NURSE PRACTITIONERS IN VERMONT 2013 RE-LICENSEURE SURVEY

Prepared by:
Mary Val Palumbo DNP, APRN
AHEC NURSING WORKFORCE, RESEARCH, PLANNING and DEVELOPMENT
University of Vermont
PURPOSE

The UVM Area Health Education Center (AHEC) program conducts a biennial re-licensure survey of Vermont’s Advance Practice Registered Nurses (APRNs), including Nurse Practitioners (NPs), 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 Vermont as of January 1, 2013. A reminder postcard was sent at two weeks and a replacement paper survey was also 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 75% (231) were licensed as NPs and used in this analysis.

As of April 1, 2013 there were 575 APRNs with active licenses in the state of Vermont.
Total
n = 231
NP DEMOGRAPHIC INFORMATION

Race/Ethnicity

- Total n = 233
- American Indian: 2.00%
- Asian: 0.90%
- Black/African American: 0.40%
- Pacific Islander: 0%
- White/Caucasian: 94%
- Hispanic: 2.00%
Mean age: 52 years
<table>
<thead>
<tr>
<th>County in Vermont</th>
<th># NPs</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Addison</td>
<td>6</td>
<td>3%</td>
</tr>
<tr>
<td>Bennington</td>
<td>11</td>
<td>5%</td>
</tr>
<tr>
<td>Caledonia</td>
<td>14</td>
<td>6%</td>
</tr>
<tr>
<td>Chittenden</td>
<td>86</td>
<td>38%</td>
</tr>
<tr>
<td>Franklin</td>
<td>9</td>
<td>4%</td>
</tr>
<tr>
<td>Lamoille</td>
<td>10</td>
<td>4%</td>
</tr>
<tr>
<td>Orange</td>
<td>13</td>
<td>6%</td>
</tr>
<tr>
<td>Orleans</td>
<td>4</td>
<td>2%</td>
</tr>
<tr>
<td>Rutland</td>
<td>18</td>
<td>8%</td>
</tr>
<tr>
<td>Washington</td>
<td>17</td>
<td>8%</td>
</tr>
<tr>
<td>Windham</td>
<td>17</td>
<td>8%</td>
</tr>
<tr>
<td>Windsor</td>
<td>15</td>
<td>7%</td>
</tr>
<tr>
<td>Various Northern VT</td>
<td>1</td>
<td>0.4%</td>
</tr>
<tr>
<td>Missing</td>
<td>7</td>
<td>3%</td>
</tr>
</tbody>
</table>

Total n = 224, (2 were not in VT)
COUNTIES OF EMPLOYMENT
(NUMBER OF APRNS REPORTING A SECONDARY POSITION)

- Various: 1
- Windsor: 1
- Windham: 1
- Washington: 1
- Tolland CT: 1
- Saratoga NY: 1
- Rutland: 1
- Orange: 1
- Maui HI: 1
- Lamoille: 1
- Hartford CT: 1
- Grand Isle: 1
- Grafton NH: 1
- Franklin: 1
- Coos OR: 1
- Chittenden: 1
- Cheshire NH: 1
- Caledonia: 1
- Bennington: 1

Total: 64 employees

# NPs
ENTRY LEVEL LICENSURE & EDUCATION

- **Baccalaureate Degree - Nursing, 47%**
  - n=109

- **Associate Degree - Nursing, 19%**
  - n=43

- **Diploma - Nursing, 13%**
  - n=31

- **Vocational/Practical Certificate, 5%**
  - n=12

- **Master's Degree - Nsg, 11%**
  - n=25

- **Master's Degree - Nsg (In Progress), 3%**
  - n=7

- **Doctoral Degree - Nursing, 1%**
  - n=3

- **Other, 1%**
  - n=1

Total n = 231
NP HIGHEST LEVEL OF EDUCATION

- Master's Degree - Nsg 77% (n=177)
- Master's Degree - Non-Nsg 8% (n=18)
- Doctoral Degree - Nsg (PhD) 1% (n=3)
- Doctoral Degree - Nsg (DNP) 3% (n=6)
- Doctoral Degree - Non-Nsg 3% (n=8)
- Diploma - Nsg 1% (n=3)
- Associates Degree - Nsg 2% (n=4)
- Baccalaureate Degree - Nsg 3% (n=6)
- Baccalaureate Degree - Non-Nsg 2% (n=5)

Total n = 230
CURRENT ENROLLEES IN HIGHER NURSING EDUCATION

Doctoral Degree – DNP 6 (2.6%)
Master’s Degree – 2 (0.9%)
Not Enrolled – 223 (96.5%)

Total
n = 231
## Country of Entry Level Licensure & Education

<table>
<thead>
<tr>
<th>Country</th>
<th>Frequency</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Canada</td>
<td>2</td>
<td>.9</td>
</tr>
<tr>
<td>Finland</td>
<td>1</td>
<td>.4</td>
</tr>
<tr>
<td>UK</td>
<td>1</td>
<td>.4</td>
</tr>
<tr>
<td>USA</td>
<td>225</td>
<td>97.4</td>
</tr>
</tbody>
</table>
EMployment Status

Nursing - Full Time, 61%  
N=144

Nursing - Part Time, 32%  
N=76

Nursing - Per Diem, 6%  
N=13

Other - Full Time, 1%  
N=1

Other - Part Time, 0%  
N=1

Retired, 0%  
N=1

Unemployed, 0%  
N=1

[100% of respondents indicate their primary position is in Vermont.]
CREDENTIALED SPECIALTIES HELD BY NURSE PRACTITIONERS

Family, 44%  
\( n=119 \)

Adult, 19%  
\( n=52 \)

*Other includes: Diabetes (2), Neonatal (4), Oncology (1) and Urology (1).
NURSE PRACTITIONER
YEARS PRACTICED

Total
n = 226

- < 1 Year: 5% (n=12)
- 1-5 Years: 15% (n=33)
- 6-10 Years: 14% (n=32)
- 11-15 Years: 23% (n=52)
- 16-20 Years: 14% (n=31)
- 21-25 Years: 8% (n=19)
- 26-30 Years: 11% (n=25)
- 31-35 Years: 7% (n=15)
- > 36 Years: 3% (n=7)

Total
n = 226
**PRACTICE SETTINGS (PRIMARY POSITION)**

- **Business or Work Site**: 0.40% (n=1)
- **Home Health**: 0.70% (n=2)
- **APRN Practice Group**: 1% (n=2)
- **Extended Care**: 3% (n=9)
- **School or College**: 4% (n=12)
- **Solo APRN Practice**: 5% (n=13)
- **Community Health Center**: 10% (n=29)
- **Hospital- Inpatient**: 11% (n=30)
- **Other**: 14% (n=41)
- **Hospital - Outpatient**: 22% (n=61)
- **Physician/APRN Practice**: 30% (n=84)

Total: n = 231
PRACTICE SETTINGS (SECONDARY POSITION)

Public Health: 1% (n=1)
Correctional Facility: 1% (n=1)
Community Health: 2% (n=2)
Mental Health Center: 3% (n=3)
Home Health: 5% (n=4)
Independent Practice: 6% (n=5)
School Health Service: 6% (n=5)
Academic Setting: 10% (n=9)
Hospital: 12% (n=11)
Other: 15% (n=13)
Ambulatory Care: 15% (n=13)
No Secondary: 25% (n=22)

Total n = 231
NPs HOLDING HOSPITAL PRIVILEGES IN VERMONT

Total n = 230

Yes, 25% n=57
No, 75% n=173

n=173
NPs ACCEPTING NEW PATIENTS

- Yes, 87% (n = 202)
- No, 8% (n = 18)
- Missing, 5% (n = 11)

Total n = 220
NPs PARTICIPATING IN MEDICAID

PARTICIPATE IN MEDICAID

- Yes: 89%
- No: 11%

n = 227

NP PARTICIPANTS ACCEPTING NEW MEDICAID PATIENTS

- Yes: 87%
- No: 13%

n = 216
NPs PARTICIPATING IN MEDICARE

PARTICIPATE IN MEDICARE

- Yes: 85%
- No: 15%

APRN PARTICIPANTS ACCEPTING NEW MEDICARE PATIENTS

- Yes: 83%
- No: 17%

n = 224

n = 211
EMPLOYED POSITIONS IN NURSING
(PER RESPONDENT)

Total n = 229

One, 74%

n = 169

Two, 23%

n = 53

Three or more, 3%

n = 7
WEEKLY WORK HOURS (PRIMARY POSITION)

- 20 Hours or Less: 17%
- 21-39 Hours: 43%
- 40 Hours or More: 41%

Total n = 229
Missing = 2
WEEKLY WORK HOURS (SECONDARY POSITION)

- 20 Hours or Less: 26% (n=60)
- 21-39 Hours: 1% (n=2)
- 40 Hours or More: 0% (n=1)

Total n = 63
Missing = 168
## 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>2.6%</td>
</tr>
<tr>
<td>Nurse Manager</td>
<td>0.9%</td>
</tr>
<tr>
<td>Nurse Faculty</td>
<td>2.6%</td>
</tr>
<tr>
<td>Advanced Practice Nurse</td>
<td>92.2%</td>
</tr>
<tr>
<td>Staff Nurse</td>
<td>0.4%</td>
</tr>
<tr>
<td>Other – Health Related</td>
<td>0.9%</td>
</tr>
<tr>
<td>Other – Non-Health Related</td>
<td>0.4%</td>
</tr>
</tbody>
</table>
NP EMPLOYMENT SPECIALTY (PRIMARY POSITION)

- Adult/Family: 35% (n=87)
- Psych/Mental Health: 11% (n=28)
- Pediatrics/Neonatal: 10% (n=26)
- Other*: Dermatology, Disability Evaluation, Endocrinology, Internal Medicine, Lactation, Nurse Educator, Obstetrics, Orthopedics, & Vascular Surgery (n=23)
- Maternal-Child Health: 9% (n=23)
- Oncology: 9% (n=14)
- Gerontology: 6% (n=13)
- Acute/Critical Care: 5% (n=6)
- Other: 9% (n=6)
- Home Health: 0% (n=1)
- Rehabilitation: 1% (n=2)
- Public Health: 1% (n=2)
- Palliative Care: 1% (n=3)
- Occupational Health: 2% (n=4)
- Medical/Surgical: 2% (n=4)
- Community: 2% (n=4)
- School Health: 2% (n=5)
- Maternal-Child Health: 2% (n=6)

More than one could be chosen (n=251)
# 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>25%</td>
</tr>
<tr>
<td>Consultant/Nurse Researcher</td>
<td>1%</td>
</tr>
<tr>
<td>Nurse Manager</td>
<td>1%</td>
</tr>
<tr>
<td>Nurse Faculty</td>
<td>8%</td>
</tr>
<tr>
<td>Advanced Practice Nurse</td>
<td>49%</td>
</tr>
<tr>
<td>Staff Nurse</td>
<td>9%</td>
</tr>
<tr>
<td>Other – Health Related</td>
<td>6%</td>
</tr>
</tbody>
</table>
EMPLOYMENT SPECIALTY (SECONDARY POSITION)

- Trauma: 1% (n=1)
- Rehabilitation: 1% (n=1)
- Community: 1% (n=1)
- Public Health: 1% (n=1)
- Oncology: 1% (n=1)
- Medical/Surgical: 1% (n=1)
- Palliative Care: 2% (n=2)
- Home Health: 2% (n=2)
- Gerontology: 2% (n=2)
- School Health: 3% (n=3)
- Maternal-Child Health: 3% (n=3)
- Women’s Health: 4% (n=4)
- Other: 6% (n=6)
- Acute/Critical Care: 9% (n=8)
- Pediatrics/Neonatal: 11% (n=10)
- Psych/Mental Health: 2% (n=12)
- Adult/Family: 15% (n=14)
- No Secondary: 23% (n=22)

Total: n=94

Other*: Consultant/Educator, Emergency Department, Policy/Leadership
YEARS WORKED IN CURRENT POSITION

- 31 to 35: 1% (n=3)
- 26 to 30: 2% (n=3)
- 21 to 25: 4% (n=10)
- 16 to 20: 10% (n=22)
- 11 to 15: 16% (n=37)
- 6 to 10: 16% (n=37)
- 1 to 5: 35% (n=80)
- < 1: 16% (n=36)

Total: n= 230

#NPs
CLIENT TYPE

- Neonatal: 4% (n=11)
- Pediatrics: 13% (n=36)
- Adult: 42% (n=117)
- Geriatrics: 14% (n=39)
- All Ages: 26% (n=74)
- n/a: 1% (n=4)

n=281
More than one response is possible.
JOB SATISFACTION
(PRIMARY POSITION)

Very Satisfied 59%

Somewhat Satisfied 34%  n=78

Somewhat Dissatisfied 6%  n=13

Very Dissatisfied 1%  n=3

Total n=228
HOW LIKELY ARE YOU TO LEAVE YOUR PRIMARY POSITION IN THE NEXT 12 MONTHS?

Very satisfied 64%

Somewhat satisfied 21%

Somewhat dissatisfied 11%

Very dissatisfied 3%

Total n=191

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 ‘SOMETHING LIKELY’, WOULD YOU LEAVE THE NURSING PROFESSION?

Total n= 120

- No: 80% (n=96)
- Yes: 7% (n=9)
- Unsure: 13% (n=15)

Total n= 120
### Reason for Leaving Position - Check All That Apply

<table>
<thead>
<tr>
<th>Reason</th>
<th>Percentage</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health/Illness</td>
<td>2%</td>
<td>2</td>
</tr>
<tr>
<td>Promotion</td>
<td>2%</td>
<td>2</td>
</tr>
<tr>
<td>Co-worker Relationships</td>
<td>2%</td>
<td>3</td>
</tr>
<tr>
<td>Return To School</td>
<td>4%</td>
<td>5</td>
</tr>
<tr>
<td>Supervisor Relationships</td>
<td>4%</td>
<td>5</td>
</tr>
<tr>
<td>Job Assignment</td>
<td>6%</td>
<td>7</td>
</tr>
<tr>
<td>Move/Relocation</td>
<td>6%</td>
<td>8</td>
</tr>
<tr>
<td>Family Responsibilities</td>
<td>9%</td>
<td>11</td>
</tr>
<tr>
<td>Other</td>
<td>9%</td>
<td>13</td>
</tr>
<tr>
<td>Retirement</td>
<td>10%</td>
<td>14</td>
</tr>
<tr>
<td>Position Change</td>
<td>11%</td>
<td>17</td>
</tr>
<tr>
<td>Management Practices</td>
<td>13%</td>
<td>17</td>
</tr>
<tr>
<td>Salary/Benefits</td>
<td>13%</td>
<td>17</td>
</tr>
<tr>
<td>Job Stress</td>
<td>15%</td>
<td>19</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>127</td>
</tr>
</tbody>
</table>

*Total n = 127*
CONTACT:

Mary Val Palumbo DNP, APRN
University of Vermont
AHEC Nursing Workforce, Research, Planning and Development
(802) 656-0023
mpalumbo@uvm.edu
www.vtahec.org