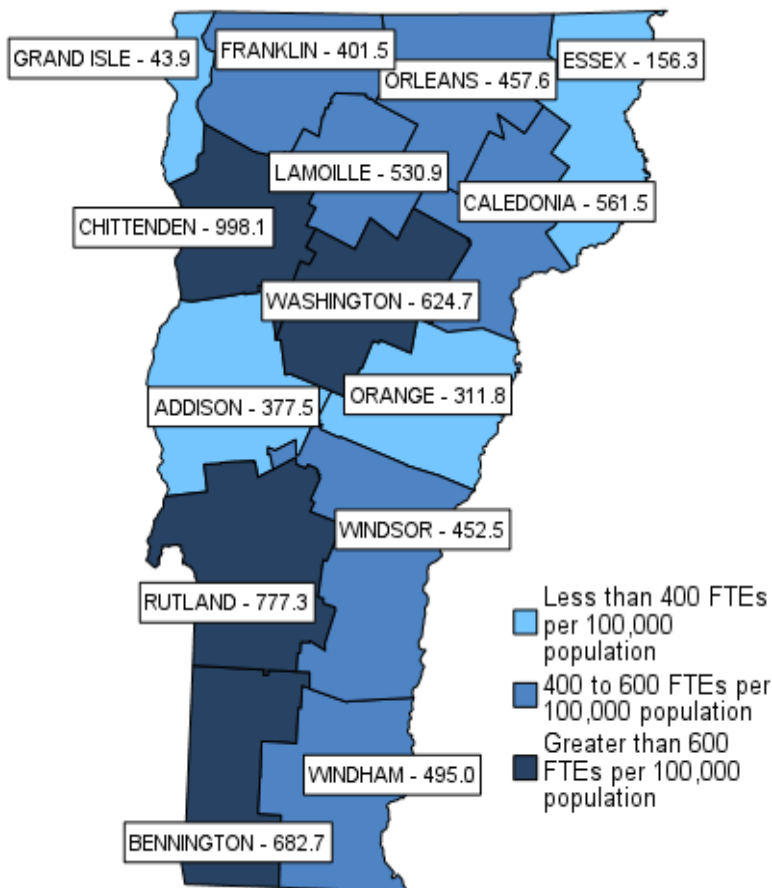


## Overview

This census of Registered Nurses 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. Vermont registered nurses are relicensed every two years. Data for this report were obtained during the January 2023 relicensing period and represent a snapshot of the profession at that time.

Nursing is defined by the American Nurses Association as the protection, promotion, and optimization of health and abilities; prevention of illness and injury; facilitation of healing; alleviation of suffering through the diagnosis and treatment of human response; and advocacy in the care of individuals, families, groups, communities, and populations.

## Registered Nurse FTEs per 100,000 Population by County



## In Brief

### Workforce

Survey period: January 2023  
Response rate: 99.3%  
Licenses renewed: 10,667  
Active in VT: 6,944  
Full-time equivalents: 4,203.3

### Demographics

Female: 88.3%  
Median age: 45  
Age 60 or older: 21.0%

### Education and Training

Associate degree: 35.8%  
Bachelor's degree: 50.6%  
Graduate degree: 9.5%  
Educated in VT: 55.4%  
Educated in Northeast: 86.3%

### Main Specialties

Medical Surgical: 9.4%  
Acute / Critical Care: 9.0%  
Geriatric / Gerontology: 6.2%  
Women's Health: 6.0%

### Current Employment

Full-time hours at main site: 16.3%  
Full-time hours at all sites: 17.5%

### Geographic Distribution

(FTE to 100,000 population ratio)  
Highest: 998.1, Chittenden County  
Lowest: 43.9, Grand Isle County

## Workforce

During the census period, 10,738 registered nurses (RNs) renewed their licenses and 10,667 completed the workforce survey for a response rate of 99.3%.

- Of the 10,667 survey respondents:
  - 6,944 (65.1%) indicated that they are actively providing patient care in Vermont as RNs.
  - 1,097 RNs reported doing their work via telehealth and are not included in the remainder of this report.
- Of the 2,626 inactive respondents, 1,287 (49.6%) indicated that they plan to start or resume providing patient care in Vermont within the next 12 months.
  - Of the 584 RNs who provided reasons for not currently working as a nurse, 37.8% are taking care of home and family, 8.7% are having difficulty finding a nursing position, and 5.8% are in school.
- The remainder of this report is based on the 6,944 registered nurses who are active and providing patient care in Vermont.

## Full Time Equivalent (FTEs)

- 6,944 RNs provide 4,203.3 total FTEs.
- 1,391 RNs (17.5%) work a total of 40 hours or more per week.
- 684.2 FTEs, or 16.3% of total FTEs, are provided by 1,457 RNs aged 60 or older.

Average total weekly hours	Number	Percent
Less than 20 hours	2,332	33.6%
20 to 39 hours	3,391	48.9%
40 hours or more	1,214	17.5%
*Missing data for 7 individuals		

## Demographics

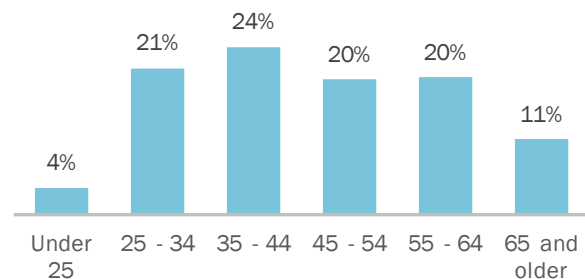
### Gender

- 88.3% are female.
- Less than 0.5% are another gender and 2.2% prefer not to answer.

### Age

- The median age for nurses is 45 years.
- 10.9% are age 65 or older.

### Age Distribution of VT RNs



### 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 registered nurses.

- Of the 6,944 registered nurses, 6,282 are white (90.5%), 1.4% are Black, 0.6% are American Indian or Alaskan Native, 2.2% are Asian, and <0.5% are Native Hawaiian or Pacific Islander. 38 registered nurses selected another race that was not listed (0.5%), and 393 preferred not to answer or were missing data for race.
- For ethnicity, 106 registered nurses (1.5%) indicated that they are Hispanic, Latino/a, or of Spanish origin, and 6,501 (94.0%) are not. 337 registered nurses preferred not to answer or were missing data for ethnicity.

## Education and Training

### Education

- Of the 6,944 registered nurses, 3,495 (50.6%) have a bachelor's degree.
  - 35.8% have an associate degree.
  - 9.4% have a graduate degree.
- 55.4% of RNs completed their education in Vermont.
- 86.2% completed their education in the Northeast, including Vermont.

Region where Training/Education occurred	Number	Percent
Vermont	3,819	55.4%
Northeast excluding Vermont	2,122	30.8%
Midwest	204	3.0%
South	393	5.7%
West	198	2.9%
Canada	77	1.1%
Foreign Country	75	1.1%
*Missing data for 56 individuals		

### Currently enrolled in nursing programs

- 10.6% of RNs are currently enrolled in a nursing education program leading to a degree or certificate.
  - 4.6% of RNs are enrolled in a bachelor's degree program.
  - 5.3% are enrolled in a master's or doctoral program.

Current Nursing Programs	Number	Percent
Associate Degree	6	0.1%
Bachelor's Degree	320	4.6%
Master's Degree	263	3.8%
Doctoral Degree (PhD)	7	0.1%
Doctoral Degree (DNP)	93	1.3%
Other	43	0.6%
Not enrolled	6,189	89.4%
*Missing data for 23 individuals		

## Practice

### Primary Practice Setting

- The most frequent primary practice setting of RNs is an inpatient hospital setting (27.9%), followed by inpatient and outpatient hospital setting (16.5%) and physician practice/doctor's office (10.4%).

Primary Practice Setting	Number	Percent	Total FTEs
Hospital - Inpatient	1,933	27.9%	1315.3
Hospital - Inpatient and outpatient	1,145	16.5%	741.5
Physician practice / Doctor's office	718	10.4%	485.4
Nursing Home / Extended Care / Assisted Living	528	7.6%	260.5
Hospital - Outpatient	482	6.9%	318.7
Home Health	476	6.9%	248.2
School Health Center	361	5.2%	228.7
Emergency Department	348	5.0%	247.3
Other setting	946	13.6%	357.8
*Missing data for 7 individuals			

# Registered Nurses 2023

## Specialty at Primary Site

- The most frequent specialty of RNs at their primary practice site is Medical Surgical (9.4%), followed by Acute / Critical care (9.0%), and Other Medical Specialties (7.4%) which includes specialties such as cardiology, oncology, endocrinology, neonatal, neurology and orthopedics.

## Number of sites

- 6.8% (405) of registered nurses practice at more than one location.
  - <1% practice at 3 or 4 locations.

Primary Practice Specialty	Number	Percent	Total FTEs
Medical Surgical	652	9.4%	456.2
Acute / Critical care	624	9.0%	439.1
Other Medical Specialties	511	7.4%	363.9
Geriatric / Gerontology	427	6.2%	205.1
Women's Health	413	6.0%	289.8
Trauma / Emergency Room	391	5.6%	277.9
Mental Health	369	5.3%	229.1
Perioperative	339	4.9%	247.3
Family Health	325	4.7%	208.4
School Health	319	4.6%	191.8
Surgery / Operating Room	289	4.2%	199.0
Home Health	287	4.1%	143.2
Adult Health	274	4.0%	167.6
Case Management	241	3.5%	104.8
Pediatrics	236	3.4%	159.0
Administration	146	2.1%	18.6
Hospice	137	2.0%	83.1
Public Health	119	1.7%	21.3
Rehabilitation	117	1.7%	80.7
Community	91	1.3%	42.6
Teaching / Education / Research	52	0.7%	9.6
Occupational Health	33	0.5%	11.6
Palliative Care	13	0.2%	7.4
Telehealth	6	0.1%	3.6
Other	525	7.6%	241.8

\*Missing data for 8 individuals

## Primary Position Title

- Almost three-quarters of RNs are staff nurses (72.2%).
- 10.8% are nurse managers.

Title of Primary Position	Number	Percent
Staff Nurse (patient care)	5009	72.2
Nurse Manager	749	10.8
Nurse Faculty	189	2.7
Nurse Executive	177	2.6
Consultant	91	1.3
Nurse Researcher	36	0.5
Other - Health Related	665	9.6
Other - Not Health Related	21	0.3

\*Missing data for 7 individuals

## Current Experience

### Years in Practice in Vermont

- Median number of years working in VT: 9
- Slightly less than a quarter of RNs (22.4%) have been licensed in Vermont for over 20 years.
- 35.1% have been licensed in Vermont for 5 years or less.

Years Practicing in VT	Number	Percent
0 to 5 years	2,373	35.1%
6 to 10 years	1,305	19.3%
11 to 15 years	903	13.4%
16 to 20 years	657	9.7%
21 to 25 years	474	7.0%
Over 25 years	1,042	15.4%
*Missing data for 190 individuals		

### Employment Characteristics

- Of all RNs:
  - Working in VT for one year or less: 11.0%
  - Working full time at primary site: 16.3%
  - Working full time at all sites: 20.1%
  - Working full time in administration, supervision, research, or teaching.: 0.1%
  - Working per diem at primary site: 17.7%
  - Working as a traveler at primary site: 4.0%
  - Working as a volunteer: 0.7%

## Limitations

- Registered nurses who work under a multistate compact license renew their license in their primary state of residence. If their primary state of residence is not Vermont, they would not be included in this report which is based on RNs who are renewing their Vermont license.
- Reports of Registered Nurses prior to 2023 were analyzed and published by the University of Vermont's Area Health Education Center (AHEC). The Covid-19 pandemic brought about a large shift in telework. Responses to the 2021 workforce survey of registered nurses reported by AHEC included RNs who were exclusively working via telehealth either in Vermont or working outside Vermont but potentially with Vermont residents. This report does not include those who indicated that they work exclusively via telehealth from outside Vermont and thus is not directly comparable to the previous reports. Providers working via telehealth outside of Vermont are not able to identify the number of hours they are providing consultation to Vermont residents, and the hours are required to calculate full-time equivalents.

## Key Takeaways

- Overall, 17.5% of RNs work full-time in patient care, either at their primary work site or at all their work sites combined. It is likely that the percentage of RNs who work full time is larger than presented here if hours spent on activities other than patient care are included.
- More than half of RNs work primarily in a hospital setting.
- Almost three-quarters of RNs are staff nurses (72%) and 11% are nurse managers.

For more information, contact: [AHS.VDHPhysicianCensus@vermont.gov](mailto:AHS.VDHPhysicianCensus@vermont.gov)

## Appendix

### Active Registered nurses

A registered nurse who reported working in Vermont as such (regardless of how many hours) is considered active. 1,097 registered nurses who reported that their work was done entirely remotely out of state were not considered active in Vermont for this report.

### Census

The census was taken during the biennial registered nurse relicensing process which ended on January 31, 2023. The data include all licensed registered nurses except for new licensees enrolled less than three months before the renewal date (November 2022 – January 2023), as their license is valid until the next renewal date of January 31, 2025. 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. Reporting more than 40 hours per week is defined as one FTE regardless of the number of hours over 40 per week worked.

### Hours per week

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

### Main Practice, Site, Setting, and Specialty

The main practice site, setting, or specialty of an individual refers to the practice site, setting, or specialty with the greatest number of reported annual hours.

### Map Quartiles

For county 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 2022 and were provided by the Department of Health.

# Registered Nurses 2023

## 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