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# Vermont Licensed Nursing Assistant 2007 Board of Nursing Relicensure Survey

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*Office of Nursing Workforce  
University of Vermont*

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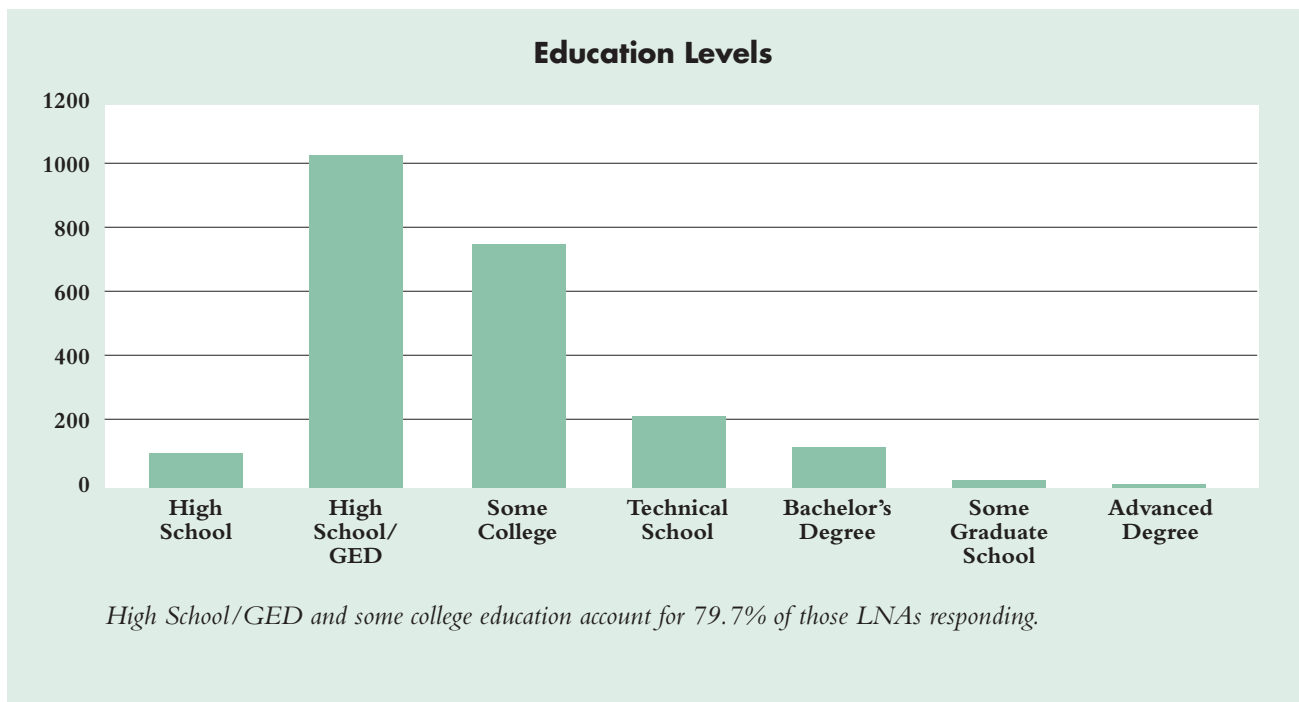
Results of a one page survey inserted in a LNA license renewal package in January 2007. The survey sought to assess the distribution of nursing resources and assist in recruitment and retention efforts.

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Office of Nursing Workforce Research, Planning, and Development at the University of Vermont  
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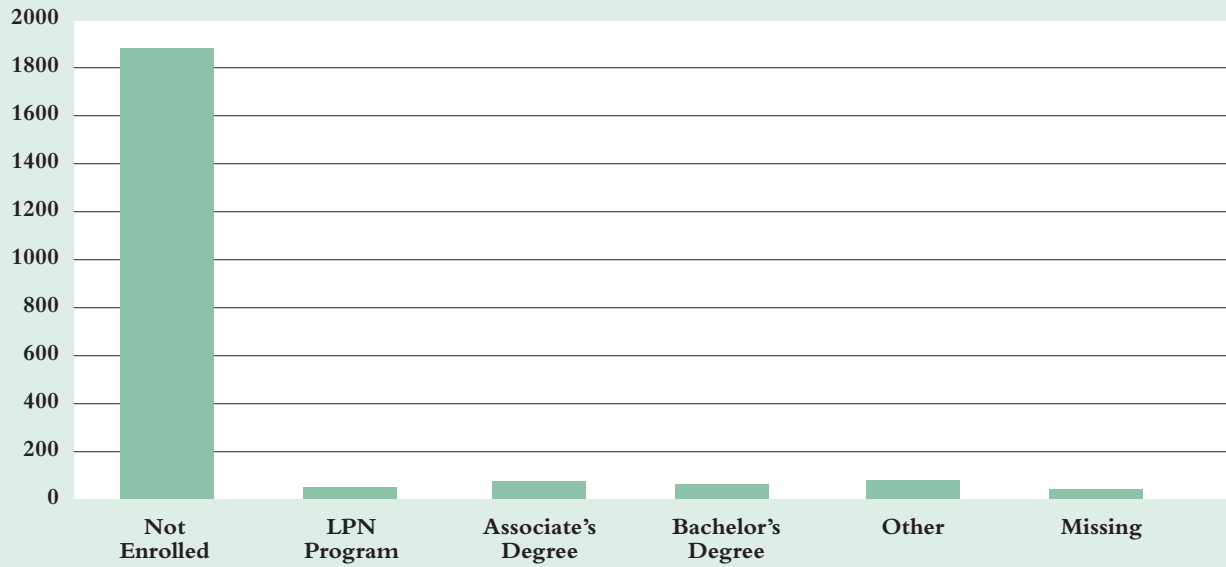
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## Overview/Key Findings

- Ages ranged from 16 to 82 years with mean 41
- 94.1% of respondents were female
- 93.8% of respondents were caucasian
- 95.8% of respondents had at least a high school diploma/GED
- 58.1% of respondents worked in nursing homes
- 74.1% of respondents indicated likely to stay at their jobs
- Of those indicating they were likely to leave, most cited dissatisfaction with salary as the main reason to leave
- 12.2% of those indicating they were likely to leave, said they would leave the nursing profession

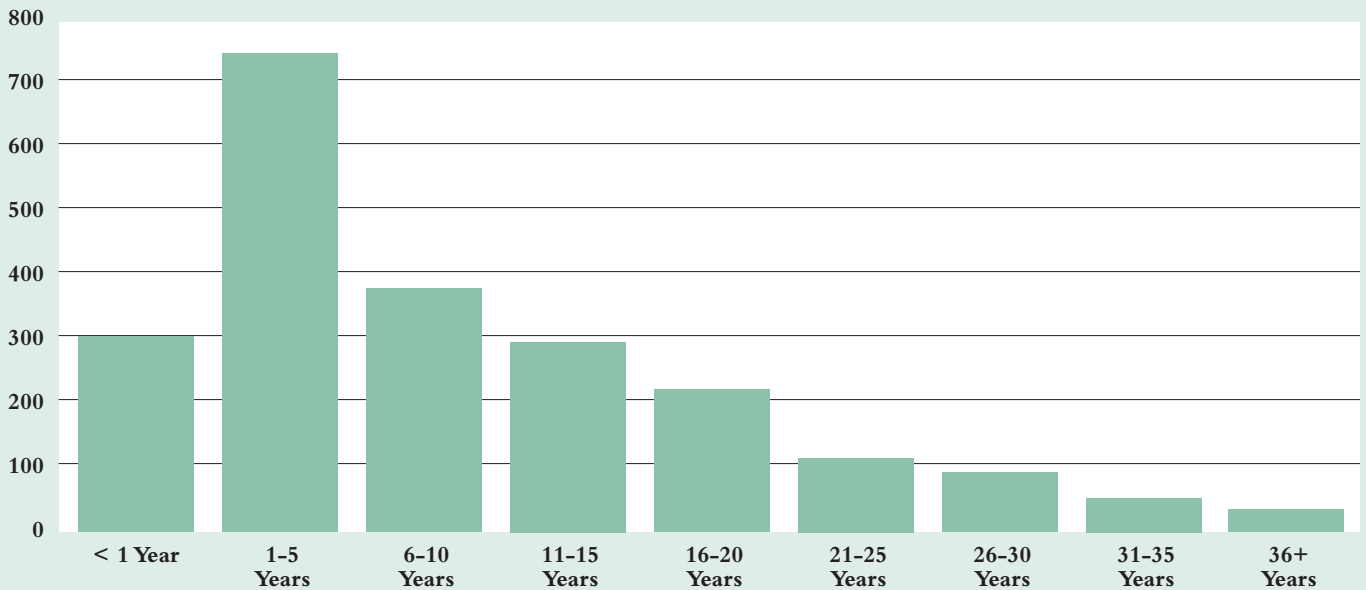


### Current Enrollment in Nursing Education



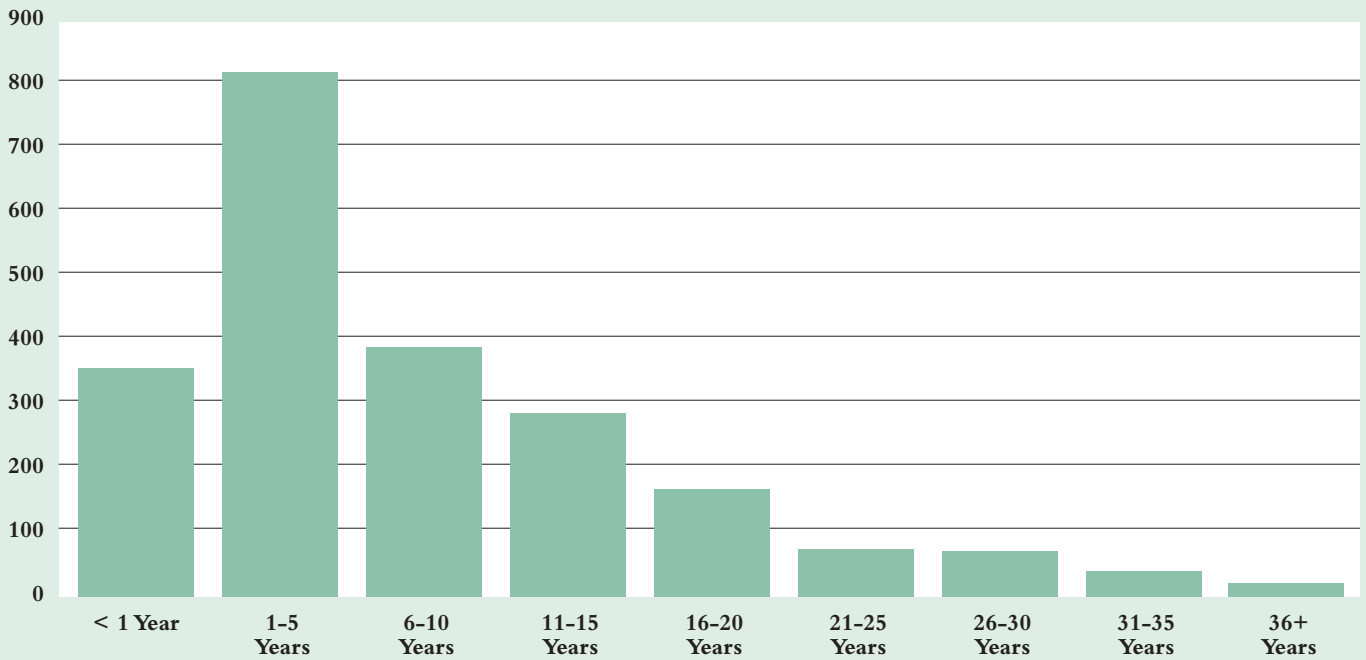
*Of 2203 LNAs responding, 85.7% were not enrolled in any nursing education program. Only 3.0% were enrolled in the LPN program while 7.1% were enrolled in the Associate Degree or Bachelor's Degree programs.*

### Years Worked as an LNA



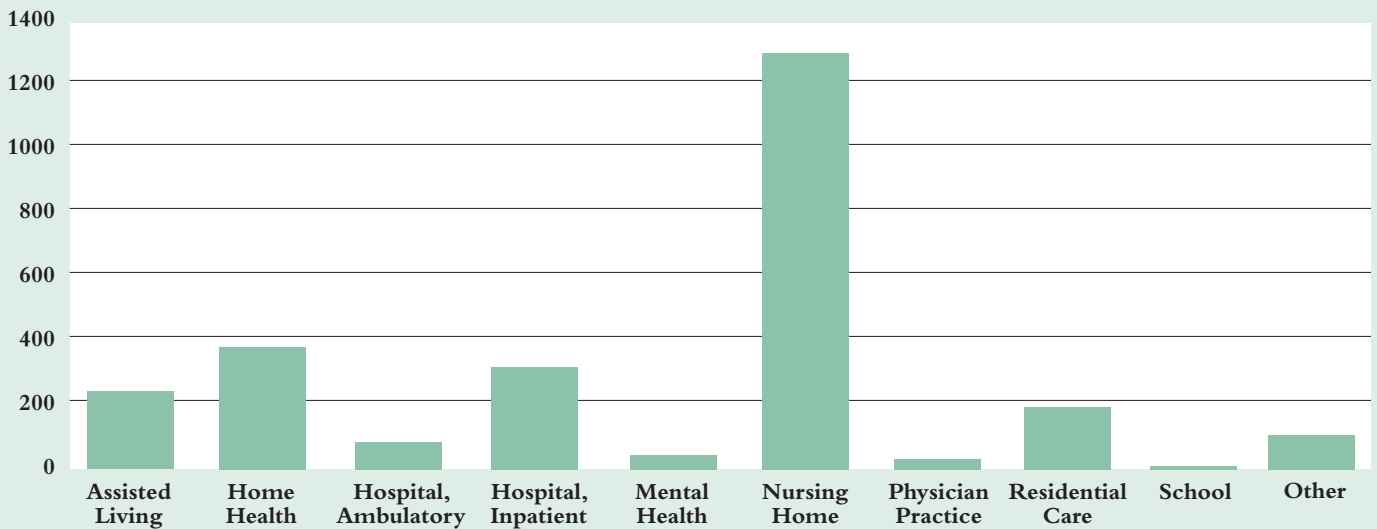
*47.2% of the LNAs responding had work experience of five or fewer years and 64.2% had 10 or fewer work years of experience.*

### Years Worked in Vermont



52.2% of the LNAs responding had work experience of five or fewer years in Vermont and 69.6% had 10 or fewer work years of experience in Vermont.

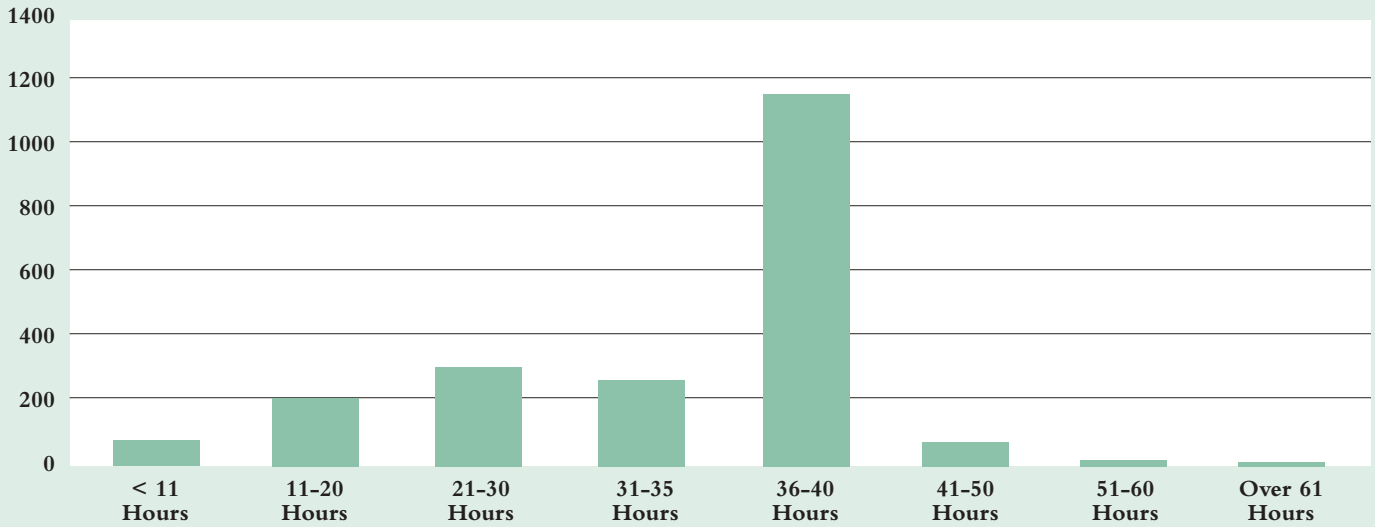
### Work Place Setting



The vast majority of LNAs work in Nursing Homes (58.1%) followed by Home Health Agencies (16.8%) and Hospital, In-Patient Care (13.5%). Many work in >1 setting.

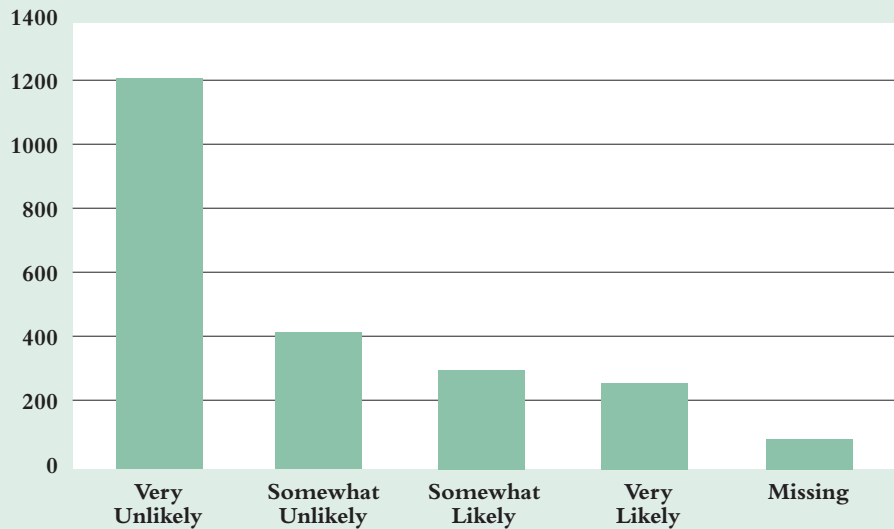


### Hours Worked Per Week



The vast majority of the LNAs who responded worked approximately 40 hours per week. 39.6% of the respondents were part-time (<36 hours). 60.4% of the respondents were full-time (36+ hours).

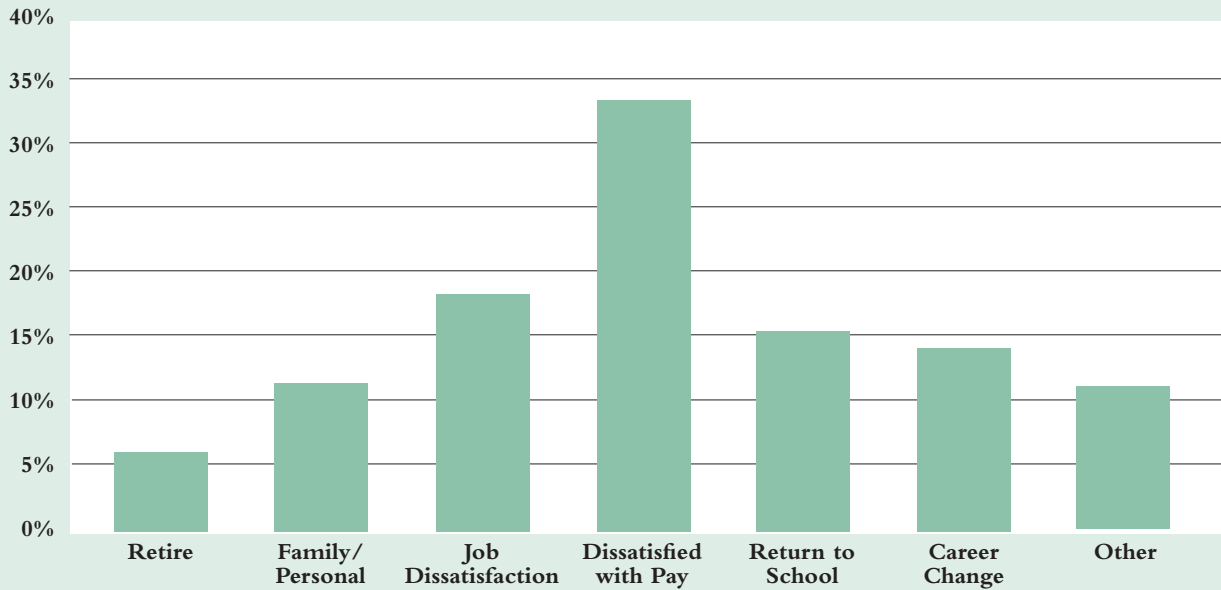
### Likelihood of Leaving Position within the Next 12 Months



74.1% of LNA respondents indicated that they were likely to stay on the job for the next 12 months and 25.9% indicated that they were likely to leave within 12 months.

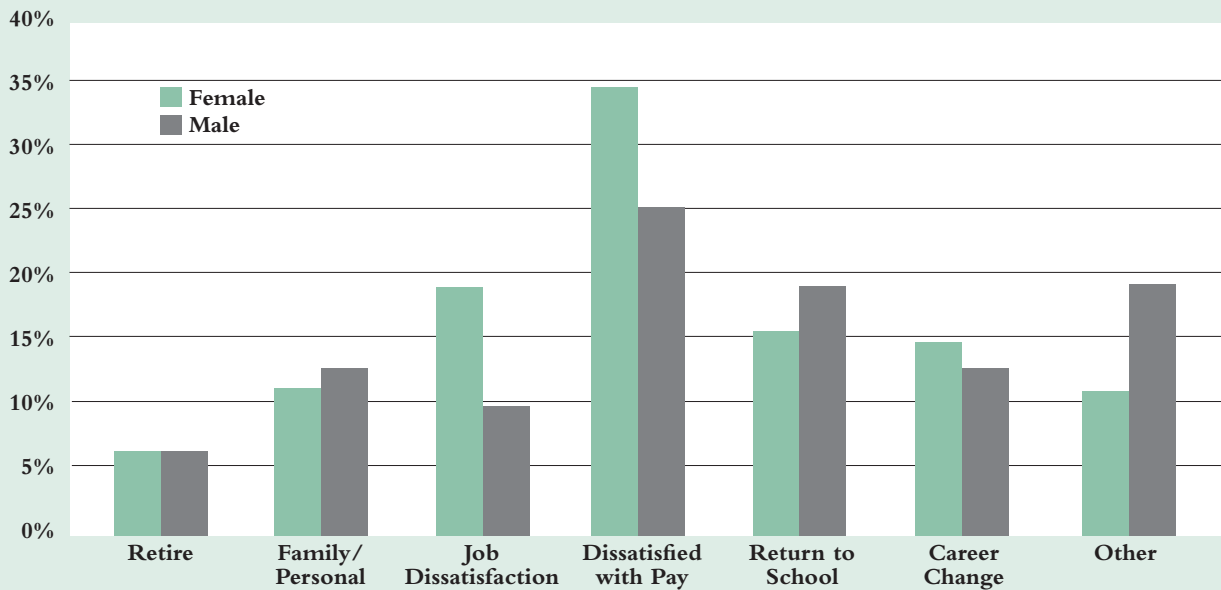


### Reasons Given Why LNAs Were Leaving Their Jobs



For the 562 LNAs indicating they were likely to leave, dissatisfaction with salary is almost two times the next leading reason. Some respondents gave more than one reason.

### Reasons for Intending to Leave by Gender

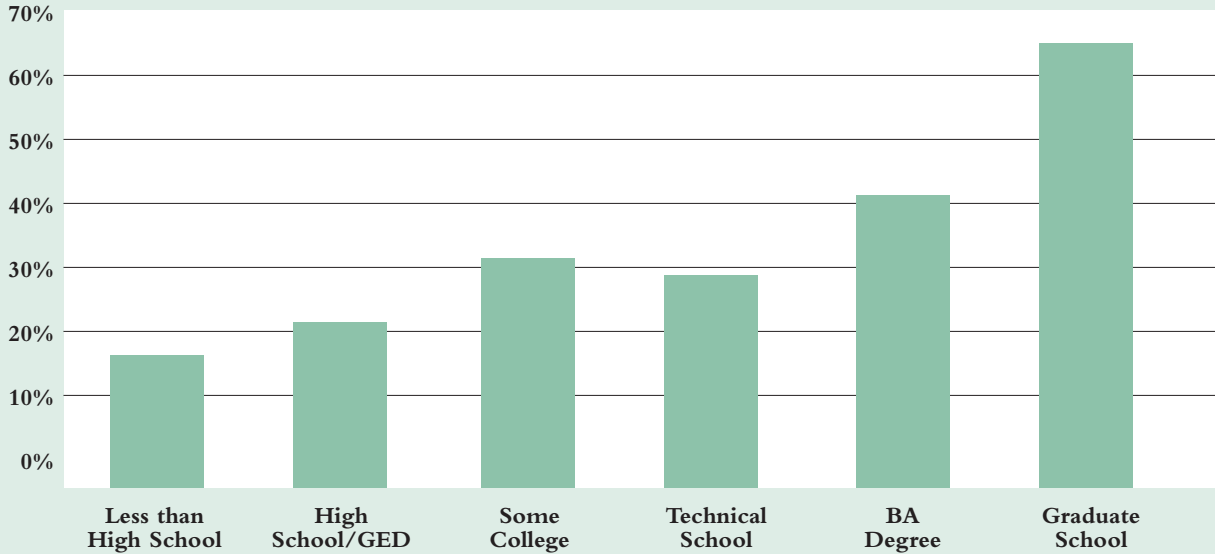


Among the 527 female and 32 male LNAs indicating they are intending to leave:

- Males are more likely to return to school (18.7% vs 15.4%)
- Females are more dissatisfied with salaries (34.5% vs 25.0%)
- Females are more dissatisfied with job assignments (18.8% vs 9.4%)

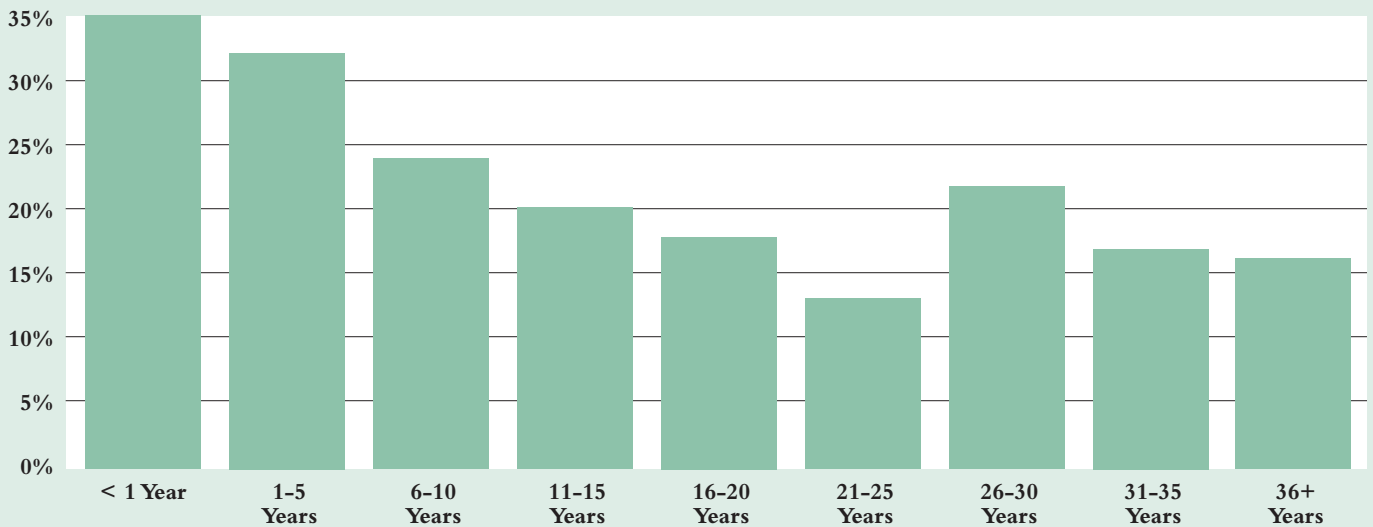
(None of the above differences were statistically significant)

### Percent Likely to Leave by Education Level



*Those with higher education levels were more likely to leave their current position within the next 12 months ( $p < .01$ ).*

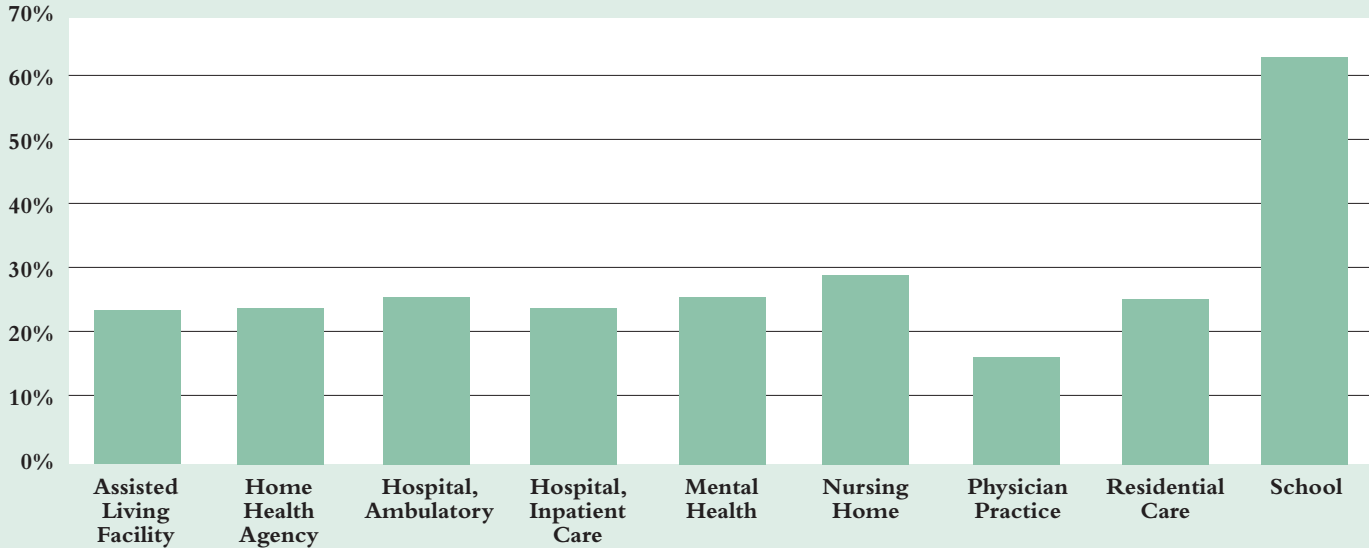
### Percent Likely to Leave by Years Worked as LNA



*LNAs with more years on the job as a LNA indicated that they were less likely to leave than those with fewer years worked. However, LNAs with more than 25 years' work seemed to buck this trend.*

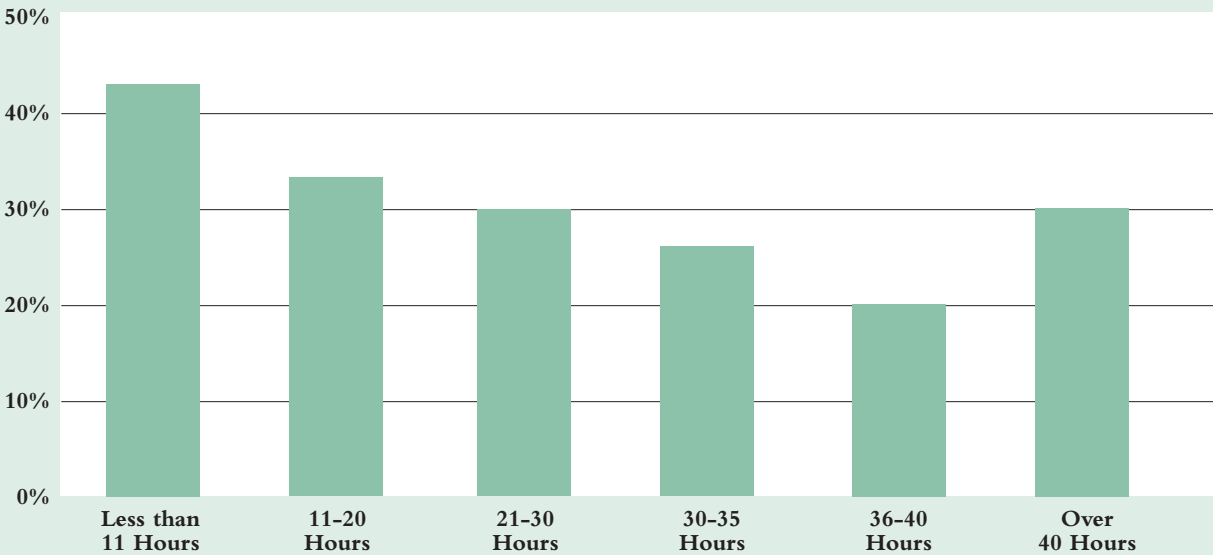


### Percent Likely to Leave by Setting



*For the largest population groups (Nursing Homes, Home Health Agencies, and Hospital In-Patient Care) the respective percentages of those indicating leaving within each setting are 28.7%, 23.4% and 23.3%.*

### Percent Likely to Leave by Hours Worked



*Generally, those working between 36 and 40 hours per week are less likely to leave their current position.*







## **Comparing 2003, 2005, 2007 Significant Findings**

- Respondents were about 1 year older on average in 2007 compared to 2003.
- Respondents worked fewer hours per week in 2005 and 2007 compared to 2003.
- The percentage of African American respondents in 2007 has nearly doubled since 2003.
- The percentage of Caucasian respondents decreased in 2005 and 2007 compared to 2003.
- The percentage of other ethnicities and multi-ethnic respondents was significantly higher in 2005 compared to 2003 and 2007
- The level of education increased each year the survey was administered.
- A higher percentage of respondents were enrolled in a nursing program in 2007 compared to previous years.
- The number of years worked in Vermont decreased in 2005 and 2007 compared to 2003.
- The percentage of respondents in Hospital Amb Care was higher in 2007 compared to 2005
- The percentage of respondents in Residential Care was higher in 2007 to previous years.
- Respondents were more likely to leave in 2005 and 2007 compared to 2003.
- More respondents reported Family/Personal as a reason for leaving their current position in 2003 compared to later years.
- More respondents reported Returning to School as a reason for leaving their current position in 2003 compared to later years.
- Respondents were more likely to work overtime in 2003 compared to 2005.