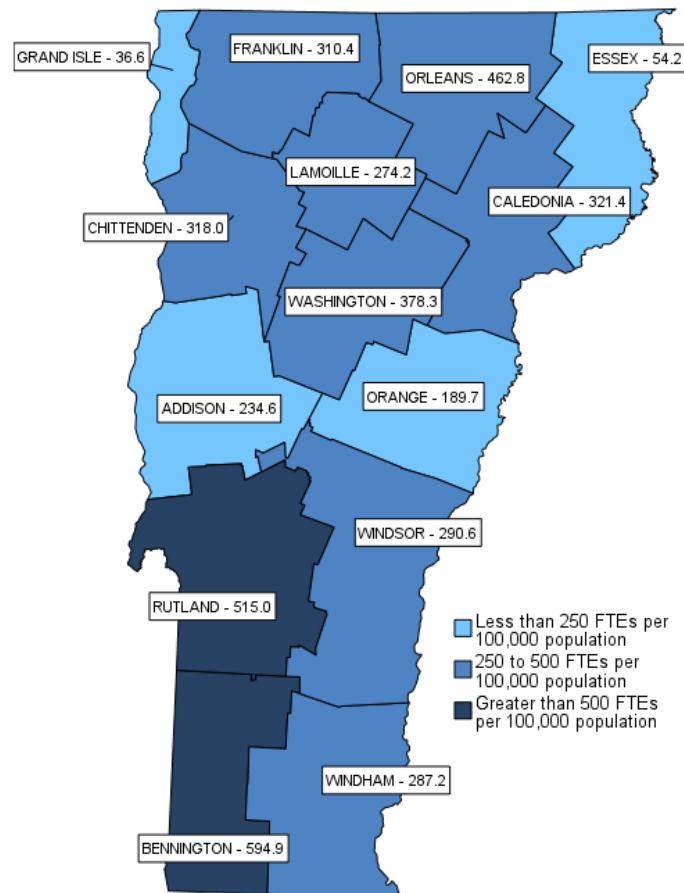## Overview

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 2022 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

GRAND ISLE - 36.6
FRANKLIN - 310.4
ORLEANS - 462.8
ESSEX - 54.2
LAMOILLE - 274.2
CALEDONIA - 321.4
CHITTENDEN - 318.0
WASHINGTON - 378.3
ADDISON - 234.6
ORANGE - 189.7
WINDSOR - 290.6
RUTLAND - 515.0
WINDHAM - 287.2
BENNINGTON - 594.9

Less than 250 FTEs per 100,000 population
250 to 500 FTEs per 100,000 population
Greater than 500 FTEs per 100,000 population

In Brief

Workforce

Survey period: November 2022
Response Rate: 98.8%
Licenses renewed: 3,766
Active in VT: 2,832
VT Full-time Equivalents: 2,204.4

Demographics

% Female: 92.3%
Median Age: 38
% 60 or older: 10.3%

Education and Training

% High school/GED: 45.6%
% Technical school: 5.2%
% College courses but no degree: 30.0%
% Completed post-secondary degree (AA, BA, MA, PhD): 14.3%
% Pursuing further education in nursing: 13.5%

Main Setting

Nursing homes: 36.4%
Inpatient hospitals: 25.0%

Current Employment

% Working full-time hours at one site: 43.2%
% Working at multiple sites: 4.8%

Geographic Distribution

(FTEs per 100,000 population)
Highest: 594.9, Bennington County
Lowest: 36.6, Grand Isle County

Trends in Statewide FTEs

2018: 2,594
2020: 2,420
2022: 2,204

Workforce

- 3,766 licensed nursing assistants (LNAs) renewed their licenses during the surveyed period and 3,719 of these completed the workforce survey for a response rate of 98.8%
- Out of the 3,719 respondents, 2,832 (76.1%) indicated they are actively practicing as LNAs in Vermont.
- Of the 887 respondents reporting a non-active status, 793 (89.4%) indicated they plan to start working as an LNA in Vermont within the next 12 months.
- The remainder of this report is based on the 2,832 LNAs who reported actively working in Vermont.
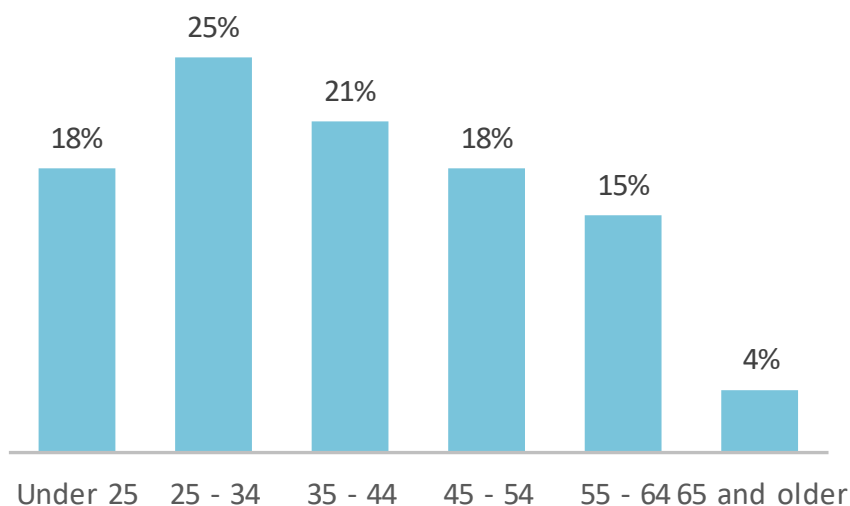
Demographics

Gender

- 92.3% of the licensed nursing assistants in Vermont (2594) are female.
- 7.4% (209) are male.
- 0.3% (8) reported another gender.

Age

- 42.8% (1,213) are under 35 years of age.
- 38.8% (1,099) are between 35 and 54 years of age.
- 18.4% (520) are 55 years of age and older.

Age Distribution of VT LNAs

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.
- 2,304 licensed nursing assistants are white (81.4%), 9.5% are Black, 3.3% are Asian, 1.6% are American Indian or Alaskan Native, and <0.5% are Native Hawaiian or Pacific Islander. 13 licensed nursing assistants selected another race that was not listed (0.5%), and 150 preferred not to answer (5.3%).
- 72 licensed nursing assistants (2.6%) are Hispanic, Latino/a, or of Spanish origin, and 2,599 (93.3%) are not. 161 licensed nursing assistants preferred not to answer the question or were missing data for ethnicity.

Education and Training

- 45.6% (1,288) of LNAs have a high school diploma or GED.
- 30.0% (848) have pursued college education but have not completed a degree program.
- 19.5% (552) have completed technical school or post-secondary education.

Highest education level completed	Number	Percent
Less than high school	62	2.2%
High school / GED	1,288	45.6%
Some college but no degree	848	30.0%
Technical school	147	5.2%
Associate degree	201	7.1%
Bachelor's degree	204	7.2%
Other	74	2.6%
* Missing data from 8 individuals		

- 13.5% (359) are currently pursuing further educational opportunities.
- 3.2% (85) are in licensed practical nurse programs.
- 2.9% (78) are in associate degree programs.
- 4.2% (113) are in bachelor's degree programs.

Currently Pursuing Further Education in Nursing		
Program	Number	Percent
Enroll within the next year	222	8.3%
LPN Program	85	3.2%
Associate degree	78	2.9%
Bachelor's degree	113	4.2%
Other	83	3.1%
Not enrolled	2,081	78.2%
* Missing data from 170 individuals		

Practice Characteristics

Number of sites

- 95.0% (2,677) of licensed nursing assistants work at a single practice site.
- 5.0% (142) work at two or more sites.

Practice Setting

- 36.4% (1,027) of licensed nursing assistants work in a nursing home setting.
- 25.0% (705) worked in an inpatient hospital.

Main Setting	Number	Percent
Ambulatory	134	4.7%
Assisted Living	303	10.7%
Community Health Center	35	1.2%
Home Health	206	7.3%
Hospital, Inpatient	705	25.0%
Nursing Home	1,027	36.4%
Physician's Office	75	2.7%
Private Care	92	3.3%
Residential Care	62	2.2%
Other	186	6.7%
* Missing data from 7 individuals		

- 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 main site-nursing home (1,027), 22.7% (228) reported participating in the Oasis program.

Full Time Equivalents (FTEs)

- 2,832 licensed nursing assistants provide 2,204.4 total FTEs (FTE data was missing for seven individuals).
- 43.2% (1221) of licensed nursing assistants work 40 or more hours per week at their main site.
- 227.1 FTEs, or 10.3% of total FTEs, are provided by 291 LNAs aged 60 or older.

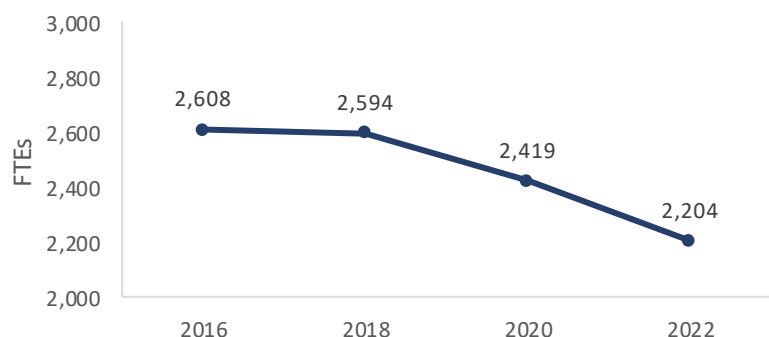| Average weekly hours – at main site	Number	Percent
Less than 20 hours	541	19.2%
20-39 hours	1,063	37.6%
40 hours or more	1,221	43.2%
* Missing data from 7 individuals		

Current Experience

Years in Practice

- Years of practice range from 0 to 60 years.
- Just over half of the LNAs, 53.5% (1474), reported being licensed in Vermont for six years or more.
- 7.5% (207) of licensed nursing assistants started working in Vermont over 25 years ago.

Years Licensed in Vermont	Number	Percent
0 to 5 years	1,281	46.5%
6 to 10 years	587	21.3%
11 to 15 years	297	10.8%
16 to 20 years	230	8.3%
21 to 25 years	153	5.6%
Over 25 years	207	7.5%
* Missing data from 77 individuals		

Trends in Statewide FTEs

- Licensed Nursing Assistant FTEs decreased by 390 from 2594 in 2018 to 2204 in 2022.
- From 2018 to 2020, FTEs decreased by 215.

Licensed Nursing Assistant FTEs by Year

Key Takeaways

- Licensed nursing assistants in Vermont are predominately female and relatively young, with a median age of 38.
- 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.
- Statewide, the number of FTEs provided by LNAs has steadily decreased since 2018.

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, 2022. The data include all licensed nursing assistants except for new licensees enrolled less than three months before the renewal date (November - February 2022), as their license was valid until the next renewal date of November 30, 2024. 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 2020 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.