

The Registered Nurse Population

National Sample Survey
of Registered Nurses - March 2000

Preliminary Findings
February 2001

Preliminary Findings from the National Sample Survey of Registered Nurses 2000

The National Sample Survey of Registered Nurses (NSSRN) is the nation's most extensive and comprehensive source of statistics on all those with current licenses to practice in the United States whether or not they are employed in nursing. It provides information on the estimated number of registered nurses (RNs); their educational background and specialty areas; their employment status including type of employment setting, position level, and salaries; their geographic distribution; and their personal characteristics including gender, racial/ethnic background, age, and family status.

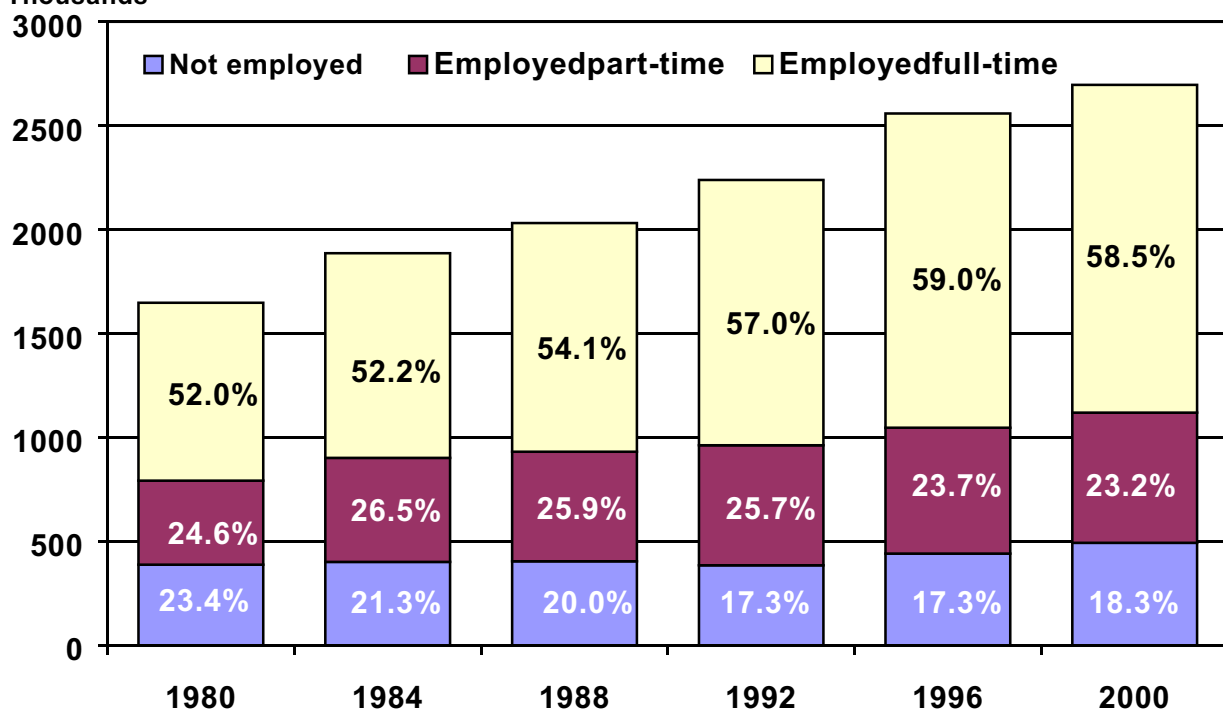
The development of a design for collecting data through sample surveys of RNs was initiated in July 1975 under a contract with Westat, Inc. Subsequently, the Division of Nursing, Bureau of Health Professions, Health Resources and Services Administration, DHHS conducted seven sample surveys. Reports for six studies, those conducted in September 1977, November 1980 and 1984, and March 1988, 1992 and 1996, have been published and made available to those involved in health care planning and evaluation as well as to the public. This report provides preliminary findings from the seventh survey. The complete report is expected to be released in spring 2001.

The Registered Nurse Population

As of March 2000, the total number of licensed RNs in the United States was estimated to be 2,696,540, an increase of 137,666 over the 2,558,874 licensed RNs reported in 1996. Although this was a 5.4 percent increase in the total RN population, it was the lowest increase reported in the previous national surveys. By comparison, the highest increase in the RN population was experienced between 1992 and 1996 when the total number of RNs increased by an estimated 14.2 percent or 319,058 (from 2,239,816 to 2,558,874).

Of the total licensed RN population in March 2000, an estimated 58.5 percent of RNs reported working full-time, 23.2 percent reported working part-time, and 18.3 percent reported not being employed in nursing (see Chart 1).

Chart 1. Registered Nurse Population by Nurse Employment Status, 1980-2000
Thousands



The Registered Nurse Workforce

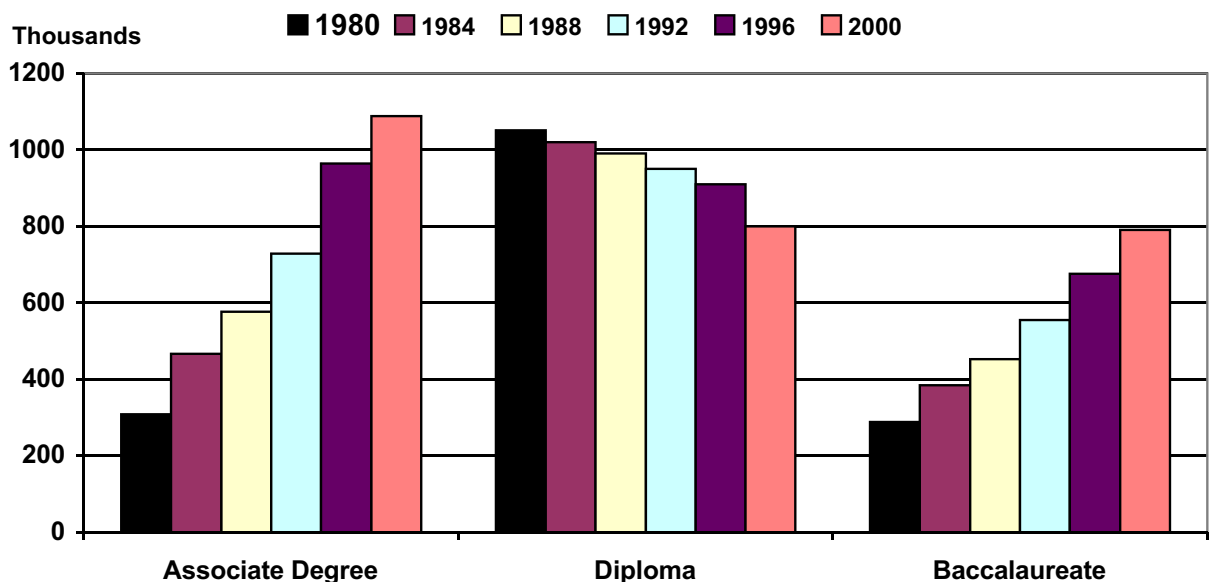
In March 2000, an estimated 81.7 percent, or 2,201,813 of the total licensed RN population reported being employed in nursing. This reflects an increase of 85,998 RNs working in nursing over the estimated 2,115,815 in 1996.

An estimated 71.6 percent of RNs in the workforce reported working full-time in nursing and 28.4 percent of RNs reported working on a part-time basis in 2000. Between 1996 and 2000 the percentage of RNs working either full-time or part-time remained unchanged.

Educational Preparation

During the past 20 years there has been a shift in graduations from basic nursing education programs away from diploma programs to either associate degree or baccalaureate programs. In 1980, 63 percent of licensed RNs (about 1 million of the estimated 1.6 million in 1980) had received their basic nursing education in diploma programs; in 2000, this fell to 29.6 percent (about 800,000 of the estimated 2.7 million licensed RNs). Corresponding figures for RNs who reported completing an associate degree program increased from 19 percent (about 308,000) in 1980 to 40.3 percent (about 1.1 million) in 2000. For RNs who reported completing their initial preparation in a baccalaureate degree program, the figures increased from 17.3 percent (about 288,000) in 1980 to 29.3 percent (about 792,000) in 2000 (see Chart 2).

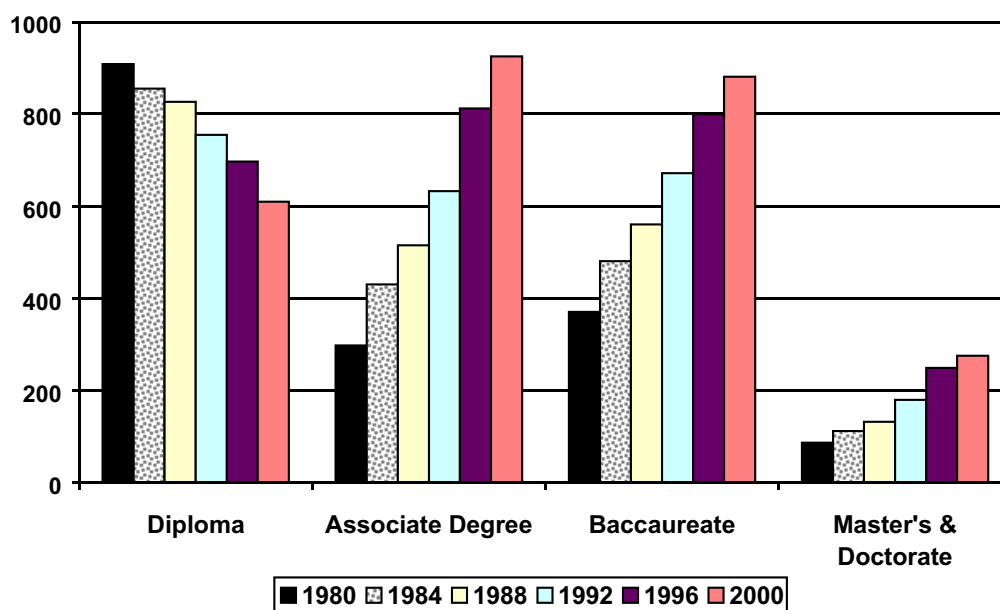
Chart 2. Basic Nursing Education of the Registered Nurse Population, 1980-2000



In March 2000 the distribution of the RN population according to the highest nursing education level, which incorporates any post-RN degree received, revealed that 22.3 percent (about 609,000) reported having a diploma, 34.3 percent (about 925,000) reported having an associate degree, 32.7 percent (about 881,000) reported having a baccalaureate degree, 10.2 percent (about 275,000) reported having a master's or doctoral degree. Chart 3 displays the trend from 1980 to 2000.



Chart 3. Highest Educational Preparation of Registered Nurses 1980-2000

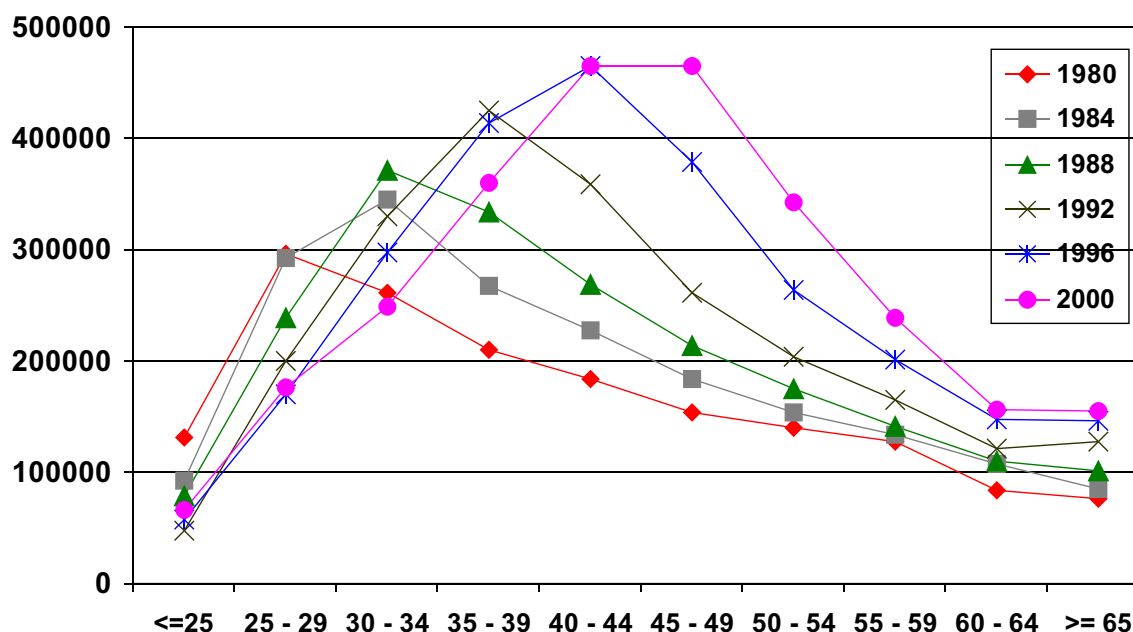


Age

The average age of the RN population in March 2000 was estimated to be 45.2 years, nearly one year older than in 1996 when the average age was 44.5. The average age of RNs working in nursing increased from 42.3 years in 1996 to 43.3 in 2000.

In 1980, 52.9 percent of all RNs were estimated to be under the age of 40, compared to 2000 when only 31.7 percent reported being under the age of 40. The most significant drop in numbers was seen among those RNs under the age of 35. In 1980, 40.5 percent of RNs were under the age of 35, compared to 18.3 percent in 2000. The RN population under 30 dropped from an estimated 25.1 percent in 1980 to only 9.1 percent in 2000 (see Chart 4).

Chart 4. Age Distribution of the Registered Nurse Population, 1980-2000



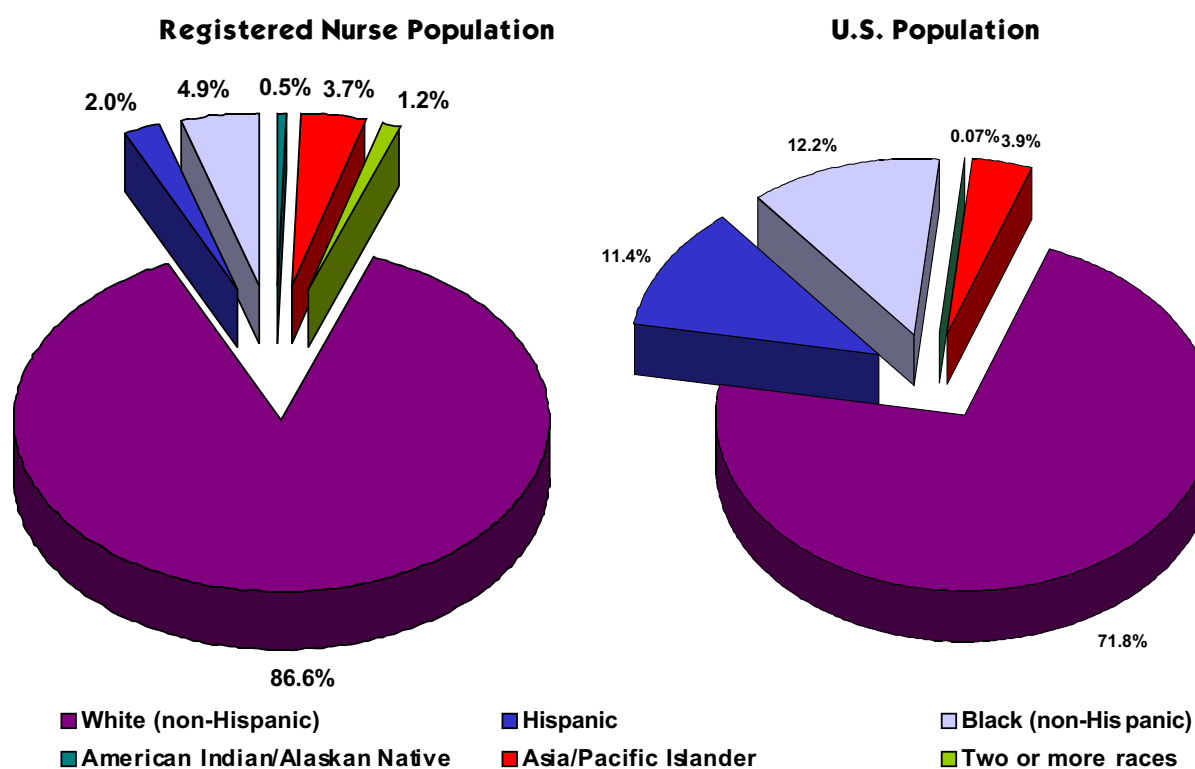
Gender

Although still a small percent of the RN population, more men are entering nursing. Between 1996 and 2000 the percent of men in the RN population increased from 4.9 percent to 5.4 percent. The percent men employed in nursing increased from 5.4 percent in 1996 to 5.9 percent in 2000.

Racial/ Ethnic Background

In March 2000, an estimated 86.6 percent of the RN population reported being white (non-Hispanic), while 12.3 percent reported being in one or more of the identified racial and ethnic minority groups (see Chart 5). An additional 1.1 percent of the respondents chose not to report their racial and ethnic background. In 1996, an estimated 10.3 percent reported being in one of the racial/ethnic minority groups identified.

Chart 5. Distribution of Registered Nurses by Racial/Ethnic Background, March 2000



Note: In Chart 5, the breakout for the U.S. population was based on projections using the 1990 Census. This will be changed to reflect the 2000 Census data once it is released. For comparison, the RN population is shown using the same categories.

Respondents to the 2000 survey reported the following: 4.9 percent or 133,041 reported being Black/ African American (non-Hispanic); 3.5 percent or 93,415 reported being Asian; 2.0 percent or 54,861 reported being Hispanics; 0.5 percent or 13,040 reported being American Indian/Alaska Native; 0.2 percent reported being Native Hawaiian/Pacific Islander; and 1.2 percent reported being of two or more racial backgrounds.



Due to a change in definitions, comparisons of the racial/ethnic composition of the RN population should be viewed carefully. In accordance with the Office of Management and Budget (OMB), the question regarding racial and ethnic background in the March 2000 survey was changed from the previous surveys. Respondents were asked to identify their ethnic background and then asked to identify all races that could best describe them. The information was aggregated to categories similar to those reported in previous years, with one additional grouping of non-Hispanics that reported being of mixed race (two or more races). In previous surveys, respondents had to choose from one of the racial/ethnic categories presented.

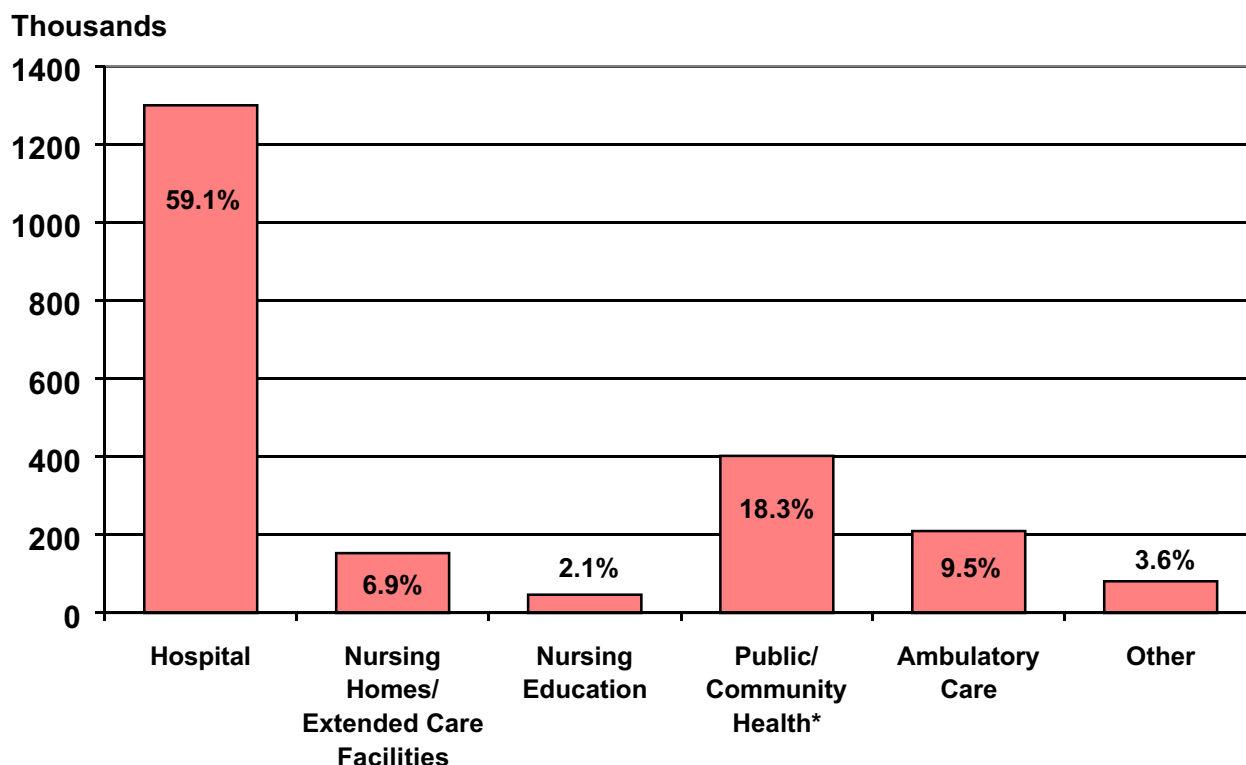
Employment Settings

Five major employment settings were identified for RNs: hospitals, nursing homes and extended care facilities, community and public health settings, nursing education, and ambulatory care settings.

In March 2000, out of estimated 2,201,813 RNs employed in nursing, 59.1 percent worked in hospital settings. Public and community health settings, including State and local health departments, visiting nursing services and other health agencies, community health centers, student health services, and occupational services continued to show the largest increase in the employment of RNs. In 2000, an estimated 18.3 percent of RNs reported being employed in public or community health settings.

In 2000, an estimated 9.5 percent RNs reported being employed in ambulatory care settings, including physician-based practices, nurse based practices, and health maintenance organizations, and an estimated 6.9 percent of RNs reported being employed in nursing homes and extended care facilities. The remaining RNs employed in nursing reported working in such settings as nursing education, federal administrative agencies, State boards of nursing or other health associations, health planning agencies, prisons/jails, or insurance companies. (See Chart 6).

Chart 6. Employment Settings of Registered Nurses, 2000



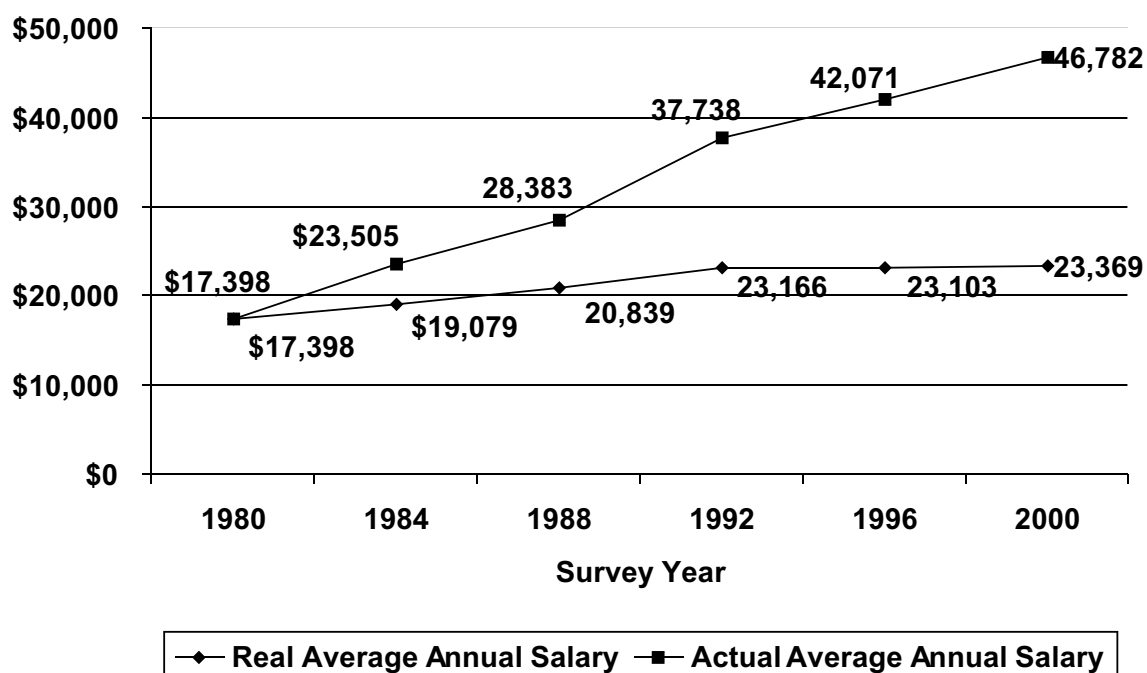
*includes occupational and school health settings.



Average Earnings

Changes in average earnings for RNs were examined using two separate measures. The first is the actual average earnings of RNs employed full-time in the labor market, while the second is the “real” average earnings based on consumer price index (CPI) for 1982-84. The actual average annual earnings of RNs employed full-time in 2000 was \$46,782. However, when changes in the purchasing power of the dollar were taken into account utilizing the CPI, the “real” salaries of RNs employed full-time in 2000 was \$23,369. “Real” salaries have remained relatively flat since 1992 (see Chart 7).

Chart 7. Actual and “Real” Average Annual Salaries of Full-Time Registered Nurses, 1980-2000



Racial/Ethnic Background and Employment Status

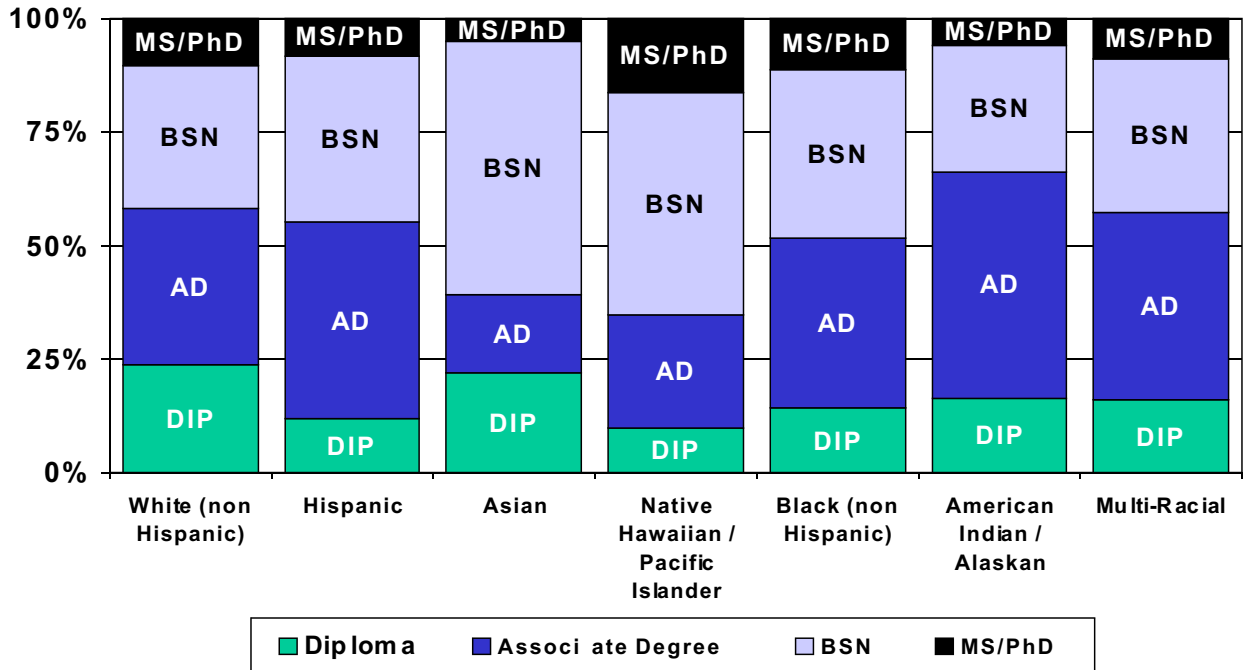
In March 2000, 86.4 percent of RNs from minority backgrounds were employed in nursing compared to 81 percent of white (non-Hispanic) RNs. Minority RNs were more likely than non-minority nurses to work full-time. 86 percent of Black/African American (non-Hispanics), Asian, Native Hawaiian/Other Pacific Islander, and American Indian/Alaska Native reported being employed full-time compared to 70 percent of white (non-Hispanic) RNs.

Racial/Ethnic Background and Highest Educational Preparation

In March 2000, 54.3 percent of RNs who reported being Asian and 55.7 percent of RNs who reported being Native Hawaiian/Other Pacific Islander graduated from baccalaureate programs. However, when both the initial and the post-RN education are taken into account, Asian, Native Hawaiian/Other Pacific Islanders, and Black/African American RNs were more likely than Hispanics and white (non-Hispanic) RNs to have at least baccalaureate preparation. Among Blacks/African American, 11.1 percent reported having master's or doctoral degree compared to 10.4 percent among white (non-Hispanic), 10.2 percent among Hispanics, and 5 percent among Asian nurses (see Chart 8).



Chart 8. Distribution of Registered Nurses in Each Racial/Ethnic Group by Highest Educational Preparation, March 2000

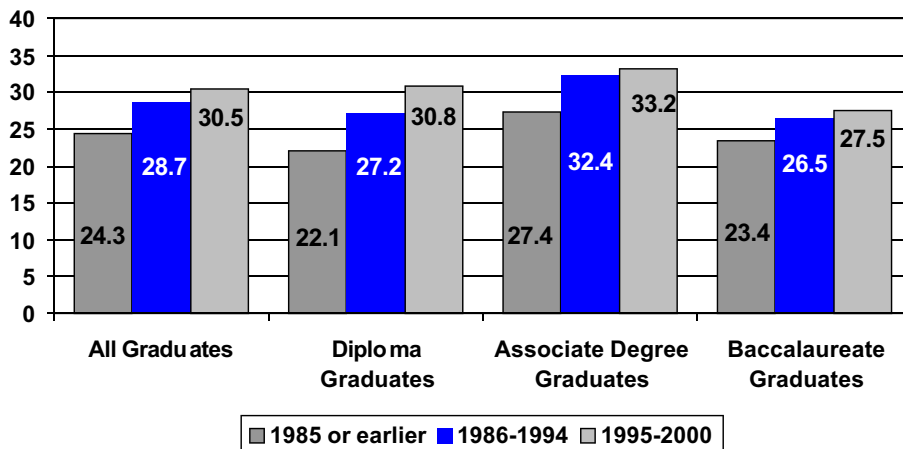


Age at Graduation from Basic Nursing Education Programs

The average age at graduation for RNs from all basic nursing education programs in the five years before the March 2000 survey was estimated to be 30.5 years. In comparison, the average age for RNs graduating between 1986 and 1994 was 28.7, and 24.3 years for those graduating in 1985 or earlier.

The average age at graduation from basic nursing programs varies by the type of program. Graduates of associate degree programs tend to be older, while graduates of baccalaureate programs tend to be younger. For the five-year period before the March 2000 survey, the average age of diploma graduates was 30.8; associate degree graduates averaged 33.2 years and baccalaureate graduates averaged 27.5 (see Chart 9).

Chart 9. Average Age at Graduation from Basic Nursing Education Programs



Gender and Education

In March 2000, 52.7 percent of men RNs reported graduating from an associate degree program compared to 39.6 percent of women; 30.5 percent of women RNs graduated from a diploma program compared to 14.3 percent of men. The percent of women and men completing a baccalaureate or higher degree program was 29.6 percent and 32.5 respectively.

Family Status

In March 2000, an estimated 71.5 percent of all RNs were married, 17.9 percent were widowed, divorced or separated and 9.9 percent were never married. 53.2 percent had children living at home, and 36.4 percent had children ages six years or older. Married RNs with children were more likely to work on a part-time basis. About 28.4 percent of the estimated 2,201,813 employed RNs reported working on a part-time basis in March 2000. Of those, 25 percent were married RNs with children under the age of six.

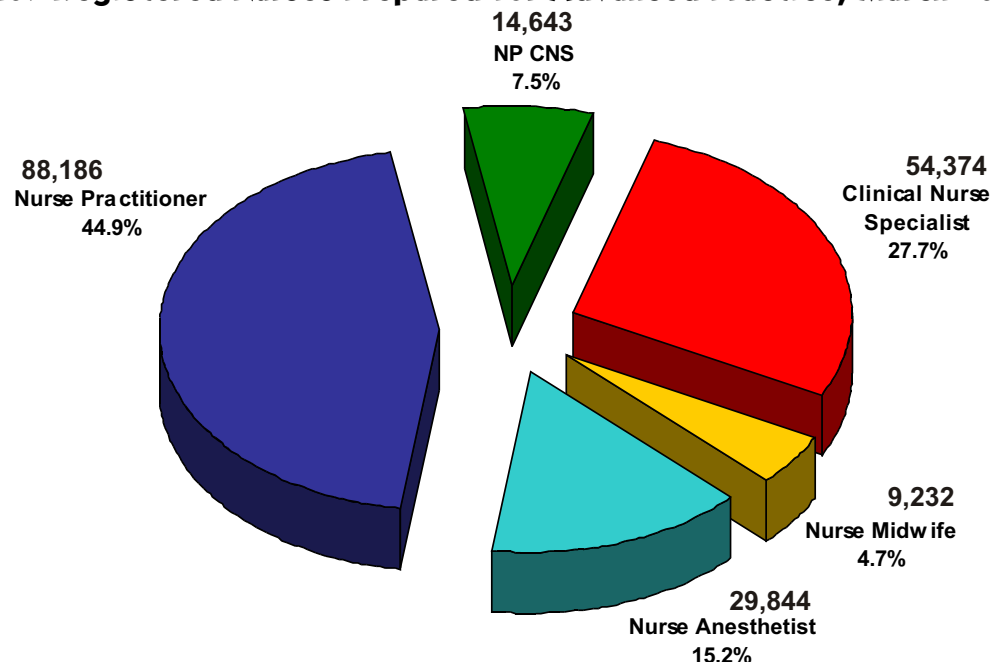
Additional Nursing Education Preparation

About 18.6 percent of the RN population in 2000 had completed additional academic nursing or nursing related preparation after they graduated from basic nursing education. An estimated 15.5 percent of those initially prepared in associate degree programs and 23.8 percent of those prepared in diploma programs had obtained post-RN nursing or nursing related degrees. In most instances, the highest level achieved was a baccalaureate degree.

Advanced Practice Nurses

Advanced practice nurses include clinical nurse specialists, nurse anesthetist, nurse midwives and nurse practitioners. In March 2000, the number of RNs prepared to practice in at least one advanced practice role was estimated to be 196,279, or 7.3 percent of the total RN population, compared to an estimated 161,712, or 6.3 percent in 1996. As noted in Chart 10, the largest group among the advanced practice nurses included the nurse practitioners, followed by the clinical nurse specialists. These two groups together, including those with dual training as a nurse practitioner and clinical nurse specialists made up approximately 80 percent of all advanced practice nurses.

Chart 10. Registered Nurses Prepared for Advanced Practice, March 2000



Nurse Practitioners

Nurse practitioners (NPs) included all RNs prepared beyond basic nursing education in a NP program of at least three months. In March 2000, there were an estimated 88,186 NPs, an increase of 23,995 NPs from 1996. About 62 percent of NPs had completed a master degree program; 6.5 percent had attended post-RN certificate programs. An estimated 89 percent of NPs were employed in nursing, although not necessarily with the position title of nurse practitioner.

Clinical Nurse Specialists

Clinical nurse specialists included those RNs who had formal clinical preparation resulting in a master's degree. The number of CNSs increased from 53,500 in 1996 to 54,374 in 2000. However, this 1.6 percent increase does not take into account those CNSs with dual training as NPs.

About 86.9 percent of these CNSs were employed in nursing; however, only 24 percent were practicing with the position title of clinical nurse specialist. About 24.7 percent reported being in nursing education positions and the remaining CNSs reported a variety of position titles spanning multiple functional areas.

Nurse Practitioner/Clinical Nurse Specialist

The number of RNs prepared as both NPs and CNSs increased nearly 88 percent from an estimated 7,802 in 1996 to 14,643 in March 2000. The 2000 survey data show that those prepared as both NPs and CNSs are more likely to function in the nurse practitioner role.

Nurse Anesthetist

The third largest group of advanced practice nurses was the nurse anesthetists. The number of nurse anesthetist reported in March 2000 was 29,844 compared to 30,386 in 1996. In 2000, 85.7 percent of the nurse anesthetists were employed in nursing; 89.1 percent held the position title of nurse anesthetist and 93.2 percent held national certification.

Nurse-Midwives

In March 2000, there were an estimated 9,232 RNs formally prepared as nurse-midwives compared to 6,534 in 1996. 85.7 percent of the nurse-midwives were employed in nursing in 2000 compared to 82 percent in 1996.

Geographic Distribution of the Registered Nurse Population

In March 2000, the New England area of the country had the highest concentration of employed RNs in relation to the area's population, 1,075 employed nurses per 100,000 population. The West South Central area had one of the lowest concentrations, 650 RNs per 100,000 population. However, the Pacific area, with 596 employed RNs per 100,000 population, had a lower ratio than the West South Central. This ratio is lower than the 621 per 100,000 estimated for the 1996 study. In the West South Central area, the ratio of employed RNs per 100,000 nurses was 650, slightly higher than the 642 per 100,000 in 1996.

Specific State data is provided in Tables A and B. Table A provides information on the registered nurse population in each State and area by activity status, March 2000. Table B provides information on the supply of registered nurses in each State and area according to whether employed on a full-time or part-time basis, March 2000.



Table A. Registered nurse population in each State
and area by activity status: March 2000

State and area	Number in sample	Total	Employed in nursing Number	Percent	Not employed in nursing Number	Percent	Employed nurses per 100,000 population*
United States	35,358	2,696,540	2,201,813	81.7	494,727	18.3	782
New England	2,959	183,060	149,632	81.7	33,428	18.3	1,075
Connecticut	487	41,767	32,073	76.8	9,694	23.2	942
Maine	440	15,793	13,072	82.8	2,720	17.2	1,025
Massachusetts	850	91,628	75,795	82.7	15,833	17.3	1,194
New Hampshire	371	13,281	11,321	85.2	1,960	14.8	916
Rhode Island	390	13,690	11,542	84.3	2,148	15.7	1,101
Vermont	421	6,901	5,829	84.5	1,071	15.5	957
Middle Atlantic	4,100	451,501	351,286	77.8	100,215	22.2	885
New Jersey	949	87,979	67,280	76.5	20,699	23.5	800
New York	1,928	197,532	160,009	81.0	37,523	19.0	843
Pennsylvania	1,223	165,989	123,997	74.7	41,992	25.3	1,010
South Atlantic	5,881	496,794	407,728	82.1	89,065	17.9	788
Delaware	413	8,605	7,337	85.3	1,268	14.7	936
District of Columbia	231	10,307	9,583	93.0	724	7.0	1,675
Florida	1,159	158,722	125,439	79.0	33,283	21.0	785
Georgia	749	67,958	55,881	82.2	12,077	17.8	683
Maryland	720	51,456	45,323	88.1	6,132	11.9	856
North Carolina	879	83,016	69,057	83.2	13,959	16.8	858
South Carolina	581	32,539	29,226	89.8	3,312	10.2	728
Virginia	687	66,466	50,359	75.8	16,107	24.2	711
West Virginia	462	17,725	15,523	87.6	2,203	12.4	858
East South Central	2,075	161,805	138,692	85.7	23,113	14.3	815
Alabama	537	41,513	34,073	82.1	7,440	17.9	766
Kentucky	494	39,470	33,655	85.3	5,816	14.7	833
Mississippi	543	24,874	21,338	85.8	3,536	14.2	750
Tennessee	501	55,947	49,626	88.7	6,322	11.3	872
West South Central	3,222	241,286	204,367	84.7	36,919	15.3	650
Arkansas	477	23,291	18,752	80.5	4,539	19.5	701
Louisiana	434	40,661	37,275	91.7	3,386	8.3	834
Oklahoma	579	27,083	21,905	80.9	5,178	19.1	635
Texas	1,732	150,251	126,436	84.1	23,815	15.9	606

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Table A. (cont.) Registered nurse population in each State
and area by activity status: March 2000

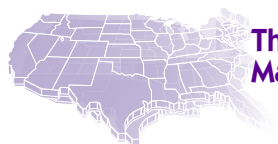
State and area	Number in sample	Total	Employed in nursing		Not employed in nursing		Employed nurses per 100,000 population*
			Number	Percent	Number	Percent	
East North Central	4,120	468,203	375,295	80.2	92,907	19.8	831
Illinois	1,169	126,166	101,660	80.6	24,507	19.4	819
Indiana	589	60,888	46,244	75.9	14,644	24.1	761
Michigan	669	100,769	79,353	78.7	21,417	21.3	798
Ohio	1,063	121,722	100,144	82.3	21,578	17.7	882
Wisconsin	630	58,658	47,895	81.7	10,763	18.3	893
West North Central	4,094	217,343	187,580	86.3	29,763	13.7	975
Iowa	620	35,089	31,020	88.4	4,069	11.6	1,060
Kansas	568	29,134	23,779	81.6	5,355	18.4	885
Minnesota	756	54,920	47,102	85.8	7,818	14.2	957
Missouri	601	62,403	53,730	86.1	8,673	13.9	960
Nebraska	477	16,550	16,399	88.4	2,151	11.6	958
North Dakota	579	7,661	7,039	91.9	622	8.1	1,096
South Dakota	493	9,587	8,511	88.8	1,075	11.2	1,128
Mountain	4,280	148,929	118,869	79.8	30,060	20.2	654
Arizona	594	42,658	32,222	75.5	10,435	24.5	628
Colorado	627	40,084	31,695	79.1	8,389	20.9	737
Idaho	504	10,069	8,230	81.7	1,839	18.3	636
Montana	532	9,299	7,327	78.8	1,973	21.2	812
Nevada	473	12,940	10,384	80.2	2,556	19.8	520
New Mexico	470	13,723	11,932	87.0	1,791	13.0	656
Utah	580	15,648	13,229	84.5	2,419	15.5	592
Wyoming	500	4,508	3,849	85.4	659	14.6	780
Pacific	4,627	327,620	268,363	81.9	59,257	18.1	596
Alaska	390	5,900	4,914	83.3	986	16.7	784
California	2,583	226,352	184,329	81.4	42,024	18.6	544
Hawaii	441	10,228	8,518	83.3	1,710	16.7	703
Oregon	528	30,369	27,121	89.3	3,249	10.7	793
Washington	685	54,771	43,482	79.4	11,289	20.6	738

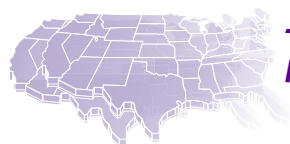
* Population data were based on April 1, 2000 estimates of resident population of states from Census Bureau Press Release CB00-C

Table B. Supply of registered nurse in each state
and area according to whether employed on a full-time
or part-time basis: March 2000

State and area	Number In sample	Total Estimated		Employed full-time Estimated		Employed part-time Estimated		Estimated Full-time Equivalent*
		Number	Percent	Number	Percent	Number	Percent	
United States	29,394	2,201,813	100.0	1,576,675	71.6	625,139	28.4	1,889,244
New England	2,474	149,632	100.0	91,682	61.3	57,950	38.7	120,657
Connecticut	376	32,073	100.0	20,740	64.7	11,333	35.3	26,407
Maine	367	13,072	100.0	8,801	67.3	4,271	32.7	10,936
Massachusetts	704	75,795	100.0	43,973	58.0	31,822	42.0	59,884
New Hampshire	323	11,321	100.0	7,570	66.9	3,751	33.1	9,446
Rhode Island	334	11,542	100.0	7,236	62.7	4,306	37.3	9,389
Vermont	370	5,829	100.0	3,363	57.7	2,466	42.3	4,596
Middle Atlantic	3,214	351,286	100.0	244,558	69.6	106,728	30.4	297,922
New Jersey	730	67,280	100.0	46,456	69.0	20,824	31.0	56,868
New York	1,564	160,009	100.0	113,316	70.8	46,693	29.2	136,663
Pennsylvania	920	123,997	100.0	84,786	68.4	39,211	31.6	104,392
South Atlantic	4,911	407,728	100.0	315,095	77.3	92,634	22.7	361,411
Delaware	368	7,337	100.0	4,711	64.2	2,626	35.8	6,024
District of Columbia	214	9,583	100.0	8,171	85.3	1,413	14.7	8,877
Florida	898	125,439	100.0	100,032	79.7	25,407	20.3	112,735
Georgia	619	55,881	100.0	43,612	78.0	12,269	22.0	49,746
Maryland	627	45,323	100.0	31,259	69.0	14,065	31.0	38,291
North Carolina	730	69,057	100.0	55,798	80.8	13,259	19.2	62,427
South Carolina	528	29,226	100.0	22,528	77.1	6,699	22.9	25,877
Virginia	518	50,359	100.0	36,845	73.2	13,514	26.8	43,602
West Virginia	409	15,523	100.0	12,139	78.2	3,383	21.8	13,831
East South Central	1,777	138,692	100.0	110,230	79.5	28,462	20.5	124,461
Alabama	442	34,073	100.0	27,901	81.9	6,172	18.1	30,987
Kentucky	421	33,655	100.0	26,474	78.7	7,181	21.3	30,064
Mississippi	471	21,338	100.0	17,967	84.2	3,371	15.8	19,652
Tennessee	443	49,626	100.0	37,889	76.3	11,737	23.7	43,757
West South Central	2,753	204,367	100.0	170,821	83.6	33,546	16.4	187,594
Arkansas	385	18,752	100.0	15,543	82.9	3,208	17.1	17,147
Louisiana	397	37,275	100.0	31,745	85.2	5,530	14.8	34,510
Oklahoma	471	21,905	100.0	17,463	79.7	4,441	20.3	19,684
Texas	1,500	126,436	100.0	106,069	83.9	20,367	16.1	116,252

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The National Sample Survey of Registered Nurses March 2000: Preliminary Findings

Table B. (cont.) Supply of registered nurse in each state
and area according to whether employed on a full-time
or part-time basis: March 2000

State and area	Number In sample	Total		Employed full-time		Employed part-time		Estimated Full-time Equivalent*
		Number	Percent	Number	Percent	Number	Percent	
East North Central	3,301	375,295	100.0	255,452	68.1	119,843	31.9	315,374
Illinois	942	101,660	100.0	73,253	72.1	28,407	27.9	87,457
Indiana	448	46,244	100.0	31,316	67.7	14,928	32.3	38,780
Michigan	524	79,353	100.0	53,551	67.5	25,801	32.5	66,452
Ohio	873	100,144	100.0	68,231	68.1	31,913	31.9	84,188
Wisconsin	514	47,895	100.0	29,101	60.8	18,794	39.2	38,498
West North Central	3,598	187,580	100.0	130,149	69.4	57,432	30.6	158,864
Iowa	548	31,020	100.0	20,774	67.0	10,246	33.0	25,897
Kansas	471	23,779	100.0	18,629	78.3	5,150	21.7	21,204
Minnesota	650	47,102	100.0	27,613	58.6	19,488	41.4	37,357
Missouri	517	53,730	100.0	40,944	76.2	12,786	23.8	47,337
Nebraska	425	16,399	100.0	11,253	68.6	5,146	31.4	13,826
North Dakota	543	7,039	100.0	4,520	64.2	2,519	35.8	5,779
South Dakota	444	8,511	100.0	6,415	75.4	2,097	24.6	7,463
Mountain	3,544	118,869	100.0	85,519	71.9	33,350	28.1	102,194
Arizona	453	32,222	100.0	24,928	77.4	7,294	22.6	28,575
Colorado	500	31,695	100.0	21,417	67.6	10,278	32.4	26,556
Idaho	410	8,230	100.0	5,299	64.4	2,931	35.6	6,765
Montana	423	7,327	100.0	5,327	72.7	2,000	27.3	6,327
Nevada	400	10,384	100.0	8,256	79.5	2,128	20.5	9,320
New Mexico	417	11,932	100.0	8,657	72.6	3,275	27.4	10,295
Utah	495	13,229	100.0	8,650	65.4	4,579	34.6	10,940
Wyoming	446	3,849	100.0	2,985	77.6	864	22.4	3,417
Pacific	3,822	268,363	100.0	173,168	64.5	95,194	35.5	220,765
Alaska	328	4,914	100.0	3,615	73.6	1,299	26.4	4,264
California	2,106	184,329	100.0	123,675	67.1	60,654	32.9	154,002
Hawaii	365	8,518	100.0	6,513	76.5	2,005	23.5	7,516
Oregon	475	27,121	100.0	15,876	58.5	11,245	41.5	21,498
Washington	548	43,482	100.0	23,490	54.0	19,992	46.0	33,486

* Nurses working full-time plus one-half of working part-time

U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES

Health Resources and Services Administration
Bureau of Health Professions
Division of Nursing
Rockville, MD 20857

Official Business
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