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

ACKNOWLEDGEMENTS

The Bowen Center for Health Workforce Research and Policy would like to extend its gratitude to the individuals and groups that have contributed to the development of this report. The Indiana Professional Licensing Agency supported the administration of the new 2021 licensure survey and provided all license and survey data. Supplemental survey questions were developed in collaboration with an advisory committee and adapted to account for administrative changes associated with implementation of 2018 Senate Enrolled Act 223. The Governor's Health Workforce Council reviewed and provided guidance on the final version of the supplemental survey tool administered to Indiana-licensed Registered Nurses during the 2021 renewal period. Finally, the Department of Biostatistics at the IU Richard M. Fairbanks School of Public Health provided collaborative and technical support for data management.

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RECOMMENDED CITATION

Data Report: Indiana Registered Nurse Workforce. (2022). Bowen Center for Health Workforce Research and Policy. Indiana University School of Medicine.

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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/) .

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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

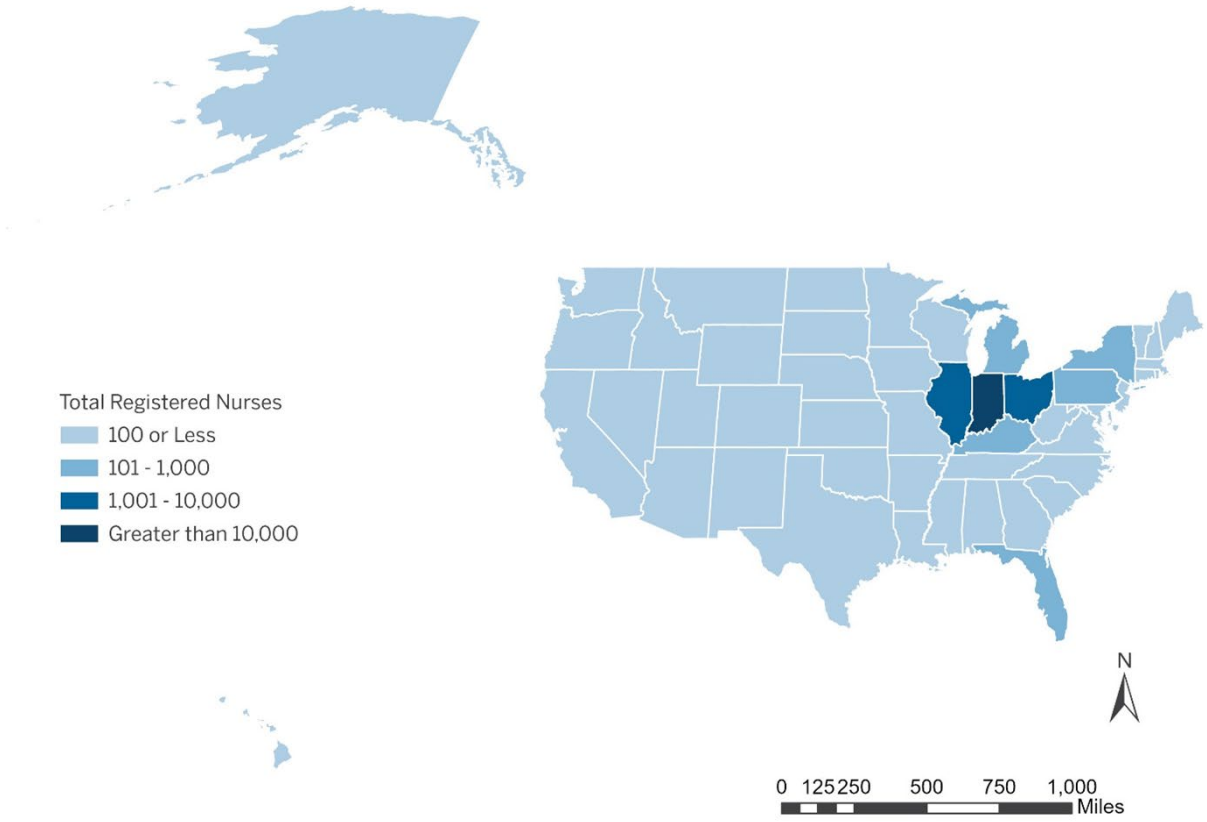


Figure 1.1 Total actively practicing registered nurses by license address.

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.

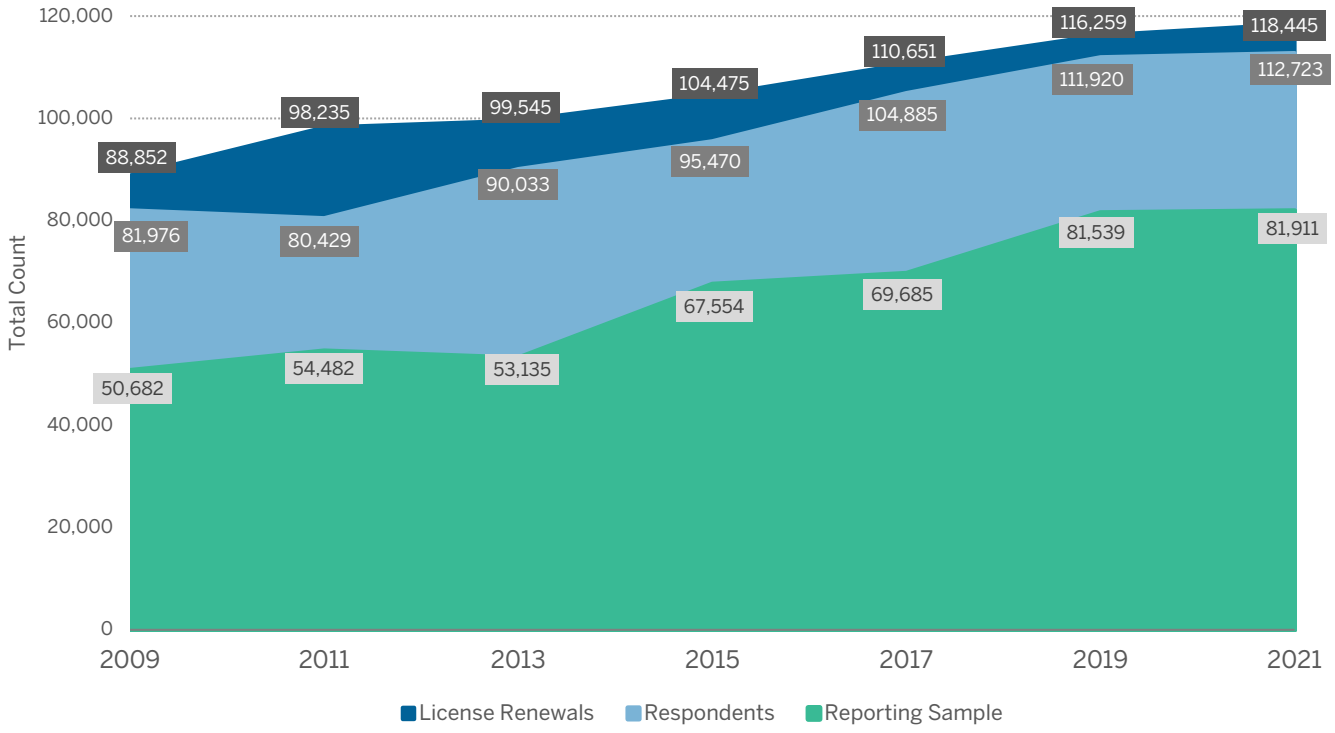


Figure 1.2 Total RNs in counts of license renewals, survey respondents and reporting sample.

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).

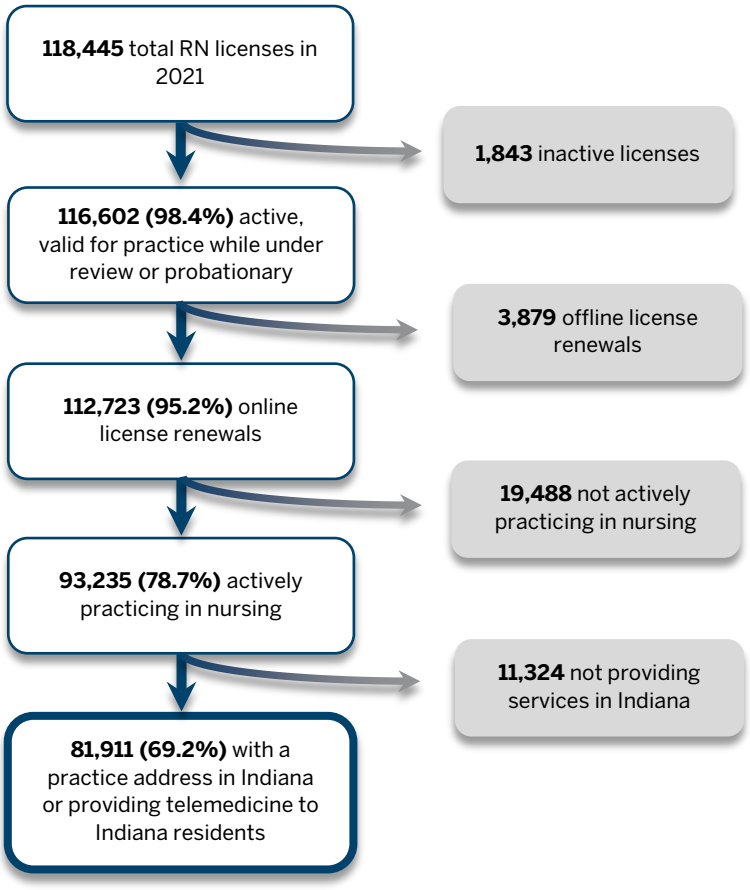


Figure 2.1 Reporting sample selection criteria for the 2021 Registered Nurse Data Report

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 accurate 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 9,276 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.

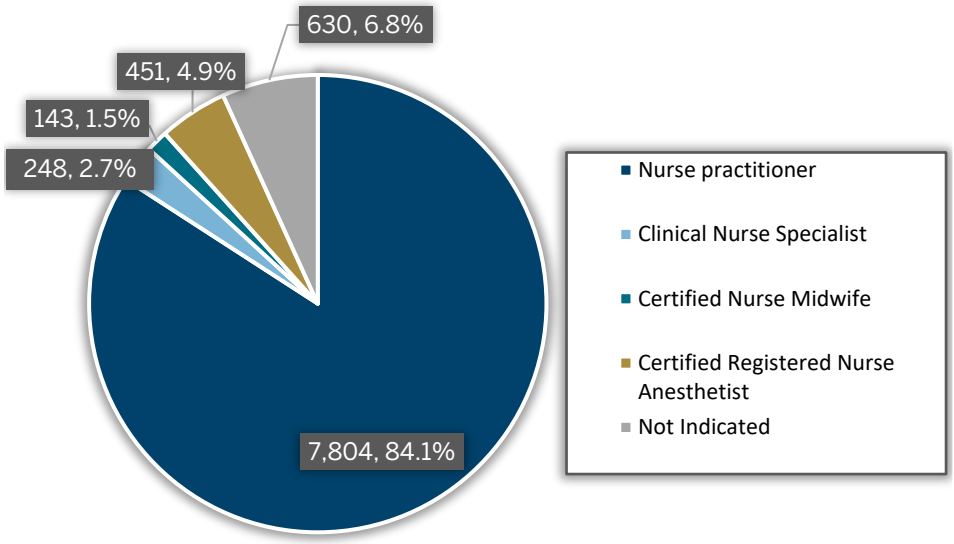


Figure 3.1: Distribution of roles among Indiana Advanced Practice Registered Nurses

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=21,920), Allen County (n=8,065) and LaPorte County (n=7,579) having the highest reported counts. These counties all have population-to-provider FTE ratios (PPRs) lower than 60:1. Comparatively, rural counties such as Switzerland County (n=15), Crawford County (n=25) and Franklin County (n=66) have 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	280	186.4	191
Allen	Urban	375,520	8,065	6,267.7	60
Bartholomew	Urban	83,280	1,143	841.5	99
Benton	Urban	8,695	19	15.6	557
Blackford	Rural	11,926	114	67.1	178
Boone	Urban	66,875	542	403.9	166
Brown	Urban	15,093	38	30.1	501
Carroll	Urban	20,137	68	45.6	442
Cass	Rural	37,727	406	314.9	120
Clark	Urban	117,410	1,401	1,023.1	115
Clay	Urban	26,231	155	100.7	260
Clinton	Rural	32,186	189	120.9	266
Crawford	Rural	10,582	25	15.3	692
Daviess	Rural	33,277	359	258.7	129
Dearborn	Urban	49,612	343	238.5	208
Decatur	Rural	26,587	471	329.1	81
DeKalb	Rural	43,193	280	189.2	228
Delaware	Urban	114,461	1,786	1,319.8	87
Dubois	Rural	42,534	924	676.7	63
Elkhart	Urban	205,184	2,255	1,662.9	123
Fayette	Rural	23,068	169	120.4	192
Floyd	Urban	77,879	1,614	1,154.9	67
Fountain	Rural	16,456	64	43.3	380
Franklin	Rural	22,750	66	38.5	591
Fulton	Rural	20,069	174	126.6	159
Gibson	Rural	33,711	227	168.5	200

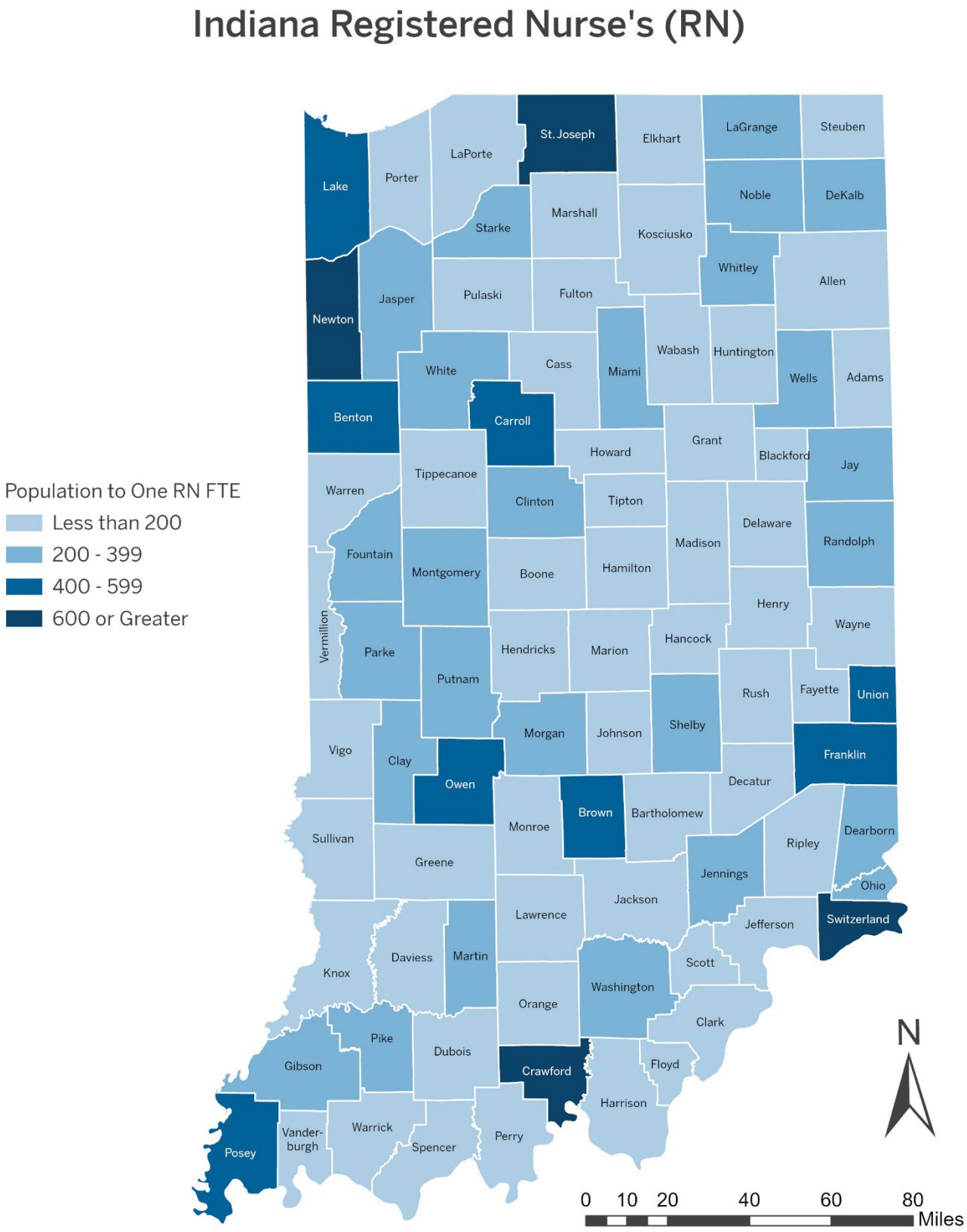
Table 4.1 Capacity and Geographic Distribution of Indiana RNs

County	Rurality	Population	Total RNs	FTE	Population to FTE Ratio
Grant	Rural	66,055	913	681.9	97
Greene	Rural	32,174	239	173.8	185
Hamilton	Urban	330,455	4,472	3,156.1	105
Hancock	Urban	76,614	644	458.9	167
Harrison	Urban	40,164	336	233.0	172
Hendricks	Urban	166,806	1,960	1,450.0	115
Henry	Rural	48,158	406	333.1	145
Howard	Urban	82,486	1,204	918.6	90
Huntington	Rural	36,351	293	205.3	177
Jackson	Rural	44,077	484	383.1	115
Jasper	Urban	33,433	183	133.9	250
Jay	Rural	20,697	164	99.1	209
Jefferson	Rural	32,167	452	351.9	91
Jennings	Rural	27,639	126	91.8	301
Johnson	Urban	156,148	1,220	887.4	176
Knox	Rural	36,833	773	597.8	62
Kosciusko	Rural	79,156	516	402.7	197
LaGrange	Rural	39,537	185	135.2	292
Lake	Urban	485,983	1,342	1,016.0	478
LaPorte	Urban	110,026	7,579	5,739.3	19
Lawrence	Rural	45,552	461	325.3	140
Madison	Urban	129,486	1,542	1,146.7	113
Marion	Urban	957,337	21,920	16,942.8	57
Marshall	Rural	46,336	467	342.8	135
Martin	Rural	10,169	43	29.5	345
Miami	Rural	35,684	200	147.8	241
Monroe	Urban	147,318	2,054	1,536.6	96
Montgomery	Rural	38,295	266	191.4	200
Morgan	Urban	70,141	485	336.0	209
Newton	Urban	13,981	24	17.7	790
Noble	Rural	47,640	304	215.9	221
Ohio	Urban	5,890	18	15.3	385
Orange	Rural	19,552	158	110.6	177
Owen	Urban	20,854	53	40.4	516
Parke	Rural	16,912	58	43.4	390
Perry	Rural	19,091	148	112.7	169
Pike	Rural	12,364	58	40.5	305
Porter	Urban	169,482	1,899	1,347.2	126
Posey	Urban	25,480	75	54.0	472
Pulaski	Rural	12,482	112	76.4	163
Putnam	Urban	37,419	221	165.9	226
Randolph	Rural	24,694	146	110.8	223

Table 4.1 Capacity and Geographic Distribution of Indiana RNs

County	Rurality	Population	Total RNs	FTE	Population to FTE Ratio
Ripley	Rural	28,457	370	281.0	101
Rush	Rural	16,632	120	100.2	166
Scott	Urban	23,784	197	143.2	166
St. Joseph	Urban	270,882	457	355.1	763
Shelby	Urban	44,559	250	148.3	300
Spencer	Rural	20,364	3,842	2,908.4	7
Starke	Rural	22,996	115	77.8	296
Steuben	Rural	34,591	280	185.3	187
Sullivan	Urban	20,647	200	144.2	143
Switzerland	Rural	10,727	15	12.4	865
Tippecanoe	Urban	193,302	2,746	2,073.4	93
Tipton	Rural	15,154	148	92.2	164
Union	Urban	7,140	19	13.3	537
Vanderburgh	Urban	181,548	3,663	2,809.6	65
Vermillion	Urban	15,485	108	80.5	192
Vigo	Urban	107,305	2,119	1,616.5	66
Wabash	Rural	31,198	248	182.7	171
Warren	Rural	8,219	70	46.0	179
Warrick	Urban	62,608	1,884	1,414.6	44
Washington	Urban	27,942	128	93.7	298
Wayne	Rural	66,176	1,213	980.3	68
Wells	Urban	28,010	192	132.2	212
White	Rural	24,163	163	119.1	203
Whitley	Urban	33,899	230	163.7	207

Source: 2021 Indiana Registered Nurse License and 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 RN FTE.



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 4.1 Geographic Distribution of Indiana RN Workforce Capacity

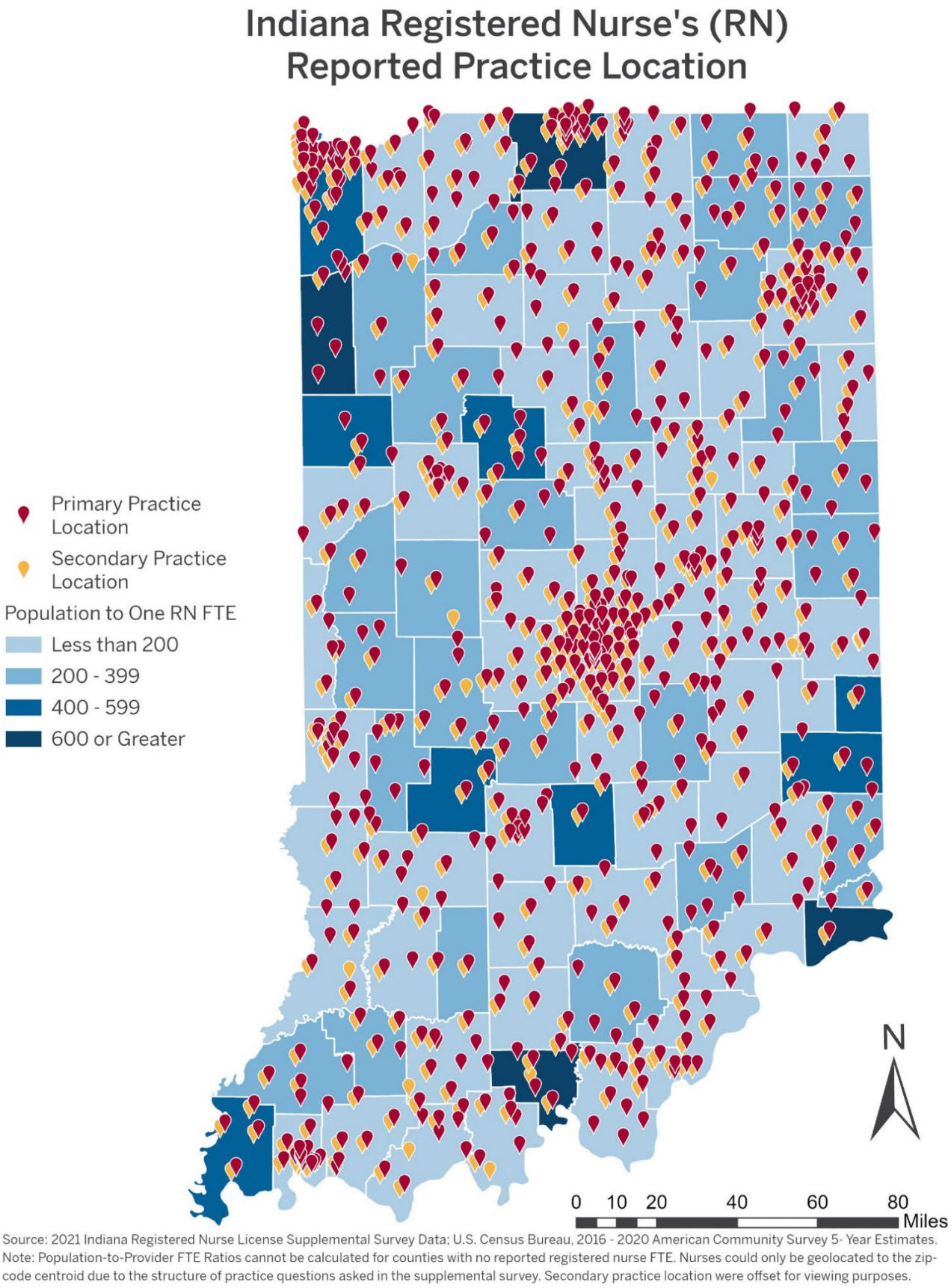


Figure 4.2 Geographic Distribution of Indiana RN Workforce Capacity and Practice Locations

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. As expected, Marion County (n=2,542) has the most APRNs followed by Allen County (n=961) and LaPorte County (n=919). These 3 counties are all urban and have PPRs lower than 550:1. On the other hand, Ohio County (7,363:1), Newton County (6,658:1), and Switzerland County (4,291:1) all have high PPRs and low numbers of RNs (n=1, 3, and 4, 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	41	31.9	1,114
Allen	Urban	375,520	961	721.6	520
Bartholomew	Urban	83,280	160	116.5	715
Benton	Urban	8,695	4	2.6	3,344
Blackford	Rural	11,926	9	5.4	2,209
Boone	Urban	66,875	66	49.9	1,340
Brown	Urban	15,093	4	3.6	4,193
Carroll	Urban	20,137	22	17.8	1,131
Cass	Rural	37,727	52	33.7	1,119
Clark	Urban	117,410	264	178.7	657
Clay	Urban	26,231	21	14.3	1,834
Clinton	Rural	32,186	28	18.6	1,730
Crawford	Rural	10,582	6	3.1	3,414
Daviess	Rural	33,277	66	39.3	847
Dearborn	Urban	49,612	61	33.8	1,468
Decatur	Rural	26,587	85	48.6	547
DeKalb	Rural	43,193	40	28.4	1,521
Delaware	Urban	114,461	210	149.2	767
Dubois	Rural	42,534	87	65.3	651
Elkhart	Urban	205,184	308	226.2	907
Fayette	Rural	23,068	35	22.0	1,049
Floyd	Urban	77,879	245	143.2	544
Fountain	Rural	16,456	12	5.9	2,789
Franklin	Rural	22,750	14	8.0	2,844
Fulton	Rural	20,069	20	14.2	1,413
Gibson	Rural	33,711	41	23.1	1,459
Grant	Rural	66,055	125	78.1	846

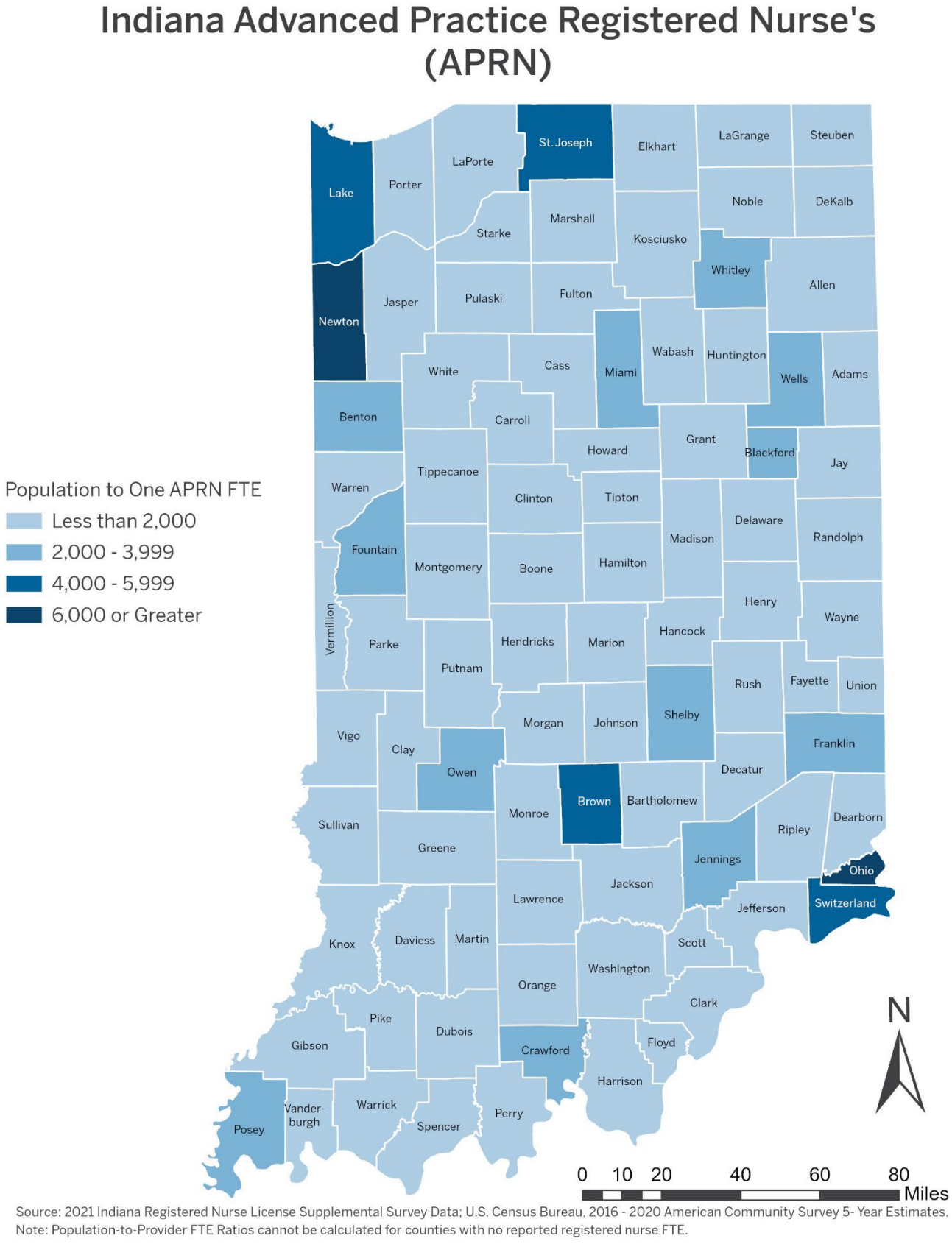
Table 4.2 Capacity and Geographic Distribution of Indiana APRNs

County	Rurality	Population	Total APRNs	FTE	Population to FTE Ratio
Greene	Rural	32,174	29	20.9	1,539
Hamilton	Urban	330,455	527	340.8	970
Hancock	Urban	76,614	114	70.2	1,091
Harrison	Urban	40,164	55	36.9	1,088
Hendricks	Urban	166,806	266	177.3	941
Henry	Rural	48,158	58	49.1	981
Howard	Urban	82,486	149	108.3	762
Huntington	Rural	36,351	35	26.0	1,398
Jackson	Rural	44,077	77	53.7	821
Jasper	Urban	33,433	24	18.3	1,827
Jay	Rural	20,697	19	12.1	1,710
Jefferson	Rural	32,167	56	43.2	745
Jennings	Rural	27,639	17	10.6	2,607
Johnson	Urban	156,148	203	141.9	1,100
Knox	Rural	36,833	101	70.4	523
Kosciusko	Rural	79,156	80	53.7	1,474
LaGrange	Rural	39,537	37	24.5	1,614
Lake	Urban	485,983	164	117.9	4,122
LaPorte	Urban	110,026	919	639.1	172
Lawrence	Rural	45,552	72	48.0	949
Madison	Urban	129,486	189	138.6	934
Marion	Urban	957,337	2,542	1,882.1	509
Marshall	Rural	46,336	62	43.9	1,055
Martin	Rural	10,169	12	8.8	1,156
Miami	Rural	35,684	23	16.1	2,216
Monroe	Urban	147,318	256	172.3	855
Montgomery	Rural	38,295	47	33.2	1,153
Morgan	Urban	70,141	63	37.4	1,875
Newton	Urban	13,981	3	2.1	6,658
Noble	Rural	47,640	46	26.9	1,771
Ohio	Urban	5,890	1	0.8	7,363
Orange	Rural	19,552	27	18.4	1,063
Owen	Urban	20,854	6	5.5	3,792
Parke	Rural	16,912	14	11.4	1,484
Perry	Rural	19,091	20	15.8	1,208
Pike	Rural	12,364	9	7.3	1,694
Porter	Urban	169,482	260	170.3	995
Posey	Urban	25,480	15	10.8	2,359
Pulaski	Rural	12,482	13	9.4	1,328
Putnam	Urban	37,419	37	26.6	1,407
Randolph	Rural	24,694	27	21.9	1,128
Ripley	Rural	28,457	50	36.1	788

Table 4.2 Capacity and Geographic Distribution of Indiana APRNs

County	Rurality	Population	Total APRNs	FTE	Population to FTE Ratio
Rush	Rural	16,632	16	13.9	1,197
Scott	Urban	23,784	34	21.6	1,101
St. Joseph	Urban	270,882	77	63.2	4,286
Shelby	Urban	44,559	31	17.7	2,517
Spencer	Rural	20,364	435	329.6	62
Starke	Rural	22,996	21	18.0	1,278
Steuben	Rural	34,591	47	23.9	1,447
Sullivan	Urban	20,647	32	17.8	1,160
Switzerland	Rural	10,727	4	2.5	4,291
Tippecanoe	Urban	193,302	410	293.2	659
Tipton	Rural	15,154	20	9.6	1,579
Union	Urban	7,140	6	4.4	1,623
Vanderburgh	Urban	181,548	582	408.7	444
Vermillion	Urban	15,485	18	11.7	1,324
Vigo	Urban	107,305	301	198.9	539
Wabash	Rural	31,198	41	27.0	1,155
Warren	Rural	8,219	8	4.3	1,911
Warrick	Urban	62,608	232	148.4	422
Washington	Urban	27,942	25	18.2	1,535
Wayne	Rural	66,176	160	115.7	572
Wells	Urban	28,010	22	12.4	2,259
White	Rural	24,163	26	17.0	1,421
Whitley	Urban	33,899	20	13.6	2,493

Source: 2021 Indiana Registered Nurse License and 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 APRN FTE.



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

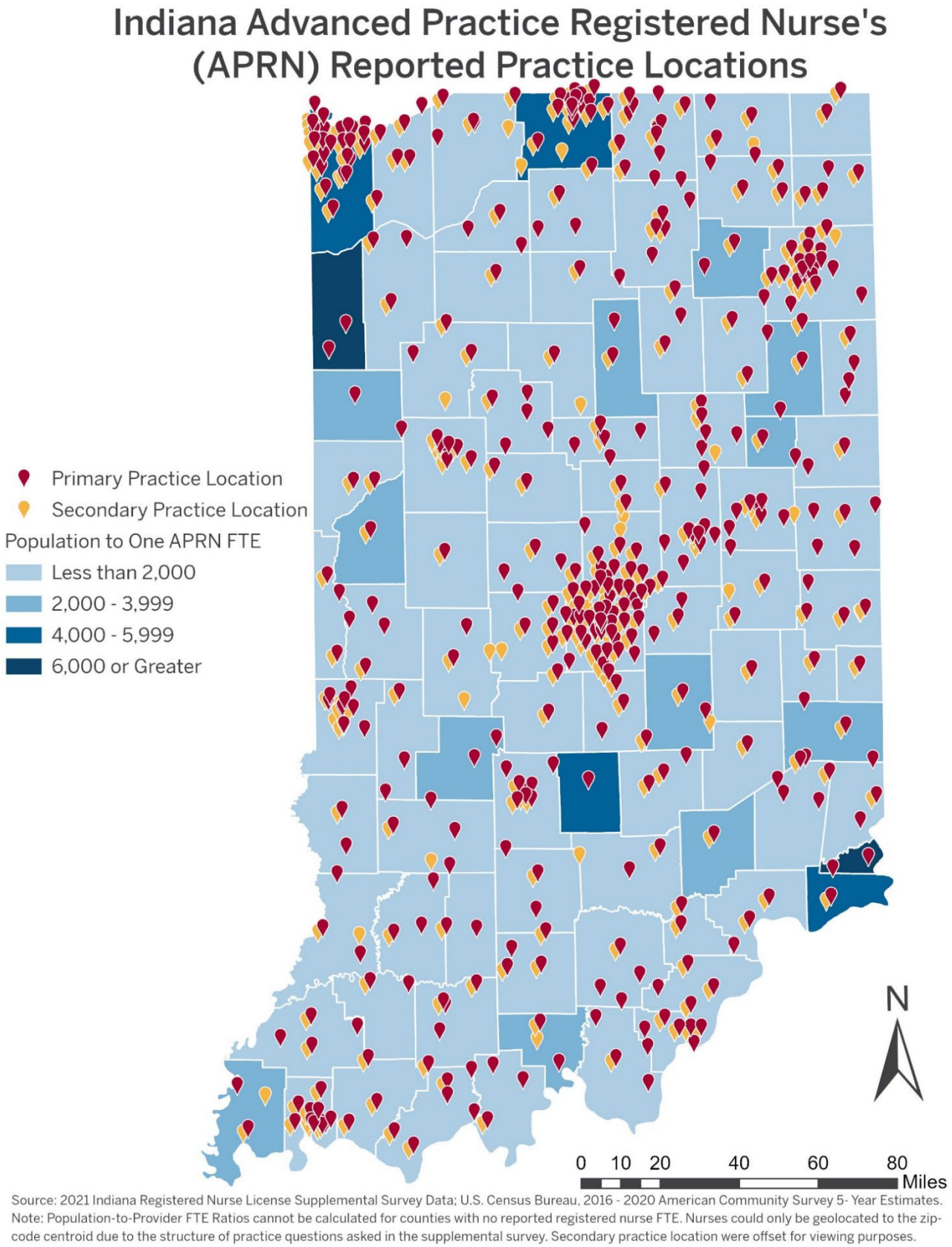


Figure 4.4 Geographic Distribution of Indiana APRN Workforce Capacity and Practice Locations

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.