

Licensed Practical Nurses in Vermont



2018 BOARD OF NURSING LPN RE-LICENSURE SURVEY

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

Background

By order of Vermont Act 79 (2013), the Secretary of Administration directed the Office of Professional Regulation to collect workforce supply data from each licensee. Licensed Practical Nurses (LPNs) are a vital part of the healthcare workforce and this summary provides information on the supply of LPNs in Vermont in 2018.

Methods

Online re-licensing was available to LPNs from January to March 2018. Nursing workforce "minimum data set" questions, recommended by the Health Resources and Services Administration (HRSA) and the Forum of Nursing Workforce Centers, were included in the re-licensure application. Paper surveys were also available but due to the low number used, they were not included in this analysis. The entire sample did not respond to all questions; therefore, response rates are noted and percentages based on the responses to each question.

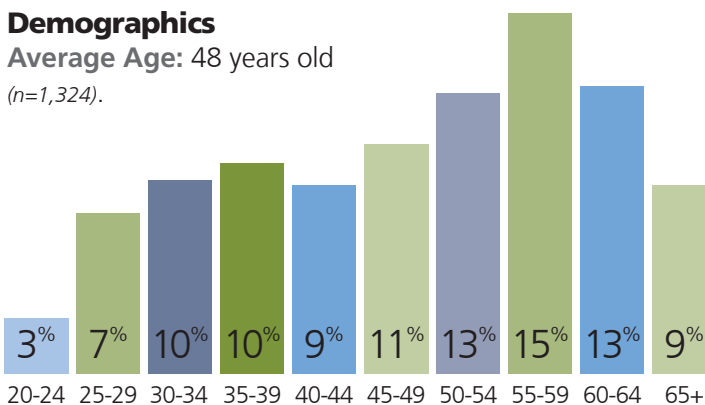
Results

There were 1,627 LPNs actively licensed in Vermont as of March 30, 2018 and 1,549 LPNs completed the survey (95% response rate). For this analysis, only nurses who reported working in Vermont or serving Vermont residents as telephonic nurses were used (*n*=1,324).

Demographics

Average Age: 48 years old

(*n*=1,324).



Age Range

Gender

Female.....92%
Male.....8%

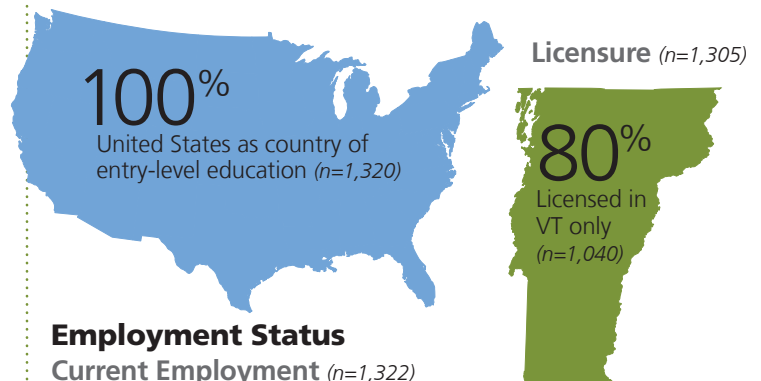
Education

(*n*=1,314)

LPN certificate	79%
Associate degree non-nursing	9%
Baccalaureate degree non-nursing	7%
Master's degree non-nursing.....	0.8%
Doctoral degree non-nursing	0.1%
Associate degree nursing	2%
Other.....	1%

Enrolled in a Formal Nursing Education Program:

Associate degree program.....	8%
Baccalaureate program	1%



Employment Status

Current Employment (*n*=1,322)

Full-time in nursing (<i>n</i> =920)	70%
Part-time in nursing (<i>n</i> =215).....	16%
Per diem (<i>n</i> =205).....	16%
Traveler (<i>n</i> =64).....	5%

Primary Employment Setting (*n*=1,307)

Ambulatory Care	5%
Assisted Living Facility	7%
Community Health Center/FQHC	5%
Correctional Facility	4%
Home Health (residential care)	8%
Hospice	0.8%
Hospital Inpatient	6%
Nursing Home/Extended Care (rehab, adult day).....	34%
Occupational Health	0.2%
Office Setting/Clinic	22%
Public Health	1%
School/College Health Service	3%
Urgent Care/Walk-in (ER)	2%
Other Setting	2%

Specialty of Primary Nursing Practice Position (n=1,306)

Acute Care/Critical Care	2%
Adult Health	8%
Community Health	2%
Corrections	4%
Emergency/Trauma	0.6%
Family Health	13%
Geriatrics/Gerontology	35%
Home Health	5%
Maternal-Child Health	0.5%
Medical/Surgical	1.8%
Occupational Health	0.3%
Oncology	0.5%
Oral Surgery	0.2%
Orthopedic	1%
Other	7%
Palliative Care/Hospice	0.5%
Pediatrics/Neonatal	5%
Perioperative/OR	0.6%
Psychiatric/Mental Health/Substance Abuse	4%
Public Health	0.5%
Rehabilitation	4%
School/College Health	3%
Telehealth/Telephonic	0.2%
Women's Health	2%

Reason for Unemployment (n=225)

Difficulty in finding a nursing position	6%
Disabled	5%
In school	15%
Inadequate salary	4%
Working outside of Vermont	12%
Taking care of home and family	13%
Retired	8%
Other	12%
No response	26%

Number of currently held positions (n=1,306)

One	92%
Two	8%
Three or more	0.2%



Primary Position Title (n=1,291)

Case Manager (MDS, care coordinator)	2%
Educator	0.8%
Nurse Administrator	1%
Nurse Manager (charge, head, supervisor, leader)	8%
Staff Nurse (patient care)	86%
Other	2%

Of the 8% (n =105) that reported a secondary position, the most common specialty was geriatrics/gerontology; position was staff nurse (n=83) and the setting was nursing home/extended care/assisted living (n=53).

Information on Salary and Demand for Vermont LPNs

Median LPN salary, May 2017: \$48,560 or \$23.34 per hour.¹

According to a report by the Health Resources and Services Administration (HRSA) National Center for Workforce Analysis (2017), the demand for LPNs working in long term care services in Vermont will grow by 31% by 2030². Using Vermont LPN relicensure data in the 2018 Nursing Health Workforce Simulation Model³, a decline in the number of LPNs is expected by 2025 rather than a surplus which was previously predicted without using Vermont specific data.

Conclusions

Changes in the LPN workforce over the past two years include a decline in the actual number licensed (minus 79). However there was a 3% growth in the percent of LPNs under age 50; this probably represents the younger replacement of retiring LPNs. Compared to a decade ago (2008 versus 2018), the number of male LPNs has increased from 4% to 8%; more LPNs are working directly with patients (72% then and 86% now); fewer are in management positions (10% then, 8.5% now); and fewer are working in hospitals (17% then and 6% now); yet, close to the same percent are working in long term care/assisted living (39% compared to 41%). Outpatient clinics, prisons, community and ambulatory settings, as well as mental health and substance abuse treatment facilities continue to have positions available for LPNs with some growth seen in this area over the past decade. Vermont's overall population is aging faster than the rest of the nation⁴; therefore, the demand for LPNs will continue and a status quo of new LPNs may not be sufficient to meet this demand.

Recommendations

At least the same number of graduating LPNs must be available into the foreseeable future to provide care for Vermont elders, particularly in long term care settings. Appropriate educational content and experiences in geriatrics must be included in the LPN curriculum.



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1 www.bls.gov/oes/current/oes292061.htm

2 U.S. Department of Health and Human Services, Health Resources and Services Administration, National Center for Health Workforce Analysis. 2017. Long-Term Services and Supports: Nursing Workforce Demand Projections, 2015-2030. Rockville, Maryland.

3 <https://webnursingmodel.hrsa.gov/Account/Login?ReturnUrl=%2FSupplyModel%2FNationalOverView>

4 www.burlingtonfreepress.com/story/money/2016/07/21/vermont-aging-faster-than-rest-united-states/87263398