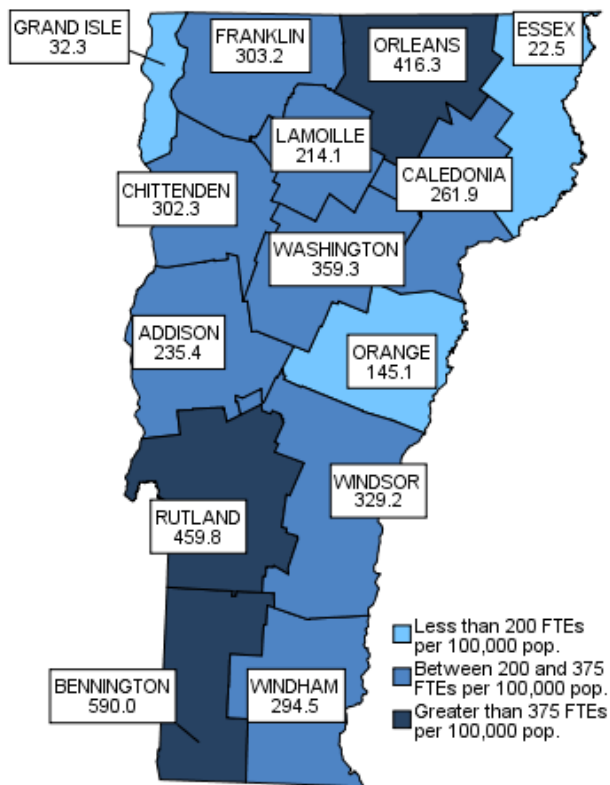


Overview

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. This is the initial report for Vermont licensed nursing assistants, who are relicensed every two years. Data for this report were obtained during the November 2014 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 providing 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 *underestimate due to response rate of 87.4%



In Brief

Workforce

Survey period – November 2014

Response Rate: 87.4%

Licenses renewed: 3939

Active in VT: 2850

Full time Equivalents*: 2028.7

Demographics

% Female: 92.0%

Median Age: 38

% 60 or older: 8.8%

Education and Training

% High school/GED: 44.3%

% Technical school: 9.7%

% College courses but no degree: 29.5%

% Completed post-secondary degree (AA, BA, MA, PhD): 10.5%

% pursuing further education in nursing: 10.8%

Setting

Nursing homes: 42.3%

Inpatient hospitals: 17.0%

Current Employment

Full time hours at main site: 34.0%

Geographic Distribution

(FTEs* per 100,000 population)

Highest: 590.0, Bennington County

Lowest: 22.5, Essex County

*FTEs are underestimated due to response rate of 87.4%. We have no hours or work information on 12.6% of LNAs who renewed licenses in 2014.

Workforce

- 3939 licensed nursing assistants (LNAs) renewed their licenses and 3442 completed the workforce survey for a response rate of 87.4%
- Out of the 3442 respondents, 2850 (82.8%) indicated that they were active and providing direct patient care in Vermont as LNAs.
- Of the 592 respondents currently reporting a non-active status, 437 (73.8% of the non-active LNAs) indicated they planned to start providing direct patient care in VT within the next 12 months.
- The remainder of this report is based on the 2850 LNAs who reported being active and providing direct patient care in Vermont as LNAs.

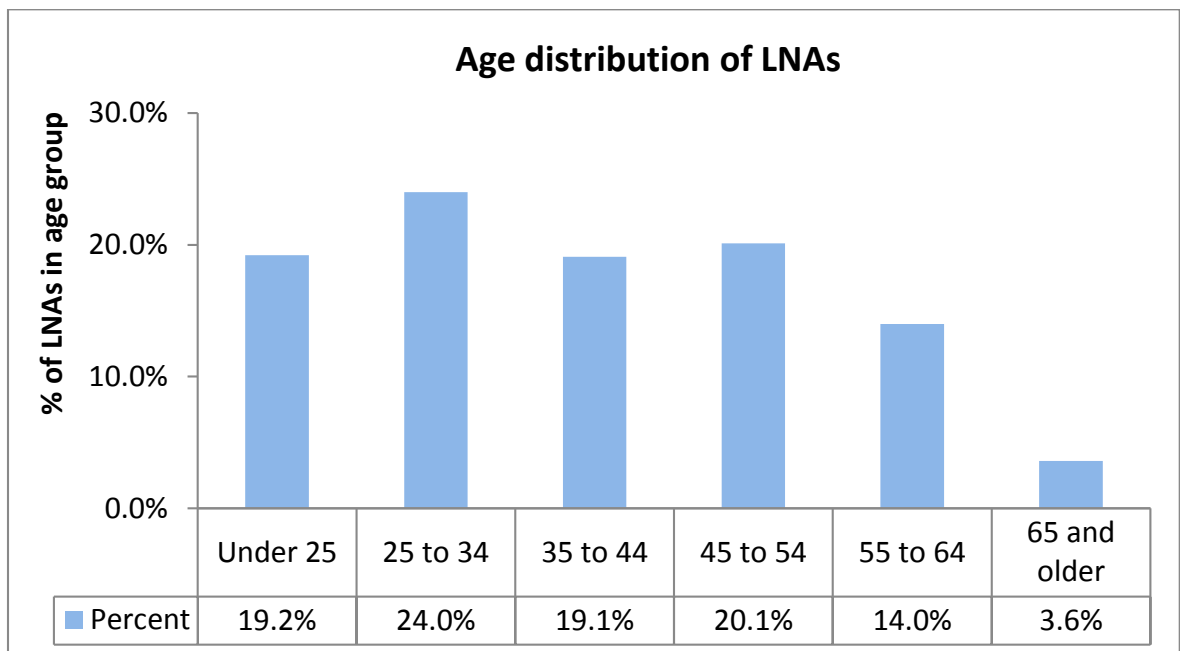
Demographics

Gender

- 2621 (92.0%) were female.
- 201 (7.1%) were male.
- 1% did not report gender.

Age

- Over half of LNAs were 38 or younger, with 32.7% under the age of 30.
- 3.6% were 65 or older and 14.0% were in the 55-64 age group.



Education and Training

- 44.3% of LNAs have a high school diploma or GED and an additional 29.5% have pursued college education but have not completed a degree program, while 20.2% have completed technical school or post-secondary education.

Highest education level completed	Number	Percent
Less than high school	73	2.6%
High school / GED	1254	44.3%
Some college but no degree	836	29.5%
Technical school	274	9.7%
Associate degree	139	4.9%
Bachelor's degree	127	4.5%
Some graduate school	14	0.5%
Advanced degree (MA, PhD, etc.)	18	0.6%
Other	98	3.5%

- 10.8% were currently pursuing further educational opportunities –2.2% taking prerequisites or completing a certificate, 2.2% in licensed practical nurse programs, 2.8% in associate degree programs, and 3.6% in bachelor's degree programs.

Currently Pursuing Further Education		
Program	Number	Percent
Taking Prerequisite Courses	28	1.0%
Certificate Program	35	1.2%
LPN Program	63	2.2%
Associate Degree Program	78	2.8%
Bachelor's Degree Program	101	3.6%
Doctorate of Nursing	1	<0.1%
Enrollment in Progress	11	0.4%
Not Enrolled	2464	87.2%
Other	45	1.6%

Practice Characteristics

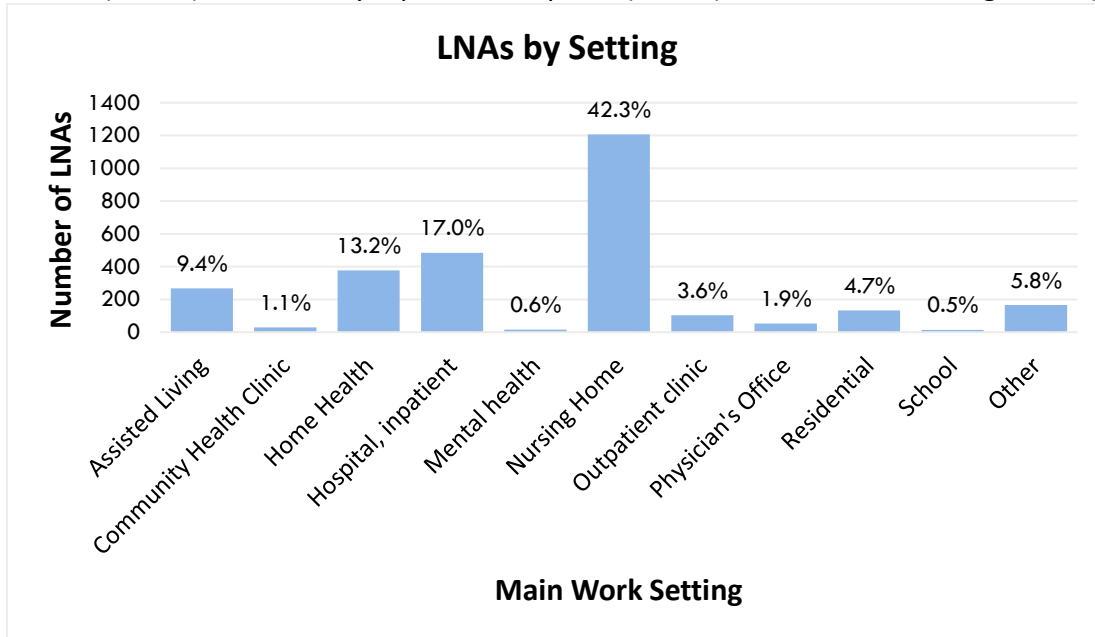
Number of work sites

- 9.3% of respondents reported working at more than one site.
 - 8.5% work at 2 sites
 - 0.7% work at 3 or more sites

Number of sites	Number	Percent
Single work site	2586	90.7%
2 work sites	243	8.5%
3 or more work sites	21	0.7%

Practice setting

- Considering their main location (the one with most yearly hours), LNAs work principally in nursing homes (42.3%), followed by inpatient hospitals (17.0%), and home health agencies (13.2%).



- The OASIS program 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 (1206), 21.2% (250) reported participating in the OASIS program.

Full Time Equivalents

- 2028.7 total FTEs – this is an underestimate of actual FTEs due to low response rate (87.4%) to census.
- For their main work location, 27.1% of LNAs reported working less than 20 hours per week, and 34.0% working 40 hours or more per week.

Hours per week	Number	Percent
Less than 20 hours	768	27.1%
20 to 39 hours	1104	38.9%
40 to 59 hours	923	32.5%
60 hours or more	43	1.5%

Blueprint Health Care Areas

- Bennington had the highest ratio of FTEs to 100,000 population in the Blueprint Health Care Areas (549 FTEs per 100,000 people).
- Upper Valley, Morrisville, and Randolph Health Care Areas had FTE ratios below 275.

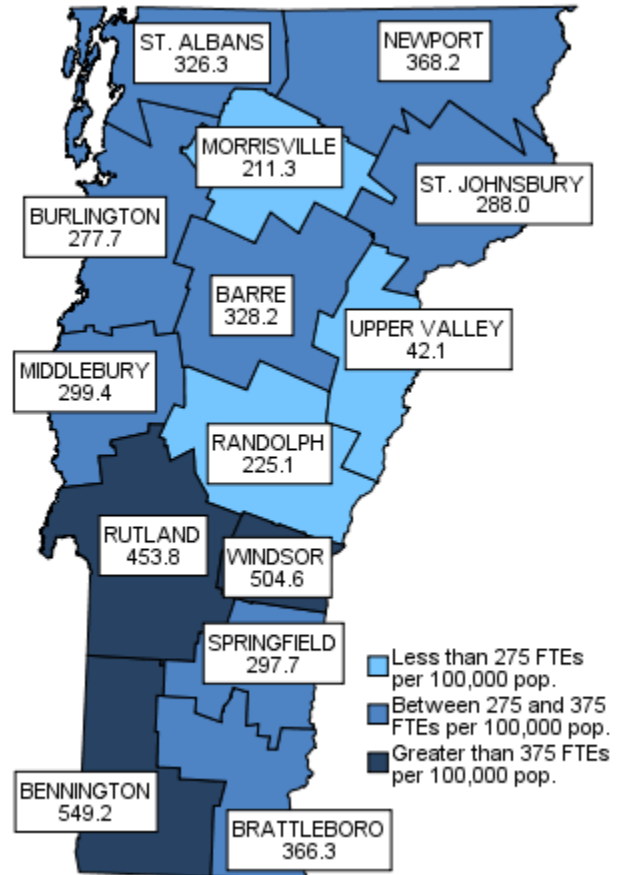
Licensed Nursing Assistant FTEs per 100,000 population by Blueprint Health Care Areas*
*underestimated due to response rate of 87.4%

Current Experience

Years in Practice

- Years of practice ranged from 0 to 57 years.
- Half of the LNAs reported being licensed in Vermont for 6 years or more and a quarter reported being licensed for 13 years or more.
- 18.3% (507) had been licensed as LNAs for less than 2 years.

Years licensed in Vermont	Number	Percent
0 to 5 years	1368	49.4%
6 to 10 years	573	20.7%
11 to 15 years	337	12.2%
16 to 20 years	224	8.1%
21 to 25 years	137	4.9%
Over 25 years	130	4.7%
Missing data from 81 individuals		



Observations

- Response rate for the 2014 LNA census was 87.4% so estimates of FTEs and other values reported are subject to non-responder bias and will not be as accurate as data taken from a complete census.
- Almost half of LNAs had been licensed in Vermont for 5 years or less.
- Greater than 10% of LNAs indicated pursuing further education and may intend to continue in the nursing profession but at a different license level in the future.

Questions

For tables detailing these data or further information, contact:

Vermont Department of Health
Division of Health Surveillance – Workforce Census
108 Cherry Street, Drawer 41
PO Box 70
Burlington, VT 05402-0070
Tel. 802-863-7300
Email: AHS.VDHPHysicianCensus@vermont.gov

Appendix

Active Licensed Nursing Assistants

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

Census

The census was taken during the biennial licensed nursing assistant relicensing process which ended on November 30, 2014. The data include all licensed professionals except for new licensees enrolled less than three months before the renewal date (November 2014), as their license was valid until the next renewal date of November 30, 2016. Census questions 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. For this survey, with a response rate of 87.6%, these will be underestimates since we do not have information on 12.6% of LNAs who renewed their licenses in 2014. Non-respondents had a similar age distribution to respondents but we cannot determine if geographical distribution or active status is similar.

Health Care Areas

The Health Care Areas in this report are those used by the Vermont Blueprint for Health, an initiative working to transform the way primary care and comprehensive health services are delivered and paid for. It disseminates information on healthcare expenditures, utilization, and care quality measures within these regions (see <http://blueprintforhealth.vermont.gov/>). Data are available for other regional definitions from the Division of Health Surveillance. See the contact information at the end of this report.

Main Practice, Site, Setting, and Specialty

The main practice, site, setting, or specialty refer to the practice where the greatest number of annual hours was reported.

Map Quartiles

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 2015 and were provided by the Department of Health.

2014 Licensed Nursing Assistants

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

Weekly Hours

Average weekly hours is 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.