

Vermont Department of Health

Advanced Practice

Registered Nurses (APRNs)

2023 Census

Statistical Report

2023 Advanced Practice Registered Nurses (APRNs) Census Statistical Report

State of Vermont
Phil Scott, Governor

Agency of Human Services
Jenney Samuelson, Secretary

Department of Health
Julie Arel, Interim Commissioner

April 2025

Acknowledgments

This report would not have been possible without the cooperation of the Vermont Office of Professional Regulation. We gratefully acknowledge their assistance in the collection of this information.

We also wish to express our appreciation to all the APRNs who took the time and effort to complete our survey.

Contents

<u>Introduction</u>	1
<u>Summary</u>	2

Vermont APRNs' Demographic Characteristics

Table 1. Summary of Active APRNs	5
Table 2. Separate Summaries by APRN License Type	6
Table 3. Age by Specialty and Gender	7
Table 4. Education and Training	8
Table 5. Years in Practice as an APRN	9

Vermont APRNs' Distribution of Full Time Equivalents (FTEs)

Table 6. Full Time Equivalents (FTEs) by Age by Specialty and Gender	10
Table 7. Numbers of Primary Care Providers, Full Time Equivalents (FTEs), and Total Weekly Patient Care Hours, by County.....	11
Table 8. Numbers of Specialty Care Providers, Full Time Equivalents (FTEs), and Total Weekly Patient Care Hours, by County.....	12
Table 9. Primary Care Provider FTE to Population Ratios by County.....	13

Vermont APRNs' Practice Characteristics

Table 10. Detailed Specialty List.....	14
Table 11. FTEs by Practice Setting by Specialty	15
Table 12. Detailed Practice Settings.....	16
Table 13. Practice Setting by Age	17
Table 14. Average Patient Care Hours per Week, by Specialty and Age	18
Table 15. Practice Availability by Specialty	19

Vermont APRNs by Health Related Geographical Regions

Table 16. Numbers of Primary Care Providers, Full Time Equivalents (FTEs), and Total Weekly Patient Care Hours, by Local Health District ..	20
Table 17. Numbers of Specialty Care Providers, Full Time Equivalents (FTEs), and Total Weekly Patient Care Hours, by Local Health District ...	21
Table 18. Primary Care Provider FTE to Population Ratios by Local Health District ..	22

Comparison Between 2021 and 2023

Table 19. Changes in Number of APRNs by Specialty Group	23
Table 20. Primary and Specialty Care Full Time Equivalents (FTEs) by County	24

Comparison Between 2002 and 2023

Table 21. Changes in Number of APRNs by Specialty Group	25
Table 22. Primary and Specialty Care Full Time Equivalents (FTEs) by County	26

Appendices

A. General Notes and Terms.....	27
B. Notes for Specific Tables (referred to by number).....	29
C. Census of APRNs - 2023 (survey form)	31
D. Map of Vermont Counties and Towns	37
E. Map of Local Health Districts	38

Introduction

Since the health of Vermonters depends, in part, on access to health care, we need to identify and address problems related to the supply of health care providers, including their distribution by geography and specialty. This 2023 report on advanced practice registered nurses (APRNs) practice in Vermont adds to those from 2021, 2019, 2017, and 2015, allowing us to examine trends over time. Prior to 2015, 2002 was the last time data on this population was collected. The data on APRNs and other health care providers can be used as the basis for policy analysis, shortage area designations, and recruitment and retention activities.

Data Collection: This report includes advanced practice registered nurses (APRNs) who renewed their license as of the end of March 2023. A link to the online Workforce Census form was included in the online relicensing conducted by the Vermont Office of Professional Regulation. The questions asked are included in this report as Appendix C. Follow-up reminders were sent to those APRNs who did not respond to the census when relicensing. Practice data was collected on all but 3 potentially active APRNs relicensed at the time, thus the response rate was above 99%.

A total of 1,697 APRNs renewed their license in 2023. Included in this report are the 993 APRNs who are active in Vermont as APRNs. This includes 24 APRNs who work in areas such as administration or teaching, but do not provide direct clinical care. APRNs who renewed their Vermont licenses but did not work in Vermont are excluded from this report.

Similar data are collected from other health professionals, including physicians, dentists and mental health providers. Results from all of these surveys are available on the Department of Health web site, at healthvermont.gov/health-care-workforce-reports.

Limitations: The surveys were reviewed for accuracy and consistency during the data entry and processing phases. Missing and/or inconsistent data items were inferred from other data sources or reported as missing. In general, however, the information for this report was self-reported and was not further verified. Data in this report are, therefore, subject to the limitations associated with the use of self-reported surveys. The possibility of misinterpretation of survey items is always present, and it is possible that a small number of inconsistencies have arisen from such occurrences.

Detailed notes and definitions are included in the Appendices. Please contact us if you have any questions about the survey or the report. Email us at AHS.VDHPhysicianCensus@vermont.gov, write the Department of Health, Health Statistics and Informatics, 280 State Street, Waterbury, VT 05671-8370, or call us at (802) 863-7200.

Summary

- This report includes data reported by 993 advanced practice registered nurses (APRNs) working in Vermont as of March 2023.
- 83% of APRNs are Nurse Practitioners. The rest are divided between Certified Nurse Midwives (7%), Certified RN Anesthetists (8%), and Clinical Nurse Specialists (2%).
- 456 (46%) of the APRNs work mainly in primary care, including:
 - 90 - Adult Health
 - 181 - Family Health
 - 34 - Gerontology
 - 40 - Pediatric Primary Care
 - 23 - School Health
 - 88 - Primary Care Women's Health
- 537 (54%) of the APRNs provide mainly specialty care including:
 - 56 - Acute, Trauma or Critical Care
 - 78 - Anesthesiology
 - 156 - Mental Health
 - 72 - Specialty Adult, Family, Pediatrics, Women's Health or Gerontology
 - 25 - Oncology
 - 150 - Other Specialties
- Ages range from 24 to 88 with a median age of 46.
- Years worked as APRN range from under 1 year to 55 with a median of 9. This number does not include the years (median=6) worked as an RN before becoming an APRN.
- 15% of the APRNs in primary care, and 23% of those in specialty care, are age 60 or older.
- 860 (89%) of the 993 APRNs are women.
- 48% of the women, and 30% of the men, practice primary care. 31% of the men practice anesthesiology, and 19% mental health.
- The 993 APRNs represent the equivalent of 667.8 full-time providers (FTEs, defined as 40 or more hours of patient care per week, 48 weeks per year). This includes 323.5 FTEs in primary care and 344.3 FTEs in specialty care. This does not include work other than direct patient care, such as administration, supervision, or teaching.
- 31% of the primary care FTEs and 29% of the specialty care FTEs are in Chittenden County.
- APRNs most often work in a physician/APRN group setting (31% of FTEs) or a hospital outpatient setting (26% of FTEs).
- 23% of all APRNs provide patient care full-time (40 hours per week or more). Another 34% provide between 30 and 40 hours of patient care per week. This does not include work other than direct patient care, such as administration, supervision, or teaching.
- Between 2021 and 2023, the number of APRNs in primary care increased from 423 to 456, and the number in specialty care increased from 413 to 537.
- Between 2021 and 2023, the percent of APRNs age 60 or more decreased from 22% to 19%.

Comparison of Selected APRN Data, 2000-2023

	2000	2002	**	2015	2017	2019	2021	2023
Total active * APRNs	338	354		535	617	726	836	993
% over age 60	4%	6%		31%	27%	28%	22%	19%
Percent female	90%	91%		90%	88%	89%	88%	89%
Primary care APRNs	221	224		276	328	355	423	456
Adult Health	59	52			81	82	88	90
Family Health +	63	72		160	115	134	158	181
Gerontology	8	4		12	14	17	33	34
Pediatric Primary Care	25	22		29	34	43	43	40
Primary Care Women's Health	66	74		67	73	67	85	88
% over age 60	4%	7%		30%	25%	22%	16%	15%
% accept new patients	93%	96%		96%	97%	97%	97%	94%
accept new Medicaid patients	91%	91%		92%	95%	94%	92%	88%
accept new Medicare patients	89%	86%		94%	95%	92%	91%	87%
Specialist APRNs	117	130		259	289	371	413	537
Acute / Trauma	7	9		34	35	40	54	56
Anesthesia	36	34		41	45	51	58	78
Mental Health	38	37		61	78	90	122	156
Primary care FTEs	136.6	150.8		192.7	235.5	247.5	299.7	323.5
Adult Health	34.7	33.5			54.5	53.3	50.6	60.7
Family Health +	40.7	51.5		114.9	88.6	95.7	119.7	139.0
Gerontology	5.8	2.8		8.9	9.9	13.0	23.8	23.4
Pediatric Primary Care	13.2	13.2		20.7	23.2	28.9	28.4	25.0
Primary Care Women's Health	42.3	49.9		44.6	51.7	50.1	63.0	62.7
% over age 60	6%	5%		32%	30%	34%	13%	12%
FTEs/100,000 population	22.4	24.5		30.8	37.7	39.5	46.4	50.0
% of FTEs in Chittenden Co.	30%	29%		32%	30%	31%	30%	31%
Specialist FTEs	89.6	100.0		193.8	209.8	246.4	286.1	344.3
Acute / Trauma	5.9	8.0		27.8	27.5	30.7	26.2	42.8
Anesthesia	29.1	27.3		32.9	32.6	34.4	42.0	51.1
Mental Health	27.6	25.0		41.5	59.3	62.8	82.7	103.3
% of FTEs in Chittenden Co.	42%	51%		36%	35%	33%	32%	29%

* working as APRNs in Vermont

** comparable data are not available for 2003-2014

+ for 2015 "Family Health" included adult health and internal medicine

Table 1 -- VT APRNs, 2023
Summary of Active Nurse Practitioners

TOTAL	993	(100%)
License types: *		
Nurse Practitioner	826	(83%)
Clinical Nurse Specialist	22	(2%)
Certified Nurse Midwife	66	(7%)
Certified Nurse Anesthetist	79	(8%)
Main specialty:		
Primary Care:	456	(46%)
Adult Health	90	(9%)
Family Health	181	(18%)
Gerontology	34	(3%)
Pediatrics	40	(4%)
School Health	23	(2%)
Women's Health	88	(9%)
Specialty Care:	537	(54%)
Acute / Trauma	56	(6%)
Adult Health **	15	(2%)
Family Health	23	(2%)
Anesthesia	78	(8%)
Gerontology	2	(0%)
Mental Health	156	(16%)
Oncology	25	(3%)
Pediatrics/Neonatal	23	(2%)
Women's Health	9	(1%)
Other	150	(15%)
Age groups:		
younger than 40	301	(30%)
40 - 49	294	(30%)
50 - 59	207	(21%)
60 and older	191	(19%)
Gender:		
Male	107	(11%)
Female	860	(89%)
Other	2	(0%)
Ethnicity and Race:		
Hispanic, Latino or of Spanish origin	15	(2%)
White	906	(91%)
Native American	6	(1%)
Black	23	(2%)
Asian	17	(2%)
Native Hawaiian/ Pacific Islander	2	(0%)
Other race	6	(1%)
Prefer not to answer	40	(4%)

continued...

Table 1 -- VT APRNs, 2023
Summary of Active Nurse Practitioners (continued)

Patient care hours:

less than 30 hours/week	427	(43%)
30 to 39 hours/week	336	(34%)
40 or more hours/week	230	(23%)

Other work hours:

None	447	(45%)
less than 10 hours/week	308	(31%)
10 to 19 hours/week	116	(12%)
20 or more hours/week	122	(12%)

Number of practice sites:

One	897	(90%)
Two	87	(9%)
Three	7	(1%)
Four or more	2	(0%)

* 19 NPs who also have another license type are excluded from the NP row.
Another 30 NPs missing license type data are counted as NPs in this table.

** Includes Home Health

24 NPs were missing gender information.

Table 2 -- VT Advanced Practice Nurses, 2023
Separate Summaries by APRN Type

APRN type *	NP	CNM	CNS	CRNA	TOTAL
	-----	-----	-----	-----	-----
TOTAL	826 (100%)	66 (100%)	22 (100%)	79 (100%)	993 (100%)
Age groups:					
younger than 35	269 (33%)	19 (29%)	0 (0%)	13 (16%)	301 (30%)
35 - 44	244 (30%)	18 (27%)	1 (5%)	31 (39%)	294 (30%)
45 - 54	164 (20%)	19 (29%)	4 (18%)	20 (25%)	207 (21%)
55 and older	149 (18%)	10 (15%)	17 (77%)	15 (19%)	191 (19%)
Gender:					
Male	70 (9%)	1 (2%)	3 (14%)	33 (44%)	107 (11%)
Female	735 (91%)	64 (98%)	19 (86%)	42 (56%)	860 (89%)
Other	2 (0%)	0 (0%)	0 (0%)	0 (0%)	2 (0%)
Patient care hours:					
40 or more hours/week	180 (22%)	19 (29%)	4 (18%)	27 (34%)	230 (23%)
30 to under 40 hrs/wk	295 (36%)	20 (30%)	4 (18%)	17 (22%)	336 (34%)
20 to under 30 hrs/wk	157 (19%)	9 (14%)	5 (23%)	12 (15%)	183 (18%)
less than 20 hrs/wk	194 (23%)	18 (27%)	9 (41%)	23 (29%)	244 (25%)
Main specialty:					
Primary Care Total	397 (48%)	57 (86%)	2 (9%)	. (.%)	456 (46%)
Adult Health	88 (11%)	2 (3%)	. (.%)	. (.%)	90 (9%)
Family Health	179 (22%)	. (.%)	2 (9%)	. (.%)	181 (18%)
Gerontology	34 (4%)	. (.%)	. (.%)	. (.%)	34 (3%)
Pediatrics	40 (5%)	. (.%)	. (.%)	. (.%)	40 (4%)
School Health	23 (3%)	. (.%)	. (.%)	. (.%)	23 (2%)
Women's Health	33 (4%)	55 (83%)	. (.%)	. (.%)	88 (9%)
Specialty Care Total	429 (52%)	9 (14%)	20 (91%)	79 (100%)	537 (54%)
Acute / Trauma	54 (7%)	1 (2%)	. (.%)	1 (1%)	56 (6%)
Adult Health	15 (2%)	. (.%)	. (.%)	. (.%)	15 (2%)
Family Health	23 (3%)	. (.%)	. (.%)	. (.%)	23 (2%)
Anesthesia	2 (0%)	. (.%)	. (.%)	76 (96%)	78 (8%)
Gerontology	2 (0%)	. (.%)	. (.%)	. (.%)	2 (0%)
Mental Health	137 (17%)	1 (2%)	18 (82%)	. (.%)	156 (16%)
Oncology	24 (3%)	. (.%)	1 (5%)	. (.%)	25 (3%)
Pediatrics/Neonatal	23 (3%)	. (.%)	. (.%)	. (.%)	23 (2%)
Women's Health	4 (0%)	5 (8%)	. (.%)	. (.%)	9 (1%)
Other	145 (18%)	2 (3%)	1 (5%)	2 (3%)	150 (15%)

* Note: 19 NPs who also have another license type are excluded from the NP row.
30 NPs missing license type data are counted as NPs in this table.
Percentages displayed are within each column.

26 APRNs answered the question on gender with "other", "prefer not to answer" or were missing a response - they are included in all sections of the table except gender breakdown.

NP = Nurse Practitioner
CNM = Certified Nurse Midwife
CNS = Clinical Nurse Specialist
CRNA = Certified RN Anesthetist

Table 3 -- VT APRNs, 2023
Age by Specialty and Gender

	Total	APRNs in Age Group				Age 60+
		<40	40-49	50-59	60+	(%)
NP *	826	269	244	164	149	18%
CNS	22	.	1	4	17	77%
CNM	66	19	18	19	10	15%
CRNA	79	13	31	20	15	19%
Primary Care:	456	167	128	92	69	15%
		(37%)	(28%)	(20%)	(15%)	
Adult Health	90	23	25	20	22	24%
Family Health	181	73	52	34	22	12%
Gerontology	34	12	9	9	4	12%
Pediatrics	40	16	9	7	8	20%
School Health	23	6	9	3	5	22%
Women's Health	88	37	24	19	8	9%
MALES	32	14	8	6	4	13%
FEMALES	415	148	118	85	64	15%
Specialty Care:	537	134	166	115	122	23%
		(25%)	(31%)	(21%)	(23%)	
Acute / Trauma	56	17	21	15	3	5%
Adult Health	15	2	6	4	3	20%
Family Health	23	5	10	6	2	9%
Anesthesia	78	14	29	20	15	19%
Gerontology	2	.	.	.	2	100%
Mental Health	156	31	43	34	48	31%
Oncology	25	4	2	7	12	48%
Pediatrics/Neonatal	23	9	7	3	4	17%
Women's Health	9	4	1	1	3	33%
Other	150	48	47	25	30	20%
MALES	75	10	29	21	15	20%
FEMALES	445	121	127	90	107	24%

* 19 NPs who also have another license type are excluded from the NP row.
APRNs are counted in their main practiced specialty group.
See Note 1 for a description of the calculations of ages.

9 primary care APRNs and 17 specialty care APRNs answered the question on gender with "other", "prefer not to answer" or were missing a response - they are included in all sections of the table except gender breakdown.

NP = Nurse Practitioner
CNM = Certified Nurse Midwife
CNS = Clinical Nurse Specialist
CRNA = Certified RN Anesthetist

Table 4 -- VT APRNs, 2023
Education and Training

	PRIMARY CARE	SPECIALTY CARE
	<hr/>	<hr/>
TOTAL	456	537
Region where trained as an RN:		
VT	37%	26%
NH	5%	6%
Other New England	21%	23%
Other Northeast	14%	17%
South	13%	15%
Central	5%	7%
West	5%	5%
Foreign	1%	1%
unknown	4	6
Hold credentials as an APRN in:		
Adult Health	20%	21%
Family Health	59%	39%
Pediatrics	5%	3%
Neonatal	0%	4%
Gerontology	12%	10%
Midwifery	12%	1%
Women's Health	8%	2%
Mental Health	2%	23%
Anesthesiology	0%	14%
Other	2%	11%

APRNs are counted in their main practiced specialty group. This table uses the standard mapping of states to regions, but separates out VT and NH (Note 7).

Table 5 -- VT APRNs, 2023
Years in Practice as an APRN

In Practice *	PRIMARY CARE	SPECIALTY CARE
Less than a year	5 (1%)	5 (1%)
1 to 2 years	63 (14%)	55 (10%)
3 to 4 years	53 (12%)	57 (11%)
5 to 9 years	137 (31%)	144 (27%)
10 to 14 years	66 (15%)	94 (18%)
15 to 19 years	42 (9%)	46 (9%)
20 to 24 years	37 (8%)	44 (8%)
25 to 29 years	21 (5%)	38 (7%)
30 years or more	24 (5%)	43 (8%)
unknown	8	11
Total	456	537

* Not including years worked as an RN before becoming an APRN.

APRNs are counted in their main practiced specialty group.

Table 6 -- VT APRNs, 2023
FTE by Age by Specialty and Gender

	Total	FTEs in Age Group				Age 60+
		<40	40-49	50-59	60+	(%)
NP *	557.0	190.3	168.8	119.4	78.5	14%
CNS	12.3	.	1.0	3.2	8.1	66%
CNM	45.6	13.8	14.1	13.0	4.6	10%
CRNA	52.9	9.8	22.3	11.6	9.2	17%
Primary Care:	323.5	121.9	95.8	67.2	38.6	12%
		(38%)	(30%)	(21%)	(12%)	
Adult Health	60.7	17.9	17.4	14.6	10.9	18%
Family Health	139.0	55.8	42.4	27.5	13.3	10%
Gerontology	23.4	8.6	7.3	5.6	1.9	8%
Pediatrics	25.0	9.4	5.9	4.9	4.8	19%
School Health	12.6	3.7	4.5	1.5	2.9	23%
Other	62.7	26.5	18.3	13.0	4.9	8%
MALES	25.8	11.4	6.6	4.9	2.9	11%
FEMALES	290.9	106.5	87.4	61.5	35.5	12%
Specialty Care:	344.3	92.1	110.3	80.1	61.8	18%
		(27%)	(32%)	(23%)	(18%)	
Acute / Trauma	42.8	13.3	15.4	11.9	2.3	5%
Adult Health	7.8	1.7	3.5	1.8	.8	10%
Family Health	15.9	3.4	7.0	5.3	.3	2%
Anesthesia	51.1	10.2	20.5	11.2	9.2	18%
Gerontology	.1	.	.	.	.1	100%
Mental Health	103.3	19.8	31.3	25.6	26.6	26%
Oncology	13.3	2.4	1.4	3.7	5.9	44%
Pediatrics/Neonatal	12.5	5.5	3.6	1.3	2.1	17%
Women's Health	2.6	1.5	.8	.3	.0	0%
Other	95.0	34.4	27.0	19.0	14.6	15%
MALES	48.5	5.2	21.4	13.3	8.6	18%
FEMALES	283.9	85.0	80.9	64.8	53.3	19%

* 19 NPs who also have another license type are excluded from the NP row.
Partial FTEs are counted in each specialty group an APRN practices.
See Note 1 for a description of the calculations of ages.
See Appendix A for the definition of FTE.

9 primary care APRNs and 17 specialty care APRNs answered the question on gender with "other", "prefer not to answer" or were missing a response - they are included in all sections of the table except gender breakdown.

NP = Nurse Practitioner
CNM = Certified Nurse Midwife
CNS = Clinical Nurse Specialist
CRNA = Certified RN Anesthetist

Table 7 -- VT APRNs, 2023
Numbers of Primary Care Providers, Patient Care Full Time
Equivalents (FTEs), and Total Weekly Work Hours, by County

Count FTEs Hours	PRIMARY CARE TOTAL	ADULT HEALTH	FAMILY HEALTH	PEDIA -TRIC	WOMEN'S HEALTH	GERONT -OLOGY	SCHOOL HEALTH
STATEWIDE TOTAL	464 323.5 16760	97 60.7 3522	189 139.0 6972	40 25.0 1248	90 62.7 3131	40 23.4 1228	25 12.6 659
Addison	30 18.5 967	3 1.5 60	10 7.2 372	5 2.6 136	7 4.1 244	1 .5 22	4 2.6 134
Bennington	23 15.6 804	7 4.4 246	7 4.4 229	1 .9 42	4 2.2 129	3 2.9 118	1 .8 40
Caledonia	22 18.4 923	3 2.3 99	11 8.6 427	2 1.9 134	5 4.4 187	2 1.3 76	.. ..
Chittenden	152 99.7 5279	37 23.1 1504	46 29.4 1489	17 10.2 465	36 24.2 1133	10 5.2 279	16 7.7 408
Essex	3 2.2 92	. . . .	3 2.2 92	.. ..	.. ..	.. ..	.. ..
Franklin	20 15.6 709	5 4.1 172	12 9.7 464	. . . .	1 .9 36	2 .9 37	.. ..
Grand Isle	2 1.6 64	. . . .	2 1.6 64	.. ..	.. ..	.. ..	.. ..
Lamoille	15 12.0 624	1 1.0 65	9 6.6 318	1 .9 44	4 3.5 197	.. ..	.. ..
Orange	25 18.4 1018	5 2.6 150	10 7.6 387	5 3.4 154	5 4.7 317	. . . .	1 .1 11
Orleans	16 11.2 651	5 2.9 217	7 6.4 349	1 .1 11	2 1.2 52	1 .5 22	.. ..
Rutland	40 29.3 1552	7 5.1 250	20 15.9 917	2 1.6 90	5 3.1 148	7 3.6 146	.. ..
Washington	46 30.3 1512	8 4.3 205	21 16.1 754	3 2.4 112	7 3.4 175	7 4.1 265	1 .1 2
Windham	36 26.4 1292	4 1.9 94	20 14.4 725	2 1.1 59	9 7.6 350	. . . .	2 1.3 64
Windsor	37 23.3 1200	12 7.7 461	12 8.9 386	1 .0 1	5 3.3 134	8 3.5 218	.. ..

In this table APRNs may be counted more than once (Note 3).

2 APRNs providing 1.2 FTEs were missing location data and are only included in the statewide total row.

Table 8 -- VT APRNS, 2023
Numbers of Specialty Care Providers, Patient Care Full Time
Equivalents (FTEs), and Total Weekly Work Hours, by County

Count FTEs Hours	SPECIALTY CARE TOTAL	ACUTE CARE	ANESTHE -SIOLOGY	ADULT & FAMILY	MENTAL HEALTH	ALL OTHER
STATEWIDE TOTAL	572 344.3 17631	68 42.8 2126	78 51.1 2350	44 23.7 1285	164 103.3 5287	233 123.5 6583
Addison	19 11.9 600	3 2.9 140	5 3.9 155	. . . .	6 3.2 155	5 1.9 150
Bennington	39 23.8 1184	4 2.3 108	. . . .	2 1.8 82	15 9.3 487	20 10.4 507
Caledonia	42 25.8 1254	6 3.7 169	7 5.8 280	3 2.3 115	8 3.6 198	20 10.5 492
Chittenden	176 100.7 5095	14 11.0 510	26 14.9 660	10 3.9 240	45 27.1 1370	82 43.7 2314
Franklin	25 17.6 823	6 3.5 142	3 2.9 133	6 4.6 201	3 1.8 78	7 4.8 269
Lamoille	32 19.3 886	4 1.4 55	7 5.2 245	. . . .	12 6.4 316	11 6.3 270
Orange	18 10.5 527	6 3.7 204	4 2.1 85	. . . .	7 4.4 212	1 .3 26
Orleans	16 9.0 756	2 1.1 168	. . . .	3 1.1 88	9 5.0 340	3 1.8 161
Rutland	56 30.7 1484	6 3.8 173	9 3.6 191	5 1.6 63	19 11.5 546	18 10.3 511
Washington	65 30.9 1720	6 1.5 78	3 1.5 64	8 3.9 204	21 10.9 595	28 13.0 779
Windham	57 31.3 1594	6 3.9 180	8 4.1 193	5 2.5 104	21 13.6 676	19 7.3 441
Windsor	56 30.5 1621	5 3.8 193	18 7.1 344	1 1.0 148	10 5.6 274	24 13.0 662

In this table APRNs may be counted more than once (Note 3). Here "Adult & Family" includes Gerontology, and "Acute" includes Trauma. FTEs only include patient care, but Hours include all activities.

4 APRNs providing 2.2 specialty care FTEs were missing county information and are only included in the statewide total row.

No APRNs reported working in specialty care in Essex County.

Table 9 -- VT APRNs, 2023
Primary Care Provider FTE to Population Ratios by County

County	FTEs	Population	FTEs per 100,000	Population per FTE
STATEWIDE TOTAL	323.5	647,464	50.0	2,002
Addison	18.5	37,720	49.0	2,041
Bennington	15.6	37,183	41.9	2,388
Caledonia	18.4	30,610	60.1	1,665
Chittenden	99.7	169,481	58.8	1,700
Essex	2.2	6,010	35.8	2,795
Franklin	15.6	50,994	30.6	3,268
Grand Isle	1.6	7,467	21.4	4,667
Lamoille	12.0	26,060	46.1	2,169
Orange	18.4	29,943	61.4	1,629
Orleans	11.2	27,516	40.6	2,462
Rutland	29.3	60,271	48.6	2,058
Washington	30.3	60,142	50.3	1,987
Windham	26.4	45,966	57.4	1,741
Windsor	23.3	58,101	40.1	2,496

Only primary care included in this table.
One FTE is 40 (or more) hours per week, 48 weeks per year
or more. The FTEs are rounded to one digit for display
only - the ratios were calculated using the unrounded values.

Population estimates are from the Census Bureau for July 2023
(see note 4).

2 APRNs providing 1.2 FTEs were missing location data and are
only included in the statewide total row.

Table 10 -- VT APRNs, 2023
Detailed Specialty List

Specialty	Count of APRNs Working in Specialty		
	As Main Specialty	As Secondary Specialty	TOTAL FTEs
TOTAL	993		667.8
Primary Care:			
Adult Health	87	5	58.2
Family Health	181	8	139.0
Gerontology	34	6	23.4
Home Health	3	2	2.5
Pediatrics	40	.	25.0
School Health	23	2	12.6
Women's Health	88	2	62.7
Specialty Care:			
Acute / Critical Care	31	6	24.9
Adult Health	14	1	6.8
Anesthesia	78	.	51.1
Cardiology	21	3	15.7
Community	3	.	2.1
Endocrinology	7	2	4.7
Family Health	23	5	15.9
Gerontology	2	.	.1
Home Health	1	.	1.0
Medical Surgical	10	3	8.1
Mental Health	156	8	103.3
Neonatal	19	.	10.1
Occupational Health	13	2	6.6
Oncology	25	.	13.3
Orthopedics	14	1	11.0
Palliative Care	18	11	12.2
Pediatrics	4	2	2.3
Public Health	3	.	2.2
Trauma / ER	25	6	17.8
Women's Health	9	.	2.6
Other	61	7	32.4

See Appendix A for the definition of 'FTE'.

Table 11 -- VT APRNs, 2023
FTEs by Practice Setting by Specialty

Specialty	FTEs in Practice Setting					
	Physician /APRN	APRN Practice	Other Clinic	Hospital Inpatient	Hospital Outpatient	All Others
Total	154.7	51.7	127.2	59.5	170.4	104.3
Primary Care	108.1	21.5	85.1	.	68.6	40.2
Adult Health	19.9	7.3	11.0	.	15.6	6.9
Family Health	58.4	9.7	54.1	.	14.1	2.7
Gerontology	.7	1.1	.9	.	3.2	17.5
Pediatrics	12.5	.1	4.8	.	6.8	.7
School Health	.	.2	.	.	.	12.4
Women's Health	16.5	3.0	14.3	.	28.8	.
Specialty Care	46.7	30.2	42.1	59.5	101.8	64.1
Acute / Trauma	2.0	.	10.0	14.7	8.8	7.3
Adult Health	.	.	.2	2.2	.	5.5
Anesthesia	6.6	7.3	.	8.5	28.3	.4
Family Health	.	.	10.0	1.4	.	4.5
Gerontology	.	.	.	.1	.	.0
Mental Health	17.8	17.3	20.3	6.2	10.8	31.0
Oncology	4.1	.	.	.	9.1	.0
Pediatrics/Neonatal	.	.	.	12.0	.5	.0
Women's Health	.	.	.	.8	.	1.8
Other	16.1	5.5	1.7	13.7	44.4	13.6

All worksites and specialties of each APRN are counted in this table.
 'Other Clinic' is ambulatory settings other than private offices.
 'All Others' includes schools, mental health clinics, nursing homes, etc.
 See Appendix A for the definitions of 'primary care' and 'FTE'.

Table 12 -- VT APRNs, 2023
Detailed Practice Settings

Practice Setting	Primary Care		Specialty Care	
	FTEs	Percent	FTEs	Percent
TOTAL	323.5	100%	344.3	100%
Academic Setting	.	.	1.3	0%
APRN Practice - group	12.4	4%	9.1	3%
APRN Practice - solo	9.1	3%	21.1	6%
Community Health Center	85.1	26%	24.3	7%
Correctional Facility	.	.	4.6	1%
Home Health	6.1	2%	2.6	1%
Hospital Emergency Department	.	.	7.9	2%
Hospital In- & Outpatient	29.3	9%	56.4	16%
Hospital Inpatient Department	.	.	59.5	17%
Hospital Outpatient Department	39.2	12%	45.4	13%
Mental Health Facility	3.1	1%	25.0	7%
Nursing Home/Extended Care	16.3	5%	2.6	1%
Occupational Health	.	.	6.3	2%
Physician/APRN Practice	108.1	33%	46.7	14%
Public Health	.	.	3.0	1%
School or College-Based Clinic	14.8	5%	.1	0%
Urgent Care / Walk in	.	.	17.8	5%
Other setting	.	.	10.7	3%

For each practice setting, this table counts the number of active APRN FTEs, separately for primary and specialty care. The percentages are based on the TOTAL line.

Table 13 -- VT APRNs, 2023
Practice Setting by Age

Practice Setting	Total	Number in Age Group		
		under 40	40-59	60 and older
TOTAL	993 (100%)	301	501	191
Academic Setting	15 (2%)	5	9	1
APRN Practice - group	36 (4%)	11	21	4
APRN Practice - solo	54 (5%)	7	29	18
Community Health Center	152 (15%)	51	67	34
Correctional Facility	8 (1%)	.	6	2
Home Health	12 (1%)	3	4	5
Hospital Emergency Department	13 (1%)	4	8	1
Hospital In- & Outpatient	114 (11%)	30	65	19
Hospital Inpatient Department	90 (9%)	30	44	16
Hospital Outpatient Department	117 (12%)	46	47	24
Mental Health Facility	41 (4%)	8	18	15
Nursing Home/Extended Care	30 (3%)	8	17	5
Occupational Health	15 (2%)	.	12	3
Physician/APRN Practice	212 (21%)	79	108	25
Public Health	6 (1%)	1	4	1
School or College-Based Clinic	27 (3%)	7	13	7
Urgent Care / Walk in	22 (2%)	4	17	1
Other setting	29 (3%)	7	12	10

Each APRN is counted once in this table, in their main practice setting.
See Note 1 for a description of the calculation of age.

Table 14 -- VT APRNs, 2023
Average Patient Care Hours per Week,
by Specialty and Age

Main Specialty	Total APRNs	Average Hours per Week				
		Patient Care				Other Hours
		All Ages	Age < 40	Age 40-59	Age 60+	All Ages
Primary Care:	456	30	30	32	24	8
Adult Health	90	29	31	30	22	11
Family Health	181	33	32	35	26	7
Gerontology	34	28	30	29	16	8
Pediatrics	40	26	24	29	24	6
School Health	23	24	25	24	23	6
Women's Health	88	29	29	30	24	6
Specialty Care:	537	26	28	28	21	6
Acute / Trauma	56	32	32	32	34	6
Adult Health	15	23	.	26	11	7
Family Health	23	28	26	32	.	7
Anesthesia	78	27	32	27	25	3
Mental Health	156	27	26	29	23	7
Oncology	25	23	24	24	22	5
Pediatrics/Neonatal	23	22	28	18	21	5
Other	161	25	27	27	15	7

In each cell with fewer than 3 people an average is not displayed.

See Note 1 for description of the calculation of age.

Table 15 -- VT APRNs, 2023
Practice Availability by Specialty

Specialty	FTEs	Accept New Patients	Participate in Medicaid	Accept New Medicaid Patients	Participate in Medicare	Accept New Medicare Patients
		(%)	(%)	(%)	(%)	(%)
TOTAL	505.2	95%	96%	89%	95%	87%
PRIMARY CARE	286.1	94%	97%	88%	96%	87%
Adult Health	54.9	95%	93%	84%	93%	85%
Family Health	138.4	89%	97%	85%	97%	84%
Gerontology	5.9	85%	100%	72%	100%	72%
Pediatrics	24.2	100%	99%	97%	n.a.	n.a.
Women's Health	62.7	100%	96%	96%	97%	97%
SPECIALTY CARE	219.1	98%	96%	89%	94%	86%
Adult Health	.2	100%	0%	0%	0%	0%
Family Health	10.0	100%	91%	74%	100%	83%
Anesthesia	42.5	97%	99%	82%	99%	83%
Mental Health	88.9	97%	95%	90%	89%	84%
Oncology	13.3	93%	100%	82%	100%	82%
Pediatrics/Neonatal	.5	100%	100%	100%	n.a.	n.a.
Other	63.7	100%	98%	95%	98%	91%

Each site a APRN practices in is counted, weighed by FTEs.
Only office settings are included (Note 6).
Denominators for percentages do not include unknowns and 'n/a'.
See Appendix A for the definition of FTE.

Table 16 -- VT APRNs, 2023
Numbers of Primary Care Providers, Patient Care Full Time
Equivalents (FTEs), and Total Weekly Work Hours, by Local Health District

Count FTEs Hours	PRIMARY CARE TOTAL	ADULT HEALTH	FAMILY HEALTH	PEDIA -TRIC	WOMEN'S HEALTH	GERONT -OLOGY	SCHOOL HEALTH
STATEWIDE TOTAL	464 323.5 16760	97 60.7 3522	189 139.0 6972	40 25.0 1248	90 62.7 3131	40 23.4 1228	25 12.6 659
Barre	47 31.3 1582	9 5.3 275	21 16.1 754	3 2.4 112	7 3.4 175	7 4.1 265	1 .1 2
Bennington	22 15.6 804	6 4.4 245	7 4.4 229	1 .9 42	4 2.2 129	3 2.9 118	1 .8 40
Brattleboro	32 24.2 1150	3 1.6 63	16 12.5 615	2 1.1 59	9 7.6 350	. . . .	2 1.3 64
Burlington	152 99.7 5279	37 23.1 1504	46 29.4 1489	17 10.2 465	36 24.2 1133	10 5.2 279	16 7.7 408
Middlebury	30 18.5 967	3 1.5 60	10 7.2 372	5 2.6 136	7 4.1 244	1 .5 22	4 2.6 134
Morrisville	17 13.3 689	1 1.0 65	11 7.9 383	1 .9 44	4 3.5 197	.. ..	.. ..
Newport	17 12.1 687	5 2.9 217	8 7.3 385	1 .1 11	2 1.2 52	1 .5 22	.. ..
Rutland	39 29.1 1543	6 4.9 241	20 15.9 917	2 1.6 90	5 3.1 148	7 3.6 146	.. ..
Springfield	17 8.9 470	3 1.7 132	10 6.6 311	1 .0 1	. . . .	4 .6 26	.. ..
St. Albans	22 17.2 773	5 4.1 172	14 11.3 528	. . . .	1 .9 36	2 .9 37	.. ..
St. Johnsbury	24 19.9 993	3 2.3 99	13 10.1 497	2 1.9 134	5 4.4 187	2 1.3 76	.. ..
White River Jct	47 32.4 1740	14 7.9 440	14 10.3 493	5 3.4 154	10 7.9 450	5 2.8 193	1 .1 11

In this table APRNs may be counted more than once (Note 3).

4 APRNs providing 1.4 primary care FTEs were missing location data and are only included in the statewide total row.

Table 17 -- VT APRNs, 2023
 Numbers of Specialty Care Providers, Patient Care Full Time
 Equivalents (FTEs), and Total Weekly Work Hours, by Local Health District

Count FTEs Hours	SPECIALTY CARE TOTAL	ACUTE CARE	ANESTHE -SIOLOGY	ADULT & FAMILY	MENTAL HEALTH	ALL OTHER
STATEWIDE TOTAL	572 344.3 17631	68 42.8 2126	78 51.1 2350	44 23.7 1285	164 103.3 5287	233 123.5 6583
Barre	66 31.0 1730	6 1.5 78	3 1.5 64	8 3.9 204	22 11.1 605	28 13.0 779
Bennington	39 23.8 1184	4 2.3 108	. . . .	2 1.8 82	15 9.3 487	20 10.4 507
Brattleboro	55 30.6 1520	6 3.9 180	8 4.1 193	5 2.5 104	19 12.8 602	19 7.3 441
Burlington	176 100.7 5095	14 11.0 510	26 14.9 660	10 3.9 240	45 27.1 1370	82 43.7 2314
Middlebury	19 11.9 600	3 2.9 140	5 3.9 155	. . . .	6 3.2 155	5 1.9 150
Morrisville	34 20.9 970	5 2.4 111	7 5.2 245	. . . .	13 7.0 344	11 6.3 270
Newport	16 9.0 756	2 1.1 168	. . . .	3 1.1 88	9 5.0 340	3 1.8 161
Rutland	56 30.7 1484	6 3.8 173	9 3.6 191	5 1.6 63	19 11.5 546	18 10.3 511
Springfield	35 18.8 942	5 3.8 193	12 4.7 229	. . . .	8 4.9 260	12 5.4 260
St. Albans	25 17.6 823	6 3.5 142	3 2.9 133	6 4.6 201	3 1.8 78	7 4.8 269
St. Johnsbury	42 25.2 1210	5 2.7 113	7 5.8 280	3 2.3 115	9 3.9 210	20 10.5 492
White River Jct	38 21.8 1230	6 3.7 204	10 4.4 201	1 1.0 148	8 4.8 250	13 7.9 428

In this table APRNs may be counted more than once (Note 3). Here "Adult & Family" includes Gerontology, and "Acute" includes Trauma. FTEs only include patient care, but Hours include all activities.

4 APRNs providing 2.2 specialty care FTEs were missing county information and are only included in the statewide total row.

Table 18 -- VT APRNs, 2023
Primary Care Provider FTE to Population Ratios
by Local Health District

District	FTEs	Population	FTEs per 100,000	Population per FTE
STATEWIDE TOTAL	323.5	647,464	50.0	2,002
Barre	31.3	67,446	46.4	2,157
Bennington	15.6	37,183	41.9	2,389
Brattleboro	24.2	38,142	63.4	1,578
Burlington	99.7	169,453	58.8	1,700
Middlebury	18.5	37,566	49.2	2,032
Morrisville	13.3	32,283	41.1	2,434
Newport	12.1	28,145	42.9	2,330
Rutland	29.1	60,453	48.1	2,077
Springfield	8.9	34,044	26.3	3,805
St. Albans	17.2	58,461	29.4	3,398
St. Johnsbury	19.9	34,303	58.1	1,721
White River Jct	32.4	49,985	64.8	1,543

Only primary care is included in this table.
One FTE is 40 (or more) hours per week, 48 weeks per year
or more. The FTEs are rounded to one digit for display
only - the ratios were calculated using the unrounded values.

Population estimates are from the Census Bureau for July 2023
(see note 4).

4 APRNs providing 1.4 primary care FTEs were missing location data and
are only included in the statewide total row.

Table 19 -- VT APRNs, 2021 and 2023
Changes in Number of APRNs, Patient Care Hours
and Specialties, between 2021 and 2023

	2021	2023	Change	
TOTAL	836	993	+157	+19%
Age groups:				
younger than 40	251	301	+50	+20%
40 - 49	224	294	+70	+31%
50 - 59	180	207	+27	+15%
60 and older	181	191	+10	+6%
Gender:				
Male	94	107	+13	+14%
Female	737	860	+123	+17%
Other	2	2	0	0%
Patient care hours:				
40 or more hours/week	219	230	+11	+5%
30 to under 40 hours/week	293	336	+43	+15%
less than 30 hours/week	324	427	+103	+32%
Primary Care:				
Adult Health	88	90	+2	+2%
Family Health	158	181	+23	+15%
Gerontology	33	34	+1	+3%
Pediatrics	43	40	-3	-7%
School Health	16	23	+7	+44%
Women's Health	85	88	+3	+4%
Specialty Care:				
Acute / Trauma	54	56	+2	+4%
Adult Health	7	15	+8	+114%
Family Health	16	23	+7	+44%
Anesthesia	58	78	+20	+34%
Gerontology	1	2	+1	+100%
Mental Health	122	156	+34	+28%
Oncology	21	25	+4	+19%
Pediatrics/Neonatal	18	23	+5	+28%
Women's Health	4	9	+5	+125%
Other	112	150	+38	+34%

3 NPs were missing gender information for 2021.

24 NPs were missing gender information or preferred not to answer the question about gender for 2023.

Table 20 -- VT APRNs, 2021 and 2023
Full Time Equivalents (FTEs) by County

Primary Care:	2021	2023	Change
STATEWIDE TOTAL	299.7	323.5	+23.8
Addison	16.9	18.5	+1.6
Bennington	14.3	15.6	+1.3
Caledonia	20.3	18.4	-1.9
Chittenden	90.6	99.7	+9.1
Essex	2.3	2.2	-.1
Franklin	13.8	15.6	+1.8
Grand Isle	1.0	1.6	+.6
Lamoille	10.8	12.0	+1.2
Orange	16.0	18.4	+2.4
Orleans	6.7	11.2	+4.5
Rutland	25.8	29.3	+3.5
Washington	28.3	30.3	+2.0
Windham	25.3	26.4	+1.1
Windsor	25.3	23.3	-2.0

Specialty Care:	2021	2023	Change
STATEWIDE TOTAL	286.1	344.3	+58.2
Addison	13.8	11.9	-1.9
Bennington	20.3	23.8	+3.5
Caledonia	25.2	25.8	+.6
Chittenden	90.2	100.7	+10.5
Essex	.8	.	-.8
Franklin	15.9	17.6	+1.7
Grand Isle	.	.	.
Lamoille	12.7	19.3	+6.6
Orange	7.0	10.5	+3.5
Orleans	5.0	9.0	+4.0
Rutland	24.3	30.7	+6.4
Washington	24.3	30.9	+6.6
Windham	25.0	31.3	+6.3
Windsor	21.3	30.5	+9.2

For 2021, 4 APRNs providing 2.3 primary care FTEs and 4 APRNs providing 0.3 specialty care FTEs were missing location data. For 2023, 2 APRNs providing 1.2 primary care FTEs and 4 APRNs providing 2.2 specialty care FTEs were missing location data. These FTEs are only included in statewide total rows.

Table 21 -- VT APRNs, 2002 and 2023
Changes in Number of APRNs, Patient Care Hours
and Specialties, between 2002 and 2023

	2002	2023	Change	
TOTAL	354	993	+639	+181%
Main specialty:				
Primary Care Total	229	456	+227	+99%
Adult Health	52	90	+38	+73%
Family Health	72	181	+109	+151%
Gerontology	4	34	+30	+750%
Pediatrics	22	40	+18	+82%
School Health	5	23	+18	+360%
Women's Health	74	88	+14	+19%
Specialty Care Total	125	537	+412	+330%
Acute / Trauma	9	56	+47	+522%
Adult Health	0	15	+15	+.%
Family Health	0	23	+23	+.%
Anesthesia	34	78	+44	+129%
Gerontology	0	2	+2	+.%
Mental Health	37	156	+119	+322%
Oncology	0	25	+25	+.%
Pediatrics/Neonatal	0	23	+23	+.%
Women's Health	0	9	+9	+.%
Other	45	150	+105	+233%
Age groups:				
younger than 40	63	301	+238	+378%
40 - 49	146	294	+148	+101%
50 - 59	123	207	+84	+68%
60 and older	21	191	+170	+810%
Gender:				
Male	32	107	+75	+234%
Female	322	860	+538	+167%
Other	0	2	+2	+.%
Patient care hours:				
40 or more hours/week	118	230	+112	+95%
30 to under 40 hours/week	83	336	+253	+305%
less than 30 hours/week	153	405	+252	+165%
hours unknown or undefined	0	22		

24 NPs were missing gender information or preferred not to answer the question about gender for 2023.

Table 22 -- VT APRNs, 2002 and 2023
Full Time Equivalents (FTEs) by County

PRIMARY CARE:	2002	2023	Change
STATEWIDE TOTAL	150.8	323.5	+172.7
Addison	5.4	18.5	+13.1
Bennington	8.2	15.6	+7.4
Caledonia	9.8	18.4	+8.6
Chittenden	43.9	99.7	+55.8
Essex	.9	2.2	+1.3
Franklin	3.2	15.6	+12.4
Grand Isle	.5	1.6	+1.1
Lamoille	8.5	12.0	+3.5
Orange	6.9	18.4	+11.5
Orleans	4.9	11.2	+6.3
Rutland	13.5	29.3	+15.8
Washington	11.6	30.3	+18.7
Windham	18.9	26.4	+7.5
Windsor	14.5	23.3	+8.8
SPECIALTY CARE:			
STATEWIDE TOTAL	100.0	344.3	+244.3
Addison	3.5	11.9	+8.4
Bennington	6.8	23.8	+17.0
Caledonia	5.6	25.8	+20.2
Chittenden	50.8	100.7	+49.9
Essex	.	.	.
Franklin	2.9	17.6	+14.7
Grand Isle	.2	.	-.2
Lamoille	1.4	19.3	+17.9
Orange	.8	10.5	+9.7
Orleans	1.0	9.0	+8.0
Rutland	10.0	30.7	+20.7
Washington	6.1	30.9	+24.8
Windham	5.0	31.3	+26.3
Windsor	6.1	30.5	+24.4

For 2023, 2 APRNs providing 1.2 primary care FTEs and 4 APRNs providing 2.2 specialty care FTEs were missing location data. These FTEs are only included in statewide total rows.

Appendix A. General Notes and Terms

Definition of Active APRN

An APRN who was relicensed for the period 2023-2024 in Vermont, and who provided patient care hours in Vermont as reported in the survey, is considered an active APRN.

APRNs not represented in these tables

Only *active* APRNs are reported. Those who hold a Vermont license but are not actively in practice in Vermont are excluded from all tables.

Specialties

APRNs reported their specialties using a predefined list. See Table 10 for the exact specialties reported. For the rest of the tables some of the detailed specialties were grouped, e.g., Home Health is included in Adult Health.

Primary Care

Specialties counted as primary care included: adult and family health, gerontology, home care, pediatrics, school health, and women's health. But only care provided in appropriate settings was counted as Primary Care: included extended care and schools, but excluded urgent care / walk-in centers, hospital inpatient and ED, occupational, corrections and public health.

Determination of an APRN's main specialty

An APRN's "main" specialty is the specialty group in which the APRN works the most hours.

Definition of Full Time Equivalent (FTE)

The work of many APRNs includes many hours in activities other than direct patient care, such as administration, supervision, and teaching. FTEs in this report only reflect direct patient care. The few tables that list hours, in addition to FTEs, include other activities in the hours.

For the purpose of computing FTEs, full time was defined as 40 patient care hours (or more) per week, for 48 weeks per year. Reported hours per week were adjusted to an annual average. E.g., if 52 weeks were reported, the hours were multiplied by 52/48. An APRN reporting more than 40 (adjusted) patient care hours per week is defined as *one* FTE regardless of the number of hours. See the following examples:

		<u>Weeks</u>	<u>Hours</u>	<u>FTE</u>
Example 1:	Primary Care	52	10	0.27
	Specialty Care	52	10	0.27
	Total		20	0.54
Example 2:	Primary Care	52	20	0.50
	Specialty Care	52	20	0.50
	Total		40	1.00
Example 3:	Primary Care	48	35	0.50
	Specialty Care	24	70	0.50
	Total		70	1.00

In the first example, the APRN works half-time and has hours split equally between primary and specialty care. The number of weeks is more than 48 so the FTEs are adjusted upwards. The pattern is the same in Example 2, except the hours total 40 for 1.0 FTE, and the adjustment for 52 weeks does not matter since the total FTE for a person is never more than 1.0. In the third example the person spends an average of 70 hours per week in patient care: 35 hours of primary care every week, and 70 hours of specialty care in each of only 24 weeks per year. This is calculated as 1.0 FTE total, and 0.5 FTE for each of primary care and specialty care.

Determination of an APRN’s main County (or other area)

Main county is the county in which the APRN practices the greatest number of patient care hours. Similarly for main district, etc.

Numerical precision

Most numbers are displayed in finite precision in that they are individually rounded. Thus, some rows or columns of numbers may not add exactly to the displayed total (to the last, rightmost digit). This applies to FTEs, percentages and hours, for example, whether the numerals displayed are decimal or whole numbers. Counts of APRNs are exact integers, however, and should add up to displayed totals.

Tables displaying each APRN in a single cell vs. multiple-count tables

Most of the tables contain information that is individual-based (e.g., age and gender). Each APRN is represented in only one cell in the table. Those with more than one specialty, or more than one practice site or setting, are counted only in the row and column representing their main specialty, main setting, or main practice location.

Other tables count some APRNs in more than one row or column, e.g., in every county the APRN works in, and thus the numbers in the “total” row or column may be less than the sum of the rows or columns. Wherever this is the case, it is stated in the notes specific to that table.

Appendix B. Notes for specific tables

1. **Calculation of Age**

Ages are computed as March 31, 2023 (the end of the renewal period) minus the date of birth.

(note 2 skipped intentionally)

3. **Notes regarding tables listing APRN Full Time Equivalents (FTE) and Hours by County or by other geographical areas:**

These tables count each APRN who provides care in that county or area. The same APRN may be counted in more than one area, and in more than one specialty.

Because of this inclusive approach taken in tallying APRNs across many practice locations, the numbers in the “Total” rows and “Total” columns will generally be less than the sum of the individual rows and columns. This applies to the area totals which sum the APRN counts, the state totals which sum the area-level counts, and the “Total” of specialties combined. Unlike the totals for the counts of APRNs, however, the numbers listed in the “Total” rows and “Total” columns for the “FTE” and “Hours” statistics *do* equal the sums of the individual items (except for rounding errors).

See also Note 8 regarding the calculation of weekly hours and FTEs.

4. **Population Estimates**

Population estimates are for July 1, 2023, as released by the Census Bureau.

(note 5 skipped intentionally)

6. **Notes regarding Availability of Care**

The survey form allowed the APRN to answer the questions whether they accept new patients (“availability”) separately for each site.

The following settings are included as “office settings”: Physician / APRN practices, independent APRN practices, community health centers, mental health clinics, hospital outpatient, hospital in-and-outpatient, and other ambulatory settings – but excluding urgent care / walk-in.

The following specialties are excluded: acute care, community health, occupational health, public health, school health, and trauma. Pediatrics excluded from the “accept Medicare patients” statistic.

7. **Geographical Regions** - States were grouped into the following regions:
New England: ME, NH, VT, MA, CT, RI
Other Northeast: NY, NJ, PA
South: DE, MD, DC, VA, WV, NC, SC, GA, FL,
 KY, TN, AL, MS, AR, OK, LA, TX
Central: OH, IN, IL, MI, WI, MN, IA, MO, ND, SD, NE, KS
West: MT, WY, CO, NM, ID, UT, AZ, NV, WA, OR, CA, AK, HI
8. **Patient Care Hours**
"Full Time" is defined as 40 (or more) hours of direct patient care per week, for 48 or more weeks per year, on average, in Vermont. Average weekly hours (and FTEs), based on 48 weeks per year, were computed for APRNs who reported working more or less than 48 weeks per year. This results in fractional hours, and rounding errors may affect the displayed hours. Thus, in some cases the hours in the "total" columns differ, usually by one hour, from the totals of the hours displayed in the detail columns. Some APRNs provide additional patient care outside Vermont, and most do other types of work besides direct patient care.

Appendix C: Vermont Department of Health 2023 Census of Advanced Practice Registered Nurses

Identification

- 1) First Name* _____
- 2) Middle Name (if any) _____
- 3) Last Name* _____
- 4) Vermont APRN License Number* _____
-

Demographics

- 5) Date of birth (M/D/YYYY)* _____
- 6) Gender ☐ Male ☐ Female ☐ Other ☐ Prefer not to answer
- 7) How would you classify your race (check all that apply):
- ☐ American Indian or Alaska Native
 - ☐ Asian
 - ☐ Black or African American
 - ☐ Native Hawaiian or other Pacific Islander
 - ☐ White
 - ☐ Other - please specify: _____ *
 - ☐ Prefer not to answer

8) Are you Hispanic, Latino/a, or of Spanish origin? (check all that apply)

☐ Yes ☐ No ☐ Prefer not to answer

Education & Training

9) What type of nursing degree or credential qualified you for your first U.S. RN license?

- ☐ Diploma/certificate - nursing
- ☐ Associate Degree - nursing
- ☐ Bachelor's Degree - nursing
- ☐ Master's Degree - nursing
- ☐ Doctoral degree – nursing (PhD)
- ☐ Doctoral degree – nursing practice (DNP)
- ☐ Other (please specify): _____ *

10) In what year did you complete the degree that qualified you for your first U.S. RN license? _____

11) In which state did you complete the degree or credential that qualified you for your first U.S. RN license?

- ☐ Outside the USA
- ☐ Alabama
- ☐ Alaska
- ☐ ...

If completed outside the U.S., please specify country:*

12) What is your highest level of nursing education?

- ☐ Bachelor's Degree - nursing
- ☐ Master's Degree - nursing
- ☐ Doctoral degree - nursing (PhD)
- ☐ Doctoral degree – nursing practice (DNP)
- ☐ Other (please specify): _____ *

13) What is your highest level of non-nursing education?

- ☐ not applicable
- ☐ Associate Degree - non-nursing
- ☐ Bachelor's Degree - non-nursing
- ☐ Master's Degree - non-nursing
- ☐ Doctoral degree - non-nursing
- ☐ Other (please specify): _____ *

14) Are you currently enrolled in a nursing education program leading to a degree/certificate?

- ☐ Not enrolled
- ☐ Master's Degree program
- ☐ Doctoral degree program (PhD)
- ☐ Doctoral degree program (DNP)
- ☐ Other (please specify): _____ *

License & Practice

15) For how many years have you worked as an RN (in any state or country) before you became an APRN?

16) For how many years have you worked as an APRN (in any state or country)? _____

17) In what state(s) do you hold an active APRN license?

- ☐ Alabama
- ☐ Alaska
- ☐ ...

18) In what state(s) are you currently actively practicing as an APRN?

- ☐ Alabama
- ☐ Alaska
- ☐ ...

19) Indicate whether you are credentialed to practice as any of the following: (check all that apply)

- ☐ Nurse Practitioner (NP)
- ☐ Clinical Nurse Specialist (CNS)
- ☐ Certified Nurse Midwife (CNM)
- ☐ Certified Registered Nurse Anesthetist (CRNA)
- ☐ Other (specify): _____ *

20) In what areas do you hold credentials as an APRN? (check all that apply)

- ☐ Adult
- ☐ Family
- ☐ Neonatal
- ☐ Pediatrics
- ☐ Gerontology
- ☐ Midwifery (full scope)
- ☐ OB/Gyn (women's health)
- ☐ Medical / Surgical
- ☐ Psych / Mental Health
- ☐ Anesthesiology
- ☐ Acute / Emergency Care
- ☐ School
- ☐ Other (specify): _____ *

Current Status

21) What is your employment status as an APRN? (select all that apply)*

- ☐ Working in Vermont in a position that requires an APRN license
- ☐ Working outside Vermont in a position that requires an APRN license
- ☐ Working in a nursing position that does not require an APRN license
- ☐ Working in a field other than nursing
- ☐ Not currently working - seeking work as a nurse
- ☐ Not currently working - not seeking work as a nurse
- ☐ Retired

22) If not working as a nurse, please indicate the reasons: (select all that apply)

- ☐ Taking care of home and family
- ☐ Difficulty in finding a nursing position
- ☐ Inadequate salary
- ☐ Disabled
- ☐ In school
- ☐ Other (specify):

*

[if not active in Vermont]

24) Do you plan to start (or resume) working in Vermont as an APRN within the next 12 months?

- ☐ Yes ☐ No ☐ Do not know

[and then skip to end of census form]

[if currently active in Vermont]

25) For how many years have you worked in Vermont as an APRN?

26) Do you have Hospital Privileges in Vermont?

- ☐ Yes ☐ No

The following three questions are about your situation as a result of the coronavirus pandemic (beginning in approximately March 2020):

27) As a result of the pandemic, the total number of hours you spend in practice (clinical and administrative) has on average:

- ☐ Increased
- ☐ Decreased
- ☐ Stayed about the same

28) As a result of the pandemic, the total number of patients you see in a day on average has:

- ☐ Increased
- ☐ Decreased
- ☐ Stayed about the same
- ☐ I do not see patients

29) As a result of the pandemic, the percentage of patients who you treat using telehealth has:

- ☐ Increased
- ☐ Decreased
- ☐ Stayed about the same
- ☐ I do not offer telehealth

30) If the percentage of patients you treat using telehealth has increased, do you project that the change will continue after the pandemic response is over?

- ☐ Yes
- ☐ No
- ☐ Too soon to tell

Practice Site 1 (your primary Vermont practice site):

31) Name of Vermont TOWN within which this practice site is located (not a mailing address):* _____

32) Practice name: _____

33) Street Address of practice site (not a mailing address):

34) Zip code of practice site location:* _____

35) Public (main line) phone number of practice:* _____

36) Which best describes the setting of this practice location? (choose one)*

- ☐ Physician/APRN Practice
- ☐ Independent APRN Practice – solo
- ☐ Independent APRN Practice – group
- ☐ Hospital – inpatient
- ☐ Hospital – outpatient
- ☐ Hospital – inpatient and outpatient
- ☐ Emergency Department
- ☐ Urgent Care / Walk-in

- ☐ Nursing Home / Extended Care / Residential
- ☐ Home Health
- ☐ Correctional Facility
- ☐ Community Health Center / Clinic
- ☐ Mental Health Center
- ☐ Public Health
- ☐ School or College Health Service
- ☐ Occupational Health
- ☐ School of Nursing
- ☐ Other setting (please specify): _____ *

37) Please identify the title that most closely corresponds to your primary nursing practice position at this site:*

- ☐ Nurse Executive
- ☐ Nurse Manager
- ☐ Nurse Faculty (educator)
- ☐ Advanced Practice Nurse (patient care)
- ☐ Staff Nurse (patient care)
- ☐ Case Manager
- ☐ Nurse Researcher
- ☐ Consultant
- ☐ Other - Health Related
- ☐ Other - Not Health Related

38) Please enter the number of weeks in a year during which you work at this site as an APRN: (48 weeks per year is considered "year-round")* _____

39) Do you work here on a per diem basis?

- ☐ Yes ☐ No

40) Do you work here as a traveler?

- ☐ Yes ☐ No

41) Do you work here as a volunteer?

☐ Yes ☐ No

42) Please identify the employment specialty that most closely corresponds to your primary practice at this site:*

- ☐ Acute care / Critical Care
- ☐ Adult Health
- ☐ Family Health
- ☐ Anesthesia
- ☐ Cardiology
- ☐ Community
- ☐ Emergency Department / Trauma
- ☐ Endocrinology
- ☐ Geriatric / Gerontology
- ☐ Home Health
- ☐ Medical Surgical
- ☐ Mental Health / Substance Abuse
- ☐ Occupational Health
- ☐ Oncology
- ☐ Orthopedics
- ☐ Palliative Care
- ☐ Pediatrics
- ☐ Neonatal
- ☐ Public Health
- ☐ School/College Health
- ☐ Women's Health / Maternal-Child / Gynecology / OB
- ☐ Other (specify): _____*

43) Indicate your average number of patient care hours here per working week in your primary specialty mentioned above: (Enter "0" here if you do not provide patient care. There are questions further down about hours in other activities.)* _____

44) Do you work here in another, secondary, specialty?*

☐ Yes ☐ No

45) Please identify the employment specialty that most closely corresponds to your secondary practice at this site:*

- ☐ Acute care / Critical Care
- ☐ Adult Health
- ☐ Family Health
- ☐ Anesthesia
- ☐ ...

46) Indicate your average number of patient care hours here per working week in your secondary specialty mentioned above: (Enter "0" if you do not provide patient care in the secondary specialty.)* _____

47) *Besides the patient care hours reported above, please tell us about any additional time you spend on other activities at this site:*

Hours per working week in administration at this site: _____

Hours per working week in supervision at this site: _____

Hours per working week charting at this site: _____

Hours per working week in teaching at this site: _____

Hours per working week in research at this site: _____

Hours in other activities (not mentioned above) at this site: _____

Please describe the "other activities", if any:

48) Please answer each of the following questions about *your work at this site* providing patient care:

	Yes	No	n.a.
Do you accept new patients here	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you participate in Medicaid here	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you accept new Medicaid patients here	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you participate in Medicare here	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you accept new Medicare patients here	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

49) If there is anything else you want to tell us about your practice at this site please enter it here:

Second Vermont practice site

50) Do you have a second practice site in Vermont?*

☐ yes ☐ no

[if yes, same questions as for site 1]

[same for Site 3 and Site 4]

Additional Vermont practice sites

110) Do you have more than four practice sites in Vermont?

☐ yes

☐ no

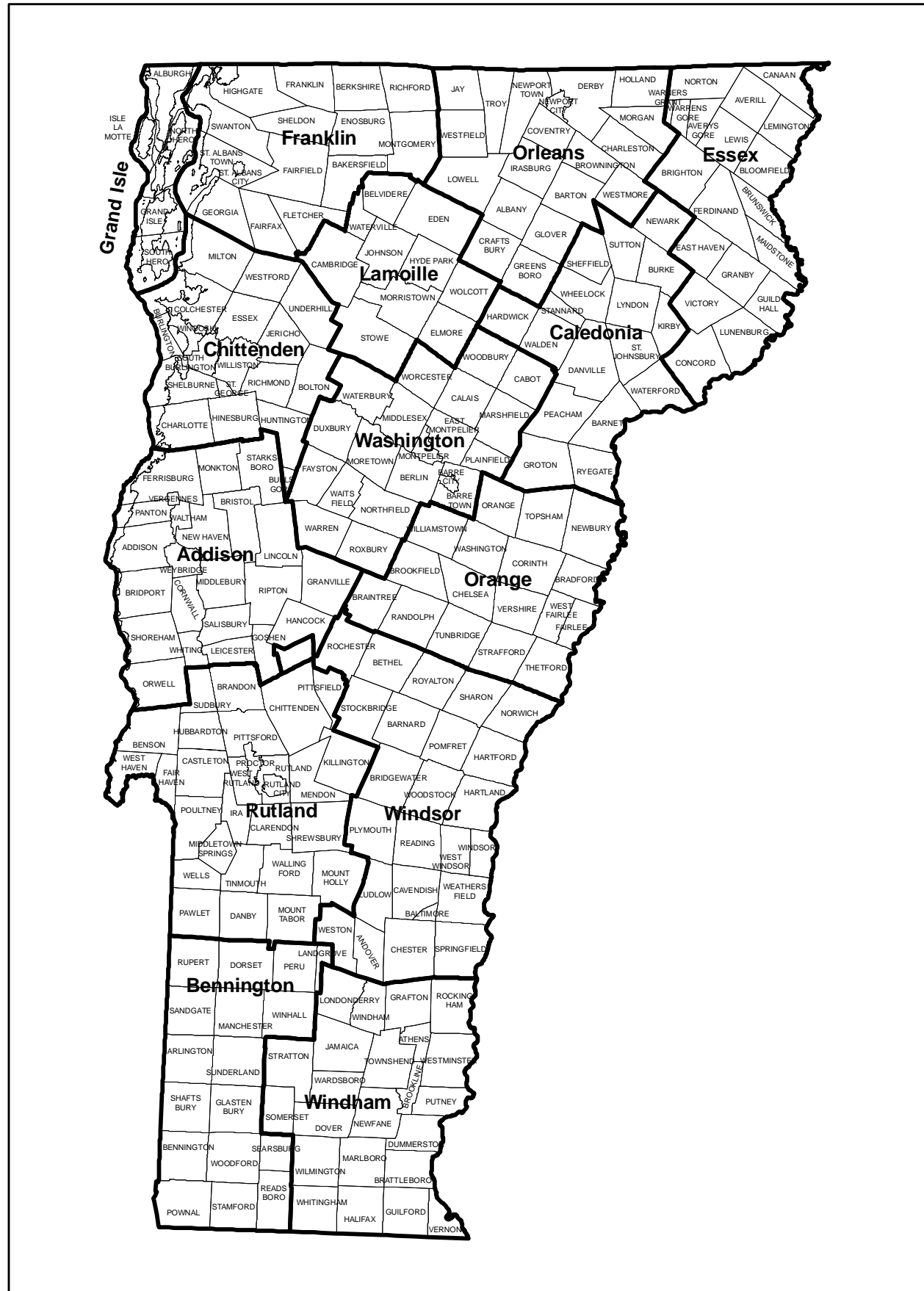
111) Please describe your work at additional sites beyond the four you entered above, briefly, including locations, settings, specialties and hours:

Final comments

The results of these censuses have allowed us to monitor changes in Vermont's medical workforce. Reports based on these censuses are available [on the Vermont Department of Health website](#). The findings have been used in the Community Assessments, the State Health Plan, the Health Resources Allocation Plan and the designation of medically underserved areas.

112) Thank you. If there is anything else you want to tell us about your practice, or this census, please enter it here:

Appendix D: Vermont Counties and Towns



Appendix E: Local Health Districts

