This “Data Dashboard” has been prepared to guide decision-making regarding the nursing workforce in order to assure an adequate and well-educated supply of nurses to meet Vermont’s healthcare needs.

Progress is presented on the following goals, which were recommended by the Institute of Medicine (2010) *Future of Nursing – Leading Change Advancing Health* report and endorsed by the Vermont Blue Ribbon Commission on Nursing in 2012:

1. Produce an annual *Nurse Workforce Data Dashboard* encompassing Education, Practice, Leadership, and Supply and Demand data.
2. Increase the diversity of the nursing workforce.
3. Increase the proportion of nurses with baccalaureate in nursing degrees (BSN) to 80% by 2022.
4. Double the number of nurses with a doctorate by 2022.
5. Increase nursing representation on hospital and healthcare boards, executive management teams, government advisory committees, and in other key leadership positions.

### Diversity Trends in Vermont Nurses

*Vermont Board of Nursing Relicensure Surveys*

- Non-Caucasian RNs increased from 3% in 2001 to 6% in 2013.
- Non-Caucasian LPNs increased from 4% in 2004 to 7% in 2012.
- Male RNs increased from 5% in 2001 to 8% in 2013.
- Male LPNs increased from 4% in 2004 to 11% in 2012.

**Mean Age**

- LPN (2014)........... 49 years
- RN (2013)............... 49 years
- APRN (2013)... 52.5 years

### Vermont Nurse Workforce

**Licensed versus Working in Vermont**

- LPNs (2,012 in 2014) 66%
- RNs (15,678 in 2013) 32%
- APRNs (598 in 2014) 87%

Report working as a nurse in Vermont

Source: Vermont State Board of Nursing licensee file and Relicensure Survey
Note: Not all nurses who are licensed in Vermont are part of the Vermont nurse workforce
**Highest Level of Education (2013)**

<table>
<thead>
<tr>
<th></th>
<th>DIPLOMA</th>
<th>ADN</th>
<th>BSN</th>
<th>MSN</th>
<th>DOCTORATE</th>
<th>NON NURSING</th>
</tr>
</thead>
<tbody>
<tr>
<td>RNs n=5,267</td>
<td>9%</td>
<td>35%</td>
<td>34%</td>
<td>5%</td>
<td>0.7%</td>
<td>16%</td>
</tr>
<tr>
<td>APRNs n=340</td>
<td>1%</td>
<td>3%</td>
<td>4%</td>
<td>76%</td>
<td>3%</td>
<td>13%</td>
</tr>
<tr>
<td>Total</td>
<td>32%</td>
<td>9%</td>
<td>0.8%</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Working Vermont RNs with BSN or Higher = 40%

---

**Nursing Education**

There has been a **153% increase** over the last 15 years in the number of RN graduates in the state of Vermont – 129 in 1999 to 326 in 2014.

All five nursing programs in VT now offer a bachelor’s degree in nursing. Two programs offer a master’s degree and one offers the doctor of nursing practice degree. The number of RNs with a BS degree has not increased in 15 years.

---

**Demand for Hospital-Based RNs**

During June 2014, a telephone survey of Human Resources Departments in 15 Vermont hospitals* yielded a response from 11 (73%). The open positions for RNs and the number of full-time and part-time RNs on staff was requested. Vacancy rates were then calculated.

Average vacancy rate..................................**5%**

Range of vacancy rates.........................**0-11%**

---

**Nurses on Hospital Boards**

In the 14 Vermont hospitals, there are 223 board members. Seven board members are nurses (3%).

* Includes VA hospital.
Data presented in this dashboard has been compiled by the Vermont Office of Nursing Workforce with support from UVM’s Area Health Education Centers (AHEC), and a Robert Wood Johnson Foundation/AARP Future of Nursing State Implementation Program grant. Data sources include: the Vermont State Board of Nursing relicensure surveys of RNs, LPNs and APRNs; Vermont Board of Nursing – Vermont Nursing Educational Programs Annual Report; and a telephone survey of Vermont hospitals conducted in June 2014 by Angie Chappel-Sokel from the UVM AHEC Nursing Workforce Program.

FUTURE OF NURSING™
Campaign for Action

For more details, contact:
(802) 656-0023
e-mail: mpalumbo@uvm.edu
Visit www.vtahec.org to download workforce reports.