

STATE HEALTH IMPROVEMENT PLAN

SPECIAL REPORT ON THE CHARACTERISTICS OF THE REGISTERED NURSE POPULATION IN PENNSYLVANIA

**A Report on the April, 2002
Survey of Registered Nurses**



November, 2002

WE'RE THERE.

For Your Health. For Your Community.

**DEPARTMENT OF
HEALTH**

Mark Schweiker, Governor • Bob Zimmerman, Secretary of Health

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INTRODUCTION

Pennsylvania's State Health Improvement Plan (SHIP) is a comprehensive assessment of the health status of Pennsylvanians. SHIP 2001-2005, released in July, 2001 conducts a systematic review of the factors which impact health status across six broad domains, referred to as Categories for Health Action. Categories for Health Action include: Chronic Disease, Communicable Disease, Family Health, Violence and Injury, Environmental Health, and Health Service Delivery Systems. The latter category, Health Service Delivery Systems, impacts in one way or another on nearly every other category. From public health, to primary care, to acute care, to long term care and home health, a vigorous and robust health system is the backbone of healthy individuals and healthy populations.

Similarly, the backbone of a health system is the health professionals who comprise it. The State Health Improvement Plan (p 158) formally recognizes the importance of an adequate supply of health professionals, recognizes the increased difficulty in recruiting and retaining certain types of health professionals, and establishes formal goals and strategies to address shortages. The SHIP proposes a strategy that the Department of Health collaborate with the Departments of State, Aging, Labor and Industry, and Public Welfare, as well as health professional organizations and other interested stakeholders to adequately assess the issues of supply, distribution, recruitment, and retention of health care professionals, and to develop and recommend strategies to assure that sufficient numbers of critical health professionals of all types are available in the future.

Goal: Assess the supply of health care work force to determine what institutional and geographic shortages may exist.

SHIP 2001-2005
PA Target F.1.5

Accordingly, in the fall of 2001, shortly after the release of the SHIP, the Department convened a meeting of policy directors and leaders from the agencies listed above to initiate a dialogue concerning the coordination of state policy regarding the supply and distribution of health professionals. This policy group determined that the most critical shortage of licensed health professionals facing the state is that of Registered Nurses (RNs) and Licensed Practical Nurses (LPNs), the backbone of most health care facilities. The Department of Health assumed the policy lead among state agencies regarding this component of the health professional work force.

At about the same time, the Pennsylvania House of Representatives Committee on Professional Licensure held hearings across the state. In November, 2001, they issued a report on their findings.

One common thread in all of the discussion regarding the shortage of registered nurses, licensed practical nurses, and other health professionals is the striking lack of objective

“While this report contains statistical information from the U.S. Department of Health and Human Services, Health Resources and Services Administration, the Commonwealth lacks a consistent fact gathering system for tabulating active licensed health care professionals.”

Report of the House Professional Licensure Committee on the Shortage of Health Care Professionals House Resolution 26, November, 2001

data describing the demographic, educational, employment, and satisfaction of these health professionals in Pennsylvania. This lack of data placed policy makers and legislators alike in the uncomfortable position of formulating and debating policy without the most fundamental descriptive information. The only data available were from the national sample survey of registered nurses, or anecdotal information which was passed along until it became quoted as fact.

Accurate, objective data is an essential first step in answering important questions which nearly everyone has about RNs in Pennsylvania, such as:

- How many RNs licensed in PA work here? How many who work here work in health care? What is their academic preparation?
- What is the average age of Pennsylvania's RNs?
- How are RNs working in health care distributed among Pennsylvania's counties? Among various sectors of the health industry?
- How do RNs feel about their jobs? About their careers?

In addition, accurate data will serve to inform the discussion about shortages of health professionals, and create a benchmark against which to measure the relative success of the solutions. Over time, accurate data will:

- Replace inaccurate and sometimes emotional anecdotal information with objective facts;
- Improve our understanding of dimensions of RN work force distribution;
- Aid in identifying geographic areas or industry sectors where the shortage is perhaps more severe;
- Aid in understanding RN shortfall and resource "gaps";
- Aid in the development of measurable policy goals and objectives; and
- Allow tracking of work force composition, employment characteristics and attitudes over time.

In December 2001, the Department of Health teamed up with the Department of State, Bureau of Professional and Occupational Affairs. The Department of State agreed to include a data questionnaire developed by the Department of Health into all RN license renewal applications. Beginning in January 2002, a simple data form (see Appendix 1) was distributed to RNs during the license renewal process. These forms were returned to the Department of Health for processing, data entry, and analysis as described further on in this report. In April 2002, a similar form was developed for LPNs and the same procedure of including it in the license renewal packet was followed.

In January 2002, the Department of Health convened a Health Professions Study Group to assist it in the mission articulated in the State Health Improvement Plan. Since then, this group, comprised of educators, administrators, state agency leaders, associations and nursing organizations has met to assist the Department in understanding the dimensions and causes of the shortage of RNs and LPNs.

This report is the first in a series of reports which will, over time, add to our basic understanding of the demographic, educational, professional, employment, and job/career satisfaction characteristics of the health professional work force in Pennsylvania. It is expected that these reports will provide researchers, educators, legislators, employers, and policy makers with important objective information. While we have begun with the results of the first survey of RNs, we expect to continue to release similar reports for the LPN work force and other key health professionals. In addition, as additional segments of the registered nurse workforce renew their licenses and complete surveys, additional reports will be released for those groups as well. Appendix 2 compares results of the national sample survey of RNs with those of the Pennsylvania survey.

METHODOLOGY

Applications for the renewal of licenses due to expire in April 2002 were mailed in January, by the Department of State, to approximately 49,280 RNs. A survey form

“ . . . the nurses surveyed are a random sample of registered nurses in Pennsylvania . . . ”

PA Department of Health,
Bureau of Health Statistics
and Research

designed by the Department of Health was included in the mailing. We are informed by staff of the Department of State that one quarter of the RNs are scheduled to renew in each half-year period, and that renewal dates are assigned by reference to the last four digits of the nurse's social security number. Because this portion of the social security number is assigned randomly, the nurses surveyed are a random sample of RNs in Pennsylvania in early 2002.

The mailing yielded 43,323 renewals by the time the survey period was closed in June (for an April 30 renewal deadline). From these, 40,667 usable returns were obtained, yielding a 94% response rate.

The completed survey instruments were retrieved from the applications and sent to the Department of Health, as they were received by the Department of State. Surveys were then grouped into batches of 100, logged, and sent to a data entry contractor to be keyed, and to be verified by a second operator. When returned, the data entry file was checked for forms with illegal entries, multiple entries, and missing entries. Where a batch yielded unusual numbers of such entries, Department of Health staff compared the paper forms with the data file. Discrepancies between batch counts and records returned were also reconciled.

The return of 40,667 yielded 33,038 responses reporting a Pennsylvania residence (31,988 of which gave a county of residence), 24,564 responses reporting both employment in health care and primary employment in a Pennsylvania county, and 24,225 reporting both employment in health care and residence in a Pennsylvania county.

Because the data presented in the tables contained in this report are based on a probability survey, they may be used to estimate quantities or proportions of RNs having a given characteristic in Pennsylvania. Estimated proportions are given in the “Percent” columns of the tables. Estimates of quantities may also be made. We know that licenses are renewed for approximately one-fourth of all RNs each half year. This implies the use of a multiplier of 4. This should be adjusted for the loss of sample returns due to non-response. The estimate should be calculated as follows:

n = Sample *n* (this is the value in the Number column of each table)

Response rate = .94 (.93869)

Estimate = (*n* ÷ .93869) times 4

Example: There were 1,384 male RNs working in health care in Pennsylvania, 5.6% of the total. The estimated number of male RNs working in health care in Pennsylvania is: (1,384 ÷ .93869) times 4, or (1,474.4) times 4, or 5,896 male RNs. The estimated percentage of RNs which are male is 5.6%

Every sample estimate should be evaluated for variation due to sampling error, by reference to a confidence interval. Tables of confidence intervals for estimated numbers and percentages are given in Appendix 3.

Another type of error to consider is bias due to non-sampling error. It would not be prudent to assume that those who did not respond to a survey would have given the same answers as those who did, which would be the best case. On the other hand, rarely are they completely different from the responders for a given characteristic, which would be the worst case. The truth usually lies between. Because 94% is an excellent return rate, bias is not a major problem with this survey, as can be shown with a worst-case analysis. We have 24,564 records reporting both employment in health care and primary employment in a Pennsylvania county. Applying the response rate, a 100% response would have amounted to 26,168. 26,168 minus 24,564 equals 1,604. If we have an estimate for a characteristic of 50%, based on 12,282 responses indicating that characteristic, to which we add every missing response, or 1,604, the result is 13,886 out of 26,168, or 53%. The most the non-responses could affect our estimate would be a matter of 3%. If, however, a non-response rate is higher, say in the range of 50%, a worst-case analysis reveals the potential for huge variations between the sample estimate and the true value in the population. In such a circumstance, one can only give credence to the results of the survey if there is valid reason to believe that there can be no reason for the non-responders to differ from the responders in their characteristics.

“Because 94 % is an excellent return rate, bias is not a major problem with this survey . . .”

PA Department of Health,
Bureau of Health Statistics
and Research

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^ County of Residence

* Employed in Health Care in Pennsylvania (By County of Employment)

** Employed in Health Care in Pennsylvania

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* Employed in Health Care in Pennsylvania (By County of Employment)

** Employed in Health Care in Pennsylvania

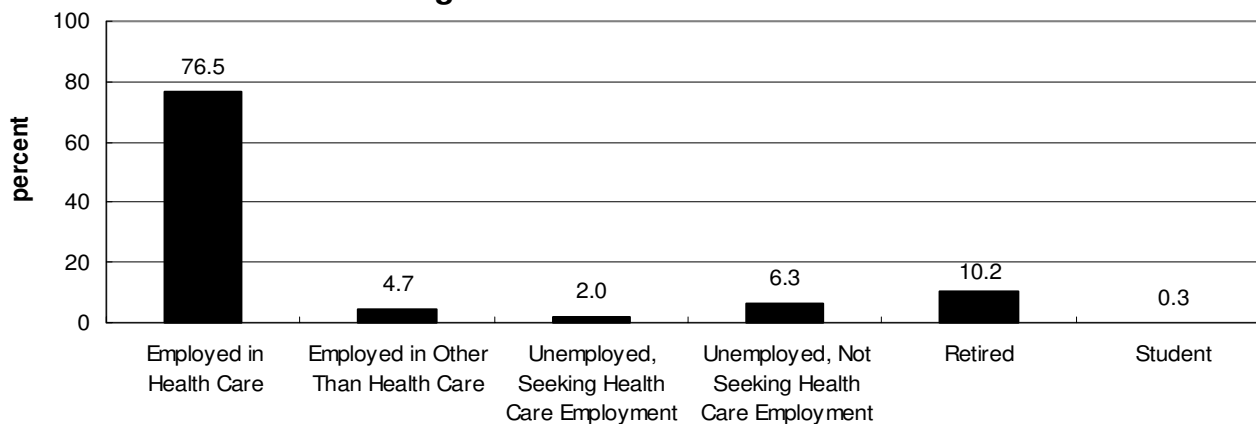
General Characteristics of RNs Responding to the Survey

RNs RESPONDING TO THE SURVEY OF REGISTERED NURSES, PENNSYLVANIA
APRIL 2002

- √ 77 percent of RNs who responded to the survey were employed in health care (Table 1).
- √ 85 percent of RNs who responded to the survey and who indicated that they work in health care are employed in Pennsylvania. 15 percent work in other states (Table 1).
- √ 77 percent of RNs residing in Pennsylvania were employed in health care, 1.9 percent (sample number 611, estimate 2,400) were unemployed, but seeking health care employment, 6 percent were unemployed, not seeking health care employment, and 15 percent fell into other categories, including 10 percent who were retired (Figure 1).

**RNs RESPONDING TO THE SURVEY OF REGISTERED NURSES, PENNSYLVANIA
APRIL 2002**

Figure 1: EMPLOYMENT STATUS



**Table 1: EMPLOYMENT STATUS AND HEALTH CARE
EMPLOYMENT BY STATE**

EMPLOYMENT STATUS	Number	Percent
Employed in Health Care	30,604	76.5%
Employed in Other Than Health Care	1,864	4.7%
Unemployed, Seeking Health Care Employment	802	2.0%
Unemployed, Not Seeking Health Care Employment	2,516	6.3%
Retired	4,096	10.2%
Student	123	0.3%
Total	40,005	100.0%

EMPLOYED IN HEALTH CARE BY STATE OF EMPLOYMENT	Number	Percent
Pennsylvania	24,564	84.7%
New Jersey	1,266	4.4%
Ohio	365	1.3%
Florida	348	1.2%
Maryland	321	1.1%
Delaware	305	1.1%
New York	294	1.0%
Virginia	176	0.6%
West Virginia	152	0.5%
California	148	0.5%
All Other States	1,070	3.7%
Total	29,009	100.0%

Note: Percentages may not equal 100% due to rounding.

**Table 2: EMPLOYMENT STATUS OF RNs RESIDING IN PENNSYLVANIA*
APRIL 2002**

	Total	EMPLOYED IN HEALTH CARE		UNEMPLOYED SEEKING HEALTH CARE EMPLOYMENT		UNEMPLOYED, NOT SEEKING HEALTH CARE EMPLOYMENT		OTHER**	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
<i>Pennsylvania</i>	31530	24225	76.8%	611	1.9%	1925	6.1%	4769	15.1%
<u>County</u>									
Adams	162	133	82.1%	1	0.6%	5	3.1%	23	14.2%
Allegheny	3931	3012	76.6%	83	2.1%	255	6.5%	581	14.8%
Armstrong	170	122	71.8%	3	1.8%	15	8.8%	30	17.6%
Beaver	445	331	74.4%	9	2.0%	24	5.4%	81	18.2%
Bedford	94	76	80.9%	0	0.0%	7	7.4%	11	11.7%
Berks	936	708	75.6%	13	1.4%	62	6.6%	153	16.3%
Blair	380	287	75.5%	5	1.3%	20	5.3%	68	17.9%
Bradford	176	139	79.0%	0	0.0%	13	7.4%	24	13.6%
Bucks	1875	1483	79.1%	60	3.2%	104	5.5%	228	12.2%
Butler	527	407	77.2%	8	1.5%	34	6.5%	78	14.8%
Cambria	541	414	76.5%	10	1.8%	32	5.9%	85	15.7%
Cameron	12	8	66.7%	0	0.0%	0	0.0%	4	33.3%
Carbon	159	121	76.1%	0	0.0%	10	6.3%	28	17.6%
Centre	223	148	66.4%	5	2.2%	15	6.7%	55	24.7%
Chester	1371	1015	74.0%	36	2.6%	119	8.7%	201	14.7%
Clarion	90	78	86.7%	0	0.0%	4	4.4%	8	8.9%
Clearfield	209	159	76.1%	3	1.4%	16	7.7%	31	14.8%
Clinton	56	34	60.7%	2	3.6%	4	7.1%	16	28.6%
Columbia	214	163	76.2%	6	2.8%	9	4.2%	36	16.8%
Crawford	186	136	73.1%	2	1.1%	15	8.1%	33	17.7%
Cumberland	547	370	67.6%	14	2.6%	49	9.0%	114	20.8%
Dauphin	621	455	73.3%	6	1.0%	43	6.9%	117	18.8%
Delaware	1609	1297	80.6%	38	2.4%	88	5.5%	186	11.6%
Elk	108	78	72.2%	2	1.9%	6	5.6%	22	20.4%
Erie	684	544	79.5%	12	1.8%	43	6.3%	85	12.4%
Fayette	317	247	77.9%	5	1.6%	16	5.0%	49	15.5%
Forest	12	10	83.3%	0	0.0%	0	0.0%	2	16.7%
Franklin	209	156	74.6%	6	2.9%	14	6.7%	33	15.8%
Fulton	17	15	88.2%	0	0.0%	0	0.0%	2	11.8%
Greene	95	77	81.1%	1	1.1%	5	5.3%	12	12.6%
Huntingdon	82	66	80.5%	1	1.2%	3	3.7%	12	14.6%
Indiana	197	144	73.1%	1	0.5%	16	8.1%	36	18.3%
Jefferson	105	81	77.1%	2	1.9%	7	6.7%	15	14.3%
Juniata	46	26	56.5%	2	4.3%	4	8.7%	14	30.4%
Lackawanna	593	424	71.5%	12	2.0%	41	6.9%	116	19.6%
Lancaster	1060	798	75.3%	13	1.2%	85	8.0%	164	15.5%
Lawrence	278	219	78.8%	5	1.8%	13	4.7%	41	14.7%
Lebanon	309	245	79.3%	1	0.3%	14	4.5%	49	15.9%
Lehigh	936	718	76.7%	17	1.8%	65	6.9%	136	14.5%
Luzerne	1003	760	75.8%	13	1.3%	63	6.3%	167	16.7%
Lycoming	281	207	73.7%	5	1.8%	14	5.0%	55	19.6%
McKean	97	68	70.1%	3	3.1%	4	4.1%	22	22.7%
Mercer	395	313	79.2%	8	2.0%	21	5.3%	53	13.4%
Mifflin	84	55	65.5%	2	2.4%	7	8.3%	20	23.8%
Monroe	241	181	75.1%	5	2.1%	12	5.0%	43	17.8%
Montgomery	2607	2004	76.9%	52	2.0%	164	6.3%	387	14.8%

* COUNTY OF RESIDENCE

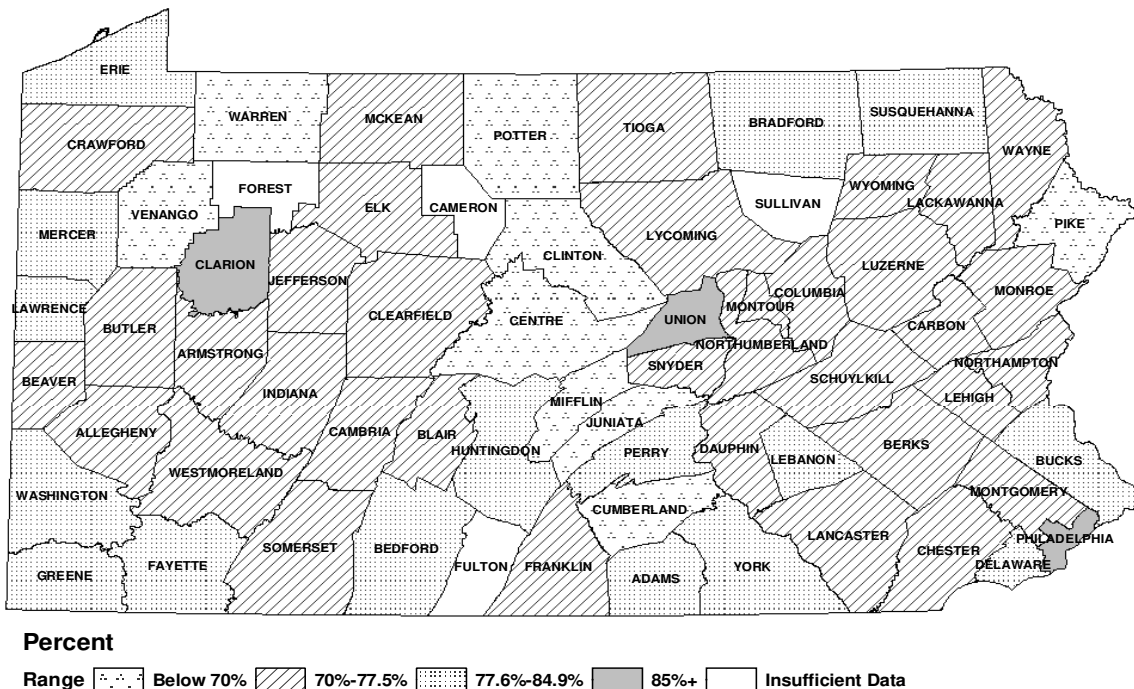
** Other includes Retired, Student and Employed in Other Than Health Care

**Table 2: EMPLOYMENT STATUS OF RNs RESIDING IN PENNSYLVANIA*
APRIL 2002 (con't)**

	Total	EMPLOYED IN HEALTH CARE		UNEMPLOYED SEEKING HEALTH CARE EMPLOYMENT		UNEMPLOYED, NOT SEEKING HEALTH CARE EMPLOYMENT		OTHER	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Montour	102	72	70.6%	1	1.0%	6	5.9%	23	22.5%
Northampton	736	564	76.6%	10	1.4%	39	5.3%	123	16.7%
Northumberland	243	182	74.9%	3	1.2%	10	4.1%	48	19.8%
Perry	67	53	79.1%	2	3.0%	2	3.0%	10	14.9%
Philadelphia	1873	1622	86.6%	37	2.0%	47	2.5%	167	8.9%
Pike	62	42	67.7%	2	3.2%	4	6.5%	14	22.6%
Potter	35	24	68.6%	1	2.9%	4	11.4%	6	17.1%
Schuylkill	379	274	72.3%	5	1.3%	20	5.3%	80	21.1%
Snyder	71	53	74.6%	3	4.2%	4	5.6%	11	15.5%
Somerset	223	168	75.3%	4	1.8%	15	6.7%	36	16.1%
Sullivan	10	7	70.0%	0	0.0%	2	20.0%	1	10.0%
Susquehanna	87	72	82.8%	3	3.4%	5	5.7%	7	8.0%
Tioga	59	43	72.9%	0	0.0%	5	8.5%	11	18.6%
Union	85	73	85.9%	1	1.2%	4	4.7%	7	8.2%
Venango	155	106	68.4%	5	3.2%	17	11.0%	27	17.4%
Warren	110	75	68.2%	1	0.9%	6	5.5%	28	25.5%
Washington	680	536	78.8%	19	2.8%	34	5.0%	91	13.4%
Wayne	115	89	77.4%	4	3.5%	5	4.3%	17	14.8%
Westmoreland	1330	982	73.8%	31	2.3%	89	6.7%	228	17.1%
Wyoming	71	50	70.4%	1	1.4%	5	7.0%	15	21.1%
York	747	606	81.1%	6	0.8%	42	5.6%	93	12.4%

* COUNTY OF RESIDENCE

**Figure 2:
PROPORTION OF RESIDENT RNs EMPLOYED IN HEALTH CARE IN
PENNSYLVANIA (BY COUNTY OF RESIDENCE), APRIL 2002**



**Demographic Characteristics of RNs
Employed in Health Care
in Pennsylvania**

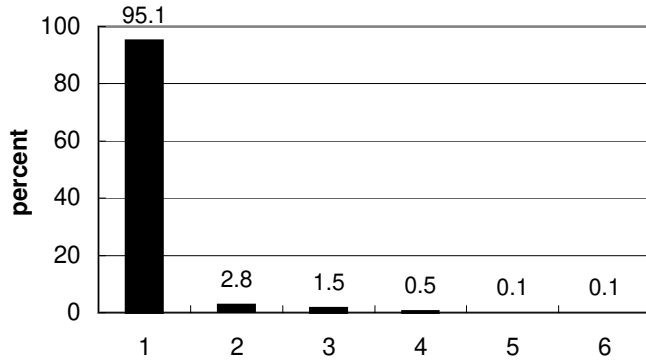
**DEMOGRAPHIC CHARACTERISTICS OF RNs EMPLOYED IN HEALTH CARE IN
PENNSYLVANIA, APRIL 2002**

Responses to the survey indicate that the average RN employed in health care in Pennsylvania is white and female. Other characteristics include:

- √ The average age of RNs employed in health care in Pennsylvania is 45.9.
- √ The age distribution of the RN work force in Pennsylvania differs from that of Pennsylvania's population in general. 11 percent of RNs employed in health care in Pennsylvania responded that they were between the ages of 20-34. By contrast, 25.6 percent of Pennsylvania's population aged twenty and older is in this age bracket. Similarly, while 54 percent of RNs employed in health care in Pennsylvania are between the ages of 35-49, 31.7 percent of Pennsylvania's population aged 20 and older are in this age group, and while 32 percent of RNs employed in health care in Pennsylvania are ages 50-64, only 21.4 percent of Pennsylvania's population aged 20 and older are in this age bracket.
- √ 95 percent of RNs employed in health care in Pennsylvania were White. While Blacks comprise 8.9 percent of the Pennsylvania population ages twenty and older, they comprise only 3 percent of the RNs employed in health care in Pennsylvania.
- √ Similarly, while 2.5 percent of the Pennsylvania population ages twenty and older are of Hispanic origin, only seven-tenths of one percent of RNs employed in health care in Pennsylvania are of Hispanic origin.
- √ 94 percent of RNs employed in health care in Pennsylvania are female, 6 percent are male. By comparison, 47.2 percent of the population of Pennsylvania over the age of 20 are male, and 52.8 percent are female.
- √ Based on the 1990 U.S. Census Bureau definitions of rural and urban counties, 85 percent of RNs employed in health care in Pennsylvania worked in urban counties, which comprise 79 percent of the population, while 15 percent of the RNs were employed in rural counties, which comprise 21 percent of population.

DEMOGRAPHICS OF RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA APRIL 2002

Figure 3A: RACE



1 - White 2 - Black 3 - Asian 4 - Other
5 - Native Hawaiian/Pacific Islander
6 - American Indian/Alaska Native

Figure 3B: AGE GROUPS

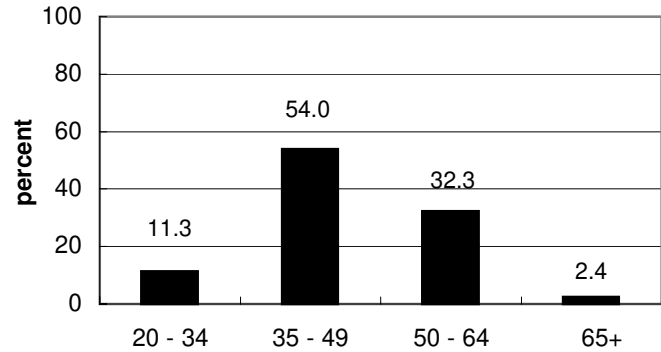


Table 3: AGE, RACE AND HISPANIC ORIGIN

AVERAGE AGE		45.9 yrs	
AGE	Number	Percent	Percent Pennsylvania Population 20 & Over *
20 - 34	2,737	11.3%	25.6%
35 - 49	13,122	54.0%	31.7%
50 - 64	7,858	32.3%	21.4%
65+	593	2.4%	21.3%
Total	24,310	100.0%	100.0%
RACE	Number	Percent	Percent Pennsylvania Population 20 & Over *
White	23,236	95.1%	87.2%
Black	680	2.8%	8.9%
Asian	364	1.5%	1.7%
Other	112	0.5%	2.0%
Native Hawaiian/ Pacific Islander	22	0.1%	0.1%
American Indian/ Alaska Native	13	0.1%	0.1%
Total	24,427	100.0%	100.0%
PERCENT HISPANIC ORIGIN		0.67%	2.5%

Note: Percentages may not equal 100% due to rounding.

* Based on 2000 U.S. Census

**DEMOGRAPHICS OF RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
APRIL 2002**

Figure 4A: GENDER

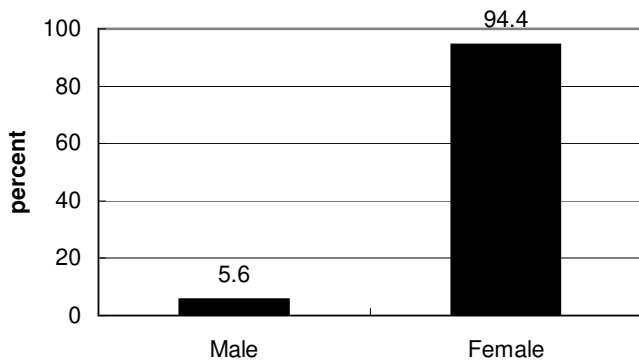
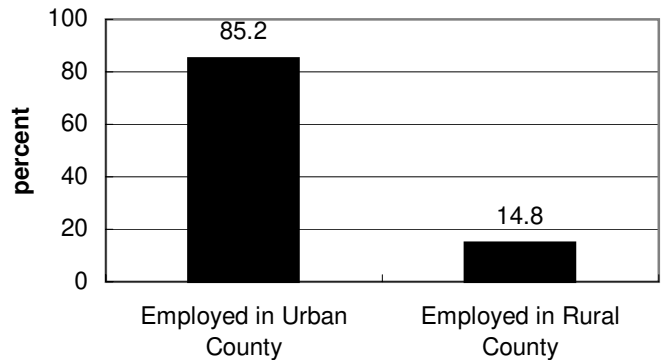


Figure 4B: EMPLOYED IN URBAN / RURAL COUNTY*



*URBAN / RURAL DEFINED BY 1990 U.S. CENSUS

Table 4: GENDER AND URBAN / RURAL EMPLOYMENT

GENDER	Number	Percent	Percent Pennsylvania Population 20 & Over[^]
Male	1,384	5.6%	47.2%
Female	<u>23,163</u>	<u>94.4%</u>	<u>52.8%</u>
Total	24,547	100.0%	100.0%

EMPLOYED IN URBAN / RURAL COUNTY *	Number	Percent	Rate of RNs per 1000 Population[^]
Urban PA County	20,928	85.2%	8.64
Rural PA County	<u>3,636</u>	<u>14.8%</u>	5.60
Total	24,564	100.0%	

[^] Population data taken from 2000 U.S. Census
* Urban/Rural defined by 1990 U.S. Census

Note: Percentages may not equal 100% due to rounding.

**Table 5: AGE AND AVERAGE AGE OF RNs*
APRIL 2002**

	Total	20-34		35-49		50-64		65+		Average Age
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	
<i>Pennsylvania</i>	24310	2737	11.3%	13122	54.0%	7858	32.3%	593	2.4%	45.9
<u>County</u>										
Adams	106	8	7.5%	52	49.1%	41	38.7%	5	4.7%	47.6
Allegheny	3838	381	9.9%	2161	56.3%	1209	31.5%	87	2.3%	45.8
Armstrong	84	4	4.8%	44	52.4%	34	40.5%	2	2.4%	47.2
Beaver	240	21	8.8%	111	46.3%	99	41.3%	9	3.8%	48.5
Bedford	56	8	14.3%	29	51.8%	18	32.1%	1	1.8%	44.9
Berks	597	62	10.4%	326	54.6%	198	33.2%	11	1.8%	45.8
Blair	344	45	13.1%	183	53.2%	111	32.3%	5	1.5%	44.9
Bradford	149	17	11.4%	86	57.7%	44	29.5%	2	1.3%	45.3
Bucks	898	95	10.6%	480	53.5%	287	32.0%	36	4.0%	46.6
Butler	236	20	8.5%	138	58.5%	76	32.2%	2	0.8%	45.8
Cambria	377	45	11.9%	215	57.0%	110	29.2%	7	1.9%	45.0
Cameron	6	1	16.7%	4	66.7%	1	16.7%	0	0.0%	42.0
Carbon	71	9	12.7%	39	54.9%	22	31.0%	1	1.4%	45.8
Centre	170	27	15.9%	81	47.6%	59	34.7%	3	1.8%	45.6
Chester	818	77	9.4%	449	54.9%	274	33.5%	18	2.2%	46.4
Clarion	67	10	14.9%	36	53.7%	20	29.9%	1	1.5%	43.6
Clearfield	161	17	10.6%	85	52.8%	56	34.8%	3	1.9%	46.1
Clinton	26	2	7.7%	10	38.5%	14	53.8%	0	0.0%	48.7
Columbia	102	6	5.9%	61	59.8%	33	32.4%	2	2.0%	46.0
Crawford	122	14	11.5%	56	45.9%	50	41.0%	2	1.6%	46.6
Cumberland	379	41	10.8%	203	53.6%	125	33.0%	10	2.6%	46.5
Dauphin	704	87	12.4%	370	52.6%	236	33.5%	11	1.6%	45.7
Delaware	984	80	8.1%	562	57.1%	315	32.0%	27	2.7%	46.5
Elk	74	10	13.5%	40	54.1%	21	28.4%	3	4.1%	45.3
Erie	576	57	9.9%	302	52.4%	203	35.2%	14	2.4%	46.5
Fayette	190	16	8.4%	106	55.8%	64	33.7%	4	2.1%	46.4
Forest	4	0	0.0%	2	50.0%	2	50.0%	0	0.0%	50.5
Franklin	156	14	9.0%	76	48.7%	64	41.0%	2	1.3%	46.6
Fulton	8	4	50.0%	3	37.5%	1	12.5%	0	0.0%	36.8
Greene	44	6	13.6%	20	45.5%	16	36.4%	2	4.5%	46.8
Huntingdon	62	9	14.5%	41	66.1%	11	17.7%	1	1.6%	43.6
Indiana	121	15	12.4%	60	49.6%	43	35.5%	3	2.5%	46.3
Jefferson	59	7	11.9%	32	54.2%	18	30.5%	2	3.4%	46.0
Juniata	9	0	0.0%	4	44.4%	4	44.4%	1	11.1%	49.1
Lackawanna	483	33	6.8%	251	52.0%	184	38.1%	15	3.1%	47.4
Lancaster	736	83	11.3%	379	51.5%	242	32.9%	32	4.3%	46.4
Lawrence	169	6	3.6%	99	58.6%	59	34.9%	5	3.0%	46.9
Lebanon	189	10	5.3%	86	45.5%	85	45.0%	8	4.2%	49.4
Lehigh	897	97	10.8%	523	58.3%	253	28.2%	24	2.7%	45.5
Luzerne	722	47	6.5%	370	51.2%	279	38.6%	26	3.6%	47.7
Lycoming	210	14	6.7%	111	52.9%	81	38.6%	4	1.9%	47.6
McKean	73	6	8.2%	42	57.5%	23	31.5%	2	2.7%	45.8
Mercer	301	42	14.0%	146	48.5%	108	35.9%	5	1.7%	45.8
Mifflin	57	4	7.0%	37	64.9%	15	26.3%	1	1.8%	44.3
Monroe	121	15	12.4%	62	51.2%	43	35.5%	1	0.8%	47.0
Montgomery	1916	186	9.7%	1088	56.8%	585	30.5%	57	3.0%	46.1
Montour	205	22	10.7%	130	63.4%	51	24.9%	2	1.0%	44.7
Northampton	424	44	10.4%	224	52.8%	142	33.5%	14	3.3%	46.8

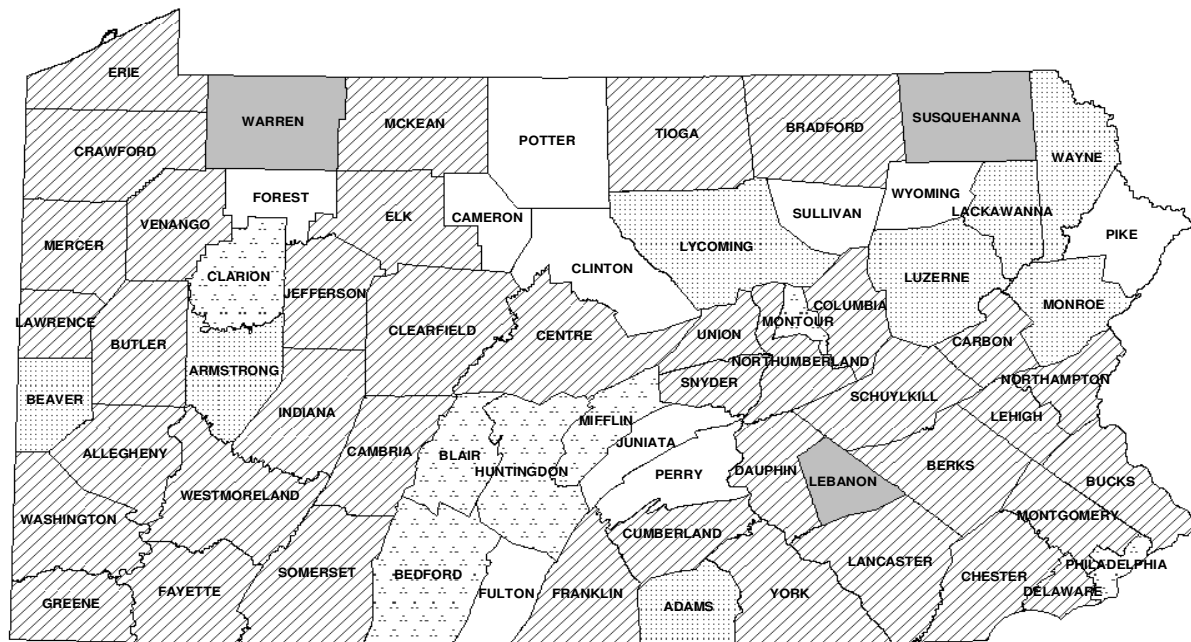
* Employed in Health Care in Pennsylvania (By County of Employment)

**Table 5: AGE AND AVERAGE AGE OF RNs*
APRIL 2002 (con't)**

	20-34		35-49		50-64		65+		Average Age	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent		
Total										
Northumberland	107	14	13.1%	56	52.3%	37	34.6%	0	0.0%	45.6
Perry	14	2	14.3%	2	14.3%	10	71.4%	0	0.0%	49.1
Philadelphia	3455	615	17.8%	1858	53.8%	913	26.4%	69	2.0%	44.0
Pike	12	0	0.0%	5	41.7%	6	50.0%	1	8.3%	52.7
Potter	22	4	18.2%	9	40.9%	8	36.4%	1	4.5%	45.4
Schuylkill	206	23	11.2%	122	59.2%	58	28.2%	3	1.5%	45.1
Snyder	35	5	14.3%	18	51.4%	10	28.6%	2	5.7%	45.3
Somerset	129	16	12.4%	67	51.9%	42	32.6%	4	3.1%	45.8
Sullivan	8	0	0.0%	5	62.5%	3	37.5%	0	0.0%	49.4
Susquehanna	44	4	9.1%	19	43.2%	19	43.2%	2	4.5%	49.1
Tioga	34	4	11.8%	19	55.9%	10	29.4%	1	2.9%	46.1
Union	85	12	14.1%	42	49.4%	30	35.3%	1	1.2%	45.8
Venango	97	12	12.4%	46	47.4%	37	38.1%	2	2.1%	46.5
Warren	69	2	2.9%	25	36.2%	40	58.0%	2	2.9%	51.4
Washington	402	55	13.7%	203	50.5%	135	33.6%	9	2.2%	45.9
Wayne	72	2	2.8%	37	51.4%	30	41.7%	3	4.2%	48.7
Westmoreland	625	62	9.9%	299	47.8%	256	41.0%	8	1.3%	46.9
Wyoming	26	1	3.8%	13	50.0%	11	42.3%	1	3.8%	48.9
York	527	80	15.2%	262	49.7%	174	33.0%	11	2.1%	45.3

* Employed in Health Care in Pennsylvania (By County of Employment)

**Figure 5:
AVERAGE AGE OF RNs*
APRIL 2002**



Ave. Age (yrs.)

Range 43.6-44.9 45.0-46.9 47.0-48.9 49.0-51.4 Insufficient Data

* Employed in Health Care in Pennsylvania (By County of Employment)

**Educational and Professional
Characteristics of RNs
Employed in Health Care
in Pennsylvania**

EDUCATIONAL AND PROFESSIONAL CHARACTERISTICS OF RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA, APRIL 2002

- √ The predominant level of training for RNs employed in health care in Pennsylvania is the hospital diploma (35 percent), and Bachelor's degree (34 percent). By comparison, data from the HRSA National Nurse Sample Survey¹ reveals that nationally, the predominant level of education was the associate degree (37 percent) followed by the Bachelor's degree (33 percent). Only 19.3 percent of U.S. nurses are prepared at the diploma level.
 - Of RNs employed in health care in Pennsylvania, men were most likely to have associate (27 percent) or bachelor's (39 percent) degrees, while women were most likely to have a hospital-based diploma (36 percent) or bachelor's degrees (33 percent).
- √ 12 percent of RNs employed in health care in Pennsylvania had a graduate degree (11 percent masters and .7 percent doctorate).
- √ Most RNs employed in health care in Pennsylvania (69 percent) reported no advanced certification.
- √ 31 percent of RNs employed in health care in Pennsylvania reported having advanced certification of some type.

¹ U.S. Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professions, "The Registered Nurse Population, Findings from the National Sample Survey of Registered Nurses", U.S. Government Printing Office, March, 2000., Table 8 p 46, for RNs employed in Nursing.

EDUCATIONAL AND PROFESSIONAL CHARACTERISTICS OF RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA, APRIL 2002

Figure 6A: EDUCATIONAL ATTAINMENT

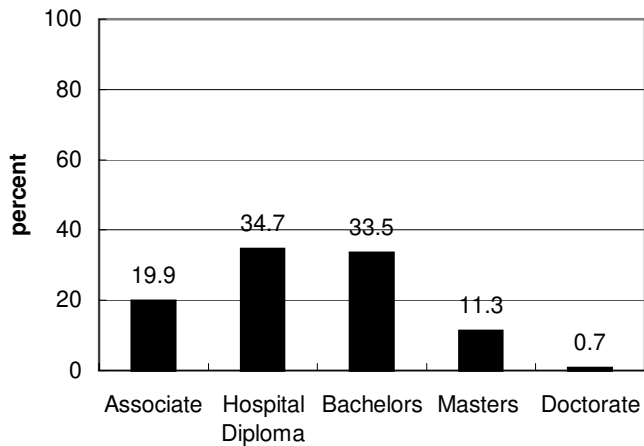


Figure 6B: ADVANCED CERTIFICATION

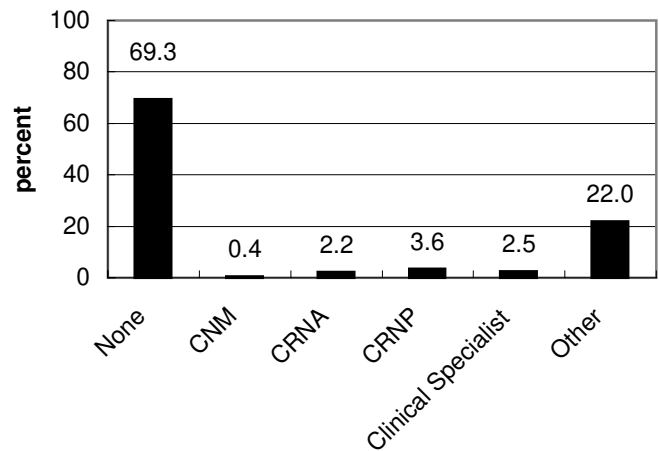


Table 6: EDUCATION, EDUCATION BY GENDER AND ADVANCED CERTIFICATION

HIGHEST EDUCATION ATTAINED	Number		Percent	
Associate Degree	4,813		19.9%	
Hospital Based Diploma	8,393		34.7%	
Bachelors Degree	8,117		33.5%	
Masters Degree	2,737		11.3%	
Doctorate Degree	158		0.7%	
Total	24,218		100.0%	

HIGHEST EDUCATION ATTAINED BY GENDER	Male		Female	
	Number	Percent	Number	Percent
Associate Degree	361	26.7%	4,450	19.5%
Hospital Based Diploma	272	20.1%	8,116	35.5%
Bachelors Degree	531	39.3%	7,578	33.2%
Masters Degree	183	13.5%	2,552	11.2%
Doctorate Degree	5	0.4%	153	0.7%
Total	1,352	100.0%	22,849	100.0%

ADVANCED CERTIFICATION	Number		Percent	
None	15,250		69.3%	
CNM	87		0.4%	
CRNA	482		2.2%	
CRNP	789		3.6%	
Clinical Specialist	550		2.5%	
Other	4,836		22.0%	
Total	21,994		100.0%	

Note: Percentages may not equal 100% due to rounding.

**Job Functions of RNs
Employed in Health Care
in Pennsylvania**

JOB FUNCTIONS OF RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA,
APRIL 2002

- √ 68 percent of RNs employed in health care in Pennsylvania provide direct patient care.

- √ 18 percent of RNs employed in health care in Pennsylvania in direct patient care were either “very dissatisfied” or “dissatisfied” with their job. RNs employed in areas other than direct patient care tended to be more satisfied with their jobs (Figure 8).

**JOB FUNCTIONS OF RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
APRIL 2002**

FIGURE 7: JOB FUNCTIONS

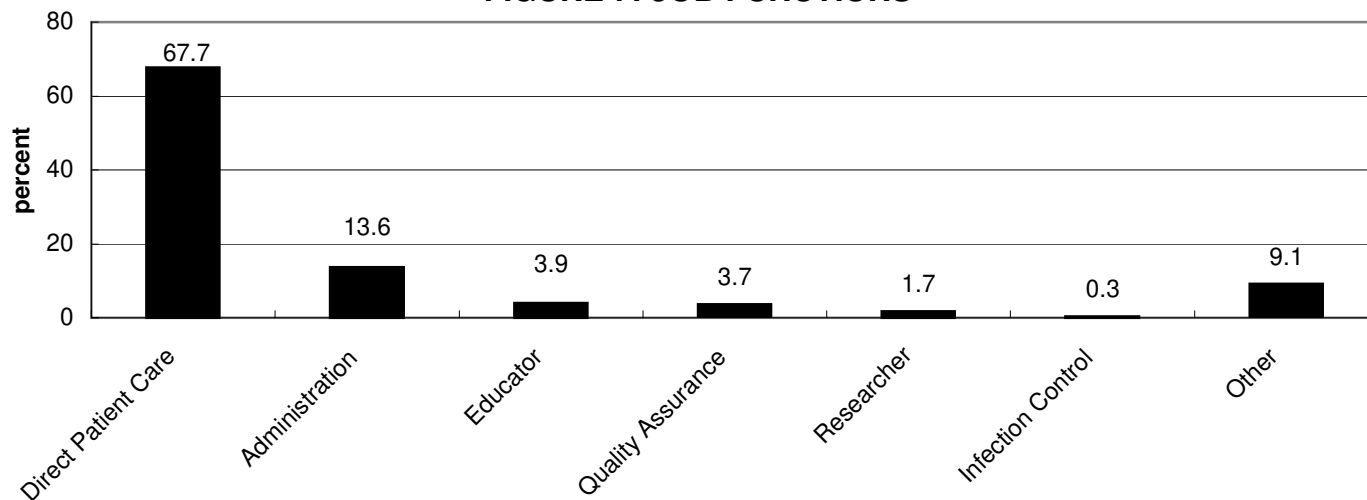


Table 7: JOB FUNCTION AND JOB FUNCTION BY AGE

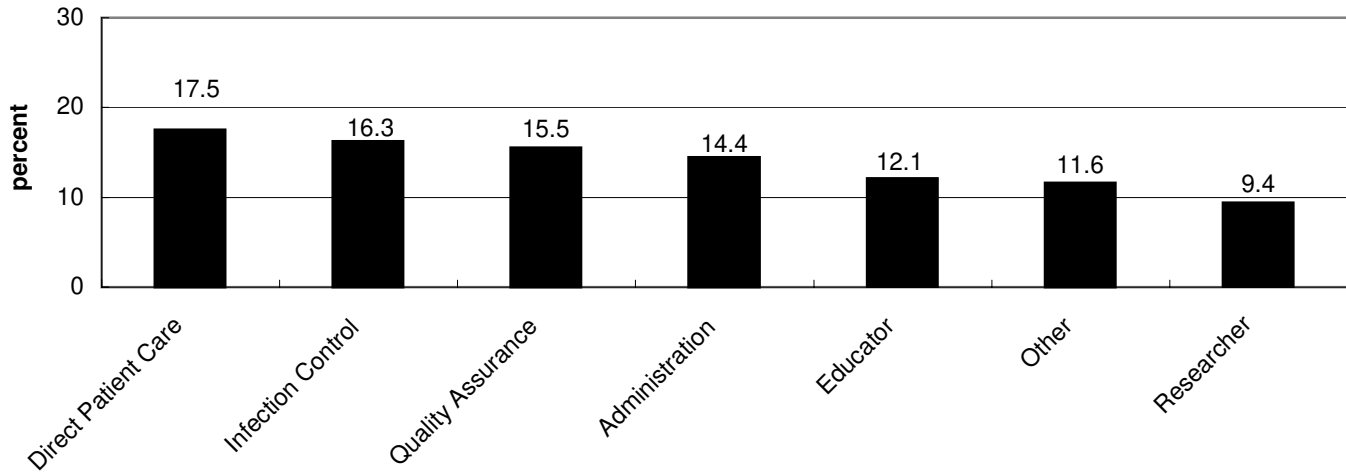
JOB FUNCTIONS	Number	Percent
Direct Patient Care	16,230	67.7%
Administration	3,264	13.6%
Educator	937	3.9%
Quality Assurance	882	3.7%
Researcher	398	1.7%
Infection Control	80	0.3%
Other	2,190	9.1%
Total	<u>23,981</u>	<u>100.0%</u>

AGE OF RNs BY JOB FUNCTIONS	Total Number	20-34		35-49		50-64		65+	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Direct Patient Care	16,051	2,281	14.2%	8,861	55.2%	4,576	28.5%	333	2.1%
Administration	3,237	183	5.7%	1,678	51.8%	1,284	39.7%	92	2.8%
Educator	930	35	3.8%	488	52.5%	377	40.5%	30	3.2%
Quality Assurance	877	44	5.0%	481	54.8%	337	38.4%	15	1.7%
Researcher	396	33	8.3%	233	58.8%	124	31.3%	6	1.5%
Infection Control	78	2	2.6%	32	41.0%	41	52.6%	3	3.8%
Other	2,165	109	5.0%	1,032	47.7%	926	42.8%	98	4.5%

Note: Percentages may not equal 100% due to rounding.

**JOB FUNCTIONS OF RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
APRIL 2002**

Figure 8: PERCENT RNs DISSATISFIED* WITH JOB BY JOB FUNCTION



*Includes dissatisfied and very dissatisfied.

Table 8: CAREER AND JOB SATISFACTION BY JOB FUNCTION

CAREER SATISFACTION BY JOB FUNCTION									
	Total Number	Very Dissatisfied		Dissatisfied		Somewhat Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Direct Patient Care	15,948	1,046	6.6%	1,969	12.3%	8,027	50.3%	4,906	30.8%
Administration	3,209	240	7.5%	273	8.5%	1,426	44.4%	1,270	39.6%
Educator	923	71	7.7%	61	6.6%	375	40.6%	416	45.1%
Quality Assurance	861	78	9.1%	103	12.0%	432	50.2%	248	28.8%
Researcher	388	30	7.7%	30	7.7%	199	51.3%	129	33.2%
Infection Control	80	6	7.5%	10	12.5%	33	41.3%	31	38.8%
Other	2,127	140	6.6%	251	11.8%	1,057	49.7%	679	31.9%

JOB SATISFACTION BY JOB FUNCTION									
	Total Number	Very Dissatisfied		Dissatisfied		Somewhat Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Direct Patient Care	15,961	924	5.8%	1,873	11.7%	8,435	52.8%	4,729	29.6%
Administration	3,215	202	6.3%	262	8.1%	1,498	46.6%	1,253	39.0%
Educator	924	61	6.6%	51	5.5%	368	39.8%	444	48.1%
Quality Assurance	866	61	7.0%	74	8.5%	441	50.9%	290	33.5%
Researcher	393	19	4.8%	18	4.6%	154	39.2%	202	51.4%
Infection Control	80	6	7.5%	7	8.8%	33	41.3%	34	42.5%
Other	2,141	105	4.9%	144	6.7%	985	46.0%	907	42.4%

Note: Percentages may not equal 100% due to rounding.

**Employment Sectors of RNs
Employed in Health Care
in Pennsylvania**

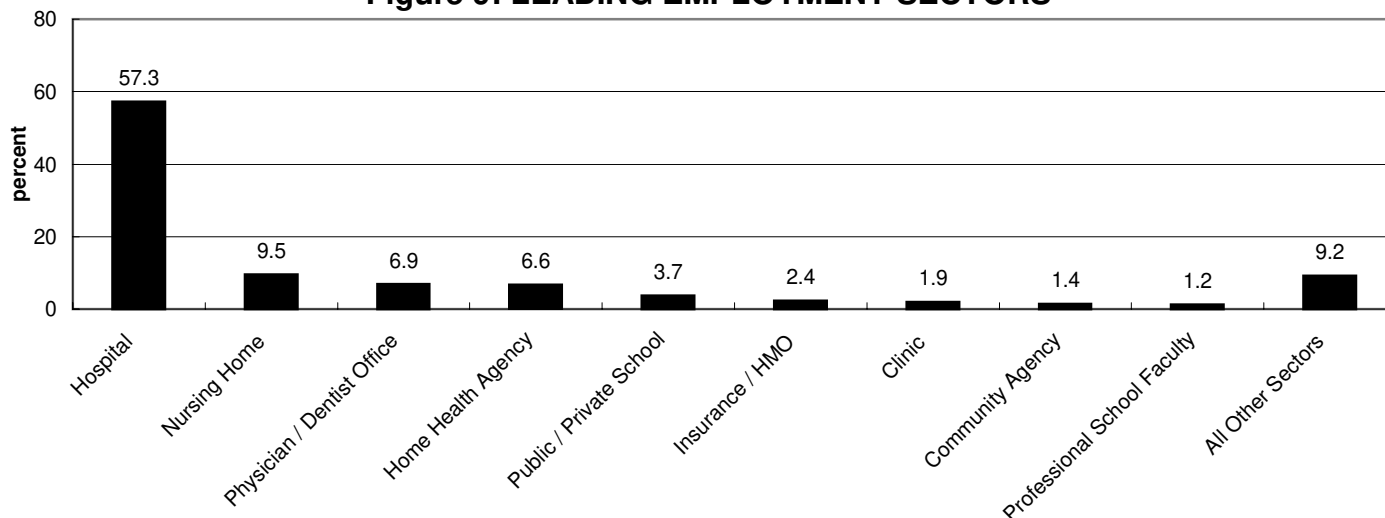
**EMPLOYMENT SECTORS OF RNs EMPLOYED IN HEALTH CARE IN
PENNSYLVANIA, APRIL 2002**

- √ The majority (57 percent) of RNs employed in health care in Pennsylvania worked in hospitals, 10 percent in nursing homes, 7 percent in physicians or dentists offices, 7 percent in home health agencies, and 4 percent in public/private schools (Table 9, upper portion).

- √ 68 percent of RNs employed in health care in Pennsylvania responded in the survey that they worked full-time and 32 percent responded that they worked part-time (Table 9, lower portion).

**EMPLOYMENT SECTORS OF RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
APRIL 2002**

Figure 9: LEADING EMPLOYMENT SECTORS



**Table 9: EMPLOYMENT SECTORS AND
FULL-TIME OR PART-TIME IN PRIMARY JOB**

EMPLOYMENT SECTORS	Number	Percent
Hospital	13,896	57.3%
Nursing Home	2,300	9.5%
Physician / Dentist Office	1,664	6.9%
Home Health Agency	1,613	6.6%
Other	1,110	4.6%
Public / Private School	906	3.7%
Insurance / HMO	577	2.4%
Clinic	466	1.9%
Community Agency	336	1.4%
Professional School Faculty	287	1.2%
Business / Industry	286	1.2%
State Inpatient Facility	212	0.9%
Independent Practice	165	0.7%
Health Department	144	0.6%
Military / Federal	113	0.5%
Pharmaceutical Sales	69	0.3%
Personnel Pool	66	0.3%
Consulting Firm	56	0.2%
Law Office	3	0.0%
Total	24,269	100.0%
FULL-TIME / PART-TIME EMPLOYMENT		
	Number	Percent
Full-Time	16,063	68.4%
Part-Time	7,404	31.6%
Total	23,467	100.0%

Note: Percentages may not equal 100% due to rounding.

**Table 10A: AGE OF RNs BY EMPLOYMENT SECTOR: HOSPITAL*
APRIL 2002**

	Total	20-34		35-49		50-64		65+	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
<i>Pennsylvania</i>	13737	1918	14.0%	7949	57.9%	3720	27.1%	150	1.1%
<u>County</u>									
Adams	60	6	10.0%	34	56.7%	20	33.3%	0	0.0%
Allegheny	2424	293	12.1%	1429	59.0%	681	28.1%	21	0.9%
Armstrong	45	2	4.4%	24	53.3%	18	40.0%	1	2.2%
Beaver	132	14	10.6%	67	50.8%	48	36.4%	3	2.3%
Bedford	30	5	16.7%	16	53.3%	9	30.0%	0	0.0%
Berks	306	39	12.7%	188	61.4%	77	25.2%	2	0.7%
Blair	191	23	12.0%	117	61.3%	51	26.7%	0	0.0%
Bradford	104	16	15.4%	60	57.7%	28	26.9%	0	0.0%
Bucks	444	50	11.3%	252	56.8%	137	30.9%	5	1.1%
Butler	106	11	10.4%	64	60.4%	31	29.2%	0	0.0%
Cambria	213	27	12.7%	129	60.6%	56	26.3%	1	0.5%
Cameron	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%
Carbon	43	6	14.0%	27	62.8%	10	23.3%	0	0.0%
Centre	77	15	19.5%	38	49.4%	24	31.2%	0	0.0%
Chester	393	52	13.2%	234	59.5%	106	27.0%	1	0.3%
Clarion	40	7	17.5%	21	52.5%	11	27.5%	1	2.5%
Clearfield	81	7	8.6%	46	56.8%	26	32.1%	2	2.5%
Clinton	13	1	7.7%	3	23.1%	9	69.2%	0	0.0%
Columbia	45	3	6.7%	27	60.0%	15	33.3%	0	0.0%
Crawford	71	8	11.3%	35	49.3%	28	39.4%	0	0.0%
Cumberland	156	19	12.2%	95	60.9%	37	23.7%	5	3.2%
Dauphin	403	64	15.9%	233	57.8%	101	25.1%	5	1.2%
Delaware	555	57	10.3%	348	62.7%	146	26.3%	4	0.7%
Elk	41	7	17.1%	27	65.9%	6	14.6%	1	2.4%
Erie	303	39	12.9%	176	58.1%	81	26.7%	7	2.3%
Fayette	108	11	10.2%	66	61.1%	30	27.8%	1	0.9%
Franklin	85	12	14.1%	47	55.3%	25	29.4%	1	1.2%
Fulton	7	4	57.1%	2	28.6%	1	14.3%	0	0.0%
Greene	22	5	22.7%	9	40.9%	7	31.8%	1	4.5%
Huntingdon	28	5	17.9%	17	60.7%	6	21.4%	0	0.0%
Indiana	63	10	15.9%	37	58.7%	14	22.2%	2	3.2%
Jefferson	36	6	16.7%	22	61.1%	8	22.2%	0	0.0%
Juniata	4	0	0.0%	2	50.0%	2	50.0%	0	0.0%
Lackawanna	257	27	10.5%	142	55.3%	85	33.1%	3	1.2%
Lancaster	338	47	13.9%	199	58.9%	88	26.0%	4	1.2%
Lawrence	92	4	4.3%	55	59.8%	32	34.8%	1	1.1%
Lebanon	94	7	7.4%	49	52.1%	35	37.2%	3	3.2%
Lehigh	556	68	12.2%	352	63.3%	129	23.2%	7	1.3%
Luzerne	355	29	8.2%	196	55.2%	126	35.5%	4	1.1%
Lycoming	110	10	9.1%	64	58.2%	34	30.9%	2	1.8%
McKean	38	4	10.5%	21	55.3%	13	34.2%	0	0.0%
Mercer	169	30	17.8%	86	50.9%	51	30.2%	2	1.2%
Mifflin	33	4	12.1%	18	54.5%	10	30.3%	1	3.0%
Monroe	62	11	17.7%	36	58.1%	15	24.2%	0	0.0%
Montgomery	839	94	11.2%	537	64.0%	190	22.6%	18	2.1%
Montour	162	20	12.3%	104	64.2%	38	23.5%	0	0.0%
Northampton	201	27	13.4%	114	56.7%	57	28.4%	3	1.5%
Northumberland	53	9	17.0%	32	60.4%	12	22.6%	0	0.0%

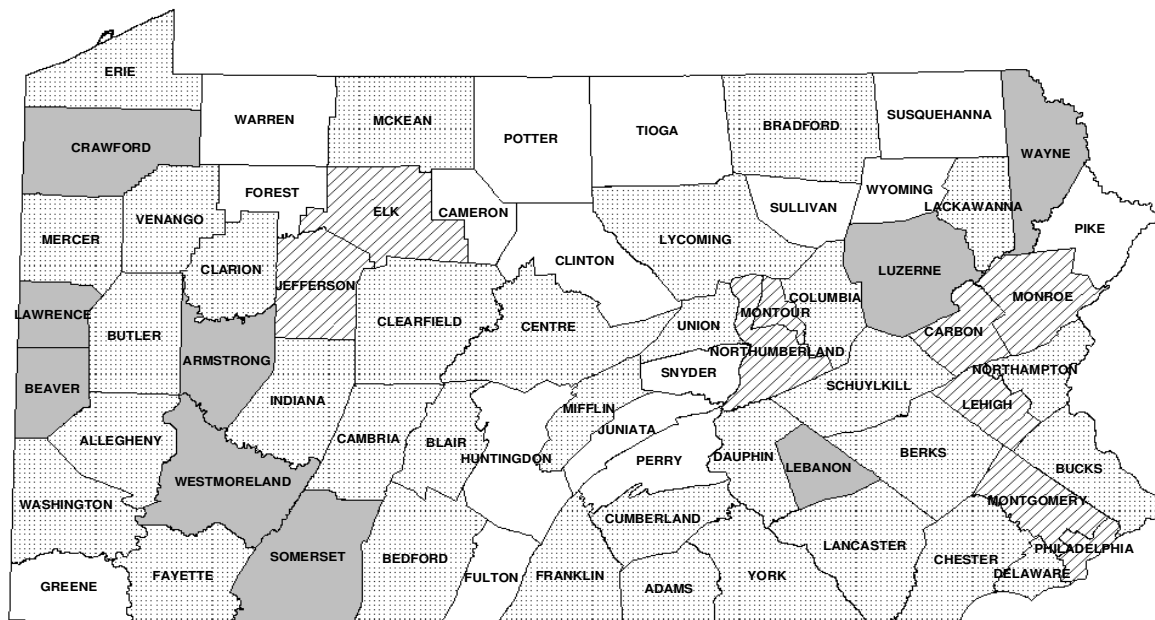
* Employed in Health Care in Pennsylvania (By County of Employment)

**Table 10A: AGE OF RNs BY EMPLOYMENT SECTOR: HOSPITAL*
APRIL 2002 (con't)**

	Total	20-34		35-49		50-64		65+	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Perry	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%
Philadelphia	2446	523	21.4%	1355	55.4%	546	22.3%	22	0.9%
Pike	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%
Potter	18	4	22.2%	6	33.3%	7	38.9%	1	5.6%
Schuylkill	116	12	10.3%	72	62.1%	32	27.6%	0	0.0%
Snyder	4	0	0.0%	1	25.0%	2	50.0%	1	25.0%
Somerset	56	9	16.1%	26	46.4%	21	37.5%	0	0.0%
Sullivan	3	0	0.0%	2	66.7%	1	33.3%	0	0.0%
Susquehanna	19	2	10.5%	6	31.6%	10	52.6%	1	5.3%
Tioga	22	2	9.1%	14	63.6%	6	27.3%	0	0.0%
Union	47	9	19.1%	24	51.1%	13	27.7%	1	2.1%
Venango	44	6	13.6%	25	56.8%	13	29.5%	0	0.0%
Warren	26	1	3.8%	10	38.5%	14	53.8%	1	3.8%
Washington	242	36	14.9%	133	55.0%	70	28.9%	3	1.2%
Wayne	31	2	6.5%	17	54.8%	11	35.5%	1	3.2%
Westmoreland	337	34	10.1%	181	53.7%	121	35.9%	1	0.3%
Wyoming	17	1	5.9%	7	41.2%	9	52.9%	0	0.0%
York	318	61	19.2%	173	54.4%	78	24.5%	6	1.9%

* Employed in Health Care in Pennsylvania (By County of Employment)

**Figure 10:
PERCENT OF RNs, 50 YEARS OF AGE AND GREATER, EMPLOYED IN A HOSPITAL*
APRIL 2002**



Percent

Range LESS THAN 10.0% 10.0% - 24.9% 25.0% - 34.9% 35.0% AND GREATER Insufficient Data

* Employed in Health Care in Pennsylvania (By County of Employment)

**Table 10B: AGE OF RNS BY EMPLOYMENT SECTOR: NURSING HOME*
APRIL 2002**

	Total	20-34		35-49		50-64		65+	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
<i>Pennsylvania</i>	2285	227	9.9%	975	42.7%	939	41.1%	144	6.3%
<u>County</u>									
Adams	18	0	0.0%	8	44.4%	6	33.3%	4	22.2%
Allegheny	194	16	8.2%	75	38.7%	85	43.8%	18	9.3%
Armstrong	9	0	0.0%	5	55.6%	4	44.4%	0	0.0%
Beaver	31	1	3.2%	10	32.3%	19	61.3%	1	3.2%
Bedford	5	1	20.0%	1	20.0%	2	40.0%	1	20.0%
Berks	58	6	10.3%	21	36.2%	28	48.3%	3	5.2%
Blair	55	10	18.2%	23	41.8%	20	36.4%	2	3.6%
Bradford	9	0	0.0%	3	33.3%	5	55.6%	1	11.1%
Bucks	127	18	14.2%	54	42.5%	42	33.1%	13	10.2%
Butler	37	5	13.5%	20	54.1%	12	32.4%	0	0.0%
Cambria	39	7	17.9%	18	46.2%	13	33.3%	1	2.6%
Cameron	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%
Carbon	8	2	25.0%	2	25.0%	3	37.5%	1	12.5%
Centre	11	1	9.1%	7	63.6%	2	18.2%	1	9.1%
Chester	79	7	8.9%	36	45.6%	29	36.7%	7	8.9%
Clarion	3	0	0.0%	1	33.3%	2	66.7%	0	0.0%
Clearfield	16	2	12.5%	11	68.8%	3	18.8%	0	0.0%
Clinton	5	0	0.0%	2	40.0%	3	60.0%	0	0.0%
Columbia	13	2	15.4%	8	61.5%	3	23.1%	0	0.0%
Crawford	9	1	11.1%	5	55.6%	3	33.3%	0	0.0%
Cumberland	54	2	3.7%	29	53.7%	21	38.9%	2	3.7%
Dauphin	38	4	10.5%	15	39.5%	19	50.0%	0	0.0%
Delaware	117	9	7.7%	48	41.0%	49	41.9%	11	9.4%
Elk	10	3	30.0%	2	20.0%	4	40.0%	1	10.0%
Erie	55	6	10.9%	20	36.4%	27	49.1%	2	3.6%
Fayette	10	1	10.0%	2	20.0%	6	60.0%	1	10.0%
Forest	2	0	0.0%	0	0.0%	2	100.0%	0	0.0%
Franklin	18	1	5.6%	8	44.4%	9	50.0%	0	0.0%
Greene	3	0	0.0%	3	100.0%	0	0.0%	0	0.0%
Huntingdon	7	2	28.6%	4	57.1%	1	14.3%	0	0.0%
Indiana	11	3	27.3%	5	45.5%	3	27.3%	0	0.0%
Jefferson	6	0	0.0%	2	33.3%	3	50.0%	1	16.7%
Juniata	4	0	0.0%	2	50.0%	1	25.0%	1	25.0%
Lackawanna	55	3	5.5%	25	45.5%	21	38.2%	6	10.9%
Lancaster	111	13	11.7%	36	32.4%	49	44.1%	13	11.7%
Lawrence	21	2	9.5%	13	61.9%	4	19.0%	2	9.5%
Lebanon	40	2	5.0%	11	27.5%	23	57.5%	4	10.0%
Lehigh	87	5	5.7%	33	37.9%	41	47.1%	8	9.2%
Luzerne	78	6	7.7%	40	51.3%	30	38.5%	2	2.6%
Lycoming	22	2	9.1%	10	45.5%	10	45.5%	0	0.0%
McKean	16	2	12.5%	10	62.5%	4	25.0%	0	0.0%
Mercer	31	3	9.7%	12	38.7%	15	48.4%	1	3.2%
Mifflin	4	0	0.0%	4	100.0%	0	0.0%	0	0.0%
Monroe	8	0	0.0%	4	50.0%	4	50.0%	0	0.0%
Montgomery	198	18	9.1%	90	45.5%	82	41.4%	8	4.0%
Montour	4	0	0.0%	2	50.0%	1	25.0%	1	25.0%
Northampton	63	8	12.7%	33	52.4%	18	28.6%	4	6.3%
Northumberland	25	2	8.0%	8	32.0%	15	60.0%	0	0.0%

* Employed in Health Care in Pennsylvania (By County of Employment)

**Table 10B: AGE OF RNS BY EMPLOYMENT SECTOR: NURSING HOME*
APRIL 2002 (con't)**

	Total	20-34		35-49		50-64		65+	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Perry	3	0	0.0%	0	0.0%	3	100.0%	0	0.0%
Philadelphia	177	17	9.6%	75	42.4%	71	40.1%	14	7.9%
Pike	4	0	0.0%	1	25.0%	3	75.0%	0	0.0%
Schuylkill	31	8	25.8%	12	38.7%	10	32.3%	1	3.2%
Snyder	8	1	12.5%	3	37.5%	3	37.5%	1	12.5%
Somerset	20	2	10.0%	9	45.0%	9	45.0%	0	0.0%
Sullivan	4	0	0.0%	3	75.0%	1	25.0%	0	0.0%
Susquehanna	10	1	10.0%	4	40.0%	5	50.0%	0	0.0%
Tioga	3	0	0.0%	1	33.3%	1	33.3%	1	33.3%
Union	8	0	0.0%	3	37.5%	5	62.5%	0	0.0%
Venango	10	4	40.0%	5	50.0%	1	10.0%	0	0.0%
Warren	11	0	0.0%	3	27.3%	7	63.6%	1	9.1%
Washington	49	5	10.2%	21	42.9%	22	44.9%	1	2.0%
Wayne	10	0	0.0%	4	40.0%	4	40.0%	2	20.0%
Westmoreland	67	7	10.4%	31	46.3%	28	41.8%	1	1.5%
Wyoming	1	0	0.0%	1	100.0%	0	0.0%	0	0.0%
York	44	6	13.6%	18	40.9%	19	43.2%	1	2.3%

* Employed in Health Care in Pennsylvania (By County of Employment)

**Table 10C: AGE OF RNS BY EMPLOYMENT SECTOR: HOME HEALTH AGENCY*
APRIL 2002**

	Total	20-34		35-49		50-64		65+	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
<i>Pennsylvania</i>	1601	130	8.1%	887	55.4%	539	33.7%	45	2.8%
<u>County</u>									
Adams	7	0	0.0%	3	42.9%	4	57.1%	0	0.0%
Allegheny	207	10	4.8%	105	50.7%	83	40.1%	9	4.3%
Armstrong	5	0	0.0%	2	40.0%	3	60.0%	0	0.0%
Beaver	12	0	0.0%	5	41.7%	7	58.3%	0	0.0%
Bedford	7	1	14.3%	5	71.4%	1	14.3%	0	0.0%
Berks	33	1	3.0%	23	69.7%	9	27.3%	0	0.0%
Blair	23	1	4.3%	13	56.5%	8	34.8%	1	4.3%
Bradford	8	0	0.0%	5	62.5%	3	37.5%	0	0.0%
Bucks	76	8	10.5%	48	63.2%	17	22.4%	3	3.9%
Butler	29	1	3.4%	17	58.6%	10	34.5%	1	3.4%
Cambria	35	3	8.6%	22	62.9%	9	25.7%	1	2.9%
Cameron	1	0	0.0%	1	100.0%	0	0.0%	0	0.0%
Carbon	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%
Centre	10	1	10.0%	5	50.0%	4	40.0%	0	0.0%
Chester	48	3	6.3%	29	60.4%	15	31.3%	1	2.1%
Clarion	9	2	22.2%	6	66.7%	1	11.1%	0	0.0%
Clearfield	24	3	12.5%	8	33.3%	13	54.2%	0	0.0%
Clinton	1	0	0.0%	1	100.0%	0	0.0%	0	0.0%
Columbia	10	0	0.0%	8	80.0%	2	20.0%	0	0.0%
Crawford	17	4	23.5%	7	41.2%	4	23.5%	2	11.8%
Cumberland	24	3	12.5%	10	41.7%	11	45.8%	0	0.0%
Dauphin	36	5	13.9%	19	52.8%	10	27.8%	2	5.6%
Delaware	72	3	4.2%	39	54.2%	29	40.3%	1	1.4%
Elk	13	0	0.0%	6	46.2%	6	46.2%	1	7.7%
Erie	28	0	0.0%	15	53.6%	11	39.3%	2	7.1%
Fayette	27	1	3.7%	17	63.0%	9	33.3%	0	0.0%
Franklin	3	0	0.0%	2	66.7%	1	33.3%	0	0.0%
Huntingdon	5	0	0.0%	4	80.0%	0	0.0%	1	20.0%
Indiana	8	0	0.0%	1	12.5%	7	87.5%	0	0.0%
Jefferson	11	0	0.0%	6	54.5%	4	36.4%	1	9.1%
Lackawanna	36	1	2.8%	21	58.3%	14	38.9%	0	0.0%
Lancaster	57	6	10.5%	36	63.2%	13	22.8%	2	3.5%
Lawrence	13	0	0.0%	6	46.2%	6	46.2%	1	7.7%
Lebanon	7	0	0.0%	7	100.0%	0	0.0%	0	0.0%
Lehigh	49	6	12.2%	27	55.1%	15	30.6%	1	2.0%
Luzerne	68	8	11.8%	31	45.6%	27	39.7%	2	2.9%
Lycoming	15	0	0.0%	9	60.0%	6	40.0%	0	0.0%
McKean	5	0	0.0%	3	60.0%	2	40.0%	0	0.0%
Mercer	20	1	5.0%	11	55.0%	8	40.0%	0	0.0%
Mifflin	4	0	0.0%	3	75.0%	1	25.0%	0	0.0%
Monroe	5	1	20.0%	2	40.0%	2	40.0%	0	0.0%
Montgomery	185	18	9.7%	117	63.2%	46	24.9%	4	2.2%
Montour	1	0	0.0%	1	100.0%	0	0.0%	0	0.0%
Northampton	31	1	3.2%	16	51.6%	12	38.7%	2	6.5%
Northumberland	13	2	15.4%	7	53.8%	4	30.8%	0	0.0%
Philadelphia	132	16	12.1%	67	50.8%	46	34.8%	3	2.3%
Pike	1	0	0.0%	1	100.0%	0	0.0%	0	0.0%
Potter	1	0	0.0%	1	100.0%	0	0.0%	0	0.0%

* Employed in Health Care in Pennsylvania (By County of Employment)

**Table 10C: AGE OF RNS BY EMPLOYMENT SECTOR: HOME HEALTH AGENCY*
APRIL 2002 (con't)**

	<i>Total</i>	20-34		35-49		50-64		65+	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Schuylkill	18	1	5.6%	12	66.7%	4	22.2%	1	5.6%
Snyder	2	0	0.0%	2	100.0%	0	0.0%	0	0.0%
Somerset	10	0	0.0%	9	90.0%	1	10.0%	0	0.0%
Susquehanna	3	1	33.3%	0	0.0%	2	66.7%	0	0.0%
Tioga	1	0	0.0%	1	100.0%	0	0.0%	0	0.0%
Union	10	1	10.0%	3	30.0%	6	60.0%	0	0.0%
Venango	11	0	0.0%	4	36.4%	6	54.5%	1	9.1%
Warren	2	0	0.0%	2	100.0%	0	0.0%	0	0.0%
Washington	27	4	14.8%	13	48.1%	10	37.0%	0	0.0%
Wayne	7	0	0.0%	3	42.9%	4	57.1%	0	0.0%
Westmoreland	50	9	18.0%	25	50.0%	16	32.0%	0	0.0%
York	27	4	14.8%	15	55.6%	6	22.2%	2	7.4%

* Employed in Health Care in Pennsylvania (By County of Employment)

**Table 10D: AGE OF RNs BY EMPLOYMENT SECTOR: PHYSICIAN / DENTIST OFFICE*
APRIL 2002**

	Total	20-34		35-49		50-64		65+	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
<i>Pennsylvania</i>	1649	130	7.9%	823	49.9%	616	37.4%	80	4.9%
<u>County</u>									
Adams	3	1	33.3%	1	33.3%	1	33.3%	0	0.0%
Allegheny	214	13	6.1%	126	58.9%	64	29.9%	11	5.1%
Armstrong	10	1	10.0%	6	60.0%	3	30.0%	0	0.0%
Beaver	23	2	8.7%	11	47.8%	9	39.1%	1	4.3%
Bedford	3	0	0.0%	2	66.7%	1	33.3%	0	0.0%
Berks	67	2	3.0%	30	44.8%	31	46.3%	4	6.0%
Blair	15	2	13.3%	4	26.7%	8	53.3%	1	6.7%
Bradford	3	0	0.0%	2	66.7%	1	33.3%	0	0.0%
Bucks	69	6	8.7%	35	50.7%	19	27.5%	9	13.0%
Butler	13	2	15.4%	5	38.5%	5	38.5%	1	7.7%
Cambria	12	1	8.3%	5	41.7%	4	33.3%	2	16.7%
Cameron	2	0	0.0%	2	100.0%	0	0.0%	0	0.0%
Carbon	6	0	0.0%	5	83.3%	1	16.7%	0	0.0%
Centre	24	5	20.8%	10	41.7%	7	29.2%	2	8.3%
Chester	72	2	2.8%	39	54.2%	26	36.1%	5	6.9%
Clarion	3	0	0.0%	2	66.7%	1	33.3%	0	0.0%
Clearfield	5	1	20.0%	2	40.0%	2	40.0%	0	0.0%
Clinton	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%
Columbia	8	1	12.5%	2	25.0%	4	50.0%	1	12.5%
Crawford	6	0	0.0%	2	33.3%	4	66.7%	0	0.0%
Cumberland	51	7	13.7%	24	47.1%	20	39.2%	0	0.0%
Dauphin	31	1	3.2%	13	41.9%	17	54.8%	0	0.0%
Delaware	53	3	5.7%	30	56.6%	18	34.0%	2	3.8%
Elk	5	0	0.0%	3	60.0%	2	40.0%	0	0.0%
Erie	65	4	6.2%	41	63.1%	19	29.2%	1	1.5%
Fayette	14	0	0.0%	4	28.6%	9	64.3%	1	7.1%
Franklin	10	0	0.0%	5	50.0%	5	50.0%	0	0.0%
Greene	3	0	0.0%	1	33.3%	2	66.7%	0	0.0%
Huntingdon	4	0	0.0%	3	75.0%	1	25.0%	0	0.0%
Indiana	12	1	8.3%	8	66.7%	3	25.0%	0	0.0%
Lackawanna	41	1	2.4%	22	53.7%	16	39.0%	2	4.9%
Lancaster	82	9	11.0%	39	47.6%	29	35.4%	5	6.1%
Lawrence	16	0	0.0%	8	50.0%	8	50.0%	0	0.0%
Lebanon	14	1	7.1%	8	57.1%	4	28.6%	1	7.1%
Lehigh	72	6	8.3%	37	51.4%	26	36.1%	3	4.2%
Luzerne	54	2	3.7%	25	46.3%	23	42.6%	4	7.4%
Lycoming	23	1	4.3%	8	34.8%	14	60.9%	0	0.0%
McKean	4	0	0.0%	2	50.0%	0	0.0%	2	50.0%
Mercer	31	4	12.9%	15	48.4%	12	38.7%	0	0.0%
Mifflin	5	0	0.0%	2	40.0%	3	60.0%	0	0.0%
Monroe	11	1	9.1%	5	45.5%	5	45.5%	0	0.0%
Montgomery	150	13	8.7%	70	46.7%	55	36.7%	12	8.0%
Montour	3	0	0.0%	3	100.0%	0	0.0%	0	0.0%
Northampton	50	3	6.0%	21	42.0%	25	50.0%	1	2.0%
Northumberland	4	0	0.0%	2	50.0%	2	50.0%	0	0.0%
Perry	7	2	28.6%	0	0.0%	5	71.4%	0	0.0%
Philadelphia	98	20	20.4%	50	51.0%	25	25.5%	3	3.1%
Pike	2	0	0.0%	2	100.0%	0	0.0%	0	0.0%

* Employed in Health Care in Pennsylvania (By County of Employment)

**Table 10D: AGE OF RNs BY EMPLOYMENT SECTOR: PHYSICIAN / DENTIST OFFICE*
APRIL 2002 (con't)**

	Total	20-34		35-49		50-64		65+	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Potter	1	0	0.0%	1	100.0%	0	0.0%	0	0.0%
Schuylkill	10	1	10.0%	7	70.0%	2	20.0%	0	0.0%
Snyder	4	1	25.0%	3	75.0%	0	0.0%	0	0.0%
Somerset	12	1	8.3%	8	66.7%	2	16.7%	1	8.3%
Susquehanna	3	0	0.0%	3	100.0%	0	0.0%	0	0.0%
Tioga	2	0	0.0%	2	100.0%	0	0.0%	0	0.0%
Union	8	1	12.5%	6	75.0%	1	12.5%	0	0.0%
Venango	4	0	0.0%	3	75.0%	1	25.0%	0	0.0%
Warren	5	0	0.0%	0	0.0%	5	100.0%	0	0.0%
Washington	18	2	11.1%	8	44.4%	7	38.9%	1	5.6%
Wayne	3	0	0.0%	2	66.7%	1	33.3%	0	0.0%
Westmoreland	60	4	6.7%	21	35.0%	32	53.3%	3	5.0%
Wyoming	2	0	0.0%	2	100.0%	0	0.0%	0	0.0%
York	43	2	4.7%	15	34.9%	25	58.1%	1	2.3%

* Employed in Health Care in Pennsylvania (By County of Employment)

**Table 11A: CAREER SATISFACTION OF RNs*
BY EMPLOYMENT SECTOR: HOSPITAL, APRIL 2002**

	Total	Very Dissatisfied		Dissatisfied		Somewhat Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
<i>Pennsylvania</i>	13647	902	6.6%	1747	12.8%	6975	51.1%	4023	29.5%
<u>County</u>									
Adams	59	5	8.5%	5	8.5%	28	47.5%	21	35.6%
Allegheny	2397	202	8.4%	418	17.4%	1212	50.6%	565	23.6%
Armstrong	44	3	6.8%	9	20.5%	21	47.7%	11	25.0%
Beaver	134	12	9.0%	15	11.2%	68	50.7%	39	29.1%
Bedford	29	2	6.9%	2	6.9%	14	48.3%	11	37.9%
Berks	304	16	5.3%	43	14.1%	165	54.3%	80	26.3%
Blair	189	11	5.8%	24	12.7%	100	52.9%	54	28.6%
Bradford	100	10	10.0%	4	4.0%	48	48.0%	38	38.0%
Bucks	441	32	7.3%	47	10.7%	229	51.9%	133	30.2%
Butler	104	3	2.9%	26	25.0%	55	52.9%	20	19.2%
Cambria	213	7	3.3%	38	17.8%	116	54.5%	52	24.4%
Cameron	1	0	0.0%	0	0.0%	0	0.0%	1	100.0%
Carbon	42	1	2.4%	5	11.9%	29	69.0%	7	16.7%
Centre	76	4	5.3%	17	22.4%	36	47.4%	19	25.0%
Chester	393	19	4.8%	41	10.4%	201	51.1%	132	33.6%
Clarion	40	1	2.5%	0	0.0%	18	45.0%	21	52.5%
Clearfield	81	1	1.2%	9	11.1%	47	58.0%	24	29.6%
Clinton	13	2	15.4%	0	0.0%	5	38.5%	6	46.2%
Columbia	45	7	15.6%	4	8.9%	24	53.3%	10	22.2%
Crawford	68	5	7.4%	5	7.4%	39	57.4%	19	27.9%
Cumberland	154	10	6.5%	18	11.7%	80	51.9%	46	29.9%
Dauphin	392	22	5.6%	44	11.2%	192	49.0%	134	34.2%
Delaware	556	33	5.9%	63	11.3%	294	52.9%	166	29.9%
Elk	41	2	4.9%	6	14.6%	15	36.6%	18	43.9%
Erie	297	13	4.4%	29	9.8%	156	52.5%	99	33.3%
Fayette	106	11	10.4%	20	18.9%	47	44.3%	28	26.4%
Franklin	86	2	2.3%	6	7.0%	43	50.0%	35	40.7%
Fulton	7	1	14.3%	0	0.0%	4	57.1%	2	28.6%
Greene	21	2	9.5%	2	9.5%	12	57.1%	5	23.8%
Huntingdon	27	0	0.0%	4	14.8%	14	51.9%	9	33.3%
Indiana	60	6	10.0%	12	20.0%	27	45.0%	15	25.0%
Jefferson	37	1	2.7%	4	10.8%	17	45.9%	15	40.5%
Juniata	4	1	25.0%	0	0.0%	1	25.0%	2	50.0%
Lackawanna	261	24	9.2%	45	17.2%	148	56.7%	44	16.9%
Lancaster	337	16	4.7%	27	8.0%	157	46.6%	137	40.7%
Lawrence	92	5	5.4%	14	15.2%	51	55.4%	22	23.9%
Lebanon	95	2	2.1%	5	5.3%	53	55.8%	35	36.8%
Lehigh	558	33	5.9%	70	12.5%	286	51.3%	169	30.3%
Luzerne	351	33	9.4%	67	19.1%	190	54.1%	61	17.4%
Lycoming	110	4	3.6%	15	13.6%	64	58.2%	27	24.5%
McKean	37	1	2.7%	2	5.4%	17	45.9%	17	45.9%
Mercer	172	12	7.0%	14	8.1%	97	56.4%	49	28.5%
Mifflin	33	1	3.0%	8	24.2%	15	45.5%	9	27.3%
Monroe	61	4	6.6%	9	14.8%	33	54.1%	15	24.6%
Montgomery	835	63	7.5%	90	10.8%	422	50.5%	260	31.1%
Montour	158	10	6.3%	15	9.5%	84	53.2%	49	31.0%
Northampton	194	8	4.1%	29	14.9%	109	56.2%	48	24.7%
Northumberland	53	2	3.8%	3	5.7%	26	49.1%	22	41.5%

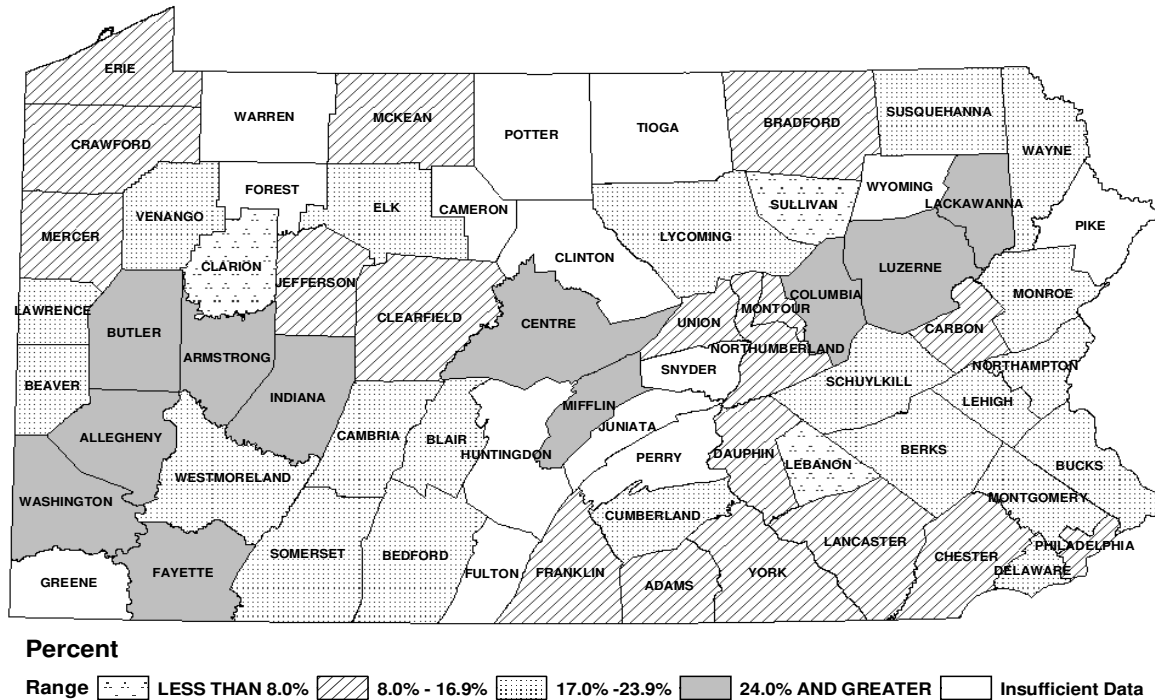
* Employed in Health Care in Pennsylvania (By County of Employment)

**Table 11A: CAREER SATISFACTION OF RNs*
BY EMPLOYMENT SECTOR: HOSPITAL, APRIL 2002 (con't)**

	Total	Very Dissatisfied		Dissatisfied		Somewhat Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Perry	1	0	0.0%	1	100.0%	0	0.0%	0	0.0%
Philadelphia	2446	147	6.0%	255	10.4%	1192	48.7%	852	34.8%
Pike	1	0	0.0%	0	0.0%	0	0.0%	1	100.0%
Potter	17	1	5.9%	1	5.9%	7	41.2%	8	47.1%
Schuylkill	114	8	7.0%	18	15.8%	65	57.0%	23	20.2%
Snyder	4	0	0.0%	0	0.0%	2	50.0%	2	50.0%
Somerset	56	4	7.1%	6	10.7%	25	44.6%	21	37.5%
Sullivan	3	0	0.0%	0	0.0%	2	66.7%	1	33.3%
Susquehanna	18	1	5.6%	0	0.0%	7	38.9%	10	55.6%
Tioga	22	3	13.6%	1	4.5%	9	40.9%	9	40.9%
Union	46	2	4.3%	2	4.3%	18	39.1%	24	52.2%
Venango	45	3	6.7%	6	13.3%	26	57.8%	10	22.2%
Warren	25	0	0.0%	5	20.0%	15	60.0%	5	20.0%
Washington	246	24	9.8%	36	14.6%	142	57.7%	44	17.9%
Wayne	30	2	6.7%	4	13.3%	13	43.3%	11	36.7%
Westmoreland	331	27	8.2%	52	15.7%	188	56.8%	64	19.3%
Wyoming	16	2	12.5%	4	25.0%	8	50.0%	2	12.5%
York	318	13	4.1%	23	7.2%	147	46.2%	135	42.5%

* Employed in Health Care in Pennsylvania (By County of Employment)

**Figure 11:
PERCENT OF RNs EMPLOYED IN A HOSPITAL, DISSATISFIED OR VERY DISSATISFIED
WITH NURSING AS A CAREER*, APRIL 2002**



* Employed in Health Care in Pennsylvania (By County of Employment)

**Table 11B: CAREER SATISFACTION OF RNs*
BY EMPLOYMENT SECTOR: NURSING HOME, APRIL 2002**

	Total	Very Dissatisfied		Dissatisfied		Somewhat Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
<i>Pennsylvania</i>	2262	183	8.1%	277	12.2%	1035	45.8%	767	33.9%
<u>County</u>									
Adams	17	3	17.6%	3	17.6%	6	35.3%	5	29.4%
Allegheny	189	18	9.5%	26	13.8%	77	40.7%	68	36.0%
Armstrong	10	1	10.0%	2	20.0%	4	40.0%	3	30.0%
Beaver	30	5	16.7%	5	16.7%	14	46.7%	6	20.0%
Bedford	5	0	0.0%	0	0.0%	3	60.0%	2	40.0%
Berks	57	5	8.8%	6	10.5%	31	54.4%	15	26.3%
Blair	53	3	5.7%	10	18.9%	22	41.5%	18	34.0%
Bradford	9	2	22.2%	0	0.0%	4	44.4%	3	33.3%
Bucks	127	12	9.4%	14	11.0%	54	42.5%	47	37.0%
Butler	37	5	13.5%	2	5.4%	19	51.4%	11	29.7%
Cambria	39	3	7.7%	5	12.8%	13	33.3%	18	46.2%
Cameron	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%
Carbon	8	1	12.5%	1	12.5%	3	37.5%	3	37.5%
Centre	11	2	18.2%	1	9.1%	5	45.5%	3	27.3%
Chester	77	6	7.8%	7	9.1%	38	49.4%	26	33.8%
Clarion	2	0	0.0%	1	50.0%	1	50.0%	0	0.0%
Clearfield	16	1	6.3%	1	6.3%	8	50.0%	6	37.5%
Clinton	5	1	20.0%	1	20.0%	2	40.0%	1	20.0%
Columbia	13	2	15.4%	1	7.7%	8	61.5%	2	15.4%
Crawford	9	0	0.0%	2	22.2%	4	44.4%	3	33.3%
Cumberland	53	1	1.9%	10	18.9%	18	34.0%	24	45.3%
Dauphin	40	2	5.0%	4	10.0%	19	47.5%	15	37.5%
Delaware	118	7	5.9%	18	15.3%	55	46.6%	38	32.2%
Elk	10	0	0.0%	2	20.0%	4	40.0%	4	40.0%
Erie	52	4	7.7%	6	11.5%	26	50.0%	16	30.8%
Fayette	10	0	0.0%	2	20.0%	4	40.0%	4	40.0%
Forest	2	0	0.0%	0	0.0%	0	0.0%	2	100.0%
Franklin	18	1	5.6%	3	16.7%	6	33.3%	8	44.4%
Greene	3	0	0.0%	1	33.3%	1	33.3%	1	33.3%
Huntingdon	7	0	0.0%	1	14.3%	2	28.6%	4	57.1%
Indiana	11	1	9.1%	2	18.2%	3	27.3%	5	45.5%
Jefferson	6	0	0.0%	1	16.7%	3	50.0%	2	33.3%
Juniata	4	0	0.0%	0	0.0%	3	75.0%	1	25.0%
Lackawanna	56	9	16.1%	4	7.1%	33	58.9%	10	17.9%
Lancaster	112	1	0.9%	4	3.6%	64	57.1%	43	38.4%
Lawrence	21	3	14.3%	3	14.3%	9	42.9%	6	28.6%
Lebanon	41	2	4.9%	7	17.1%	15	36.6%	17	41.5%
Lehigh	88	6	6.8%	17	19.3%	40	45.5%	25	28.4%
Luzerne	75	2	2.7%	14	18.7%	34	45.3%	25	33.3%
Lycoming	22	2	9.1%	4	18.2%	10	45.5%	6	27.3%
McKean	15	0	0.0%	3	20.0%	9	60.0%	3	20.0%
Mercer	30	4	13.3%	4	13.3%	12	40.0%	10	33.3%
Mifflin	4	0	0.0%	0	0.0%	2	50.0%	2	50.0%
Monroe	8	0	0.0%	0	0.0%	5	62.5%	3	37.5%
Montgomery	194	15	7.7%	18	9.3%	91	46.9%	70	36.1%
Montour	4	1	25.0%	1	25.0%	1	25.0%	1	25.0%
Northampton	61	3	4.9%	4	6.6%	30	49.2%	24	39.3%
Northumberland	24	1	4.2%	4	16.7%	14	58.3%	5	20.8%

* Employed in Health Care in Pennsylvania (By County of Employment)

Table 11B: CAREER SATISFACTION OF RNs*
BY EMPLOYMENT SECTOR: NURSING HOME, APRIL 2002 (con't)

	<i>Total</i>	Very Dissatisfied		Dissatisfied		Somewhat Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Perry	3	0	0.0%	0	0.0%	2	66.7%	1	33.3%
Philadelphia	178	21	11.8%	20	11.2%	64	36.0%	73	41.0%
Pike	4	1	25.0%	1	25.0%	0	0.0%	2	50.0%
Schuylkill	31	1	3.2%	4	12.9%	21	67.7%	5	16.1%
Snyder	8	1	12.5%	0	0.0%	4	50.0%	3	37.5%
Somerset	20	0	0.0%	1	5.0%	11	55.0%	8	40.0%
Sullivan	4	0	0.0%	0	0.0%	3	75.0%	1	25.0%
Susquehanna	9	0	0.0%	3	33.3%	4	44.4%	2	22.2%
Tioga	3	1	33.3%	0	0.0%	0	0.0%	2	66.7%
Union	8	0	0.0%	0	0.0%	3	37.5%	5	62.5%
Venango	10	1	10.0%	1	10.0%	2	20.0%	6	60.0%
Warren	11	2	18.2%	1	9.1%	3	27.3%	5	45.5%
Washington	48	5	10.4%	5	10.4%	29	60.4%	9	18.8%
Wayne	10	3	30.0%	2	20.0%	5	50.0%	0	0.0%
Westmoreland	66	8	12.1%	8	12.1%	33	50.0%	17	25.8%
Wyoming	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%
York	44	4	9.1%	6	13.6%	20	45.5%	14	31.8%

* Employed in Health Care in Pennsylvania (By County of Employment)

**Table 11C: CAREER SATISFACTION OF RNs*
BY EMPLOYMENT SECTOR: HOME HEALTH AGENCY, APRIL 2002**

	Total	Very Dissatisfied		Dissatisfied		Somewhat Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
<i>Pennsylvania</i>	1581	103	6.5%	159	10.1%	777	49.1%	542	34.3%
<u>County</u>									
Adams	7	0	0.0%	0	0.0%	3	42.9%	4	57.1%
Allegheny	206	15	7.3%	36	17.5%	105	51.0%	50	24.3%
Armstrong	5	0	0.0%	0	0.0%	4	80.0%	1	20.0%
Beaver	11	1	9.1%	0	0.0%	6	54.5%	4	36.4%
Bedford	7	0	0.0%	1	14.3%	3	42.9%	3	42.9%
Berks	33	3	9.1%	1	3.0%	17	51.5%	12	36.4%
Blair	23	3	13.0%	2	8.7%	8	34.8%	10	43.5%
Bradford	8	0	0.0%	0	0.0%	4	50.0%	4	50.0%
Bucks	75	6	8.0%	7	9.3%	36	48.0%	26	34.7%
Butler	27	0	0.0%	4	14.8%	18	66.7%	5	18.5%
Cambria	35	4	11.4%	2	5.7%	20	57.1%	9	25.7%
Cameron	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%
Carbon	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%
Centre	10	1	10.0%	1	10.0%	4	40.0%	4	40.0%
Chester	47	3	6.4%	3	6.4%	24	51.1%	17	36.2%
Clarion	9	0	0.0%	1	11.1%	5	55.6%	3	33.3%
Clearfield	24	1	4.2%	2	8.3%	11	45.8%	10	41.7%
Clinton	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%
Columbia	10	0	0.0%	1	10.0%	7	70.0%	2	20.0%
Crawford	17	1	5.9%	1	5.9%	9	52.9%	6	35.3%
Cumberland	24	0	0.0%	1	4.2%	14	58.3%	9	37.5%
Dauphin	35	6	17.1%	2	5.7%	14	40.0%	13	37.1%
Delaware	74	7	9.5%	5	6.8%	30	40.5%	32	43.2%
Elk	13	0	0.0%	2	15.4%	4	30.8%	7	53.8%
Erie	28	2	7.1%	1	3.6%	16	57.1%	9	32.1%
Fayette	27	1	3.7%	9	33.3%	15	55.6%	2	7.4%
Franklin	3	0	0.0%	0	0.0%	2	66.7%	1	33.3%
Huntingdon	5	0	0.0%	0	0.0%	3	60.0%	2	40.0%
Indiana	7	0	0.0%	1	14.3%	3	42.9%	3	42.9%
Jefferson	10	0	0.0%	4	40.0%	2	20.0%	4	40.0%
Lackawanna	35	1	2.9%	2	5.7%	20	57.1%	12	34.3%
Lancaster	56	2	3.6%	5	8.9%	19	33.9%	30	53.6%
Lawrence	13	0	0.0%	1	7.7%	10	76.9%	2	15.4%
Lebanon	7	0	0.0%	0	0.0%	3	42.9%	4	57.1%
Lehigh	48	3	6.3%	7	14.6%	26	54.2%	12	25.0%
Luzerne	67	5	7.5%	8	11.9%	30	44.8%	24	35.8%
Lycoming	15	0	0.0%	4	26.7%	5	33.3%	6	40.0%
McKean	5	0	0.0%	1	20.0%	3	60.0%	1	20.0%
Mercer	20	1	5.0%	0	0.0%	10	50.0%	9	45.0%
Mifflin	4	0	0.0%	0	0.0%	3	75.0%	1	25.0%
Monroe	5	1	20.0%	0	0.0%	0	0.0%	4	80.0%
Montgomery	176	4	2.3%	12	6.8%	89	50.6%	71	40.3%
Montour	1	0	0.0%	1	100.0%	0	0.0%	0	0.0%
Northampton	32	2	6.3%	2	6.3%	15	46.9%	13	40.6%
Northumberland	13	1	7.7%	1	7.7%	6	46.2%	5	38.5%
Philadelphia	131	15	11.5%	10	7.6%	61	46.6%	45	34.4%
Pike	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%
Potter	1	0	0.0%	0	0.0%	0	0.0%	1	100.0%

* Employed in Health Care in Pennsylvania (By County of Employment)

Table 11C: CAREER SATISFACTION OF RNs*
BY EMPLOYMENT SECTOR: HOME HEALTH AGENCY, APRIL 2002 (con't)

	<i>Total</i>	Very Dissatisfied		Dissatisfied		Somewhat Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Schuylkill	18	2	11.1%	2	11.1%	9	50.0%	5	27.8%
Snyder	2	0	0.0%	0	0.0%	2	100.0%	0	0.0%
Somerset	10	1	10.0%	0	0.0%	8	80.0%	1	10.0%
Susquehanna	3	0	0.0%	0	0.0%	1	33.3%	2	66.7%
Tioga	1	0	0.0%	0	0.0%	0	0.0%	1	100.0%
Union	10	1	10.0%	0	0.0%	4	40.0%	5	50.0%
Venango	11	1	9.1%	2	18.2%	4	36.4%	4	36.4%
Warren	2	0	0.0%	1	50.0%	1	50.0%	0	0.0%
Washington	27	3	11.1%	4	14.8%	14	51.9%	6	22.2%
Wayne	7	0	0.0%	1	14.3%	2	28.6%	4	57.1%
Westmoreland	50	4	8.0%	7	14.0%	30	60.0%	9	18.0%
York	27	2	7.4%	1	3.7%	11	40.7%	13	48.1%

* Employed in Health Care in Pennsylvania (By County of Employment)

**Table 11D: CAREER SATISFACTION OF RNS*
BY EMPLOYMENT SECTOR: PHYSICIAN / DENTIST OFFICE, APRIL 2002**

	Total	Very Dissatisfied		Dissatisfied		Somewhat Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
<i>Pennsylvania</i>	1633	89	5.5%	110	6.7%	786	48.1%	648	39.7%
<u>County</u>									
Adams	3	0	0.0%	0	0.0%	3	100.0%	0	0.0%
Allegheny	214	13	6.1%	12	5.6%	108	50.5%	81	37.9%
Armstrong	10	0	0.0%	0	0.0%	5	50.0%	5	50.0%
Beaver	23	2	8.7%	2	8.7%	10	43.5%	9	39.1%
Bedford	3	0	0.0%	0	0.0%	1	33.3%	2	66.7%
Berks	65	4	6.2%	5	7.7%	39	60.0%	17	26.2%
Blair	16	1	6.3%	2	12.5%	5	31.3%	8	50.0%
Bradford	3	0	0.0%	0	0.0%	1	33.3%	2	66.7%
Bucks	69	3	4.3%	4	5.8%	31	44.9%	31	44.9%
Butler	13	0	0.0%	1	7.7%	4	30.8%	8	61.5%
Cambria	12	0	0.0%	1	8.3%	6	50.0%	5	41.7%
Cameron	2	0	0.0%	0	0.0%	2	100.0%	0	0.0%
Carbon	5	0	0.0%	1	20.0%	2	40.0%	2	40.0%
Centre	24	4	16.7%	1	4.2%	11	45.8%	8	33.3%
Chester	71	2	2.8%	3	4.2%	39	54.9%	27	38.0%
Clarion	3	0	0.0%	0	0.0%	2	66.7%	1	33.3%
Clearfield	5	0	0.0%	0	0.0%	3	60.0%	2	40.0%
Clinton	1	0	0.0%	0	0.0%	0	0.0%	1	100.0%
Columbia	8	0	0.0%	1	12.5%	2	25.0%	5	62.5%
Crawford	5	0	0.0%	1	20.0%	1	20.0%	3	60.0%
Cumberland	50	4	8.0%	4	8.0%	20	40.0%	22	44.0%
Dauphin	31	0	0.0%	2	6.5%	13	41.9%	16	51.6%
Delaware	52	7	13.5%	1	1.9%	25	48.1%	19	36.5%
Elk	5	1	20.0%	0	0.0%	3	60.0%	1	20.0%
Erie	62	3	4.8%	10	16.1%	33	53.2%	16	25.8%
Fayette	14	0	0.0%	1	7.1%	9	64.3%	4	28.6%
Franklin	10	0	0.0%	0	0.0%	7	70.0%	3	30.0%
Greene	3	0	0.0%	0	0.0%	1	33.3%	2	66.7%
Huntingdon	4	0	0.0%	0	0.0%	0	0.0%	4	100.0%
Indiana	11	1	9.1%	1	9.1%	4	36.4%	5	45.5%
Lackawanna	41	2	4.9%	3	7.3%	23	56.1%	13	31.7%
Lancaster	79	4	5.1%	7	8.9%	39	49.4%	29	36.7%
Lawrence	17	1	5.9%	2	11.8%	9	52.9%	5	29.4%
Lebanon	14	1	7.1%	1	7.1%	6	42.9%	6	42.9%
Lehigh	72	2	2.8%	3	4.2%	35	48.6%	32	44.4%
Luzerne	53	2	3.8%	5	9.4%	27	50.9%	19	35.8%
Lycoming	23	1	4.3%	6	26.1%	7	30.4%	9	39.1%
McKean	4	0	0.0%	0	0.0%	1	25.0%	3	75.0%
Mercer	32	7	21.9%	1	3.1%	16	50.0%	8	25.0%
Mifflin	5	0	0.0%	2	40.0%	2	40.0%	1	20.0%
Monroe	11	1	9.1%	1	9.1%	6	54.5%	3	27.3%
Montgomery	146	11	7.5%	2	1.4%	61	41.8%	72	49.3%
Montour	2	1	50.0%	0	0.0%	1	50.0%	0	0.0%
Northampton	53	1	1.9%	6	11.3%	32	60.4%	14	26.4%
Northumberland	4	0	0.0%	1	25.0%	1	25.0%	2	50.0%
Perry	7	0	0.0%	0	0.0%	1	14.3%	6	85.7%
Philadelphia	99	5	5.1%	3	3.0%	48	48.5%	43	43.4%
Pike	2	0	0.0%	0	0.0%	2	100.0%	0	0.0%

* Employed in Health Care in Pennsylvania (By County of Employment)

**Table 11D: CAREER SATISFACTION OF RNS*
BY EMPLOYMENT SECTOR: PHYSICIAN / DENTIST OFFICE, APRIL 2002 (con't)**

	<i>Total</i>	Very Dissatisfied		Dissatisfied		Somewhat Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Potter	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%
Schuylkill	10	0	0.0%	1	10.0%	8	80.0%	1	10.0%
Snyder	4	0	0.0%	0	0.0%	2	50.0%	2	50.0%
Somerset	12	1	8.3%	1	8.3%	5	41.7%	5	41.7%
Susquehanna	3	0	0.0%	0	0.0%	1	33.3%	2	66.7%
Tioga	2	0	0.0%	0	0.0%	1	50.0%	1	50.0%
Union	8	0	0.0%	1	12.5%	2	25.0%	5	62.5%
Venango	4	0	0.0%	0	0.0%	1	25.0%	3	75.0%
Warren	5	0	0.0%	0	0.0%	1	20.0%	4	80.0%
Washington	16	0	0.0%	2	12.5%	10	62.5%	4	25.0%
Wayne	3	0	0.0%	0	0.0%	1	33.3%	2	66.7%
Westmoreland	59	2	3.4%	5	8.5%	24	40.7%	28	47.5%
Wyoming	2	0	0.0%	0	0.0%	1	50.0%	1	50.0%
York	43	2	4.7%	4	9.3%	21	48.8%	16	37.2%

* Employed in Health Care in Pennsylvania (By County of Employment)

**Table 12: RNs EMPLOYED FULL-TIME OR PART-TIME IN PRIMARY JOB*
APRIL 2002**

	Total	Full-Time		Part-Time	
		Number	Percent	Number	Percent
<i>Pennsylvania</i>	23467	16063	68.4%	7404	31.6%
<u>County</u>					
Adams	101	70	69.3%	31	30.7%
Allegheny	3688	2606	70.7%	1082	29.3%
Armstrong	82	58	70.7%	24	29.3%
Beaver	235	166	70.6%	69	29.4%
Bedford	54	41	75.9%	13	24.1%
Berks	579	353	61.0%	226	39.0%
Blair	337	250	74.2%	87	25.8%
Bradford	145	115	79.3%	30	20.7%
Bucks	860	534	62.1%	326	37.9%
Butler	228	146	64.0%	82	36.0%
Cambria	369	282	76.4%	87	23.6%
Cameron	6	3	50.0%	3	50.0%
Carbon	68	51	75.0%	17	25.0%
Centre	160	109	68.1%	51	31.9%
Chester	786	446	56.7%	340	43.3%
Clarion	68	51	75.0%	17	25.0%
Clearfield	156	115	73.7%	41	26.3%
Clinton	25	21	84.0%	4	16.0%
Columbia	100	70	70.0%	30	30.0%
Crawford	120	80	66.7%	40	33.3%
Cumberland	371	234	63.1%	137	36.9%
Dauphin	675	454	67.3%	221	32.7%
Delaware	953	560	58.8%	393	41.2%
Elk	70	51	72.9%	19	27.1%
Erie	547	378	69.1%	169	30.9%
Fayette	176	128	72.7%	48	27.3%
Forest	4	3	75.0%	1	25.0%
Franklin	143	98	68.5%	45	31.5%
Fulton	7	6	85.7%	1	14.3%
Greene	42	33	78.6%	9	21.4%
Huntingdon	62	47	75.8%	15	24.2%
Indiana	118	75	63.6%	43	36.4%
Jefferson	57	45	78.9%	12	21.1%
Juniata	9	6	66.7%	3	33.3%
Lackawanna	468	309	66.0%	159	34.0%
Lancaster	724	420	58.0%	304	42.0%
Lawrence	165	114	69.1%	51	30.9%
Lebanon	183	114	62.3%	69	37.7%
Lehigh	877	574	65.5%	303	34.5%
Luzerne	697	493	70.7%	204	29.3%
Lycoming	205	150	73.2%	55	26.8%
McKean	70	55	78.6%	15	21.4%
Mercer	294	228	77.6%	66	22.4%
Mifflin	55	38	69.1%	17	30.9%
Monroe	114	90	78.9%	24	21.1%
Montgomery	1822	1087	59.7%	735	40.3%
Montour	203	158	77.8%	45	22.2%
Northampton	408	290	71.1%	118	28.9%
Northumberland	103	74	71.8%	29	28.2%

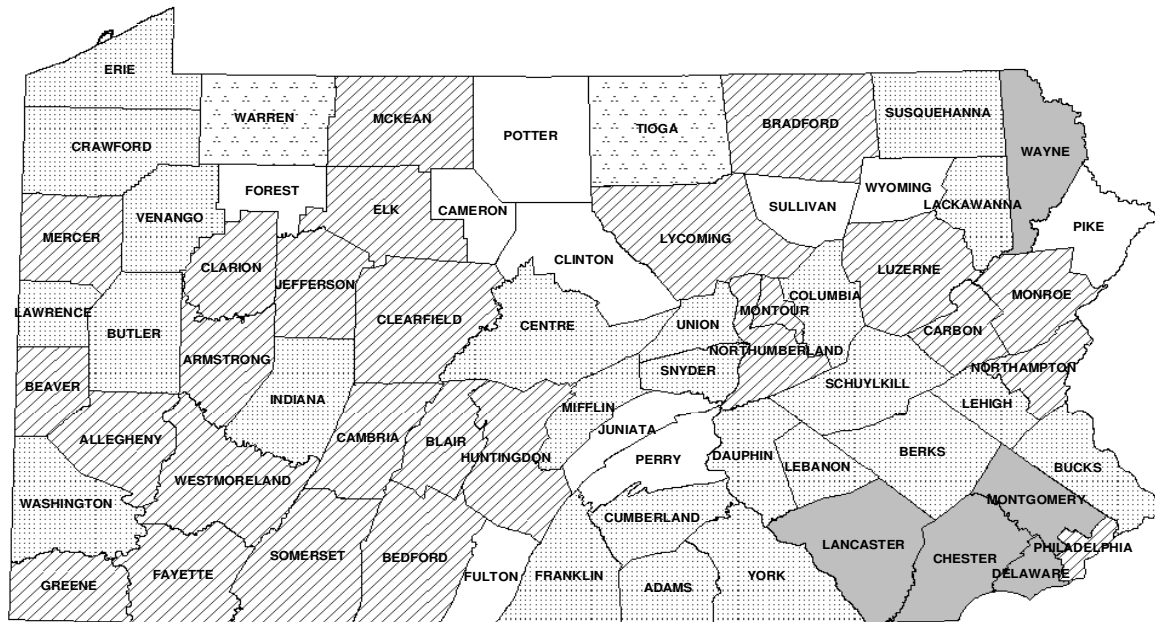
* Employed in Health Care in Pennsylvania (By County of Employment)

**Table 12: RNs EMPLOYED FULL-TIME OR PART-TIME IN PRIMARY JOB*
APRIL 2002 (con't)**

	<i>Total</i>	Full-Time		Part-Time	
		Number	Percent	Number	Percent
Perry	14	10	71.4%	4	28.6%
Philadelphia	3341	2572	77.0%	769	23.0%
Pike	11	9	81.8%	2	18.2%
Potter	21	16	76.2%	5	23.8%
Schuylkill	200	140	70.0%	60	30.0%
Snyder	34	23	67.6%	11	32.4%
Somerset	128	92	71.9%	36	28.1%
Sullivan	8	6	75.0%	2	25.0%
Susquehanna	42	28	66.7%	14	33.3%
Tioga	32	26	81.3%	6	18.8%
Union	85	59	69.4%	26	30.6%
Venango	95	66	69.5%	29	30.5%
Warren	67	58	86.6%	9	13.4%
Washington	397	265	66.8%	132	33.2%
Wayne	64	34	53.1%	30	46.9%
Westmoreland	601	429	71.4%	172	28.6%
Wyoming	25	19	76.0%	6	24.0%
York	513	332	64.7%	181	35.3%

* Employed in Health Care in Pennsylvania (By County of Employment)

**Figure 12:
PERCENT OF RNs EMPLOYED PART-TIME*
APRIL 2002**



Percent

Range LESS THAN 20.0% 20.0% - 29.9% 30.0% - 39.9% 40.0% AND GREATER Insufficient Data

* Employed in Health Care in Pennsylvania (By County of Employment)

**Mandatory Overtime Required of RNs
Employed in Health Care
in Pennsylvania**

**MANDATORY OVERTIME REQUIRED OF RNs EMPLOYED IN HEALTH CARE IN
PENNSYLVANIA, APRIL 2002**

- √ 88 percent of RNs employed in health care in Pennsylvania did not report mandatory overtime within the past two weeks.
 - 42 percent of RNs employed in state inpatient facilities, 22 percent of RNs employed in military/federal facilities and 15 percent of RNs employed in hospitals reported mandatory overtime.

- √ Job satisfaction is linked to working conditions such as mandatory overtime. In the survey, 28 percent of RNs who reported mandatory overtime responded that they were either “very dissatisfied” or “dissatisfied” with their job, compared to 15 percent of the RNs with no mandatory overtime.
 - 18 percent of those RNs employed in health care in Pennsylvania reporting mandatory overtime were “very satisfied” with their job, as opposed to 36 percent of those who did not report mandatory overtime.

**MANDATORY OVERTIME REQUIRED OF RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
APRIL 2002**

**Figure 13: PERCENT MANDATORY OVERTIME BY EMPLOYMENT
SECTOR (PRIMARY JOB)**

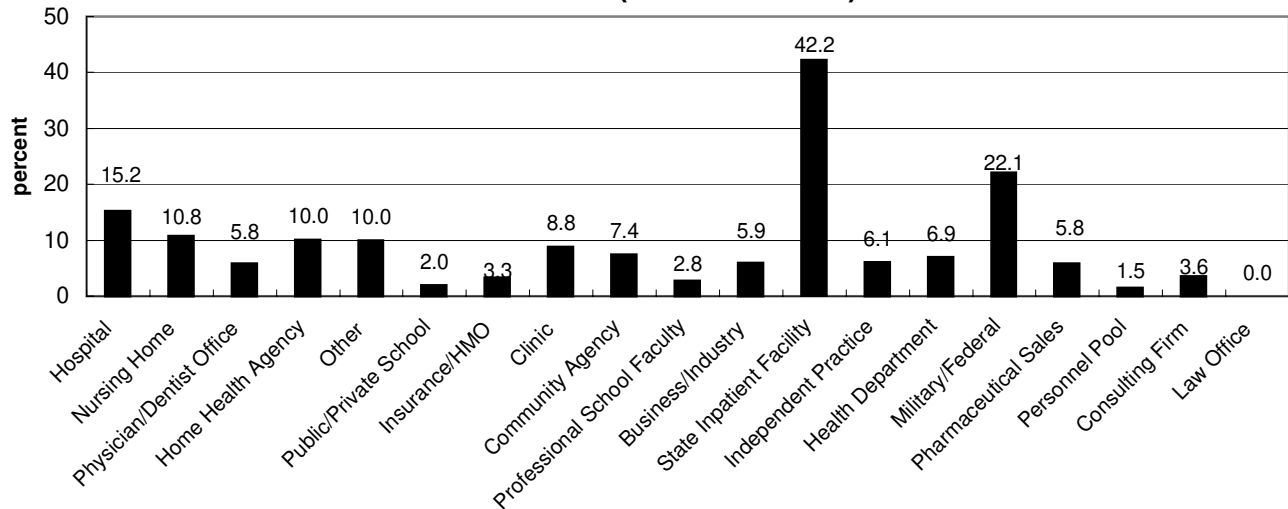


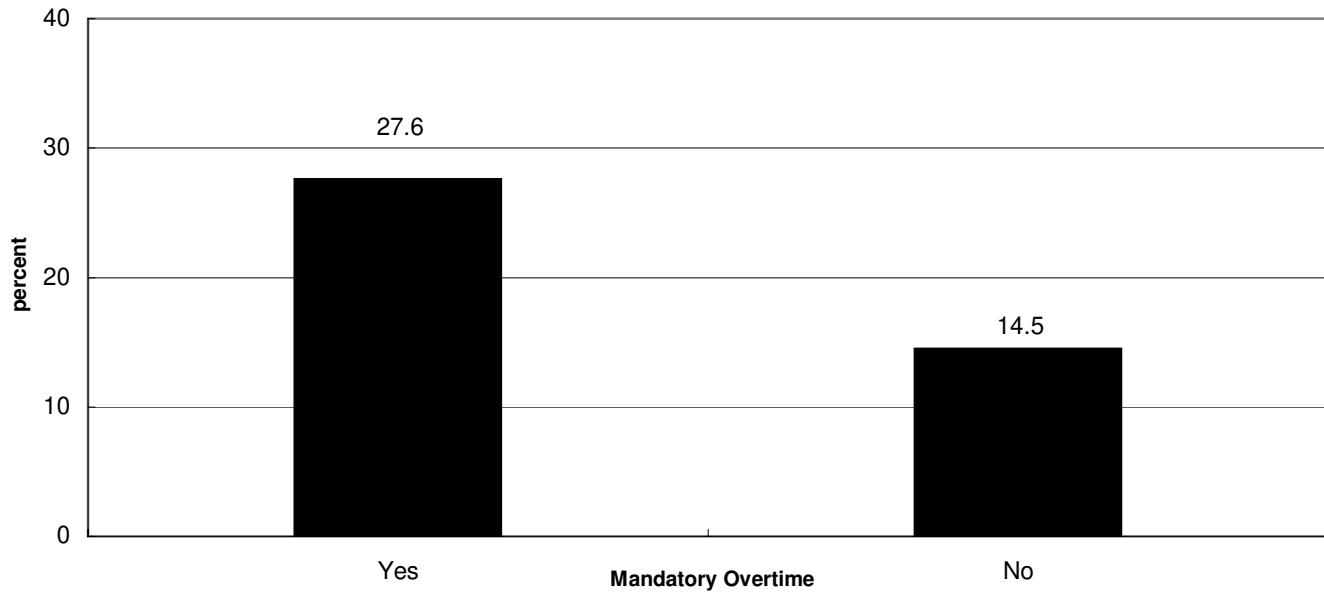
Table 13: MANDATORY OVERTIME REQUIRED

MANDATORY OVERTIME REQUIRED IN PRIMARY JOB	Total	Yes		No	
		Number	Percent	Number	Percent
RN Responses	24562	3035	12.4%	21527	87.6%
MANDATORY OVERTIME REQUIRED IN PRIMARY JOB BY EMPLOYMENT SECTOR					
Hospital	13,896	2,116	15.2%	11,780	84.8%
Nursing Home	2,300	248	10.8%	2,052	89.2%
Physician/Dentist Office	1,664	97	5.8%	1,567	94.2%
Home Health Agency	1,612	162	10.0%	1,450	90.0%
Other	1,110	111	10.0%	999	90.0%
Public/Private School	906	18	2.0%	888	98.0%
Insurance/HMO	577	19	3.3%	558	96.7%
Clinic	466	41	8.8%	425	91.2%
Community Agency	336	25	7.4%	311	92.6%
Professional School Faculty	287	8	2.8%	279	97.2%
Business/Industry	286	17	5.9%	269	94.1%
State Inpatient Facility	211	89	42.2%	122	57.8%
Independent Practice	165	10	6.1%	155	93.9%
Health Department	144	10	6.9%	134	93.1%
Military/Federal	113	25	22.1%	88	77.9%
Pharmaceutical Sales	69	4	5.8%	65	94.2%
Personnel Pool	66	1	1.5%	65	98.5%
Consulting Firm	56	2	3.6%	54	96.4%
Law Office	3	0	0.0%	3	100.0%

Note: Percentages may not equal 100% due to rounding.

**MANDATORY OVERTIME REQUIRED OF RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
APRIL 2002**

**Figure 14: PERCENT RNs DISSATISFIED* WITH JOB
BY MANDATORY OVERTIME**



*Includes dissatisfied and very dissatisfied.

Table 14: CAREER AND JOB SATISFACTION BY MANDATORY OVERTIME

CAREER SATISFACTION BY MANDATORY OVERTIME									
Mandatory Overtime	Total Number	Very Dissatisfied Number	Percent	Dissatisfied Number	Percent	Somewhat Satisfied Number	Percent	Very Satisfied Number	Percent
Yes	2,974	273	9.2%	575	19.3%	1,487	50.0%	639	21.5%
No	21,129	1,384	6.6%	2,182	10.3%	10,341	48.9%	7,222	34.2%

JOB SATISFACTION BY MANDATORY OVERTIME									
Mandatory Overtime	Total Number	Very Dissatisfied Number	Percent	Dissatisfied Number	Percent	Somewhat Satisfied Number	Percent	Very Satisfied Number	Percent
Yes	2,979	250	8.4%	573	19.2%	1,633	54.8%	523	17.6%
No	21,174	1,166	5.5%	1,904	9.0%	10,561	49.9%	7,543	35.6%

Note: Percentages may not equal 100% due to rounding.

**Table 15: MANDATORY OVERTIME OF RNS*
APRIL 2002**

	Total	Yes		No	
		Number	Percent	Number	Percent
<i>Pennsylvania</i>	24562	3035	12.4%	21527	87.6%
<u>County</u>					
Adams	106	17	16.0%	89	84.0%
Allegheny	3880	621	16.0%	3259	84.0%
Armstrong	86	9	10.5%	77	89.5%
Beaver	243	59	24.3%	184	75.7%
Bedford	56	4	7.1%	52	92.9%
Berks	600	47	7.8%	553	92.2%
Blair	347	96	27.7%	251	72.3%
Bradford	149	10	6.7%	139	93.3%
Bucks	905	83	9.2%	822	90.8%
Butler	235	27	11.5%	208	88.5%
Cambria	381	88	23.1%	293	76.9%
Cameron	6	0	0.0%	6	100.0%
Carbon	71	7	9.9%	64	90.1%
Centre	170	34	20.0%	136	80.0%
Chester	830	57	6.9%	773	93.1%
Clarion	69	6	8.7%	63	91.3%
Clearfield	163	25	15.3%	138	84.7%
Clinton	26	3	11.5%	23	88.5%
Columbia	102	5	4.9%	97	95.1%
Crawford	123	20	16.3%	103	83.7%
Cumberland	381	37	9.7%	344	90.3%
Dauphin	709	69	9.7%	640	90.3%
Delaware	997	65	6.5%	932	93.5%
Elk	74	5	6.8%	69	93.2%
Erie	578	55	9.5%	523	90.5%
Fayette	190	28	14.7%	162	85.3%
Forest	4	0	0.0%	4	100.0%
Franklin	157	25	15.9%	132	84.1%
Fulton	8	0	0.0%	8	100.0%
Greene	44	6	13.6%	38	86.4%
Huntingdon	62	9	14.5%	53	85.5%
Indiana	124	24	19.4%	100	80.6%
Jefferson	60	3	5.0%	57	95.0%
Juniata	9	1	11.1%	8	88.9%
Lackawanna	491	80	16.3%	411	83.7%
Lancaster	743	95	12.8%	648	87.2%
Lawrence	171	16	9.4%	155	90.6%
Lebanon	192	14	7.3%	178	92.7%
Lehigh	906	102	11.3%	804	88.7%
Luzerne	729	129	17.7%	600	82.3%
Lycoming	211	53	25.1%	158	74.9%
McKean	73	8	11.0%	65	89.0%
Mercer	306	26	8.5%	280	91.5%
Mifflin	57	15	26.3%	42	73.7%
Monroe	121	13	10.7%	108	89.3%
Montgomery	1936	186	9.6%	1750	90.4%
Montour	205	73	35.6%	132	64.4%
Northampton	429	63	14.7%	366	85.3%
Northumberland	107	15	14.0%	92	86.0%

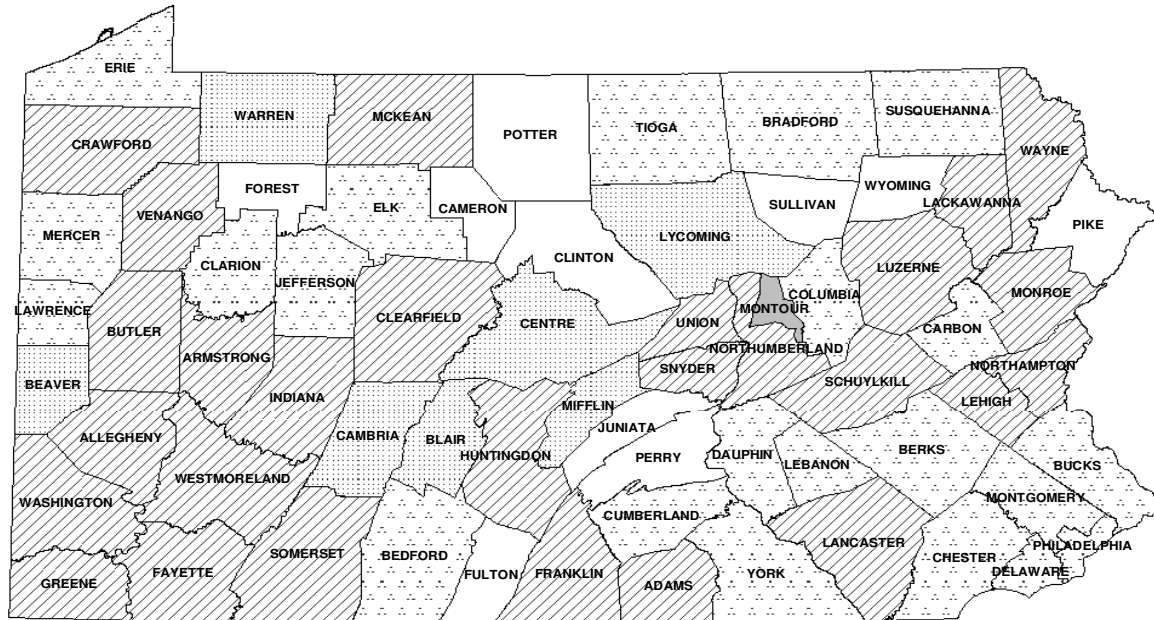
* Employed in Health Care in Pennsylvania (By County of Employment)

**Table 15: MANDATORY OVERTIME OF RNs*
APRIL 2002 (con't)**

		Yes		No	
		Number	Percent	Number	Percent
	Total				
Perry	14	1	7.1%	13	92.9%
Philadelphia	3514	287	8.2%	3227	91.8%
Pike	12	1	8.3%	11	91.7%
Potter	22	8	36.4%	14	63.6%
Schuylkill	207	39	18.8%	168	81.2%
Snyder	35	6	17.1%	29	82.9%
Somerset	130	20	15.4%	110	84.6%
Sullivan	8	0	0.0%	8	100.0%
Susquehanna	44	2	4.5%	42	95.5%
Tioga	34	3	8.8%	31	91.2%
Union	85	14	16.5%	71	83.5%
Venango	98	16	16.3%	82	83.7%
Warren	69	14	20.3%	55	79.7%
Washington	408	66	16.2%	342	83.8%
Wayne	72	8	11.1%	64	88.9%
Westmoreland	627	92	14.7%	535	85.3%
Wyoming	26	4	15.4%	22	84.6%
York	535	21	3.9%	514	96.1%

* Employed in Health Care in Pennsylvania (By County of Employment)

**Figure 15:
PERCENT OF RNs REPORTING MANDATORY OVERTIME*
APRIL 2002**



Percent

Range LESS THAN 10.0% 10.0% - 19.9% 20.0% - 29.9% 30.0% AND GREATER Insufficient Data

* Employed in Health Care in Pennsylvania (By County of Employment)

**Career and Job Satisfaction of RNs
Employed in Health Care
in Pennsylvania**

CAREER AND JOB SATISFACTION OF RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA, APRIL 2002

- √ By and large, RNs seem satisfied with both their jobs and careers. 84 percent of RNs employed in health care in Pennsylvania responded that they were either “very satisfied” or “somewhat satisfied” with their job, while 82 percent responded that they were either “very satisfied” or “somewhat satisfied” with their nursing career.
- √ Male RNs employed in health care in Pennsylvania tended to be somewhat less satisfied than female RNs:
 - 20 percent of male RNs indicated that they were “dissatisfied” or “very dissatisfied” with their jobs, compared to 16 percent of female RNs.
 - 22 percent of male RNs indicated that they were “dissatisfied” or “very dissatisfied” with their careers, compared to 18 percent of female RNs.
- √ Job/career satisfaction varied with educational attainment. Generally, the higher the educational degree, the higher the job/career satisfaction.

**CAREER AND JOB SATISFACTION OF RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
APRIL 2002**

Figure 16A: CAREER SATISFACTION

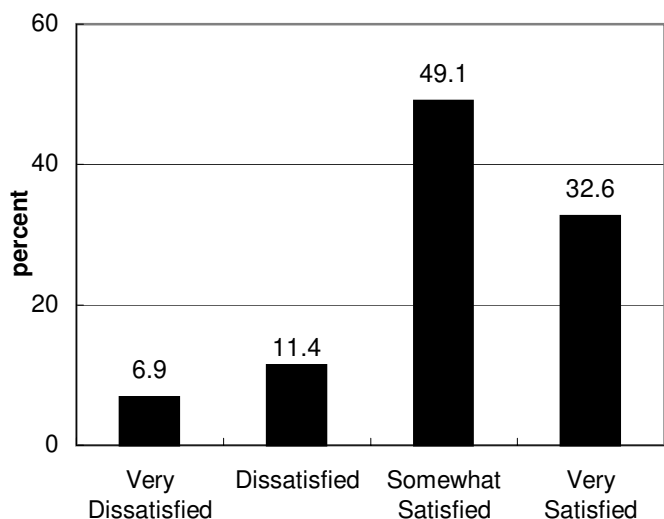
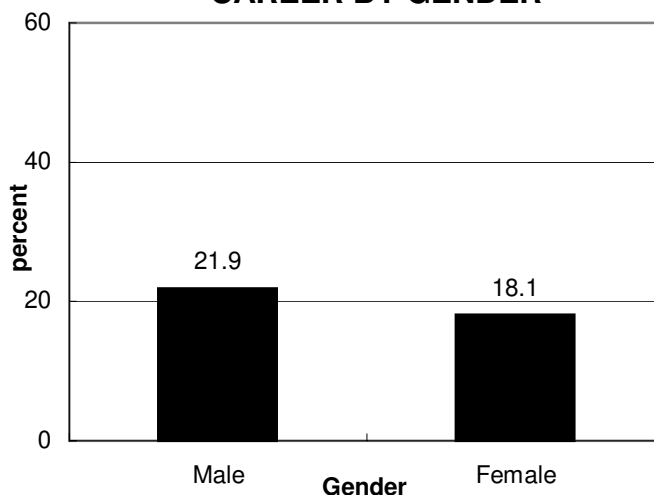


Figure 16B: PERCENT RNs DISSATISFIED* WITH CAREER BY GENDER



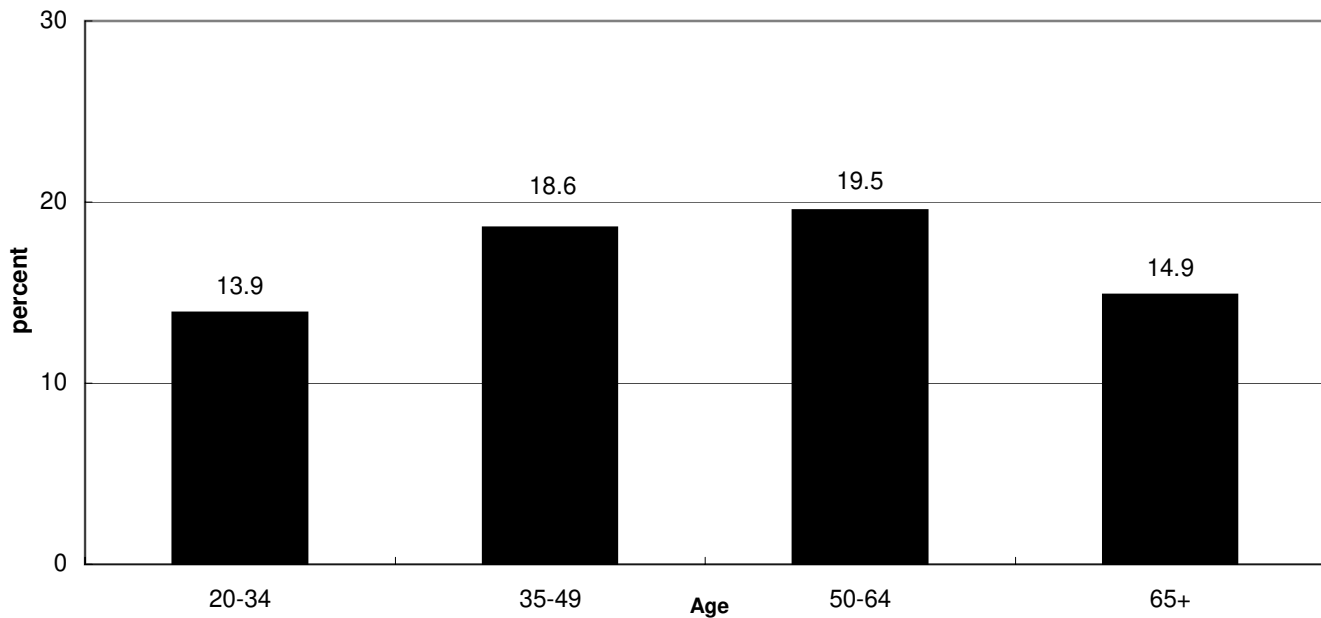
*Includes dissatisfied and very dissatisfied.

Table 16: CAREER AND JOB SATISFACTION

CAREER SATISFACTION									
	Total Number	Very Dissatisfied		Dissatisfied		Somewhat Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
	24,105	1,657	6.9%	2,757	11.4%	11,830	49.1%	7,861	32.6%
CAREER SATISFACTION BY GENDER									
Male		107	7.9%	190	14.0%	661	48.7%	398	29.4%
Female		1,549	6.8%	2,565	11.3%	11,161	49.1%	7,457	32.8%
JOB SATISFACTION									
	24,155	1,416	5.9%	2,477	10.3%	12,196	50.5%	8,066	33.4%
JOB SATISFACTION BY GENDER									
Male		101	7.4%	175	12.9%	674	49.6%	409	30.1%
Female		1,314	5.8%	2,300	10.1%	11,515	50.6%	7,650	33.6%
Note: Percentages may not equal 100% due to rounding.									

**CAREER AND JOB SATISFACTION OF RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
APRIL 2002**

Figure 17: PERCENT OF RNs DISSATISFIED* WITH CAREER BY AGE



*Includes dissatisfied and very dissatisfied.

Table 17: CAREER AND JOB SATISFACTION BY AGE

CAREER SATISFACTION BY AGE									
Age Group	Total Number	Very Dissatisfied		Dissatisfied		Somewhat Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
20-34	2,697	128	4.7%	247	9.2%	1,444	53.5%	878	32.6%
35-49	12,874	805	6.3%	1,582	12.3%	6,587	51.2%	3,900	30.3%
50-64	7,699	641	8.3%	864	11.2%	3,500	45.5%	2,694	35.0%
65+	585	60	10.3%	27	4.6%	172	29.4%	326	55.7%

JOB SATISFACTION BY AGE									
Age Group	Total Number	Very Dissatisfied	Dissatisfied	Somewhat Satisfied	Very Satisfied				
		Number	Percent	Number	Percent				
20-34	2,700	114	4.2%	244	9.0%				
35-49	12,880	729	5.7%	1,388	10.8%				
50-64	7,735	500	6.5%	798	10.3%				
65+	589	49	8.3%	16	2.7%				

Note: Percentages may not equal 100% due to rounding.

**CAREER AND JOB SATISFACTION OF RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
APRIL 2002**

**Figure 18: PERCENT OF RNs DISSATISFIED* WITH CAREER BY
EDUCATION**

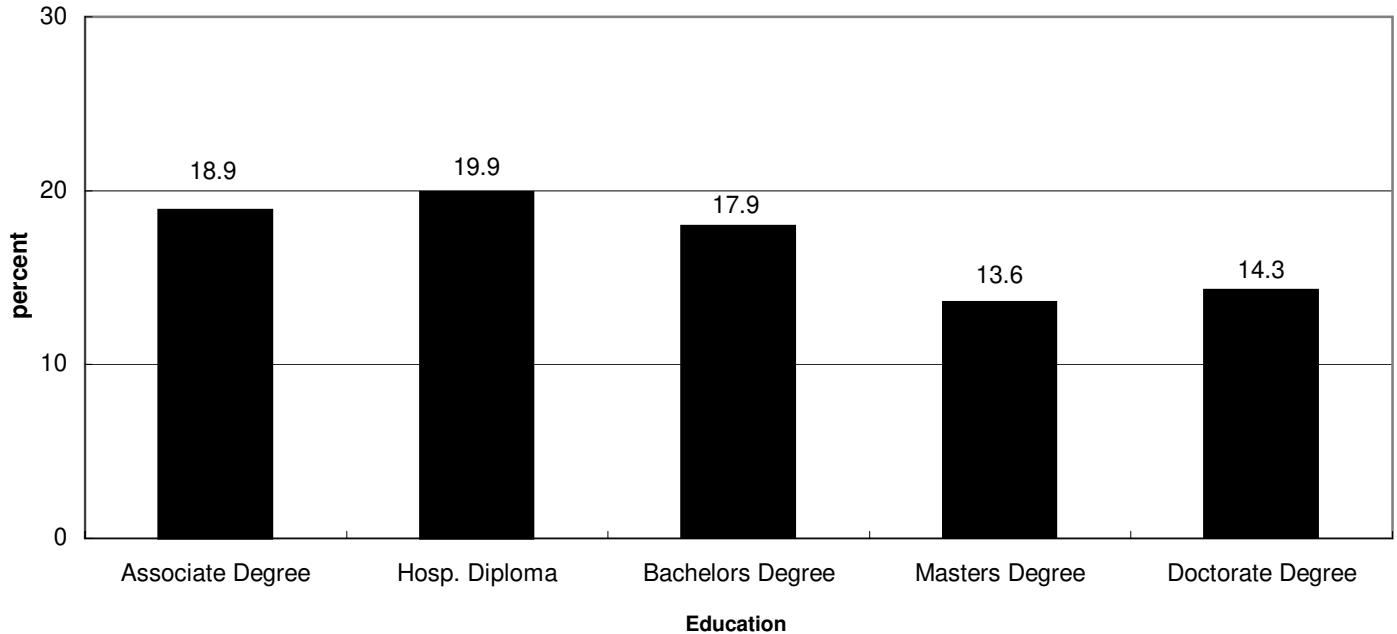


Table 18: CAREER AND JOB SATISFACTION BY EDUCATION

CAREER SATISFACTION BY EDUCATION									
Education	Total Number	Very Dissatisfied Number	Very Dissatisfied Percent	Dissatisfied Number	Dissatisfied Percent	Somewhat Satisfied Number	Somewhat Satisfied Percent	Very Satisfied Number	Very Satisfied Percent
Associate Degree	4,716	325	6.9%	565	12.0%	2,405	51.0%	1,421	30.1%
Hosp. Diploma	8,253	599	7.3%	1,036	12.6%	4,066	49.3%	2,552	30.9%
Bachelors Degree	7,974	505	6.3%	926	11.6%	4,102	51.4%	2,441	30.6%
Masters Degree	2,677	188	7.0%	176	6.6%	1,059	39.6%	1,254	46.8%
Doctorate Degree	147	14	9.5%	7	4.8%	38	25.9%	88	59.9%

JOB SATISFACTION BY EDUCATION									
Education	Total Number	Very Dissatisfied Number	Very Dissatisfied Percent	Dissatisfied Number	Dissatisfied Percent	Somewhat Satisfied Number	Somewhat Satisfied Percent	Very Satisfied Number	Very Satisfied Percent
Associate Degree	4,717	275	5.8%	542	11.5%	2,513	53.3%	1,387	29.4%
Hosp. Diploma	8,277	500	6.0%	882	10.7%	4,226	51.1%	2,669	32.2%
Bachelors Degree	7,983	445	5.6%	811	10.2%	4,176	52.3%	2,551	32.0%
Masters Degree	2,688	163	6.1%	194	7.2%	1,067	39.7%	1,264	47.0%
Doctorate Degree	151	14	9.3%	12	7.9%	42	27.8%	83	55.0%

Note: Percentages may not equal 100% due to rounding.

**Table 19: CAREER SATISFACTION OF RNS*
APRIL 2002**

	Total	Very Dissatisfied		Dissatisfied		Somewhat Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
<i>Pennsylvania</i>	24105	1657	6.9%	2757	11.4%	11830	49.1%	7861	32.6%
<u>County</u>									
Adams	102	8	7.8%	9	8.8%	44	43.1%	41	40.2%
Allegheny	3795	329	8.7%	595	15.7%	1870	49.3%	1001	26.4%
Armstrong	83	4	4.8%	11	13.3%	39	47.0%	29	34.9%
Beaver	239	25	10.5%	29	12.1%	114	47.7%	71	29.7%
Bedford	55	2	3.6%	3	5.5%	26	47.3%	24	43.6%
Berks	590	34	5.8%	65	11.0%	317	53.7%	174	29.5%
Blair	339	23	6.8%	43	12.7%	161	47.5%	112	33.0%
Bradford	144	13	9.0%	5	3.5%	69	47.9%	57	39.6%
Bucks	893	64	7.2%	85	9.5%	430	48.2%	314	35.2%
Butler	232	11	4.7%	39	16.8%	118	50.9%	64	27.6%
Cambria	377	17	4.5%	54	14.3%	193	51.2%	113	30.0%
Cameron	6	0	0.0%	0	0.0%	5	83.3%	1	16.7%
Carbon	69	2	2.9%	7	10.1%	42	60.9%	18	26.1%
Centre	168	15	8.9%	21	12.5%	85	50.6%	47	28.0%
Chester	808	41	5.1%	77	9.5%	406	50.2%	284	35.1%
Clarion	67	1	1.5%	3	4.5%	34	50.7%	29	43.3%
Clearfield	162	5	3.1%	15	9.3%	84	51.9%	58	35.8%
Clinton	26	3	11.5%	3	11.5%	11	42.3%	9	34.6%
Columbia	101	13	12.9%	8	7.9%	54	53.5%	26	25.7%
Crawford	119	7	5.9%	11	9.2%	63	52.9%	38	31.9%
Cumberland	374	21	5.6%	39	10.4%	178	47.6%	136	36.4%
Dauphin	694	45	6.5%	69	9.9%	331	47.7%	249	35.9%
Delaware	986	70	7.1%	103	10.4%	481	48.8%	332	33.7%
Elk	74	4	5.4%	10	13.5%	27	36.5%	33	44.6%
Erie	564	31	5.5%	59	10.5%	288	51.1%	186	33.0%
Fayette	185	14	7.6%	34	18.4%	91	49.2%	46	24.9%
Forest	4	0	0.0%	0	0.0%	0	0.0%	4	100.0%
Franklin	155	5	3.2%	10	6.5%	71	45.8%	69	44.5%
Fulton	8	1	12.5%	0	0.0%	4	50.0%	3	37.5%
Greene	43	3	7.0%	3	7.0%	24	55.8%	13	30.2%
Huntingdon	60	1	1.7%	6	10.0%	24	40.0%	29	48.3%
Indiana	118	10	8.5%	20	16.9%	50	42.4%	38	32.2%
Jefferson	59	1	1.7%	9	15.3%	25	42.4%	24	40.7%
Juniata	9	1	11.1%	0	0.0%	5	55.6%	3	33.3%
Lackawanna	486	47	9.7%	67	13.8%	261	53.7%	111	22.8%
Lancaster	728	30	4.1%	56	7.7%	342	47.0%	300	41.2%
Lawrence	170	9	5.3%	22	12.9%	93	54.7%	46	27.1%
Lebanon	191	9	4.7%	16	8.4%	96	50.3%	70	36.6%
Lehigh	899	54	6.0%	110	12.2%	448	49.8%	287	31.9%
Luzerne	712	57	8.0%	117	16.4%	355	49.9%	183	25.7%
Lycoming	209	11	5.3%	35	16.7%	104	49.8%	59	28.2%
McKean	69	1	1.4%	7	10.1%	33	47.8%	28	40.6%
Mercer	303	26	8.6%	21	6.9%	153	50.5%	103	34.0%
Mifflin	57	1	1.8%	10	17.5%	25	43.9%	21	36.8%
Monroe	120	8	6.7%	12	10.0%	54	45.0%	46	38.3%
Montgomery	1890	131	6.9%	162	8.6%	915	48.4%	682	36.1%
Montour	199	13	6.5%	20	10.1%	102	51.3%	64	32.2%
Northampton	417	20	4.8%	49	11.8%	225	54.0%	123	29.5%

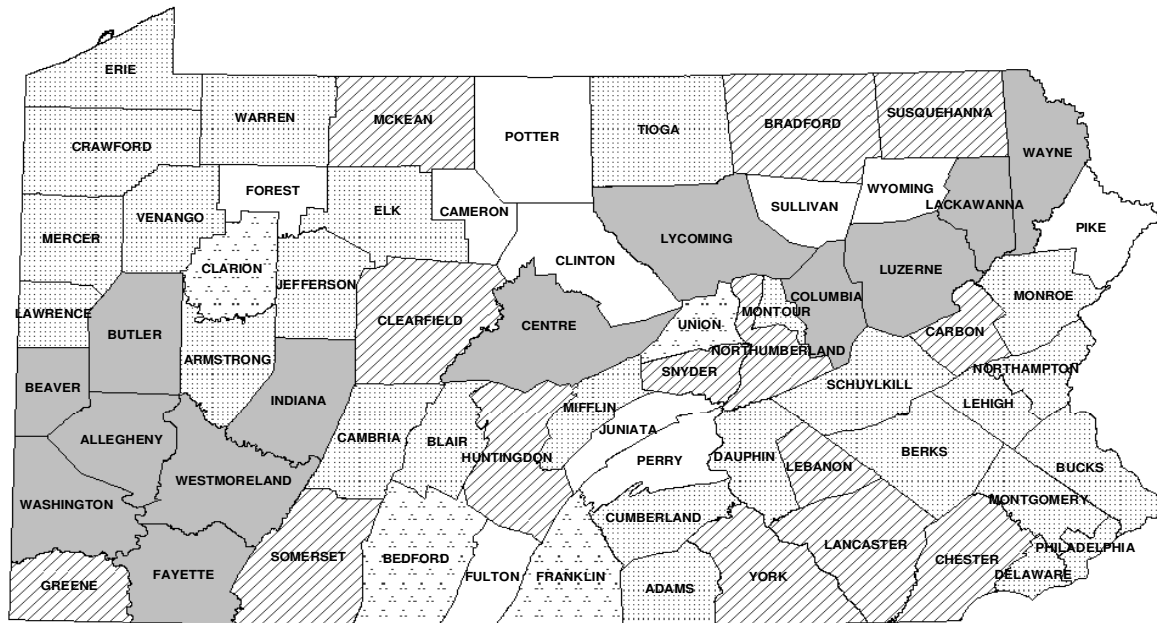
* Employed in Health Care in Pennsylvania (By County of Employment)

**Table 19: CAREER SATISFACTION OF RNs*
APRIL 2002 (con't)**

	Total	Very Dissatisfied		Dissatisfied		Somewhat Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Northumberland	106	4	3.8%	10	9.4%	53	50.0%	39	36.8%
Perry	14	2	14.3%	1	7.1%	4	28.6%	7	50.0%
Philadelphia	3452	244	7.1%	339	9.8%	1603	46.4%	1266	36.7%
Pike	12	2	16.7%	1	8.3%	5	41.7%	4	33.3%
Potter	21	1	4.8%	1	4.8%	9	42.9%	10	47.6%
Schuylkill	204	12	5.9%	28	13.7%	120	58.8%	44	21.6%
Snyder	35	3	8.6%	1	2.9%	19	54.3%	12	34.3%
Somerset	129	6	4.7%	11	8.5%	64	49.6%	48	37.2%
Sullivan	8	0	0.0%	0	0.0%	5	62.5%	3	37.5%
Susquehanna	42	2	4.8%	3	7.1%	19	45.2%	18	42.9%
Tioga	34	4	11.8%	2	5.9%	12	35.3%	16	47.1%
Union	83	3	3.6%	4	4.8%	31	37.3%	45	54.2%
Venango	98	9	9.2%	9	9.2%	46	46.9%	34	34.7%
Warren	67	3	4.5%	10	14.9%	32	47.8%	22	32.8%
Washington	404	39	9.7%	51	12.6%	233	57.7%	81	20.0%
Wayne	70	5	7.1%	12	17.1%	28	40.0%	25	35.7%
Westmoreland	616	48	7.8%	79	12.8%	330	53.6%	159	25.8%
Wyoming	25	2	8.0%	4	16.0%	12	48.0%	7	28.0%
York	527	27	5.1%	42	8.0%	235	44.6%	223	42.3%

* Employed in Health Care in Pennsylvania (By County of Employment)

**Figure 19:
PERCENT OF RNs DISSATISFIED OR VERY DISSATISFIED WITH NURSING AS A CAREER*
APRIL 2002**



Percent

Range LESS THAN 10.0% 10.0% - 14.9% 15.0% -19.9% 20.0% AND GREATER Insufficient Data

* Employed in Health Care in Pennsylvania (By County of Employment)

**Intent to Remain in Nursing of RNs
Employed in Health Care
in Pennsylvania**

**INTENT TO REMAIN IN NURSING OF RNs EMPLOYED IN HEALTH CARE IN
PENNSYLVANIA, APRIL 2002**

- √ One indicator of job/career satisfaction is the intent to remain in nursing. In the survey, 22 percent of RNs employed in health care in Pennsylvania indicated that they would be likely to leave nursing within the next five years. 25 percent indicated they would be likely to leave within 6-10 years.
 - A surprising proportion of RNs under the age of 35, 29 percent, responded that they are planning to leave nursing in the next ten years.
 - The intent to remain in nursing was linked to career satisfaction, with 35 percent of RNs who responded that they planned to remain in nursing for 5 years or less expressing dissatisfaction with their careers.

**RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
YEARS PLAN TO REMAIN IN NURSING, APRIL 2002**

Figure 20: YEARS PLAN TO REMAIN IN NURSING

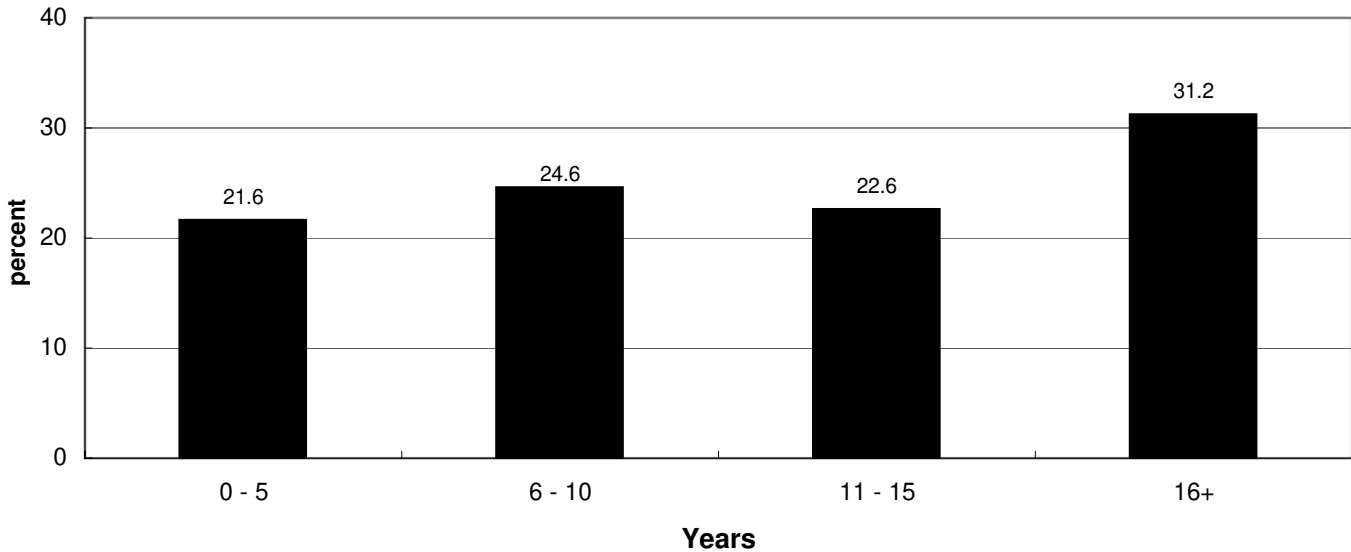
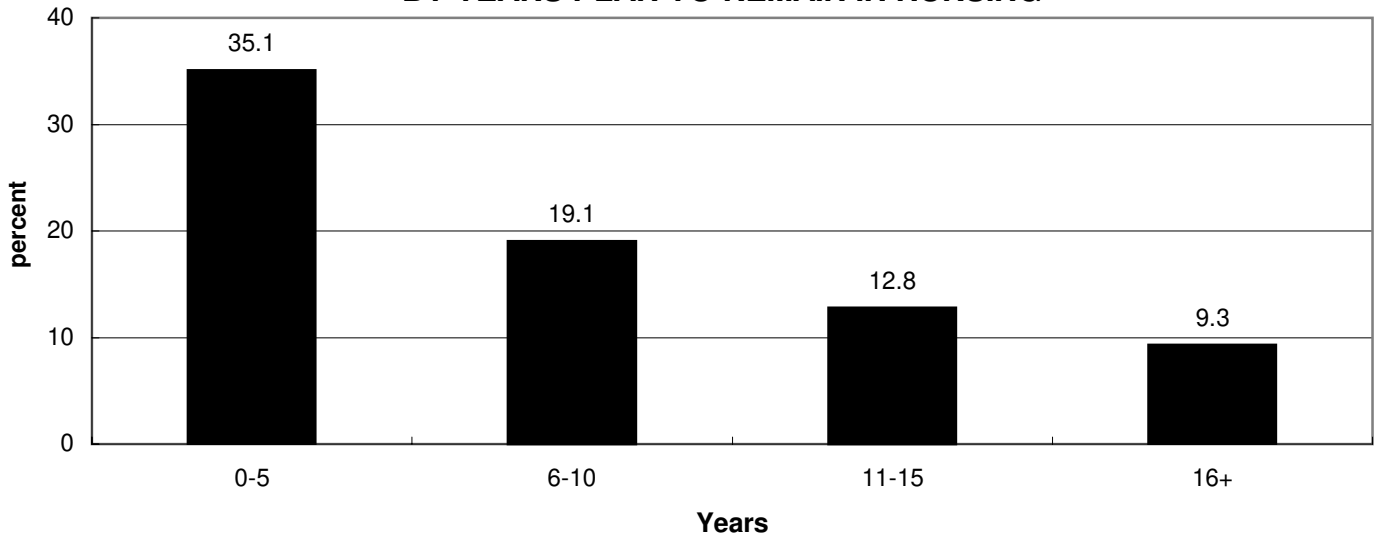


Table 20: YEARS PLAN TO REMAIN IN NURSING BY AGE AND GENDER

TOTAL RN RESPONSES									
	Total Number	0-5 Years		6-10 Years		11-15 Years		16+ years	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
	23,876	5,155	21.6%	5,876	24.6%	5,393	22.6%	7,452	31.2%
AGE GROUP									
20-34	2,661	367	13.8%	409	15.4%	296	11.1%	1,589	59.7%
35-49	12,687	1,503	11.8%	2,373	18.7%	3,323	26.2%	5,488	43.3%
50-64	7,706	2,703	35.1%	2,968	38.5%	1,722	22.3%	313	4.1%
65+	581	515	88.6%	57	9.8%	4	0.7%	5	0.9%
GENDER									
Male	1,337	296	22.1%	269	20.1%	317	23.7%	455	34.0%
Female	22,524	4,858	21.6%	5,602	24.9%	5,074	22.5%	6,990	31.0%
Note: Percentages may not equal 100% due to rounding.									

**RNs EMPLOYED IN HEALTH CARE IN PENNSYLVANIA
YEARS PLAN TO REMAIN IN NURSING, APRIL 2002**

**Figure 21: PERCENT OF RNs DISSATISFIED* WITH CAREER
BY YEARS PLAN TO REMAIN IN NURSING**



*Includes dissatisfied and very dissatisfied.

**Table 21: CAREER AND JOB SATISFACTION
BY YEARS PLAN TO REMAIN IN NURSING**

CAREER SATISFACTION								
	0-5 Years		6-10 Years		11-15 Years		16+ years	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Very Dissatisfied	636	12.4%	365	6.3%	267	5.0%	349	4.7%
Dissatisfied	1,162	22.7%	747	12.8%	418	7.8%	343	4.6%
Somewhat Satisfied	2,168	42.3%	3,166	54.3%	2,829	52.7%	3,491	47.0%
Very Satisfied	1,164	22.7%	1,556	26.7%	1,853	34.5%	3,245	43.7%
Total	5,130		5,834		5,367		7,428	

JOB SATISFACTION								
	0-5 Years		6-10 Years		11-15 Years		16+ years	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Very Dissatisfied	496	9.7%	313	5.3%	231	4.3%	342	4.6%
Dissatisfied	993	19.3%	639	10.9%	382	7.1%	391	5.3%
Somewhat Satisfied	2,431	47.3%	3,227	55.1%	2,844	52.9%	3,514	47.3%
Very Satisfied	1,218	23.7%	1,679	28.7%	1,916	35.7%	3,182	42.8%
Total	5,138		5,858		5,373		7,429	

Note: Percentages may not equal 100% due to rounding.

Table 22: YEARS PLAN TO REMAIN IN NURSING*
APRIL 2002

	Total	0-5 Years		6-10 Years		11-15 Years		16+ Years	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
<i>Pennsylvania</i>	23876	5155	21.6%	5876	24.6%	5393	22.6%	7452	31.2%
<u>County</u>									
Adams	100	25	25.0%	24	24.0%	27	27.0%	24	24.0%
Allegheny	3752	856	22.8%	951	25.3%	829	22.1%	1116	29.7%
Armstrong	84	24	28.6%	15	17.9%	25	29.8%	20	23.8%
Beaver	239	65	27.2%	62	25.9%	47	19.7%	65	27.2%
Bedford	55	10	18.2%	8	14.5%	13	23.6%	24	43.6%
Berks	580	122	21.0%	148	25.5%	133	22.9%	177	30.5%
Blair	334	73	21.9%	77	23.1%	73	21.9%	111	33.2%
Bradford	145	28	19.3%	36	24.8%	31	21.4%	50	34.5%
Bucks	883	206	23.3%	191	21.6%	236	26.7%	250	28.3%
Butler	233	51	21.9%	64	27.5%	45	19.3%	73	31.3%
Cambria	373	74	19.8%	90	24.1%	69	18.5%	140	37.5%
Cameron	6	0	0.0%	2	33.3%	1	16.7%	3	50.0%
Carbon	68	11	16.2%	23	33.8%	15	22.1%	19	27.9%
Centre	165	39	23.6%	41	24.8%	30	18.2%	55	33.3%
Chester	801	176	22.0%	229	28.6%	171	21.3%	225	28.1%
Clarion	65	10	15.4%	16	24.6%	14	21.5%	25	38.5%
Clearfield	161	21	13.0%	38	23.6%	39	24.2%	63	39.1%
Clinton	26	6	23.1%	9	34.6%	5	19.2%	6	23.1%
Columbia	100	19	19.0%	23	23.0%	27	27.0%	31	31.0%
Crawford	119	25	21.0%	24	20.2%	31	26.1%	39	32.8%
Cumberland	372	87	23.4%	97	26.1%	76	20.4%	112	30.1%
Dauphin	690	151	21.9%	178	25.8%	154	22.3%	207	30.0%
Delaware	970	206	21.2%	231	23.8%	237	24.4%	296	30.5%
Elk	74	15	20.3%	11	14.9%	22	29.7%	26	35.1%
Erie	562	112	19.9%	171	30.4%	125	22.2%	154	27.4%
Fayette	184	45	24.5%	47	25.5%	44	23.9%	48	26.1%
Forest	4	2	50.0%	0	0.0%	0	0.0%	2	50.0%
Franklin	153	29	19.0%	47	30.7%	29	19.0%	48	31.4%
Fulton	8	1	12.5%	3	37.5%	1	12.5%	3	37.5%
Greene	42	12	28.6%	8	19.0%	9	21.4%	13	31.0%
Huntingdon	60	10	16.7%	8	13.3%	15	25.0%	27	45.0%
Indiana	120	30	25.0%	27	22.5%	33	27.5%	30	25.0%
Jefferson	59	10	16.9%	17	28.8%	13	22.0%	19	32.2%
Juniata	9	2	22.2%	2	22.2%	4	44.4%	1	11.1%
Lackawanna	483	110	22.8%	107	22.2%	118	24.4%	148	30.6%
Lancaster	718	158	22.0%	177	24.7%	168	23.4%	215	29.9%
Lawrence	169	33	19.5%	41	24.3%	26	15.4%	69	40.8%
Lebanon	188	47	25.0%	49	26.1%	50	26.6%	42	22.3%
Lehigh	887	195	22.0%	192	21.6%	200	22.5%	300	33.8%
Luzerne	706	183	25.9%	164	23.2%	155	22.0%	204	28.9%
Lycoming	208	47	22.6%	52	25.0%	54	26.0%	55	26.4%
McKean	69	9	13.0%	14	20.3%	22	31.9%	24	34.8%
Mercer	297	67	22.6%	71	23.9%	60	20.2%	99	33.3%
Mifflin	56	9	16.1%	11	19.6%	13	23.2%	23	41.1%
Monroe	118	25	21.2%	28	23.7%	26	22.0%	39	33.1%
Montgomery	1869	365	19.5%	449	24.0%	439	23.5%	616	33.0%
Montour	198	41	20.7%	46	23.2%	46	23.2%	65	32.8%
Northampton	415	89	21.4%	131	31.6%	92	22.2%	103	24.8%
Northumberland	105	18	17.1%	24	22.9%	23	21.9%	40	38.1%

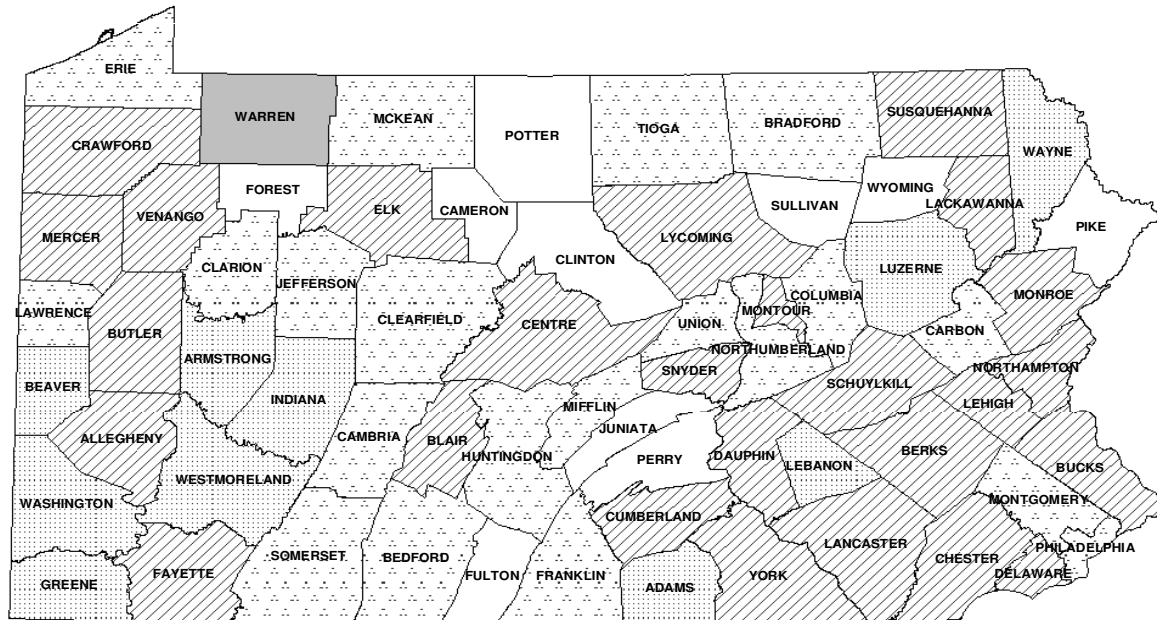
* Employed in Health Care in Pennsylvania (By County of Employment)

**Table 22: YEARS PLAN TO REMAIN IN NURSING*
APRIL 2002 (con't)**

	Total	0-5 Years		6-10 Years		11-15 Years		16+ Years	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Perry	13	1	7.7%	6	46.2%	3	23.1%	3	23.1%
Philadelphia	3419	653	19.1%	786	23.0%	791	23.1%	1189	34.8%
Pike	12	5	41.7%	2	16.7%	3	25.0%	2	16.7%
Potter	20	4	20.0%	5	25.0%	5	25.0%	6	30.0%
Schuylkill	202	48	23.8%	50	24.8%	37	18.3%	67	33.2%
Snyder	35	8	22.9%	7	20.0%	8	22.9%	12	34.3%
Somerset	129	23	17.8%	37	28.7%	24	18.6%	45	34.9%
Sullivan	8	1	12.5%	4	50.0%	1	12.5%	2	25.0%
Susquehanna	44	10	22.7%	15	34.1%	7	15.9%	12	27.3%
Tioga	33	5	15.2%	7	21.2%	6	18.2%	15	45.5%
Union	83	8	9.6%	20	24.1%	26	31.3%	29	34.9%
Venango	98	22	22.4%	32	32.7%	21	21.4%	23	23.5%
Warren	67	26	38.8%	24	35.8%	8	11.9%	9	13.4%
Washington	403	105	26.1%	96	23.8%	82	20.3%	120	29.8%
Wayne	70	20	28.6%	13	18.6%	17	24.3%	20	28.6%
Westmoreland	612	157	25.7%	155	25.3%	125	20.4%	175	28.6%
Wyoming	25	4	16.0%	11	44.0%	3	12.0%	7	28.0%
York	521	106	20.3%	132	25.3%	111	21.3%	172	33.0%

* Employed in Health Care in Pennsylvania (By County of Employment)

**Figure 22:
PERCENT OF RNs WHO PLAN TO LEAVE NURSING WITHIN 5 YEARS*
APRIL 2002**



Percent

Range LESS THAN 20.0% 20.0% - 24.9% 25.0% - 29.9% 30.0% AND GREATER Insufficient Data

* Employed in Health Care in Pennsylvania (By County of Employment)

APPENDIX

1. Data Collection Form – Survey of Registered Nurses, April 2002
2. Comparison of National/State Nursing Survey Responses
3. Calculating a 95% Confidence Interval

Appendix 1
Commonwealth of Pennsylvania
Department of Health
Survey of Registered Nurses



In order to gain a better understanding of the nurse work force, the Department of Health, with the support of the Department of State, asks that you complete this brief questionnaire, and return it with your license renewal application. Individual information from this survey is confidential and will not be shared or distributed. Information gained from this survey will be used to improve our knowledge of the nurse workforce and guide policy development. Your cooperation will assure that we have accurate and timely information. Thank you for your cooperation.

1. Year of Birth
2. Sex Male Female
3. Hispanic Origin Yes No
4. Race (*check one*)

<input type="checkbox"/> White	<input type="checkbox"/> Black	<input type="checkbox"/> American Indian and Alaska Native
<input type="checkbox"/> Asian	<input type="checkbox"/> Native Hawaiian and Other Pacific Islander	<input type="checkbox"/> Other
5. State of Residence (*enter two letter postal code*)
 County of Residence (*PA only – see codes on back of form*)
 Zip Code of Residence
6. Highest Educational Level Attained (*check one*)

<input type="checkbox"/> Associate Degree	<input type="checkbox"/> Hospital Based Diploma/Certificate	<input type="checkbox"/> Bachelor	<input type="checkbox"/> Master	<input type="checkbox"/> Doctorate
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7. Specialty/Advanced Certification (*check one*)

<input type="checkbox"/> None	<input type="checkbox"/> CNM	<input type="checkbox"/> CRNA	<input type="checkbox"/> CRNP	<input type="checkbox"/> Clinical Specialist	<input type="checkbox"/> Other
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8. Employment Status (*check one*)

<input type="checkbox"/> Employed in health care	<input type="checkbox"/> Employed in other than health care
<input type="checkbox"/> Unemployed, seeking health care employment	<input type="checkbox"/> Unemployed, not seeking health care employment
<input type="checkbox"/> Retired	<input type="checkbox"/> Student

Please answer items 9-14 only if currently employed in health care.

9. Type of position (*primary job only – check one*)

<input type="checkbox"/> Direct patient care	<input type="checkbox"/> Quality Assurance/Utilization Review
<input type="checkbox"/> Administration/Management	<input type="checkbox"/> Infection Control <input type="checkbox"/> Educator (includes in-service)
<input type="checkbox"/> Researcher/Consultant	<input type="checkbox"/> Other
10. Employment sector (*primary job only – check one*)

<input type="checkbox"/> 01=Hospital	<input type="checkbox"/> 02=Nursing Home	<input type="checkbox"/> 03=Home Health Agency
<input type="checkbox"/> 04=Health Department	<input type="checkbox"/> 05=Physician/Dentist Office	<input type="checkbox"/> 06=Clinic
<input type="checkbox"/> 07=Public/Private School	<input type="checkbox"/> 08=Military/Federal	<input type="checkbox"/> 09=State Inpatient Facility
<input type="checkbox"/> 10=Community Agency	<input type="checkbox"/> 11=Professional School Faculty	<input type="checkbox"/> 12=Business/Industry
<input type="checkbox"/> 13=Consulting Firm	<input type="checkbox"/> 14=Pharmaceutical Sales	<input type="checkbox"/> 15=Insurance/HMO
<input type="checkbox"/> 16=Law Office	<input type="checkbox"/> 17=Independent Practice	<input type="checkbox"/> 18=Personnel Pool
<input type="checkbox"/> 19=Other		

11. Current Employer(s)

	Location of site where employed			List the regularly scheduled and overtime hours worked in the past <u>TWO WEEKS</u> .							
	State-Enter two letter postal code	County – PA only – see codes below	Zip Code of site where employed	Indicate whether your employer considers you a full-time or part-time employee.				Direct Patient Care		Employment Sector (enter using codes in item 10)	
				Check box if any of overtime was mandatory.				Yes	No		
				Regularly Scheduled Hours	Overtime Hours	FT	PT	Mandatory Overtime?			
Primary Job	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Second Job	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>
Third Job	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>

12. How satisfied are you with nursing as a career?

- Very dissatisfied
- Dissatisfied
- Somewhat satisfied
- Very satisfied

13. How satisfied are you with your current primary job?

- Very dissatisfied
- Dissatisfied
- Somewhat satisfied
- Very satisfied

14. How much longer do you plan to remain in nursing?

- 0 – 5 years
- 6 – 10 years
- 11 – 15 years
- 16+ years

PENNSYLVANIA COUNTY CODES

- | | | |
|---------------|---------------|-------------------|
| 01=Adams | 24=Elk | 47=Montour |
| 02=Allegheny | 25=Erie | 48=Northampton |
| 03=Armstrong | 26=Fayette | 49=Northumberland |
| 04=Beaver | 27=Forest | 50=Perry |
| 05=Bedford | 28=Franklin | 51=Philadelphia |
| 06=Berks | 29=Fulton | 52=Pike |
| 07=Blair | 30=Greene | 53=Potter |
| 08=Bradford | 31=Huntingdon | 54=Schuylkill |
| 09=Bucks | 32=Indiana | 55=Snyder |
| 10=Butler | 33=Jefferson | 56=Somerset |
| 11=Cambria | 34=Juniata | 57=Sullivan |
| 12=Cameron | 35=Lackawanna | 58=Susquehanna |
| 13=Carbon | 36=Lancaster | 59=Tioga |
| 14=Centre | 37=Lawrence | 60=Union |
| 15=Chester | 38=Lebanon | 61=Venango |
| 16=Clarion | 39=Lehigh | 62=Warren |
| 17=Clearfield | 40=Luzerne | 63=Washington |
| 18=Clinton | 41=Lycoming | 64=Wayne |
| 19=Columbia | 42=McKean | 65=Westmoreland |
| 20=Crawford | 43=Mercer | 66=Wyoming |
| 21=Cumberland | 44=Mifflin | 67=York |
| 22=Dauphin | 45=Monroe | |
| 23=Delaware | 46=Montgomery | |

Appendix 2

COMPARISON OF RESPONSES OF NATIONAL SAMPLE SURVEY OF REGISTERED NURSES – MARCH 2000 TO PENNSYLVANIA RN LICENSURE SURVEY AND PENNSYLVANIA WAGE STATISTICS

Measure	U.S. ¹	PA ²
Gender ³		
Female	94.1%	94.4%
Male	5.9%	5.6%
Race ⁴		
White	85.9%	95.1%
Black	5.1%	2.8%
Asian/Pacific Islander	4.1%	1.6%
Other	2.7%	0.5%
Hispanic	2.2%	0.67%
Age ⁵		
20-34	20.6%	11.3%
35-49	51.5%	54.0%
50-64	25.3%	32.3%
65+	1.9%	2.4%
Unknown	0.8%	-
Full Time/Part Time ⁶		
Full Time	71.6%	68.4%
Part Time	28.4%	31.6%
Employment Setting ⁷		
Hospital ⁸	59.1%	58.6%
Nursing Home	7.0%	9.5%
Nursing Professional Education	2.1%	1.2%
Community Health/Public Health	12.9%	8.6%
Home Health/Visiting Nurses	5.9%	6.6%
Community Agency/Health Department	7.0%	2.0%
Student Health Service	3.8%	3.7%
Ambulatory Care Setting	9.5%	9.5%
Insurance/HMO	2.9%	2.4%
Other ⁹	2.7%	6.6%
Highest Educational Level ¹⁰		
Diploma	19.0%	34.7%
Associate Degree	36.9%	19.9%
Bachelor Degree	33.2%	33.5%
Master Degree	9.8%	11.3%
Doctorate	0.6%	0.7%
Average Salary ^{11,12}	\$46,782	\$43,940
Job Satisfaction ¹³		
Extremely (Very) Satisfied	21.3%	33.4%
Moderately (Somewhat) Satisfied	47.8%	50.5%
Neither Satisfied Nor Dissatisfied	10.5%	N/A
Moderately (Somewhat) Dissatisfied	15.3%	10.3%
Extremely (Very) Dissatisfied	4.6%	5.9%

-
- ¹ U.S. Department of Health and Human Services, Health Resources and Service Administration (DHHS), Bureau of Health Professions, Division of Nursing. *The Registered Nurse Population: Findings from the National Sample Survey of Registered Nurses, March 2000*. (Washington, D.C.: Health Resources and Services Administration, 2002). This is the source for all U.S. data.
- ² Pennsylvania Department of Health, Bureau of Health Planning. "Survey of RNs with License Renewal Due April, 2002". unpublished data. With the exception of annual wage information (see footnote 12), this is the source of all Pennsylvania data.
- ³ DHHS, *The Registered Nurse Population*. Table 1, p. 39. All table references refer to the data in the March 2000 national survey.
- ⁴ *Ibid.* The U.S. Survey included Hispanic origin in the question about race/ethnicity. The figure for U.S. "White" is actually for "White, Non-Hispanic". The Pennsylvania survey asked about Hispanic origin as a separate question. Therefore, the Pennsylvania total is 100.0% for the first four categories plus 0.67% Hispanic. The disparity between the U.S. and PA percentages reflects, to some extent, the disparity in racial/ethnic make-up between the Commonwealth and the nation as a whole.
- ⁵ *Ibid.* The disparity between the U.S. and PA percentages reflects, to some extent the fact that the median age in Pennsylvania is 38.0, as opposed to 35.3 for the nation as a whole.
- ⁶ *Ibid.* Table 16, p. 54. These figures are solely for RNs employed in healthcare.
- ⁷ *Ibid.* Table 18, p. 56.
- ⁸ For U.S. data, the sub-categories of "Hospital" include "Non-Federal Short Term" (49.0%), "Non-Federal Long Term" (3.6%), "Non-Federal Psychiatric" (1.5%), "Federal Hospital" (2.9%), and "Other Hospitals" (2.1%). For Pennsylvania, the subcategories include "Hospital" (57.3%), State Inpatient Facility (0.9%), and "Military/Federal Setting", which is predominantly hospital-based (0.5%).
- ⁹ For U.S. data, the category "Other" includes, "Occupational Health" (1.7%), "Planning and Licensure" (0.5%), and all "Other" (0.5%). For Pennsylvania data, the category includes "Business/Industry" (1.2%), "Consulting Firm" (0.2%), "Pharmaceutical Sales" (0.3%), "Law Offices" (0.01%), "Personnel Pool" (0.3%), and all "Other" (4.6%).
- ¹⁰ *Ibid.* Table 8, p. 46. Advanced degrees may be in related field, rather than nursing.
- ¹¹ *Ibid.* Table 26, p. 64. Average annual earnings of RNs employed full time.
- ¹² Pennsylvania Department of Labor and Industry, Center for Workforce Information and Analysis. *2002 Pennsylvania Occupational Wages Statewide*. (Harrisburg, PA: Center for Workforce Information and Analysis, 2002). The book contains data for the year 2000. The figure is for all RNs, whether they work in healthcare or not.
- ¹³ DHHS, *The Registered Nurse Population*. Table 29, p. 67. The PA survey did not include a choice for the respondent to indicate "Neither Satisfied Nor Dissatisfied". Pa choices were: "Extremely Satisfied", "Somewhat Satisfied", "Somewhat Dissatisfied", and "Extremely Dissatisfied".

Note: Percentages may not add to 100% due to rounding and/or omission of "unknown" responses from tabulations.

Appendix 3

Calculating a 95% Confidence Interval

The confidence interval is the mechanism employed in statistics to make the statement of inference about the population. It involves a probability level (95% in this case) and a set of limits, which are calculated using a statistic called the standard error. A 95% confidence interval for a simple random sample is calculated by determining the upper and lower limits of the interval by using the equation

$$x \pm z(S.E.) \quad (\text{E1})$$

where x is the mean of the sample, z is the critical value of the standard normal distribution and $S.E.$ is the standard error of the sample data. The critical value (z) is 1.96 for a 95% confidence interval.

If a confidence interval for the count of occurrences for a particular outcome of a binomial variable (only 2 possible outcomes, such as true or false) is desired, then the mean (x) is calculated using

$$x = np \quad (\text{E2})$$

and the standard error (S.E.) is calculated using

$$S.E. = \sqrt{np(1-p)} \quad (\text{E3})$$

where p is the proportion or percent of occurrences of an outcome and n is the sample size.

On the other hand, if a confidence interval for the proportion or percent of occurrences of an outcome of a binomial variable is desired, then the mean (x) is calculated using

$$x = p \quad (\text{E4})$$

and the standard error (S.E.) is calculated using

$$S.E. = \frac{\sqrt{p(1-p)}}{\sqrt{n}} \quad (\text{E5})$$

where p is the proportion or percent of occurrences of an outcome and n is the sample size.

Equations E3 and E5 are used when the sample is small compared to the population. If the sample is large compared to the population, then equations E3 and E5 must be multiplied by a finite population correction factor, which is

$$f = 1 - \frac{n}{N} \quad (\text{E6})$$

where n is the sample size and N is the population size. The correction changes equation E3 to

$$S.E. = \sqrt{\left(1 - \frac{n}{N}\right)(np(1-p))} \quad (\text{E7})$$

and changes equation E5 to

$$S.E. = \sqrt{\left(1 - \frac{n}{N}\right) \left(\frac{p(1-p)}{n}\right)} \quad \text{(E8)}$$

A general rule of thumb is to use E7 and E8 when $\frac{n}{N}$ is greater than 5 %.

For our survey

$$\frac{n}{N} = \frac{26168}{104672} = .25 \quad \text{(E9)}$$

which means the sample is 25% of the population. We used equations E7 and E8 to calculate the standard error.

The final step in creating a confidence interval is to weight the sample data. Weighting involves assigning values to each sampled element to account for unequal probabilities of selection, non-completion and the other deviations due to sample design. One important characteristic of the sampling weight is that the total of all sampling weights is equal (or close) to the population size.

Table 1 shows the results for 5 different groups of estimates. The estimates were calculated in the manner described in the methodology section.

Table 1. Results

Group	Sample Data			Weighted (Population)	Weighted 95% S.E. & Confidence Limits (Count)			Weighted 95% S.E. & Confidence Limits (Percent)		
	Sample Size	Count	Percent	Size	S.E.	Estimate	C.I. Limit	S.E.	Estimated Percent	C.I. Limit
1	24,564	12282	50.0%	104674	67.87	52337	± 133	0.28	50.0%	± 0.5
2	24,564	9826	40.0%	104674	66.49	41869	± 130	0.27	40.0%	± 0.5
3	24,564	7369	30.0%	104674	62.20	31402	± 122	0.25	30.0%	± 0.5
4	24,564	4913	20.0%	104674	54.29	20935	± 106	0.22	20.0%	± 0.4
5	24,564	2456	10.0%	104674	40.72	10467	± 80	0.17	10.0%	± 0.3

ACKNOWLEDGEMENTS

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