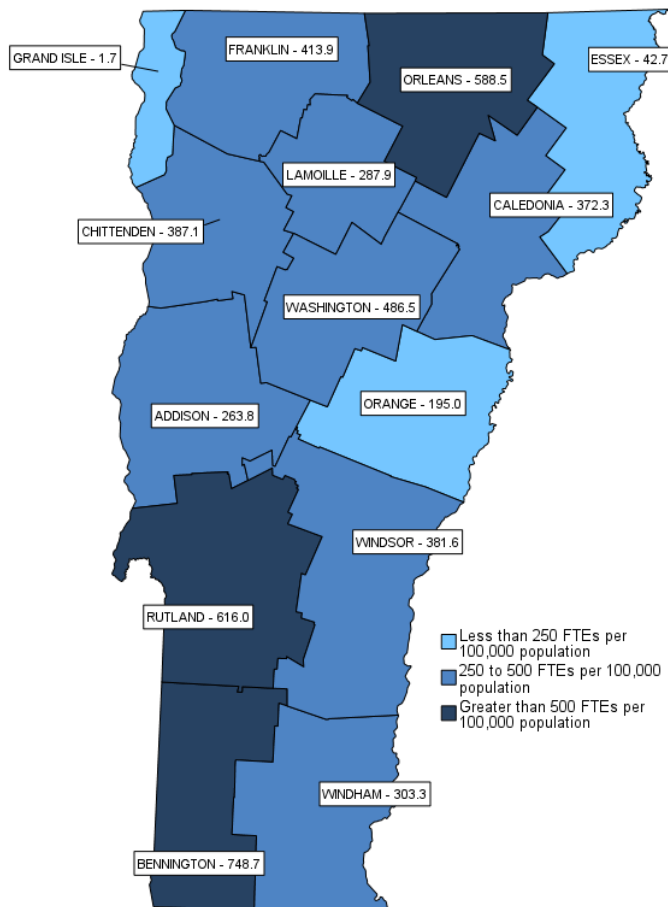


Overview

This Licensed Nursing Assistant (LNA) census 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. Data for this report were obtained during the November 2018 relicensing period and represent a snapshot of the profession at that time.

Licensed nursing assistants (LNAs) are involved in direct patient care from hospitals to home care. They work under the supervision of a registered nurse or a licensed practical nurse to provide assistance with personal supportive care to patients (such as bathing, feeding, or helping with walking). In addition to patient care, licensed nursing assistants help in the collection of vital signs and are an important documenter of day-to-day progress in a patient’s medical care record, communicating both the patient’s needs or concerns and the doctor’s orders and directions.

Licensed Nursing Assistant FTEs per 100,000 population by county



In Brief

Workforce

Survey period: November 2018
 Response Rate: 98.0%
 Licenses renewed: 3,912
 Active in VT: 3,368
 VT Full-time Equivalents: 2,594

Demographics

% Female: 93%
 Median Age: 36
 % 60 or older: 9.5%

Education and Training

% High school/GED: 45.6%
 % Technical school: 5.5%
 % College courses but no degree: 30.6%
 % Completed post-secondary degree (AA, BA, MA, PhD): 12.6%
 % Pursuing further education in nursing: 9.1%

Main Setting

Nursing homes: 40.3%
 Inpatient hospitals: 22.4%

Current Employment

% Working full-time hours at one site: 42.9%
 % Working at multiple sites: 5.4%

Geographic Distribution

(FTEs per 100,000 population)
 Highest: 748.7, Bennington County
 Lowest: 1.7, Grand Isle County

Workforce

- 3,912 licensed nursing assistants (LNAs) renewed their licenses during the surveyed period and 3,832 of these completed the workforce survey for a response rate of 98.0%.
- Out of the 3,832 respondents, 3,368 (87.9%) indicated they were actively practicing LNAs in Vermont.
- Of the 464 respondents reporting a non-active status, 393 (84.7%) indicated they planned to start working as an LNA in Vermont within the next 12 months.
- The remainder of this report is based on the 3,368 LNAs who reported actively working in Vermont.

Demographics

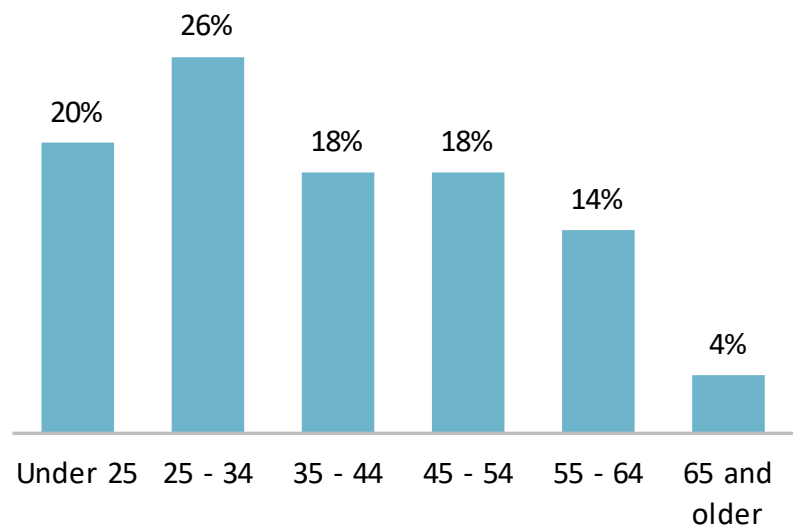
Gender

- 93.0% of the licensed nursing assistants in Vermont (3,108) were female.
- 6.9% (230) were male.
- 0.1% (5) reported another gender.

Age

- 46.4% (1,563) were under 35 years of age.
- 35.6% (1,200) were between 35 and 54 years of age.
- 18.0% (605) were 55 years of age and older.

Age Distribution of LNAs in Vermont



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 licensed nursing assistants.
- 2,949 licensed nursing assistants were white (87.6%), 4.7% were Black, 3.3% were Asian, 2.0% were American Indian or Alaskan Native and <0.5% were Native Hawaiian or Pacific Islander. 22 licensed nursing assistants selected another race that was not listed (0.7%), and 119 preferred not to answer or were missing data for race (3.5%).
- 63 licensed nursing assistants (1.9%) were Hispanic, Latino/a, or of Spanish origin, and 3,172 (95.2%) were not. 133 licensed nursing assistants preferred not to answer the question or were missing data for ethnicity.

Education and Training

- 45.6% (1,529) of LNAs had a high school diploma or GED.
- 30.6% (1,028) had pursued college education but have not completed a degree program.
- 18.1% (606) had completed technical school or post-secondary education.

Highest education level completed	Number	Percent
Less than high school	83	2.5%
High school / GED	1,529	45.6%
Some college but no degree	1,028	30.6%
Technical school	184	5.5%
Associate degree	215	6.4%
Bachelor's degree	207	6.2%
Other	108	3.2%
* Missing data from 14 individuals		

- 12.2% (396) were currently pursuing further educational opportunities.
- 2.3% (74) were in licensed practical nurse programs.
- 2.6% (83) were in associate degree programs.
- 4.2% (138) were in bachelor's degree programs.

Currently Pursuing Further Education in Nursing		
Program	Number	Percent
Enroll within the next year	275	8.5%
LPN Program	74	2.3%
Associate degree	83	2.6%
Bachelor's degree	138	4.2%
Other	101	3.1%
Not enrolled	2,578	79.3%
* Missing data from 119 individuals		

Practice Characteristics

Number of sites

- 94.3% (3,167) of licensed nursing assistants worked at a single practice site.
- 5.7% (193) worked at two or more sites.

Practice Setting

- 40.3% (1,353) of licensed nursing assistants worked in a nursing home setting.
- 22.4% (754) worked in an inpatient hospital.

Main Setting	Number	Percent
Adult Day Care	37	1.1%
Ambulatory	101	3.0%
Assisted Living	355	10.6%
Home Health	326	9.7%
Hospital, Inpatient	754	22.4%
Nursing Home	1,353	40.3%
Physician's Office	76	2.3%
Private Care	95	2.8%
Residential Care	91	2.7%
Other	172	5.1%
* Missing data from 8 individuals		

Licensed Nursing Assistants 2018

- The Oasis program ([Oasis website](#)) was designed to decrease the use of antipsychotic medications to address disruptive behavior among nursing home residents with dementia. Among the LNAs with a nursing home as their main site (1,353), 23.6% (313) reported participating in the Oasis program.

Full Time Equivalent (FTEs)

- 3,368 licensed nursing assistants provided 2,594.1 total FTEs.
- 42.9% (1,440) of licensed nursing assistants worked 40 or more hours per week at their main site.
- 237.3 FTEs, or 9.1% of total FTEs, were provided by 319 LNAs aged 60 or older.

Average weekly hours – at main site	Number	Percent
Less than 20 hours	668	19.9%
20-39 hours	1,251	37.2%
40 hours or more	1,440	42.9%
* Missing data from 9 individuals		

Current Experience

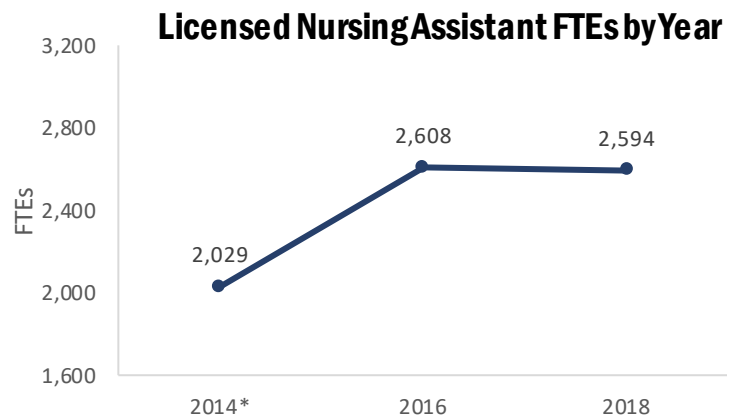
Years in Practice

- Years of practice range from 0 to 50 years.
- Just under half, 48.8% (1,611), of the LNAs reported being licensed in Vermont for six years or more.
- 6.4% (212) of licensed nursing assistants started working in Vermont over 25 years ago.

Years Licensed in Vermont	Number	Percent
0 to 5 years	1,693	51.2%
6 to 10 years	639	19.3%
11 to 15 years	326	9.9%
16 to 20 years	294	8.9%
21 to 25 years	140	4.2%
Over 25 years	212	6.4%
* Missing data from 64 individuals		

Trends in Statewide FTEs

- From 2016 to 2018, FTEs decreased by 14.
- * FTEs in 2014 are underestimated due to a response rate of 87.4%. We have no hours or work information on 12.6% of LNAs who renewed licenses in 2014.



Key Takeaways

- Licensed nursing assistants in Vermont are predominately female and relatively young, with a median age of 36.
- The most common settings for LNAs are nursing homes and inpatient hospital settings.
- Relative to population, LNAs are most common in Bennington County, Rutland County and Orleans County.

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

Appendix

Active Licensed Nursing Assistants

A licensed nursing assistant who reported working in Vermont as an LNA (regardless of how many hours) is considered active.

Census

The census was taken during the biennial nursing assistant relicensing process which ended on November 30, 2018. The data include all licensed nursing assistants except for new licensees enrolled less than three months before the renewal date (November - February 2018), as their license was valid until the next renewal date of November 30, 2020. 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. A licensed nursing assistants reporting more than 40 hours per week is defined as one FTE regardless of the number of hours over 40 per week worked.

Main Practice, Site, Setting, and Specialty

The main practice, site, setting, or specialty refer to the practice in which the LNA worked the greatest number of annual hours.

Map Quartiles

Map colors define approximate 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 2018 and were provided by the Department of Health.

Weekly Hours

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 LNA working 40 hours a week for half the year (24 weeks), is 20.