Licensed Practical Nurses Working in Vermont 2022

THE UNIVERSITY OF VERMONT
LARNER COLLEGE OF MEDICINE

AHEC
AREA HEALTH EDUCATION CENTERS PROGRAM

2022 BOARD OF NURSING RELICENSURE SURVEY
Summary prepared by: University of Vermont AHEC Nursing Workforce Research, Planning, 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 at time of licensing. 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 2022.

METHODS

Online re-licensing was available to LPNs from January to March 2022. Nursing workforce "minimum data set" questions (recommended by Health Resources and Services Administration (HRSA) and the Forum of Nursing Workforce Centers) were included in re-licensure applications. 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 1,582 LPNs actively licensed in Vermont as of March 2, 2022, and 1,426 LPNs completed the survey (90% response rate). For this analysis, only nurses who reported currently working in Vermont or serving Vermont residents as a telephonic nurse were used (n=1,184).

DEMOGRAPHICS

Age		
Age 20-24	4.2%	50
Age 25-29	7.8%	92
Age 30-34	9.5%	113
Age 35-39	9.0%	106
Age 40-44	10.0%	118
Age 45-49	10.6%	126
Age 50-54	12.2%	145
Age 55-59	13.9%	164
Age 60-64	13.3%	158
Age 65+	9.5%	112

Gender
Vermont's LPNs are:

91% FEMALE   **8.3%** MALE   **0.1%** OTHER
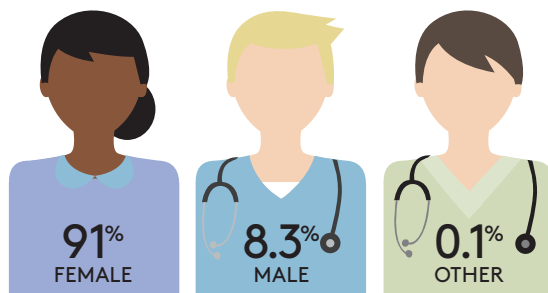
Race		(n=1,184)
White	87.4%	1,035
Black or African American	5.7%	67
Prefer not to answer	3.7%	44
Asian	1.5%	18
American Indian or Alaska Native	1.3%	15
Other	1.0%	12
Native Hawaiian or other Pacific Islander	0.1%	1

Ethnicity		
Non-Hispanic	92.8%	1,099
Hispanic	2.6%	31
Prefer not to answer (17)	3.7%	44

EDUCATION

59% REPORT COMPLETING LPN EDUCATION IN VERMONT
All reported United States as country of entry-level education.
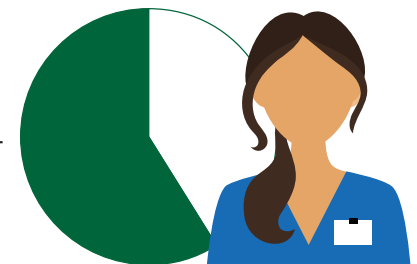
Highest Level of Education		(n=1,181)
LPN certificate	79.3%	939
Associate degree non-nursing	9.0%	106
Baccalaureate degree non-nursing	7.3%	86
Master's degree non-nursing	1.1%	13
Doctoral degree non-nursing	0.3%	3
Other	2.9%	34

Formal Nursing Education Program		(n=1,178)
12.9% REPORT CURRENT ENROLLMENT IN:		
Associate degree program	10.8%	128
Baccalaureate program	0.8%	10
Other	1.3%	15

LICENSURE

Among respondents who reported practicing in Vermont, 81.9% (916 of 1,118) reported Vermont as the only state they are licensed in. There were 99 LPNs who requested a multi-state license between February 1, 2022 and March 31, 2022.

Current Employment Status in Vermont		(n=1,184)
Actively employed in nursing Full-time	69.1%	818
Per diem	16.6%	196
Actively employed in nursing Part-time	12.9%	153
Traveler	10.1%	119
Telemedicine	2.4%	29

Reasons for not working as LPN in Vermont (n=175)

In school	39
Taking care of home/family	36
Other	21
Retired	18
Inadequate salary	11
Traveling LPN	11
Working outside of Vermont	9
Moved	9
Difficulty finding a position	8
Health reasons	7
COVID	6

Primary Employment Setting (n=1,128)

Nursing Home/Extended Care (rehab, adult day)	35%	396
Office Setting/Clinic	19%	212
Assisted Living Facility	9%	102
Home Health	7%	77
Ambulatory Care	6%	64
Community Health Center/FQHC	5%	60
Hospital Inpatient	6%	66
Correctional Facility	3%	29
Other Setting	2%	22
School/College Health Service	3%	33
Urgent Care/Walk-in	2%	20
Mental Health & Substance Abuse	2%	26
Hospice	<1%	7
Public Health	<1%	8
Occupational Health	<1%	6

Position Title in Primary Position (n=1,158)

Staff Nurse (patient care)	83%	966
Nurse Manager (charge, head, supervisor, leader)	8%	87
Case Manager (MDS, care coordinator)	4%	43
Other	2%	25
Educator	2%	20
Nurse Administrator	1%	17

Travelers up from 8% to 10% over the past 2 years.

New LPNs (2.5%): 36 participants reported working 0-1 years as an LPN, 27% of them work full-time, 25% part-time and 42% per diem with 64% planning to increase their hours in the future. They are mostly to be employed in long term care setting (36%), office setting (28%) and hospitals (14%).

LPNs over 65 years (9.5%): Of the 112, 38% are working full-time, 27% part-time and 31% per diem. Only 10% are planning to retire in the next 12 months; 76% are planning to continue to work as they are, 2% to increase hours and 7% to decrease hours. They are mostly employed by long term care/assisted living facilities (39%), office settings (22%), home health (10%) and hospitals (7%).

Over the next 12 months 78% of the LPN workforce plan to stay working at the same number of hours and 12% would like to increase. Only 2% plan to retire and 4% plan to decrease hours.

As a result of the pandemic: LPNs (n= 1,176) reported that their hours stayed the same (48%), increased (44%), or decreased (8%). The total number of patients seen in a day stayed the same (52%), increased (32%), or decreased (9%), with 7% who don't see patients in their daily job.

Use of telehealth: Telehealth as a primary setting for LPNs increased by 32%. Of those LPNs using telehealth (n=371), 37% project this trend will continue to increase.

Information on Salary and Demand: Vermont LPN Median Salary was $28.27/hr. or $58,810 per year in 2021. The Bureau of Labor Statistics projects national employment of licensed practical nurses to grow 9% from 2020 to 2030.[1] However, the Vermont Department of Labor predicts a 0.4% change between 2018 and 2028 with 104 job openings per year.[2]

Educational summary for 2022:
- Vermont Tech is the only LPN educational program in Vermont.
- Vermont Tech graduated 1,549 LPNs since 2012.
- There are 14 Vermont Tech sites providing LPN education around the state.
- In 2022-2023, 829 applications were received and 267 were qualified and accepted.
- There were 146 LPN graduates in 2022.
- Program completion averages 84.4% over the past 6 years.
- NCLEX pass rates have been 94-100% since 2015.
- NCLEX pass rate for 2020 was 100% and for 2021 was 97.9%.

CONCLUSIONS

LPNs are an invaluable resource for Vermont's health care system. LPNs were on the front lines of the COVID-19 pandemic primarily in long term care settings working as staff nurses, (only 6 reported not currently working due to COVID). Fifty-one percent of this workforce is under 50 years old and 90% intend to continue working the same or increase hours over the next 12 months. More LPNs (14%) are continuing their educations than in the past 18 years. There are more traveling LPNs then in previous years; however most (81%) report that Vermont is the only state in which they hold a license.

RECOMMENDATIONS

Continued support for Vermont's LPN training program is vital, including investments to recruit faculty and students and ensure resources for up-to-date teaching technologies. Investment in this important workforce enables nursing care for some of Vermont's most vulnerable populations.

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Visit www.vtahec.org to download workforce reports.

1. Bureau of Labor Statistics (2022), U.S. Department of Labor, Occupational Outlook Handbook, Licensed Practical and Licensed Vocational Nurses, Retrieved from: www.bls.gov/ooh/healthcare/licensed-practical-and-licensed-vocational-nurses.htm.
2. Vermont Department of Labor (2022), Licensed practical and licensed vocational nurses wages. Retrieved from: www.vtlmi.info/oic3.cfm?occcode=29-2061.00#wage