

# Registered Nurses in Vermont

## 2017 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 working in Vermont in 2017.

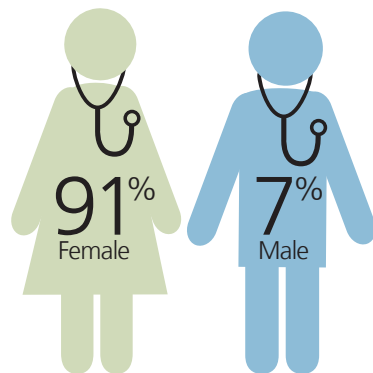
### Methods

In January to March 2017, registered nurses (RNs) in Vermont were required to answer 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 re-licensure survey in spring 2017 was 10,851 (response rate 99%); this report analyzed only data from RNs who reported currently working in the state of Vermont or with Vermont residents (n=8,457). A small number (n= 66) of surveys completed on paper were excluded because this data were not available at the time of analysis.

### Demographics

#### Gender

Female: 91%  
Male: 7%  
Other/Unreported: 2%



#### Age

Average age: 48 years  
Mode: 59 years  
Range: 20-91 years

#### Race

White	91%
Other/Prefer not to answer	4.9%
Black or African American	2.2%
Asian	1.2%
American Indian or Alaska Native	0.8%
Native Hawaiian or other Pacific Islander	0.2%

#### Ethnicity

Non-Hispanic/Non-Latino	93%
Prefer not to answer/Missing	4.8%
Hispanic, Latino/a, or of Spanish origin	0.9%
Mexican, Mexican American, Chicano/a	0.7%
Puerto Rican	0.4%
Cuban	0.2%

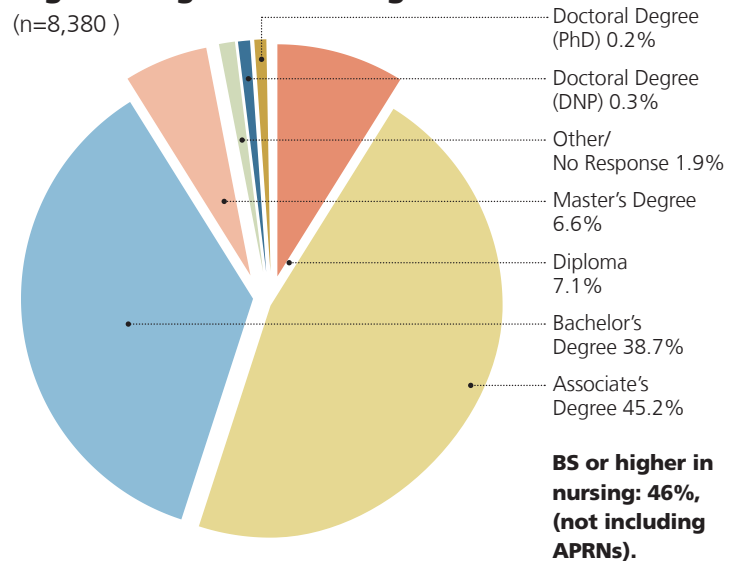
### Education

**55%** Educated in another state (4,684 / 8,467)

**44%** Educated in Vermont (3,665 / 8,457)

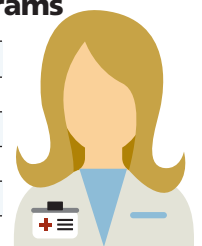
**1%** Educated outside the USA (108 / 8,457)

### Highest Degree in Nursing



### Currently Enrolled in Nursing Programs

Not enrolled (7507)	89%
Bachelor's Program in Nursing (489)	5.8%
Master's Program in Nursing (278)	3.3%
Doctoral Degree Program: DNP (54)	0.6%
Doctoral degree Program: PhD (8)	0.1%
Certification Programs (67)	0.8%



### Practice

Range of years worked as an RN	0-68
Average	19
Actively practicing as an RN in only one state	92.5%
Active RN license in 2 States	20%
Active RN license in 3 States	10%

\*Mode: 5 years. Range: 0-68 years

## Employment Status as an RN

Actively working in a nursing position – part or full-time (6,895)	82%
Working per diem as a nurse (1,515)	18%
Traveler (184)	2%
Working in nursing as a volunteer only (70)	0.8%
Working in a field other than nursing (40)	0.5%
Retired (43)	0.5%

## Primary Practice Setting

Hospital: Inpatient (2,041)	24.1%
Telehealth/Telephonic (1,458)	17.2%
Hospital: Inpatient & Outpatient (1,109)	13.1%
Physician Practice / Doctor's Office (629)	7.4%
Nursing Home/Extended Care/Assisted Living (595)	7.0%
Home Health (550)	6.5%
Hospital: Outpatient (391)	4.6%
Emergency Room (320)	3.8%
Other Setting (325)	3.8%
School Health Service (324)	3.8%
Community Health (109)	1.3%
Public Health (101)	1.2%
Insurance Claims/Benefits (92)	1.1%
School of Nursing (91)	1.1%
Mental Health Center (81)	1.0%
Correctional Facility (40)	0.5%
Urgent Care/Walk-in (38)	0.4%
College Health Service (23)	0.3%
Hospice (23)	0.3%
Seasonal Camp (23)	0.3%
Adult Day Program (19)	0.2%
Dialysis (19)	0.2%
Employee/Occupational Health (20)	0.2%
Substance Abuse Treatment Clinic (21)	0.2%
Missing (15)	0.2%

## Employment Characteristics

Working part time in patient care at all practice sites	51.1%
Working full time in patient care at all practice sites	47.8%
Working full time in administration, teaching, research, supervision or other at all practice sites	14.9%
Work at a second practice site in Vermont	8%
Work at a third practice site in Vermont	<1%

## Primary Position Title

Staff Nurse: Patient Care (5,364)	63%
Health-Related (1,470)	17%
Nurse Manager (896)	11%
Nurse Executive (208)	3%
Nurse Faculty (225)	3%
Consultant/Nurse Researcher (269)	3%
Missing/No Response (14)	0.2%
Non Health-Related (11)	0.1%



## Discussion of These Findings

The most surprising finding in the 2017 RN Relicensure Survey was the increase in the number of nurses (n=1,558) who reported working “in telehealth as a telephonic nurse serving Vermont residents” and 1,458 (17.2%) reporting “telehealth/telephonic” as their primary setting. This **may** represent a new trend which was not captured in previous years due to limiting the survey analysis to the nurses who reported “working as an RN in VT.” These nurses are more racially diverse (83% Caucasian versus 91% for all) and more likely to practice in other states besides Vermont (96% versus 14%) but have similar educational backgrounds as RNs working in VT. The questions about “specialty” give a little more information because 7.9% (n=672) of the total working nurses now work as case managers. Others who may work primarily on the phone include triage, utilization review, and RN health coaches. New technology is also enabling nurses to monitor patients’ vital signs and heart rhythm remotely. This is a trend to watch as the health care system becomes more focused on quality outcomes; telephone follow-up by a registered nurse may be essential to quality care. Further research and discussion of the implications of these findings for education and workforce planning is recommended.

Other interesting findings that have changed since 2015 are as follows: there are more RNs who are working in VT or serving VT residents (26% increase); RNs reporting that they are actively working full time or part time is down 7% and per diem employment is up 4%; now there are more nurses working part time (52%) and fewer fulltime administrators, teachers and researchers (down 15%); those reporting they are staff nurses declined from 70% to 63%; and more are reporting that they are currently enrolled in a nursing program (11% (n=896) compared to 10% (n=596) in 2015). This is good news because as our healthcare system gets more complex, nurses need new skills to manage populations and to develop and use evidence-based practice protocols. The Vermont nurse workforce has further to go to achieve the goal of 80% Bachelor’s degree prepared or higher but we are making slow progress toward that goal. Adding together the Advanced Practice Nursing workforce and the Registered Nurses in Vermont, there are now 50% who meet the Institute of Medicine *Future of Nursing* 2010 recommendations of nurses being educated at the level of Bachelor’s Degree or higher.

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