PURPOSE

The UVM Area Health Education Center (AHEC) program conducts a biennial re-licensure survey of Vermont’s APRNs in order to provide Vermonters, healthcare employers, educators and policymakers with useful information on the status of this important segment of the nursing workforce.
METHODS

The invitation to participate from AHEC and a paper survey were included in re-licensure materials sent out by the Vermont Board of Nursing to 593 APRNs licensed in the state as of January 1, 2013. A reminder postcard was sent at two weeks and a replacement paper survey was mailed to all APRNs who did not initially participate at four weeks. A paper survey was also available at the Board of Nursing.
RESULTS

The survey was completed by 340 APRNs (57% response rate).

294 APRNs reported working in Vermont and were used in this analysis. (N= 294)

As of April 1, 2013 there were 575 APRNs with active licenses in the state of Vermont.
LICENSED/CERTIFIED AS:

Nurse Practitioner (231) 75%
Certified Nurse Midwife (27) 9%
Clinical Nurse Specialist (26) 9%
Certified Registered Nurse Anesthetist (23) 8%

n = 307
(choose all that apply)
APRN DEMOGRAPHIC INFORMATION

APRN by Gender

- Male: 7%
- Female: 93%

n = 293
Missing = 1
APRN DEMOGRAPHIC INFORMATION

Race/Ethnicity

- American Indian: 2.00%
- Asian: 0.70%
- Black/African American: 0.70%
- Pacific Islander: 0%
- White/Caucasian: 95%
- Hispanic: 2.00%

n = 298
(choose all that apply)
APRN DEMOGRAPHIC INFORMATION

Mean age: 52.5 years

Birth Year/Age

- **1941-1949**: 14%
- **1950-1959**: 46%
- **1960-1969**: 19%
- **1970-1979**: 14%
- **1980-1985**: 4%

Year:
- 1941-1949
- 1950-1959
- 1960-1969
- 1970-1979
- 1980-1985

Percent:
- 0%
- 5%
- 10%
- 15%
- 20%
- 25%
- 30%
- 35%
- 40%
- 45%
- 50%

Birth year ranges:
- 27-33 yrs.
- 34-43 yrs.
- 44-53 yrs.
- 54-63 yrs.

n = 286
Missing = 8
<table>
<thead>
<tr>
<th>County in Vermont</th>
<th># APRNs</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Addison</td>
<td>13</td>
<td>4%</td>
</tr>
<tr>
<td>Bennington</td>
<td>14</td>
<td>5%</td>
</tr>
<tr>
<td>Caledonia</td>
<td>21</td>
<td>7%</td>
</tr>
<tr>
<td>Chittenden</td>
<td>105</td>
<td>36%</td>
</tr>
<tr>
<td>Franklin</td>
<td>11</td>
<td>4%</td>
</tr>
<tr>
<td>Lamoille</td>
<td>15</td>
<td>5%</td>
</tr>
<tr>
<td>Orange</td>
<td>17</td>
<td>6%</td>
</tr>
<tr>
<td>Orleans</td>
<td>4</td>
<td>1%</td>
</tr>
<tr>
<td>Rutland</td>
<td>23</td>
<td>8%</td>
</tr>
<tr>
<td>Various northern counties</td>
<td>1</td>
<td>0.3%</td>
</tr>
<tr>
<td>Washington</td>
<td>21</td>
<td>7%</td>
</tr>
<tr>
<td>Windham</td>
<td>20</td>
<td>7%</td>
</tr>
<tr>
<td>Windsor</td>
<td>19</td>
<td>6.5%</td>
</tr>
</tbody>
</table>

Vermont Counties of Primary Practice

n = 284
Missing or out of VT = 10

9/20/2013
COUNTIES OF EMPLOYMENT
(NUMBER OF APRNS REPORTING A SECONDARY POSITION)

- Bennington: 6
- Berkshire MA: 1
- Caledonia: 4
- Cheshire NH: 3
- Chittenden: 25
- Coos OR: 1
- Franklin: 1
- Grafton NH: 1
- Grand Isle: 1
- Hartford CT: 1
- Lamoille: 6
- Maui HI: 1
- Orange: 2
- Rutland: 4
- Saratoga NY: 1
- Tolland CT: 1
- Washington: 7
- Windham: 2
- Windsor: 2

n = 70
No secondary position = 224

9/20/2013
ENTRY LEVEL LICENSURE & EDUCATION

- **Baccalaureate Degree - Nursing, 48%**
- **Associate Degree - Nursing, 20%**
- **Diploma - Nursing, 13%**
- **Vocational/Practical Certificate, 5%**
- **Master's Degree - Nursing, 10%**
- **Master's Degree - Nursing (In Progress), 3%**
- **Doctoral Degree - Nursing, 1%**
- **Other, 0%**

- n = 294
- n = 145
- n = 55
- n = 39
- n = 39
- n = 15
- n = 7
- n = 29
- n = 3
- n = 1
APRN HIGHEST LEVEL OF EDUCATION

- Master's Degree Nursing: n=221
- Master's Non Nursing: n=24
- PhD Nsg: n=3
- DNP: n=6
- Doctoral Degree Non Nsg: n=9
- Diploma Nsg: n=4
- Associate Degree - Nsg: n=7
- Baccalaureate Degree – Nsg: n=11
- Baccalaureate Degree Non- Nsg: n=7

n = 292
Missing = 2
CURRENT ENROLLEES IN HIGHER NURSING EDUCATION

Doctoral Degree – DNP (6) 2%
Master’s Degree – (2) 1%
Not Enrolled – (285) 97%

n = 293
Missing = 1
<table>
<thead>
<tr>
<th>COUNTRY</th>
<th>Frequency</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Canada</td>
<td>2</td>
<td>.7</td>
</tr>
<tr>
<td>Finland</td>
<td>1</td>
<td>.3</td>
</tr>
<tr>
<td>UK</td>
<td>1</td>
<td>.3</td>
</tr>
<tr>
<td>USA</td>
<td>288</td>
<td>98.0</td>
</tr>
<tr>
<td>Total</td>
<td>292</td>
<td>99.3</td>
</tr>
<tr>
<td>Missing</td>
<td>2</td>
<td>.7</td>
</tr>
<tr>
<td>Total</td>
<td>294</td>
<td>100.0</td>
</tr>
</tbody>
</table>
EMPLOYMENT STATUS

Nursing - Full Time 61%  
Nursing - Part Time 32%  
Nursing - Per Diem 6%  
Other - Full Time 1%  
Other - Part Time 0%  
Retired 0%  
Volunteer 0%  

n = 298  
(All that apply marked)

[100% of respondents indicate their primary position is in Vermont.]
CREDENTIALED SPECIALTIES HELD BY ADVANCED PRACTICE REGISTERED NURSES

- **Family, 35%**
  - n=120
- **Adult, 16%**
  - n=55
- **Psych/Mental Health, 13%**
  - n=44
- **Midwifery, 9%**
  - n=29
- **OB/Gyn, 7%**
  - n=25
- **Anesthesia, 7%**
  - n=23
- **Pediatrics, 6%**
  - n=22
- **Other*, 3%**
  - n=10
- **Gerontology, 3%**
  - n=9
- **Acute/ED, 1%**
  - n=2
- **Medical/Surgical, 0%**
  - n=1

# of Other* includes: Certified Diabetic Ed (2), Neonatal (4), Oncology (1), Acute Care (1), Psych Mental Health Family (1) and Urology (1).

n = 340 (more than one might apply)

9/20/2013
ADVANCED PRACTICE REGISTERED NURSES: YEARS PRACTICED

- < 1 Year: n=12, 4%
- 1-5 Years: n=36, 13%
- 6-10 Years: n=39, 14%
- 11-15 Years: n=66, 23%
- 16-20 Years: n=40, 14%
- 21-25 Years: n=28, 10%
- 26-30 Years: n=35, 12%
- 31-35 Years: n=23, 8%
- > 36 Years: n=10, 4%

n = 289
Missing = 5
IN WHAT TYPE OF PRACTICE SETTING DO YOU PROVIDE DIRECT PATIENT CARE?

- **Physician/APRN Practice**: 26% (n=97)
- **Hospital - Outpatient**: 24% (n=91)
- **Hospital - Inpatient**: 16% (n=60)
- **Extended Care**: 9% (n=35)
- **Community Health Center**: 5% (n=18)
- **Solo APRN Practice**: 3% (n=12)
- **School or College**: 2% (n=9)
- **APRN Practice Group**: 1% (n=5)
- **Business or Work Site**: 0.50% (n=2)
- **Home Health**: 0.30% (n=1)
- **Other**: 0% (n=0)

- **Total**: 380 (more than one setting chosen)
  - 218 chose 1 setting
  - 64 chose 2 settings
  - 10 chose 3 settings
  - 1 chose 4 settings
  - 1 selected none
PRACTICE SETTINGS (PRIMARY POSITION)

- Ambulatory Care: 26% (n=82)
- Hospital: 25% (n=76)
- Community Health: 12% (n=38)
- Independent Practice: 11% (n=35)
- Other: 7% (n=21)
- Mental Health Center: 6% (n=18)
- Academic Setting: 4% (n=11)
- Nursing Home/Ext...: 3% (n=10)
- School Health Service: 2% (n=6)
- Home Health: 1% (n=3)
- Correctional Facility: 1% (n=4)
- Occupational Health: 1% (n=4)
- Public Health: 0.30% (n=3)
- Insurance Claims: 0.30% (n=1)

n = 311 (more than one setting chosen)
APRNS HOLDING HOSPITAL PRIVILEGES IN VERMONT

n = 291
Missing = 3
APRNS ACCEPTING NEW PATIENTS

n = 281
Missing = 13
APRNS PARTICIPATING MEDICAID

PARTICIPATE IN MEDICAID

Yes 89%

No 9%

Missing 2%

n = 289
Missing = 5

APRN PARTICIPANTS ACCEPTING NEW MEDICAID PATIENTS

Yes 83%

No 11%

Missing 6%

n = 276
Missing = 18
APRNS PARTICIPATING MEDICARE

PARTICIPATE IN MEDICARE

Yes 84%

No 13%

n = 286
Missing = 8

APRN PARTICIPANTS ACCEPTING NEW MEDICARE PATIENTS

n = 270
Missing = 24
# OF EMPLOYED POSITIONS IN NURSING
(PER RESPONDENT)

n = 292
Missing = 2
HOURS WORKED IN A TYPICAL WEEK (PRIMARY POSITION)

- 0% of respondents worked 20 hours or less.
- 42% of respondents worked 21-39 hours.
- 42% of respondents worked 40 hours or more.

n = 291
Missing = 3
HOURS WORKED IN A TYPICAL WEEK (SECONDARY POSITION)

- 20 Hours or Less: 93% (n=67)
- 21-39 Hours: 3% (n=2)
- 40 Hours or More: 4% (n=3)

n = 72
Missing = 222
## PRIMARY POSITION TITLES

<table>
<thead>
<tr>
<th>Primary Position Title</th>
<th>Percent In Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nurse Executive</td>
<td>2%</td>
</tr>
<tr>
<td>Nurse Manager</td>
<td>1%</td>
</tr>
<tr>
<td>Nurse Faculty</td>
<td>2%</td>
</tr>
<tr>
<td>Advanced Practice Nurse</td>
<td>92%</td>
</tr>
<tr>
<td>Staff Nurse</td>
<td>1%</td>
</tr>
<tr>
<td>Other: Health-Related</td>
<td>1%</td>
</tr>
<tr>
<td>Other: Non-Health Related</td>
<td>0.3%</td>
</tr>
</tbody>
</table>
EMPLOYMENT SPECIALTY (PRIMARY POSITION)

- Adult/Family Health: 28%
- Psychiatry/Mental Health: 15%
- Women's Health: 11%
- Pediatrics/Neonatal: 8%
- Anesthesia: 7%
- Gerontology: 4%
- Maternal-Child Health: 4%
- Acute/Critical Care: 4%
- Medical Surgical: 2%
- Palliative Care: 1%
- Public Health: 1%
- Occupational Health: 1%
- School Health: 2%
- Oncology: 2%
- Home Health: 0.30%

Other*: Dermatology, Disability Evaluation, Endocrinology, Internal Medicine, Lactation, Nurse Educator, Obstetrics, Orthopedics & Vascular Surgery

- n=47
- n=88
- n=26
- n=23
- n=24
- n=13
- n=13
- n=5
- n=5
- n=6
- n=4
- n=3
- n=2
- n=2
- n=1

More than one response is possible.

n=315

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## Secondary Position Titles

<table>
<thead>
<tr>
<th>Primary Position Title</th>
<th>Percent In Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>No Secondary Position</td>
<td>28.7%</td>
</tr>
<tr>
<td>Consultant/Nurse Researcher</td>
<td>1.1%</td>
</tr>
<tr>
<td>Nurse Manager</td>
<td>1.1%</td>
</tr>
<tr>
<td>Nurse Faculty</td>
<td>7.4%</td>
</tr>
<tr>
<td>Advanced Practice Nurse</td>
<td>47.9%</td>
</tr>
<tr>
<td>Staff Nurse</td>
<td>8.5%</td>
</tr>
<tr>
<td>Other: Health-Related</td>
<td>5.3%</td>
</tr>
</tbody>
</table>
EMPLOYMENT SPECIALTY (SECONDARY POSITION)

- Psychiatry/Mental Health: 14% (n=16)
- Adult/Family Health: 12% (n=14)
- Pediatrics/Neonatal: 9% (n=10)
- Acute/Critical Care: 7% (n=8)
- Women’s Health: 5% (n=6)
- Maternal-Child Health: 3% (n=3)
- School Health: 3% (n=3)
- Palliative Care: 2% (n=2)
- Gerontology: 2% (n=2)
- Home Health: 2% (n=2)
- Anesthesia: 2% (n=2)
- Medical Surgical: 1% (n=1)
- Public Health: 1% (n=1)
- Rehabilitation: 1% (n=1)
- Community: 1% (n=1)
- Trauma: 1% (n=1)
- Oncology: 1% (n=1)
- Other*: 30% (n=34)

Missing = 189
JOB SATISFACTION (PRIMARY POSITION)

- Very Satisfied: 61% (n=177)
- Somewhat Satisfied: 33% (n=95)
- Somewhat Dissatisfied: 5% (n=15)
- Dissatisfied: 5% (n=4)

Total respondents: 291
Missing responses: 3
HOW LIKELY ARE YOU TO LEAVE YOUR PRIMARY POSITION IN THE NEXT 12 MONTHS?

Very Satisfied: 56%

Somewhat Satisfied: 16%

Somewhat Dissatisfied: 8%

Very Dissatisfied: 3%

Missing: 17%

n=243
Missing = 51

Please note: An error on the survey repeated the above choices for question responses rather than: Very Unlikely, Somewhat Unlikely, Somewhat Likely and Very Likely.
IF ‘VERY LIKELY’ OR ‘SOMewhat LIKELY’, WOULD YOU LEAVE THE NURSING PROFESSION?

No 79%

Yes 7%

Unsure 14%
REASON FOR LEAVING POSITION - CHECK ALL THAT APPLY

- Health/Illness: 1% (n=2)
- Promotion: 1% (n=2)
- Co-worker Relationships: 2% (n=3)
- Return To School: 3% (n=4)
- Supervisor Relationships: 3% (n=5)
- Job Assignment: 3% (n=5)
- Move/Relocation: 6% (n=9)
- Other: 7% (n=11)
- Family Responsibilities: 7% (n=11)
- Position Change: 7% (n=15)
- Salary/Benefits: 10% (n=20)
- Job Stress: 14% (n=21)
- Retirement: 14% (n=22)
- Management Practices: 15% (n=23)

Total: n = 153

9/20/2013
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