

# Registered Nurses\* in Washington County, WI

\*Job titles used in government data sources are slightly different from the one you've chosen. This report uses data from the closest matching official classifications (listed below) as a proxy for Registered Nurses data.

Registered Nurses

EDWC

**e·d·w·c**

YOUR GROWTH. OUR PASSION.

Wisconsin

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## What is Lightcast Data?

Lightcast data is a hybrid dataset derived from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics. Leveraging the unique strengths of each source, our data modeling team creates an authoritative dataset that captures more than 99% of all workers in the United States. This core offering is then enriched with data from online social profiles, resumés, and job postings to give you a complete view of the workforce.

Lightcast data is frequently cited in major publications such as *The Atlantic*, *Forbes*, *Harvard Business Review*, *The New York Times*, *The Wall Street Journal*, and *USA Today*.



## Report Parameters

### 1 Job Title

Registered Nurses

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### 1 County

55131 Washington County, WI

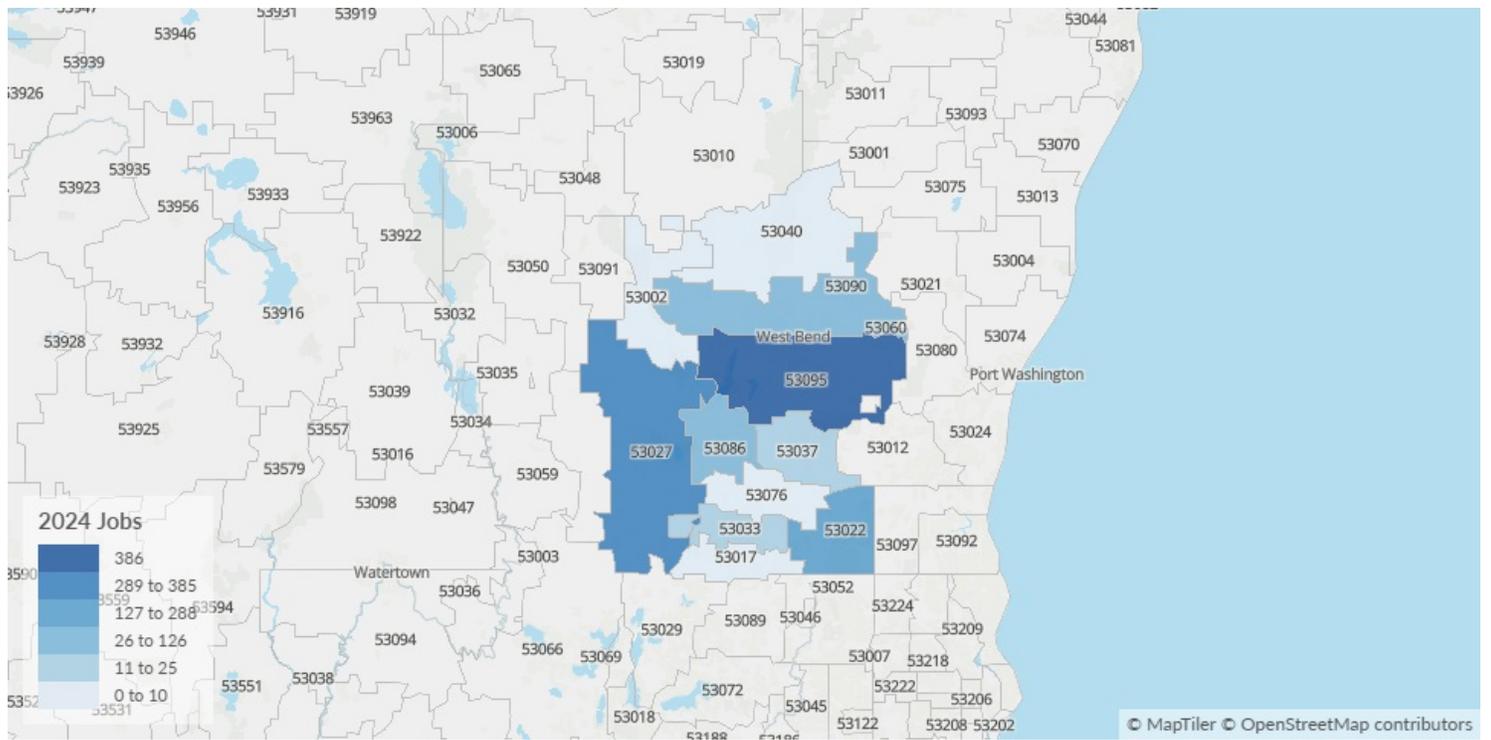
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### Class of Worker

QCEW Employees and Non-QCEW Employees

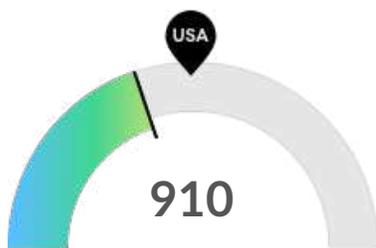
The information in this report pertains to the chosen job title and geographical area.

# Workforce Map



## Executive Summary

### Light Hiring Competition Over a Thin Supply of Regional Talent



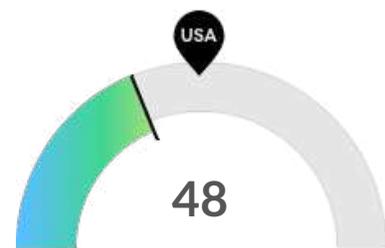
**Supply (Jobs)**

Washington County, WI is not a hotspot for this kind of talent. The national average for an area this size is 1,246\* employees, while there are 910 here.



**Compensation**

The cost for talent is low in Washington County, WI. The national median salary for Registered Nurses is \$86,070, while you'll pay \$77,830 here.



**Demand (Job Postings)**

Competition from online job postings is low in Washington County, WI. The national average for an area this size is 70\* job postings/mo, while there are 48 here.

\*National average values are derived by taking the national value for Registered Nurses and scaling it down to account for the difference in overall workforce size between the nation and Washington County, WI. In other words, the values represent the national average adjusted for region size.

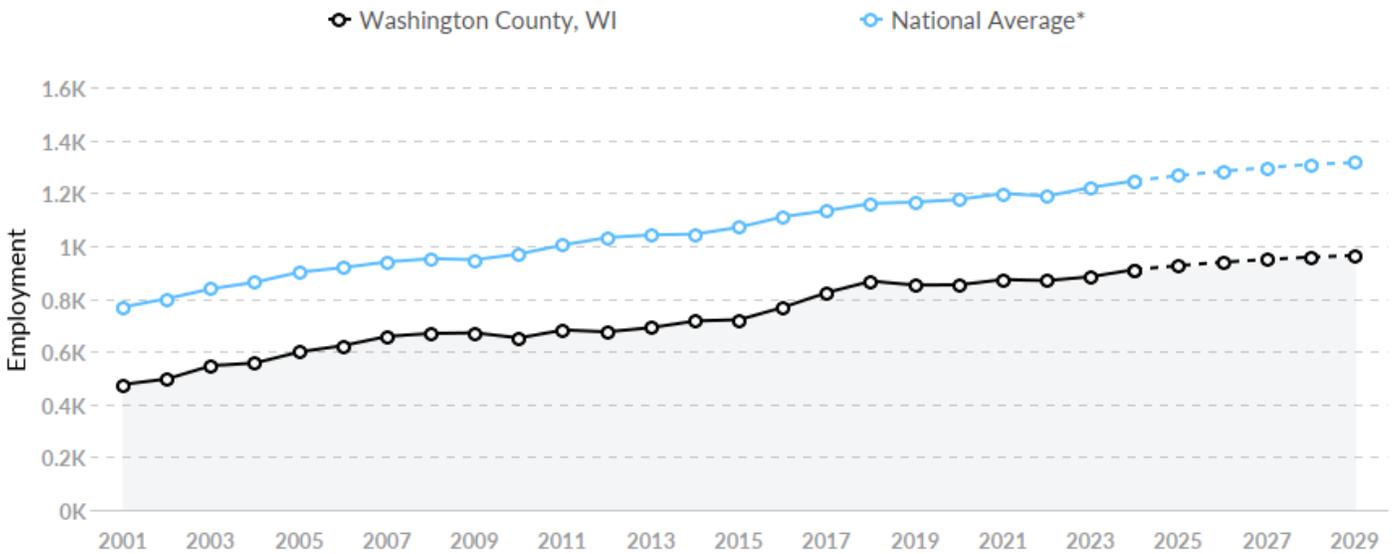
# Supply (Jobs)

## Supply Is Lower Than the National Average

The regional vs. national average employment helps you understand if the supply of Registered Nurses is a strength or weakness for Washington County, WI, and how it is changing relative to the nation. An average area of this size would have 1,246\* employees, while there are 910 here. This lower than expected supply may make it more difficult to find candidates. The gap between expected and actual employment is expected to remain roughly the same over the next 5 years.

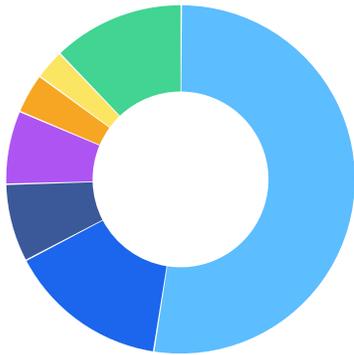
7% Past Growth (2019 - 2024)

6% Projected Growth (2024 - 2029)



\*National average values are derived by taking the national value for Registered Nurses and scaling it down to account for the difference in overall workforce size between the nation and Washington County, WI. In other words, the values represent the national average adjusted for region size.

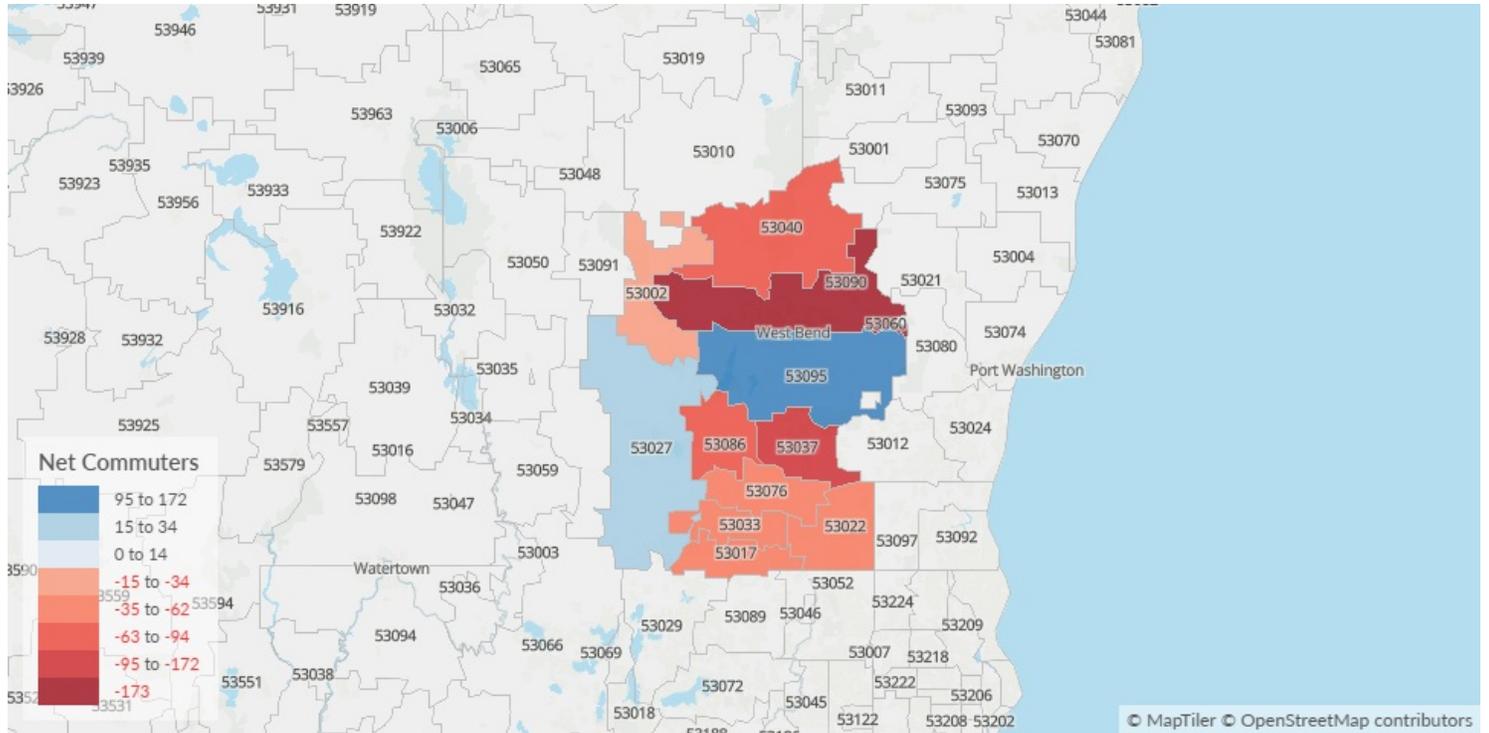
## Most Jobs are Found in the General Medical and Surgical Hospitals Industry Sector



Industry	% of Occupation in Industry (2024)
General Medical and Surgical Hospitals	52.4%
Offices of Physicians	14.8%
Nursing Care Facilities (Skilled Nursing Facilities)	7.2%
Outpatient Care Centers	6.8%
Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	3.7%
Education and Hospitals (Local Government)	2.8%
Other	12.2%

## Place of Work vs Place of Residence

Understanding where talent in Washington County, WI currently works compared to where talent lives can help you optimize site decisions.

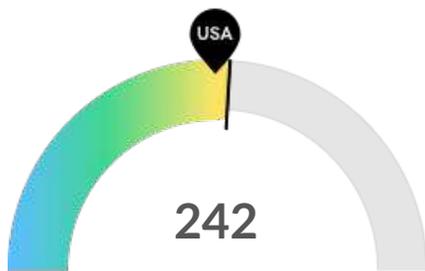


### Where Talent Works

### Where Talent Lives

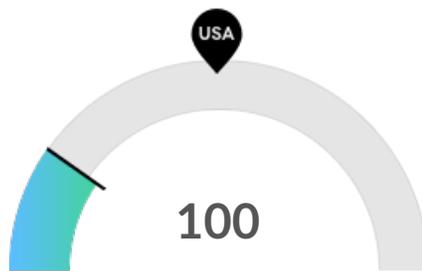
ZIP	Name	2024 Employment	ZIP	Name	2024 Workers
53095	West Bend, WI (in Was...	386	53095	West Bend, WI (in Was...	283
53027	Hartford, WI (in Washin...	289	53027	Hartford, WI (in Washin...	274
53022	Germantown, WI (in Wa...	127	53090	West Bend, WI (in Was...	210
53090	West Bend, WI (in Was...	37	53022	Germantown, WI (in Wa...	176
53086	Slinger, WI (in Washing...	26	53037	Jackson, WI (in Washing...	110

## Retirement Risk Is About Average, While Overall Diversity Is Low



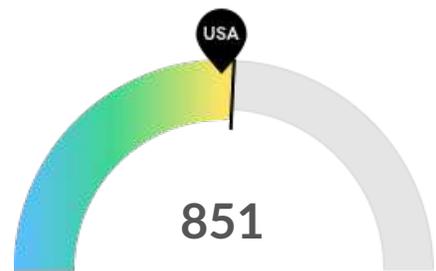
**Retiring Soon**

Retirement risk is about average in Washington County, WI. The national average for an area this size is 229\* employees 55 or older, while there are 242 here.



**Racial Diversity**

Racial diversity is low in Washington County, WI. The national average for an area this size is 319\* racially diverse employees, while there are 100 here.



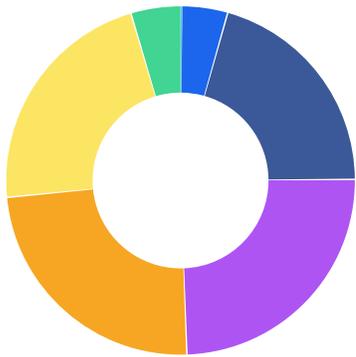
**Gender Diversity**

Gender diversity is about average in Washington County, WI. The national average for an area this size is 812\* female employees, while there are 851 here.

\*National average values are derived by taking the national value for Registered Nurses and scaling it down to account for the difference in overall workforce size between the nation and Washington County, WI. In other words, the values represent the national average adjusted for region size.

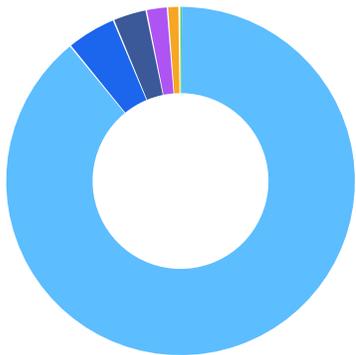
## Demographic Details

### Occupation Age Breakdown



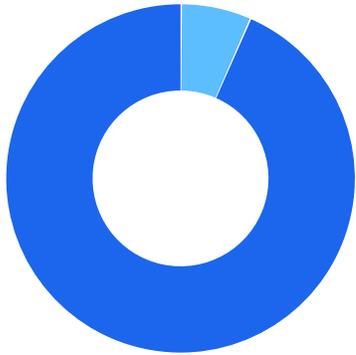
		% of Jobs	Jobs
<span style="color: #00AEEF;">●</span>	14-18	0.0%	0
<span style="color: #0070C0;">●</span>	19-24	4.3%	39
<span style="color: #003366;">●</span>	25-34	20.5%	187
<span style="color: #800080;">●</span>	35-44	24.5%	223
<span style="color: #FFA500;">●</span>	45-54	24.0%	219
<span style="color: #FFD700;">●</span>	55-64	22.0%	200
<span style="color: #008000;">●</span>	65+	4.7%	42

### Occupation Race/Ethnicity Breakdown



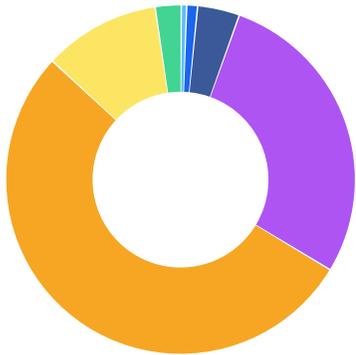
		% of Jobs	Jobs
<span style="color: #00AEEF;">●</span>	White	89.1%	810
<span style="color: #0070C0;">●</span>	Black or African American	4.6%	42
<span style="color: #003366;">●</span>	Asian	3.1%	28
<span style="color: #800080;">●</span>	Hispanic or Latino	2.0%	18
<span style="color: #FFA500;">●</span>	Two or More Races	1.1%	10
<span style="color: #FFD700;">●</span>	American Indian or Alaska Native	0.2%	2
<span style="color: #008000;">●</span>	Native Hawaiian or Other Pacific Islander	0.0%	0

## Occupation Gender Breakdown



	% of Jobs	Jobs
● Males	6.5%	59
● Females	93.5%	851

## National Educational Attainment

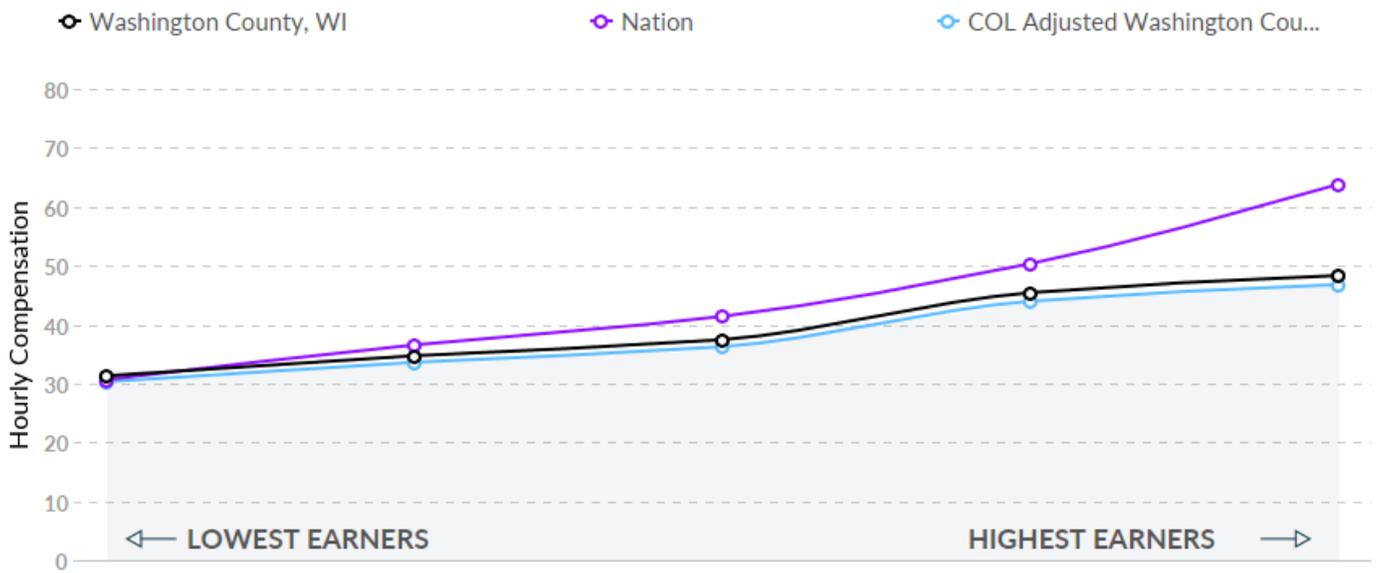


	% of Jobs
● Less than high school diploma	0.5%
● High school diploma or equivalent	1.0%
● Some college, no degree	3.9%
● Associate's degree	28.2%
● Bachelor's degree	53.2%
● Master's degree	10.8%
● Doctoral or professional degree	2.4%

# Compensation

## Talent Is 10% Cheaper, While the Cost of Living May Make Attraction Difficult

In 2023, the median compensation for Registered Nurses in Washington County, WI is \$37.42/hr. Based on the national median wage of \$41.38/hr for this position, this means you will spend about 10% less to employ Registered Nurses here. However, their actual purchasing power will be 12% less than the national median when we adjust for regional cost of living (which is 3% higher than average). This may make it harder to attract talent to the region at this price.



# Demand



## 100 Employers Competing

All employers in the region who posted for this job over the last 12 months.



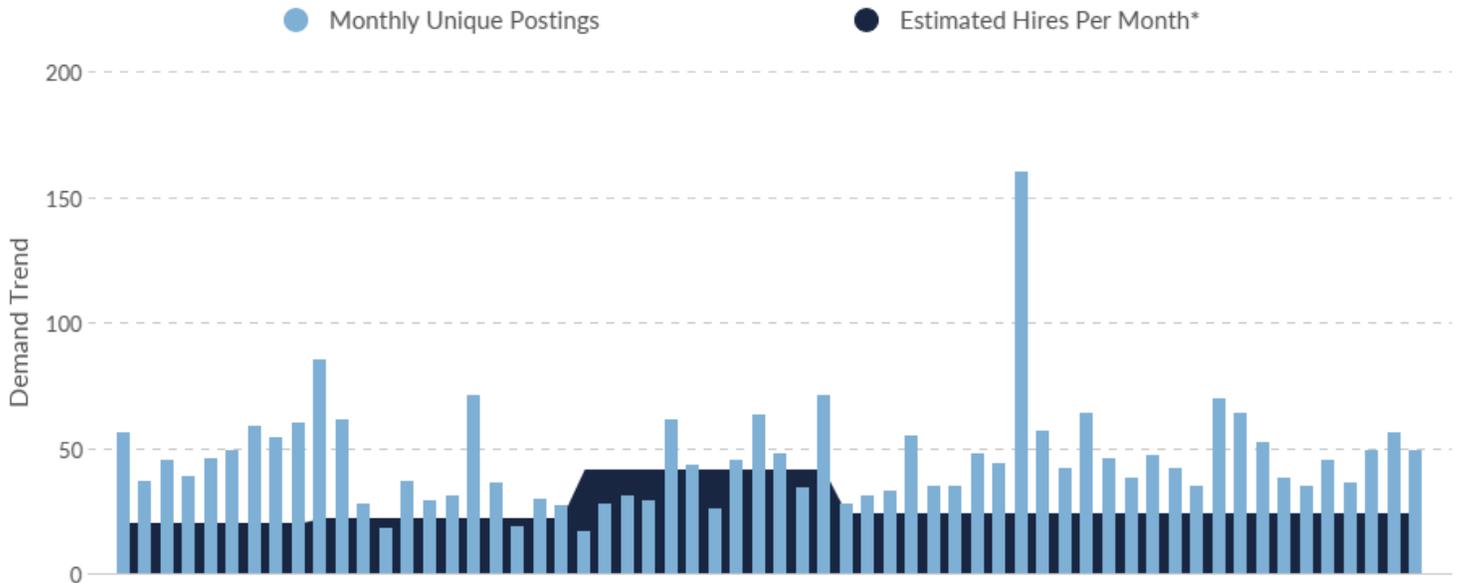
## 571 Unique Job Postings

The number of unique postings for this job over the last 12 months.



## 22 Day Median Duration

Posting duration is 4 days shorter than what's typical in the region.



Occupation	Avg Monthly Postings (Apr 2024 - Mar 2025)	Avg Monthly Hires (Apr 2024 - Mar 2025)
Registered Nurses	48	24

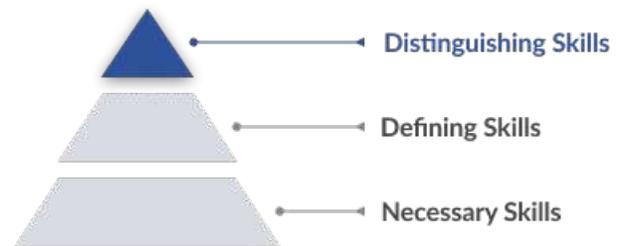
\*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Lightcast hires are calculated using a combination of Lightcast jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.

Top Companies	Unique Postings
Froedtert & The Medical College...	124
Advocate Aurora Health	79
Rogers Behavioral Health	24
DaVita	20
Vibra Travels	16

Top Job Titles	Unique Postings
Registered Nurses	66
Home Health Registered Nurses	24
Staff Nurses	23
Travel Registered Nurses	21
Hospice Registered Nurses Case...	16

## Top Distinguishing Skills by Demand

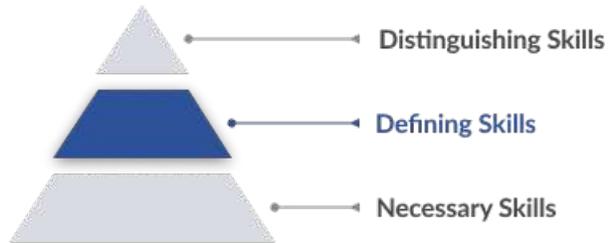
An occupation's Distinguishing Skills are the advanced skills that are called for occasionally. An employee with these skills is likely more specialized and able to differentiate themselves from others in the same role.



Skill	Salary Boosting	Job Postings Requesting	Projected Growth	Growth Relative to Market
Patient Education And Counseling		88	+11.6%	<span style="background-color: #28a745; color: white; border-radius: 15px; padding: 2px 10px;">Growing</span>
Licensed Practical Nurse (LPN)		82	+15.8%	<span style="background-color: #28a745; color: white; border-radius: 15px; padding: 2px 10px;">Growing</span>
Electronic Medical Record		63	+12.1%	<span style="background-color: #28a745; color: white; border-radius: 15px; padding: 2px 10px;">Growing</span>
Emergency Departments		58	+9.1%	<span style="background-color: #28a745; color: white; border-radius: 15px; padding: 2px 10px;">Growing</span>
Hospice		58	+15.6%	<span style="background-color: #28a745; color: white; border-radius: 15px; padding: 2px 10px;">Growing</span>
Vital Signs		54	+17.2%	<span style="background-color: #28a745; color: white; border-radius: 15px; padding: 2px 10px;">Growing</span>
Triage		54	+13.5%	<span style="background-color: #28a745; color: white; border-radius: 15px; padding: 2px 10px;">Growing</span>
Medical Surgical Nursing		53	+2.1%	<span style="background-color: #dc3545; color: white; border-radius: 15px; padding: 2px 10px;">Lagging</span>
Infection Control		50	+17.1%	<span style="background-color: #28a745; color: white; border-radius: 15px; padding: 2px 10px;">Growing</span>
Direct Patient Care		47	+16.6%	<span style="background-color: #28a745; color: white; border-radius: 15px; padding: 2px 10px;">Growing</span>

## Top Defining Skills by Demand

An occupation's Defining Skills represent the day-to-day tasks and responsibilities of the job. An employee needs these skills to qualify for and perform successfully in this occupation.



Skill	Salary Boosting	Job Postings Requesting	Projected Growth	Growth Relative to Market
Registered Nurse (RN)	✘	543	+18.1%	Growing
Nursing	✘	424	+20.1%	Rapidly Growing
Basic Life Support (BLS) Certification	✘	222	+13.9%	Growing
Nursing Care	✘	145	+19.1%	Growing
Advanced Cardiovascular Life Support (ACLS) Certification	✘	111	+12.3%	Growing
Medication Administration	✘	108	+14.3%	Growing
Nursing Process	✘	80	+24.2%	Rapidly Growing
Home Health Care	✘	72	+19.0%	Growing
Medical Records	✘	58	+12.5%	Growing
Intensive Care Unit	✘	53	+3.2%	Lagging

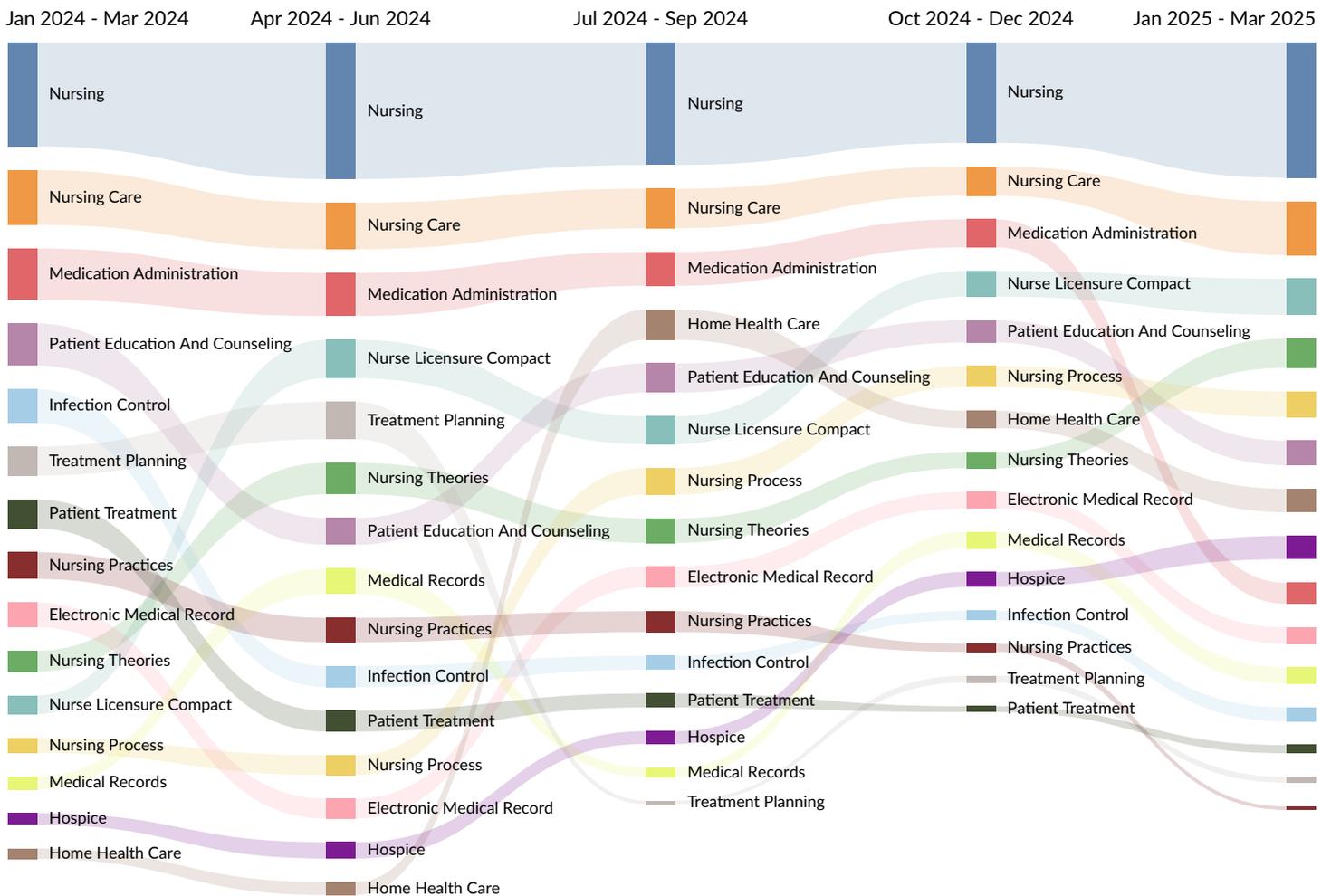
## Top Necessary Skills by Demand

Not enough data to display Necessary Skills for this occupation.

# What skills are they posting for?

## Top 15 Skills for Registered Nurses Sought by Your Selected Companies by Quarter

Skills help us understand the direction an occupation is headed.



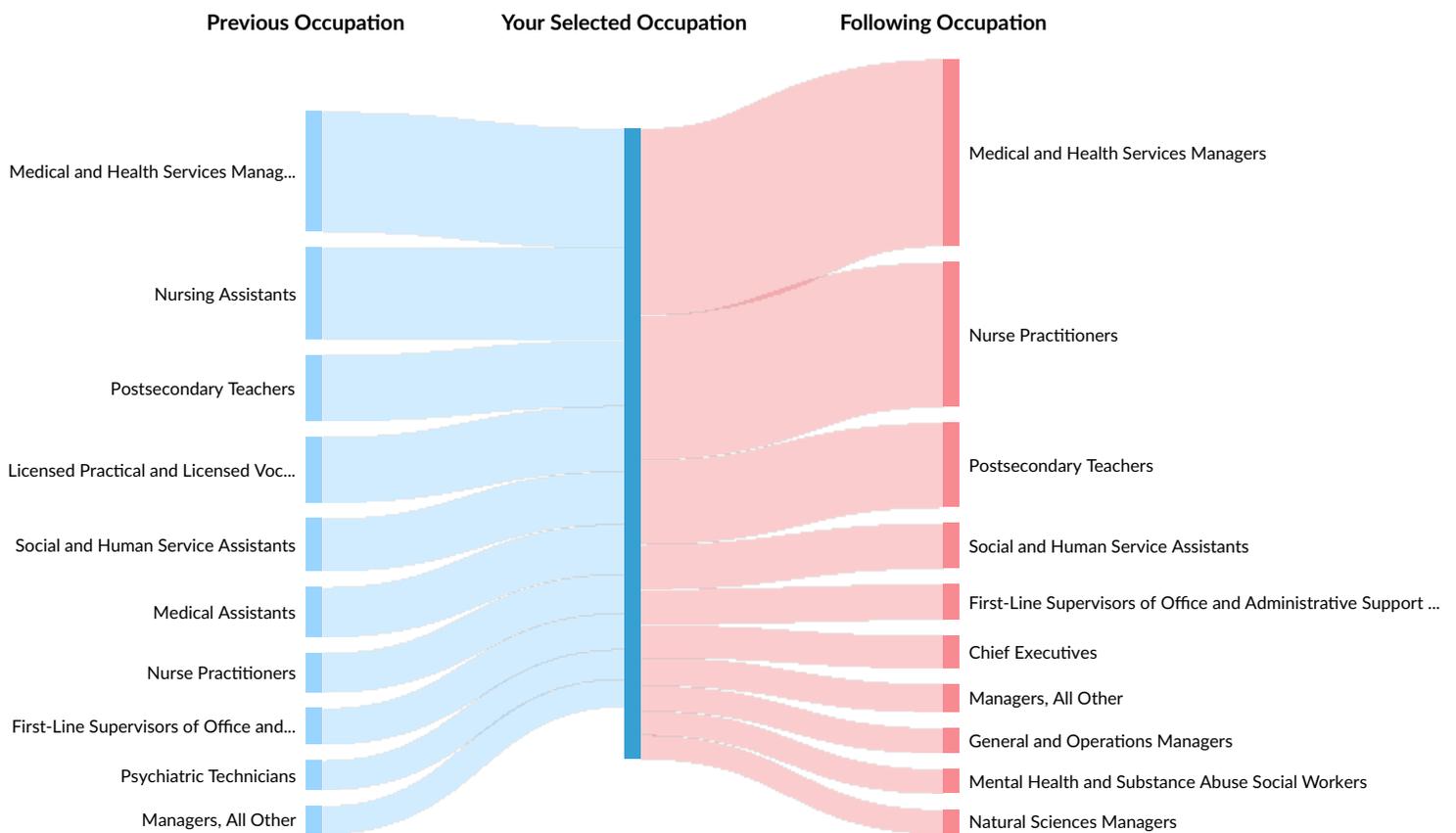
# Occupation Gain and Drain

## Occupation Gain and Drain

The table below analyzes the profiles of current and past people in your selected occupation. The left column shows job transitions from other occupations to your selected occupation. The right column shows job transitions from your selected occupation to other occupations.

Please note, results are only available at the national level and the 2 and 5 digit SOC level. Other SOC levels will be converted to 5-digit SOC. Also your selection has been limited to 100 occupations.

The following represents the job transitions of employees in your selected occupation in the United States:



Previous Occupations	Transitions
Medical and Health Services Managers	39,476
Nursing Assistants	30,336
Postsecondary Teachers	21,645

Previous Occupations	Transitions
Licensed Practical and Licensed Vocational Nurses	21,583
Social and Human Service Assistants	17,402
Medical Assistants	16,410
Nurse Practitioners	12,919
First-Line Supervisors of Office and Administrative Support Workers	11,908
Psychiatric Technicians	9,719
Managers, All Other	9,213
Chief Executives	9,041
Mental Health and Substance Abuse Social Workers	7,129
Customer Service Representatives	7,018
General and Operations Managers	7,015
Home Health and Personal Care Aides	6,647
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	6,578
Natural Sciences Managers	6,419
Medical Secretaries and Administrative Assistants	6,352
Emergency Medical Technicians	5,916
Health Technologists and Technicians, All Other	5,129
Retail Salespersons	4,806
Pharmacy Technicians	4,727
Business Operations Specialists, All Other	4,646
Computer User Support Specialists	4,481
Life, Physical, and Social Science Technicians, All Other	4,273
Sales Managers	4,232
Waiters and Waitresses	4,167
Training and Development Specialists	4,068

Previous Occupations	Transitions
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	3,979
Human Resources Specialists	3,929
Marketing Managers	3,837
Computer Systems Analysts	3,787
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	3,588
Teaching Assistants, Postsecondary	3,456
Medical Records Specialists	3,397
Clinical Laboratory Technologists and Technicians	3,296
First-Line Supervisors of Production and Operating Workers	3,041
Medical Scientists, Except Epidemiologists	3,016
Physicians, All Other	3,015
Teaching Assistants, Except Postsecondary	2,989
Management Analysts	2,922
Receptionists and Information Clerks	2,624
Educational, Guidance, and Career Counselors and Advisors	2,604
Social and Community Service Managers	2,585
Public Relations Specialists	2,518
Teachers and Instructors, All Other	2,454
Pharmacists	2,381
Tutors	2,372
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	2,285
Exercise Trainers and Group Fitness Instructors	2,209
Coaches and Scouts	2,165
Cardiovascular Technologists and Technicians	2,157

Previous Occupations	Transitions
Market Research Analysts and Marketing Specialists	2,138
Surgical Technologists	2,023
Paramedics	1,982
Executive Secretaries and Executive Administrative Assistants	1,977
Physical Therapists	1,976
Fast Food and Counter Workers	1,936
Childcare Workers	1,897
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1,888
Financial Managers	1,794
Public Relations Managers	1,682
Recreation Workers	1,675
Family Medicine Physicians	1,650
Cashiers	1,519
Healthcare Social Workers	1,483
Health Education Specialists	1,469
Healthcare Support Workers, All Other	1,437
Real Estate Sales Agents	1,399
First-Line Supervisors of Retail Sales Workers	1,357
Education Administrators, Postsecondary	1,356
Interviewers, Except Eligibility and Loan	1,333
Secondary School Teachers, Except Special and Career/Technical Education	1,317
Hotel, Motel, and Resort Desk Clerks	1,304
General Internal Medicine Physicians	1,288
Respiratory Therapists	1,277
Office Clerks, General	1,265

Previous Occupations	Transitions
Physician Assistants	1,246
Data Scientists	1,224
Human Resources Managers	1,217
Radiologic Technologists and Technicians	1,213
Demonstrators and Product Promoters	1,197
Bartenders	1,185
Biological Technicians	1,159
Compliance Officers	1,134
Phlebotomists	1,130
Dietitians and Nutritionists	1,118
Computer and Information Systems Managers	1,092
Project Management Specialists	1,089
Child, Family, and School Social Workers	1,087
Occupational Therapists	1,066
Industrial Production Managers	1,059
Computer Occupations, All Other	1,054
Community and Social Service Specialists, All Other	1,022
Veterinary Technologists and Technicians	1,018
Accountants and Auditors	1,014
Securities, Commodities, and Financial Services Sales Agents	1,012
Network and Computer Systems Administrators	1,006
Following Occupations	Transitions
Medical and Health Services Managers	61,581
Nurse Practitioners	47,717
Postsecondary Teachers	27,836

Following Occupations	Transitions
Social and Human Service Assistants	14,860
First-Line Supervisors of Office and Administrative Support Workers	11,647
Chief Executives	10,695
Managers, All Other	9,260
General and Operations Managers	8,306
Mental Health and Substance Abuse Social Workers	8,022
Natural Sciences Managers	7,975
Computer Systems Analysts	7,126
Licensed Practical and Licensed Vocational Nurses	7,032
Business Operations Specialists, All Other	5,838
Medical Assistants	5,309
Training and Development Specialists	5,027
Sales Managers	4,923
Nursing Assistants	4,406
Customer Service Representatives	4,328
Marketing Managers	4,323
Computer User Support Specialists	4,285
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	4,205
Physicians, All Other	4,171
Human Resources Specialists	4,059
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	3,962
Management Analysts	3,879
Medical Secretaries and Administrative Assistants	3,785
Medical Records Specialists	3,727

Following Occupations	Transitions
First-Line Supervisors of Production and Operating Workers	3,499
Medical Scientists, Except Epidemiologists	3,319
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	2,968
Teaching Assistants, Postsecondary	2,949
Social and Community Service Managers	2,845
Life, Physical, and Social Science Technicians, All Other	2,708
Health Technologists and Technicians, All Other	2,686
Pharmacists	2,500
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	2,249
Home Health and Personal Care Aides	2,245
Educational, Guidance, and Career Counselors and Advisors	2,217
Public Relations Specialists	2,186
Physician Assistants	2,136
Financial Managers	2,039
Real Estate Sales Agents	2,013
Market Research Analysts and Marketing Specialists	2,012
Retail Salespersons	1,963
Physical Therapists	1,879
Executive Secretaries and Executive Administrative Assistants	1,859
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1,841
Family Medicine Physicians	1,808
Data Scientists	1,700
Teachers and Instructors, All Other	1,684
Industrial Production Managers	1,661

Following Occupations	Transitions
Teaching Assistants, Except Postsecondary	1,618
Public Relations Managers	1,594
Psychiatric Technicians	1,527
Health Education Specialists	1,422
Computer and Information Systems Managers	1,418
Clinical Laboratory Technologists and Technicians	1,412
Emergency Medical Technicians	1,381
Healthcare Social Workers	1,379
First-Line Supervisors of Construction Trades and Extraction Workers	1,362
Human Resources Managers	1,355
Exercise Trainers and Group Fitness Instructors	1,335
Project Management Specialists	1,330
Education Administrators, Postsecondary	1,310
Coaches and Scouts	1,301
Occupational Therapists	1,299
General Internal Medicine Physicians	1,296
Computer Occupations, All Other	1,283
Compliance Officers	1,276
Nurse Midwives	1,263
Software Developers	1,262
Pharmacy Technicians	1,211
Training and Development Managers	1,173
Surgeons, All Other	1,078
Network and Computer Systems Administrators	1,065
Occupational Health and Safety Specialists	1,061

Following Occupations	Transitions
Accountants and Auditors	1,038
Healthcare Practitioners and Technical Workers, All Other	1,013
Nurse Anesthetists	991
Secondary School Teachers, Except Special and Career/Technical Education	982
Personal Service Managers, All Other	979
Cardiovascular Technologists and Technicians	968
Producers and Directors	930
Clinical and Counseling Psychologists	892
Architectural and Engineering Managers	858
Dietitians and Nutritionists	847
Insurance Sales Agents	835
Software Quality Assurance Analysts and Testers	824
Tutors	813
Pediatricians, General	810
Securities, Commodities, and Financial Services Sales Agents	800
Personal Financial Advisors	790
First-Line Supervisors of Retail Sales Workers	780
Community and Social Service Specialists, All Other	777
Demonstrators and Product Promoters	775
Receptionists and Information Clerks	772
Waiters and Waitresses	751
First-Line Supervisors of Police and Detectives	746