

Health Care Workforce Census: Licensed Nursing Assistants, 2024

January 2026

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 2024 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.

If you need help accessing or understanding this information, contact AHS.VDHPHPhysicianCensus@vermont.gov.

Key Points

- **2,752 licensed nursing assistants are actively practicing in Vermont**
- **2,109.1 full-time equivalents (FTE)**
- **FTEs have steadily decreased since 2018**
- **LNAs in Vermont are predominantly female and relatively young, with a median age of 37**
- **The most common settings for LNAs are nursing homes and inpatient hospital settings**

Workforce

- 3,495 licensed nursing assistants (LNAs) renewed their licenses during the surveyed period and 3,387 completed the workforce census for a response rate of 97%.
- Of the 3,387 LNAs who renewed their licenses, 2,752 (81%) are actively practicing and providing direct patient care in Vermont.
 - Of this 2,752, 71 (3%) LNAs provide patient care for only a small number of hours in an average week, less than 0.1 FTE, and are not included in this report.
- 88% (558/635) of LNAs who are not currently providing care in Vermont indicated they planned to do so within the next 12 months.
- The remainder of this report is based on the 2,677 LNAs who reported providing direct patient care in Vermont.



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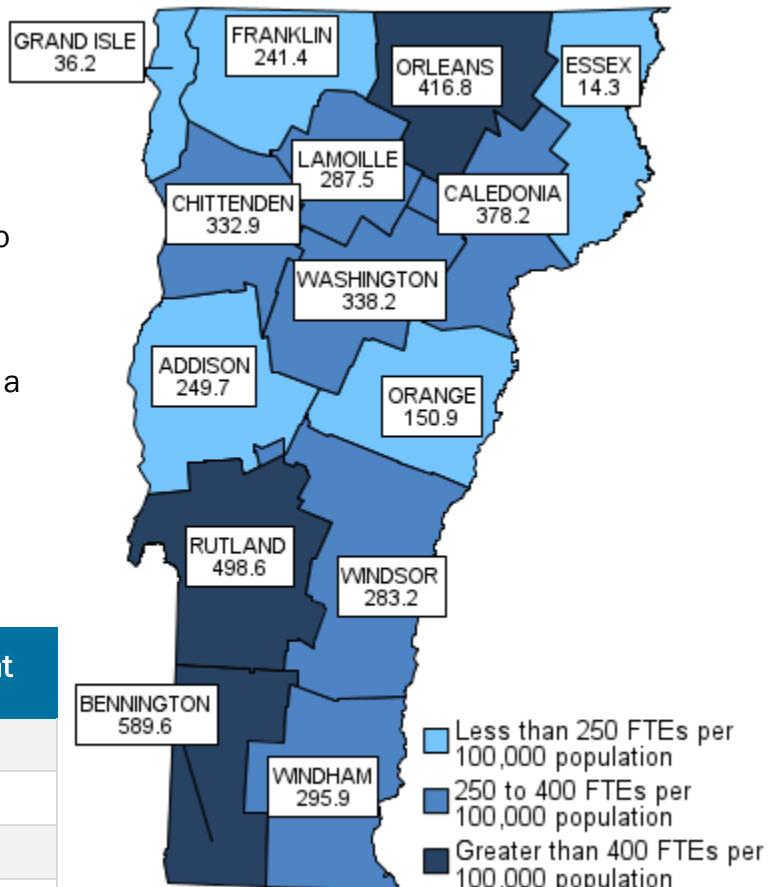
Fulltime Equivalents

- The 2,677 LNAs actively practicing in Vermont provide 2,109.1 FTEs. FTE information not available for 13 LNAs.
- 222.9 FTEs, or 11% of total FTEs, are provided by the 278 LNAs aged 60 or older.
- Bennington County has the highest ratio of FTEs per 100,000 population at 589.6.
- 41% of all LNAs work 40 hours or more a week across all their work locations.
- 18% of LNAs work less than 20 hours a week.

| Average weekly hours at all sites | Number | Percent |
|-----------------------------------|--------|---------|
| Less than 20 hours | 471 | 18% |
| 20-39 hours | 1,111 | 42% |
| 40 hours or more | 1,082 | 41% |

*Missing data from 13 individuals

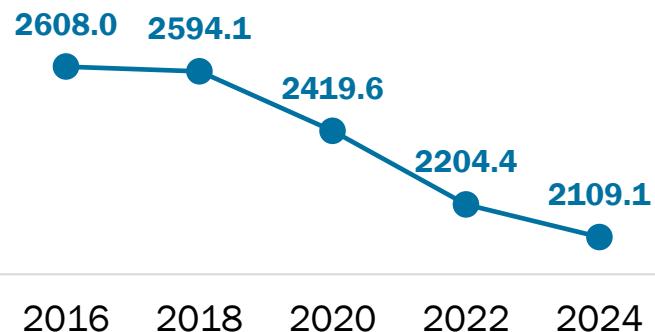
Licensed Nursing Assistant FTEs per 100,000 population by county



LNA FTEs by Year

Trends in Statewide FTEs

- The total number of LNA FTEs decreased from 2,608.0 to 2,109.1 between 2016 and 2024.
- Between 2022 and 2024, FTEs decreased by about 95 from 2,204.4 to 2,109.1 FTEs.

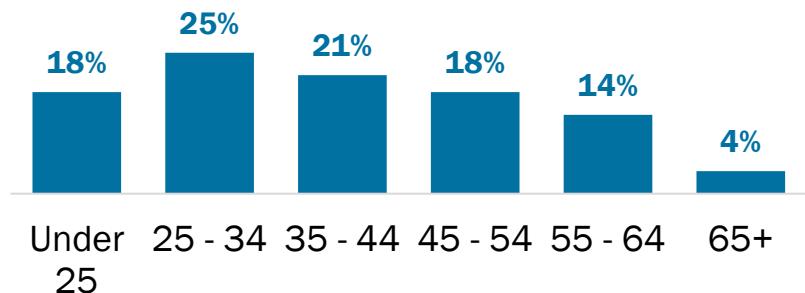


Demographics, Education and Practice

Gender

- 91% of licensed nursing assistants in Vermont (2,390) are female.
- 7% (196) are male.
- 2% (52) preferred to self-describe or not answer.
- Missing data from 39 individuals.

Age Distribution of VT Licensed Nursing Assistants



Age

- The median age of licensed nursing assistants is 37.
- 64% (1,716) of licensed nursing assistants are younger than 45.
- 10% are 60 or older.

Race and Ethnicity

Licensed Nursing Assistants were asked to select their race and ethnicity and could select multiple responses or choose not to answer, so numbers may not equal the total number of naturopathic physicians.

- 1,961 licensed nursing assistants are white (81%), 13% are Black or African American, 4% are Asian or Asian American, 3% are Hispanic, 2% are Native American or Alaska Native, and <0.5% are Native Hawaiian or Pacific Islander, Middle Eastern or North African, or preferred to self-describe. 259 preferred not to answer (10%).

Education and Training

- 48% (1,276) of LNAs have a high school diploma or GED.
- 28% (751) have pursued college education but have not completed a degree program.
- 20% (502) have completed technical school or post-secondary education.

| Highest education level completed | Number | Percent |
|-----------------------------------|--------|---------|
| Less than high school | 68 | 3% |
| High school / GED | 1,276 | 48% |
| Some college but no degree | 751 | 28% |
| Technical school | 123 | 5% |
| Associate degree | 179 | 7% |
| Bachelor's degree | 200 | 8% |
| Other | 71 | 3% |

*Missing data from 9 individuals

- 13% (301) are currently pursuing further educational opportunities.
- 5% (121) are in licensed practical nurse programs.
- 2% (37) are in associate degree programs.
- 6% (143) are in bachelor's degree programs.

| Currently Pursuing Further Education in Nursing | | |
|---|--------|---------|
| Program | Number | Percent |
| LPN Program | 121 | 5% |
| Associate degree | 37 | 2% |
| Bachelor's degree | 143 | 6% |
| Other | 70 | 3% |
| Enroll within the next year | 221 | 10% |
| Not enrolled | 1,733 | 75% |

*Missing data from 352 individuals

Number of sites

- 94% (2,522) of LNAs practice at a single practice site.
- 6% (155) work at two or more sites.

Current Experience and Future Plans

- Median years licensed in Vermont is 6 years.
- Just under half of the LNAs, 48% (1,232), reported being licensed in Vermont for five years or less.
- 7% (186) of licensed nursing assistants started working in Vermont over 25 years ago.

| Years licensed in Vermont | Number | Percent |
|---------------------------|--------|---------|
| 0 to 5 years | 1,232 | 48% |
| 6 to 10 years | 508 | 20% |
| 11 to 15 years | 272 | 11% |
| 16 to 20 years | 184 | 7% |
| 21 to 25 years | 170 | 7% |
| Over 25 years | 186 | 7% |

*Missing data for 125 individuals.

Practice Characteristics

Practice Setting

- 36% (971) of licensed nursing assistants work in a nursing home setting.
- 28% (744) worked in an inpatient hospital.
- 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 nursing home (971) as their main site, 20% (189) reported participating in the Oasis program.

| Main Setting | Number | Percent |
|-------------------------|--------|---------|
| Ambulatory | 144 | 5% |
| Assisted Living | 279 | 11% |
| Community Health Center | 32 | 1% |
| Home Health | 151 | 6% |
| Hospital, Inpatient | 744 | 28% |
| Nursing Home | 971 | 36% |
| Physician's Office | 70 | 3% |
| Private Care | 70 | 3% |
| Residential Care | 59 | 2% |
| Other | 144 | 5% |

*Missing data from 13 individuals

Key Takeaways

- Statewide, the number of LNAs and the number of FTEs provided by LNAs has steadily decreased since 2018.
- LNAs are predominantly female and relatively young, with a median age of 37.
- The most common settings for LNAs are nursing homes and inpatient hospital settings.
- Relative to population, LNAs are most common in Bennington County.

Appendix

Active Licensed Nursing Assistants

A licensed nursing assistant who reported working in Vermont as an LNA for more than 4 hours a week, 48 weeks a year (.1 FTE or greater) is considered active.

Census

The census was taken during the biennial nursing assistant relicensing process which ended on November 30, 2024. The data includes all licensed nursing assistants except for new licensees enrolled less than three months before the renewal date (November – February 2024), as their license was valid until the next renewal date of November 30, 2026. Copy of 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.

Main Practice, Site, Setting, and Specialty

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

Map Quartiles

For county maps, 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 2023 and were provided by the Department of Health.

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.