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 2016 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.

In Brief

Workforce
Survey period – November 2016
Response Rate: 99.5%
Licenses renewed: 3885
Active in VT: 3394
Full time Equivalents: 2608

Demographics
% Female: 92.3%
Median Age: 38
% 60 or older: 9.1%

Education and Training
% High school/GED: 46.5%
% Technical school: 6.7%
% College courses but no degree: 28.8%
% Completed post-secondary degree (AA, BA, MA, PhD): 12.8%
% Pursuing further education in nursing: 8.0%

Main Settings
Nursing homes: 42.7%
Inpatient hospitals: 20.9%

Current Employment
Full time hours at main site: 41.6%

Geographic Distribution
(FTEs per 100,000 population)
Highest: 772.7, Bennington County
Lowest: 0 FTEs reported, Grand Isle County
Licensed Nursing Assistants, 2016

Workforce
- In 2016, 3885 licensed nursing assistants (LNAs) renewed their licenses and 3867 completed the workforce survey for a response rate of 99.5%
- Out of the 3867 respondents, 3394 (87.8%) indicated that they were active and providing direct patient care in Vermont as LNAs.
- Of the 473 respondents currently reporting a non-active status, 377 (79.7% 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 3394 LNAs who reported being active and providing direct patient care in Vermont as LNAs.

Demographics

Gender
- 3134 (92.3%) were female.
- 230 (6.8%) were male.
- 0.9% reported other or did not report gender.

Age
- Over half of LNAs were 38 or younger, with 34.3% under the age of 30.
- 3.3% were 65 or older and 14.7% were in the 55-64 age group.

![Age distribution of LNAs](chart.png)

<table>
<thead>
<tr>
<th>Age group</th>
<th>% of LNAs in age group</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 25</td>
<td>19.7%</td>
</tr>
<tr>
<td>25 to 34</td>
<td>24.8%</td>
</tr>
<tr>
<td>35 to 44</td>
<td>18.6%</td>
</tr>
<tr>
<td>45 to 54</td>
<td>18.8%</td>
</tr>
<tr>
<td>55 to 64</td>
<td>14.7%</td>
</tr>
<tr>
<td>65 and older</td>
<td>3.3%</td>
</tr>
</tbody>
</table>

Percent
Education and Training

- 46.5% of LNAs have a high school diploma or GED and an additional 28.8% have pursued college education but have not completed a degree program, while 19.5% have completed technical school or post-secondary education.

<table>
<thead>
<tr>
<th>Highest education level completed</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than high school</td>
<td>86</td>
<td>2.5%</td>
</tr>
<tr>
<td>High school / GED</td>
<td>1568</td>
<td>46.5%</td>
</tr>
<tr>
<td>Some college but no degree</td>
<td>972</td>
<td>28.8%</td>
</tr>
<tr>
<td>Technical school</td>
<td>226</td>
<td>6.7%</td>
</tr>
<tr>
<td>Associate degree</td>
<td>208</td>
<td>6.2%</td>
</tr>
<tr>
<td>Bachelor's degree</td>
<td>224</td>
<td>6.6%</td>
</tr>
<tr>
<td>Other</td>
<td>91</td>
<td>2.7%</td>
</tr>
</tbody>
</table>

Missing responses from 19 individuals

- 8.0% were currently pursuing further educational opportunities –2.2% in licensed practical nurse programs, 2.4% in associate degree programs, and 3.4% in bachelor’s degree programs.

<table>
<thead>
<tr>
<th>Currently Pursuing Further Education in Nursing</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enroll within the next year</td>
<td>266</td>
<td>8.4%</td>
</tr>
<tr>
<td>LPN Program</td>
<td>69</td>
<td>2.2%</td>
</tr>
<tr>
<td>Associate Degree Program</td>
<td>75</td>
<td>2.4%</td>
</tr>
<tr>
<td>Bachelor’s Degree Program</td>
<td>107</td>
<td>3.4%</td>
</tr>
<tr>
<td>Not Enrolled</td>
<td>2556</td>
<td>80.7%</td>
</tr>
<tr>
<td>Other</td>
<td>94</td>
<td>3.0%</td>
</tr>
</tbody>
</table>

Missing responses from 227 individuals

Practice Characteristics

Number of work sites

- 5.8% of respondents reported working at more than one site.
  - 5.3% work at 2 sites
  - 0.5% work at 3 or more sites

<table>
<thead>
<tr>
<th>Number of sites</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single work site</td>
<td>3177</td>
<td>94.2%</td>
</tr>
<tr>
<td>2 work sites</td>
<td>179</td>
<td>5.3%</td>
</tr>
<tr>
<td>3 or more work sites</td>
<td>16</td>
<td>0.5%</td>
</tr>
</tbody>
</table>
Practice setting
- At their main work location (the one with most hours), LNAs work principally in nursing homes (42.7%), followed by inpatient hospitals (20.9%), and home health agencies (11.8%).

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 (1442), 27.2% (392) reported participating in the Oasis program.

Full Time Equivalents
- 2608 total FTEs* were provided by 3394 LNAs.
- For their main work location, 19.2% of LNAs reported working less than 20 hours per week, and 41.6% working 40 hours or more per week.

<table>
<thead>
<tr>
<th>Hours per week</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 20 hours</td>
<td>649</td>
<td>19.2%</td>
</tr>
<tr>
<td>20 to 39 hours</td>
<td>1320</td>
<td>39.1%</td>
</tr>
<tr>
<td>40 hours or more</td>
<td>1404</td>
<td>41.6%</td>
</tr>
</tbody>
</table>

*Missing hours from 21 individuals; cannot calculate FTEs
Blueprint Health Care Areas

- Bennington had the highest ratio of FTEs to 100,000 population in the Blueprint Health Care Areas (714.5 FTEs per 100,000 people).
- Upper Valley, Morrisville, and Randolph Health Care Areas had FTE ratios below 300.

Current Experience

Years in Practice

- Years of practice ranged from 0 to 60 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.
- 16.1% (548) had been licensed as LNAs for less than 2 years.

<table>
<thead>
<tr>
<th>Years licensed in Vermont</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 to 5 years</td>
<td>1614</td>
<td>49.5%</td>
</tr>
<tr>
<td>6 to 10 years</td>
<td>646</td>
<td>19.8%</td>
</tr>
<tr>
<td>11 to 15 years</td>
<td>359</td>
<td>11.0%</td>
</tr>
<tr>
<td>16 to 20 years</td>
<td>295</td>
<td>9.0%</td>
</tr>
<tr>
<td>21 to 25 years</td>
<td>146</td>
<td>4.5%</td>
</tr>
<tr>
<td>Over 25 years</td>
<td>203</td>
<td>6.2%</td>
</tr>
</tbody>
</table>

Missing data from 131 individuals

Observations

- Almost half of LNAs had been licensed in Vermont for 5 years or less.
- 8% of LNAs indicated pursuing further education and may intend to continue in the nursing profession but at a different license level in the future.
- There is a large difference in FTE ratios between geographical locations – over 10 times more LNA FTEs per population in Bennington County compared to Essex County.

Questions

For tables detailing these data or further information, contact:
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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

2016 Licensed Nursing Assistants
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, 2016. The data include all licensed professionals except for new licensees enrolled less than three months before the renewal date (November 2016), as their license was valid until the next renewal date of November 30, 2018. 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.

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 2016 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.