Registered Nurses in Vermont

2015 BOARD OF NURSING RELICENSURE SURVEY

Summary prepared by: University of Vermont AHEC Nursing Workforce, Research, and Development

Background

This summary provides supply information for Registered Nurses (RNs) working in Vermont in 2015.

Methods

Between January to March 2015, all registered nurses (RNs) in Vermont were required to answer workforce survey questions as part of their relicensure application. These questions were embedded into the electronic relicensure system but paper surveys were also available to nurses who requested them. The data were prepared for analyses by the Vermont Department of Health. The number of registered nurses who completed a relicensure survey in spring 2015 was 10,164 (response rate 97%); this report will analyze only RNs who reported that they were currently working in the state of Vermont (n=6,723) and exclude 143 who requested a paper survey.

Demographics

Gender
Female: 91%
Male: 8%
Unreported: 1%

91% Female

8% Male
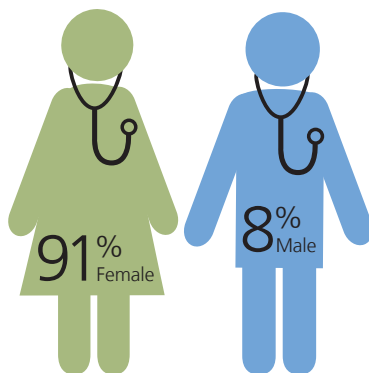
Age
Average age: 48 years
Mode: 61 years
Range: 20-86 years

Race

American Indian or Alaska Native	0.8%
Asian	1.1%
Black or African American	0.6%
Native Hawaiian or other Pacific Islander	0.2%
White	93%
Other	0.8%
Prefer not to answer	4%

Ethnicity (Hispanic or Latino)

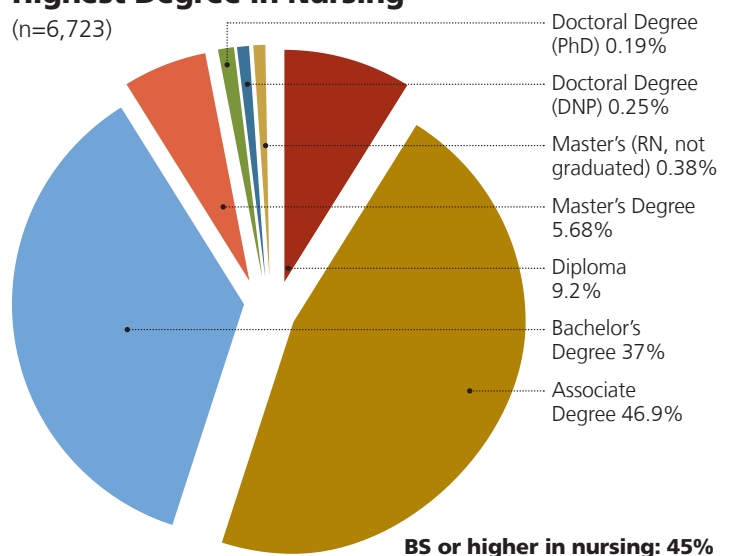|	
Non-Hispanic/Non-Latino	94%
Mexican, Mexican American, Chicano/a	0.2%
Puerto Rican	0.3%
Cuban	0.1%
Hispanic, Latino/a, or of Spanish origin	0.4%
Prefer not to answer	3.5%

Education

51% Educated in Vermont (3,424 / 6,723)

2% Educated outside the USA (106 / 6,723)

Highest Degree in Nursing

(n=6,723)

Doctoral Degree (PhD) 0.19%
Doctoral Degree (DNP) 0.25%
Master's (RN, not graduated) 0.38%
Master's Degree 5.68%
Diploma 9.2%
Bachelor's Degree 37%
Associate Degree 46.9%

BS or higher in nursing: 45%

Currently Enrolled in Nursing Programs

Bachelor's Program in Nursing (281)	4.17%
Master's Program in Nursing (253)	3.76%
Doctoral Degree Program: DNP (34)	0.50%
Doctoral degree Program: PhD (8)	0.12%
Certification Programs (20)	0.29%
Not enrolled (6051)	90%
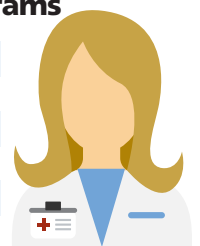
Practice

Years worked as an RN* 19
Average 19
Active RN license in 2 States 23%
Active RN license in 3 States 6%
Actively practicing as an RN in only one state.............98%

Mode: 2 years. Range: 0-65 years

Employment Status as an RN

Actively working in a nursing position –
part or full-time (5,994) 89%
Working per diem as a nurse (910) 14%
Traveler (112)..2%
Working in nursing but only as a volunteer (54)........0.8%
Working in a field other than nursing (52) 0.7%
Retired (47)..0.7%

Primary Practice Setting

Setting	%
Hospital (3,482)	51.78%
Nursing Home/Extended Care/Assisted Living (591)	8.79%
Home Health (499)	7.42%
Correctional Facility (38)	0.57%
Public Health (117)	1.74%
Community Health (286)	4.25%
Mental Health Center (119)	1.77%
School Health Service (356)	5.29%
Occupational Health (30)	0.45%
Ambulatory Care Setting (587)	8.73%
Academic Setting (89)	1.32%
Insurance Claims/Benefits (73)	1.09%
Policy/Planning (9)	0.13%
Regulatory/Licensing Agency (22)	0.33%
Other Setting (407)	6.05%
Missing (19)	0.28%

Employment Characteristics

Working full time in patient care at all of their
practice sites...52.5%

Working part time in patient care at all of their
practice sites...47.5%

Working full time in administration, teaching, research,
supervision or other responsibilities at all of their
practice sites...29.8%

Work at a second practice site in VT 9%

Work at a third practice site in VT 1%

Primary Position Title

Title	%
Staff Nurse: patient care (4,697)	70%
Nurse Manager (738)	11%
Nurse Executive (194)	3%
Nurse Faculty (195)	3%
Consultant/Nurse Researcher (126)	2%
Health-Related (742)	11%
Non Health-Related (12)	0.2%
Missing (19)	0.3%

Population Served in Primary Position

Population	%
Adult (3,660)	54%
Geriatric (2,223)	33%
Pediatric (1,271)	9%
Neonatal (499)	7%
All Ages (1,886)	28%
Not applicable (277)	4%

Discussion of These Findings

Over the past decade, the nursing workforce in Vermont has adapted to a nursing shortage, an economic recession, and then an increase in nursing program enrollments with subsequent relief from workplace vacancies. In 2015, attention is now being focused on the "nurse of the future" as health care policy and payment reforms continue to change nurses' employment settings and responsibilities. As national demographics change to an older, more diverse population, the Vermont nurse workforce must adapt as well. Comparing 2005 to 2015, Vermont nurses are slightly more racially diverse (up 1%), male (up 3%), more are educated at the bachelor's (up 5%) and master's (up 1%) level, and more nurses report continuing their education in nursing (up 4%). The average age of the Vermont nurse has remained the same (48 years) and this might indicate the greater number of nurse graduates in Vermont (up approximately 158% since 1999) that are offsetting the large number of "baby boomer" nurses projected to retire in the next decade.

Work settings for Vermont nurses are changing too, but the number practicing in the hospital setting has been steady (currently 52%). Change was seen most in outpatient/ambulatory/community-based (up 5%); and school (down 2%) and home health (down 3%) settings. In summary, a decade of monitoring the nursing workforce has revealed education, policy and practice adjustments that have resulted in an adequate number of nurses with increasing educational preparation who are caring for Vermonters in many evolving practice settings. National and statewide health care reform will continue to demand that nurses are fully engaged, knowledgeable about what is good for the health of Vermonters, and flexible in their roles as changes occur.

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AREA HEALTH EDUCATION CENTERS PROGRAM

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