

Licensed Practical Nurses in Vermont

2020 BOARD OF NURSING LPN RE-LICENSURE SURVEY

Summary prepared by: University of Vermont AHEC Nursing Workforce, Research, and Development

Background: By order of Vermont Act 79 (2013), the Secretary of Administration directed the Office of Professional Regulation to collect workforce supply data from each licensee. Licensed Practical Nurses (LPNs) are a vital part of the healthcare workforce and this summary provides information on the supply of LPNs in Vermont in 2020.

Methods: Online re-licensing was available to LPNs from January to March 2020. Nursing workforce “minimum data set” questions (recommended by Health Resources and Services Administration (HRSA) and the Forum of Nursing Workforce Centers) were included in the re-licensure application. The entire sample did not respond to all questions; therefore, response rates are noted and percentages based on the responses to each question.

Results: There were 1,636 LPNs actively licensed in Vermont as of March 2, 2020 and 1,600 LPNs completed the survey (98% response rate). For this analysis, only nurses who reported currently working in Vermont or serving Vermont residents as telephonic nurses were used (n= 1,296).

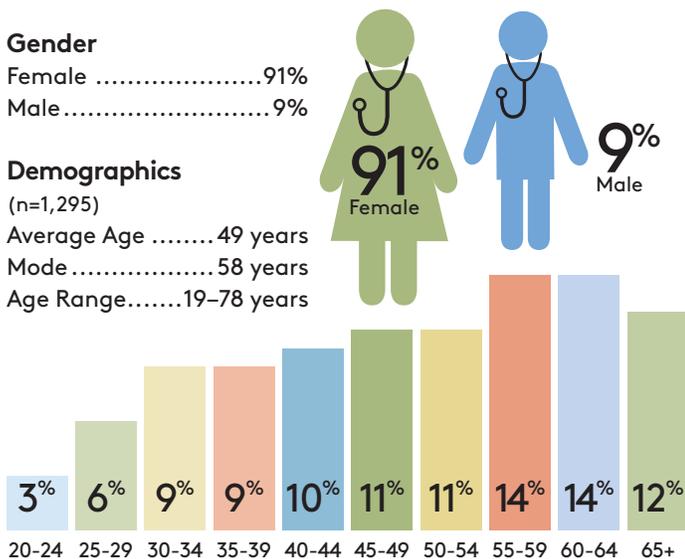
Gender

Female91%
Male.....9%

Demographics

(n=1,295)

Average Age 49 years
Mode 58 years
Age Range19–78 years



Highest Level of Education (n=1,293)

LPN certificate 78%
Associate degree non-nursing 10%
Baccalaureate degree non-nursing8%
Other2%
Master’s degree non-nursing 1%
Doctoral degree non-nursing 0.08%

Race & Ethnicity (chose all that applied)

White 89%
Black or African American6%
Prefer not to answer3%
Hispanic, Latino/a or Spanish origin2%
Asian 1%
American Indian or Alaska Native 1%
Native Hawaiian or other Pacific Islander<1%
Other<1%

Currently Enrolled in Formal Nursing Education Program

Currently enrolled 11%
Associate degree program 10%
Baccalaureate program 0.5%

Licensure

74% reported Vermont as the only state they are licensed in.

Primary Position Title (n=1,280)

Staff Nurse (patient care) 85%
Nurse Manager (charge, head, supervisor, leader) ..7%
Case Manager (MDS, care coordinator)3%
Other2%
Nurse Administrator2%
Educator 1%



Current Employment Status in Vermont

(n=1,296, chose all that applied)

Full-time in nursing 72%
Part-time in nursing14%
Per diem14%
Traveler8%
Telemedicine 2%

Reasons Given For Not Working as LPN in Vermont

(n=184)

In school 22%
Taking care of home and family17%
Working outside of VT16%
Other14%
Traveling LPN 11%
Retired9%
Difficulty in finding a nursing position6%
Inadequate salary3%
Disabled 2%

Primary Employment Setting (n=1,296)

Nursing Home/Extended Care (rehab, adult day).....	36%
Office Setting/Clinic	18%
Assisted Living Facility	8%
Home Health (residential care)	7%
Ambulatory Care.....	6%
Community Health Center/FQHC	5%
Hospital Inpatient	5%
Correctional Facility.....	4%
Other Setting	3%
School/College Health Service	3%
Urgent Care/Walk-in (ER)	2%
Mental Health and Substance Abuse.....	2%
Hospice	0.7%
Public Health.....	0.4%
Occupational Health	0.3%

Specialty of Primary Nursing Practice Position (n=1,295)

Geriatrics/Gerontology	37%
Family Health	12%
Adult Health.....	7%
Other	6%
Home Health.....	5%
Pediatrics/Neonatal.....	5%
Corrections.....	4%
Psychiatric/Mental Health/Substance Abuse.....	4%
Rehabilitation.....	4%
School/College Health	3%
Community Health.....	2%
Acute Care/Critical Care.....	2%
Women's Health.....	2%
Medical/Surgical.....	2%
Telehealth/Telephonic.....	1%
Palliative Care/Hospice.....	1%
Orthopedic.....	1%
Emergency/Trauma.....	1%
Perioperative/OR	1%
Oncology	0.5%
Occupational Health	0.3%
Public Health.....	0.2%
Maternal-Child Health	0.1%

Information on Salary and Demand for LPNs

Median VT LPN salary, May 2019: \$50,210 annual salary or \$24.14 per hour¹. This is slightly more than the national average of \$48,500. Nationally, there is a projected 11% growth in the demand for LPNs from 2018 to 2028²; however, Vermont-specific short term (2019-2021) occupational projections list 0% change over this time period with 100 average annual openings³.

Discussion

There has been a continued shrinkage in hospital inpatient employment – now 5% compared to 13% in 2010. This is balanced by an increase in LPNs in the office/community health center/ambulatory care of 29% compared to 15% in 2010. Long-term care employment has increased roughly 3%. Seven percent (n =89) reported a secondary position; of that number the most common specialty was geriatrics/gerontology; position was staff nurse (n=75) and the setting was nursing home/extended care/assisted living (n=26). “Travelers” are up from 5% (n=64) to 8% (n =104) over the past 2 years.

New LPNs: 100 participants reported working 0-1 years as an LPN, 49% of them work full-time, 20% part-time and 36% per diem. They are mostly employed in long-term care settings 45%, office settings 21%, and hospitals 18%. There are 150 LPNs over 65 years who are continuing to work full-time (51%), part-time (28%), and per diem (21%), with only 5% planning to retire in the next 12 months and 80% continuing to work as they are, or increase hours (6%) or decrease hours (4%). They are mostly employed by long-term care facilities (38%), office settings (33%), and hospitals (8%).

Conclusions

For aging populations, Vermont ranks as the fourth oldest state behind Maine, Florida and West Virginia⁴. Since so many LPNs are needed to care for Vermont’s aging population, it’s helpful to compare the VT LPN workforce with other states with a similarly older population. For example, in Vermont there are 176 working LPNs per 100,000 people compared to Florida’s 153. Vermont Technical College continues to educate this workforce and has 141 LPN students enrolled as of spring 2020. This program is vital to reaching these students where they live by offering sites across rural Vermont and also provides a seamless career ladder to become a registered nurse (RN) with an Associate’s, then Bachelor’s degree. Continued state support of this program is important to ensure an adequate LPN workforce in the years ahead.

Recommendations

Need for LPNs in a variety of settings is anticipated to continue in Vermont, especially their role in providing care for older adults. Strong private and government support for recruiting students, increasing affordable educational opportunities, a career pathway for non-traditional learners, seamless advancement options, and resources for educational programs and faculty is essential.



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Visit www.vtahec.org to download workforce reports.

¹ U.S. Bureau of Labor Statistics (2019). Occupational Employment and Wages, www.bls.gov/oes/current/oes292061.htm#st

² Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook

Handbook, Licensed Practical and Licensed Vocational Nurses, www.bls.gov/ooh/healthcare/licensed-practical-and-licensed-vocational-nurses.htm.

³ Projections Central – State Occupational Projections. Short Term Occupation Projections (2019-2021). www.projectionscentral.com/Projections/ShortTerm

⁴ Himes, C and Kilduff, L. (2019). Which US States Have the Oldest Populations. www.prb.org/which-us-states-are-the-oldest