.5	1	0.8	2	.	.

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table H.25. Type of setting for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Alcohol/Detox/Halfway House	3.6	7	0.4	1	0.1	1
Ambulatory Care	2.6	5	4.5	11	10.1	68
Assisted Living Facility	3.6	7	0.4	1	.	.
Dialysis Center	1.5	3	1.2	3	0.1	1
Federally Qualified Health Center FQHC	0.5	1	.	.	2.1	14
Healthcare Industry Vendors	.	.	0.8	2	0.3	2
Home Health	5.1	10	5.8	14	1.5	10
Hospice	4.1	8	2.5	6	1.2	8
Hospital	12.8	25	56.2	136	45.2	305
Insurance Company/HMO	1.5	3	1.2	3	0.9	6
Law Office	.	.	.	.	.	.
Nursing Home	34.2	67	6.6	16	2.2	15
Occupational Health	0.5	1	0.8	2	1.5	10
Parish Nurses	.	.	.	.	.	.
Physician's Office/Health Clinic	18.4	36	9.5	23	18.1	122
Professional Healthcare Organization	2.0	4	1.2	3	0.4	3
Public/Community Health	.	.	0.8	2	1.8	12
Self-Employed	.	.	.	.	1.6	11
Staffing Agency	2.0	4	0.8	2	0.3	2
Student Health/School	3.1	6	2.5	6	1.5	10
University/College/Tech School	.	.	1.2	3	7.7	52
Other	3.6	7	2.5	6	2.8	19
Not applicable	1.0	2	0.8	2	0.6	4

Table H.26. Type of compensation for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Salary without incentive	-	-	51.0	123	71.5	482
Salary with incentive	-	-	25.3	61	15.6	105
Non-salaried example: Contractual or Fee for service	-	-	14.1	34	8.8	59
Other	-	-	9.5	23	4.2	28

Table H.27. Annual salary for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Less than \$5,000	1.1	2	0.4	1	0.3	2
\$5,000 - \$25,000	18.7	35	9.6	22	3.2	21
More than \$25,000 but less than \$35,000	21.9	41	8.3	19	2.0	13
More than \$35,000 but less than \$45,000	26.7	50	9.1	21	5.7	38
More than \$45,000 but less than \$55,000	21.4	40	14.3	33	7.1	47
More than \$55,000 but less than \$65,000	7.5	14	13.9	32	9.5	63
More than \$65,000 but less than \$85,000	1.6	3	33.5	77	33.0	218
More than \$85,000 but less than \$105,000	1.1	2	6.5	15	27.8	184
More than \$105,000 but less than \$150,000	.	.	3.0	7	8.2	54
\$150,000 or more	.	.	1.3	3	3.2	21

Table H.28. Type of position for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Academic Administrator	-	-	.	.	0.9	6
Case Manager	3.0	6	6.9	17	1.5	10
Clinical Nurse Specialist	-	-	2.4	6	18.1	123
Consultant	0.5	1	0.8	2	1.0	7
Nurse Anesthetist	-	-	0.4	1	10.6	72
Nurse Attorney	.	.	.	.	.	.
Nurse Educator	-	-	2.4	6	7.1	48
Nurse Executive	.	.	2.0	5	1.0	7
Nurse Manager	6.6	13	6.1	15	3.2	22
Nurse Midwife	-	-	.	.	5.5	37
Nurse Practitioner	-	-	2.4	6	44.2	300
Office Nurse	16.7	33	4.9	12	0.1	1
Patient Safety	0.5	1	0.4	1	0.1	1
Quality/Performance Improvement	0.5	1	1.2	3	.	.
Risk Management	.	.	.	.	0.1	1
School Nurse	-	-	2.4	6	0.4	3
Staff Nurse	61.1	121	57.6	141	3.2	22
Staff / Patient Educator	1.5	3	2.9	7	0.4	3
Other	9.6	19	6.9	17	2.2	15

Table H.29. Major activity of primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	5.6	11	1.7	4	0.7	5
Administration/management	4.1	8	11.2	27	5.9	40
Case Management	2.1	4	5.8	14	2.7	18
Direct Patient Care	74.4	145	66.9	162	69.8	471
Informatics	1.0	2	0.4	1	.	.
Nursing Litigation	.	.	.	.	0.1	1
Nursing Research	.	.	1.7	4	1.0	7
Performance	.	.	1.2	3	0.6	4
Improvement/Utilization Review	.	.	.	.	.	.
Sales	.	.	.	.	.	.
Teaching/Instruction/Nurse educator	1.5	3	4.5	11	13.3	90
Other	11.3	22	6.6	16	5.8	39

Table H.30. Percentage of years employed with primary employer

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	16.0	32	8.5	21	12.0	82
1-3 years	18.5	37	18.3	45	21.1	144
More than 3, but less than 5 years	12.5	25	10.2	25	10.7	73
More than 5, but less than 10 years	22.0	44	15.4	38	23.8	162
10 or more years	28.5	57	47.6	117	31.5	215
Not applicable	2.5	5	.	.	0.9	6

Table H.31. Population receiving direct patient care at primary job

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	7.0	14	13.0	32	11.6	78
Neonates	1.0	2	11.8	29	12.6	85
Children	17.4	35	21.1	52	26.4	178
Adolescents	14.4	29	22.0	54	30.2	203
Young Adults	20.9	42	30.9	76	32.1	216
Adults	52.2	105	61.4	151	60.0	404
Geriatrics	58.2	117	49.2	121	36.6	246
Women	16.9	34	23.2	57	34.0	229

Table H.32. Average hours per week at primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
0 to 10 hours	6.1	12	6.5	16	7.2	48
11 to 20 hours	5.6	11	9.3	23	8.0	54
21 to 30 hours	15.2	30	12.6	31	15.1	101
31 to 40 hours	48.0	95	42.5	105	30.0	201
41 to 50 hours	22.7	45	23.9	59	33.1	222
51 hours or more	2.5	5	5.3	13	6.7	45

Table H.33. Currently employed in more than one job

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, in nursing	23.3	47	16.7	41	25.8	176
Yes, not in nursing	2.5	5	0.8	2	1.8	12
No	74.3	150	82.5	203	72.4	494

Table H.34. Type of setting for secondary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Alcohol/Detox/Halfway House	2.3	1	.	.	.	.
Ambulatory Care	2.3	1	5.5	3	5.7	10
Assisted Living Facility	4.5	2	1.8	1	1.7	3
Dialysis Center	.	.	1.8	1	.	.
Federally Qualified Health Center FQHC	4.5	2	.	.	0.6	1
Healthcare Industry Vendors	.	.	1.8	1	2.3	4
Home Health	15.9	7	12.7	7	0.6	1
Hospice	11.4	5	1.8	1	1.1	2
Hospital	2.3	1	30.9	17	32.8	57
Insurance Company/HMO	.	.	.	.	.	.
Law Office	.	.	.	.	.	.
Nursing Home	34.1	15	5.5	3	2.3	4
Occupational Health	.	.	.	.	1.1	2
Parish Nurses	.	.	.	.	0.6	1
Physician's Office/Health Clinic	9.1	4	5.5	3	10.3	18
Professional Healthcare Organization	2.3	1	.	.	0.6	1
Public/Community Health	.	.	.	.	2.3	4
Self-Employed	.	.	.	.	4.6	8
Staffing Agency	6.8	3	1.8	1	2.3	4
Student Health/School	2.3	1	5.5	3	1.1	2
University/College/Tech School	.	.	3.6	2	15.5	27
Other	.	.	5.5	3	13.2	23
Not applicable	2.3	1	16.4	9	1.1	2

Table H.35. Annual salary for secondary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Less than \$5,000	21.7	10	31.7	13	23.3	40
\$5,000 - \$25,000	56.5	26	61.0	25	54.7	94
More than \$25,000 but less than \$35,000	8.7	4	4.9	2	7.6	13
More than \$35,000 but less than \$45,000	6.5	3	2.4	1	7.6	13
More than \$45,000 but less than \$55,000	2.2	1	.	.	1.7	3
More than \$55,000 but less than \$65,000	.	.	.	.	2.9	5
More than \$65,000 but less than \$85,000	.	.	.	.	1.2	2
More than \$85,000 but less than \$105,000	2.2	1	.	.	1.2	2
More than \$105,000 but less than \$150,000	.	.	.	.	.	.
\$150,000 or more	2.2	1	.	.	.	.

Table H.36. Type of position for secondary employment as nurse

	LPN		RN		APN	
	%	N	%	n	%	n
Academic Administrator	-	-	2.3	1	1.2	2
Case Manager	.	.	6.8	3	1.2	2
Clinical Nurse Specialist	-	-	.	.	2.9	5
Consultant	.	.	2.3	1	8.8	15
Nurse Anesthetist	-	-	.	.	10.5	18
Nurse Attorney	.	.	.	.	.	.
Nurse Educator	-	-	4.5	2	12.3	21
Nurse Executive	.	.	2.3	1	.	.
Nurse Manager	.	.	2.3	1	.	.
Nurse Midwife	-	-	.	.	4.7	8
Nurse Practitioner	-	-	.	.	29.2	50
Office Nurse	2.1	1	6.8	3	0.6	1
Patient Safety	.	.	.	.	.	.
Quality/Performance Improvement	.	.	.	.	0.6	1
Risk Management	.	.	.	.	.	.
School Nurse	-	-	9.1	4	0.6	1
Staff Nurse	76.6	36	47.7	21	18.7	32
Staff / Patient Educator	4.3	2	2.3	1	0.6	1
Other	17.0	8	13.6	6	8.2	14

Table H.37. Major activity of secondary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	6.4	3	10.9	5	1.2	2
Administration/management	.	.	.	.	1.2	2
Case Management	.	.	8.7	4	3.5	6
Direct Patient Care	76.6	36	56.5	26	63.4	109
Informatics	.	.	.	.	1.2	2
Nursing Litigation	.	.	.	.	2.3	4
Nursing Research	.	.	.	.	0.6	1
Performance	.	.	2.2	1	0.6	1
Improvement/Utilization Review	.	.	.	.	.	.
Sales	.	.	2.2	1	0.6	1
Teaching/Instruction/Nurse educator	.	.	13.0	6	19.2	33
Other	17.0	8	6.5	3	6.4	11

Table H.38. Percentage of years employed with secondary employer

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	34.0	16	22.4	11	20.8	36
1-3 years	29.8	14	20.4	10	24.9	43
More than 3, but less than 5 years	19.1	9	16.3	8	17.3	30
More than 5, but less than 10 years	6.4	3	14.3	7	23.1	40
10 or more years	8.5	4	16.3	8	12.7	22
Not applicable	2.1	1	10.2	5	1.2	2

Table H.39. Population receiving direct patient care at secondary job

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	4.3	2	18.8	9	20.8	35
Neonates	2.1	1	8.3	4	13.1	22
Children	19.1	9	10.4	5	32.7	55
Adolescents	4.3	2	14.6	7	33.9	57
Young Adults	10.6	5	27.1	13	39.9	67
Adults	38.3	18	50.0	24	48.8	82
Geriatrics	70.2	33	33.3	16	32.1	54
Women	12.8	6	16.7	8	32.7	55

Table H.40. Average hours per week at secondary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
0 to 10 hours	30.4	14	59.1	26	73.1	125
11 to 20 hours	34.8	16	29.5	13	22.2	38
21 to 30 hours	19.6	9	4.5	2	4.1	7
31 to 40 hours	6.5	3	2.3	1	0.6	1
41 to 50 hours	6.5	3	4.5	2	.	.
51 hours or more	2.2	1	.	.	.	.

Table H.41. What nurses like most about their primary nurse position

	LPN		RN		APN	
	%	n	%	n	%	n
The work itself	18.3	33	23.3	51	41.1	268
Workload	2.2	4	.	.	0.8	5
Salary	6.1	11	5.0	11	4.8	31
The hours/schedule	15.0	27	23.3	51	13.2	86
The location	5.0	9	6.8	15	2.5	16
The people for whom I provide service patients	28.9	52	20.1	44	23.9	156
The people with whom I work co-workers	9.4	17	11.0	24	5.7	37
Immediate supervisor	0.6	1	0.9	2	1.1	7
Management/Administration	0.6	1	0.9	2	1.1	7
The benefits insurance, paid vacation, retirement, etc.	8.3	15	5.9	13	4.4	29
I don't like anything about it	3.3	6	2.3	5	0.6	4
Other	2.2	4	0.5	1	0.9	6

Table H.42. What nurses like least about their primary nurse position

	LPN		RN		APN	
	%	n	%	n	%	n
The work itself	1.6	3	3.0	7	2.9	19
Workload	18.9	36	26.1	60	14.9	99
Salary	21.1	40	19.1	44	17.7	118
The hours/schedule	5.8	11	7.8	18	6.6	44
The location	3.2	6	4.3	10	7.4	49
The people for whom I provide service patients	1.1	2	0.4	1	.	.
The people with whom I work co-workers	5.8	11	1.3	3	2.3	15
Immediate supervisor	1.6	3	1.7	4	2.4	16
Management/Administration	7.4	14	13.5	31	13.1	87
The benefits insurance, paid vacation, retirement, etc.	13.2	25	7.4	17	7.4	49
Nothing, I like everything about my employment	15.8	30	11.3	26	20.5	136
Other	4.7	9	3.9	9	5.0	33

Table H.43. Factors that led to voluntary separation of nurse position within the last two years

	LPN		RN		APN	
	%	n	%	n	%	n
Age	.	.	2.2	4	0.2	1
Care for dependent adults	1.4	2	0.5	1	.	.
Career promotion	0.7	1	.	.	3.7	19
Childbearing / childrearing	0.7	1	2.7	5	1.2	6
Dissatisfaction with management/supervisor	3.5	5	1.6	3	2.7	14
Employer / employee conflict	0.7	1	0.5	1	0.6	3
General lack of job satisfaction	2.1	3	1.1	2	1.8	9
Inadequate benefits	1.4	2	1.1	2	.	.
Inadequate salary / wages	1.4	2	1.1	2	1.0	5
Increasing administrative burden	.	.	0.5	1	0.6	3
Opportunity to work in nursing administration	0.7	1	.	.	.	.
Opportunity to work in nursing education	.	.	.	.	.	.
Personal or family concerns	2.8	4	2.7	5	0.4	2
Physical demands of the job	2.1	3	.	.	0.2	1
Relocation	0.7	1	1.1	2	0.8	4
Retired, but now working again	2.8	4	1.1	2	1.4	7
Return to school	0.7	1	.	.	0.2	1
Unsafe work environment	1.4	2	1.6	3	.	.
Other	2.1	3	3.2	6	2.1	11
Not applicable	74.6	106	79.0	147	83.3	428

Table H.44. Likelihood to leave primary position in next 12 months

	LPN		RN		APN	
	%	n	%	n	%	n
Very unlikely	38.1	74	45.3	112	56.7	387
Somewhat unlikely	16.0	31	15.0	37	14.5	99
Somewhat likely	14.4	28	14.6	36	14.7	100
Very likely	12.4	24	12.1	30	9.2	63
Unsure	19.1	37	13.0	32	4.8	33

Table H.45. Main reason for leaving primary job in the next 12 months

	LPN		RN		APN	
	%	n	%	n	%	n
Age	1.2	2	6.6	14	1.4	8
Care for dependent adults	0.6	1	1.4	3	0.2	1
Career promotion	4.6	8	3.8	8	3.2	19
Childbearing / childrearing	.	.	0.5	1	2.5	15
Dissatisfaction with management/supervisor	5.8	10	5.7	12	6.4	38
Employer / employee conflict	.	.	0.9	2	0.3	2
General lack of job satisfaction	5.8	10	4.2	9	4.4	26
Inadequate benefits	2.9	5	0.5	1	1.2	7
Inadequate salary / wages	8.1	14	6.1	13	7.3	43
Increasing administrative burden	.	.	1.4	3	0.3	2
Opportunity to work in nursing administration	1.2	2	0.5	1	.	.
Opportunity to work in nursing education	.	.	0.5	1	1.9	11
Personal or family concerns	4.6	8	5.2	11	1.9	11
Physical demands of the job	2.3	4	3.8	8	1.0	6
Relocation	6.4	11	3.3	7	2.7	16
Retired, but now working again	3.5	6	0.9	2	0.8	5
Return to school	4.6	8	0.5	1	0.3	2
Unsafe work environment	2.3	4	0.9	2	0.3	2
Other	8.1	14	4.7	10	6.9	41
Not applicable	38.2	66	48.6	103	56.9	336

Table H.46. Satisfaction with primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	18.7	36	18.3	46	41.5	284
Satisfied	57.0	110	61.8	155	47.8	327
Dissatisfied	14.5	28	12.7	32	5.7	39
Very Dissatisfied	2.6	5	1.6	4	1.2	8
Unsure/Undecided	7.3	14	5.6	14	3.8	26

Table H.47. Satisfaction with primary nursing salary

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	4.6	9	9.1	23	14.4	98
Satisfied	33.3	65	46.8	118	50.3	342
Dissatisfied	46.7	91	31.7	80	28.2	192
Very Dissatisfied	10.8	21	8.3	21	5.7	39
Unsure/Undecided	4.6	9	4.0	10	1.3	9

Table H.48. Satisfaction with nursing as a career

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	37.1	75	41.3	105	56.7	392
Satisfied	48.5	98	44.9	114	37.0	256
Dissatisfied	8.9	18	7.9	20	4.2	29
Very Dissatisfied	2.0	4	2.0	5	0.9	6
Unsure/Undecided	3.5	7	3.9	10	1.2	8

Table H.49. Years planning to practice nursing in Illinois

	LPN		RN		APN	
	%	n	%	N	%	n
1-5 years	26.3	52	24.6	62	13.8	94
6-10 years	19.2	38	25.8	65	22.6	154
11-15 years	16.2	32	14.7	37	19.4	132
16-20 years	7.1	14	13.9	35	19.9	135
21-30 years	8.1	16	7.5	19	11.9	81
over 30 years	1.5	3	2.4	6	3.4	23
Do not know	21.7	43	11.1	28	9.0	61

Table H.50. Years until eligible to retire

	LPN		RN		APN	
	%	N	%	N	%	n
less than 1 year	3.6	7	8.9	22	4.6	31
1-5 years	12.7	25	15.9	39	9.7	66
6-10 years	19.3	38	16.7	41	18.5	126
11-15 years	23.9	47	19.9	49	23.5	160
16-20 years	14.2	28	17.5	43	18.1	123
21-30 years	14.2	28	11.4	28	18.1	123
greater than 30 years	12.2	24	9.8	24	7.5	51

Table H.51. Years until plan to retire

	LPN		RN		APN	
	%	N	%	N	%	n
less than 1 year	1.0	2	4.4	11	1.6	11
1-5 years	12.9	26	17.1	43	9.6	66
6-10 years	16.9	34	22.3	56	18.3	126
11-15 years	16.9	34	15.1	38	18.5	127
16-20 years	11.4	23	10.4	26	18.9	130
21-30 years	12.4	25	8.0	20	13.0	89
greater than 30 years	5.5	11	6.0	15	4.2	29
Do not know	22.9	46	16.7	42	15.9	109

Table H.52. Primary factor to continue working as nurse

	LPN		RN		APN	
	%	N	%	N	%	n
Increased salary	16.2	28	8.5	18	6.2	36
A less physically demanding position	7.5	13	8.9	19	3.4	20
Continued benefits	4.6	8	5.6	12	1.7	10
New learning opportunity	5.2	9	0.9	2	1.0	6
Shortened/flexible work hours	5.2	9	14.1	30	9.6	56
Better workplace safety	.	.	1.4	3	.	.
Other	2.9	5	2.8	6	2.9	17
Do not plan to retire	58.4	101	57.7	123	75.0	436

Table H.53. Encourage others to choose nursing as a career

	LPN		RN		APN	
	%	N	%	N	%	n
Yes	80.8	185	80.9	233	89.5	645
No	19.2	44	19.1	55	10.5	76

APPENDIX I

HSA 8 – ILLINOIS COUNTIES OF KANE, LAKE, AND MCHENRY

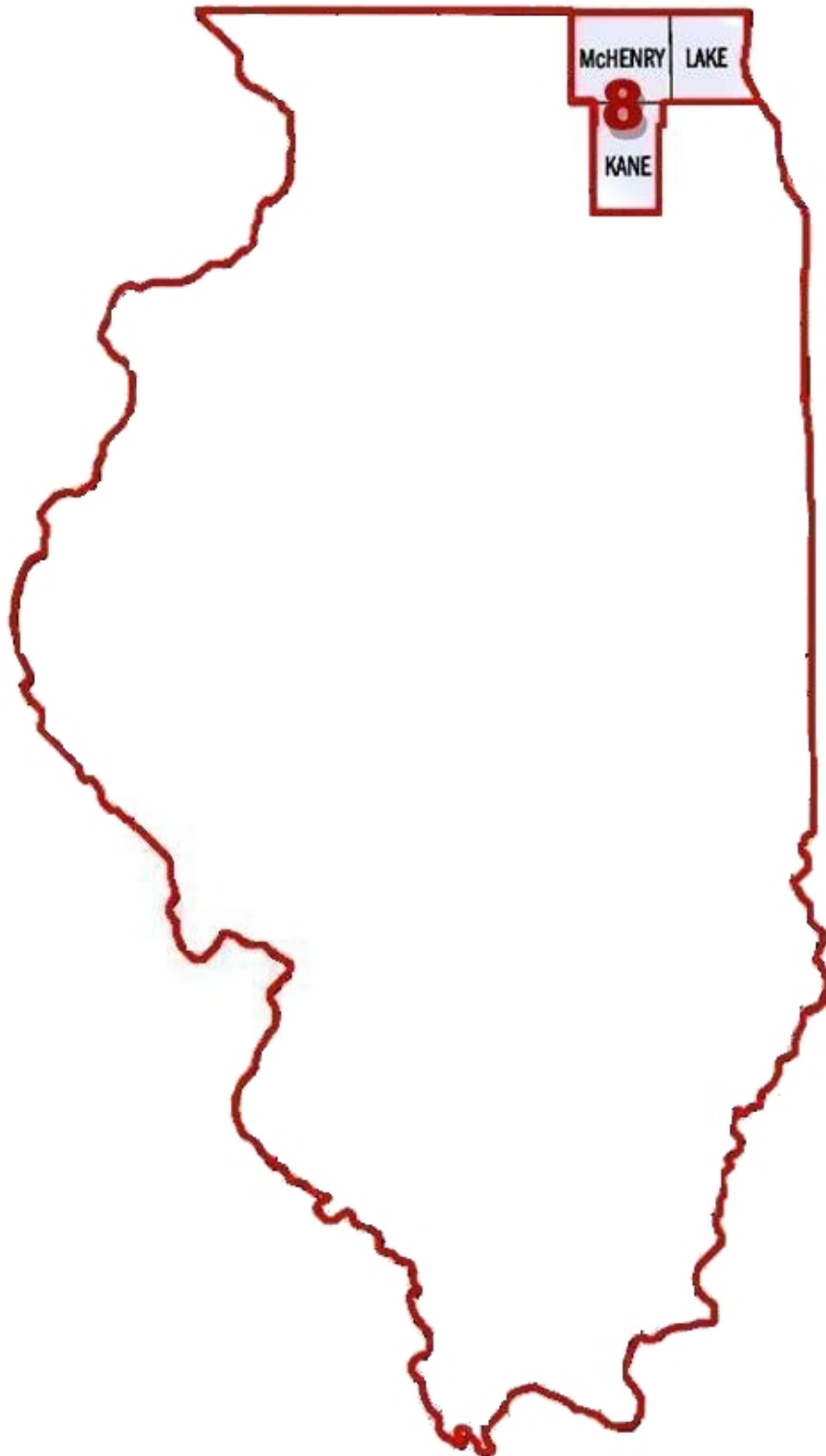


Table I.1. Location of the nursing education program in preparation of licensing examination

	LPN		RN		APN	
	%	n	%	n	%	n
Illinois	71.8	188	71.8	221	65.2	129
Other state or US Territory	27.9	73	21.1	65	33.3	66
Foreign Country	0.4	1	7.1	22	1.5	3

Table I.2. Percentage of nurses currently enrolled in a nursing education degree program

	LPN		RN		APN	
	%	n	%	n	%	n
Other	2.3	6	0.7	2	.	.
Not currently enrolled	64.9	168	91.9	282	97.5	195
Associate Degree Program	8.9	23	.	.	.	.
Baccalaureate Degree Program	1.5	4	3.6	11	.	.
Master's Degree Program	.	.	3.6	11	.	.
Post-Master's Certificate Program	0.0	.	.	.	1.0	2
Doctoral Program	0.0	.	0.3	1	1.5	3
Not currently enrolled, but interested	22.4	58	-	-	-	-

Table I.3. Percentage of the greatest barrier to continuing education

	LPN		RN		APN	
	%	n	%	n	%	n
Cost of tuition	23.5	56	-	-	-	-
Family obligations	17.6	42	-	-	-	-
Current job does not allow the time	12.2	29	-	-	-	-
No schools within driving distance	3.4	8	-	-	-	-
Other	19.7	47	-	-	-	-
I am not interested in continuing my education	23.5	56	-	-	-	-

Table I.4. Percentage of non-nursing degrees completed

	LPN		RN		APN	
	%	n	%	n	%	n
Do not have a non-nursing degree	73.9	190	53.9	164	58.9	116
Associate Degree	20.2	52	18.8	57	10.2	20
Bachelor's Degree	5.1	13	25.7	78	24.9	49
Master's Degree	0.4	1	6.3	19	16.8	33
Doctorate	1.2	3	1.6	5	4.1	8

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table I.5. Percentage of type of nursing program or class

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	89.6	224	90.9	261	96.8	180
Classroom based	5.6	14	3.1	9	1.1	2
Classroom based with on-line/internet components	1.2	3	3.8	11	2.2	4
On-line/internet based and administered within Illinois	0.8	2	1.0	3	.	.
On-line/internet based and administered outside of Illinois	3.6	9	1.4	4	.	.

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table I.6. Reasons unable to work

	LPN		RN		APN	
	%	n	%	n	%	n
I provide care for a dependent adult	1.2	3	1.7	5	1.0	2
I provide care for a child with special needs	1.6	4	0.3	1	1.0	2
I have young children who do not attend daycare	3.9	10	9.7	29	4.2	8
I am staying home with my infant until s/he is older	0.4	1	2.3	7	1.0	2
Other	17.4	45	11.4	34	4.7	9
Not applicable	77.5	200	77.9	233	89.1	171

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table I.7. Percentage of racial identification

	LPN		RN		APN	
	%	n	%	n	%	n
White	87.1	222	90.5	276	94.3	183
Black or African American	7.5	19	10.2	31	9.8	19
Asian	5.9	15	9.8	30	4.6	9
Native Hawaiian or other Pacific Islander	0.4	1	8.5	26	1.5	3
American Indian or Alaska Native	1.2	3	0.3	1	0.5	1

Table I.8. Percentage of Spanish, Hispanic or Latino origin or descent

	LPN		RN		APN	
	%	n	%	n	%	n
No, not Spanish/Hispanic/Latino	94.1	241	99.4	306	98.5	194
Yes, Puerto Rican	0.8	2	.	.	0.5	1
Yes, Mexican, Mexican-American, Chicano	3.9	10	.	.	.	.
Yes, Cuban	.	.	.	.	.	.
Yes, other Spanish/Hispanic/Latino	1.2	3	0.6	2	1.0	2

Table I.9. Percentage of language spoken other than English

	LPN		RN		APN	
	%	n	%	n	%	n
Chinese	.	.	1.5	1	4.1	2
German	.	.	22.1	15	16.3	8
Polish	8.1	5	8.8	6	.	.
Russian	.	.	1.5	1	2.0	1
Spanish	35.5	22	19.1	13	40.8	20
Tagalog	19.4	12	30.9	21	4.1	2
Other	37.1	23	16.2	11	32.7	16

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table I.10. Percentage of Gender identification

	LPN		RN		APN	
	%	n	%	n	%	n
Female	96.9	251	98.0	298	94.8	183
Male	3.1	8	2.0	6	5.2	10

Table I.11. Percentage of marital status identification

	LPN		RN		APN	
	%	n	%	n	%	n
Married/Living with a partner	70.7	181	81.3	247	76.9	150
Divorced/Widowed/Separated	24.6	63	13.2	40	14.9	29
Single/Never married	4.7	12	5.6	17	8.2	16

Table I.12. Percentage of age category identification

	LPN		RN		APN	
	%	n	%	n	%	n
18-25 years old	2.7	7	2.0	6	.	.
26-35 years old	7.3	19	10.9	33	15.5	30
36-45 years old	18.7	49	26.0	79	22.7	44
46-55 years old	30.9	81	30.6	93	38.1	74
56-60 years old	19.8	52	16.4	50	12.9	25
61-65 years old	13.0	34	6.6	20	8.8	17
over 65 years old	7.6	20	7.6	23	2.1	4

Table I.13. Percentage of years licensed as an RN or LPN

	LPN		RN		APN	
	%	n	%	n	%	n
less than 1 year	6.5	17	2.3	7	0.5	1
1-5 years	8.0	21	7.9	24	1.0	2
6-10 years	6.1	16	9.6	29	9.2	18
11-15 years	7.7	20	11.2	34	17.9	35
16-20 years	8.4	22	11.2	34	11.3	22
21-30 years	29.5	77	28.4	86	32.8	64
greater than 30 years	33.7	88	29.4	89	27.2	53

Table I.14. Percentage of nursing education programs completed

	LPN		RN		APN	
	%	n	%	n	%	n
Practical Nursing Program	-	-	4.6	14	2.6	5
RN Diploma Program	-	-	25.5	77	16.5	32
Associate Degree Program	-	-	37.1	112	17.0	33
Baccalaureate Degree Program	-	-	51.0	154	74.2	144
Master's Degree Program	-	-	8.9	27	81.4	158
Post-Master's Certificate	-	-	2.3	7	21.1	41
Doctoral Program	-	-	0.3	1	6.2	12

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table I.15. Percentage currently teaching in nursing education program

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, full-time	-	-	1.0	3	1.0	2
Yes, part-time	-	-	1.3	4	4.6	9
No	-	-	97.7	295	94.3	183

Table I.16. Percentage considering teaching, if not already teaching

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, full-time	-	-	9.7	28	11.0	20
Yes, part-time	-	-	35.4	102	53.6	97
No	-	-	54.9	158	35.4	64

Table I.17. Percentage of obstacles to teaching

	LPN		RN		APN	
	%	n	%	n	%	n
Current job demands limit it	-	-	14.9	44	47.5	87
Do not want to leave clinical practice	-	-	14.9	44	38.8	71
Salary	-	-	25.8	76	54.1	99
Transition from clinical practice to education is difficult	-	-	4.7	14	5.5	10
No interest in teaching	-	-	25.1	74	10.9	20
Education/degree does not qualify me to teach	-	-	48.5	143	8.7	16
Other	-	-	12.5	37	13.1	24

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table I.18. Percentage of years worked as an APN

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	-	-	-	-	4.7	9
1-3 years	-	-	-	-	14.0	27
More than 3, but less than 5 years	-	-	-	-	13.0	25
5-10 years	-	-	-	-	33.2	64
More than 10 years	-	-	-	-	34.2	66
Not applicable	-	-	-	-	1.0	2

Table I.19. Percentage currently working as an APN

	LPN		RN		APN	
	%	n	%	n	%	n
Yes	-	-	-	-	83.6	163
No	-	-	-	-	16.4	32

Table I.20. Reasons not working as APN

	LPN		RN		APN	
	%	n	%	n	%	n
It is difficult to find an APN position	-	-	-	-	4.3	7
Satisfied with current job	-	-	-	-	6.7	11
Better salary / benefits in current or alternative non-APN	-	-	-	-	7.4	12
Other	-	-	-	-	9.8	16
Not applicable	-	-	-	-	79.8	130

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table I.21. Percentage of APNs who had difficulty finding current position

	LPN		RN		APN	
	%	n	%	n	%	n
Yes	-	-	-	-	19.3	33
No	-	-	-	-	80.7	138

Table I.22. Reasons APNs had difficulty finding current APN position

	LPN		RN		APN	
	%	n	%	n	%	n
Overall lack of practice opportunities for APN's	-	-	-	-	6.1	10
Lack of practice opportunities for APN's in desired geograph	-	-	-	-	8.5	14
Lack of opportunities for APN's in desired practice setting	-	-	-	-	7.9	13
Inadequate salary for advanced practice responsibilities	-	-	-	-	5.5	9
Other	-	-	-	-	2.4	4
Not applicable	-	-	-	-	69.5	114

Table I.23. Current primary work situation

	LPN		RN		APN	
	%	n	%	n	%	n
Working in an APN position	-	-	-	-	83.5	162
Working in an RN position	-	-	80.7	243	8.8	17
Working in a faculty position	-	-	2.0	6	3.1	6
Working in an LPN position	81.0	204	-	-	0.0	
Working in a non-nursing job -- looking for an APN position	-	-	-	-	.	.
Working in a non-nursing job -- looking for an RN/LPN position	1.6	4	0.7	2	.	.
Working in a non-nursing job -- not looking for an RN/APN po	6.3	16	3.7	11	1.5	3
Not employed -- looking for an APN position	-	-	-	-	0.5	1
Not employed -- looking for an RN position	1.2	3	2.0	6	.	.
Not employed -- looking for a non-nursing position	0.4	1	1.0	3	0.5	1
Not employed -- not looking for a job	3.2	8	4.0	12	1.0	2
Retired	6.3	16	6.0	18	1.0	2

Table I.24. Working as a nurse in what states

	LPN		RN		APN	
	%	n	%	n	%	n
Iowa	.	.	.	.	.	.
Illinois	99.0	206	98.4	251	97.1	169
Indiana	.	.	.	.	.	.
Kentucky	.	.	.	.	.	.
Missouri	.	.	.	.	.	.
Wisconsin	0.5	1	0.8	2	1.1	2
Other	0.5	1	0.8	2	1.7	3

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table I.25. Type of setting for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Alcohol/Detox/Halfway House	0.5	1	.	.	.	.
Ambulatory Care	1.9	4	5.6	14	6.3	12
Assisted Living Facility	8.5	18	0.4	1	.	.
Dialysis Center	0.5	1	1.2	3	0.5	1
Federally Qualified Health Center FQHC	0.5	1	1.2	3	2.1	4
Healthcare Industry Vendors	.	.	0.4	1	0.5	1
Home Health	9.0	19	5.2	13	1.1	2
Hospice	1.9	4	0.8	2	0.5	1
Hospital	8.0	17	57.8	145	41.8	79
Insurance Company/HMO	.	.	1.2	3	.	.
Law Office	.	.	.	.	.	.
Nursing Home	38.2	81	3.6	9	0.5	1
Occupational Health	0.9	2	.	.	1.6	3
Parish Nurses	0.5	1	0.4	1	.	.
Physician's Office/Health Clinic	18.4	39	5.6	14	29.1	55
Professional Healthcare Organization	0.5	1	0.4	1	0.5	1
Public/Community Health	.	.	0.8	2	2.1	4
Self-Employed	0.5	1	2.0	5	3.7	7
Staffing Agency	1.9	4	0.4	1	.	.
Student Health/School	5.2	11	4.4	11	1.1	2
University/College/Tech School	.	.	1.6	4	3.2	6
Other	2.4	5	7.2	18	4.8	9
Not applicable	0.9	2	.	.	0.5	1

Table I.26. Type of compensation for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Salary without incentive	-	-	49.2	127	53.7	101
Salary with incentive	-	-	29.1	75	25.5	48
Non-salaried example: Contractual or Fee for service	-	-	13.2	34	14.9	28
Other	-	-	8.5	22	5.9	11

Table I.27. Annual salary for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Less than \$5,000	2.0	4	1.6	4	1.6	3
\$5,000 - \$25,000	17.0	34	13.1	32	2.2	4
More than \$25,000 but less than \$35,000	20.5	41	6.1	15	5.4	10
More than \$35,000 but less than \$45,000	23.5	47	10.7	26	4.9	9
More than \$45,000 but less than \$55,000	24.5	49	17.6	43	5.9	11
More than \$55,000 but less than \$65,000	8.0	16	19.3	47	8.1	15
More than \$65,000 but less than \$85,000	4.5	9	20.9	51	33.5	62
More than \$85,000 but less than \$105,000	.	.	6.6	16	22.7	42
More than \$105,000 but less than \$150,000	.	.	2.9	7	11.4	21
\$150,000 or more	.	.	1.2	3	4.3	8

Table I.28. Type of position for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Academic Administrator	-	-	0.4	1	.	.
Case Manager	3.2	7	6.6	17	.	.
Clinical Nurse Specialist	-	-	0.8	2	13.2	25
Consultant	.	.	2.7	7	1.1	2
Nurse Anesthetist	-	-	0.4	1	13.2	25
Nurse Attorney	.	.	.	.	.	.
Nurse Educator	-	-	5.1	13	3.7	7
Nurse Executive	0.9	2	1.6	4	1.1	2
Nurse Manager	6.9	15	7.4	19	2.6	5
Nurse Midwife	-	-	0.8	2	5.3	10
Nurse Practitioner	-	-	2.3	6	52.4	99
Office Nurse	17.1	37	5.9	15	1.1	2
Patient Safety	0.5	1	.	.	.	.
Quality/Performance Improvement	.	.	1.2	3	.	.
Risk Management	.	.	0.4	1	.	.
School Nurse	-	-	5.1	13	1.1	2
Staff Nurse	55.3	120	49.6	127	2.6	5
Staff / Patient Educator	2.3	5	1.6	4	0.5	1
Other	13.8	30	8.2	21	2.1	4

Table I.29. Major activity of primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	3.7	8	2.3	6	.	.
Administration/management	6.9	15	12.1	31	4.8	9
Case Management	2.8	6	6.6	17	1.1	2
Direct Patient Care	71.8	155	61.9	159	78.3	148
Informatics	.	.	1.6	4	.	.
Nursing Litigation	.	.	.	.	.	.
Nursing Research	.	.	0.4	1	0.5	1
Performance	0.5	1	1.6	4	1.1	2
Improvement/Utilization Review						
Sales	.	.	0.4	1	0.5	1
Teaching/Instruction/Nurse educator	1.4	3	6.6	17	9.0	17
Other	13.0	28	6.6	17	4.8	9

Table I.30. Percentage of years employed with primary employer

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	15.6	34	9.2	24	16.9	32
1-3 years	23.9	52	20.0	52	24.3	46
More than 3, but less than 5 years	11.0	24	11.2	29	12.2	23
More than 5, but less than 10 years	23.9	52	24.6	64	24.3	46
10 or more years	24.3	53	34.2	89	21.2	40
Not applicable	1.4	3	0.8	2	1.1	2

Table I.31. Population receiving direct patient care at primary job

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	5.9	13	19.6	50	8.6	16
Neonates	2.7	6	11.8	30	14.0	26
Children	20.1	44	22.7	58	30.6	57
Adolescents	15.1	33	20.4	52	38.7	72
Young Adults	17.4	38	24.7	63	43.5	81
Adults	32.0	70	50.2	128	69.4	129
Geriatrics	64.8	142	38.8	99	46.2	86
Women	13.7	30	23.9	61	40.9	76

Table I.32. Average hours per week at primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
0 to 10 hours	4.7	10	5.4	14	3.2	6
11 to 20 hours	8.8	19	15.0	39	12.8	24
21 to 30 hours	13.0	28	16.2	42	16.6	31
31 to 40 hours	40.9	88	38.8	101	27.3	51
41 to 50 hours	26.0	56	22.3	58	31.0	58
51 hours or more	6.5	14	2.3	6	9.1	17

Table I.33. Currently employed in more than one job

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, in nursing	14.2	31	19.2	50	21.3	40
Yes, not in nursing	3.2	7	2.7	7	1.1	2
No	82.6	180	78.1	203	77.7	146

Table I.34. Type of setting for secondary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Alcohol/Detox/Halfway House	.	.	.	.	.	.
Ambulatory Care	.	.	2.0	1	10.0	4
Assisted Living Facility	6.7	2	2.0	1	.	.
Dialysis Center	.	.	.	.	.	.
Federally Qualified Health Center FQHC	.	.	.	.	2.5	1
Healthcare Industry Vendors	.	.	.	.	.	.
Home Health	23.3	7	7.8	4	.	.
Hospice	3.3	1	3.9	2	.	.
Hospital	3.3	1	21.6	11	32.5	13
Insurance Company/HMO	.	.	.	.	.	.
Law Office	.	.	2.0	1	2.5	1
Nursing Home	36.7	11	15.7	8	2.5	1
Occupational Health	.	.	.	.	.	.
Parish Nurses	.	.	.	.	.	.
Physician's Office/Health Clinic	16.7	5	9.8	5	10.0	4
Professional Healthcare Organization	.	.	.	.	.	.
Public/Community Health	.	.	.	.	5.0	2
Self-Employed	.	.	3.9	2	7.5	3
Staffing Agency	6.7	2	9.8	5	2.5	1
Student Health/School	.	.	2.0	1	.	.
University/College/Tech School	.	.	5.9	3	12.5	5
Other	3.3	1	5.9	3	12.5	5
Not applicable	.	.	7.8	4	.	.

Table I.35. Annual salary for secondary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Less than \$5,000	23.3	7	20.4	10	17.5	7
\$5,000 - \$25,000	53.3	16	61.2	30	42.5	17
More than \$25,000 but less than \$35,000	13.3	4	8.2	4	17.5	7
More than \$35,000 but less than \$45,000	3.3	1	8.2	4	15.0	6
More than \$45,000 but less than \$55,000	3.3	1	.	.	2.5	1
More than \$55,000 but less than \$65,000	3.3	1	2.0	1	2.5	1
More than \$65,000 but less than \$85,000	.	.	.	.	2.5	1
More than \$85,000 but less than \$105,000	.	.	.	.	.	.
More than \$105,000 but less than \$150,000	.	.	.	.	.	.
\$150,000 or more	.	.	.	.	.	.

Table I.36. Type of position for secondary employment as nurse

	LPN		RN		APN	
	%	N	%	n	%	n
Academic Administrator	-	-	.	.	.	.
Case Manager	.	.	.	.	.	.
Clinical Nurse Specialist	-	-	.	.	2.6	1
Consultant	.	.	3.8	2	15.4	6
Nurse Anesthetist	-	-	.	.	20.5	8
Nurse Attorney	.	.	.	.	.	.
Nurse Educator	-	-	9.6	5	2.6	1
Nurse Executive	.	.	.	.	.	.
Nurse Manager	.	.	1.9	1	.	.
Nurse Midwife	-	-	.	.	5.1	2
Nurse Practitioner	-	-	1.9	1	28.2	11
Office Nurse	10.0	3	5.8	3	.	.
Patient Safety	.	.	.	.	.	.
Quality/Performance Improvement	.	.	1.9	1	.	.
Risk Management	.	.	.	.	.	.
School Nurse	-	-	.	.	.	.
Staff Nurse	86.7	26	59.6	31	15.4	6
Staff / Patient Educator	.	.	3.8	2	.	.
Other	3.3	1	11.5	6	10.3	4

Table I.37. Major activity of secondary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	6.7	2	2.0	1	2.6	1
Administration/management	3.3	1	.	.	2.6	1
Case Management	.	.	.	.	.	.
Direct Patient Care	83.3	25	68.0	34	64.1	25
Informatics	.	.	.	.	.	.
Nursing Litigation	.	.	2.0	1	2.6	1
Nursing Research	.	.	2.0	1	5.1	2
Performance	.	.	6.0	3	.	.
Improvement/Utilization Review	.	.	.	.	.	.
Sales	.	.	.	.	.	.
Teaching/Instruction/Nurse educator	.	.	12.0	6	7.7	3
Other	6.7	2	8.0	4	15.4	6

Table I.38. Percentage of years employed with secondary employer

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	30.0	9	20.4	11	10.3	4
1-3 years	36.7	11	24.1	13	20.5	8
More than 3, but less than 5 years	10.0	3	13.0	7	12.8	5
More than 5, but less than 10 years	16.7	5	14.8	8	23.1	9
10 or more years	6.7	2	24.1	13	33.3	13
Not applicable	.	.	3.7	2	.	.

Table I.39. Population receiving direct patient care at secondary job

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	.	.	20.0	11	16.2	6
Neonates	.	.	7.3	4	13.5	5
Children	20.0	6	16.4	9	32.4	12
Adolescents	23.3	7	12.7	7	37.8	14
Young Adults	20.0	6	18.2	10	59.5	22
Adults	36.7	11	49.1	27	67.6	25
Geriatrics	83.3	25	47.3	26	43.2	16
Women	10.0	3	18.2	10	48.6	18

Table I.40. Average hours per week at secondary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
0 to 10 hours	51.7	15	59.3	32	64.1	25
11 to 20 hours	34.5	10	33.3	18	33.3	13
21 to 30 hours	10.3	3	3.7	2	2.6	1
31 to 40 hours	3.4	1	1.9	1	.	.
41 to 50 hours	.	.	1.9	1	.	.
51 hours or more	.	.	.	.	.	.

Table I.41. What nurses like most about their primary nurse position

	LPN		RN		APN	
	%	n	%	n	%	n
The work itself	19.5	40	25.1	61	47.2	83
Workload	0.5	1	1.6	4	0.6	1
Salary	4.9	10	3.7	9	3.4	6
The hours/schedule	17.1	35	25.9	63	12.5	22
The location	2.9	6	3.3	8	2.3	4
The people for whom I provide service patients	35.6	73	21.8	53	18.2	32
The people with whom I work co-workers	7.8	16	11.1	27	9.1	16
Immediate supervisor	.	.	0.8	2	1.7	3
Management/Administration	1.5	3	1.6	4	1.7	3
The benefits insurance, paid vacation, retirement, etc.	7.8	16	4.5	11	3.4	6
I don't like anything about it	0.5	1	0.4	1	.	.
Other	2.0	4	.	.	.	.

Table I.42. What nurses like least about their primary nurse position

	LPN		RN		APN	
	%	n	%	n	%	n
The work itself	.	.	1.6	4	2.7	5
Workload	20.6	43	24.3	61	14.1	26
Salary	25.4	53	14.3	36	13.0	24
The hours/schedule	5.3	11	6.0	15	11.4	21
The location	2.9	6	9.6	24	9.8	18
The people for whom I provide service patients	1.0	2	0.4	1	0.5	1
The people with whom I work co-workers	1.9	4	1.6	4	1.1	2
Immediate supervisor	2.4	5	3.6	9	1.1	2
Management/Administration	6.2	13	10.4	26	6.5	12
The benefits insurance, paid vacation, retirement, etc.	13.4	28	7.6	19	7.6	14
Nothing, I like everything about my employment	15.8	33	16.7	42	23.9	44
Other	5.3	11	4.0	10	8.2	15

Table I.43. Factors that led to voluntary separation of nurse position within the last two years

	LPN		RN		APN	
	%	n	%	n	%	n
Age	.	.	0.5	1	0.7	1
Care for dependent adults	.	.	0.5	1	0.7	1
Career promotion	.	.	0.5	1	3.5	5
Childbearing / childrearing	0.6	1	1.5	3	.	.
Dissatisfaction with management/supervisor	6.2	10	4.0	8	4.9	7
Employer / employee conflict	.	.	0.5	1	0.7	1
General lack of job satisfaction	1.9	3	2.5	5	2.8	4
Inadequate benefits	1.9	3	0.5	1	.	.
Inadequate salary / wages	1.9	3	2.0	4	1.4	2
Increasing administrative burden	.	.	1.0	2	0.7	1
Opportunity to work in nursing administration	0.6	1	.	.	.	.
Opportunity to work in nursing education	.	.	0.5	1	.	.
Personal or family concerns	0.6	1	2.5	5	2.1	3
Physical demands of the job	1.2	2	0.5	1	0.7	1
Relocation	4.3	7	1.0	2	2.1	3
Retired, but now working again	2.5	4	0.5	1	.	.
Return to school	1.2	2	.	.	2.1	3
Unsafe work environment	0.6	1	1.0	2	.	.
Other	3.7	6	2.5	5	2.8	4
Not applicable	72.8	118	77.8	154	74.6	106

Table I.44. Likelihood to leave primary position in next 12 months

	LPN		RN		APN	
	%	n	%	n	%	n
Very unlikely	48.4	104	51.9	136	65.2	122
Somewhat unlikely	13.0	28	14.1	37	10.7	20
Somewhat likely	14.0	30	12.6	33	7.5	14
Very likely	10.2	22	14.5	38	12.3	23
Unsure	14.4	31	6.9	18	4.3	8

Table I.45. Main reason for leaving primary job in the next 12 months

	LPN		RN		APN	
	%	n	%	n	%	n
Age	3.2	6	3.3	7	1.3	2
Care for dependent adults	.	.	0.9	2	.	.
Career promotion	3.2	6	4.2	9	1.9	3
Childbearing / childrearing	1.6	3	1.9	4	0.6	1
Dissatisfaction with management/supervisor	4.3	8	3.8	8	4.4	7
Employer / employee conflict	1.6	3	0.9	2	.	.
General lack of job satisfaction	1.6	3	2.4	5	1.9	3
Inadequate benefits	4.3	8	0.5	1	.	.
Inadequate salary / wages	8.0	15	8.0	17	8.1	13
Increasing administrative burden	1.6	3	0.9	2	1.3	2
Opportunity to work in nursing administration	0.5	1	.	.	.	.
Opportunity to work in nursing education	.	.	0.9	2	0.6	1
Personal or family concerns	3.2	6	3.3	7	1.9	3
Physical demands of the job	4.3	8	4.2	9	1.3	2
Relocation	3.2	6	4.7	10	5.0	8
Retired, but now working again	1.1	2	0.5	1	0.6	1
Return to school	4.8	9	.	.	.	.
Unsafe work environment	1.1	2	0.9	2	.	.
Other	4.8	9	5.7	12	3.8	6
Not applicable	47.6	89	52.8	112	67.5	108

Table I.46. Satisfaction with primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	25.8	55	26.9	70	52.7	97
Satisfied	56.3	120	58.5	152	39.7	73
Dissatisfied	8.5	18	9.2	24	5.4	10
Very Dissatisfied	3.8	8	1.2	3	.	.
Unsure/Undecided	5.6	12	4.2	11	2.2	4

Table I.47. Satisfaction with primary nursing salary

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	7.1	15	11.9	31	19.3	36
Satisfied	38.2	81	50.2	131	54.5	102
Dissatisfied	40.1	85	28.4	74	22.5	42
Very Dissatisfied	12.3	26	5.4	14	3.7	7
Unsure/Undecided	2.4	5	4.2	11	.	.

Table I.48. Satisfaction with nursing as a career

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	40.6	89	43.4	115	61.9	117
Satisfied	45.7	100	48.3	128	34.9	66
Dissatisfied	7.8	17	4.5	12	3.2	6
Very Dissatisfied	2.3	5	0.8	2	.	.
Unsure/Undecided	3.7	8	3.0	8	.	.

Table I.49. Years planning to practice nursing in Illinois

	LPN		RN		APN	
	%	n	%	N	%	n
1-5 years	29.0	63	19.1	50	15.9	30
6-10 years	19.8	43	25.2	66	21.2	40
11-15 years	13.8	30	15.3	40	19.6	37
16-20 years	6.9	15	15.6	41	19.6	37
21-30 years	6.0	13	12.2	32	11.6	22
over 30 years	5.5	12	2.3	6	5.3	10
Do not know	18.9	41	10.3	27	6.9	13

Table I.50. Years until eligible to retire

	LPN		RN		APN	
	%	N	%	N	%	n
less than 1 year	6.1	13	7.0	18	3.7	7
1-5 years	15.0	32	10.9	28	11.8	22
6-10 years	16.8	36	14.8	38	18.2	34
11-15 years	22.4	48	21.1	54	19.3	36
16-20 years	11.7	25	16.8	43	15.5	29
21-30 years	17.3	37	19.9	51	21.4	40
greater than 30 years	10.7	23	9.4	24	10.2	19

Table I.51. Years until plan to retire

	LPN		RN		APN	
	%	N	%	N	%	n
less than 1 year	1.8	4	2.3	6	0.5	1
1-5 years	15.0	33	11.0	29	9.1	17
6-10 years	18.2	40	19.8	52	19.3	36
11-15 years	15.5	34	16.3	43	21.4	40
16-20 years	9.1	20	14.8	39	19.8	37
21-30 years	10.9	24	14.1	37	14.4	27
greater than 30 years	7.7	17	5.7	15	7.0	13
Do not know	21.8	48	16.0	42	8.6	16

Table I.52. Primary factor to continue working as nurse

	LPN		RN		APN	
	%	N	%	N	%	n
Increased salary	13.4	24	9.4	21	5.8	9
A less physically demanding position	8.4	15	6.3	14	3.9	6
Continued benefits	2.2	4	3.1	7	3.9	6
New learning opportunity	2.2	4	3.1	7	1.3	2
Shortened/flexible work hours	9.5	17	11.7	26	6.5	10
Better workplace safety	.	.	0.9	2	.	.
Other	5.6	10	3.6	8	1.9	3
Do not plan to retire	58.7	105	61.9	138	76.6	118

Table I.53. Encourage others to choose nursing as a career

	LPN		RN		APN	
	%	N	%	N	%	n
Yes	80.9	208	82.6	246	92.9	182
No	19.1	49	17.4	52	7.1	14

APPENDIX J

HSA 9 – ILLINOIS COUNTIES OF GRUNDY, KANKAKEE, KENDALL, AND WILL

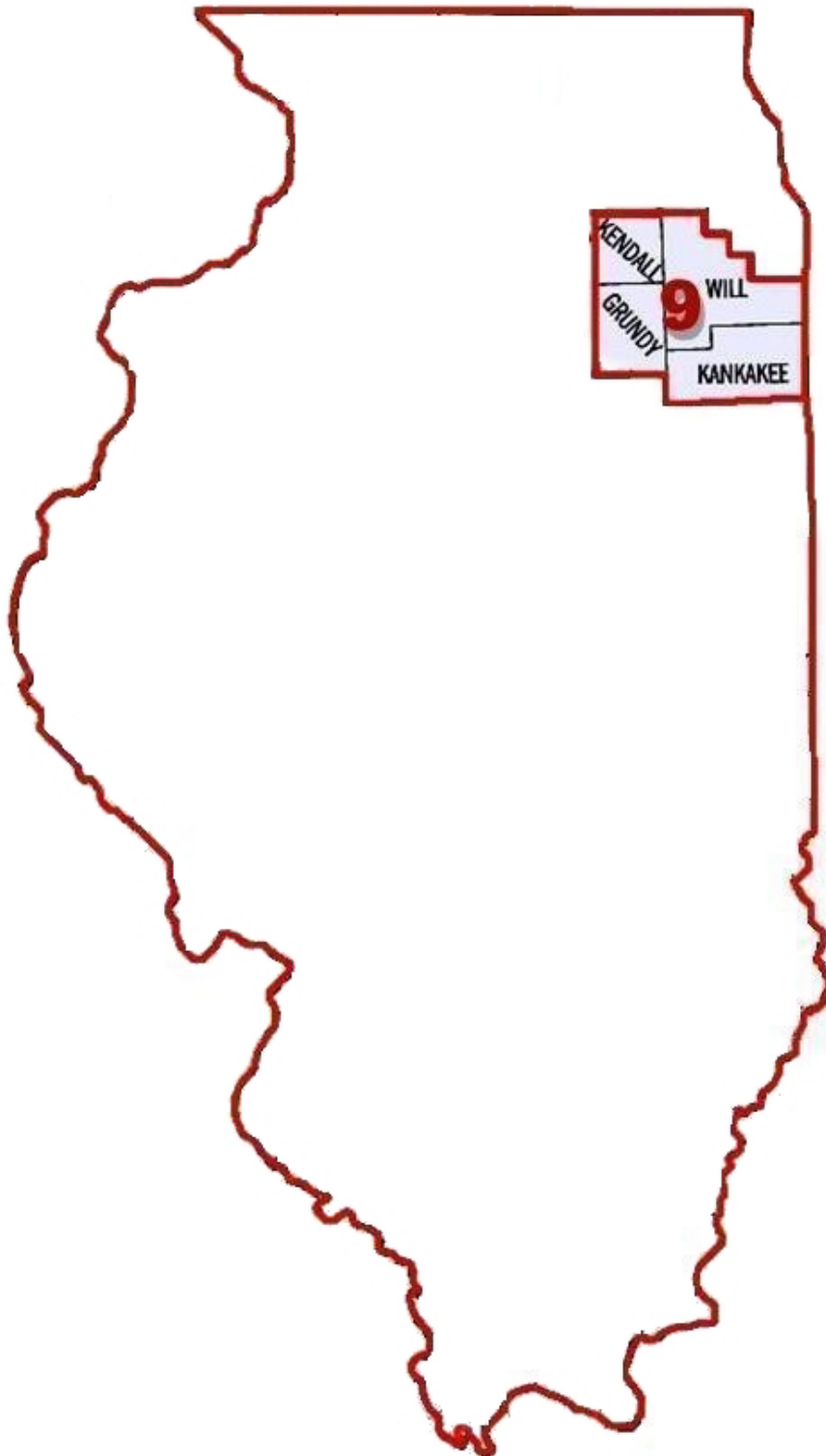


Table J.1. Location of the nursing education program in preparation of licensing examination

	LPN		RN		APN	
	%	n	%	n	%	n
Illinois	86.3	183	80.4	254	80.6	141
Other state or US Territory	13.7	29	13.0	41	18.9	33
Foreign Country	.	.	6.6	21	0.6	1

Table J.2. Percentage of nurses currently enrolled in a nursing education degree program

	LPN		RN		APN	
	%	n	%	n	%	n
Other	0.9	2	.	.	0.6	1
Not currently enrolled	62.6	132	94.6	299	97.1	168
Associate Degree Program	11.4	24	.	.	.	.
Baccalaureate Degree Program	0.5	1	2.5	8	.	.
Master's Degree Program	0.5	1	2.5	8	.	.
Post-Master's Certificate Program	0.0		0.3	1	0.6	1
Doctoral Program	0.0		.	.	1.7	3
Not currently enrolled, but interested	24.2	51	-	-	-	-

Table J.3. Percentage of the greatest barrier to continuing education

	LPN		RN		APN	
	%	n	%	n	%	n
Cost of tuition	35.5	71	-	-	-	-
Family obligations	15.5	31	-	-	-	-
Current job does not allow the time	9.5	19	-	-	-	-
No schools within driving distance	.	.	-	-	-	-
Other	18.0	36	-	-	-	-
I am not interested in continuing my education	21.5	43	-	-	-	-

Table J.4. Percentage of non-nursing degrees completed

	LPN		RN		APN	
	%	n	%	n	%	n
Do not have a non-nursing degree	80.5	161	55.5	172	58.2	99
Associate Degree	18.5	37	20.3	63	7.6	13
Bachelor's Degree	2.0	4	21.9	68	24.7	42
Master's Degree	1.0	2	5.8	18	22.4	38
Doctorate	0.5	1	0.6	2	3.5	6

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table J.5. Percentage of type of nursing program or class

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	87.6	177	93.2	274	95.6	152
Classroom based	8.4	17	1.7	5	0.6	1
Classroom based with on-line/internet components	3.0	6	2.4	7	1.3	2
On-line/internet based and administered within Illinois	.	.	1.7	5	3.1	5
On-line/internet based and administered outside of Illinois	2.0	4	1.4	4	0.6	1

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table J.6. Reasons unable to work

	LPN		RN		APN	
	%	n	%	n	%	n
I provide care for a dependent adult	3.4	7	1.6	5	0.6	1
I provide care for a child with special needs	1.4	3	2.0	6	1.2	2
I have young children who do not attend daycare	6.3	13	11.1	34	3.6	6
I am staying home with my infant until s/he is older	1.0	2	1.3	4	1.2	2
Other	18.8	39	9.2	28	4.2	7
Not applicable	72.6	151	76.5	234	89.2	148

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table J.7. Percentage of racial identification

	LPN		RN		APN	
	%	n	%	n	%	n
White	80.4	164	87.9	276	93.1	162
Black or African American	19.6	40	8.9	28	13.2	23
Asian	1.5	3	8.6	27	2.3	4
Native Hawaiian or other Pacific Islander	.	.	1.6	5	1.7	3
American Indian or Alaska Native	1.5	3	0.3	1	.	.

Table J.8. Percentage of Spanish, Hispanic or Latino origin or descent

	LPN		RN		APN	
	%	n	%	n	%	n
No, not Spanish/Hispanic/Latino	96.6	196	99.0	310	99.4	174
Yes, Puerto Rican	1.5	3	.	.	.	.
Yes, Mexican, Mexican-American, Chicano	1.0	2	0.6	2	0.6	1
Yes, Cuban	.	.	.	.	.	.
Yes, other Spanish/Hispanic/Latino	1.0	2	0.3	1	.	.

Table J.9. Percentage of language spoken other than English

	LPN		RN		APN	
	%	n	%	n	%	n
Chinese	3.0	1	1.7	1	.	.
German	.	.	10.3	6	20.9	9
Polish	3.0	1	1.7	1	7.0	3
Russian	.	.	1.7	1	.	.
Spanish	30.3	10	15.5	9	34.9	15
Tagalog	3.0	1	31.0	18	4.7	2
Other	60.6	20	37.9	22	32.6	14

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table J.10. Percentage of Gender identification

	LPN		RN		APN	
	%	n	%	n	%	n
Female	96.7	202	96.2	302	89.7	157
Male	3.3	7	3.8	12	10.3	18

Table J.11. Percentage of marital status identification

	LPN		RN		APN	
	%	n	%	n	%	n
Married/Living with a partner	65.0	134	78.7	248	84.3	145
Divorced/Widowed/Separated	25.2	52	13.0	41	9.3	16
Single/Never married	9.7	20	8.3	26	6.4	11

Table J.12. Percentage of age category identification

	LPN		RN		APN	
	%	n	%	n	%	n
18-25 years old	1.4	3	2.2	7	.	.
26-35 years old	14.4	30	15.2	48	10.9	19
36-45 years old	18.7	39	24.4	77	28.2	49
46-55 years old	34.9	73	32.1	101	42.0	73
56-60 years old	17.7	37	9.5	30	12.1	21
61-65 years old	7.2	15	10.2	32	6.3	11
over 65 years old	5.7	12	6.3	20	0.6	1

Table J.13. Percentage of years licensed as an RN or LPN

	LPN		RN		APN	
	%	n	%	n	%	n
less than 1 year	4.3	9	1.9	6	.	.
1-5 years	13.5	28	7.9	25	0.6	1
6-10 years	12.0	25	12.3	39	11.4	20
11-15 years	11.5	24	14.9	47	13.7	24
16-20 years	13.9	29	11.7	37	14.3	25
21-30 years	22.6	47	25.6	81	31.4	55
greater than 30 years	22.1	46	25.6	81	28.6	50

Table J.14. Percentage of nursing education programs completed

	LPN		RN		APN	
	%	n	%	n	%	n
Practical Nursing Program	-	-	5.8	18	2.3	4
RN Diploma Program	-	-	26.0	81	21.7	38
Associate Degree Program	-	-	37.2	116	18.3	32
Baccalaureate Degree Program	-	-	45.8	143	78.9	138
Master's Degree Program	-	-	8.0	25	88.0	154
Post-Master's Certificate	-	-	2.2	7	19.4	34
Doctoral Program	-	-	0.3	1	3.4	6

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table J.15. Percentage currently teaching in nursing education program

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, full-time	-	-	2.9	9	5.2	9
Yes, part-time	-	-	1.6	5	13.3	23
No	-	-	95.6	301	81.5	141

Table J.16. Percentage considering teaching, if not already teaching

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, full-time	-	-	10.1	30	15.5	22
Yes, part-time	-	-	30.2	90	50.0	71
No	-	-	59.7	178	34.5	49

Table J.17. Percentage of obstacles to teaching

	LPN		RN		APN	
	%	n	%	n	%	n
Current job demands limit it	-	-	14.8	45	46.0	69
Do not want to leave clinical practice	-	-	17.0	52	31.3	47
Salary	-	-	18.0	55	58.0	87
Transition from clinical practice to education is difficult	-	-	3.9	12	4.7	7
No interest in teaching	-	-	31.5	96	12.7	19
Education/degree does not qualify me to teach	-	-	46.2	141	10.7	16
Other	-	-	12.1	37	7.3	11

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table J.18. Percentage of years worked as an APN

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	-	-	-	-	5.1	9
1-3 years	-	-	-	-	12.0	21
More than 3, but less than 5 years	-	-	-	-	11.4	20
5-10 years	-	-	-	-	35.4	62
More than 10 years	-	-	-	-	33.1	58
Not applicable	-	-	-	-	2.9	5

Table J.19. Percentage currently working as an APN

	LPN		RN		APN	
	%	n	%	n	%	n
Yes	-	-	-	-	81.7	143
No	-	-	-	-	18.3	32

Table J.20. Reasons not working as APN

	LPN		RN		APN	
	%	n	%	n	%	n
It is difficult to find an APN position	-	-	-	-	9.2	13
Satisfied with current job	-	-	-	-	6.4	9
Better salary / benefits in current or alternative non-APN	-	-	-	-	7.8	11
Other	-	-	-	-	6.4	9
Not applicable	-	-	-	-	78.0	110

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table J.21. Percentage of APNs who had difficulty finding current position

	LPN		RN		APN	
	%	n	%	n	%	n
Yes	-	-	-	-	26.5	39
No	-	-	-	-	73.5	108

Table J.22. Reasons APNs had difficulty finding current APN position

	LPN		RN		APN	
	%	n	%	n	%	n
Overall lack of practice opportunities for APN's	-	-	-	-	6.7	10
Lack of practice opportunities for APN's in desired geograph	-	-	-	-	10.1	15
Lack of opportunities for APN's in desired practice setting	-	-	-	-	10.7	16
Inadequate salary for advanced practice responsibilities	-	-	-	-	5.4	8
Other	-	-	-	-	.	.
Not applicable	-	-	-	-	67.1	100

Table J.23. Current primary work situation

	LPN		RN		APN	
	%	n	%	n	%	n
Working in an APN position	-	-	-	-	78.6	136
Working in an RN position	-	-	79.7	248	11.0	19
Working in a faculty position	-	-	3.2	10	6.9	12
Working in an LPN position	79.0	162	-	-	0.0	.
Working in a non-nursing job -- looking for an APN position	-	-	-	-	.	.
Working in a non-nursing job -- looking for an RN/LPN position	0.5	1	0.3	1	.	.
Working in a non-nursing job -- not looking for an RN/APN po	6.8	14	2.9	9	2.3	4
Not employed -- looking for an APN position	-	-	-	-	1.2	2
Not employed -- looking for an RN position	3.4	7	2.3	7	.	.
Not employed -- looking for a non-nursing position	1.0	2	0.3	1	.	.
Not employed -- not looking for a job	4.9	10	4.5	14	.	.
Retired	4.4	9	6.8	21	.	.

Table J.24. Working as a nurse in what states

	LPN		RN		APN	
	%	n	%	n	%	n
Iowa	0.6	1	.	.	.	.
Illinois	98.2	160	99.6	258	96.9	157
Indiana	0.6	1	0.4	1	3.1	5
Kentucky	.	.	.	.	.	.
Missouri	.	.	.	.	.	.
Wisconsin	.	.	.	.	.	.
Other	0.6	1	.	.	.	.

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table J.25. Type of setting for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Alcohol/Detox/Halfway House	0.6	1	.	.	.	.
Ambulatory Care	2.4	4	8.1	21	4.1	7
Assisted Living Facility	4.2	7	0.8	2	.	.
Dialysis Center	3.0	5	1.2	3	0.6	1
Federally Qualified Health Center FQHC	1.8	3	0.4	1	1.8	3
Healthcare Industry Vendors	0.6	1	.	.	0.6	1
Home Health	10.2	17	2.3	6	0.6	1
Hospice	1.2	2	2.3	6	2.4	4
Hospital	8.4	14	55.4	144	41.4	70
Insurance Company/HMO	1.8	3	2.3	6	.	.
Law Office	.	.	.	.	.	.
Nursing Home	42.5	71	7.3	19	2.4	4
Occupational Health	.	.	1.2	3	.	.
Parish Nurses	.	.	.	.	.	.
Physician's Office/Health Clinic	13.8	23	4.2	11	27.2	46
Professional Healthcare Organization	1.2	2	0.4	1	3.0	5
Public/Community Health	1.2	2	2.3	6	1.8	3
Self-Employed	.	.	0.8	2	1.8	3
Staffing Agency	.	.	1.5	4	0.6	1
Student Health/School	1.8	3	4.6	12	0.6	1
University/College/Tech School	.	.	2.7	7	8.3	14
Other	3.6	6	2.3	6	2.4	4
Not applicable	1.8	3	.	.	0.6	1

Table J.26. Type of compensation for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Salary without incentive	-	-	52.1	135	60.8	101
Salary with incentive	-	-	24.7	64	22.9	38
Non-salaried example: Contractual or Fee for service	-	-	12.7	33	12.7	21
Other	-	-	10.4	27	3.6	6

Table J.27. Annual salary for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Less than \$5,000	2.0	3	.	.	1.2	2
\$5,000 - \$25,000	15.9	24	10.8	26	2.4	4
More than \$25,000 but less than \$35,000	25.8	39	10.8	26	3.0	5
More than \$35,000 but less than \$45,000	26.5	40	11.2	27	6.0	10
More than \$45,000 but less than \$55,000	22.5	34	17.0	41	4.2	7
More than \$55,000 but less than \$65,000	4.0	6	17.8	43	6.0	10
More than \$65,000 but less than \$85,000	2.6	4	21.2	51	45.2	76
More than \$85,000 but less than \$105,000	.	.	7.5	18	14.3	24
More than \$105,000 but less than \$150,000	0.7	1	2.5	6	7.1	12
\$150,000 or more	.	.	1.2	3	10.7	18

Table J.28. Type of position for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Academic Administrator	-	-	.	.	1.2	2
Case Manager	2.4	4	7.0	18	.	.
Clinical Nurse Specialist	-	-	1.6	4	13.7	23
Consultant	1.8	3	0.8	2	1.2	2
Nurse Anesthetist	-	-	0.8	2	15.5	26
Nurse Attorney	.	.	.	.	.	.
Nurse Educator	-	-	4.3	11	8.3	14
Nurse Executive	.	.	1.9	5	0.6	1
Nurse Manager	3.0	5	7.0	18	2.4	4
Nurse Midwife	-	-	.	.	5.4	9
Nurse Practitioner	-	-	0.8	2	44.6	75
Office Nurse	12.0	20	4.7	12	.	.
Patient Safety	.	.	.	.	.	.
Quality/Performance Improvement	.	.	0.4	1	1.2	2
Risk Management	0.6	1	.	.	.	.
School Nurse	-	-	4.3	11	0.6	1
Staff Nurse	67.1	112	61.6	159	3.0	5
Staff / Patient Educator	1.8	3	1.9	5	0.6	1
Other	11.4	19	3.1	8	1.8	3

Table J.29. Major activity of primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	5.3	9	3.8	10	0.6	1
Administration/management	5.3	9	13.0	34	5.4	9
Case Management	2.4	4	5.3	14	3.6	6
Direct Patient Care	74.1	126	67.9	178	69.0	116
Informatics	.	.	.	.	0.6	1
Nursing Litigation	.	.	.	.	.	.
Nursing Research	.	.	.	.	0.6	1
Performance	.	.	1.1	3	0.6	1
Improvement/Utilization Review	.	.	.	.	.	.
Sales	0.6	1	.	.	.	.
Teaching/Instruction/Nurse educator	2.9	5	3.8	10	14.3	24
Other	9.4	16	5.0	13	5.4	9

Table J.30. Percentage of years employed with primary employer

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	18.7	32	8.4	22	18.2	31
1-3 years	21.1	36	20.2	53	29.4	50
More than 3, but less than 5 years	9.9	17	13.3	35	9.4	16
More than 5, but less than 10 years	18.1	31	22.4	59	16.5	28
10 or more years	29.2	50	35.7	94	25.9	44
Not applicable	2.9	5	.	.	0.6	1

Table J.31. Population receiving direct patient care at primary job

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	7.6	13	10.4	27	8.6	14
Neonates	2.9	5	15.4	40	14.2	23
Children	15.9	27	26.2	68	36.4	59
Adolescents	11.8	20	27.7	72	44.4	72
Young Adults	19.4	33	36.5	95	50.6	82
Adults	39.4	67	60.8	158	69.8	113
Geriatrics	65.3	111	53.5	139	49.4	80
Women	13.5	23	33.1	86	46.3	75

Table J.32. Average hours per week at primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
0 to 10 hours	4.7	8	4.6	12	4.2	7
11 to 20 hours	4.7	8	11.1	29	7.7	13
21 to 30 hours	13.0	22	15.3	40	12.5	21
31 to 40 hours	43.2	73	42.1	110	35.7	60
41 to 50 hours	30.2	51	21.8	57	31.5	53
51 hours or more	4.1	7	5.0	13	8.3	14

Table J.33. Currently employed in more than one job

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, in nursing	15.0	26	15.2	40	24.1	41
Yes, not in nursing	1.7	3	2.7	7	1.2	2
No	83.2	144	82.1	216	74.7	127

Table J.34. Type of setting for secondary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Alcohol/Detox/Halfway House	.	.	.	.	.	.
Ambulatory Care	4.0	1	1.9	1	12.5	5
Assisted Living Facility	8.0	2	.	.	.	.
Dialysis Center	.	.	1.9	1	.	.
Federally Qualified Health Center FQHC	.	.	.	.	.	.
Healthcare Industry Vendors	.	.	.	.	.	.
Home Health	32.0	8	15.1	8	.	.
Hospice	.	.	3.8	2	2.5	1
Hospital	4.0	1	24.5	13	20.0	8
Insurance Company/HMO	.	.	.	.	.	.
Law Office	.	.	1.9	1	.	.
Nursing Home	28.0	7	5.7	3	5.0	2
Occupational Health	.	.	.	.	2.5	1
Parish Nurses	.	.	.	.	.	.
Physician's Office/Health Clinic	4.0	1	5.7	3	12.5	5
Professional Healthcare Organization	.	.	1.9	1	.	.
Public/Community Health	.	.	.	.	7.5	3
Self-Employed	.	.	.	.	2.5	1
Staffing Agency	12.0	3	5.7	3	.	.
Student Health/School	.	.	1.9	1	5.0	2
University/College/Tech School	.	.	5.7	3	22.5	9
Other	4.0	1	5.7	3	7.5	3
Not applicable	4.0	1	18.9	10	.	.

Table J.35. Annual salary for secondary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Less than \$5,000	22.7	5	35.7	15	10.3	4
\$5,000 - \$25,000	68.2	15	45.2	19	71.8	28
More than \$25,000 but less than \$35,000	4.5	1	11.9	5	5.1	2
More than \$35,000 but less than \$45,000	4.5	1	2.4	1	.	.
More than \$45,000 but less than \$55,000	.	.	4.8	2	.	.
More than \$55,000 but less than \$65,000	.	.	.	.	2.6	1
More than \$65,000 but less than \$85,000	.	.	.	.	2.6	1
More than \$85,000 but less than \$105,000	.	.	.	.	2.6	1
More than \$105,000 but less than \$150,000	.	.	.	.	2.6	1
\$150,000 or more	.	.	.	.	2.6	1

Table J.36. Type of position for secondary employment as nurse

	LPN		RN		APN	
	%	N	%	n	%	n
Academic Administrator	-	-	2.3	1	2.6	1
Case Manager	.	.	2.3	1	.	.
Clinical Nurse Specialist	-	-	.	.	5.1	2
Consultant	.	.	7.0	3	2.6	1
Nurse Anesthetist	-	-	.	.	7.7	3
Nurse Attorney	.	.	.	.	.	.
Nurse Educator	-	-	7.0	3	15.4	6
Nurse Executive	.	.	.	.	.	.
Nurse Manager	.	.	.	.	.	.
Nurse Midwife	-	-	.	.	5.1	2
Nurse Practitioner	-	-	2.3	1	48.7	19
Office Nurse	.	.	4.7	2	.	.
Patient Safety	.	.	.	.	.	.
Quality/Performance Improvement	.	.	.	.	.	.
Risk Management	.	.	.	.	.	.
School Nurse	-	-	2.3	1	.	.
Staff Nurse	84.0	21	48.8	21	5.1	2
Staff / Patient Educator	.	.	4.7	2	2.6	1
Other	16.0	4	18.6	8	5.1	2

Table J.37. Major activity of secondary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	3.8	1	12.8	6	2.5	1
Administration/management	.	.	.	.	2.5	1
Case Management	3.8	1	2.1	1	.	.
Direct Patient Care	80.8	21	63.8	30	62.5	25
Informatics	.	.	2.1	1	.	.
Nursing Litigation	.	.	2.1	1	.	.
Nursing Research	.	.	.	.	2.5	1
Performance	.	.	.	.	.	.
Improvement/Utilization Review	.	.	.	.	.	.
Sales	.	.	.	.	.	.
Teaching/Instruction/Nurse educator	.	.	12.8	6	27.5	11
Other	11.5	3	4.3	2	2.5	1

Table J.38. Percentage of years employed with secondary employer

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	34.6	9	23.9	11	32.5	13
1-3 years	42.3	11	21.7	10	15.0	6
More than 3, but less than 5 years	11.5	3	15.2	7	12.5	5
More than 5, but less than 10 years	7.7	2	21.7	10	22.5	9
10 or more years	.	.	6.5	3	17.5	7
Not applicable	3.8	1	10.9	5	.	.

Table J.39. Population receiving direct patient care at secondary job

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	3.8	1	30.8	16	18.9	7
Neonates	.	.	17.3	9	16.2	6
Children	23.1	6	21.2	11	35.1	13
Adolescents	15.4	4	25.0	13	35.1	13
Young Adults	19.2	5	30.8	16	32.4	12
Adults	42.3	11	44.2	23	51.4	19
Geriatrics	73.1	19	40.4	21	24.3	9
Women	15.4	4	25.0	13	45.9	17

Table J.40. Average hours per week at secondary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
0 to 10 hours	56.0	14	63.0	29	70.0	28
11 to 20 hours	24.0	6	28.3	13	22.5	9
21 to 30 hours	16.0	4	4.3	2	2.5	1
31 to 40 hours	.	.	2.2	1	5.0	2
41 to 50 hours	4.0	1	2.2	1	.	.
51 hours or more	.	.	.	.	.	.

Table J.41. What nurses like most about their primary nurse position

	LPN		RN		APN	
	%	n	%	n	%	n
The work itself	15.2	25	32.7	80	34.8	56
Workload	3.7	6	1.2	3	0.6	1
Salary	2.4	4	4.5	11	6.8	11
The hours/schedule	14.0	23	18.8	46	22.4	36
The location	4.9	8	4.9	12	3.1	5
The people for whom I provide service patients	45.1	74	20.4	50	19.9	32
The people with whom I work co-workers	5.5	9	9.8	24	8.1	13
Immediate supervisor	0.6	1	0.4	1	0.6	1
Management/Administration	.	.	.	.	.	.
The benefits insurance, paid vacation, retirement, etc.	4.9	8	5.7	14	3.1	5
I don't like anything about it	0.6	1	0.4	1	0.6	1
Other	3.0	5	1.2	3	.	.

Table J.42. What nurses like least about their primary nurse position

	LPN		RN		APN	
	%	n	%	n	%	n
The work itself	1.2	2	1.2	3	1.2	2
Workload	24.6	41	25.2	64	13.9	23
Salary	18.0	30	16.1	41	18.8	31
The hours/schedule	4.2	7	6.7	17	13.9	23
The location	2.4	4	6.7	17	12.1	20
The people for whom I provide service patients	2.4	4	0.4	1	0.6	1
The people with whom I work co-workers	1.2	2	2.4	6	2.4	4
Immediate supervisor	1.8	3	4.3	11	0.6	1
Management/Administration	12.6	21	13.0	33	8.5	14
The benefits insurance, paid vacation, retirement, etc.	11.4	19	5.1	13	9.1	15
Nothing, I like everything about my employment	13.2	22	13.4	34	13.3	22
Other	7.2	12	5.5	14	5.5	9

Table J.43. Factors that led to voluntary separation of nurse position within the last two years

	LPN		RN		APN	
	%	n	%	n	%	n
Age	0.8	1	0.5	1	.	.
Care for dependent adults	.	.	.	.	.	.
Career promotion	0.8	1	1.6	3	7.0	8
Childbearing / childrearing	1.6	2	1.0	2	5.3	6
Dissatisfaction with management/supervisor	2.4	3	2.1	4	4.4	5
Employer / employee conflict	.	.	.	.	0.9	1
General lack of job satisfaction	.	.	0.5	1	.	.
Inadequate benefits	.	.	.	.	.	.
Inadequate salary / wages	0.8	1	1.0	2	1.8	2
Increasing administrative burden	.	.	0.5	1	.	.
Opportunity to work in nursing administration	.	.	.	.	.	.
Opportunity to work in nursing education	.	.	.	.	2.6	3
Personal or family concerns	0.8	1	2.1	4	.	.
Physical demands of the job	1.6	2	0.5	1	0.9	1
Relocation	3.3	4	2.6	5	4.4	5
Retired, but now working again	.	.	1.0	2	.	.
Return to school	3.3	4	0.5	1	.	.
Unsafe work environment	0.8	1	0.5	1	.	.
Other	4.1	5	1.0	2	4.4	5
Not applicable	79.7	98	84.3	161	68.4	78

Table J.44. Likelihood to leave primary position in next 12 months

	LPN		RN		APN	
	%	n	%	n	%	n
Very unlikely	48.8	82	51.0	134	57.7	97
Somewhat unlikely	11.9	20	12.9	34	12.5	21
Somewhat likely	13.7	23	17.1	45	10.7	18
Very likely	12.5	21	10.3	27	9.5	16
Unsure	13.1	22	8.7	23	9.5	16

Table J.45. Main reason for leaving primary job in the next 12 months

	LPN		RN		APN	
	%	n	%	n	%	n
Age	5.3	8	3.7	8	2.2	3
Care for dependent adults	.	.	0.5	1	.	.
Career promotion	7.2	11	2.7	6	2.2	3
Childbearing / childrearing	1.3	2	2.3	5	2.9	4
Dissatisfaction with management/supervisor	7.2	11	5.0	11	2.2	3
Employer / employee conflict	.	.	.	.	0.7	1
General lack of job satisfaction	4.6	7	4.6	10	7.4	10
Inadequate benefits	3.3	5	0.5	1	2.2	3
Inadequate salary / wages	8.6	13	9.1	20	6.6	9
Increasing administrative burden	2.0	3	1.8	4	0.7	1
Opportunity to work in nursing administration	0.7	1	.	.	1.5	2
Opportunity to work in nursing education	.	.	.	.	.	.
Personal or family concerns	2.6	4	4.1	9	1.5	2
Physical demands of the job	3.3	5	4.1	9	2.2	3
Relocation	2.6	4	5.0	11	4.4	6
Retired, but now working again	.	.	0.5	1	1.5	2
Return to school	4.6	7	1.4	3	.	.
Unsafe work environment	.	.	0.9	2	.	.
Other	5.9	9	3.2	7	7.4	10
Not applicable	40.8	62	50.7	111	54.4	74

Table J.46. Satisfaction with primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	19.5	33	25.6	67	34.5	58
Satisfied	55.0	93	52.7	138	54.2	91
Dissatisfied	14.8	25	12.6	33	4.2	7
Very Dissatisfied	1.2	2	3.1	8	3.6	6
Unsure/Undecided	9.5	16	6.1	16	3.6	6

Table J.47. Satisfaction with primary nursing salary

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	6.5	11	11.5	30	12.0	20
Satisfied	36.1	61	42.7	112	49.1	82
Dissatisfied	40.2	68	34.7	91	26.9	45
Very Dissatisfied	11.8	20	8.4	22	10.2	17
Unsure/Undecided	5.3	9	2.7	7	1.8	3

Table J.48. Satisfaction with nursing as a career

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	45.0	77	42.6	112	52.7	89
Satisfied	43.3	74	44.1	116	39.1	66
Dissatisfied	5.8	10	8.4	22	5.9	10
Very Dissatisfied	1.2	2	1.5	4	0.6	1
Unsure/Undecided	4.7	8	3.4	9	1.8	3

Table J.49. Years planning to practice nursing in Illinois

	LPN		RN		APN	
	%	n	%	N	%	n
1-5 years	27.7	46	21.6	57	12.9	22
6-10 years	15.1	25	17.8	47	17.6	30
11-15 years	15.1	25	15.9	42	26.5	45
16-20 years	15.1	25	16.3	43	12.9	22
21-30 years	7.2	12	11.4	30	18.2	31
over 30 years	2.4	4	6.8	18	1.2	2
Do not know	17.5	29	10.2	27	10.6	18

Table J.50. Years until eligible to retire

	LPN		RN		APN	
	%	N	%	N	%	n
less than 1 year	6.0	10	4.2	11	3.0	5
1-5 years	7.2	12	12.7	33	15.8	26
6-10 years	13.9	23	13.1	34	15.2	25
11-15 years	22.9	38	20.5	53	21.2	35
16-20 years	17.5	29	14.7	38	13.3	22
21-30 years	16.3	27	22.8	59	21.8	36
greater than 30 years	16.3	27	12.0	31	9.7	16

Table J.51. Years until plan to retire

	LPN		RN		APN	
	%	N	%	N	%	n
less than 1 year	.	.	0.4	1	1.2	2
1-5 years	13.2	22	16.7	44	11.2	19
6-10 years	12.0	20	15.5	41	18.9	32
11-15 years	13.2	22	15.5	41	21.3	36
16-20 years	15.6	26	14.8	39	14.2	24
21-30 years	15.0	25	14.0	37	15.4	26
greater than 30 years	7.2	12	10.2	27	7.1	12
Do not know	24.0	40	12.9	34	10.7	18

Table J.52. Primary factor to continue working as nurse

	LPN		RN		APN	
	%	N	%	N	%	n
Increased salary	13.3	20	10.5	23	7.1	9
A less physically demanding position	8.7	13	5.0	11	4.7	6
Continued benefits	3.3	5	3.7	8	2.4	3
New learning opportunity	1.3	2	0.9	2	.	.
Shortened/flexible work hours	9.3	14	8.7	19	15.7	20
Better workplace safety	.	.	.	.	.	.
Other	4.0	6	5.0	11	.	.
Do not plan to retire	60.0	90	66.2	145	70.1	89

Table J.53. Encourage others to choose nursing as a career

	LPN		RN		APN	
	%	N	%	N	%	n
Yes	84.3	172	81.2	251	87.9	153
No	15.7	32	18.8	58	12.1	21

APPENDIX K

HSA 10 – ILLINOIS COUNTIES OF HENRY, MERCER, AND ROCK ISLAND

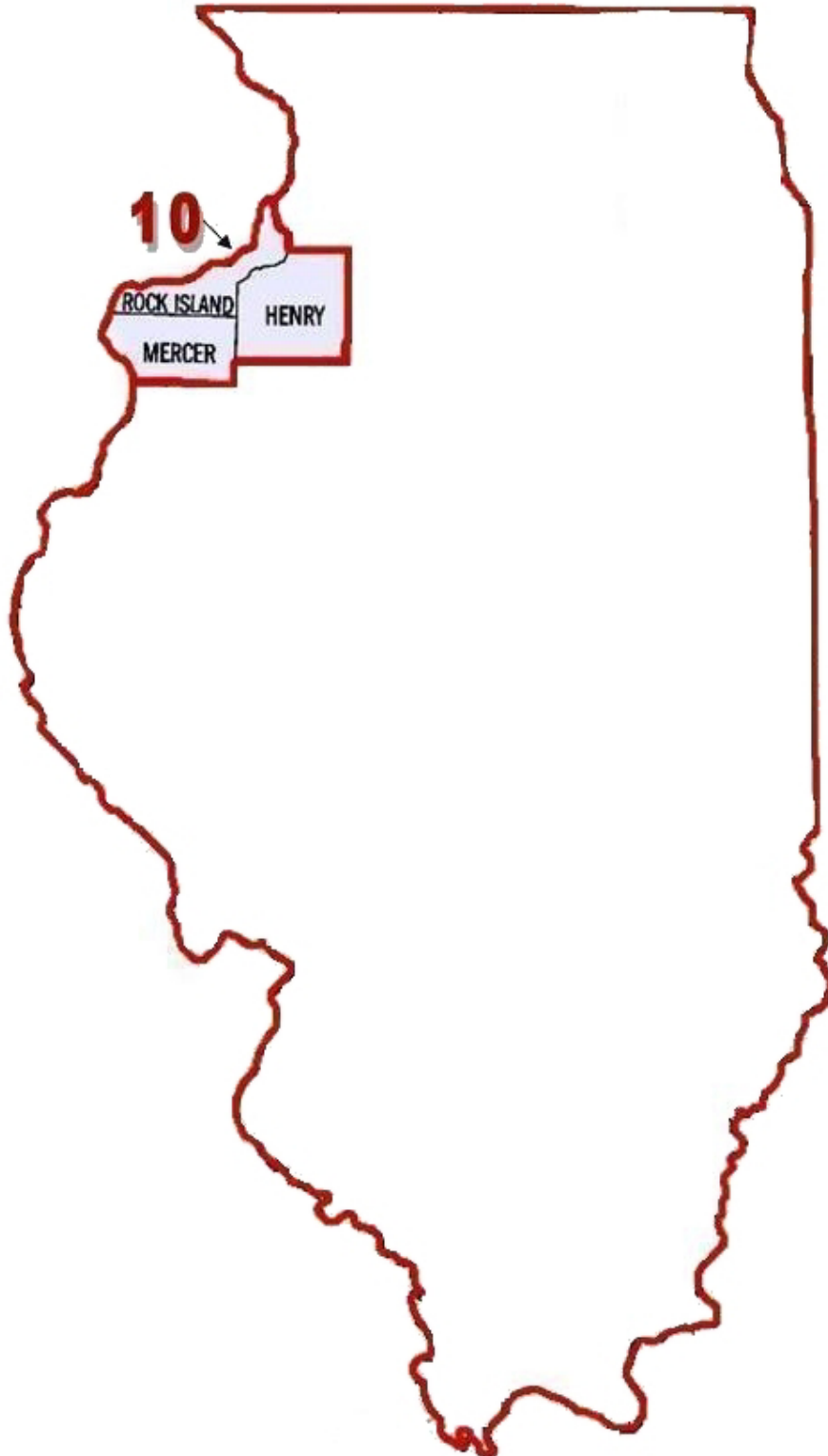


Table K.1. Location of the nursing education program in preparation of licensing examination

	LPN		RN		APN	
	%	n	%	n	%	n
Illinois	87.7	150	84.4	270	61.5	16
Other state or US Territory	12.3	21	15.3	49	38.5	10
Foreign Country	.	.	0.3	1	.	.

Table K.2. Percentage of nurses currently enrolled in a nursing education degree program

	LPN		RN		APN	
	%	n	%	n	%	n
Other	2.4	4	1.6	5	.	.
Not currently enrolled	69.5	116	91.5	292	96.2	25
Associate Degree Program	5.4	9	0.3	1	.	.
Baccalaureate Degree Program	0.6	1	4.1	13	.	.
Master's Degree Program	.	.	1.9	6	.	.
Post-Master's Certificate Program	0.0	.	0.3	1	.	.
Doctoral Program	0.0	.	0.3	1	3.8	1
Not currently enrolled, but interested	22.2	37	-	-	-	-

Table K.3. Percentage of the greatest barrier to continuing education

	LPN		RN		APN	
	%	n	%	n	%	n
Cost of tuition	34.0	52	-	-	-	-
Family obligations	19.0	29	-	-	-	-
Current job does not allow the time	9.8	15	-	-	-	-
No schools within driving distance	.	.	-	-	-	-
Other	8.5	13	-	-	-	-
I am not interested in continuing my education	28.8	44	-	-	-	-

Table K.4. Percentage of non-nursing degrees completed

	LPN		RN		APN	
	%	n	%	n	%	n
Do not have a non-nursing degree	83.9	135	58.3	183	48.0	12
Associate Degree	14.3	23	24.2	76	8.0	2
Bachelor's Degree	3.7	6	15.3	48	20.0	5
Master's Degree	.	.	4.8	15	28.0	7
Doctorate	1.2	2	1.0	3	4.0	1

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table K.5. Percentage of type of nursing program or class

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	93.8	150	91.6	272	95.7	22
Classroom based	3.1	5	1.7	5	.	.
Classroom based with on-line/internet components	1.3	2	2.4	7	4.3	1
On-line/internet based and administered within Illinois	0.6	1	2.7	8	.	.
On-line/internet based and administered outside of Illinois	1.9	3	2.4	7	4.3	1

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table K.6. Reasons unable to work

	LPN		RN		APN	
	%	n	%	n	%	n
I provide care for a dependent adult	3.6	6	2.9	9	.	.
I provide care for a child with special needs	1.8	3	0.3	1	.	.
I have young children who do not attend daycare	1.8	3	3.5	11	.	.
I am staying home with my infant until s/he is older	1.8	3	0.6	2	.	.
Other	15.5	26	10.9	34	8.0	2
Not applicable	80.4	135	83.7	261	92.0	23

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table K.7. Percentage of racial identification

	LPN		RN		APN	
	%	n	%	n	%	n
White	91.7	154	98.4	311	100.0	26
Black or African American	8.9	15	12.3	39	3.8	1
Asian	0.6	1	1.6	5	.	.
Native Hawaiian or other Pacific Islander	.	.	5.1	16	.	.
American Indian or Alaska Native	1.2	2	.	.	.	.

Table K.8. Percentage of Spanish, Hispanic or Latino origin or descent

	LPN		RN		APN	
	%	n	%	n	%	n
No, not Spanish/Hispanic/Latino	97.6	164	98.1	312	92.3	24
Yes, Puerto Rican	.	.	0.3	1	3.8	1
Yes, Mexican, Mexican-American, Chicano	2.4	4	1.3	4	3.8	1
Yes, Cuban	.	.	.	.	.	.
Yes, other Spanish/Hispanic/Latino	.	.	0.3	1	.	.

Table K.9. Percentage of language spoken other than English

	LPN		RN		APN	
	%	n	%	n	%	n
Chinese	.	.	2.4	1	.	.
German	12.5	2	33.3	14	12.5	1
Polish	.	.	.	.	.	.
Russian	.	.	.	.	.	.
Spanish	37.5	6	23.8	10	62.5	5
Tagalog	6.3	1	.	.	.	.
Other	43.8	7	40.5	17	25.0	2

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table K.10. Percentage of Gender identification

	LPN		RN		APN	
	%	n	%	n	%	n
Female	98.8	166	97.8	309	92.3	24
Male	1.2	2	2.2	7	7.7	2

Table K.11. Percentage of marital status identification

	LPN		RN		APN	
	%	n	%	n	%	n
Married/Living with a partner	64.1	107	76.4	240	92.0	23
Divorced/Widowed/Separated	25.1	42	19.1	60	4.0	1
Single/Never married	10.8	18	4.5	14	4.0	1

Table K.12. Percentage of age category identification

	LPN		RN		APN	
	%	n	%	n	%	n
18-25 years old	4.1	7	2.5	8	.	.
26-35 years old	16.5	28	8.9	28	3.8	1
36-45 years old	20.6	35	15.5	49	23.1	6
46-55 years old	29.4	50	31.6	100	50.0	13
56-60 years old	14.7	25	15.2	48	19.2	5
61-65 years old	9.4	16	10.8	34	3.8	1
over 65 years old	5.3	9	15.5	49	.	.

Table K.13. Percentage of years licensed as an RN or LPN

	LPN		RN		APN	
	%	n	%	n	%	n
less than 1 year	3.6	6	1.9	6	.	.
1-5 years	19.5	33	7.6	24	.	.
6-10 years	11.8	20	8.5	27	3.8	1
11-15 years	16.6	28	10.8	34	7.7	2
16-20 years	7.7	13	8.5	27	15.4	4
21-30 years	16.0	27	22.5	71	46.2	12
greater than 30 years	24.9	42	40.2	127	26.9	7

Table K.14. Percentage of nursing education programs completed

	LPN		RN		APN	
	%	n	%	n	%	n
Practical Nursing Program	-	-	7.3	23	15.4	4
RN Diploma Program	-	-	47.3	150	34.6	9
Associate Degree Program	-	-	40.4	128	26.9	7
Baccalaureate Degree Program	-	-	26.8	85	73.1	19
Master's Degree Program	-	-	7.9	25	92.3	24
Post-Master's Certificate	-	-	0.9	3	11.5	3
Doctoral Program	-	-	1.9	6	3.8	1

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table K.15. Percentage currently teaching in nursing education program

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, full-time	-	-	0.6	2	.	.
Yes, part-time	-	-	1.9	6	19.2	5
No	-	-	97.5	308	80.8	21

Table K.16. Percentage considering teaching, if not already teaching

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, full-time	-	-	8.6	26	10.0	2
Yes, part-time	-	-	23.2	70	60.0	12
No	-	-	68.2	206	30.0	6

Table K.17. Percentage of obstacles to teaching

	LPN		RN		APN	
	%	n	%	n	%	n
Current job demands limit it	-	-	12.3	38	43.5	10
Do not want to leave clinical practice	-	-	12.7	39	47.8	11
Salary	-	-	14.3	44	52.2	12
Transition from clinical practice to education is difficult	-	-	1.9	6	.	.
No interest in teaching	-	-	34.1	105	8.7	2
Education/degree does not qualify me to teach	-	-	51.6	159	.	.
Other	-	-	19.8	61	26.1	6

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table K.18. Percentage of years worked as an APN

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	-	-	-	-	.	.
1-3 years	-	-	-	-	16.0	4
More than 3, but less than 5 years	-	-	-	-	.	.
5-10 years	-	-	-	-	36.0	9
More than 10 years	-	-	-	-	48.0	12
Not applicable	-	-	-	-	.	.

Table K.19. Percentage currently working as an APN

	LPN		RN		APN	
	%	n	%	n	%	n
Yes	-	-	-	-	92.3	24
No	-	-	-	-	7.7	2

Table K.20. Reasons not working as APN

	LPN		RN		APN	
	%	n	%	n	%	n
It is difficult to find an APN position	-	-	-	-	5.3	1
Satisfied with current job	-	-	-	-	.	.
Better salary / benefits in current or alternative non-APN	-	-	-	-	.	.
Other	-	-	-	-	.	.
Not applicable	-	-	-	-	94.7	18

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table K.21. Percentage of APNs who had difficulty finding current position

	LPN		RN		APN	
	%	n	%	n	%	n
Yes	-	-	-	-	12.5	3
No	-	-	-	-	87.5	21

Table K.22. Reasons APNs had difficulty finding current APN position

	LPN		RN		APN	
	%	n	%	n	%	n
Overall lack of practice opportunities for APN's	-	-	-	-	4.5	1
Lack of practice opportunities for APN's in desired geograph	-	-	-	-	4.5	1
Lack of opportunities for APN's in desired practice setting	-	-	-	-	.	.
Inadequate salary for advanced practice responsibilities	-	-	-	-	9.1	2
Other	-	-	-	-	4.5	1
Not applicable	-	-	-	-	77.3	17

Table K.23. Current primary work situation

	LPN		RN		APN	
	%	n	%	n	%	n
Working in an APN position	-	-	-	-	88.5	23
Working in an RN position	-	-	78.7	244	.	.
Working in a faculty position	-	-	2.6	8	3.8	1
Working in an LPN position	78.8	134	-	-	0.0	.
Working in a non-nursing job -- looking for an APN position	-	-	-	-	.	.
Working in a non-nursing job -- looking for an RN/LPN position	2.4	4	0.3	1	.	.
Working in a non-nursing job -- not looking for an RN/APN po	4.7	8	2.3	7	.	.
Not employed -- looking for an APN position	-	-	-	-	3.8	1
Not employed -- looking for an RN position	1.2	2	0.6	2	.	.
Not employed -- looking for a non-nursing position	.	.	.	.	.	.
Not employed -- not looking for a job	6.5	11	3.9	12	.	.
Retired	6.5	11	11.6	36	3.8	1

Table K.24. Working as a nurse in what states

	LPN		RN		APN	
	%	n	%	n	%	n
Iowa	9.8	12	10.0	20	23.5	4
Illinois	90.2	110	89.0	178	76.5	13
Indiana	.	.	.	.	.	.
Kentucky	.	.	.	.	.	.
Missouri	.	.	0.5	1	.	.
Wisconsin	.	.	.	.	.	.
Other	.	.	0.5	1	.	.

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table K.25. Type of setting for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Alcohol/Detox/Halfway House	0.7	1	0.4	1	.	.
Ambulatory Care	.	.	3.2	8	.	.
Assisted Living Facility	6.7	9	1.2	3	.	.
Dialysis Center	.	.	0.4	1	.	.
Federally Qualified Health Center FQHC	0.7	1	.	.	.	.
Healthcare Industry Vendors	.	.	0.4	1	.	.
Home Health	9.0	12	6.3	16	.	.
Hospice	.	.	2.4	6	.	.
Hospital	12.7	17	45.5	115	20.8	5
Insurance Company/HMO	.	.	2.8	7	.	.
Law Office	.	.	0.8	2	.	.
Nursing Home	44.8	60	5.5	14	.	.
Occupational Health	.	.	1.6	4	.	.
Parish Nurses	.	.	3.6	9	.	.
Physician's Office/Health Clinic	19.4	26	12.6	32	66.7	16
Professional Healthcare Organization	0.7	1	0.4	1	.	.
Public/Community Health	1.5	2	2.8	7	4.2	1
Self-Employed	.	.	.	.	.	.
Staffing Agency	0.7	1	0.4	1	.	.
Student Health/School	0.7	1	3.6	9	.	.
University/College/Tech School	.	.	2.0	5	4.2	1
Other	1.5	2	4.0	10	4.2	1
Not applicable	0.7	1	0.4	1	.	.

Table K.26. Type of compensation for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Salary without incentive	-	-	53.9	138	58.3	14
Salary with incentive	-	-	21.5	55	33.3	8
Non-salaried example: Contractual or Fee for service	-	-	14.1	36	4.2	1
Other	-	-	10.5	27	4.2	1

Table K.27. Annual salary for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Less than \$5,000	2.5	3	3.2	7	.	.
\$5,000 - \$25,000	33.6	41	14.5	32	.	.
More than \$25,000 but less than \$35,000	42.6	52	17.7	39	.	.
More than \$35,000 but less than \$45,000	17.2	21	21.8	48	12.5	3
More than \$45,000 but less than \$55,000	4.1	5	18.6	41	4.2	1
More than \$55,000 but less than \$65,000	.	.	15.0	33	29.2	7
More than \$65,000 but less than \$85,000	.	.	6.8	15	33.3	8
More than \$85,000 but less than \$105,000	.	.	2.3	5	12.5	3
More than \$105,000 but less than \$150,000	.	.	.	.	.	.
\$150,000 or more	.	.	.	.	8.3	2

Table K.28. Type of position for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Academic Administrator	-	-	0.4	1	.	.
Case Manager	2.9	4	8.2	21	.	.
Clinical Nurse Specialist	-	-	1.6	4	4.2	1
Consultant	.	.	0.8	2	.	.
Nurse Anesthetist	-	-	.	.	8.3	2
Nurse Attorney	.	.	.	.	.	.
Nurse Educator	-	-	3.1	8	4.2	1
Nurse Executive	1.5	2	2.0	5	4.2	1
Nurse Manager	3.6	5	10.2	26	.	.
Nurse Midwife	-	-	.	.	4.2	1
Nurse Practitioner	-	-	1.2	3	75.0	18
Office Nurse	16.8	23	9.0	23	.	.
Patient Safety	0.7	1	.	.	.	.
Quality/Performance Improvement	1.5	2	3.9	10	.	.
Risk Management	.	.	0.4	1	.	.
School Nurse	-	-	3.5	9	.	.
Staff Nurse	65.0	89	43.9	112	.	.
Staff / Patient Educator	1.5	2	2.0	5	.	.
Other	6.6	9	9.8	25	.	.

Table K.29. Major activity of primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	3.7	5	3.5	9	4.3	1
Administration/management	6.6	9	12.6	32	4.3	1
Case Management	1.5	2	7.5	19	.	.
Direct Patient Care	79.4	108	58.7	149	82.6	19
Informatics	0.7	1	0.8	2	.	.
Nursing Litigation	.	.	.	.	.	.
Nursing Research	.	.	0.4	1	.	.
Performance	.	.	2.8	7	.	.
Improvement/Utilization Review	.	.	.	.	.	.
Sales	.	.	.	.	.	.
Teaching/Instruction/Nurse educator	1.5	2	5.9	15	4.3	1
Other	6.6	9	7.9	20	4.3	1

Table K.30. Percentage of years employed with primary employer

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	19.4	27	10.2	26	8.3	2
1-3 years	28.1	39	20.4	52	29.2	7
More than 3, but less than 5 years	18.0	25	6.7	17	12.5	3
More than 5, but less than 10 years	15.8	22	18.8	48	37.5	9
10 or more years	17.3	24	43.5	111	12.5	3
Not applicable	1.4	2	0.4	1	.	.

Table K.31. Population receiving direct patient care at primary job

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	2.1	3	19.8	49	12.5	3
Neonates	3.6	5	11.3	28	29.2	7
Children	21.4	30	25.1	62	41.7	10
Adolescents	13.6	19	22.7	56	54.2	13
Young Adults	20.7	29	26.7	66	62.5	15
Adults	38.6	54	51.8	128	75.0	18
Geriatrics	76.4	107	46.2	114	54.2	13
Women	15.0	21	24.3	60	58.3	14

Table K.32. Average hours per week at primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
0 to 10 hours	3.6	5	5.5	14	.	.
11 to 20 hours	8.0	11	7.5	19	.	.
21 to 30 hours	12.4	17	13.7	35	12.5	3
31 to 40 hours	48.2	66	45.9	117	54.2	13
41 to 50 hours	26.3	36	22.4	57	16.7	4
51 hours or more	1.5	2	5.1	13	16.7	4

Table K.33. Currently employed in more than one job

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, in nursing	10.9	15	12.5	32	41.7	10
Yes, not in nursing	3.6	5	4.7	12	.	.
No	85.5	118	82.8	212	58.3	14

Table K.34. Type of setting for secondary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Alcohol/Detox/Halfway House	.	.	.	.	.	.
Ambulatory Care	.	.	4.8	2	10.0	1
Assisted Living Facility	6.7	1	.	.	.	.
Dialysis Center	.	.	.	.	.	.
Federally Qualified Health Center FQHC	6.7	1	.	.	.	.
Healthcare Industry Vendors	.	.	.	.	.	.
Home Health	26.7	4	4.8	2	.	.
Hospice	.	.	4.8	2	.	.
Hospital	13.3	2	42.9	18	40.0	4
Insurance Company/HMO	.	.	.	.	.	.
Law Office	.	.	.	.	.	.
Nursing Home	26.7	4	.	.	.	.
Occupational Health	.	.	.	.	.	.
Parish Nurses	.	.	7.1	3	.	.
Physician's Office/Health Clinic	6.7	1	4.8	2	30.0	3
Professional Healthcare Organization	.	.	.	.	.	.
Public/Community Health	.	.	.	.	.	.
Self-Employed	.	.	2.4	1	.	.
Staffing Agency	13.3	2	.	.	.	.
Student Health/School	.	.	.	.	.	.
University/College/Tech School	.	.	2.4	1	20.0	2
Other	.	.	7.1	3	.	.
Not applicable	.	.	19.0	8	.	.

Table K.35. Annual salary for secondary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Less than \$5,000	26.7	4	51.5	17	30.0	3
\$5,000 - \$25,000	60.0	9	39.4	13	50.0	5
More than \$25,000 but less than \$35,000	13.3	2	.	.	10.0	1
More than \$35,000 but less than \$45,000	.	.	.	.	.	.
More than \$45,000 but less than \$55,000	.	.	6.1	2	.	.
More than \$55,000 but less than \$65,000	.	.	3.0	1	10.0	1
More than \$65,000 but less than \$85,000	.	.	.	.	.	.
More than \$85,000 but less than \$105,000	.	.	.	.	.	.
More than \$105,000 but less than \$150,000	.	.	.	.	.	.
\$150,000 or more	.	.	.	.	.	.

Table K.36. Type of position for secondary employment as nurse

	LPN		RN		APN	
	%	N	%	n	%	n
Academic Administrator	-	-	3.0	1	.	.
Case Manager	.	.	.	.	.	.
Clinical Nurse Specialist	-	-	.	.	10.0	1
Consultant	.	.	6.1	2	.	.
Nurse Anesthetist	-	-	.	.	20.0	2
Nurse Attorney	.	.	.	.	.	.
Nurse Educator	-	-	9.1	3	10.0	1
Nurse Executive	.	.	.	.	.	.
Nurse Manager	.	.	6.1	2	.	.
Nurse Midwife	-	-	.	.	.	.
Nurse Practitioner	-	-	3.0	1	40.0	4
Office Nurse	7.1	1	3.0	1	.	.
Patient Safety	.	.	.	.	.	.
Quality/Performance Improvement	.	.	3.0	1	.	.
Risk Management	.	.	.	.	.	.
School Nurse	-	-	.	.	.	.
Staff Nurse	71.4	10	57.6	19	10.0	1
Staff / Patient Educator	.	.	.	.	.	.
Other	21.4	3	9.1	3	10.0	1

Table K.37. Major activity of secondary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	13.3	2	17.1	6	.	.
Administration/management	.	.	2.9	1	.	.
Case Management	.	.	.	.	.	.
Direct Patient Care	73.3	11	57.1	20	70.0	7
Informatics	.	.	.	.	.	.
Nursing Litigation	.	.	.	.	.	.
Nursing Research	.	.	.	.	.	.
Performance	.	.	2.9	1	.	.
Improvement/Utilization Review	.	.	.	.	.	.
Sales	.	.	.	.	.	.
Teaching/Instruction/Nurse educator	.	.	14.3	5	20.0	2
Other	13.3	2	5.7	2	10.0	1

Table K.38. Percentage of years employed with secondary employer

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	33.3	5	13.9	5	30.0	3
1-3 years	13.3	2	27.8	10	20.0	2
More than 3, but less than 5 years	20.0	3	5.6	2	20.0	2
More than 5, but less than 10 years	.	.	19.4	7	20.0	2
10 or more years	33.3	5	22.2	8	10.0	1
Not applicable	.	.	11.1	4	.	.

Table K.39. Population receiving direct patient care at secondary job

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	.	.	21.1	8	10.0	1
Neonates	13.3	2	21.1	8	20.0	2
Children	20.0	3	34.2	13	50.0	5
Adolescents	20.0	3	36.8	14	50.0	5
Young Adults	20.0	3	31.6	12	60.0	6
Adults	33.3	5	52.6	20	80.0	8
Geriatrics	66.7	10	42.1	16	60.0	6
Women	13.3	2	21.1	8	60.0	6

Table K.40. Average hours per week at secondary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
0 to 10 hours	40.0	6	66.7	24	70.0	7
11 to 20 hours	33.3	5	27.8	10	30.0	3
21 to 30 hours	20.0	3	.	.	.	.
31 to 40 hours	6.7	1	2.8	1	.	.
41 to 50 hours	.	.	2.8	1	.	.
51 hours or more	.	.	.	.	.	.

Table K.41. What nurses like most about their primary nurse position

	LPN		RN		APN	
	%	n	%	n	%	n
The work itself	14.6	19	28.5	70	45.5	10
Workload	2.3	3	.	.	.	.
Salary	3.1	4	2.0	5	4.5	1
The hours/schedule	13.1	17	19.5	48	13.6	3
The location	5.4	7	2.0	5	.	.
The people for whom I provide service patients	49.2	64	30.9	76	27.3	6
The people with whom I work co-workers	3.1	4	8.1	20	9.1	2
Immediate supervisor	0.8	1	0.8	2	.	.
Management/Administration	0.8	1	2.8	7	.	.
The benefits insurance, paid vacation, retirement, etc.	4.6	6	2.8	7	.	.
I don't like anything about it	1.5	2	1.2	3	.	.
Other	1.5	2	1.2	3	.	.

Table K.42. What nurses like least about their primary nurse position

	LPN		RN		APN	
	%	n	%	n	%	n
The work itself	1.5	2	1.2	3	.	.
Workload	18.8	25	15.9	39	8.3	2
Salary	29.3	39	20.0	49	16.7	4
The hours/schedule	6.0	8	6.5	16	16.7	4
The location	0.8	1	4.1	10	.	.
The people for whom I provide service patients	0.8	1	0.4	1	.	.
The people with whom I work co-workers	3.0	4	2.4	6	4.2	1
Immediate supervisor	0.8	1	0.4	1	.	.
Management/Administration	12.0	16	12.2	30	4.2	1
The benefits insurance, paid vacation, retirement, etc.	13.5	18	8.6	21	16.7	4
Nothing, I like everything about my employment	10.5	14	22.4	55	29.2	7
Other	3.0	4	5.7	14	4.2	1

Table K.43. Factors that led to voluntary separation of nurse position within the last two years

	LPN		RN		APN	
	%	n	%	n	%	n
Age	.	.	.	.	.	.
Care for dependent adults	.	.	.	.	.	.
Career promotion	.	.	.	.	.	.
Childbearing / childrearing	.	.	0.5	1	.	.
Dissatisfaction with management/supervisor	5.2	5	6.5	13	6.3	1
Employer / employee conflict	1.0	1	1.0	2	.	.
General lack of job satisfaction	2.1	2	1.5	3	.	.
Inadequate benefits	2.1	2	.	.	.	.
Inadequate salary / wages	4.1	4	1.0	2	.	.
Increasing administrative burden	.	.	0.5	1	.	.
Opportunity to work in nursing administration	.	.	0.5	1	.	.
Opportunity to work in nursing education	.	.	.	.	6.3	1
Personal or family concerns	2.1	2	.	.	.	.
Physical demands of the job	1.0	1	3.0	6	.	.
Relocation	4.1	4	1.0	2	.	.
Retired, but now working again	.	.	1.0	2	.	.
Return to school	.	.	0.5	1	.	.
Unsafe work environment	.	.	0.5	1	.	.
Other	4.1	4	1.0	2	6.3	1
Not applicable	74.2	72	81.6	164	81.3	13

Table K.44. Likelihood to leave primary position in next 12 months

	LPN		RN		APN	
	%	n	%	n	%	n
Very unlikely	48.9	65	54.9	140	62.5	15
Somewhat unlikely	15.0	20	13.7	35	12.5	3
Somewhat likely	17.3	23	11.8	30	8.3	2
Very likely	2.3	3	10.2	26	12.5	3
Unsure	16.5	22	9.4	24	4.2	1

Table K.45. Main reason for leaving primary job in the next 12 months

	LPN		RN		APN	
	%	n	%	n	%	n
Age	5.8	7	6.5	14	.	.
Care for dependent adults	0.8	1	0.5	1	.	.
Career promotion	2.5	3	2.3	5	.	.
Childbearing / childrearing	2.5	3	1.9	4	.	.
Dissatisfaction with management/supervisor	8.3	10	6.5	14	10.5	2
Employer / employee conflict	.	.	.	.	.	.
General lack of job satisfaction	5.8	7	3.7	8	.	.
Inadequate benefits	4.1	5	0.9	2	5.3	1
Inadequate salary / wages	14.0	17	5.6	12	5.3	1
Increasing administrative burden	2.5	3	1.4	3	.	.
Opportunity to work in nursing administration	.	.	.	.	.	.
Opportunity to work in nursing education	.	.	0.5	1	.	.
Personal or family concerns	.	.	1.9	4	.	.
Physical demands of the job	0.8	1	3.7	8	.	.
Relocation	2.5	3	2.3	5	.	.
Retired, but now working again	.	.	1.4	3	.	.
Return to school	3.3	4	0.9	2	.	.
Unsafe work environment	0.8	1	.	.	.	.
Other	5.0	6	7.9	17	10.5	2
Not applicable	41.3	50	52.3	113	68.4	13

Table K.46. Satisfaction with primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	18.8	25	31.0	80	50.0	12
Satisfied	54.1	72	55.0	142	37.5	9
Dissatisfied	12.0	16	7.0	18	8.3	2
Very Dissatisfied	3.8	5	1.6	4	.	.
Unsure/Undecided	11.3	15	5.4	14	4.2	1

Table K.47. Satisfaction with primary nursing salary

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	4.5	6	7.7	20	25.0	6
Satisfied	35.1	47	46.3	120	41.7	10
Dissatisfied	41.0	55	33.2	86	29.2	7
Very Dissatisfied	14.9	20	7.3	19	4.2	1
Unsure/Undecided	4.5	6	5.4	14	.	.

Table K.48. Satisfaction with nursing as a career

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	48.9	67	42.4	112	66.7	16
Satisfied	37.2	51	46.2	122	29.2	7
Dissatisfied	8.8	12	8.0	21	.	.
Very Dissatisfied	0.7	1	1.5	4	.	.
Unsure/Undecided	4.4	6	1.9	5	4.2	1

Table K.49. Years planning to practice nursing in Illinois

	LPN		RN		APN	
	%	n	%	N	%	n
1-5 years	17.9	24	25.6	66	8.7	2
6-10 years	11.9	16	16.3	42	30.4	7
11-15 years	10.4	14	15.9	41	13.0	3
16-20 years	7.5	10	12.0	31	30.4	7
21-30 years	14.2	19	12.0	31	8.7	2
over 30 years	10.4	14	5.0	13	.	.
Do not know	27.6	37	13.2	34	8.7	2

Table K.50. Years until eligible to retire

	LPN		RN		APN	
	%	N	%	N	%	n
less than 1 year	5.1	7	8.0	20	.	.
1-5 years	11.0	15	17.6	44	17.4	4
6-10 years	10.3	14	12.8	32	17.4	4
11-15 years	15.4	21	21.6	54	21.7	5
16-20 years	11.0	15	14.0	35	30.4	7
21-30 years	25.0	34	16.4	41	13.0	3
greater than 30 years	22.1	30	9.6	24	.	.

Table K.51. Years until plan to retire

	LPN		RN		APN	
	%	N	%	N	%	n
less than 1 year	0.7	1	3.1	8	.	.
1-5 years	11.8	16	17.3	45	8.3	2
6-10 years	11.8	16	13.8	36	29.2	7
11-15 years	10.3	14	16.2	42	20.8	5
16-20 years	7.4	10	11.9	31	16.7	4
21-30 years	14.7	20	14.2	37	8.3	2
greater than 30 years	16.9	23	5.0	13	.	.
Do not know	26.5	36	18.5	48	16.7	4

Table K.52. Primary factor to continue working as nurse

	LPN		RN		APN	
	%	N	%	N	%	n
Increased salary	11.1	14	10.3	22	13.6	3
A less physically demanding position	3.2	4	6.5	14	4.5	1
Continued benefits	.	.	5.6	12	.	.
New learning opportunity	1.6	2	1.4	3	.	.
Shortened/flexible work hours	5.6	7	9.3	20	9.1	2
Better workplace safety	0.8	1	.	.	.	.
Other	3.2	4	7.0	15	.	.
Do not plan to retire	74.6	94	59.8	128	72.7	16

Table K.53. Encourage others to choose nursing as a career

	LPN		RN		APN	
	%	N	%	N	%	n
Yes	82.2	139	81.0	248	88.5	23
No	17.8	30	19.0	58	11.5	3

APPENDIX L

HSA 11 – ILLINOIS COUNTIES OF CLINTON, MADISON, MONROE, AND ST. CLAIR

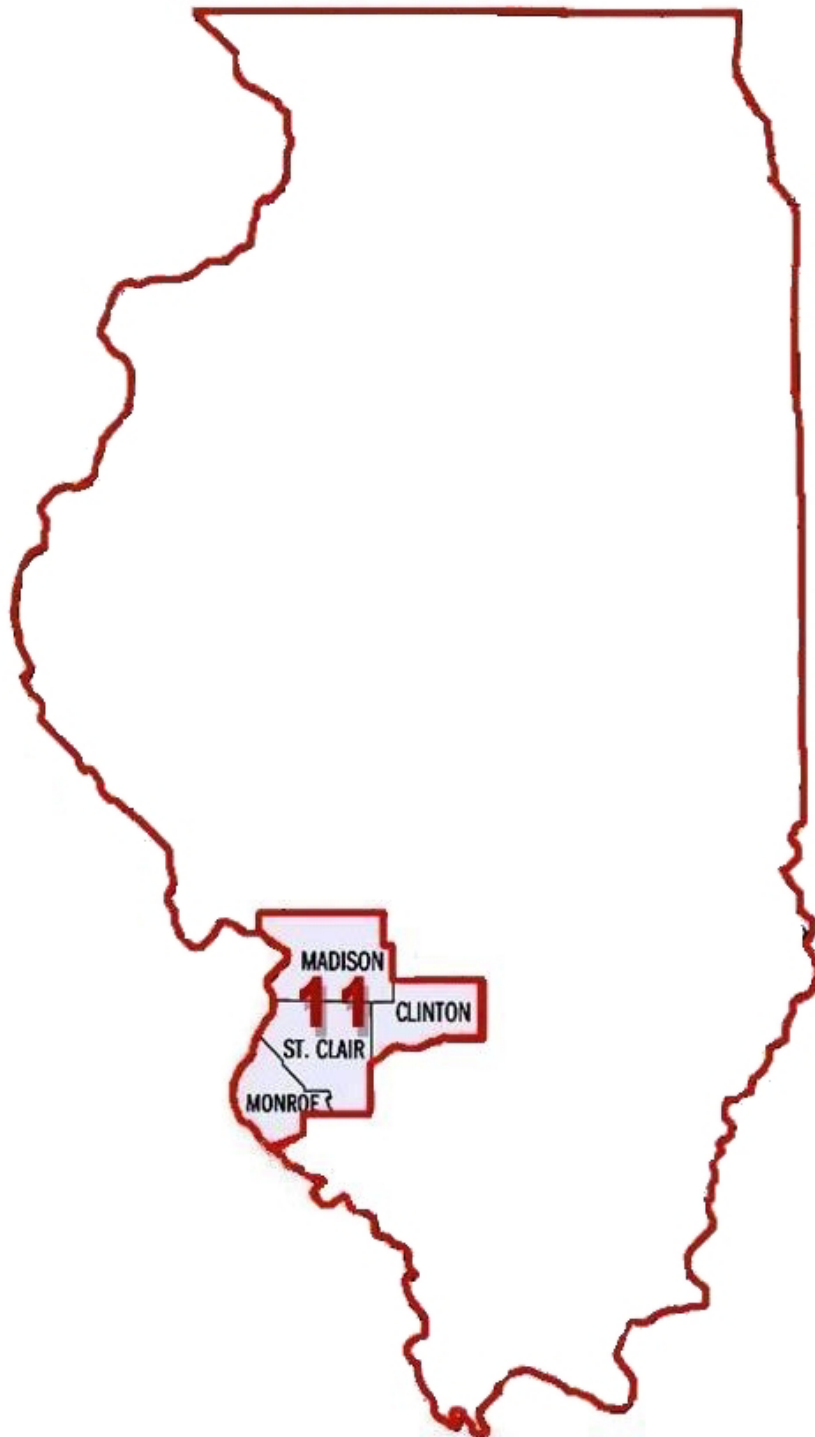


Table L.1. Location of the nursing education program in preparation of licensing examination

	LPN		RN		APN	
	%	n	%	n	%	n
Illinois	85.0	170	66.5	218	59.1	65
Other state or US Territory	15.0	30	33.2	109	40.9	45
Foreign Country	.	.	0.3	1	.	.

Table L.2. Percentage of nurses currently enrolled in a nursing education degree program

	LPN		RN		APN	
	%	n	%	n	%	n
Other	2.0	4	0.9	3	.	.
Not currently enrolled	65.5	131	91.4	298	95.4	104
Associate Degree Program	7.5	15	0.3	1	.	.
Baccalaureate Degree Program	0.5	1	2.5	8	.	.
Master's Degree Program	.	.	4.3	14	.	.
Post-Master's Certificate Program	0.0	.	0.3	1	0.9	1
Doctoral Program	0.0	.	0.3	1	3.7	4
Not currently enrolled, but interested	24.5	49	-	-	-	-

Table L.3. Percentage of the greatest barrier to continuing education

	LPN		RN		APN	
	%	n	%	n	%	n
Cost of tuition	39.8	72	-	-	-	-
Family obligations	14.9	27	-	-	-	-
Current job does not allow the time	8.8	16	-	-	-	-
No schools within driving distance	1.1	2	-	-	-	-
Other	12.2	22	-	-	-	-
I am not interested in continuing my education	23.2	42	-	-	-	-

Table L.4. Percentage of non-nursing degrees completed

	LPN		RN		APN	
	%	n	%	n	%	n
Do not have a non-nursing degree	85.9	164	60.0	195	60.0	63
Associate Degree	12.0	23	22.5	73	11.4	12
Bachelor's Degree	3.1	6	14.2	46	18.1	19
Master's Degree	.	.	7.7	25	24.8	26
Doctorate	.	.	0.3	1	3.8	4

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table L.5. Percentage of type of nursing program or class

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	89.6	173	92.1	290	93.1	94
Classroom based	5.7	11	1.3	4	1.0	1
Classroom based with on-line/internet components	1.6	3	4.1	13	1.0	1
On-line/internet based and administered within Illinois	1.0	2	0.6	2	.	.
On-line/internet based and administered outside of Illinois	2.1	4	1.9	6	5.9	6

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table L.6. Reasons unable to work

	LPN		RN		APN	
	%	n	%	n	%	n
I provide care for a dependent adult	3.5	7	2.8	9	0.9	1
I provide care for a child with special needs	1.0	2	0.9	3	0.9	1
I have young children who do not attend daycare	4.0	8	2.2	7	1.9	2
I am staying home with my infant until s/he is older	0.5	1	0.6	2	0.9	1
Other	20.6	41	10.2	33	6.5	7
Not applicable	73.4	146	84.3	273	89.7	96

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table L.7. Percentage of racial identification

	LPN		RN		APN	
	%	n	%	n	%	n
White	83.8	165	96.0	313	98.2	107
Black or African American	16.2	32	10.4	34	12.8	14
Asian	1.0	2	0.6	2	.	.
Native Hawaiian or other Pacific Islander	1.0	2	0.3	1	1.8	2
American Indian or Alaska Native	2.5	5	.	.	.	.

Table L.8. Percentage of Spanish, Hispanic or Latino origin or descent

	LPN		RN		APN	
	%	n	%	n	%	n
No, not Spanish/Hispanic/Latino	98.4	189	98.8	324	100.0	110
Yes, Puerto Rican	.	.	.	.	.	.
Yes, Mexican, Mexican-American, Chicano	1.0	2	0.6	2	.	.
Yes, Cuban	.	.	.	.	.	.
Yes, other Spanish/Hispanic/Latino	0.5	1	0.6	2	.	.

Table L.9. Percentage of language spoken other than English

	LPN		RN		APN	
	%	n	%	n	%	n
Chinese	.	.	.	.	.	.
German	7.7	2	33.3	14	34.8	8
Polish	.	.	.	.	.	.
Russian	.	.	.	.	.	.
Spanish	23.1	6	26.2	11	30.4	7
Tagalog	.	.	2.4	1	.	.
Other	69.2	18	38.1	16	34.8	8

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table L.10. Percentage of Gender identification

	LPN		RN		APN	
	%	n	%	n	%	n
Female	96.5	192	94.2	306	80.7	88
Male	3.5	7	5.8	19	19.3	21

Table L.11. Percentage of marital status identification

	LPN		RN		APN	
	%	n	%	n	%	n
Married/Living with a partner	60.8	121	78.7	255	84.1	90
Divorced/Widowed/Separated	32.7	65	16.7	54	13.1	14
Single/Never married	6.5	13	4.6	15	2.8	3

Table L.12. Percentage of age category identification

	LPN		RN		APN	
	%	n	%	n	%	n
18-25 years old	2.5	5	2.8	9	0.9	1
26-35 years old	15.1	30	9.5	31	16.5	18
36-45 years old	16.6	33	21.7	71	26.6	29
46-55 years old	31.7	63	37.3	122	36.7	40
56-60 years old	11.6	23	14.1	46	11.0	12
61-65 years old	11.1	22	6.7	22	3.7	4
over 65 years old	11.6	23	8.0	26	4.6	5

Table L.13. Percentage of years licensed as an RN or LPN

	LPN		RN		APN	
	%	n	%	n	%	n
less than 1 year	2.6	5	0.6	2	.	.
1-5 years	13.3	26	8.3	27	1.8	2
6-10 years	8.2	16	9.5	31	11.9	13
11-15 years	17.3	34	14.1	46	22.0	24
16-20 years	11.2	22	12.5	41	15.6	17
21-30 years	25.0	49	24.8	81	22.9	25
greater than 30 years	22.4	44	30.3	99	25.7	28

Table L.14. Percentage of nursing education programs completed

	LPN		RN		APN	
	%	n	%	n	%	n
Practical Nursing Program	-	-	6.4	21	3.7	4
RN Diploma Program	-	-	27.7	91	13.8	15
Associate Degree Program	-	-	44.5	146	17.4	19
Baccalaureate Degree Program	-	-	40.9	134	70.6	77
Master's Degree Program	-	-	8.8	29	84.4	92
Post-Master's Certificate	-	-	0.9	3	27.5	30
Doctoral Program	-	-	0.3	1	1.8	2

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table L.15. Percentage currently teaching in nursing education program

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, full-time	-	-	1.2	4	4.6	5
Yes, part-time	-	-	1.2	4	5.5	6
No	-	-	97.6	319	89.9	98

Table L.16. Percentage considering teaching, if not already teaching

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, full-time	-	-	11.9	38	7.7	7
Yes, part-time	-	-	25.4	81	45.1	41
No	-	-	62.7	200	47.3	43

Table L.17. Percentage of obstacles to teaching

	LPN		RN		APN	
	%	n	%	n	%	n
Current job demands limit it	-	-	20.8	65	42.9	42
Do not want to leave clinical practice	-	-	16.7	52	44.9	44
Salary	-	-	20.5	64	57.1	56
Transition from clinical practice to education is difficult	-	-	3.2	10	4.1	4
No interest in teaching	-	-	32.1	100	17.3	17
Education/degree does not qualify me to teach	-	-	42.9	134	6.1	6
Other	-	-	11.2	35	10.2	10

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table L.18. Percentage of years worked as an APN

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	-	-	-	-	4.6	5
1-3 years	-	-	-	-	18.5	20
More than 3, but less than 5 years	-	-	-	-	7.4	8
5-10 years	-	-	-	-	33.3	36
More than 10 years	-	-	-	-	36.1	39
Not applicable	-	-	-	-	.	.

Table L.19. Percentage currently working as an APN

	LPN		RN		APN	
	%	n	%	n	%	n
Yes	-	-	-	-	91.8	101
No	-	-	-	-	8.2	9

Table L.20. Reasons not working as APN

	LPN		RN		APN	
	%	n	%	n	%	n
It is difficult to find an APN position	-	-	-	-	3.3	3
Satisfied with current job	-	-	-	-	3.3	3
Better salary / benefits in current or alternative non-APN	-	-	-	-	4.3	4
Other	-	-	-	-	5.4	5
Not applicable	-	-	-	-	88.0	81

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table L.21. Percentage of APNs who had difficulty finding current position

	LPN		RN		APN	
	%	n	%	n	%	n
Yes	-	-	-	-	20.2	20
No	-	-	-	-	79.8	79

Table L.22. Reasons APNs had difficulty finding current APN position

	LPN		RN		APN	
	%	n	%	n	%	n
Overall lack of practice opportunities for APN's	-	-	-	-	5.2	5
Lack of practice opportunities for APN's in desired geograph	-	-	-	-	7.3	7
Lack of opportunities for APN's in desired practice setting	-	-	-	-	6.3	6
Inadequate salary for advanced practice responsibilities	-	-	-	-	6.3	6
Other	-	-	-	-	3.1	3
Not applicable	-	-	-	-	71.9	69

Table L.23. Current primary work situation

	LPN		RN		APN	
	%	n	%	n	%	n
Working in an APN position	-	-	-	-	85.2	92
Working in an RN position	-	-	81.1	262	8.3	9
Working in a faculty position	-	-	2.8	9	4.6	5
Working in an LPN position	81.9	158	-	-	0.0	
Working in a non-nursing job -- looking for an APN position	-	-	-	-	.	.
Working in a non-nursing job -- looking for an RN/LPN position	0.5	1	0.3	1	.	.
Working in a non-nursing job -- not looking for an RN/APN po	3.6	7	2.2	7	.	.
Not employed -- looking for an APN position	-	-	-	-	.	.
Not employed -- looking for an RN position	3.6	7	1.9	6	.	.
Not employed -- looking for a non-nursing position	1.0	2	0.9	3	.	.
Not employed -- not looking for a job	3.1	6	2.2	7	1.9	2
Retired	6.2	12	8.7	28	.	.

Table L.24. Working as a nurse in what states

	LPN		RN		APN	
	%	n	%	n	%	n
Iowa	.	.	.	.	.	.
Illinois	94.2	147	81.5	207	75.9	66
Indiana	0.6	1	.	.	.	.
Kentucky	.	.	.	.	.	.
Missouri	5.1	8	18.1	46	24.1	21
Wisconsin	.	.	.	.	.	.
Other	.	.	0.4	1	.	.

Note: Percentages will not sum to 100% for “mark all that apply” items.

Table L.25. Type of setting for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Alcohol/Detox/Halfway House	3.1	5	.	.	.	.
Ambulatory Care	0.6	1	1.8	5	5.7	6
Assisted Living Facility	6.8	11	1.1	3	.	.
Dialysis Center	1.2	2	1.1	3	.	.
Federally Qualified Health Center FQHC	0.6	1	1.1	3	3.8	4
Healthcare Industry Vendors	0.6	1	0.4	1	.	.
Home Health	5.0	8	2.5	7	0.9	1
Hospice	1.2	2	1.5	4	0.9	1
Hospital	16.8	27	56.0	154	37.7	40
Insurance Company/HMO	0.6	1	0.4	1	.	.
Law Office	0.6	1	.	.	.	.
Nursing Home	48.4	78	5.5	15	1.9	2
Occupational Health	.	.	1.5	4	0.9	1
Parish Nurses	0.6	1	0.4	1	0.9	1
Physician's Office/Health Clinic	7.5	12	8.0	22	30.2	32
Professional Healthcare Organization	.	.	0.7	2	.	.
Public/Community Health	.	.	4.0	11	3.8	4
Self-Employed	.	.	.	.	.	.
Staffing Agency	2.5	4	0.7	2	.	.
Student Health/School	.	.	5.1	14	.	.
University/College/Tech School	.	.	1.8	5	7.5	8
Other	3.1	5	5.8	16	4.7	5
Not applicable	0.6	1	0.7	2	0.9	1

Table L.26. Type of compensation for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Salary without incentive	-	-	59.2	161	57.0	61
Salary with incentive	-	-	24.3	66	31.8	34
Non-salaried example: Contractual or Fee for service	-	-	7.7	21	9.3	10
Other	-	-	8.8	24	1.9	2

Table L.27. Annual salary for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Less than \$5,000	.	.	0.8	2	.	.
\$5,000 - \$25,000	23.0	32	9.7	24	1.9	2
More than \$25,000 but less than \$35,000	44.6	62	13.8	34	2.9	3
More than \$35,000 but less than \$45,000	25.2	35	15.4	38	4.8	5
More than \$45,000 but less than \$55,000	5.0	7	22.7	56	4.8	5
More than \$55,000 but less than \$65,000	0.7	1	16.2	40	12.5	13
More than \$65,000 but less than \$85,000	1.4	2	15.4	38	29.8	31
More than \$85,000 but less than \$105,000	.	.	3.6	9	11.5	12
More than \$105,000 but less than \$150,000	.	.	2.0	5	18.3	19
\$150,000 or more	.	.	0.4	1	13.5	14

Table L.28. Type of position for primary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Academic Administrator	-	-	0.4	1	1.9	2
Case Manager	3.0	5	3.3	9	.	.
Clinical Nurse Specialist	-	-	1.5	4	0.9	1
Consultant	0.6	1	0.4	1	0.9	1
Nurse Anesthetist	-	-	0.7	2	29.0	31
Nurse Attorney	.	.	.	.	.	.
Nurse Educator	-	-	2.9	8	2.8	3
Nurse Executive	0.6	1	2.2	6	.	.
Nurse Manager	4.8	8	9.2	25	4.7	5
Nurse Midwife	-	-	.	.	3.7	4
Nurse Practitioner	-	-	2.9	8	50.5	54
Office Nurse	6.7	11	5.9	16	.	.
Patient Safety	.	.	.	.	.	.
Quality/Performance Improvement	1.2	2	1.1	3	.	.
Risk Management	.	.	0.4	1	.	.
School Nurse	-	-	5.1	14	.	.
Staff Nurse	70.3	116	54.2	148	2.8	3
Staff / Patient Educator	1.8	3	1.8	5	0.9	1
Other	10.9	18	8.1	22	1.9	2

Table L.29. Major activity of primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	6.0	10	2.2	6	1.9	2
Administration/management	6.6	11	15.4	42	6.5	7
Case Management	3.0	5	2.6	7	1.9	2
Direct Patient Care	71.7	119	64.0	174	84.3	91
Informatics	.	.	.	.	.	.
Nursing Litigation	0.6	1	0.4	1	.	.
Nursing Research	.	.	0.4	1	.	.
Performance	.	.	1.8	5	0.9	1
Improvement/Utilization Review	.	.	.	.	.	.
Sales	.	.	.	.	.	.
Teaching/Instruction/Nurse educator	1.2	2	4.0	11	3.7	4
Other	10.8	18	9.2	25	0.9	1

Table L.30. Percentage of years employed with primary employer

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	21.1	35	9.5	26	20.4	22
1-3 years	25.3	42	18.3	50	24.1	26
More than 3, but less than 5 years	7.2	12	15.0	41	13.0	14
More than 5, but less than 10 years	13.3	22	17.9	49	19.4	21
10 or more years	33.1	55	39.2	107	23.1	25
Not applicable	.	.	.	.	.	.

Table L.31. Population receiving direct patient care at primary job

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	5.4	9	11.8	32	7.5	8
Neonates	3.6	6	12.9	35	8.4	9
Children	9.0	15	27.2	74	33.6	36
Adolescents	5.4	9	25.4	69	39.3	42
Young Adults	11.4	19	32.4	88	39.3	42
Adults	30.7	51	63.6	173	69.2	74
Geriatrics	74.7	124	48.9	133	44.9	48
Women	12.7	21	29.4	80	40.2	43

Table L.32. Average hours per week at primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
0 to 10 hours	2.4	4	1.8	5	4.7	5
11 to 20 hours	8.5	14	9.8	27	3.7	4
21 to 30 hours	10.9	18	15.6	43	8.4	9
31 to 40 hours	50.9	84	40.4	111	34.6	37
41 to 50 hours	23.6	39	27.3	75	38.3	41
51 hours or more	3.6	6	5.1	14	10.3	11

Table L.33. Currently employed in more than one job

	LPN		RN		APN	
	%	n	%	n	%	n
Yes, in nursing	13.3	22	11.2	31	24.3	26
Yes, not in nursing	3.0	5	2.5	7	0.9	1
No	83.7	139	86.3	239	74.8	80

Table L.34. Type of setting for secondary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Alcohol/Detox/Halfway House	4.8	1	.	.	.	.
Ambulatory Care	.	.	.	.	11.5	3
Assisted Living Facility	.	.	.	.	.	.
Dialysis Center	.	.	.	.	.	.
Federally Qualified Health Center FQHC	.	.	.	.	.	.
Healthcare Industry Vendors	.	.	.	.	.	.
Home Health	9.5	2	2.1	1	.	.
Hospice	4.8	1	2.1	1	.	.
Hospital	4.8	1	25.0	12	19.2	5
Insurance Company/HMO	.	.	.	.	.	.
Law Office	.	.	2.1	1	.	.
Nursing Home	52.4	11	2.1	1	3.8	1
Occupational Health	.	.	2.1	1	.	.
Parish Nurses	.	.	.	.	.	.
Physician's Office/Health Clinic	.	.	2.1	1	7.7	2
Professional Healthcare Organization	.	.	.	.	.	.
Public/Community Health	.	.	4.2	2	3.8	1
Self-Employed	4.8	1	4.2	2	.	.
Staffing Agency	14.3	3	.	.	.	.
Student Health/School	.	.	10.4	5	.	.
University/College/Tech School	.	.	6.3	3	26.9	7
Other	4.8	1	18.8	9	23.1	6
Not applicable	.	.	18.8	9	3.8	1

Table L.35. Annual salary for secondary employment as nurse

	LPN		RN		APN	
	%	n	%	n	%	n
Less than \$5,000	38.1	8	43.6	17	12.0	3
\$5,000 - \$25,000	57.1	12	35.9	14	68.0	17
More than \$25,000 but less than \$35,000	4.8	1	5.1	2	12.0	3
More than \$35,000 but less than \$45,000	.	.	2.6	1	.	.
More than \$45,000 but less than \$55,000	.	.	2.6	1	.	.
More than \$55,000 but less than \$65,000	.	.	2.6	1	4.0	1
More than \$65,000 but less than \$85,000	.	.	5.1	2	4.0	1
More than \$85,000 but less than \$105,000	.	.	2.6	1	.	.
More than \$105,000 but less than \$150,000	.	.	.	.	.	.
\$150,000 or more	.	.	.	.	.	.

Table L.36. Type of position for secondary employment as nurse

	LPN		RN		APN	
	%	N	%	n	%	n
Academic Administrator	-	-	.	.	.	.
Case Manager	.	.	.	.	.	.
Clinical Nurse Specialist	-	-	5.6	2	4.0	1
Consultant	.	.	5.6	2	.	.
Nurse Anesthetist	-	-	.	.	32.0	8
Nurse Attorney	.	.	.	.	.	.
Nurse Educator	-	-	.	.	8.0	2
Nurse Executive	.	.	.	.	.	.
Nurse Manager	.	.	2.8	1	.	.
Nurse Midwife	-	-	.	.	4.0	1
Nurse Practitioner	-	-	5.6	2	28.0	7
Office Nurse	.	.	2.8	1	.	.
Patient Safety	4.8	1	.	.	.	.
Quality/Performance Improvement	.	.	.	.	.	.
Risk Management	.	.	.	.	.	.
School Nurse	-	-	5.6	2	.	.
Staff Nurse	71.4	15	41.7	15	.	.
Staff / Patient Educator	4.8	1	2.8	1	8.0	2
Other	19.0	4	27.8	10	16.0	4

Table L.37. Major activity of secondary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	18.2	4	12.8	5	4.0	1
Administration/management	.	.	2.6	1	.	.
Case Management	.	.	.	.	.	.
Direct Patient Care	72.7	16	43.6	17	60.0	15
Informatics	.	.	2.6	1	.	.
Nursing Litigation	.	.	2.6	1	.	.
Nursing Research	.	.	.	.	.	.
Performance	.	.	.	.	.	.
Improvement/Utilization Review	.	.	.	.	.	.
Sales	.	.	.	.	.	.
Teaching/Instruction/Nurse educator	4.5	1	10.3	4	32.0	8
Other	4.5	1	25.6	10	4.0	1

Table L.38. Percentage of years employed with secondary employer

	LPN		RN		APN	
	%	n	%	n	%	n
Less than 1 year	40.9	9	24.4	10	28.0	7
1-3 years	31.8	7	19.5	8	28.0	7
More than 3, but less than 5 years	4.5	1	4.9	2	8.0	2
More than 5, but less than 10 years	9.1	2	14.6	6	20.0	5
10 or more years	9.1	2	24.4	10	16.0	4
Not applicable	4.5	1	12.2	5	.	.

Table L.39. Population receiving direct patient care at secondary job

	LPN		RN		APN	
	%	n	%	n	%	n
Not applicable	.	.	40.5	17	17.4	4
Neonates	4.5	1	14.3	6	4.3	1
Children	9.1	2	14.3	6	26.1	6
Adolescents	9.1	2	14.3	6	26.1	6
Young Adults	13.6	3	14.3	6	30.4	7
Adults	36.4	8	42.9	18	65.2	15
Geriatrics	81.8	18	26.2	11	26.1	6
Women	18.2	4	16.7	7	26.1	6

Table L.40. Average hours per week at secondary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
0 to 10 hours	54.5	12	67.5	27	66.7	16
11 to 20 hours	13.6	3	17.5	7	25.0	6
21 to 30 hours	13.6	3	7.5	3	4.2	1
31 to 40 hours	18.2	4	2.5	1	4.2	1
41 to 50 hours	.	.	2.5	1	.	.
51 hours or more	.	.	2.5	1	.	.

Table L.41. What nurses like most about their primary nurse position

	LPN		RN		APN	
	%	n	%	n	%	n
The work itself	17.5	28	26.4	70	42.2	43
Workload	.	.	1.1	3	.	.
Salary	4.4	7	4.9	13	6.9	7
The hours/schedule	16.3	26	23.0	61	15.7	16
The location	8.1	13	8.3	22	2.9	3
The people for whom I provide service patients	41.3	66	16.6	44	17.6	18
The people with whom I work co-workers	3.8	6	11.3	30	7.8	8
Immediate supervisor	0.6	1	1.5	4	1.0	1
Management/Administration	0.6	1	0.8	2	.	.
The benefits insurance, paid vacation, retirement, etc.	3.1	5	3.8	10	5.9	6
I don't like anything about it	2.5	4	1.5	4	.	.
Other	1.9	3	0.8	2	.	.

Table L.42. What nurses like least about their primary nurse position

	LPN		RN		APN	
	%	n	%	n	%	n
The work itself	1.2	2	1.1	3	1.0	1
Workload	23.6	38	23.8	65	5.7	6
Salary	24.8	40	24.2	66	10.5	11
The hours/schedule	6.2	10	7.7	21	13.3	14
The location	3.1	5	3.7	10	12.4	13
The people for whom I provide service patients	.	.	1.1	3	1.9	2
The people with whom I work co-workers	3.1	5	1.1	3	1.9	2
Immediate supervisor	1.9	3	3.7	10	1.0	1
Management/Administration	10.6	17	8.4	23	10.5	11
The benefits insurance, paid vacation, retirement, etc.	9.3	15	4.4	12	5.7	6
Nothing, I like everything about my employment	11.2	18	17.9	49	32.4	34
Other	5.0	8	2.9	8	3.8	4

Table L.43. Factors that led to voluntary separation of nurse position within the last two years

	LPN		RN		APN	
	%	n	%	n	%	n
Age	.	.	.	.	.	.
Care for dependent adults	0.8	1	.	.	.	.
Career promotion	.	.	0.5	1	5.4	5
Childbearing / childrearing	.	.	.	.	1.1	1
Dissatisfaction with management/supervisor	5.6	7	3.7	8	4.3	4
Employer / employee conflict	.	.	.	.	.	.
General lack of job satisfaction	0.8	1	2.7	6	3.3	3
Inadequate benefits	0.8	1	0.5	1	.	.
Inadequate salary / wages	2.4	3	2.3	5	2.2	2
Increasing administrative burden	.	.	.	.	.	.
Opportunity to work in nursing administration	.	.	.	.	.	.
Opportunity to work in nursing education	.	.	.	.	.	.
Personal or family concerns	0.8	1	0.9	2	1.1	1
Physical demands of the job	3.2	4	1.4	3	1.1	1
Relocation	4.0	5	1.8	4	4.3	4
Retired, but now working again	1.6	2	1.8	4	.	.
Return to school	.	.	0.5	1	2.2	2
Unsafe work environment	2.4	3	0.9	2	.	.
Other	2.4	3	3.7	8	2.2	2
Not applicable	75.4	95	79.5	174	72.8	67

Table L.44. Likelihood to leave primary position in next 12 months

	LPN		RN		APN	
	%	n	%	n	%	n
Very unlikely	38.1	64	51.5	141	67.3	72
Somewhat unlikely	14.9	25	15.3	42	9.3	10
Somewhat likely	13.7	23	16.1	44	12.2	13
Very likely	13.7	23	10.6	29	9.3	10
Unsure	19.6	33	6.6	18	1.9	2

Table L.45. Main reason for leaving primary job in the next 12 months

	LPN		RN		APN	
	%	n	%	n	%	n
Age	4.7	7	1.3	3	.	.
Care for dependent adults	0.7	1	0.4	1	.	.
Career promotion	3.4	5	3.0	7	4.3	4
Childbearing / childrearing	0.7	1	1.3	3	.	.
Dissatisfaction with management/supervisor	6.7	10	5.1	12	6.5	6
Employer / employee conflict	0.7	1	0.4	1	.	.
General lack of job satisfaction	3.4	5	2.5	6	3.3	3
Inadequate benefits	2.0	3	1.3	3	.	.
Inadequate salary / wages	11.4	17	10.5	25	4.3	4
Increasing administrative burden	1.3	2	1.3	3	.	.
Opportunity to work in nursing administration	1.3	2	0.4	1	1.1	1
Opportunity to work in nursing education	.	.	0.8	2	1.1	1
Personal or family concerns	0.7	1	2.5	6	1.1	1
Physical demands of the job	8.7	13	5.1	12	1.1	1
Relocation	6.0	9	3.8	9	4.3	4
Retired, but now working again	3.4	5	0.4	1	2.2	2
Return to school	2.7	4	2.1	5	.	.
Unsafe work environment	.	.	1.7	4	.	.
Other	5.4	8	4.2	10	7.6	7
Not applicable	36.9	55	51.9	123	63.0	58

Table L.46. Satisfaction with primary nursing position

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	21.6	36	29.5	80	50.9	54
Satisfied	53.3	89	52.4	142	39.6	42
Dissatisfied	13.2	22	10.0	27	5.7	6
Very Dissatisfied	3.0	5	3.7	10	1.9	2
Unsure/Undecided	9.0	15	4.4	12	1.9	2

Table L.47. Satisfaction with primary nursing salary

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	4.9	8	8.0	22	24.3	26
Satisfied	36.8	60	50.0	137	54.2	58
Dissatisfied	38.0	62	31.4	86	14.0	15
Very Dissatisfied	17.8	29	7.7	21	5.6	6
Unsure/Undecided	2.5	4	2.9	8	1.9	2

Table L.48. Satisfaction with nursing as a career

	LPN		RN		APN	
	%	n	%	n	%	n
Very Satisfied	37.3	63	35.5	98	59.3	64
Satisfied	45.0	76	50.4	139	35.2	38
Dissatisfied	9.5	16	9.1	25	1.9	2
Very Dissatisfied	4.7	8	2.2	6	.	.
Unsure/Undecided	3.6	6	2.9	8	3.7	4

Table L.49. Years planning to practice nursing in Illinois

	LPN		RN		APN	
	%	n	%	N	%	n
1-5 years	25.4	43	21.3	58	11.3	12
6-10 years	11.8	20	18.8	51	21.7	23
11-15 years	9.5	16	14.0	38	14.2	15
16-20 years	10.7	18	16.2	44	14.2	15
21-30 years	10.7	18	8.8	24	16.0	17
over 30 years	6.5	11	5.9	16	6.6	7
Do not know	25.4	43	15.1	41	16.0	17

Table L.50. Years until eligible to retire

	LPN		RN		APN	
	%	N	%	N	%	n
less than 1 year	8.2	13	7.0	19	7.5	8
1-5 years	15.1	24	11.8	32	9.4	10
6-10 years	12.6	20	17.3	47	17.0	18
11-15 years	13.8	22	18.4	50	17.9	19
16-20 years	15.1	24	17.3	47	18.9	20
21-30 years	20.1	32	16.9	46	20.8	22
greater than 30 years	15.1	24	11.4	31	8.5	9

Table L.51. Years until plan to retire

	LPN		RN		APN	
	%	N	%	N	%	n
less than 1 year	3.0	5	1.4	4	0.9	1
1-5 years	11.3	19	16.5	46	8.4	9
6-10 years	10.1	17	17.9	50	18.7	20
11-15 years	10.1	17	14.0	39	19.6	21
16-20 years	13.7	23	14.7	41	19.6	21
21-30 years	14.3	24	10.0	28	14.0	15
greater than 30 years	6.5	11	6.8	19	6.5	7
Do not know	31.0	52	18.6	52	12.2	13

Table L.52. Primary factor to continue working as nurse

	LPN		RN		APN	
	%	N	%	N	%	n
Increased salary	13.7	20	9.8	23	4.3	4
A less physically demanding position	10.3	15	6.4	15	5.4	5
Continued benefits	5.5	8	3.4	8	1.1	1
New learning opportunity	3.4	5	0.9	2	.	.
Shortened/flexible work hours	3.4	5	10.6	25	8.7	8
Better workplace safety	.	.	0.9	2	.	.
Other	4.8	7	3.8	9	1.1	1
Do not plan to retire	58.9	86	64.3	151	79.3	73

Table L.53. Encourage others to choose nursing as a career

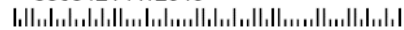
	LPN		RN		APN	
	%	N	%	N	%	n
Yes	67.4	130	73.7	233	88.0	95
No	32.6	63	26.3	83	12.0	13

APPENDIX M

LPN COVER LETTER AND QUESTIONNAIRE



** 0060421-A12345 **



CHRISTOPHER JOHNSON
1245 Q ST STE 400
LINCOLN, NE 68508-1430



Please use the enclosed envelope and
mail the completed survey to:
NRC+Picker
Survey Processing Center
PO BOX 82660
Lincoln, NE 68501-2660
1-800-733-6714

Dear Christopher Johnson:

We need your help! The State of Illinois has not been immune to the nursing shortages impacting healthcare systems across the United States. Current forecasts indicate that Illinois will be facing a shortage of more than 21,000 nurses by 2020. In order to better estimate the impact of the projected nursing shortage across Illinois and to develop recruiting, retention, and training strategies that will help us respond to this growing workforce shortage, the Illinois Department of Financial and Professional Regulation (IDFPR) is surveying nurses (LPN, RN, and APN) licensed in the State. NRC+Picker, an independent healthcare research company, is conducting this survey on behalf of IDFPR.

Time is short! No surveys will be accepted after July 14th. This survey should take about 20 minutes of your time and is completely voluntary. Study results will be presented in aggregate and no personal or individual identifiers will be included. Please return the completed questionnaire in the postage-paid envelope that is enclosed in this package at your earliest convenience. If you prefer to take this survey online, the Web address and a password are provided below:

<http://nrcpicker.com/survey>

Your input will be instrumental in helping us develop strategies to retain and recruit nurses now and in the future. Thank you in advance for your assistance in gathering this important information.

Sincerely,

A handwritten signature in cursive script that reads "Dean Martinez".

Dean Martinez, Secretary
Illinois Department of Financial and Professional Regulation



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mail the completed survey to:
NRC+Picker
Survey Processing Center
PO BOX 82660
Lincoln, NE 68501-2660
1-800-733-6714

ILLINOIS DEPARTMENT OF FINANCIAL AND PROFESSIONAL REGULATION
SURVEY OF LICENSED PRACTICAL NURSES - 2007

BACKGROUND - Please tell us a few things about yourself.

1. Where was the location of the basic nursing education program that prepared you to take the LPN licensing examination?

☐ Illinois
☐ Other state or US Territory
☐ Foreign Country

2. Are you currently enrolled in a nursing education program leading to a degree/certificate?

☐ Not currently enrolled
☐ Associate Degree Program
☐ Bachelor's Degree
☐ Master's Degree Program
☐ Other
☐ Not currently enrolled, but interested

3. What is the greatest barrier to continuing your education? (Select only ONE)

☐ Cost of tuition
☐ Family obligations
☐ Current job does not allow the time
☐ No schools within driving distance
☐ Other
☐ I am not interested in continuing my education

4. Which of the following *non-nursing* degree(s) have you completed? (Mark ALL that apply)

☐ Associate Degree
☐ Bachelor's Degree
☐ Master's Degree
☐ Doctorate
☐ Do not have a non-nursing degree

5. If you are currently enrolled in a nursing program or class, is it: (Mark ALL that apply)

☐ Classroom based
☐ Classroom based with on-line/internet components
☐ On-line/internet based and administered within Illinois
☐ On-line/internet based and administered outside of Illinois
☐ Not applicable

6. If you are unable to work at all, or if you are unable to work as many hours as you would like, please indicate the reason. (Mark ALL that apply)

☐ I provide care for a dependent adult
☐ I provide care for a child with special needs
☐ I have young children who do not attend daycare
☐ I am staying home with my infant until s/he is older
☐ Other
☐ Not applicable



001AMD14

0060421



7. Are you of Spanish, Hispanic or Latino origin or descent?

- ☐ No, not Spanish/Hispanic/Latino
- ☐ Yes, Puerto Rican
- ☐ Yes, Mexican, Mexican-American, Chicano
- ☐ Yes, Cuban
- ☐ Yes, other Spanish/Hispanic/Latino

8. What is your race? Please choose one or more.

- ☐ White
- ☐ Black or African American
- ☐ Asian
- ☐ Native Hawaiian or other Pacific Islander
- ☐ American Indian or Alaska Native

9. If you speak a language other than English, please indicate: (Mark ALL that apply)

- ☐ Chinese
- ☐ German
- ☐ Polish
- ☐ Russian
- ☐ Spanish
- ☐ Tagalog
- ☐ Other

10. What is your gender?

- ☐ Female
- ☐ Male

11. What is your marital status?

- ☐ Married/Living with a partner
- ☐ Divorced/Widowed/Separated
- ☐ Single/Never married

12. Please indicate which of the following age categories you are in now:

- ☐ 18-25 years old
- ☐ 26-35 years old
- ☐ 36-45 years old
- ☐ 46-55 years old
- ☐ 56-60 years old
- ☐ 61-65 years old
- ☐ over 65 years old

13. How many years have you been licensed as an LPN?

- ☐ less than 1 year
- ☐ 1-5 years
- ☐ 6-10 years
- ☐ 11-15 years
- ☐ 16-20 years
- ☐ 21-30 years
- ☐ greater than 30 years

EMPLOYMENT - The following questions are designed to gather data regarding your job (or jobs) in nursing.

14. Which of the following best describes your current primary work situation? (Please select only ONE)

- ☐ Working in an LPN position
- ☐ Working in a non-nursing job - looking for LPN position
- ☐ Working in a non-nursing job - not looking for LPN position
- ☐ Not employed - looking for an LPN position
- ☐ Not employed - looking for a non-nursing job
- ☐ Not employed - not looking for a job
- ☐ Retired

If you are not currently working in a nursing position, please skip to the last question on the survey.

If you are currently working in a nursing position, please continue.

15. In which states are you currently working as a nurse? (Mark ALL that apply)

- ☐ Iowa
- ☐ Illinois
- ☐ Indiana
- ☐ Kentucky
- ☐ Missouri
- ☐ Wisconsin
- ☐ Other



001AMD25

0060421



For the following questions, please use these definitions:

PRIMARY EMPLOYMENT: Where the greatest number of LPN working hours are spent.

SECONDARY EMPLOYMENT: Where the second greatest number of LPN working hours are spent.

16. Please identify the type of setting that most closely corresponds to your nursing practice position of Primary Employment (Select only ONE)

- ☐ Alcohol/Detox/Halfway House
- ☐ Ambulatory Care
- ☐ Assisted Living Facility
- ☐ Dialysis Center
- ☐ Federally Qualified Health Center (FQHC)
- ☐ Healthcare Industry Vendors
- ☐ Home Health
- ☐ Hospice
- ☐ Hospital
- ☐ Insurance Company/HMO
- ☐ Law Office
- ☐ Nursing Home
- ☐ Occupational Health
- ☐ Parish Nurses
- ☐ Physician's Office/Health Clinic
- ☐ Professional Healthcare Organization
- ☐ Public/Community Health
- ☐ Self-Employed
- ☐ Staffing Agency
- ☐ Student Health/School
- ☐ University/College/Tech School
- ☐ Other
- ☐ Not applicable

17. Which of the following best describes your primary nursing position? (Select only ONE)

- ☐ Case Manager
- ☐ Consultant
- ☐ Nurse Attorney
- ☐ Nurse Executive
- ☐ Nurse Manager
- ☐ Office Nurse
- ☐ Patient Safety
- ☐ Quality/Performance Improvement
- ☐ Risk Management
- ☐ Staff Nurse
- ☐ Staff/Patient Educator
- ☐ Other

18. Please choose the major activity that best corresponds to your primary nursing practice position. (Select only ONE)

- ☐ Administration/management
- ☐ Case Management
- ☐ Direct Patient Care
- ☐ Informatics
- ☐ Nursing Litigation
- ☐ Nursing Research
- ☐ Performance Improvement/Utilization Review
- ☐ Sales
- ☐ Teaching/Instruction/Nurse educator
- ☐ Other
- ☐ Not applicable

19. How long have you been employed by your primary employer?

- ☐ Less than 1 year
- ☐ 1-3 years
- ☐ More than 3, but less than 5 years
- ☐ More than 5, but less than 10 years
- ☐ 10 or more years
- ☐ Not applicable

20. If you provide direct patient care in your primary employment, which population best describes your practice? (Please mark ALL that apply)

- ☐ Neonates
- ☐ Children
- ☐ Adolescents
- ☐ Young Adults
- ☐ Adults
- ☐ Geriatrics
- ☐ Women
- ☐ Not applicable

21. On the average, how many hours per week do you work as an LPN at your primary nursing practice position?

- ☐ 0 to 10 hours
- ☐ 11 to 20 hours
- ☐ 21 to 30 hours
- ☐ 31 to 40 hours
- ☐ 41 to 50 hours
- ☐ 51 hours or more



001AMD36

0060421



22. What is your current annual salary for your *primary* nursing employment?

- ☐ Less than \$5,000
- ☐ \$5,000 - \$25,000
- ☐ More than \$25,000 but less than \$35,000
- ☐ More than \$35,000 but less than \$45,000
- ☐ More than \$45,000 but less than \$55,000
- ☐ More than \$55,000 but less than \$65,000
- ☐ More than \$65,000 but less than \$85,000
- ☐ More than \$85,000 but less than \$105,000
- ☐ More than \$105,000 but less than \$150,000
- ☐ \$150,000 or more

23. Are you currently employed in more than one job?

- ☐ Yes, in nursing
- ☐ Yes, not in nursing (Go to #31)
- ☐ No (Go to #31)

24. Please identify the type of *setting* that most closely corresponds to your nursing practice position of *secondary/non-primary* employment (Select only ONE)

- ☐ Alcohol/Detox/Halfway House
- ☐ Ambulatory Care
- ☐ Assisted Living Facility
- ☐ Dialysis Center
- ☐ Federally Qualified Health Center (FQHC)
- ☐ Healthcare Industry Vendors
- ☐ Home Health
- ☐ Hospice
- ☐ Hospital
- ☐ Insurance Company/HMO
- ☐ Law Office
- ☐ Nursing Home
- ☐ Occupational Health
- ☐ Parish Nurses
- ☐ Physician's Office/Health Clinic
- ☐ Professional Healthcare Organization
- ☐ Public/Community Health
- ☐ Self-Employed
- ☐ Staffing Agency
- ☐ Student Health/School
- ☐ University/College/Tech School
- ☐ Other
- ☐ Not applicable

25. Which of the following best describes your *secondary/non-primary* nursing position? (Select only ONE)

- ☐ Case Manager
- ☐ Consultant
- ☐ Nurse Attorney
- ☐ Nurse Executive
- ☐ Nurse Manager
- ☐ Office Nurse
- ☐ Patient Safety
- ☐ Quality/Performance Improvement
- ☐ Risk Management
- ☐ Staff Nurse
- ☐ Staff/Patient Educator
- ☐ Other

26. Please choose the major activity that best corresponds to your *secondary/non-primary* nursing practice position. (Select only ONE)

- ☐ Administration/management
- ☐ Case Management
- ☐ Direct Patient Care
- ☐ Informatics
- ☐ Nursing Litigation
- ☐ Nursing Research
- ☐ Performance Improvement/Utilization Review
- ☐ Sales
- ☐ Teaching/Instruction/Nurse educator
- ☐ Other
- ☐ Not applicable

27. How long have you been employed by your *secondary/non-primary* nursing facility/employer?

- ☐ Less than 1 year
- ☐ 1-3 years
- ☐ More than 3, but less than 5 years
- ☐ More than 5, but less than 10 years
- ☐ 10 or more years
- ☐ Not applicable



001AMD47

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28. If you provide direct patient care in your secondary/non-primary employment, which population best describes your practice? (Please mark ALL that apply)

- ☐ Neonates
- ☐ Children
- ☐ Adolescents
- ☐ Young Adults
- ☐ Adults
- ☐ Geriatrics
- ☐ Women
- ☐ Not applicable

29. On the average, how many hours each week do you work as a LPN in this secondary/non-primary employment?

- ☐ 0 to 10 hours
- ☐ 11 to 20 hours
- ☐ 21 to 30 hours
- ☐ 31 to 40 hours
- ☐ 41 to 50 hours
- ☐ 51 hours or more

30. What is your current annual salary for your secondary/non-primary nursing employment?

- ☐ Less than \$5,000
- ☐ \$5,000 - \$25,000
- ☐ More than \$25,000 but less than \$35,000
- ☐ More than \$35,000 but less than \$45,000
- ☐ More than \$45,000 but less than \$55,000
- ☐ More than \$55,000 but less than \$65,000
- ☐ More than \$65,000 but less than \$85,000
- ☐ More than \$85,000 but less than \$105,000
- ☐ More than \$105,000 but less than \$150,000
- ☐ \$150,000 or more

SATISFACTION - These questions are designed to gather data on job satisfaction among Licensed Practical Nurses licensed in Illinois.

31. What do you like *most* about your primary nursing employment? (Select only ONE)

- ☐ The work itself
- ☐ Workload
- ☐ Salary
- ☐ The hours/schedule
- ☐ The location
- ☐ The people for whom I provide service (patients)
- ☐ The people with whom I work (co-workers)
- ☐ Immediate supervisor
- ☐ Management/Administration
- ☐ The benefits (insurance, paid vacation, retirement, etc.)
- ☐ I don't like anything about it
- ☐ Other

32. What do you like *least* about your primary nursing employment? (Select only ONE)

- ☐ The work itself
- ☐ Workload
- ☐ Salary
- ☐ The hours/schedule
- ☐ The location
- ☐ The people for whom I provide service (patients)
- ☐ The people with whom I work (co-workers)
- ☐ Immediate supervisor
- ☐ Management/Administration
- ☐ The benefits (insurance, paid vacation, retirement, etc.)
- ☐ Nothing, I like everything about my employment
- ☐ Other



001AMD58

0060421



33. If you voluntarily left a nursing position in the last two years, what were the factors that led to this decision? (Please mark ALL that apply)

- ☐ Age
- ☐ Care for dependent adults
- ☐ Career promotion
- ☐ Childbearing / childrearing
- ☐ Dissatisfaction with management/supervisor
- ☐ Employer / employee conflict
- ☐ General lack of job satisfaction
- ☐ Inadequate benefits
- ☐ Inadequate salary / wages
- ☐ Increasing administrative burden
- ☐ Opportunity to work in nursing administration
- ☐ Opportunity to work in nursing education
- ☐ Personal or family concerns
- ☐ Physical demands of the job
- ☐ Relocation
- ☐ Retired, but now working again
- ☐ Return to school
- ☐ Unsafe work environment
- ☐ Other
- ☐ Not applicable

34. How likely are you to leave your primary nursing position in the next 12 months?

- ☐ Very unlikely
- ☐ Somewhat unlikely
- ☐ Somewhat likely
- ☐ Very likely
- ☐ Unsure

35. If it is likely that you will leave your primary nursing position in the next 12 months, what is the *main* reason for leaving? (Select one)

- ☐ Age
- ☐ Care for dependent adults
- ☐ Career promotion
- ☐ Childbearing / childrearing
- ☐ Dissatisfaction with management/supervisor
- ☐ Employer / employee conflict
- ☐ General lack of job satisfaction
- ☐ Inadequate benefits
- ☐ Inadequate salary / wages
- ☐ Increasing administrative burden
- ☐ Opportunity to work in nursing administration
- ☐ Opportunity to work in nursing education
- ☐ Personal or family concerns
- ☐ Physical demands of the job
- ☐ Relocation
- ☐ Retired, but now working again
- ☐ Return to school
- ☐ Unsafe work environment
- ☐ Other
- ☐ Not applicable

36. How satisfied are you with your primary nursing position?

- ☐ Very Satisfied
- ☐ Satisfied
- ☐ Dissatisfied
- ☐ Very Dissatisfied
- ☐ Unsure/Undecided

37. How satisfied are you with your primary nursing salary?

- ☐ Very Satisfied
- ☐ Satisfied
- ☐ Dissatisfied
- ☐ Very Dissatisfied
- ☐ Unsure/Undecided



001AMD69

0060421



38. How satisfied are you with nursing as a career?

- ☐ Very Satisfied
- ☐ Satisfied
- ☐ Dissatisfied
- ☐ Very Dissatisfied
- ☐ Unsure/Undecided

RETIREMENT - Finally, we have a few questions about your retirement plans.

39. How much longer do you plan to practice as a LPN in Illinois?

- ☐ 1-5 years
- ☐ 6-10 years
- ☐ 11-15 years
- ☐ 16-20 years
- ☐ 21-30 years
- ☐ over 30 years
- ☐ Do not know

40. When are you eligible to retire?

- ☐ less than 1 year
- ☐ 1-5 years
- ☐ 6-10 years
- ☐ 11-15 years
- ☐ 16-20 years
- ☐ 21-30 years
- ☐ greater than 30 years

41. When do you plan to retire?

- ☐ less than 1 year
- ☐ 1-5 years
- ☐ 6-10 years
- ☐ 11-15 years
- ☐ 16-20 years
- ☐ 21-30 years
- ☐ greater than 30 years
- ☐ Do not know

42. If you plan to retire within the next 5 years, what is the primary factor that would persuade you to continue working as a nurse? (Select only ONE)

- ☐ Increased salary
- ☐ A less physically demanding position
- ☐ Continued benefits
- ☐ New learning opportunity
- ☐ Shortened/flexible work hours
- ☐ Better workplace safety
- ☐ Other
- ☐ Do not plan to retire

43. Would you encourage others to choose nursing as a career?

- ☐ Yes
- ☐ No

Thank you for completing this survey. Your answers will be very helpful! Please place the questionnaire in the postage-paid envelope and return it as soon as possible. Thank you again.

Visit the Illinois Center for Nursing online at nursing.illinois.gov for information on nursing education opportunities, financial aid, and other issues related to nursing in the State of Illinois.



001AMD7A

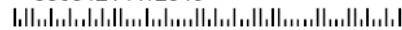
0060421



APPENDIX N
RN COVER LETTER AND QUESTIONNAIRE



** 0060421-A12345 **



CHRISTOPHER JOHNSON
1245 Q ST STE 400
LINCOLN, NE 68508-1430



Please use the enclosed envelope and
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Survey Processing Center
PO BOX 82660
Lincoln, NE 68501-2660
1-800-733-6714

Dear Christopher Johnson:

We need your help! The State of Illinois has not been immune to the nursing shortages impacting healthcare systems across the United States. Current forecasts indicate that Illinois will be facing a shortage of more than 21,000 nurses by 2020. In order to better estimate the impact of the projected nursing shortage across Illinois and to develop recruiting, retention, and training strategies that will help us respond to this growing workforce shortage, the Illinois Department of Financial and Professional Regulation (IDFPR) is surveying nurses (LPN, RN, and APN) licensed in the State. NRC+Picker, an independent healthcare research company, is conducting this survey on behalf of IDFPR.

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<http://nrcpicker.com/survey>

Your input will be instrumental in helping us develop strategies to retain and recruit nurses now and in the future. Thank you in advance for your assistance in gathering this important information.

Sincerely,

A handwritten signature in cursive script that reads "Dean Martinez".

Dean Martinez, Secretary
Illinois Department of Financial and Professional Regulation



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mail the completed survey to:
NRC+Picker
Survey Processing Center
PO BOX 82660
Lincoln, NE 68501-2660
1-800-733-6714

ILLINOIS DEPARTMENT OF FINANCIAL AND PROFESSIONAL REGULATION
SURVEY OF REGISTERED NURSES - 2007

**BACKGROUND - Please tell us a few things
about yourself.**

1. Where was the location of the basic nursing education program that prepared you to take the RN licensing examination?

☐ Illinois
☐ Other state or US Territory
☐ Foreign Country

2. Are you currently enrolled in a nursing education program leading to a degree/certificate?

☐ Not currently enrolled
☐ Associate Degree Program
☐ Baccalaureate Degree Program
☐ Master's Degree Program
☐ Post-Master's Certificate Program
☐ Doctoral Program
☐ Other

3. Which of the following *non-nursing* degree(s) have you completed? (Mark ALL that apply)

☐ Associate Degree
☐ Bachelor's Degree
☐ Master's Degree
☐ Doctorate
☐ Do not have a non-nursing degree

4. If you are currently enrolled in a nursing program or class, is it: (Mark ALL that apply)

☐ Classroom based
☐ Classroom based with on-line/internet components
☐ On-line/internet based and administered within Illinois
☐ On-line/internet based and administered outside of Illinois
☐ Not applicable

5. If you are unable to work at all, or if you are unable to work as many hours as you would like, please indicate the reason. (Mark ALL that apply)

☐ I provide care for a dependent adult
☐ I provide care for a child with special needs
☐ I have young children who do not attend daycare
☐ I am staying home with my infant until s/he is older
☐ Other
☐ Not applicable

6. Are you of Spanish, Hispanic or Latino origin or descent?

☐ No, not Spanish/Hispanic/Latino
☐ Yes, Puerto Rican
☐ Yes, Mexican, Mexican-American, Chicano
☐ Yes, Cuban
☐ Yes, other Spanish/Hispanic/Latino



001AMD14

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7. What is your race? Please choose one or more.

- ☐ White
- ☐ Black or African American
- ☐ Asian
- ☐ Native Hawaiian or other Pacific Islander
- ☐ American Indian or Alaska Native

8. If you speak a language other than English, please indicate: (Mark ALL that apply)

- ☐ Chinese
- ☐ German
- ☐ Polish
- ☐ Russian
- ☐ Spanish
- ☐ Tagalog
- ☐ Other

9. What is your gender?

- ☐ Female
- ☐ Male

10. What is your marital status?

- ☐ Married/Living with a partner
- ☐ Divorced/Widowed/Separated
- ☐ Single/Never married

11. Please indicate which of the following age categories you are in now:

- ☐ 18-25 years old
- ☐ 26-35 years old
- ☐ 36-45 years old
- ☐ 46-55 years old
- ☐ 56-60 years old
- ☐ 61-65 years old
- ☐ over 65 years old

12. How many years have you been licensed as an RN?

- ☐ less than 1 year
- ☐ 1-5 years
- ☐ 6-10 years
- ☐ 11-15 years
- ☐ 16-20 years
- ☐ 21-30 years
- ☐ greater than 30 years

13. Which nursing education programs have you completed? (Mark ALL that apply)

- ☐ Practical Nursing Program
- ☐ RN Diploma Program
- ☐ Associate Degree Program
- ☐ Baccalaureate Degree Program
- ☐ Master's Degree Program
- ☐ Post-Master's Certificate
- ☐ Doctoral Program

14. Are you currently teaching in an approved Illinois nursing education program?

- ☐ Yes, full-time
- ☐ Yes, part-time
- ☐ No

15. If you are not currently teaching in an approved Illinois nursing education program, would you consider teaching?

- ☐ Yes, full-time
- ☐ Yes, part-time
- ☐ No

16. What obstacles keep you from teaching? (Mark ALL that apply)

- ☐ Current job demands limit it
- ☐ Do not want to leave clinical practice
- ☐ Salary
- ☐ The transition from clinical practice to education is too difficult
- ☐ No interest in teaching
- ☐ Education/degree does not qualify me to teach
- ☐ Other



001AMD25

0060421



EMPLOYMENT - The following questions are designed to gather data regarding your job (or jobs) in nursing.

17. Which of the following best describes your current primary work situation? (Select only ONE)

- ☐ Working in an RN position
- ☐ Working in a faculty position
- ☐ Working in a non-nursing job--looking for an RN position
- ☐ Working in a non-nursing job--not looking for an RN position
- ☐ Not employed -- looking for an RN position
- ☐ Not employed -- looking for an non-nursing position
- ☐ Not employed -- not looking for a job
- ☐ Retired

If you are not currently working in a nursing position, please skip to the last question on the survey.

If you are currently working in a nursing position, please continue.

18. In which states are you currently working as a nurse? (Mark ALL that apply)

- ☐ Iowa
- ☐ Illinois
- ☐ Indiana
- ☐ Kentucky
- ☐ Missouri
- ☐ Wisconsin
- ☐ Other

For the following questions, please use these definitions:

PRIMARY EMPLOYMENT: Where the greatest number of RN working hours are spent.

SECONDARY EMPLOYMENT: Where the second greatest number of RN working hours are spent.

19. Please identify the type of setting that most closely corresponds to your nursing practice position of Primary Employment (Select only ONE)

- ☐ Alcohol/Detox/Halfway House
- ☐ Ambulatory Care
- ☐ Assisted Living Facility
- ☐ Dialysis Center
- ☐ Federally Qualified Health Center (FQHC)
- ☐ Healthcare Industry Vendors
- ☐ Home Health
- ☐ Hospice
- ☐ Hospital
- ☐ Insurance Company/HMO
- ☐ Law Office
- ☐ Nursing Home
- ☐ Occupational Health
- ☐ Parish Nurses
- ☐ Physician's Office/Health Clinic
- ☐ Professional Healthcare Organization
- ☐ Public/Community Health
- ☐ Self-Employed
- ☐ Staffing Agency
- ☐ Student Health/School
- ☐ University/College/Tech School
- ☐ Other
- ☐ Not applicable

20. How are you compensated at your primary practice? (Choose only ONE)

- ☐ Salary without incentive
- ☐ Salary with incentive
- ☐ Non-salaried (example: Contractual or Fee for Service)
- ☐ Other



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21. What is your current annual salary for your primary nursing employment?

- ☐ Less than \$5,000
- ☐ \$5,000 - \$25,000
- ☐ More than \$25,000 but less than \$35,000
- ☐ More than \$35,000 but less than \$45,000
- ☐ More than \$45,000 but less than \$55,000
- ☐ More than \$55,000 but less than \$65,000
- ☐ More than \$65,000 but less than \$85,000
- ☐ More than \$85,000 but less than \$105,000
- ☐ More than \$105,000 but less than \$150,000
- ☐ \$150,000 or more

22. Which of the following best describes your primary nursing position? (Select only ONE)

- ☐ Academic Administrator
- ☐ Case Manager
- ☐ Clinical Nurse Specialist
- ☐ Consultant
- ☐ Nurse Anesthetist
- ☐ Nurse Attorney
- ☐ Nurse Educator
- ☐ Nurse Executive
- ☐ Nurse Manager
- ☐ Nurse Midwife
- ☐ Nurse Practitioner
- ☐ Office Nurse
- ☐ Patient Safety
- ☐ Quality/Performance Improvement
- ☐ Risk Management
- ☐ School Nurse
- ☐ Staff Nurse
- ☐ Staff / Patient Educator
- ☐ Other

23. Please choose the major activity that best corresponds to your primary nursing practice position. (Select only ONE)

- ☐ Administration/management
- ☐ Case Management
- ☐ Direct Patient Care
- ☐ Informatics
- ☐ Nursing Litigation
- ☐ Nursing Research
- ☐ Performance Improvement/Utilization Review
- ☐ Sales
- ☐ Teaching/Instruction/Nurse educator
- ☐ Other
- ☐ Not applicable

24. How long have you been employed by your primary employer?

- ☐ Less than 1 year
- ☐ 1-3 years
- ☐ More than 3, but less than 5 years
- ☐ More than 5, but less than 10 years
- ☐ 10 or more years
- ☐ Not applicable

25. If you provide direct patient care in your primary employment, which population best describes your practice? (Please mark ALL that apply)

- ☐ Neonates
- ☐ Children
- ☐ Adolescents
- ☐ Young Adults
- ☐ Adults
- ☐ Geriatrics
- ☐ Women
- ☐ Not applicable

26. On the average, how many hours per week do you work as an RN at your primary nursing practice position?

- ☐ 0 to 10 hours
- ☐ 11 to 20 hours
- ☐ 21 to 30 hours
- ☐ 31 to 40 hours
- ☐ 41 to 50 hours
- ☐ 51 hours or more



001AMD47

0060421



27. Are you currently employed in more than one job?

- ☐ Yes, in nursing
- ☐ Yes, not in nursing (Go to #35)
- ☐ No (Go to #35)

28. Please identify the type of *setting* that most closely corresponds to your nursing practice position of secondary/non-primary employment (Select only ONE)

- ☐ Alcohol/Detox/Halfway House
- ☐ Ambulatory Care
- ☐ Assisted Living Facility
- ☐ Dialysis Center
- ☐ Federally Qualified Health Center (FQHC)
- ☐ Healthcare Industry Vendors
- ☐ Home Health
- ☐ Hospice
- ☐ Hospital
- ☐ Insurance Company/HMO
- ☐ Law Office
- ☐ Nursing Home
- ☐ Occupational Health
- ☐ Parish Nurses
- ☐ Physician's Office/Health Clinic
- ☐ Professional Healthcare Organization
- ☐ Public/Community Health
- ☐ Self-Employed
- ☐ Staffing Agency
- ☐ Student Health/School
- ☐ University/College/Tech School
- ☐ Other
- ☐ Not applicable

29. What is your current annual salary for your secondary/non-primary nursing employment?

- ☐ Less than \$5,000
- ☐ \$5,000 - \$25,000
- ☐ More than \$25,000 but less than \$35,000
- ☐ More than \$35,000 but less than \$45,000
- ☐ More than \$45,000 but less than \$55,000
- ☐ More than \$55,000 but less than \$65,000
- ☐ More than \$65,000 but less than \$85,000
- ☐ More than \$85,000 but less than \$105,000
- ☐ More than \$105,000 but less than \$150,000
- ☐ \$150,000 or more

30. Which of the following best describes your *secondary/non-primary* nursing position? (Select only ONE)

- ☐ Academic Administrator
- ☐ Case Manager
- ☐ Clinical Nurse Specialist
- ☐ Consultant
- ☐ Nurse Anesthetist
- ☐ Nurse Attorney
- ☐ Nurse Educator
- ☐ Nurse Executive
- ☐ Nurse Manager
- ☐ Nurse Midwife
- ☐ Nurse Practitioner
- ☐ Office Nurse
- ☐ Patient Safety
- ☐ Quality/Performance Improvement
- ☐ Risk Management
- ☐ School Nurse
- ☐ Staff Nurse
- ☐ Staff / Patient Educator
- ☐ Other

31. Please choose the major activity that best corresponds to your secondary/non-primary nursing practice position. (Select only ONE)

- ☐ Administration/management
- ☐ Case Management
- ☐ Direct Patient Care
- ☐ Informatics
- ☐ Nursing Litigation
- ☐ Nursing Research
- ☐ Performance Improvement/Utilization Review
- ☐ Sales
- ☐ Teaching/Instruction/Nurse educator
- ☐ Other
- ☐ Not applicable

32. How long have you been employed by your secondary/non-primary employer?

- ☐ Less than 1 year
- ☐ 1-3 years
- ☐ More than 3, but less than 5 years
- ☐ More than 5, but less than 10 years
- ☐ 10 or more years
- ☐ Not applicable



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33. If you provide direct patient care in your secondary/non-primary employment, which population best describes your practice? (Please mark ALL that apply)

- ☐ Neonates
- ☐ Children
- ☐ Adolescents
- ☐ Young Adults
- ☐ Adults
- ☐ Geriatrics
- ☐ Women
- ☐ Not applicable

34. On the average, how many hours per week do you work as an RN at your secondary/non-primary nursing practice position?

- ☐ 0 to 10 hours
- ☐ 11 to 20 hours
- ☐ 21 to 30 hours
- ☐ 31 to 40 hours
- ☐ 41 to 50 hours
- ☐ 51 hours or more

SATISFACTION - These questions are designed to gather data on job satisfaction among Registered Nurses licensed in Illinois.

35. What do you like *most* about your primary nursing employment? (Select only ONE)

- ☐ The work itself
- ☐ Workload
- ☐ Salary
- ☐ The hours/schedule
- ☐ The location
- ☐ The people for whom I provide service (patients)
- ☐ The people with whom I work (co-workers)
- ☐ Immediate supervisor
- ☐ Management/Administration
- ☐ The benefits (insurance, paid vacation, retirement, etc.)
- ☐ I don't like anything about it
- ☐ Other

36. What do you like *least* about your primary nursing employment? (Select only ONE)

- ☐ The work itself
- ☐ Workload
- ☐ Salary
- ☐ The hours/schedule
- ☐ The location
- ☐ The people for whom I provide service (patients)
- ☐ The people with whom I work (co-workers)
- ☐ Immediate supervisor
- ☐ Management/Administration
- ☐ The benefits (insurance, paid vacation, retirement, etc.)
- ☐ Nothing, I like everything about my employment
- ☐ Other

37. If you voluntarily left a nursing position in the last two years, what were the factors that led to this decision? (Please mark ALL that apply)

- ☐ Age
- ☐ Care for dependent adults
- ☐ Career promotion
- ☐ Childbearing / childrearing
- ☐ Dissatisfaction with management/supervisor
- ☐ Employer / employee conflict
- ☐ General lack of job satisfaction
- ☐ Inadequate benefits
- ☐ Inadequate salary / wages
- ☐ Increasing administrative burden
- ☐ Opportunity to work in nursing administration
- ☐ Opportunity to work in nursing education
- ☐ Personal or family concerns
- ☐ Physical demands of the job
- ☐ Relocation
- ☐ Retired, but now working again
- ☐ Return to school
- ☐ Unsafe work environment
- ☐ Other
- ☐ Not applicable



001AMD69

0060421



38. How likely are you to leave your primary nursing position in the next 12 months?

- ☐ Very unlikely
- ☐ Somewhat unlikely
- ☐ Somewhat likely
- ☐ Very likely
- ☐ Unsure

39. If it is likely that you will leave your primary nursing position in the next 12 months, what is the *main* reason for leaving? (Select one)

- ☐ Age
- ☐ Care for dependent adults
- ☐ Career promotion
- ☐ Childbearing / childrearing
- ☐ Dissatisfaction with management/supervisor
- ☐ Employer / employee conflict
- ☐ General lack of job satisfaction
- ☐ Inadequate benefits
- ☐ Inadequate salary / wages
- ☐ Increasing administrative burden
- ☐ Opportunity to work in nursing administration
- ☐ Opportunity to work in nursing education
- ☐ Personal or family concerns
- ☐ Physical demands of the job
- ☐ Relocation
- ☐ Retired, but now working again
- ☐ Return to school
- ☐ Unsafe work environment
- ☐ Other
- ☐ Not applicable

40. How satisfied are you with your primary nursing position?

- ☐ Very Satisfied
- ☐ Satisfied
- ☐ Dissatisfied
- ☐ Very Dissatisfied
- ☐ Unsure/Undecided

41. How satisfied are you with your primary nursing salary?

- ☐ Very Satisfied
- ☐ Satisfied
- ☐ Dissatisfied
- ☐ Very Dissatisfied
- ☐ Unsure/Undecided

42. How satisfied are you with nursing as a career?

- ☐ Very Satisfied
- ☐ Satisfied
- ☐ Dissatisfied
- ☐ Very Dissatisfied
- ☐ Unsure/Undecided

RETIREMENT - Finally, we have a few questions about your retirement plans.

43. How much longer do you plan to practice as an RN in Illinois?

- ☐ 1-5 years
- ☐ 6-10 years
- ☐ 11-15 years
- ☐ 16-20 years
- ☐ 21-30 years
- ☐ over 30 years
- ☐ Do not know

44. When are you eligible to retire?

- ☐ less than 1 year
- ☐ 1-5 years
- ☐ 6-10 years
- ☐ 11-15 years
- ☐ 16-20 years
- ☐ 21-30 years
- ☐ greater than 30 years

45. When do you plan to retire?

- ☐ less than 1 year
- ☐ 1-5 years
- ☐ 6-10 years
- ☐ 11-15 years
- ☐ 16-20 years
- ☐ 21-30 years
- ☐ greater than 30 years
- ☐ Do not know



001AMD7A

0060421



46. If you plan to retire within the next 5 years, what is the primary factor that would persuade you to continue working as a nurse? (Select only ONE)

- ☐ Increased salary
- ☐ A less physically demanding position
- ☐ Continued benefits
- ☐ New learning opportunity
- ☐ Shortened/flexible work hours
- ☐ Better workplace safety
- ☐ Other
- ☐ Do not plan to retire

47. Would you encourage others to choose nursing as a career?

- ☐ Yes
- ☐ No

Thank you for completing this survey. Your answers will be very helpful! Please place the questionnaire in the postage-paid envelope and return it as soon as possible. Thank you again.

Visit the Illinois Center for Nursing online at nursing.illinois.gov for information on nursing education opportunities, financial aid, and other issues related to nursing in the State of Illinois.



001AMD8B

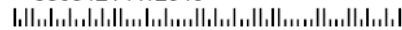
0060421



APPENDIX O
APN COVER LETTER AND QUESTIONNAIRE



** 0060421-A12345 **



CHRISTOPHER JOHNSON
1245 Q ST STE 400
LINCOLN, NE 68508-1430



Please use the enclosed envelope and
mail the completed survey to:

NRC+Picker
Survey Processing Center
PO BOX 82660
Lincoln, NE 68501-2660
1-800-733-6714

Dear Christopher Johnson:

We need your help! The State of Illinois has not been immune to the nursing shortages impacting healthcare systems across the United States. Current forecasts indicate that Illinois will be facing a shortage of more than 21,000 nurses by 2020. In order to better estimate the impact of the projected nursing shortage across Illinois and to develop recruiting, retention, and training strategies that will help us respond to this growing workforce shortage, the Illinois Department of Financial and Professional Regulation (IDFPR) is surveying nurses (LPN, RN, and APN) licensed in the State. NRC+Picker, an independent healthcare research company, is conducting this survey on behalf of IDFPR.

Time is short! No surveys will be accepted after July 14th. This survey should take about 20 minutes of your time and is completely voluntary. Study results will be presented in aggregate and no personal or individual identifiers will be included. Please return the completed questionnaire in the postage-paid envelope that is enclosed in this package at your earliest convenience. If you prefer to take this survey online, the Web address and a password are provided below:

<http://nrcpicker.com/survey>

Your input will be instrumental in helping us develop strategies to retain and recruit nurses now and in the future. Thank you in advance for your assistance in gathering this important information.

Sincerely,

A handwritten signature in cursive script that reads "Dean Martinez".

Dean Martinez, Secretary
Illinois Department of Financial and Professional Regulation



Please use the enclosed envelope and
mail the completed survey to:
NRC+Picker
Survey Processing Center
PO BOX 82660
Lincoln, NE 68501-2660
1-800-733-6714

ILLINOIS DEPARTMENT OF FINANCIAL AND PROFESSIONAL REGULATION
SURVEY OF ADVANCED PRACTICE NURSES - 2007

BACKGROUND - Please tell us a few things about
yourself.

1. Where was the location of the basic nursing
education program that prepared you to take the RN
licensing examination?

☐ Illinois
☐ Other state or US Territory
☐ Foreign Country

2. Are you currently enrolled in a nursing education
program leading to a degree/certificate?

☐ Not currently enrolled
☐ Associate Degree Program
☐ Baccalaureate Degree Program
☐ Master's Degree Program
☐ Post-Master's Certificate Program
☐ Doctoral Program
☐ Other

3. Which of the following *non-nursing* degree(s) have
you completed? (Mark ALL that apply)

☐ Associate Degree
☐ Bachelor's Degree
☐ Master's Degree
☐ Doctorate
☐ Do not have a non-nursing degree

4. If you are currently enrolled in a nursing program or
class, is it: (Mark ALL that apply)

☐ Classroom based
☐ Classroom based with on-line/internet
components
☐ On-line/internet based and administered
within Illinois
☐ On-line/internet based and administered
outside of Illinois
☐ Not applicable

5. If you are unable to work at all, or if you are unable to
work as many hours as you would like, please
indicate the reason. (Mark ALL that apply)

☐ I provide care for a dependent adult
☐ I provide care for a child with special needs
☐ I have young children who do not attend
daycare
☐ I am staying home with my infant until s/he is
older
☐ Other
☐ Not applicable

6. Are you of Spanish, Hispanic or Latino origin or
descent?

☐ No, not Spanish/Hispanic/Latino
☐ Yes, Puerto Rican
☐ Yes, Mexican, Mexican-American, Chicano
☐ Yes, Cuban
☐ Yes, other Spanish/Hispanic/Latino



001AMD14

0060421



7. What is your race? Please choose one or more.

- ☐ White
- ☐ Black or African American
- ☐ Asian
- ☐ Native Hawaiian or other Pacific Islander
- ☐ American Indian or Alaska Native

8. If you speak a language other than English, please indicate: (Mark ALL that apply)

- ☐ Chinese
- ☐ German
- ☐ Polish
- ☐ Russian
- ☐ Spanish
- ☐ Tagalog
- ☐ Other

9. What is your gender?

- ☐ Female
- ☐ Male

10. What is your marital status?

- ☐ Married/Living with a partner
- ☐ Divorced/Widowed/Separated
- ☐ Single/Never married

11. Please indicate which of the following age categories you are in now:

- ☐ 18-25 years old
- ☐ 26-35 years old
- ☐ 36-45 years old
- ☐ 46-55 years old
- ☐ 56-60 years old
- ☐ 61-65 years old
- ☐ over 65 years old

12. How many years have you been licensed as an RN?

- ☐ less than 1 year
- ☐ 1-5 years
- ☐ 6-10 years
- ☐ 11-15 years
- ☐ 16-20 years
- ☐ 21-30 years
- ☐ greater than 30 years

13. Which nursing education programs have you completed? (Mark ALL that apply)

- ☐ Practical Nursing Program
- ☐ RN Diploma Program
- ☐ Associate Degree Program
- ☐ Baccalaureate Degree Program
- ☐ Master's Degree Program
- ☐ Post-Master's Certificate
- ☐ Doctoral Program

14. Are you currently teaching in an approved Illinois nursing education program?

- ☐ Yes, full-time
- ☐ Yes, part-time
- ☐ No

15. If you are not currently teaching in an approved Illinois nursing education program, would you consider teaching?

- ☐ Yes, full-time
- ☐ Yes, part-time
- ☐ No

16. What obstacles keep you from teaching? (Mark ALL that apply)

- ☐ Current job demands limit it
- ☐ Do not want to leave clinical practice
- ☐ Salary
- ☐ The transition from clinical practice to education is too difficult
- ☐ No interest in teaching
- ☐ Education/degree does not qualify me to teach
- ☐ Other

EMPLOYMENT - The following questions are designed to gather data regarding your job (or jobs) in nursing.

17. How many years have you worked as an Advanced Practice Nurse?

- ☐ Less than 1 year
- ☐ 1-3 years
- ☐ More than 3, but less than 5 years
- ☐ 5-10 years
- ☐ More than 10 years
- ☐ Not applicable



001AMD25

0060421



18. Are you currently practicing as an Advanced Practice Nurse?

- ☐ Yes
- ☐ No

19. If you are NOT practicing as an Advanced Practice Nurse, mark all of the following reasons that apply:

- ☐ It is difficult to find an APN position
- ☐ Satisfied with current job
- ☐ Better salary / benefits in current or alternative non-APN position
- ☐ Other
- ☐ Not applicable

20. Did you have a difficult time finding your current position as an Advanced Practice Nurse (APN)?

- ☐ Yes
- ☐ No
- ☐ Not applicable

21. If you had difficulty in finding an APN position, what would you say was the main reason? (Choose only ONE)

- ☐ Overall lack of practice opportunities for APN's
- ☐ Lack of practice opportunities for APN's in desired geographic location
- ☐ Lack of opportunities for APN's in desired practice setting
- ☐ Inadequate salary for advanced practice responsibilities
- ☐ Other
- ☐ Not applicable

22. Which of the following best describes your current primary work situation? (Select only ONE)

- ☐ Working in an APN position
- ☐ Working in an RN position
- ☐ Working in a faculty position
- ☐ Working in a non-nursing job -- looking for an APN position
- ☐ Working in a non-nursing job -- looking for an RN position
- ☐ Working in a non-nursing job -- not looking for an RN/APN position
- ☐ Not employed -- looking for an APN position
- ☐ Not employed -- looking for an RN position
- ☐ Not employed -- looking for a non-nursing position
- ☐ Not employed -- not looking for a job
- ☐ Retired

If you are *not* currently working in a nursing position please skip to the last question on the survey.

If you are currently working in a nursing position, please continue.

23. In which states are you currently working as a nurse? (Mark ALL that apply)

- ☐ Iowa
- ☐ Illinois
- ☐ Indiana
- ☐ Kentucky
- ☐ Missouri
- ☐ Wisconsin
- ☐ Other



001AMD36

0060421



For the following questions, please use these definitions:

PRIMARY EMPLOYMENT: Where the greatest number of RN/APN working hours are spent.

SECONDARY EMPLOYMENT: Where the second greatest number of RN/APN working hours are spent.

24. Please identify the type of setting that most closely corresponds to your nursing practice position of Primary Employment (Select only ONE)

- ☐ Alcohol/Detox/Halfway House
- ☐ Ambulatory Care
- ☐ Assisted Living Facility
- ☐ Dialysis Center
- ☐ Federally Qualified Health Center (FQHC)
- ☐ Healthcare Industry Vendors
- ☐ Home Health
- ☐ Hospice
- ☐ Hospital
- ☐ Insurance Company/HMO
- ☐ Law Office
- ☐ Nursing Home
- ☐ Occupational Health
- ☐ Parish Nurses
- ☐ Physician's Office/Health Clinic
- ☐ Professional Healthcare Organization
- ☐ Public/Community Health
- ☐ Self-Employed
- ☐ Staffing Agency
- ☐ Student Health/School
- ☐ University/College/Tech School
- ☐ Other
- ☐ Not applicable

25. How are you compensated at your primary practice? (Choose only ONE)

- ☐ Salary without incentive
- ☐ Salary with incentive
- ☐ Non-salaried (example: Contractual or Fee for Service)
- ☐ Other

26. What is your current annual salary for your primary nursing employment?

- ☐ Less than \$5,000
- ☐ \$5,000 - \$25,000
- ☐ More than \$25,000 but less than \$35,000
- ☐ More than \$35,000 but less than \$45,000
- ☐ More than \$45,000 but less than \$55,000
- ☐ More than \$55,000 but less than \$65,000
- ☐ More than \$65,000 but less than \$85,000
- ☐ More than \$85,000 but less than \$105,000
- ☐ More than \$105,000 but less than \$150,000
- ☐ \$150,000 or more

27. Which of the following best describes your primary nursing position? (Select only ONE)

- ☐ Academic Administrator
- ☐ Case Manager
- ☐ Clinical Nurse Specialist
- ☐ Consultant
- ☐ Nurse Anesthetist
- ☐ Nurse Attorney
- ☐ Nurse Educator
- ☐ Nurse Executive
- ☐ Nurse Manager
- ☐ Nurse Midwife
- ☐ Nurse Practitioner
- ☐ Office Nurse
- ☐ Patient Safety
- ☐ Quality/Performance Improvement
- ☐ Risk Management
- ☐ School Nurse
- ☐ Staff Nurse
- ☐ Staff / Patient Educator
- ☐ Other

28. Please choose the major activity that best corresponds to your primary nursing practice position. (Select only ONE)

- ☐ Administration/management
- ☐ Case Management
- ☐ Direct Patient Care
- ☐ Informatics
- ☐ Nursing Litigation
- ☐ Nursing Research
- ☐ Performance Improvement/Utilization Review
- ☐ Sales
- ☐ Teaching/Instruction/Nurse educator
- ☐ Other
- ☐ Not applicable



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29. How long have you been employed by your primary employer?

- ☐ Less than 1 year
- ☐ 1-3 years
- ☐ More than 3, but less than 5 years
- ☐ More than 5, but less than 10 years
- ☐ 10 or more years
- ☐ Not applicable

30. If you provide direct patient care in your primary employment, which population best describes your practice? (Please mark ALL that apply)

- ☐ Neonates
- ☐ Children
- ☐ Adolescents
- ☐ Young Adults
- ☐ Adults
- ☐ Geriatrics
- ☐ Women
- ☐ Not applicable

31. On the average, how many hours per week do you work as an RN/APN at your primary nursing practice position?

- ☐ 0 to 10 hours
- ☐ 11 to 20 hours
- ☐ 21 to 30 hours
- ☐ 31 to 40 hours
- ☐ 41 to 50 hours
- ☐ 51 hours or more

32. Are you currently employed in more than one job?

- ☐ Yes, in nursing
- ☐ Yes, not in nursing (Go to #40)
- ☐ No (Go to #40)

33. Please identify the type of setting that most closely corresponds to your nursing practice position of secondary/non-primary employment (Select only ONE)

- ☐ Alcohol/Detox/Halfway House
- ☐ Ambulatory Care
- ☐ Assisted Living Facility
- ☐ Dialysis Center
- ☐ Federally Qualified Health Center (FQHC)
- ☐ Healthcare Industry Vendors
- ☐ Home Health
- ☐ Hospice
- ☐ Hospital
- ☐ Insurance Company/HMO
- ☐ Law Office
- ☐ Nursing Home
- ☐ Occupational Health
- ☐ Parish Nurses
- ☐ Physician's Office/Health Clinic
- ☐ Professional Healthcare Organization
- ☐ Public/Community Health
- ☐ Self-Employed
- ☐ Staffing Agency
- ☐ Student Health/School
- ☐ University/College/Tech School
- ☐ Other
- ☐ Not applicable

34. What is your current annual salary for your secondary/non-primary nursing employment?

- ☐ Less than \$5,000
- ☐ \$5,000 - \$25,000
- ☐ More than \$25,000 but less than \$35,000
- ☐ More than \$35,000 but less than \$45,000
- ☐ More than \$45,000 but less than \$55,000
- ☐ More than \$55,000 but less than \$65,000
- ☐ More than \$65,000 but less than \$85,000
- ☐ More than \$85,000 but less than \$105,000
- ☐ More than \$105,000 but less than \$150,000
- ☐ \$150,000 or more



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35. Which of the following best describes your **secondary/non-primary nursing position?** (Select only ONE)

- ☐ Academic Administrator
- ☐ Case Manager
- ☐ Clinical Nurse Specialist
- ☐ Consultant
- ☐ Nurse Anesthetist
- ☐ Nurse Attorney
- ☐ Nurse Educator
- ☐ Nurse Executive
- ☐ Nurse Manager
- ☐ Nurse Midwife
- ☐ Nurse Practitioner
- ☐ Office Nurse
- ☐ Patient Safety
- ☐ Quality/Performance Improvement
- ☐ Risk Management
- ☐ School Nurse
- ☐ Staff Nurse
- ☐ Staff / Patient Educator
- ☐ Other

36. Please choose the major activity that best corresponds to your **secondary/non-primary nursing practice position.** (Select only ONE)

- ☐ Administration/management
- ☐ Case Management
- ☐ Direct Patient Care
- ☐ Informatics
- ☐ Nursing Litigation
- ☐ Nursing Research
- ☐ Performance Improvement/Utilization Review
- ☐ Sales
- ☐ Teaching/Instruction/Nurse educator
- ☐ Other
- ☐ Not applicable

37. How long have you been employed by your **secondary/non-primary employer?**

- ☐ Less than 1 year
- ☐ 1-3 years
- ☐ More than 3, but less than 5 years
- ☐ More than 5, but less than 10 years
- ☐ 10 or more years
- ☐ Not applicable

38. If you provide direct patient care in your **secondary/non-primary employment**, which **population best describes your practice?** (Please mark ALL that apply)

- ☐ Neonates
- ☐ Children
- ☐ Adolescents
- ☐ Young Adults
- ☐ Adults
- ☐ Geriatrics
- ☐ Women
- ☐ Not applicable

39. On the average, how many hours per week do you work as an RN/APN at your **secondary/non-primary nursing practice position?**

- ☐ 0 to 10 hours
- ☐ 11 to 20 hours
- ☐ 21 to 30 hours
- ☐ 31 to 40 hours
- ☐ 41 to 50 hours
- ☐ 51 hours or more

SATISFACTION - These questions are designed to gather data on job satisfaction among Advanced Practice Nurses licensed in Illinois.

40. What do you like *most* about your **primary nursing employment?** (Select only ONE)

- ☐ The work itself
- ☐ Workload
- ☐ Salary
- ☐ The hours/schedule
- ☐ The location
- ☐ The people for whom I provide service (patients)
- ☐ The people with whom I work (co-workers)
- ☐ Immediate supervisor
- ☐ Management/Administration
- ☐ The benefits (insurance, paid vacation, retirement, etc.)
- ☐ I don't like anything about it
- ☐ Other



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41. What do you like *least* about your primary nursing employment? (Select only ONE)

- ☐ The work itself
- ☐ Workload
- ☐ Salary
- ☐ The hours/schedule
- ☐ The location
- ☐ The people for whom I provide service (patients)
- ☐ The people with whom I work (co-workers)
- ☐ Immediate supervisor
- ☐ Management/Administration
- ☐ The benefits (insurance, paid vacation, retirement, etc.)
- ☐ Nothing, I like everything about my employment
- ☐ Other

42. If you voluntarily left a nursing position in the last two years, what were the factors that led to this decision? (Please mark ALL that apply)

- ☐ Age
- ☐ Care for dependent adults
- ☐ Career promotion
- ☐ Childbearing / childrearing
- ☐ Dissatisfaction with management/supervisor
- ☐ Employer / employee conflict
- ☐ General lack of job satisfaction
- ☐ Inadequate benefits
- ☐ Inadequate salary / wages
- ☐ Increasing administrative burden
- ☐ Opportunity to work in nursing administration
- ☐ Opportunity to work in nursing education
- ☐ Personal or family concerns
- ☐ Physical demands of the job
- ☐ Relocation
- ☐ Retired, but now working again
- ☐ Return to school
- ☐ Unsafe work environment
- ☐ Other
- ☐ Not applicable

43. How likely are you to leave your primary nursing position in the next 12 months?

- ☐ Very unlikely
- ☐ Somewhat unlikely
- ☐ Somewhat likely
- ☐ Very likely
- ☐ Unsure

44. If it is likely that you will leave your primary nursing position in the next 12 months, what is the *main* reason for leaving? (Select one)

- ☐ Age
- ☐ Care for dependent adults
- ☐ Career promotion
- ☐ Childbearing / childrearing
- ☐ Dissatisfaction with management/supervisor
- ☐ Employer / employee conflict
- ☐ General lack of job satisfaction
- ☐ Inadequate benefits
- ☐ Inadequate salary / wages
- ☐ Increasing administrative burden
- ☐ Opportunity to work in nursing administration
- ☐ Opportunity to work in nursing education
- ☐ Personal or family concerns
- ☐ Physical demands of the job
- ☐ Relocation
- ☐ Retired, but now working again
- ☐ Return to school
- ☐ Unsafe work environment
- ☐ Other
- ☐ Not applicable

45. How satisfied are you with your primary nursing position?

- ☐ Very Satisfied
- ☐ Satisfied
- ☐ Dissatisfied
- ☐ Very Dissatisfied
- ☐ Unsure/Undecided

46. How satisfied are you with your primary nursing salary?

- ☐ Very Satisfied
- ☐ Satisfied
- ☐ Dissatisfied
- ☐ Very Dissatisfied
- ☐ Unsure/Undecided

47. How satisfied are you with nursing as a career?

- ☐ Very Satisfied
- ☐ Satisfied
- ☐ Dissatisfied
- ☐ Very Dissatisfied
- ☐ Unsure/Undecided



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RETIREMENT - Finally, we have a few questions about your retirement plans.

48. How much longer do you plan to practice as an RN/APN in Illinois?

- ☐ 1-5 years
- ☐ 6-10 years
- ☐ 11-15 years
- ☐ 16-20 years
- ☐ 21-30 years
- ☐ over 30 years
- ☐ Do not know

49. When are you eligible to retire?

- ☐ less than 1 year
- ☐ 1-5 years
- ☐ 6-10 years
- ☐ 11-15 years
- ☐ 16-20 years
- ☐ 21-30 years
- ☐ greater than 30 years

50. When do you plan to retire?

- ☐ less than 1 year
- ☐ 1-5 years
- ☐ 6-10 years
- ☐ 11-15 years
- ☐ 16-20 years
- ☐ 21-30 years
- ☐ greater than 30 years
- ☐ Do not know

51. If you plan to retire within the next 5 years, what is the primary factor that would persuade you to continue working as a nurse? (Select only ONE)

- ☐ Increased salary
- ☐ A less physically demanding position
- ☐ Continued benefits
- ☐ New learning opportunity
- ☐ Shortened/flexible work hours
- ☐ Better workplace safety
- ☐ Other
- ☐ Do not plan to retire

52. Would you encourage others to choose nursing as a career?

- ☐ Yes
- ☐ No

Thank you for completing this survey. Your answers will be very helpful! Please place the questionnaire in the postage-paid envelope and return it as soon as possible. Thank you again.

Visit the Illinois Center for Nursing online at nursing.illinois.gov for information on nursing education opportunities, financial aid, and other issues related to nursing in the State of Illinois.



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