
Nebraska LPN Survey Report

2010

Based on Data Collected During License Renewal in 2009

by

Juan P. Ramírez, Ph.D.

&

Diana Baker, RN, MSN



Nebraska Center for Nursing
&
Nebraska Department of Health and Human Services
Joann Schaefer, M.D., Chief Medical Officer, Director
PO Box 94986, Lincoln, NE 68509-4986
(402) 471-4376

BACKGROUND.....	3
DEMOGRAPHICS.....	4
Gender	4
Age	4
Racial/Ethnic Background	5
SALARY	6
EMPLOYMENT ENVIRONMENT	7
Hours Worked per Week	7
Frequency and Percent of Work Situation.....	8
Employers of Nurses	9
EMPLOYMENT	10
Activity	10
Setting	11
EDUCATION	12
OPINIONS ABOUT NURSING	14
Choosing Nursing Again	16
Encouragement of Others.....	16
Leaving Principal Employment.....	17
Reasons for Leaving	18
LICENSURE.....	19
Method of Licensure.....	19
SIGN LANGUAGE FLUENCY AND LANGUAGES SPOKEN	21
LOCATION OF NEBRASKA NURSES	21
Distribution of Licensed Practical Nurses with Nebraska Licenses.....	21
SUMMARY	27
Appendix A.....	28

BACKGROUND

Since November 2000, the Licensed Practical Nurse Workforce Survey has been included with the Licensed Practical Nurse (LPN) renewal application. In 2000, the Nebraska Legislature created the Nebraska Center for Nursing to address the nursing shortage. The 16-member board was appointed by the Governor and charged with developing a strategic plan. There was a need for current, comprehensive data about the supply and demand of nurses in Nebraska to enable the Board to satisfy its mandate. Therefore a comprehensive survey was conducted in November 2000, 2003, 2005 and in 2007 in conjunction with LPN renewal notices. In August of 2009, Nebraska Licensed Practical Nurses (LPNs) were again surveyed in conjunction with LPN renewal notices.

A total of 6,389 Workforce Surveys were collected and entered for data analysis. From this total, 5,206 were completed on-line, and 1,183 on paper. In order to merge the Workforce Survey responses with the database information, the license number, which was stamped on the survey prior to mailing or was typed by an online survey participant, was used to merge the survey responses with the information from the database. This information was used to calculate demographic characteristics of the sample, such as age and gender. Of the 6,389 surveys collected, 5,133 identified themselves as being principally employed in Nebraska. A copy of the survey form can be found in Appendix A.

The number of active Licensed Practical Nurses (LPNs) has remained fairly steady since 1988. Table A provides the number of LPNs licensed in Nebraska at the end of the calendar year. Numbers are reported for even-numbered years. LPN licenses expire in the later part of the year in odd-numbered years. At the time of renewal the total number of LPNs licensed in the state always drops significantly because of LPNs who do not renew a license due to retirement, death, leaving the state or ceasing to practice nursing. The total number of LPNs licensed in the state then continues to grow until the next renewal when it once again falls. The total number licensed at the end of even-numbered years was chosen for comparison because it represents the midpoint between when the major fluctuations occur. This number includes all licensees, and does not distinguish whether the nurse practiced or lived in Nebraska. Nebraska joined the Nurse Licensure Compact in January 2001. LPNs residing in another compact state could not renew their Nebraska license in 2001, hence the drop in the number of active licensed practical nurses in 2002.

Table A. Number of Active Licensed Practical Nurses in Nebraska 1988 - 2008

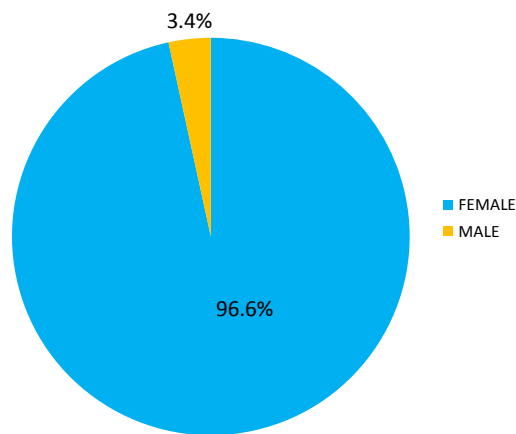
1988	1990	1992	1994	1996	1998	2000	2002	2004	2006	2008
5,833	6,029	6,340	6,330	6,989	6,787	6,202	5,943	6,620	6,863	7,260

DEMOGRAPHICS

Gender

In Nebraska, 3.4% of LPNs identified themselves as male and 96.6% as female, which shows no increment in male nursing participation in comparison to 2007 data. Chart 1 shows the percentage of male and female nurses in Nebraska for the current 2007 survey.

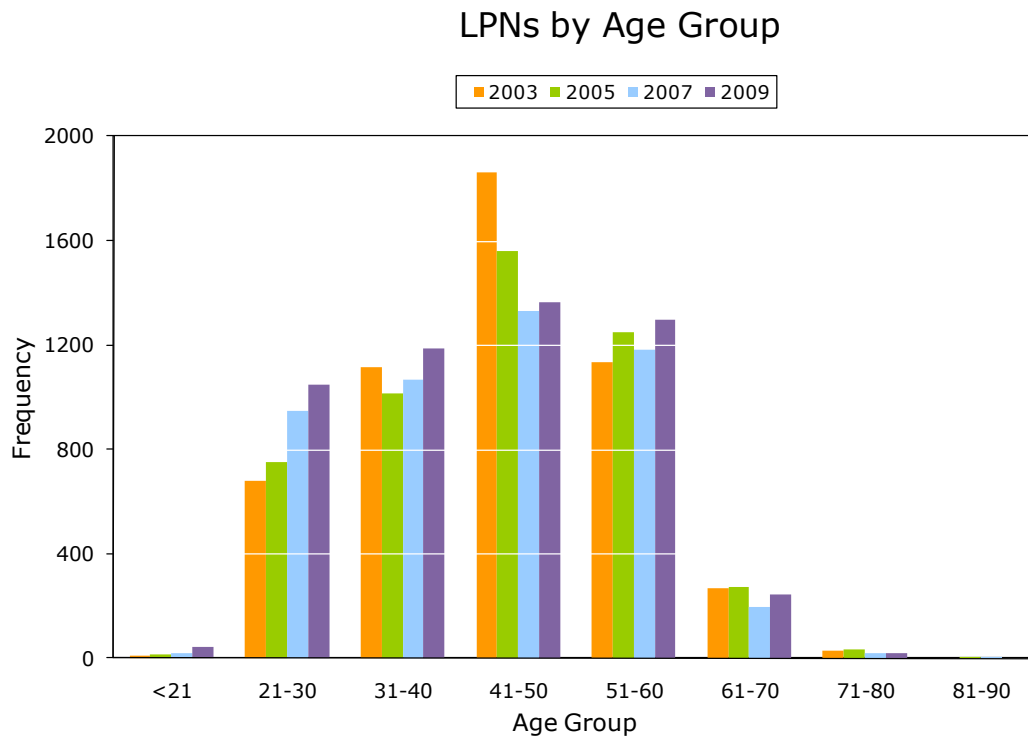
Chart 1. Distribution of Nebraska Licensed Practical Nurses by Gender in 2007



Age

Chart 2 depicts the distribution of Nebraska LPNs by age compared to previous years. In Nebraska the average age has slightly increased from 42 years in 1997 to 42.6 years in 2007 and was 42.4 years in 2009. In the LPNs under 40 category, Nebraska had 70% in 1980, only 37.6% in 2000, and 41.8% in 2009. In 1980, 42.3% of Nebraska's LPNs were under age 30. This number dropped to 14.3% in 2000, and was 18.7% in 2009.

Chart 2. Distribution of Nebraska Licensed Practical Nurses by Age

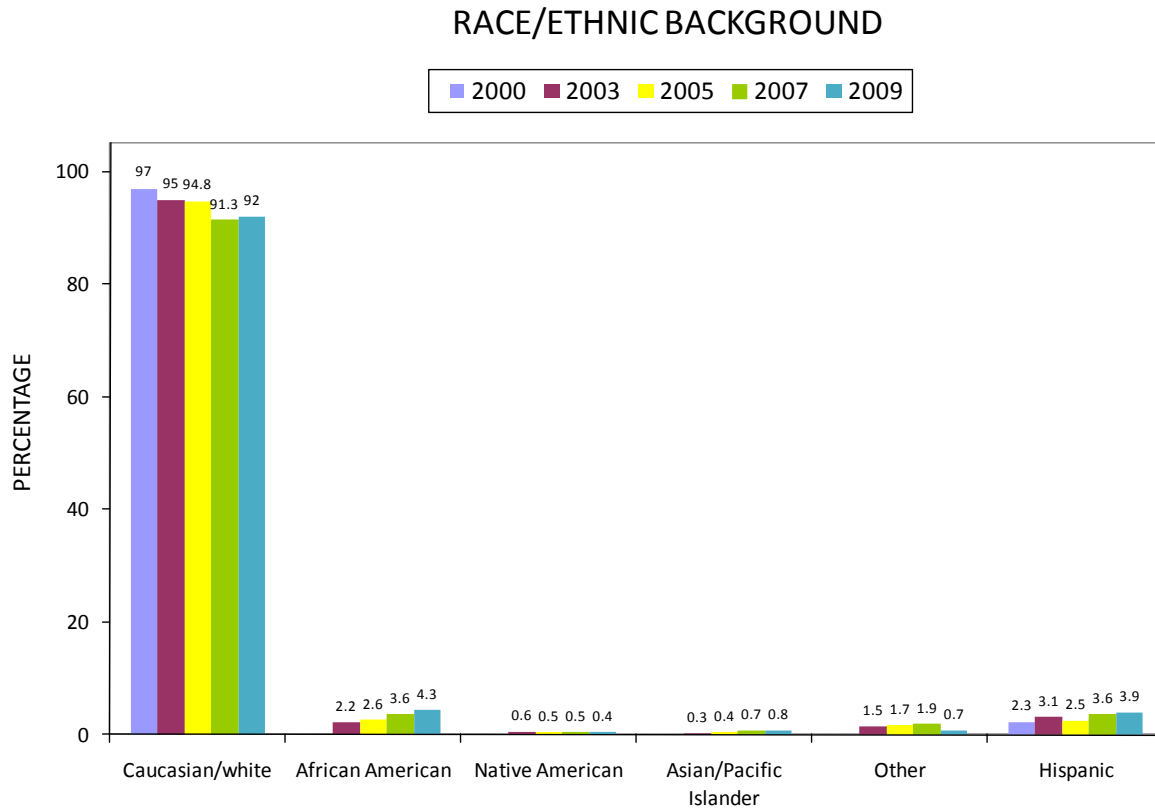


Racial/Ethnic Background

Chart 3 shows the distribution of LPNs in Nebraska according to self-reported racial/ethnic categories compared to 2000, 2003, 2005 and 2007. The preponderance of nurses were Caucasian, 92%. In 2000 this figure was 97%, in 2003, 95%; in 2005, 94.8%; and in 2007 it was 91.3%. In the general population of Nebraska, 84% are Caucasian, 4% are African American, 8% Hispanic/Latino, and 4% Other (statehealthfacts.org).

The Nebraska survey asked a separate question—whether or not the respondent was of Hispanic origin or descent. It is possible respondents could have indicated either Caucasian or African-American and also Hispanic. The Hispanic category is therefore only mutually exclusive when data from that variable are analyzed separately and there is a possible double count of some nurses. Nebraska's percentage of racial/ethnic nurses decreased from 8.7% in 2007 to 8.0% in 2009. The percentage indicating Hispanic origin or descent increased from 3.6% in 2007 to 3.9% in 2009 ($n = 241$).

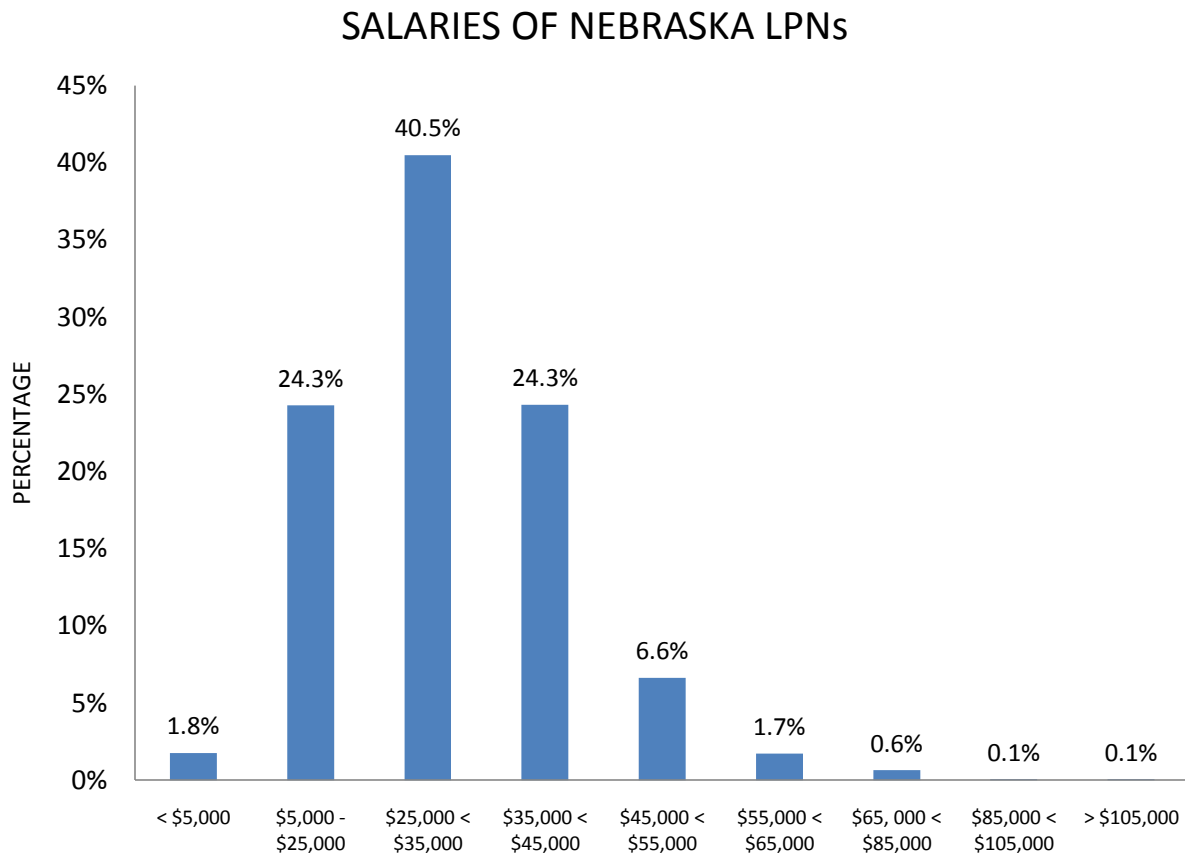
Chart 3. Distribution of Nebraska LPNs by Racial/Ethnic Background



SALARY

The Nebraska respondents were asked to describe their salary ranges. Chart 4 displays the reported salary information. The highest percentage (40.5%) of LPNs earned \$25-35,000 followed by 24.3% earning \$35-45,000.

Chart 4. Salaries of Nebraska LPNs



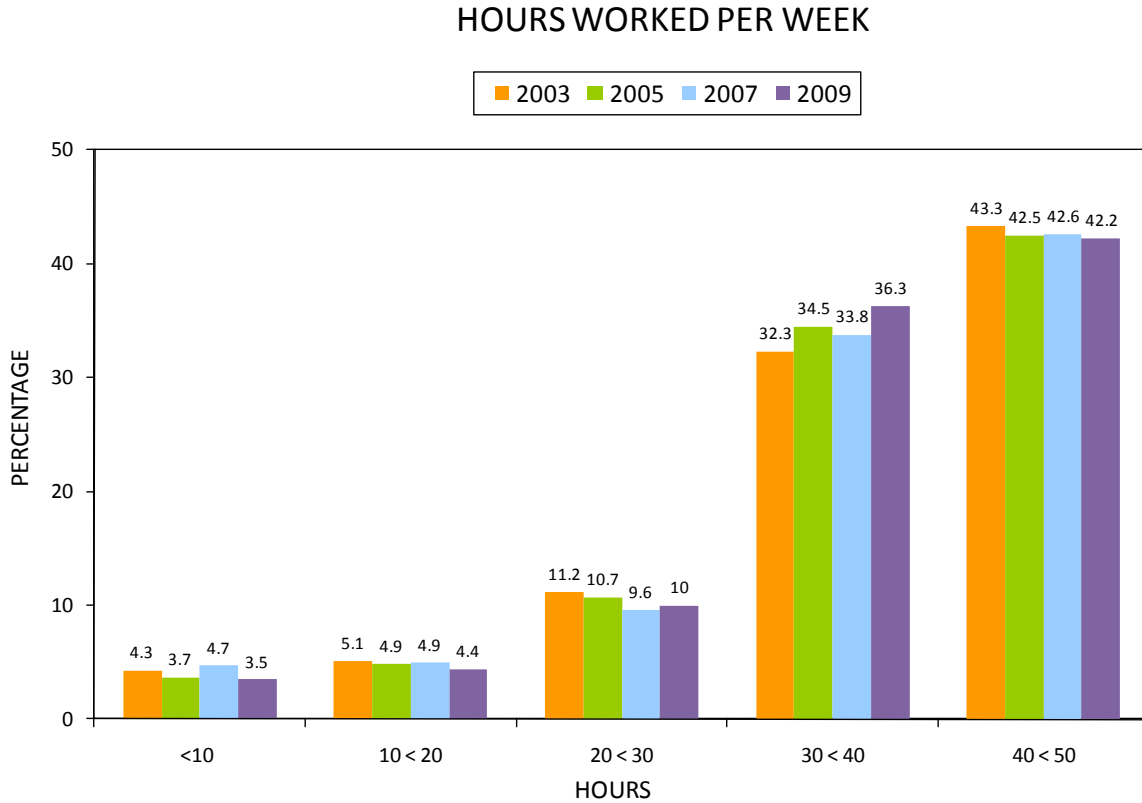
EMPLOYMENT ENVIRONMENT

Hours Worked per Week

Chart 5 shows the amount of time Nebraska LPNs work each week. The category “10 hours or less” may include licensees who do not work as a nurse at all. There were minimal numbers of unemployed currently licensed LPNs in Nebraska, because active practice has been a condition of license renewal since 1995. The percentage of employed LPNs increased after 1997, at which time 94.2% of LPNs reported working full or part-time. In 2003, 97.8%, in 2005, 96.4%, in 2007, 95.3%, and in 2009 92.0% of Nebraska LPNs were working in nursing full or part-time. The highest percentage of LPNs reported working at least 40 but less than

50 hours per week (42.2%), followed by 36.3% working at least 30 but less than 40 hours per week.

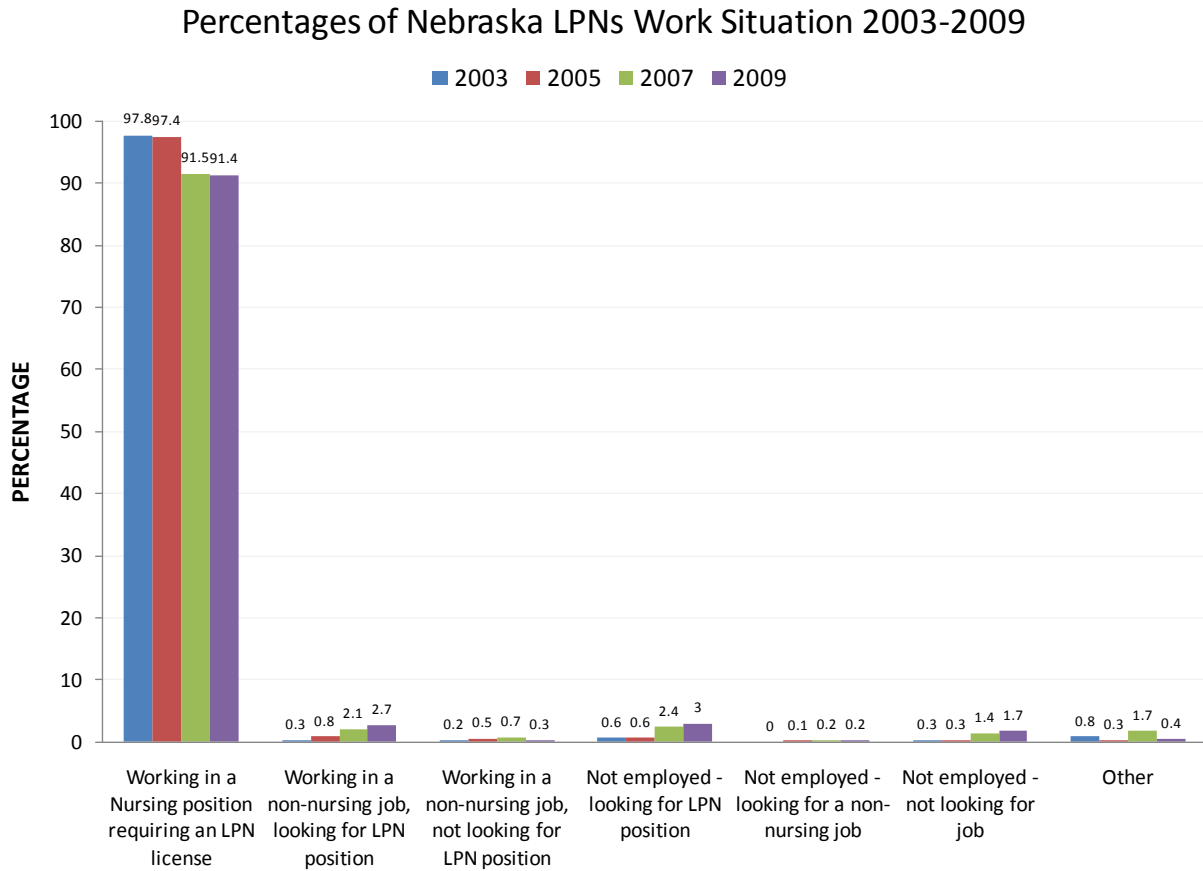
Chart 5. Average Work Hours Per Week for Nebraska LPNs



Frequency and Percent of Work Situation

The majority of the entire sample (91.4%) was working in nursing positions that required a LPN license compared to 91.5% in 2007 and 97.4% in 2005. The number of LPNs working in non-nursing positions was 1.3% in 2005, 2.8% in 2007 and 3.0% in 2009. Nearly five percent were not employed (4.8%), and of these non-employed licensees, 3.0% were looking for positions in nursing. Chart 6 depicts the percentages of licensees in reported work situations compared to 2003, 2005 and 2007.

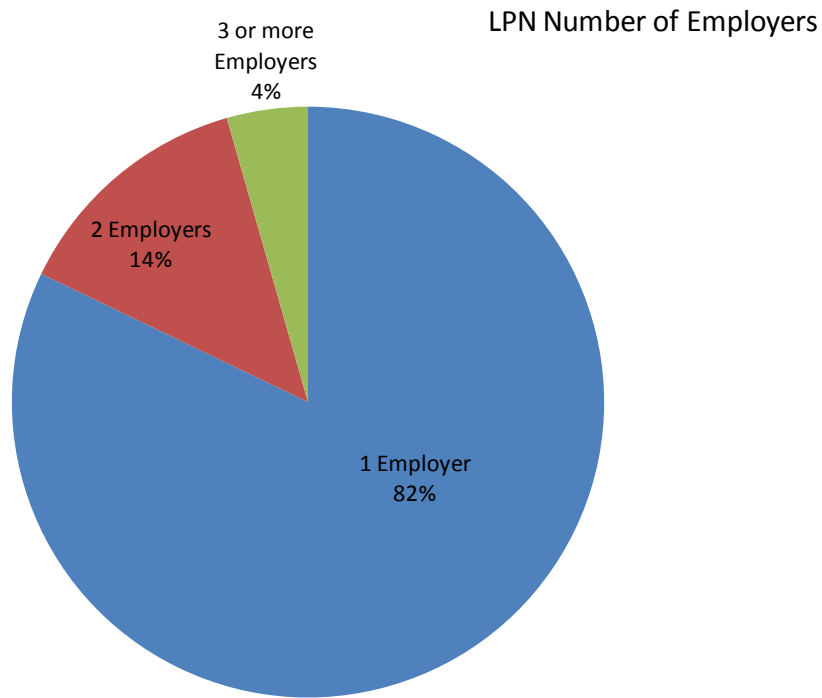
Chart 6. Percentages of Nebraska LPNs Work Situation



Employers of Nurses

Nebraska LPNs identified how many employers they worked for at the time of the survey. Chart 7 is based on these numbers. In 2009, 82.1% of LPNs worked for one employer, 13.4% for two, and 4.4% for three or more. In 2007, 83.1% of LPNs worked for one employer, 12.3% for two, and 4.6% for three or more. In 2005, 82.6% of LPNs worked for one employer, 11.8% for two, and 5.6% for three or more.

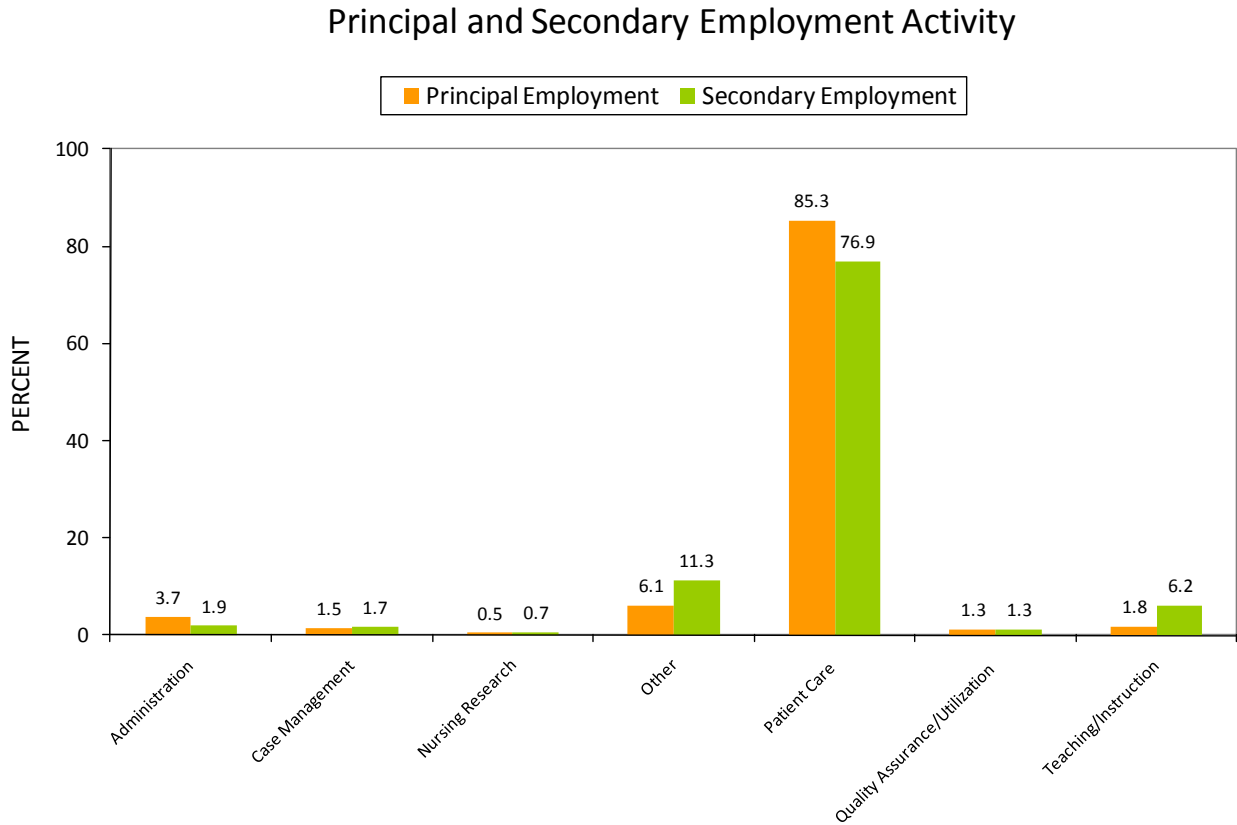
Chart 7. Numbers of Employers



Employment Activity

LPNs identified the types of employment activities they engaged in. The preponderance of LPNs worked in patient care (85.3%) compared to 84.3% in 2007. Those nurses who had secondary employment also worked predominately in patient care (76.3%). Smaller numbers were dispersed among teaching/instruction, administration, quality assurance/utilization review, case management, nursing research and other work activities. The distribution of principal and secondary employment activity is presented in Chart 8.

Chart 8. Principal and Secondary Employment Activity



Setting

In Nebraska, Long Term Care is the major employer of LPNs with 42.1% of LPNs working in Long Term Care compared to 42.6% in 2007. The total principal employment setting identification follows in Table B. Data were collected in the following principal employment setting categories: Hospital, Long Term Care (includes: Hospice, Assisted Living Facility, Nursing Home, and Parish Nursing), Nursing Education, Alcohol/Detox/Halfway House, Public/Community/Home Health, Student Health/School, Occupational Health, Ambulatory Care, Physician's Office, Self-employed, Agency Staff, Insurance Company/HMO and "Other."

Table B. Percent by Principal Employment Setting in Nebraska

	Nebraska Percentage
Long Term Care	42.1
Hospital	18.9
Physician's Office	20.9
Other	6.2
Public/Community/Home Health	3.7
Ambulatory Care	2.2
Agency Staff	1.4
Student Health/School	1.3
Occupational Health	.7
Self-employed	.3
Nurse Education	0.5
Alcohol/Detox/Halfway House	.3
Insurance/HMO	.2
Dialysis Center	.8

EDUCATION

Most Nebraska LPNs (88.0%) graduated from a Nebraska LPN program, 11.7% were educated in other states, and 0.2% were foreign educated. This information is depicted in Chart 9. In 2007, 87.1% graduated from a Nebraska LPN program, 12.7% were educated in other states, and 0.2% were foreign educated.

Of the LPNs who responded to the survey, 92.4% reported receiving a diploma from a practical nursing program, 7.6% reported completing an associate degree in nursing, 1.5% reported completing a BSN program, and 0% reported completing a masters degree program. In 2007, 93.5% reported receiving a diploma from a practical nursing program, 6.3% reported completing an associate degree in nursing, 1.2% reported completing a BSN program, and 0% reported completing a masters degree program. It should be noted that this survey was completed only by persons currently holding an active LPN license. Most LPNs who go on to RN education do not maintain their LPN license once they receive a RN license. Therefore these numbers are not reflective of the total percentage of LPNs who complete RN education. LPNs reporting that they had a non-nursing degree before they entered the LPN program were 11.3% compared to 11.2% in

2007. The percentage of LPNs who are currently enrolled in a nursing education program leading to a degree or certificate is 12.0% in comparison to 12.6% in 2007. Chart 10 shows the percentage of current LPNs who are enrolled in various types of nursing education programs.

Chart 9. Educated in Foreign Country Comparison

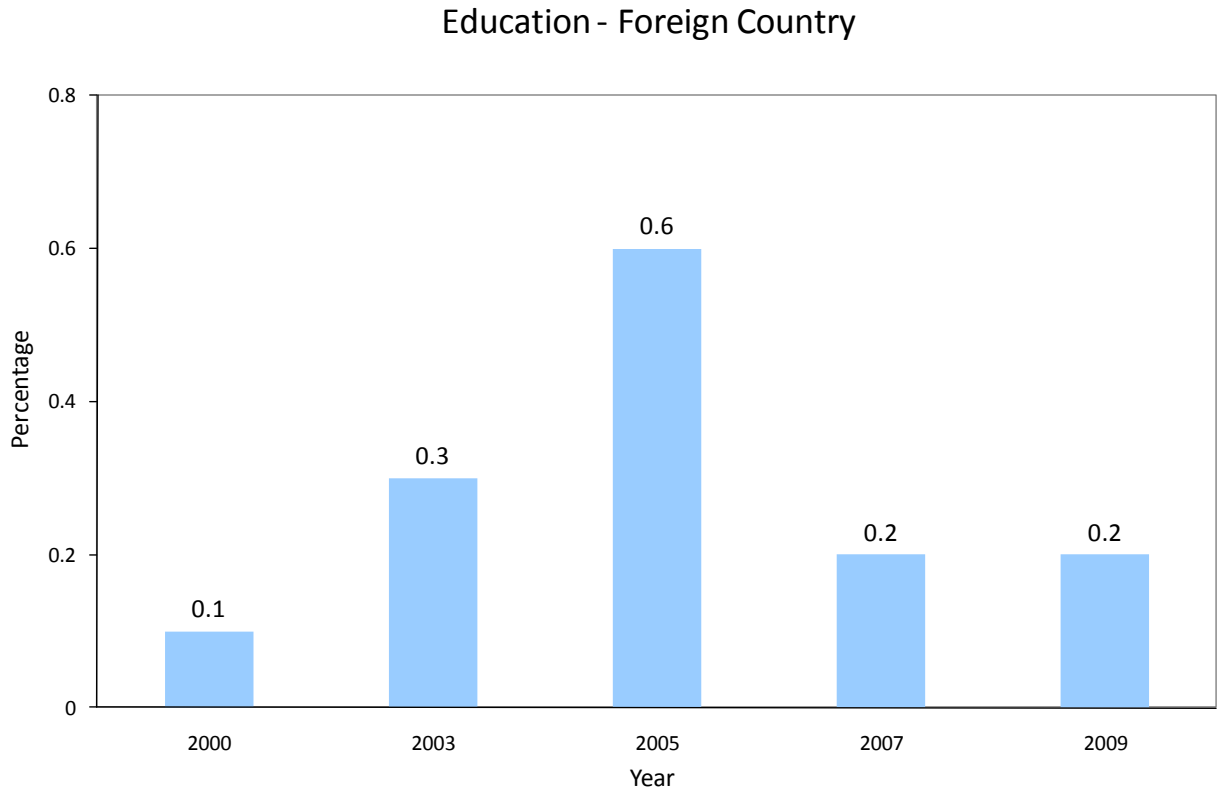
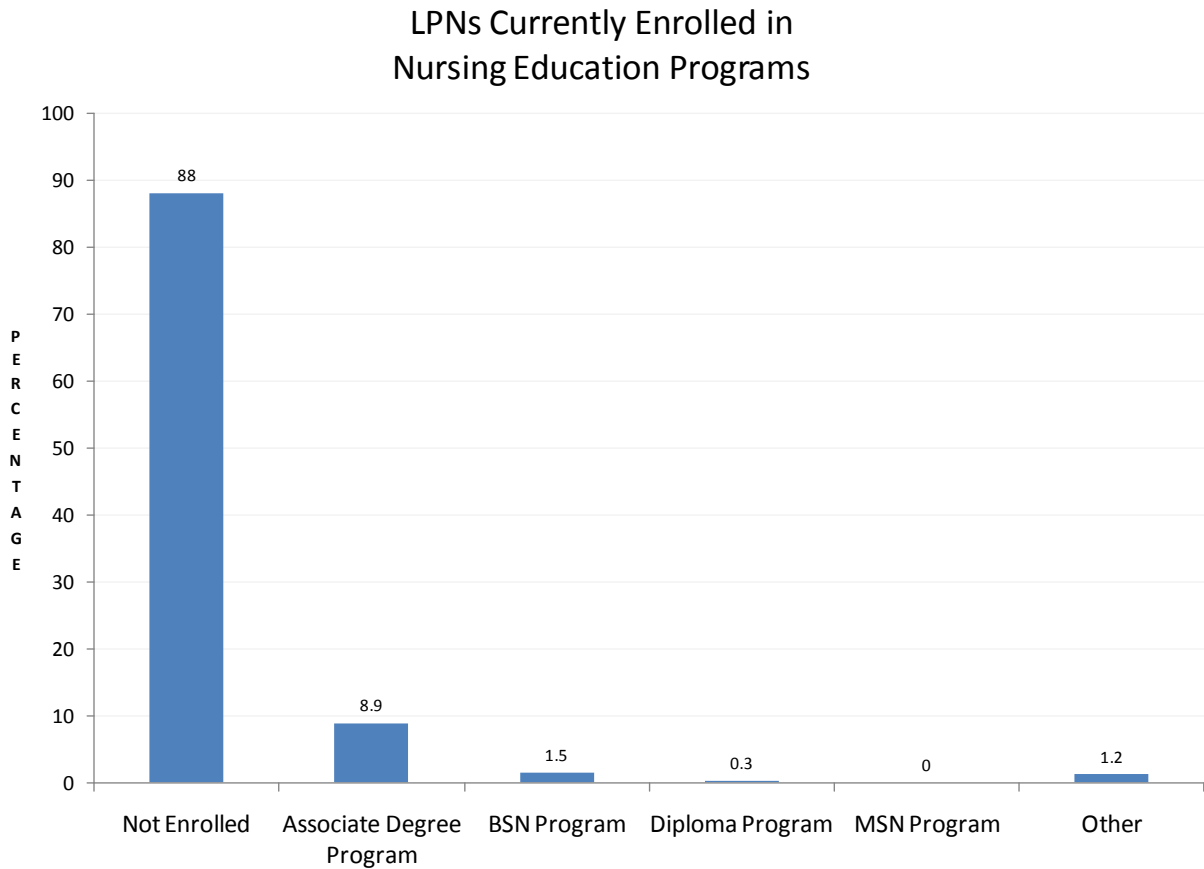


Chart 10. LPNs Currently Enrolled in Nursing Education Programs



OPINIONS ABOUT NURSING

Charts 11 and 12 indicate what nurses liked most and least about their principal nursing employment. Nurses most liked the patients (48.6%) and hours/schedule (18.5%). Salary (18.8%) was the least liked aspect of nursing.

Chart 11. Most Liked Aspect of Nursing

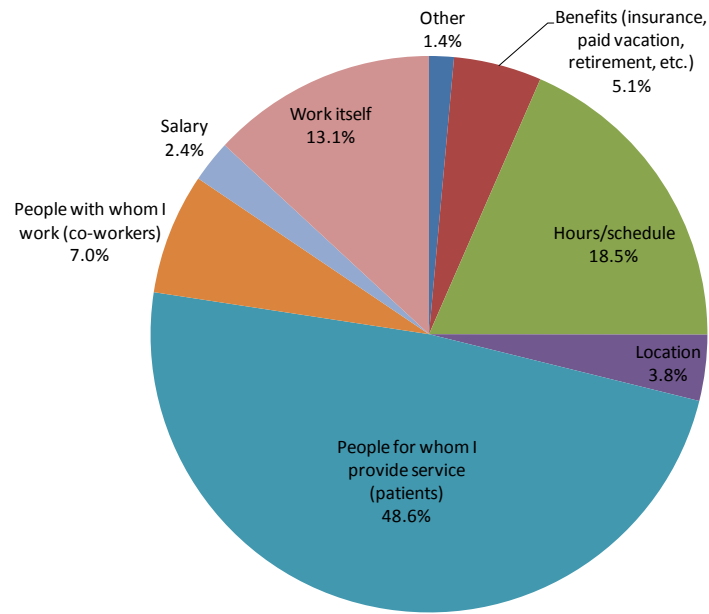
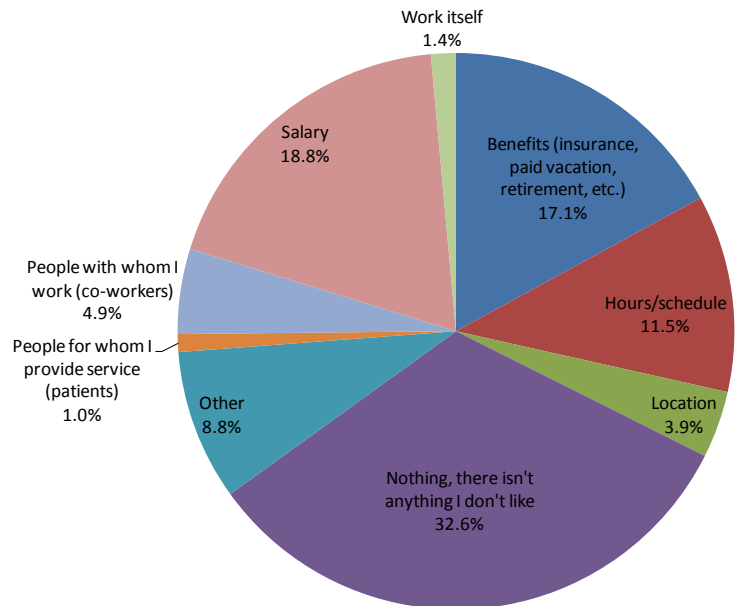


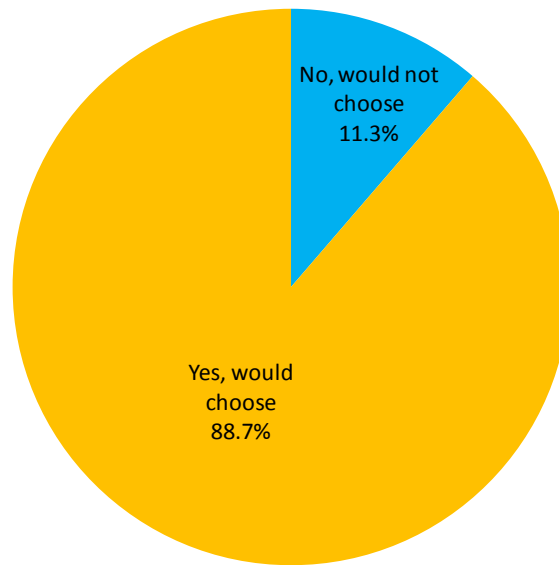
Chart 12. Least Liked Aspect of Nursing



Choosing Nursing Again

Chart 13 shows the percentages of LPNs that would or would not choose nursing as a career if they had to do it over. In 2009, 88.7% indicated they would choose nursing again. In the 2007 survey, 86.2% indicated they would choose nursing again.

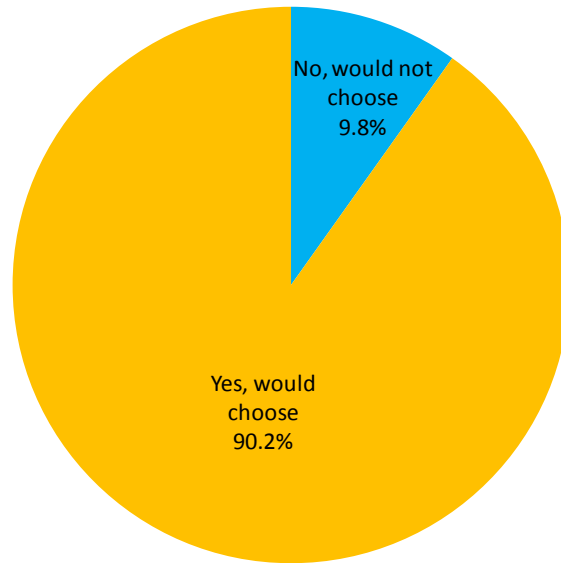
Chart 13. Choosing Nursing Again



Encouragement of Others

LPNs responded on whether they would encourage others to choose nursing as a career. There were not significant differences for those LPNs that indicated they would encourage others to choose nursing as a career in 2009 (90.2%) in comparison to 2007 (87.3%). Chart 14 shows the percentage of nurses who would and would not encourage others to choose a career in nursing.

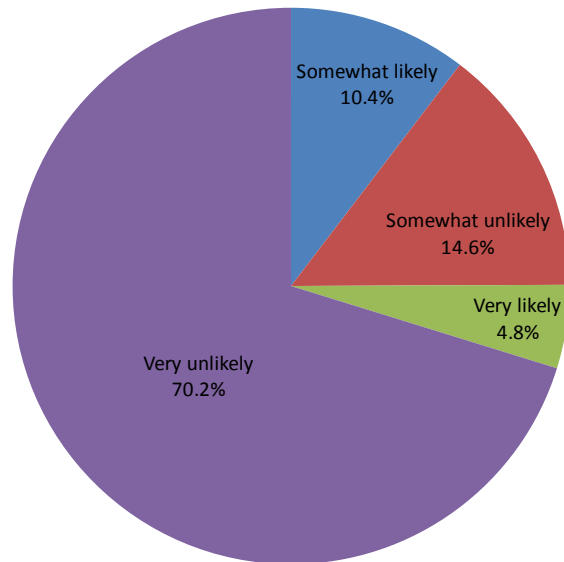
Chart 14. Encourage Others to Choose Nursing As A Career



Leaving Principal Employment

Over two-thirds of LPNs (70.2%) found it very unlikely that they would leave nursing as their principal employment in the next twelve months. Chart 15 expresses in percentages the likelihood of nurses leaving their principal employment. Some LPNs (14.6%) answered that leaving was somewhat unlikely, 10.4% of LPNs said leaving was somewhat likely, and only 4.8% of LPNs indicated that their departure was very likely to occur.

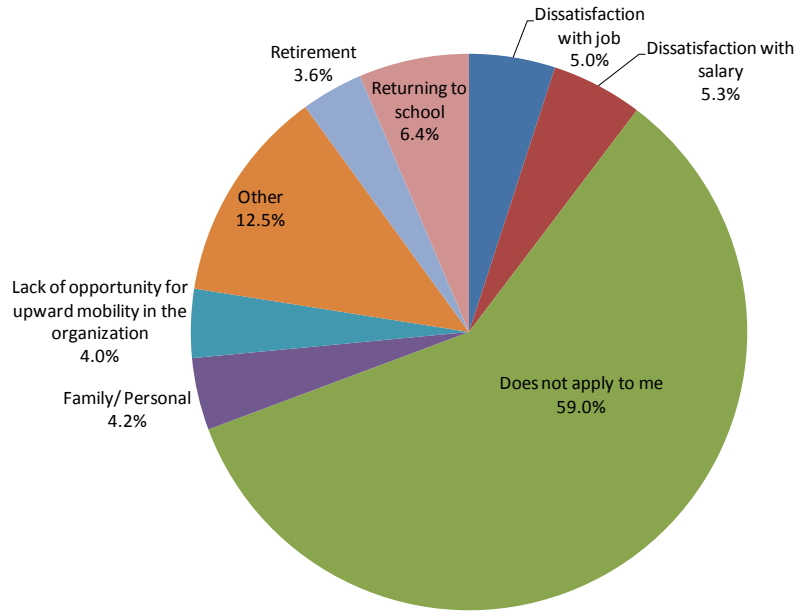
Chart 15. Likelihood of Leaving Principal Employment



Reasons for Leaving

Those Nebraska LPNs who plan to leave their principal employment as nurses identified main reasons for leaving. Over ten percent (12.5%) of the respondents selected "other". Another 5.3% chose "dissatisfied with their salary". "Dissatisfaction with their jobs" was given as the main reason for planning to leave by 5.0% of the respondents. The option "Does not apply to me" was chosen by 59% of the respondents. Chart 16 provides the percentage and main reason for LPNs who plan to leave their principal employment.

Chart 16. Main Reason for Planning to Leave Principal Employment



LICENSURE

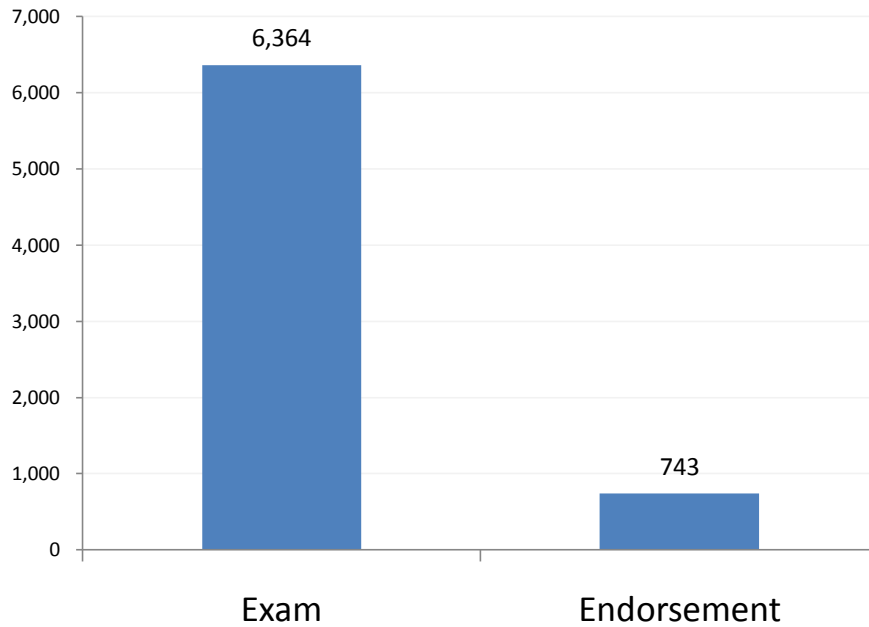
Method of Licensure

Nurses can attain a Nebraska license in one of two ways, by examination or endorsement/reciprocity. Endorsement/reciprocity is a process by which a nurse who has been licensed in another state may obtain a license in a different state. In the 2009 Nebraska sample, the large majority of LPNs obtained their initial licenses by examination in Nebraska. This was also noted in previous years. The frequency and percentage of each category are located on Table C. Data are illustrated in Chart 17.

Table C. Number and Percent of Nurses Licensed by Exam and Reciprocity

	Frequency	Percent
Exam	6,364	89.5%
Endorsement	743	10.5%
Total	7,107	100 %

Chart 17. Number of Nurses Licensed by Exam and Endorsement



Between the years 1950 and 2000, 87.3% of Nebraska LPNs were licensed by examination. Table D depicts the licensing method percentages by decades.

Table D. Date Licensed by How One was Licensed

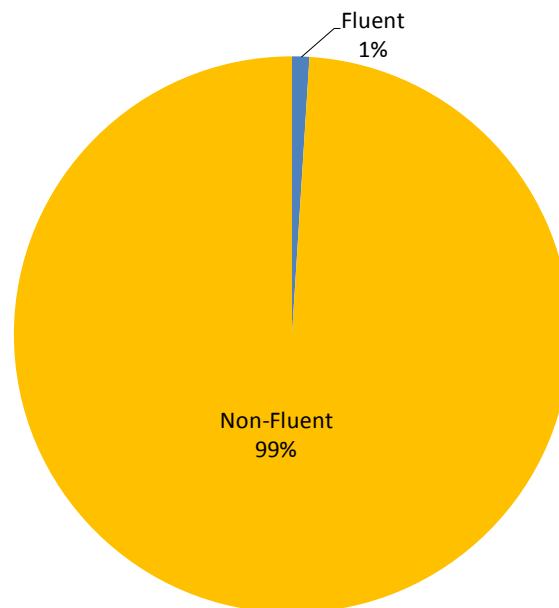
		Licensed by	
		Exam	Reciprocity
1950-1960	Count	19 (.5%)	5 (.1%)
1961-1970	Count	264 (6.9%)	26 (.7%)
1971-1980	Count	926 (24.2%)	101 (2.6%)
1981-1990	Count	951 (24.8%)	12 (3.2%)
1991-2000	Count	1181 (30.9%)	231 (6%)
Total	Count	3341 (87.3%)	485 (12.7%)

SIGN LANGUAGE FLUENCY AND LANGUAGES SPOKEN

The survey asked LPNs about fluency in sign language and languages spoken. Only 1.0% ($n = 59$) of LPNs surveyed are fluent in sign language and 99.0% ($n = 6,016$) are not fluent. Chart 18 shows the percentage of sign language fluency for Nebraska LPNs.

LPNs were asked if they could speak a language other than English. Of the 367 LPNs that speak a language other than English, 178 speak Spanish, 33 can speak German, 29 are fluent in French, and 127 speak another language.

Chart 18. Percentage of Sign Language Fluency for Nebraska LPNs



LOCATION OF NEBRASKA NURSES

Distribution of LPNs with Nebraska Licenses

Nebraska LPNs are not evenly dispersed within the state. Over one-third (35.1%) of LPNs work in Lancaster and Douglas counties. Table E portrays the number of LPNs by county. See also map that depicts the total number of LPNs by county.

Table E. Location of Nebraska LPNs by County

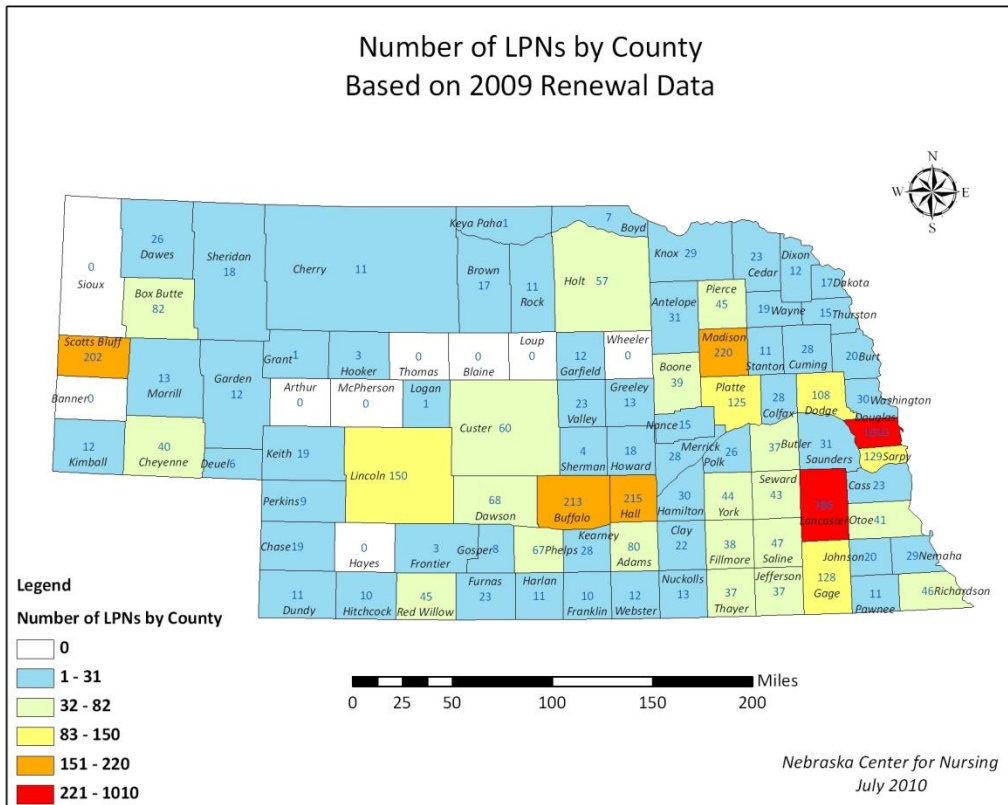
County	Number of LPNs
Adams	80
Antelope	31
Arthur	0
Banner	0
Blaine	0
Boone	39
Box Butte	82
Boyd	7
Brown	17
Buffalo	213
Burt	20
Butler	37
Cass	23
Cedar	23
Chase	19
Cherry	11
Cheyenne	40
Clay	22
Colfax	28

Cuming	28
Custer	60
Dakota	17
Dawes	26
Dawson	68
Deuel	6
Dixon	12
Dodge	108
Douglas	1,010
Dundy	11
Fillmore	38
Franklin	10
Frontier	3
Furnas	23
Gage	128
Garden	12
Garfield	12
Gosper	8
Grant	1
Greeley	13
Hall	215
Hamilton	30
Harlan	11

Hayes	0
Hitchcock	10
Holt	57
Hooker	3
Howard	18
Jefferson	37
Johnson	20
Kearney	28
Keith	19
Keya Paha	1
Kimball	12
Knox	29
Lancaster	786
Lincoln	150
Logan	1
Loup	0
Madison	220
McPherson	0
Merrick	28
Morrill	13
Nance	15
Nemaha	29
Nuckolls	13

Otoe	41
Pawnee	11
Perkins	9
Phelps	67
Pierce	45
Platte	125
Polk	26
Red Willow	45
Richardson	46
Rock	11
Saline	47
Sarpy	129
Saunders	31
Scotts Bluff	202
Seward	43
Sheridan	18
Sherman	4
Sioux	0
Stanton	11
Thayer	37
Thomas	0
Thurston	15
Valley	23

Washington	30
Wayne	19
Webster	12
Wheeler	0
York	44
Total	5,122



SUMMARY

The results of the Nebraska Licensed Practical Nursing Workforce Survey 2009 indicated the vast majority of LPNs were female and Caucasian with a mean age of 42 years. The percent of LPNs under age 40 has dropped from 70% in 1980 to 41.8% in 2009. The percentage of minority LPN nurses has increased 5% since the year 2000. The salary range of most LPNs (64.6%) was more than \$5,000, but less than \$35,000. Most LPNs were principally employed in Nebraska, working for one employer in patient care, and in a position requiring a LPN license. Long term care is the major employer of LPNs. Most LPNs were educated in Nebraska in a practical nursing program receiving a diploma and were licensed by examination. The most liked aspect of nursing was “patients” and the least liked aspect was “salary”. The large majority of LPNs would choose nursing again, were very unlikely to leave nursing as their principal employment, and would encourage others to choose nursing as a career. “Other” was the main reason LPNs would choose to leave nursing as a career. Over one-third (35.1%) of LPNS work in Douglas and Lancaster counties. Very few LPNs are fluent in sign language or speak a language other than English.

Appendix A

PRACTICAL NURSING WORKFORCE SURVEY 2009

1. Race Ethnicity Category

- Caucasian
- African American/ Black
- Native American
- Asian/ Pacific Islander
- Other _____

3. Where was the location of the basic nursing education program that prepared you to take the LPN licensing examination?

- Nebraska
- Other state or US territory
- Foreign country

5. Are you currently enrolled in a nursing education program leading degree/certificate?

- Not currently enrolled
- Associate Degree Program
- Diploma Program
- Baccalaureate Degree Program
- Master's Degree Program
- Other _____

7. Are you currently an LPN-C? (LPN certified for IV therapy)

- Yes
- No

8. If yes, are you currently working in that role?

- Yes
- No

2. Hispanic origin or descent? Yes No

2.b. If you speak another language other than English, please indicate.

Spanish _____ French _____ German _____

Other (list) _____

2.c. Are you fluent in sign language? Yes No

4. Which nursing education programs have you completed? (Mark all that apply)

- Practical Nursing Program Diploma
- Practical Nursing Program – Associate Degree

6. If you have a non-nursing degree(s), did you earn this degree before entering your basic nursing education program that prepared you for LPN licensure?

- Yes
- No

9. Which of the following best describes your current work situation? (Select one).

- Working in a nursing position requiring an LPN license or a position enhanced by my nursing knowledge and licence
- Working in a non-nursing job – looking for an LPN position
- Working in a non-nursing job – not looking of an LPN position
- Not employed – looking for an LPN position
- Not employed – looking for a non-nursing job
- Not employed – not looking for a job
- Working in nursing only as a volunteer
- Other _____

If you are not currently working in a nursing position (if you selected any option except the first option to question #9), you do not need to respond to the remainder of the questions. Thank you for your participation.

10. For how many employers do you currently work as an LPN?

- 1
- 2
- 3 or more

11. What is your current annual salary for all nursing employment?

- Less than \$5,000
- \$5,000 - \$25,000
- More than \$25,000 but less than \$35,000
- At least \$35,000 but less than \$45,000
- At least \$45,000 but less than \$55,000
- At least \$55,000 but less than \$65,000
- At least \$65,000, but less than \$85,000
- At least \$85,000, but less than \$105,000
- \$105,000 and more

12.a. In which states/jurisdictions are you currently practicing nursing? (Practicing nursing includes a variety of roles as defined in the Nurse Practice Act. Providing education/consultation, providing or managing direct patient care or using technology – telephone, computer, etc. – to assess, teach or advise patients in another state constitutes practicing nursing in that state.) Circle all that apply.

- | | | | | | | |
|----|----|----|----|----|----|----|
| AL | AK | AS | AZ | AR | CA | CO |
| CT | DE | DC | FM | FL | GA | GU |
| HI | ID | IL | IN | IA | KS | KY |
| LA | ME | MH | MD | MA | MI | MN |
| MS | MO | MT | NE | NV | NH | NJ |
| NM | NY | NC | ND | MP | OH | OK |
| OR | PW | PA | PR | RI | SC | SD |
| TN | TX | UT | VT | VI | VA | WA |
| WV | WI | WY | | | | |

12.b. In which compact state do you hold an active license to practice as an LPN (only one state)

AZ AR CO DE ID IA KY ME MD MS NE NH NM NC ND sRI SC SD TN TX UT VA WI

12.c. In which non-compact states do you hold an active license to practice as an LPN (select all that apply)

AL AK AS CA CT DC FM FL GA GU HI IL IN KS LA MH MA MI MN MS MO MT NV NJ NY MP OH OK OR PW PA PR VT VI WA WV WY

For the following questions, please use the following definitions:

Principal Employment: Where the greatest number of RN working hours are spent. **Secondary Employment:** Where the 2nd greatest number of RN working hours are spent

13. Please identify the type of setting that most closely corresponds to your nursing practice positions:

	Principal Employment (Select <u>one</u>)	Secondary Employment (Select <u>one</u>)
Academic Setting	_____	_____
Agency Staff (temporary or scheduled)	_____	_____
Alcohol/Detox/Halfway House	_____	_____
Ambulatory Care	_____	_____
Assisted Living Facility	_____	_____
Dialysis Center	_____	_____
Forensic Nursing	_____	_____
Hospice	_____	_____
Hospital	_____	_____
Insurance Company/HMO	_____	_____
Nursing Education	_____	_____
Nursing Home	_____	_____
Occupational Health	_____	_____
Parish Nursing	_____	_____
Physician's Office/Health Clinic	_____	_____
Public/Community/Home Health	_____	_____
Self-Employed	_____	_____
Student Health/School	_____	_____
Other _____	_____	_____

14. Please choose the major activity that best corresponds to your:

	Principal Employment (Select <u>one</u>)	Secondary Employment (Select <u>one</u>)
Administration	_____	_____
Case Management	_____	_____
Nursing Research	_____	_____
Patient Care	_____	_____
Quality Assurance/Utilization Review	_____	_____
Teaching/Instruction	_____	_____
Other _____	_____	_____

15. How long have you been employed by your current facility/employer?

	Principal Employment (Select <u>one</u>)	Secondary Employment (Select <u>one</u>)
Less than 1 year	_____	_____
1-3 years	_____	_____
At least 3 years, but less than 5 years	_____	_____
At least 5 years, but less than 10 years	_____	_____
More than 10 years	_____	_____

16. Of the total years you have been licensed as an LPN, how many years have you been employed in nursing?

___ < 1 year	___ At least 1 year	___ At least 5 years but
	but less than 5 years	less than 10 years
___ At least 10 years	___ At least 20 years	___ 30 years or more
but less than 20	but less than 30	
years	years	

17. Write in zip code, county and state of your principal employment.

_____ Zip Code _____ County _____ State

18. On the average, how many hours per week (all employment) do you work as an LPN?

- ___ 10 hours or less
- ___ more than 10 hours, but less than 20 hours
- ___ at least 20 hours, but less than 30 hours
- ___ at least 30 hours, but less than 40 hours
- ___ at least 40 hours, but less than 50 hours
- ___ 50 hours or more

19. If you are planning to retire in the next 5 years, what is the primary factor that would persuade you to delay your retirement? (Check only one. If you are not planning to retire, check "do not plan to retire.")

- ___ A position less physically demanding
- ___ Better benefits package
- ___ Continued benefits
- ___ Employment opportunity for spouse/significant other
- ___ Increased salary
- ___ Less hours to commute
- ___ Shortened/flexible work hours
- ___ Other (specify) _____
- ___ Do not plan to retire.

20. What do you like most about your principal nursing employment? (Select one)

- Benefits (insurance, paid vacation, retirement, etc.)
- Hours/schedule
- Location
- People for whom I provide service (patients)
- People with whom I work (co-workers)
- Salary
- Work itself
- Other _____

22. How likely are you to leave your principal employment in the next 12 months?

- Very unlikely
- Somewhat unlikely
- Somewhat likely
- Very likely

24. How satisfied are you with your current job?

- Very Satisfied
- Somewhat Satisfied
- Dissatisfied
- Very Dissatisfied

26. Would you encourage others to choose nursing as a career?

- Yes
- No

21. What do you like least about your principal nursing employment? (Select one)

- Benefits (insurance, paid vacation, retirement, etc.)
- Hours/schedule
- Location
- People for whom I provide service (patients)
- People with whom I work (co-workers)
- Salary
- Work itself
- Nothing, there isn't anything I don't like
- Other _____

23. If very likely or somewhat likely that you will leave your principal employment in the next 12 months, what is the main reason? (Select one)

- Dissatisfaction with job
- Dissatisfaction with salary
- Family/personal
- Lack of opportunity for upward mobility in the organization
- Retirement
- Returning to school
- Other _____
- Does not apply to me

25. If you had to do it over, would you choose nursing as a career?

- Yes
- No

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

- Very Satisfied
- Somewhat Satisfied
- Dissatisfied
- Very Dissatisfied