



September 2010

A Profile of Georgia's Registered Nurse Workforce: 2008-2009 and 2009-2010 Licensure Renewal Survey Results

Background

In 2008 and 2009, the Center for Health Workforce Planning and Analysis at the Board of Regents of the University System of Georgia (USG) conducted a survey of all currently licensed Registered Nurses (RNs) in Georgia. The purpose of the survey was to collect data on basic characteristics of the nurse workforce including their demographics, pre-licensure nursing education, type of licensure, and employment.

After completing the licensure renewal information on the Georgia Board of Nursing website, each RN was asked to complete a short web-based survey conducted by the USG. Nurses are on a two-year licensure renewal cycle, therefore half of eligible RNs were surveyed in 2008 and half in 2009. The data gathered from the survey is intended to be used to inform policymakers and legislators with accurate information about Georgia's RN workforce.

Response Rate

In the two years of the survey, the Georgia Board of Nursing sent licensure renewal notices to 102,460 RNs who were licensed in Georgia. Of these, a total of 97,624 renewed their license as a Registered Nurse in Georgia. A total of 14,014 RNs completed the survey in the two licensure renewal cycles (i.e., one in 2008-2009 and one in 2009-2010) for a combined response rate of 14.4 percent which is adequate for restricted analyses about the RN workforce in Georgia.¹ This limited response rate does not allow for disaggregated analyses on a regional basis across the state to inform policymakers at the local level about the conditions of their RN workforce, but it does allow for accurate reporting on the workforce as a whole across the state. The data presents comparable results for characteristics of Georgia's licensed RNs as other nursing workforce surveys, such as the nursing workforce survey conducted every four years by the Health Resources and Services Administration,² yet this survey asks different questions to provide further details on the state of Georgia's RN workforce. Table 1 presents the details of the survey

¹ With an RN population of 97,624 and 14,014 respondents, the results are statistically significant. With a 99 percent confidence level and a margin of error of 3 percent, we would need a sample size of only 1,815. The sample size of 14,014 respondents for this survey exceeds this requirement. With a 99 percent confidence level, the survey results have a margin of error of 1.01 percent, meaning that we can be 99 percent certain that the population of Georgia's licensed RNs would be within 1.01 percent of the results for each response indicated in this analysis.

² See the Health Resources and Services Administration's *National Sample Survey of Registered Nurses*, <http://bhpr.hrsa.gov/healthworkforce/rnsurvey/>

respondents and response rate for each year of the survey and a combined total for all respondents. Similar response rates were obtained for the survey administered in 2008-2009 (i.e., 14.0 percent) and in 2009-2010 (i.e., 14.7 percent). The results of the survey are presented in the following sections.

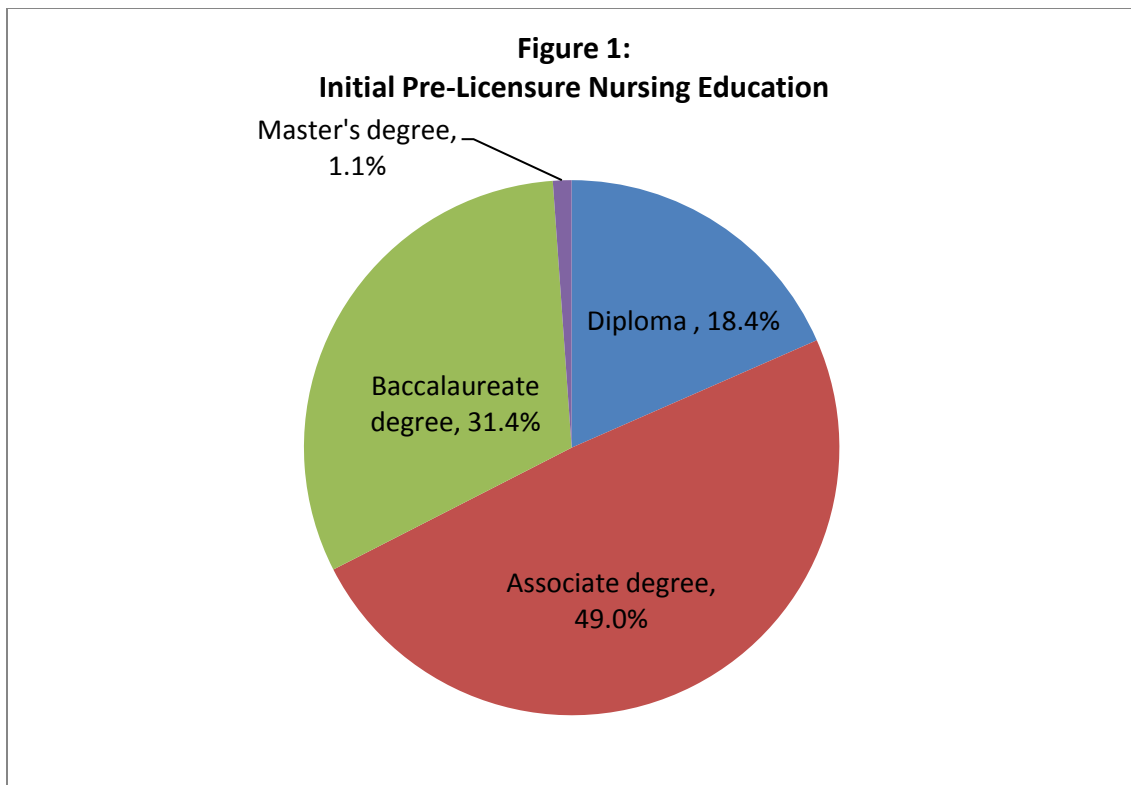
**Table 1:
Survey Respondents**

	2008-2009 survey	2009-2010 survey	Combined Two Years
Number of RNs sent licensure renewal notices by Georgia Board of Nursing	49,131	53,329	102,460
Number of RNs who renewed license in Georgia	47,328	50,296	97,624
Number of RNs who responded to USG survey	6,614	7,400	14,014
Survey response rate	14.0%	14.7%	14.4%

Source: Georgia Board of Nursing, 2008 and 2009

Education of Georgia's Registered Nurses

Survey respondents were asked to indicate at what level they received their pre-licensure nursing education. The majority of respondents indicated that they first licensed as an RN after receiving an associate degree in nursing (49.0 percent of respondents), followed by a baccalaureate degree in nursing (31.4 percent), diploma in nursing (18.4 percent), and master's degree in nursing (1.1 percent). Currently, there are no diploma nursing programs in Georgia approved by the Georgia Board of Nursing that prepare students for RN licensure, although nearly 20 percent of RNs in Georgia were first licensed as an RN with a diploma degree in earlier existing programs in the state or in programs in other states or countries. The diploma degree programs in Georgia were phased out, but RNs who previously graduated from diploma programs in Georgia and in other localities are still permitted to license as an RN in Georgia. There is currently one master's entry program at the Medical College of Georgia (i.e., the Clinical Nurse Leader program). At this time, the majority of the pre-licensure programs in the state are at the associate and baccalaureate degree levels. Figure 1 presents the data on the initial pre-licensure nursing education of Georgia's RNs.



Georgia's Registered Nurse workforce was also asked to indicate where they obtained their pre-licensure nursing education. Slightly more than half (i.e., 54.5 percent) of respondents indicated that they received their initial nursing education in Georgia, with 42.1 percent receiving their initial education in a state other than Georgia, and 3.4 percent reporting that they received their pre-licensure nursing education outside of the United States. Figure 2 presents the data.

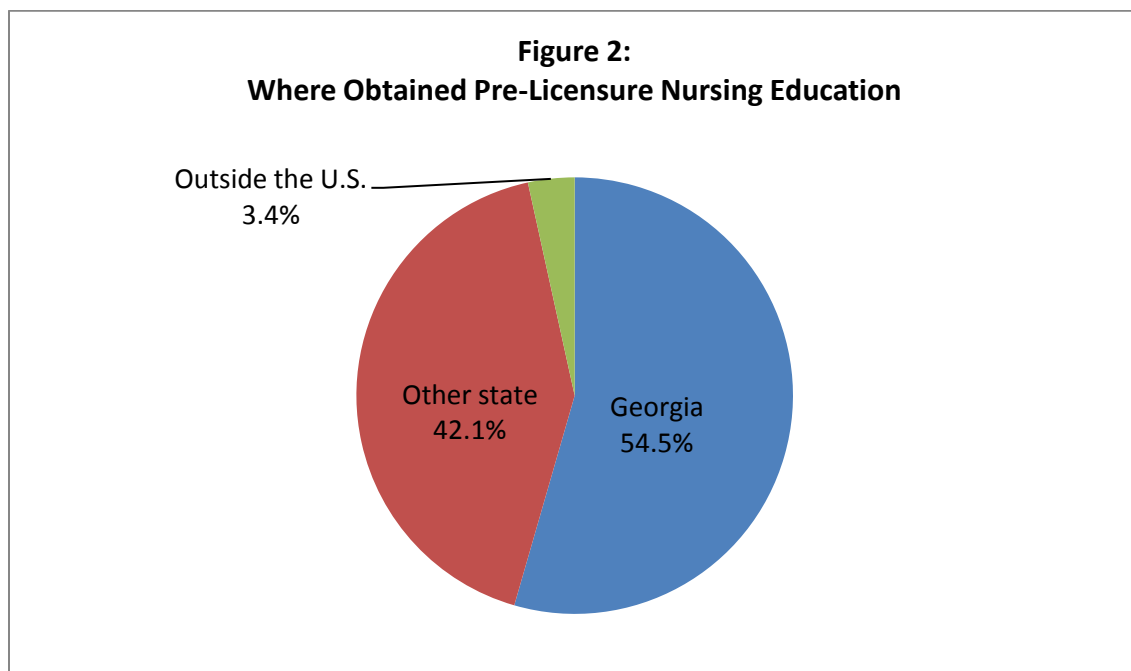


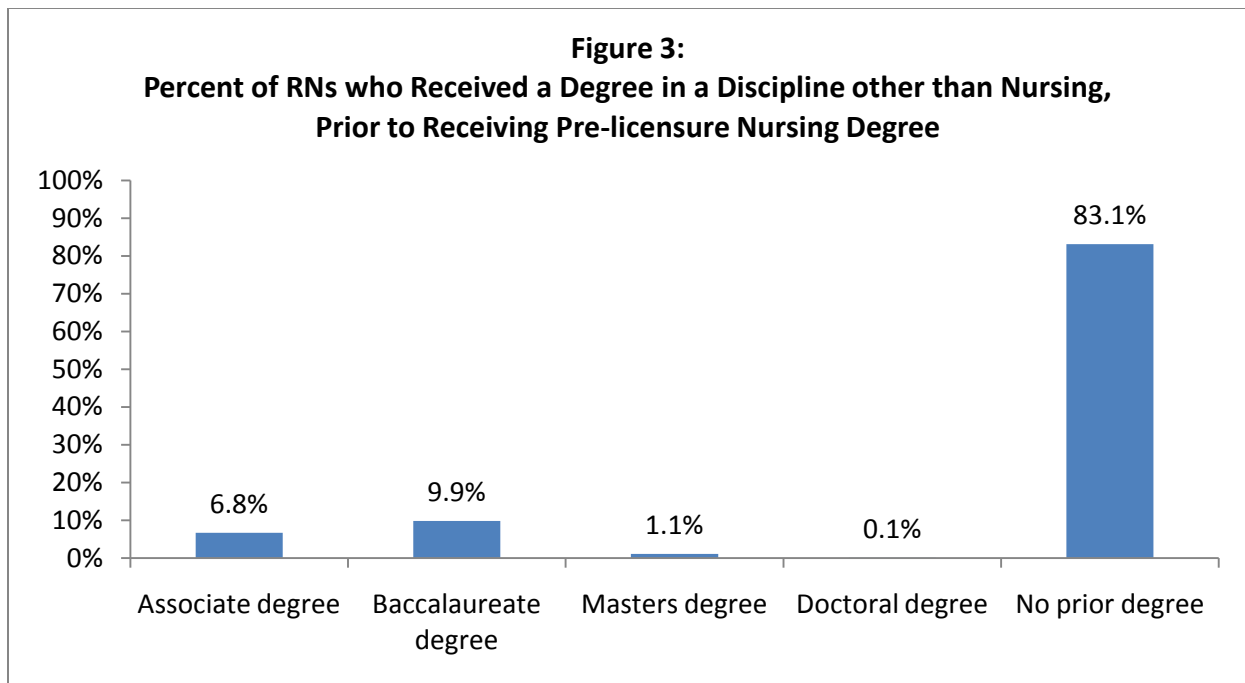
Table 2 presents the top states for which Georgia’s RNs received their pre-licensure nursing education. The states that share borders with Georgia are well represented in the states where a high percentage of Georgia’s RNs received their pre-licensure nursing education. The data indicates the percent of the survey respondents who indicated that they received their pre-licensure nursing education in that state. For example, while 54.5 percent of Georgia’s RNs received their pre-licensure nursing education in Georgia, a total of 4.7 percent of Georgia’s RNs received their pre-licensure nursing education in Alabama and Florida, respectively. New York is also well-represented with 4.4 percent of Georgia’s RNs receiving their pre-licensure nursing education in a New York program.

**Table 2:
Top States where RNs Received their Pre-Licensure Nursing Education**

Rank	State	Percent of Georgia RNs
1	Georgia	54.5%
2 (tie)	Alabama and Florida	4.7% each
3	New York	4.4%
4	South Carolina	2.9%
5	Tennessee	2.6%
5 (tie)	North Carolina and Ohio	1.9% each
7	Pennsylvania	1.8%
8	Illinois	1.5%
9	Texas	1.4%
10	Michigan	1.1%

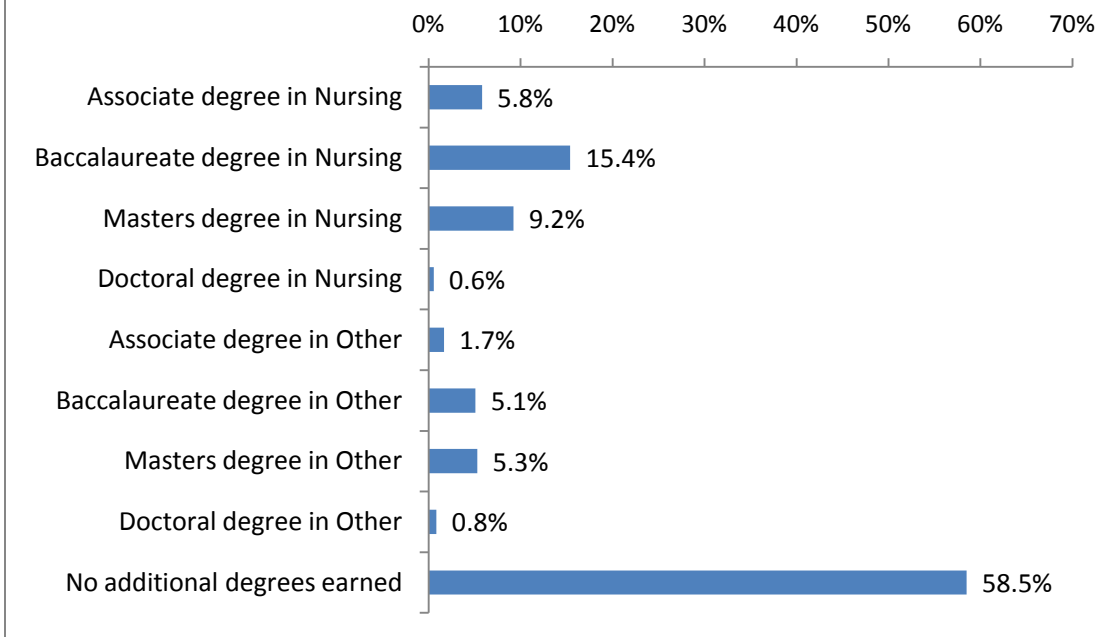
See Appendix A for a full listing of where Georgia RNs received their pre-licensure nursing education, including states other than Georgia and international locations.

Prior to receiving his or her pre-licensure nursing degree, 16.9 percent of respondents indicated that he or she had received a college or university degree in a discipline other than nursing while 83.1 percent had not received a degree prior to the pre-licensure nursing degree. Of those who had received a degree, most (i.e., 9.9 percent) had earned a baccalaureate degree, followed by associate degree recipients (i.e., 6.8 percent). A smaller percentage – 1.1 percent for a master’s degree and 0.1 percent for a doctorate degree – had received a graduate degree in a discipline other than nursing. Figure 3 presents the levels of the degrees that the RNs had received prior to obtaining their pre-licensure nursing degree. The numbers do not total to 100 percent, given that RNs may have received more than one additional degree since receiving their pre-licensure nursing degree.

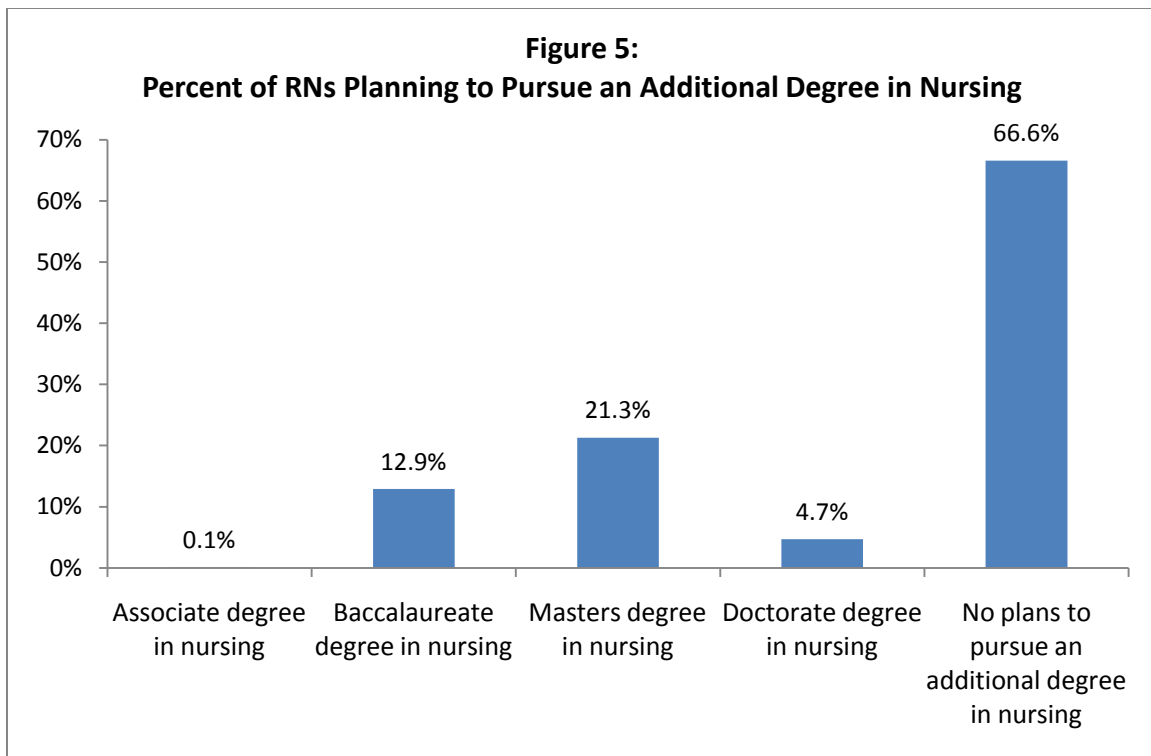


Further, the survey asked respondents to indicate if they had earned an additional degree in nursing or another discipline since receiving their pre-licensure nursing degree and becoming licensed as an RN. A majority (58.5 percent) had not received an additional degree beyond their initial pre-licensure nursing degree. However, 41.5 percent of Georgia's RNs had received an additional degree in either nursing or another discipline. Figure 4 presents the percentage of respondents of all Georgia's licensed RNs who had earned an additional degree since their initial RN licensure. A significant number (15.4 percent) of Georgia's RNs completed a baccalaureate degree in nursing after completing their initial pre-licensure nursing education. Most likely, these RNs completed an RN-BSN degree program which has fewer coursework requirements than a full pre-licensure baccalaureate degree in nursing, given that the RNs would already have completed some required coursework in their diploma or associate degree program. A smaller number of RNs completed an associate degree in nursing, after their initial RN licensure with a diploma program. Nearly 10 percent (i.e., 9.2 percent) of Georgia's RNs also went on to complete a master's degree in nursing. A smaller percentage of licensed RNs in Georgia completed additional degrees in disciplines other than nursing. For example, 5.3 percent completed a master's degree in a discipline other than nursing and fewer than 1 percent completed a doctorate degree in a discipline other than nursing.

**Figure 4:
Percentage of Respondents who Earned an Additional Degree
since Initial RN Licensure**



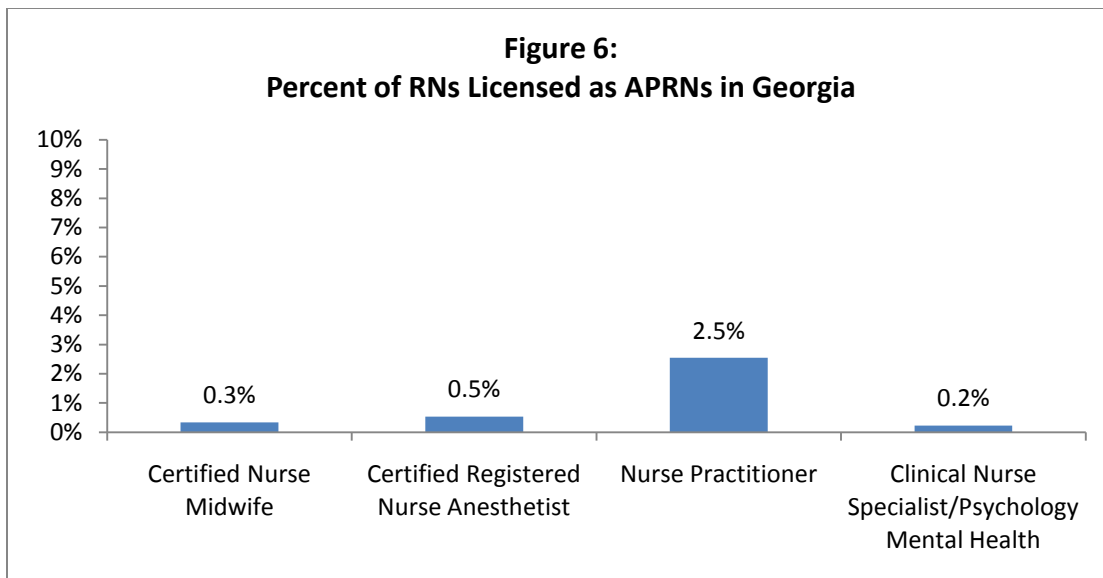
The survey also asked respondents if they have plans to pursue an additional degree(s) in nursing at a later point in time. Exactly a third (33.3 percent) of respondents indicated that they are planning to pursue an additional degree in nursing at some point in the future, while two thirds indicated that they do not plan to pursue an additional degree in nursing at a later point in time. Of the total RN survey respondents, the percent that are planning to pursue an additional degree in nursing are indicated in Figure 5. Approximately 13 percent of Georgia’s licensed RNs are planning to go back to school to pursue a baccalaureate degree in nursing while over 20 percent are planning to pursue a master’s degree in nursing. A lower percentage (i.e., 4.7 percent) has plans to pursue a doctorate degree in nursing at some point in the future. The percentages do not round to 100 percent as some respondents indicated that they were planning to pursue more than one degree in nursing.



Advanced Practice Registered Nurses

Georgia's licensed RNs were asked if they are licensed by the Georgia Board of Nursing to practice as an Advanced Practice Registered Nurse (APRN). The Georgia Board of Nursing licenses four types of APRNs: 1) Certified Nurse Midwife (CNM); 2) Certified Registered Nurse Anesthetist (CRNA); 3) Nurse Practitioner (NP); and 4) Clinical Nurse Specialist/Psychiatric Mental Health (CNS/PMH). A total of 3.8 percent of respondents indicated that they are licensed as at least one of these four types of APRNs in Georgia. Figure 6 presents the percentage of respondents who indicated that they held a Georgia license in each of the four APRN areas. These figures closely mirror those of the numbers of APRNs as a percentage of the total licensed RNs in Georgia, as reported by the Georgia Board of Nursing.³

³ As of September 29, 2010, the Georgia Board of Nursing reports a total of 105,166 actively licensed RNs in Georgia. Of these, 437 are licensed as a CNM (0.4% of the total RNs), 1,766 as a CRNA (1.7% of the total RNs), 4,537 as an NP (4.3% of the total RNs), and 301 as a CNS/PMH (0.3% of the total RNs). See <http://www.sos.ga.gov/plb/rn/>



For each of the four APRN areas, respondents were asked to indicate in which state they had received their degree or certification qualifying them to become a CNM, CRNA, NP, or CNS/PMH. For each of the four areas, Georgia was the most prevalent location for their APRN education, but other states are well-represented as well. Tables 3 through 6 present the most prevalent locations where Georgia’s licensed RNs received their education qualifying them to become APRNs in Georgia. Percentages are provided for states in which greater than 1 percent of Georgia’s APRNs received their qualifying education to become licensed as either a CNM, CRNA, NP, or CNS/PMH.

**Table 3:
State where Certified Nurse Midwife received Qualifying Education**

Rank	State	Percent of CNMs
1	Georgia	60.0%
2 (tie)	South Carolina and Tennessee	6.0% each
3 (tie)	New York and Pennsylvania	4.0% each
4 (tie)	Alabama, Colorado, Illinois, Kentucky, Maryland, Minnesota, Mississippi, New Jersey, Ohio, and Washington	2.0% each

**Table 4:
State where Certified Registered Nurse Anesthetist received Qualifying Education**

Rank	State	Percent of CRNAs
1	Georgia	21.1%
2 (tie)	Alabama and Tennessee	12.7% each
3	Florida	7.0%
4 (tie)	District of Columbia, New York, North Carolina, and Pennsylvania	5.6% each
5 (tie)	South Carolina and Texas	4.2% each
6 (tie)	Michigan, Ohio, and Virginia	2.8% each
7 (tie)	Colorado, Connecticut, Massachusetts, Minnesota, and Missouri	1.4% each

**Table 5:
State where Nurse Practitioner received Qualifying Education**

Rank	State	Percent of NPs
1	Georgia	74.3%
2	Alabama	6.0%
3	Tennessee	4.3%
4 (tie)	New York and South Carolina	2.0%
5	North Carolina	1.4%

**Table 6:
State where Clinical Nurse Specialist/Psychiatric Mental Health received Qualifying Education**

Rank	State	Percent of CNS/PMHs
1	Georgia	71.9%
2	Tennessee	6.3%
3 (tie)	Alabama, California, Louisiana, New York, Pennsylvania, South Carolina, and Texas	3.1%

State Licensure

Georgia’s licensed RNs were asked to indicate where their first RN license was issued. Table 7 presents the results. A majority of respondents (58.2 percent) first received their RN licensure in Georgia, while a significant portion (41.8 percent) was first licensed in a state other than Georgia or in an international location.

**Table 7:
State Where First Licensed**

State	Percent of RNs
Georgia	58.2%
A state other than Georgia	39.5%
Outside the United States	2.3%

For those receiving their first RN license in a state other than Georgia, Table 8 presents the top 10 most well-represented states. A full listing of the states where Georgia’s RNs were first licensed is provided in Appendix B.

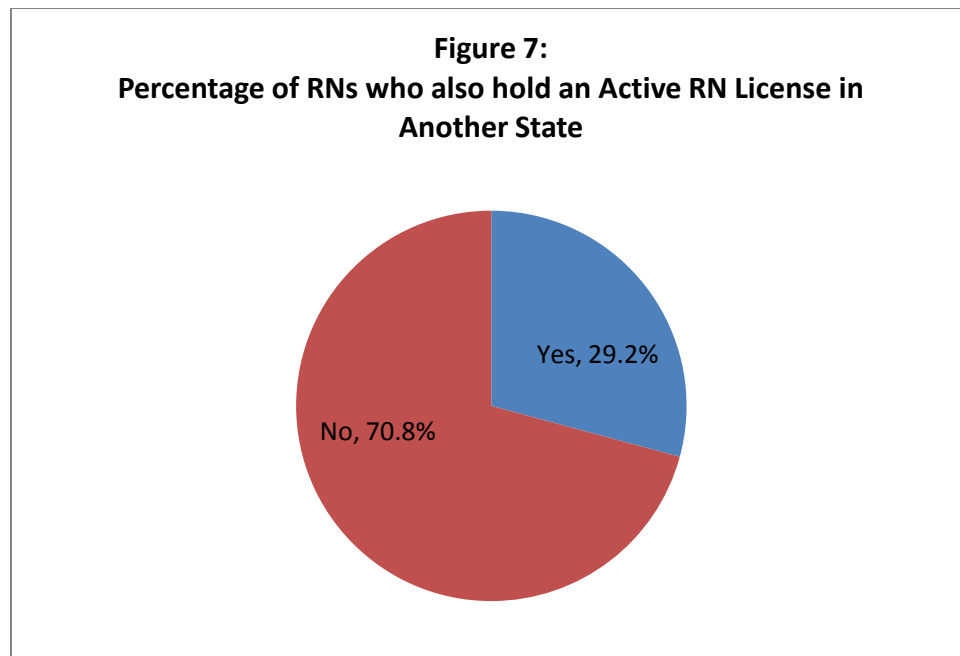
**Table 8:
States Where Georgia’s RNs were First Licensed (Other than Georgia)**

Rank	State	Percent of RNs
1	Florida	4.7%
2	New York	4.0%
3	Alabama	3.5%
4 (tie)	Tennessee and South Carolina	2.3% each
5	North Carolina	1.9%
6 (tie)	Ohio and Pennsylvania	1.7% each
7 (tie)	Illinois and Texas	1.5% each

These results are complementary to the results in Table 2 that shows where Georgia RNs received their pre-licensure nursing education. Not surprisingly, nurses who received their pre-licensure nursing education in states such as Alabama (4.7 percent), Florida (4.7 percent), and New York (4.4 percent) went on to receive their first RN license from those same states. These top three states where RNs

received their pre-licensure nursing education are also the top three states where Georgia's RNs also received their first RN license, if educated outside of Georgia. Appendix B presents the results for each state for where the respondents were first licensed to be an RN.

The survey also asked respondents to indicate if they held an active RN license in another state. Nearly a third (29.2 percent) of respondents indicated that they held an active RN license in at least one state in addition to Georgia. Figure 7 presents these results.



The most highly represented states in which Georgia RNs hold an active RN license in addition to Georgia are indicated in Table 9. A small percentage of Georgia's RNs hold an RN license in states contiguous to Georgia. For example, 5.5 percent of Georgia's RNs also hold an active RN license in Florida, 3.3 percent hold an active license in South Carolina, 3.1 percent hold an active license in Alabama, and 2.7 percent hold an active license in Tennessee. A full listing of all states and the percentage of Georgia RNs that hold an active license in the respective state is provided in Appendix C.

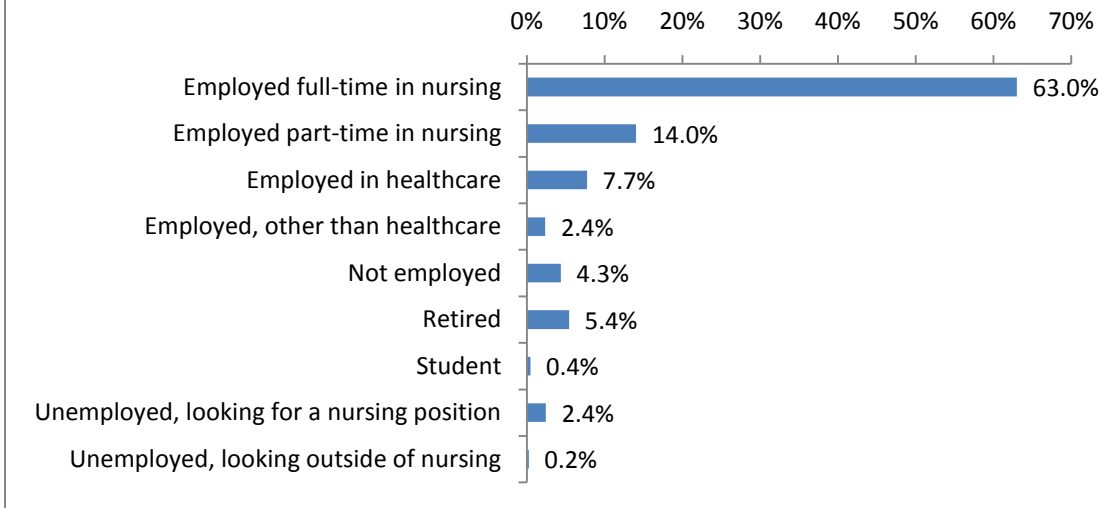
**Table 9:
States where Georgia RNs Hold an Active RN License in Addition to Georgia**

Rank	State	Percent of Georgia RNs
1	Florida	5.5%
2	South Carolina	3.3%
3 (tie)	Alabama and California	3.1% each
4	Tennessee	2.7%
5	New York	2.3%
6	North Carolina	2.0%
7	Pennsylvania	1.8%
8	Texas	1.5%
9 (tie)	Illinois, Michigan, New Jersey, and Ohio	1.1% each

Employment Patterns

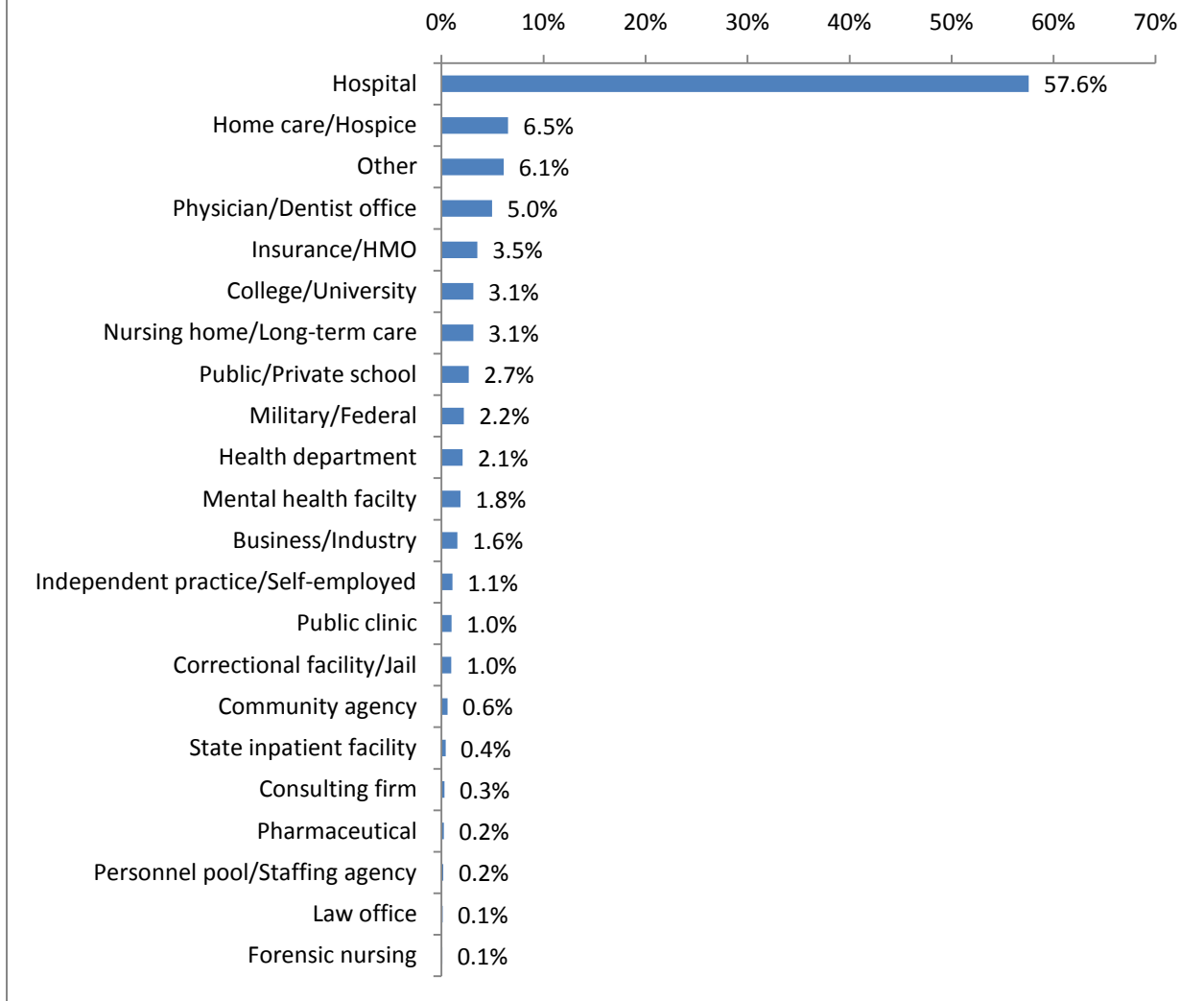
Survey respondents were asked to report information on their employment as an RN in Georgia. Figure 8 presents the employment status of Georgia’s licensed RNs. A majority (i.e., 63.0 percent) is employed full-time in nursing, while a lower percentage (i.e., 14.0 percent) is employed part-time in nursing. RNs are also employed in fields outside of nursing, such as in other healthcare professions or in other fields. A small percentage is also unemployed and either looking for a nursing position (i.e., 2.4 percent) or a position outside of nursing (i.e., 0.2 percent).

**Figure 8:
Employment Status**



Survey respondents were also asked to indicate the sector in which they are employed. Not surprisingly, a majority of respondents (i.e., 57.6 percent) indicated that they are employed in hospitals, with a smaller percentage also indicating employment in home care or hospice (i.e., 6.5 percent), a physician’s or dentist’s office (i.e., 5.0 percent), or in insurance or an HMO (i.e., 3.5 percent). Smaller percentages indicated employment in other sectors such as nursing homes, mental health facilities, and community agencies that provide healthcare services. Figure 9 presents results for each employment sector.

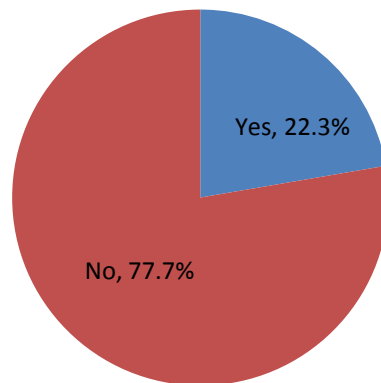
**Figure 9:
Employment Sector**



Approximately 3,000 RNs (i.e., 3.1 percent of survey respondents) indicated that they were employed in a college or university. Some of these may hold adjunct, part-time positions in which they teach nursing courses in addition to their full-time or part-time employment elsewhere. Given the significant concerns facing capacity constraints of Georgia’s and the nation’s nursing education programs due to a shortage of faculty members,⁴ respondents were asked to indicate whether they would consider pursuing a position in nursing education at a college or university. Nearly a quarter of Georgia’s licensed RNs indicated a willingness to consider a career as a nursing faculty member in a nursing education program.

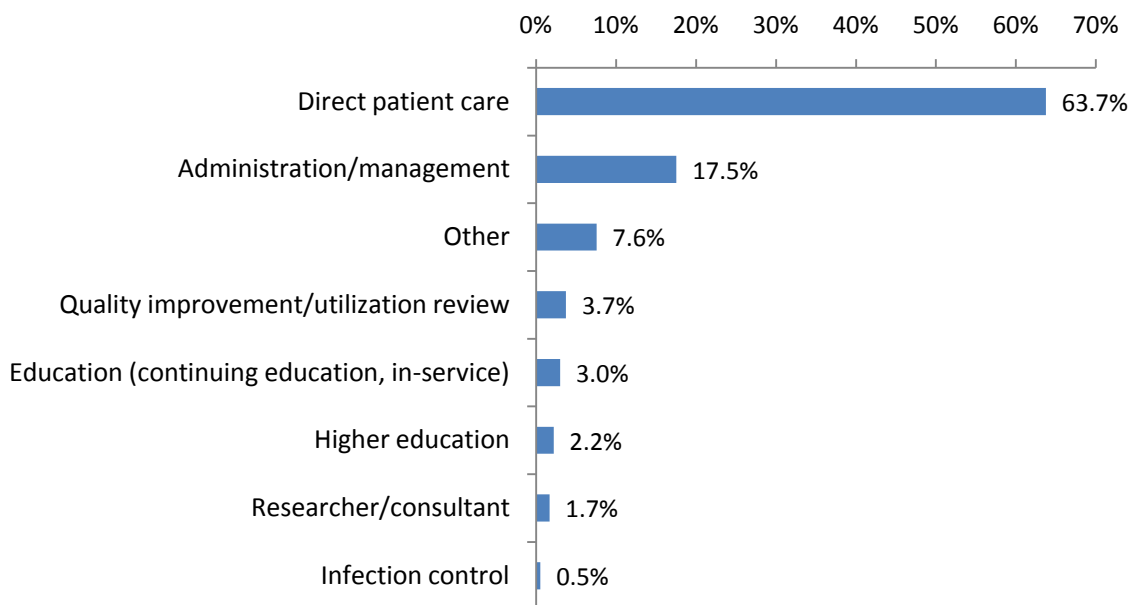
⁴ A shortage of faculty members is consistently indicated by Georgia’s nursing programs as a significant concern for increasing enrollments in pre-licensure nursing programs. For example, see: University System of Georgia (2010). “Survey of Nursing Programs in Georgia: Spring 2009,” Research Notes, available at http://www.usg.edu/health_workforce_center/documents/Nursing_Program_Survey_2009.pdf. Data on the national nursing faculty shortage is available from the American Association of Colleges of Nursing and the National League for Nursing.

**Figure 10:
Percent of RNs Willing to Consider Pursuing a Career as
a Nursing Faculty Member**

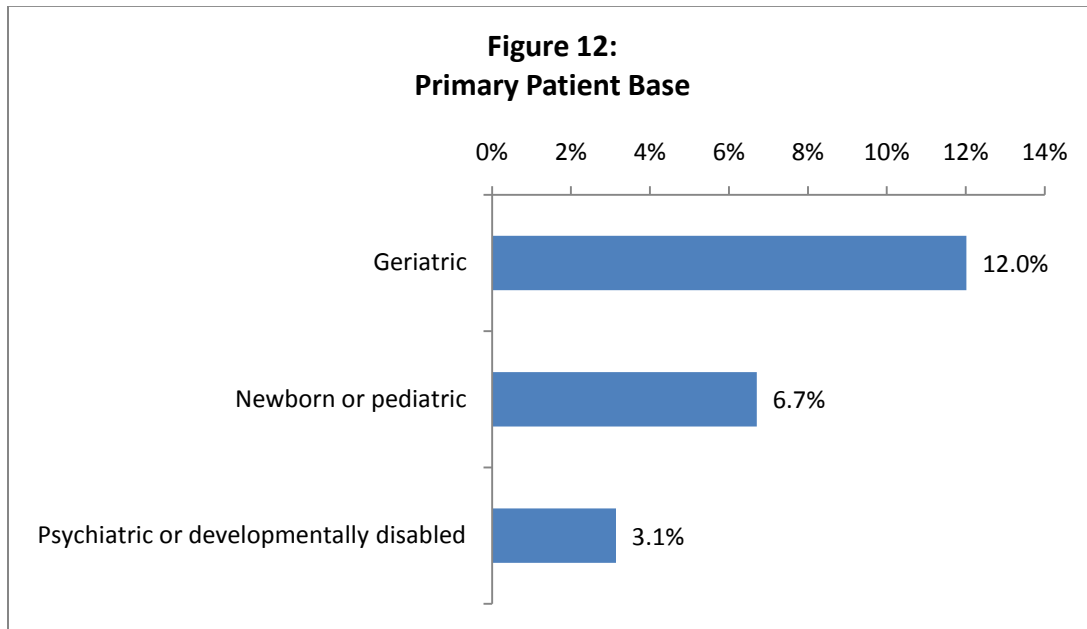


For Georgia’s licensed RNs employed in nursing either full-time or part-time, they were asked to indicate the type of position in which they are employed. A large percentage (i.e., 63.7 percent) indicated that their position involves direct patient care, while a smaller percentage indicated that they are employed in an administration or management position (i.e., 17.5 percent) or in quality improvement or utilization review (i.e., 3.7 percent). Figure 11 provides the details of the type of position in which Georgia’s RNs indicated employment for those employed in nursing and not other fields.

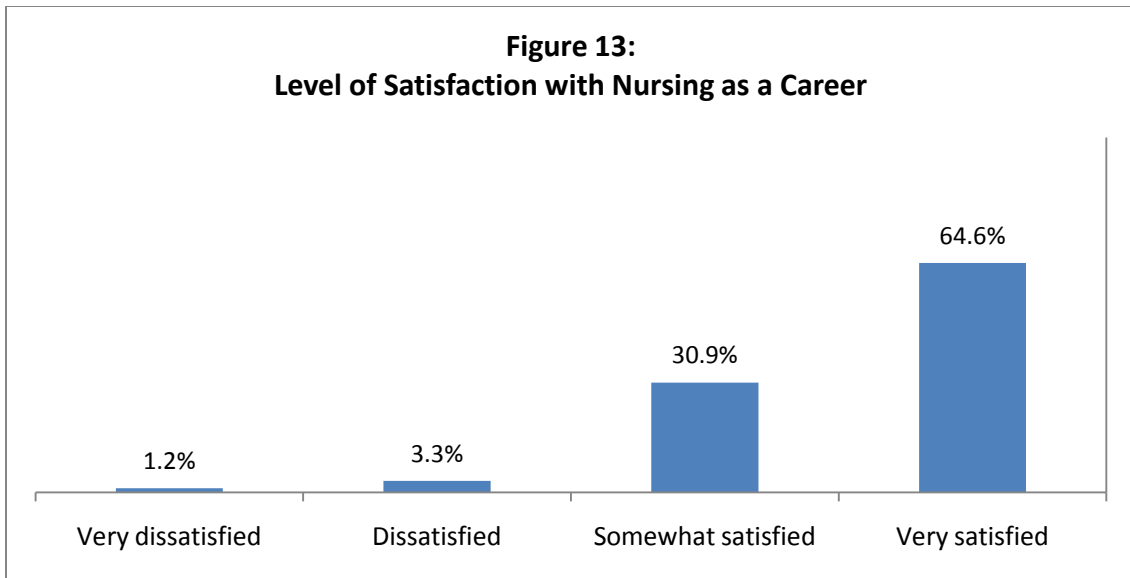
**Figure 11:
Type of Position for RNs Employed in Nursing**



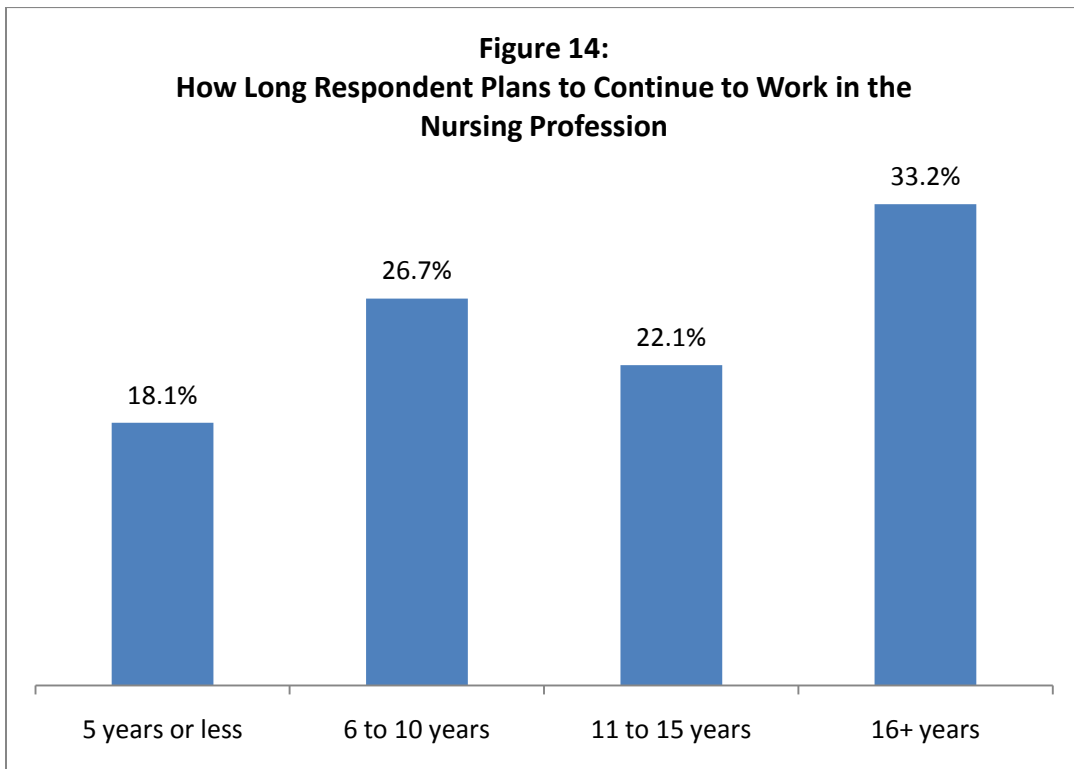
Licensed RNs who indicated they were employed in nursing positions were also asked to specify whether they considered their primary patient base to be either geriatric, newborn or pediatric, or psychiatric or developmentally disabled. Responses indicated that 12.0 percent of RNs employed in nursing considered their primary patient base to be geriatric, while 6.7 percent considered their primary base to be newborn or pediatric. A smaller percentage (i.e., 3.1 percent) indicated that their primary patient base was psychiatric or developmentally disabled. Figure 12 presents these results.



The survey respondents provided details on their level of satisfaction with nursing as a career. A significant majority indicated that they were very satisfied (i.e., 64.6 percent) or somewhat satisfied (i.e., 30.9 percent) with nursing as a career choice. Fewer than 5 percent of respondents indicated that they were dissatisfied with nursing as a career choice, either by indicating dissatisfied (i.e., 3.3 percent) or very dissatisfied (i.e., 1.2 percent). Overall, 95.5 percent of Georgia's licensed RNs indicated that they were satisfied with their choice of nursing as a career. Figure 13 presents the level of satisfaction with nursing.



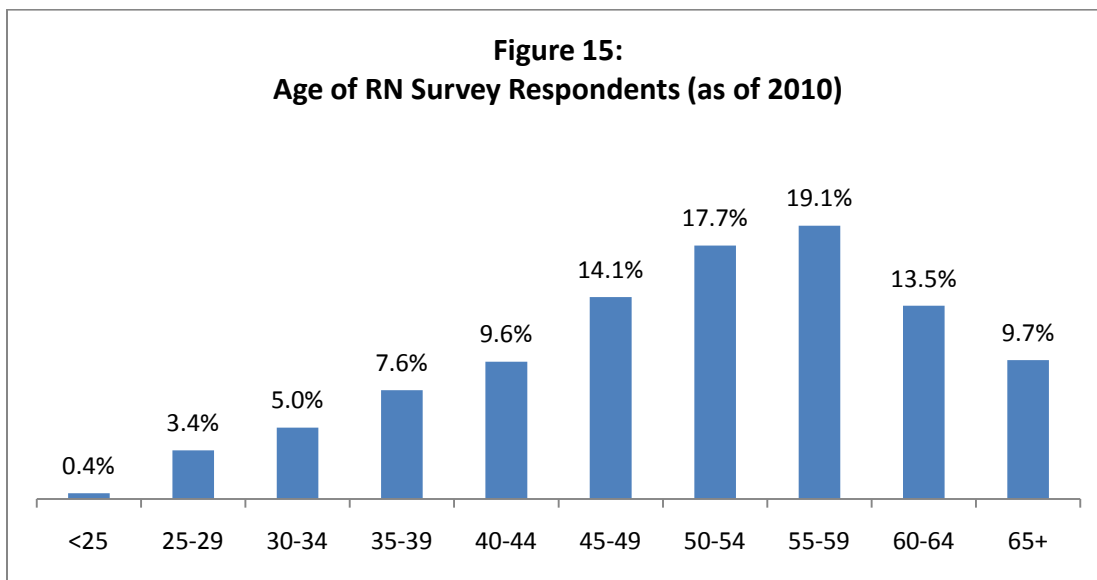
Respondents were also asked how long they plan to continue working in the nursing profession, if they were employed in the nursing field. Nearly half (i.e., 44.8 percent) of respondents indicated that they are planning to leave the nursing profession within the next ten years. Given Georgia’s already significant nursing shortage, losing nearly half of the workforce within ten years is a major concern. Figure 14 presents these results.



Demographics

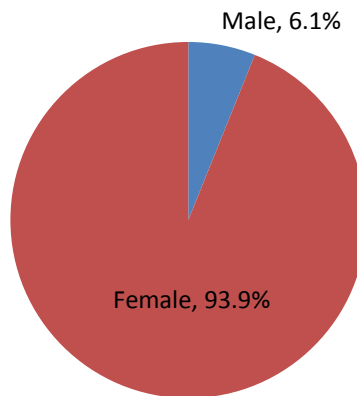
The survey collected data on the demographics of Georgia's licensed nursing workforce, including age, gender, race and ethnicity, and state of residence. This information is presented in Figures 15 through 18. Georgia's licensed RNs are skewed toward older RNs, with a full 60 percent being aged 50 or older as of 2010. Not all of these RNs are in the workforce however, given that many retired RNs keep their license active after retirement. However, the state is likely facing a significant wave of retirements in Georgia's RN workforce.

Georgia's RN population is also heavily female, with nearly 94 percent of those licensed in Georgia being female. The licensed RN population in Georgia is also significantly White/Caucasian, with nearly 80 percent of the licensed RNs identifying themselves in this racial group. This is significantly higher than that of Georgia's population, in which the U.S. Census Bureau indicates 65.0 percent of Georgians were White/Caucasian in 2009.⁵ The Census Bureau also indicates that Georgia's population was 30.2 percent Black/African American in 2009, while only 15.8 percent of Georgia's licensed RNs reporting fitting this profile. Other racial and ethnic groups such as Asian (i.e., 1.8 percent) and Hispanic/Latino (i.e., 0.9 percent) represent only a fraction of the RNs licensed in Georgia, despite Asians representing 3.0 percent of Georgia's population and Hispanic/Latinos representing 8.3 percent in 2009 according to the U.S. Census Bureau.

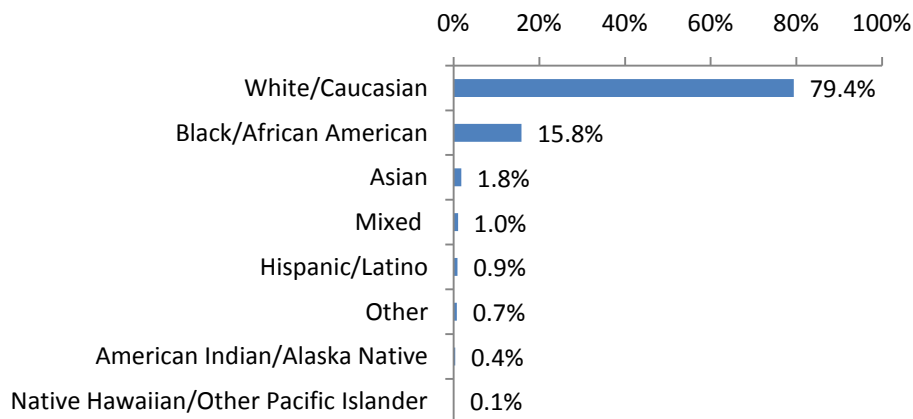


⁵ U.S. Census Bureau, *State and County Quickfacts*, Georgia, available at <http://quickfacts.census.gov/qfd/states/13000.html>

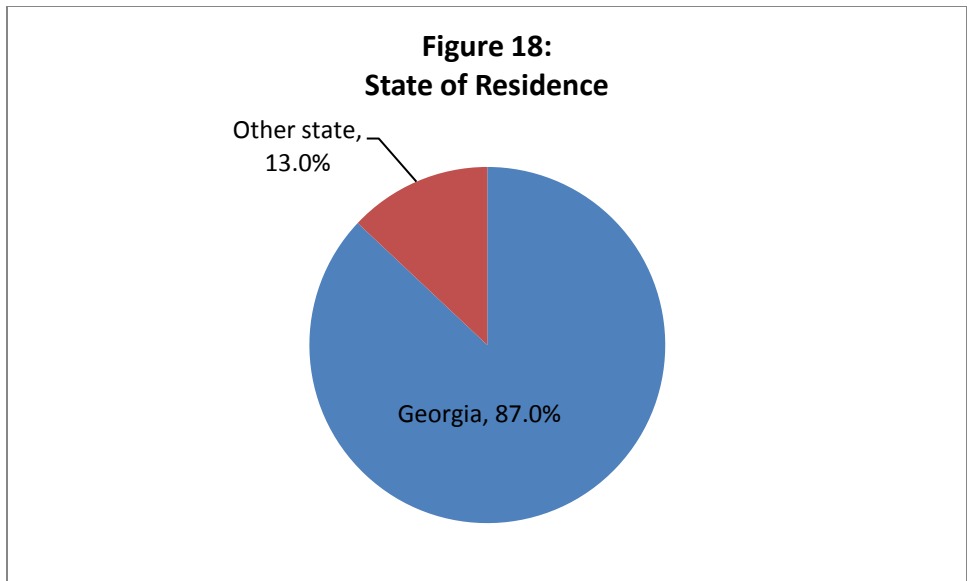
**Figure 16:
Gender**



**Figure 17:
Race/Ethnicity**



Survey respondents were also asked to indicate their state of residence. While a majority (i.e., 87.0 percent) of Georgia’s licensed RNs live in Georgia, 13.0 percent live in other states. (See Figure 18.) If a respondent indicated that he or she lived in a state other than Georgia, the survey respondent was asked to identify his or her state of residence. Table 10 presents the states where at least one percent of Georgia’s RN population indicated they live. Alabama (2.2 percent), South Carolina (2.2 percent), Florida (2.1 percent), and Tennessee (1.0 percent) each fall into this category. It is possible that these RNs live near the geographic border with Georgia and are employed in Georgia as an RN. Other states identified as residences of Georgia’s RN population in low proportions include Arizona, California, Colorado, Illinois, Kentucky, New York, North Carolina, Ohio, Texas, and Virginia. These RNs likely do not work in Georgia, but maintain their RN license in Georgia for reasons other than immediate employment.



**Table 10:
Resident States of Georgia's Licensed RNs**

Rank	State	Percent of Georgia RNs
1	Georgia	87.0%
2 (tie)	Alabama and South Carolina	2.2% (each)
3	Florida	2.1%
4	Tennessee	1.0%

Summary

The results of this survey provide useful data on the characteristics of Georgia's licensed Registered Nurses and are comparable to similar analyses done by the Health Resources and Services Administration at a national level.⁶ Results indicate that a significant portion of Georgia's RNs are educated in Georgia and stay in Georgia to practice nursing. Many RNs complete their initial pre-licensure nursing education and continue on to complete additional degrees in nursing and in other disciplines. Additionally, Georgia's RNs have plans to continue their education with further degrees in nursing. For some RNs, this may mean completing an RN-BSN or master's degree in nursing after an associate degree in nursing. Others may choose to pursue degrees in other areas. Georgia's RNs may

⁶ For example, see data from the Health Resources and Services Administration on the nursing workforce at <http://bhpr.hrsa.gov/healthworkforce/nursing.htm>

also be working in fields other than nursing, as indicated by their employment status and sector. It is important to note that Georgia's RNs are a homogenous group, for the most part, with a majority being middle aged or older White/Caucasian women. Overall, Georgia's RNs are satisfied with their choice in nursing as a career, but many may be retiring from the profession in the near future.

Opportunities for Future Analysis

The results of the survey illuminate many areas where further consideration about the characteristics of Georgia's licensed RN population is warranted. Some areas seen at this time include:

- Aging of the RN workforce: Given that national and state policy leaders are calling attention to the shortage of a nursing workforce and a possible tidal wave of retirements as Baby Boomers age, further review of this issue is needed for Georgia's RN workforce. Providing cross-tabulations on the age of the respondent with expectations for how long they plan to continue working in nursing would be informative. Further, respondents could be analyzed by age according to their employment sector to see if certain sectors are more likely to be impacted by any pending wave of RN retirements.
- Percent of RNs from New York: Throughout the survey results, New York showed up as a significant state for Georgia's RN workforce. This was seen in data on where Georgia's licensed RNs received their pre-licensure nursing education, where they were first licensed as an RN, and where they continue to hold an RN license in addition to Georgia. This may be due to migration patterns to Georgia as part of larger employee migration trends, but the issue should be examined further to determine its cause.
- Plans for further education: Many of Georgia's licensed RNs indicated that they had pursued their initial pre-licensure nursing education after having completed degrees in other fields. Further, a significant number indicated that they had already or plan to pursue additional degrees in nursing, including those at the undergraduate and graduate levels. This type of data could be used to inform statewide planning for nursing degree programs across the state, including geographical placement of programs in areas of the state where a significant number of survey respondents indicate interest in furthering their education.
- Racial and ethnic representativeness of the RN workforce: The analysis indicates that White/Caucasian RNs are over-represented in the Georgia's RN workforce, when compared to the state population. Questions arise over the implications of this imbalance between RN ethnicity and the populations they serve.
- Import and export of RNs into and out of the state: Survey respondents indicated that a little more than half (i.e., 54.5 percent) of Georgia's licensed RNs received their pre-licensure nursing education in Georgia, with the remainder being taught in other states and internationally. Questions arise about the migration patterns of RNs into and out of the state and the implications it may have for the state's post-secondary education system.

In addition to these areas for further consideration, there are also likely others where opportunities exist for future analyses. In addition, the state could benefit significantly from having regional analyses about the RN workforce in particular geographic communities. This would necessitate a higher response rate

and/or stratified sampling strategy. Both are possible, given that the State maintains records of all of the licensed RNs. The simplest solution would be to require every licensed RN in Georgia to complete a short survey at the time of licensure every two years. This data could be compiled and analyzed at the state and local levels and provide significant longitudinal insight into the characteristics of Georgia's licensed RNs and workforce.

For more information, write or email:

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Appendix A:
States where Georgia RNs Received their Pre-licensure Nursing Education

State	Percent of Licensed RNs in Georgia
Alabama	4.7%
Alaska	0.0%
Arizona	0.2%
Arkansas	0.3%
California	0.7%
Colorado	0.2%
Connecticut	0.5%
Delaware	0.1%
District of Columbia	0.3%
Florida	4.7%
Georgia	54.5%
Hawaii	0.0%
Idaho	0.1%
Illinois	1.5%
Indiana	0.7%
Iowa	0.3%
Kansas	0.2%
Kentucky	0.7%
Louisiana	0.7%
Maine	0.1%
Maryland	0.7%
Massachusetts	0.8%
Michigan	1.2%
Minnesota	0.4%
Mississippi	0.7%
Missouri	0.6%
Montana	0.1%
Nebraska	0.2%
Nevada	0.0%
New Hampshire	0.1%
New Jersey	1.1%
New Mexico	0.1%
New York	4.4%
North Carolina	1.9%
North Dakota	0.0%
Ohio	1.9%
Oklahoma	0.2%
Oregon	0.1%
Pennsylvania	1.8%
Rhode Island	0.1%
South Carolina	2.9%

South Dakota	0.1%
Tennessee	2.6%
Texas	1.4%
Utah	0.1%
Vermont	0.1%
Virginia	1.0%
Washington	0.2%
West Virginia	0.5%
Wisconsin	0.4%
Wyoming	0.0%

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

Appendix B:
Where the Georgia's RNs were First Licensed as an RN, by Percentage

State	Percent of Licensed RNs in Georgia
Georgia	57.4%
Florida	4.7%
New York	4.0%
Alabama	3.5%
Tennessee	2.3%
South Carolina	2.3%
North Carolina	1.9%
Ohio	1.7%
Pennsylvania	1.7%
Illinois	1.5%
Texas	1.5%
New Jersey	1.2%
Michigan	1.1%
Virginia	1.0%
California	0.9%
Massachusetts	0.8%
Maryland	0.7%
Louisiana	0.7%
Kentucky	0.7%
Missouri	0.7%
Indiana	0.6%
Mississippi	0.6%
Minnesota	0.5%
Connecticut	0.5%
West Virginia	0.5%
Wisconsin	0.4%
Arkansas	0.3%
Colorado	0.3%
District of Columbia	0.2%
Iowa	0.2%
Arizona	0.2%
Nebraska	0.2%
Washington	0.2%
Oklahoma	0.2%
Kansas	0.2%
Maine	0.1%
New Hampshire	0.1%
New Mexico	0.1%
Delaware	0.1%
Oregon	0.1%
Montana	0.1%

South Dakota	0.1%
Hawaii	0.1%
Utah	0.1%
Rhode Island	0.1%
Vermont	0.1%
North Dakota	0.0%
Alaska	0.0%
Idaho	0.0%
Nevada	0.0%
Wyoming	0.0%

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

Appendix C
States Where Georgia's Licensed RNs also Hold an Active RN License

State	Percent of Licensed RNs in Georgia
Alabama	3.1%
Alaska	0.5%
Arizona	0.8%
Arkansas	0.3%
California	3.1%
Colorado	0.6%
Connecticut	0.7%
Delaware	0.2%
District of Columbia	0.6%
Florida	5.5%
Hawaii	0.6%
Idaho	0.2%
Illinois	1.1%
Indiana	0.9%
Iowa	0.3%
Kansas	0.5%
Kentucky	0.6%
Louisiana	0.7%
Maine	0.3%
Maryland	0.6%
Massachusetts	0.8%
Michigan	1.1%
Minnesota	0.8%
Mississippi	0.4%
Missouri	0.7%
Montana	0.5%
Nebraska	0.3%
Nevada	0.7%
New Hampshire	0.3%
New Jersey	1.1%
New Mexico	0.4%
New York	2.3%
North Carolina	2.0%
North Dakota	0.2%
Ohio	1.1%
Oklahoma	0.6%
Oregon	0.5%
Pennsylvania	1.8%
Rhode Island	0.4%
South Carolina	3.3%
South Dakota	0.2%
Tennessee	2.7%

Texas	1.5%
Utah	0.2%
Vermont	0.5%
Virginia	0.9%
Washington	0.7%
West Virginia	0.7%
Wisconsin	0.4%
Wyoming	0.5%

Note: RNs could hold a license in more than one state, in addition to Georgia.