

The Movement of Registered Nurses into and out of California

**A summary and analysis of why nurses endorse their licenses into
and out of California**

Appendices

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Data Summary

Nurses who endorsed into California

Additional data from the survey of nurses who endorsed into California from August 2007 through January 2008 are included below. Data on demographics, nursing education, experience as a nurse, and future plans as a nurse in California are provided.

Table 1. BRN handled endorsement request in a timely manner for RNs who endorsed into California (8/2007-1/2008)

	Percent
Endorsement request handled in a timely manner	89.2%
Endorsement request not handled in a timely manner	10.8%
Total	640

Demographics

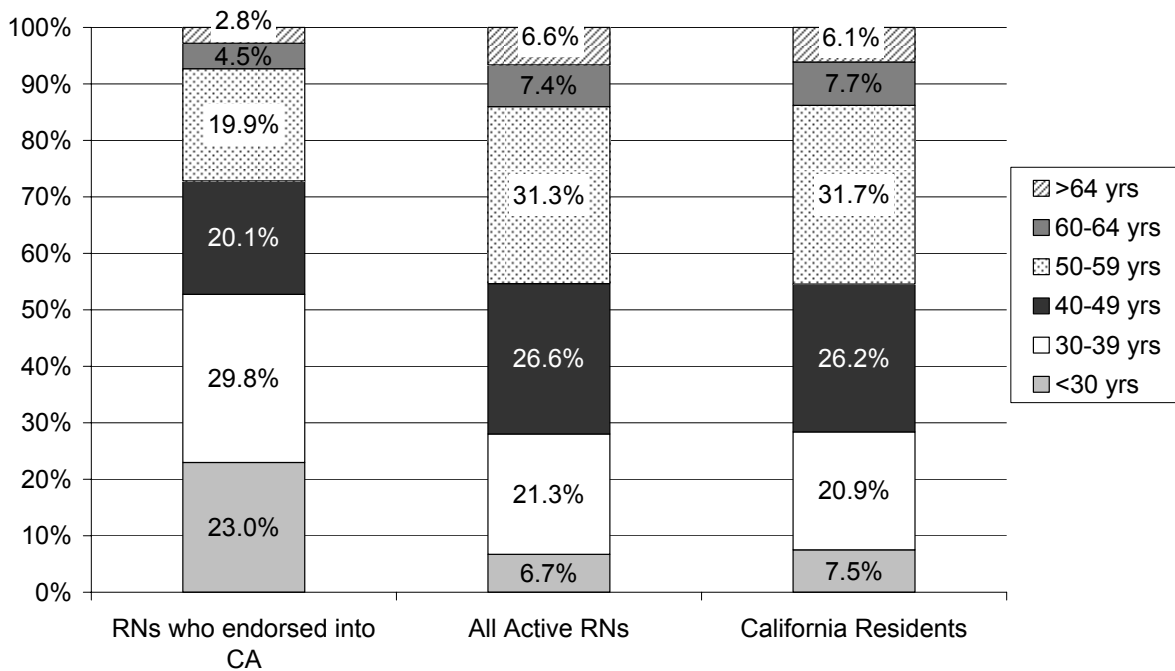
Table 2. Residence of RNs at date of endorsement request into California (8/2007-1/2008)

Residence	Freq.	Percent
California	288	44.2%
US – not CA	357	54.7%
International	7	1.1%
Total	652	100.0%

Table 3. Age distribution of RNs who endorsed into California (8/2007-1/2008)

Age	Freq.	Percent
<30 yrs	150	23.0%
30-34 yrs	105	16.1%
35-39 yrs	89	13.7%
40-44 yrs	66	10.1%
45-49 yrs	65	10.0%
50-54 yrs	79	12.1%
55-59 yrs	51	7.8%
60-64 yrs	29	4.5%
>64 yrs	18	2.8%
Total	652	100.0%

Figure 1. Age distribution of RNs: RNs who endorsed into California (8/2007-1/2008)*, the statewide population of RNs with active licenses in 2006, and California residents****



*Source: 2007-08 BRN Endorsement Surveys

**Source: 2006 BRN Survey of RNs

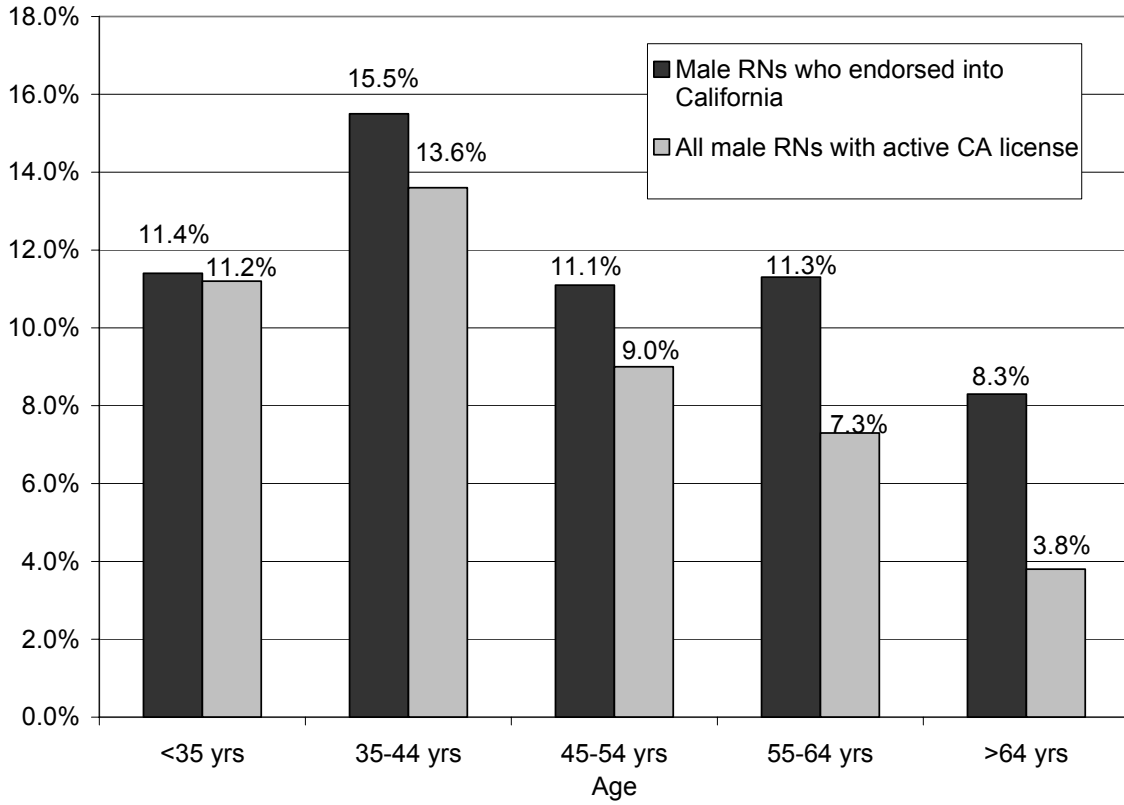
Table 4. Gender of RNs: RNs who endorsed into California (8/2007-1/2008) and the statewide population of RNs with active licenses in 2006

Gender	RNs who endorsed into CA*	All Active RNs**
Female	87.8%	90.2%
Male	12.2%	9.8%
Total	646	4,988

*Source: 2007-08 BRN Endorsement Surveys

**Source: 2006 BRN Survey of RNs

Figure 2. Percentage of male RNs by age group: Male RNs who requested endorsements into California (8/2007-1/2008)* and the statewide population of male RNs with active licenses in 2006**



*Source: 2007-08 BRN Endorsement Surveys

**Source: 2006 BRN Survey of RNs

Nursing education

Table 5. Pre-licensure nursing education for RNs who endorsed into California (8/2007-1/2008)

Pre-licensure RN education	Freq.	Percent
Diploma	86	13.3%
ADN	226	34.9%
BSN	323	49.9%
MSN	12	1.9%
Total	647	100.0%

Figure 3. Type of initial RN education by age for RNs who endorsed into California (8/2007-1/2008)

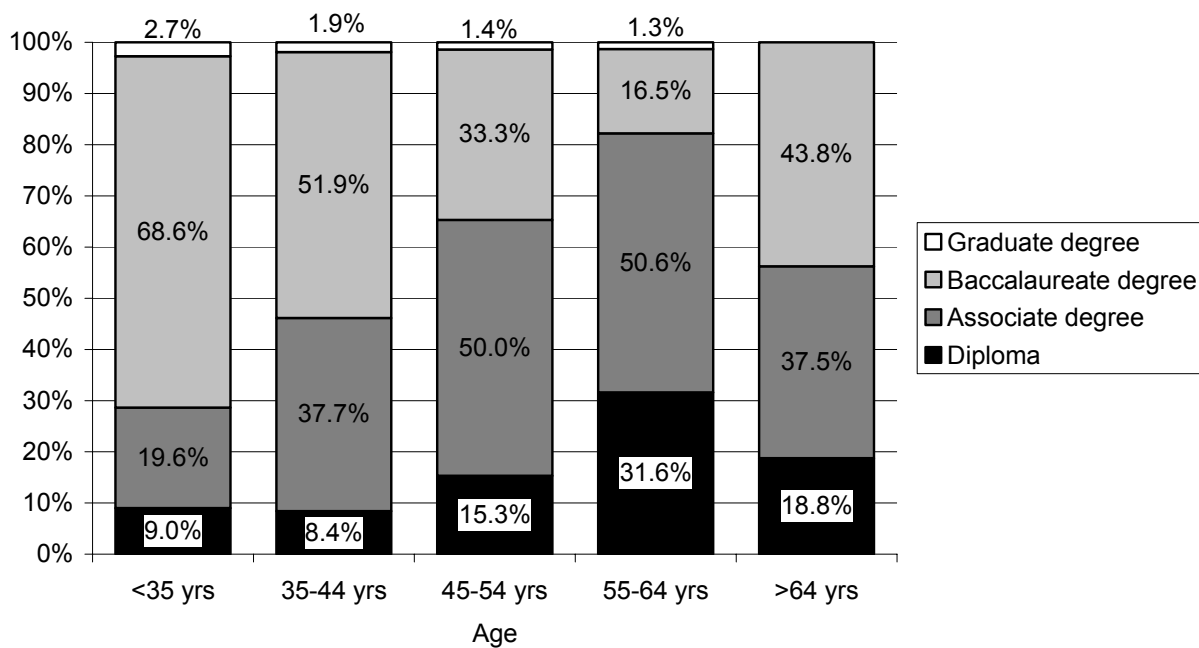


Table 6. Year of graduation from initial RN education for RNs who endorsed into California (8/2007-1/2008)

Year	Freq.	Percent
1960-69	13	2.1%
1970-79	58	9.1%
1980-89	80	12.6%
1990-99	205	32.3%
2000-05	196	30.9%
2006-08	83	13.1%
Total	635	100.0%

Figure 4. Year of graduation from initial RN education by degree earned for RNs who endorsed into California (8/2007-1/2008)

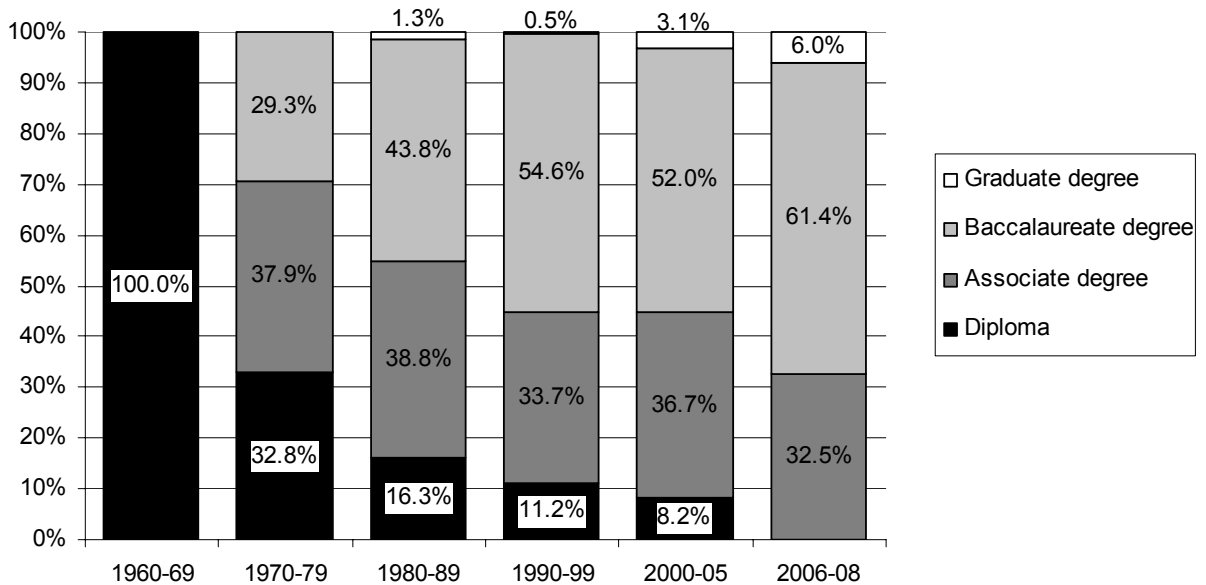


Table 7. Location of pre-licensure nursing education for RNs who endorsed into California (8/2007-1/2008)

	% per state or country
US	415
NY	8.2%
FL	7.0%
PA	6.3%
OH	5.3%
TX	5.1%
IL	4.1%
AL, CO, MN, NJ	2.9%
IN, MA, MI, TN	2.7%
GA, LA	2.4%
IA, NV, OR, WA	2.2%
MO, NC, VA, WI, WV	1.9%
AZ, ID	1.7%
AR, HI, KS	1.4%
NE, OK	1.2%
Other	≤1.0%
International	168
Philippines	66.1%
Canada	10.7%
India	9.5%
Korea	6.0%
England	1.8%
China, Thailand	1.2%
Other	≤1.0%

Figure 5. Location of initial RN education by age for RNs who endorsed into California (8/2007-1/2008)

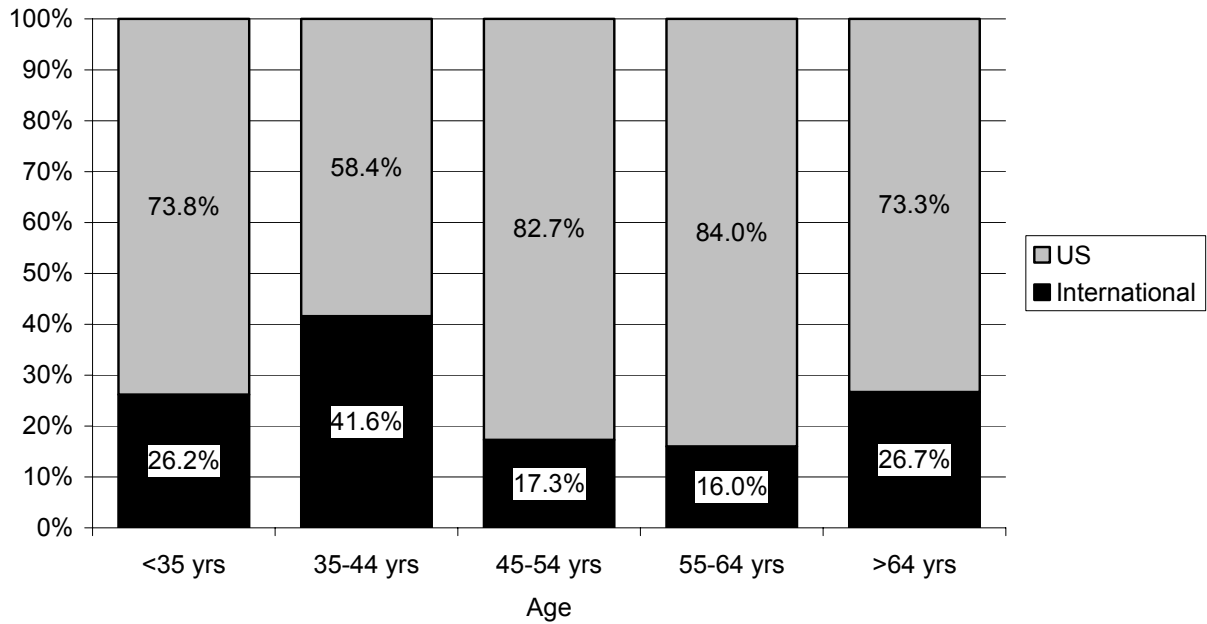


Table 8. Worked with recruiter to find first nursing job in US for internationally-educated RNs who endorsed into California (8/2007-1/2008)

	RNs who endorsed into CA
Used a recruiter	74.9%
Did not use a recruiter	25.2%
Total	167

Table 9. Reasons internationally-educated nurses applied for an RN license in another state before applying in California for RNs who requested endorsements into California (8/2007-1/2008)

	RNs who endorsed into CA
Job offer in initial state of licensure	58.9%
Easier to receive initial licensure in another state	22.7%
Family/friends that live (or lived) in initial state of licensure	13.5%
Recruiter assignment	8.6%
Had always planned to receive initial licensure in another state and endorse to California	6.8%
Want to live/work in California	0.6%
Good job opportunity	0.6%
Other	3.1%
Number of cases	163

Table 10. Highest level of nursing education for RNs who endorsed into California (8/2007-1/2008)

Highest level of nursing education	Freq.	Percent
Diploma	43	6.7%
ADN	193	30.1%
BSN	359	55.9%
MSN	47	7.3%
Total	642	100.0%

Table 11. Year of graduation from highest level of nursing education for RNs who endorsed into California (8/2007-1/2008)

Year	Freq.	Percent
1960-69	9	1.4%
1970-79	37	5.9%
1980-89	71	11.4%
1990-99	190	30.5%
2000-05	212	34.0%
2006-08	105	16.8%
Total	624	100.0%

Experience as a nurse

Table 12. Number of active licenses of RNs who endorsed into California (8/2007-1/2008)

Active Licenses	Freq.	Percent
1	49	7.7%
2	338	53.0%
3	126	19.7%
4	60	9.4%
5	27	4.2%
6	9	1.4%
7	4	0.6%
8	5	0.8%
10+	20	3.1%
Total	638	100.0%

Table 13. Years worked as a nurse for RNs who endorsed into California (8/2007-1/2008)

Years	Freq.	Percent
<1	49	7.7%
1-5	221	34.9%
6-10	119	18.8%
11-15	91	14.4%
16-20	45	7.1%
21-25	36	5.7%
>25	72	11.4%
Total	633	100.0%

Table 14. Year of initial RN licensure of RNs who endorsed into California (8/2007-1/2008)

Year	Freq.	Percent
1960-69	13	2.0%
1970-79	53	8.4%
1980-89	75	11.8%
1990-99	189	29.9%
2000-05	197	31.1%
2006-08	106	16.8%
Total	633	100.0%

Table 15. Location of initial RN licensure for RNs who endorsed into California (8/2007-1/2008)

	% per state or country
US	492
NY	9.1%
FL	6.1%
TX	5.5%
PA	5.3%
IL, OH	4.7%
MN	3.5%
NJ, NV	3.3%
GA, MA, MO, WA	2.6%
CO, LA, MI	2.4%
AL, IN, NC, OR	2.2%
KS, TN	2.0%
AZ, VA	1.8%
MD	1.6%
HI, WV	1.4%
IA, ID, WI	1.2%
Other	≤1.0%
International	148
Philippines	64.9%
Canada	10.8%
India	8.8%
Korea	7.4%
England	2.0%
Thailand	1.4%
Other	<1.0%

Table 16. Hours per week worked as RN during the past 12 months for RNs who endorsed into California (8/2007-1/2008)

Hours/week	Freq.	Percent
None	43	6.7%
<20	11	1.7%
20-35	48	7.4%
36+	544	84.2%
Total	646	100.0%

Table 17. Months worked as RN during the past 12 months for RNs who endorsed into California (8/2007-1/2008)

Months	Freq.	Percent
0	39	6.2%
1-3	29	4.6%
4-6	32	5.1%
7-9	61	9.7%
10-12	469	74.4%
Total	630	100.0%

Table 18. Work as travel RN during the past 12 months for RNs who endorsed into California (8/2007-1/2008)

	RNs who endorsed into CA
Worked as travel RN	30.6%
Did not work as travel RN	69.4%
Total	644

Table 19. Setting of primary nursing position during the past 12 months for RNs who endorsed into California (8/2007-1/2008)

	RNs who endorsed into CA*	All Active RNs**
Acute hospital		
Hospital, acute care department	64.5%	55.6%
Hospital, nursing home unit	1.0%	0.5%
Hospital-based ambulatory care department	1.2%	4.8%
Hospital-based ancillary department	1.2%	1.8%
Skilled nursing/extended care facility	4.0%	2.3%
University or college	0.8%	3.3%
Public health department/community health agency	1.2%	2.5%
Home health nursing agency	1.8%	3.0%
Hospice	0.8%	1.7%
Ambulatory care setting	3.1%	6.3%
Dialysis	1.2%	1.5%
Telenursing organization/distance disease management	6.7%	--
Occupational health/employee health	0.2%	0.5%
School nursing (K-12)	0.3%	1.8%
Mental health	0.7%	3.7%
Drug and alcohol treatment	0.0%	0.1%
Forensic setting (correctional facility, prison, jail)	0.2%	2.0%
Disease management	1.6%	--
Self employed	0.3%	0.5%
Other	9.4%	6.9%
Number of cases	608	3,661

*Source: 2007-08 BRN Endorsement Surveys, **Source: 2006 BRN Survey of RNs,

-- Data not requested for the given category

Future plans as a nurse in California

Table 20. RNs who plan to split time between California and elsewhere over the next 12 months for RNs who endorsed into California (8/2007-1/2008)

	RNs who endorsed into CA
Plan to split time between CA and elsewhere over next year	33.8%
Do not plan to split time between CA and elsewhere over next year	66.2%
Total	631

Table 21. Residence and employment plans for the next 12 months for RNs who endorsed into California (8/2007-1/2008)

	RNs who endorsed into CA
Already moved to CA and plan to work as RN	34.4%
Plan to travel to CA intermittently to work as RN (travel nurse)	32.0%
Plan to relocate to CA and work as RN	14.8%
May move to CA but have yet to decide	11.8%
Plan to perform telenursing with CA clients or for a CA employer	11.7%
Do not plan to practice nursing in CA	3.7%
Plan to work as nursing faculty and am required to have a CA endorsement for the position	2.6%
Plan to commute from Oregon, Nevada or Arizona to work in CA	2.2%
Other	3.4%
Number of cases	651

Table 22. Reasons for requesting endorsement for RNs who endorsed into California (8/2007-1/2008)

	RNs who endorsed into CA
Good job opportunity	38.6%
Higher pay	34.9%
To be closer to friends and family	31.8%
To try living elsewhere	27.6%
Spouse/partner job relocation	15.0%
Do not plan to practice nursing in CA	9.5%
Quality of life	3.0%
Lower nurse to patient ratios	2.0%
Attending school	1.1%
Better working conditions	1.1%
Job requires licensure in multiple states	0.9%
Job relocation/military	0.8%
Other	2.8%
Number of cases	645

Table 23. RNs who plan to maintain active license(s) in other states for RNs who endorsed into California (8/2007-1/2008)

	RNs who endorsed into CA
Plan to maintain active license(s) in other states	86.2%
Do not plan to maintain active license(s) in other states	13.8%
Total	644

Table 24. RNs who plan to maintain active license(s) in other states by number of active licenses for RNs who endorsed into California (8/2007-1/2008)

Active Licenses	# of RNs	Plan to Maintain Active License(s) in Other States
1	49	53.2%
2	338	83.5%
3	126	93.5%
4	60	98.3%
5	27	100.0%
6	9	100.0%
7	4	100.0%
8	5	100.0%
10+	20	100.0%
Total	638	86.3%

Table 25. Hours per week plan to work as RN in California over the next 12 months for RNs who endorsed into California (8/2007-1/2008)

Hours/week	Freq.	Percent
None	70	12.0%
<20	19	3.2%
20-35	39	6.7%
36+	457	78.1%
Total	585	100.0%

Table 26. Months plan to work as RN in California over the next 12 months for RNs who endorsed into California (8/2007-1/2008)

Months	Freq.	Percent
0	116	19.7%
1-3	74	12.5%
4-6	101	17.1%
7-9	36	6.1%
10-12	263	44.6%
Total	590	100.0%

Table 27. Plans to work outside of California over the next 12 months for RNs who endorsed into California (8/2007-1/2008)

	Freq.	Percent
Plan to work outside of CA	327	53.9%
Do not plan to work outside of CA	276	45.5%
May work outside of CA	4	0.7%
Total	607	100.0%

Nurses who endorsed out of California

Additional data from the survey of nurses who endorsed out of California from August 2007 through January 2008 are included below. Data on demographics, nursing education, experience as a nurse, and future plans as a nurse are provided.

Table 28. BRN handled endorsement request in a timely manner for RNs who endorsed out of California (8/2007-1/2008)

	RNs who endorsed out of CA
Endorsement request handled in a timely manner	8.2%
Endorsement request not handled in a timely manner	91.8%
Total	601

Demographics

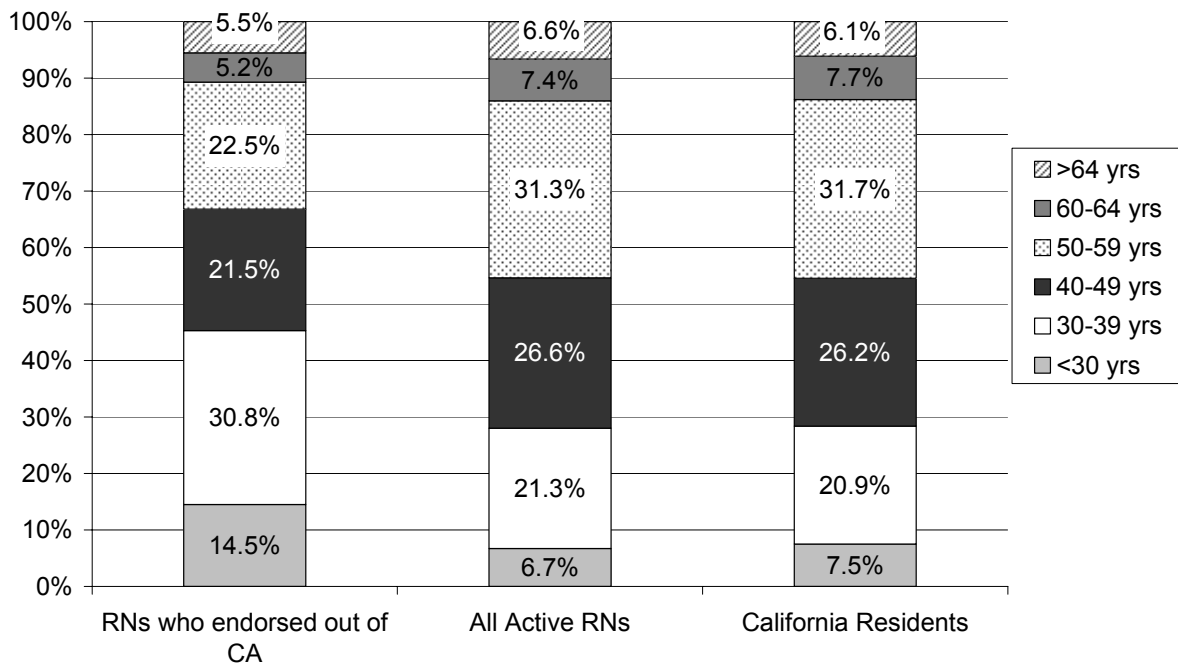
Table 29. Residence of RNs at date of endorsement request out of California (8/2007-1/2008)

Residence	Freq.	Percent
California	172	31.8%
US – not CA	366	67.8%
International	2	0.4%
Total	540	100.0%

Table 30. Age distribution of RNs who endorsed out of California (8/2007-1/2008)

Age	Freq.	Percent
<30 yrs	90	14.5%
30-34 yrs	83	13.4%
35-39 yrs	108	17.4%
40-44 yrs	66	10.7%
45-49 yrs	67	10.8%
50-54 yrs	76	12.3%
55-59 yrs	63	10.2%
60-64 yrs	32	5.2%
>64 yrs	34	5.5%
Total	619	100.0%

Figure 6. Age distribution of RNs: RNs who endorsed out of California (8/2007-1/2008)*, the statewide population of RNs with active licenses in 2006, and California residents****



*Source: 2007-08 BRN Endorsement Surveys

**Source: 2006 BRN Survey of RNs

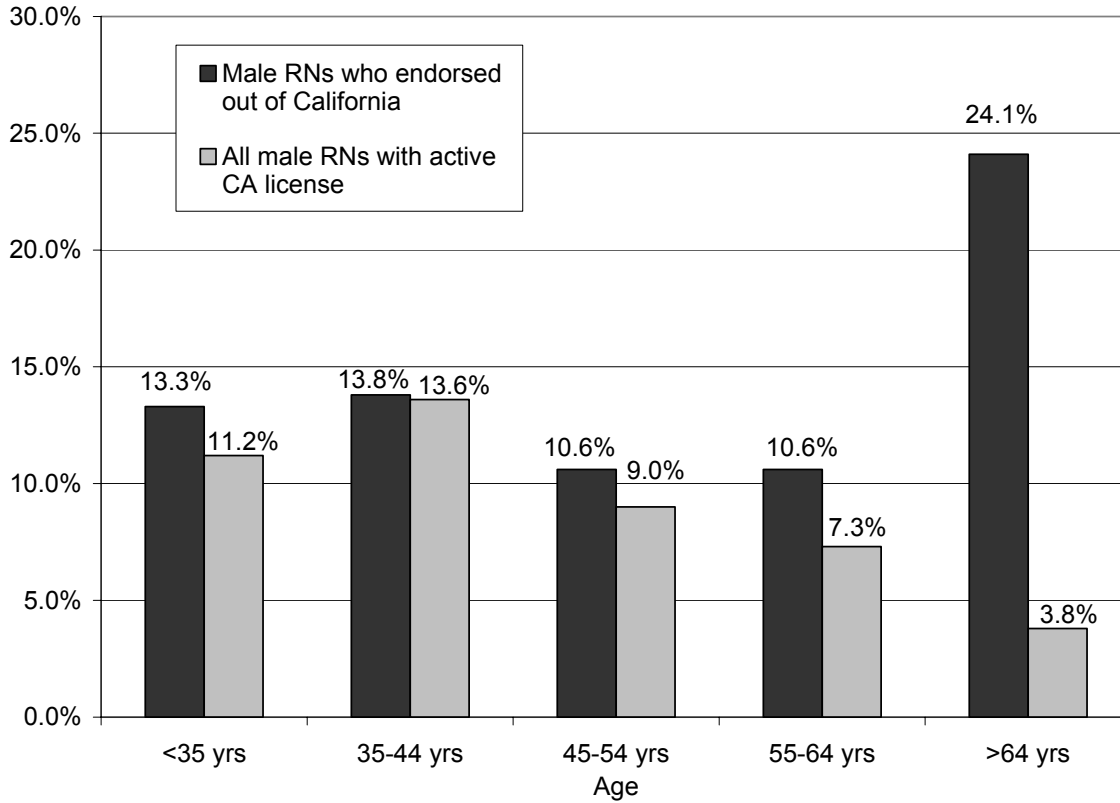
Table 31. Gender of RNs: RNs who endorsed out of California (8/2007-1/2008) and the statewide population of RNs with active licenses in 2006

Gender	RNs who endorsed into CA*	All Active RNs**
Female	87.1%	90.2%
Male	12.9%	9.8%
Total	611	4,988

*Source: 2007-08 BRN Endorsement Surveys

**Source: 2006 BRN Survey of RNs

Figure 7. Percentage of male RNs by age group: Male RNs who endorsed out of California (8/2007-1/2008)* and the statewide population of male RNs with active licenses in 2006**



*Source: 2007-08 BRN Endorsement Surveys

**Source: 2006 BRN Survey of RNs

Nursing education

Table 32. Pre-licensure nursing education for RNs who endorsed out of California (8/2007-1/2008)

Pre-licensure RN education	Freq.	Percent*
Diploma	67	11.1%
ADN	234	38.6%
BSN	293	48.4%
MSN	12	2.0%
Total	606	100.1%

*Due to rounding, column may not total 100%.

Figure 8. Type of initial RN education by age for RNs who endorsed out of California (8/2007-1/2008)

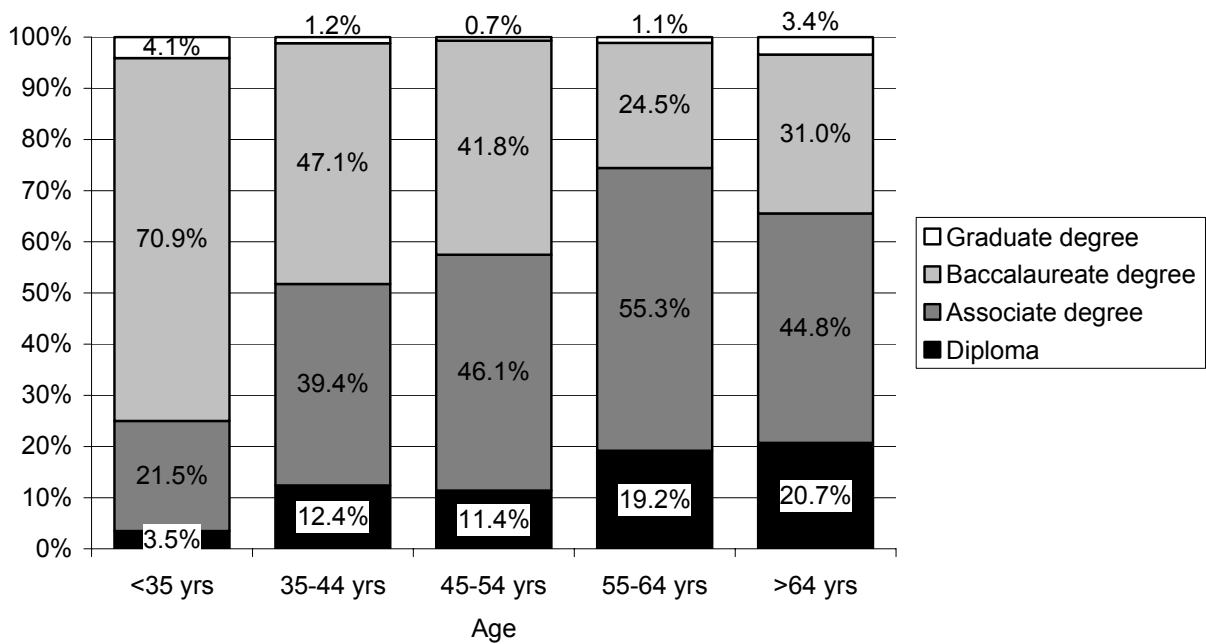


Table 33. Year of graduation from initial RN education for RNs who endorsed out of California (8/2007-1/2008)

Year	Freq.	Percent
1950-59	2	0.3%
1960-69	19	3.2%
1970-79	75	12.4%
1980-89	118	19.5%
1990-99	177	29.3%
2000-05	153	25.3%
2006-08	60	9.9%
Total	604	100.0%

Figure 9. Year of graduation from initial RN education by degree earned for RNs who endorsed out of California (8/2007-1/2008)

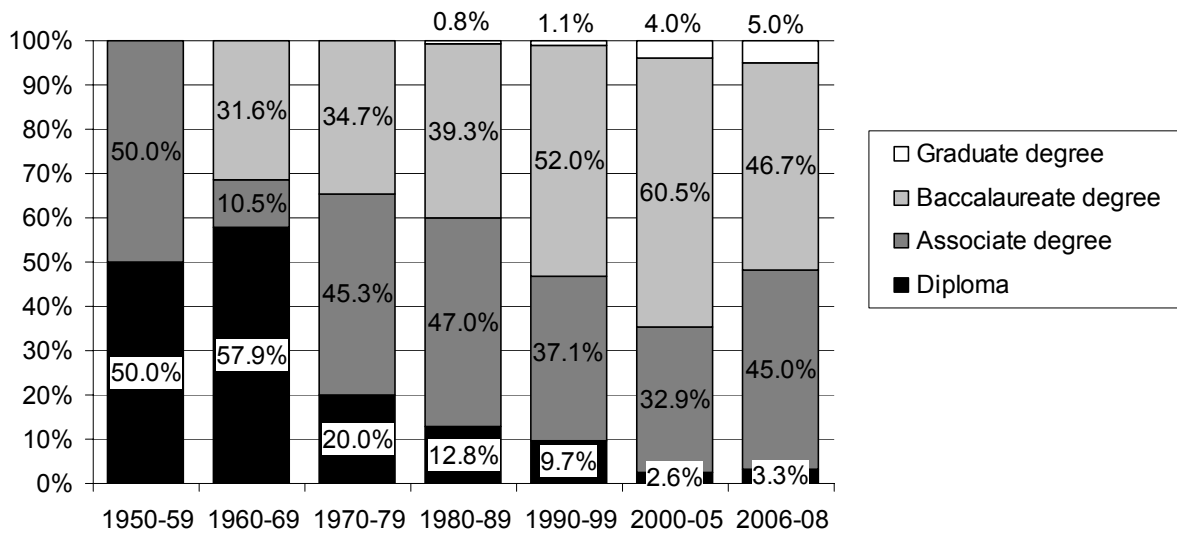


Table 34. Location of pre-licensure nursing education for RNs who endorsed out of California (8/2007-1/2008)

	% per state or country
US	358
CA	52.5%
NY	3.6%
OH	3.4%
TX	2.8%
PA	2.5%
AZ, IL	2.2%
CO, FL, MI	2.0%
AL, VA, WA	1.7%
MA, ME	1.4%
AR, IN, LA, MD, NV	1.1%
Other	<1.0%
International	158
Philippines	55.1%
India	10.8%
Nigeria	5.1%
Canada	4.4%
Korea, Tanzania	1.9%
China, England, Ghana, Taiwan, Thailand, Ethiopia, Kenya, Nepal, Germany, Iran	1.3%
Other	<1.0%

Figure 10. Location of initial RN education by age for RNs who endorsed out of California (8/2007-1/2008)

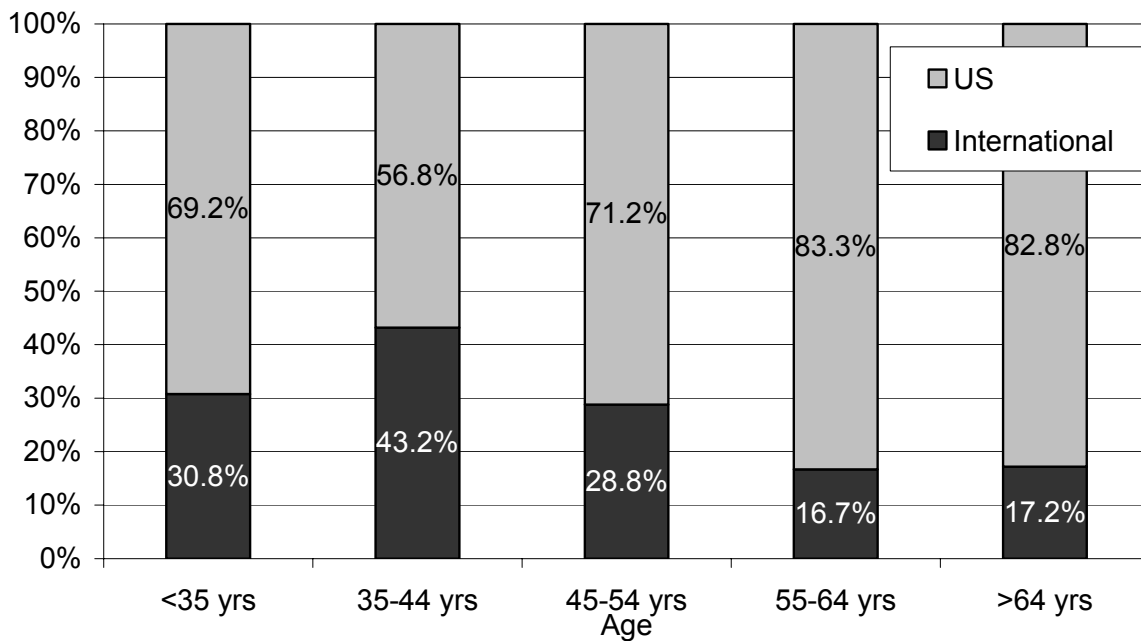


Table 35. Worked with recruiter to find first nursing job in US for internationally-educated RNs who endorsed out of California (8/2007-1/2008)

	Freq.	Percent
Used a recruiter	61	33.7%
Did not use a recruiter	120	66.3%
Total	181	100.0%

Table 36. California was first state of US RN licensure for internationally-educated RNs who endorsed out of California (8/2007-1/2008)

State of first RN license in US	Freq.	Percent
CA	165	89.7%
Another state	19	10.3%
Total	184	100.0%

Table 37. Reasons internationally-educated nurses applied for an RN license in California before applying for one in another state for RNs who endorsed out of California (8/2007-1/2008)

	Percent
Family/friends that live (or lived) in CA	48.1%
Easier to receive initial licensure in CA	38.1%
Planned to receive initial licensure in CA and endorse out	18.1%
Job offer in CA	16.2%
Wanted to live/work in California	5.6%
Recruiter assignment	2.5%
Other	8.1%
Number of cases	160

Table 38. Highest level of nursing education for RNs who endorsed out of California (8/2007-1/2008)

Highest level of nursing education	Freq.	Percent
Diploma	46	7.6%
ADN	173	28.7%
BSN	315	52.2%
MSN	69	11.4%
Total	603	100.0%

Table 39. Year of graduation from highest level of nursing education for RNs who endorsed out of California (8/2007-1/2008)

Year	Freq.	Percent
1950-59	1	0.2%
1960-69	13	2.2%
1970-79	49	8.2%
1980-89	105	17.6%
1990-99	182	30.5%
2000-05	161	27.0%
2006-08	85	14.3%
Total	596	100.0%

Experience as a nurse

Table 40. Number of active licenses of RNs who endorsed out of California (8/2007-1/2008)

Active Licenses	Freq.	Percent
1	99	17.2%
2	269	46.8%
3	99	17.2%
4	35	6.1%
5	14	2.4%
6	17	3.0%
7	6	1.0%
8	5	0.9%
9	4	0.7%
10+	27	4.7%
Total	575	100.0%

Table 41. Years worked as a nurse for RNs who endorsed out of California (8/2007-1/2008)

Years	Freq.	Percent
<1	47	7.9%
1-5	150	25.3%
6-10	105	17.7%
11-15	94	15.9%
16-20	66	11.1%
21-25	37	6.2%
>25	94	15.9%
Total	593	100.0%

Table 42. Year of initial RN licensure of RNs who endorsed out of California (8/2007-1/2008)

Year	Freq.	Percent
1950-59	1	0.2%
1960-69	18	3.0%
1970-79	64	10.7%
1980-89	116	19.3%
1990-99	165	27.5%
2000-05	141	23.5%
2006-08	95	15.8%
Total	600	100.0%

Table 43. Location of initial RN licensure for RNs who endorsed out of California (8/2007-1/2008)

	% per state or country
US	370
CA	63.0%
NY	3.2%
TX	3.0%
OH	2.7%
FL, IL	2.2%
PA	1.9%
ME, MI	1.6%
AZ, CO, LA	1.4%
AL, MD, WA	1.1%
Other	<1.0%
International	140
Philippines	53.6%
India	11.4%
Nigeria	5.7%
Canada	5.0%
Korea, Tanzania	2.1%
England, Ghana, Taiwan, Kenya, Nepal, Germany, Iran	1.4%
Other	<1.0%

Table 44. Hours per week worked as RN in California during the past 12 months for RNs who endorsed out of California (8/2007-1/2008)

Hours/week	Freq.	Percent
None	254	43.3%
<20	15	2.6%
20-35	56	9.6%
36+	261	44.5%
Total	586	100.0%

Table 45. Months worked as RN in California during the past 12 months for RNs who endorsed out of California (8/2007-1/2008)

Months	Freq.	Percent
None	262	45.6%
1-3	36	6.3%
4-6	55	9.6%
7-9	54	9.4%
10-12	168	29.2%
Total	575	100.0%

Table 46. Worked as travel RN during the past 12 months for RNs who endorsed out of California (8/2007-1/2008)

	RNs who endorsed out of CA
Travel RN in CA	10.1%
Travel RN in other state(s)	12.9%
Did not work as travel RN	81.0%
Number of cases	606

Table 47. Setting of primary nursing position during the past 12 months for RNs who endorsed out of California (8/2007-1/2008)

	RNs who endorsed out of CA*	All Active RNs**
Acute hospital		
Hospital, acute care department	63.5%	55.6%
Hospital, nursing home unit	1.2%	0.5%
Hospital-based ambulatory care department	1.8%	4.8%
Hospital-based ancillary department	1.8%	1.8%
Skilled nursing/extended care facility	4.5%	2.3%
University or college	1.2%	3.3%
Home health nursing agency	1.2%	3.0%
Hospice	1.5%	1.7%
Ambulatory care setting	5.0%	6.3%
Dialysis	0.6%	1.5%
Telenursing organization/distance disease management	6.2%	--
Occupational health/employee health	0.6%	0.5%
Mental health	1.5%	3.7%
Self employed	0.9%	0.5%
Other	8.6%	6.9%
Number of cases	353	3,661

*Source: 2007-08 BRN Endorsement Surveys, **Source: 2006 BRN Survey of RNs,
 -- Data not requested for the given category

Future plans as a nurse

Table 48. RNs who plan to split time between California and elsewhere over the next 12 months for RNs who endorsed out of California (8/2007-1/2008)

	RNs who endorsed out of CA
Plan to split time between CA and elsewhere over next year	25.6%
Do not plan to split time between CA and elsewhere over next year	74.4%
Total	589

Table 49. Residence and employment plans for the next 12 months for RNs who endorsed out of California (8/2007-1/2008)

	RNs who endorsed out of CA
Moved out of CA and plan to work as RN	44.5%
Plan to travel to other states or countries intermittently to work as RN (travel nurse)	20.9%
Plan to relocate to another state/country and work as RN	16.4%
Plan to perform telenursing with clients outside of CA or for a non-CA employer	9.9%
Plan to work as nursing faculty in another state/country and am required to have an active license in that location	9.4%
May move out of CA but have yet to decide	8.1%
Do not plan to practice nursing outside of CA	3.2%
Plan to commute to Oregon, Nevada or Arizona while living in CA	2.3%
Live in more than one state and may work in both	1.2%
Other	5.8%
Number of cases	604

Table 50. Reasons for working outside of California for RNs who endorsed out of California (8/2007-1/2008)

	RNs who endorsed out of CA
Cost of living in CA is too high	37.6%
To be closer to friends and family	34.0%
Spouse/partner job relocation	28.4%
To try living elsewhere	22.4%
Travel nursing	6.4%
Dissatisfied with job opportunities in CA	5.0%
Attending school	4.0%
Telenursing	3.9%
Job relocation/military	2.7%
Have lived outside of CA for more than a year	2.5%
Job requires licensure in multiple states	2.4%
Quality of life	2.0%
Multiple residences	0.7%
Other	6.0%
Number of cases	595

Table 51. What could encourage RNs to continue working in California for RNs who endorsed out of California (8/2007-1/2008)

	RNs who endorsed out of CA
Higher pay	42.1%
Not applicable – plan to continue in nursing in CA	19.0%
Opportunities for graduate nursing education	14.2%
Nothing	12.2%
Lower cost of living in CA	5.8%
More job opportunities	4.2%
Spouse/partner job opportunities in CA	3.2%
Family	3.0%
Job relocated to CA	1.8%
Better working conditions	1.6%
Other	11.8%
Number of cases	499

Table 52. RNs who plan to maintain active CA license for RNs who endorsed out of California (8/2007-1/2008)

	RNs who endorsed out of CA
Plan to maintain active CA license	85.4%
Do not plan to maintain active CA license	14.6%
Total	603

Table 53. RNs who plan to maintain an active license in California by number of active licenses for RNs who endorsed out of California (8/2007-1/2008)

Active Licenses	# of RNs	Plan to Maintain Active License in CA
1	99	75.5%
2	269	85.6%
3	99	82.5%
4	35	88.6%
5	14	100.0%
6	17	88.2%
7	6	83.3%
8	5	100.0%
9	4	100.0%
10+	27	100.0%
Total	575	84.9%

Table 54. RNs who plan to return to CA within 5 years to work as RN for RNs who endorsed out of California (8/2007-1/2008)

Return to CA within 5 yrs	Freq.	Percent
Yes	310	55.1%
No	203	36.1%
Maybe	50	8.9%
Total	563	100.0%

Survey Instruments

Survey of nurses endorsing into California



STATE AND CONSUMER SERVICES AGENCY • ARNOLD SCHWARZENEGGER, GOVERNOR

BOARD OF REGISTERED NURSING
P.O. Box 944210, Sacramento, CA 94244-2100
P (916) 322-3350 | www.rn.ca.gov



Thank you for requesting an endorsement into California as a registered nurse.

The California Board of Registered Nursing is surveying nurses who request endorsements into the state in order to learn more about this population. If you could complete the following survey and return it in the postage-paid envelope provided, we would appreciate it. Thank you!

1. Do you currently reside in California?

₁ Yes ₀ No → If no, where do you currently reside?

US: _____ 2-letter state code

Other country: _____ (specify)

2. Over the next 12 months, do you plan to split your time between California and another state or country?

₁ Yes ₀ No

3. What are your residence and employment plans for the next 12 months? (Check all that apply.)

- _a I have already moved to California and plan to work as an RN
- _b I plan to relocate to California and work as an RN
- _c I plan to travel to California intermittently to work as an RN (traveling nurse)
- _d I plan to perform telenursing with California clients or for a California employer
- _e I plan to commute from Oregon, Nevada or Arizona to work in California
- _f I plan to work as nursing faculty and am required to have a California endorsement for my position
- _g I want a California endorsement but do not plan to practice nursing in California
- _h I may move to California but have yet to decide
- _i Other (Please describe: _____)

4. Why are you planning to work or considering working as a nurse in California? (Check all that apply.)

- _a To be closer to friends and family
- _b Spouse/partner job relocation
- _c To try living elsewhere
- _d Higher pay
- _e Good job opportunity
- _f I do not plan to work as an RN in California
- _g Other (Please describe: _____)

5. In how many states do you currently hold an active RN license?

_____ # states

6. Do you plan to maintain an active RN license in a state other than California?

- ₁ Yes ₀ No

7. In what kind of program did you receive your initial, pre-licensure RN education? (Check only one.)

- ₁ Diploma program ₄ Master's program
₂ Associate degree program ₅ Entry-level Master's program
₃ Baccalaureate program ₆ Doctoral program

8. In what year did you graduate from that program? _____

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

US: _____ 2-letter state code → (*Skip to question 11*)

Other country:

- ₁ India ₄ China ₇ Philippines
₂ Canada ₅ Korea ₈ England
₃ Ireland ₆ Australia
₉ Other (Specify: _____)

10. If initially educated as a registered nurse outside the United States,

a. Did you work with a recruiter to find your first RN position in the United States?

- ₁ Yes ₀ No

b. Why did you apply for an RN license in another state prior to applying for one in California?
(Check all that apply.)

- _a I had a job offer in the state of initial licensure.
_b I have family and friends that live (or lived) in the state of initial licensure.
_c It was easier to receive initial licensure in another state.
_d I had always planned to receive my initial licensure in another state and then endorse into California.
_e Other (Describe: _____
_____)

11. What is the highest degree you have earned in nursing? (Check only one.)

- ₁ Diploma ₄ Master's degree
₂ Associate's degree ₅ Doctoral degree
₃ Bachelor's degree

12. In what year did you graduate from that program? _____

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

14. In what state or country were you first licensed as an RN?

US: _____ 2-letter state code

Other country:

- | | | |
|--|---|---|
| <input type="checkbox"/> ₁ India | <input type="checkbox"/> ₄ China | <input type="checkbox"/> ₇ Philippines |
| <input type="checkbox"/> ₂ Canada | <input type="checkbox"/> ₅ Korea | <input type="checkbox"/> ₈ England |
| <input type="checkbox"/> ₃ Ireland | <input type="checkbox"/> ₆ Australia | |
| <input type="checkbox"/> ₉ Other (Specify: _____) | | |

15. What was the average number of hours per week you worked as a nurse in the past 12 months? (Check only one.)

- | | |
|---|--|
| <input type="checkbox"/> ₀ I did not work as an RN | <input type="checkbox"/> ₂ 20 – 35 hours |
| <input type="checkbox"/> ₁ Less than 20 hours | <input type="checkbox"/> ₃ 36 hours or more |

16. In the past 12 months, how many months did you work as a nurse?

_____ months

17. If you worked as a nurse in the past 12 months, which of the following **best** describes your principal nursing position? If you worked for a temporary employment agency, in which setting did you most often work? (**Check only one.**)

- | | | |
|--|---|--|
| <input type="checkbox"/> ₁ Hospital, acute care department | <input type="checkbox"/> ₇ Home health agency | <input type="checkbox"/> ₁₃ Occupational health or employee health service |
| <input type="checkbox"/> ₂ Hospital, nursing home unit | <input type="checkbox"/> ₈ Hospice | <input type="checkbox"/> ₁₄ Mental health |
| <input type="checkbox"/> ₃ Hospital-based ambulatory care department | <input type="checkbox"/> ₉ Public health or community health agency | <input type="checkbox"/> ₁₅ Drug/alcohol treatment |
| <input type="checkbox"/> ₄ Hospital-based ancillary department | <input type="checkbox"/> ₁₀ School health service (K-12) | <input type="checkbox"/> ₁₆ Correctional facility, prison or jail |
| <input type="checkbox"/> ₅ Nursing home, extended care, or skilled nursing facility | <input type="checkbox"/> ₁₁ Ambulatory care setting (surgical, physician office) | <input type="checkbox"/> ₁₇ Government agency other than public/community health or corrections |
| <input type="checkbox"/> ₆ University or college | <input type="checkbox"/> ₁₂ Dialysis | <input type="checkbox"/> ₁₈ Self-employed |
| <input type="checkbox"/> ₁₉ Other (Please describe: _____) | | |

18. Did you work as a traveling nurse within the past 12 months?

- ₁ Yes ₀ No

19. Please answer these questions according to your plans for the next 12 months.
- Over the next 12 months, how many months do you plan to work as a nurse in California?
 _____ # months ₀ None
 - While working as a nurse in California over the next 12 months, how many hours per week do you plan to work? (Check only one.)

<input type="checkbox"/> ₀ I do not plan to work as an RN in California	<input type="checkbox"/> ₂ 20 – 35 hours
<input type="checkbox"/> ₁ Less than 20 hours	<input type="checkbox"/> ₃ 36 hours or more
 - Over the next 12 months, do you plan to work as a nurse outside of California?
₁ Yes ₀ No
20. How long have you practiced as an RN? Exclude years since graduation during which you did not work as an RN.
 _____ years and _____ months
21. Gender: ₁ Female ₂ Male
22. Year of birth: 19_____
23. Home zip code: _____
24. Has the California Board of Registered Nursing handled your endorsement request in a timely manner?
₁ Yes ₀ No
25. If you have additional comments regarding the endorsement of nurses into California, please include them below.

Thank you for taking the time to complete this survey. Please return the questionnaire in the postage-paid envelope provided.

Survey of nurses endorsing out of California



STATE AND CONSUMER SERVICES AGENCY • ARNOLD SCHWARZENEGGER, GOVERNOR

BOARD OF REGISTERED NURSING
P.O. Box 944210, Sacramento, CA 94244-2100
P (916) 322-3350 | www.rn.ca.gov



Thank you for requesting an endorsement of your nursing license from California to another state.

The California Board of Registered Nursing is surveying nurses who request endorsements out of the state in order to learn more about this population. If you could complete the following survey and return it in the postage-paid envelope provided, we would appreciate it. Thank you!

1. Do you currently reside in California?

₁ Yes ₀ No → If no, where do you currently reside?

US: _____ 2-letter state code

Other country: _____ (specify)

2. Over the next 12 months, do you plan to split your time between California and another state or country?

₁ Yes ₀ No

3. What are your residence and employment plans for the next 12 months? (Check all that apply.)

_a I moved to another state or country and plan to work as an RN

_b I plan to relocate to another state/country and work as an RN

_c I may move out of California but have yet to decide

_d I plan to travel to other states/countries intermittently to work as an RN (traveling nurse)

_e I plan to perform telenursing with patients outside California or for a non-California employer

_f I plan to commute to Nevada, Oregon, or Arizona, while living in California

_g I plan to work as nursing faculty in another state/country and need to have an active license in that location

_h I want to endorse to another state but do not plan to practice nursing outside of California

_i Other (Please describe: _____)

4. Why are you planning to work or considering working as a nurse outside of California? (Check all that apply.)

_a Spouse/partner job relocation

_e Cost of living in California is too high

_b Want to try living elsewhere

_f Dissatisfied with California job opportunities

_c To attend school in another state

_g Other (Please describe: _____)

_d To be closer to family and friends

_____)

5. Which of the following could encourage you to continue practicing as a nurse in California? (Check all that apply.)

- _a Not applicable. I plan to continue working as a nurse in California. _c More opportunities for graduate nursing education
- _b Higher pay _d Other (Describe: _____)

6. In how many states, including California, do you currently hold an active RN license?
_____ # states

7. Do you plan to maintain an active RN license in California?

- ₁ Yes ₀ No

8. Do you plan to return to California to work as an RN within the next 5 years?

- ₁ Yes ₀ No

9. In what kind of program did you receive your initial, pre-licensure RN education? (Check only one.)

- ₁ Diploma program ₄ Master's program
- ₂ Associate degree program ₅ Entry-level Master's program
- ₃ Baccalaureate program ₆ Doctoral program

10. In what year did you graduate from that program? _____

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

US: _____ 2-letter state code → (*Skip to question 13*)

- Other country:** ₁ India ₄ China ₇ Philippines
- ₂ Canada ₅ Korea ₈ England
- ₃ Ireland ₆ Australia
- ₉ Other (Specify: _____)

12. If initially educated as a registered nurse outside the United States,

a. Did you work with a recruiter to find an RN position in the United States?

- ₁ Yes ₀ No

b. Was California your first state of RN licensure in the United States?

- ₁ Yes ₀ No → (*If no, skip to question 13*)

i. If **yes**, why did you apply for an RN license in California prior to applying for one in another state? (Check all that apply.)

- _a I had a job offer in California.
- _b I have family and friends that live (or lived) in California.
- _c It was easier to receive initial licensure in California than in another state.
- _d I had always planned to receive my initial licensure in California and then endorse to another state.
- _e Other (Describe: _____)

13. What is the highest degree you have earned in nursing? (Check only one.)
- ₁ Diploma ₄ Master's degree
- ₂ Associate's degree ₅ Doctoral degree
- ₃ Bachelor's degree
14. In what year did you graduate from that program? _____
15. In what year were you first licensed as an RN? _____
16. In what state or country were you first licensed as an RN?
- US:** _____ 2-letter state code
- Other country:** ₁ India ₄ China ₇ Philippines
- ₂ Canada ₅ Korea ₈ England
- ₃ Ireland ₆ Australia
- ₉ Other (Specify: _____)
17. In the past 12 months, how many months did you work as a nurse in California?
- _____ months
18. While working as a nurse in California over the past 12 months, what was the average number of hours per week you worked? (Check only one.)
- ₀ I did not work as an RN ₂ 20 – 35 hours
- ₁ Less than 20 hours ₃ 36 hours or more
19. If you worked as a nurse in California in the past 12 months, which of the following best describes your principal nursing position? If you worked for a temporary employment agency, in which setting did you most often work? (**Check only one.**)
- ₁ Hospital, acute care department ₇ Home health agency ₁₃ Occupational health or employee health service
- ₂ Hospital, nursing home unit ₈ Hospice ₁₄ Mental health
- ₃ Hospital-based ambulatory care department ₉ Public health or community health agency ₁₅ Drug/alcohol treatment
- ₄ Hospital-based ancillary department ₁₀ School health service (K-12) ₁₆ Correctional facility, prison or jail
- ₅ Nursing home, extended care, or skilled nursing facility ₁₁ Ambulatory care setting (surgical, physician office) ₁₇ Government agency other than public/community health or corrections
- ₆ University or college ₁₂ Dialysis ₁₈ Self-employed
- ₁₉ Other (Please describe: _____)

20. Did you work as a traveling nurse within the past 12 months? (Check all that apply.)

₀ No

₁ Yes, traveled to California to work as a nurse.

₂ Yes, traveled to another state to work as a nurse.

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

_____ years and _____ months

22. Gender: ₁ Female ₂ Male

23. Year of birth: 19_____

24. Home zip code: _____

25. Has the California Board of Registered Nursing handled your endorsement request in a timely manner?

₁ Yes

₀ No

26. If you have additional comments regarding the endorsement of nurses out of California, please include them below.

Thank you for taking the time to complete this survey. Please return the questionnaire in the postage-paid envelope provided.