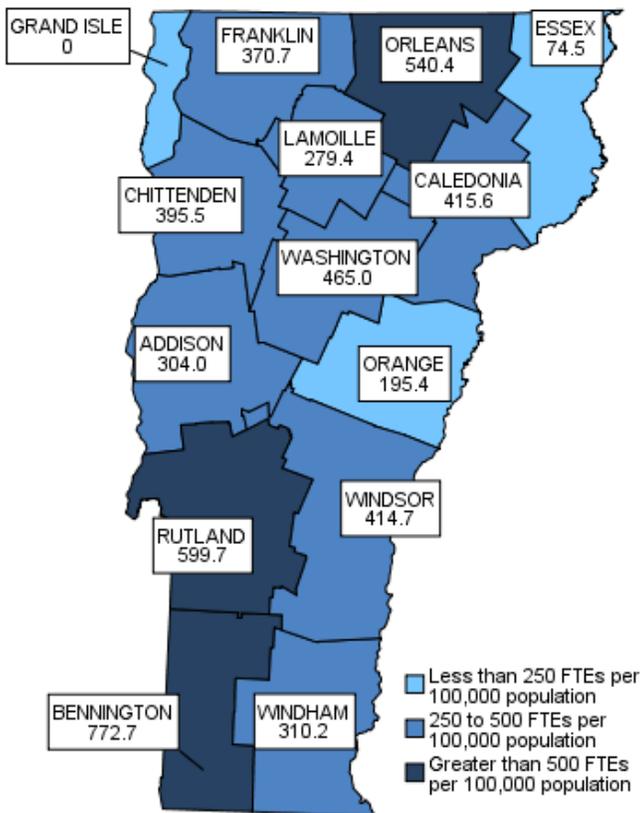


Overview

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.

Licensed Nursing Assistant FTEs per 100,000 population by County



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

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.

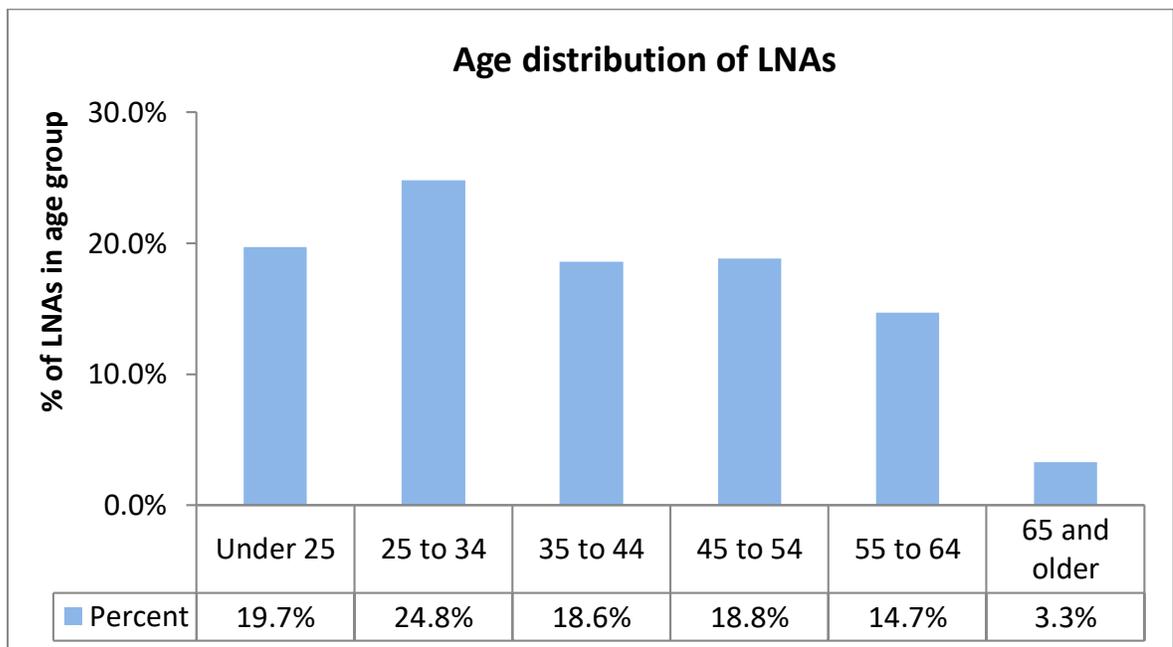
Demographics

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.



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.

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

Currently Pursuing Further Education in Nursing		
Program	Number	Percent
Enroll within the next year	266	8.4%
LPN Program	69	2.2%
Associate Degree Program	75	2.4%
Bachelor's Degree Program	107	3.4%
Not Enrolled	2556	80.7%
Other	94	3.0%
Missing responses from 227 individuals		

Practice Characteristics

Number of work sites

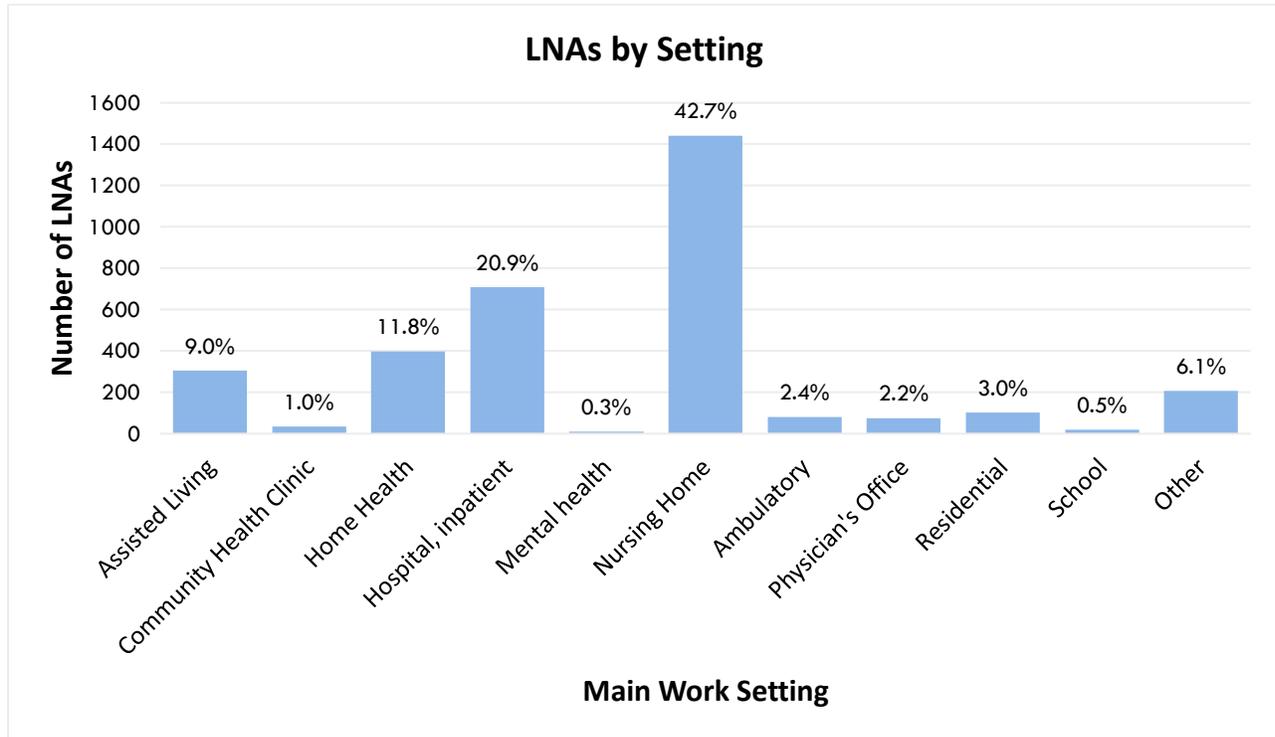
- 5.8% of respondents reported working at more than one site.
 - 5.3% work at 2 sites
 - 0.5% work at 3 or more sites

Number of sites	Number	Percent
Single work site	3177	94.2%
2 work sites	179	5.3%
3 or more work sites	16	0.5%

Licensed Nursing Assistants, 2016

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

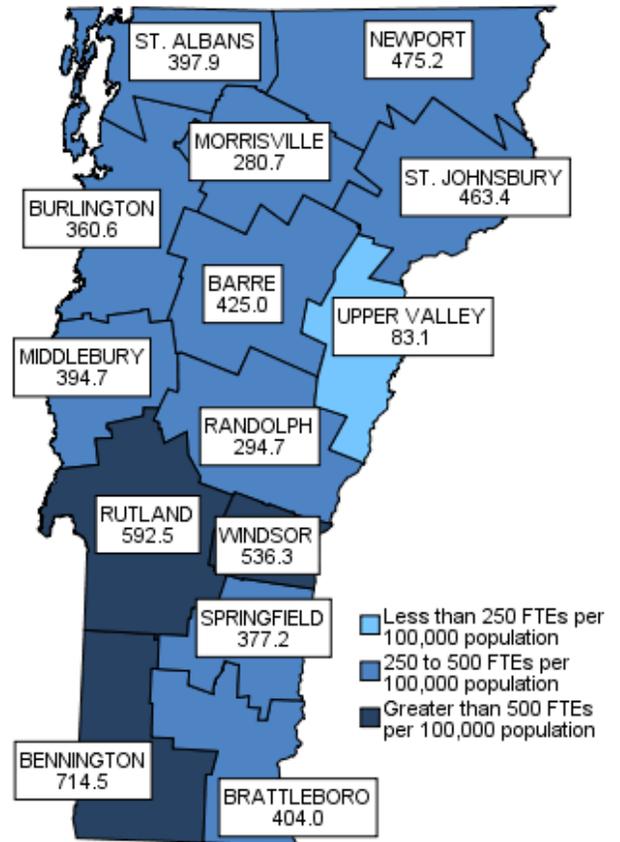
- 2608 total FTEs* were provided by 3394 LNAs.
- For their main work location, 19.2% of LNAs reported working less than 20 hours per week, and 41.6% working 40 hours or more per week.

Hours per week	Number	Percent
Less than 20 hours	649	19.2%
20 to 39 hours	1320	39.1%
40 hours or more	1404	41.6%
*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.

Licensed Nursing Assistant FTEs per 100,000 population by Blueprint Health Care Areas



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.

Years licensed in Vermont	Number	Percent
0 to 5 years	1614	49.5%
6 to 10 years	646	19.8%
11 to 15 years	359	11.0%
16 to 20 years	295	9.0%
21 to 25 years	146	4.5%
Over 25 years	203	6.2%
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:

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, 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.