



INDIANA'S REGISTERED NURSE WORKFORCE DATA REPORT

BOWEN CENTER FOR HEALTH WORKFORCE RESEARCH AND POLICY // JULY 2022



SCHOOL OF MEDICINE
BOWEN CENTER FOR HEALTH
WORKFORCE RESEARCH & POLICY

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INTRODUCTION

BACKGROUND

Indiana health workforce data are important for identifying workforce shortages and informing workforce development strategies, policies, and programming initiatives. Over the last several years, significant strides have been made for collecting comprehensive, accurate and timely workforce data which are maintained for longitudinal workforce tracking. This effort has contributed to collaborative dialogue regarding health workforce policy and planning.

As a research entity, the Bowen Center for Health Workforce Research and Policy (Bowen Center) is committed to and engaged in supporting the State of Indiana with developing sustainable data management processes and publishing timely workforce information.

METHODOLOGY

DATA COLLECTION

The survey administered to registered nurses (RNs) during the 2021 license renewal can be found on IUPUI ScholarWorks at <https://scholarworks.iupui.edu/handle/1805/18431>. Supplemental data collected during this license renewal, as well as basic licensure data (which includes, name and license information), were exported into two text files 1 month after the close of the 2021 license renewal period.

DATA MANAGEMENT PROCEDURES

Supplemental survey questions were cleaned and coded per processes outlined in the Bowen Center data management procedures document (available at: <http://hdl.handle.net/1805/16704>). After completing these procedures, the supplemental survey file was merged to the license data file by unique RN license number to create a 2021 RN Workforce Master File which was then uploaded to the Indiana Health Professions Database. Verification and coding of license address data were provided by Melissa Data, Inc.

Additional variables were generated during data management processes. The first included assignment of full-time equivalency (FTE) based on reported hours in direct patient care, as outlined in **Table 1** on the following page. This FTE assignment was applied to reported practice location(s). Address cleaning and geocoding also resulted in additional variables related to geographic location and rurality based on criteria outlined by the United States Department of Agriculture (more information can be found here: <https://www.ers.usda.gov/data-products/rural-urban-commuting-area-codes/documentation/>).

Table 1. FTE conversion for reported hours in direct patient care

| Reported hours in patient care | Conversion |
|--|------------|
| 0 hours in patient care/Not applicable | 0.0 FTE |
| 1 - 4 hours in patient care | 0.1 FTE |
| 5 - 8 hours in patient care | 0.2 FTE |
| 9 - 12 hours in patient care | 0.3 FTE |
| 13 - 16 hours in patient care | 0.4 FTE |
| 17 - 20 hours in patient care | 0.5 FTE |
| 21 - 24 hours in patient care | 0.6 FTE |
| 25 - 28 hours in patient care | 0.7 FTE |
| 29 - 32 hours in patient care | 0.8 FTE |
| 33 - 36 hours in patient care | 0.9 FTE |
| 37 - 40 hours in patient care | 1.0 FTE |
| 41 or more hours in patient care | 1.0 FTE |

LIMITATIONS

There are a few limitations that should be recognized when interpreting the data presented in this report. First, the supplemental information on RNs is largely based on self-reported data which is subject to potential response bias; however, we expect bias to be minimal due to the legal requirement associated with providing supplemental data during online license renewal and the attestation regarding information accuracy. Additionally, because of changes to survey data collected during license renewal, this report can only provide limited longitudinal analysis. Care is being taken to minimize future changes to supplemental survey questions in order to ensure confidence in future longitudinal analyses.

REPORT STRUCTURE

This report includes three sections of summary data:

Section I: Overall License Renewals includes a summary of all RN licensees as of the 2021 license renewal cycle.

Section II: Total Registered Nurses Actively Practicing in Indiana includes a summary of all Indiana licensed RN actively practicing in Indiana (either in-person or through telemedicine).

Section III: Advanced Practice Registered Nurses (APRNs) includes a summary of the subset of RNs who indicated their primary work setting as an Advanced Practiced Registered Nurse (APRN) or have a prescriptive authority APRN license.

Section IV: Geographic Distribution of Indiana Nurse Workforce includes a summary and maps of RNs and APRNs.

The 2021 Registered Nurse Workforce Data Report provides key information on Indiana's RN workforce. Additional data can be viewed or requested online at bowenportal.org.

SECTION I: TOTAL REGISTERED NURSE LICENSES

TOTAL RENEWALS

Of the 118,445 registered nurses (RNs) who renewed their license in 2021, 114,566 (96.7%) renewed their license online. The remaining 3,879 renewed their licenses offline and did not have supplemental questions administered to them. Nearly all (97.6%) of the RNs who renewed their license online had an active status. Of the 3,879 who renewed offline, 3,857 (99.4%) also had licenses with an active status. Table 1.1 provides more details on RN license status.

Table 1.1 License status of registered nursing in Indiana, based on renewals status

| | Online Renewals (Survey Respondents) | | Offline Renewals | |
|---|---|-------|------------------|-------|
| | N | % | N | % |
| Total | 114,566 | 100.0 | 3,879 | 100.0 |
| License Status | | | | |
| Active | 111,797 | 97.6 | 3,857 | 99.4 |
| Valid to Practice While Reviewed | 597 | 0.5 | 13 | 0.3 |
| Probation | 329 | 0.3 | 9 | 0.2 |
| Other Statuses Not Valid for Active Practice* | 1,843 | 1.6 | 0 | 0.0 |

* This group includes those whose license status is currently inactive, retired, expired, suspended or non-renewable.

EMPLOYMENT STATUS AND PRACTICE LOCATION

Table 1.2 depicts reported employment status for RNs who renewed their license online. 83.0% of these RNs reported actively working in nursing either full-time, part-time or per diem. Another 3.5% reported working in a field other than nursing. Regarding unemployed RNs, 1.7% reported seeking work as a nurse and 3.4% reported they were not seeking work as a nurse. Almost 8.0% of RNs reported being retired.

Figure 1.1 provides a geographic summary of registered nurses location, based on their reported license address. The majority of Indiana-licensed RNs who are actively working in an RN position reported a license address in Indiana (n=75,792), Illinois (n=1,660), and Ohio (n=1,202).

Table 1.2 Reported Employment Status of Registered Nurses who renewed their license online

| Employment Status | N | % |
|---|--------|------|
| Actively employed in nursing full-time | 76,200 | 67.8 |
| Actively employed in nursing part-time | 13,023 | 11.6 |
| Actively employed in nursing per diem | 4,012 | 3.6 |
| Actively employed in a field other than nursing full-time | 2,909 | 2.6 |
| Actively employed in a field other than nursing part-time | 743 | 0.7 |
| Actively employed in a field other than nursing on a per diem basis | 189 | 0.2 |
| Working in nursing only as a volunteer | 830 | 0.7 |
| Unemployed and seeking work as a nurse | 1,910 | 1.7 |
| Unemployed and not seeking work as a nurse | 3,792 | 3.4 |
| Retired | 8,860 | 7.9 |

Source: Indiana Registered Nurse and Supplemental Survey Data, 2021

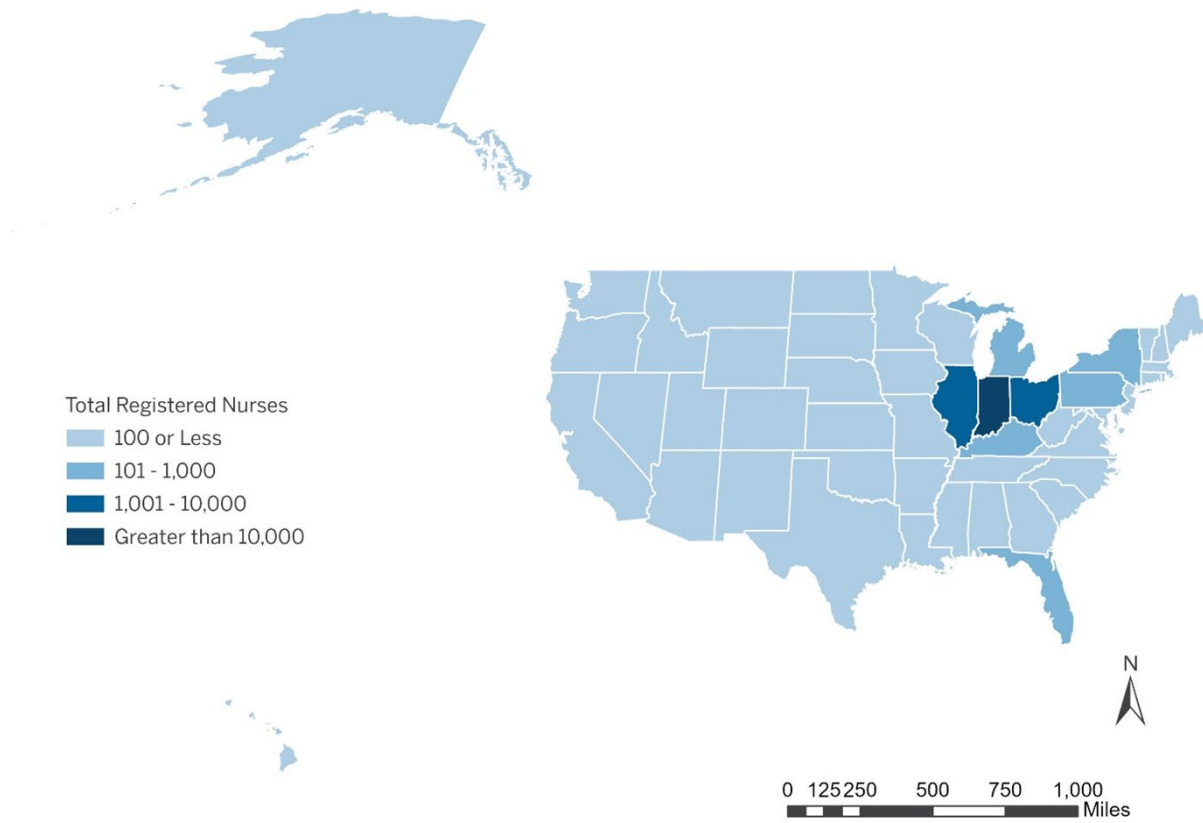


Figure 1.1 Total actively practicing registered nurses by license address.

TREND IN THE REGISTERED NURSE WORKFORCE

In recent years, health workforce data management in Indiana has seen significant changes which have led to improvements in capturing and reporting the number of RNs licensed and actively providing care to residents of the state. Figure 1.2 demonstrates the total number of survey respondents and those included in the reporting sample has steadily increased since 2009. The dark blue section of Figure 1.2 represents the total number of RNs who renewed their license (n=118,445 in 2021). The light blue section represents the RNs who have a license status of either active, valid for practice while under review or probationary and who renewed online (n=112,723 in 2021). The green section represents the report sample which is any RN actively practicing in nursing who also either have a practice address within Indiana or report providing telemedicine services to Indiana residents (n=81,911 in 2021).

Historically, the reporting sample has included RNs who only self-reported practicing within Indiana. However, in recent years RNs who provide direct patient care to Indiana residents through telemedicine services were also included in the reporting sample. Inclusion of telemedicine RNs, as well as the statutory requirements to provide supplemental information, not only contribute to the increase in respondents and reporting sample size but also ensure an accurate representation of Indiana's RN workforce.

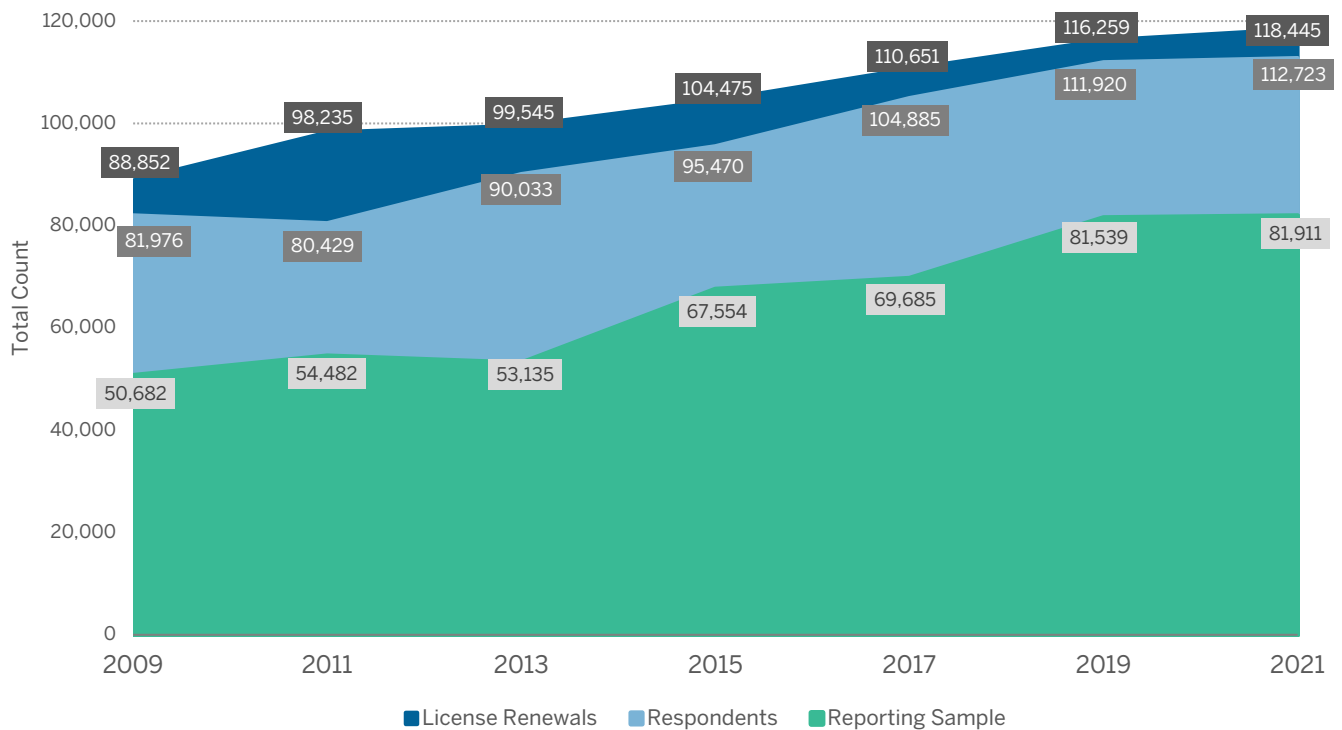


Figure 1.2 Total RNs in counts of license renewals, survey respondents and reporting sample.

SECTION II: REGISTERED NURSES ACTIVELY PRACTICING IN INDIANA

REPORTING SAMPLE

In an effort to produce a report sample of nurses that accurately represents Indiana's RN workforce, the following sample selection criteria were used to determine the reporting sample for this report. The 2021 registered nurse reporting sample includes RNs who 1) had an active license status, 2) renewed their license online, 3) reported actively practicing in a medicine, and 4) reported providing telemedicine services to Indiana residents or have a practice address in Indiana. Of the 118,445 RNs who renewed their Indiana License in 2021, 81,911 (69.2%) met all criteria for inclusion in the reporting sample (see Figure 2.1).

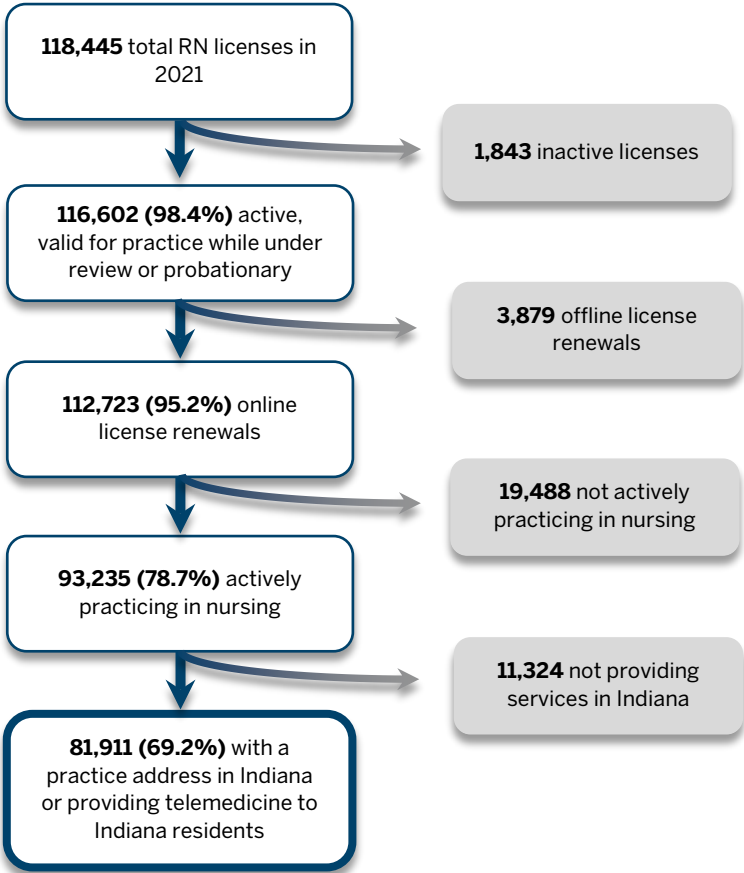


Figure 2.1 Reporting sample selection criteria for the 2021 Registered Nurse Data Report

It should be noted that, changes in the supplemental data collection instrument associated with implementation of the Nurse Licensure Compact necessitated modifications to the identification and geolocation of practice location information. To minimize associated limitations, additional steps were required to identify nurses practicing in Indiana. This included utilizing practice address data from previous renewal cycles. Care is being taken to ensure that comprehensive practice address data can be used to accurately geolocate RNs.

DEMOGRAPHICS

Demographic characteristics of Indiana's RNs are provided in Table 2.1. Most of Indiana's registered nurse workforce is female (90.3%), white (89.3%), and non-Hispanic (96.4%), with an average age of 44.3. When compared to female RNs average age (44.8), male RNs are slightly younger, with an average age of 42.7. Male RNs also report more racial diversity than female RNs with 5.5% reporting Black or African American and 3.8% reporting Asian, as compared to female RNs with only 5% reporting Black or African American and 1.7% Asian.

Table 2.1: Registered Nurse Demographic Characteristics

| | Female | | Male | | Gender not Available | | Total | |
|--|--------|------|-------|------|----------------------|------|--------|-------|
| | N | % | N | % | N | % | N | % |
| Total (with row %) | 73,991 | 90.3 | 5,773 | 7.0 | 2,147 | 2.6 | 81,911 | 100.0 |
| Mean Age | 44.8 | | 42.7 | | 31.9 | | 44.3 | |
| Age Groups | | | | | | | | |
| Under 35 | 19,476 | 26.3 | 1,812 | 31.4 | 1,535 | 71.5 | 22,823 | 27.9 |
| 35- 44 | 19,364 | 26.2 | 1,525 | 26.4 | 357 | 16.6 | 21,246 | 25.9 |
| 45- 54 | 16,912 | 22.9 | 1,399 | 24.2 | 145 | 6.8 | 18,456 | 22.5 |
| 55- 64 | 14,317 | 19.3 | 828 | 14.3 | 58 | 2.7 | 15,203 | 18.6 |
| 65 and Older | 3,781 | 5.1 | 190 | 3.3 | 22 | 1.0 | 3,993 | 4.9 |
| Age not Available | 141 | 0.2 | 19 | 0.3 | 30 | 1.4 | 190 | 0.2 |
| Ethnicity | | | | | | | | |
| Hispanic, Latino/a or Spanish Origin | 2,533 | 3.4 | 279 | 4.8 | 142 | 6.6 | 2,954 | 3.6 |
| Not Hispanic, Latino/a or Spanish Origin | 71,458 | 96.6 | 5,494 | 95.2 | 2,005 | 93.4 | 78,957 | 96.4 |
| Race | | | | | | | | |
| White | 66,520 | 89.9 | 4,888 | 84.7 | 1,772 | 82.5 | 73,180 | 89.3 |
| Asian | 1,257 | 1.7 | 218 | 3.8 | 93 | 4.3 | 1,568 | 1.9 |
| Black or African American | 3,685 | 5.0 | 317 | 5.5 | 156 | 7.3 | 4,158 | 5.1 |
| Native Hawaiian/Pacific Islander | 87 | 0.1 | 9 | 0.2 | 4 | 0.2 | 100 | 0.1 |
| American Indian or Alaska Native | 139 | 0.2 | 15 | 0.3 | 6 | 0.3 | 160 | 0.2 |
| Other | 1,250 | 1.7 | 181 | 3.1 | 55 | 2.6 | 1,486 | 1.8 |
| Multiracial | 869 | 1.2 | 124 | 2.1 | 48 | 2.2 | 1,041 | 1.3 |
| Race not Available | 184 | 0.2 | 21 | 0.4 | 13 | 0.6 | 218 | 0.3 |

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2021

Notes: Data on Gender was not provided for every respondent by Indiana Professional Licensing Agency (IPLA). Age was calculated as the difference between the respondent's date of birth and the date of survey completion.

EDUCATION

Table 2.2a and Table 2.2b display nurses education characteristics by the location of which they earned their RN qualifying degree. The majority of Indiana licensed RNs received their qualifying degree in Indiana (n= 64,625; 78.9%) as compared to only 13.1% who received their qualifying degree in a contiguous state (n=10,729), followed by 6.7% in another state (n=5,476) and 1.3% in another country (n=1,045). Of the RNs who completed their education in Indiana, 94.6% report either an associate degree in nursing (47.3%) or a baccalaureate degree in nursing (47.3%) as their qualifying education. When compared to RNs who earned their qualifying education in Indiana, those who earned their degree in a contiguous state were more likely to report an associate degree in nursing as their qualifying education (47.3% in Indiana as compared to 55.6% in a contiguous state).

Regardless of where they completed their qualifying education, most RNs reported no plans to pursue further education (73.6%). However, 23.9% of RNs who completed their qualifying education in another country reported plans to pursue a master's degree in nursing, while only 10.6% of RNs who completed their qualifying education within Indiana reported the same.

Table 2.2a Registered Nurse Education Characteristics by Location of US RN Qualifying Education

| | Indiana | | Contiguous State | | Another State | | Another Country | |
|---|---------|------|------------------|------|---------------|------|-----------------|------|
| | N | % | N | % | N | % | N | % |
| Total (with row %) | 64,625 | 78.9 | 10,729 | 13.1 | 5,476 | 6.7 | 1,045 | 1.3 |
| Qualifying Education | | | | | | | | |
| Diploma - nursing | 1,842 | 2.9 | 632 | 5.9 | 349 | 6.4 | 186 | 17.8 |
| Associate degree - nursing | 30,547 | 47.3 | 5,961 | 55.6 | 2,444 | 44.6 | 119 | 11.4 |
| Baccalaureate degree - nursing | 30,551 | 47.3 | 3,628 | 33.8 | 2,399 | 43.8 | 709 | 67.8 |
| Master's degree - nursing | 1,546 | 2.4 | 459 | 4.3 | 260 | 4.7 | 23 | 2.2 |
| Doctoral degree- nursing (DNP) | 116 | 0.2 | 39 | 0.4 | 17 | 0.3 | 2 | 0.2 |
| Doctoral degree- nursing (PHD) | 9 | 0.01 | 2 | 0.02 | 5 | 0.1 | 3 | 0.3 |
| Doctoral degree- nursing (Other) | 14 | 0.02 | 8 | 0.1 | 2 | 0.02 | 3 | 0.3 |
| Highest Nursing Education | | | | | | | | |
| Diploma - nursing | 1,170 | 1.8 | 353 | 3.3 | 188 | 3.4 | 125 | 12.0 |
| Associate degree - nursing | 20,899 | 32.3 | 3,889 | 36.2 | 1,498 | 27.4 | 80 | 7.7 |
| Baccalaureate degree - nursing | 32,450 | 50.2 | 4,083 | 38.1 | 2,365 | 43.2 | 698 | 66.8 |
| Master's degree - nursing | 9,401 | 14.5 | 2,147 | 20.0 | 1,248 | 22.8 | 126 | 12.1 |
| Doctoral degree - nursing | 705 | 1.1 | 257 | 2.4 | 177 | 3.2 | 16 | 1.5 |
| Highest Non-Nursing Education | | | | | | | | |
| Not Applicable | 46,020 | 71.2 | 7,407 | 69.0 | 3,495 | 63.8 | 779 | 74.5 |
| Vocational/Practical Certificate -non nursing | 1,282 | 2.0 | 152 | 1.4 | 97 | 1.8 | 3 | 0.3 |
| Diploma - non-nursing | 2,128 | 3.3 | 333 | 3.1 | 100 | 1.8 | 51 | 4.9 |
| Associate degree - non-nursing | 4,215 | 6.5 | 1,028 | 9.6 | 464 | 8.5 | 26 | 2.5 |
| Baccalaureate degree - non-nursing | 8,783 | 13.6 | 1,309 | 12.2 | 953 | 17.4 | 124 | 11.9 |
| Master's degree - non-nursing | 2,055 | 3.2 | 451 | 4.2 | 328 | 6.0 | 47 | 4.5 |
| Doctoral degree - non-nursing | 142 | 0.2 | 49 | 0.5 | 39 | 0.7 | 15 | 1.4 |

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2021

Note: Contiguous states include Michigan, Ohio, Kentucky and Illinois

Table 2.2b Registered Nurse Education Plans by Location of US RN Qualifying Education

| | Indiana | | Contiguous State | | Another State | | Another Country | |
|---|---------|------|------------------|------|---------------|------|-----------------|------|
| | N | % | N | % | N | % | N | % |
| Total (with row %) | 64,625 | 78.9 | 10,729 | 13.1 | 5,476 | 6.7 | 1,045 | 1.3 |
| Education Planning to Pursue in the Next 2 Years | | | | | | | | |
| Associate degree- nursing | 699 | 1.1 | 146 | 1.4 | 30 | 0.5 | 14 | 1.3 |
| Associate degree- other field | 106 | 0.2 | 16 | 0.1 | 9 | 0.2 | 4 | 0.4 |
| Bachelor's degree- nursing | 6,673 | 10.3 | 1,257 | 11.7 | 377 | 6.9 | 67 | 6.4 |
| Bachelor's degree - other field | 202 | 0.3 | 33 | 0.3 | 26 | 0.5 | 3 | 0.3 |
| Master's degree - nursing | 6,831 | 10.6 | 898 | 8.4 | 498 | 9.1 | 250 | 23.9 |
| Master's - other field | 658 | 1.0 | 102 | 1.0 | 85 | 1.6 | 13 | 1.2 |
| Doctor of Nursing Practice (DNP) | 1,514 | 2.3 | 315 | 2.9 | 193 | 3.5 | 59 | 5.6 |
| PhD - Nursing | 174 | 0.3 | 35 | 0.3 | 31 | 0.6 | 9 | 0.9 |
| Doctoral degree - other field | 179 | 0.3 | 44 | 0.4 | 35 | 0.6 | 7 | 0.7 |
| No intention to pursue further education | 47,589 | 73.6 | 7,883 | 73.5 | 4,192 | 76.6 | 619 | 59.2 |

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2021

Note: Contiguous states include Michigan, Ohio, Kentucky and Illinois

EMPLOYMENT & PRACTICE CHARACTERISTICS

EMPLOYMENT CHARACTERISTICS

Employment characteristics for the RN workforce are summarized in Table 2.3. More than half of RNs indicated their primary work position was a staff nurse (63.5%), followed by 8.9% who reported Advanced Practice Nurse. Additionally, Most RNs (88.3%) reported working in only 1 nursing position, followed by 10.2% who reported 2 positions. Regarding employment plans for the next 2 years, 79.0% planned to continue without changes in their employment. This was followed by 6.6% who reported not knowing their plans for the next 2 years, 5.3% with plans to increase their hours and 5.1% who reported plans to decrease their hours.

Table 2.3 Registered Nurse Employment Characteristics

| | N | % |
|--|--------|------|
| Primary Workforce Position | | |
| Staff Nurse | 52,020 | 63.5 |
| Advanced Practice Nurse | 7,309 | 8.9 |
| Nurse Manager | 7,230 | 8.8 |
| Other – Health Related | 6,404 | 7.8 |
| Not Applicable | 3,200 | 3.9 |
| Nurse Executive | 1,494 | 1.8 |
| Nurse Educator (faculty) | 1,315 | 1.6 |
| Nurse Educator (patient educator) | 1,118 | 1.4 |
| Nurse Educator (staff development) | 946 | 1.2 |
| Consultant/Nurse Researcher | 863 | 1.1 |
| Non-Respondents | 12 | 0.01 |
| Total Paid Positions in Nursing | | |
| 1 position | 72,363 | 88.3 |
| 2 positions | 8,346 | 10.2 |
| 3 positions | 821 | 1.0 |
| 4 or more positions | 118 | 0.1 |
| Not applicable | 248 | 0.3 |
| Non-Respondents | 15 | 0.02 |
| Employment Plans for Next 2 Years | | |
| Continue as you are | 64,691 | 79.0 |
| Increase hours | 4,317 | 5.3 |
| Decrease hours | 4,169 | 5.1 |
| Seek non-clinical job | 1,123 | 1.4 |
| Retire | 2,175 | 2.7 |
| Unknown | 5,427 | 6.6 |
| Non-Respondents | 9 | 0.01 |

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2021

PRACTICE SETTING

Table 2.4 presents both primary and secondary work setting reported by Indiana's RN workforce. When looking at primary setting, about half (55.5%) of RNs reported working in a hospital setting, followed by 14.4% who reported their primary setting as outpatient clinic and 7.4% who reported other. When asked about secondary setting, most RNs (85.4%) reported this was not applicable to them, indicating they likely only have one work setting. Of those who did report an applicable secondary setting, 5.6% reported a hospital followed by other (2.3%).

Table 2.4 Registered Nurse Primary Work Setting

| Work Setting | Primary Setting | | Secondary Setting | |
|--|-----------------|------|-------------------|------|
| | N | % | N | % |
| Hospital | 45,482 | 55.5 | 4,624 | 5.6 |
| Outpatient Clinic | 11,826 | 14.4 | 1,605 | 2 |
| Other | 6,067 | 7.4 | 1,859 | 2.3 |
| Nursing Home/Extended Care Facility/Assisted Living Facility | 4,580 | 5.6 | 885 | 1.1 |
| Home Health | 3,502 | 4.3 | 983 | 1.2 |
| Public/Community Health Agency | 2,572 | 3.1 | 423 | 0.5 |
| School-Based Health | 1,636 | 2 | 330 | 0.4 |
| Insurance Claims/Benefits | 1,583 | 1.9 | 106 | 0.1 |
| Hospice | 1,409 | 1.7 | 274 | 0.3 |
| Academic Setting | 1,171 | 1.4 | 519 | 0.6 |
| Occupational Health | 655 | 0.8 | 159 | 0.2 |
| Not applicable | 652 | 0.8 | 69,922 | 85.4 |
| Assisted Living | 342 | 0.4 | 86 | 0.1 |
| Correctional Facility | 333 | 0.4 | 91 | 0.1 |
| Policy/Planning/Licensing Agency | 90 | 0.1 | 20 | 0.02 |
| Non-Respondents | 11 | 0.01 | 25 | 0.03 |

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2021

EMPLOYMENT SPECIALTY AND SERVICES

This part of Section II summarizes reported employment specialty (Table 2.5), services provided (Tables 2.6 – 2.8), and populations served (Tables 2.9 – 2.10). When interpreting data summarized in tables 2.6 – 2.10, it is important to note that RNs were able to indicate more than one service type or population. Only unique counts are provided for each type of service or population and the final column in each table provides the unique number of RNs across all reporting categories.

OVERALL EMPLOYMENT SPECIALTY DISTRIBUTION

Registered nurses' employment specialty is shown in Table 2.5. For their primary practice, 18.2% of RNs reported their employment specialty as Acute Care/Critical Care, followed by Other (14.7%). Furthermore, another 7.8% reported a primary practice specialty as Medical Surgical, followed by Adult Health/Family Health (5.1%). When asked to report their secondary specialty, most (85.3%) reported Not Applicable/I do not provide direct patient care, followed by 3.5% who reported Other and 2.2% who reported Acute Care/Critical Care.

Table 2.5 Registered Nurse Employment Specialty

| Employment Specialty | Primary Specialty | | Secondary Specialty | |
|---|-------------------|------|---------------------|------|
| | N | % | N | % |
| Acute Care/Critical Care | 14,889 | 18.2 | 1,839 | 2.2 |
| Other | 12,074 | 14.7 | 2,864 | 3.5 |
| Not Applicable/I do not provide direct patient care | 10,240 | 12.5 | 69,903 | 85.3 |
| Medical Surgical | 6,420 | 7.8 | 638 | 0.8 |
| Adult Health/Family Health | 4,206 | 5.1 | 647 | 0.8 |
| Geriatric/Gerontology | 3,614 | 4.4 | 890 | 1.1 |
| Family Health | 3,146 | 3.8 | 489 | 0.6 |
| Psychiatric/Mental Health/Substance Abuse | 2,789 | 3.4 | 528 | 0.6 |
| Pediatrics/Neonatal | 2,709 | 3.3 | 419 | 0.5 |
| Women's Health | 2,707 | 3.3 | 345 | 0.4 |
| Oncology | 2,441 | 3.0 | 258 | 0.3 |
| Home Health | 2,179 | 2.7 | 587 | 0.7 |
| Maternal-Child Health | 2,145 | 2.6 | 232 | 0.3 |
| Neonatal | 1,848 | 2.3 | 200 | 0.2 |
| Trauma | 1,799 | 2.2 | 251 | 0.3 |
| School Health | 1,460 | 1.8 | 280 | 0.3 |
| Rehabilitation | 1,457 | 1.8 | 210 | 0.3 |
| Anesthesia | 1,242 | 1.5 | 269 | 0.3 |
| Public Health | 1,018 | 1.2 | 277 | 0.3 |
| Palliative Care | 1,000 | 1.2 | 194 | 0.2 |
| Nephrology | 991 | 1.2 | 168 | 0.2 |
| Community | 608 | 0.7 | 246 | 0.3 |
| Occupational Health | 458 | 0.6 | 150 | 0.2 |
| Patient Education | 455 | 0.6 | 0 | 0.0 |
| Non-Respondents | 16 | 0.02 | 27 | 0.03 |

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2021

ADDICTION SERVICES

Indiana's RNs can provide a variety of addiction services and their reported participation in these services can be found in Table 2.6. Out of the total 81,911 RNs included in the report sample, 5,237 RNs (6.3%) reported providing any of the addiction services below. Of the RNs who report providing addiction services, about a quarter (25.7%) report an employment specialty of Psychiatric/Mental Health/Substance Abuse. Acute Care/Critical Care closely followed with 21.6% reporting providing one of these addiction services. Out of the 5 possible addiction services, the most RNs (n=3,038) reported providing addiction counseling with screening for addiction as the next most frequently reported service (n=2,544)

Table 2.6 Addiction Services by Employment Specialty, Registered Nurse

| Employment Specialty | Addiction Counseling | | MAT - Methadone | | MAT - Buprenorphine | | MAT - Naloxone | | Screening for Addiction | | Unique Count Providing Addiction Services | |
|---|----------------------|--------------|-----------------|--------------|---------------------|--------------|----------------|--------------|-------------------------|--------------|---|--------------|
| | N | % | N | % | N | % | N | % | N | % | N | % |
| Acute Care/Critical Care | 639 | 21.0 | 318 | 26.5 | 236 | 14.3 | 245 | 16.4 | 548 | 21.5 | 1,132 | 21.6 |
| Adult Health/Family Health | 149 | 4.9 | 61 | 5.1 | 85 | 5.1 | 88 | 5.9 | 108 | 4.2 | 285 | 5.4 |
| Anesthesia | 4 | 0.1 | 4 | 0.3 | 2 | 0.1 | 1 | 0.1 | 0 | 0.0 | 7 | 0.1 |
| Community | 29 | 1.0 | 10 | 0.8 | 16 | 1.0 | 15 | 1.0 | 38 | 1.5 | 60 | 1.1 |
| Family Health | 238 | 7.8 | 21 | 1.8 | 107 | 6.5 | 106 | 7.1 | 275 | 10.8 | 422 | 8.1 |
| Geriatric/Gerontology | 42 | 1.4 | 35 | 2.9 | 30 | 1.8 | 19 | 1.3 | 18 | 0.7 | 83 | 1.6 |
| Home Health | 13 | 0.4 | 11 | 0.9 | 6 | 0.4 | 5 | 0.3 | 14 | 0.6 | 28 | 0.5 |
| Maternal-Child Health | 33 | 1.1 | 45 | 3.8 | 63 | 3.8 | 15 | 1.0 | 75 | 2.9 | 146 | 2.8 |
| Medical Surgical | 187 | 6.2 | 154 | 12.8 | 107 | 6.5 | 85 | 5.7 | 202 | 7.9 | 428 | 8.2 |
| Neonatal | 7 | 0.2 | 26 | 2.2 | 12 | 0.7 | 5 | 0.3 | 16 | 0.6 | 43 | 0.8 |
| Nephrology | 2 | 0.1 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 4 | 0.2 | 4 | 0.1 |
| Not Applicable/I do not provide direct patient care | 128 | 4.2 | 45 | 3.8 | 71 | 4.3 | 60 | 4.0 | 132 | 5.2 | 226 | 4.3 |
| Occupational Health | 8 | 0.3 | 0 | 0.0 | 1 | 0.1 | 2 | 0.1 | 10 | 0.4 | 15 | 0.3 |
| Oncology | 15 | 0.5 | 16 | 1.3 | 7 | 0.4 | 7 | 0.5 | 16 | 0.6 | 38 | 0.7 |
| Other | 176 | 5.8 | 50 | 4.2 | 91 | 5.5 | 74 | 4.9 | 153 | 6.0 | 318 | 6.1 |
| Palliative Care | 14 | 0.5 | 14 | 1.2 | 4 | 0.2 | 2 | 0.1 | 11 | 0.4 | 30 | 0.6 |
| Patient Education | 6 | 0.2 | 3 | 0.3 | 3 | 0.2 | 4 | 0.3 | 8 | 0.3 | 13 | 0.2 |
| Pediatrics/Neonatal | 13 | 0.4 | 12 | 1.0 | 9 | 0.5 | 3 | 0.2 | 21 | 0.8 | 42 | 0.8 |
| Psychiatric/Mental Health/Substance Abuse | 1,066 | 35.1 | 250 | 20.8 | 647 | 39.1 | 642 | 42.9 | 570 | 22.4 | 1,348 | 25.7 |
| Public Health | 44 | 1.4 | 9 | 0.8 | 23 | 1.4 | 30 | 2.0 | 27 | 1.1 | 76 | 1.5 |
| Rehabilitation | 40 | 1.3 | 20 | 1.7 | 17 | 1.0 | 12 | 0.8 | 26 | 1.0 | 66 | 1.3 |
| School Health | 10 | 0.3 | 1 | 0.1 | 2 | 0.1 | 2 | 0.1 | 7 | 0.3 | 16 | 0.3 |
| Trauma | 129 | 4.2 | 57 | 4.8 | 51 | 3.1 | 54 | 3.6 | 142 | 5.6 | 223 | 4.3 |
| Women's Health | 46 | 1.5 | 38 | 3.2 | 66 | 4.0 | 19 | 1.3 | 123 | 4.8 | 188 | 3.6 |
| Total | 3,038 | 100.0 | 1,200 | 100.0 | 1,656 | 100.0 | 1,495 | 100.0 | 2,544 | 100.0 | 5,237 | 100.0 |

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2021

OBSTETRIC SERVICES

Table 2.7 summarizes obstetric services, another service able to be provided by registered nurses in Indiana. A total of 7,221 RNs in Indiana (8.82% of the reporting sample) reported providing some obstetric service with just under one-third (32.2%) of these RNs reporting an employment specialty of women’s health. Maternal-child health specialty closely followed with 28.2%. The most reported obstetric service provided was labor and delivery (n=4,394) followed by post-natal services (n=4,132).

Table 2.7 Obstetrics Services by Employment Specialty, Registered Nurse

| Employment Specialty | Pre-natal Services | | Labor and Delivery | | Post-Natal Services | | High-Risk Pregnancy Screening | | Treatment for OUD-affected Pregnancy | | High Risk Pregnancy Services | | Unique Count Providing Obstetric Services | |
|---|--------------------|------|--------------------|------|---------------------|------|-------------------------------|------|--------------------------------------|------|------------------------------|------|---|------|
| | N | % | N | % | N | % | N | % | N | % | N | % | N | % |
| Acute Care/Critical Care | 115 | 3.9 | 174 | 4.0 | 150 | 3.6 | 85 | 5.4 | 31 | 5.9 | 176 | 7.9 | 376 | 5.2 |
| Adult Health/Family Health | 15 | 0.5 | 14 | 0.3 | 18 | 0.4 | 13 | 0.8 | 8 | 1.5 | 15 | 0.7 | 50 | 0.7 |
| Anesthesia | 5 | 0.2 | 110 | 2.5 | 8 | 0.2 | 2 | 0.1 | 0 | 0.0 | 15 | 0.7 | 113 | 1.6 |
| Community | 34 | 1.2 | 10 | 0.2 | 28 | 0.7 | 20 | 1.3 | 4 | 0.8 | 21 | 0.9 | 49 | 0.7 |
| Family Health | 147 | 5.0 | 45 | 1.0 | 142 | 3.4 | 73 | 4.6 | 31 | 5.9 | 46 | 2.1 | 224 | 3.1 |
| Geriatric/Gerontology | 4 | 0.1 | 9 | 0.2 | 2 | 0.05 | 3 | 0.2 | 1 | 0.2 | 7 | 0.3 | 13 | 0.2 |
| Home Health | 10 | 0.3 | 7 | 0.2 | 16 | 0.4 | 6 | 0.4 | 0 | 0.0 | 12 | 0.5 | 25 | 0.3 |
| Maternal-Child Health | 817 | 27.7 | 1,627 | 37.0 | 1,168 | 28.3 | 397 | 25.0 | 107 | 20.5 | 605 | 27.3 | 2,034 | 28.2 |
| Medical Surgical | 5 | 0.2 | 22 | 0.5 | 16 | 0.4 | 4 | 0.3 | 4 | 0.8 | 18 | 0.8 | 54 | 0.7 |
| Neonatal | 99 | 3.4 | 386 | 8.8 | 712 | 17.2 | 31 | 2.0 | 11 | 2.1 | 148 | 6.7 | 879 | 12.2 |
| Nephrology | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Not Applicable/I do not provide direct patient care | 185 | 6.3 | 175 | 4.0 | 194 | 4.7 | 102 | 6.4 | 34 | 6.5 | 128 | 5.8 | 335 | 4.6 |
| Occupational Health | 1 | 0.03 | 0 | 0.0 | 3 | 0.1 | 0 | 0.0 | 0 | 0.0 | 1 | 0.05 | 3 | 0.04 |
| Oncology | 2 | 0.1 | 3 | 0.1 | 4 | 0.1 | 2 | 0.1 | 1 | 0.2 | 9 | 0.4 | 11 | 0.2 |
| Other | 69 | 2.3 | 114 | 2.6 | 60 | 1.5 | 31 | 2.0 | 20 | 3.8 | 55 | 2.5 | 197 | 2.7 |
| Palliative Care | 1 | 0.03 | 1 | 0.02 | 1 | 0.02 | 1 | 0.1 | 0 | 0.0 | 1 | 0.05 | 3 | 0.04 |
| Patient Education | 24 | 0.8 | 5 | 0.1 | 19 | 0.5 | 8 | 0.5 | 2 | 0.4 | 11 | 0.5 | 39 | 0.5 |
| Pediatrics/Neonatal | 33 | 1.1 | 18 | 0.4 | 80 | 1.9 | 10 | 0.6 | 1 | 0.2 | 15 | 0.7 | 102 | 1.4 |
| Psychiatric/Mental Health/Substance Abuse | 15 | 0.5 | 10 | 0.2 | 18 | 0.4 | 13 | 0.8 | 100 | 19.2 | 24 | 1.1 | 136 | 1.9 |

Table 2.7 Obstetrics Services by Employment Specialty, Registered Nurse

| Employment Specialty | Pre-natal Services | | Labor and Delivery | | Post-Natal Services | | High-Risk Pregnancy Screening | | Treatment for OUD-affected Pregnancy | | High Risk Pregnancy Services | | Unique Count Providing Obstetric Services | |
|----------------------|--------------------|--------------|--------------------|--------------|---------------------|--------------|-------------------------------|--------------|--------------------------------------|--------------|------------------------------|--------------|---|--------------|
| | N | % | N | % | N | % | N | % | N | % | N | % | N | % |
| Public Health | 93 | 3.1 | 22 | 0.5 | 85 | 2.1 | 34 | 2.1 | 8 | 1.5 | 57 | 2.6 | 117 | 1.6 |
| Rehabilitation | 1 | 0.03 | 5 | 0.1 | 1 | 0.02 | 2 | 0.1 | 3 | 0.6 | 4 | 0.2 | 10 | 0.1 |
| School Health | 7 | 0.2 | 9 | 0.2 | 12 | 0.3 | 2 | 0.1 | 0 | 0.0 | 6 | 0.3 | 19 | 0.3 |
| Trauma | 36 | 1.2 | 53 | 1.2 | 34 | 0.8 | 42 | 2.6 | 18 | 3.4 | 63 | 2.8 | 105 | 1.5 |
| Women's Health | 1,235 | 41.8 | 1,575 | 35.8 | 1,361 | 32.9 | 704 | 44.4 | 138 | 26.4 | 780 | 35.2 | 2,327 | 32.2 |
| Total | 2,953 | 100.0 | 4,394 | 100.0 | 4,132 | 100.0 | 1,585 | 100.0 | 522 | 100.0 | 2,217 | 100.0 | 7,221 | 100.0 |

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2021

OTHER SERVICES

Other special services RNs reported providing are summarized in Table 2.8 below. Out of all the RNs in this reporting sample, 12,363 (15.1%) indicated they provide these special services. Of the RNs providing special services, 22.1% reported an employment specialty of Geriatric/Gerontology, likely because Dementia/Alzheimer's Care is the most frequently reported (n=10,965) of these special services. A small number of RNs (n=493) reported providing services as a sexual assault nurse examiner.

Table 2.8 Other Services by Employment Specialty, Registered Nurse

| Employment Specialty | Dementia/ Alzheimer's Care | | Hepatitis C Treatment/ Management | | HIV/AIDS Treatment/ Management | | Sexual Assault Nurse Examiner | | Unique Count Providing Special Services | |
|---|-------------------------------|--------------|---|--------------|--------------------------------------|--------------|----------------------------------|--------------|--|--------------|
| | N | % | N | % | N | % | N | % | N | % |
| Acute Care/Critical Care | 1,818 | 16.6 | 627 | 27.5 | 479 | 28.9 | 184 | 37.3 | 2,093 | 16.9 |
| Adult Health/Family Health | 724 | 6.6 | 200 | 8.8 | 138 | 8.3 | 13 | 2.6 | 871 | 7.0 |
| Anesthesia | 8 | 0.1 | 6 | 0.3 | 2 | 0.1 | 2 | 0.4 | 14 | 0.1 |
| Community | 52 | 0.5 | 25 | 1.1 | 23 | 1.4 | 3 | 0.6 | 76 | 0.6 |
| Family Health | 371 | 3.4 | 164 | 7.2 | 103 | 6.2 | 13 | 2.6 | 474 | 3.8 |
| Geriatric/Gerontology | 2,730 | 24.9 | 77 | 3.4 | 58 | 3.5 | 5 | 1.0 | 2,732 | 22.1 |
| Home Health | 506 | 4.6 | 33 | 1.4 | 28 | 1.7 | 6 | 1.2 | 515 | 4.2 |
| Maternal-Child Health | 10 | 0.1 | 18 | 0.8 | 18 | 1.1 | 5 | 1.0 | 42 | 0.3 |
| Medical Surgical | 1,283 | 11.7 | 297 | 13.0 | 220 | 13.3 | 17 | 3.4 | 1,325 | 10.7 |
| Neonatal | 4 | 0.04 | 10 | 0.4 | 7 | 0.4 | 2 | 0.4 | 18 | 0.1 |
| Nephrology | 19 | 0.2 | 11 | 0.5 | 4 | 0.2 | 0 | 0.0 | 27 | 0.2 |
| Not Applicable/I do not provide direct patient care | 676 | 6.2 | 119 | 5.2 | 90 | 5.4 | 24 | 4.9 | 766 | 6.2 |
| Occupational Health | 4 | 0.04 | 2 | 0.1 | 2 | 0.1 | 2 | 0.4 | 10 | 0.1 |
| Oncology | 92 | 0.8 | 22 | 1.0 | 16 | 1.0 | 6 | 1.2 | 105 | 0.8 |
| Other | 577 | 5.3 | 239 | 10.5 | 138 | 8.3 | 72 | 14.6 | 830 | 6.7 |
| Palliative Care | 534 | 4.9 | 19 | 0.8 | 17 | 1.0 | 2 | 0.4 | 535 | 4.3 |
| Patient Education | 19 | 0.2 | 9 | 0.4 | 7 | 0.4 | 1 | 0.2 | 30 | 0.2 |
| Pediatrics/Neonatal | 20 | 0.2 | 15 | 0.7 | 13 | 0.8 | 21 | 4.3 | 57 | 0.5 |
| Psychiatric/Mental Health/Substance Abuse | 686 | 6.3 | 138 | 6.1 | 96 | 5.8 | 14 | 2.8 | 783 | 6.3 |
| Public Health | 71 | 0.6 | 63 | 2.8 | 42 | 2.5 | 4 | 0.8 | 139 | 1.1 |
| Rehabilitation | 497 | 4.5 | 30 | 1.3 | 17 | 1.0 | 2 | 0.4 | 502 | 4.1 |
| School Health | 27 | 0.2 | 4 | 0.2 | 3 | 0.2 | 1 | 0.2 | 31 | 0.3 |
| Trauma | 221 | 2.0 | 121 | 5.3 | 105 | 6.3 | 66 | 13.4 | 306 | 2.5 |
| Women's Health | 16 | 0.1 | 27 | 1.2 | 31 | 1.9 | 28 | 5.7 | 82 | 0.7 |
| Total | 10,965 | 100.0 | 2,276 | 100.0 | 1,657 | 100.0 | 493 | 100.0 | 12,363 | 100.0 |

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2021

ADULT AND SPECIAL POPULATIONS SERVED

As demonstrated in Table 2.9, RNs were also able to indicate whether they provide services to adult and special populations. Overall, 70,300 RNs reported providing services to some of the populations below. The most often reported population was Adults with 65,208 RNs reporting servicing this population. After that was Geriatric populations (n=55,112) and then people with disabilities (n=26,449). Altogether, Acute Care/Critical Care was the most reported (20.4%) employment specialty followed by Other (16.2%).

Table 2.9 Adult and Special Populations Served by RNs by Employment Specialty

| Employment Specialty | Adults | | Inmates | | Geriatric | | Disabled Persons | | Individuals in Recovery | | Unique Count Serving Adults and Special Populations | |
|---|---------------|--------------|---------------|--------------|---------------|--------------|------------------|--------------|-------------------------|--------------|---|--------------|
| | N | % | N | % | N | % | N | % | N | % | N | % |
| Acute Care/Critical Care | 14,160 | 21.7 | 4,608 | 34.2 | 12,265 | 22.3 | 6,385 | 24.1 | 3,686 | 28.9 | 14,316 | 20.4 |
| Adult Health/Family Health | 3,830 | 5.9 | 457 | 3.4 | 3,111 | 5.6 | 1,169 | 4.4 | 389 | 3.0 | 4,117 | 5.9 |
| Anesthesia | 1,181 | 1.8 | 508 | 3.8 | 1,067 | 1.9 | 702 | 2.7 | 419 | 3.3 | 1,188 | 1.7 |
| Community | 504 | 0.8 | 73 | 0.5 | 429 | 0.8 | 230 | 0.9 | 110 | 0.9 | 544 | 0.8 |
| Family Health | 3,048 | 4.7 | 237 | 1.8 | 2,823 | 5.1 | 1,614 | 6.1 | 755 | 5.9 | 3,071 | 4.4 |
| Geriatric/Gerontology | 1,457 | 2.2 | 29 | 0.2 | 3,526 | 6.4 | 748 | 2.8 | 110 | 0.9 | 3,551 | 5.1 |
| Home Health | 1,684 | 2.6 | 24 | 0.2 | 1,630 | 3.0 | 1,045 | 4.0 | 77 | 0.6 | 2,007 | 2.9 |
| Maternal-Child Health | 1,189 | 1.8 | 114 | 0.8 | 133 | 0.2 | 81 | 0.3 | 138 | 1.1 | 1,219 | 1.7 |
| Medical Surgical | 6,193 | 9.5 | 1,378 | 10.2 | 5,496 | 10.0 | 2,328 | 8.8 | 968 | 7.6 | 6,269 | 8.9 |
| Neonatal | 145 | 0.2 | 8 | 0.1 | 26 | 0.0 | 17 | 0.1 | 13 | 0.1 | 151 | 0.2 |
| Nephrology | 946 | 1.5 | 84 | 0.6 | 753 | 1.4 | 318 | 1.2 | 57 | 0.4 | 962 | 1.4 |
| Not Applicable/I do not provide direct patient care | 6,633 | 10.2 | 844 | 6.3 | 5,548 | 10.1 | 2,439 | 9.2 | 987 | 7.7 | 7,436 | 10.6 |
| Occupational Health | 431 | 0.7 | 8 | 0.1 | 154 | 0.3 | 45 | 0.2 | 21 | 0.2 | 434 | 0.6 |
| Oncology | 2,327 | 3.6 | 240 | 1.8 | 1,627 | 3.0 | 437 | 1.7 | 98 | 0.8 | 2,345 | 3.3 |
| Other | 11,059 | 17.0 | 2,832 | 21.0 | 9,361 | 17.0 | 4,812 | 18.2 | 2,083 | 16.3 | 11,418 | 16.2 |
| Palliative Care | 822 | 1.3 | 23 | 0.2 | 880 | 1.6 | 319 | 1.2 | 29 | 0.2 | 958 | 1.4 |
| Patient Education | 405 | 0.6 | 32 | 0.2 | 308 | 0.6 | 157 | 0.6 | 45 | 0.4 | 419 | 0.6 |
| Pediatrics/Neonatal | 738 | 1.1 | 29 | 0.2 | 202 | 0.4 | 354 | 1.3 | 42 | 0.3 | 918 | 1.3 |
| Psychiatric/Mental Health/Substance Abuse | 2,433 | 3.7 | 273 | 2.0 | 1,583 | 2.9 | 757 | 2.9 | 1,152 | 9.0 | 2,573 | 3.7 |
| Public Health | 866 | 1.3 | 200 | 1.5 | 696 | 1.3 | 378 | 1.4 | 204 | 1.6 | 913 | 1.3 |
| Rehabilitation | 1,185 | 1.8 | 41 | 0.3 | 1,237 | 2.2 | 466 | 1.8 | 160 | 1.3 | 1,424 | 2.0 |
| School Health | 456 | 0.7 | 27 | 0.2 | 144 | 0.3 | 122 | 0.5 | 27 | 0.2 | 507 | 0.7 |
| Trauma | 1,724 | 2.6 | 1,211 | 9.0 | 1,590 | 2.9 | 1,307 | 4.9 | 990 | 7.8 | 1,729 | 2.5 |
| Women's Health | 1,792 | 2.7 | 198 | 1.5 | 523 | 0.9 | 219 | 0.8 | 200 | 1.6 | 1,831 | 2.6 |
| Total | 65,208 | 100.0 | 13,478 | 100.1 | 55,112 | 100.2 | 26,449 | 100.1 | 12,760 | 100.1 | 70,300 | 100.2 |

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2021

PEDIATRIC POPULATIONS SERVED

In addition to adult populations, RNs could also report on the pediatric populations they serve, as shown in Table 2.10. In total, 38,014 RNs reported serving pediatric populations. The majority of these RNs (n=32,757; 86.2%) reported providing services to adolescents aged 11 through 19, followed by those who reported providing services to either children aged 2 through 10 (n=25,308; 66.6%) or newborns (n=19,553). When asked employment specialty, Other was reported by 17.1% of RNs, followed by Acute Care/Critical Care (14.5%).

Table 2.10 Pediatric Populations Served by RNs by Employment Specialty

| Employment Specialty | Newborns | | Children (ages 2 - 10) | | Adolescents (ages 11 - 19) | | Unique Count Serving Pediatric Populations | |
|---|---------------|-------------|------------------------|--------------|----------------------------|--------------|--|--------------|
| | N | % | N | % | N | % | N | % |
| Acute Care/Critical Care | 3,119 | 15.9 | 4,163 | 16.4 | 5,373 | 16.4 | 5,508 | 14.5 |
| Adult Health/Family Health | 174 | 0.9 | 422 | 1.7 | 822 | 2.5 | 853 | 2.2 |
| Anesthesia | 342 | 1.7 | 962 | 3.8 | 1,028 | 3.1 | 1,037 | 2.7 |
| Community | 163 | 0.8 | 280 | 1.1 | 343 | 1.0 | 367 | 1.0 |
| Family Health | 1,772 | 9.1 | 2,674 | 10.6 | 2,844 | 8.7 | 2,861 | 7.5 |
| Geriatric/Gerontology | 29 | 0.1 | 57 | 0.2 | 102 | 0.3 | 115 | 0.3 |
| Home Health | 260 | 1.3 | 584 | 2.3 | 693 | 2.1 | 810 | 2.1 |
| Maternal-Child Health | 1,924 | 9.8 | 159 | 0.6 | 730 | 2.2 | 1,984 | 5.2 |
| Medical Surgical | 381 | 1.9 | 1,458 | 5.8 | 2,157 | 6.6 | 2,189 | 5.8 |
| Neonatal | 1,826 | 9.3 | 100 | 0.4 | 100 | 0.3 | 1,829 | 4.8 |
| Nephrology | 20 | 0.1 | 31 | 0.1 | 88 | 0.3 | 88 | 0.2 |
| Not Applicable/I do not provide direct patient care | 1,883 | 9.6 | 2,597 | 10.3 | 3,111 | 9.5 | 3,315 | 8.7 |
| Occupational Health | 27 | 0.1 | 55 | 0.2 | 100 | 0.3 | 102 | 0.3 |
| Oncology | 82 | 0.4 | 149 | 0.6 | 295 | 0.9 | 297 | 0.8 |
| Other | 2,130 | 10.9 | 5,121 | 20.2 | 6,385 | 19.5 | 6,514 | 17.1 |
| Palliative Care | 62 | 0.3 | 100 | 0.4 | 136 | 0.4 | 141 | 0.4 |
| Patient Education | 72 | 0.4 | 125 | 0.5 | 157 | 0.5 | 178 | 0.5 |
| Pediatrics/Neonatal | 2,190 | 11.2 | 2,584 | 10.2 | 2,491 | 7.6 | 2,662 | 7.0 |
| Psychiatric/Mental Health/Substance Abuse | 23 | 0.1 | 641 | 2.5 | 1,187 | 3.6 | 1,197 | 3.1 |
| Public Health | 367 | 1.9 | 524 | 2.1 | 658 | 2.0 | 706 | 1.9 |
| Rehabilitation | 12 | 0.1 | 47 | 0.2 | 189 | 0.6 | 193 | 0.5 |
| School Health | 67 | 0.3 | 1,058 | 4.2 | 1,177 | 3.6 | 1,416 | 3.7 |
| Trauma | 1,011 | 5.2 | 1,229 | 4.9 | 1,426 | 4.4 | 1,435 | 3.8 |
| Women's Health | 1,617 | 8.3 | 188 | 0.7 | 1,165 | 3.6 | 2,217 | 5.8 |
| Total | 19,553 | 99.7 | 25,308 | 100.0 | 32,757 | 100.0 | 38,014 | 100.0 |

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2021

SECTION III: ADVANCED PRACTICE REGISTERED NURSES

DISTRIBUTION OF APRN POSITIONS

The Advanced Practice Registered Nurse (APRN) workforce is growing and provides primary and specialty care services to Indiana residents. Section III provides information about the 9,431 APRNs actively practicing in Indiana or providing services to Indiana residents.

In Indiana, APRNs can practice in a variety of roles which are shown in Figure 3.1. The majority of APRNs (84.1%) report their role as Nurse Practitioner. Additionally, 4.9% of Indiana APRNs reported their role as a Clinical Registered Nurse Anesthetist, 2.7% reported Clinical Nurse Specialist, and another 1.5% reported Certified Nurse Midwife as their role.

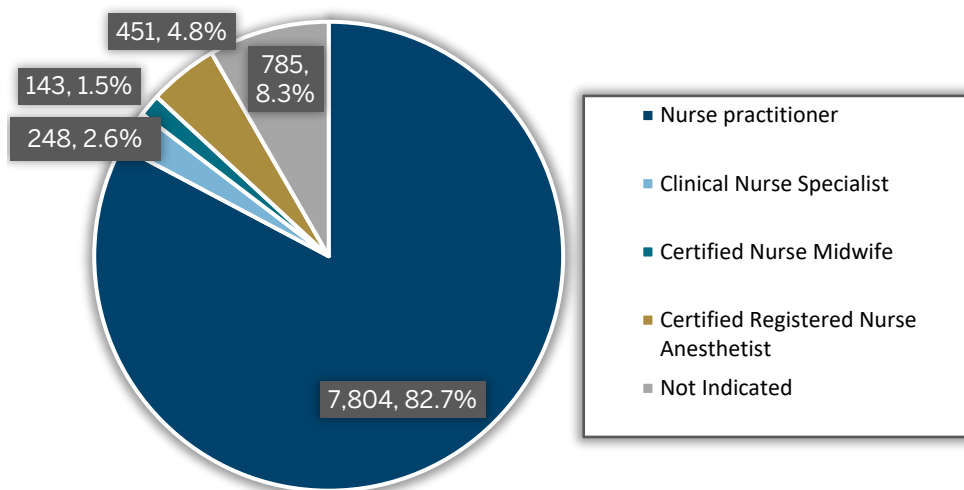


Figure 3.1: Distribution of roles among Indiana Advanced Practice Registered Nurses

DEMOGRAPHICS

Table 3.1 describes APRN demographics. Overall, the APRN workforce is mostly female (91.0%), non-Hispanic (97.1%) and White (89.5%). The average age of the entire APRN workforce is 44.5 years old, with both female and male APRNs closely matching this average. Similarly, both female and male APRNs have little ethnic diversity with only 2.9% of both groups identifying as Hispanic. Male APRNs have slightly more racial diversity than female APRNs with 13.8% identifying as non-White and only 10.1% of females identifying as the same.

Table 3.1: Advanced Practice Registered Nurse Demographic Characteristics

| | Female | | Male | | Gender not Available | | Total | |
|---|--------|------|------|------|----------------------|------|-------|-------|
| | N | % | N | % | N | % | N | % |
| Total (with row %) | 8,541 | 90.6 | 799 | 8.5 | 91.0 | 1.0 | 9,431 | 100.0 |
| Mean Age | 44.5 | | 44.6 | | 40.4 | | 44.5 | |
| Age Groups | | | | | | | | |
| Under 35 | 1,873 | 21.9 | 156 | 19.5 | 38 | 41.8 | 2,067 | 21.9 |
| 35 - 44 | 3,003 | 35.2 | 274 | 34.3 | 26 | 28.6 | 3,303 | 35.0 |
| 45 - 54 | 2,028 | 23.7 | 227 | 28.4 | 13 | 14.3 | 2,268 | 24.0 |
| 55 - 64 | 1,263 | 14.8 | 115 | 14.4 | 10 | 11.0 | 1,388 | 14.7 |
| 65 and Older | 363 | 4.3 | 25 | 3.1 | 3 | 3.3 | 391 | 4.1 |
| Age not Available | 11 | 0.1 | 2 | 0.3 | 1 | 1.1 | 14 | 0.1 |
| Ethnicity | | | | | | | | |
| Hispanic, Latina/o, or Spanish origin | 249 | 2.9 | 23 | 2.9 | 4 | 4.4 | 276 | 2.9 |
| Not Hispanic, Latina/o, or Spanish origin | 8,292 | 97.1 | 776 | 97.1 | 87 | 95.6 | 9,155 | 97.1 |
| Race | | | | | | | | |
| White | 7,681 | 89.9 | 690 | 86.4 | 69 | 75.8 | 8,440 | 89.5 |
| Asian | 130 | 1.5 | 18 | 2.3 | 3 | 3.3 | 151 | 1.6 |
| Black or African American | 440 | 5.2 | 46 | 5.8 | 5 | 5.5 | 491 | 5.2 |
| Native Hawaiian/Pacific Islander | 11 | 0.1 | 3 | 0.4 | 1 | 1.1 | 15 | 0.2 |
| American Indian or Alaska Native | 14 | 0.2 | 1 | 0.1 | 1 | 1.1 | 16 | 0.2 |
| Some Other Race | 155 | 1.8 | 20 | 2.5 | 5 | 5.5 | 180 | 1.9 |
| Multiracial | 93 | 1.1 | 19 | 2.4 | 5 | 5.5 | 117 | 1.2 |
| Race not Available | 17 | 0.2 | 2 | 0.3 | 2 | 2.2 | 21 | 0.2 |

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2021

Notes: Data on Gender was not provided for every respondent by Indiana Professional Licensing Agency (IPLA). Age was calculated as the difference between the respondent's date of birth and the date of survey completion.

EDUCATION

Education characteristics and plans are presented in Table 3.2a and Table 3.2b. When asked their highest education, 84.5% of APRNs reported a Master’s degree in nursing (MSN). Although most (73.1%) APRNs selected Not Applicable when asked about non-nursing education, a non-nursing Baccalaureate degree was reported by 13.2% of APRNs. Looking ahead, 86.1% of APRNs reported no intention to pursue further education while 7.7% reported plans to pursue a Doctor of Nursing Practice (DNP). Within Indiana, half of APRNs report a Baccalaureate nursing degree as the education that qualified them for their nursing license followed by 31.5% who reported an Associate nursing degree. Baccalaureate nursing degrees were reported by more nurses than Associate nursing degrees across all locations.

Table 3.2a Advanced Practice Registered Nurse Highest Education and Education Plans

| | N | % |
|---|-------|-------|
| Total | 9,431 | 100.0 |
| Highest Nursing Education | | |
| Diploma - nursing | 17 | 0.2 |
| Associate degree - nursing | 270 | 2.9 |
| Baccalaureate degree - nursing | 483 | 5.1 |
| Master's degree - nursing | 7,970 | 84.5 |
| Doctoral degree - nursing | 691 | 7.3 |
| Highest Non-Nursing Education | | |
| Not Applicable | 6,890 | 73.1 |
| Vocational/Practical Certificate - non nursing | 98 | 1.0 |
| Diploma - non-nursing | 101 | 1.1 |
| Associate degree - non-nursing | 311 | 3.3 |
| Baccalaureate degree - non-nursing | 1,244 | 13.2 |
| Master's degree - non-nursing | 715 | 7.6 |
| Doctoral degree - non-nursing | 71 | 0.8 |
| Education Planning to Pursue in the Next 2 Years | | |
| Associate's degree- nursing | 20 | 0.2 |
| Associate's degree- other field | 10 | 0.1 |
| Bachelor's degree- nursing | 108 | 1.1 |
| Bachelor's degree - other field | 8 | 0.1 |
| Master's degree - nursing | 207 | 2.2 |
| Master's - other field | 85 | 0.9 |
| Doctor of Nursing Practice (DNP) | 729 | 7.7 |
| PhD - Nursing | 70 | 0.7 |
| Doctoral degree - other field | 72 | 0.8 |
| No intention to pursue further education | 8,121 | 86.1 |

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2021

Notes: The total N is reflective of Highest Nursing Education. Null respondents are excluded from Highest Non-Nursing Education and Education Planning to Pursue in the Next 2 Years.

Table 3.2b Advanced Practice Registered Nurse Qualifying Education

| | Indiana | | Contiguous States | | Another State (Not Listed) | | Another County (Not US) | | Total | |
|----------------------------------|--------------|-------------|-------------------|-------------|----------------------------|------------|-------------------------|------------|--------------|--------------|
| | N | % | N | % | N | % | N | % | N | % |
| Total (with row %) | 6,826 | 72.4 | 1,634 | 17.3 | 903 | 9.6 | 64 | 0.7 | 9,427 | 100.0 |
| Qualifying Degree | | | | | | | | | | |
| Diploma - nursing | 158 | 2.3 | 87 | 5.3 | 36 | 4.0 | 18 | 28.1 | 299 | 3.2 |
| Associate degree - nursing | 2,152 | 31.5 | 530 | 32.4 | 232 | 25.7 | 10 | 15.6 | 2,924 | 31.0 |
| Baccalaureate degree - nursing | 3,462 | 50.7 | 703 | 43.0 | 453 | 50.2 | 25 | 39.1 | 4,643 | 49.3 |
| Master's degree - nursing | 963 | 14.1 | 281 | 17.2 | 167 | 18.5 | 9 | 14.1 | 1,420 | 15.1 |
| Doctoral degree- nursing (DNP) | 80 | 1.2 | 30 | 1.8 | 12 | 1.3 | 1 | 1.6 | 123 | 1.3 |
| Doctoral degree- nursing (PHD) | 4 | 0.1 | 0 | 0.0 | 1 | 0.1 | 0 | 0.0 | 5 | 0.1 |
| Doctoral degree- nursing (Other) | 7 | 0.1 | 3 | 0.2 | 2 | 0.2 | 1 | 1.6 | 13 | 0.1 |

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2021

Note: 4 non-respondents are excluded from this table.

PRACTICE CHARACTERISTICS

EMPLOYMENT CHARACTERISTICS

Table 3.3 summarizes APRN employment characteristics. The majority of APRNs report their primary position as Advanced Practice Nurse (77.5%). Additionally, 8.8% report their title as Staff Nurse. When asked total paid positions in nursing, most APRNs (80.9%) report only 1 position and 15.8% reported 2 positions. Regarding employment plans for the next 2 years, 81.9% of APRNs report no planned changes. An additional 5.7% of APRN report a desire to increase their hours while 5.3% report plans to decrease hours and 5.2% report their employment plans as unknown. Over half of APRNs (54.6%) reported providing telemedicine services.

Table 3.3 Advanced Practice Registered Nurse Employment Characteristics

| | N | % |
|--|-------|------|
| Primary Workforce Position | | |
| Consultant/Nurse Researcher | 34 | 0.4 |
| Nurse Executive | 59 | 0.6 |
| Nurse Manager | 121 | 1.3 |
| Advanced Practice Nurse | 7,309 | 77.5 |
| Staff Nurse | 828 | 8.8 |
| Nurse Educator (faculty) | 125 | 1.3 |
| Nurse Educator (staff development) | 11 | 0.1 |
| Nurse Educator (patient educator) | 17 | 0.2 |
| Other – Health Related | 417 | 4.4 |
| Not Applicable | 510 | 5.4 |
| Total Paid Positions in Nursing | | |
| 1 position | 7,633 | 80.9 |
| 2 positions | 1,492 | 15.8 |
| 3 positions | 236 | 2.5 |
| 4 or more positions | 33 | 0.3 |
| Not applicable | 34 | 0.4 |
| Non-Respondents | 3 | 0.03 |
| Employment Plans for Next 2 Years | | |
| Continue as you are | 7,722 | 81.9 |
| Increase hours | 534 | 5.7 |
| Decrease hours | 499 | 5.3 |
| Seek non-clinical job | 49 | 0.5 |
| Retire | 136 | 1.4 |
| Unknown | 491 | 5.2 |
| Providing Telemedicine Services | | |
| Yes | 5,146 | 54.6 |
| No | 4,281 | 45.4 |
| Non-Respondents | 4 | 0.04 |

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2021

PRIMARY WORK SETTING

Primary and secondary work settings for APRNs can be found in Table 3.4. When asked about primary setting, 42.1% of APRNs reported working in an outpatient clinic followed by 30.1% who reported a hospital setting. Although 73.7% of APRNs reported having no setting for their secondary practice, outpatient clinic (8.2%) and hospital (6.7%) were also reported.

Table 3.4 Advanced Practice Registered Nurse Work Setting

| Work Setting | Primary Setting | | Secondary Setting | |
|--|-----------------|------|-------------------|------|
| | N | % | N | % |
| Outpatient Clinic | 3,969 | 42.1 | 777 | 8.2 |
| Hospital | 2,836 | 30.1 | 636 | 6.7 |
| Other | 794 | 8.4 | 412 | 4.4 |
| Public/Community Health Agency | 618 | 6.6 | 110 | 1.2 |
| Nursing Home/Extended Care Facility/Assisted Living Facility | 403 | 4.3 | 115 | 1.2 |
| Home Health | 190 | 2.0 | 91 | 1.0 |
| Academic Setting | 148 | 1.6 | 138 | 1.5 |
| Occupational Health | 137 | 1.5 | 64 | 0.7 |
| School-Based Health | 79 | 0.8 | 22 | 0.2 |
| Hospice | 77 | 0.8 | 69 | 0.7 |
| Not applicable | 73 | 0.8 | 6,951 | 73.7 |
| Correctional Facility | 40 | 0.4 | 17 | 0.2 |
| Insurance Claims/Benefits | 33 | 0.3 | 12 | 0.1 |
| Assisted Living | 31 | 0.3 | 15 | 0.2 |
| Policy/Planning/Licensing Agency | 2 | 0.02 | 1 | 0.01 |
| Non-Respondents | 1 | 0.01 | 1 | 0.01 |

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2021

APRN SPECIALTY AND SERVICES

This part of Section III summarizes reported APRN specialties overall and based on reported services provided (Tables 3.5 – 3.7) and populations serviced (Tables 3.8 – 3.9). It is important to note that when interpreting tables 3.6 – 3.9 that APRNs were able to indicate providing more than one service or serving more than one population group. Therefore, only unique counts are provided for each type of service or population. The final column in each table provides the unique number of APRNs across all reporting categories in the respective table.

APRN SPECIALTY AND TELEMEDICINE

Reported employment specialties reported by telemedicine status can be found in Table 3.5. Among APRNs that reported providing telemedicine services, nearly half (46.3%) reported a specialty in primary care, following by 23.4% who reported their specialty as other. Among those not providing telemedicine services, Primary Care Specialties (25.7%) and Other Specialty (22.8%) were still the most common specialties. However, a greater percentage also reported specialties in Anesthesiology, Pathology, Radiology or Emergency Medicine (11.4%).

Table 3.5 Advanced Practice Registered Nurse Employment Specialty and Telemedicine Services

| APRN Specialty | Total | | Providing Telemedicine Services | | | |
|--|-------|-------|---------------------------------|------|-------|------|
| | | | Yes | | No | |
| | N | % | N | % | N | % |
| Total (with row %) | 9,431 | 100.0 | 5,146 | 54.6 | 4,281 | 45.4 |
| Primary Care Specialties | 3,488 | 37.0 | 2,385 | 46.3 | 1,102 | 25.7 |
| Other Specialty | 2,181 | 23.1 | 1,206 | 23.4 | 975 | 22.8 |
| Internal Medicine Subspecialties | 721 | 7.6 | 330 | 6.4 | 390 | 9.1 |
| Anesthesiology, Pathology, Radiology or Emergency Medicine | 522 | 5.5 | 36 | 0.7 | 486 | 11.4 |
| Psychiatry (Adult and Child) | 569 | 6.0 | 424 | 8.2 | 145 | 3.4 |
| Obstetrics & Gynecology | 419 | 4.4 | 261 | 5.1 | 158 | 3.7 |
| Pediatric Subspecialties | 421 | 4.5 | 200 | 3.9 | 220 | 5.1 |
| Surgical Specialties | 318 | 3.4 | 136 | 2.6 | 182 | 4.3 |
| Not applicable/I am not an APN | 730 | 7.7 | 145 | 2.8 | 585 | 13.7 |
| General Surgery | 62 | 0.7 | 23 | 0.4 | 38 | 0.9 |

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2021

ADDICTION SERVICES

APRNs can provide addiction services within Indiana and Table 3.6 depicts reported addiction services provided by APRN specialty. Of all the APRNs, 1,278 APRNs (31.5%) reported providing some addiction service. The largest number reported addiction service is addiction counseling (n=772; 60.4%) followed by addiction screening (n=721; 56.4%). Providing medication-assisted treatment through prescription of methadone (MAT – methadone) was the least commonly reported addiction service provided (n=82). Across all addiction services, 43.3% of APRNs reported an employment specialty of Primary Care, followed by 25.3% who reported Psychiatry (Adult and Child).

Table 3.6 Addiction Services by Employment Specialty, Advanced Practice Registered Nurse

| APRN Specialty | Addiction Screening | | Addiction Counseling | | MAT - Methadone | | MAT - Naltrexone | | MAT - Buprenorphine | | Unique Count Providing Addiction Services | |
|--|---------------------|--------------|----------------------|--------------|-----------------|--------------|------------------|--------------|---------------------|--------------|---|--------------|
| | N | % | N | % | N | % | N | % | N | % | N | % |
| Primary Care Specialties | 342 | 47.4 | 314 | 40.7 | 19 | 23.2 | 147 | 37.5 | 161 | 37.9 | 553 | 43.3 |
| Internal Medicine Subspecialties | 25 | 3.5 | 55 | 7.1 | 6 | 7.3 | 9 | 2.3 | 16 | 3.8 | 73 | 5.7 |
| Pediatric Subspecialties | 6 | 0.8 | 2 | 0.3 | 2 | 2.4 | 2 | 0.5 | 4 | 0.9 | 10 | 0.8 |
| Obstetrics & Gynecology | 64 | 8.9 | 20 | 2.6 | 5 | 6.1 | 5 | 1.3 | 20 | 4.7 | 77 | 6.0 |
| General Surgery | 4 | 0.6 | 0 | 0.0 | 0 | 0.0 | 1 | 0.3 | 1 | 0.2 | 4 | 0.3 |
| Surgical Specialties | 7 | 1.0 | 2 | 0.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 9 | 0.7 |
| Psychiatry (Adult and Child) | 167 | 23.2 | 230 | 29.8 | 15 | 18.3 | 162 | 41.3 | 133 | 31.3 | 323 | 25.3 |
| Anesthesiology, Pathology, Radiology or Emergency Medicine | 2 | 0.3 | 7 | 0.9 | 1 | 1.2 | 0 | 0.0 | 4 | 0.9 | 10 | 0.8 |
| Other Specialty | 74 | 10.3 | 105 | 13.6 | 16 | 19.5 | 45 | 11.5 | 65 | 15.3 | 160 | 12.5 |
| None of the Above | 30 | 4.2 | 37 | 4.8 | 18 | 22.0 | 21 | 5.4 | 21 | 4.9 | 59 | 4.6 |
| Total | 721 | 100.0 | 772 | 100.0 | 82 | 100.0 | 392 | 100.0 | 425 | 100.0 | 1,278 | 100.0 |

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2021

OBSTETRIC SERVICES

Along with addiction services, APRNs are also able to provide some obstetric services which are reported in Table 3.7. Of all the APRNs, 883 (9.4%) reported providing obstetric services. The most commonly reported obstetric service is post-natal services (n=511) followed by pre-natal services (n=468) and high-risk pregnancy screening (n=318). Overall, most APRNs reported an employment specialty of Obstetrics and Gynecology (n=334) followed by Primary Care Specialties (n=197) and Anesthesiology, Pathology, Radiology or Emergency Medicine (n=91).

Table 3.7 Obstetric Services by Employment Specialty, Advanced Practice Registered Nurses

| APRN Specialty | High-Risk Pregnancy Treatment | | High-Risk Pregnancy Screening | | Pre-Natal Services | | Labor and Delivery | | Post-Natal Services | | OUD-affected Pregnancy Treatment | | Unique Count providing Obstetric Services | |
|--|-------------------------------|--------------|-------------------------------|--------------|--------------------|--------------|--------------------|--------------|---------------------|--------------|----------------------------------|--------------|---|--------------|
| | N | % | N | % | N | % | N | % | N | % | N | % | N | % |
| Primary Care Specialties | 38 | 14.2 | 61 | 19.2 | 104 | 22.2 | 26 | 7.6 | 101 | 19.8 | 49 | 30.4 | 197 | 22.3 |
| Internal Medicine Subspecialties | 5 | 1.9 | 3 | 0.9 | 4 | 0.9 | 1 | 0.3 | 3 | 0.6 | 3 | 1.9 | 8 | 0.9 |
| Pediatric Subspecialties | 9 | 3.4 | 1 | 0.3 | 10 | 2.1 | 15 | 4.4 | 50 | 9.8 | 1 | 0.6 | 63 | 7.1 |
| Obstetrics & Gynecology | 161 | 60.1 | 232 | 73.0 | 301 | 64.3 | 160 | 46.6 | 279 | 54.6 | 41 | 25.5 | 334 | 37.8 |
| General Surgery | 1 | 0.4 | 0 | 0.0 | 0 | 0.0 | 3 | 0.9 | 0 | 0.0 | 1 | 0.6 | 4 | 0.5 |
| Surgical Specialties | 0 | 0.0 | 0 | 0.0 | 1 | 0.2 | 1 | 0.3 | 1 | 0.2 | 0 | 0.0 | 1 | 0.1 |
| Psychiatry (Adult and Child) | 4 | 1.5 | 3 | 0.9 | 7 | 1.5 | 2 | 0.6 | 10 | 2.0 | 38 | 23.6 | 48 | 5.4 |
| Anesthesiology, Pathology, Radiology or Emergency Medicine | 14 | 5.2 | 2 | 0.6 | 3 | 0.6 | 87 | 25.4 | 2 | 0.4 | 0 | 0.0 | 91 | 10.3 |
| Other Specialty | 17 | 6.3 | 7 | 2.2 | 16 | 3.4 | 14 | 4.1 | 31 | 6.1 | 26 | 16.1 | 73 | 8.3 |
| None of the Above | 19 | 7.1 | 9 | 2.8 | 22 | 4.7 | 34 | 9.9 | 34 | 6.7 | 2 | 1.2 | 64 | 7.2 |
| Total | 268 | 100.0 | 318 | 100.0 | 468 | 100.0 | 343 | 100.0 | 511 | 100.0 | 161 | 100.0 | 883 | 100.0 |

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2021

PEDIATRIC POPULATIONS SERVED

Along with providing specialty services, APRNs were also asked about special populations they provide services too. Reported pediatric populations serviced are found in Table 3.8. Out of all APRNs in the report sample, 5,687 (60.3%) individuals reported providing services to some pediatric population. More APRNs reported providing services to adolescents aged 11 through 19 (n=5,447) than children aged 2 through 10 (n=4,147) or newborns (n=2,585). Regarding employment specialty, most APRNs reported Primary Care Specialties (43.7%) followed by Other Specialty (16.8%).

Table 3.8 Pediatric Populations Served by Employment Specialty, Advanced Practice Registered Nurses

| APRN Specialty | Newborn | | Children (ages 2 - 10) | | Adolescents (ages 11 - 19) | | Unique Count Serving Pediatric Populations | |
|--|--------------|--------------|------------------------|--------------|----------------------------|--------------|--|--------------|
| | N | % | N | % | N | % | N | % |
| Primary Care Specialties | 1,331 | 51.5 | 2,155 | 52.0 | 2,467 | 45.3 | 2,485 | 43.7 |
| Internal Medicine Subspecialties | 27 | 1.0 | 70 | 1.7 | 160 | 2.9 | 162 | 2.8 |
| Pediatric Subspecialties | 369 | 14.3 | 317 | 7.6 | 309 | 5.7 | 415 | 7.3 |
| Obstetrics & Gynecology | 62 | 2.4 | 18 | 0.4 | 334 | 6.1 | 351 | 6.2 |
| General Surgery | 7 | 0.3 | 22 | 0.5 | 34 | 0.6 | 34 | 0.6 |
| Surgical Specialties | 29 | 1.1 | 92 | 2.2 | 156 | 2.9 | 157 | 2.8 |
| Psychiatry (Adult and Child) | 5 | 0.2 | 209 | 5.0 | 345 | 6.3 | 347 | 6.1 |
| Anesthesiology, Pathology, Radiology or Emergency Medicine | 242 | 9.4 | 433 | 10.4 | 457 | 8.4 | 458 | 8.1 |
| Other Specialty | 349 | 13.5 | 614 | 14.8 | 905 | 16.6 | 954 | 16.8 |
| None of the Above | 164 | 6.3 | 217 | 5.2 | 280 | 5.1 | 324 | 5.7 |
| Total | 2,585 | 100.0 | 4,147 | 100.0 | 5,447 | 100.0 | 5,687 | 100.0 |

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2021

ADULT AND SPECIALTY POPULATIONS SERVED

Table 3.9 depicts adult and special populations that APRNs reported providing services to. In total, 8,682 APRNs reported providing services to adults or one of the other special populations below. The largest number of APRNs reported providing services to adults (n=8,336), followed by geriatric patients (n=7,145) and people with disabilities (n=3,595). When looking at overall employment specialty, 38.2% of APRNs reported a Primary Care Specialty followed by Other Specialty (23.9%).

Table 3.9 Adult and Special Populations Served by Employment Specialty, Advanced Practice Registered Nurses

| APRN Specialty | Adults | | Geriatric | | Pregnant Women | | Inmates | | Disabled Persons | | Individuals in Recovery | | Unique Count Serving Adults and Special Populations | |
|--|--------------|--------------|--------------|--------------|----------------|--------------|--------------|--------------|------------------|--------------|-------------------------|--------------|---|--------------|
| | N | % | N | % | N | % | N | % | N | % | N | % | N | % |
| Primary Care Specialties | 3,203 | 38.4 | 2,932 | 41.0 | 1,117 | 36.1 | 259 | 21.0 | 1,520 | 42.3 | 751 | 38.8 | 3,319 | 38.2 |
| Internal Medicine Subspecialties | 689 | 8.3 | 628 | 8.8 | 122 | 3.9 | 83 | 6.7 | 213 | 5.9 | 99 | 5.1 | 706 | 8.1 |
| Pediatric Subspecialties | 62 | 0.7 | 9 | 0.1 | 15 | 0.5 | 1 | 0.1 | 32 | 0.9 | 1 | 0.1 | 90 | 1.0 |
| Obstetrics & Gynecology | 377 | 4.5 | 189 | 2.6 | 347 | 11.2 | 44 | 3.6 | 80 | 2.2 | 65 | 3.4 | 412 | 4.7 |
| General Surgery | 57 | 0.7 | 46 | 0.6 | 21 | 0.7 | 18 | 1.5 | 23 | 0.6 | 12 | 0.6 | 57 | 0.7 |
| Surgical Specialties | 306 | 3.7 | 248 | 3.5 | 68 | 2.2 | 66 | 5.4 | 121 | 3.4 | 39 | 2.0 | 307 | 3.5 |
| Psychiatry (Adult and Child) | 533 | 6.4 | 401 | 5.6 | 201 | 6.5 | 50 | 4.1 | 224 | 6.2 | 272 | 14.0 | 539 | 6.2 |
| Anesthesiology, Pathology, Radiology or Emergency Medicine | 500 | 6.0 | 461 | 6.5 | 390 | 12.6 | 260 | 21.1 | 359 | 10.0 | 241 | 12.4 | 511 | 5.9 |
| Other Specialty | 2,013 | 24.1 | 1,705 | 23.9 | 614 | 19.9 | 317 | 25.8 | 774 | 21.5 | 314 | 16.2 | 2,077 | 23.9 |
| None of the Above | 596 | 7.1 | 526 | 7.4 | 195 | 6.3 | 133 | 10.8 | 249 | 6.9 | 143 | 7.4 | 664 | 7.6 |
| Total | 8,336 | 100.0 | 7,145 | 100.0 | 3,090 | 100.0 | 1,231 | 100.0 | 3,595 | 100.0 | 1,937 | 100.0 | 8,682 | 100.0 |

Source: 2021 Indiana Registered Nurse License and Supplemental Survey Data

SECTION IV: GEOGRAPHIC DISTRIBUTION

DISTRIBUTION OF TOTAL RN WORKFORCE

Table 4.1 provides a summary of the geographic distribution and capacity of RNs located within Indiana. As shown, there is at least one RN practicing in every county within Indiana. The highest number of RNs are found in urban counties, with Marion County (n=20,276), Allen County (n=7,529) and Lake County (n=7,013) having the highest reported counts. These counties all have population-to-provider FTE ratios (PPRs) lower than 100:1. Comparatively, rural counties such as Switzerland County (n=14) and Crawford County (n=21) have some of the lowest number of RNs.

Indiana RNs were able to report up to two practice addresses. In some instances, one RN reported practicing in two different counties. Therefore, total counts of RNs practicing in a county may equate to a number greater than the number of actively practicing RNs. Figure 4.1 depicts a geographic representation of PPRs for each county in Indiana while Figure 4.2 depicts geographic representations of RNs reported primary and secondary practice locations. Primary practice locations are reported at the zip-code centroid while secondary practice locations are shifted slightly to ensure readability of the map.

Table 4.1 Capacity and Geographic Distribution of Indiana RNs

| County | Rurality | Population | Total RNs | FTE | Population to FTE Ratio |
|-------------|----------|------------|-----------|---------|-------------------------|
| Adams | Rural | 35,544 | 244 | 178.8 | 199 |
| Allen | Urban | 375,520 | 7,529 | 6,103.9 | 62 |
| Bartholomew | Urban | 83,280 | 1,042 | 814.6 | 102 |
| Benton | Urban | 8,695 | 18 | 15.5 | 561 |
| Blackford | Rural | 11,926 | 89 | 60.1 | 198 |
| Boone | Urban | 66,875 | 485 | 384.4 | 174 |
| Brown | Urban | 15,093 | 36 | 28.8 | 524 |
| Carroll | Urban | 20,137 | 55 | 41.2 | 489 |
| Cass | Rural | 37,727 | 371 | 307.3 | 123 |
| Clark | Urban | 117,410 | 1,236 | 966.8 | 121 |
| Clay | Urban | 26,231 | 131 | 94.9 | 276 |
| Clinton | Rural | 32,186 | 158 | 112.1 | 287 |
| Crawford | Rural | 10,582 | 21 | 14.5 | 730 |
| Daviess | Rural | 33,277 | 321 | 249.2 | 134 |
| Dearborn | Urban | 49,612 | 303 | 224.8 | 221 |
| Decatur | Rural | 26,587 | 419 | 313.8 | 85 |
| DeKalb | Rural | 43,193 | 238 | 178.8 | 242 |
| Delaware | Urban | 114,461 | 1,611 | 1,274.2 | 90 |
| Dubois | Rural | 42,534 | 836 | 651.9 | 65 |
| Elkhart | Urban | 205,184 | 2,053 | 1,602.7 | 128 |
| Fayette | Rural | 23,068 | 141 | 112.3 | 205 |
| Floyd | Urban | 77,879 | 1,455 | 1,109.6 | 70 |
| Fountain | Rural | 16,456 | 55 | 40.7 | 404 |
| Franklin | Rural | 22,750 | 54 | 36.2 | 628 |
| Fulton | Rural | 20,069 | 153 | 122.4 | 164 |
| Gibson | Rural | 33,711 | 206 | 163.7 | 206 |
| Grant | Rural | 66,055 | 809 | 650.0 | 102 |
| Greene | Rural | 32,174 | 208 | 163.4 | 197 |
| Hamilton | Urban | 330,455 | 3,982 | 3,007.0 | 110 |
| Hancock | Urban | 76,614 | 562 | 433.9 | 177 |
| Harrison | Urban | 40,164 | 296 | 223.9 | 179 |
| Hendricks | Urban | 166,806 | 1,755 | 1,385.4 | 120 |

Table 4.1 Capacity and Geographic Distribution of Indiana RNs

| County | Rurality | Population | Total RNs | FTE | Population to FTE Ratio |
|-------------|----------|------------|-----------|----------|-------------------------|
| Henry | Rural | 48,158 | 387 | 327.1 | 147 |
| Howard | Urban | 82,486 | 1,107 | 887.7 | 93 |
| Huntington | Rural | 36,351 | 265 | 198.6 | 183 |
| Jackson | Rural | 44,077 | 443 | 370.9 | 119 |
| Jasper | Urban | 33,433 | 164 | 126.8 | 264 |
| Jay | Rural | 20,697 | 135 | 93.7 | 221 |
| Jefferson | Rural | 32,167 | 414 | 339.0 | 95 |
| Jennings | Rural | 27,639 | 108 | 85.6 | 323 |
| Johnson | Urban | 156,148 | 1,090 | 849.9 | 184 |
| Knox | Rural | 36,833 | 707 | 582.2 | 63 |
| Kosciusko | Rural | 79,156 | 479 | 389.5 | 203 |
| LaGrange | Rural | 39,537 | 164 | 127.7 | 310 |
| Lake | Urban | 485,983 | 7,013 | 5,559.2 | 87 |
| LaPorte | Urban | 110,026 | 1,226 | 975.8 | 113 |
| Lawrence | Rural | 45,552 | 400 | 305.2 | 149 |
| Madison | Urban | 129,486 | 1,390 | 1,101.0 | 118 |
| Marion | Urban | 957,337 | 20,276 | 16,430.4 | 58 |
| Marshall | Rural | 46,336 | 421 | 328.8 | 141 |
| Martin | Rural | 10,169 | 39 | 28.2 | 361 |
| Miami | Rural | 35,684 | 174 | 139.3 | 256 |
| Monroe | Urban | 147,318 | 1,880 | 1,492.2 | 99 |
| Montgomery | Rural | 38,295 | 231 | 180.6 | 212 |
| Morgan | Urban | 70,141 | 427 | 322.0 | 218 |
| Newton | Urban | 13,981 | 23 | 17.7 | 790 |
| Noble | Rural | 47,640 | 273 | 207.8 | 229 |
| Ohio | Urban | 5,890 | 17 | 15.3 | 385 |
| Orange | Rural | 19,552 | 137 | 104.3 | 187 |
| Owen | Urban | 20,854 | 48 | 39.8 | 524 |
| Parke | Rural | 16,912 | 53 | 42.3 | 400 |
| Perry | Rural | 19,091 | 137 | 110.0 | 174 |
| Pike | Rural | 12,364 | 47 | 36.2 | 342 |
| Porter | Urban | 169,482 | 1,687 | 1,284.4 | 132 |
| Posey | Urban | 25,480 | 67 | 51.4 | 496 |
| Pulaski | Rural | 12,482 | 98 | 72.5 | 172 |
| Putnam | Urban | 37,419 | 195 | 157.2 | 238 |
| Randolph | Rural | 24,694 | 130 | 106.2 | 233 |
| Ripley | Rural | 28,457 | 346 | 275.7 | 103 |
| Rush | Rural | 16,632 | 113 | 98.0 | 170 |
| Scott | Urban | 23,784 | 173 | 135.8 | 175 |
| Shelby | Urban | 44,559 | 414 | 341.3 | 131 |
| Spencer | Rural | 20,364 | 227 | 142.4 | 143 |
| St. Joseph | Urban | 270,882 | 3,503 | 2,814.8 | 96 |
| Starke | Rural | 22,996 | 96 | 72.0 | 319 |
| Steuben | Rural | 34,591 | 243 | 176.7 | 196 |
| Sullivan | Urban | 20,647 | 176 | 136.2 | 152 |
| Switzerland | Rural | 10,727 | 14 | 12.1 | 887 |
| Tippecanoe | Urban | 193,302 | 2,484 | 1,996.7 | 97 |
| Tipton | Rural | 15,154 | 123 | 87.1 | 174 |
| Union | Urban | 7,140 | 16 | 12.4 | 576 |
| Vanderburgh | Urban | 181,548 | 3,348 | 2,719.6 | 67 |
| Vermillion | Urban | 15,485 | 100 | 78.7 | 197 |
| Vigo | Urban | 107,305 | 1,924 | 1,564.6 | 69 |
| Wabash | Rural | 31,198 | 215 | 170.1 | 183 |
| Warren | Rural | 8,219 | 58 | 43.0 | 191 |

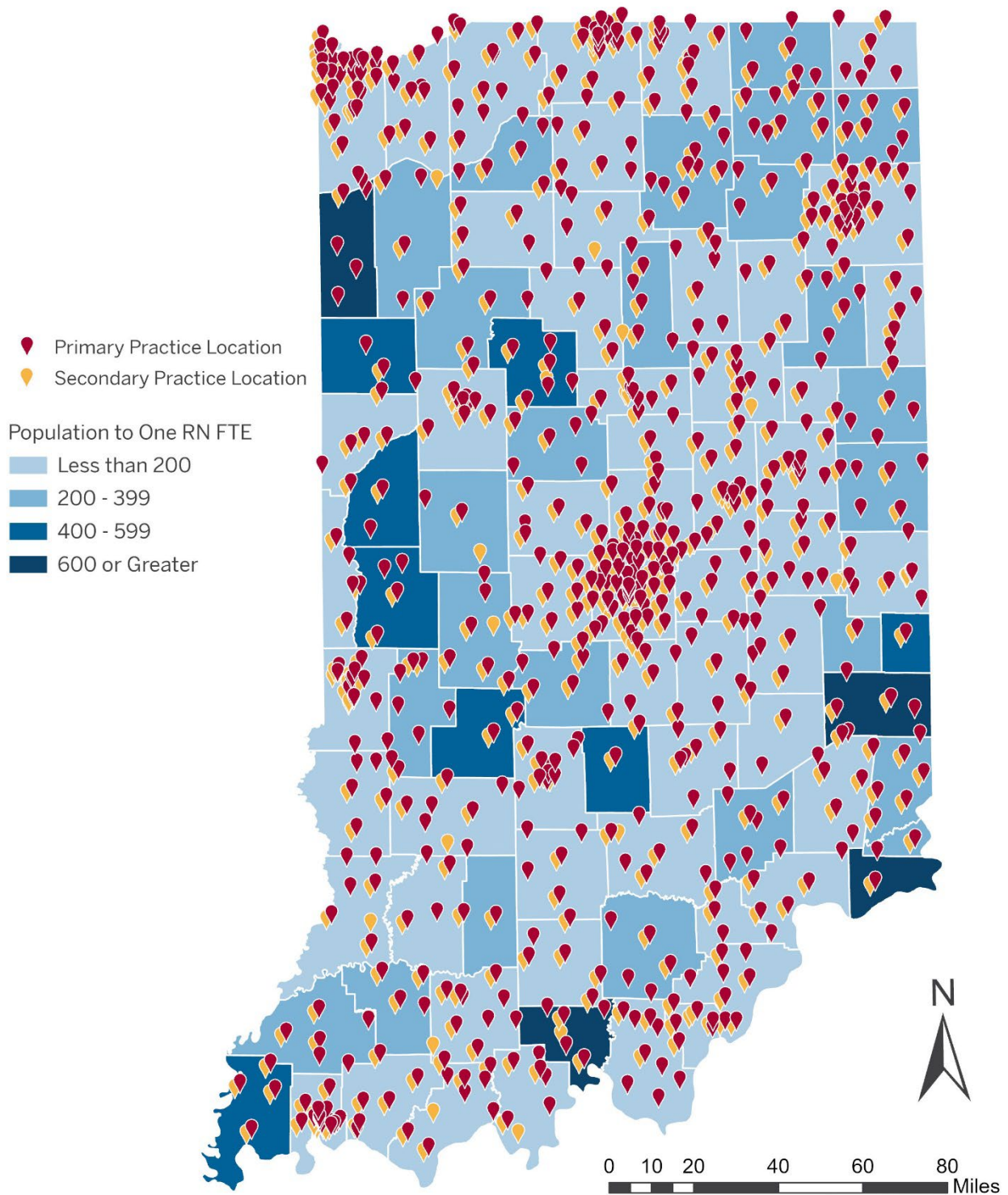
Table 4.1 Capacity and Geographic Distribution of Indiana RNs

| County | Rurality | Population | Total RNs | FTE | Population to FTE Ratio |
|------------|----------|------------|-----------|---------|-------------------------|
| Warrick | Urban | 62,608 | 1,700 | 1,359.0 | 46 |
| Washington | Urban | 27,942 | 114 | 90.4 | 309 |
| Wayne | Rural | 66,176 | 1,131 | 958.8 | 69 |
| Wells | Urban | 28,010 | 170 | 125.9 | 222 |
| White | Rural | 24,163 | 140 | 110.9 | 218 |
| Whitley | Urban | 33,899 | 211 | 158.4 | 214 |

Source: Indiana Registered Nurse Re-Licensure Survey, 2021; U.S. Census Bureau, 2016-2020 American Community Survey 5-Year Estimates

Note: Population-to-provider FTE ratios cannot be calculated for counties with no reported RN FTE.

Indiana Registered Nurse's (RN) Reported Practice Location



Source: 2021 Indiana Registered Nurse License Supplemental Survey Data; U.S. Census Bureau, 2016 - 2020 American Community Survey 5- Year Estimates.
 Note: Population-to-Provider FTE Ratios cannot be calculated for counties with no reported registered nurse FTE. Nurses could only be geolocated to the zip-code centroid due to the structure of practice questions asked in the supplemental survey. Secondary practice location were offset for viewing purposes.

Figure 4.2 Geographic Distribution of Indiana RN Workforce Capacity and Practice Locations

DISTRIBUTION OF APRNS

Table 4.2 summarizes the geographic distribution and capacity of APRNs by county. Within the state, there are no counties without an APRN reported although, Ohio County only has 1 reported APRN. As expected, Marion County (n=2,221) has the most APRNs followed by Allen County (n=855) and Lake County (n=785). These 3 counties are all urban and have PPRs lower than 850:1. On the other hand, Ohio County (7,363:1), Newton County (6,658:1), and Switzerland County (4,876:1) all have high PPRs and low numbers of RNs (n=1, 3, and 3, respectively).

As with RNs, it is important to note that APRNs were also able to report two practice addresses and may have more than one practice located in different counties. Therefore, total counts of APRNs practicing in a county may equate to a number greater than the number of actively practicing APRNs. Figure 4.3 provides a geographic representation of PPRs for each county in Indiana while Figure 4.4 depicts geographic representations of APRNs reported primary and secondary practice locations. Primary practice locations are reported at the zip-code centroid while secondary practice locations are shifted slightly to ensure readability of the map.

Table 4.2 Capacity and Geographic Distribution of Indiana APRNs

| County | Rurality | Population | Total APRNs | FTE | Population to FTE Ratio |
|-------------|----------|------------|-------------|-------|-------------------------|
| Adams | Rural | 35,544 | 36 | 30.4 | 1,169 |
| Allen | Urban | 375,520 | 855 | 689.6 | 545 |
| Bartholomew | Urban | 83,280 | 142 | 112 | 744 |
| Benton | Urban | 8,695 | 4 | 2.6 | 3,344 |
| Blackford | Rural | 11,926 | 7 | 5.1 | 2,338 |
| Boone | Urban | 66,875 | 59 | 47.4 | 1,411 |
| Brown | Urban | 15,093 | 4 | 3.6 | 4,193 |
| Carroll | Urban | 20,137 | 20 | 16.7 | 1,206 |
| Cass | Rural | 37,727 | 43 | 32.4 | 1,164 |
| Clark | Urban | 117,410 | 221 | 163.8 | 717 |
| Clay | Urban | 26,231 | 18 | 13.6 | 1,929 |
| Clinton | Rural | 32,186 | 22 | 16 | 2,012 |
| Crawford | Rural | 10,582 | 4 | 2.5 | 4,233 |
| Daviess | Rural | 33,277 | 52 | 35.7 | 932 |
| Dearborn | Urban | 49,612 | 47 | 29.9 | 1,659 |
| Decatur | Rural | 26,587 | 67 | 43.8 | 607 |
| DeKalb | Rural | 43,193 | 32 | 25.8 | 1,674 |
| Delaware | Urban | 114,461 | 180 | 142.2 | 805 |
| Dubois | Rural | 42,534 | 78 | 63.8 | 667 |
| Elkhart | Urban | 205,184 | 272 | 215.5 | 952 |
| Fayette | Rural | 23,068 | 26 | 19.1 | 1,208 |
| Floyd | Urban | 77,879 | 200 | 133.5 | 583 |
| Fountain | Rural | 16,456 | 9 | 5.2 | 3,165 |
| Franklin | Rural | 22,750 | 11 | 7.4 | 3,074 |
| Fulton | Rural | 20,069 | 17 | 13.5 | 1,487 |
| Gibson | Rural | 33,711 | 32 | 21.8 | 1,546 |
| Grant | Rural | 66,055 | 98 | 69.2 | 955 |
| Greene | Rural | 32,174 | 25 | 19.8 | 1,625 |
| Hamilton | Urban | 330,455 | 435 | 312.6 | 1,057 |
| Hancock | Urban | 76,614 | 92 | 63.9 | 1,199 |
| Harrison | Urban | 40,164 | 48 | 35.8 | 1,122 |
| Hendricks | Urban | 166,806 | 218 | 162.6 | 1,026 |
| Henry | Rural | 48,158 | 54 | 47.3 | 1,018 |
| Howard | Urban | 82,486 | 129 | 102.7 | 803 |
| Huntington | Rural | 36,351 | 30 | 23.4 | 1,553 |

Table 4.2 Capacity and Geographic Distribution of Indiana APRNs

| County | Rurality | Population | Total APRNs | FTE | Population to FTE Ratio |
|-------------|----------|------------|-------------|-------|-------------------------|
| Jackson | Rural | 44,077 | 62 | 48.9 | 901 |
| Jasper | Urban | 33,433 | 20 | 16.6 | 2,014 |
| Jay | Rural | 20,697 | 15 | 10.9 | 1,899 |
| Jefferson | Rural | 32,167 | 52 | 42.2 | 762 |
| Jennings | Rural | 27,639 | 14 | 10.4 | 2,658 |
| Johnson | Urban | 156,148 | 171 | 131.8 | 1,185 |
| Knox | Rural | 36,833 | 87 | 67.9 | 542 |
| Kosciusko | Rural | 79,156 | 67 | 49.7 | 1,593 |
| LaGrange | Rural | 39,537 | 28 | 20.3 | 1,948 |
| Lake | Urban | 485,983 | 785 | 595.4 | 816 |
| LaPorte | Urban | 110,026 | 139 | 107.8 | 1,021 |
| Lawrence | Rural | 45,552 | 60 | 45.2 | 1,008 |
| Madison | Urban | 129,486 | 164 | 130.8 | 990 |
| Marion | Urban | 957,337 | 2,221 | 1775 | 539 |
| Marshall | Rural | 46,336 | 51 | 40.3 | 1,150 |
| Martin | Rural | 10,169 | 11 | 8.3 | 1,225 |
| Miami | Rural | 35,684 | 19 | 14.7 | 2,427 |
| Monroe | Urban | 147,318 | 218 | 163.3 | 902 |
| Montgomery | Rural | 38,295 | 40 | 30.7 | 1,247 |
| Morgan | Urban | 70,141 | 51 | 33.8 | 2,075 |
| Newton | Urban | 13,981 | 3 | 2.1 | 6,658 |
| Noble | Rural | 47,640 | 36 | 23.7 | 2,010 |
| Ohio | Urban | 5,890 | 1 | 0.8 | 7,363 |
| Orange | Rural | 19,552 | 22 | 17 | 1,150 |
| Owen | Urban | 20,854 | 6 | 5.5 | 3,792 |
| Parke | Rural | 16,912 | 13 | 11 | 1,537 |
| Perry | Rural | 19,091 | 19 | 15.5 | 1,232 |
| Pike | Rural | 12,364 | 7 | 6.1 | 2,027 |
| Porter | Urban | 169,482 | 208 | 153.4 | 1,105 |
| Posey | Urban | 25,480 | 12 | 9.5 | 2,682 |
| Pulaski | Rural | 12,482 | 11 | 9.1 | 1,372 |
| Putnam | Urban | 37,419 | 31 | 24.5 | 1,527 |
| Randolph | Rural | 24,694 | 24 | 20.5 | 1,205 |
| Ripley | Rural | 28,457 | 45 | 35.2 | 808 |
| Rush | Rural | 16,632 | 15 | 13.6 | 1,223 |
| Scott | Urban | 23,784 | 26 | 18.5 | 1,286 |
| Shelby | Urban | 44,559 | 68 | 58.8 | 758 |
| Spencer | Rural | 20,364 | 25 | 15.4 | 1,322 |
| St. Joseph | Urban | 270,882 | 379 | 310.3 | 873 |
| Starke | Rural | 22,996 | 19 | 17.1 | 1,345 |
| Steuben | Rural | 34,591 | 35 | 21.7 | 1,594 |
| Sullivan | Urban | 20,647 | 23 | 15.1 | 1,367 |
| Switzerland | Rural | 10,727 | 3 | 2.2 | 4,876 |
| Tippecanoe | Urban | 193,302 | 349 | 275.4 | 702 |
| Tipton | Rural | 15,154 | 13 | 7.5 | 2,021 |
| Union | Urban | 7,140 | 5 | 4.1 | 1,741 |
| Vanderburgh | Urban | 181,548 | 491 | 379.6 | 478 |
| Vermillion | Urban | 15,485 | 16 | 11.2 | 1,383 |
| Vigo | Urban | 107,305 | 245 | 183.6 | 584 |
| Wabash | Rural | 31,198 | 30 | 22 | 1,418 |
| Warren | Rural | 8,219 | 6 | 3.9 | 2,107 |
| Warrick | Urban | 62,608 | 181 | 130.4 | 480 |

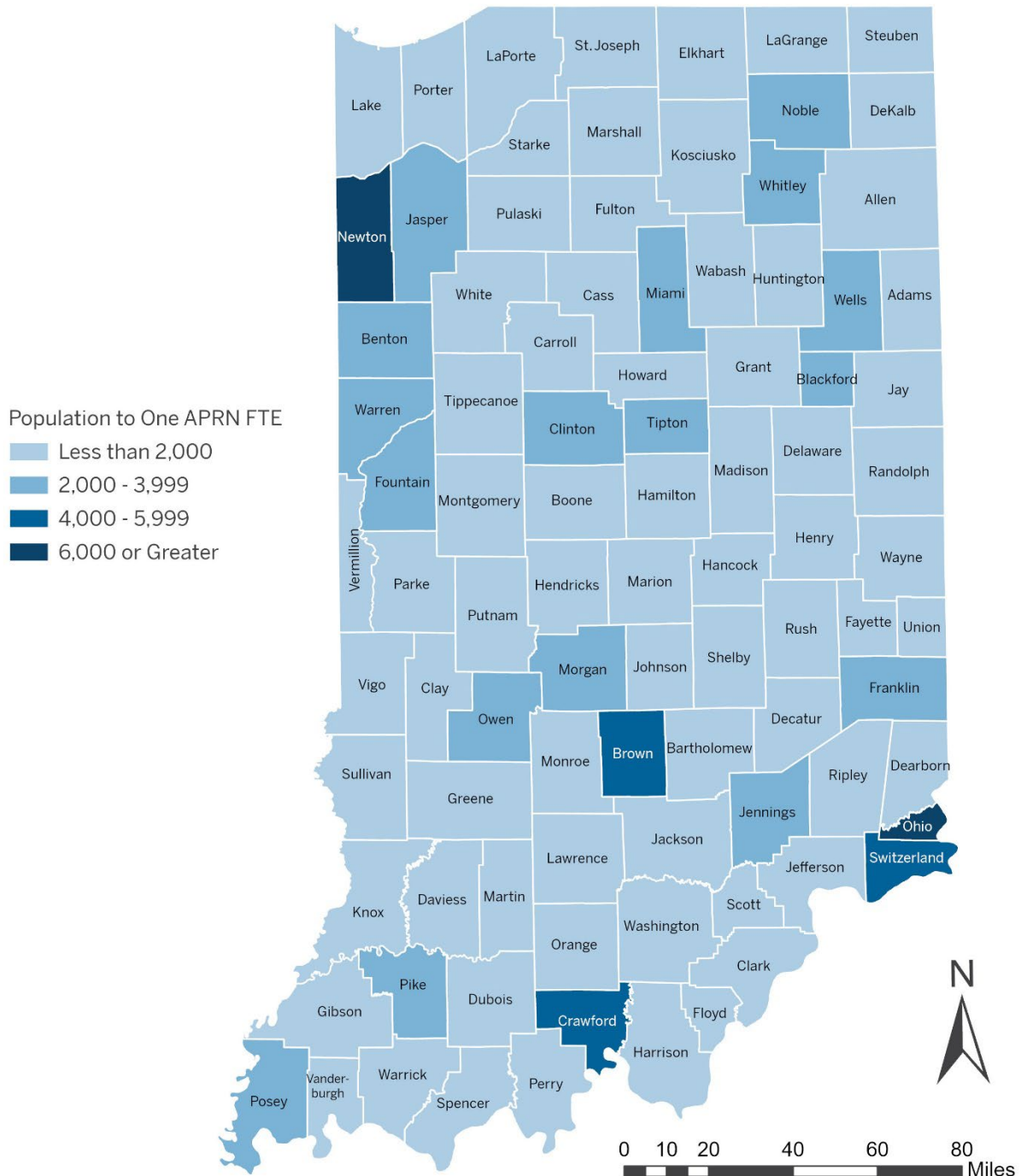
Table 4.2 Capacity and Geographic Distribution of Indiana APRNs

| County | Rurality | Population | Total APRNs | FTE | Population to FTE Ratio |
|------------|----------|------------|-------------|-------|-------------------------|
| Washington | Urban | 27,942 | 22 | 17.8 | 1,570 |
| Wayne | Rural | 66,176 | 137 | 109.8 | 603 |
| Wells | Urban | 28,010 | 17 | 11.2 | 2,501 |
| White | Rural | 24,163 | 21 | 16 | 1,510 |
| Whitley | Urban | 33,899 | 17 | 12.9 | 2,628 |

Source: Indiana Registered Nurse Re-Licensure Survey, 2021; U.S. Census Bureau, 2016-2020 American Community Survey 5-Year Estimates

Note: Population-to-provider FTE ratios cannot be calculated for counties with no reported APRN FTE.

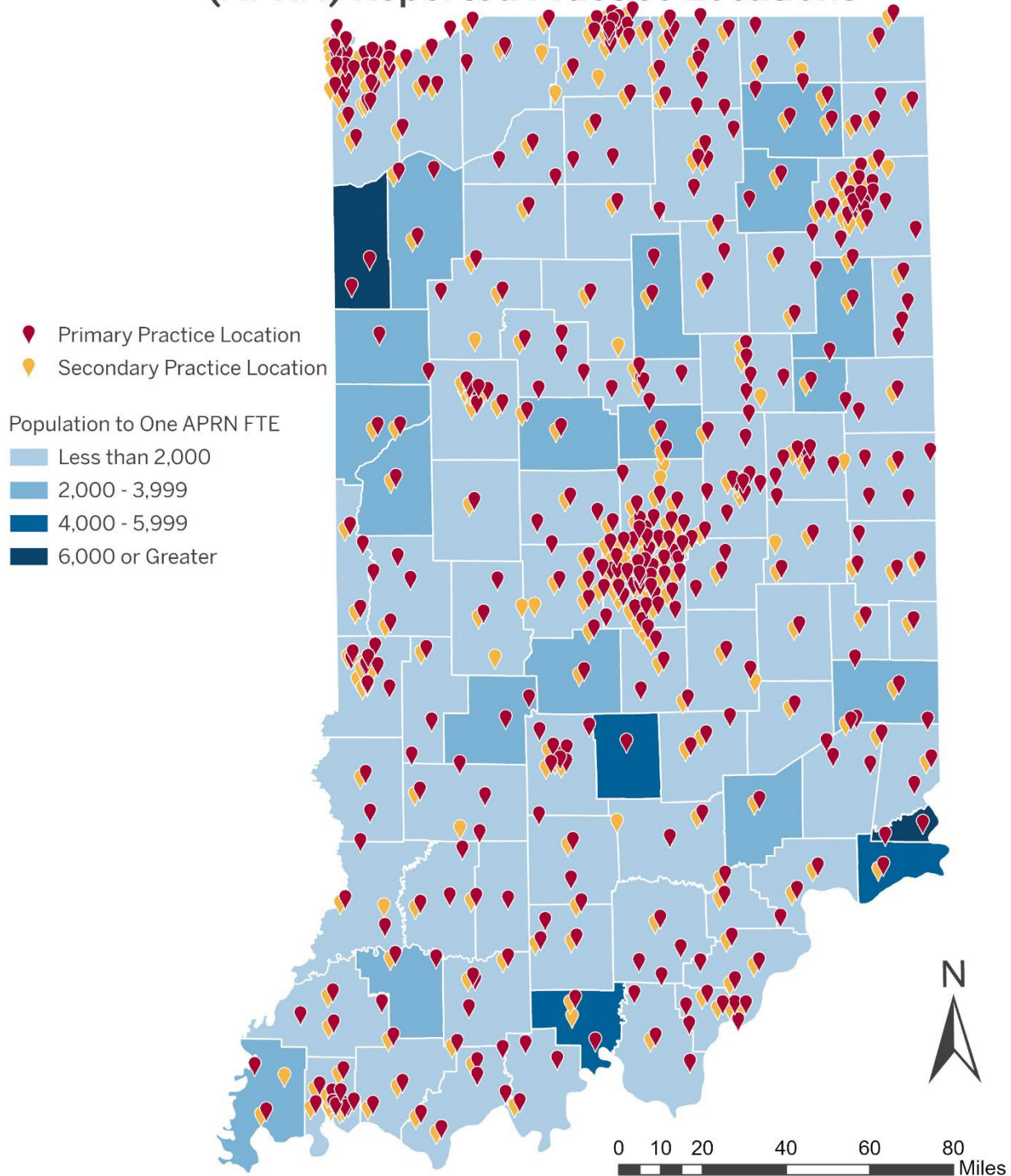
Indiana Advanced Practice Registered Nurse's (APRN)



Source: 2021 Indiana Registered Nurse License Supplemental Survey Data; U.S. Census Bureau, 2016 - 2020 American Community Survey 5- Year Estimates.
 Note: Population-to-Provider FTE Ratios cannot be calculated for counties with no reported registered nurse FTE.

Figure 4.3 Geographic Distribution of Indiana APRN Workforce Capacity

Indiana Advanced Practice Registered Nurse's (APRN) Reported Practice Locations



Source: 2021 Indiana Registered Nurse License Supplemental Survey Data; U.S. Census Bureau, 2016 - 2020 American Community Survey 5- Year Estimates.
 Note: Population-to-Provider FTE Ratios cannot be calculated for counties with no reported registered nurse FTE. Nurses could only be geolocated to the zip-code centroid due to the structure of practice questions asked in the supplemental survey. Secondary practice location were offset for viewing purposes.

Figure 4.4 Geographic Distribution of Indiana APRN Workforce Capacity and Practice Locations

DISCUSSION AND CONCLUSION

Now, more than ever comprehensive workforce data is critical to support nursing workforce planning initiatives. The 2021 Indiana Registered Nurse Workforce Data Report provides an overview of demographic, education, and practice characteristics for both Registered Nurses and Advanced Practice Registered Nurses who are licensed in and provide services to Indiana residents. Longitudinal trends provided in Section I demonstrate the impact of enhanced data management strategies and policy implications on Indiana's ability to examine this workforce. The data presented in this report provide a nearly comprehensive "snapshot" of Indiana's Registered Nurse workforce as of the last quarter of 2021.

Sections II and III reveal several notable trends in Indiana's RN and APRN workforce. Demographically, both RNs and APRNs have little racial and ethnic diversity. Additionally, both RNs and APRNs have an average age of about 44 years old and both workforces are predominantly female with less than 10% of each workforce identifying as male. Compared to 2019, significantly more APRNs (8.2% vs 54.6%) report providing telemedicine services, which is to be expected given the increased relevance in telemedicine since the beginning of the COVID-19 pandemic.

Geographically, there are no counties without APRNs or RNs, although there are several counties with less than 5 APRNs. Despite this, there does appear to be a disparity in the dispersion of APRNs and RNs with more located in urban counties. This knowledge is helpful in assessing county level capacity and workforce needs.

The 2021 Indiana Registered Nurse Workforce Data Report provides key information on Indiana's RN workforce and demonstrates the ability of these data to inform initiatives related to health policy, education and graduate training, health system planning, and workforce development. The Bowen Center continues to standardize all surveys to present longitudinal data trends in future data reports which will help inform future workforce planning initiatives in Indiana.