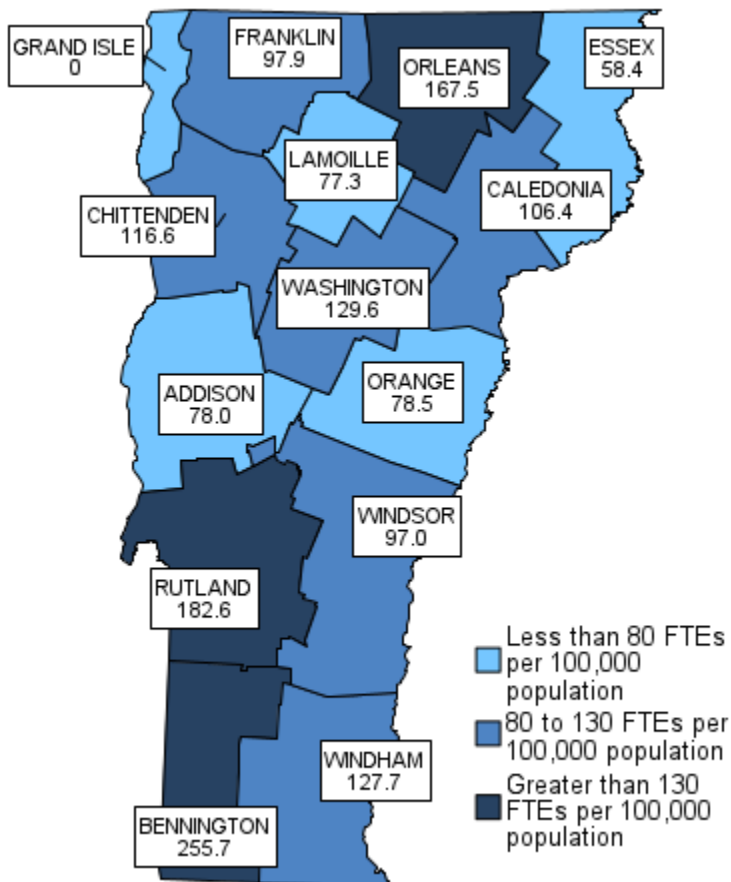


Overview

This census of Licensed Practical Nurses is part of the Vermont Department of Health's healthcare provider data program, which is used to monitor and measure the supply of health care providers in Vermont over time. Vermont LPNs are relicensed every two years. Data for this report were obtained during the March 2024 relicensing period and represent a snapshot of the profession at that time.

LPNs are part of the health care professional workforce in Vermont. A licensed practical nurse is a health care professional responsible for basic patient care and comfort. LPNs are essential to the patient experience and work closely with RNs and physicians. They monitor a patient's status, manage basic care, and keep up-to-date medical records. An LPN is often a patient's primary point of contact and can relay the patient's concerns to the rest of the care team.

LPN FTEs per 100,000 population by County



In Brief

Workforce

Survey period: March 2024
Response rate: 98%
Licenses renewed: 1,259
Active in VT: 1,015
Full-time equivalents: 807.5

Demographics

Female: 89%
Median age: 50
Age 60 or older: 24%

Education and Training

Vocational/Practical certificate - nursing: 77%
Associate's or Bachelor's Degree: 20%
Graduate degree: <1%
Educated in VT: 65%
Educated in Northeast: 93%
Currently enrolled in a nursing education program: 15%

Main Specialties

Geriatric/Gerontology: 38%
Family Health: 12%
Adult Health: 8%

Current Employment

Full-time hours at main site: 45%

Geographic Distribution

(FTE to 100,000 population ratio)
Highest: 255.7, Bennington County
Lowest: 0, Grand Isle County

Workforce

- During the census period, 1,282 LPNs (LPNs) renewed their licenses and 1,259 completed the workforce survey for a response rate of 98%.
- Of the 1,259 survey respondents:
 - 1,015 (81%) indicate that they are active and providing direct patient care in Vermont as LPNs.
 - 6 LPNs report doing their work via telehealth and are not included in the remainder of this report.
- Of the 238 inactive respondents, 146 (64%) indicate that they plan to start or resume providing direct patient care in Vermont within the next 12 months.
 - Of the 172 LPNs who provided a reason for not currently working as a nurse, 17% are taking care of home and family, 17% are in school, and 11% are retired.
- The remainder of this report is based on the 1,015 LPNs who are actively providing direct patient care in Vermont.

Demographics

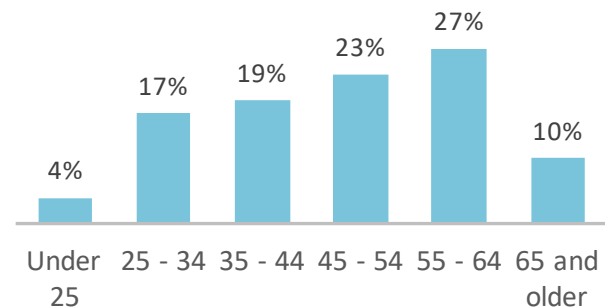
Gender

- 89% are female.
- 2% chose other or prefer not to answer.

Age

- Median 50 years, range 19 to 79 years.
- 40% are under age 45.
- 10% are 65 years of age and older.

Age Distribution of VT LPNs



Race and Ethnicity

Respondents were asked to select their race and could select multiple responses or choose not to answer. Therefore, numbers may not equal the total number of LPNs.

- Of the 1,015 LPNs,
 - 886 are white (88%),
 - 4% are Black,
 - <1% are American Indian or Alaskan Native,
 - 1% are Asian, and
 - <1% are Native Hawaiian or Pacific Islander.
 - <1% LPNs provide another race that was not listed, and
 - 6% prefer not to answer or are missing data for race.
- For ethnicity,
 - 30 LPNs (3%) indicate that they are Hispanic, Latino/a, or of Spanish origin.
 - 7% of LPNs prefer not to answer or are missing data on ethnicity.

Education and Training

- Of the 1,015 LPNs,
 - 783 (77%) have a vocational/practical certificate in nursing.
 - 20% have an associate's or bachelor's degree.
 - <1% have a graduate degree.
- 93% completed their education in the Northeast.
 - 65% completed their education in Vermont.
- 7% completed their education in a state outside the Northeast.
- <1% completed their education in a foreign country.

| Region where Training/Education occurred | Number | Percent |
|--|--------|---------|
| Vermont | 656 | 65% |
| Northeast excluding Vermont | 274 | 27% |
| Midwest | 14 | 1% |
| South | 44 | 4% |
| West | 12 | 1% |
| Canada | 0 | 0% |
| Foreign Country | 2 | <0.5% |
| *Missing data for 13 individuals | | |

Currently enrolled in nursing programs

- 15% of LPNs are currently enrolled in a nursing education program leading to a degree or certificate.

| Current Nursing Programs | Number | Percent |
|---------------------------------|--------|---------|
| Associate's Degree | 126 | 12% |
| Bachelor's Degree | 8 | <1% |
| Other | 15 | 1% |
| Not enrolled | 863 | 85% |
| *Missing data for 3 individuals | | |

Full Time Equivalents (FTEs)

- 460 LPNs (45%) work 40 hours or more per week at all work sites.
- 807.5 total FTEs are provided by 1,011 LPNs.
- 180.9 FTEs, or 22% of total FTEs, are aged 60 and older (248 individuals).

| Average weekly hours at all work sites | Number | Percent |
|--|--------|---------|
| Less than 20 hours | 152 | 15% |
| 20 to 39 hours | 399 | 39% |
| 40 hours or more | 460 | 45% |
| *Missing data for 4 individuals | | |

Practice

Number of sites

- 4% (43) of LPNs practice at more than one location.
 - <1% of LPNs practice at 3 or more locations.

Primary Position Title

- More than three-quarters of LPNs are Staff Nurses (79%).
- 7% are Nurse Managers.

Primary Practice Setting

- The most frequent primary practice setting of LPNs is Nursing Home / Extended Care (32%), followed by Office Setting / Clinic (18%), Assisted Living Facility (10%), and Hospital Inpatient (8%).

Licensed Practical Nurses 2024

Specialty at Primary Practice Setting

- The most frequent specialties of LPNs at their primary practice setting are Geriatric / Gerontology (38%), Family Health (12%), Adult Health (8%), and Psychiatric/Mental Health/Substance Abuse (4%).

Current Experience

Years working in Vermont as LPN

- Median 11 years, range 0 to 56 years.
- 22% of LPNs have been licensed in Vermont for over 25 years.
- 36% have been licensed in Vermont for 5 years or fewer.
- 15% have been working in Vermont for one year or less.

| Years working in VT as LPN | Number | Percent |
|----------------------------------|--------|---------|
| 0 to 5 years | 351 | 36% |
| 6 to 10 years | 129 | 13% |
| 11 to 15 years | 117 | 12% |
| 16 to 20 years | 101 | 10% |
| 21 to 25 years | 68 | 7% |
| Over 25 years | 222 | 22% |
| *Missing data for 27 individuals | | |

Future plans

- 12% of LPNs plan to increase their hours in the next 12 months.
- 4% plan to decrease their hours and 1% plan to retire in the next 12 months.
- More than three-quarters of LPNs plan to continue as they are.
- 40% of those who have been working in Vermont for one year or less plan to increase their hours in the next 12 months

Employment Characteristics

- Working per diem at primary site: 13%
 - 21% of those who have been working in Vermont for one year or less are working on a per diem basis.
- Working as a traveler at primary site: 7%
- Working as a volunteer: <1%

Key Takeaways

- The most common practice setting for LPNs is nursing home/extended care (32%).
- Almost a quarter of total FTEs are provided by LPNs aged 60 and older.
- Of those LPNs who indicate that they have been working in Vermont for one year or less, 20% are working full-time, and 40% plan to increase their hours in the next 12 months.
- Almost two-thirds of LPNs were trained in Vermont and an additional 27% were trained in the Northeast.

For more information, contact: AHS.VDHPPhysicianCensus@vermont.gov

Appendix

Active LPNs

A licensed practical nurse who reported working in Vermont as such (regardless of how many hours) is considered active. A small number of LPNs who reported that their work was done entirely remotely were not included in this report.

Census

The census was taken during the biennial registered nurse relicensing process which ended on March 31, 2024. The data include all licensed LPNs except for new licensees enrolled less than three months before the renewal date (January 2024 – March 2024), as their license is valid until the next renewal date of March 31, 2026. Census questions are available upon request.

Full Time Equivalent (FTE)

Full time is defined as 40 or more working hours in Vermont per week, 48 weeks or more per year. Reporting more than 40 hours per week is defined as one FTE regardless of the number of hours over 40 per week worked.

Hours per Week

Average weekly hours are based on hours and weeks reported, adjusted to a full-time 48-week working year (hours * (weeks/48)). Thus, the average weekly hours for an individual working 40 hours a week for half the year (24 weeks) is 20.

Main Practice, Site, Setting, and Specialty

The main practice site, setting, or specialty of an individual refers to the practice site, setting, or specialty with the greatest number of reported annual hours.

Map Quartiles

For county map, colors define quartiles. The lowest 25% of FTE equivalents to population ratio is displayed in the lightest color, the middle 50% in medium, and highest 25% in the darkest color.

Missing data

Unless otherwise noted, missing data are excluded from tables. Thus, totals may vary from table to table.

Population Estimates

Population estimates are for July 2022 and were provided by the Department of Health.

Licensed Practical Nurses 2024

States

States were grouped into the following regions:

| Northeast | Midwest | South | | West |
|---------------|--------------|-------------|----------------|------------|
| Connecticut | Illinois | Alabama | North Carolina | Alaska |
| Maine | Indiana | Arkansas | Oklahoma | Arizona |
| Massachusetts | Iowa | Delaware | South Carolina | California |
| New Hampshire | Kansas | Florida | Tennessee | Colorado |
| New Jersey | Michigan | Georgia | Texas | Hawaii |
| New York | Minnesota | Kentucky | Virginia | Idaho |
| Pennsylvania | Missouri | Louisiana | Washington DC | Montana |
| Rhode Island | Nebraska | Maryland | West Virginia | Nevada |
| Vermont | North Dakota | Mississippi | | New Mexico |
| | Ohio | | | Oregon |
| | South Dakota | | | Utah |
| | Wisconsin | | | Washington |
| | | | | Wyoming |