

California Board of Registered Nursing 2020 Survey of Registered Nurses

by Lela Chu & Joanne Spetz

May 1, 2023

Abstract / Overview

The 2020 Survey of California Registered Nurses is the twelfth in a series of surveys designed to describe the population of registered nurses (RNs) licensed in California and to examine changes in this population over time. The 2020 survey was sent to 8,000 RNs and completed by 4,123 RNs. The data revealed little change in the demographic composition of California's RNs since 2018, with 11.7% of RNs being male and 54.3% being non-white. Nearly 71% of RNs had a bachelor's or higher degree in nursing, due to both an increasing percentage of new graduates with bachelor's degrees and a growing number of graduations from RN-to-BSN post-licensure education programs. Average employment rates of RNs did not change between 2018 and 2020, but a larger share of RNs in older age groups were not working in 2020 compared with 2018. A total of nearly 70,000 RNs living in California were not employed in nursing in 2020, with 40% of these being 65 years and older. Nursing incomes increased between 2018 and 2020, reaching an average annual income of \$114,937. California's employed nurses were generally very satisfied with their jobs and the nursing profession, although 3.3% were experiencing severe symptoms of burnout and another 5.3% percent were experiencing persistent symptoms of burnout. Among younger RNs not working in nursing, "stress on the job" was commonly cited as a reason for not being employed as nurses. These data suggest that the first nine months of the pandemic led to challenges in the workplace and spurred some nurses to retire early. Health care leaders need to attend to these issues to ensure a stable nursing workforce in the long-term.

This project was supported by the California Board of Registered Nursing. The contents are those of the authors and do not necessarily represent the official views of the Board of Registered Nursing.

Please cite as: Chu, L, Spetz, J. California Board of Registered Nursing: 2020 Survey of Registered Nurses. San Francisco, CA.

Philip R. Lee Institute for Health Policy Studies
University of California, San Francisco
490 Illinois Street, 7th Floor, San Francisco, CA 94143-0936

Contents

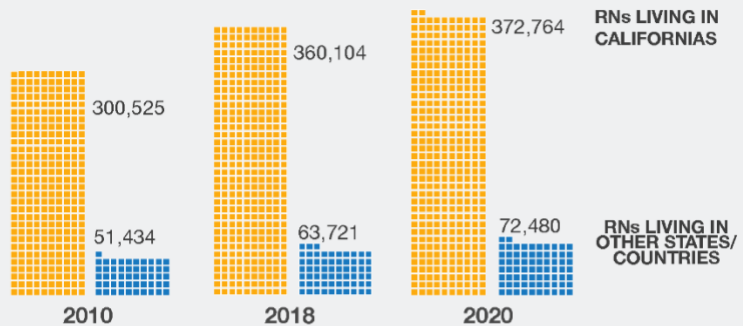
Executive Summary	3	6. Employment of Nurses Who Live Outside California	55
1. Background	8	7. Income and Earnings of RNs	57
2. Methods	8	Benefits Received by RNs	62
3. Demographics of California’s RNs	9	8. Job Satisfaction of RNs	64
Age distribution of California RNs	9	9. RNs not currently working in nursing	74
Gender distribution of California RNs	9	Demographic Characteristics	74
Ethnic, racial, and language of California RNs	10	Last Job in the Nursing Field	74
Families of California RNs	13	Reasons for Not Working in Nursing	76
Regional and Interstate Mobility of California RNs	14	Future Plans of Nurses with Active Licenses Not Working in the Profession	79
4. Education and Licensure of California’s Nursing Workforce	16	10. Thematic Analysis of Nurses’ Comments	82
5. Employment of California’s RNs	24	Introduction	82
Employment rates	24	11. Discussion	86
Demographics and employment	26	Appendix A. Technical Appendix	87
Hours worked by RNs	29	Survey Development	87
Nurses’ principal nursing positions	32	Selection of the RN Sample	87
Workplace support of high-quality patient care	40	Process for Data Collection and Coding	87
Additional Jobs Held by RNs	41	Response Rates and Representativeness of the Data	88
Volunteering in Nursing	42	Precision of Estimates	89
Employment through Temporary Agencies	43	Appendix B. Tabulations of Responses, 2010-2020	91
Changes in Employment Status	44	Appendix C. Letters and mailings	138
Breaks in Nursing Employment	47	Appendix D. Questionnaire	142
Employment Outside of Nursing	49		
Future Nursing Work Plans	50		

Executive Summary

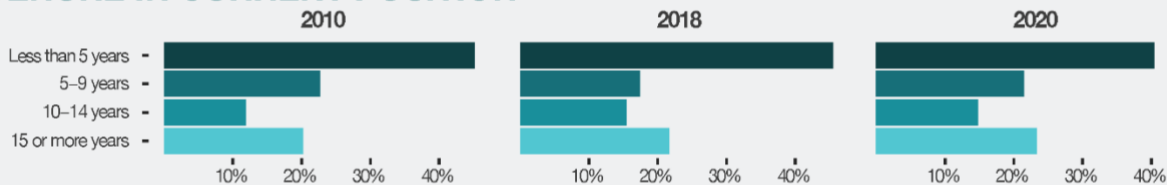
REGISTERED NURSES in California

ABOUT THIS SURVEY

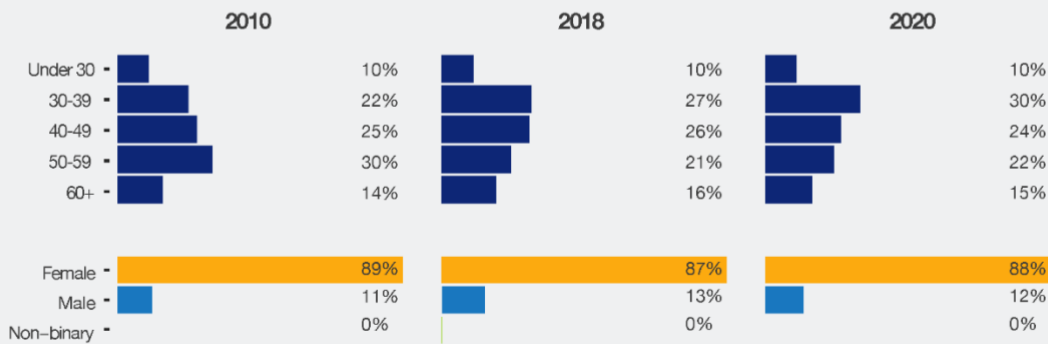
The California Board of Registered Nursing has conducted surveys of the state's registered nurse (RN) workforce since 1990. For the 2020 survey, 8,000 surveys were delivered by email and postal mail to RNs with active California licenses in beginning July 2020. The response rate was 54.2% of the eligible population, producing data from 4,197 RNs. All analyses were weighted to ensure the results represent the total population of RNs with California licenses. The complete report is available at: <https://rnworkforce.ucsf.edu/publications/brn2020>



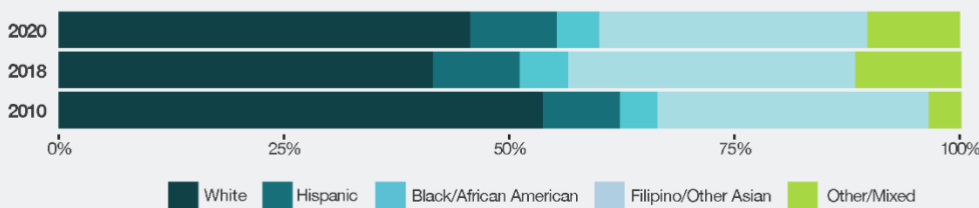
TENURE IN CURRENT POSITION



AGE AND GENDER COMPOSITION OF ALL CURRENTLY EMPLOYED RNs



RACE/ETHNICITY COMPOSITION

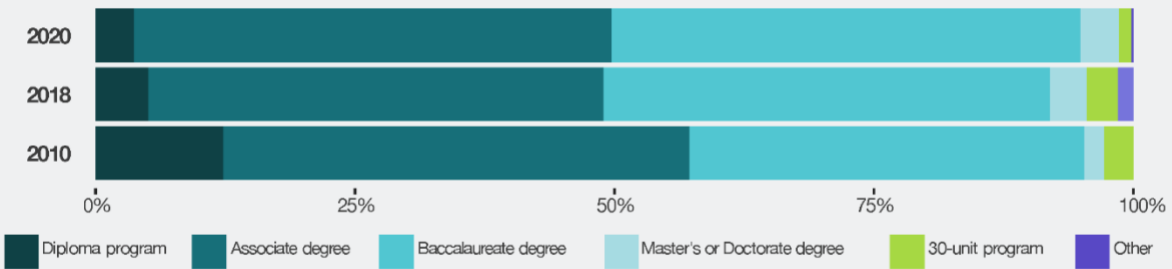


Since 2010, more than half of California's RN workforce has been from non-White racial and ethnic groups. The diversity of the workforce is even greater among younger RNs.

REGISTERED NURSES in California

EDUCATION

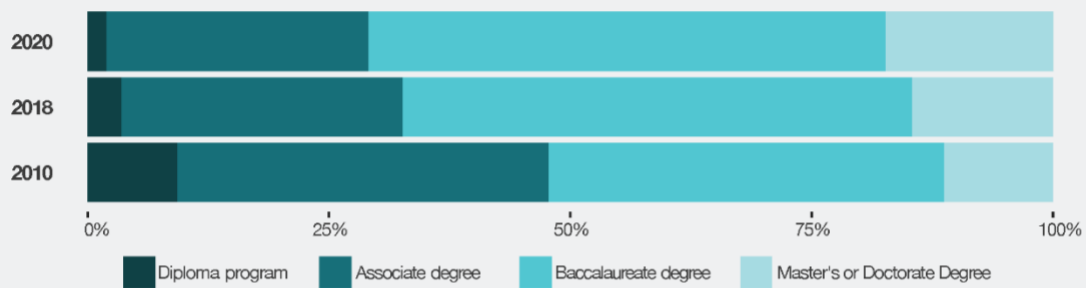
PRE-LICENSURE EDUCATION



AVERAGE AGE AT GRADUATION



HIGHEST NURSING DEGREE



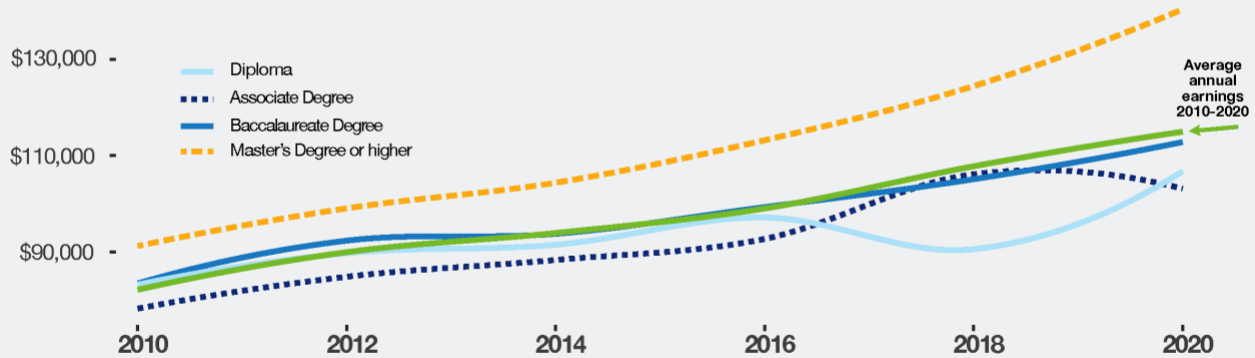
CURRENTLY ENROLLED IN NURSING DEGREE OR CERTIFICATION PROGRAM



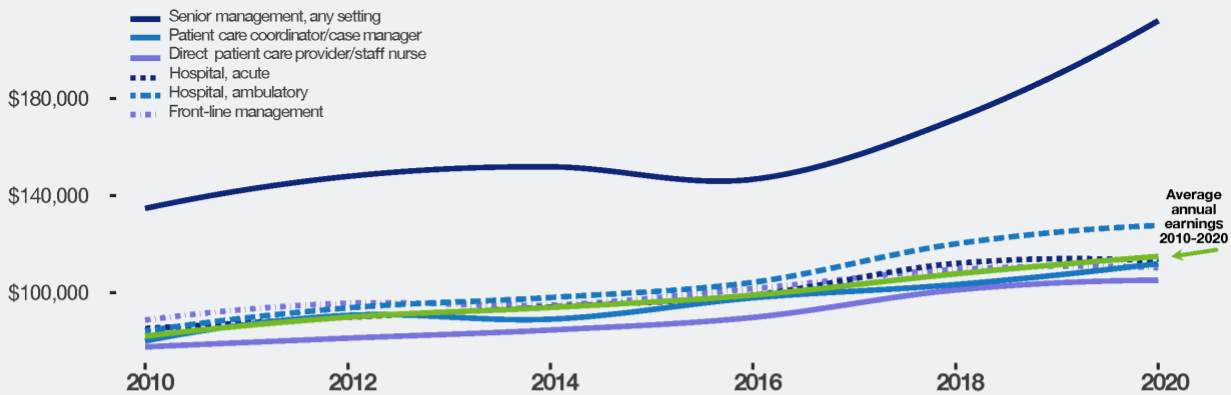
REGISTERED NURSES in California

EARNINGS

EARNINGS BY HIGHEST EDUCATION



EARNINGS BY WORK SETTING



ANNUAL EARNINGS BY REGION

Northern Counties	Sacramento	San Francisco Bay Area	Central Valley/Sierra	Central Coast	Los Angeles	Inland Empire	Border Counties
2010 \$70,763	2010 \$82,498	2010 \$93,406	2010 \$81,973	2010 \$76,563	2010 \$79,381	2010 \$77,913	2010 \$76,008
2012 \$74,387	2012 \$92,732	2012 \$98,075	2012 \$82,908	2012 \$83,096	2012 \$85,577	2012 \$81,805	2012 \$79,842
2014 \$82,318	2014 \$99,289	2014 \$102,539	2014 \$89,111	2014 \$90,601	2014 \$86,261	2014 \$84,071	2014 \$84,056
2016 \$86,777	2016 \$106,961	2016 \$111,213	2016 \$96,026	2016 \$90,940	2016 \$88,703	2016 \$91,025	2016 \$89,121
2018 \$91,255	2018 \$113,940	2018 \$120,081	2018 \$110,026	2018 \$103,463	2018 \$98,746	2018 \$102,531	2018 \$91,907
2020 \$95,641	2020 \$121,552	2020 \$133,474	2020 \$100,704	2020 \$101,043	2020 \$107,903	2020 \$97,488	2020 \$107,146

REGISTERED NURSES in California

JOB SATISFACTION

JOB SATISFACTION IN 2020

The five aspects of nursing that received the highest average satisfaction ratings in 2020 were very similar to the items receiving the highest ratings in 2018. In 2018, “the job overall” was one of the highest-ranked items; this was ranked 8th in 2020.



5
BOTTOM

- INVOLVEMENT IN POLICY (3.10)
- AMOUNT OF PAPERWORK REQUIRED (3.26)
- NON-NURSING TASKS REQUIRED (3.26)
- LEADERSHIP FROM THE ADMINISTRATION (3.27)
- WORKLOAD (3.32)

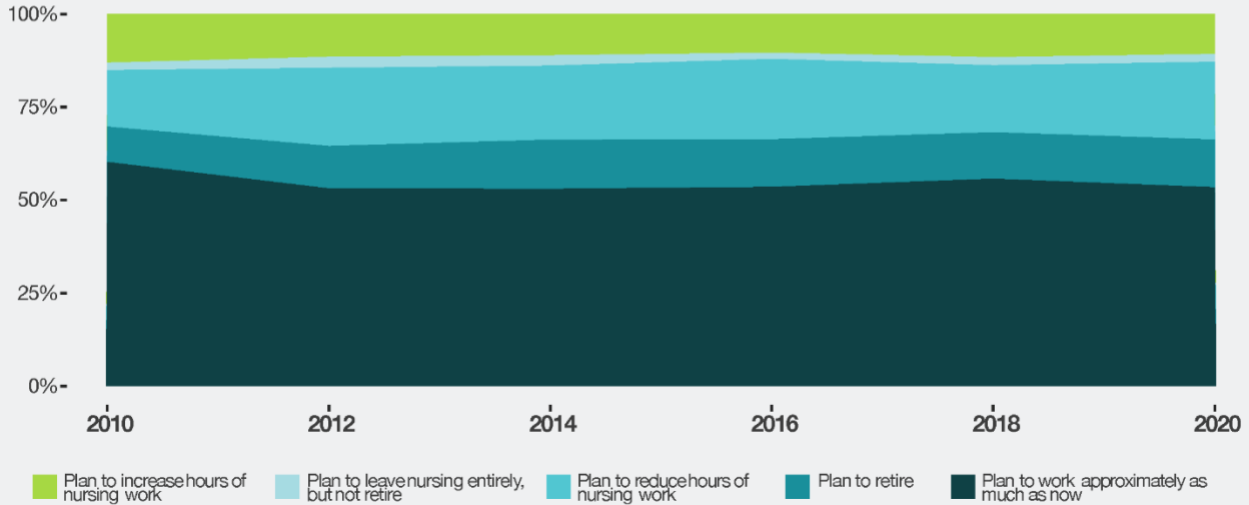
TOP
5

- INTERACTION WITH PATIENTS (4.20)
- TEAMWORK (4.13)
- NURSING PROFESSION OVERALL (4.11)
- FEELING THAT WORK IS MEANINGFUL (4.15)
- RELATIONSHIP WITH OTHER STAFF (4.08)

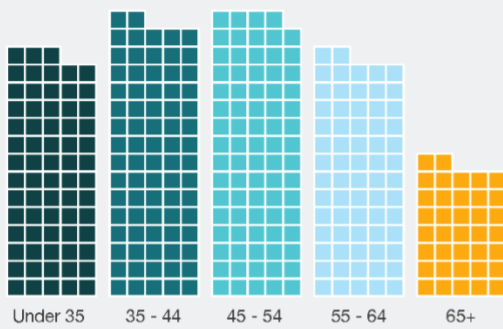
REGISTERED NURSES in California

FUTURE PLANS

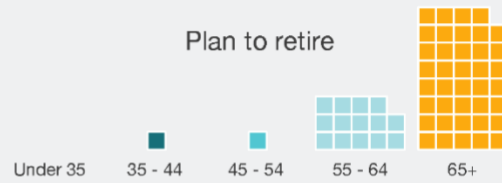
EMPLOYMENT PLANS IN 5 YEARS



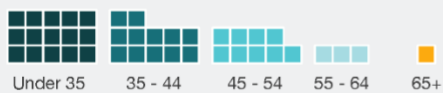
Plan to work approximately as now



Plan to retire



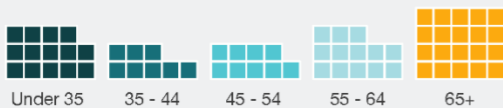
Plan to increase hours of nursing work



Plan to leave nursing entirely



Plan to reduce hours of nursing work



1. Background

This study of registered nurses (RNs) with California licenses is the twelfth in a series of surveys designed to describe licensed RNs in California and to examine changes over time. Surveys have been conducted in 1990, 1993, 1997, and every two years since 2004. The Board of Registered Nursing (BRN) has commissioned various organizations to conduct and analyze the surveys; surveys from 2006 onwards were conducted by the University of California, San Francisco (UCSF).

The purpose of the surveys is to collect and evaluate nursing workforce data to understand the demographics, education, and employment of RNs with California licenses. Questions about perceptions of work environment, reasons for discontinuing work in nursing, and plans for future employment are included in the surveys.

2. Methods

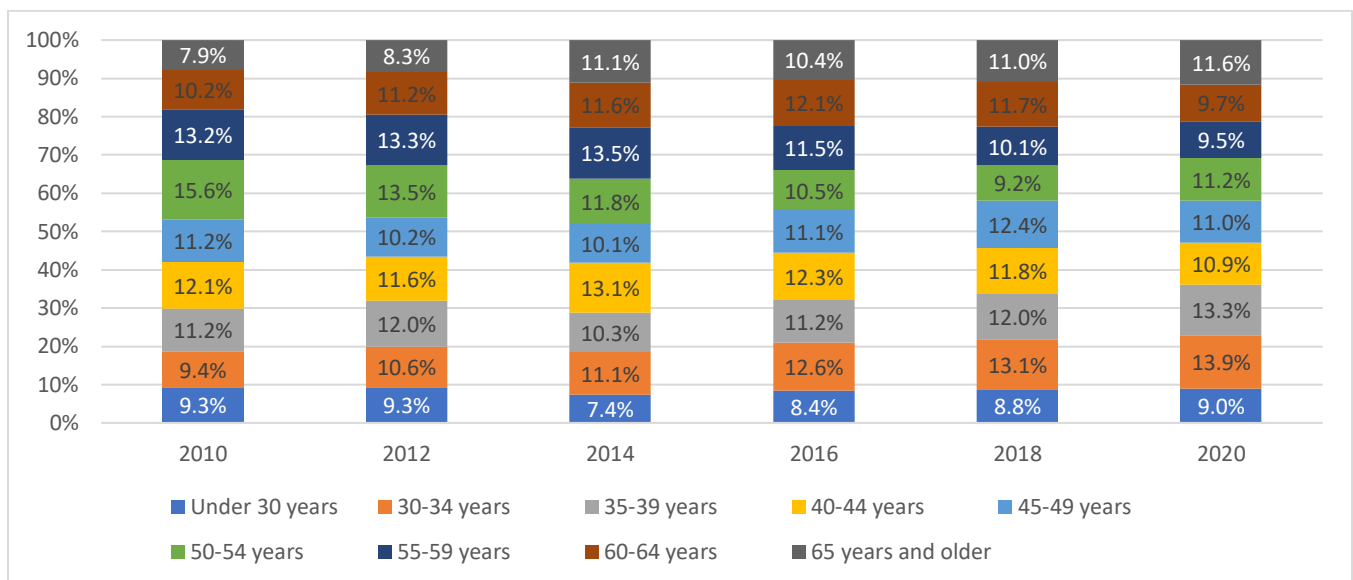
The survey was sent to 8,000 active RNs with addresses in California and other states. By the end of the data collection period, questionnaires were received from 4,197 nurses, 261 of whom were determined to be ineligible for the survey, yielding a response rate of 54.2% of eligible participants. Unweighted tables based on the full dataset of 4,123 nurses with active licenses may vary from the true population values by +/-1.52 percentage points from the values presented, with 95% confidence. For more details about the methodology of the survey and analysis, see the accompanying technical appendix (Appendix A).

3. Demographics of California’s RNs

Age distribution of California RNs

Figure 3.1 depicts the age distributions of nurses employed in nursing and residing in California for each survey year. In 2010, the largest share of nurses was between 50 and 54 years old. This age group continued to be the largest through 2012, but in 2014 it was surpassed by the 40 to 44 and the 55 to 59 years age groups. Since 2004, there has been growth in the percentages of nurses in all age groups under 45 years old. Growth in the share of younger nurses is likely the result of an expansion in the number of new RN graduates in California since 2000. At the same time, the percentage of RNs in the oldest age group has also increased due to the aging of the large Baby Boom cohort of RNs. In 2020, the largest share of nurses was between the ages of 30 and 34 years old.

Figure 3.1. Age distribution of nurses residing in California, by survey year

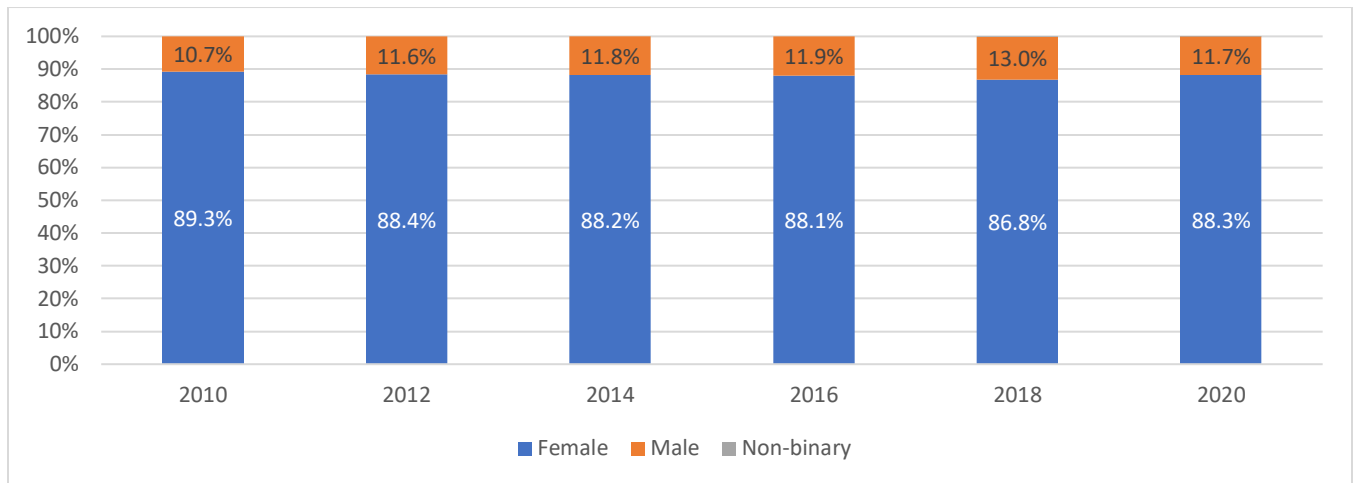


Note: 2020 number of cases=3,726. Data (2010-2020) are weighted to represent all RNs with active licenses.

Gender distribution of California RNs

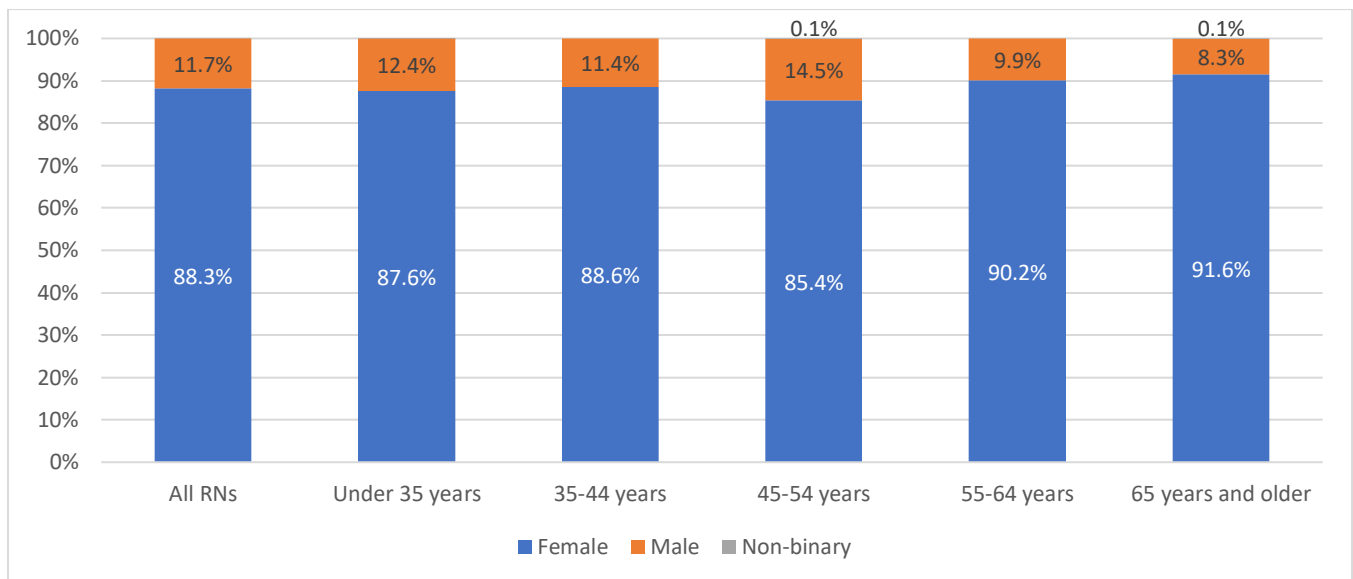
Nursing continues to be a predominantly female occupation, with men comprising about 12% of the profession, as seen in Figure 3.2. Between 2010 and 2018, there was growth in the percentage of employed RNs that were male, from 10.7% to 13%. The share has declined slightly since then; in 2020, 11.7% of working RNs were male. Figure 3.3 presents the gender mix by age of all actively licensed RNs residing in California, both working and not working in nursing. The age group between 45 and 54 years old had the greatest percentage of male nurses in 2020, with 14.5% of nurses in this age group being male.

Figure 3.2. Gender of currently working RNs residing in California, by survey year



Note: 2020 number of cases=3,423. Data (2010-2020) are weighted to represent all RNs with active licenses. RNs with missing data are excluded from the calculation.

Figure 3.3. Gender of currently working RNs residing in California, by age group, 2020

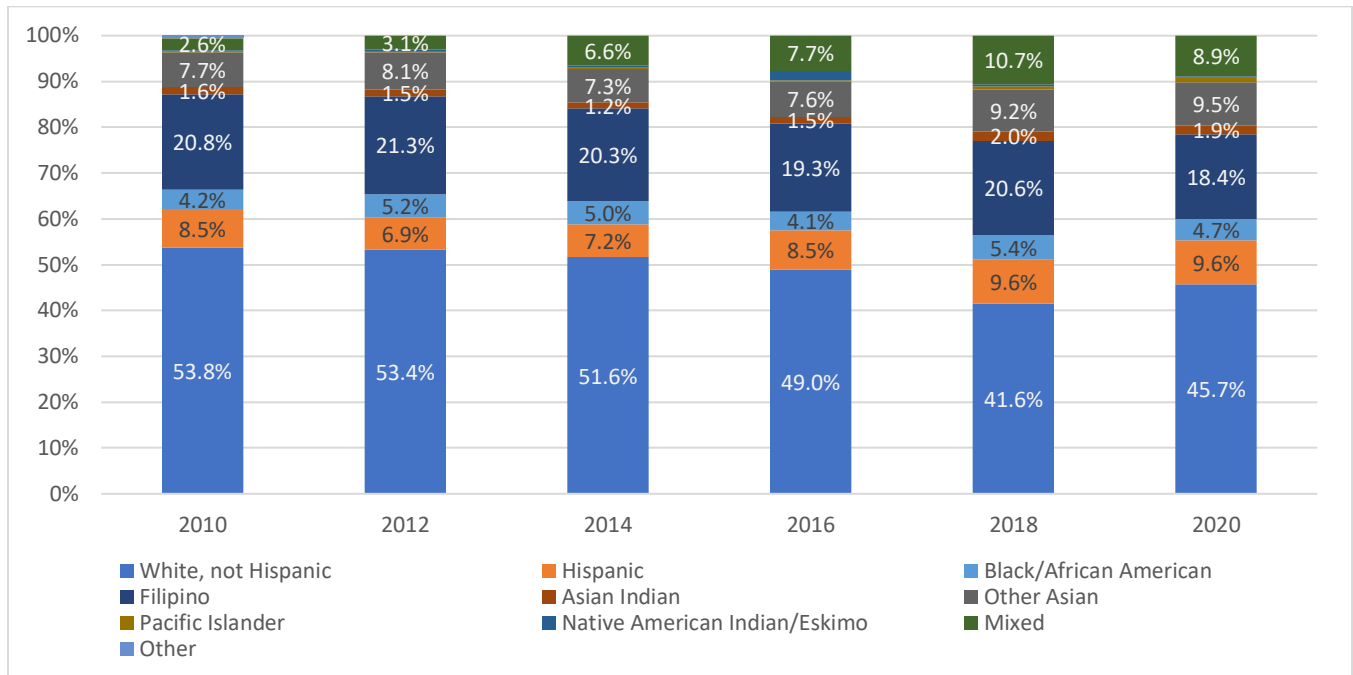


Note: Number of cases=3,423. Data are weighted to represent all RNs with active licenses.

Ethnic, racial, and language of California RNs

Figure 3.4 presents the racial and ethnic composition of RNs with active licenses who reside in California. Since 2016, less than half are non-Hispanic White (45.7% in 2020). Filipinos represented 18.4% of the RN workforce in 2020, with Asians who are not Filipino comprising 11.4%. Hispanic and Latino nurses accounted for 9.6% of California’s active nurses in 2020, and Black/African American nurses represented 4.7%.

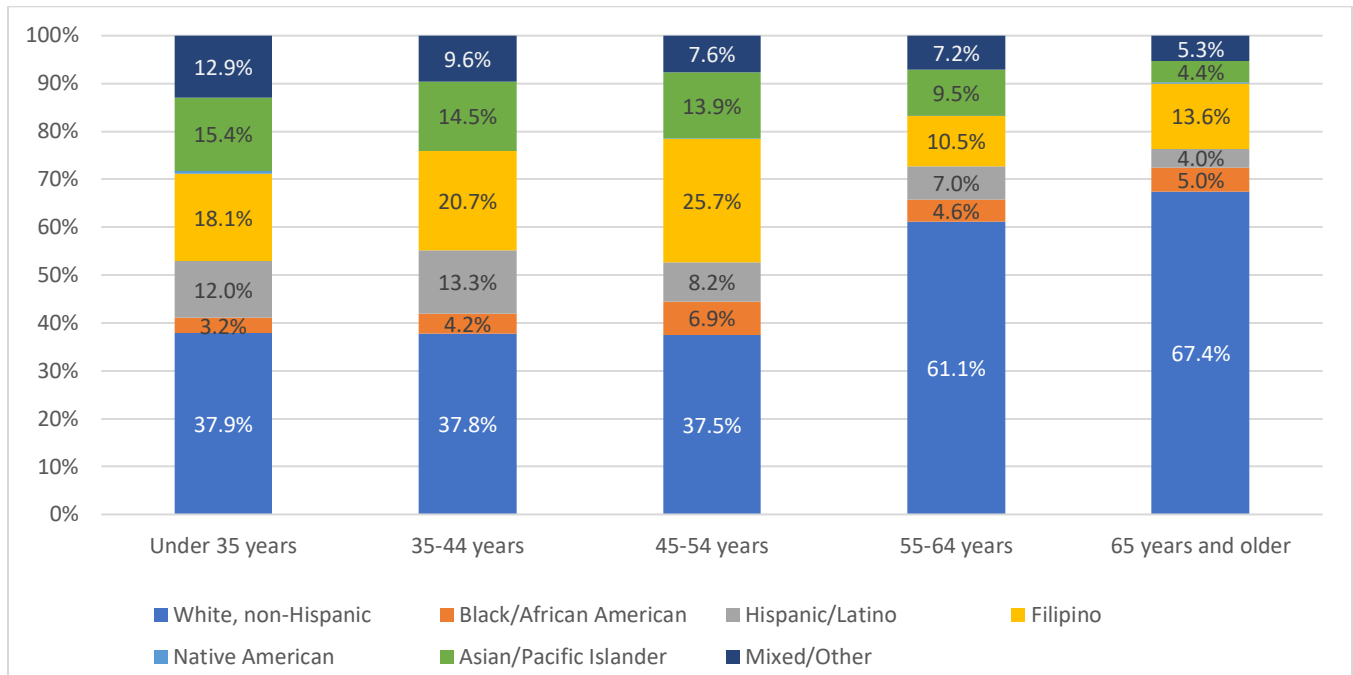
Figure 3.4. Ethnic and racial composition of RNs with active California licenses residing in California, by survey year



Note: 2020 number of cases=3,376. Data are weighted to represent all RNs with active licenses.

California's younger nurses are more racially and ethnically diverse than its older nurses, as seen in Figure 3.5. In 2020, non-Hispanic Whites accounted for less than half of RNs under 54 years of age. Filipino nurses represented over a quarter of nurses between ages 45 to 54 years (25.7%) and more than 18% of RNs under 35 years old. More than 13% of RNs between 35 and 44 years old were Hispanic/Latino. Due to the small number of observations for Asian Indians and Pacific Islanders, these racial/ethnic groups are combined with other non-Filipino Asian nurses in this and the following tables and figures. Non-Filipino Asians and Pacific Islanders accounted for approximately 15% of nurses under 35 years old. Black/African American nurses were the only group with smaller percentages among younger nurses than older nurses, at only 3.2% of those under 35 years old but nearly 7% among those 45 to 54 years old. There was little variation across age groups in the share of RNs that were Native American (between 0% to 0.6%).

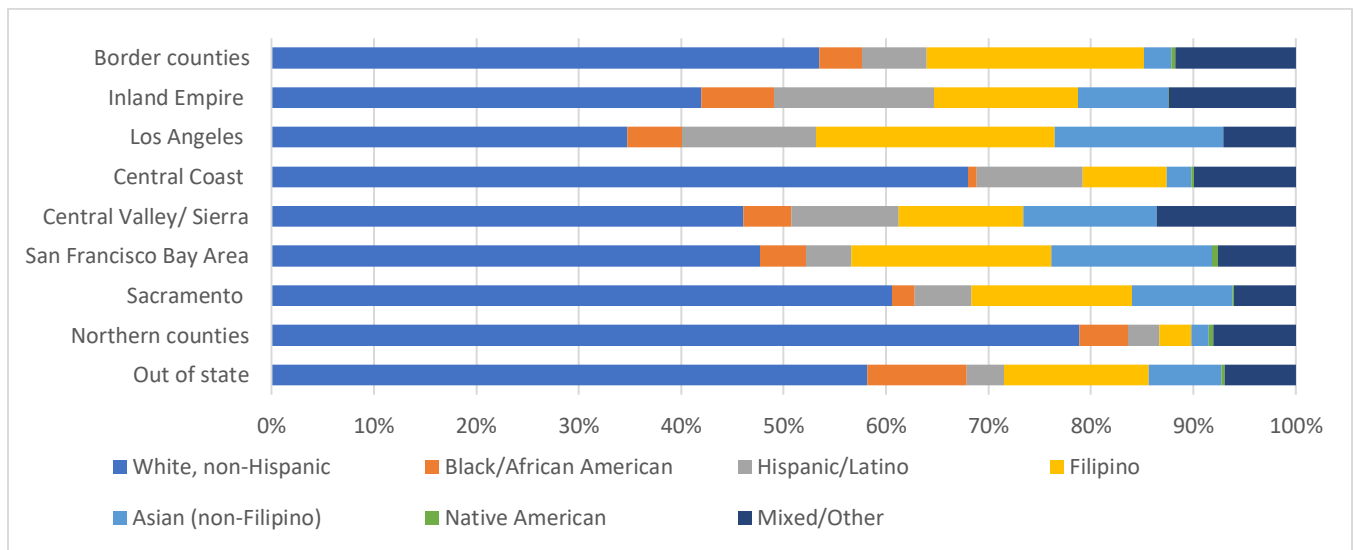
Figure 3.5. Ethnic and racial composition of RNs with active California licenses residing in California, by age group, 2020



Note: 2020 number of cases=3,376. Data are weighted to represent all RNs with active licenses.

There are regional differences in the racial and ethnic composition of actively licensed RNs, as seen in Figure 3.6. There was less diversity in 2020 among nurses in the Northern Counties and the Central Coast regions compared with other regions of California. The most diverse regions were Los Angeles, the Inland Empire, the Central Valley/Sierra regions, and the San Francisco Bay Area.

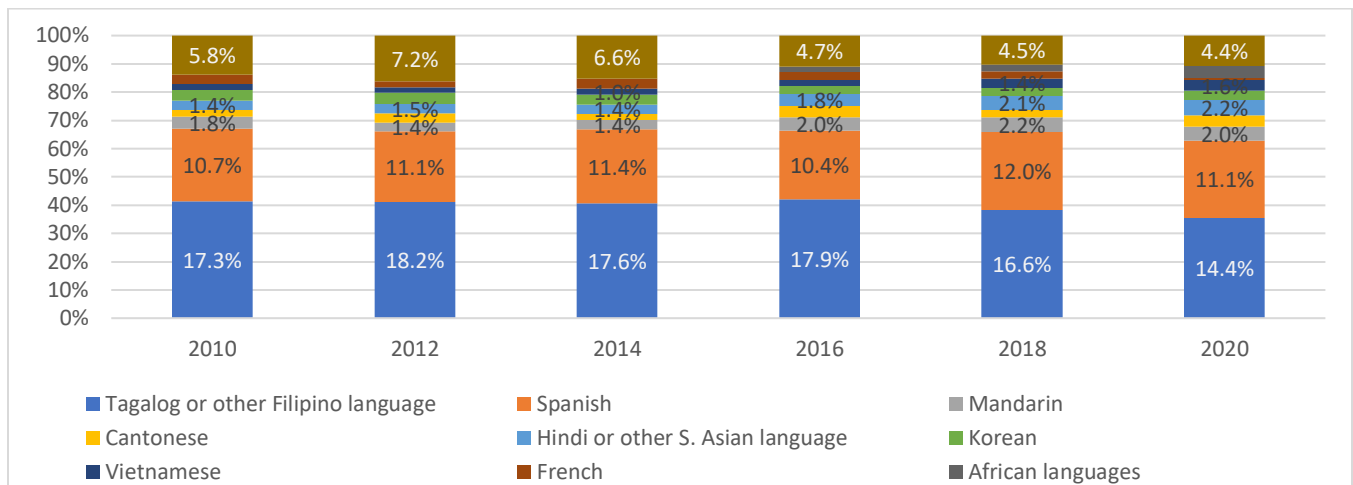
Figure 3.6. Ethnic and racial composition of RNs with active California licenses, by region, 2020



Note: Number of cases=3,721. Data are weighted to represent all RNs with active licenses.

Ethnic diversity is associated with language diversity among California’s RNs. Among all nurses, over 40% spoke at least one other language in 2020. As seen in Figure 3.7, Tagalog and other Filipino languages were spoken by over 14% of all RNs living in California, and Spanish was spoken by over 11%.

Figure 3.7 Non-English languages spoken by RNs with active licenses who live in California, 2010-2020

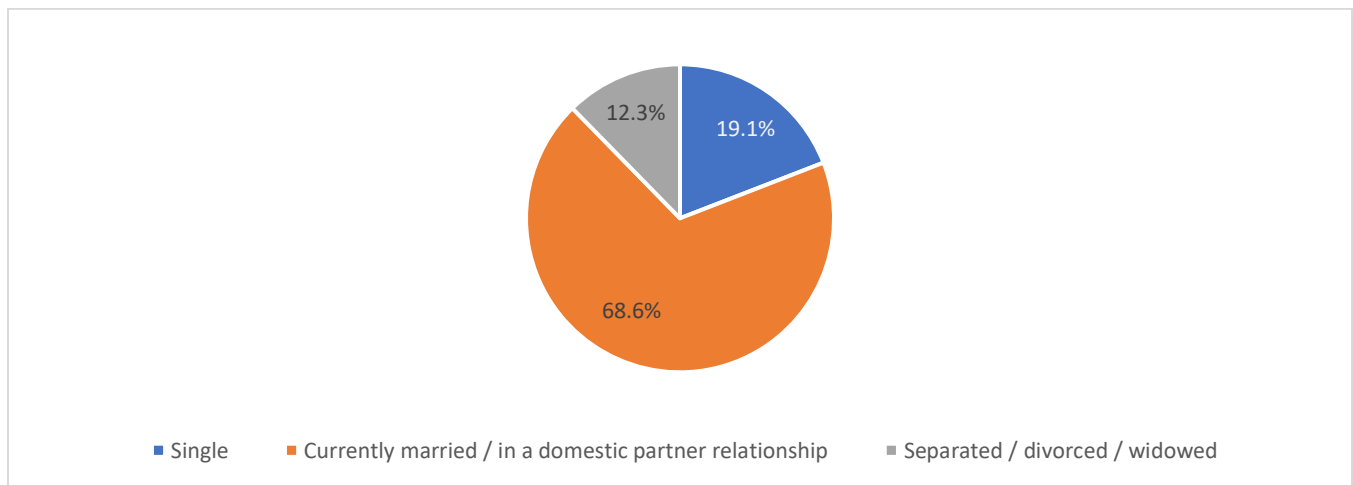


Note: 2020 number of cases=3,726. Data are weighted to represent all RNs with active licenses.

Families of California RNs

Over two-thirds (68.6%) of California’s working RNs were married or in domestic partner relationships in 2020, as seen in Figure 3.8. Twelve percent had never married, and 19.1% were widowed, separated, or divorced.

Figure 3.8. Marital status of RNs with active California licenses who live in California, 2020



Note: Number of cases=3,399. Data are weighted to represent all RNs with active licenses.

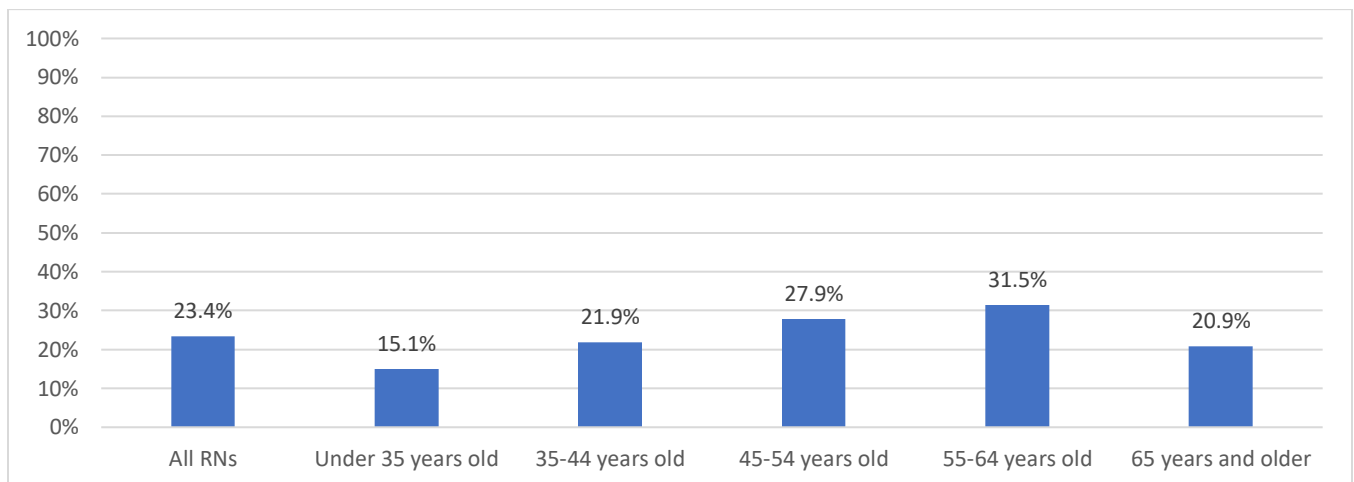
Many of California's nurses have children living at home, as seen in Table 3.1. In 2020, 49.5% of working nurses had at least one child living at home. Nearly 40% of working RNs with children had adult children living at home. Respondents were asked if they had responsibility for assisting or caring for an adult family member who needed help due to aging or disability, as shown in Figure 3.9. Over 23.4% of working RNs reported caring for adult family members, with the percentage being highest for nurses 55 to 64 years old (31.5%).

Table 3.1. Number and ages of children of California-resident RNs, 2020

Number of kids at home	All RNs
None	50.5%
One	19.9%
Two	19.2%
Three	7.6%
Four +	2.8%
Ages of children	All RNs
Birth to 2 years	22.8%
3-5 years	18.5%
6-12 years	30.1%
13-18 years	24.7%
Over 18 years	39.2%

Note: Number of cases=3,384. Data are weighted to represent all RNs with active licenses. Some nurses have children in more than one age group, so columns will not total 100%.

Figure 3.9. Share of nurses with responsibility for assisting or caring for an adult family member who needs help because of a condition related to aging or disability, among RNs residing in California, 2020



Note: Number of observations= 3,395. Data are weighted to represent all RNs with active licenses.

Regional and Interstate Mobility of California RNs

Some nurses relocated between June 16, 2020 (the date the sample frame was provided by the Board of Registered Nursing) and when they returned their survey. Table 3.2 estimates the numbers and percentages of nurses who changed regions within California and who moved out of California between June 2020 and the date of their response. In total, an estimated 8,744 RNs changed regions and 2,165 left the state in this period. Nurses who lived in the Sacramento and Central Coast counties were more likely to have changed regions. Those residing in the Central Coast, Inland Empire, and Sacramento regions were more likely to have moved out of California than licensed nurses in other regions.

Table 3.2. Residence changes between June 2020 and time of response (July 2020 to March 2021)

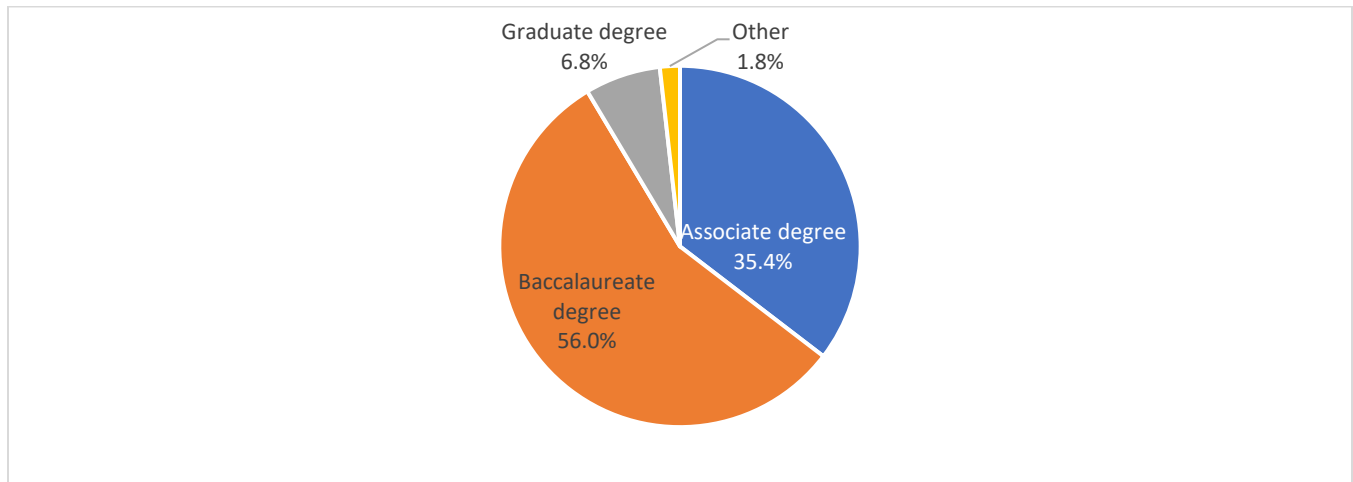
BRN Region	Estimated number changing regions	% changing regions	Estimated number leaving California	% leaving California	Estimated number represented in response
Northern Counties	348	4.1%	44	0.5%	8,504
Sacramento	1,215	5.4%	267	1.2%	22,670
San Francisco Bay Area	1,787	2.7%	549	0.8%	66,047
Central Valley/Sierra	751	2.5%	190	0.6%	30,274
Central Coast	413	5.1%	143	1.8%	8,066
Los Angeles	1,546	1.5%	154	0.2%	102,544
Inland Empire	1,591	4.6%	620	1.8%	34,865
Border Counties	1,094	3.7%	199	0.7%	29,687
Total	8,744	4.3%	2,165	0.6%	358,182

Note: Number of movers=191. Data are weighted to represent all RNs with active licenses. The file from which nurses were sampled was dated March 13, 2020. Surveys were first emailed July 2020 and data collection closed March 2021. Nurses were identified as having moved if their survey response indicated a different region or state than the region specified in the sampling file.

4. Education and Licensure of California’s Nursing Workforce

Figure 4.1 depicts the share of nurses with active licenses who had a college degree prior to completing a pre-licensure nursing education program. Over 35% of California RNs had an associate degree, 56% had a baccalaureate degree, and 6.8% had a graduate degree.

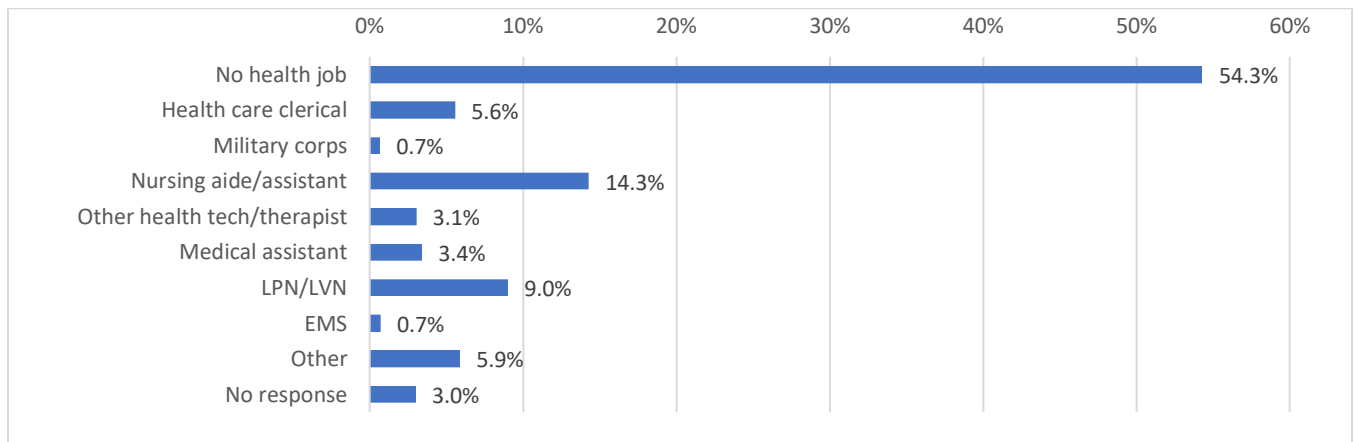
Figure 4.1. Highest education level obtained prior to pre-licensure nursing education for RNs with active California licenses who reside in California, 2020



Note: Number of cases=634. Data are weighted to represent all RNs with active licenses.

Over 42% of RNs who lived in California in 2020 had worked in a health occupation before attending a nursing program, as seen in Figure 4.2. Over 14% of RNs worked as a nursing aide prior to completing basic RN education, and 9% were licensed practical/vocational nurses. Many RNs worked in other health-related fields before their RN education; 5.6% worked as clerks, 3.4% were medical assistants, and 3.1% were health care technicians such as radiology technicians or laboratory technicians. Less than 1% reported prior military health experience. “Other” previous work experience included working as a nurse or physician in another country prior to completing an education program for licensure as an RN in the United States, being an emergency medical technician or paramedic, and working as a caregiver.

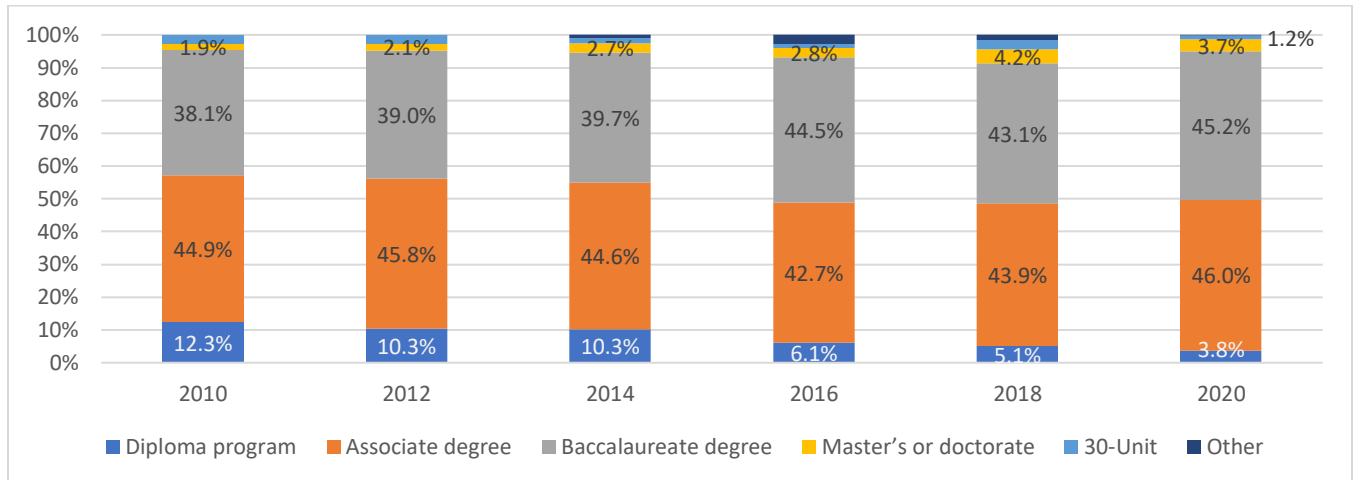
Figure 4.2. Employment in health occupations prior to basic nursing education for RNs with active California licenses who live in California, 2020



Note: Number of cases=3,726. Data are weighted to represent all RNs with active licenses.

Figure 4.3 presents the shares of nurses who completed each type of pre-licensure RN education program. Most of California’s RNs in 2020 had entered the profession with a bachelor’s degree (45.2%) or an associate degree (46%). Only 3.8% received diplomas in nursing; diploma programs were dominant in nursing education through the 1950s, after which time community college-based associate degree programs grew rapidly¹. There have not been any diploma programs operating in California for more than 20 years and there are only a few in other states. Only 1.2% of RNs entered the profession after completing a 30-unit LVN-to-RN program, and 2.1% completed entry-level master’s degree programs.

Figure 4.3. Basic pre-licensure education of currently working RNs residing in California, by survey year

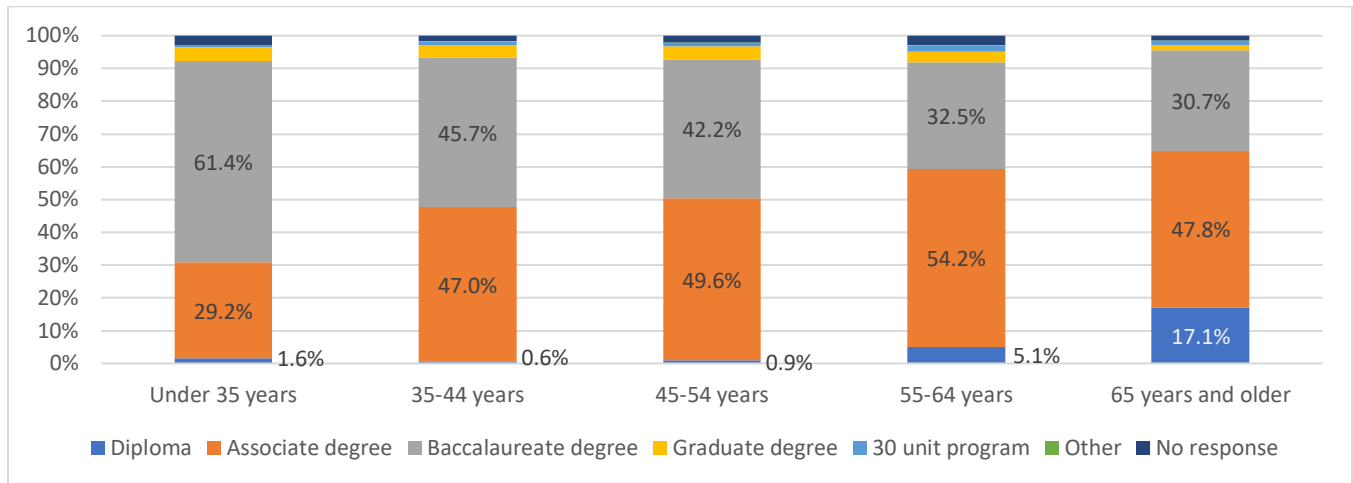


Note: 2020 number of cases=3,652. Data (2010-2020) are weighted to represent all RNs with active licenses.

Figure 4.4 presents pre-licensure nursing education by age group for all nurses with active licenses residing in California in 2020. Unsurprisingly, older nurses were more likely to have received their initial nursing education in a diploma program, while only 1.6% of California’s nurses under 35 years old received a diploma. More than 61% of nurses under 35 years old reported a BSN for their pre-licensure education.

¹ Ervin SM. History of Nursing Education in the United States. In: Keating SB, DeBoor SS, eds. Curriculum Development and Evaluation in Nursing Education. Springer Publishing Company; 2017:5-28. doi:10.1891/9780826174420.0001

Figure 4.4. Basic pre-licensure RN education completed by the statewide population of RNs with active California licenses, by age group, 2020



Note: Number of cases=3,726. Data are weighted to represent all RNs with active licenses.

Table 4.1 presents the age distribution at graduation by the decade during which RNs graduated. RNs who completed their initial RN education in the 1950s, 1960s, and 1970s were mostly in their early 20s. This pattern began to change in the 1980s, when only 57.2% of RN graduates were under 25 years old. By the 2010s, only about one-third of pre-licensure graduates were under 25 years old, and 39.4% of pre-licensure graduates were aged 30 years or older.

Table 4.1. Age distribution at time of graduation from pre-licensure RN education for RNs with active California licenses who reside in California, 2020

Age at graduation	All nurses	Decade of graduation							
		1940s	1950s	1960s	1970s	1980s	1990s	2000s	2010s
Under 25	39.9%	0.0%	100.0%	99.7%	79.4%	57.2%	42.6%	29.2%	30.1%
25-29 years	27.6%	15.1%	0.0%	0.3%	16.1%	24.4%	28.2%	29.8%	30.5%
30-34 years	14.6%	34.4%	0.0%	0.0%	3.7%	12.1%	12.1%	16.7%	17.8%
35-39 years	8.2%	6.7%	0.0%	0.0%	0.8%	4.6%	10.7%	11.3%	7.9%
40-44 years	4.6%	18.9%	0.0%	0.0%	0.0%	1.3%	4.0%	6.4%	5.8%
45 and older	5.1%	25.0%	0.0%	0.0%	0.0%	0.4%	2.5%	6.7%	7.9%

Note: Number of cases=3,596. RNs who did not report a year of graduation were excluded from the calculation. Columns may not add to 100% due to rounding. Data are weighted to represent all RNs with active licenses.

More than 63% of California’s working RNs received their basic nursing education in California, as seen in Table 4.2. Approximately 21% were educated in other states and 16% were international graduates. There has been a substantial shift over time in the places where California’s RNs completed their initial RN education. Among RNs who graduated in the 1960s and 1970s, over half were educated internationally or in other states. However, nearly 75% of working RNs who graduated in the 2010s were educated in California, and only 4.8% were educated internationally.

Table 4.2. Locations where RNs residing in California received basic nursing education, by decade of graduation

Location of education	All nurses	Decade of graduation							
		1940s	1950s	1960s	1970s	1980s	1990s	2000s	2010s
California	63.4%	59.2%	58.6%	37.9%	44.3%	58.3%	56.1%	63.5%	73.8%
Other States	20.6%	16.4%	41.4%	40.3%	30.3%	17.3%	15.4%	21.2%	21.5%
International	16.0%	24.4%	0.0%	21.8%	25.3%	24.3%	28.4%	15.3%	4.8%

Note: Number of cases=2,957. RNs who did not report a year of graduation were excluded from the calculation. Columns may not add to 100% due to rounding. Data are weighted to represent all RNs with active licenses.

More than 41% of RNs with active licenses who resided in California in 2020 were born in the United States (Table 4.3). More than 27% of RNs indicated they were born in the Philippines. Between 2% and 3% were born in Vietnam, South Korea, India, and Mexico.

Among RNs who reported they were born in the United States, 70.5% were educated in California and 29.3% were educated in another US location. Among RNs who reported they were born in the Philippines, 27.4% were educated in California, 4.9% were educated in another state, and 67.7% were educated internationally. While most foreign-born RNs were educated outside of California, 87.7% of RNs born in Mexico and 89.7% of RNs born in Vietnam reported graduating from a pre-licensure program in California.

Table 4.3. Top five countries of birth and country of education for RNs residing in California, 2020

	Country of birth	Location of education		
		Educated in California	Educated in other US location	Internationally educated
United States	41.2%	70.5%	29.3%	0.2%
Philippines	27.5%	27.4%	4.9%	67.7%
Mexico	3.0%	87.7%	8.1%	4.2%
India	2.9%	20.7%	13.2%	66.1%
South Korea	2.4%	42.2%	23.1%	34.8%
Vietnam	2.0%	89.7%	2.3%	8.0%

Note: Number of cases where pre-licensure location is reported=2,959. Rows might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

In addition to their nursing careers, some California nurses are also active in the United States Armed Forces (Table 4.4). Nurses who have served on active duty were somewhat more likely to have completed an associate pre-licensure program than non-veteran nurses in 2020 (54.3% vs. 46%).

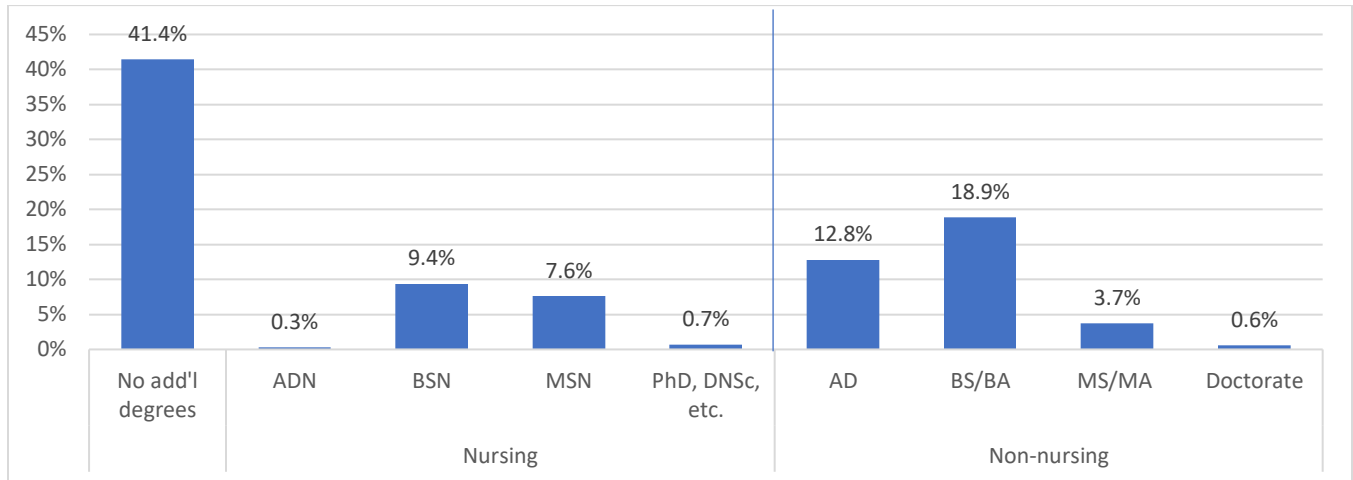
Table 4.4. Basic pre-licensure RN education completed by the statewide population of RNs with active California licenses who also served on active duty in the US Armed Forces

	Diploma	AD	BSN	30-unit LVN-to-RN	Graduate degree	Other	Number of cases
Never served in the US Armed Forces	3.6%	45.6%	46.0%	1.2%	3.5%	0.2%	3,247
Served on active duty in the US Armed Forces	5.7%	54.3%	35.0%	2.5%	2.3%	0.2%	113

Note: Number of cases=3,360. Data are weighted to represent all RNs with active licenses.

Many nurses pursue additional education after their initial pre-licensure education, as seen in Figure 4.5. In 2020, the most commonly-received post-licensure nursing degree was a baccalaureate of science in nursing (BSN), with over 9.4% of RNs having received this additional degree.

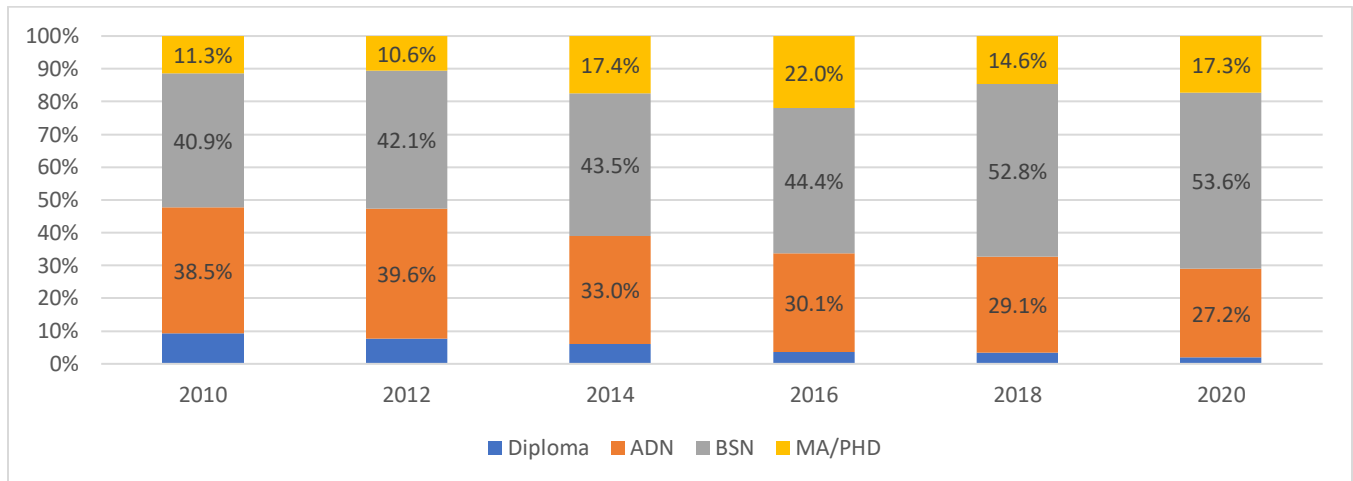
Figure 4.5. Additional degrees completed after pre-licensure education by RNs with active California licenses who reside in California, 2020



Note: Number of cases=3,726. Data are weighted to represent all RNs with active licenses.

Figure 4.6 presents the highest levels of nursing education received by nurses residing in California. The share of nurses with a baccalaureate or higher degree in nursing has increased over time, from 52.2% in 2010 to 70.9% in 2020.

Figure 4.6. Highest nursing degree earned by RNs residing in California, by survey year



Note: 2020 number of cases=3,518. Data (2010-2020) are weighted to represent all RNs with active licenses.

Table 4.5 provides a more detailed view of the highest education level obtained by California nurses. Each column presents the highest education level for RNs with a particular type of pre-licensure education. In 2020, 54.6% of nurses whose initial RN education was an associate degree had not completed additional nursing degrees; 31.4% completed a baccalaureate degree, and 10.5% completed a graduate degree. For nurses whose initial RN education was a baccalaureate degree, 70.9% did not pursue additional degrees.

Table 4.5. Highest level of nursing education obtained since initial licensure by RNs residing in California, by basic nursing education, 2020

Highest Current Level of Nursing Education	Initial Pre-Licensure RN Education		
	Diploma program	Associate degree	Baccalaureate degree
2020 Survey (Number of cases)	139	1,761	1,826
Diploma program	49.7%	-----	-----
Associate degree	10.5%	54.6%	-----
Baccalaureate degree	19.7%	31.4%	70.9%
Master's or Doctorate Degree	15.9%	10.5%	21.8%
No Response	4.2%	3.5%	7.4%

Note: Data are weighted to represent all RNs with active licenses.

RNs were asked to indicate the year in which they graduated from their post-licensure degree programs. Table 4.6 presents the average number of years between initial RN education and the completion of an additional degree program. Among respondents to the 2020 survey, the average number of years for an RN holding an associate degree to complete a baccalaureate in nursing was 8 years, and 11.7 years to complete a master's degree in nursing. Nurses who entered the nursing profession with a baccalaureate degree and later completed a master's degree took an average of 9.1 years to do so.

Table 4.6. Average years between initial nursing education and completion of additional nursing programs for all California-residing RNs, 2020

Initial RN Education	Additional Degrees				
	ADN	BSN	MSN	DNP	PhD
Diploma	14.3	11.3	18.8	23.1	23.0
Associate Degree, Nursing	----	8.0	11.7	16.5	20.7
Baccalaureate Degree, Nursing	----	----	9.1	19.4	25.1

Note: Data are weighted to represent all RNs with active licenses.

Nurses can specialize in a variety of fields and obtain certification to demonstrate advanced practice or specialized knowledge. Table 4.7 presents data on certifications received from the California Board of Registered Nursing by RNs residing in California. In 2020, 26.3% of RNs residing in California had additional certifications. Over 17% had certification in Public Health Nursing. The share of RNs with a Nurse Practitioner certification was 7.7%, the share with a Clinical Nurse Specialist certification was 2.1%, and the share with a Psychiatric/Mental Health certification was 1.1%.

Table 4.7. Certifications received from the California Board of Registered Nursing by RNs residing in California, 2020

	%	#
No additional certifications	73.7%	2,745
Nurse Anesthetist	0.7%	28
Nurse Midwife	0.7%	25
Nurse Practitioner	7.7%	286
Public Health Nurse	17.4%	646
Psychiatric/Mental Health Nurse	1.1%	41
Clinical Nurse Specialist	2.1%	79

Note: Nurses can have more than one certification, so columns will not total 100%. Data are weighted to represent all RNs with active licenses.

Some of California's nurses are currently enrolled in a nursing degree or specialty certification program. Table 4.8 provides information about these nurses. In 2020, 10.6% of RNs reported being enrolled in school. Enrollment rates were highest among nurses under 35 years old and declined with increased age. Of those enrolled, the largest share was working toward master's degrees (37.3%) or baccalaureate degrees (23.6%). Doctoral degrees were being pursued by 12.6% of respondents, with pursuit of a Doctor of Nursing practice (DNP) degree more common than research-focused doctorates (e.g., PhD) (11.3% vs. 1.3%). Pursuit of a DNP was much more common among nurses 64 years and older (29.7%) as compared with younger age groups. Note that as there were relatively few RNs 65 years and older enrolled in education programs, the data for this group should be interpreted with caution.

Table 4.8. Current enrollment in nursing degree or specialty certification program among the statewide population of RNs with active California licenses, by age group, 2020

	All nurses	Under 35 years	35-44 years	45-54 years	55-64 years	65 years and older
Currently enrolled	10.6%	17.3%	13.8%	10.1%	4.9%	1.5%
Of those enrolled, objective is...						
Associate Degree	0.2%	0.0%	0.2%	0.0%	0.0%	0.0%
Baccalaureate Degree	23.6%	20.5%	35.0%	16.9%	30.5%	0.0%
Master's Degree	37.3%	56.1%	44.1%	39.5%	17.8%	6.5%
Doctoral Degree (research-focused)	1.3%	1.2%	0.0%	1.5%	3.3%	0.0%
Doctoral Degree (DNP)	11.3%	11.4%	13.1%	9.1%	3.2%	29.7%
Non-degree specialty certification	17.1%	7.6%	7.3%	21.9%	34.6%	18.8%

Note: Number of enrolled cases=329. Data are weighted to represent all RNs with active licenses.

Many nurses enrolled in education programs to obtain a degree or specialty certification were completing coursework online. As seen in Table 4.9, the average percentage of coursework offered online or through distance learning modalities ranged from 52.9% for research-focused doctoral programs to 94.5% for bachelor's degree programs. The data reflect the expansion of online options for RNs to pursue a bachelor's degree after licensure, which has facilitated growth in the share of RNs with a bachelor's or higher degree (Figure 4.6).

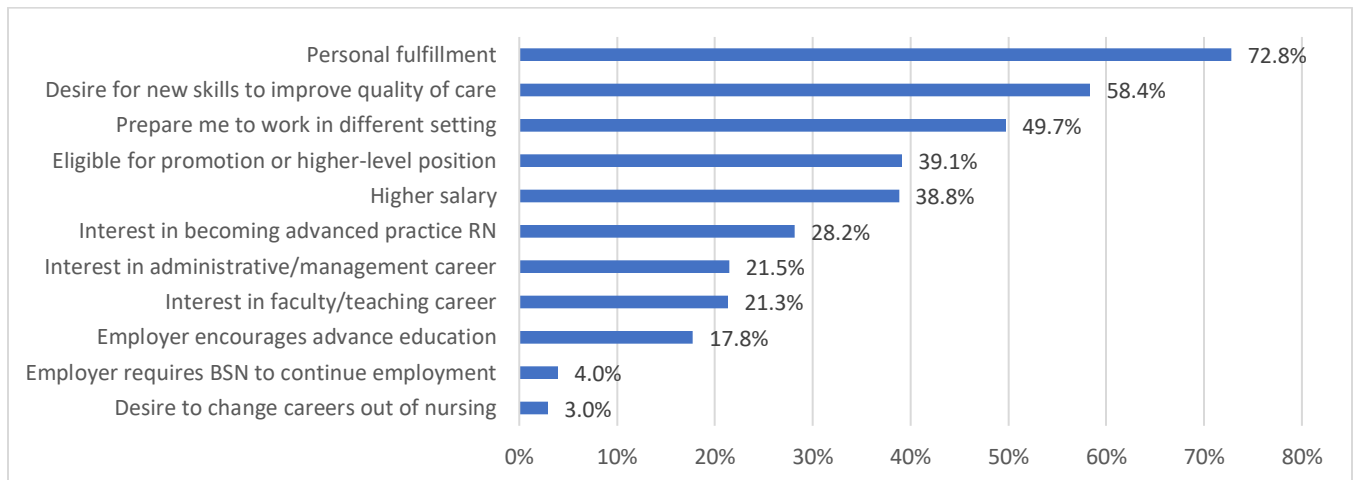
Table 4.9. Percent of coursework from online or distance learning modalities for currently-enrolled RNs with active California licenses, by program type

	Bachelor's Degree	Master's Degree	Doctoral Degree (DNP)	Doctoral Degree (research-focused)	Non-degree specialty certification	Number of cases
2020	94.5%	81.6%	72.4%	52.9%	93.9%	287
2018	82.2%	64.1%	85.2%	44.8%	80.8%	358
2016	88.5%	78.2%	76.6%	36.1%	55.0%	120
2014	86.5%	68.4%	52.8%	65.6%	59.9%	432

Note: Data are weighted to represent all RNs with active licenses.

Nurses reported a variety of reasons for their decision to enroll in a degree or certification program, as seen in Figure 4.7. Personal fulfillment was the most frequently cited reason (72.8%), followed by a desire to learn new skills to improve the quality of care (58.4%), to prepare to work in a different setting (49.7%), and to be eligible for promotion or a higher-level position (39.1%).

Figure 4.7. Reasons cited for returning to school by enrolled RNs with active California licenses, 2020



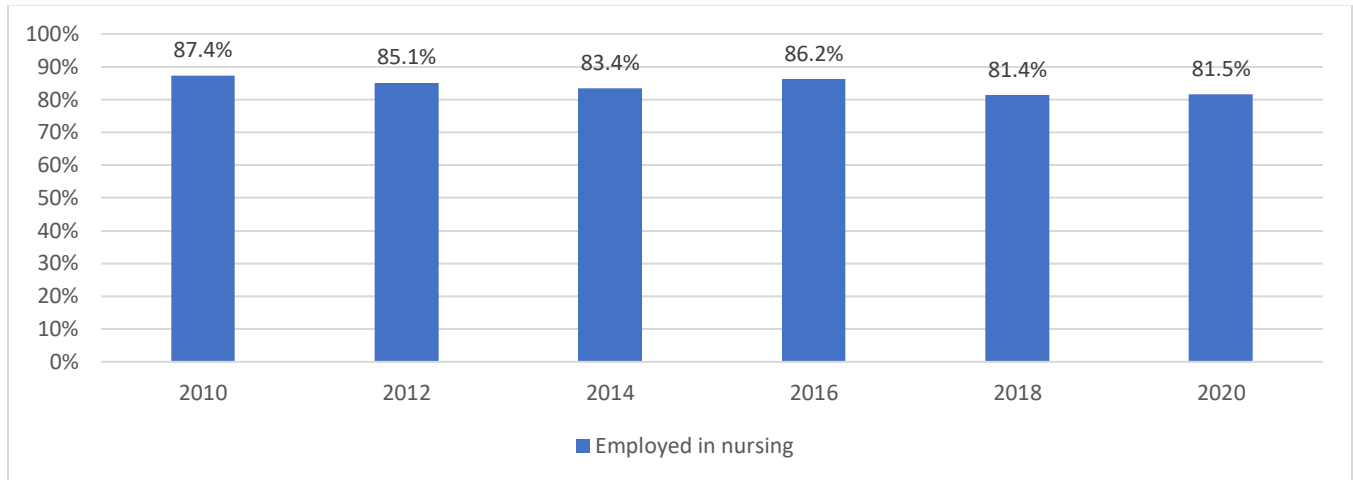
Note: Number of enrolled cases=329. Data are weighted to represent all RNs with active licenses.

5. Employment of California’s RNs

Employment rates

Figure 5.1 presents the percentages of California-resident RNs who were employed in nursing from 2010 through 2020. There has been a trend toward lower employment rates since 2010, with overall employment rates being nearly six percentage points lower in 2020 than in 2010. However, there was essentially no change in the overall employment rate between 2018 and 2020.

Figure 5.1. Percentage of California-resident RNs employed in nursing, 2010-2020



Note: 2020 number of cases=3,726. Data are weighted to represent all RNs with active licenses.

There is variation in employment rates across regions, as shown in Table 5.2. Nurses living in Los Angeles and the Border counties were more likely to be employed in nursing than average, and nurses who resided out of state, in the Central Coast, the San Francisco Bay Area, and the Central Valley/Sierra regions were less likely to be employed in nursing. The data suggests that the employment of California-licensed RNs living out-of-state decreased significantly between 2018 and 2020.

Table 5.1. Employment status of RNs with active California licenses, by region, 2010-2020

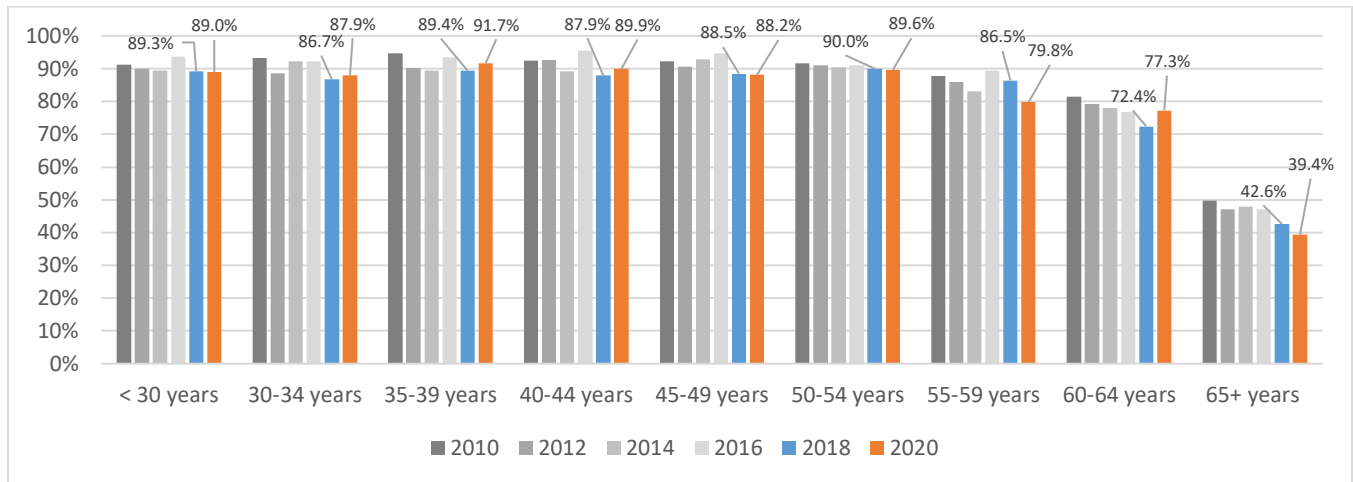
	2010	2012	2014	2016	2018	2020
Northern Counties	87.9%	86.2%	79.8%	81.1%	80.0%	80.0%
Sacramento	87.2%	85.7%	83.5%	86.5%	82.0%	81.5%
San Francisco Bay Area	85.9%	83.9%	82.1%	85.9%	78.9%	79.7%
Central Valley/Sierra	90.0%	84.5%	84.9%	86.8%	83.3%	80.3%
Central Coast	83.7%	83.0%	82.7%	79.5%	80.0%	79.2%
Los Angeles	87.4%	84.3%	83.5%	86.8%	81.9%	83.1%
Inland Empire	88.0%	88.8%	85.0%	86.7%	82.6%	81.9%
Border Counties	89.2%	86.8%	84.1%	86.9%	82.4%	82.2%
Out of State	83.4%	84.6%	83.0%	80.1%	82.8%	74.9%

Note: 2020 number of cases=4,123. Rows may not add to 100% due to rounding. Data are weighted to represent all RNs with active licenses.

There were some notable changes in the RN employment rate in 2020, particularly by age group (Figure 5.2 and Table 5.2). The employment rates for nurses between the ages of 30 and 44 years were higher in 2020 compared with 2018, with larger increases among nurses 35 to 39 years old. However, the employment rates of nurses 55 years and older were lower in 2020 than in 2018, with the exception of nurses between 60 and 64 years old. The

decrease was largest among nurses 55 to 59, with a 6.7 percentage-point decrease in employment between 2010 and 2020, and a 3.2 percentage-point drop for nurses over 65 years old.

Figure 5.2. Percentage of California-resident RNs employed in nursing, by age group, 2010-2020



Note: 2020 number of cases=3,726. Data are weighted to represent all RNs with active licenses.

Table 5.2. Percent of RNs residing in California working in nursing, by age group, 2010-2020

	2010	2012	2014	2016	2018	2020
Under 30 years	91.3%	90.0%	89.5%	93.6%	89.3%	89.0%
30-34 years	93.2%	88.7%	92.2%	92.3%	86.7%	87.9%
35-39 years	94.7%	90.1%	89.5%	93.5%	89.4%	91.7%
40-44 years	92.4%	92.6%	89.3%	95.6%	87.9%	89.9%
45-49 years	92.3%	90.7%	92.8%	94.7%	88.5%	88.2%
50-54 years	91.7%	91.1%	90.4%	91.1%	90.0%	89.6%
55-59 years	87.8%	85.9%	83.1%	89.3%	86.5%	79.8%
60-64 years	81.4%	79.3%	78.0%	76.8%	72.4%	77.3%
65 years and older	49.8%	47.1%	47.8%	47.2%	42.6%	39.4%

Note: 2020 number of cases=3,726. Data (2010-2020) are weighted to represent all RNs with active licenses.

Nurses 55 years and older were less likely to work in nursing than those from younger age groups, as shown in Table 5.3. The largest share of respondents employed as nurses were between the ages of 30 and 39 years old.

Table 5.3. Numbers of California-resident RNs working and not working in nursing, by age group, 2020

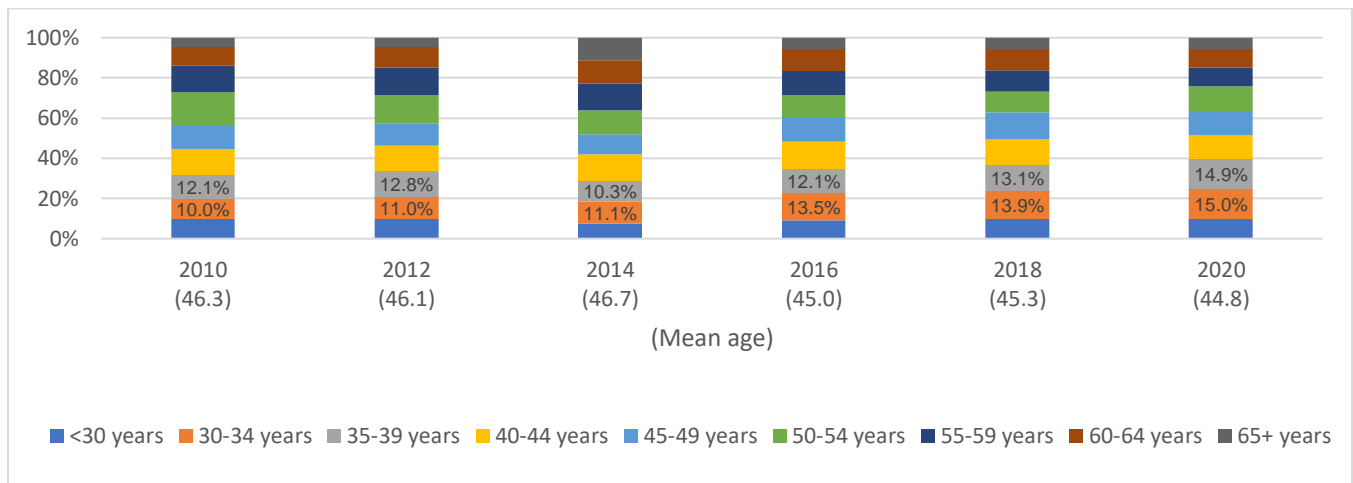
	Working in nursing		Not working in nursing	
	%	#	%	#
Under 30 years	89.0%	30,123	11.0%	3,721
30-34 years	87.9%	46,068	12.1%	6,335
35-39 years	91.7%	45,916	8.3%	4,163
40-44 years	89.9%	36,878	10.1%	4,140
45-49 years	88.2%	36,649	11.8%	4,908
50-54 years	89.6%	37,663	10.4%	4,381
55-59 years	79.8%	28,667	20.2%	7,268
60-64 years	77.3%	28,306	22.7%	8,313
65 years and older	39.4%	17,192	60.6%	26,456
Total	81.5%	307,462	18.5%	69,685

Note: 2020 number of cases=3,726. Data are weighted to represent all RNs with active licenses.

Demographics and employment

Figure 5.3 depicts the age distributions of nurses employed in nursing and residing in California for each survey year. There has been growth in the share of nurses younger than 40 years old with each survey year. The share of nurses between 30 and 34 years old and between 35 and 39 years old increased from 10.0% and 12.1% in 2010 to 15% and 14.9% in 2020.

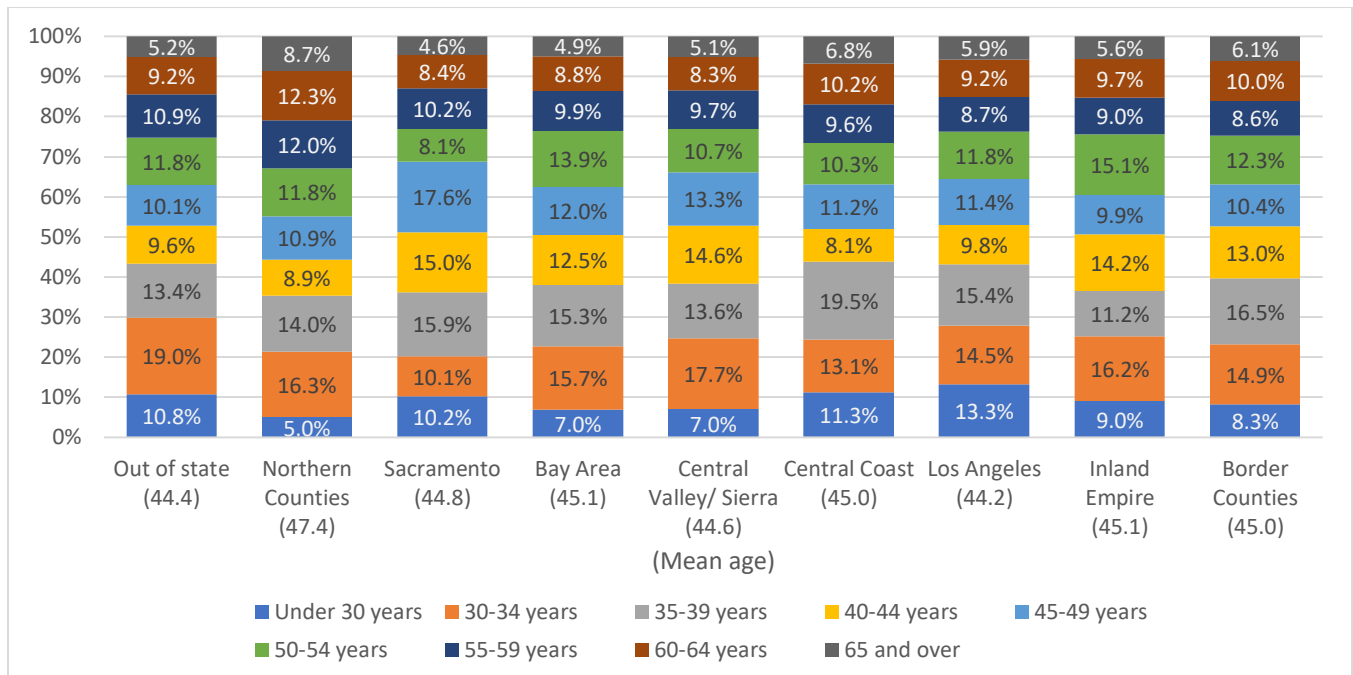
Figure 5.3. Age distribution of currently working nurses residing in California, by survey year



Note: 2020 number of cases=2,857. Data (2010-2020) are weighted to represent all RNs with active licenses.

The age distribution of actively licensed RNs varies by region in California, as seen in Figure 5.4. The Northern Counties region has historically had a somewhat older population of nurses; this continued to be the case in 2020. Nurses residing in Los Angeles, in the Central Valley/Sierra region, and outside California have tended to be younger.

Figure 5.4. Age distribution of employed RNs with active California licenses, by region, 2020



Note: Number of cases=3,120. Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

The gender identities and racial and ethnic backgrounds of working nurses are presented in Table 5.4. In 2020, 87.9% of employed RNs were women. White, non-Hispanic RNs represented 42.7% of employed RNs in 2020, while Filipino RNs, the next largest ethnic group of nurses, accounted for 19.7% of working RNs.

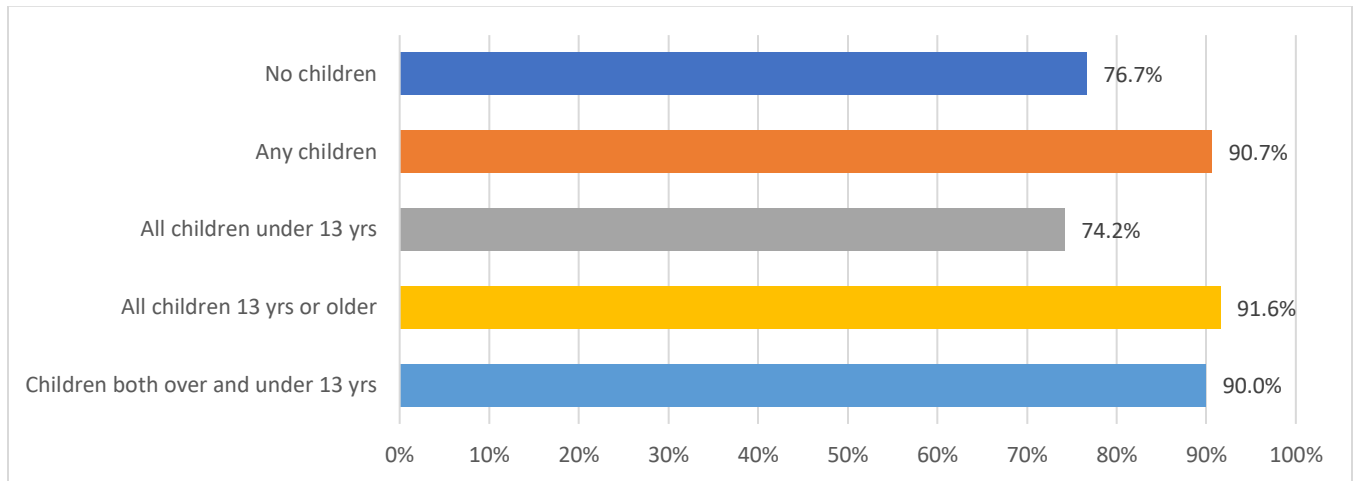
Table 5.4. Employment rates by gender and by race-ethnicity of RNs with active licenses residing in California, 2020

	2020
Female	87.9%
Male	12.1%
Non-binary	<0.1%
White, non-Hispanic	42.7%
Hispanic/Latino	10.4%
Black/African American	5.1%
Filipino	19.7%
Asian Indian	2.0%
Other Asian	9.8%
Pacific Islander	1.1%
Native American/Native Alaskan	0.2%
Other/Mixed	9.1%
Number of cases	2,647

Note: Data are weighted to represent all RNs with active licenses.

California RNs with children at home were more likely to be employed in nursing than RNs with no children at home, as seen in Figure 5.5. Nearly 90.7% of RNs with children at home were employed in nursing in 2020, compared with 76.7% of those without children at home. RNs whose children were all under 13 years old were less likely to work (74.2%) than those who had children both under 13 years old and 13 years or older (90%).

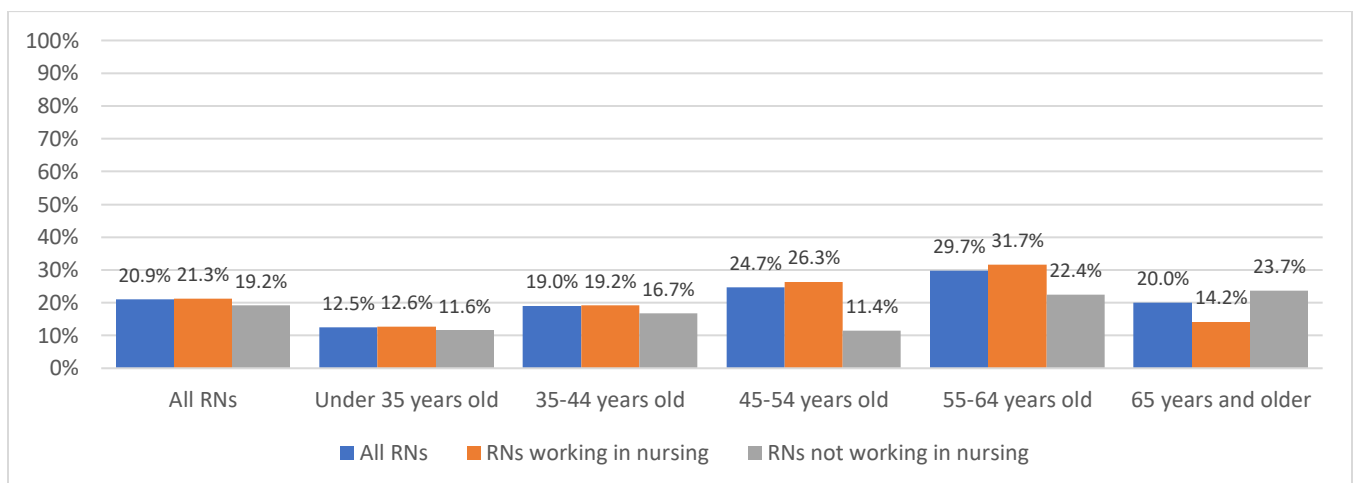
Figure 5.5. Employment rates of RNs who live in California and have children at home, 2020



Note: Number of cases=3,726. Data are weighted to represent all RNs with active licenses.

Respondents were asked if they had responsibility for assisting or caring for an adult family member needing help due to a condition related to aging or disability. Over 20.9% of RNs had such responsibility in 2020, and the percentage that provided such care rose with age up to 65 years (Table 2.16). Among RNs under 35 years old, only 12.5% cared for an adult family member, while 24.7% of those 45 to 54 years old did so, as did 29.7% of those 55 to 64 years old. RNs who were not employed in nursing were less likely to have responsibility for an adult family member than were those employed in nursing (19.2% vs. 21.3%).

Figure 5.6 Percentages of RNs who live in California and have responsibility for assisting or caring for an adult family member, by age group

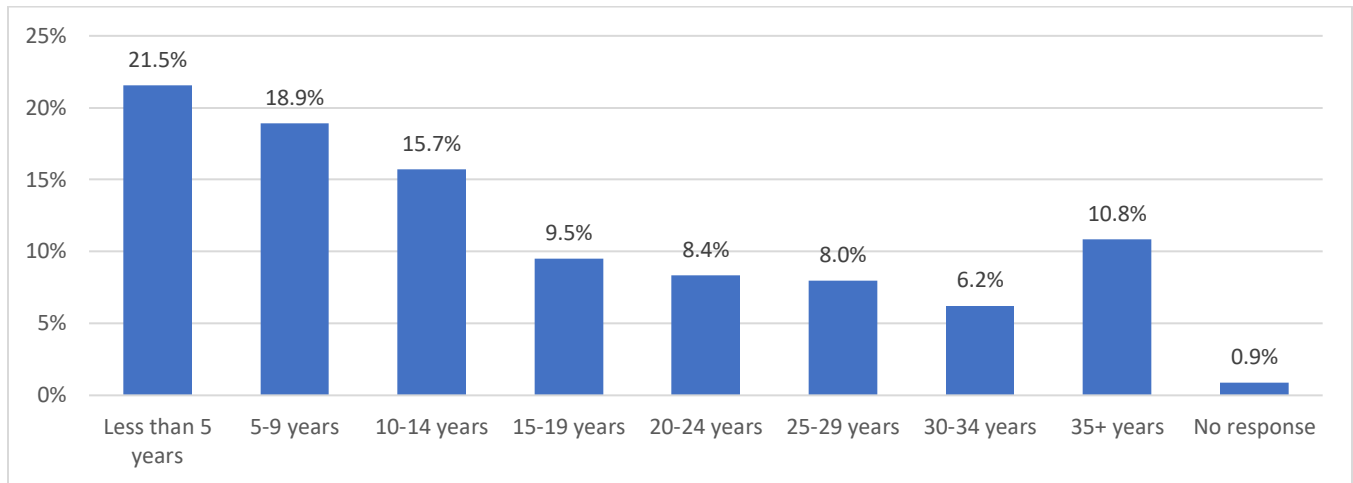


Note: Number of cases=3,726. Data are weighted to represent all RNs with active licenses.

Nursing competency is achieved through both education and experience. Figure 5.7 presents reported years of experience for California nurses, excluding years during which nurses did not work in nursing. More than 40% of

California’s active nurses had less than 10 years of experience in 2020 (40.5%), while 33.4% had at least 20 years of experience.

Figure 5.7. Years of experience in nursing among RNs with active California licenses who reside in California, 2020

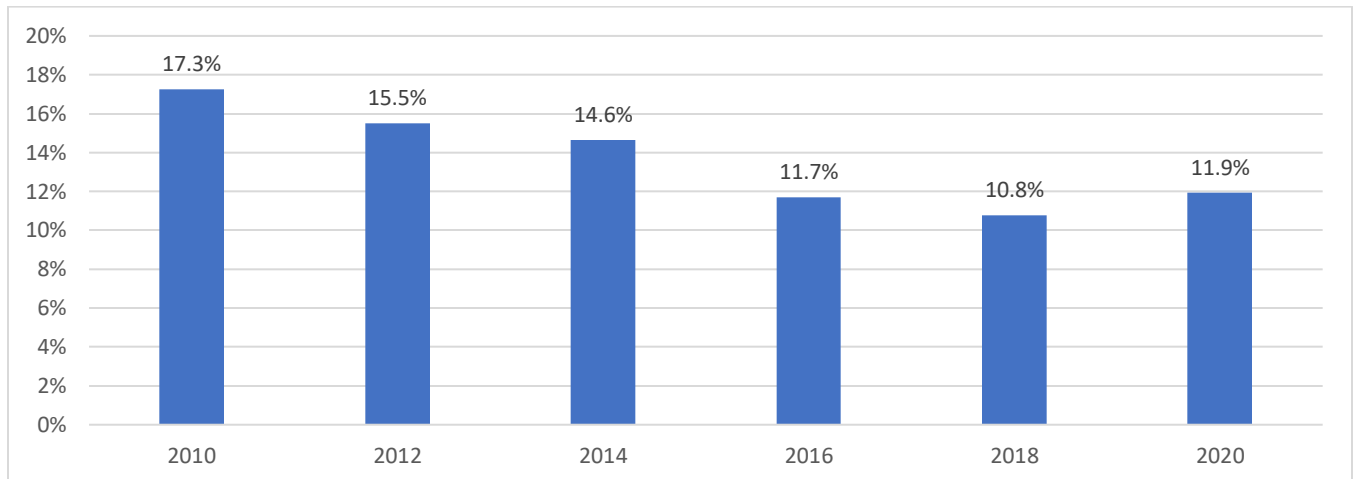


Note: Number of cases=3,726. Data are weighted to represent all RNs with active licenses.

Hours worked by RNs

In 2020, 11.9% of RNs who worked and resided in California reported they held more than one nursing position (Figure 5.8). This marks a small reversal of a trend towards fewer nurses working multiple jobs. Among RNs who held additional positions, 21.8% had two or more positions, a decrease from the 22.6% reported in 2018 (Table 5.5).

Figure 5.8. Percentage of working RNs residing in California that holds more than one nursing position, by survey year



Note: 2020 number of cases=2,857. Data (2010-2020) are weighted to represent all RNs with active licenses.

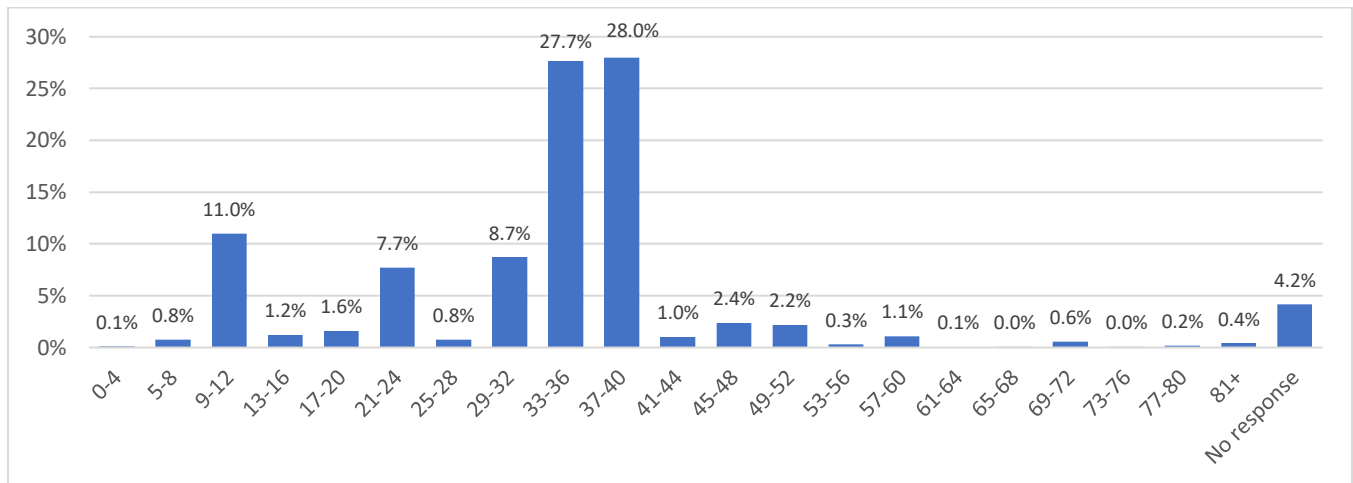
Table 5.5. Number of additional jobs held by RNs who hold multiple positions and reside in California, by survey year

	2010	2012	2014	2016	2018	2020
One	75.6%	76.2%	74.9%	71.0%	77.4%	78.2%
Two	21.3%	21.3%	22.0%	25.6%	21.4%	20.5%
Three or more	2.2%	1.5%	3.2%	3.4%	1.2%	1.3%
Number of cases	696	548	529	347	310	311

Note: Columns might not total 100% due to rounding. Data (2010-2020) are weighted to represent all RNs with active licenses.

Figure 5.9 presents the distribution of hours worked in a “normal” week for RNs holding California licenses, working in nursing, and residing in California. In 2020, 64% of employed California-resident RNs worked 33 hours per week or more. The average number of hours worked per week by California-resident RNs dropped notably between 2018 and 2020, from 36.8 to 33.7 hours, after having been relatively stable from 2010 through 2018.

Figure 5.9. Distribution of hours per week worked by nurses in all nursing positions for California residents, 2020



Note: Number of cases=2,857. Data are weighted to represent all RNs with active licenses.

Table 5.6. Average number of hours per week usually worked by RNs residing in California, by survey year

	2010	2012	2014	2016	2018	2020
Mean number of hours	36	36	36.5	36.3	36.8	33.7
Number of cases	4,605	3,953	3,542	3,018	3,086	2,753

Note: Data (2010-2020) are weighted to represent all RNs with active licenses.

Nurses were asked to report the number of hours per day they usually worked; these data are presented in Table 5.7. In 2020, 43.1% of working RNs residing in California normally worked 12-hour shifts, and 41.9% worked 8-hour shifts. The share of RNs working 12-hour shifts has been relatively stable since 2010, with a slight increase from 2016 to 2020.

Table 5.7. Number of hours per day usually worked by RNs residing in California, by survey year

	2010	2012	2014	2016	2018	2020
Under 5 hours	1.1%	0.6%	0.7%	0.7%	0.8%	0.4%
5-7.5 hours	3.8%	2.5%	2.8%	1.9%	2.7%	1.5%
8 hours	41.7%	44.4%	43.4%	42.2%	38.5%	41.9%
8.5-11.5 hours	11.6%	11.1%	11.9%	9.3%	10.9%	10.6%
12 hours	40.1%	40.3%	39.6%	44.4%	44.3%	43.1%
Over 12 hours	1.8%	1.2%	1.7%	1.5%	2.9%	2.6%
Number of cases	3,986	3,313	3,338	2,442	2,618	2,375

Note: Columns might not total 100% due to rounding. Data (2010-2020) are weighted to represent all RNs with active licenses.

Survey respondents were asked to report the number of hours of overtime “normally” worked per week; these data are presented in Table 5.8. The share of RNs who worked one or more hours of overtime per week dropped slightly between 2010 and 2012, from 34.5% to 31.5%, rose to 39% in 2016, and has since dropped to 32.5% in 2020. The share that worked more than 8 hours of overtime per week increased from 7.5% in 2012 to 10.5% in 2020.

Table 5.8. Number of overtime hours per week worked by RNs residing in California, by survey year

	2010	2012	2014	2016	2018	2020
None or less than one hour	65.5%	68.5%	64.7%	61.0%	62.3%	67.5%
1-2.5 hours	11.8%	10.7%	12.3%	11.2%	12.6%	10.0%
3-4 hours	6.6%	6.1%	6.7%	8.9%	7.0%	5.5%
5-6 hours	3.4%	3.8%	2.9%	4.7%	4.6%	4.0%
7-8 hours	4.0%	3.4%	4.3%	4.0%	4.2%	2.6%
More than 8 hours	8.7%	7.5%	9.2%	10.2%	9.4%	10.5%
Number of cases	4,605	3,953	3,728	2,789	2,953	2,609

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Some RNs make themselves available to work on-call. Nurses who are paid on a wage schedule are usually paid a nominal wage for on-call hours that are not worked and then are paid their regular wage or a premium wage if they are called to work. Nurses who are salaried may consider some of their time on-call but are not paid specifically for on-call time. As seen in Table 5.9, 89.3% of RNs were not normally on-call in 2020; the percentage of nurses with on-call hours has been relatively stable since 2012. The number of hours per week on call varied widely among those who normally had on-call time. Slightly more than 3% of RNs were on call up to 10 hours per week, while 2% were on call 30 or more hours per week.

Table 5.9. Number of unworked on-call hours per week by RNs residing in California, by survey year

	2010	2012	2014	2016	2018	2020
No on-call hours	86.6%	89.3%	87.4%	90.7%	88.3%	89.3%
Less than 10 hours	6.0%	4.1%	4.7%	3.2%	4.2%	3.4%
10-19 hours	3.7%	3.9%	4.6%	2.8%	3.7%	3.6%
20-29 hours	1.4%	1.4%	1.4%	1.0%	1.9%	1.7%
30 or more hours	2.3%	1.4%	2.0%	2.3%	1.9%	2.0%
Number of cases	4,615	3,960	4,129	3,113	3,200	2,857

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Most working RNs are employed for the full year, as seen in Table 5.10. Around 98% of employed RNs living in California worked a “full-year” job in every year since 2010, defined as at least 46 weeks of work or 11 months per year (up to six weeks of vacation would be possible).

Table 5.10. Number of weeks per year RNs work as a registered nurse, California residents, by survey year

	2010	2012	2014	2016	2018	2020
46-52 weeks per year (11-12 months)	98.0%	98.2%	98.4%	98.9%	97.5%	97.9%
36-45 weeks per year (9-10 months)	0.8%	0.7%	0.7%	0.5%	1.4%	0.9%
Less than 36 weeks per year	1.1%	1.1%	0.9%	0.6%	1.2%	1.2%

Note: 2020 number of cases=2,442. Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Nurses' principal nursing positions

Nurses were asked to provide information about their principal nursing position (the RN position in which they spent most of their working time). Table 5.11 presents the type of employment arrangement for nurses' principal nursing positions in 2020 by residence within or outside California. Over 94% of working RNs residing in California were regular employees in their principal positions in 2020, which was essentially the same percentage as in 2018 (94.9%). Only 2% of California resident nurses were employed through temporary agencies, which was a small increase compared with 2018. The difference between these years is within the margin of error of the survey, however, and not statistically significant. Among employed RNs licensed in California but with permanent addresses out of the state, 17.9% held their principal positions through travel nursing agencies in 2020, which was a small decrease from 21.7% in 2018. Overall, the data are consistent with data from previous years that indicated that a substantial fraction of RNs with California licenses residing outside of California worked in California on a traveling basis.

Table 5.11. Employment status in principal nursing positions for currently working RNs, California residents and non-residents, 2020

	California residents		Non-California residents	
	2018	2020	2018	2020
Regular employee	94.9%	94.4%	70.7%	74.6%
Employed through a temporary service agency	0.8%	2.0%	3.3%	2.7%
Self-employed	1.4%	1.0%	1.6%	2.7%
Travel nurse or employed through a traveling nurse agency	1.4%	1.1%	21.7%	17.9%
No response	1.5%	1.5%	2.8%	2.2%

Note: Number of cases for both residents (2,676) and non-residents (444) = 3,120. Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

The job titles best describing nurses' principal nursing positions are presented in Table 5.12. In 2014, a new category, "Charge nurse and direct care nurse," was added to the survey in response to a growing number of respondents indicating that they had both roles in their principal position; it is common, for example, for direct patient care RNs to take on charge nurse duties once or twice a week while maintaining their direct patient care duties. This category accounted for 14.2% of RNs in 2020, while 48.1% indicated they worked only as staff nurses. The share of RNs in management positions (senior management, middle management, front-line management, and full charge nurse positions), was 8.9% in 2020. The share of nurses reporting their title as patient care coordinator, case manager, or discharge planner was 4.5% in 2020, an increase from the 3% reported in 2018. The share of nurses reporting a Nurse Practitioner title has increased over time, from 3.4% in 2010 to 6.8% in 2020.

Table 5.12. Job title that best describes the principal nursing position of working RNs residing in California, by survey year

Job Title	2010	2012	2014	2016	2018	2020
Staff nurse/direct care nurse	59.8%	56.1%	50.8%	51.3%	51.2%	48.1%
Charge Nurse	8.4%	10.8%	1.6%	1.9%	1.6%	1.2%
Charge nurse and direct care nurse	*	*	16.6%	15.6%	15.0%	14.2%
Senior management, any setting	1.5%	1.9%	1.5%	1.8%	1.2%	1.0%
Middle management, any setting	6.0%	5.8%	5.0%	5.4%	3.9%	4.7%
Front-line management	2.9%	3.1%	4.9%	2.1%	2.1%	2.0%
Clinical Nurse Specialist	0.8%	0.9%	0.5%	0.5%	0.5%	0.4%
Certified Registered Nurse Anesthetist	0.4%	0.6%	0.3%	0.4%	0.7%	0.9%
Certified Nurse Midwife	0.2%	0.2%	0.4%	0.2%	0.4%	0.1%
Nurse Practitioner	3.4%	3.5%	3.6%	3.9%	4.8%	6.8%
Educator, service setting/Clinical Nurse Educator	1.3%	1.1%	1.7%	1.0%	1.0%	0.6%
Educator, academic setting	1.4%	1.4%	1.3%	*	1.1%	1.1%
School Nurse	1.5%	1.1%	1.4%	1.2%	1.4%	1.0%
Public Health Nurse	1.5%	1.2%	1.5%	1.5%	1.6%	1.4%
Patient Care Coordinator/Case Manager/Discharge Planner	4.0%	3.9%	5.0%	5.3%	3.1%	4.5%
QI/Utilization Review Nurse	1.3%	2.0%	2.1%	1.9%	1.9%	2.4%
Occupational Health Nurse	0.2%	0.2%	0.1%	0.3%	0.3%	0.2%
Telenursing	1.1%	1.0%	0.8%	1.0%	0.6%	1.2%
Nurse Coordinator	1.0%	1.1%	*	*	*	*
Consultant	*	*	*	*	*	*
Researcher	0.2%	0.3%	0.4%	0.5%	0.2%	0.2%
Infection Control Nurse	*	3.1%	0.3%	0.3%	0.1%	0.2%
Clinical Nurse Leader	*	0.3%	0.2%	0.3%	0.4%	0.4%
Other	2.7%	2.5%	2.4%	1.4%	5.9%	7.3%
Number of cases	4,689	4,046	4,097	3,065	3,129	2,813

Note: Columns might not total 100% due to rounding. Data (2010-2020) are weighted to represent all RNs with active licenses.

* Question was not asked in the survey year.

Hospitals are the dominant employers of RNs, as seen in Table 5.13. In 2020, 63.2% of RNs reported that they worked in some department of a hospital; this share is a decrease from the shares reported in 2014 through 2018 but the difference is within the margin of error of the survey. Hospital-based ambulatory care departments saw an increase within the hospital setting, from 7.8% of RNs in 2010 to 10.1% in 2014, but declined slightly from 2016 to 2020 to 7.7%. The next most common employment setting of RNs was ambulatory care settings, such as clinics and outpatient surgery centers (6.4% in 2020). The percentage of RNs who worked in extended care, skilled nursing facilities, or rehabilitation facilities decreased from 2018 to 2020 (5.4% vs. 3.8%), while the shares of RNs who worked in home health agencies and public health/community health increased from 2018 to 2020 (3% vs. 5% for home health agencies, and 2.8% vs. 3.8% for public/community health departments).

Table 5.13. Types of organizations in which RNs residing in California work the most hours each month, by survey year

	2010	2012	2014	2016	2018	2020
Acute hospital	64.3%	63.6%	66.8%	66.3%	64.2%	63.2%
Hospital, inpatient or emergency	53.4%	53.6%	50.5%	56.1%	52.8%	52.2%
Hospital, nursing home unit	0.4%	0.7%	1.1%	1.1%	1.1%	0.3%
Hospital, ambulatory unit	7.8%	7.9%	10.1%	8.1%	7.1%	7.7%
Hospital, ancillary unit	2.3%	1.4%	0.7%	0.5%	0.4%	1.2%
Hospital, other department	0.4%	*	4.4%	2.1%	2.8%	1.9%
Skilled nursing/extended care/rehabilitation	4.4%	6.1%	8.5%	5.1%	5.4%	3.8%
Academic nursing program	1.6%	1.3%	1.6%	0.9%	1.1%	1.1%
Public health dept/community health agency	1.7%	1.7%	1.5%	1.4%	2.8%	3.8%
Home health nursing agency/service	3.3%	2.4%	3.7%	3.4%	3.0%	5.0%
Hospice	1.4%	1.6%	0.2%	0.3%	0.1%	0.1%
Ambulatory care setting (office, surgery center)	8.1%	7.5%	5.4%	8.2%	7.6%	6.4%
Dialysis	1.6%	1.4%	0.9%	1.0%	0.6%	1.4%
Telenursing organization/call center	0.7%	0.8%	0.6%	0.6%	0.5%	0.8%
Occupational health/employee health	0.3%	0.6%	0.1%	0.4%	0.4%	0.4%
School health (K-12 or college)	1.7%	1.4%	1.5%	1.3%	1.4%	1.3%
Mental health/drug and alcohol treatment	1.9%	2.3%	2.1%	1.6%	1.9%	1.7%
Forensic setting (correctional facility, prison, jail)	1.9%	1.6%	1.5%	1.5%	1.8%	1.6%
Government agency (local, state, federal)	1.7%	1.2%	1.4%	0.8%	0.8%	1.4%
Case management/disease management	2.2%	2.5%	2.1%	2.1%	2.2%	2.1%
Self-employed	0.7%	0.5%	0.3%	0.3%	0.5%	0.3%
Other	2.6%	3.0%	3.4%	2.5%	5.8%	5.9%
Number of cases	4,671	4,049	4,092	3,034	3,137	2,787

Note: Columns might not total 100% due to rounding. Data (2010-2020) are weighted to represent all RNs with active licenses. In 2010-2020, urgent care was included as part of ambulatory care, inpatient mental health facility was combined with outpatient mental health, and long-term acute care settings were grouped with skilled nursing/extended care/rehabilitation.

* Category was not asked in the survey year.

Nearly 12% of RNs reported that they did not provide direct patient care at their principal place of employment (11.8%). Among those who provided patient care, a variety of clinical areas were represented, as seen in Table 5.14. Critical care/ICU was the most common clinical specialty in 2020; this share was similar to the levels reported from 2018. Medical-surgical nursing was the next most common clinical specialty (9.5%). Other common clinical areas included perioperative/post-anesthesia/anesthesia and emergency/trauma/urgent care. Although previous years had shown an increased share of RNs working in emergency/trauma/urgent care, this setting experienced decreased rates of employment between 2018 and 2020.

Table 5.14. Clinical area in which working RNs residing in California most frequently provide care, for those who provide direct patient care, by survey year

	2010	2012	2014	2016	2018	2020
Medical/surgical	11.7%	11.2%	11.6%	8.8%	11.2%	9.5%
Ambulatory care	9.3%	9.4%	8.2%	*	*	*
Ambulatory care—primary care	*	*	*	3.9%	3.6%	4.5%
Ambulatory care—specialty care	*	*	*	4.4%	4.4%	4.4%
Cardiology	2.6%	3.0%	2.3%	1.3%	2.4%	2.6%
Corrections/forensic setting	1.6%	1.0%	1.2%	1.0%	1.3%	1.1%
Critical care/ICU	10.7%	8.4%	8.9%	7.7%	10.2%	10.6%
Dialysis	1.9%	1.9%	1.5%	1.8%	0.2%	2.6%
Emergency/trauma/urgent care	6.8%	7.2%	7.4%	7.9%	8.4%	6.3%
Geriatrics	2.7%	3.5%	4.1%	2.6%	2.3%	2.3%
Home health	2.9%	2.8%	2.7%	2.6%	2.6%	2.8%
Hospice	1.4%	2.0%	1.6%	1.5%	1.3%	1.9%
Mother-baby/newborn nursery	2.8%	3.2%	3.1%	2.8%	2.8%	2.2%
Neonatal/newborn	3.3%	3.6%	3.3%	3.6%	3.2%	3.2%
Obstetrics/labor & delivery/reproductive health	5.5%	6.3%	5.5%	4.9%	4.4%	5.2%
Oncology	2.2%	2.6%	2.1%	4.4%	3.0%	3.8%
Pediatrics	3.2%	3.0%	4.6%	3.6%	2.9%	3.4%
Perioperative/post-anesthesia/anesthesia	7.8%	7.9%	9.3%	9.7%	7.6%	7.2%
Public health/community health	1.3%	1.5%	1.5%	1.0%	1.5%	1.1%
Psychiatric/mental health/substance abuse	3.6%	3.4%	3.3%	4.0%	3.2%	3.5%
Rehabilitation	1.6%	2.1%	1.6%	1.8%	1.8%	2.1%
School health (K-12 or postsecondary)	1.8%	1.3%	1.3%	1.3%	1.7%	1.1%
Step-down or transitional bed unit	1.6%	1.9%	1.7%	1.4%	2.0%	1.6%
Telemetry	4.8%	3.6%	4.2%	6.0%	5.8%	7.1%
Work in multiple areas, do not specialize	2.3%	1.4%	0.9%	2.0%	*	*
Other	6.6%	8.0%	6.6%	10.0%	6.5%	10.2%
Number of cases	4,044	3,498	3,486	2,682	2,773	2,414

Note: Columns might not total 100% due to rounding. Data (2010-2020) are weighted to represent all RNs with active licenses.

* Question was not asked in the survey year.

Nurses with different education levels exhibit some differences in their work settings. Table 5.15 presents the work settings of RNs residing in California by the highest level of nursing education completed. Hospital inpatient care departments employed the majority of RNs with associate degrees (50.6%) and baccalaureate degrees (58.2%) in 2020. Hospital inpatient departments were also the most common setting for diploma RNs (29.9%), MSN-holding RNs (41.6%), and RNs with doctorates (32.9%). Other common settings for doctorate-holding RNs included non-hospital-based clinical/ambulatory settings (15.4%); other inpatient settings, such as nursing homes, rehabilitation settings, jails, inpatient hospice, and other inpatient settings (15.1%); and universities and academic departments (13.5%). Other common settings for RNs with nursing diplomas were non-hospital-based clinic/ambulatory settings (17%) and home health agencies (15.7%), while other common settings for master's-educated RNs were non-hospital-based clinic/ambulatory settings (22.6%) and hospital-based ambulatory settings (7.6%); note that many master's-educated RNs are likely nurse practitioners. The work settings of associate and baccalaureate degree-holding RNs were similar to each other.

Table 5.15. Types of organizations in which RNs residing in California work the most hours each month, by highest level of nursing education, 2020

	Diploma	ADN	BSN	MSN	Doctorate
Hospital, inpatient	29.9%	50.6%	58.2%	41.6%	32.9%
Hospital, ambulatory	1.9%	7.9%	7.8%	7.6%	5.8%
Hospital, other	9.1%	3.5%	2.3%	5.9%	2.6%
Skilled nursing facility/rehabilitation facility	9.7%	4.9%	4.1%	0.5%	3.4%
Inpatient, other	0.0%	4.7%	2.8%	2.9%	15.1%
Clinic/Ambulatory	17.0%	10.1%	8.2%	22.6%	15.4%
Public health agency	1.3%	0.7%	1.4%	1.8%	0.0%
Government agency	0.0%	0.8%	1.7%	1.7%	9.4%
University/academic department	0.5%	0.2%	0.1%	3.5%	13.5%
Home health agency	15.7%	6.8%	4.6%	3.5%	0.0%
Other	15.0%	10.1%	8.9%	8.5%	2.0%
Number of cases	32	661	1,484	449	26

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Table 5.16 presents analogous information for nurses with specific certifications. Large shares of respondents with public health certifications reported working in hospital-based acute care departments (40%), non-hospital-based clinics/ambulatory centers (15.3%), home health agencies (6.2%), hospital-based ambulatory care departments (5.5%), and public health agencies (5.1%). Nurse practitioners most often worked in non-hospital-based clinics/ambulatory centers (49.9%), hospital-based acute care departments (21.5%), and hospital-based ambulatory care departments (9.5%). Clinical nurse specialists were most often employed in hospital-based acute care departments (42.3%), hospital-based ambulatory settings (19.7%), non-hospital-based clinics/ambulatory centers (6.3%), and other hospital settings (which can include ancillary units, hospital-based nursing homes, and other hospital settings) (5.4%).

Table 5.16. Types of organizations in which RNs residing in California work the most hours each month, by specialty certification, 2020

	Public health nurse (certified)	Nurse practitioners	Clinical nurse specialist
Hospital, inpatient (acute care)	40.0%	21.5%	42.3%
Hospital, ambulatory	5.5%	9.5%	19.7%
Hospital, other	4.3%	1.1%	5.4%
Skilled nursing facility/Rehabilitation facility	1.8%	0.7%	3.8%
Inpatient, other	4.4%	3.5%	0.6%
Clinic/Ambulatory	15.3%	49.9%	6.3%
Public health agency	5.1%	0.2%	4.0%
Government agency	1.5%	3.3%	3.4%
University/academic department	3.5%	4.5%	7.4%
Home health agency	6.2%	0.9%	0.0%
Other	12.3%	4.9%	7.2%
Number of cases	343	136	199

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Tenure in Primary Nursing Position

Table 5.17 presents data on the length of time that RNs have been employed by their current principal employer. The largest share of RNs living in California in 2020 had been with their current employer for less than five years (40.4%). There has been some variation in this number, as this percentage dropped from 45.2% in 2010 to 38.3% in 2014, rose to 45.5% in 2018, and dropped again in 2020. The share of RNs employed for 15 or more years by their current employer has been somewhat more constant, between the 19.7% reported in 2012 and 23.3% in 2020. The mean number of years nurses had worked with their current employer increased over time, from 8.7 years in 2010 to 9.2 years in 2020.

Table 5.17. Length of time that working RNs residing in California have been employed in their principal nursing position, by survey year

	2010	2012	2014	2016	2018	2020
Less than 5 years	45.2%	43.4%	38.3%	39.0%	45.5%	40.4%
5-9 years	22.7%	24.1%	24.9%	23.4%	17.4%	21.5%
10-14 years	11.9%	12.8%	15.7%	14.8%	15.4%	14.8%
15 or more years	20.2%	19.7%	21.2%	22.8%	21.7%	23.3%
Mean number of years	8.7	8.9	9.4	9.4	8.7	9.2
Number of cases	4,617	3,842	4,128	3,033	3,120	2,802

Note: Columns might not total 100% due to rounding. Data (2010-2020) are weighted to represent all RNs with active licenses.

Tenure with an employer varied by employment setting. Each row of Table 5.18 presents the distribution of job tenure for nurses in a specific employment setting. In 2020, ambulatory care departments of hospitals had the highest share of nurses employed for 15 or more years (36%). Skilled nursing/extended care facilities exhibited the lowest tenures, with 62.1% of RNs who worked in this setting having been with their employer for less than five years.

Table 5.18. Length of time that working RNs residing in California have been employed in their principal nursing position, by work setting, 2020

	Less than 5 years	5-9 years	10-14 years	15 or more years	Number of cases
Hospital, acute care department	39.5%	22.1%	14.9%	23.1%	1,430
Hospital-based ambulatory care department	23.3%	18.5%	20.3%	36.0%	210
Skilled nursing/extended care	62.1%	19.6%	10.4%	5.2%	68
Public/community health agency	46.4%	25.1%	6.5%	19.3%	35
Home health agency	48.8%	25.2%	10.6%	14.8%	136
Physician office/clinic	47.1%	11.7%	15.0%	20.7%	130

Note: Rows might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Hours and Weeks Worked in Primary Job

Table 5.19 presents the number of weeks per year that nurses worked in their principal position in 2020, by California residency. About 92% of California residents worked a full-year job. The share of non-California residents that worked full-year jobs was lower, at 80.8%. Note that the jobs of non-California residents are likely to be outside California; non-California residents are discussed in more detail below.

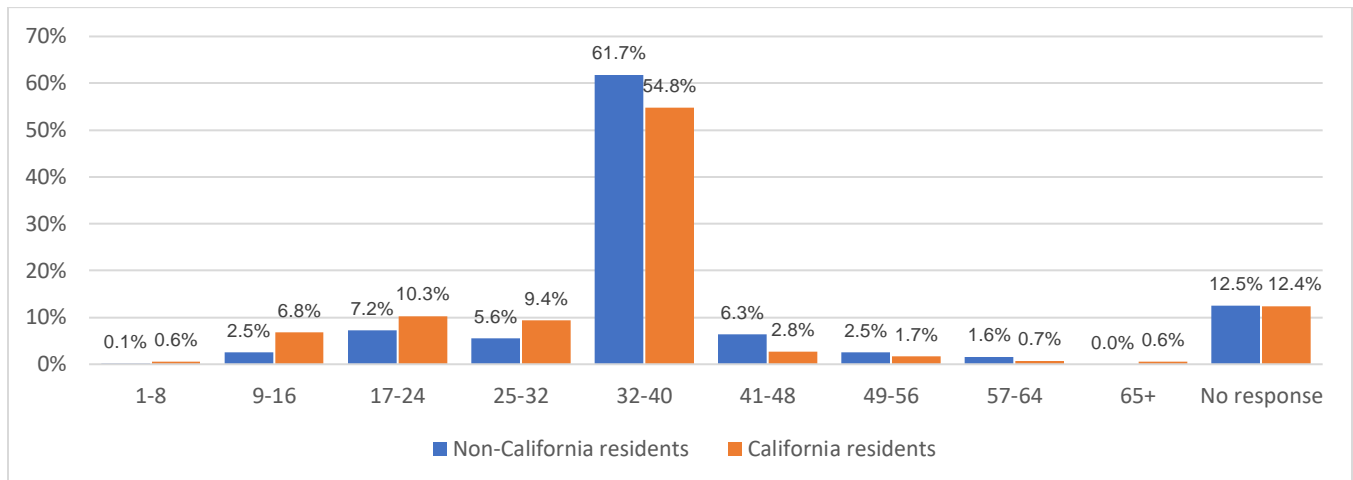
Table 5.19. Number of weeks per year RNs work in their principal nursing position, California residents and non-residents, 2020

	California residents	Non-California residents
46-52 weeks per year	92.1%	80.8%
36-45 weeks per year	2.3%	10.2%
Less than 36 weeks per year	1.1%	3.6%
No response	4.4%	5.4%

Note: Number of cases for residents (2,677) and non-residents (443) =3,120. Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Figure 5.10 presents the distribution of hours worked per week in a principal nursing job for RNs with active California licenses, by whether they reside in California. More than 60% of nurses who lived in California in 2020 worked more than 32 hours per week in their principal position. The proportion of non-resident RNs who worked more than 32 hours per week in a principal nursing position was higher, at 72.1%.

Figure 5.10. Distribution of hours per week in principal nursing position for California residents and non-residents, 2020



Note: Number of cases for residents=3,120; for non-residents=836. Data are weighted to represent all RNs with active licenses.

Nurses were asked to report the percentages of time spent on each of several functions: direct patient care and charting, indirect patient care (consultation, planning, evaluating care), teaching (including preparation time), supervision, patient education, non-nursing tasks (housekeeping, etc.), administration, and “other.” As seen in Table 5.20, there was wide variation in the percentage of time spent on direct patient care, with the largest share of RNs saying they spent 61% to 80% of their time on this activity (28.6%).

Table 5.20. Percentage of time spent on specific job functions during a typical workweek in principal nursing positions for nurses residing in California, 2020

	0%	1-20%	21-40%	41-60%	61-80%	81-100%
Direct patient care & charting	11.6%	11.2%	13.5%	22.3%	28.6%	12.8%
Patient education	17.3%	68.4%	11.9%	1.6%	0.5%	0.3%
Indirect patient care	33.1%	52.6%	7.9%	3.4%	1.9%	1.2%
Teaching	50.2%	45.7%	2.3%	0.3%	0.4%	1.0%
Supervision	66.9%	21.1%	4.7%	3.5%	2.4%	1.5%
Administration	76.0%	18.8%	2.2%	1.0%	0.7%	1.4%
Non-nursing tasks	55.8%	42.9%	0.9%	0.1%	0.1%	0.1%
Research	84.8%	14.7%	0.3%	0.0%	0.0%	0.2%
Other	95.0%	2.7%	0.6%	0.4%	0.2%	1.0%

Note: Number of cases=2,857. 15.7% of the sample of employed California residing RNs did not respond to these questions. Data are weighted to represent all RNs with active licenses.

Over 63% of California's working RNs commuted 10 miles or more each way to their jobs in 2020, as seen in Table 5.21. Very long commutes of over 40 miles each way were made by almost 8% of RNs. There has been little change in average commuting distance since 2010.

Table 5.21. Number of miles that RNs residing in California commute one way to their principal nursing jobs, by survey year

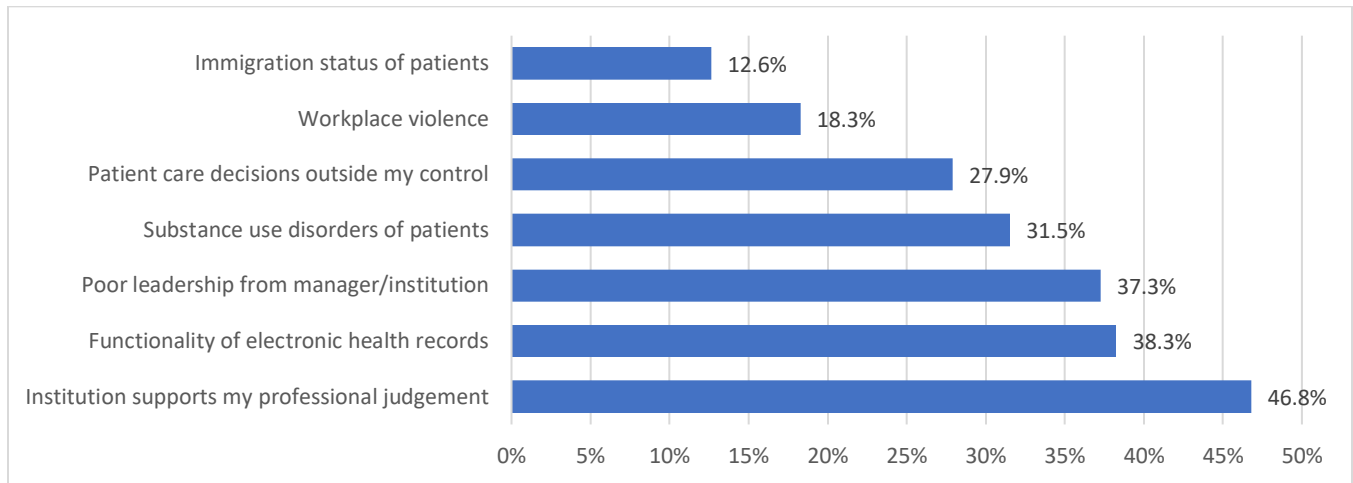
	2010	2012	2014	2016	2018	2020
Less than 5 miles	17.7%	15.7%	16.7%	14.7%	14.8%	13.8%
5-9 miles	20.7%	23.0%	21.2%	20.9%	23.4%	22.5%
10-19 miles	31.8%	30.3%	30.7%	32.9%	31.7%	31.9%
20-39 miles	22.7%	23.6%	24.4%	24.6%	23.3%	23.9%
40 or more miles	7.1%	7.4%	7.0%	7.0%	6.9%	7.9%
Mean in miles	15.6	16.0	16.6	16.9	15.9	17.0

Note: 2020 number of cases=2,668. Columns might not total 100% due to rounding. Data (2010-2020) are weighted to represent all RNs with active licenses. Persons listing commutes greater than 150 miles were not considered to be making daily commutes in these surveys.

Workplace support of high-quality patient care

Nurses were asked for the first time in 2020 about factors impacting their ability to provide high-quality patient care or to do their best work in their principal nursing positions in California. As shown in Figure 5.11, the factors most often reported were the extent that institutions supported the RNs' professional judgement (46.8%), the functionality of electronic health record systems in the workplace (38.3%), poor leadership from managers or institutions (37.3%), and patient substance use disorders (31.5%).

Figure 5.11 Factors affecting the ability of employed RNs in California to provide high-quality patient care in their principal nursing jobs



Note: Number of cases=2,857. Data are weighted to represent all RNs with active licenses.

Additional Jobs Held by RNs

Nurses were asked to report the types of employment relationships they had in their additional nursing positions (Table 5.22). Most reported that they were regular employees in their additional nursing positions. Nearly 12% of California residents RNs were employed through a temporary agency for at least one of their additional positions (11.8%), and 14.2% were self-employed. The data for RNs residing outside California should be interpreted with caution due to the small number of out-of-state respondents to this question. Among RNs residing outside California, 11.8% were employed through a temporary agency, and 11% reported that they were self-employed. A larger fraction of nurses outside of California reported working as travel nurses at 6.2% compared with 1.3% of California-resident nurses.

Table 5.22. Type of employment relationships for secondary nursing positions for California residents and non-residents, by survey year

	California residents						Non-California residents					
	2010	2012	2014	2016	2018	2020	2010	2012	2014	2016	2018	2020
Regular employee	77.1%	74.9%	72.4%	74.4%	77.6%	77.5%	50.3%	60.6%	64.4%	84.8%	80.3%	73.9%
Employed through a temporary service agency	13.3%	10.0%	16.3%	12.7%	10.9%	11.8%	33.8%	24.1%	19.4%	11.4%	7.0%	11.8%
Self-employed	11.4%	14.0%	12.3%	15.6%	10.4%	14.2%	11.9%	10.4%	12.7%	0.0%	5.0%	11.0%
Employed through a traveling agency	2.5%	2.2%	1.9%	2.7%	2.6%	1.3%	12.7%	10.6%	5.1%	11.6%	7.7%	6.2%

Note: The 2020 number of in-state cases=256. The number of out-of-state cases=56. Columns will not total 100% because respondents could select multiple categories, due to holding more than one additional job. Data are weighted to represent all RNs with active licenses.

*Question not asked in this survey year.

A large share of RNs work as hospital staff for their additional nursing positions, as seen in Table 5.23. Nearly 32% of California-resident RNs and 44.6% of non-residents reported that at least one of their secondary nursing positions was in a hospital. Nearly 20% of California-resident RNs were employed in home health or hospice, compared with 6.7% of non-resident RNs. Similar shares of California-resident and non-resident RNs were engaged in teaching nursing or students from other health professions in a secondary position (12.6% vs. 10.5%). Over 7% of California-resident RNs reported working in ambulatory care, school health, or occupational health in their secondary positions.

Table 5.23. Type of work done in secondary nursing positions for California residents and non-residents, by survey year

	California Residents						Non-California Residents					
	2010	2012	2014	2016	2018	2020	2010	2012	2014	2016	2018	2020
Hospital staff	40.4%	40.6%	38.5%	42.8%	41.5%	31.7%	53.2%	46.5%	30.8%	62.7%	53.6%	44.6%
Public/community health	1.4%	2.8%	2.1%	1.2%	2.4%	3.1%	0.8%	4.9%	1.4%	0.0%	2.9%	1.6%
Mental health/ substance abuse	3.2%	2.4%	3.9%	2.4%	4.7%	2.4%	4.6%	2.2%	1.4%	2.5%	4.0%	0.3%
Nursing home/ skilled nursing facility staff	6.5%	6.0%	6.0%	8.7%	7.8%	4.2%	7.0%	9.9%	13.0%	8.1%	7.2%	12.2%
Home health or hospice	7.6%	8.8%	9.6%	12.2%	8.7%	19.6%	5.7%	6.4%	3.0%	5.3%	4.0%	6.7%
Teaching health professions/ nursing students	11.4%	11.4%	12.0%	10.4%	11.2%	12.6%	5.2%	7.2%	4.1%	4.9%	6.8%	10.5%
Ambulatory care/ school health/ occupational health	15.5%	12.0%	14.0%	12.9%	5.1%	7.2%	9.6%	13.5%	9.3%	9.2%	1.5%	4.2%
Long-term acute	2.5%	3.6%	0.8%	1.4%	1.6%	1.8%	1.9%	3.8%	5.1%	12.5%	1.6%	2.6%
School health	1.4%	1.6%	1.4%	0.5%	1.1%	2.6%	0.0%	0.0%	1.4%	0.0%	1.5%	4.1%
Telehealth	2.0%	2.3%	1.7%	0.5%	1.3%	3.2%	4.9%	4.2%	3.3%	0.0%	8.3%	2.5%
Self-employed	3.8%	2.9%	2.6%	5.6%	2.1%	4.0%	4.1%	3.2%	4.8%	0.0%	1.5%	2.6%
Other	17.2%	15.7%	17.7%	11.9%	20.3%	21.9%	15.0%	12.9%	13.8%	5.7%	23.4%	26.6%

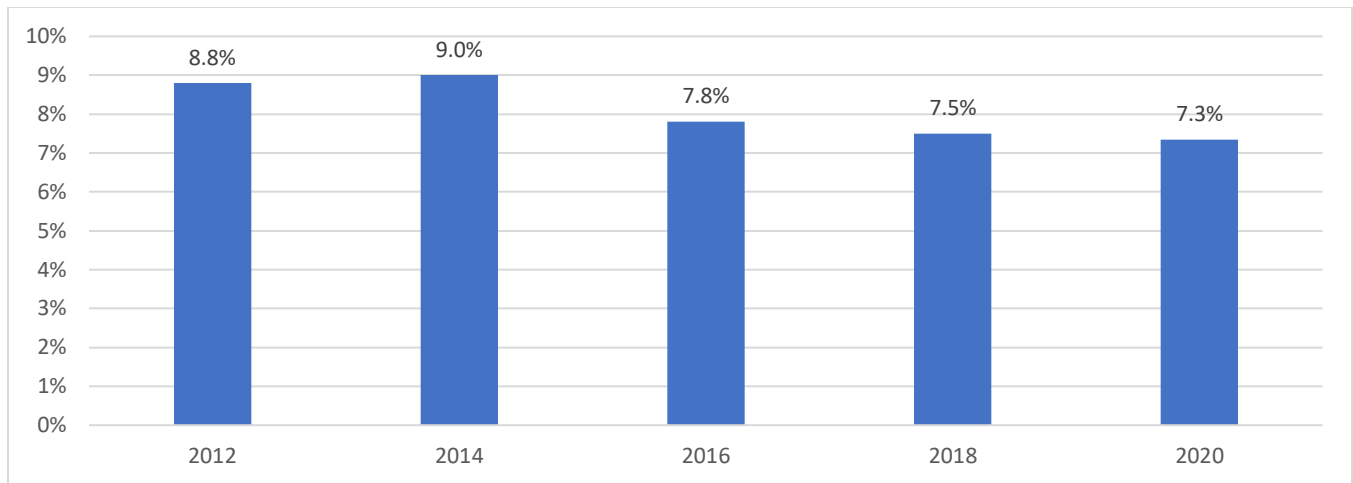
Note: The 2020 number of in-state cases=284, and the number of out-of-state cases=63. Columns will not total 100% because respondents could select multiple categories, due to holding more than one additional job. Data are weighted to represent all RNs with active licenses.

*No Data Available.

Volunteering in Nursing

A small share of RNs who were employed in nursing positions also volunteered as nurses. As seen in Table 5.12, 7.3% of RNs volunteered as RNs in 2020.

Figure 5.12. Rate of volunteering for all employed RNs, by survey year



Note: 2020 number of cases=2,541. Data are weighted to represent all RNs with active licenses.

Employment through Temporary Agencies

Nurses were asked whether they worked with a temporary agency, traveling agency, or registry, and were asked specific questions about their temporary/traveling work. This section focuses on California-resident nurses. Nurses who lived outside California and worked for temporary or traveling agencies are described in detail in Chapter 6.

Table 5.24 presents the shares of nurses with active California licenses who worked for temporary or traveling agencies. Only 2.7% of RNs residing in California worked for a temporary agency or registry in 2020, and 1.1% percent worked for a traveling agency. In comparison to 2018, far fewer non-California resident RNs with active California licenses worked for traveling agencies (from 21.1% in 2018 to 17.4% in 2020), and 4.4% worked for temporary agencies or registries.

Table 5.24. Shares of nurses that work with a temporary agency, traveling agency, or registry for any job, by survey year

	California residents						Non-California residents					
	2010	2012	2014	2016	2018	2020	2010	2012	2014	2016	2018	2020
Temporary agency or registry	3.3%	2.2%	2.5%	1.6%	2.0%	2.7%	7.8%	5.4%	6.5%	3.9%	4.8%	4.4%
Traveling agency	0.6%	0.6%	0.5%	0.8%	0.8%	1.1%	8.7%	10.8%	8.7%	10.7%	21.1%	17.4%
Neither temporary nor traveling agency	96.3%	97.4%	97.0%	97.6%	97.3%	96.2%	84.8%	84.1%	84.8%	85.5%	74.1%	78.2%

Note: 2020 total number of cases for residents=2,676 and non-residents=444. Data are weighted to represent all RNs with active licenses. Since 2010, respondents could select both a temporary and traveling agency so the total will not add to 100%.

Nurses were asked the reasons they worked for a temporary agency, traveling agency, or registry; their responses are presented in Table 5.25. For nurses residing in California in 2020, wages were the most dominant reason (55.4%), followed by control of their schedule (43.8%), and supplemental income (42.1%). Other common reasons for temporary and traveling work were control of work location (32.6%), control of work conditions (30.1%), and to maintain skills or get experience (23.4%). Nearly 17% said they were doing agency/registry work

because they were unable to find a permanent RN position or to work sufficient hours in their principal position (16.7%). Changes in the percentages for each item over time should be interpreted with caution due to the small number of RNs responding to this question in 2020.

Table 5.25. Reasons why working RNs residing in California chose to work for temporary agencies, traveling agencies, or registries, by survey year

	2010	2012	2014	2016	2018	2020
Wages	28.0%	38.7%	27.8%	40.5%	44.2%	55.4%
Benefits	1.1%	0.0%	0.2%	0.3%	4.4%	0.0%
Control of schedule	52.6%	49.2%	40.2%	46.9%	56.4%	43.8%
Control of work location	31.1%	30.4%	19.7%	43.1%	37.5%	32.6%
Supplemental income	46.2%	40.9%	35.0%	33.1%	27.6%	42.1%
Control of work conditions	9.3%	15.2%	6.6%	29.9%	14.9%	30.1%
Maintain skills/get experience	25.9%	36.6%	25.0%	27.6%	25.6%	23.4%
Waiting for a desirable permanent position	16.5%	25.5%	14.3%	13.9%	24.3%	12.1%
Travel/see other parts of the country	6.7%	8.1%	10.1%	10.5%	14.6%	6.3%
Unable to find permanent RN job/Insufficient primary work hours	13.8%	23.3%	17.5%	10.0%	14.8%	16.7%
Other	5.3%	3.8%	12.8%	9.9%	9.4%	8.6%
Number of cases	121	78	104	68	70	25

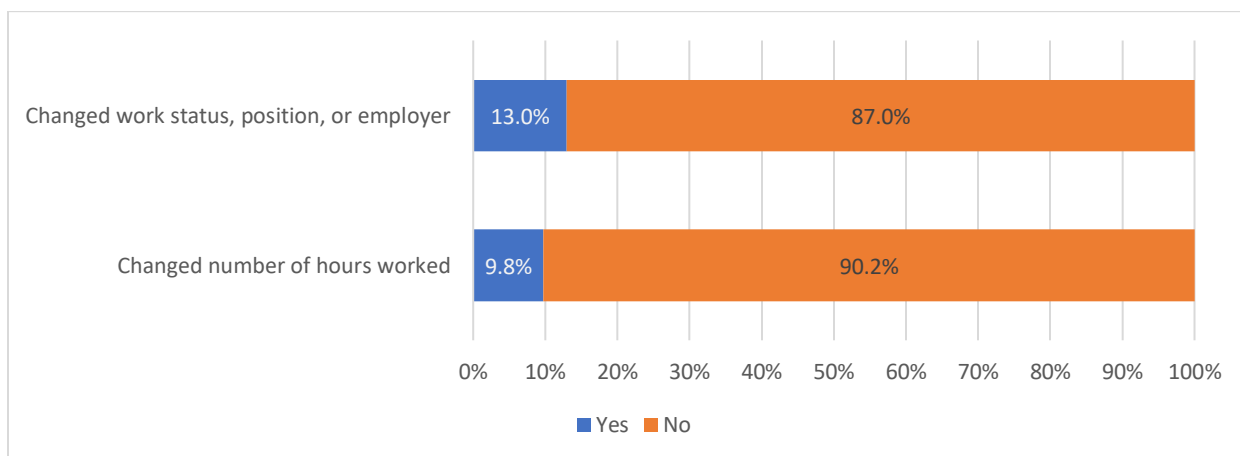
Note: Columns will not total 100% because respondents could select multiple items. Data (2010-2020) are weighted to represent all RNs with active licenses.

*Data not available.

Changes in Employment Status

Nurses were asked whether they had experienced a change in their work over the past year, including whether they had changed employers, positions, and whether they had worked as an RN. In 2020, 13% of RNs residing in California reported a change in their employment status, position, or employer in the past year (Figure 5.13). Changes in hours per week worked were reported by 9.8% of RNs.

Figure 5.13. Change in employer or position as reported by RNs residing in California, 2020



Note: Number of cases=3,726. Data are weighted to represent all RNs with active licenses.

Table 5.26 presents the types of work status, employer, and position changes reported by RNs. The most common changes reported in 2020 were changes in principal employer (59.9%), not working as an RN after working as one earlier in the year (15.1%), and adding a secondary nursing job (14.2%). There was a substantial increase in the percentage of RNs indicating they were not working at the time of the survey but had worked earlier in the year, from 3.4% in 2018 to 15.1% in 2020. The percentage reporting that they were working at the time of the survey but had not been working earlier in the year also increased, from 4% in 2018 to 5.7% in 2020.

Table 5.26. Type of change for California-resident RNs who experienced a change in work status, employer, or position, 2012-2020

	Percent of RNs who experienced a change				
	2012	2014	2016	2018	2020
Added secondary nursing job	14.3%	18.1%	13.5%	11.4%	14.2%
Added secondary non-nursing job	1.2%	2.0%	0.7%	1.6%	1.0%
Stopped secondary nursing job	*	8.9%	6.5%	5.9%	9.3%
Stopped secondary non-nursing job	*	2.0%	1.3%	2.5%	1.2%
Not working as RN now, but was earlier this year	6.5%	4.4%	4.2%	3.4%	15.1%
Working as an RN now, but was not working earlier this year	7.5%	7.4%	3.4%	4.0%	5.7%
New position, same employer	29.5%	27.4%	26.8%	23.7%	*
Same position, new employer	14.3%	11.8%	13.7%	13.2%	*
New position, new employer	20.6%	27.0%	19.4%	17.9%	*
Changed principal employer	*	*	*	*	59.9%
Changed second nursing employer	*	*	*	*	3.1%
Retired	*	*	13.2%	18.0%	*
Other	17.2%	6.8%	9.2%	4.5%	9.9%
Number of cases	1,230	1,066	1,078	1,150	466

Note: Data are weighted to represent all RNs with active licenses.

RNs were asked what factors may have played a role in their change in work status, employer, or position during the previous year. The factors most often rated as very important in 2020 were stress on the job (48.2%), desire to use or learn new skills (46.3%), salary/benefits (44%), wanting more convenient hours (43.5%), and dissatisfaction with the previous job (39.7%). Compared with 2018, notably greater percentages of RNs reported their employer reducing their hours (16.5 percentage point increase), stress on the job (15.2 points), dissatisfaction with prior job (10.2 points), and wanting more convenient hours (8 points) as very important to their change in employment status.

Table 5.27. Importance of factors influencing changes in employment status as reported by RNs residing in California who experienced a change in work status, employer, or position, 2020 and 2018

	2020				2018
	Not at all Important	Somewhat Important	Important	Very Important	Very Important
Desire to use/learn new skills	20.4%	12.0%	21.4%	46.3%	39.6%
Salary/Benefits	15.8%	14.2%	26.0%	44.0%	40.5%
Wanted more convenient hours	29.9%	8.7%	17.9%	43.5%	35.5%
Other family responsibilities	29.0%	12.9%	24.5%	33.6%	34.8%
Retired	52.1%	7.2%	15.6%	25.1%	34.6%
Promotion/career advancement	33.6%	7.1%	19.8%	39.6%	33.6%
Stress on the job	18.5%	12.8%	20.6%	48.2%	33.0%
Dissatisfied with previous job	25.8%	11.4%	23.2%	39.7%	29.5%
Childcare responsibilities	48.9%	7.7%	13.0%	30.4%	29.2%
Change in financial status	39.0%	9.3%	17.3%	34.4%	28.4%
Relocation	47.2%	5.0%	16.2%	31.6%	25.9%
Change in health status	40.4%	6.2%	22.8%	30.6%	24.5%
Change in spouse/partner work situation	55.3%	6.9%	17.1%	20.7%	16.7%
Employer reduced hours	49.6%	9.1%	11.9%	29.4%	12.9%
Laid off	65.5%	4.5%	11.9%	18.1%	11.0%
Returned to school	57.4%	8.6%	12.6%	21.5%	*

Note: Number of cases=660. Data are weighted to represent all RNs with active licenses. "Returned to school" was not a response option in 2018.

Nurses who reported that the hours they had worked had changed compared with the previous year provided information about the types of changes experienced (Table 5.28). The most common change was that they decreased their hours by choice (36.1%). Over 28% of respondents reported that they increased work hours by choice, while 14.4% reported employer-imposed increases in work hours.

Table 5.28. Types of change for RNs who experienced a change in hours worked and resided in California 2012-2020

	Percent of RNs who experienced a change, 2012	Percent of RNs who experienced a change, 2014	Percent of RNs who experienced a change, 2016	Percent of RNs who experienced a change, 2018	Percent of RNs who experienced a change, 2020
Did not work in past year	19.8%	17.3%	17.3%	19.9%	*
Increase in hours, imposed by employer	11.0%	13.6%	14.0%	12.0%	14.4%
Increase in hours, by choice	28.9%	28.1%	32.3%	28.1%	28.2%
Decrease in hours, imposed by employer	14.1%	12.6%	7.0%	6.9%	13.7%
Decrease in hours, by choice	21.4%	28.7%	28.3%	31.6%	36.1%
Other	11.1%	18.1%	8.3%	4.8%	20.4%
Number of cases	1,870	1,821	1,296	1,476	325

Note: Data are weighted to represent all RNs with active licenses. The question was revised in 2020, omitting "did not work in past year" as an available option.

RNs who experienced a change in work status, employer, or position were asked what factors may have played a role in change of their hours. Respondents were asked to rank each item on a four-point scale, with one point given for “not at all important” and four points for “very important.” The first four columns of Table 5.29 present responses from 2020; the last column presents the percentage listing each factor as “very important” in 2018. The factors most often rated as very important among RNs whose hours worked changed were stress on the job (52.6%), wanting more convenient hours (51.7%), salary/benefits (42.7%), desire to use or learn new skills (41.9%), and dissatisfaction with their previous job (40.8%). Compared with 2018, there were notable increases in the percentages of RNs reporting stress on the job (12.9 percentage points) and dissatisfaction with their previous job (11 points) as very important, and notable decreases reporting other family responsibilities (11.9 percentage points) and childcare responsibilities (11 points) as very important.

Table 5.29. Factors important to change in hours worked as reported by RNs residing in California who experienced a change in work status, employer, or position, 2020 and 2018

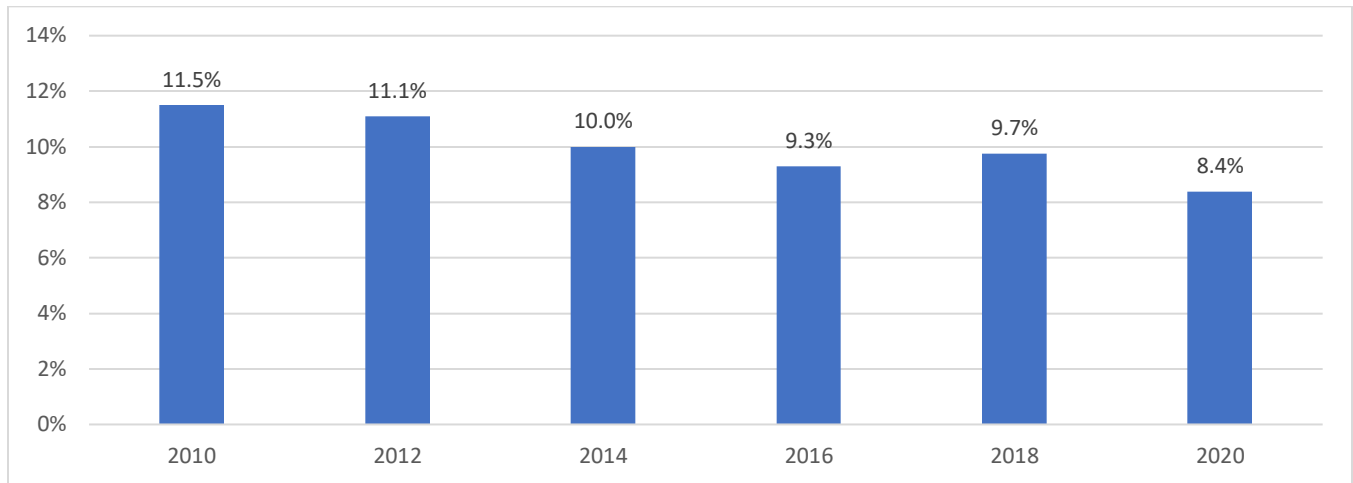
	2020				2018
	Not at all Important	Somewhat Important	Important	Very Important	Very Important
Retired	48.7%	6.3%	18.9%	26.0%	29.9%
Childcare responsibilities	48.2%	7.8%	12.3%	31.8%	42.8%
Other family responsibilities	26.8%	13.2%	28.6%	31.5%	43.4%
Salary/benefits	17.5%	14.9%	24.8%	42.7%	43.0%
Laid off	62.7%	5.2%	12.9%	19.2%	16.2%
Employer reduced hours	46.9%	10.8%	13.5%	28.8%	23.1%
Change in spouse/partner work situation	53.5%	10.0%	14.5%	22.1%	24.0%
Change in financial status	38.4%	7.0%	19.0%	35.6%	35.8%
Relocation	40.2%	10.0%	16.0%	33.8%	29.4%
Promotion	37.9%	8.8%	15.8%	37.5%	37.0%
Change in health status	41.8%	6.6%	19.8%	31.8%	32.1%
Wanted more convenient hours	23.1%	8.9%	16.3%	51.7%	46.4%
Dissatisfied with previous job	26.7%	9.5%	23.0%	40.8%	29.8%
Stress on the job	15.6%	12.8%	19.0%	52.6%	39.7%
Desire to use my skills/learn new skills	25.0%	12.1%	20.9%	41.9%	43.4%
Returned to school	56.3%	7.5%	9.5%	26.7%	*
Other	98.2%	0.0%	1.0%	0.8%	6.1%

Note: Number of cases=387. Data are weighted to represent all RNs with active licenses. “Returned to school” was not a response option in 2018.

Breaks in Nursing Employment

Nurses who were working at the time of the survey were asked whether they had previously stopped working as RNs for a period of more than one year and then returned to nursing. The proportion of California-resident RNs who stopped working as RNs for more than a year has decreased fairly consistently, from 11.5% in 2010 to 8.4 % in 2020, as seen in Figure 5.14.

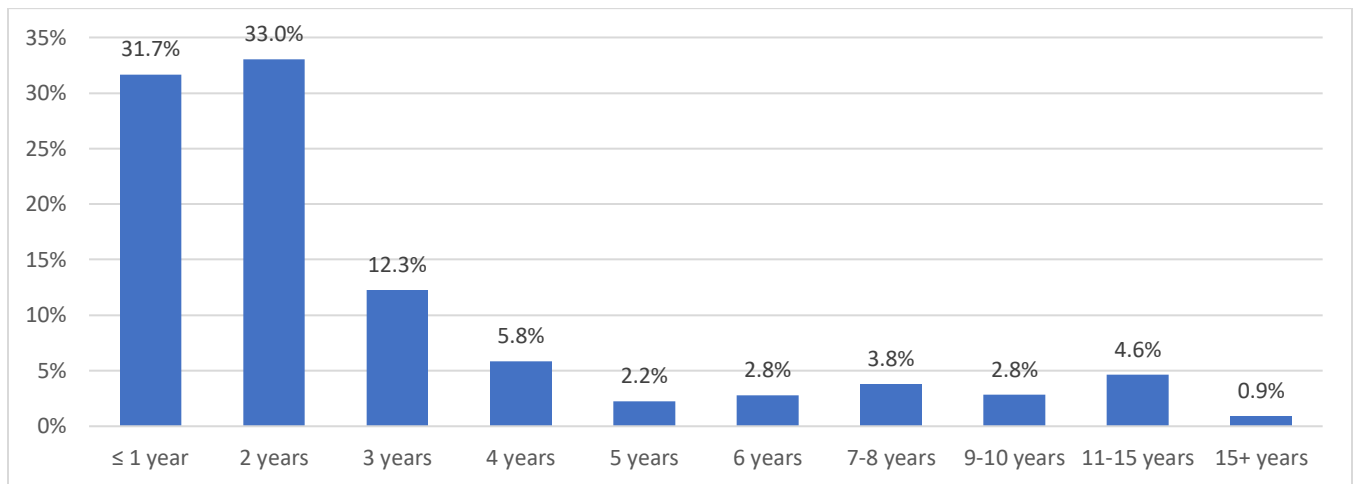
Figure 5.14. Percent of currently working RNs who stopped working as RNs for more than one year and reside in California, by survey year



Note: 2020 number of cases=2,857. Data (2010-2020) are weighted to represent all RNs with active licenses.

Figure 5.15 presents the length of time of nurses who lived and worked in California in 2020 but at one point temporarily stopped working were away from nursing. The largest share (33%) were out of nursing for two years, and another 31.7% stopped working for less than one year. Approximately 17% of RNs with active California licenses stopped working for five years or more and then returned to nursing.

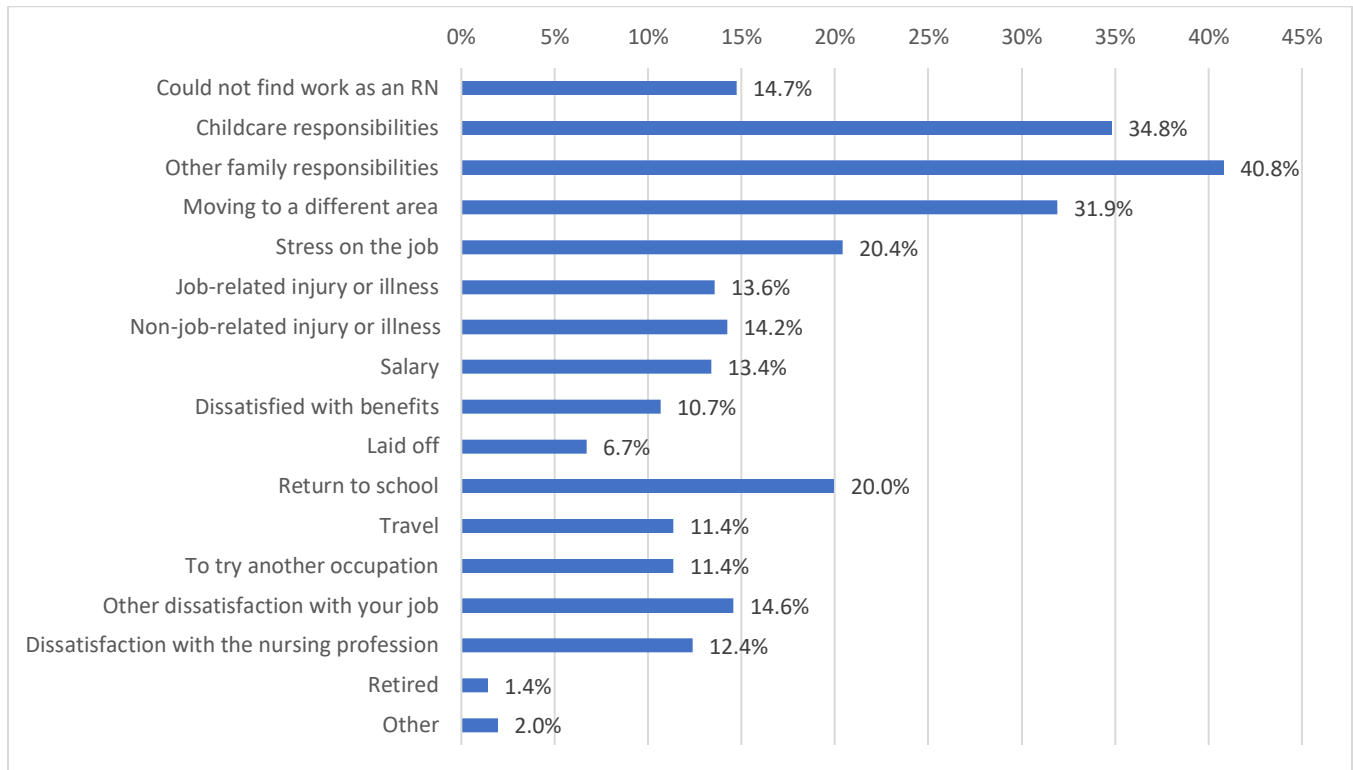
Figure 5.15. Number of years away from nursing for currently working California-resident RNs who previously stopped working in nursing, 2020



Note: Number of cases=98. Data are weighted to represent all RNs with active licenses.

Nurses were asked about the factors that influenced their decision to leave nursing, as shown in Figure 5.16. In 2020, other family responsibilities (40.8%), and childcare responsibilities (34.8%) were the most common reasons cited as important or very important for leaving nursing for more than one year. The next most common reasons were moving to a different area (31.9%), followed by stress on the job (20.4%), and returning to school (20%).

Figure 5.16. Reasons currently working RNs residing in California stopped working as RNs for a period of more than one year, 2020

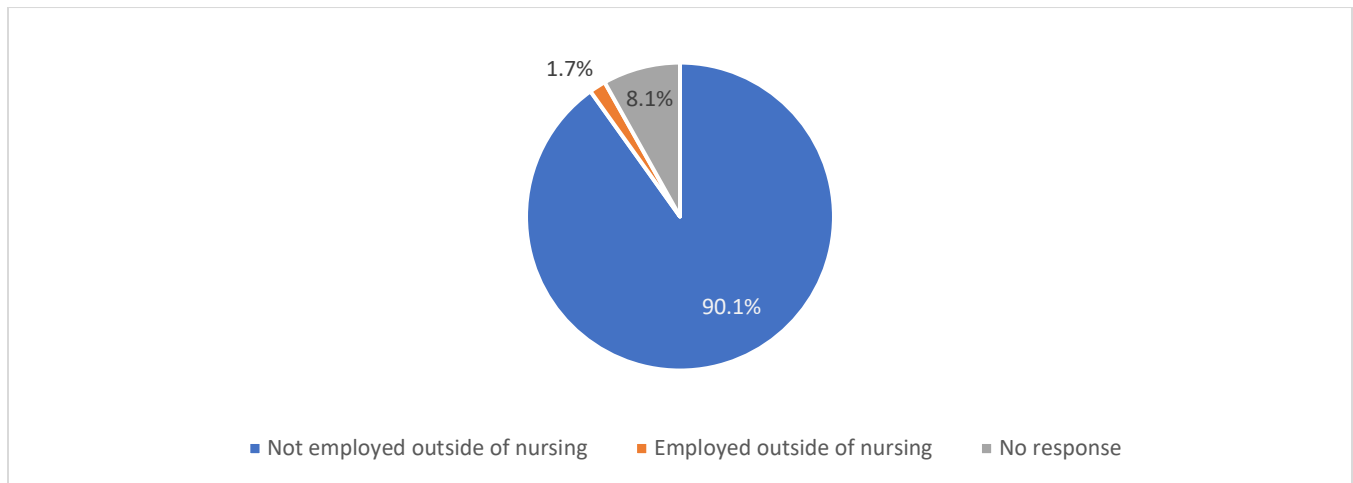


Note: Number of cases=248. Data are weighted to represent all RNs with active licenses.

Employment Outside of Nursing

RNs were asked to report if they were employed outside of nursing, regardless of whether they were employed in nursing. Over 90% of working RNs residing in California reported they did not hold a non-nursing job (Figure 5.17). Of the 1.7% that indicated they held a non-nursing job, 60.7% reported that the additional job required their nursing knowledge even if it did not require that they hold an RN license (Table 5.30). Most non-nursing jobs were in health services (85.1%) and consulting services (13.9%) (Table 5.31).

Figure 5.17. Employment outside of nursing for working RNs residing in California, 2020



Note: Number of cases=2,857. Data are weighted to represent all RNs with active licenses.

Table 5.30. Employment outside of nursing requiring nursing knowledge as reported by working RNs residing in California who have a position outside of nursing, 2012-2020

	2012	2014	2016	2018	2020
Does not require nursing knowledge	26.6%	24.1%	40.9%	26.7%	34.2%
Requires nursing knowledge	69.8%	70.1%	55.1%	51.9%	60.7%
No response	3.6%	5.7%	3.8%	21.3%	5.1%
Number of cases	118	220	181	81	47

Note: Data are weighted to represent all RNs with active licenses.

Table 5.31. Field outside of nursing as reported by working RNs residing in California who have a position outside of nursing, 2012-2020

	2012	2014	2016	2018	2020
Health services	50.7%	44.8%	33.1%	39.2%	85.1%
Pharmaceutical or biotech medical services	*	*	5.8%	3.5%	1.5%
Retail sales	11.6%	22.2%	19.8%	5.4%	5.0%
Education	10.1%	13.7%	4.7%	7.6%	1.3%
Financial services	4.4%	12.4%	5.9%	13.1%	6.3%
Consulting	5.2%	4.6%	5.1%	3.2%	13.9%
Other	29.3%	23.3%	38.5%	46.2%	4.8%
Number of cases	121	108	65	77	25

Note: Data are weighted to represent all RNs with active licenses.

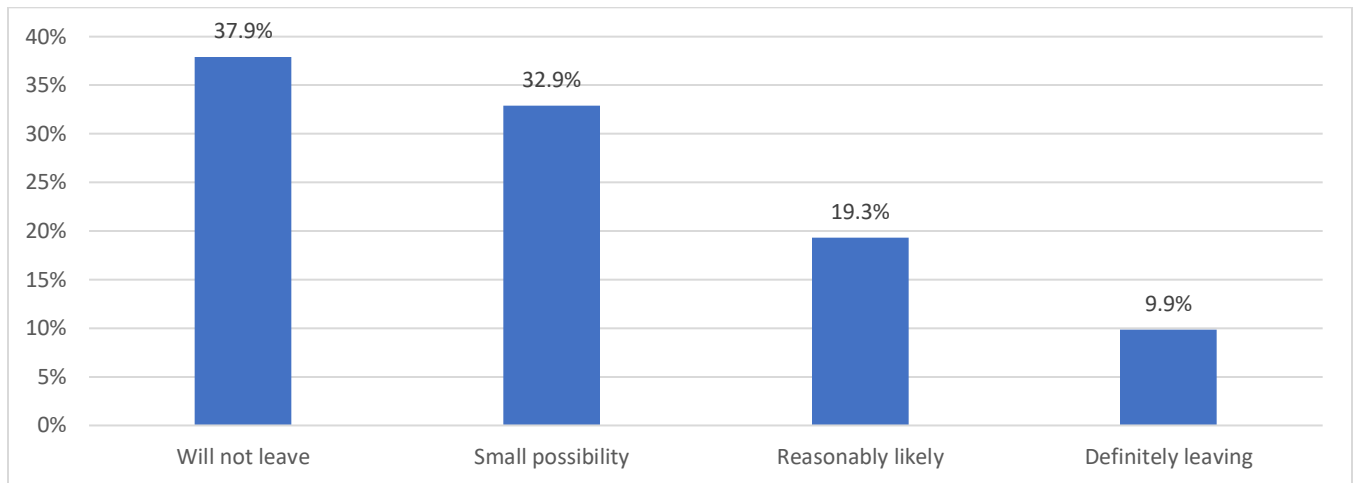
* Category was not asked in the survey year.

Future Nursing Work Plans

RNs were asked for the first time in 2020 about the likelihood of their leaving their principal nursing position within two years (Figure 5.18). Over one-third had no intentions to leave (37.9%), nearly one-third reported a small possibility of leaving (32.9%), and 9.9% reported definite intentions to leave their principal nursing position within two years. Nurses were asked to describe factors that contributed to their desire to leave or stay in their principal nursing position (Figures 5.19 and 5.20). The question was structured as a scale, where respondents were asked to rate each factor’s effect on their decision to stay or leave their principal position. Factors that were rated between 1 and 3 were grouped together to describe reasons for staying, and factors that were rated between 5 and 7 were grouped together to describe reasons for leaving. The most commonly cited reasons for staying with a

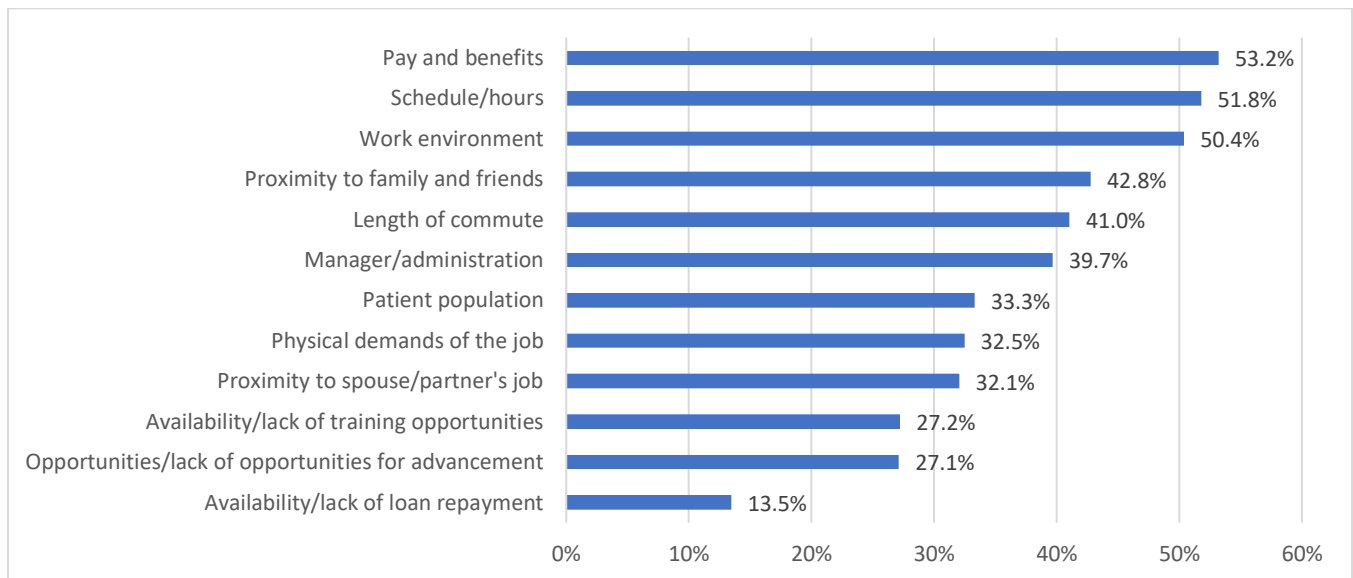
principal nursing employer included pay and benefits (53.2%), schedule/hours (51.8%), work environment (50.4%), proximity to family and friends (42.8%), and length of commute (41.0%). Among the most frequently reported factors that contributed to a desire to leave a principal nursing position were management/administration (31.5%), physical demands of the job (27.8%), lack of opportunities for advancement (24.6%), work environment (22.9%), and pay and benefits (21.4%).

Figure 5.18. Likelihood of leaving principal nursing position within two years for employed RNs residing in California, 2020



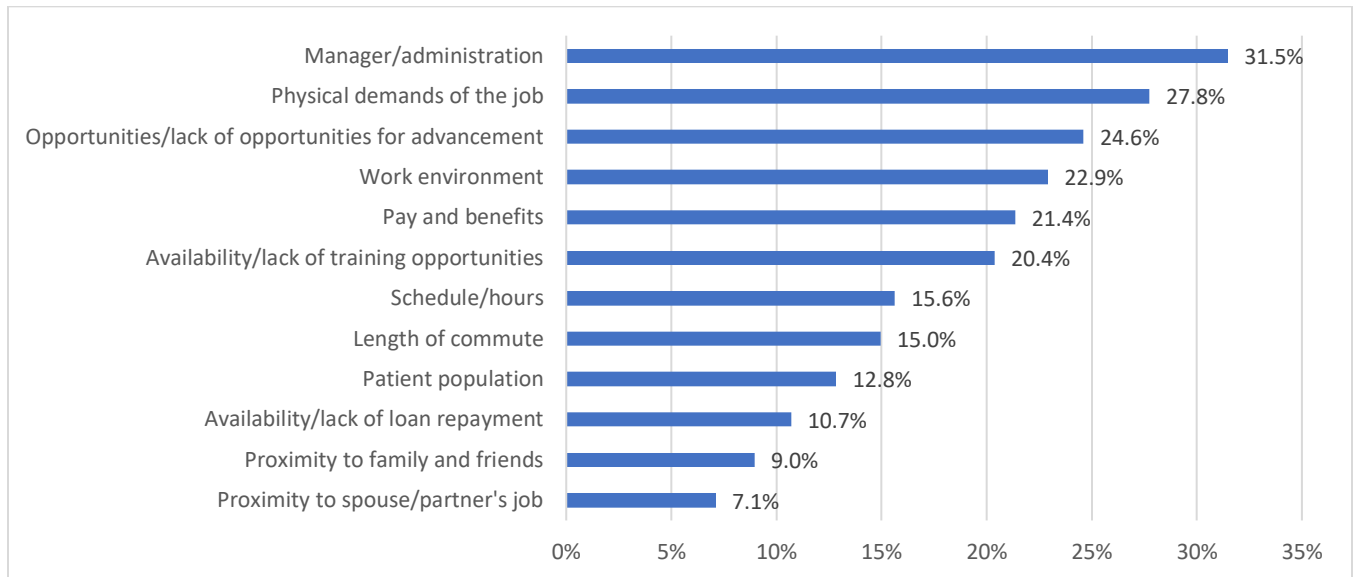
Note: Number of cases=2,676. Data are weighted to represent all RNs with active licenses.

Figure 5.19. Factors affecting desire to stay in principal nursing position for employed RNs in California, 2020



Note: Number of cases=2,857. Data are weighted to represent all RNs with active licenses.

Figure 5.20. Factors affecting desire to leave principal nursing position for employed RNs in California, 2020



Note: Number of cases=2,857. Data are weighted to represent all RNs with active licenses.

Since 2012, the survey has asked RNs about their plans for the next two years. As seen in Table 5.32, RNs' intentions for the next two years were similar across all five survey years. In each year, approximately 4% to 5% of RNs plan to retire in the next two years, and approximately 72% plan to work as much as they do now.

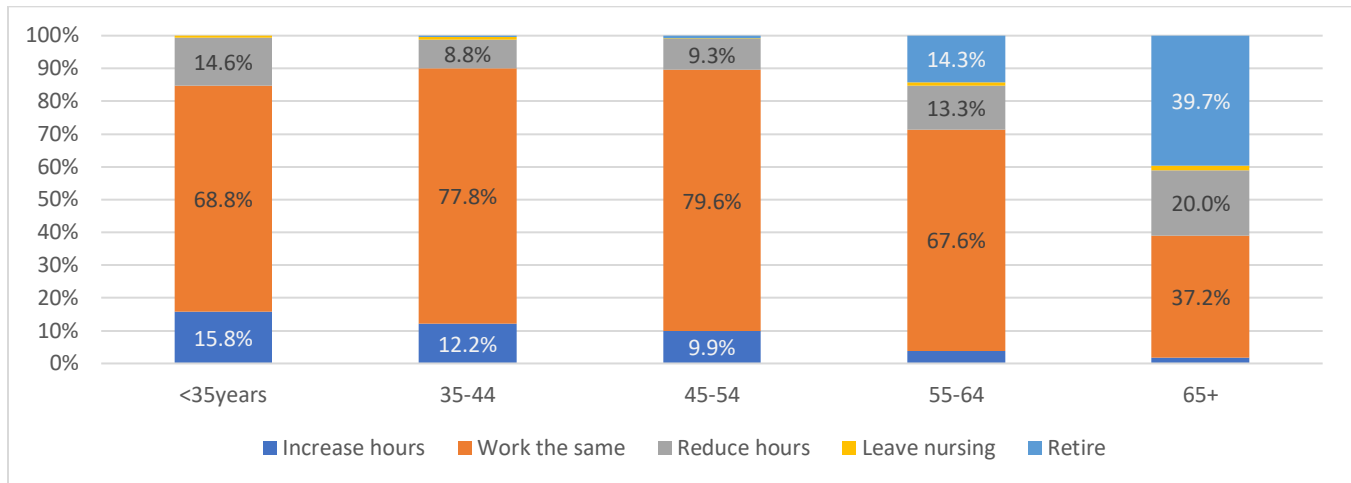
Table 5.32. Plans for next two years of RNs who resided in California and were employed in nursing, overall and by age group, 2012-2020

	Overall, 2012	Overall, 2014	Overall, 2016	Overall, 2018	Overall, 2020
Plan to work approximately as much as now	73.3%	71.9%	73.9%	72.9%	71.9%
Plan to reduce hours of nursing work	10.1%	10.5%	10.2%	10.7%	11.8%
Plan to increase hours of nursing work	12.2%	11.6%	10.5%	11.4%	10.4%
Plan to leave nursing entirely, but not retire	0.8%	1.0%	0.6%	0.7%	0.7%
Plan to retire	3.7%	5.0%	4.7%	4.3%	5.1%

Note: Number of observations=2,806. Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Figure 5.21 presents the responses of currently employed RNs regarding their plans in the next two years by age group. The majority of RNs under the age of 65 planned to work approximately the same amount as they did at the time of the survey, with nurses under 35 years old (68.8%) and between 55 and 64 years old (67.6%) reporting slightly smaller shares than nurses between the ages of 35 and 55 years. Over 13% of RNs aged 55 to 64 years old planned to reduce their hours within the next two years and 14.3% planned to retire. Over 39.7% of RNs 65 and older planned to retire within two years.

Figure 5.21. Plans for the next two years of RNs who resided in California and were employed in nursing at the times of the surveys, by age group, 2020



Note: Number of cases=2,806. Data are weighted to represent all RNs with active licenses.

Table 5.33 presents the two-year plans of California RNs in 2018 and 2020. Among RNs 35 years and younger, there was a decrease in the percentage planning to increase their hours of work and a corresponding increase in the percentage planning to reduce their hours. There were no substantial changes in the employment intentions of nurses between the ages of 35 and 54 years and nurses 65 years and older. Among nurses 55 to 64 years old, there was a notable increase in the percentage reporting plans to retire or leave nursing in the next two years, from 10.5% in 2018 to 14.3% in 2020, and a corresponding decrease in the percentage planning to work as much as they did at the time of the survey.

Table 5.33. Plans for next two years of RNs who resided in California and were employed in nursing, overall and by age group, 2018 and 2020

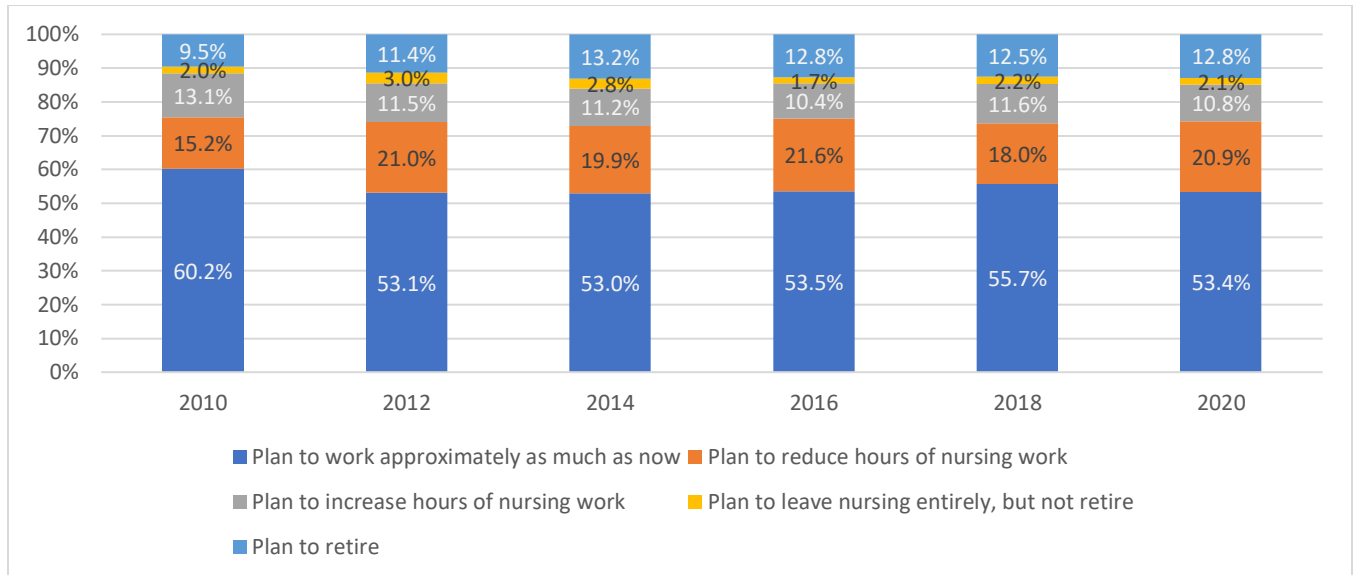
	2018					2020				
	Under 35 years	35-44 years	45-54 years	55-64 years	65 years and older	Under 35 years	35-44 years	45-54 years	55-64 years	65 years and older
Plan to work approximately as much as now	69.8%	77.1%	80.1%	72.5%	38.1%	68.8%	77.8%	79.6%	67.6%	37.2%
Plan to reduce hours of nursing work	10.3%	7.8%	9.3%	12.8%	23.5%	14.6%	8.8%	9.3%	13.3%	20.0%
Plan to increase hours of nursing work	19.3%	14.7%	9.5%	3.4%	1.2%	15.8%	12.2%	9.9%	3.8%	1.8%
Plan to leave nursing entirely, but not retire	0.5%	0.4%	0.7%	0.9%	2.0%	0.7%	0.8%	0.4%	1.0%	1.4%
Plan to retire	0.0%	0.0%	0.4%	10.5%	35.2%	0.0%	0.4%	0.7%	14.3%	39.7%

Note: Number of observations=2,806. Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

RNs were asked about their plans for the next five years with regard to nursing. Figure 5.22 presents the responses of currently working RNs who lived in California by survey year. In 2010, over 60% of respondents planned to work approximately as much as they did at the time of the survey; this number has since dropped, with only 53.4% reporting such in 2020. In 2020, 20.9% planned to reduce their hours of nursing work; this share has

been relatively stable since 2010, ranging between 15.2% and 21.6%. Nearly 11% planned to increase their hours of nursing work in 2020, similar to the percentages reported since 2012. Only 2.1% planned to leave nursing entirely but not retire in 2020, which was very similar to the share reported in 2018. In 2020, 12.8% of working nurses said they planned to retire within five years; this rate has ranged between 9.5% and 13.2% since 2010.

Figure 5.22. Plans for the next five years of RNs who resided in California and were employed in nursing, by survey year



Note: Columns might not total 100% due to rounding. Data (2010-2020) are weighted to represent all RNs with active licenses.

6. Employment of Nurses Who Live Outside California

Over 16% of RNs with active California licenses lived in other states in 2020 (72,480 RNs). Table 6.1 presents information about the employment of nurses with California licenses who lived outside California from 2010 through 2020. In 2020, most out-of-state nurses with California licenses (52.5%) did not work in California in the year prior to completing the survey. Over 9% had worked in California in the prior year but subsequently moved out of state. Another 24.7% worked in California as traveling nurses, which is the highest reported rate yet (the previous high was 18.6% in 2018). Nearly 9% worked for an out-of-state telenursing employer with California clients; this share increased from 7.4% in 2010. A growing share commuted to California from a neighboring state such as Nevada; 6.2% did so in 2020, compared with less than 4% in prior surveys, and 3% of non-California resident RNs worked in telenursing for a California employer from their out-of-state residence.

Table 6.1. Employment in California during the past twelve months of RNs with active California licenses who are currently employed and residing outside of California, 2010-2020

	2010	2012	2014	2016	2018	2020
Did not work as an RN in California	64.4%	58.5%	58.7%	59.8%	54.7%	52.5%
Worked as an RN in California, but subsequently moved out of the state	11.4%	11.7%	14.0%	12.5%	7.4%	9.4%
Worked as an RN in California for a temporary/traveling agency/registry	16.3%	17.1%	14.4%	15.3%	18.6%	24.7%
Worked as RN for out-of-state telenursing/telemedicine employer with California clients	7.4%	9.2%	10.2%	10.0%	7.8%	8.7%
Worked as an RN for a California employer in a telenursing capacity	2.7%	5.0%	2.7%	4.5%	6.7%	3.0%
Lived in a border state and commuted to California to work as an RN	2.0%	4.0%	3.4%	2.3%	8.8%	6.2%

Note: 2020 number of cases=213. Columns may total more than 100% because respondents were allowed to select more than one category. Data (2010-2020) are weighted to represent all RNs with active licenses.

* Question not asked in survey.

Nurses residing outside California who worked for temporary or traveling agencies in 2020 reported that they had worked in California an average of 5 months and 42 hours per week over the previous 12 months, as seen in Table 6.2. This number of months worked in California was similar to the number of months worked in 2006 and 2008 when widespread RN shortages were reported.

Table 6.2. Average months per year and hours per week worked by RNs residing outside California who worked in California for a temporary agency in the previous year, 2006-2020

	2006	2008	2010	2012	2014	2016	2018	2020
Months worked in California	7.6	5.1	2.1	4.0	3.7	3.2	6.2	5.0
Hours worked in usual week (average)	37.4	41.0	39.7	39.0	35.8	40.2	37.6	42
Number of cases	82	95	74	53	49	39	99	6

Note: Data are weighted to represent all RNs with active licenses.

Nurses who lived outside California were asked about their plans regarding work in California for the next two years, as seen in Table 6.3. In 2020, 36.5% reported that they planned to travel to California to work as RNs intermittently; this percentage is similar to that seen in 2018 (34%), but higher than for years prior to 2018. Only 15.2% of non-resident RNs planned to relocate to California to work in 2020; this share, which had previously ranged from 25.9% in 2010 to 20.9% in 2016, was a marked decrease compared with previous years. The percentage of non-resident nurses who planned to perform telenursing for an out-of-state employer with California

clients decreased somewhat from 2018, dropping from 7.9% to 6.2%. The percentage of RNs that planned to renew their California license but did not plan to work in California decreased from over 41% in 2016 to 36.5% in 2020.

Table 6.3. Plans for the next five years for RNs with active California licenses who lived outside the state, 2010-2020

	2010	2012	2014	2016	2018	2020
Yes, I plan to travel to California to work as an RN intermittently	30.5%	25.2%	26.9%	29.3%	34.0%	36.5%
Yes, I plan to relocate to California and work as an RN	25.9%	25.8%	22.0%	20.9%	24.0%	15.2%
Yes, I plan to perform telenursing/telemedicine for a California employer	3.2%	3.7%	1.4%	3.4%	5.4%	6.2%
Yes, I plan to perform telenursing/telemedicine for an out-of-state employer with California clients	6.4%	6.3%	7.3%	9.6%	7.9%	6.2%
Yes, I plan to commute from a border state	1.7%	3.2%	3.7%	1.9%	4.4%	6.9%
No, I plan to keep my California RN license renewed, but have no plans to work there as an RN	33.9%	41.1%	40.0%	41.1%	30.9%	36.5%
No, I plan to let my California RN license lapse and have no plans to work there as an RN	8.1%	4.4%	4.4%	4.5%	3.6%	5.1%
Number of cases	457	371	301	253	369	209

Note: Columns will not total 100% because respondents could select multiple items. Data (2010-2020) are weighted to represent all RNs with active licenses.

7. Income and Earnings of RNs

RNs were asked to report annual earnings from their principal position and from each of their additional nursing positions. Table 7.1 presents the total annual income received from all nursing positions by currently working RNs residing in California for each survey year, and Figure 7.1 depicts the 2020 data.

As seen in the table, growth in average annual RN earnings was under 0.4% in 2010, which was a period of perceived RN surplus. Between 2012 and 2016, average annual growth rates were between 2.2% and 2.7%. Wage growth rate was slightly higher in 2018, at 4.4%, but dropped somewhat in 2020 to 3.3%.

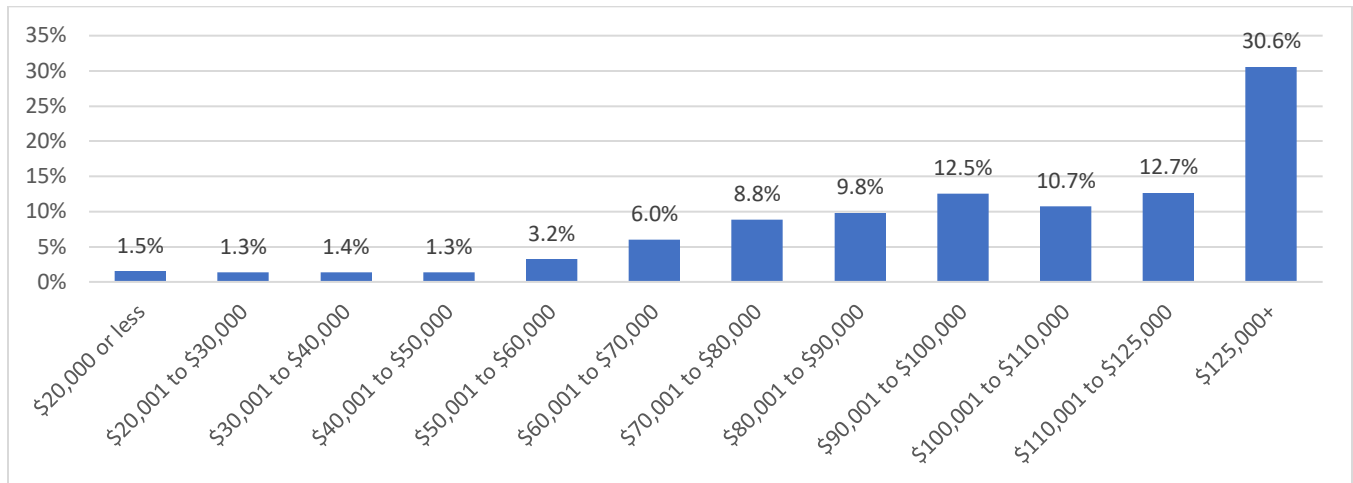
In 2020, 54% of RNs reported that they earned \$100,000 or more a year, compared with 44.8% in 2018, and 41.2% in 2016. The average earnings for nursing positions also surpassed \$100,000 in 2020, at \$114,937; an average of \$107,767 was reported in 2018. Nearly 37.2% of nurses reported earning between \$60,000 and \$100,000 in 2020, a decrease from the 42.7% of nurses that reported this range in 2018. The proportion of nurses who reported earning \$125,000 or more doubled between 2014 and 2020, from 14.7% in 2014 to 30.6% in 2020, while the proportion of nurses who reported earnings of less than \$60,000 fell from 19.2% in 2012 to 8.8% in 2020.

Table 7.1. Annual income received from all nursing positions by currently working RNs residing in California, by survey year

	2010	2012	2014	2016	2018	2020
\$20,000 or less	3.1%	2.6%	2.1%	1.8%	2.5%	1.5%
\$20,001-\$30,000	1.8%	2.0%	1.3%	1.7%	1.6%	1.3%
\$30,001-\$40,000	3.1%	2.6%	2.3%	2.1%	1.6%	1.4%
\$40,001-\$50,000	5.7%	3.8%	3.5%	3.0%	2.7%	1.3%
\$50,001-\$60,000	9.6%	8.1%	6.3%	5.1%	4.1%	3.2%
\$60,001-\$70,000	12.3%	9.6%	10.3%	8.4%	6.8%	6.0%
\$70,001-\$80,000	16.8%	14.2%	13.3%	10.5%	10.7%	8.8%
\$80,001-\$90,000	14.2%	12.4%	13.1%	11.7%	11.1%	9.8%
\$90,001-\$100,000	11.1%	13.5%	12.5%	14.6%	14.1%	12.5%
\$100,001-\$110,000	8.2%	9.8%	9.0%	10.5%	9.5%	10.7%
\$110,001-\$125,000	6.6%	9.3%	11.6%	12.0%	11.8%	12.7%
> \$125,000	7.5%	12.2%	14.7%	18.7%	23.5%	30.6%
Mean Income	\$82,134	\$89,940	\$93,911	\$99,008	\$107,767	\$114,937
Annual Growth	0.4%	4.6%	2.2%	2.7%	4.4%	3.3%
Number of cases	3,738	3,692	3,823	2,850	2,933	2,546

Note: Columns might not total 100% due to rounding. Data (2010-2020) are weighted to represent all RNs with active licenses.

Figure 7.1. Annual income received from all nursing positions by currently working RNs residing in California, 2020



Note: Number of cases=2,546. Data are weighted to represent all RNs with active licenses.

Annual nursing incomes vary by region of California, as seen in Table 7.2. In 2020, total nursing incomes were highest for RNs in the San Francisco Bay Area (\$136,542) and lowest for those residing outside California (\$87,309), followed by nurses in the Northern Counties (\$96,753). Annual earnings increased for nurses in most California regions between 2018 and 2020, with the exception of the Central Valley and Sierra region (falling from \$112,632 in 2018 to \$102,518 in 2020), the Inland Empire (from \$104,363 in 2018 to \$100,382 in 2020), and the Central Coast (from \$105,794 in 2018 to \$102,418 in 2020). The largest growth was reported in the Border Counties (from \$94,478 in 2018 to \$109,182 in 2020), and the San Francisco Bay Area (from \$122,170 in 2018 to \$136,542 in 2020). The earnings of RNs residing outside California increased between 2018 and 2020, although the highest reported earnings for these nurses were in 2014.

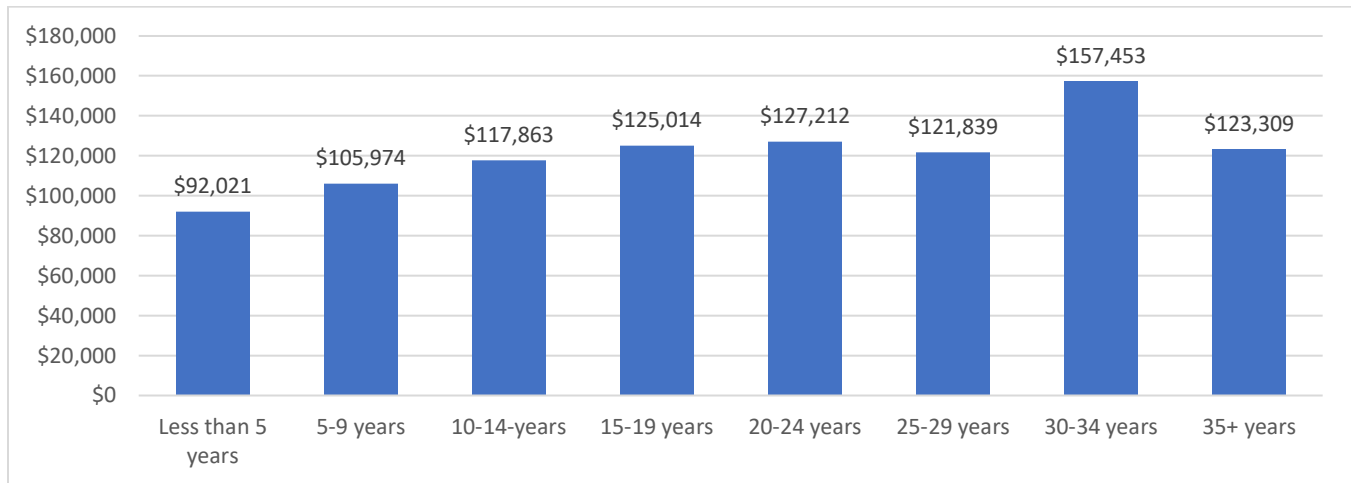
Table 7.2. Annual income received from nursing by currently working RNs, by region, 2010-2020

	Principal nursing position						All nursing positions					
	2010	2012	2014	2016	2018	2020	2010	2012	2014	2016	2018	2020
Northern Counties	\$70,763	\$74,387	\$82,318	\$86,777	\$91,255	\$95,641	\$70,546	\$75,725	\$84,461	\$88,790	\$93,213	\$96,753
Sacramento	\$82,498	\$92,732	\$99,289	\$106,961	\$113,940	\$121,552	\$82,232	\$94,863	\$102,129	\$110,340	\$116,874	\$123,642
San Francisco Bay Area	\$93,406	\$98,075	\$102,539	\$111,213	\$120,081	\$133,474	\$93,547	\$101,568	\$106,180	\$112,751	\$122,170	\$136,542
Central Valley & Sierra	\$81,973	\$82,908	\$89,111	\$96,026	\$110,026	\$100,704	\$81,553	\$85,077	\$90,881	\$97,532	\$112,632	\$102,518
Central Coast	\$76,563	\$83,096	\$90,601	\$90,940	\$103,463	\$101,043	\$76,536	\$84,933	\$93,928	\$94,035	\$105,794	\$102,418
Los Angeles	\$79,381	\$85,577	\$86,261	\$88,703	\$98,746	\$107,903	\$79,288	\$88,414	\$90,022	\$92,236	\$101,481	\$111,734
Inland Empire	\$77,913	\$81,805	\$84,071	\$91,025	\$102,531	\$97,488	\$77,786	\$83,655	\$86,578	\$94,393	\$104,363	\$100,382
Border Counties	\$76,008	\$79,842	\$84,056	\$89,121	\$91,907	\$107,146	\$75,895	\$82,399	\$86,516	\$91,940	\$94,478	\$109,182
Out of State	\$67,847	\$69,597	\$86,773	\$73,670	\$79,005	\$84,386	\$68,158	\$72,072	\$89,787	\$76,611	\$81,611	\$87,309

Note: 2020 number of cases=2,773. Data are weighted to represent all RNs with active licenses.

Nursing incomes for California residents vary by years of nursing experience, as seen in Figure 7.2. Average total incomes were highest for the group of nurses with between 30 to 34 years of experience in 2020 (\$157,453). Annual earnings were lowest for nurses with fewer than 5 years of experience.

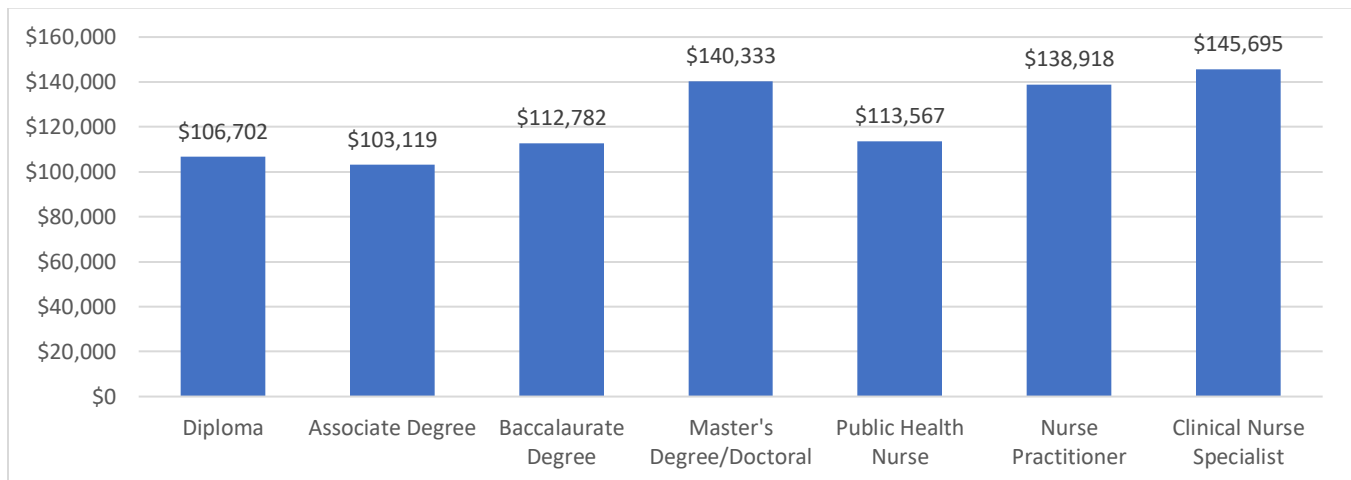
Figure 7.2. Total annual income received from all nursing positions by currently working RNs residing in California, by years of experience, 2020



Note: 2020 number of cases=2,533. Data are weighted to represent all RNs with active licenses.

Average annual nursing income varies by education and certification. As seen in Figure 7.3, nurses with bachelor's degrees enjoyed higher annual nursing income than RNs with associate degrees in 2020, averaging \$112,782 vs. \$103,119 per year. Nurses with master's degrees or doctorates had the highest annual income, averaging \$140,333 per year. This is associated with the income reported by nurse practitioners (\$138,918) and clinical nurse specialists (\$145,695).

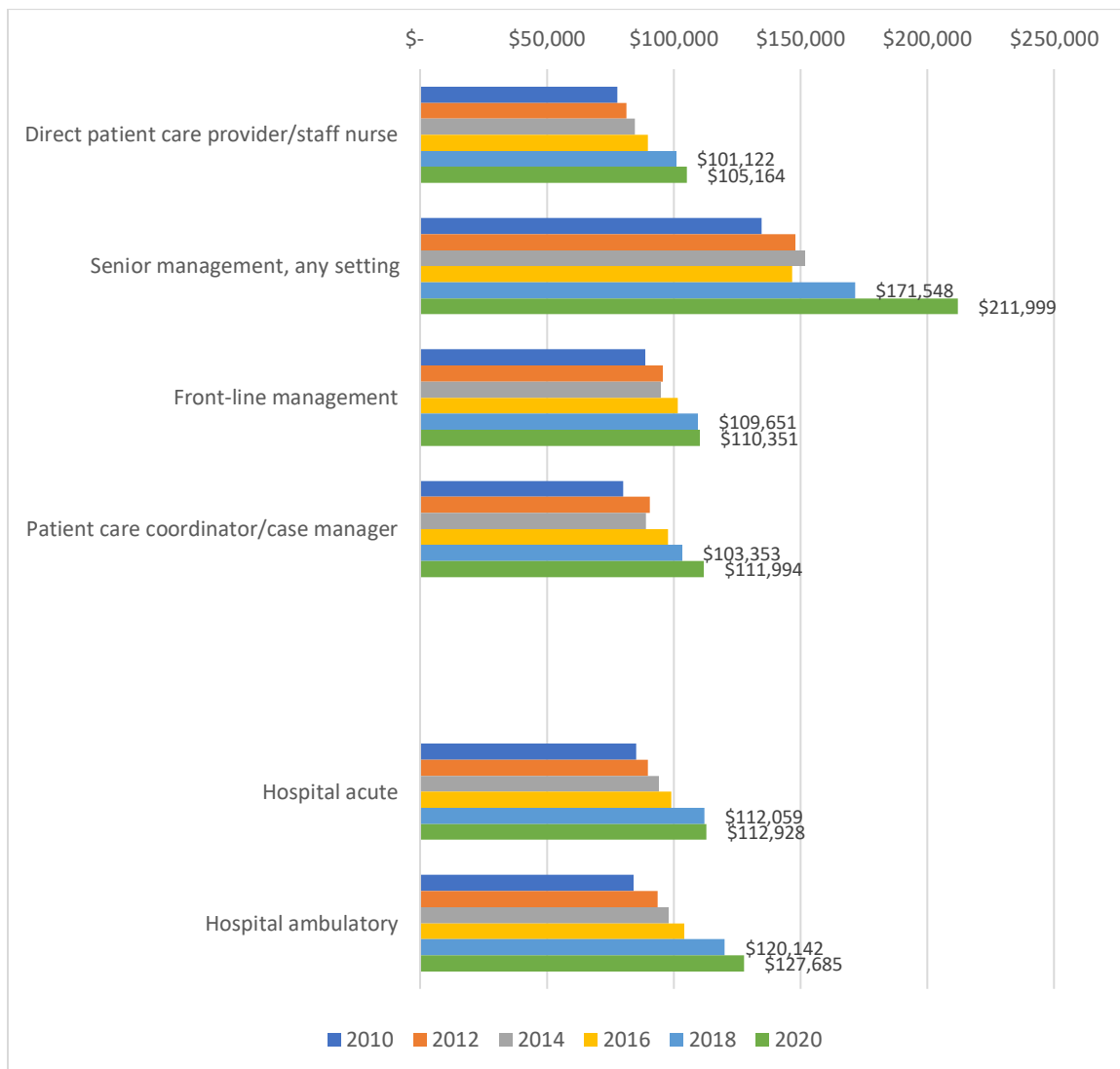
Figure 7.3. Total annual income received from all nursing positions by currently working RNs residing in California, by highest level of nursing education and specialty certification, 2020



Note: 2020 number of cases=2,546. Data are weighted to represent all RNs with active licenses.

Job title and work setting are associated with differences in annual nursing income, as seen in Figure 7.4. For nurses residing in California, nurses in senior management (e.g., CEO, Vice President, Nurse Executive, Dean) had incomes from their principal nursing position averaging \$211,999 in 2020. Direct patient care nurses (also called staff nurses) reported annual earnings of \$105,164, and front-line managers (e.g., Head Nurse, Supervisor) reported average annual earnings of \$110,351. RNs employed in acute care departments of hospitals reported average incomes of \$112,928, while nurses in hospital ambulatory settings reported earning an average of \$127,685. Nurses working in senior management (23.62%) and as patient care coordinators (8.4%) experienced the highest increases in earnings between 2010 and 2020.

Figure 7.4. Income received from principal nursing position by currently working RNs residing in California, by job title and work setting, 2010-2020



Note: 2020 number of cases=1,814. Data are weighted to represent all RNs with active licenses.

The total household incomes of employed RNs residing in California are examined in Table 7.3. Nurses' household incomes have been rising since 2010, and by 2020, 44.8% of working RNs who lived in California had household incomes between \$75,000 and \$150,000, and 6% had household incomes over \$150,000.

Table 7.3. Total household incomes of working RNs residing in California, 2010-2020

	2010	2012	2014	2016	2018	2020
Less than \$60,000	5.1%	5.7%	3.7%	3.3%	3.2%	1.4%
\$60,000 to \$75,000	9.0%	8.5%	6.6%	4.7%	5.0%	3.2%
\$75,000 to \$99,999	18.6%	17.3%	17.8%	14.4%	14.3%	9.8%
\$100,000 to \$124,999	22.6%	21.3%	20.9%	22.7%	19.5%	18.8%
\$125,000 to \$149,999	14.4%	15.8%	15.4%	14.4%	15.2%	16.2%
\$150,000 to \$174,999	11.1%	11.3%	12.0%	13.7%	13.2%	14.5%
\$175,000 to \$199,999	6.9%	7.6%	7.9%	8.5%	7.8%	10.6%
\$200,000 or more	12.2%	12.5%	15.6%	18.4%	21.9%	25.5%
Number of cases	4,323	3,846	3,912	2,910	2,948	2,571

Note: Columns might not total 100% due to rounding. Data (2010-2020) are weighted to represent all RNs with active licenses.

Nurses' earnings are important to their households (Table 7.4). In 2010, 48.1% of RNs reported that their income accounted for at least 80% of their household income. In 2020, 46.5% of nurses said their nursing income comprised at least 80% of household income. The share of RNs reporting that their nursing income accounted for all of their household income has been stable over time, ranging between 32.7% and 36.5%.

Table 7.4. Percentage of total household income that was derived from nursing for currently working RNs residing in California, 2010-2020

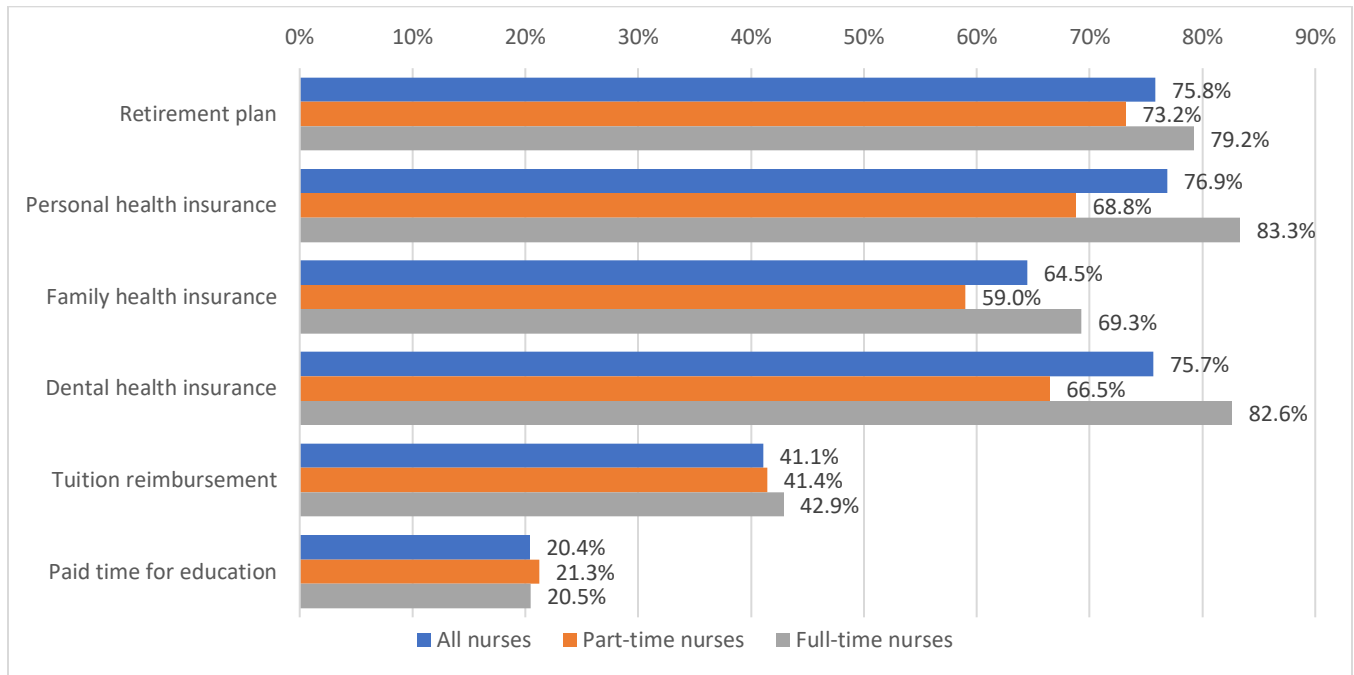
	2010	2012	2014	2016	2018	2020
Less than 20%	3.9%	3.7%	3.6%	2.6%	4.9%	3.5%
20 to 39%	7.7%	6.7%	7.1%	7.7%	7.4%	7.0%
40 to 59%	20.0%	18.8%	20.3%	21.2%	20.0%	24.3%
60 to 79%	20.4%	20.1%	20.4%	20.8%	17.6%	18.8%
80 to 99%	13.8%	14.5%	15.3%	14.8%	13.7%	13.3%
100%	34.3%	36.2%	33.4%	32.7%	36.5%	33.2%
Number of cases	4,568	3,961	4,031	2,991	3,014	2,620

Note: Percent of income from nursing was reported by category. Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Benefits Received by RNs

As seen in Figure 7.5, nearly 80% of all RNs working full time in 2020 received personal health insurance, dental insurance, and/or a retirement plan from their employer. Over 69% received family health insurance from their employer. Nearly 43% of RNs had tuition reimbursement available from their employers, and 20.4% could take paid time off from work to pursue further education. Nurses working part time were much less likely to receive benefits than were full-time RNs.

Figure 7.5. Benefits received from all nursing positions by currently working RNs residing in California, 2020



Note: Number of cases=2,857. Data are weighted to represent all RNs with active licenses.

8. Job Satisfaction of RNs

RNs with active California licenses were asked to indicate their degree of satisfaction with a variety of aspects of their principal nursing position on a five-point Likert-type scale ranging from “very dissatisfied” to “very satisfied.” Figure 8.1 presents overall and job satisfaction for working RNs residing in California. A mean score for each item can be obtained by computing the average score, with one point given for “very dissatisfied” and five points for “very satisfied.” An average score of three would indicate neutrality: nurses being neither satisfied nor unsatisfied. Nurses experiencing high rates of burnout reported much lower mean scores regarding their satisfaction with the nursing profession.

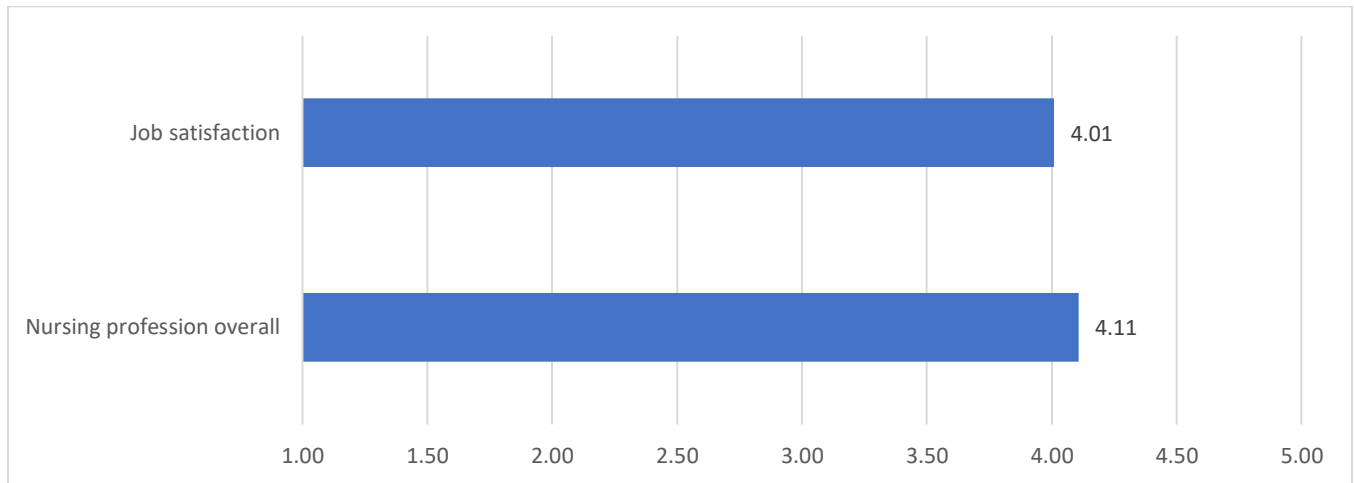
The five aspects of nursing that received the highest average satisfaction ratings in 2020 were very similar to the items receiving the highest ratings in 2018. In 2018, “the job overall” was one of the highest-ranked items; this was ranked 8th in 2020. The five top-rated aspects of nursing work in 2020 were:

- Interaction with patients (4.20)
- Teamwork (4.13)
- The nursing profession overall (4.11)
- The feeling that work is meaningful (4.09)
- Relationships with other staff (4.08)

Four of the five aspects of nursing receiving the lowest average ratings in 2020 also received the lowest ratings in 2018: involvement in policy and management decisions, the amount paperwork required, non-nursing tasks required, and the workload required. In 2018, the lowest-rated items also included “clerical support”; this was ranked 8th in 2020. The five aspects of nursing receiving the lowest average ratings in 2018 were:

- Involvement in policy and management decisions (3.10)
- Amount of paperwork required (3.26)
- Non-nursing tasks required (3.26)
- Leadership from the administration (3.27)
- Workload (3.32)

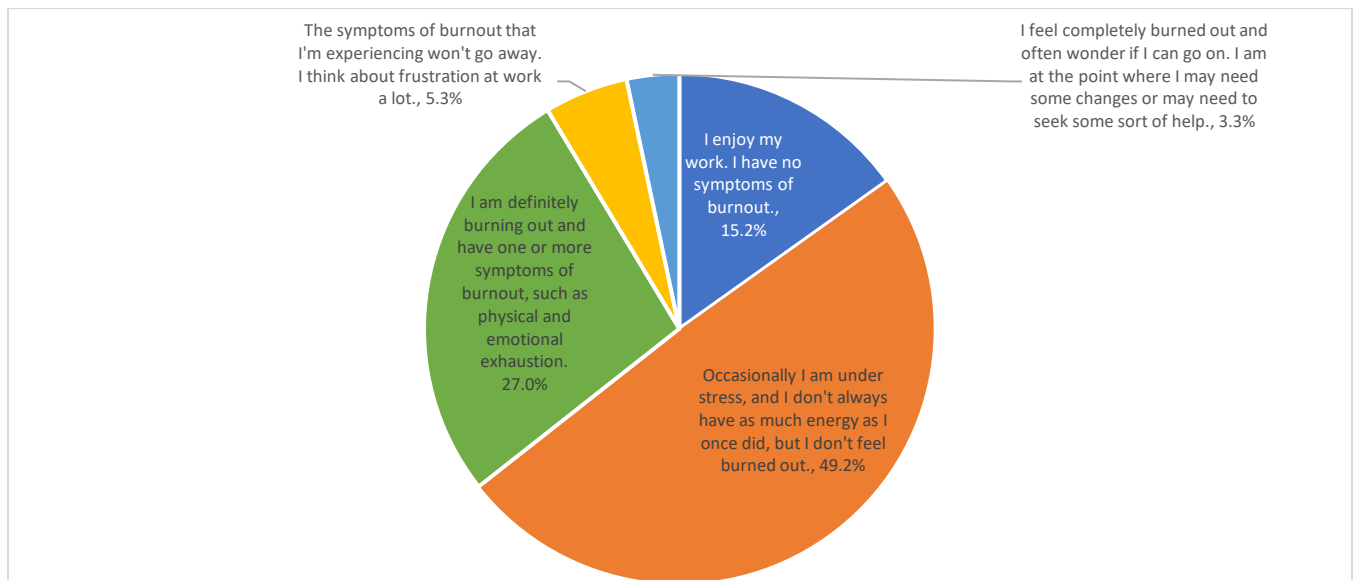
Figure 8.1. Satisfaction with job and the nursing profession overall of currently employed RNs residing in California, 2020



Note: Number of cases=3,995. Data are weighted to represent all RNs with active licenses. 1=very dissatisfied; 2=dissatisfied; 3=neither satisfied nor dissatisfied; 4=satisfied; 5=very satisfied.

Figure 8.2 presents data on the degree to which RNs are experiencing burnout; this was a new question added to the 2020 survey. Overall, nearly two-thirds of RNs were either not experiencing burnout (15.2%) or were experiencing relatively minor stress (49.2%). However, 3.3% of RNs were experiencing severe burnout and felt they might need help, and another 5.3% had persistent symptoms of burnout.

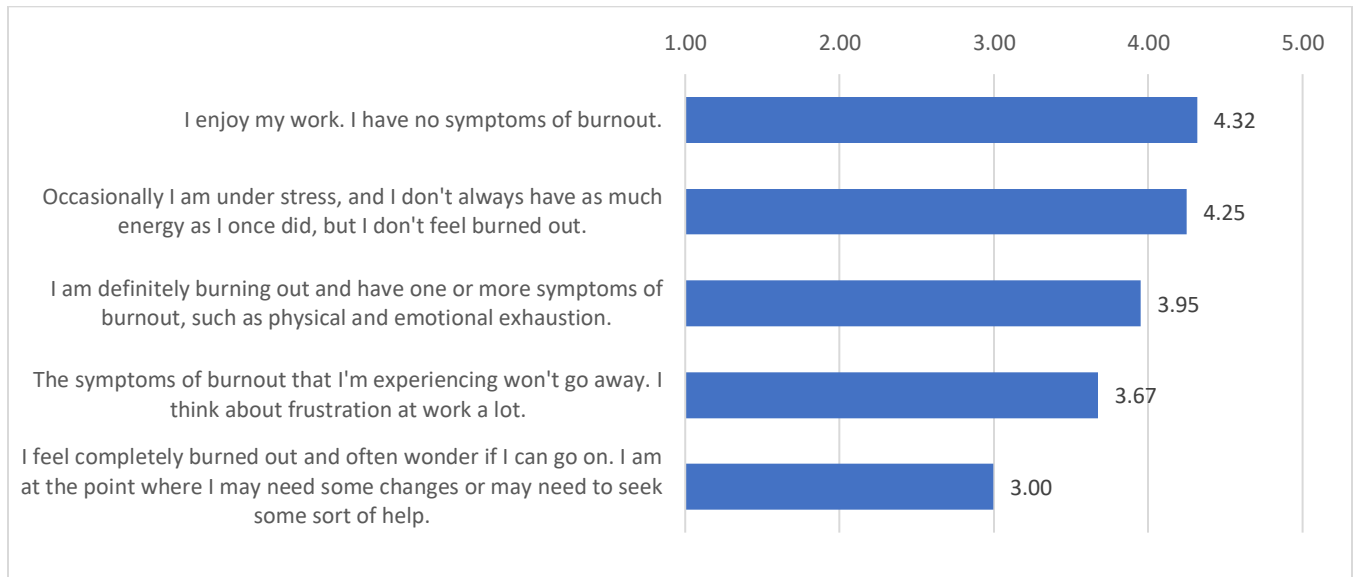
Figure 8.2. Burnout of currently employed RNs in California, 2020



Note: Number of cases=2,826. Data are weighted to represent all RNs with active licenses.

Figure 8.3 compares job satisfaction by the level of burnout experienced by nurses; nurses who reported lower levels of burnout were also more satisfied with their work.

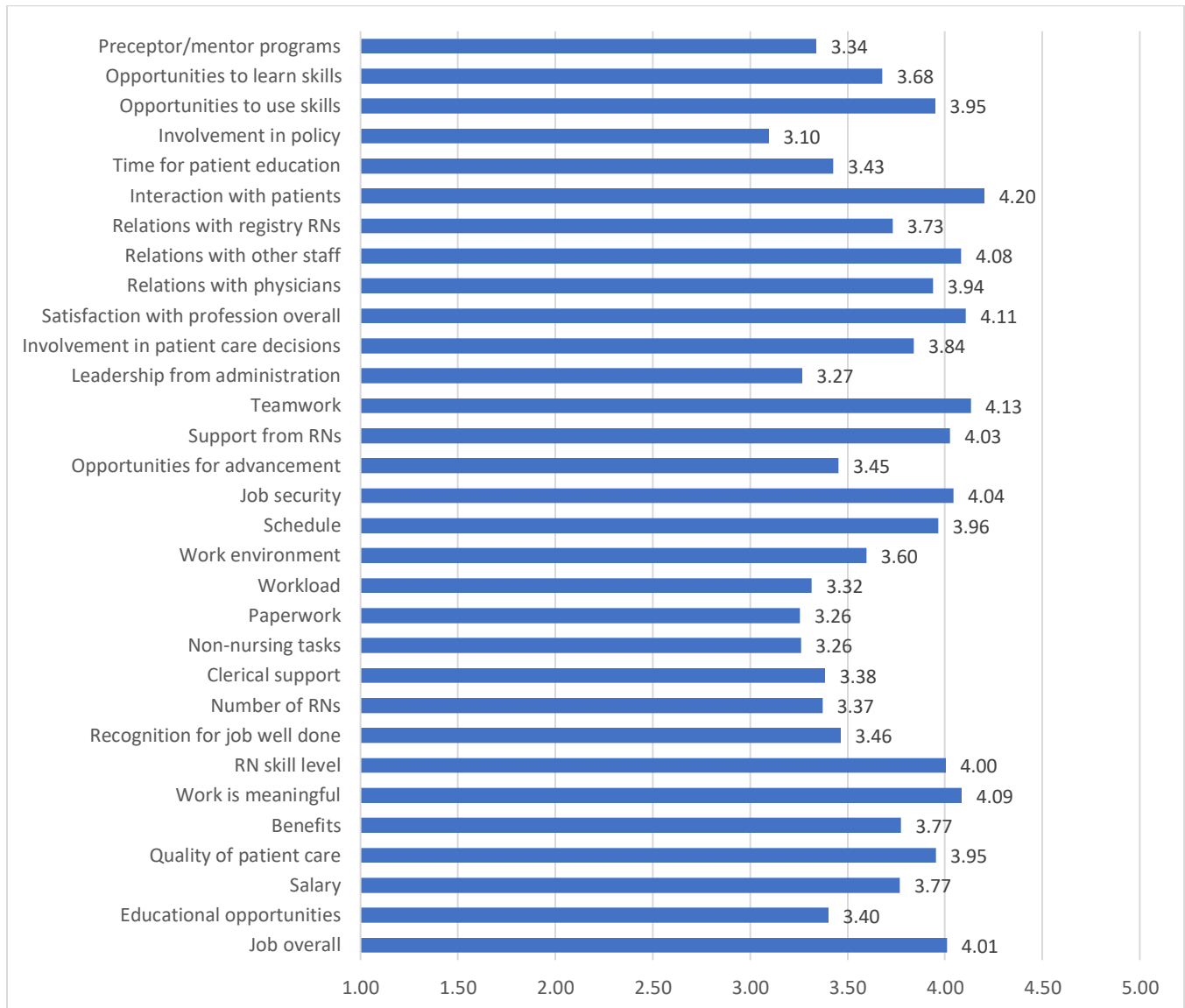
Figure 8.3. Satisfaction with the nursing profession in relation to the level of burnout reported by currently employed RNs residing in California, 2020



Note: Number of cases=2,818. Data are weighted to represent all RNs with active licenses. 1=very dissatisfied; 2=dissatisfied; 3=neither satisfied nor dissatisfied; 4=satisfied; 5=very satisfied.

Figure 8.4 presents the summary scores for all 30 satisfaction items.

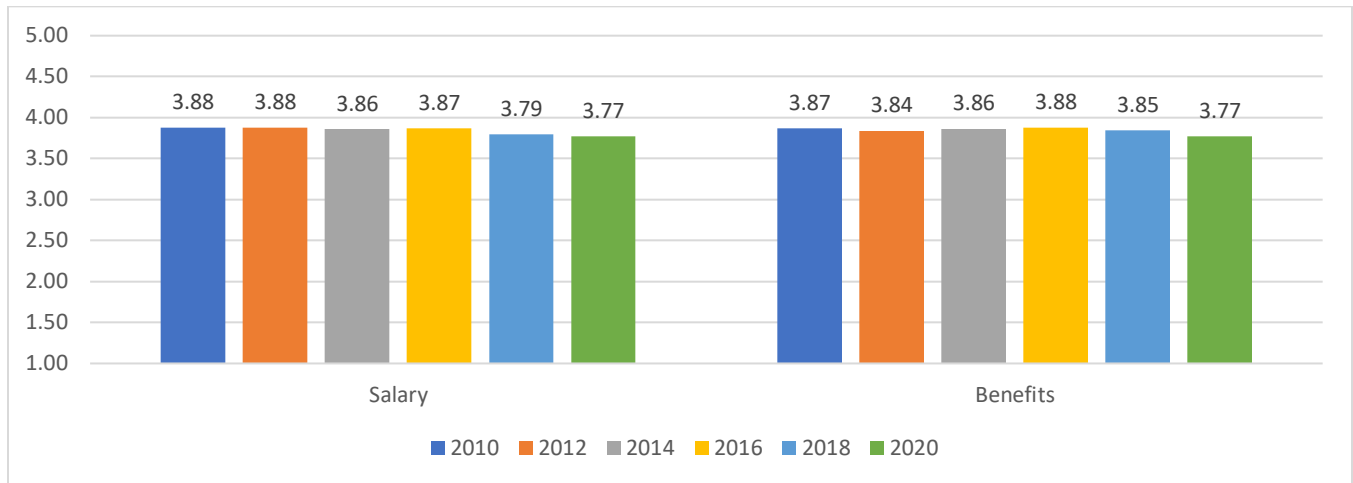
Figure 8.4. Overall satisfaction with principal nursing position for RNs currently working and residing in California, 2020



Note: Data are weighted to represent all RNs with active licenses. 1=very dissatisfied; 2=dissatisfied; 3=neither satisfied nor dissatisfied; 4=satisfied; 5=very satisfied.

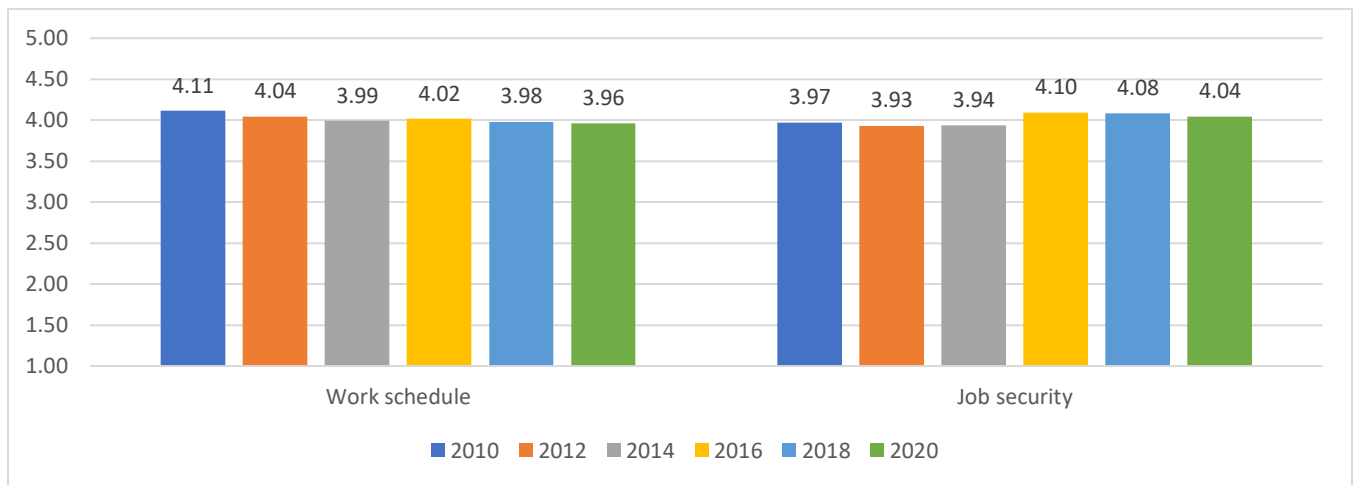
Figures 8.5 and 8.6 present average satisfaction scores for job characteristics related to salary, benefits, work schedule, and job security for currently working RNs residing in California. Satisfaction with salary, largely stable through 2016, decreased markedly in 2018 and 2020. Satisfaction with benefits has varied over time but similarly experienced declines in 2018 and 2020 (from an average score of 3.88 in 2016 to 3.85 in 2018 and 3.77 in 2020). Satisfaction with work schedules was highest in 2010 (4.11) but decreased through 2020 (3.96). Satisfaction with job security declined slightly from 2010 through 2014; after increasing between 2014 and 2016, it declined again between 2016 and 2020.

Figure 8.5. Satisfaction with salary and benefits for RNs currently working and residing in California, by survey year



Note: Data (2010-2020) are weighted to represent all RNs with active licenses. Some items were not included in all surveys. 1=very dissatisfied; 2=dissatisfied; 3=neither satisfied nor dissatisfied; 4=satisfied; 5=very satisfied.

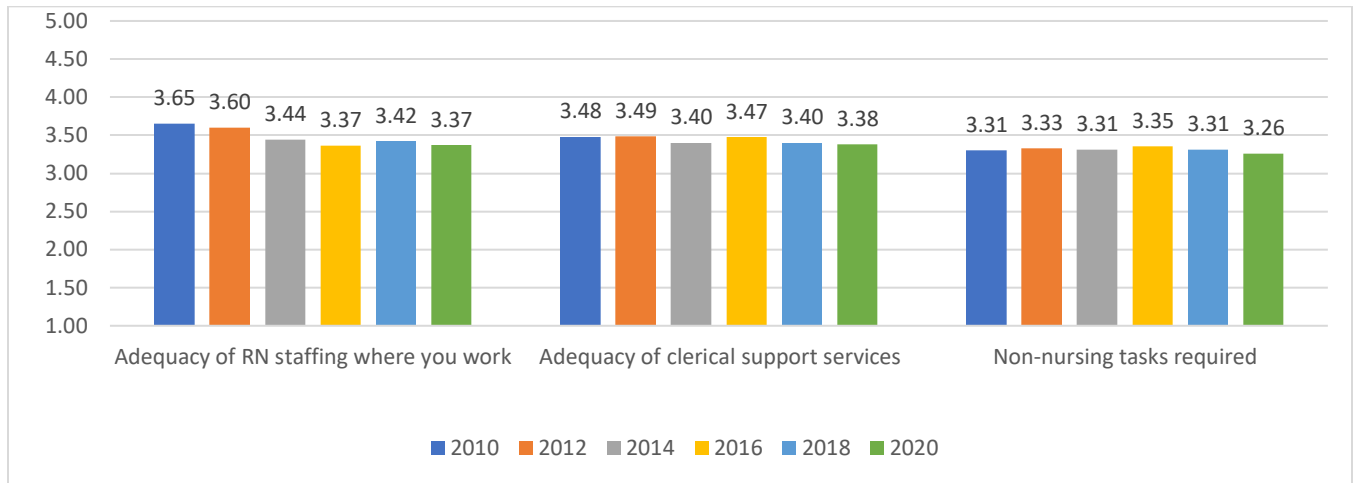
Figure 8.6. Satisfaction with work schedule and job security for RNs currently working and residing in California, by survey year



Note: Data (2010-2020) are weighted to represent all RNs with active licenses. Some items were not included in all surveys. 1=very dissatisfied; 2=dissatisfied; 3=neither satisfied nor dissatisfied; 4=satisfied; 5=very satisfied.

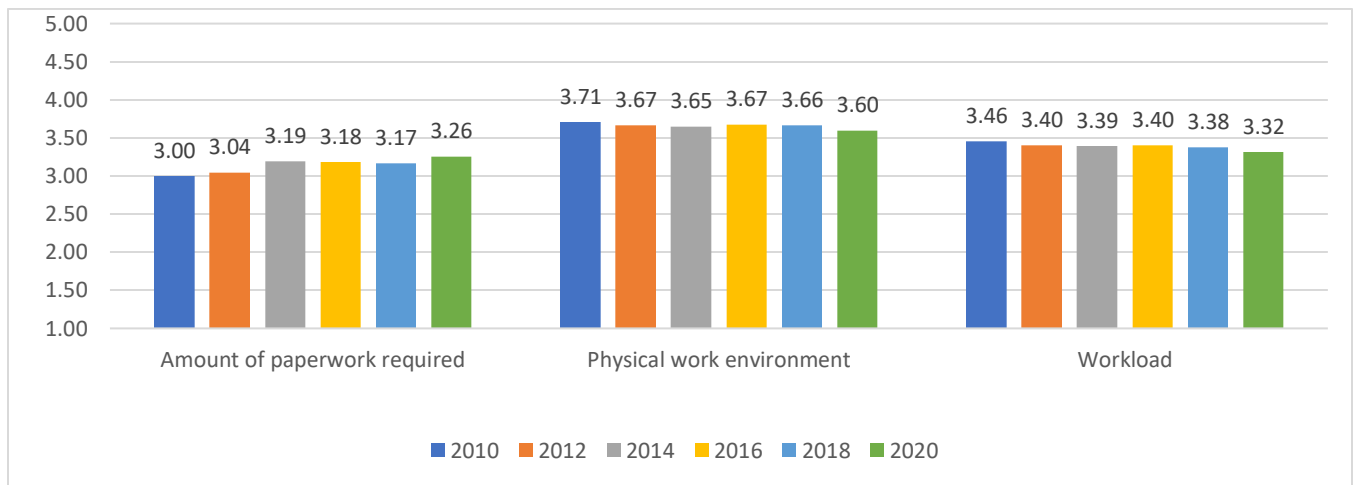
Figures 8.7 and 8.8 present average satisfaction scores for job aspects related to workplace resources and support. Satisfaction with most of these facets experienced declines between 2010 and 2020. Satisfaction with the adequacy of RN staffing was highest in 2010 and declined through 2016; the slight increase in satisfaction with RN staffing reported in 2018 was followed by further decreases in 2020. Satisfaction with the adequacy of clerical support, physical work environment, non-nursing tasks required, and workload remained relatively stable between 2010 and 2020, with a slight increase between 2014 and 2016, followed by a drop between 2018 and 2020. Satisfaction with the amount of paperwork required in nursing jobs improved between 2010 (3.00) and 2020 (3.26).

Figure 8.7. Satisfaction with workplace resources and support for RNs currently working and residing in California, by survey year



Note: Data (2010-2020) are weighted to represent all RNs with active licenses. Some items were not included in all surveys. 1=very dissatisfied; 2=dissatisfied; 3=neither satisfied nor dissatisfied; 4=satisfied; 5=very satisfied.

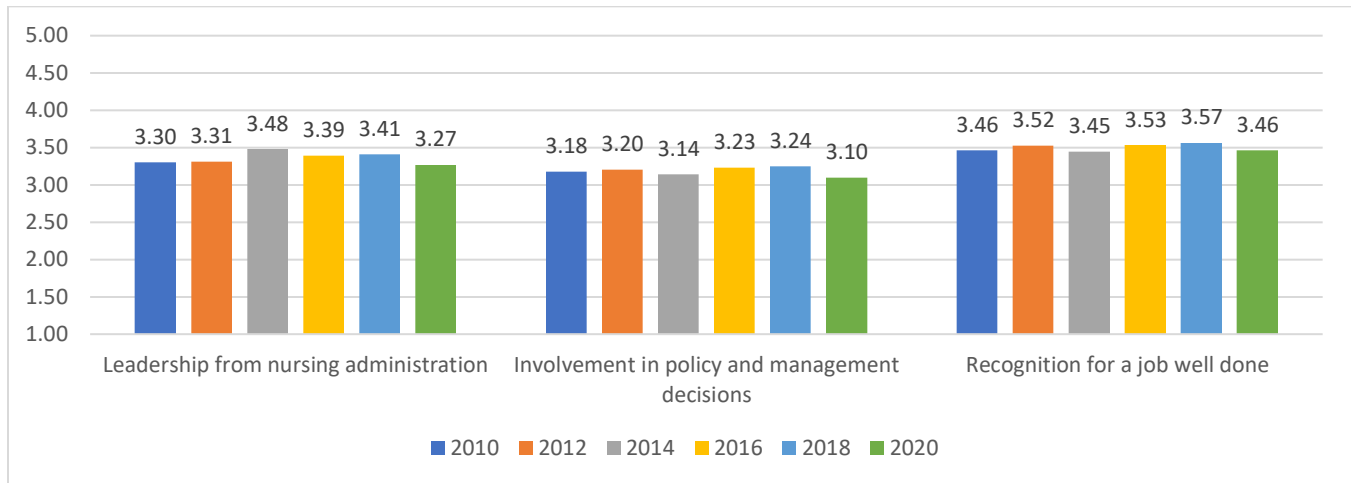
Figure 8.8. Satisfaction with workplace resources and support for RNs currently working and residing in California, by survey year, continued



Note: Data (2010-2020) are weighted to represent all RNs with active licenses. Some items were not included in all surveys. 1=very dissatisfied; 2=dissatisfied; 3=neither satisfied nor dissatisfied; 4=satisfied; 5=very satisfied.

Figure 8.9 presents the average satisfaction of RNs with management at their current place of employment. This is an area of relatively high dissatisfaction among RNs in California, particularly with regard to their involvement in policy and management decisions. There had been slow improvement over time in satisfaction with leadership, which increased between 2010 and 2014, and again between 2016 and 2018, but declined in 2020 (from 3.24 in 2018 to 3.10 in 2020). Satisfaction with recognition for a job well done has been higher, but similarly experienced declines between 2018 and 2020 (from 3.57 in 2018 to 3.46 in 2020).

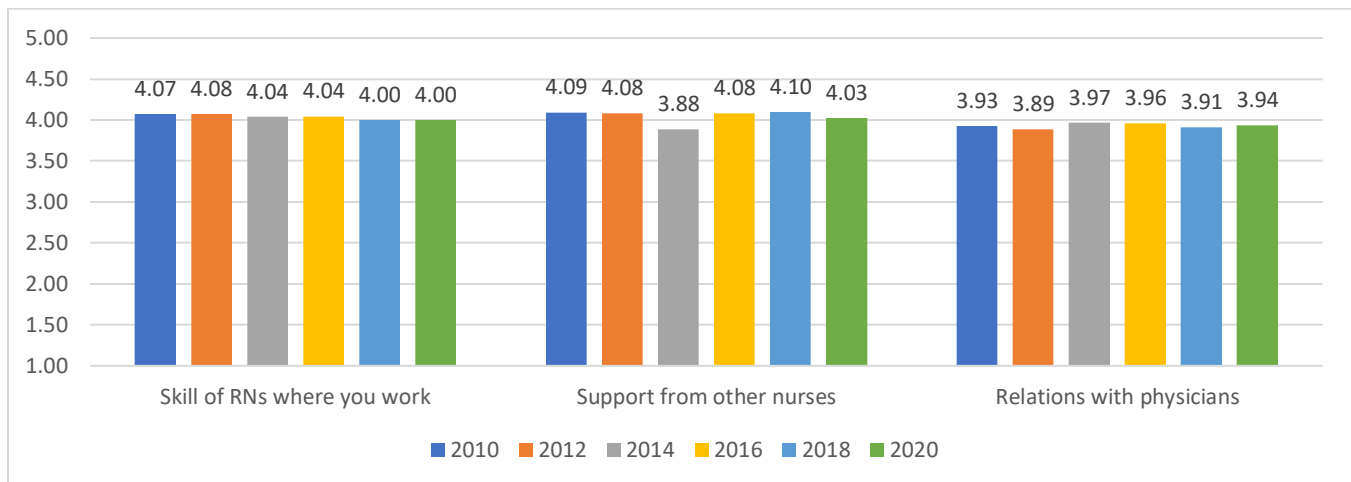
Figure 8.9. Satisfaction with management and recognition for RNs currently working and residing in California, by survey year



Note: Data (2010-2020) are weighted to represent all RNs with active licenses. Some items were not included in all surveys. 1=very dissatisfied; 2=dissatisfied; 3=neither satisfied nor dissatisfied; 4=satisfied; 5=very satisfied.

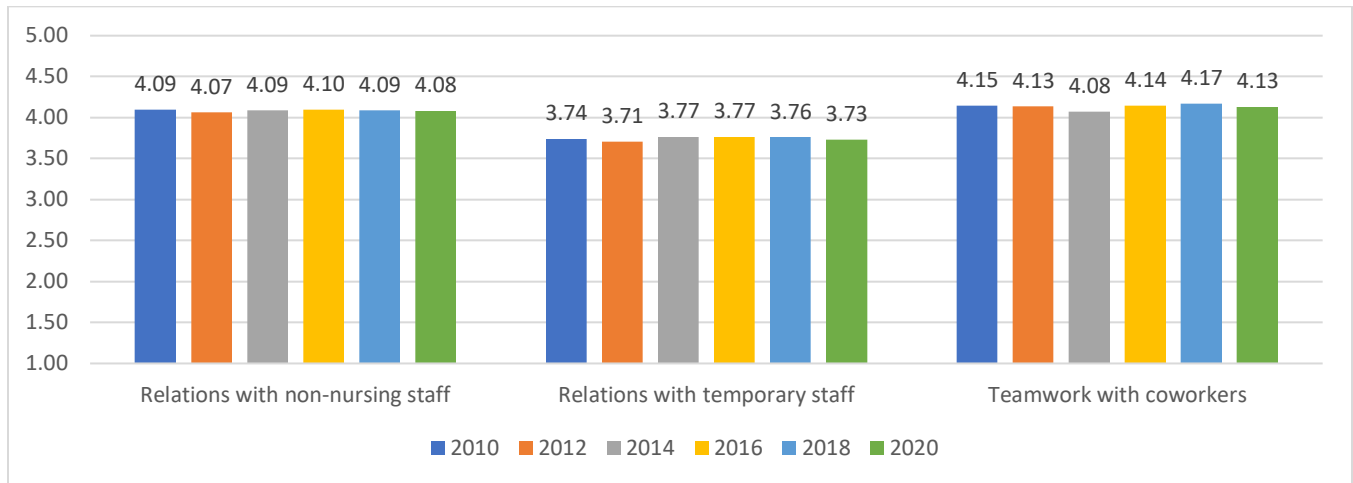
Figures 8.10 and 8.11 present average satisfaction with collegial interactions in the workplace, by survey year. Nurses tend to be satisfied in this domain, and scores have remained stable for many of these characteristics. In general, nurses rate their satisfaction as higher for teamwork with coworkers, relationship with non-nursing staff, and the skills of RNs where they work, than they rate their relations with physicians and temporary staff. There have been small decreases in average satisfaction with the skills of RNs since 2010, which may reflect the retirement of expert Baby Boom nurses and the entrance of novice new graduates. Satisfaction with support from other nurses has varied over time, (from a high of 4.09 in 2010 to a low of 3.88 in 2014), increasing in 2016 and 2018, but decreasing in 2020 (from 4.10 in 2018 to 4.03 in 2020).

Figure 8.10. Satisfaction with colleagues for RNs currently working and residing in California, by survey year



Note: Data (2010-2020) are weighted to represent all RNs with active licenses. Some items were not included in all surveys. 1=very dissatisfied; 2=dissatisfied; 3=neither satisfied nor dissatisfied; 4=satisfied; 5=very satisfied.

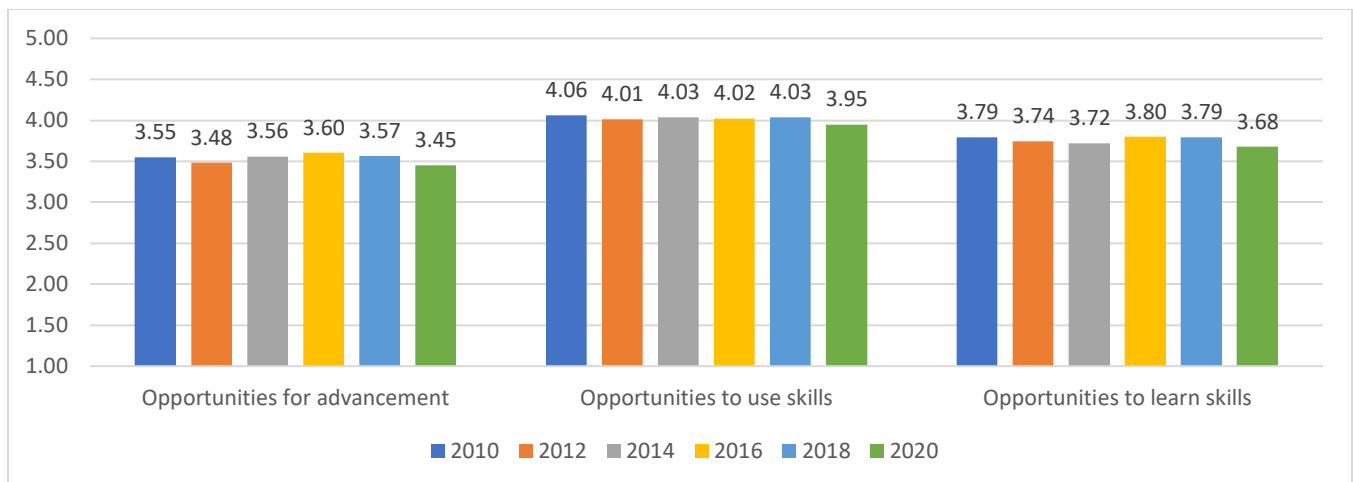
Figure 8.11. Satisfaction with colleagues for RNs currently working and residing in California, by survey year, continued



Note: Data (2010-2020) are weighted to represent all RNs with active licenses. Some items were not included in all surveys. 1=very dissatisfied; 2=dissatisfied; 3=neither satisfied nor dissatisfied; 4=satisfied; 5=very satisfied.

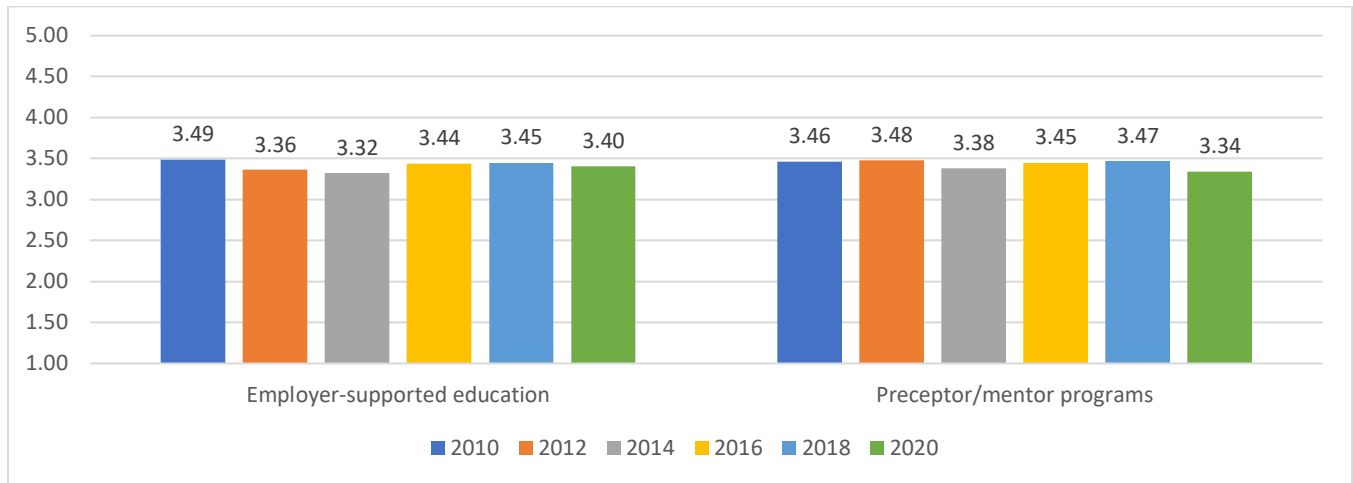
Satisfaction with opportunities for growth, advancement, education, and mentorship are presented in Figure 8.12 and Figure 8.13. Nurses are generally satisfied with their opportunities to use their skills; there has been little change in the rating of this job aspect over time, but a slight decrease was reported between 2018 and 2020 (from 4.03 to 3.95). There has also been little change in average satisfaction with opportunities to learn new skills, employer-sponsored education, or preceptor/mentor programs, although all scores decreased somewhat in 2020. There was marked improvement between 2012 and 2016 in nurses' satisfaction with opportunities for advancement, but decreases were reported in 2018 and 2020 (falling from 3.60 in 2016, to 3.57 in 2018, and to 3.45 in 2020).

Figure 8.12. Satisfaction with opportunities for growth for RNs currently working and residing in California, by survey year



Note: Data (2010-2020) are weighted to represent all RNs with active licenses. Some items were not included in all surveys. 1=very dissatisfied; 2=dissatisfied; 3=neither satisfied nor dissatisfied; 4=satisfied; 5=very satisfied.

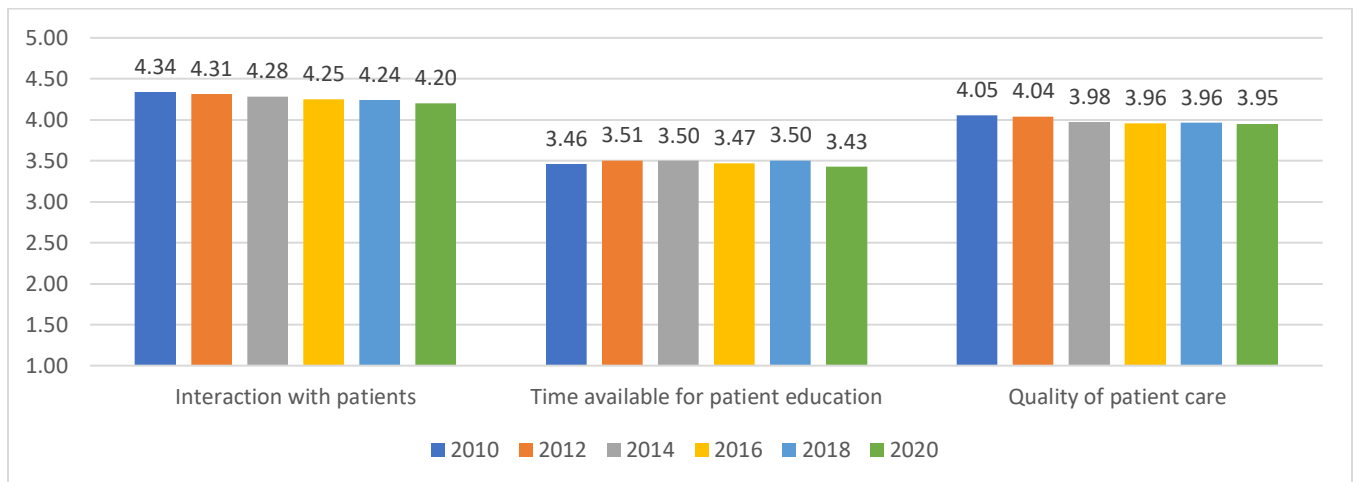
Figure 8.13. Satisfaction with education and mentorship programs for RNs currently working and residing in California, by survey year



Note: Data (2010-2020) are weighted to represent all RNs with active licenses. Some items were not included in all surveys. 1=very dissatisfied; 2=dissatisfied; 3=neither satisfied nor dissatisfied; 4=satisfied; 5=very satisfied.

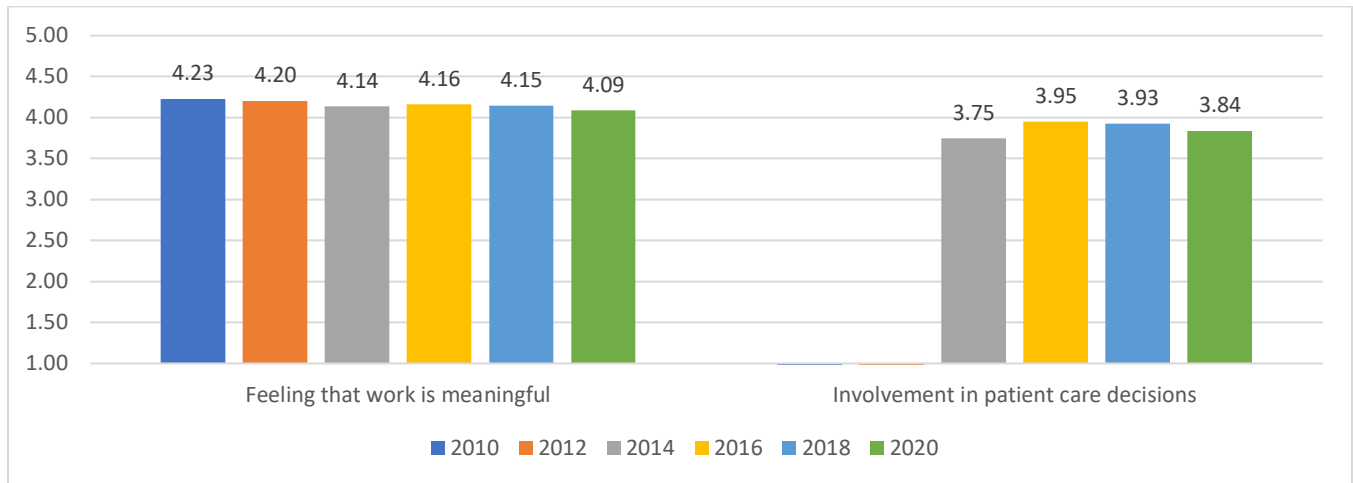
Figure 8.14 and Figure 8.15 present average satisfaction scores for factors associated with patient interactions and quality of care. Nurses are generally very satisfied with their interactions with patients and the feeling that their work was meaningful. These were among the highest-rated job factors in 2020. However, average satisfaction with interactions with patients declined between 2018 and 2020, falling from 4.24 to 4.20. Nurses were less satisfied with their involvement in patient care decisions (3.84 in 2020) and the time they have available for patient education (3.43 in 2020).

Figure 8.14. Satisfaction with patient interactions and care for RNs currently working and residing in California, by survey year



Note: Data (2010-2020) are weighted to represent all RNs with active licenses. Some items were not included in all surveys. 1=very dissatisfied; 2=dissatisfied; 3=neither satisfied nor dissatisfied; 4=satisfied; 5=very satisfied.

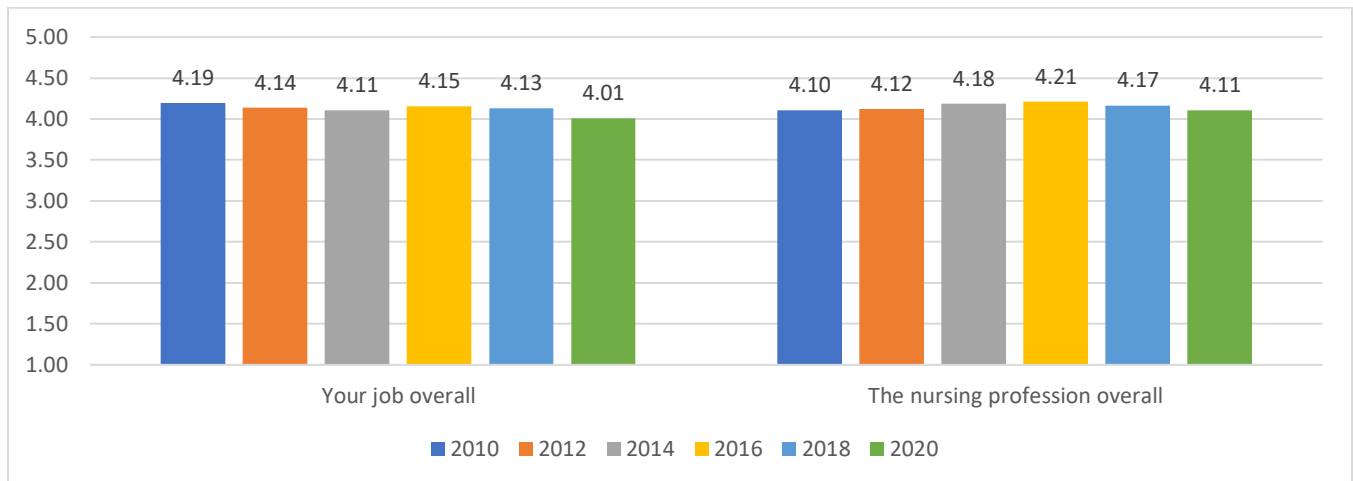
Figure 8.15. Satisfaction with patient interactions and care for RNs currently working and residing in California, by survey year, continued



Note: Data (2010-2020) are weighted to represent all RNs with active licenses. Some items were not included in all surveys. 1=very dissatisfied; 2=dissatisfied; 3=neither satisfied nor dissatisfied; 4=satisfied; 5=very satisfied.

Figure 8.16 presents the overall satisfaction of working RNs residing in California. Average overall job satisfaction was quite high in 2020, despite a decrease from a score of 4.13 in 2018 to 4.01 in 2020. After increasing between 2010 and 2016, satisfaction with the nursing profession also fell in recent years, from a score of 4.21 in 2016 to 4.17 in 2018 and 4.11 in 2020.

Figure 8.16. Overall satisfaction of RNs currently working and residing in California, by survey year



Note: Data (2010-2020) are weighted to represent all RNs with active licenses. Some items were not included in all surveys. 1=very dissatisfied; 2=dissatisfied; 3=neither satisfied nor dissatisfied; 4=satisfied; 5=very satisfied.

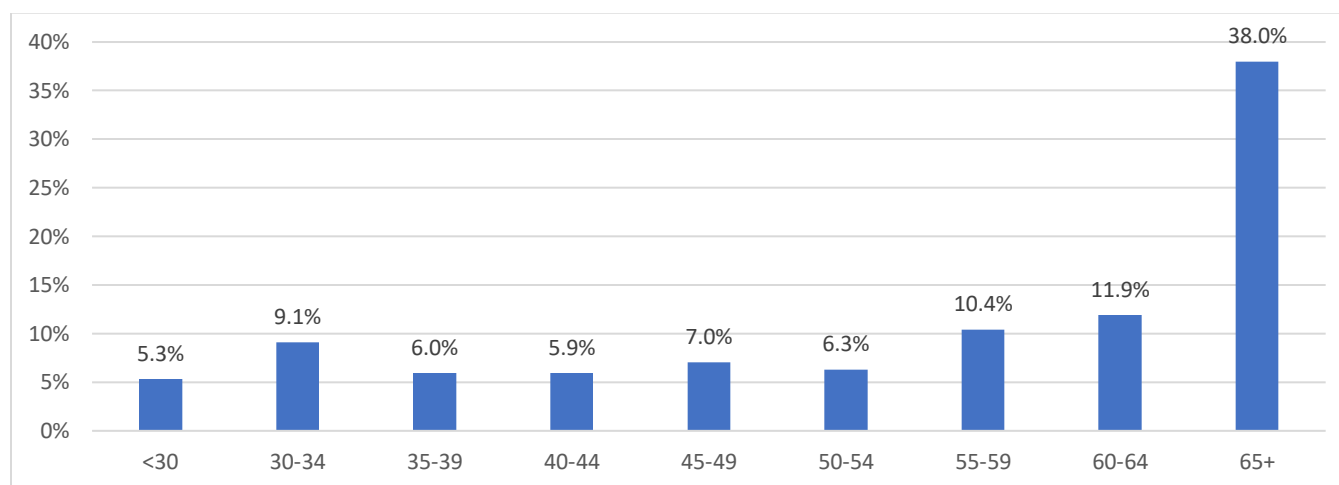
9. RNs not currently working in nursing

Nearly 19% of nurses with active California licenses who lived in California were not working in nursing jobs in 2020 (Chapter 5, Table 5.3). In this chapter, we examine the education of RNs who did not work in nursing in 2020 and analyze their responses to a series of survey questions specifically directed to better understand the reasons they were not working in nursing. These nurses are of particular interest because they could potentially be recruited to return to nursing.

Demographic Characteristics

RNs who had active licenses but were not working in nursing in 2020 tended to be older than working nurses, as seen in Figure 9.1. The average age for RNs not working in nursing was 53.6 years (Table 9.1), whereas the average age of working RNs was 44.7 years (Chapter 5, Figure 5.3). The share of licensed RNs not working in nursing generally increased with age, as shown in Figure 9.1. Over 60% of RNs who were not working as nurses were 55 years and older and 38% were 65 years and older. Among younger nurses, the largest age group of RNs who were not working in nursing was 30 to 34 years old.

Figure 9.1. Age distribution of RNs with active California licenses and California addresses who are not working in nursing positions, 2020



Note: 2020 number of cases=869. Data might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Last Job in the Nursing Field

Table 9.1 depicts the age at which RNs with active licenses last worked as nurses. Among RNs not working in the nursing profession in 2020 but who had previously worked in nursing, 28.5% last worked as nurses when they were under 45 years old. There is considerable variation across years. Between 2010 and 2014, the percentage that last worked when they were under 45 years old averaged 34.3%. In 2016, the percentage was 51.8%, falling back to 25.6% in 2018.

In 2020, 46.2% of non-working RNs were 60 years or older when they stopped working in nursing. Of those not working as RNs, only 2.4% reported they had never worked as an RN.

Table 9.1. Age at which California-resident RNs not currently working in nursing but holding active California licenses last worked as nurses, by survey year

	2010	2012	2014	2016	2018	2020
Under 35	15.9%	16.2%	18.3%	28.1%	13.3%	15.0%
35-44	17.4%	20.4%	14.7%	23.7%	12.3%	13.5%
45-54	19.2%	15.3%	13.4%	19.3%	11.1%	11.6%
55-59	14.0%	10.8%	12.8%	12.1%	12.4%	13.7%
60-64	17.2%	18.6%	19.6%	10.1%	22.1%	20.2%
65 and older	16.3%	18.7%	21.3%	6.7%	28.9%	26.0%
Mean age	50.9	51.1	51.9	45.2	54.7	53.6
Number of cases	733	693	762	579	590	667

Note: Columns might not total 100% due to rounding. Data (2010-2020) are weighted to represent all RNs with active licenses.

About 62% of RNs who had active licenses and lived in California but did not work in nursing in 2020 had been out of nursing for less than five years, as seen in Table 9.2. The mean number of years that non-working licensed nurses had not been working in nursing was 5.8 years in 2020.

Table 9.2. Length of time since California-resident RNs not currently working in nursing but holding active California licenses last worked as nurses, by survey year

	2010	2012	2014	2016	2018	2020
One year or less	26.4%	21.9%	29.1%	27.5%	30.1%	38.2%
2-4 years	24.7%	23.3%	27.2%	31.9%	26.0%	23.6%
5-9 years	22.0%	17.6%	18.8%	17.4%	21.5%	18.0%
10-14 years	11.4%	10.8%	9.4%	7.3%	9.9%	8.3%
15-24 years	11.9%	10.6%	10.7%	6.4%	8.0%	7.6%
25 or more years	3.7%	5.0%	4.7%	4.6%	4.4%	4.3%
Mean (years)	7.0	7.7	6.7	4.9	6.4	5.8
Number of cases	733	740	762	598	590	667

Note: Columns might not total 100% due to rounding. Data (2010-2020) are weighted to represent all RNs with active licenses.

Nearly 53% of the RNs with active licenses who did not hold nursing positions in 2020 had previously worked 15 or more years in the field, as seen in Table 9.3. Nearly 28% of those working as nurses in 2020 reported less than five years of experience, which is a slightly smaller percentage than in 2018, but larger than in prior years.

Table 9.3. Number of years California-resident RNs practiced nursing before stopping work, by survey year

	2010	2012	2014	2016	2018	2020
Less than 5 years	11.4%	13.9%	13.8%	15.0%	29.7%	27.7%
5-9 years	11.5%	13.0%	14.4%	13.1%	7.9%	12.1%
10-14 years	13.2%	12.3%	10.5%	8.1%	8.6%	7.7%
15-24 years	22.0%	20.6%	15.7%	19.0%	17.8%	13.8%
25 or more years	41.9%	40.2%	45.6%	44.8%	36.0%	38.8%
Mean (years)	21.6	20.7	21.9	22.2	18.5	18.9
Number of cases	744	779	866	660	807	859

Note: Columns might not total 100% due to rounding. Data (2010-2020) are weighted to represent all RNs with active licenses.

Reasons for Not Working in Nursing

Nurses with active licenses who were not working in nursing positions were asked to rate the importance of various factors in their decision to not hold a nursing position. As seen in Table 9.4, the factors most frequently identified as “very important” in 2020 were retirement (36%), family responsibilities (19.1%), stress on the job (18.8%), other job dissatisfaction (16%), difficulty finding a desired position (14.7%), and childcare responsibilities (14.2%). The most frequent reasons in 2018 also included retirement (31.1%), stress on the job (20.2%), family responsibilities (17.6%), childcare responsibilities (17.4%), and difficulty finding a desired nursing position (15.5%). Between 2014 and 2020, there was a decline in the share who said they were not working because they were laid off (11.9% in 2014, 3.9% in 2016, and 4.9% in 2020). The share reporting difficulty finding a nursing position has remained fairly stable since 2014 (8.4% in 2014, 6.4% in 2020), while an increased share reported that it was difficult to find a desired position (6.1% in 2014, 15.9% in 2016, 15.5% in 2018, and 14.7% in 2020).

Table 9.5 examines these responses by age and by the number of years since the nurse last worked in nursing. For each year, the first column presents the share of nurses who last worked in nursing within the previous five years and rated a factor as important or very important, while the second column presents the share of nurses who have been out of nursing work for more than five years and rated a factor as important or very important.

In 2020, the most important reasons for not working in nursing among nurses who last held a nursing position within the past five years were retirement (50.7%), stress on the job (39.5%), other dissatisfaction with job (26.7%), and family responsibilities (26.7%). The most important reasons for not working in nursing among nurses who had not held a nursing position for more than five years were retirement (47.9%), other family responsibilities (32.3%), stress on the job (30.1%), inconvenient schedules in nursing jobs (26.9%), and other job dissatisfaction (24.8%).

The most important factors influencing a nurse’s decision not to work in a nursing position vary with the age of the nurse, as seen in the last two columns of Table 9.5. In 2020, the most important reasons for not working in nursing among nurses younger than 55 years were stress on the job (51.6%), other family responsibilities (50.1%), childcare responsibilities (48.8%), difficulty finding a desired nursing position (44.5%), and salary (39.3%). The most important reasons for not working in nursing among nurses 55 years and older were retirement (63.2%), stress on the job (29.7%), other job dissatisfaction (23.9%), and other family responsibilities (22.0%).

Table 9.4. Importance of factors influencing the decision to not hold a nursing position for RNs who have active California licenses and reside in California, 2020

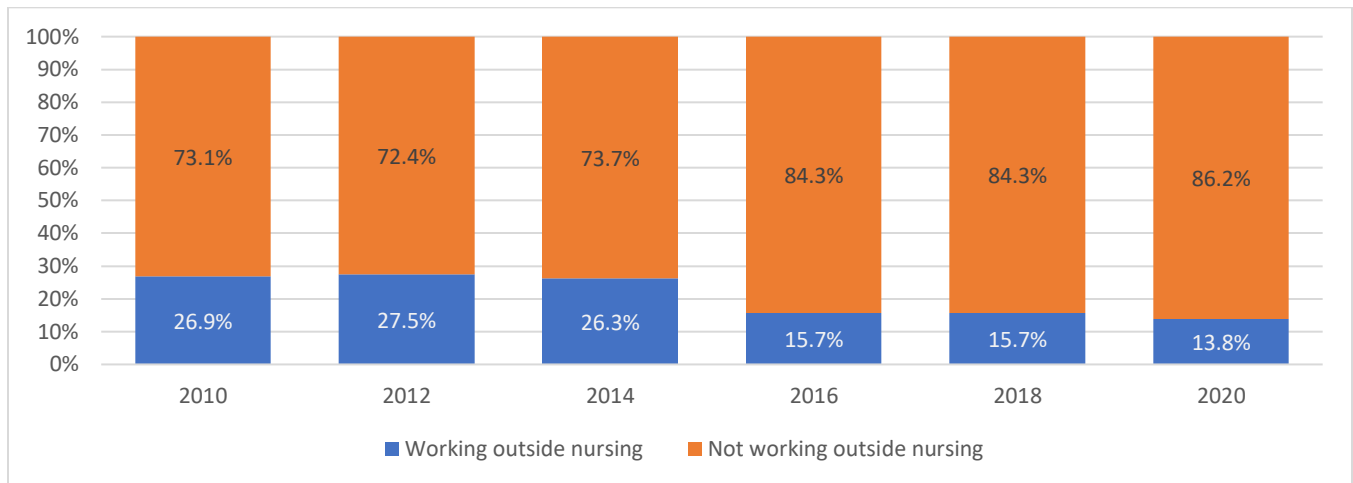
	Not at all important/Does not apply	Somewhat important	Important	Very important
Difficult to find a nursing position	85.1%	3.2%	5.2%	6.4%
Difficult to find desired position	73.2%	5.1%	7.0%	14.7%
Retired	48.2%	4.1%	11.8%	36.0%
Childcare responsibilities	79.1%	1.0%	5.6%	14.2%
Other family responsibilities	67.4%	3.3%	10.3%	19.1%
Moving to a different area	84.8%	1.6%	3.8%	9.8%
Stress on the job	58.7%	5.6%	17.0%	18.8%
Job-related illness/injury	80.0%	2.8%	5.4%	11.8%
Non-job-related illness/injury	86.5%	2.5%	5.0%	6.0%
Salary	71.0%	6.8%	11.9%	10.3%
Dissatisfied with benefits	77.5%	5.0%	10.8%	6.7%
Other job dissatisfaction	67.8%	6.2%	9.9%	16.0%
Dissatisfaction with nursing profession	77.2%	8.1%	6.8%	7.9%
Travel	84.7%	3.2%	5.4%	6.8%
Wanted to try another occupation	82.7%	2.8%	6.4%	8.1%
Inconvenient schedules	72.9%	5.5%	11.6%	10.0%
Returned to school	89.2%	1.4%	3.6%	5.9%
Laid off	91.2%	0.8%	3.2%	4.9%
Other	83.4%	0.0%	5.4%	11.1%

Table 9.5. Share of California-resident nurses with active California licenses who rate factors as "important" or "very important" in their decision to not work in nursing, by how long since they last worked as an RN and by age, 2020

	Years since last worked in nursing		Age of nurse	
	5 years or less	More than 5 yrs	Under 55 yrs	55 yrs and older
Retired	50.7%	47.9%	7.2%	63.2%
Childcare responsibilities	16.7%	24.0%	48.8%	8.9%
Other family responsibilities	26.7%	32.3%	50.1%	21.5%
Moving to a different area	15.1%	9.0%	35.6%	5.2%
Stress on the job	39.5%	30.1%	51.6%	29.7%
Job-related illness/injury	15.6%	19.0%	20.3%	16.0%
Non-job-related illness/injury	10.0%	12.1%	13.3%	10.1%
Salary	23.1%	17.8%	39.3%	15.6%
Dissatisfied with benefits	19.1%	13.1%	25.4%	14.5%
Other dissatisfaction with your job	26.7%	24.8%	5.4%	23.9%
Dissatisfaction with the nursing profession	15.3%	14.9%	18.5%	13.3%
Travel	14.2%	9.6%	20.7%	8.9%
Wanted to try another occupation	14.1%	16.0%	21.6%	11.8%
Inconvenient schedules in nursing jobs	19.0%	26.9%	37.5%	15.6%
Difficult to find a nursing position	11.6%	6.3%	28.9%	5.1%
Laid off	9.7%	6.1%	13.9%	5.8%
Difficult to find desired nursing position	24.3%	10.4%	44.5%	13.0%
Returned to school	9.5%	8.3%	24.8%	3.6%
Other	16.0%	17.7%	14.8%	17.2%
Number of cases	658	658	694	694

Some nurses who are not employed in nursing positions are employed outside nursing. Figure 9.2 presents the non-nursing employment status of RNs residing in California who did not work in nursing. In 2020, 13.8% of RNs residing in California who were not employed in nursing were working in another field; this is the lowest reported percentage in the last ten years. A large decrease occurred in 2016 (from 26.4% in 2014 to 15.7% in 2016), with minor decreases in the years following.

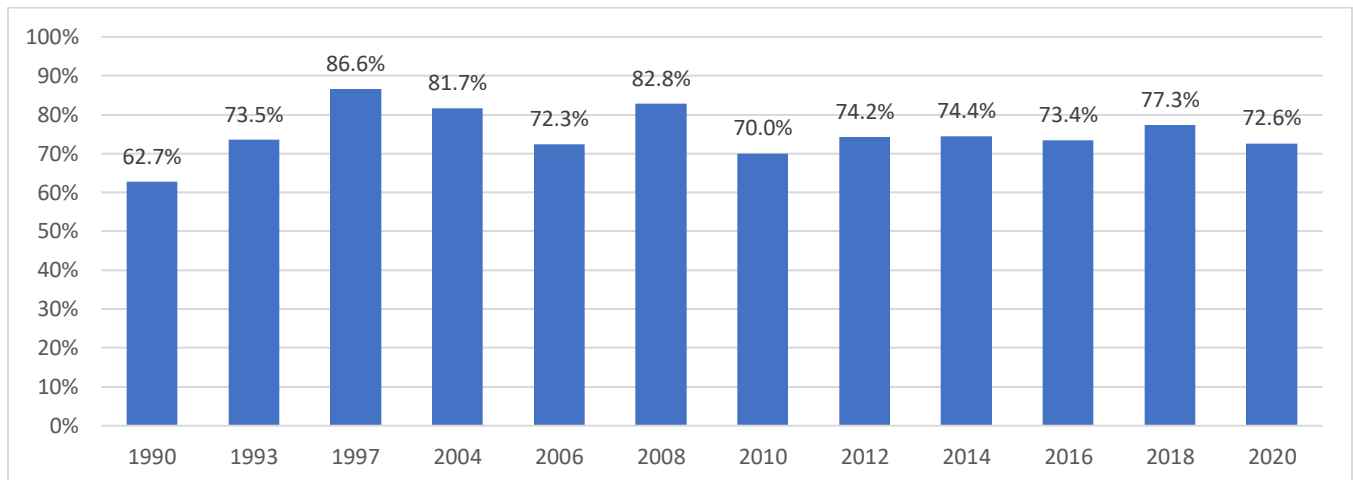
Figure 9.2. Current employment status of California-resident RNs with active California licenses who are not currently working as RNs, 2010–2020



Note: Data (2010-2020) are weighted to represent all RNs with active licenses.

Nurses who worked in non-nursing positions were asked if their jobs used their nursing knowledge. As shown in Figure 9.3, nearly 73% said their non-nursing job used their nursing knowledge.

Figure 9.3. Utilization of nursing knowledge in non-nursing jobs for California-resident nurses with active California licenses but who are not currently employed in nursing, by survey year



Note: 2020 number of cases=82. Data (2010-2020) are weighted to represent all RNs with active licenses.

As shown in Table 9.6, most non-nursing jobs held by RNs not employed in nursing were in health services (51%), as was the case for RNs working in nursing who held secondary non-nursing jobs (Chapter 5, Table 5.23). For RNs not working in nursing, other common areas of reported employment included “other” fields (13.3%) and education (13.1%).

Table 9.6. Field outside of nursing as reported by California-resident RNs not working in nursing with positions outside of nursing, 2012-2020

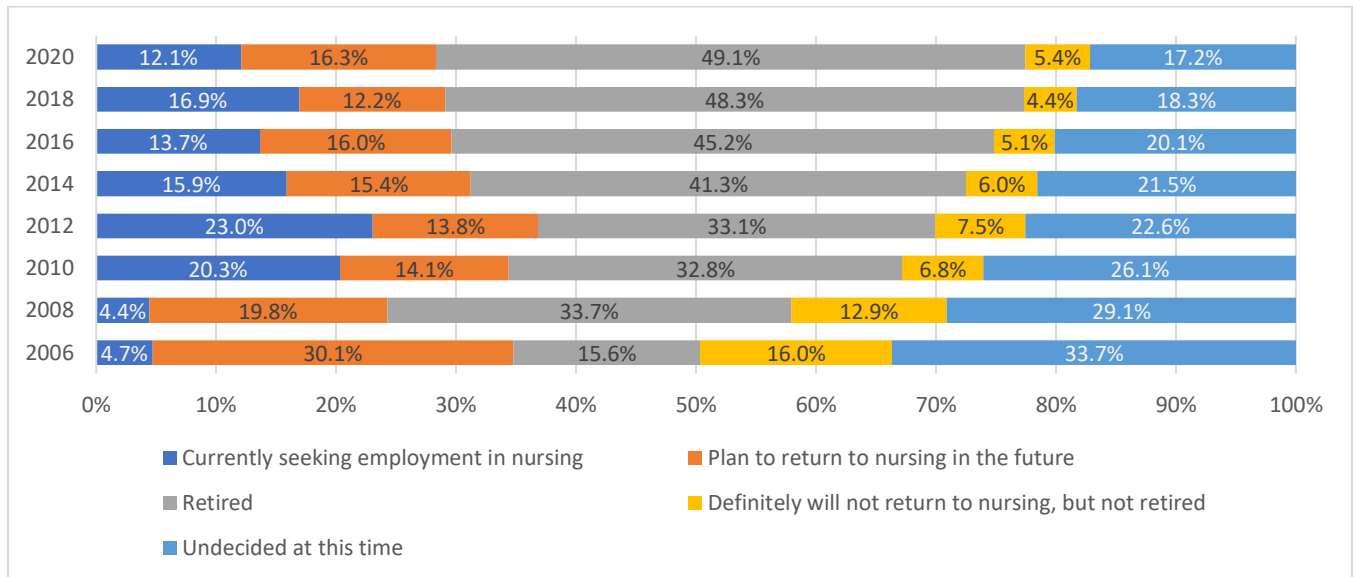
	2012	2014	2016	2018	2020
Health services	54.7%	44.8%	52.4%	46.0%	51.0%
Retail sales	8.6%	22.2%	5.0%	7.7%	8.9%
Education	11.9%	13.7%	9.5%	14.0%	13.1%
Financial services	7.7%	12.4%	15.3%	3.7%	8.8%
Consulting	4.4%	4.6%	3.7%	7.7%	6.3%
Other	24.4%	23.3%	9.4%	44.5%	13.3%
Number of cases	207	108	92	105	83

Note: Data are weighted to represent all RNs with licenses

Future Plans of Nurses with Active Licenses Not Working in the Profession

RNs with active California licenses who were not employed in nursing were asked about their future plans. Their responses are summarized in Figure 9.4. Over 28% said they planned to return to nursing or were currently seeking employment in nursing. Over 49% were retired, a higher percentage than in any previous survey, and 5.4% said that although not retired, they would definitely not return to nursing. About 17% were undecided about their future plans. The share of RNs currently seeking nursing work or definitely planning to return to nursing were flipped in 2020 compared with 2018, with a larger share of RNs planning to return to nursing in the future than the share currently seeking employment. In 2020, an estimated 6,508 RNs not working in the profession were seeking employment in nursing.

Figure 9.4. Future plans of California-resident nurses with active licenses not working in the profession, 2010-2020



Note: 2020 number of cases=704. Data are weighted to represent all RNs with active licenses.

Table 9.7 examines the plans of nurses not working in nursing by age and status as recent RN graduates. In 2020, 77.4% of non-working recent graduates were seeking employment, with another 16.7% planning to return to nursing. Over 44% of non-working California RNs under 35 years of age were seeking nursing work and an additional 30.3% were planning to return to nursing in the future. For nurses over 60 years old, larger percentages reported the potential for returning but no definite plans to do so (“undecided at this time”): 41.8% of 60- to 64-year-olds, and 52.8% of those over 64).

Table 9.7. Future plans of all California-resident nurses with active licenses not working in the profession and not retired, by survey year and age

Intentions regarding returning to nursing	All non-retired RNs not working in nursing	All new graduates (2018 to 2020)	Age at time of survey					
			Under 35	35-44	45-54	55-59	60-64	Over 64
Definitely will not return	11.7%	0.0%	1.2%	0.0%	8.4%	17.8%	23.3%	17.7%
Undecided at this time	36.8%	5.9%	24.4%	10.7%	38.5%	35.3%	41.8%	52.8%
Currently seeking work	21.6%	77.4%	44.1%	24.0%	30.3%	18.4%	5.7%	10.4%
Plan to return	29.9%	16.7%	30.3%	65.4%	22.9%	28.5%	29.2%	19.1%

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Table 9.8 presents the time frame in which nurses who said they planned to return to nursing expected to do so. Nearly 44% say they expected to return to nursing within the year and another 26.5% planned to return in one to two years. Some RNs had longer-term plans, with 13.5% planning to return in five or more years.

Table 9.8. Time frame within which California-resident nurses who are not working in nursing positions but plan to return to nursing plan to do so, 2010-2020

	2010	2012	2014	2016	2018	2020
Less than one year	40.4%	49.4%	41.0%	47.7%	36.8%	43.9%
1 to 2 years	34.7%	37.1%	37.2%	41.3%	35.3%	26.5%
3 to 4 years	18.1%	4.2%	13.0%	8.8%	12.4%	16.1%
5 or more years	6.8%	9.3%	8.8%	2.2%	15.5%	13.5%
Number of cases	87	86	102	82	90	87

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

In every survey since 2012, nurses have been asked about their satisfaction with the nursing profession as a whole. Table 9.9 compares the satisfaction of RNs employed in nursing at the time of their response with those who were not employed in nursing. Unsurprisingly, nurses who were not employed in nursing were less satisfied with the nursing profession overall than were RNs who were working in the profession. In 2020, nearly 13% of nurses not employed in nursing reported that they were either dissatisfied or very dissatisfied with the profession compared to 8.6% of nurses employed in nursing.

Table 9.9. Satisfaction with the nursing profession of RNs residing in California, by employment in the nursing profession, 2012-2020

	2012		2014		2016		2018		2020	
	Employed in nursing	Not employed in nursing	Employed in nursing	Not employed in nursing	Employed in nursing	Not employed in nursing	Employed in nursing	Not employed in nursing	Employed in nursing	Not employed in nursing
Very satisfied	38.1%	27.8%	42.1%	30.9%	43.2%	29.7%	42.3%	36.8%	39.1%	32.9%
Satisfied	47.1%	35.7%	43.9%	39.2%	45.0%	47.6%	43.5%	41.0%	45.7%	43.6%
Neither satisfied nor dissatisfied	6.6%	21.9%	5.8%	15.7%	5.3%	9.8%	7.0%	11.5%	6.7%	10.8%
Dissatisfied	5.3%	10.9%	3.7%	9.1%	2.6%	9.7%	2.8%	5.0%	4.0%	5.6%
Very dissatisfied	2.9%	3.7%	3.6%	3.4%	3.9%	3.3%	4.4%	5.8%	4.6%	7.0%

Note: 2020 number of cases=3,605. Data are weighted to represent all RNs with active licenses.

10. Thematic Analysis of Nurses' Comments

Introduction

Respondents to both the online and mailed 2020 surveys were invited to use the comments area to offer their opinions on how COVID-19 had affected their work as nurses, including descriptions of how their work may have changed, changes in the workplace, concerns about the support received at work, opportunities to contribute to meeting local and state needs, as well as additional thoughts or ideas about the nursing profession in California. Comments were received from 3,114 respondents, representing 84.6% of the total survey responses. Survey respondents who entered narrative comments averaged the same age as those who did not comment and were somewhat less likely to be ethnic minorities (Table 10.1).

Table 10.1. Characteristics of respondents who commented and all survey respondents

	Respondents who Commented	All Survey Respondents
Age (years)	46.8	46.8
Ethnicity (% White)	47.3%	45.7%

Note: All survey respondents' number of cases=3,726. Respondents who commented number of cases=3,151. Data in table are not weighted.

Online respondents were more likely to leave narrative comments than were hard-copy respondents (30% hard-copy vs. 54.6% online) (Table 10.2). The online narrative respondents were slightly younger and included more White respondents than the hard-copy respondents.

Table 10.2. Characteristics of online narrative respondents versus hard-copy narrative respondents

	Hard-Copy Respondents	Online Respondents
Number of respondents	1,116	2,035
Average Age (years)	46.9	46.7
Ethnicity (% White)	46.5%	48.1%

Note: Number of total hard copy and online respondent cases=3,151. Data in table is not weighted.

The number of responses in the open-ended comment spaces were substantially higher than in prior years; in 2018, only 868 people provided comments. The volume of data prohibited the thematic analysis methods used for prior surveys. Instead, we applied several methods used to analyze large volumes of qualitative data. The qualitative analysis was completed in collaboration with data scientists at Georgia State University (Drs. Aaron Baird and Yusen Xia).

The first step in our analysis was to create a word cloud, which is a visual depiction of the words found in the data. Words that occur more frequently in the data are represented as larger and bolder in the word cloud. The process of creating a word cloud eliminates unimportant words such as "the" and pronouns.

Figure 10.1 presents the word cloud made from responses in the 2020 survey's comments area. The mean number of words per comment was 51.2 and the median was 27 words. The mean number of sentences was 3.2 and the median number of sentences was 2. The longest comment was 1,177 words. The words most often used by nurses were "patient", "COVID-19", "nurse", "work", "hospital", "PPE", and "time". (PPE is an acronym for personal protective equipment and includes face masks, face shields, protective gowns, and protective gloves). The time period in which these data were collected was during the first nine months of the pandemic, when many hospitals reported difficulty obtaining PPE for their staff. Other common words in the cloud that provide some insight into the experiences of RNs include "care", "change", "stressful", "ratio", "difficult", and "support". Some commonly occurring words also suggest changes in employment, such as "retired" and "home".

I don't think covid19 has affected my work as a nurse. I'm still providing the best care I know how and can to my patients, by keeping the CDC recommendations and my hospital policies in mind.

challenges to PPE access, resolved by our supply chain dept. change in practice regarding how we provide both patient and staff education. we have had to adapt to online meetings, have incorporated Microsoft teams into our workplace. Using phone consults and video education processes. I feel that I have a great deal of support and am proud of how my organization responded.

Comments reflective of moderately positive sentiments include:

covid19 made me more vigilant and strict in observing infection control and use of PPE... Protecting myself means protecting my patients, my family and the community. My workplace is doing all the best to implement and follow covid19 Guidance/guidelines, Managers/Leaders are also supportive.

Nursing was the most amazing addition to my life! Caring & giving is an Art and comes from within...I'm thankful for my years of serving!

Comments reflective of negative sentiments include:

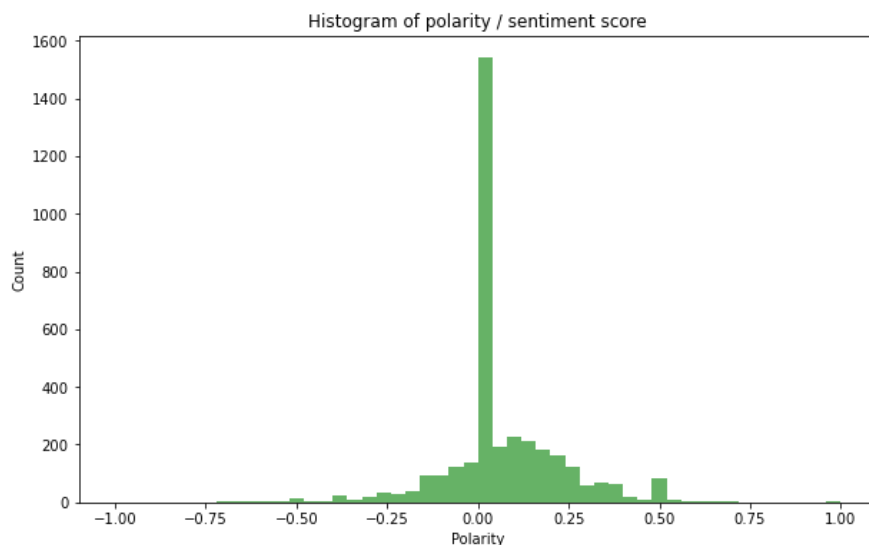
Ratio now 3:1. Unsafe. Lack of PPE. Lack of additional sick days. Lack of hazard pay despite being in a worldwide "disaster "

Change my nursing clothes in garage now before entering my home. I am shocked by the lack of ppe and cleaning supplies still 6 months into this pandemic.

This is a sad situation. During this pandemic I feel the integrity that Was and should be the foundation for nurses has been challenged and it makes me sick to my stomach some of the decisions my leadership team presents to us and the risks they are taking with our lives as well as the patients.

covid19 has decreased my working hours and I feel frustrated that I have not been utilized to help in this crisis

Figure 10.2. Histogram of sentiment scores' polarity



Nurses' open-ended comments demonstrate that they faced a great deal of stress in 2020. The greatest concerns were related to a lack of PPE, frequent changes in clinical guidance, staff shortages, and fear of infecting

themselves and their families. At the same time, some nurses reported that they were proud of the organizations in which they worked—these statements were often linked to descriptions of proactive changes employers made to ensure that staff were as supported as possible to respond to the pandemic.

11. Discussion

The data from the 2020 Survey of Registered Nurses indicate that a growing number of older RNs have left nursing and a large number intend to retire or quit within the next two years. At the same time, unemployment among younger RNs increased. There also were small but concerning decreases in many aspects of job satisfaction among working RNs. Together, these data suggest that the first nine months of the pandemic led to challenges in the workplace and spurred some nurses to retire early.

These results are consistent with other studies that have reported concerns about [nurses' stress during the pandemic](#) and the potential for greater numbers to [leave their jobs or to leave nursing entirely](#). Health care workers have reported [increases in the prevalence of depression, anxiety, and insomnia](#), which will require sustained interventions to ensure nurses' health and long-term productivity. With a shortage of RNs likely already underway, employers need to redouble their efforts to retain RNs and develop career paths for newly-graduated RNs. They also need to rapidly develop and implement strategies to mitigate the potential harm of shortages over the next five years.

Appendix A. Technical Appendix

Survey Development

UCSF worked with the BRN to update the survey questionnaires for 2020. Specifically, the survey update included the following steps:

- A review of past surveys conducted for the BRN, particularly the survey conducted in 2018
- Collaboration with staff at the BRN to identify current issues and draft the survey questionnaire
- A review of draft questions by the BRN staff, UCSF staff, and other experts
- Revision of the survey based on feedback from BRN and UCSF staff, as well as other experts
- Development of formatted survey instruments
- Testing of survey instruments by nurses recruited by UCSF, the Nursing Workforce Advisory Committee, and the BRN
- Development of the web-based survey
- Testing of the web-based survey by staff at the BRN and UCSF
- Editing the formatted survey for printing and editing of the web-based survey for online use

Note that approval of the survey questionnaire was delayed due to changes in the leadership of the Board of Registered Nursing and by the COVID-19 pandemic. All survey processes were subsequently delayed to approximately 3 months after the normal timing of the survey. Data entry was delayed further due to office closures at the data entry vendor and UCSF during COVID-19 surges. Data analysis also was delayed due to office closures and other pandemic issues that limited the research team's ability to work.

Selection of the RN Sample

The survey was sent to 8,000 active RNs with addresses in California and other states. The Board of Registered Nursing delivered a file of 445,244 nurses with active licenses residing in the United States to UCSF on March 13, 2020. This database included name, mailing address, birth date, date of licensure in California, date of last renewal, and license status. Nurses were excluded from the survey if their birthdate was missing, indicated an age of younger than 20, or indicated an age greater than 100.

In order to obtain a survey dataset that could be used to examine the characteristics of nurses in different regions of California, we organized the eligible population into nine regions and selected the sample to be surveyed based on target numbers for each region. Eight of the regions were agglomerations of California counties; the ninth region included all other states. This type of sampling strategy, called a stratified sample, is widely used in survey research and well-documented in numerous textbooks. With this type of sampling, surveys returned from each stratum (region, in this case) are weighted to produce statistically valid estimates of the full population.

Our goal was to have at least 500 respondents per region. To reach this goal, we assumed that the response rate for each region would be the same as for the 2018 survey, thus requiring at least 809 surveys be mailed to nurses in each region. The first four columns of Table 12.1 present our final sampling scheme.

Process for Data Collection and Coding

The 2020 survey was first sent by email to all RNs selected for the survey with email addresses available in the Board of Registered Nursing's database. This email was delivered to 7,988 RNs on July 6, 2020. Reminder emails were sent on July 17, August 4, and August 17.

A cover letter from the Board of Registered Nursing was mailed along with the survey instrument to all RNs selected for the survey who had not already completed the online survey, including information about how to complete the survey online and a postage-paid return envelope. The survey was mailed on September 11, 2020. A reminder postcard was sent on October 2, and a second copy of the questionnaire was mailed on December 9 to non-respondents. An additional email reminder was sent on November 8, 2020. Reminder postcards were sent on January 15 and March 4, 2021. Data collection ended on March 22, 2021.

All mailings were sent by first-class mail. Outgoing surveys were coded with a tracking number, and completed surveys, along with ineligible and undeliverable cases, were logged into a response status file. The status file permitted close monitoring of the response rate. The web version of the survey was monitored as well. The first reminder postcard was sent to all nurses selected for the survey who had not already completed the survey online, but the second copy of the survey and last two reminder postcards were limited to nurses who had not yet responded to the survey.

Data from the web-based surveys were automatically entered into a database. All paper surveys were entered into a database by Office Remedies Inc., except the narrative comments, which were entered at UCSF. The paper data were entered twice, by two different people at two different times. The two entries for each survey respondent were compared, differences were checked against the paper survey, and corrections were made. After the comparisons were complete, discrepancies corrected, and duplicate records deleted, the data were checked again by a computer program to ensure only valid codes were entered and logical checks on the data were met. Approximately 67.5% of the respondents completed the survey online, an increase of approximately 4 percentage points from 2018.

Response Rates and Representativeness of the Data

By the end of the data collection period, questionnaires were received from 4,197 of the 8,000 RNs to whom surveys were mailed. As 74 of these indicated that they refused to participate, there were 4,123 useable responses. A total of 261 cases were determined to be ineligible for the survey due to being returned for lack of a current mailing address (240), reported death or other inability to participate (7), revised residence outside the United States, or a lapsed license (14). Thus, there were a total of 7,739 eligible nurses and a 54.2% response rate for the eligible population. Table A.2 details the survey response outcomes for the years 2010 through 2020. Note that the response rate in 2020 was lower than in previous years; this is likely due to the COVID-19 pandemic.

Survey responses were matched to the original sampling database so that response bias could be examined. The last three columns of Table A.1 present the regional distribution of survey respondents and the response rate for each region. There was some difference in response rate by region. Nurses in the San Francisco Bay Area, Los Angeles, Sacramento, Central Coast, and Northern Counties were more likely to respond to the survey than average, while nurses residing out of state had the lowest response rate, followed by the Inland Empire region. The age distribution of respondents also is different from that of the sample, as seen in Table A.3. Younger nurses were less likely to respond to the survey, with only 33.2% of nurses under the age of 35 years completing the survey. In contrast, 73.6% of nurses aged 64 years and older responded to the survey. Thus, nurses in the younger age group (35 years and under) are underrepresented in the data, while nurses aged 55 to 64 are overrepresented.

To address differential response rate by age group and account for the regional stratification of the sample design, post-stratification weights were used to ensure that all analyses reflected the full statewide population of RNs with active California licenses. The post-stratification weights were based on the number of nurses in the sample file for each region and each age group. We used Stata MP 15.1, a commonly employed statistical package, to analyze the data. The survey data analysis commands in this software (`svy`) were used to conduct all analyses of the data for nurses with active licenses, using the post-stratification weights.

Precision of Estimates

The size of the sample surveyed and the high response rate contribute to this survey providing very precise estimates of the true values in the population. For nurses with active licenses, any discrepancies between the respondents to the survey and the population have been corrected by weighting the data, as discussed above. The sample size and weighting ensure that the data presented in this report are representative of the statewide population of RNs.

Unweighted tables based on the full dataset of 4,123 nurses with active licenses may vary from the true population values by +/-1.52 percentage points from the values presented, with 95% confidence. The surveys of RNs from 1990 through 2004 were not weighted. The use of weights improves the accuracy and representativeness of the reported tabulations and means presented in this report. However, because all previous surveys had relatively large sample sizes, they also provided estimates of the true population that should be within a few percentage points of the true values.

Table A.1. California's nursing workforce, survey sample, survey respondents, and response rate, by region, 2020

		Actively Licensed RNs		Survey Sample		Survey Respondents		Response rate
Region	Counties	#	%	#	%	#	%	%
Northern Counties	Butte, Colusa, Del Norte, Glenn, Humboldt, Lake, Lassen, Mendocino, Modoc, Nevada, Plumas, Shasta, Siskiyou, Sierra, Tehama, Trinity	10,892	2.4%	890	11.1%	467	11.3%	52.5%
Sacramento	El Dorado, Placer, Sacramento, Sutter, Yolo, Yuba	28,218	6.3%	880	11.0%	473	11.5%	53.8%
San Francisco Bay Area	Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano, Sonoma	82,884	18.6%	880	11.0%	485	11.8%	55.1%
Central Valley/Sierra	Alpine, Amador, Calaveras, Fresno, Inyo, Kern, Kings, Madera, Mariposa, Merced, Mono, San Joaquin, Stanislaus, Tulare, Tuolumne	37,377	8.4%	880	11.0%	456	11.1%	51.8%
Central Coast	Monterey, San Benito, San Luis Obispo, Santa Barbara	10,439	2.3%	890	11.1%	470	11.4%	52.8%
Los Angeles	Los Angeles, Orange, Ventura	124,006	27.9%	890	11.1%	479	11.6%	53.8%
Inland Empire	Riverside, San Bernardino	42,734	9.6%	900	11.3%	446	10.8%	49.6%
Border Counties	Imperial, San Diego	36,214	8.1%	900	11.3%	450	10.9%	50.0%
Out of State	All states other than California	72,480	16.3%	890	11.1%	397	9.6%	44.6%
TOTAL		445,244	100.0%	8,000	100.0%	4,123	100.0%	51.5%

Note: The estimated number of RNs per region was taken from the California Board of Registered Nursing database. Seven RNs are not included in these data due to erroneous age data.

Table A.2. Survey outcomes and response rates for RNs with active California licenses, 2010-2020

	2010	2012	2014	2016	2018	2020
Questionnaires mailed	10,000	10,000	10,000	8,000	8,000	8,000
In California	8,850	8,900	9,100	7,100	7,000	7,110
Out of state	1,150	1,100	900	900	1,000	890
Ineligible cases*	209	142	188	193	331	261
Eligible cases	9,791	9,858	9,812	7,807	7,669	7,739
Surveys returned	6,302	5,541	5,599	4,190	4,964	4,197
Refusals and incomplete surveys**	78	12	26	12	25	74
Total respondents	6,224	5,529	5,573	4,178	4,608	4,123
In California***	5,551	4,967	5,047	3,793	4,049	3,726
Out of state***	673	562	526	385	559	397
Response rate of all surveys mailed	62.2%	55.3%	55.7%	52.2%	57.6%	51.5%
Response rate of eligible population	63.6%	56.1%	56.8%	53.5%	60.1%	54.2%

*Ineligible cases include surveys that were undeliverable or surveys returned with an indication that the nurse was deceased or disabled.

**Individuals who responded that they did not wish to participate or who did not provide enough information for the survey to be useable were counted as eligible cases but removed from the analytic data. Individuals who completed one or more online surveys and a paper survey had their online responses removed. Individuals who completed more than one paper survey had their second survey removed. Individuals who completed one or more online surveys had their most complete online survey response used. Individuals who indicated they did not have a current active RN license or for whom employment status could not be imputed also had their responses removed.

***There were 334 individuals who lived outside California at the time the survey sample was extracted and 63 people who lived within California at the time the sample was extracted but moved to an out-of-state address between sampling and when they responded. Thus, the total number of respondents living outside California at the time they responded was 397.

Table A.3. California’s active nursing workforce, survey sample, survey respondents, and response rate, by age group, 2020

Age Group	Actively Licensed RNs		Survey Sample		Survey Respondents		Response Rate
	#	%	#	%	#	%	%
Under 35 years	104,294	23.4%	2,133	26.7%	709	17.2%	33.2%
35-44 years	107,860	24.2%	1,795	22.4%	867	21.0%	48.3%
45-54 years	97,212	21.8%	1,523	19.0%	815	19.8%	53.5%
55-64 years	85,942	19.3%	1,351	16.9%	850	20.6%	62.9%
65 years and older	49,934	11.2%	1,198	15.0%	882	21.4%	73.6%
Missing age	2	0.0%	0	0.0%	0	0.0%	N/A
TOTAL	445,244	100.0%	8000	100.0%	4,123	100.0%	51.5%

Appendix B. Tabulations of Responses, 2010-2020

1. In what kind of program did you receive your initial, pre-licensure RN education?

	2010	2012	2014	2016	2018	2020
Diploma	12.4%	10.3%	10.2%	6.1%	5.1%	3.7%
Associate Degree Program	45.0%	45.8%	44.3%	42.7%	43.9%	46.0%
Baccalaureate Program	38.0%	2.7%	40.1%	44.5%	43.1%	45.2%
Master's Program	1.5%	39.0%	0.6%	0.8%	1.3%	1.6%
Entry-Level Master's Program	0.2%	2.1%	1.9%	1.9%	2.2%	2.1%
Doctoral Program	0.2%	0.0%	0.1%	0.1%	0.7%	0.0%
30-Unit Option Program	2.8%	0.0%	1.6%	1.3%	3.0%	1.2%
Foreign	*	*	*	2.3%	*	*
Other	*	*	*	0.4%	1.5%	0.1%
Number of cases	5,476	4,913	5,032	3,784	3,921	3,652

Note: Data are weighted to represent all RNs with active licenses.

* Question was not asked in this survey year.

2. In what state or country did you complete your pre-licensure RN education?

	2010	2012	2014	2016	2018	2020
California	56.2%	59.7%	60.6%	61.5%	56.4%	63.3%
Other US state	22.3%	20.4%	18.5%	19.0%	17.7%	20.5%
Australia	0.2%	0.1%	0.1%	0.1%	0.1%	0.1%
Canada	1.0%	0.8%	0.9%	1.0%	1.0%	0.2%
China	0.4%	0.4%	0.2%	0.2%	0.6%	0.3%
England	0.8%	0.3%	0.7%	0.5%	0.7%	0.0%
India	0.6%	0.6%	0.6%	0.7%	1.2%	1.1%
Ireland	0.0%	0.0%	0.0%	0.1%	0.0%	0.1%
Korea	1.3%	1.0%	1.0%	0.6%	0.7%	0.5%
Philippines	14.0%	13.7%	13.6%	14.0%	17.8%	11.3%
Other Country	3.3%	2.7%	3.8%	2.4%	3.7%	2.6%
Number of cases	5,480	4,905	5,047	3,756	2,312	2,966

Note: Data are weighted to represent all RNs with active licenses.

3. In what year did you graduate from that program?

	2010	2012	2014	2016	2018	2020
1940s	0.2%	0.0%	0.0%	0.0%	2.0%	0.0%
1950s	1.3%	1.0%	0.7%	0.4%	0.3%	0.0%
1960s	6.1%	4.3%	4.3%	3.2%	2.1%	1.4%
1970s	17.4%	16.1%	15.3%	12.7%	8.9%	7.4%
1980s	20.4%	19.1%	18.0%	15.1%	14.3%	12.2%
1990s	24.1%	23.5%	21.1%	17.5%	18.0%	17.4%
2000s	30.3%	28.7%	27.2%	26.0%	24.4%	25.1%
2010s	0.1%	7.0%	13.3%	25.2%	30.0%	36.0%
2020s	*	*	*	*	*	0.4%
Number of cases	5,463	4,900	4,993	3,747	3,964	3,602

Note: Data are weighted to represent all RNs with active licenses.

* Question was not asked in this survey year.

4. Immediately prior to starting your basic RN nursing education, were you employed in a health occupation?

	2010	2012	2014	2016	2018	2020
No	57.9%	57.3%	58.7%	61.2%	58.3%	56.0%
Clerical or Administrative	5.1%	5.4%	5.1%	5.5%	6.2%	5.8%
Military Medical Corps	0.6%	0.9%	0.9%	0.5%	0.9%	0.7%
Nursing Aide	15.7%	14.5%	13.6%	14.8%	14.7%	14.8%
Other Health Technician	5.5%	4.4%	3.8%	4.9%	3.9%	3.2%
Medical Assistant	2.7%	3.0%	2.9%	2.9%	2.9%	3.5%
LPN/LVN	9.2%	9.7%	8.8%	7.1%	8.7%	9.3%
Other	3.2%	4.8%	6.1%	2.2%	0.4%	6.7%
EMT	*	*	*	0.9%	0.9%	0.8%
Number of cases	5,495	4,942	5,038	3,784	3,925	3,621

Note: Data are weighted to represent all RNs with active licenses.

* Question was not asked in this survey year.

5. Since graduating from the basic RN nursing program, have you earned any additional degrees?

In what year was it completed?

	% received	Year received								Number of cases
		1950s	1960s	1970s	1980s	1990s	2000s	2010s	2020s	
Diploma	0.1%	8.0%	0.0%	27.9%	15.6%	24.2%	0.0%	24.2%	0.0%	7
ASN	15.7%	0.0%	0.1%	2.3%	7.4%	11.2%	13.9%	54.3%	10.8%	577
BSN	11.4%	0.0%	0.1%	1.0%	3.3%	15.4%	20.5%	49.6%	10.1%	410
MSN	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	69.8%	30.2%	25
Doctorate, nursing (DNP/PhD)	0.3%	0.0%	0.0%	0.0%	0.0%	20.9%	11.9%	49.0%	18.2%	16
Associate, non-nursing	5.9%	0.0%	0.6%	7.3%	15.3%	15.2%	35.5%	26.1%	0.0%	183
Bachelor's, non-nursing	6.4%	0.0%	0.6%	7.0%	17.1%	23.3%	34.1%	16.1%	1.9%	217
Master's, non-nursing	3.0%	0.0%	0.0%	5.0%	15.9%	19.5%	29.8%	22.5%	7.3%	129
Doctorate, non-nursing	0.5%	0.0%	0.0%	2.6%	16.3%	19.5%	17.9%	43.7%	0.0%	23

Note: Respondents could report obtaining multiple additional degrees, so columns will not add to 100%. Data are weighted to represent all RNs with active licenses.

6. How familiar are you with last year’s changes in the Nurse Practice Act?

	2020
Not at all familiar	48.7%
Slightly familiar	24.9%
Somewhat familiar	21.4%
Very familiar	5.0%
Number of cases	3,561

Note: Data are weighted to represent all RNs with active licenses.

7. How would you obtain information about changes to the Nurse Practice Act?

	2020
Unsure	19.3%
Continuing education classes	28.6%
BRN website	65.2%
BRN report/newsletter/magazine	18.9%
Professional association communications	23.5%
BRN meetings	3.6%
Other	5.7%
Number of cases	3,564

Note: Data are weighted to represent all RNs with active licenses.

8. Have you ever attended a Board of Registered Nursing meeting?

	2020
No	96.4%
Yes	3.6%
Number of cases	3,591

Note: Data are weighted to represent all RNs with active licenses.

9. Are you currently enrolled in a nursing degree program or specialty certification program?

	2010	2012	2014	2016	2018	2020
No	91.8%	88.1%	90.0%	90.5%	88.7%	88.8%
Yes	8.3%	11.9%	10.0%	9.5%	11.3%	11.2%
Number of cases	5,444	4,854	5,047	3,694	3,903	3,576

Note: Data are weighted to represent all RNs with active licenses.

10. What is your degree objective?

	2010	2012	2014	2016	2018	2020
Associates Degree	0.3%	5.2%	5.0%	0.9%	0.8%	0.0%
Baccalaureate Degree	31.2%	33.0%	42.3%	37.6%	40.1%	24.4%
Master's Degree	44.1%	29.3%	34.8%	30.5%	39.1%	45.4%
Non-degree Specialty Certification	17.6%	27.1%	11.3%	11.5%	8.8%	11.4%
Doctoral Degree	6.8%	5.4%	*	0.0%	*	*
Doctoral Degree (DNP)	*	*	5.8%	6.4%	8.4%	12.1%
Doctoral Degree (Research)	*	*	4.1%	2.9%	1.5%	1.1%
Non-nursing Associate	*	*	*	0.5%	0.3%	0.3%
Non-nursing Baccalaureate	*	*	*	1.3%	0.8%	0.1%
Non-nursing Master's	*	*	*	6.7%	4.1%	6.6%
Non-nursing Doctoral	*	*	*	1.8%	0.6%	0.5%
Non-nursing Certification	*	*	*	3.2%	4.1%	2.5%
Number of cases	360	472	444	296	382	329

Note: Data are weighted to represent all RNs with active licenses.

* Question was not asked in this survey year.

11. What percent of coursework is through online or distance learning? (Question first asked in 2016)

	2016	2018	2020
0%	17.8%	13.8%	1.9%
1-25%	6.1%	8.6%	0.0%
26-50%	8.9%	7.0%	0.0%
51-75%	2.6%	3.7%	0.0%
75-100%	64.5%	66.9%	98.1%
Number of cases	350	367	309

Note: Data are weighted to represent all RNs with active licenses.

12. In what state/country were you first licensed as an RN?

	2010	2012	2014	2016	2018	2020
California	61.7%	64.1%	65.3%	68.3%	66.3%	69.1%
Other US	20.5%	18.7%	18.0%	18.0%	17.2%	16.6%
Australia	0.2%	0.1%	0.1%	0.1%	0.0%	0.0%
Canada	1.0%	0.8%	0.8%	1.0%	0.7%	0.3%
China	0.3%	0.3%	0.0%	0.1%	0.6%	0.2%
England	0.6%	0.4%	0.6%	0.5%	0.5%	0.1%
India	0.5%	0.5%	0.4%	0.5%	0.7%	0.9%
Ireland	0.0%	0.0%	0.0%	0.1%	0.0%	0.1%
Korea	1.1%	0.9%	0.6%	0.5%	0.5%	0.5%
Philippines	11.7%	11.7%	9.4%	9.2%	11.3%	9.8%
Other Country	2.6%	2.4%	4.8%	2.0%	2.1%	2.3%
Number of cases	5,480	4,914	5,047	3,662	3,904	3,556

Note: Data are weighted to represent all RNs with active licenses.

13. In what year were you first licensed as an RN?

	2010	2012	2014	2016	2018	2020
1940s	0.2%	0.0%	0.0%	0.0%	2.0%	2.5%
1950s	1.1%	0.9%	0.6%	0.4%	0.3%	0.0%
1960s	5.8%	4.0%	3.5%	3.2%	2.1%	1.4%
1970s	16.4%	14.6%	12.4%	12.7%	8.9%	7.2%
1980s	20.2%	18.2%	17.1%	15.1%	14.3%	12.0%
1990s	23.4%	24.1%	18.0%	17.5%	18.0%	17.0%
2000s	31.8%	29.3%	32.0%	26.0%	24.4%	24.7%
2010s	1.1%	8.8%	16.3%	25.2%	30.0%	35.2%
Number of cases	5,551	4,967	5,047	3,747	3,964	3,657

Note: Data are weighted to represent all RNs with active licenses.

14. In what year were you first licensed as an RN in California?

	2010	2012	2014	2016	2018	2020
1940s	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
1950s	0.6%	0.5%	0.3%	0.2%	0.0%	0.1%
1960s	3.9%	2.5%	2.9%	2.0%	1.2%	1.1%
1970s	11.9%	11.1%	10.4%	7.7%	5.9%	5.4%
1980s	20.3%	17.7%	16.9%	14.0%	12.8%	11.4%
1990s	20.1%	19.1%	16.9%	17.3%	15.4%	15.2%
2000s	42.0%	37.8%	33.7%	31.7%	27.7%	27.2%
2010s	1.2%	11.3%	18.9%	27.1%	36.8%	38.3%
2020s	*	*	*	*	*	1.4%
Number of cases	5,490	4,967	5,047	3,793	4,049	3,723

Note: Data are weighted to represent all RNs with active licenses.

* Question was not asked in this survey year.

15. Do you presently have an active RN license in California?

Asked first in 2010; all reported respondents had to be actively licensed.

16. In how many states, other than California, do you hold an active RN license?

	2010	2012	2014	2016	2018	2020
0	90.0%	89.5%	91.6%	91.7%	90.7%	91.2%
1	7.0%	7.9%	6.3%	7.0%	9.1%	8.0%
2	2.2%	1.9%	1.4%	0.8%	0.3%	0.5%
3	0.4%	0.6%	0.5%	0.1%	0.0%	0.0%
4	0.2%	0.1%	0.0%	0.1%	0.0%	0.1%
5 or more	0.2%	0.1%	0.0%	0.2%	0.0%	0.1%
Number of cases	5,551	4,967	5,047	3,793	3,911	3,577

Note: Data are weighted to represent all RNs with active licenses.

17. Which of the following certifications, if any, have you received from the California Board of Registered Nursing since your initial licensure as an RN?

	2010	2012	2014	2016	2018	2020
Nurse Anesthetist	0.4%	0.6%	1.1%	0.4%	0.6%	0.7%
Public Health Nurse	15.2%	16.6%	17.5%	17.6%	17.4%	17.4%
Nurse Midwife	0.4%	0.5%	0.6%	0.5%	0.8%	0.7%
Psychiatric/Mental Health Nurse	1.3%	1.5%	1.1%	0.6%	1.5%	1.1%
Nurse Practitioner	5.7%	5.4%	5.4%	5.3%	6.0%	7.7%
Clinical Nurse Specialist	2.8%	2.8%	2.2%	1.9%	1.6%	2.1%
None	76.8%	75.7%	75.1%	76.4%	75.2%	73.7%
Number of cases	5,142	4,657	5,047	3,793	4,049	3,726

Note: Nurses can have more than one certification, so columns will not total 100%. Data are weighted to represent all RNs with active licenses.

18. How long have you practiced as an RN? Exclude years since graduation during which you did not work as an RN.

	2010	2012	2014	2016	2018	2020
Less than 5 years	19.2%	19.9%	20.8%	21.9%	26.5%	21.8%
5-9 years	16.4%	17.2%	16.9%	19.9%	16.5%	19.1%
10-14 years	13.5%	12.8%	13.3%	12.4%	13.1%	15.9%
15-19 years	12.0%	11.9%	10.8%	11.0%	10.6%	9.6%
20-24 years	9.7%	10.0%	9.2%	8.6%	9.4%	8.5%
25-29 years	9.7%	9.3%	7.2%	7.4%	6.3%	8.1%
30-34 years	8.9%	8.4%	8.8%	6.3%	6.2%	6.3%
35+ years	10.6%	10.4%	13.1%	12.4%	11.4%	10.9%
Number of cases	5,242	4,691	4,971	3,757	3,988	3,702

Note: Data are weighted to represent all RNs with active licenses.

19. How satisfied are you with the nursing profession overall?

	2010	2012	2014	2016	2018	2020
Very Dissatisfied	2.3%	3.0%	3.6%	3.8%	4.6%	5.0%
Dissatisfied	6.0%	6.1%	4.6%	3.5%	3.2%	4.2%
Neither satisfied nor dissatisfied	9.3%	8.9%	7.5%	5.9%	7.7%	7.3%
Satisfied	50.6%	45.4%	43.6%	45.4%	43.1%	45.4%
Very satisfied	31.8%	36.6%	40.7%	41.3%	41.4%	38.1%
Number of cases	5,404	4,764	4,998	3,705	3,911	3,605

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

20. Are you currently employed in registered nursing?

	2010	2012	2014	2016	2018	2020
Employed in nursing	87.4%	85.1%	83.4%	86.2%	81.4%	81.5%
Not employed in nursing	12.6%	14.9%	16.6%	13.8%	18.6%	18.5%
Number of cases	5,551	4,967	5,047	3,789	4,049	3,726

Note: Data are weighted to represent all RNs with active licenses.

21. How many hours do you normally work as an RN?

A. Hours per day

	2010	2012	2014	2016	2018	2020
Under 5 hours	1.1%	0.7%	0.8%	0.8%	1.0%	0.4%
5-7.5 hours	3.8%	2.8%	3.5%	2.4%	3.0%	1.8%
8 hours	41.7%	45.3%	44.7%	43.3%	39.1%	43.1%
8.5-11.5 hours	11.6%	11.4%	12.0%	9.8%	10.9%	10.9%
12 hours	40.1%	38.5%	37.5%	42.3%	43.2%	41.1%
More than 12 hours	1.8%	1.2%	1.6%	1.4%	2.8%	2.7%
Number of cases	3,986	3,313	3,334	2,441	2,618	2,375

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

B. Hours per week

	2010	2012	2014	2016	2018	2020
Less than 1 Hour	0.0%	0.0%	0.2%	0.0%	0.0%	0.2%
1 to 20 Hours	6.8%	7.8%	7.0%	5.9%	5.3%	15.3%
21 to 30 Hours	13.4%	12.4%	12.2%	11.3%	10.4%	10.3%
31 to 40 hours	65.7%	68.0%	66.5%	39.5%	40.6%	37.0%
41 to 60 hours	12.6%	10.8%	12.2%	40.9%	41.1%	34.7%
60+ hours	1.5%	1.1%	2.0%	2.4%	2.6%	2.5%
Number of cases	4,603	3,953	4,034	3,402	3,086	2,753

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

C. Overtime hours per week

	Any Overtime					
	2010	2012	2014	2016	2018	2020
None or less than one hour	65.5%	69.3%	65.2%	61.7%	62.8%	68.2%
1-2 hours	11.8%	10.5%	12.3%	11.1%	12.5%	9.8%
3-4 hours	6.6%	5.9%	6.6%	8.7%	7.0%	5.3%
5-6 hours	3.4%	3.7%	2.8%	4.5%	4.4%	3.9%
7-8 hours	4.0%	3.4%	4.2%	3.8%	4.0%	2.5%
8+ hours	8.7%	7.2%	8.9%	10.2%	9.2%	10.3%
Number of cases	4,605	3,953	3,728	2,788	2,953	2,609

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

D. On-Call hours per week

	2010	2012	2014	2016	2018	2020
No on-call hours	86.6%	89.5%	89.5%	92.0%	90.4%	91.3%
0.5-9 hours	6.0%	3.9%	3.9%	2.8%	3.5%	2.8%
10-19 hours	3.7%	3.8%	3.8%	2.4%	3.0%	2.9%
20-29 hours	1.4%	1.3%	1.2%	0.9%	15.2%	1.4%
30 or more hours	2.3%	1.4%	1.6%	2.0%	15.8%	1.7%
Number of cases	4,615	3,960	5,047	3,793	4,049	3,726

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

22. How many months per year do you work as an RN? (Question first asked in 2012)

	2012	2014	2016	2018	2020
Less than 8 months	1.3%	1.1%	0.8%	1.5%	1.3%
8-10 months	0.8%	0.8%	0.5%	1.5%	1.1%
11-12 months	98.0%	98.1%	98.8%	97.0%	97.6%
Number of cases	3,983	4,020	2,984	3,116	2,786

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

23. What are your intentions regarding your nursing employment in the next...

A. ...two years: (Question first asked in 2012)

	2012	2014	2016	2018	2020
Plan to increase hours of nursing work	11.6%	11.0%	9.9%	10.7%	9.7%
Plan to work approximately as much as now	72.0%	70.6%	72.3%	70.9%	69.6%
Plan to reduce hours of nursing work	10.5%	10.7%	10.7%	11.4%	12.3%
Plan to leave nursing entirely, but not retire	0.9%	1.0%	0.7%	0.7%	0.8%
Plan to retire	5.1%	6.7%	6.4%	6.3%	7.5%
Number of cases	3,180	4,005	2,985	3,124	2,806

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses. This question was asked for the first time in 2012.

B. ...five years:

	2010	2012	2014	2016	2018	2020
Plan to increase hours of nursing work	13.1%	10.8%	10.4%	9.7%	10.8%	9.9%
Plan to work approximately as much as now	60.2%	50.9%	50.2%	50.9%	52.8%	50.2%
Plan to reduce hours of nursing work	15.2%	20.8%	20.0%	21.2%	17.7%	20.4%
Plan to leave nursing entirely, but not retire	2.0%	3.0%	2.7%	1.7%	2.1%	2.1%
Plan to retire	9.5%	14.5%	16.7%	16.6%	16.6%	17.4%
Number of cases	4,660	3,142	3,906	2,892	3,075	2,768

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

24. Based on your definition of burnout, how would you rate your level of burnout? (Question first asked in 2020)

	2020
I enjoy my work. I have no symptoms of burnout	16.0%
Occasionally I am under stress, and I don't always have as much energy as I once did, but I don't feel burned out	49.4%
I am definitely burning out and have one or more symptoms of burnout, such as physical and emotional exhaustion	26.3%
The symptoms of burnout that I'm experiencing won't go away. I think about frustration at work a lot	5.2%
I feel completely burned out and often wonder if I can go on. I am at the point where I may need some changes or may need to seek some sort of help	3.2%
Number of cases	2,826

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

25. In your principal nursing position, are you...?

	2010	2012	2014	2016	2018	2020
Regular Employee	96.2%	96.2%	96.6%	97.1%	95.9%	95.6%
Temp or Agency	1.3%	1.2%	1.1%	1.0%	1.0%	2.0%
Self-Employed	2.0%	2.2%	1.7%	1.2%	1.8%	1.3%
Traveling RN	0.5%	0.5%	0.7%	0.6%	1.4%	1.1%
Number of cases	4,652	4,015	4,096	3,042	3,145	2,825

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

26. How long have you been employed with your principal employer?

	2010	2012	2014	2016	2018	2020
Less than 5 years	42.8%	42.0%	48.5%	37.4%	43.4%	38.4%
5-9 years	24.0%	23.8%	20.8%	22.8%	17.2%	20.9%
10-14 years	12.5%	11.8%	13.1%	14.7%	15.3%	15.0%
More than 14 years	20.8%	22.3%	17.7%	25.2%	24.1%	25.8%
Number of cases	4,617	4,034	5,046	3,032	3,120	2,802

Note: Data are weighted to represent all RNs with active licenses.

27. How many hours per week do you normally work in your principal nursing position?

	2010	2012	2014	2016	2018	2020
0-20 Hours	7.6%	8.0%	9.4%	7.4%	8.1%	9.8%
21-30 Hours	14.4%	12.6%	12.2%	12.0%	11.0%	12.7%
31-40 hours	66.4%	69.2%	68.8%	40.5%	41.9%	39.7%
41-60 hours	10.3%	9.3%	8.3%	38.5%	37.7%	36.3%
60+ hours	1.3%	0.9%	1.2%	1.6%	1.3%	1.5%
Number of cases	4,644	4,000	4,079	3,052	3,122	2,529

Note: Data are weighted to represent all RNs with active licenses.

28. How many months per year do you normally work in your principal nursing position?

In prior years, the question was “how many weeks” rather than months.

	2012	2014	2016	2018	2020
Less than 8 months	1.1%	1.3%	1.5%	1.6%	1.3%
8-10 months	2.6%	3.1%	2.5%	3.9%	2.8%
11-12 months	96.3%	95.6%	96.0%	94.6%	96.6%
Number of cases	3,946	4,038	3,019	3,117	2,772

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

29. Where is your principal nursing position located?

This question was excluded for confidentiality.

30. How many miles is it from your home to your principal nursing position? If you work for an agency or registry, write the average one-way distance to your employment.

	2010	2012	2014	2016	2018	2020
Less than 5 miles	17.7%	15.9%	16.8%	14.6%	14.8%	13.9%
5-9 miles	20.6%	23.2%	21.5%	20.9%	22.9%	22.3%
10-19 miles	31.8%	30.3%	30.8%	33.1%	32.1%	32.0%
20-39 miles	22.7%	23.3%	23.8%	24.4%	23.1%	23.9%
40 or more miles	7.1%	7.4%	7.1%	7.1%	7.0%	8.0%
Number of cases	4,210	3,950	4,008	2,952	3,031	2,668

Note: Data are weighted to represent all RNs with active licenses.

31. Which one of the following best describes the job title of your principal nursing position?

	2010	2012	2014	2016	2018	2020
Direct Patient Care Provider/Staff Nurse	59.8%	54.8%	50.0%	50.1%	49.9%	46.8%
Senior management, any setting	1.5%	2.1%	1.6%	1.8%	1.3%	1.1%
Middle management, any setting	6.0%	6.1%	5.1%	5.6%	3.9%	4.8%
Front-line management	2.9%	3.1%	2.1%	2.1%	2.2%	2.2%
Charge Nurse/Team Leader	8.4%	10.9%	1.7%	1.8%	1.6%	1.2%
Direct care and Charge Nurse (both)	*	*	16.1%	15.3%	15.0%	13.9%
Clinical Nurse Specialist	0.8%	0.9%	0.5%	0.6%	0.5%	0.5%
Certified Registered Nurse Anesthetist	0.4%	0.7%	0.3%	0.5%	0.6%	0.9%
Certified Nurse Midwife	0.2%	0.2%	0.4%	0.2%	0.4%	0.1%
Nurse Practitioner	3.4%	3.6%	3.7%	4.0%	4.9%	6.7%
School Nurse	1.5%	1.2%	1.6%	1.4%	1.5%	1.1%
Public Health Nurse	1.5%	1.2%	1.5%	1.6%	1.6%	1.4%
Educator, academic setting	1.4%	1.6%	1.5%	1.0%	1.2%	1.3%
Educator, service setting/clinical nurse educator	1.3%	1.1%	1.1%	1.1%	0.9%	0.9%
Patient Care Coordinator/Case Manager/Discharge Planner	4.0%	4.0%	5.3%	5.5%	3.1%	4.5%
Infection Control Nurse	0.2%	0.2%	0.3%	0.3%	0.0%	0.3%
Quality Improvement Nurse/Utilization Review	1.3%	2.1%	2.3%	2.0%	2.0%	2.5%
Occupational Health Nurse	0.2%	0.2%	0.1%	0.3%	0.3%	0.2%
Telenursing	1.1%	1.0%	0.9%	1.2%	0.7%	1.2%
Nurse Coordinator	1.0%	1.0%	*	0.2%	0.2%	*
Consultant	*	*	0.5%	*	*	*
Researcher	0.2%	0.3%	0.4%	0.5%	0.3%	0.2%
Patient Educator	0.5%	0.4%	0.8%	0.6%	0.4%	0.7%
Clinical Nurse Leader	*	0.3%	0.2%	0.3%	0.4%	0.4%
Informatics/Clinical documentation specialist	*	*	*	*	*	0.4%
Wound and/or Ostomy Nurse	*	*	*	*	*	0.4%
Other	2.5%	3.0%	2.3%	1.7%	6.5%	6.7%
Number of cases	4,689	4,046	4,097	3,065	3,129	2,813

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

* Question was not asked in this survey year.

32. Mark the clinical area in which you most frequently provide direct patient care in your principal nursing position.

	2010	2012	2014	2016	2018	2020
Not involved in direct patient care	11.9%	12.3%	13.6%	12.0%	11.2%	12.8%
Ambulatory/outpatient	8.2%	8.6%	*	*	*	*
Ambulatory/outpatient (primary care)	*	*	3.9%	3.7%	3.3%	3.9%
Ambulatory/outpatient (specialty care)	*	*	3.7%	3.8%	4.1%	3.9%
Cardiology	2.3%	2.6%	2.0%	1.3%	2.1%	2.3%
Community/public health	1.2%	1.4%	1.3%	0.9%	1.4%	1.1%
Corrections	1.4%	0.9%	1.0%	1.0%	1.3%	0.9%
Dialysis	1.7%	1.6%	1.4%	1.8%	1.7%	2.3%
Emergency trauma	5.9%	6.2%	6.3%	6.9%	7.2%	5.1%
Geriatrics	2.4%	3.1%	3.6%	2.6%	2.0%	2.1%
Home health care	2.6%	2.6%	2.5%	2.2%	2.4%	2.6%
Hospice	1.3%	1.7%	1.5%	1.5%	1.1%	1.7%
Intensive care	9.4%	7.2%	7.5%	7.8%	9.1%	9.1%
Labor & delivery	3.5%	4.1%	2.9%	2.9%	4.0%	4.5%
Medical/surgical	10.3%	9.7%	9.9%	8.3%	9.6%	8.0%
Mother-baby or normal newborn nursery	2.5%	2.9%	2.6%	2.8%	2.6%	2.0%
Neonatal care	2.9%	3.1%	2.8%	3.2%	2.7%	2.8%
Obstetrics	1.3%	1.2%	1.7%	1.3%	0.6%	0.8%
Oncology	1.9%	2.3%	1.8%	3.1%	2.7%	3.2%
Pediatrics	2.9%	2.6%	3.9%	0.7%	2.6%	2.8%
Peri-operative/Surgery/PACU/Anesthesia	6.9%	7.0%	8.1%	7.5%	6.8%	6.5%
Psych/Mental health	3.1%	3.1%	3.0%	3.4%	2.9%	3.3%
Rehabilitation	1.4%	1.8%	1.3%	1.8%	1.5%	1.8%
School (K-12)	1.5%	1.2%	1.3%	1.2%	1.5%	1.0%
Step down unit	1.4%	1.6%	1.5%	1.4%	1.6%	1.3%
Telemetry	4.2%	3.0%	3.5%	4.4%	5.0%	5.6%
Multiple area	2.0%	1.3%	0.8%	1.6%	*	*
Endoscopic	*	*	0.2%	*	0.5%	0.3%
Radiology	*	*	0.6%	0.2%	0.3%	*
Orthopedics	*	*	1.0%	0.7%	0.8%	0.9%
Other	5.8%	7.0%	5.0%	7.1%	6.2%	6.2%
Number of cases	4,633	4,005	4,040	3,056	3,102	2,750

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

* Question was not asked in this survey year.

33. Which of the following best describes the type of setting of your principal nursing position? If you work for a temporary employment agency, in which setting do you most often work?

	2010	2012	2014	2016	2018	2020
Hospital, acute care or emergency department	53.4%	52.2%	48.9%	54.6%	51.5%	50.5%
Hospital, nursing home unit	0.4%	0.7%	1.0%	0.5%	0.4%	0.3%
Hospital-based ambulatory care department	7.8%	8.0%	10.3%	8.3%	7.0%	7.6%
Hospital-based ancillary department	2.3%	1.4%	0.8%	1.1%	1.1%	1.2%
Hospital, other department	*	*	4.6%	2.2%	2.8%	2.1%
Skilled nursing/extended care/nursing home	2.8%	4.0%	4.0%	2.9%	2.4%	2.5%
University or college	1.6%	1.4%	1.8%	1.0%	1.2%	1.2%
Academic nursing program	*	*	*	*	*	*
Public health dept/community health agency	1.7%	1.8%	3.6%	2.0%	2.9%	2.4%
Home health nursing agency or service	3.3%	2.6%	3.9%	3.6%	3.1%	5.2%
Hospice	1.4%	1.7%	0.2%	0.3%	0.1%	0.1%
Ambulatory care setting (office, surgery center)	7.3%	7.2%	5.3%	1.2%	1.5%	1.3%
Other clinic/ambulatory	*	*	*	0.7%	1.8%	1.5%
Public health (not clinic)	*	*	*	1.5%	1.0%	1.4%
Dialysis	1.6%	1.3%	0.9%	1.0%	1.2%	1.4%
Telenursing organization/call center	0.7%	0.8%	0.7%	0.6%	0.5%	0.9%
Occupational health/employee health	0.3%	0.6%	0.1%	0.5%	0.4%	0.5%
School health (K-12 or college)	1.7%	1.5%	1.7%	1.5%	1.5%	1.3%
Mental health/drug and alcohol treatment	1.9%	*	*	*	*	*
Outpatient mental health/substance abuse	*	0.9%	0.4%	0.4%	0.6%	0.7%
Inpatient mental health/substance abuse	*	1.5%	1.7%	1.8%	1.4%	1.1%
Insurance organization	*	*	0.6%	*	*	*
Forensic setting (correctional facility, prison, jail)	1.9%	1.6%	1.5%	1.5%	1.9%	1.5%
Other inpatient setting	*	*	*	0.3%	0.2%	0.6%
Private medical practice clinic, physician office	*	*	*	4.7%	3.7%	4.7%
Government agency (local, state, federal)	1.7%	1.2%	1.5%	0.8%	0.8%	1.5%
Case management/disease management	2.2%	2.6%	2.2%	2.2%	2.3%	2.1%
Self-employed	0.7%	0.6%	0.4%	0.3%	0.7%	0.4%
Long-term care	0.4%	*	*	*	*	*
Rehabilitation	1.2%	2.2%	*	1.3%	1.5%	1.3%
Urgent care	0.8%	0.4%	0.3%	0.5%	0.4%	0.4%
Other	3.0%	3.8%	3.8%	2.7%	6.2%	4.6%
Number of cases	4,671	4,049	4,092	3,033	3,557	2,787

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

* Question was not asked in this survey year.

34. Approximately what percentage of your time is spent on each of the following functions during a typical week in your principal position?

A. Direct patient care & charting

Direct patient care & charting	2010	2012	2014	2016	2018	2020
0 to 25 percent of time	26.3%	28.3%	27.7%	27.4%	24.9%	26.6%
26 to 50 percent of time	19.6%	17.4%	18.9%	18.8%	21.0%	24.0%
51 to 75 percent of time	26.7%	27.4%	26.8%	27.6%	28.5%	26.3%
76 to 100 percent of time	27.5%	27.0%	26.6%	26.2%	25.6%	23.1%
Number of cases	4,484	3,880	3,943	2,899	2,965	2,484

Note: Data are weighted to represent all RNs with active licenses.

B. Patient education

Patient education	2010	2012	2014	2016	2018	2020
0 to 25 percent of time	90.6%	89.7%	88.9%	90.5%	91.1%	91.0%
26 to 50 percent of time	8.4%	9.4%	10.0%	8.5%	8.2%	8.0%
51 to 75 percent of time	0.6%	0.7%	0.7%	0.4%	0.5%	0.5%
76 to 100 percent of time	0.4%	0.3%	0.4%	0.7%	0.2%	0.4%
Number of cases	4,484	3,880	3,943	2,899	2,965	2,484

Note: Data are weighted to represent all RNs with active licenses.

C. Indirect patient/client care (consultation, planning, evaluating care)

Indirect patient/client care (consultation, planning, evaluating care)	2010	2012	2014	2016	2018	2020
0 to 25 percent of time	91.2%	91.3%	90.6%	89.4%	92.0%	88.5%
26 to 50 percent of time	5.3%	4.5%	5.6%	6.3%	5.6%	7.4%
51 to 75 percent of time	1.6%	1.6%	1.7%	1.8%	1.2%	1.9%
76 to 100 percent of time	2.0%	2.5%	2.1%	2.4%	1.2%	2.2%
Number of cases	4,484	3,880	3,943	2,899	2,965	2,484

Note: Data are weighted to represent all RNs with active licenses.

D. Education of students in health care occupations (including preparation time)

Education of students in health care occupations (including preparation time)	2010	2012	2014	2016	2018	2020
0 to 25 percent of time	95.9%	96.7%	96.7%	97.0%	96.9%	97.1%
26 to 50 percent of time	1.9%	1.9%	1.7%	1.7%	1.5%	1.4%
51 to 75 percent of time	0.5%	0.4%	0.6%	0.5%	0.3%	0.3%
76 to 100 percent of time	1.7%	1.0%	1.0%	0.9%	1.4%	1.3%
Number of cases	4,484	3,880	3,943	2,899	2,965	2,484

Note: Data are weighted to represent all RNs with active licenses.

E. Supervision

Supervision	2010	2012	2014	2016	2018	2020
0 to 25 percent of time	89.6%	88.1%	88.5%	87.9%	89.4%	89.4%
26 to 50 percent of time	5.1%	6.3%	5.7%	6.1%	3.9%	5.5%
51 to 75 percent of time	2.6%	2.6%	2.8%	2.8%	2.2%	2.6%
76 to 100 percent of time	2.7%	3.1%	2.9%	3.2%	4.6%	2.4%
Number of cases	4,484	3,880	3,943	2,899	2,965	2,484

Note: Data are weighted to represent all RNs with active licenses.

F. Administration

Administration	2010	2012	2014	2016	2018	2020
0 to 25 percent of time	96.5%	94.7%	95.4%	94.8%	95.5%	95.3%
26 to 50 percent of time	2.1%	3.1%	2.4%	2.7%	2.5%	2.4%
51 to 75 percent of time	0.5%	0.7%	0.9%	0.9%	0.4%	0.4%
76 to 100 percent of time	1.0%	1.6%	1.3%	1.6%	1.6%	1.9%
Number of cases	4,484	3,880	3,943	2,899	2,965	2,484

Note: Data are weighted to represent all RNs with active licenses.

G. Research

Research	2010	2012	2014	2016	2018	2020
0 to 25 percent of time	99.5%	99.3%	99.2%	99.5%	99.4%	99.7%
26 to 50 percent of time	0.3%	0.3%	0.4%	0.3%	0.4%	0.1%
51 to 75 percent of time	0.1%	0.0%	0.2%	0.2%	0.0%	0.0%
76 to 100 percent of time	0.1%	0.3%	0.2%	0.1%	0.2%	0.2%
Number of cases	4,484	3,880	3,943	2,899	2,965	2,484

Note: Data are weighted to represent all RNs with active licenses.

H. Non-nursing tasks (housekeeping, etc.)

Non-nursing tasks (housekeeping, etc.)	2010	2012	2014	2016	2018	2020
0 to 25 percent of time	99.2%	99.4%	99.7%	99.5%	99.6%	99.1%
26 to 50 percent of time	0.6%	0.5%	0.3%	0.4%	0.3%	0.8%
51 to 75 percent of time	0.1%	0.1%	0.0%	0.1%	0.1%	0.1%
75 to 100 percent of time	0.0%	0.0%	0.0%	0.1%	0.0%	0.1%
Number of cases	4,484	3,880	3,943	2,899	2,965	2,484

Note: Data are weighted to represent all RNs with active licenses.

I. Other

Other	2010	2012	2014	2016	2018	2020
0 to 25 percent of time	96.2%	96.2%	96.3%	98.5%	97.2%	98.0%
26 to 50 percent of time	1.5%	1.2%	1.1%	0.6%	0.9%	0.7%
51 to 75 percent of time	0.4%	0.5%	0.4%	0.2%	0.4%	0.1%
75 to 100 percent of time	1.9%	2.2%	2.2%	0.7%	1.5%	1.2%
Number of cases	4,484	3,880	3,943	2,899	2,965	2,484

Note: Data are weighted to represent all RNs with active licenses.

35. Please specify the annual earnings for your principal position only, before deductions for taxes, social security, etc. If you do not have a set annual salary, please estimate your annual earnings for last year.

	2010	2012	2014	2016	2018	2020
Less than 25,000	3.1%	3.5%	3.3%	2.8%	3.9%	2.6%
25,000 to 49,999	7.4%	6.9%	6.2%	5.3%	4.6%	4.1%
50,000 to 74,999	29.1%	23.4%	21.1%	17.4%	14.8%	11.1%
75,000 to 99,999	33.4%	31.5%	31.8%	29.8%	27.3%	24.4%
100,000 to 124,999	19.0%	23.8%	24.2%	26.7%	26.6%	28.1%
over 125,000	8.0%	10.9%	13.4%	18.0%	23.0%	29.7%
Number of cases	3,707	3,692	3,824	2,849	2,928	2,543

Note: Data are weighted to represent all RNs with active licenses.

36. Does your compensation from your principal position include:

	2010	2012	2014	2016	2018	2020
Retirement plan	84.2%	85.1%	87.3%	78.4%	76.9%	80.8%
Personal health insurance	84.5%	87.6%	88.1%	79.9%	78.5%	81.6%
Dental insurance	88.6%	88.5%	87.3%	78.7%	76.1%	80.3%
Family health insurance	68.7%	70.7%	71.0%	66.2%	62.8%	67.8%
Tuition reimbursement	*	43.2%	44.7%	41.4%	41.9%	43.7%
Paid time off for education	*	20.2%	20.7%	20.4%	20.4%	21.9%
None	*	*	*	11.5%	12.8%	9.9%

Note: Data are weighted to represent all RNs with active licenses.

* Question was not asked in the survey year.

37. Please rate each of the following factors of your most recent nursing position:

This question about most recent position was asked only for those currently working as nurses from 2010-2020.

	2010						Number of cases
	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	Does not Apply	
Your job overall	0.9%	5.1%	7.1%	47.8%	39.1%	0.1%	4,657
Your salary	1.4%	11.9%	11.5%	47.6%	27.4%	0.2%	4,666
Employee benefits	2.3%	10.1%	12.7%	41.7%	27.2%	6.0%	4,613
Adequacy of RN skill level where you work	0.7%	6.3%	10.2%	48.9%	32.0%	1.9%	4,665
Adequacy of the number of RNs where you work	3.0%	17.1%	13.2%	40.6%	22.5%	3.5%	4,666
Adequacy of clerical support services	4.2%	18.6%	17.5%	40.7%	16.5%	2.5%	4,663
Non-nursing tasks required	3.9%	17.0%	27.8%	35.9%	8.7%	6.7%	4,617
Amount of paperwork required	9.9%	27.9%	20.5%	32.9%	7.4%	1.5%	4,648
Your workload	4.2%	17.9%	18.0%	47.2%	12.4%	0.3%	4,664
Physical work environment	2.8%	11.8%	16.3%	49.1%	19.4%	0.7%	4,676
Work schedule	1.2%	5.9%	9.1%	47.9%	35.8%	0.2%	4,679
Job security	2.5%	7.5%	12.2%	45.5%	31.8%	0.6%	4,673
Opportunities for advancement	3.2%	14.0%	23.1%	38.4%	17.2%	4.0%	4,664
Support from other nurses you work with	1.5%	5.9%	11.0%	42.2%	36.4%	3.0%	4,679
Teamwork between coworkers and yourself	1.5%	5.7%	9.8%	41.2%	40.3%	1.4%	4,687
Leadership from your nursing administration	9.0%	19.9%	17.4%	32.1%	17.1%	4.5%	4,678
Relations with physicians	1.3%	6.1%	16.0%	48.5%	24.8%	3.3%	4,683
Relations with other non-nursing staff	0.4%	3.0%	11.2%	56.7%	27.6%	1.2%	4,682
Relations with agency/registry nurses	0.2%	2.3%	18.5%	32.8%	7.9%	38.4%	4,653
Interaction with patients	0.3%	1.1%	6.5%	45.3%	41.9%	4.9%	4,680
Time available for patient education	3.5%	19.4%	15.8%	39.4%	14.8%	7.0%	4,684
Involvement in policy/management decisions	6.5%	20.5%	27.2%	28.9%	10.5%	6.4%	4,651
Opportunities to use your skills	1.0%	5.6%	10.2%	52.4%	30.5%	0.4%	4,628
Opportunities to learn new skills	2.1%	11.5%	16.0%	45.1%	24.6%	0.8%	4,642
Quality of preceptor and mentor programs	4.3%	13.2%	20.8%	32.6%	14.3%	14.9%	4,640
Employer-supported educational opportunities	6.3%	15.7%	17.7%	38.1%	18.7%	3.5%	4,655
Quality of patient care where you work	0.7%	5.8%	12.6%	45.8%	31.4%	3.8%	4,662
Feeling that work is meaningful	1.1%	3.9%	9.5%	41.7%	43.6%	0.2%	4,628
Recognition for a job well done	7.2%	16.6%	19.1%	36.2%	20.5%	0.4%	4,591

Note: From 2010-2020, this question was asked only of employed CA RNs. In prior years it was asked of all RNs, and the responses of employed and non-employed RNs were tabulated. Data are weighted to represent all RNs with active licenses. Rows might not total 100% due to rounding.

	2012						Number of cases
	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	Does not Apply	
Your job overall	1.3%	5.4%	8.2%	47.9%	37.1%	0.0%	3,987
Your salary	2.2%	10.4%	12.9%	45.1%	29.1%	0.2%	4,027
Employee benefits	3.1%	10.0%	13.3%	39.1%	28.2%	6.3%	3,771
Adequacy of RN skill level where you work	1.0%	5.1%	11.4%	48.7%	32.3%	1.6%	4,025
Adequacy of the number of RNs where you work	3.8%	17.2%	14.0%	41.0%	20.8%	3.3%	3,989
Adequacy of clerical support services	4.2%	17.5%	18.6%	40.3%	16.5%	3.0%	4,025
Non-nursing tasks required	3.9%	16.7%	27.3%	36.5%	9.5%	6.1%	3,949
Amount of paperwork required	8.5%	26.1%	23.5%	33.2%	7.3%	1.4%	4,015
Your workload	4.8%	19.5%	18.2%	45.0%	12.4%	0.2%	3,979
Physical work environment	2.8%	11.9%	19.1%	46.8%	18.8%	0.6%	4,022
Your IT system	5.1%	14.7%	24.2%	39.4%	12.1%	4.6%	3,958
Work schedule	1.7%	6.5%	10.6%	47.4%	33.6%	0.3%	4,033
Job security	2.2%	7.0%	15.5%	44.7%	29.9%	0.6%	3,979
Opportunities for advancement	4.7%	14.0%	24.3%	36.8%	16.3%	3.9%	4,022
Support from other nurses you work with	1.7%	5.2%	10.8%	45.1%	35.0%	2.2%	4,020
Teamwork between coworkers and yourself	1.5%	5.4%	9.7%	43.9%	38.6%	0.9%	4,033
Leadership from your nursing administration	9.2%	18.1%	18.5%	34.0%	16.1%	4.2%	4,015
Relations with physicians	1.8%	6.0%	16.1%	49.8%	23.3%	3.1%	4,028
Relations with other non-nursing staff	0.5%	2.6%	12.0%	57.8%	25.8%	1.3%	4,019
Relations with agency/registry nurses	0.7%	2.7%	19.0%	31.5%	8.6%	37.6%	3,984
Interaction with patients	0.7%	1.5%	6.0%	45.1%	41.4%	5.3%	3,991
Time available for patient education	3.4%	17.5%	16.7%	38.6%	16.6%	7.3%	4,027
Involvement in policy/management decisions	7.4%	17.6%	27.0%	30.9%	10.7%	6.3%	4,011
Opportunities to use your skills	2.0%	5.9%	10.7%	51.2%	29.7%	0.5%	4,026
Opportunities to learn new skills	3.1%	10.6%	17.8%	44.2%	23.1%	1.2%	3,998
Quality of preceptor and mentor programs	4.6%	12.4%	20.9%	33.4%	14.7%	13.9%	4,021
Employer-supported educational opportunities	7.2%	15.6%	22.7%	34.7%	15.2%	4.6%	4,022
Quality of patient care where you work	1.0%	5.5%	12.3%	46.8%	30.3%	4.1%	4,032
Feeling that work is meaningful	1.0%	5.0%	8.5%	42.5%	42.6%	0.4%	3,929
Recognition for a job well done	6.2%	15.3%	18.5%	38.6%	21.2%	0.3%	4,015

Note: From 2010-2020, this question was asked only of employed CA RNs. In prior years it was asked of all RNs, and the responses of employed and non-employed RNs were tabulated. Data are weighted to represent all RNs with active licenses. Rows might not total 100% due to rounding.

	2014					Number of cases
	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	
Your job overall	1.2%	5.1%	8.7%	51.1%	33.9%	4,069
Your salary	2.4%	11.3%	11.6%	47.0%	27.7%	4,068
Employee benefits	3.3%	9.2%	14.0%	44.3%	29.1%	3,751
Adequacy of RN skill level where you work	0.8%	5.3%	11.1%	54.1%	28.7%	3,956
Adequacy of the number of RNs where you work	4.8%	21.0%	15.9%	40.7%	17.6%	3,915
Adequacy of clerical support services	5.1%	18.1%	20.1%	43.5%	13.2%	3,943
Non-nursing tasks required	3.7%	16.8%	31.9%	39.6%	8.0%	3,727
Amount of paperwork required	6.3%	22.6%	23.1%	41.1%	6.9%	3,895
Your workload	4.7%	18.7%	19.8%	45.5%	11.3%	4,047
Physical work environment	3.1%	12.1%	18.1%	49.8%	16.9%	4,048
Work schedule	1.2%	6.4%	11.3%	54.0%	27.2%	4,020
Job security	2.1%	7.4%	13.6%	48.3%	28.6%	4,059
Opportunities for advancement	4.2%	13.2%	24.2%	40.0%	18.5%	3,912
Support from other nurses you work with	2.6%	7.1%	15.8%	47.8%	26.8%	3,962
Teamwork between coworkers and yourself	1.6%	5.0%	11.1%	48.2%	34.2%	4,035
Leadership from your nursing administration	7.8%	16.2%	17.0%	38.1%	20.9%	3,965
Involvement in patient care decisions	3.9%	8.2%	16.4%	50.9%	20.5%	3,868
Relations with physicians	1.1%	5.1%	14.9%	53.1%	25.8%	3,932
Relations with other non-nursing staff	0.6%	2.4%	10.5%	59.9%	26.7%	4,014
Relations with agency/registry nurses	0.7%	3.5%	27.2%	55.7%	12.8%	2,519
Interaction with patients	0.3%	1.4%	6.3%	53.3%	38.8%	3,852
Time available for patient education	3.0%	18.2%	19.4%	43.7%	15.7%	3,753
Involvement in policy/management decisions	8.0%	20.1%	30.8%	31.7%	9.5%	3,780
Opportunities to use your skills	1.0%	5.3%	11.0%	53.9%	28.8%	4,034
Opportunities to learn new skills	2.3%	11.3%	18.8%	46.4%	21.2%	3,992
Quality of preceptor and mentor programs	5.3%	15.9%	27.6%	37.4%	13.7%	3,399
Employer-supported educational opportunities	6.1%	19.1%	23.9%	37.2%	13.7%	3,840
Quality of patient care where you work	1.2%	6.2%	12.5%	53.0%	27.0%	3,889
Feeling that work is meaningful	1.2%	5.2%	9.3%	45.4%	38.8%	4,062
Recognition for a job well done	7.0%	15.9%	19.9%	38.1%	19.0%	4,049

Note: From 2010-2020, this question was asked only of employed CA RNs. In prior years it was asked of all RNs, and the responses of employed and non-employed RNs were tabulated. Data are weighted to represent all RNs with active licenses. Rows might not total 100% due to rounding.

	2016					Number of cases
	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	
Your job overall	0.9%	4.8%	6.6%	53.2%	34.4%	3,045
Your salary	1.7%	11.2%	12.1%	48.0%	27.0%	3,053
Employee benefits	2.6%	9.9%	13.2%	45.8%	28.4%	2,832
Adequacy of RN skill level where you work	0.7%	5.8%	11.4%	52.7%	29.4%	2,988
Adequacy of the number of RNs where you work	5.5%	23.8%	16.3%	37.8%	16.6%	2,952
Adequacy of clerical support services	4.1%	18.5%	19.3%	42.4%	15.8%	2,979
Non-nursing tasks required	2.7%	16.9%	32.3%	39.1%	9.0%	2,839
Amount of paperwork required	5.9%	24.0%	23.9%	38.6%	7.6%	2,954
Your workload	4.5%	18.6%	19.9%	46.2%	10.8%	3,030
Physical work environment	2.6%	11.4%	18.6%	51.0%	16.5%	3,023
Work schedule	1.2%	6.5%	10.2%	53.0%	29.1%	3,048
Job security	1.3%	4.3%	12.1%	48.7%	33.6%	3,036
Opportunities for advancement	3.4%	10.9%	27.2%	40.0%	18.6%	2,925
Support from other nurses you work with	1.3%	5.7%	11.0%	47.6%	34.4%	2,981
Teamwork between coworkers and yourself	1.2%	5.5%	9.9%	44.5%	38.9%	3,028
Leadership from your nursing administration	8.1%	18.3%	19.2%	35.6%	18.8%	2,951
Involvement in patient care decisions	1.1%	5.1%	15.6%	54.3%	23.9%	2,899
Relations with physicians	1.2%	5.0%	15.2%	53.2%	25.4%	2,958
Relations with other non-nursing staff	0.6%	1.8%	11.5%	58.9%	27.3%	3,016
Relations with agency/registry nurses	0.9%	4.1%	27.0%	54.0%	14.0%	2,051
Interaction with patients	0.2%	1.7%	7.9%	53.3%	37.0%	2,914
Time available for patient education	3.5%	19.2%	19.0%	42.3%	16.0%	2,853
Involvement in policy/management decisions	6.0%	19.0%	30.7%	35.2%	9.2%	2,871
Opportunities to use your skills	1.3%	5.0%	9.6%	58.1%	26.1%	3,034
Opportunities to learn new skills	2.1%	9.1%	17.2%	49.9%	21.7%	3,000
Quality of preceptor and mentor programs	4.6%	15.7%	24.3%	41.5%	13.9%	2,615
Employer-supported educational opportunities	5.1%	16.1%	24.1%	39.5%	15.3%	2,886
Quality of patient care where you work	1.4%	6.2%	13.7%	52.6%	26.1%	2,934
Feeling that work is meaningful	1.3%	3.9%	10.1%	46.7%	38.0%	3,045
Recognition for a job well done	5.8%	13.6%	21.8%	38.7%	20.1%	3,044

Note: From 2010-2020, this question was asked only of employed CA RNs. In prior years it was asked of all RNs, and the responses of employed and non-employed RNs were tabulated. Data are weighted to represent all RNs with active licenses. Rows might not total 100% due to rounding.

	2018					Number of cases
	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	
Your job overall	1.7%	4.6%	7.4%	50.4%	35.9%	3,056
Your salary	2.9%	12.6%	11.8%	47.1%	25.6%	3,059
Employee benefits	3.8%	8.2%	13.9%	46.8%	27.2%	2,867
Adequacy of RN skill level where you work	1.6%	5.9%	10.7%	54.1%	27.7%	2,980
Adequacy of the number of RNs where you work	5.2%	20.6%	15.7%	43.6%	14.9%	2,947
Adequacy of clerical support services	4.6%	18.4%	22.1%	42.4%	12.5%	2,966
Non-nursing tasks required	2.8%	17.9%	32.7%	39.4%	7.3%	2,842
Amount of paperwork required	7.3%	21.8%	24.1%	40.4%	6.4%	2,946
Your workload	5.2%	17.4%	20.9%	46.6%	10.0%	3,056
Physical work environment	2.7%	11.3%	18.5%	50.9%	16.6%	3,031
Work schedule	1.8%	6.3%	12.0%	50.6%	29.3%	3,059
Job security	1.6%	4.0%	11.6%	50.1%	32.7%	3,044
Opportunities for advancement	3.9%	11.8%	24.0%	44.7%	15.6%	2,927
Support from other nurses you work with	1.5%	4.5%	10.9%	49.1%	34.0%	3,001
Teamwork between coworkers and yourself	1.8%	3.6%	8.7%	47.5%	38.4%	3,045
Leadership from your nursing administration	7.3%	18.4%	18.2%	38.7%	17.5%	2,955
Involvement in patient care decisions	1.4%	4.8%	15.5%	56.3%	22.1%	2,939
Relations with physicians	1.5%	5.1%	16.8%	52.3%	24.3%	2,965
Relations with other non-nursing staff	0.8%	2.0%	10.9%	59.8%	26.4%	3,025
Relations with agency/registry nurses	0.8%	3.1%	28.4%	54.3%	13.4%	2,139
Interaction with patients	0.5%	1.5%	6.6%	54.7%	36.6%	2,921
Time available for patient education	3.2%	17.2%	18.6%	47.1%	13.8%	2,859
Involvement in policy/management decisions	7.0%	16.7%	31.2%	34.6%	10.4%	2,839
Opportunities to use your skills	1.6%	4.8%	9.8%	55.4%	28.4%	3,044
Opportunities to learn new skills	2.0%	10.3%	14.6%	52.9%	20.3%	3,004
Quality of preceptor and mentor programs	4.0%	15.4%	25.1%	41.6%	14.0%	2,688
Employer-supported educational opportunities	5.4%	15.2%	23.1%	41.7%	14.6%	2,919
Quality of patient care where you work	1.6%	5.1%	13.2%	55.5%	24.6%	2,950
Feeling that work is meaningful	1.6%	3.6%	10.1%	47.2%	37.6%	3,054
Recognition for a job well done	4.9%	13.7%	20.5%	39.9%	20.9%	3,047

Note: From 2010-2020, this question was asked only of employed CA RNs. In prior years it was asked of all RNs, and the responses of employed and non-employed RNs were tabulated. Data are weighted to represent all RNs with active licenses. Rows might not total 100% due to rounding.

	2020					Number of cases
	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	
Your job overall	1.4%	6.2%	9.9%	53.5%	28.9%	2,739
Your salary	3.0%	12.9%	12.7%	46.0%	25.5%	2,722
Employee benefits	3.3%	11.8%	13.9%	45.4%	25.6%	2,572
Adequacy of RN skill level where you work	1.4%	6.3%	11.1%	51.8%	29.4%	2,662
Adequacy of the number of RNs where you work	6.5%	21.2%	15.9%	40.0%	16.4%	2,640
Adequacy of clerical support services	6.1%	18.8%	19.5%	40.7%	14.9%	2,649
Non-nursing tasks required	5.8%	18.1%	29.1%	37.1%	9.9%	2,541
Amount of paperwork required	7.6%	19.9%	20.9%	41.9%	9.7%	2,603
Your workload	6.4%	18.9%	20.1%	43.4%	11.1%	2,715
Physical work environment	3.7%	12.7%	18.8%	48.3%	16.6%	2,690
Work schedule	1.8%	6.2%	12.8%	51.2%	28.0%	2,725
Job security	1.7%	4.4%	14.0%	47.7%	32.2%	2,703
Opportunities for advancement	4.1%	14.2%	27.4%	40.5%	13.7%	2,590
Support from other nurses you work with	2.2%	6.6%	10.8%	46.8%	33.6%	2,662
Teamwork between coworkers and yourself	1.9%	5.2%	8.9%	45.6%	38.4%	2,709
Leadership from your nursing administration	11.5%	16.5%	20.9%	34.0%	17.1%	2,636
Involvement in patient care decisions	2.3%	6.6%	16.5%	53.3%	21.3%	2,603
Relations with physicians	1.5%	5.1%	16.4%	51.1%	25.9%	2,642
Relations with other non-nursing staff	1.0%	2.3%	11.2%	57.5%	28.0%	2,681
Relations with agency/registry nurses	1.4%	4.3%	29.7%	48.9%	15.8%	1,891
Interaction with patients	0.6%	2.2%	7.7%	54.3%	35.3%	2,556
Time available for patient education	4.0%	20.1%	18.9%	41.4%	15.7%	2,543
Involvement in policy/management decisions	9.4%	19.6%	30.7%	30.1%	10.1%	2,546
Opportunities to use your skills	1.9%	5.2%	13.8%	52.5%	26.5%	2,703
Opportunities to learn new skills	2.9%	12.3%	18.1%	46.7%	20.1%	2,684
Quality of preceptor and mentor programs	7.3%	16.0%	26.2%	36.8%	13.8%	2,399
Employer-supported educational opportunities	7.1%	16.1%	22.1%	38.5%	16.2%	2,627
Quality of patient care where you work	1.7%	6.5%	13.1%	51.4%	27.4%	2,616
Feeling that work is meaningful	1.6%	4.8%	11.4%	46.5%	35.6%	2,709
Recognition for a job well done	6.6%	14.6%	20.8%	40.2%	17.8%	2,709

Note: From 2010-2020, this question was asked only of employed CA RNs. In prior years it was asked of all RNs, and the responses of employed and non-employed RNs were tabulated. Data are weighted to represent all RNs with active licenses. Rows might not total 100% due to rounding.

38. To what extent, if any, do these factors affect your ability to provide high-quality patient care or to do your best work in your principal nursing position?

	Not at all	A little	Moderate extent	Great extent	Number of cases
Workplace violence	53.3%	24.3%	12.0%	10.4%	2,367
Substance use disorders of patients	32.9%	29.5%	21.4%	16.1%	2,414
Immigration status of patients	66.5%	17.9%	10.2%	5.4%	2,356
Patient care decisions outside my control	24.1%	42.8%	23.6%	9.4%	2,454
Functionality of electronic health records	29.6%	26.3%	21.3%	22.8%	2,519
Poor leadership from manager/institution	27.6%	30.2%	20.2%	22.0%	2,559
Institution supports my professional judgement	21.7%	24.2%	29.9%	24.1%	2,548

Note: Data are weighted to represent all RNs with active licenses.

**39. What is the likelihood that you will leave your principal nursing position within two years?
(Question first asked in 2020)**

	2020
Will not leave	37.1%
Small possibility	31.9%
Reasonably likely	20.0%
Definitely leaving	11.0%
Number of cases	2,676

Note: Data are weighted to represent all RNs with active licenses.

40. To what extent do these factors contribute to your desire to leave or stay in your principal nursing position?

	Strongly makes me want to stay	←		Does not affect my plan to stay/leave	→		Strongly makes me want to leave	Number of cases
	1	2	3	4	5	6	7	
Work environment	31.2%	15.9%	6.4%	22.2%	10.8%	4.8%	8.7%	2,675
Manager/administration	21.8%	12.2%	8.1%	24.3%	12.7%	6.9%	14.0%	2,669
Availability/lack of loan repayment	8.7%	3.7%	1.9%	74.3%	2.4%	2.7%	6.2%	2,619
Availability/lack of training opportunities	12.4%	8.8%	7.4%	49.8%	9.8%	4.8%	7.0%	2,645
Patient population	18.8%	10.3%	6.4%	50.6%	7.1%	2.8%	4.0%	2,657
Length of commute	31.2%	8.3%	4.0%	40.7%	7.6%	3.5%	4.7%	2,664
Opportunities/lack of opportunities for advancement	12.6%	8.8%	6.8%	46.2%	11.0%	5.7%	8.9%	2,655
Schedule/hours	34.9%	14.1%	5.9%	28.3%	7.0%	4.3%	5.4%	2,663
Proximity to family and friends	30.7%	10.7%	4.2%	45.1%	4.0%	2.1%	3.2%	2,662
Proximity to spouse/partner's job	23.8%	7.0%	3.0%	58.9%	2.8%	1.5%	3.0%	2,635
Pay and benefits	31.6%	15.5%	9.6%	20.9%	8.7%	5.5%	8.3%	2,669
Physical demands of the job	16.5%	11.2%	6.6%	36.1%	11.9%	8.0%	9.8%	2,670

Note: Data are weighted to represent all RNs with active licenses.

41. Do you currently hold more than one nursing job?

	2010	2012	2014	2016	2018	2020
No	82.7%	84.9%	85.6%	88.2%	88.8%	87.2%
Yes	17.3%	15.1%	14.4%	11.8%	11.2%	12.8%
Number of cases	4,628	4,031	4,086	3,066	2,982	2,661

Note: Data are weighted to represent all RNs with active licenses.

42. How many nursing positions do you hold in addition to your principal job?

	2010	2012	2014	2016	2018	2020
One	75.6%	76.7%	75.6%	72.2%	77.4%	78.0%
Two	21.3%	19.8%	20.9%	24.4%	21.4%	20.9%
Three or more	*	*	*	*	*	1.2%
Three	2.2%	1.8%	3.0%	2.5%	1.1%	*
Four or more	0.8%	1.7%	0.3%	1.0%	0.1%	*
Number of cases	696	548	529	347	310	311

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

* Question was not asked in this survey year.

43. In your other nursing positions, are you...

	2010	2012	2014	2016	2018	2020
Regular employee	77.1%	73.7%	72.5%	72.7%	77.6%	77.5%
Employed through a temporary service agency	13.3%	8.7%	14.7%	11.5%	10.9%	11.8%
Self-employed	11.4%	16.5%	14.1%	13.9%	10.4%	14.2%
Travel nurse or employed through a travel agency	2.5%	2.1%	1.9%	1.9%	2.6%	1.3%
Number of cases	668	537	515	340	308	284

Note: Columns will not total 100% because respondents could select multiple categories, due to holding more than one additional job. Data are weighted to represent all RNs with active licenses.

44. What type of work do you do in your other nursing positions?

	2010	2012	2014	2016	2018	2020
Hospital staff	40.4%	37.5%	37.9%	40.4%	41.5%	31.7%
Public health/community health	1.4%	2.5%	1.9%	1.1%	2.4%	3.1%
Long-term acute care	2.5%	3.2%	0.6%	1.3%	1.6%	1.8%
School Health	1.4%	1.8%	1.3%	0.5%	1.1%	2.6%
Nursing home/skilled nursing facility staff	6.5%	5.6%	5.8%	8.5%	7.8%	4.2%
Mental health/substance abuse	3.2%	2.5%	4.5%	2.8%	4.7%	2.4%
Home health or hospice	7.6%	11.1%	8.9%	11.8%	8.7%	19.6%
Telehealth/telenursing	2.0%	2.1%	1.4%	0.6%	1.3%	3.2%
Teaching health professions/nursing students	11.4%	10.7%	12.4%	10.6%	11.2%	12.6%
Ambulatory care, school health, occupational health	15.5%	13.1%	14.4%	14.3%	5.1%	7.2%
Self-employed	3.8%	3.9%	3.1%	4.7%	2.1%	4.0%
Other	17.2%	16.1%	18.4%	13.5%	20.3%	21.9%
Number of cases	690	539	528	348	308	312

Note: Columns will not total 100% because respondents could select multiple categories, due to holding more than one additional job. Data are weighted to represent all RNs with active licenses.

Philip R. Lee Institute for Health Policy Studies

45. Please indicate the following for your other nursing positions.

A. Hours worked per week

	2010		2012		2014		2016		2018		2020	
Hours worked per week	Add'l Job 1	Add'l Job 2	Add'l Job 1	Add'l Job 2	Add'l Job 1	Add'l Job 2	Add'l Job 1	Add'l Job 2	Add'l Job 1	Add'l Job 2	Add'l Job 1	Add'l Job 2
8 or less	35.8%	51.2%	23.3%	42.3%	37.8%	70.0%	30.8%	66.0%	34.7%	62.8%	48.0%	46.9%
9-16	41.8%	44.0%	57.1%	32.0%	38.7%	11.9%	46.0%	26.6%	43.4%	20.5%	36.6%	44.0%
17-24	15.7%	4.5%	13.4%	20.4%	15.8%	14.3%	16.8%	6.5%	13.9%	13.9%	10.0%	1.7%
25-32	3.5%	0.3%	3.3%	4.7%	2.4%	3.2%	1.7%	0.0%	2.5%	1.8%	2.3%	0.0%
33-40	3.0%	0.0%	2.3%	0.7%	5.1%	0.5%	1.2%	0.9%	5.5%	1.0%	2.9%	7.4%
More than 40	0.2%	0.0%	0.7%	0.0%	0.3%	0.0%	3.6%	0.0%	0.0%	0.0%	0.3%	0.0%
Number of cases	629	80	458	45	472	60	314	039	268	31	253	35

Note: Data are weighted to represent all RNs with active licenses.
There were not enough respondents to report data for 3rd or more jobs.

B. Months worked per year

	2010		2012		2014		2016		2018		2020	
Months worked per year	Add'l Job 1	Add'l Job 2	Add'l Job 1	Add'l Job 2	Add'l Job 1	Add'l Job 2	Add'l Job 1	Add'l Job 2	Add'l Job 1	Add'l Job 2	Add'l Job 1	Add'l Job 2
Less than 4	5.9%	16.2%	8.8%	6.3%	6.3%	19.7%	8.7%	17.8%	15.9%	18.8%	9.4%	35.2%
4-6	6.5%	4.6%	8.0%	2.7%	9.4%	8.2%	11.1%	19.7%	34.5%	46.1%	16.5%	29.2%
7-9	7.8%	4.9%	5.0%	18.4%	6.3%	10.4%	7.1%	15.9%	31.1%	21.4%	55.2%	15.4%
10-12	79.8%	74.3%	78.2%	72.6%	78.0%	61.7%	73.1%	46.5%	18.5	13.7%	18.9%	20.2%
Number of cases	573	77	436	40	420	54	287	36	82	11	28	18

Note: Data are weighted to represent all RNs with active licenses.

Philip R. Lee Institute for Health Policy Studies

C. Estimated pre-tax annual income: Job 1

Job 1	2010	2012	2014	2016	2018	2020
Less than 25,000	97.5%	70.3%	63.8%	56.6%	58.0%	61.8%
25,000 to 49,999	1.7%	20.4%	22.6%	27.4%	28.2%	24.7%
50,000 to 74,999	0.9%	6.4%	7.6%	9.2%	9.0%	7.7%
75,000 to 99,999	0.0%	2.3%	3.4%	5.8%	2.9%	1.8%
100,000 to 124,999	0.0%	0.6%	2.3%	0.9%	0.6%	2.6%
Over 125,0000	0.0%	0.0%	0.3%	0.2%	1.5%	1.3%
Number of cases	521	386	405	282	239	204

Note: Data are weighted to represent all RNs with active licenses.

D. Estimated pre-tax annual income: Job 2

Job 2	2010	2012	2014	2016	2018	2020
Less than 25,000	98.6%	83.1%	73.4%	91.9%	91.3%	66.5%
25,000 to 49,999	1.4%	11.6%	10.8%	8.1%	1.6%	19.8%
50,000 to 74,999	0.0%	5.3%	14.7%	0.0%	0.8%	6.9%
75,000 to 99,999	0.0%	0.0%	0.0%	0.0%	6.4%	0.0%
100,000 to 124,999	0.0%	0.0%	1.0%	0.0%	0.0%	6.8%
Over 125,0000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Number of cases	65	42	49	36	26	28

Note: Data are weighted to represent all RNs with active licenses.

46. Are you doing volunteer work as an RN or APRN (working in an unpaid capacity as an RN or APRN)?

A. Are you in an internship/transition residency program? (Question was first asked in 2012)

	2012	2014	2016	2018	2020
Yes, volunteering	9.0%	9.0%	7.9%	7.8%	7.6%
Number of cases	3,316	4,014	3,029	3,064	2,710
If volunteering, in internship/residency	7.8%	4.6%	6.1%	3.4%	6.6%
Number of cases	375	512	341	303	206

Note: Data are weighted to represent all RNs with active licenses.

47. Are you currently employed through a temporary agency, traveling agency, or registry?

	2010	2012	2014	2016	2018	2020
Temporary agency or registry	3.3%	2.2%	2.1%	1.4%	1.6%	2.2%
Traveling agency	0.6%	0.6%	0.4%	0.6%	0.6%	0.9%
Neither temporary nor traveling agency	96.3%	97.4%	97.5%	97.9%	97.8%	96.9%
Number of cases	4,500	3,907	5,047	3,793	4,049	3,726

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

48. Please indicate which of the following reasons describe why you work for a temporary agency, traveling agency, or registry.

	2010	2012	2014	2016	2018	2020
Wages	28.0%	33.3%	26.8%	37.4%	44.2%	66.2%
Control of work location	31.1%	24.3%	18.5%	40.5%	37.5%	40.7%
Maintain skills/get experience	25.9%	36.0%	27.3%	27.2%	25.6%	21.5%
Unable to find a permanent RN job	13.8%	30.7%	17.9%	4.7%	14.8%	1.9%
Unable to find enough hours at my primary job	*	*	4.0%	1.8%	14.8%	9.3%
Benefits	1.1%	0.0%	0.2%	0.5%	4.4%	4.0%
Control of work conditions	9.3%	16.4%	7.8%	25.8%	14.9%	25.9%
Waiting for a desirable permanent position	16.5%	24.9%	11.9%	15.2%	24.3%	8.3%
Control of schedule	52.6%	39.8%	38.5%	46.0%	56.4%	47.0%
Supplemental income	46.2%	45.1%	35.7%	28.9%	27.6%	42.8%
Travel/see other parts of the country	6.7%	6.8%	10.0%	5.2%	14.6%	13.8%
Other	5.3%	2.9%	15.9%	15.7%	9.4%	5.8%
Number of cases	121	78	104	68	70	32

Note: Columns will not total 100% because respondents could select multiple items. Data are weighted to represent all RNs with active licenses.

* Question was not asked in this survey year.

49. Have you ever stopped working as a registered nurse for a period of more than one year?

	2010	2012	2014	2016	2018	2020
No	88.5%	88.1%	88.9%	89.7%	89.2%	90.6%
Yes	11.5%	11.9%	11.1%	10.3%	10.8%	9.4%
Number of cases	4,561	3,937	4,082	3,062	3,089	2,691

Note: Data are weighted to represent all RNs with active licenses.

50. How long did you stop working as a registered nurse?

	2010	2012	2014	2016	2018	2020
Less than 5 years	59.4%	72.4%	81.4%	86.6%	77.2%	83.5%
5 to 9 years	21.0%	16.6%	13.5%	8.0%	11.7%	8.7%
10 to 14 years	10.6%	7.0%	4.5%	4.3%	6.6%	3.5%
15 or more years	8.9%	4.1%	0.7%	1.1%	4.6%	4.2%
Number of cases	612	511	242	183	133	99

Note: Data are weighted to represent all RNs with active licenses.

51. How important are each of the following reasons you stopped working as a registered nurse for a period of more than one year.

	2010					Number of cases
	Not at all Important	Somewhat Important	Important	Very important	Does not Apply	
Child care responsibilities	8.2%	2.0%	4.7%	61.1%	24.0%	548
Other family responsibilities	10.6%	4.1%	11.9%	42.7%	30.8%	493
Moving to a different area	13.5%	4.9%	9.5%	25.4%	46.8%	484
Stress on the job	15.0%	8.0%	12.1%	21.8%	43.1%	479
Job-related injury or illness	16.8%	1.5%	5.3%	9.3%	67.2%	475
Non-job-related injury or illness	16.5%	2.3%	5.5%	10.2%	65.5%	476
Salary	22.2%	4.9%	11.3%	7.3%	54.3%	465
Dissatisfied with benefits	23.8%	4.0%	6.4%	3.8%	61.9%	467
Laid off	15.7%	1.0%	2.5%	4.4%	76.3%	464
Return to school	15.9%	1.1%	7.7%	11.4%	64.0%	475
Travel	18.0%	2.6%	7.0%	7.5%	65.0%	465
To try another occupation	13.7%	5.8%	10.2%	13.4%	57.0%	483
Other dissatisfactions with your job	15.1%	7.5%	10.6%	11.6%	55.2%	471
Dissatisfaction with the nursing profession	18.4%	8.9%	9.2%	7.6%	55.9%	470
Other	7.6%	0.4%	8.0%	14.0%	70.1%	185

Note: Data are weighted to represent all RNs with active licenses.

	2012					Number of cases
	Not at all Important	Somewhat Important	Important	Very important	Does not Apply	
Could not find work as an RN	19.0%	7.4%	6.5%	13.0%	54.2%	444
Child care responsibilities	5.4%	2.5%	6.4%	57.4%	28.3%	476
Other family responsibilities	8.1%	4.7%	11.4%	43.4%	32.5%	448
Moving to a different area	11.5%	2.8%	12.2%	28.2%	45.3%	459
Stress on the job	15.1%	6.4%	7.6%	22.7%	48.1%	445
Job-related injury or illness	17.8%	0.7%	1.3%	13.5%	66.8%	446
Non-job-related injury or illness	17.9%	2.6%	3.8%	8.0%	67.7%	443
Salary	20.0%	4.6%	4.7%	13.3%	57.4%	445
Dissatisfied with benefits	20.8%	2.9%	2.3%	9.7%	64.3%	441
Laid off	14.0%	1.7%	5.3%	8.3%	70.7%	486
Return to school	13.1%	1.0%	3.4%	13.8%	68.7%	443
Travel	14.8%	4.3%	7.7%	8.4%	64.9%	440
To try another occupation	14.7%	3.1%	7.3%	15.8%	59.1%	444
Other dissatisfactions with your job	15.9%	2.8%	6.1%	17.7%	57.6%	442
Dissatisfaction with the nursing profession	14.0%	5.2%	5.9%	11.3%	63.7%	445
Other	8.3%	0.0%	2.9%	18.6%	70.1%	195

Note: Data are weighted to represent all RNs with active licenses.

	2014				Number of cases
	Not at all Important	Somewhat Important	Important	Very important	
Could not find work as an RN	80.6%	3.7%	3.5%	12.3%	402
Child care responsibilities	33.5%	0.6%	3.0%	63.1%	432
Other family responsibilities	42.6%	1.3%	12.0%	44.1%	409
Moving to a different area	59.3%	2.4%	9.0%	29.3%	416
Stress on the job	67.9%	10.8%	8.4%	13.0%	403
Job-related injury or illness	85.2%	3.1%	2.0%	9.7%	401
Non-job-related injury or illness	84.3%	4.3%	3.8%	7.7%	406
Salary	80.7%	2.9%	9.0%	7.4%	399
Dissatisfied with benefits	89.1%	2.1%	6.3%	2.5%	395
Laid off	89.0%	2.5%	2.7%	5.8%	403
Return to school	85.5%	1.5%	2.5%	10.5%	406
Travel	86.0%	3.5%	4.9%	5.6%	403
To try another occupation	76.0%	5.5%	7.9%	10.6%	402
Other dissatisfactions with your job	74.0%	7.0%	7.0%	11.9%	398
Dissatisfaction with the nursing profession	75.6%	8.0%	6.5%	10.0%	400
Other	71.5%	0.0%	11.1%	17.4%	267

Note: Data are weighted to represent all RNs with active licenses.

	2016				Number of cases
	Not at all Important	Somewhat Important	Important	Very important	
Could not find work as an RN	75.0%	3.4%	3.5%	18.0%	286
Child care responsibilities	40.2%	2.1%	4.5%	53.2%	304
Other family responsibilities	45.8%	2.9%	13.8%	37.5%	292
Moving to a different area	63.4%	3.0%	9.2%	24.4%	297
Stress on the job	69.5%	6.7%	6.9%	16.9%	290
Job-related injury or illness	86.6%	1.5%	3.2%	8.7%	294
Non-job-related injury or illness	82.4%	2.3%	4.0%	11.3%	289
Salary	74.7%	5.5%	13.0%	6.8%	285
Dissatisfied with benefits	84.9%	3.0%	8.8%	3.4%	286
Laid off	94.2%	0.1%	1.5%	4.1%	287
Return to school	84.0%	1.1%	2.6%	12.4%	291
Travel	84.7%	4.2%	3.6%	7.5%	283
To try another occupation	79.0%	3.6%	6.0%	11.4%	287
Other dissatisfactions with your job	80.1%	3.6%	8.7%	7.5%	286
Dissatisfaction with the nursing profession	81.2%	7.7%	6.0%	5.2%	286
Other	92.6%	0.3%	1.0%	6.1%	174
<i>Retired and returned to work</i>	94.5%	1.2%	2.1%	2.2%	90

Note: Data are weighted to represent all RNs with active licenses.

	2018				
	Not at all Important	Somewhat Important	Important	Very important	Number of cases
Could not find work as an RN	82.0%	3.9%	4.5%	9.6%	266
Child care responsibilities	40.4%	2.5%	2.5%	54.7%	274
Other family responsibilities	47.5%	3.3%	8.9%	40.3%	273
Moving to a different area	58.8%	2.1%	8.2%	30.9%	270
Stress on the job	71.2%	4.9%	10.1%	13.7%	267
Job-related injury or illness	88.1%	0.3%	2.6%	9.0%	266
Non-job-related injury or illness	85.0%	0.1%	5.7%	9.2%	265
Salary	81.5%	1.0%	5.2%	12.3%	263
Dissatisfied with benefits	86.4%	2.1%	5.8%	5.7%	263
Laid off	94.1%	0.2%	3.6%	2.0%	266
Return to school	81.8%	1.0%	5.1%	12.1%	261
Travel	86.1%	1.4%	7.0%	5.5%	263
To try another occupation	73.5%	4.7%	10.1%	11.7%	265
Other dissatisfactions with your job	80.6%	4.3%	8.1%	6.9%	260
Dissatisfaction with the nursing profession	77.2%	5.4%	8.2%	9.1%	260
Other	90.2%	0.0%	5.2%	4.7%	156
<i>Retired and returned to work</i>	88.0%	0.0%	12.0%	0.0%	81

Note: Data are weighted to represent all RNs with active licenses.

	2020				
	Not at all Important	Somewhat Important	Important	Very important	Number of cases
Could not find work as an RN	79.9%	2.9%	4.7%	12.4%	217
Child care responsibilities	58.4%	2.4%	2.8%	36.4%	226
Other family responsibilities	49.0%	3.9%	12.4%	34.7%	218
Moving to a different area	57.7%	6.3%	9.0%	27.0%	224
Stress on the job	71.2%	5.1%	10.8%	13.0%	219
Job-related injury or illness	82.0%	2.3%	5.4%	10.3%	220
Non-job-related injury or illness	80.7%	2.7%	6.1%	10.6%	219
Salary	80.2%	4.0%	7.3%	8.5%	216
Dissatisfied with benefits	86.6%	0.9%	3.9%	8.6%	218
Laid off	91.4%	0.6%	0.9%	7.2%	218
Return to school	76.7%	0.2%	5.5%	17.7%	219
Travel	81.4%	5.4%	3.2%	10.0%	219
To try another occupation	83.9%	2.7%	2.1%	11.3%	219
Other dissatisfactions with your job	79.5%	3.5%	6.1%	10.9%	219
Dissatisfaction with the nursing profession	76.1%	9.4%	6.4%	8.1%	218
Other	96.4%	0.0%	1.7%	1.9%	148
<i>Retired and returned to work</i>	95.9%	0.0%	4.2%	0.0%	101

Note: Data are weighted to represent all RNs with active licenses.

52. How important were each of the following reasons for why you returned to working as a registered nurse after stopping for more than one year?

	2016				
	Not at all Important	Somewhat Important	Important	Very important	Number of cases
Job opportunities improved	43.2%	4.5%	16.8%	35.5%	304
Change in family/childcare responsibilities	34.5%	3.7%	12.5%	49.3%	312
Completed school	82.1%	0.4%	6.1%	11.3%	294
Change in household income	57.7%	3.5%	10.5%	28.3%	302
Personal health change	82.2%	2.1%	3.4%	12.4%	300
Satisfaction with nursing work	55.3%	4.1%	11.8%	28.8%	296
Relocation	65.6%	1.3%	8.2%	24.9%	301
Change in household access to employment benefits	76.6%	2.4%	4.4%	16.7%	295
Other	93.2%	0.0%	1.9%	4.9%	167
<i>Financial need</i>	90.9%	0.0%	0.0%	9.1%	71

Note: Data are weighted to represent all RNs with active licenses.

	2018				
	Not at all Important	Somewhat Important	Important	Very important	Number of cases
Job opportunities improved	53.0%	5.0%	13.8%	28.2%	262
Change in family/childcare responsibilities	35.1%	2.6%	12.1%	50.2%	277
Completed school	82.3%	2.4%	5.5%	9.9%	254
Change in household income	54.3%	3.1%	11.0%	31.7%	264
Personal health change	78.6%	0.9%	6.7%	13.9%	262
Satisfaction with nursing work	48.0%	4.7%	13.8%	33.5%	268
Relocation	61.2%	4.5%	8.5%	25.8%	266
Change in household access to employment benefits	74.1%	2.7%	7.7%	15.5%	259
Other	84.8%	0.6%	4.4%	10.2%	141
<i>Financial need</i>	99.7%	0.0%	0.3%	0.0%	52

Note: Data are weighted to represent all RNs with active licenses.

	2020				
	Not at all Important	Somewhat Important	Important	Very important	Number of cases
Job opportunities improved	49.9%	7.1%	17.5%	25.5%	222
Change in family/childcare responsibilities	48.2%	4.8%	11.7%	35.4%	222
Completed school	76.5%	4.1%	1.7%	17.7%	214
Change in household income	55.4%	3.5%	13.5%	27.6%	217
Personal health change	76.7%	1.0%	4.3%	17.9%	215
Satisfaction with nursing work	52.4%	6.5%	14.0%	27.1%	214
Relocation	61.2%	3.8%	10.1%	24.9%	215
Change in household access to employment benefits	70.0%	3.2%	8.7%	18.1%	216
Other	90.6%	0.0%	7.1%	2.3%	128
<i>Financial need</i>	99.5%	0.0%	0.5%	0.0%	71

Note: Data are weighted to represent all RNs with active licenses.

53. What was the last year you worked for pay as a registered nurse?

	2010	2012	2014	2016	2018	2020
One year ago or less	29.8%	42.0%	34.7%	33.1%	38.9%	52.7%
2-4 years ago	24.3%	18.6%	22.5%	33.7%	18.8%	16.4%
5-9 years ago	26.0%	17.3%	17.2%	16.2%	22.1%	15.9%
10-14 years ago	10.1%	9.6%	9.8%	6.5%	12.4%	6.1%
15-24 years ago	7.0%	8.9%	11.9%	7.2%	4.8%	6.8%
25 or more years ago	2.8%	3.7%	3.9%	3.4%	3.0%	2.2%
Number of cases	714	743	774	578	590	667

Note: Data are weighted to represent all RNs with active licenses.

54. How important were each of the following factors in your decision to leave nursing?

	2010					Number of cases
	Not at all Important	Somewhat Important	Important	Very Important	Does not apply	
Retired	9.5%	4.6%	12.5%	26.0%	47.4%	739
Childcare responsibilities	11.6%	3.0%	4.4%	20.7%	60.3%	690
Other family responsibilities	11.4%	7.0%	11.3%	22.6%	47.7%	703
Moving to a different area	14.6%	2.0%	4.1%	7.6%	71.6%	693
Stress on the job	11.6%	13.9%	15.8%	24.8%	34.0%	702
Job-related illness/injury	13.6%	2.8%	4.1%	8.5%	71.0%	697
Non-job-related illness/injury	12.6%	2.2%	6.2%	13.8%	65.2%	691
Salary	23.8%	9.7%	13.1%	10.2%	43.3%	690
Dissatisfied with benefits	26.1%	8.6%	6.5%	7.1%	51.7%	683
Other dissatisfaction with your job	16.6%	10.6%	15.3%	18.1%	39.5%	687
Dissatisfaction with the nursing profession	21.6%	13.8%	13.4%	7.8%	43.5%	694
Travel	21.3%	6.8%	7.0%	4.4%	60.6%	687
Wanted to try another occupation	18.0%	3.9%	8.0%	11.9%	58.2%	695
Inconvenient schedules in nursing jobs	18.9%	10.3%	10.6%	12.0%	48.1%	695
Difficult to find a nursing position/laid off	19.1%	3.7%	6.3%	15.4%	55.5%	699
Laid off	14.4%	1.5%	3.2%	6.7%	74.2%	684
Other	7.3%	1.6%	10.6%	21.1%	59.4%	369

Note: Rows might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

	2012					
	Not at all Important	Somewhat Important	Important	Very Important	Does not Apply	Number of cases
Cannot find any work as an RN	18.6%	4.0%	6.0%	22.5%	48.9%	632
Difficult to find desired nursing position	17.5%	8.3%	9.1%	26.9%	38.1%	644
Retired	8.7%	1.8%	6.6%	14.5%	68.4%	675
Childcare responsibilities	9.9%	4.4%	4.1%	24.3%	57.2%	648
Other family responsibilities	7.5%	11.4%	5.9%	26.1%	49.1%	644
Moving to a different area	15.1%	4.3%	3.1%	13.1%	64.5%	643
Stress on the job	12.5%	10.2%	11.5%	26.5%	39.3%	644
Job-related illness/injury	14.1%	3.2%	4.5%	12.3%	66.0%	645
Non-job-related illness/injury	14.1%	2.7%	4.8%	15.8%	62.6%	648
Salary	18.4%	9.3%	10.8%	15.2%	46.4%	642
Dissatisfied with benefits	17.2%	6.8%	8.3%	8.6%	59.0%	633
Other dissatisfaction with your job	13.3%	9.1%	14.2%	17.9%	45.5%	644
Dissatisfaction with the nursing profession	15.9%	12.0%	7.7%	15.2%	49.2%	636
Travel	19.9%	2.6%	6.6%	11.3%	59.6%	643
Wanted to try another occupation	13.5%	6.5%	9.5%	13.9%	56.6%	639
Inconvenient schedules in nursing jobs	16.7%	8.7%	9.8%	20.1%	44.7%	644
Returned to school	10.4%	3.6%	3.3%	15.4%	67.3%	635
Laid off	12.3%	0.3%	1.8%	6.8%	78.8%	644
Other	2.0%	0.3%	9.6%	40.5%	47.6%	295

Note: Rows might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

	2014				2016			
	Not at all Important	Somewhat Important	Important	Very Important	Not at all Important	Somewhat Important	Important	Very Important
Cannot find any work as an RN	65.8%	5.5%	5.7%	23.0%	75.8%	4.3%	8.1%	11.9%
Difficult to find desired nursing position	56.0%	7.7%	9.1%	27.2%	59.2%	5.1%	12.7%	23.0%
Retired	76.0%	2.3%	3.9%	17.7%	73.9%	2.4%	5.4%	18.3%
Childcare responsibilities	68.9%	2.0%	4.6%	24.6%	65.6%	4.3%	5.9%	24.1%
Other family responsibilities	59.4%	8.5%	11.4%	20.7%	59.5%	8.4%	11.8%	20.3%
Moving to a different area	74.3%	5.6%	6.3%	13.8%	80.8%	2.0%	6.6%	10.6%
Stress on the job	56.3%	10.2%	12.5%	21.0%	54.3%	7.8%	17.8%	20.0%
Job-related illness/injury	80.5%	2.9%	6.1%	10.5%	79.4%	6.2%	6.1%	8.4%
Non-job-related illness/injury	84.9%	1.7%	3.7%	9.7%	74.0%	6.6%	5.4%	14.0%
Salary	63.9%	10.4%	10.5%	15.2%	65.3%	6.1%	16.2%	12.4%
Dissatisfied with benefits	75.3%	5.9%	10.6%	8.2%	77.2%	5.3%	12.7%	4.8%
Other dissatisfaction with your job	66.4%	8.4%	10.9%	14.4%	59.5%	11.0%	13.8%	15.7%
Dissatisfaction with the nursing profession	70.7%	12.3%	8.5%	8.5%	67.1%	9.4%	13.9%	9.6%
Travel	80.7%	7.9%	7.8%	3.6%	81.2%	4.8%	7.9%	6.1%
Wanted to try another occupation	79.4%	4.1%	7.0%	9.5%	79.0%	3.1%	7.3%	10.6%
Inconvenient schedules in nursing jobs	67.0%	10.7%	8.1%	14.2%	71.0%	6.7%	10.4%	11.8%
Returned to school	85.6%	1.9%	4.5%	8.0%	80.1%	3.2%	3.8%	12.9%
Laid off	90.5%	2.8%	1.7%	5.0%	92.2%	0.2%	3.3%	4.4%
Other	77.7%	0.0%	8.0%	14.3%	85.1%	0.0%	2.3%	12.6%
Number of cases	836				614			

Note: Rows might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

2020 Survey of California Registered Nurses

	2018				2020			
	Not at all important	Somewhat important	Important	Very important	Not at all important	Somewhat important	Important	Very important
Cannot find any work as an RN	75.8%	4.6%	6.9%	12.7%	75.2%	4.3%	12.6%	8.0%
Difficult to find desired nursing position	58.6%	7.7%	10.1%	23.7%	54.8%	9.6%	15.4%	20.2%
Retired	69.6%	2.3%	10.3%	17.9%	70.1%	3.0%	10.7%	16.2%
Childcare responsibilities	60.6%	2.1%	8.5%	28.8%	59.5%	1.5%	12.3%	26.7%
Other family responsibilities	53.1%	6.1%	14.1%	26.8%	49.3%	4.2%	18.5%	28.0%
Moving to a different area	71.2%	3.9%	12.3%	12.6%	71.6%	3.8%	9.5%	15.1%
Stress on the job	50.8%	9.6%	14.9%	24.6%	42.3%	5.9%	30.3%	21.5%
Job-related illness/injury	77.5%	4.9%	5.8%	11.9%	71.2%	7.8%	7.4%	13.6%
Non-job-related illness/injury	72.1%	6.3%	8.3%	13.4%	83.6%	1.7%	7.7%	7.0%
Salary	59.6%	7.1%	15.4%	17.9%	54.6%	14.8%	18.7%	11.9%
Dissatisfied with benefits	70.9%	6.1%	15.2%	7.8%	65.6%	9.4%	18.3%	6.7%
Other dissatisfaction with your job	59.6%	11.3%	17.7%	11.5%	58.9%	11.8%	11.5%	17.9%
Dissatisfaction with the nursing profession	68.1%	12.7%	11.9%	7.2%	72.8%	10.0%	8.7%	8.5%
Travel	74.8%	4.6%	13.4%	7.2%	77.5%	3.7%	8.7%	10.1%
Wanted to try another occupation	75.9%	7.5%	7.4%	9.3%	76.9%	4.9%	10.2%	8.1%
Inconvenient schedules in nursing jobs	62.3%	5.8%	14.4%	17.5%	60.0%	5.9%	22.9%	11.2%
Returned to school	80.6%	1.9%	9.2%	8.4%	81.4%	2.5%	8.8%	7.3%
Laid off	89.4%	0.1%	5.3%	5.1%	86.7%	1.1%	5.6%	6.5%
Other	85.9%	0.0%	4.3%	9.7%	81.2%	0.0%	7.1%	11.7%
Number of cases	659				694			

Note: Rows might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

55. (For those not working): Are you doing volunteer work as an RN or APRN (working in an unpaid capacity as an RN or APRN)?

A. Are you in an internship/transition residency program? (Question first asked in 2012)

	2012	2014	2016	2018	2020
Yes, volunteering	15.2%	15.5%	10.6%	11.1%	8.9%
Number of cases	771	794	593	729	702
If volunteering, in internship/residency	7.2%	12.3%	7.4%	0.0%	1.6%
Number of cases	225	135	204	100	87

Note: Data are weighted to represent all RNs with active licenses.

56. Which of the following best describes your current intentions regarding work in nursing?

	2010	2012	2014	2016	2018	2020
Currently seeking employment in nursing	20.3%	31.8%	24.6%	24.0%	30.2%	22.0%
Plan to return to nursing in the future	14.1%	19.8%	21.8%	27.0%	22.4%	30.2%
Retired	32.8%	16.3%	22.1%	22.2%	22.1%	23.6%
Definitely will not return to nursing but not retired	6.8%	7.4%	6.7%	5.4%	4.1%	4.9%
Undecided at this time	26.1%	24.8%	24.8%	21.3%	21.3%	19.4%
Number of cases	782	762	808	591	651	704

Note: Data are weighted to represent all RNs with active licenses.

A. (For those who plan to return to nursing): How soon?

	2012	2014	2016	2018	2020
Less than one year	50.3%	45.3%	44.6%	37.3%	41.6%
1-2 years	38.7%	36.6%	40.9%	37.2%	28.1%
3-4 years	2.6%	10.6%	11.5%	12.4%	15.9%
5 or more years	8.4%	7.5%	3.0%	13.1%	14.4%
Number of cases	86	125	82	90	87

Note: Data are weighted to represent all RNs with active licenses.

57. Are you currently employed outside nursing?

	2010	2012	2014	2016	2018	2020
No	73.1%	93.4%	94.1%	95.6%	95.4%	96.2%
Yes	26.9%	6.6%	6.0%	4.4%	4.6%	3.8%
Number of cases	802	4,761	4,887	3,642	3,816	3,396

Note: Starting in 2012, this question was asked of all RNs. In prior years, it was asked only of RNs who were not employed in nursing. Data are weighted to represent all RNs with active licenses.

58. Does your position utilize any of your nursing knowledge?

	2010	2012	2014	2016	2018	2020
No	30.4%	24.8%	30.1%	34.0%	28.4%	33.3%
Yes	69.6%	75.2%	69.9%	65.9%	71.6%	66.7%
Number of cases	206	303	277	155	166	126

Note: Data are weighted to represent all RNs with active licenses.

59. Please indicate the field(s) of your work position(s) outside nursing. (Check all that apply.)

	2010	2012	2014	2016	2018	2020
Health-related services	45.3%	55.4%	47.6%	47.0%	45.6%	45.0%
Pharmaceutical or biotech services	*	*	5.8%	6.9%	5.9%	14.1%
Retail sales & services	11.5%	9.9%	15.2%	12.9%	8.7%	11.6%
Education	12.2%	11.8%	15.7%	12.9%	14.8%	12.8%
Financial, accounting, & insurance services	8.6%	7.3%	7.4%	5.8%	4.3%	7.0%
Consulting	5.7%	4.5%	7.0%	10.1%	9.4%	10.6%
Other	39.4%	29.0%	22.8%	27.5%	44.8%	16.3%
Number of cases	203	296	299	158	122	85

Note: Data are weighted to represent all RNs with active licenses.

* Item was not asked in this survey year.

60. Please indicate the following for work positions outside of nursing.

A. Hours worked per week

Hours worked per week	2010		2012		2014		2016		2018		2020
	Position #1	Position #2	Position #1	Position #2	Position #1	Position #1	Position #1	Position #2	Position #1	Position #2	Position (s)
8 or less	0.0%	0.0%	18.2%	36.7%	23.8%	42.1%	24.7%	36.9%	23.7%	19.5%	7.3%
9-16	15.2%	19.0%	18.3%	19.1%	17.4%	5.1%	26.4%	30.5%	6.5%	24.2%	11.4%
17-24	13.3%	21.1%	18.1%	12.7%	12.6%	15.7%	17.6%	25.7%	11.9%	19.9%	10.6%
25-32	10.7%	7.0%	6.4%	2.1%	10.1%	0.9%	9.9%	6.9%	13.0%	1.8%	15.8%
33-40	40.0%	32.5%	28.2%	23.0%	25.3%	30.2%	11.9%	0.0%	37.7%	33.3%	36.4%
41-48	5.9%	7.4%	1.3%	0.0%	2.5%	0.0%	9.5%	0.0%	7.3%	1.2%	7.1%
Over 48	14.8%	13.0%	9.5%	6.3%	8.3%	6.1%	0.0%	0.0%	0.0%	0.0%	11.4%
Number of cases	161	21	254	57	245	31	124	60	94	16	88

Note: Not enough observations for the 3rd position to report data. Data are weighted to represent all RNs with active licenses. In the 2020 survey, respondents were asked combine information regarding non-nursing positions if they had more than one position.

B. Estimated annual pre-tax income

Estimated annual pre-tax income	2010		2012		2014		2016		2018		2020
	Position #1	Position #2	Position #1	Position #2	Position #1	Position #2	Position #1	Position #2	Position #1	Position #2	Position(s)
Less than 25,000	38.1%	47.3%	72.7%	87.6%	47.7%	57.6%	50.1%	81.1%	34.6%	62.6%	27.2%
25,000 to 49,999	16.9%	15.8%	8.2%	12.4%	14.5%	2.0%	18.4%	18.9%	18.3%	8.9%	12.0%
50,000 to 74,999	16.0%	1.6%	10.3%	0.0%	6.9%	10.0%	7.5%	0.0%	12.3%	0.0%	14.4%
75,000 to 99,999	6.0%	27.7%	2.5%	0.0%	9.2%	8.4%	8.1%	0.0%	13.4%	9.2%	9.5%
100,000 to 124,999	10.2%	2.7%	0.7%	0.0%	10.2%	9.3%	8.3%	0.0%	7.1%	8.3%	8.7%
Over 125,000	13.0%	4.9%	5.6%	0.0%	11.5%	12.7%	7.6%	0.0%	14.4%	11.0%	28.3%
Number of cases	130	26	128	27	214	29	110	47	85	14	71

Note: Data are weighted to represent all RNs with active licenses. In the 2020 survey, respondents were asked combine information regarding non-nursing positions if they had more than one position.

61. Have you changed work status, positions, or employers in the past year? (Check all that apply.)

Note: Similar content was in one question in 2010

	2010	2012	2014	2016	2018	2020
No change in job, position, or work status	71.5%	73.4%	77.0%	70.1%	70.6%	81.0%
Added second nursing job	*	13.8%	5.3%	4.6%	4.0%	14.2%
Added second non-nursing job	*	1.4%	0.7%	0.4%	0.5%	1.0%
Stopped working second nursing job	*	*	2.6%	2.5%	2.3%	9.5%
Stopped working second non-nursing job	*	*	0.5%	0.6%	0.8%	0.8%
Retired	*	*	*	5.6%	6.9%	*
Not working now, but was working earlier this year	9.1%	6.8%	2.1%	1.4%	1.1%	17.1%
Now in an RN job, was not last year	7.8%	6.1%	1.1%	1.3%	1.4%	4.5%
New position with same employer	20.4%	29.5%	6.9%	8.5%	7.5%	*
Same position with different employer	9.5%	14.2%	2.8%	4.4%	4.0%	*
New position with different employer	16.6%	20.2%	6.4%	5.8%	5.3%	*
Changed principal employer	*	*	*	*	*	59.5%
Changed secondary nursing employer	*	*	*	*	*	2.5%
Other change in job or position	*	18.5%	1.6%	3.9%	1.6%	10.3%
Other change (2010)	18.8%	*	*	*	*	*
Number of cases	1,521	1,230	4,924	3,683	3,775	3,377

Note: Data are weighted to represent all RNs with active licenses.

* Question was not asked that year.

62. Has there been a change in how much you work as an RN in the past year? (Check all that apply.)

Note: Similar content was in one question in 2010

	2010	2012	2014	2016	2018	2020
No change in hours	*	60.8%	62.7%	64.6%	62.3%	34.6%
Did not work as RN last year	*	19.0%	7.7%	6.5%	8.8%	*
Increased hours (general)	20.1%	*	*	*	*	*
Increased hours – employer imposed	*	11.1%	5.2%	5.1%	4.3%	7.7%
Increased hours – my choice	*	29.1%	10.8%	10.8%	10.5%	16.0%
Decreased hours (general)	26.3%	*	*	*	*	*
Decreased hours – employer imposed	*	14.6%	4.9%	2.4%	2.7%	8.1%
Decreased hours – my choice	*	21.5%	11.0%	10.8%	12.2%	20.0%
Other change in hours	*	11.0%	7.5%	3.6%	2.1%	12.9%
Number of cases	1,521	1,870	4,909	3,560	3,709	580

Note: Data are weighted to represent all RNs with active licenses.

* Question was not asked that year.

63. How important were each of the following factors in your change in employment or hours worked during the past year? (Check all that apply.)

	2010					Number of cases
	Not at all important	Somewhat important	Important	Very Important	Does not apply	
Retired	11.9%	2.4%	5.8%	12.3%	67.7%	1,159
Childcare responsibilities	11.4%	2.8%	7.2%	22.1%	56.4%	1,177
Other family responsibilities	8.0%	7.2%	16.5%	29.2%	39.1%	1,179
Salary	8.5%	8.4%	21.8%	39.8%	21.5%	1,204
Laid off	9.4%	1.8%	3.2%	12.0%	73.5%	1,136
Change in spouse/partner work situation	9.4%	2.8%	7.5%	17.7%	62.6%	1,144
Change in financial status	6.9%	6.7%	13.4%	30.1%	42.9%	1,170
Relocation/moved to a different area	10.2%	2.5%	5.4%	13.7%	68.2%	1,143
Promotion/career advancement	8.6%	4.0%	11.6%	26.8%	49.0%	1,151
Change in my health status	9.4%	4.7%	6.6%	16.0%	63.4%	1,147
Wanted more convenient hours	8.6%	6.0%	13.3%	30.0%	42.2%	1,179
Dissatisfaction with previous position	9.5%	7.6%	10.8%	21.9%	50.2%	1,156
Other	4.1%	0.8%	8.2%	29.5%	57.5%	536

Note: Data are weighted to represent all RNs with active licenses.

	2012					Number of cases
	Not at all important	Somewhat important	Important	Very Important	Does not apply	
Retired	8.8%	2.4%	6.3%	12.2%	70.2%	1,415
Childcare responsibilities	9.4%	2.7%	6.2%	21.1%	60.6%	1,382
Other family responsibilities	7.1%	5.8%	12.5%	34.2%	40.4%	1,379
Salary	6.6%	6.7%	18.8%	40.6%	27.3%	1,390
Laid off	6.9%	0.8%	3.7%	7.6%	81.0%	1,342
Employer reduced hours	6.2%	1.7%	6.7%	16.9%	68.5%	1,354
Change in spouse/partner work situation	6.2%	2.0%	5.5%	15.6%	70.7%	1,348
Change in financial status	5.6%	3.2%	11.2%	31.3%	48.8%	1,369
Relocation/moved to a different area	7.0%	1.1%	4.6%	14.0%	73.3%	1,338
Promotion/career advancement	6.0%	2.9%	8.9%	21.9%	60.3%	1,353
Change in my health status	7.3%	1.7%	7.4%	16.0%	67.6%	1,374
Wanted more convenient hours	6.4%	3.9%	11.3%	25.6%	52.8%	1,370
Dissatisfaction with previous position	7.1%	5.6%	9.2%	18.5%	59.8%	1,351
Other	4.4%	0.6%	7.2%	27.6%	60.3%	625

Note: Data are weighted to represent all RNs with active licenses

	2014				Number of cases
	Not at all important	Somewhat important	Important	Very Important	
Retired	36.7%	8.5%	16.5%	38.4%	620
Childcare responsibilities	34.9%	5.4%	12.2%	47.5%	690
Other family responsibilities	17.5%	8.3%	22.7%	51.6%	1,002
Salary	14.3%	10.0%	24.5%	51.1%	1,223
Benefits	19.1%	9.2%	22.4%	49.3%	1,032
Laid off	48.5%	3.0%	17.2%	31.3%	331
Employer reduced hours	30.1%	8.3%	20.1%	41.5%	502
Change in spouse/partner work situation	29.4%	5.8%	21.9%	42.8%	523
Change in financial status	17.1%	9.3%	25.7%	48.0%	779
Relocation/moved to a different area	36.7%	5.0%	19.0%	39.3%	460
Promotion/career advancement	25.6%	5.5%	22.9%	46.0%	663
Change in my health status	27.1%	8.6%	20.9%	43.4%	561
Wanted more convenient hours	20.1%	6.0%	22.0%	52.0%	877
Dissatisfaction with previous position	21.2%	11.7%	25.8%	41.3%	753
Stress on the job	12.4%	9.9%	25.6%	52.0%	1,067
Desire to use my skills more/learn new skills	14.9%	6.1%	25.5%	53.5%	1,059
Other	5.6%	2.9%	34.2%	57.3%	306

Note: Data are weighted to represent all RNs with active licenses.

	2016				Number of cases
	Not at all important	Somewhat important	Important	Very Important	
Retired	70.8%	2.3%	8.2%	18.7%	962
Childcare responsibilities	58.5%	3.6%	7.0%	31.0%	1,047
Other family responsibilities	45.4%	6.0%	17.5%	31.1%	1,282
Salary	38.0%	6.3%	18.9%	36.8%	1,455
Benefits	47.1%	5.6%	15.5%	31.8%	1,344
Laid off	84.4%	2.2%	4.1%	9.4%	786
Employer reduced hours	72.2%	4.2%	7.9%	15.7%	869
Change in spouse/partner work situation	68.0%	2.8%	8.7%	20.5%	934
Change in financial status	54.3%	5.4%	13.6%	26.8%	1,087
Relocation/moved to a different area	67.5%	1.9%	10.0%	20.6%	912
Promotion/career advancement	53.3%	2.4%	15.0%	29.3%	1,080
Change in my health status	61.5%	3.4%	9.7%	25.3%	973
Wanted more convenient hours	45.7%	4.5%	13.6%	36.2%	1,230
Dissatisfaction with previous position	52.3%	7.9%	12.5%	27.3%	1,147
Stress on the job	42.1%	6.8%	15.7%	35.3%	1,341
Desire to use my skills more/learn new skills	39.4%	5.0%	18.5%	37.1%	1,350
Other	94.1%	0.1%	1.0%	4.8%	1,511

Note: Data are weighted to represent all RNs with active licenses.

	2018				Number of cases
	Not at all important	Somewhat important	Important	Very Important	
Retired	36.0%	10.7%	18.1%	35.2%	843
Childcare responsibilities	42.6%	5.0%	13.9%	38.5%	903
Other family responsibilities	24.8%	7.5%	24.3%	43.4%	1,183
Salary	20.8%	11.0%	24.6%	43.6%	1,356
Benefits	27.4%	8.4%	21.6%	42.6%	1,245
Laid off	65.8%	2.8%	14.6%	16.9%	536
Employer reduced hours	52.1%	6.8%	18.9%	22.3%	627
Change in spouse/partner work situation	46.5%	6.0%	20.5%	27.0%	746
Change in financial status	30.4%	8.1%	26.0%	35.5%	940
Relocation/moved to a different area	48.2%	4.9%	17.9%	29.0%	675
Promotion/career advancement	34.0%	5.1%	22.2%	38.7%	913
Change in my health status	38.7%	7.2%	18.5%	35.6%	768
Wanted more convenient hours	26.2%	7.8%	22.4%	43.7%	1,122
Dissatisfaction with previous position	35.4%	11.0%	20.0%	33.7%	912
Stress on the job	23.5%	11.3%	25.2%	40.1%	1,199
Desire to use my skills more/learn new skills	24.1%	6.0%	24.8%	45.2%	1,193
Other	89.6%	0.2%	2.5%	7.7%	1,347

Note: Data are weighted to represent all RNs with active licenses.

	2020				Number of cases
	Not at all important	Somewhat important	Important	Very Important	
Retired	24.6%	3.5%	8.4%	14.2%	49.3%
Childcare responsibilities	27.8%	4.6%	7.9%	14.8%	45.0%
Other family responsibilities	22.7%	9.4%	17.8%	23.8%	26.3%
Salary	14.5%	12.2%	21.2%	36.1%	16.0%
Benefits	23.4%	1.9%	4.0%	6.8%	63.9%
Laid off	22.8%	4.2%	5.3%	13.0%	54.7%
Employer reduced hours	25.3%	2.7%	7.2%	7.5%	57.2%
Change in spouse/partner work situation	22.1%	5.7%	9.9%	18.3%	44.0%
Change in financial status	24.0%	1.8%	7.4%	13.0%	53.8%
Relocation/moved to a different area	21.4%	4.0%	11.7%	22.9%	40.0%
Promotion/career advancement	20.9%	3.4%	11.1%	15.2%	49.4%
Change in my health status	21.1%	6.4%	11.7%	26.2%	34.5%
Wanted more convenient hours	20.0%	8.5%	17.9%	26.9%	26.7%
Dissatisfaction with previous position	16.2%	10.4%	15.7%	37.9%	19.7%
Stress on the job	15.3%	8.6%	15.6%	34.4%	26.1%
Desire to use my skills more/learn new skills	26.5%	3.7%	5.2%	9.0%	55.6%
Other	79.9%	0.1%	0.8%	0.5%	18.7%

Note: Data are weighted to represent all RNs with active licenses.

64. Do you reside outside California?

This question was excluded as it did not pertain to California Residents.

65. If you reside outside California, please check all of the following that apply regarding the past 12 months:

This question was excluded as it did not pertain to California Residents.

66. How many months did you work in California in the past 12 months?

This question was excluded as it did not pertain to California Residents.

67. If you reside outside California, do you plan to work as an RN in California in the next five years?

This question was excluded as it did not pertain to California Residents.

68. Gender

	2010	2012	2014	2016	2018	2020
Male	10.1%	11.1%	11.1%	11.1%	12.5%	88.3%
Female	89.9%	88.9%	89.0%	88.9%	87.3%	11.7%
Non-binary	*	*	*	*	0.2%	0.0%
Number of cases	5,480	4,894	5,000	3,676	3,828	3,423

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

* Question was not asked in this survey year.

69. Year of Birth (converted to age groups)

	2010	2012	2014	2016	2018	2020
Under 30 years	9.3%	9.3%	7.4%	8.4%	8.8%	9.0%
30-34 years	9.4%	10.6%	11.1%	12.6%	13.1%	13.9%
35-39 years	11.2%	12.0%	10.3%	11.2%	12.0%	13.3%
40-44 years	12.1%	11.6%	13.1%	12.3%	11.8%	10.9%
45-49 years	11.2%	10.2%	10.1%	11.1%	12.4%	11.0%
50-54 years	15.6%	13.5%	11.8%	10.5%	9.2%	11.2%
55-59 years	13.2%	13.3%	13.5%	11.5%	10.1%	9.5%
60-64 years	10.2%	11.2%	11.6%	12.1%	11.7%	9.7%
65 years and older	7.9%	8.3%	11.1%	10.4%	11.0%	11.6%
Number of cases	5,551	4,967	5,047	3,793	4,049	3,726

Note: Data are weighted to represent all RNs with active licenses.

70. Country of birth (Question first asked in 2012)

	2012	2014	2016	2018	2020
Canada	1.1%	1.2%	1.2%	1.3%	1.1%
China	0.7%	0.6%	0.7%	2.4%	1.8%
Germany	0.5%	0.3%	0.3%	0.4%	0.5%
India	1.1%	1.0%	1.4%	2.6%	2.9%
Japan	0.5%	0.5%	0.6%	1.3%	1.1%
Korea	1.6%	1.5%	1.2%	2.3%	2.4%
Mexico	1.9%	1.4%	1.3%	3.2%	3.0%
Nigeria	0.4%	0.7%	0.5%	1.2%	1.9%
Philippines	17.8%	17.8%	18.2%	30.0%	27.5%
United Kingdom	*	*	0.8%	0.7%	0.3%
United States	66.3%	65.8%	65.2%	39.5%	41.2%
Vietnam	0.6%	0.9%	0.6%	2.2%	2.0%
Taiwan	*	*	0.5%	1.1%	1.0%
Number of cases	4,840	4,946	3,615	2,004	1,728

Note: Only countries with greater than 0.3% reported here. Data are weighted to represent all RNs with active licenses.

* Question was not asked in this survey year.

71. Parents' highest education

	2020	
	Mother	Father
High school or less	42.1%	37.8%
Some college	17.3%	18.6%
Associate degree	11.0%	8.0%
Bachelor's degree	22.1%	22.5%
Graduate degree	7.6%	13.1%
Number of cases	3,318	3,268

Note: Data are weighted to represent all RNs with active licenses.

72. Marital status

	2010	2012	2014	2016	2018	2020
Never Married	15.2%	17.8%	17.7%	19.1%	22.5%	19.1%
Married/Domestic Partnership	67.7%	67.4%	67.3%	66.6%	64.1%	68.6%
Separated/Divorced	14.8%	*	*	*	*	*
Widowed	2.3%	*	*	*	*	*
Separated/Divorced/Widowed	*	14.8%	15.0%	14.4%	13.4%	12.3%
Number of cases	5,441	4,876	4,983	3,688	3,801	3,399

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

73. What is your ethnic/racial background (select the one with which you most strongly identify)?

Note: Questions was significantly changed in 2012.

	2010	2012	2014	2016	2018	2020
African American	4.3%	5.1%	4.9%	4.7%	6.4%	5.5%
White	55.8%	54.9%	54.1%	57.3%	50.9%	52.5%
Native American/Alaskan Native	0.3%	0.3%	0.5%	2.0%	2.5%	1.6%
Other or Mixed	*	3.0%	6.2%	7.4%	1.1%	0.9%
Asian Indian	1.4%	*	*	*	2.2%	*
Asian, not Filipino or Indian	7.7%	*	*	*	*	0.1%
Cambodian		0.0%	0.0%	0.1%	0.2%	5.4%
Chinese		2.9%	3.1%	4.0%	4.8%	2.0%
Indian		1.5%	1.2%	1.7%	2.2%	0.3%
Indonesian		0.4%	0.2%	0.3%	0.2%	1.3%
Japanese		1.3%	1.0%	1.4%	1.6%	1.8%
Korean		2.0%	1.6%	1.6%	2.1%	0.2%
Laotian/Hmong		0.0%	0.2%	0.4%	0.4%	0.4%
Pakistani		0.0%	0.0%	0.1%	0.1%	0.2%
Thai		0.3%	0.4%	0.3%	0.4%	1.9%
Vietnamese		0.8%	1.0%	1.0%	1.6%	*
Latino	8.0%	*	*	*	*	1.7%
Central American		0.7%	0.9%	0.7%	2.0%	1.2%
South American		0.6%	0.4%	1.3%	1.1%	0.2%
Cuban		0.1%	0.2%	0.1%	0.4%	9.2%
Mexican		4.6%	4.6%	7.2%	9.5%	1.8%
Other Hispanic		0.7%	0.8%	1.7%	2.4%	0.1%
Fijian		0.0%	0.0%	0.0%	0.1%	20.1%
Filipino	19.2%	20.1%	18.6%	21.6%	21.2%	0.0%
Guamanian		0.0%	0.0%	0.1%	0.0%	0.3%
Native Hawaiian	0.2%	0.1%	0.0%	0.2%	0.2%	0.1%
Samoan		0.1%	0.0%	0.0%	0.0%	0.0%
Tongan		0.0%	0.0%	0.0%	0.0%	1.0%
Other Pacific Islander		0.2%	0.1%	0.3%	0.7%	*
Mixed race	2.6%	*	*	*	*	*
Other	0.5%	*	*	*	*	5.5%
Number of cases	5,417	4,797	4,961	3,688	3,741	52.5%

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses. In 2018 and 2020, respondents could select multiple options.

74. Other than English, what languages do you speak fluently?

	2010	2012	2014	2016	2018	2020
No other language	*	59.7%	57.8%	58.4%	55.2%	55.7%
Spanish	30.3%	11.6%	11.9%	11.1%	13.2%	12.9%
Korean	3.7%	1.9%	1.6%	1.3%	1.4%	1.5%
Vietnamese	2.0%	0.9%	1.0%	0.9%	1.6%	1.8%
Tagalog or other Filipino language	44.0%	18.0%	18.5%	18.9%	18.0%	16.8%
French	4.1%	1.0%	1.6%	1.3%	1.2%	0.4%
Hindi or other South Asian language	3.6%	1.5%	1.5%	1.9%	2.1%	2.6%
Mandarin	4.3%	1.5%	1.5%	2.1%	2.4%	2.3%
Cantonese	2.6%	1.4%	1.0%	1.8%	1.3%	2.0%
Other Chinese dialect	*	0.7%	0.5%	1.0%	0.3%	0.9%
Other	15.3%	6.4%	6.9%	5.0%	4.9%	5.1%
Sub-Saharan African Language	*	*	*	0.8%	1.2%	1.9%
Number of cases	1,777	4,711	4,777	3,535	3,689	3,286

Note: Respondents could report fluency in multiple languages. Data are weighted to represent all RNs with active licenses.

* Question was not asked in this survey year. In 2010, data are only for those who speak another language.

75. Do you have children living at home with you?

	2010	2012	2014	2016	2018	2020
No	48.9%	49.9%	49.7%	49.7%	49.0%	49.9%
Yes	51.1%	50.1%	50.3%	50.3%	51.0%	50.1%
Number of cases	5,449	4,884	4,985	3,698	3,802	3,405

Note: Data are weighted to represent all RNs with active licenses.

A. If Yes, how many are:

	2010					2012				
	0 to 2 years	3 to 5 years	6 to 12 years	13-18 years	19+ years	0 to 2 years	3 to 5 years	6 to 12 years	13-18 years	19+ years
0 children	81.6%	84.7%	68.1%	70.5%	60.8%	72.7%	74.9%	92.1%	87.3%	43.0%
1 child	16.4%	12.9%	22.0%	21.8%	29.1%	24.6%	22.1%	6.1%	9.7%	42.6%
2 children	2.1%	2.5%	8.7%	6.8%	8.4%	2.7%	2.9%	1.8%	2.9%	12.4%
3 or more children	0.0%	0.0%	1.2%	0.9%	1.8%	0.0%	0.1%	0.0%	0.2%	1.7%
Number of cases	2,440					1,378				

Note: Data are weighted to represent all RNs with active licenses.

	2014					2016				
	0 to 2 years	3 to 5 years	6 to 12 years	13-18 years	19+ years	0 to 2 years	3 to 5 years	6 to 12 years	13-18 years	19+ years
0 children	81.8%	82.4%	68.1%	70.7%	58.4%	82.5%	84.3%	73.9%	76.1%	75.9%
1 child	16.1%	15.0%	21.4%	21.2%	30.0%	6.9%	2.8%	4.7%	5.5%	10.4%
2 children	2.1%	2.5%	8.9%	6.6%	9.5%	7.2%	8.0%	12.0%	9.9%	7.7%
3 or more children	0.0%	0.0%	1.6%	1.4%	2.0%	3.5%	4.9%	9.5%	8.6%	6.0%
Number of cases	2,230					2,559				

Note: Data are weighted to represent all RNs with active licenses.

	2018					2020				
	0 to 2 years	3 to 5 years	6 to 12 years	13-18 years	19+ years	0 to 2 years	3 to 5 years	6 to 12 years	13-18 years	19+ years
0 children	77.3%	80.7%	67.3%	70.8%	63.4%	76.7%	81.1%	69.5%	74.9%	60.0%
1 child	19.2%	16.7%	21.6%	21.0%	25.1%	20.2%	17.4%	20.1%	17.8%	28.4%
2 children	3.5%	2.6%	9.9%	7.5%	9.3%	3.0%	1.5%	9.0%	6.7%	8.9%
3 or more children	0.0%	0.0%	1.0%	0.7%	2.2%	0.0%	0.0%	1.5%	0.6%	2.7%
Number of cases	2,230					1,655				

Note: Data are weighted to represent all RNs with active licenses.

76. Do you have responsibility for assisting or caring for an adult family member who needs help because of a condition related to aging or a disability? Do not include paid positions. (Question first asked in 2014)

	2014	2016	2018	2020
Yes	20.4%	19.4%	20.5%	23.4%
No	79.6%	80.6%	79.5%	76.6%
Number of cases	4,403	3,691	3,793	3,395

Note: Data are weighted to represent all RNs with active licenses.

A. If Yes, how many adults do you assist or care for? (Question first asked in 2014)

	2014	2016	2018	2020
1 adult	76.6%	74.7%	71.6%	72.1%
2 adults	19.6%	23.7%	25.7%	25.1%
3 or more	3.9%	1.6%	2.7%	2.8%
Number of cases	815	765	595	590

Note: Data are weighted to represent all RNs with active licenses.

77. Home Zip Code:

This question was excluded for confidentiality.

78. Which category best describes how much income your total household received last year? This is the before-tax income of all persons living in your household:

	2010	2012	2014	2016	2018	2020
Less than \$30,000	2.0%	3.3%	1.9%	1.7%	1.6%	0.9%
\$30K-\$44,999	2.4%	2.8%	2.1%	1.6%	2.0%	1.3%
\$45K-\$59,999	4.0%	3.4%	3.1%	3.1%	2.5%	1.3%
\$60K-\$74,999	9.4%	8.8%	6.9%	5.6%	6.0%	4.0%
\$75K-\$99,999	17.8%	16.5%	17.6%	14.6%	14.3%	10.3%
\$100K-\$124,999	21.5%	20.3%	20.4%	21.2%	18.3%	18.4%
\$125K-\$149,999	13.6%	14.6%	14.3%	13.7%	14.2%	15.7%
\$150K-\$174,999	10.4%	10.5%	11.3%	12.9%	12.5%	13.5%
\$175K-\$199,999	6.6%	7.3%	7.4%	8.1%	7.5%	10.0%
\$200K or more	12.2%	12.8%	15.1%	17.5%	20.9%	24.7%
Number of cases	5,028	4,605	4,754	3,499	3,603	3,242

Note: Data are weighted to represent all RNs with active licenses.

79. Approximately what percentage of your total household income comes from your nursing job(s)?

	2010	2012	2014	2016	2018	2020
None	8.4%	9.7%	10.2%	7.9%	9.2%	8.4%
Less than 20 percent	3.5%	3.4%	3.4%	2.9%	3.7%	3.0%
20 to 39 percent	7.5%	6.4%	6.9%	7.2%	7.3%	6.8%
40 to 59 percent	18.5%	17.3%	18.1%	19.6%	17.9%	22.8%
60 to 79 percent	18.5%	18.2%	18.6%	19.0%	16.5%	17.2%
80 to 99 percent	12.6%	12.9%	13.5%	13.5%	12.3%	12.0%
100 percent	31.1%	32.1%	29.3%	29.9%	33.2%	29.9%
Number of cases	5,324	4,775	4,905	3,615	3,694	3,312

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

80. Have you ever served on active duty in the US Armed Forces?

	2018	2020
No, never served in the US Armed Forces	95.7%	95.7%
No, never on active duty except for initial/basic training	0.4%	1.0%
Yes, on active duty currently	0.0%	0.2%
Yes, on active duty in the past, but not now	3.8%	3.2%
Number of cases	3,818	3,400

Note: Data are weighted to represent all RNs with active licenses.

A. If Yes, in which branch(es) did you serve on active duty, and for long did you serve in each branch?

	Army	Navy	Air Force	Marine Corps	Coast Guard	Other
Less than 5 years	32.7%	29.9%	29.9%	69.8%	58.4%	32.7%
5-9 years	55.7%	39.8%	43.3%	18.2%	0.0%	55.7%
10-14 years	2.5%	12.2%	0.0%	12.0%	0.0%	2.5%
15-19 years	1.8%	0.5%	1.4%	0.0%	41.6%	1.8%
20-24 years	2.9%	8.7%	9.3%	0.0%	0.0%	2.9%
25-29 years	3.4%	4.9%	3.6%	0.0%	0.0%	3.4%
30-34 years	0.0%	3.1%	0.0%	0.0%	0.0%	0.0%
35+ years	1.1%	0.8%	0.0%	0.0%	0.0%	1.1%
Number of cases	52	63	44	3	2	52

Note: Data are weighted to represent all RNs with active licenses.

Appendix C. Letters and mailings

First Postcard

Hello!

We recently mailed you a survey about your experiences as a registered nurse. This research is sponsored by the **California Board of Registered Nursing**. We want to hear from people with active licenses, nurses currently working in nursing, those working in other fields, and those who have retired from nursing altogether. I understand that we have not yet received your completed questionnaire. Your response is valuable to this report and I hope that you will take 20 minutes to complete your questionnaire and mail it back in the postage-paid envelope. If you've misplaced your questionnaire, please call 1-877-276-8277 or Lela.Chu@ucsf.edu and I'll see that you receive another copy. (If you have recently mailed your completed questionnaire, please disregard this notice.) Thank you for your assistance.

Sincerely,

Lela Chu, Project Director
UC San Francisco

Second Postcard

CHECKING IN.

The **California Board of Registered Nursing**, working with the University of California, mailed you a copy of the 2020 RN Survey over a month ago. We have not heard from you and wanted to make sure you received a copy of the survey. It was sent to people with active licenses, to nurses currently working in nursing, those working in other fields, as well as those who have retired from nursing altogether.

We need your input to better gauge the health of the nursing profession in California.

You also have the option of completing the survey online. If you need another copy of the questionnaire or want to know how to do it on-line, **please call me toll-free at 1-877-276-8277** or email me at Lela.Chu@ucsf.edu. (If you have already mailed your completed questionnaire, or submitted it online, please disregard this notice.) Thank you.

Lela Chu, Project Manager
UC San Francisco

Third Postcard

NOT TOO LATE!

The **California Board of Registered Nursing**, working with the University of California, mailed you a copy of the 2020 RN Survey over a month ago. It is not too late to complete the survey! It was sent to people with active licenses, to nurses currently working in nursing, those working in other fields, and those who have retired from nursing altogether.

We need your input to better gauge the health of the nursing profession in California.

You also have the option of completing the survey online. If you need another copy of the questionnaire or want to know how to do it on-line, **please call me toll-free at 1-877-276-8277** or email me at lela.chu@ucsf.edu. (If you have already mailed your completed questionnaire, or submitted it online, please disregard this notice.) Thank you.

Lela Chu, Project Manager
UC San Francisco

Email for Active RN

Dear RN NAME:

We are pleased to inform you the Board of Registered Nursing is inviting you to be one of a select group of California nurses to provide the Board with vital information concerning current nursing practice in the state. Only 8,000 of California's estimated 420,000 RNs/APRNs are being surveyed, giving you a unique opportunity to contribute to an important study of the nursing profession and future workforce planning. With the pivotal role of the nursing profession in workforce planning and policy in California, it is vital for the Board to be able to accurately present your opinions about working conditions, salaries and other issues pertinent to nursing practice. Survey results will be used by the Board to guide public policy and plan for California's future nursing workforce needs. Summary results of the survey will be published on the Board's website in early 2021.

Your individual survey responses are absolutely confidential and individual responses will not be identified or reported. Your participation in the survey is voluntary and you may skip any questions you choose not to answer, but we hope to have a great response to the survey to ensure that the Board has a representative picture of California nurses.

The University of California, San Francisco is conducting the survey for the Board. The attached survey has been sent to RNs/APRNs with active California licenses residing in and outside of California. Completion of the survey should take no more than 20 minutes. You may also receive a hard-copy version of this survey in the mail if we do not hear from you via the online survey system.

You may complete the survey in advance online at <http://rnworkforce.ucsf.edu/brn2020>

Your online USERNAME is : XXXXX

Your online PASSWORD (Enter as ALL CAPS) is : XXX

If you have any difficulty completing the survey, or if you have any questions about your participation in this study, please contact Lela Chu, at the Institute for Health Policy Studies at UC San Francisco. You can call her toll-free at 1-877-276-8277 or email her at Lela.Chu@ucsf.edu You may also contact Joanne Spetz, Ph. D., Principal Investigator, by phone at (415) 502-4443. You also have the option of contacting the UC San Francisco Human Research Protection Program at (415) 476-1814 or via email at chr@ucsf.edu

We hope we can count on your participation and look forward to receiving your completed survey.

Sincerely,

Loretta Melby
Executive Officer
California Board of Registered Nursing

Letter for Active RN



BUSINESS, CONSUMER SERVICES, AND HOUSING AGENCY • GAVIN NEWSOM, GOVERNOR

BOARD OF REGISTERED NURSING
PO Box 944210, Sacramento, CA 94244-2100
P (916) 322-3350 F (916) 574-8637 | www.rn.ca.gov



NAME
ADDRESS1
ADDRESS2
ADDRESS3

Dear NAME:

We are pleased to inform you the Board of Registered Nursing is inviting you to be one of a select group of California nurses to provide the Board with vital information concerning current nursing practice in the state. Only 8,000 of California's estimated 420,000 RNs/APRNs are being surveyed, giving you a unique opportunity to contribute to an important study of the nursing profession and future workforce planning. With the pivotal role of the nursing profession in workforce planning and policy in California, it is vital for the Board to be able to accurately present your opinions about working conditions, salaries and other issues pertinent to nursing practice. Survey results will be used by the Board to guide public policy and plan for California's future nursing workforce needs. Summary results of the survey will be published on the Board's website in early 2021.

Your individual survey responses are absolutely confidential and individual responses will not be identified or reported. Your participation in the survey is voluntary and you may skip any questions you choose not to answer, but we hope to have a great response to the survey to ensure that the Board has a representative picture of California nurses.

The University of California, San Francisco is conducting the survey for the Board. The attached survey has been sent to RNs/APRNs with active California licenses residing in and outside of California. Completion of the survey should take no more than 20 minutes. The survey may be completed in the attached paper/pencil format or ONLINE. If completing the attached survey by paper and pencil, please return in the postage-paid return envelope. You may complete the enclosed survey online at <http://rnworkforce.ucsf.edu/brn2020>

Your online USERNAME is : XXXXX

Your online PASSWORD (Enter as ALL CAPS) is : XXX

If you have any difficulty completing the survey, or if you have any questions about your participation in this study, please contact Lela Chu, at the Institute for Health Policy Studies at UC San Francisco. You can call her toll-free at 1-877-276-8277 or email her at Lela.Chu@ucsf.edu. You may also contact Joanne Spetz, Ph. D., Principal Investigator, by phone at (415) 502-4443. You also have the option of contacting the UC San Francisco Human Research Protection Program at (415) 476-1814 or via email at irb@ucsf.edu

We hope we can count on your participation and look forward to receiving your completed survey.

Sincerely,

Loretta Melby
Executive Officer
California Board of Registered Nursing

Follow-up Letter for Active RN



BUSINESS, CONSUMER SERVICES, AND HOUSING AGENCY • GAVIN NEWSOM, GOVERNOR

BOARD OF REGISTERED NURSING
PO Box 944210, Sacramento, CA 94244-2100
P (916) 322-3350 F (916) 574-8637 | www.rn.ca.gov



NAME
ADDRESS1
ADDRESS2
ADDRESS3

Dear NAME:

A few weeks ago we sent you a questionnaire asking about your experiences as a current or former registered California nurse. We have not yet received your completed questionnaire, and I wanted to make a special plea for your help.

Even if you are not currently practicing in the field of nursing, we still need your participation. Your input will help the Board understand factors that contribute to nurses' decisions to leave the profession.

The California Board of Registered Nursing is extremely interested in evaluating the experiences and needs of California's nursing community. Hearing from people like you and the thousands of other nurses we have contacted is the only way we can learn first-hand about the challenges and concerns facing today's nurses. This will help California plan for its future nursing needs as well as to develop policies that will increase the value of providing nursing services in California.

I've taken the liberty of enclosing a new questionnaire for you to complete, in the event that you may have misplaced yours. Completion of the survey should take no more than 20 minutes, and a postage-paid return envelope is enclosed for your convenience. Your responses will remain strictly confidential. All information will be summarized, and no information that could be used to identify individuals will be released.

You may complete the enclosed survey online at <http://rnworkforce.ucsf.edu/brn2020>

Your online USERNAME is : XXXXX

Your online PASSWORD (Enter as ALL CAPS) is : XXX

Participation in this research is completely voluntary and you are free to skip any questions you don't want to answer. Your responses are very important to the success of this project, and you will be contributing in a significant way to the profession of registered nursing and its future. We hope that we can count on your participation.

If you have questions or require any additional information, please contact my colleague, Lela Chu, at the Institute for Health Policy Studies at UC San Francisco. You can call her toll-free at 1-877-276-8277 or email her at lela.chu@ucsf.edu.

Thank you in advance for your cooperation.

Loretta Melby
Executive Officer
California Board of Registered Nursing

Appendix D. Questionnaire



University of California
San Francisco

California Board of Registered Nursing Survey of Registered Nurses 2020

Conducted for the Board of Registered Nursing
by the
University of California, San Francisco

Here's how to fill out the Survey:

- Use pen or pencil to complete the survey.
- Please try to answer each question.
- Most questions can be answered by checking a box, or writing a number or a few words on a line.
- Never check more than one box, except when it says **Check all that apply**.
- Sometimes we ask you to skip one or more questions. An arrow will tell you what question to answer next, like this:

₁ YES
₂ NO → **SKIP TO Question 23**

- If none of the boxes is just right for you, please check the one that fits you the best. Feel free to add a note of explanation. If you are uncomfortable answering a particular question, feel free to skip it and continue with the survey.
- If you need help with the survey, please email Lela.Chu@ucsf.edu or call toll-free: (877) 276-8277.
- **REMEMBER:** An online version of this survey is available. Follow the instructions in the cover letter that came with this questionnaire to access the online survey.

After you complete the survey, please mail it back to us in the enclosed envelope. No stamps are needed. Thank you for your prompt response.

CALIFORNIA BOARD OF REGISTERED NURSING 2020 RN SURVEY

SECTION A: EDUCATION & LICENSURE

1. What types of **nursing** degree programs have you completed? Include both initial and advanced education.

	Year completed	Location (2-letter state code or name of country)
Associate degree in nursing	_____	_____
30-unit option program (LVN-to-RN)	_____	_____
Baccalaureate in nursing	_____	_____
Entry Level Master's program (ELM, MEPN, etc.)	_____	_____
Diploma program (hospital-based)	_____	_____
Master's Degree in nursing (non-ELM)	_____	_____
Post-Master's Certificate in nursing	_____	_____
Doctor of Nursing Practice (DNP)	_____	_____
Research-based Nursing Doctorate (PhD, DNSc, etc.)	_____	_____
Other (Describe): _____	_____	_____

2. What types of **non-nursing** post-secondary degree programs have you completed, before and/or after your nursing education? (**Check all that apply.**)

	Year
Associate degree (non-nursing) (field: _____)	_____
Bachelor's degree (non-nursing) (field: _____)	_____
Master's Degree (non-nursing) (field: _____)	_____
Doctorate (JD, MD, PhD, etc.) (field: _____)	_____
Other program type (Describe: _____)	_____

3. **Immediately prior** to starting your initial RN education, were you employed in a health occupation? (**Check only one.**)
- No
 - Yes, healthcare clerical or administrative
 - Yes, military medical corps
 - Yes, nursing aide/assistant
 - Yes, other health technician/therapist
 - Yes, medical assistant
 - Yes, licensed practical/ vocational nurse
 - Yes, other (**Specify:** _____)

4. In what state or country were you **first licensed** as an RN?
2-letter state code: _____
OR Other country: _____

5. In what year were you first licensed as an RN **in the United States**?

6. **Not including California**, do you hold an **active** RN license in **other states**?
 No other states
 Yes (which states? _____)

7. Which of the following **California BRN certifications or listings** do you have? (**Check all that apply.**)
- a None
 - b Nurse Anesthetist
 - c Public Health Nurse
 - d Nurse-Midwife
 - e Psychiatric/Mental Health Nurse
 - f Nurse Practitioner
 - g Clinical Nurse Specialist

8. **Since completing your initial RN education**, how many years and months have you worked in a job that requires a registered nursing license? Exclude years during which you did not work as an RN.
_____ years and _____ months

9. **How satisfied are you with the nursing profession overall?**
- 1 Very dissatisfied
 - 2 Dissatisfied
 - 3 Neither satisfied nor dissatisfied
 - 4 Satisfied
 - 5 Very satisfied

10. How familiar are you with last year's changes in the **Nurse Practice Act**?

O ₁	O ₂	O ₃	O ₄
Not at all familiar	Slightly familiar	Somewhat familiar	Very familiar

11. How would you obtain information about changes to the **Nurse Practice Act**?
(Check all that apply.)

- _a Unsure
- _b Continuing education classes
- _c BRN website
- _d BRN Report/newsletter/magazine
- _e Professional association communications
- _f BRN meetings
- _g Other (**specify:** _____)

12. Have you ever attended a Board of Registered Nursing meeting?

- ₁ Yes ₂ No

13. Are you currently enrolled in a degree program or certification program?

- ₁ Yes ₂ No → **Skip to Question #17** →



14. What is your objective?

(Check all that apply.)

- _a Associate degree in Nursing (ADN)
- _b Baccalaureate of Science in Nursing (BSN)
- _c Master's degree in Nursing (MSN)
- _d Doctor of Nursing Practice (DNP)
- _e Research or education-focused Doctorate in Nursing (PhD, DNSc, etc.)
- _f Non-degree nursing certificate
- _g Non-nursing Associate degree
- _h Non-nursing Baccalaureate degree
- _i Non-nursing Master's degree
- _j Non-nursing professional Doctorate (JD, MD, etc.)
- _k Non-nursing research or education-focused Doctorate(PhD, EdD, etc.)
- _l Non-nursing certificate

Field of study if non-nursing: _____

15. What percent of coursework is **normally** through online or distance learning?

_____ %

16. Why did you decide to return to school?
(Check all that apply.)

- _a Personal fulfillment or enrichment
- _b Employer requires me to obtain BSN to continue employment
- _c To be eligible for a promotion or higher-level position
- _d Employer encourages me to advance my education
- _e Desire for new skills to improve the quality of care I provide
- _f To prepare me to work in a different setting
- _g To get a higher salary
- _h Interest in an administrative/ management career
- _i Interest in an faculty/teaching career
- _j Interest in becoming an advanced practice nurse (NP, CNM, CRNA, CNS)
- _k Desire to change careers out of nursing

17. Are you **currently employed for pay** in a position that **requires an RN license**, including any Advanced Practice Registered Nurse (APRN) positions?

- ₁ **Yes**, working full-time, part-time or per diem → **Continue to Section B below**
- ₂ **No** → **Skip to Section C, page 9**

SECTION B: FOR NURSES CURRENTLY EMPLOYED IN NURSING

Please complete this section **if you are working in a position that requires an RN license**, including APRN positions. In this survey, "RN" or "registered nursing" refers to both RNs and APRNs.

18. How many **hours** do you **normally** work in all positions that require a registered nursing license?

(Please complete all items.)

- a. _____ # hours per **day** in all nursing positions
- b. _____ # hours per **week** in all nursing positions (do not include unworked on-call hours)
- c. _____ # overtime hours per **week** in all nursing positions
- d. _____ # hours **on call** not worked per week in all nursing positions

19. How many **months** per year do you work as an RN?
 _____ # months per **year**

20. What are your intentions regarding your nursing employment in the next:

- | Two Years?
(Check only one.) | Five Years?
(Check only one.) |
|---|---|
| <input type="checkbox"/> ₁ Plan to increase hours of nursing work | <input type="checkbox"/> ₁ Plan to increase hours of nursing work |
| <input type="checkbox"/> ₂ Plan to work approximately as much as now | <input type="checkbox"/> ₂ Plan to work approximately as much as now |
| <input type="checkbox"/> ₃ Plan to reduce hours of nursing work | <input type="checkbox"/> ₃ Plan to reduce hours of nursing work |
| <input type="checkbox"/> ₄ Plan to leave nursing entirely but not retire | <input type="checkbox"/> ₄ Plan to leave nursing entirely but not retire |
| <input type="checkbox"/> ₅ Plan to retire | <input type="checkbox"/> ₅ Plan to retire |

21. Overall, based on your definition of burnout, how would you rate your level of burnout?

- ₁ I enjoy my work. I have no symptoms of burnout
- ₂ Occasionally I am under stress, and I don't always have as much energy as I once did, but I don't feel burned out
- ₃ I am definitely burning out and have one or more symptoms of burnout, such as physical and emotional exhaustion
- ₄ The symptoms of burnout that I'm experiencing won't go away. I think about frustration at work a lot
- ₅ I feel completely burned out and often wonder if I can go on. I am at the point where I may need some changes or may need to seek some sort of help

Questions 22 through 37 refer to your principal nursing position, which is the current RN or APRN position in which you spend most of your working time.

22. In your **principal** nursing position, are you...? **(Check only one.)**

- ₁ A regular employee
- ₂ Employed through a temporary employment service agency
- ₃ Self-employed
- ₄ Travel nurse or employed through a traveling nurse agency

23. How long have you been employed as an RN with your **principal** employer in any position?
 _____ years and _____ months

24. How many **hours per week** do you normally work in your **principal** nursing position?
 _____ # hours per week

25. How many **months per year** do you normally work in your **principal** nursing position?
 _____ # months per year

26. Which one of the following best describes the **job title** of your **principal** nursing position? **(Check only one.)**

- ₁ Staff nurse/direct care nurse
- ₂ Charge nurse **and** direct care nurse
- ₃ Charge nurse or Team leader (not direct care)
- ₄ Senior management (CEO, Vice President, Nursing Executive, Dean)
- ₅ Middle management (Asst. Director, Dept. Head, Nurse Manager, Associate Dean)
- ₆ Front-line management (Head Nurse, Supervisor)
- ₇ Clinical Nurse Specialist (CNS)
- ₈ Certified Registered Nurse Anesthetist (CRNA)
- ₉ Certified Nurse-Midwife (CNM)
- ₁₀ Nurse Practitioner (NP)
- ₁₁ School Nurse
- ₁₂ Public Health/Community Health Nurse
- ₁₃ Educator, academic setting (professor, instructor in a school of nursing)
- ₁₄ Staff educator, service setting (in-service educator, clinical nurse educator)
- ₁₅ Patient educator
- ₁₆ Patient care coordinator/case manager/discharge planner/patient navigator
- ₁₇ Quality improvement nurse, utilization review, risk management
- ₁₈ Informatics/Clinical documentation specialist
- ₁₉ Infection control nurse
- ₂₀ Occupational health nurse
- ₂₁ Wound and/or ostomy nurse
- ₂₂ Telenursing/telephone advice nurse
- ₂₃ Researcher
- ₂₄ Clinical Nurse Leader
- ₂₅ Other **(Please describe:** _____)

27. Which of the following best describes the **type of setting** of your **principal** nursing position? If you work for a temporary employment or traveling nurse agency, in which setting do you most often work? **(Check only one.)**

Hospital (not mental health)

- 1 Hospital, **inpatient** care or **emergency** dept.
- 2 Hospital, **ancillary** unit (GI lab, radiology, etc.)
- 3 Hospital, **ambulatory care** department (outpatient, surgery, clinic, etc.)
- 4 Hospital, **nursing home** unit
- 5 Hospital, **other** type of department (administration, home health, etc.)

Other inpatient setting

- 6 **Nursing home**/extended care/skilled nursing facility/group home
- 7 **Rehabilitation** facility/long-term acute care
- 8 Inpatient **mental health**/substance abuse
- 9 **Correctional** facility/prison/jail
- 10 **Inpatient hospice** (not hospital-based)
- 11 **Other inpatient setting**

Clinic/ambulatory

- 12 **Private** medical practice, clinic, office, etc.
- 13 **Public** clinic, rural health center, FQHC, etc.
- 14 **School health** service (K-12 or college)
- 15 Outpatient **mental health**/substance abuse
- 16 **Urgent care**, not hospital-based
- 17 **Ambulatory surgery** center (free-standing)
- 18 **Other clinic/ambulatory** (Please describe: _____)

Other types of employment settings

- 19 **Occupational health** or employee health service
- 20 **Public health** or community health agency (not a clinic)
- 21 **Government agency** other than public/community health or corrections
- 22 Outpatient **Dialysis** Center
- 23 University or college (**academic** department)
- 24 **Home health** agency/hospice agency
- 25 **Case management**/disease management
- 26 **Call center**/telenursing center
- 27 Self-employed
- 28 **Other setting** (Please describe: _____)

28. Mark the clinical area in which you **most frequently** provide direct patient care in your **principal** nursing position. **(Check only one.)**

- 0 Not involved in direct patient care
- 1 General medical-surgical
- 2 Critical care/Intensive care
- 3 Ambulatory care – primary care
- 4 Ambulatory care – specialty
- 5 Cardiology
- 6 Community/public health
- 7 Corrections
- 8 Dialysis
- 9 Emergency/trauma
- 10 Geriatrics
- 11 Gynecology/family planning
- 12 Home health care
- 13 Hospice
- 14 Labor & delivery
- 15 Mother-baby unit or normal newborn nursery
- 16 Neonatal care
- 17 Oncology
- 18 Orthopedics
- 19 Pediatrics
- 20 Psychiatry/mental health
- 21 Rehabilitation
- 22 School health (K-12 or post-secondary)
- 23 Step-down or transitional bed unit
- 24 Surgery/pre-op/post-op/PACU/anesthesia
- 25 Telemetry
- 26 Other (**Specify:** _____)

29. Where is your **principal** nursing position located? **(Please complete all items.)**

- a. Zip Code _____
- b. City _____
- c. State _____ (2-letter)

30. How many miles is it **one-way** from your residence to your **principal** nursing position? If you work for a traveling nurse agency or registry, indicate the **average** one-way distance to your current or most recent employment location.

_____ miles one-way

31. Please specify the **total annual earnings** for your **principal nursing position only**, before deductions for taxes, social security, etc. If you do not have a set annual salary, please estimate your annual earnings for last year.

\$ _____ /year

32. Please rate each of the following factors of your **principal** nursing position:

	<u>Very dissatisfied</u>	<u>Dissatisfied</u>	<u>Neither satisfied nor dissatisfied</u>	<u>Satisfied</u>	<u>Very satisfied</u>	<u>Does not apply</u>
A. Your job overall	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
B. Your salary	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
C. Employee benefits	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
D. Adequacy of RN skill level where you work	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
E. Adequacy of the number of RN staff where you work	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
F. Adequacy of clerical support services	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
G. Non-nursing tasks required	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
H. Amount of charting required	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
I. Your workload	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
J. Physical work environment	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
K. Work schedule	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
L. Job security	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
M. Opportunities for advancement	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
N. Support from other nurses you work with	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
O. Teamwork between coworkers and yourself	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
P. Leadership from your nursing administration	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
Q. Involvement in patient care decisions	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
R. Relations with physicians	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
S. Relations with other non-nursing staff	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
T. Relations with agency or registry nurses	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
U. Interaction with patients	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
V. Time available for patient education	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
W. Involvement in policy or management decisions	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
X. Opportunities to use my skills	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
Y. Opportunities to learn new skills	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
Z. Quality of preceptor and mentor programs	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
AA. Employer-supported educational opportunities	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
BB. Quality of patient care where you work	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
CC. Feeling that work is meaningful	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
DD. Recognition for a job well done	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆

33. To what extent, if any, do these factors affect your ability to provide **high-quality patient care** or to **do your best work** in your **principal nursing position**?

	Not at all	A little	Moderate extent	Great extent	Does not apply
A. Workplace violence	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
B. Substance use disorders of patients	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
C. Immigration status of patients	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
D. Patient care decisions outside my control	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
E. Functionality of electronic health records	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
F. Poor leadership from manager/institution	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
G. Institution supports my professional judgement	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

34. What is the likelihood that you will leave your **principal nursing position** within **two years**?

- 1 Will not leave 2 Small possibility 3 Reasonably likely 4 Definitely leaving

35. To what extent do these factors contribute to your desire to leave or stay in your **principal nursing position**?

	Strongly makes me want to stay	Does not affect my plan to stay/leave					Strongly makes me want to leave
A. Work environment	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
B. Manager/administration	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
C. Availability/lack of loan repayment	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
D. Availability/lack of training opportunities	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
E. Patient population	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
F. Length of commute	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
G. Opportunities/lack of opportunities for advancement	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
H. Schedule/hours	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
I. Proximity to family and friends	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
J. Proximity to spouse/partner's job	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
K. Pay and benefits	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
L. Physical demands of the job	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7

36. Does your compensation from your **principal** nursing position include: **(Check all that apply.)**

- a None of the benefits listed below
- b Retirement plan
- c Personal health insurance
- d Tuition reimbursement
- e Dental insurance
- f Family/dependent health insurance
- g Paid time to pursue an educational degree

37. Are you doing **volunteer work** as an RN or APRN (working in an unpaid capacity)?

- 2 No 1 Yes ➔ Are you in an internship/transition residency program?
1 Yes 2 No

38. Approximately what percentage of your time is spent on each of the following functions during a typical week in your **principal** position? (Should total 100%)

- a. _____% Patient care and charting
- b. _____% Patient education
- c. _____% Indirect patient/client care (consulting, planning, evaluating care)
- d. _____% Teaching, precepting or orienting students or new hires/staff (include prep time)
- e. _____% Supervision/management
- f. _____% Administration
- g. _____% Research
- h. _____% Non-nursing tasks (housekeeping, etc.)
- i. _____% Other (**Describe:** _____)

100% Total

39. Do you currently hold more than one nursing job?

- ₁ Yes
- ₂ No → **Skip to Question #44 (below)**

40. How many **additional** nursing positions do you hold? (**do not count** your principal job)

- ₁ One
- ₂ Two
- ₃ Three or more

41. What type of work do you do in your **other nursing positions?** (**Check all that apply.**)

- _a Hospital staff
- _b Public health or community health
- _c Long-term acute care
- _d School health
- _e Nursing home, extended care, or skilled nursing facility staff
- _f Mental health or substance abuse treatment
- _g Home health or hospice
- _h Telehealth/telenursing
- _i Teaching health professions or nursing students
- _j Ambulatory care, occupational health
- _k Self-employed
- _l Other (**Please describe:**
_____)

42. In your **other** nursing positions, are you...? (**Check all that apply.**)

- _a A regular employee
- _b Employed through a temporary employment service agency, not traveling
- _c Self-employed
- _d Travel nurse or employed through a traveling nurse agency

43. Please report the following for your **other** nursing positions. **Do not repeat information for your principal position.**

Additional position 1:

Average hours worked per week: _____

Months worked per year: _____

Estimated pre-tax annual income: _____

Additional position 2:

Average hours worked per week: _____

Months worked per year: _____

Estimated pre-tax annual income: _____

All other additional positions:

Average hours worked per week: _____

Months worked per year: _____

Estimated pre-tax annual income: _____

44. Are you currently employed through a temporary agency, traveling agency, or registry for any of your nursing jobs? (**Check all that apply.**)

- _a Yes, a temporary agency or registry
- _b Yes, a traveling agency
- _c No (**Skip to Question #46 on the next page.**)

45. Please indicate which of the following reasons describe why you work for a temporary agency, traveling agency, or registry. (**Check all that apply.**)

- _a Wages
- _b Control of work location
- _c Unable to find any permanent RN job
- _d Waiting for a desirable permanent position
- _e Benefits
- _f Control of work conditions
- _g Maintain skills/get experience
- _h Unable to work enough hours at my primary job
- _i Control of schedule
- _j Supplemental income
- _k Travel/see other parts of the country
- _l Other (**Please describe:**
_____)

46. Have you ever stopped working as an RN or APRN **for a period of more than one year?**

₁ Yes

₂ No → **Skip to Section D on page 10.**



47. How long did you stop working as an RN or APRN? ____ years and ____ months

48. How important were each of the following reasons for why you stopped working as an RN or APRN **for a period of more than one year?**

If you have not stopped working for more than one year, skip to Section D on page 10.

	Not at all important	Somewhat important	Important	Very important	Does not apply
A. Could not find work as an RN/APRN	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
B. Childcare responsibilities	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
C. Other family responsibilities	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
D. Moving to a different area	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
E. Stress on the job	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
F. Job-related illness or injury	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
G. Non-job-related illness or injury	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
H. Salary	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
I. Dissatisfied with benefits	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
J. Laid off	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
K. Went back to school	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
L. Travel	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
M. Try another occupation	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
N. Other dissatisfaction with job	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
O. Dissatisfaction with the nursing profession	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
P. Other	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
(Please describe: _____)					

49. How important were each of the following reasons for **why you returned** to working as an RN or APRN after stopping for more than one year?

If you have not stopped working for more than one year, skip to Section D on page 10.

	Not at all important	Somewhat important	Important	Very important	Does not apply
A. Job opportunities improved	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
B. Change in family/childcare responsibilities	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
C. Completed school	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
D. Change in household income	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
E. Personal health change	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
F. Satisfaction with nursing work	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
G. Relocation	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
H. Change in household access to employment benefits	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
I. Other	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
(Please describe: _____)					

SECTION C: FOR PERSONS NOT EMPLOYED IN REGISTERED NURSING

The purpose of this section is to learn why people are not employed in nursing or have left nursing practice. The term "registered nurse" applies to both RNs and APRNs.

If you are currently employed as an RN or APRN, please skip to Section D, next page

50. What was the last year you worked for pay as an RN or APRN?

I have never worked for pay as an RN or APRN

51. How important are each of the following factors in why you are **not employed** in nursing?

	Not at all important	Somewhat important	Important	Very important	Does not apply
A. Cannot find any work as an RN/APRN	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
B. Difficult to find desired nursing position	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
C. Retired	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
D. Childcare responsibilities	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
E. Other family responsibilities	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
F. Moving to a different area	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
G. Stress on the job	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
H. Job-related illness/injury	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
I. Non-job-related illness/injury	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
J. Salary	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
K. Dissatisfied with benefits	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
L. Other dissatisfaction with your job	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
M. Dissatisfaction with the nursing profession	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
N. Travel	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
O. Wanted to try another occupation	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
P. Inconvenient schedules in nursing jobs	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
Q. Returned to school	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
R. Laid off	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
S. Other	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
(Please describe: _____)					

52. Are you doing volunteer work as an RN or APRN (working in an unpaid capacity)?

₂ No ₁ Yes → Are you in an internship/transition residency program? ₁ Yes ₂ No

53. Which of the following best describes your current intentions regarding work in nursing?

₁ Currently seeking employment in nursing

₂ Plan to work in nursing in the future, but not looking for a job now

53a. How soon? ₁ Less than one year

₂ 1-2 years

₃ 3-4 years

₄ 5 or more years

₃ Retired

₄ Definitely will not return to nursing, but not retired

₅ Undecided at this time

SECTION D: CHANGES IN THE PAST YEAR

54. Have you changed employers, positions, or whether you work, in the past year?

₁ Yes ₂ No → **Skip to Section E on page 11.**



55. Have you changed **employers** in the past year? **(Check all that apply.)**

- _a I am not working as an RN now, but was working earlier this year
- _b I was not working earlier this year, but am working now as an RN
- _c Changed principal employer
- _d Added second nursing job
- _e Added second non-nursing job
- _f Changed second nursing employer
- _g Stopped working in second nursing job
- _h Stopped working in secondary non-nursing job
- _i Other **(Please describe:** _____)

56. If you changed your **principal employer**, where was your previous employer located?
 City: _____ State: _____
 Zip Code: _____

61. How important were each of the following factors in your **change** in employment or hours worked during the past year?

	Not at all important	Somewhat important	Important	Very important	Does not apply
A. Retired	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
B. Childcare responsibilities	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
C. Other family responsibilities	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
D. Salary/benefits	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
E. Laid off	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
F. Employer reduced hours	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
G. Change in spouse/partner work situation	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
H. Change in financial status	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
I. Relocation/moved to a different area	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
J. Promotion/career advancement	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
K. Change in my health status	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
L. Wanted to work more convenient hours	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
M. Dissatisfaction with previous position	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
N. Stress on the job	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
O. Desire to fully use skills/learn new skills	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
P. Returned to school	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
Q. Other (Describe: _____)	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

57. If you changed your principal employer, in what setting did you previously work?

(Check only one.)

- ₁ Hospital
- ₂ Ambulatory care (physician office, surgery center, urgent care center)
- ₃ Long-term care (nursing home, skilled nursing facility, extended care)
- ₄ Home health (including home-based hospice)
- ₅ Other **(Please describe:** _____)

58. Have you changed **job titles** in the past year?

₁ Yes ₂ No → **Skip to Question #60 (below)**



59. What was your job title before the change?

60. Has there been a change in **how much you work** as an RN in the past year? **(Check all that apply.)**

- _a No change in hours worked
- _b Increased hours – employer imposed
- _c Increased hours – my choice
- _d Decreased hours – employer imposed
- _e Decreased hours – my choice
- _f Other **(Please describe:** _____)

SECTION E: EMPLOYMENT IN NON-NURSING POSITIONS

62. Are you currently employed in a non-nursing position (that does not require a registered nursing license)?

- ₁ Yes ₂ No → **Skip to Section F, to the right.**



63. Does your position utilize any of your nursing knowledge?

- ₁ Yes ₂ No

64. Please indicate the field(s) of your work position(s) outside of nursing. **(Check all that apply.)**

- _a Health-related services outside of nursing
- _b Pharmaceuticals, biotechnology, or medical devices
- _c Retail sales and services
- _d Education, elementary and secondary
- _e Financial, accounting, and insurance services
- _f Consulting organization
- _g Other (**Please describe:** _____)

65. Please report the following for your **non-nursing** positions (combined if you have more than one).

Average hours worked per week: _____

Months worked per year: _____

Estimated pre-tax annual income: _____

SECTION F: RESIDENCE OUTSIDE CALIFORNIA

66. Do you reside primarily outside California?
₁ Yes ₂ No → **Skip to Section G, next page.**



67. If you reside outside California, please check any of the following that apply regarding the past 12 months.

(Check all that apply.)

- _a Worked as an RN in California for temporary agency/registry
- _b Worked as an RN for California employer in telenursing
- _c Worked as an RN for out-of-state telenursing employer with California clients
- _d Regularly commuted to California for an RN job
- _e Worked as an RN in California but have since moved out
- _f Did not work as an RN in California

68. How many months did you work in **California** as an RN in the past 12 months?

_____ months or

₀ Did not work as an RN in CA

69. If you reside outside California, do you plan to work as an RN in California in the next **two years? (Check all that apply.)**

- _a **Yes**, I plan to travel to California intermittently to work as an RN
- _b **Yes**, I plan to relocate to California and work as an RN
- _c **Yes**, I plan to perform telenursing for a California employer
- _d **Yes**, I plan to perform telenursing for out-of-state employer with California clients
- _e **Yes**, I plan to regularly commute to California to work as an RN.
- _f **No**, I plan to keep my California license active but do not plan to practice in California
- _g **No**, I plan to let my California license lapse

SECTION G: DEMOGRAPHICS

70. Gender ₁ Female ₂ Male
₃ Non-binary

71. Year of birth _____

72. In what country were you born?

73. What was your parents' highest education?
Mother Father
₁ High school or less ₁ High school or less
₂ Some college ₂ Some college
₃ Assoc. degree ₃ Assoc. degree
₄ Bachelor's degree ₄ Bachelor's degree
₅ Graduate degree ₅ Graduate degree

74. Marital status
₁ Single
₂ Currently married/partnered
₃ Separated/divorced/widowed

75. Do you have children living at home with you? ₁ Yes ₂ No
 If Yes, **how many** are:
 a) 0-2 years _____
 b) 3-5 years _____
 c) 6-12 years _____
 d) 13-18 years _____
 e) 19+ years _____

76. Do you have responsibility for assisting or caring for an adult family member who needs help because of a condition related to aging or a disability?
Do not include paid positions.
₁ Yes ₂ No
 If Yes, **how many** adults do you assist or care for?
₁ 1 adult ₂ 2 adults ₃ 3 or more

77. Other than English, what languages do you speak fluently? **(Check all that apply.)**
_a None _f French
_b Spanish _g Hindi/Urdu/Punjabi/
_c Korean other South Asian
_d Vietnamese language
_e Tagalog/other _h Mandarin
 Filipino dialect _i Cantonese
_j Other Chinese dialect
_k Other **(specify):** _____

78. Your home Zip code: _____

or foreign country: _____

79. What is your ethnic/racial background **(Check all that apply)?**
_a Caucasian/White/European/Middle Eastern
_b African-American/Black/African
_c American Indian/Native American/Alaskan Native
Latino/Hispanic
_d Central American _g Mexican
_e South American _h Other Hispanic
_f Cuban
Asian/Pacific Islander
_i Cambodian _o Indian _t Pakistani
_j Chinese _p Indonesian _u Samoan
_k Fijian _q Japanese _v Thai
_l Filipino _r Korean _w Tongan
_m Guamanian _s Laotian/
_n Hawaiian Hmong _x Vietnamese
_z Other _y Other Asian

80. Which category best describes how much income your **total household** received last year? This is the before-tax income of **all** persons living in your household:
₁ Less than \$30,000 ₆ \$100,000 – 124,999
₂ \$30,000 - 44,999 ₇ \$125,000 – 149,999
₃ \$45,000 - 59,999 ₈ \$150,000 – 174,999
₄ \$60,000 - 74,999 ₉ \$175,000 – 199,999
₅ \$75,000 - 99,999 ₁₀ \$200,000 or more

81. Approximately what percentage of your **total household** income comes from your nursing job(s)?
₁ None ₄ 40-59% ₆ 80-99%
₂ 1-19% ₅ 60-79% ₇ 100%
₃ 20-39%

82. Have you ever served on active duty in the U.S. Armed Forces?
_a **No**, never served in the U.S. Armed Forces
_b **No**, never on active duty except for initial/basic training
_c **Yes**, on active duty currently
_d **Yes**, on active duty in the past, but not now

If **Yes**, in what branch(es) did you serve? **Check all that apply**, and specify how long you served in each branch:
_a Army _____ years
_b Navy _____ years
_c Air Force _____ years
_d Marines _____ years
_e Coast Guard _____ years

How has COVID-19 affected your work as a nurse? Please describe how your work may have changed, changes in your workplace, concerns about the support you have in your work, or opportunities you have had to contribute to meeting local and state needs.

If you have additional thoughts or ideas about the nursing profession in California, please write them below.

Yes, I would like to be notified when the report is published.

My email address is: _____