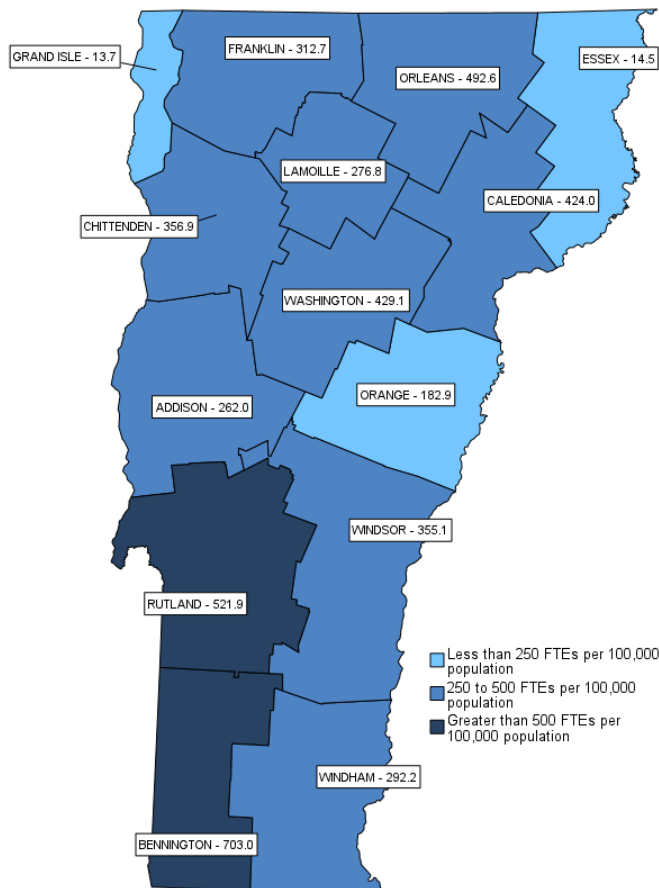## Overview

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 2020 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

GRAND ISLE - 13.7
FRANKLIN - 312.7
ORLEANS - 492.6
ESSEX - 14.5
LAMOILLE - 276.8
CALEDONIA - 424.0
CHITTENDEN - 356.9
WASHINGTON - 429.1
ADDISON - 262.0
ORANGE - 182.9
WINDSOR - 355.1
RUTLAND - 521.9
WINDHAM - 292.2
BENNINGTON - 703.0

Less than 250 FTEs per 100,000 population
250 to 500 FTEs per 100,000 population
Greater than 500 FTEs per 100,000 population

In Brief

Workforce

Survey period: November 2020
Response Rate: 95.1%
Licenses renewed: 3,910
Active in VT: 31,40
VT Full-time Equivalents: 2,419.6

Demographics

% Female: 92.6%
Median Age: 36
% 60 or older: 9.6%

Education and Training

% High school/GED: 45.5%
% Technical school: 5.7%
% College courses but no degree: 31.1%
% Completed post-secondary degree (AA, BA, MA, PhD): 12.8%
% Pursuing further education in nursing: 13.7%

Main Setting

Nursing homes: 37.5%
Inpatient hospitals: 24.3%

Current Employment

% Working full-time hours at one site: 40.3%
% Working at multiple sites: 5.4%

Geographic Distribution

(FTEs per 100,000 population)
Highest: 703.0, Bennington County
Lowest: 13.7, Grand Isle County

Trends in Statewide FTEs

2016: 2,608
2018: 2,594
2020: 2,420

Workforce

- 3,910 licensed nursing assistants (LNAs) renewed their licenses during the surveyed period and 3,720 of these completed the workforce survey for a response rate of 95.1%
- Out of the 3,720 respondents, 3,140 (84.4%) indicated they were actively practicing LNAs in Vermont.
- Of the 580 respondents reporting a non-active status, 466 (80.3%) indicated they were planning to start working as an LNA in Vermont within the next 12 months.
- The remainder of this report is based on the 3,140 LNAs who reported actively working in Vermont.
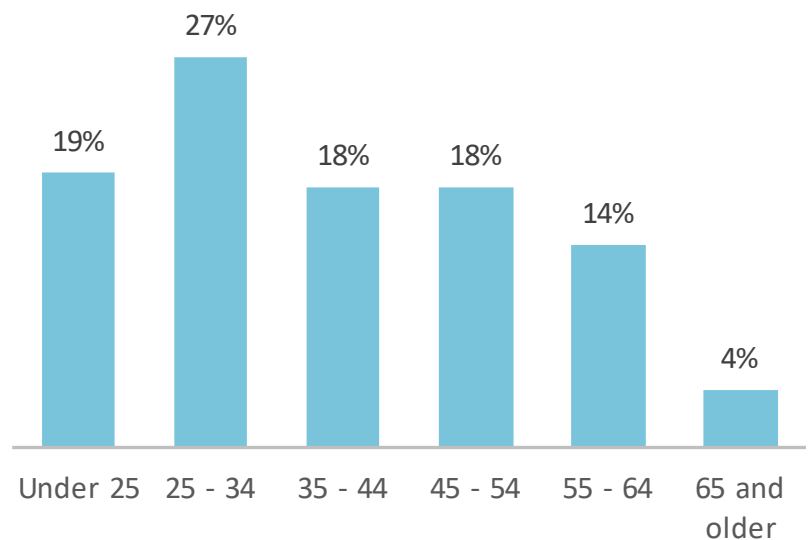
Demographics

Gender

- 92.6% of the licensed nursing assistants in Vermont (2889) were female.
- 7.4% (230) were male.
- 0.1% (2) reported another gender.

Age

- 46.5% (1461) were under 35 years of age.
- 35.8% (1124) were between 35 and 54 years of age.
- 17.6% (555) were 55 years of age and older.

Age Distribution of VT LNAs

Age	Percentage
Under 25	19%
25 - 34	27%
35 - 44	18%
45 - 54	18%
55 - 64	14%
65 and older	4%

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 licensed nursing assistants.
- 2,710 licensed nursing assistants were white (86.3%), 5.4% were Black, 3.3% were Asian, 1.8% were American Indian or Alaskan Native, and <0.5% were Native Hawaiian or Pacific Islander. 30 licensed nursing assistants selected another race that was not listed (1.0%), and 124 preferred not to answer or were missing data for race (3.4%).
- 65 licensed nursing assistants (2.1%) were Hispanic, Latino/a, or of Spanish origin, and 2959 (95.0%) were not. 116 licensed nursing assistants preferred not to answer the question or were missing data for ethnicity.

Education and Training

- 45.5% (1426) of LNAs had a high school diploma or GED.
- 31.1% (975) had pursued college education but have not completed a degree program.
- 18.5% (580) had completed technical school or post-secondary education.

Highest education level completed	Number	Percent
Less than high school	72	2.3%
High school / GED	1,426	45.5%
Some college but no degree	975	31.1%
Technical school	178	5.7%
Associate degree	207	6.6%
Bachelor's degree	195	6.2%
Other	80	2.6%
* Missing data from 7 individuals		

- 13.8% (408) were currently pursuing further educational opportunities.
- 3.1% (93) were in licensed practical nurse programs.
- 2.6% (77) were in associate degree programs.
- 4.7% (138) were in bachelor's degree programs.

Currently Pursuing Further Education in Nursing		
Program	Number	Percent
Enroll within the next year	275	9.3%
LPN Program	93	3.1%
Associate degree	77	2.6%
Bachelor's degree	138	4.7%
Other	100	3.4%
Not enrolled	2,281	77.0%
* Missing data from 176 individuals		

Practice Characteristics

Number of sites

- 94.4% (2,945) of licensed nursing assistants worked at a single practice site.
- 5.6% (175) worked at two or more sites.

Practice Setting

- 37.5% (1,171) of licensed nursing assistants worked in a nursing home setting.
- 24.3% (758) worked in an inpatient hospital.

Main Setting	Number	Percent
Ambulatory	103	3.3%
Assisted Living	340	10.9%
Community Health Center	33	1.1%
Home Health	274	8.8%
Hospital, Inpatient	758	24.3%
Nursing Home	1,171	37.5%
Physician's Office	80	2.6%
Private Care	98	3.1%
Residential Care	76	2.4%
Other	190	6.1%
* Missing data from 17 individuals		

- 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 whose main work site was a nursing home (1171), 20.8% (240) reported participating in the Oasis program.

Full Time Equivalents (FTEs)

- 3,123 licensed nursing assistants provided 2,419.6 total FTEs (FTE data was missing for 17 individuals).
- 40.3% (1260) of licensed nursing assistants worked 40 or more hours per week at their main site.
- 229.0 FTEs, or 9.5% of total FTEs, were provided by 300 LNAs aged 60 or older.

| Average weekly hours – at main site	Number	Percent
Less than 20 hours	576	18.4%
20-39 hours	1,287	41.2%
40 hours or more	1,260	40.3%
* Missing data from 9 individuals		

Current Experience

Years in Practice

- Years of practice range from 0 to 47 years.
- Just over half of the LNAs, 51.6% (1,577), reported being licensed in Vermont for 6 years or more.
- 6.7% (204) of licensed nursing assistants started working in Vermont over 25 years ago.

Years Licensed in Vermont	Number	Percent
0 to 5 years	1,479	48.4%
6 to 10 years	635	20.8%
11 to 15 years	328	10.7%
16 to 20 years	259	8.5%
21 to 25 years	151	4.9%
Over 25 years	204	6.7%
* Missing data from 84 individuals		

Trends in Statewide FTEs

- Licensed nursing assistant FTEs decreased by 189 from 2,608 in 2016 to 2,419 in 2020.
- From 2018 to 2020, FTEs decreased by 175.

Licensed Nursing Assistants FTEs by Year

(2016: 2,608; 2018: 2,594; 2020: 2,419)
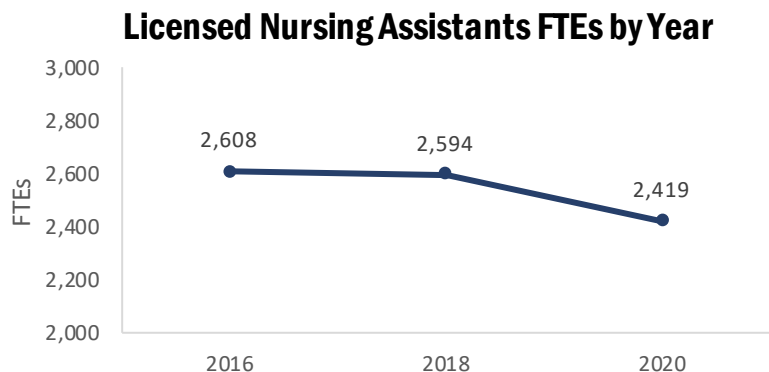
Key Takeaways

- Licensed nursing assistants in Vermont are predominately female and relatively young, with a median age of 36.
- The most common settings for LNAs are nursing home and inpatient hospital settings.
- Relative to population, LNAs are most common in Bennington County, Rutland County and Orleans County.
- Statewide, LNA FTEs dropped by just under 200 between 2016 and 2020.

For more information, contact: AHS.VDHPhysicianCensus@vermont.gov

Appendix

Active Licensed Nursing Assistants

A licensed nursing assistant who reported working in Vermont as an LNA (regardless of how many hours) is considered active.

Census

The census was taken during the biennial nursing assistant relicensing process which ended on November 30, 2020. The data include all licensed nursing assistants except for new licensees enrolled less than three months before the renewal date (November - February 2020), as their license was valid until the next renewal date of November 30, 2022. 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. A licensed nursing assistants reporting more than 40 hours per week is defined as <u>one</u> 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 LNA worked the greatest number of annual hours.

Map Quartiles

Map colors define approximate 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 2020 and were provided by the Department of Health.

Weekly Hours

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