2016 LICENSED PRACTICAL NURSE

OHIO LPN WORKFORCE DATA SUMMARY REPORT

Ohio Board of Nursing
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OHIO WORKFORCE DATA SUMMARY REPORT

Introduction

The mission of the Ohio Board of Nursing is to actively safeguard the health of the public through the effective regulation of nursing care. The Board's top priorities are to efficiently license the nursing workforce and remove dangerous practitioners from practice in a timely manner to protect Ohio patients.

Background

The Institute of Medicine (IOM) report, "The Future of Nursing: Leading Change, Advancing Health," identifies data collection as a vital component for health care planning and policymaking. Governor Kasich and the Ohio legislature have established growing Ohio's workforce as a priority.

The 2016 renewal cycle was the second data collection period for licensed practical nurses (LPNs). The Board is pleased to continue to work with stakeholders including the Ohio Department of Health, the Health Policy Institute of Ohio, the Ohio Action Coalition consisting of nursing educators, administrators, and practitioners, and the Ohio Action Coalition's Data/Research Work Group.

The data questions are based on the nursing Minimum Data Set (Colleagues in Caring Project), core data questions developed by the HRSA National Center for Health Workforce Analysis, and the joint survey conducted by the National Forum of State Nursing Workforce Centers and the National Council of State Boards of Nursing (NCSBN).

Data Collection and Reporting

This report provides a general summary of the LPN data collected by the Ohio Board of Nursing during the 2016 LPN renewal period.

- ❖ LPN workforce data collected from July 1, 2016 to October 31, 2016
- ❖ 48,538 LPNs renewed and completed the workforce questions

The Board is pleased to provide this report and make the raw data available to all interested parties to assist with the workforce planning initiatives of government and private industry.

DEMOGRAPHIC INFORMATION

AGE DISTRIBUTION OF ACTIVE LPNS

	18-24	25-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71-75	76-79	80 & Up
Working in Nursing	617	4,303	5,590	5,841	5,460	4,911	4,154	4,185	3,424	1,226	282	82	39
Active License	691	4,782	6,285	6,574	6,164	5,654	5,009	5,267	4,768	2,319	720	202	103
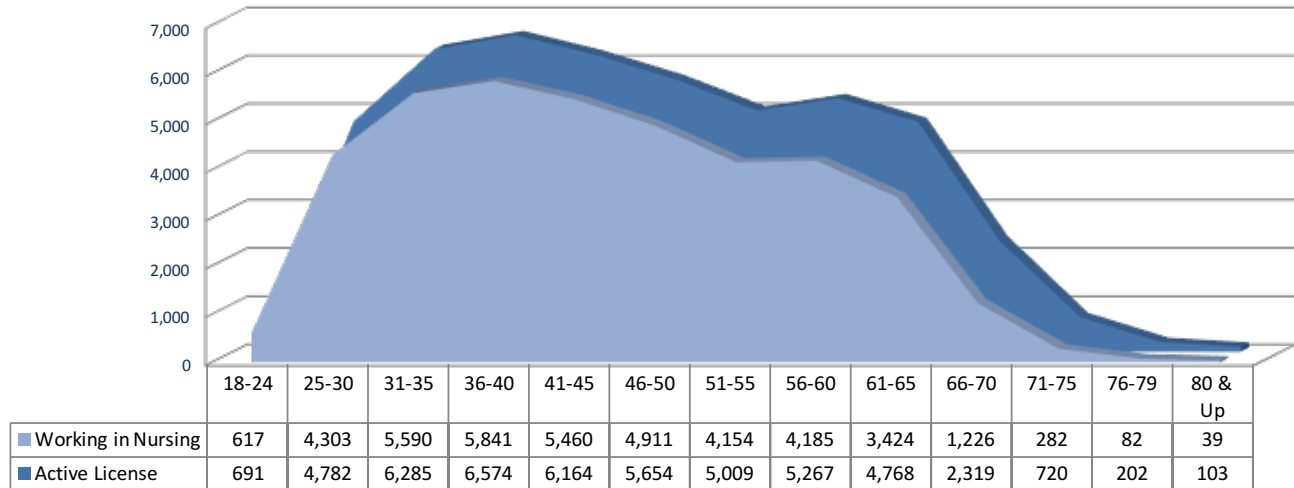
- ➢ 72% (35,159) of LPNs with an active license are between the ages of 18 and 55 years
  - ▪ 88% (30,876) of these LPNs identified that they are currently employed in nursing

- ➢ 28% (13,379) of LPNs with an active license are over age 55
  - ▪ 69% (9,238) of these LPNs identified that they are currently employed in nursing

RACE / ETHNICITY

Hispanic/Latino 1.35%

Native Hawaiian or Other Pacific Islander 0.02%

Other 2.32%

Declined to Answer 0.01%

African American/Black 16.23%

Asian - Indian 0.07%

American Indian or Alaska Native 0.28%

Caucasian/White 79.72%
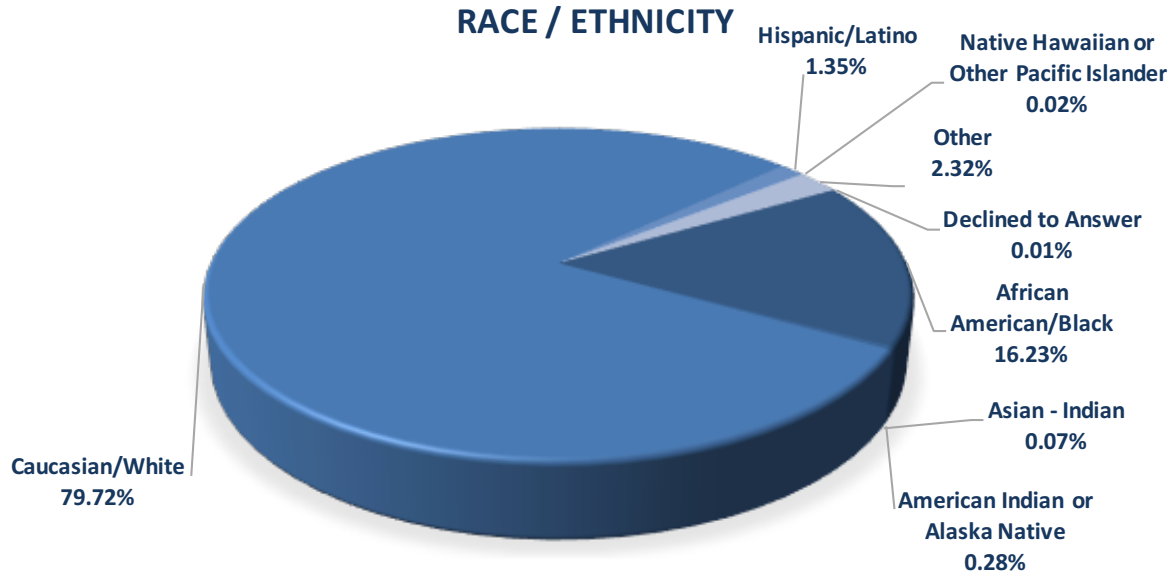
➢ 79.72% reported their race/ethnicity as White/Caucasian; the next highest percentage was 16.23% who reported their race/ethnicity as African American/Black

➢ 93% (45,137) are female; 7% (3,401) are male

GENDER

Male 7%
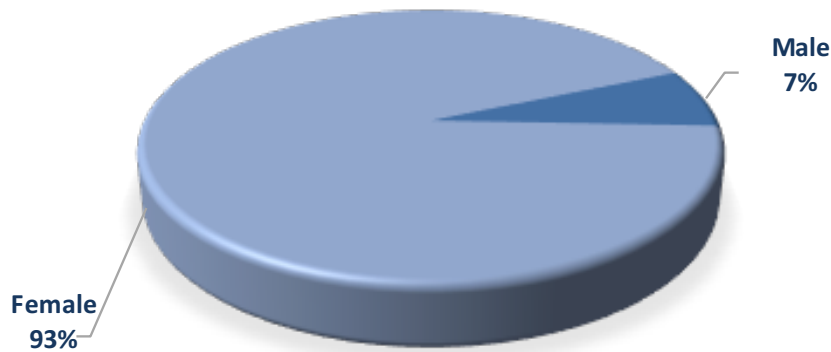
Female 93%

Female	45,137
Male	3,401
	48,538

SECONDARY LANGUAGES

Yes 4.66%

None Indicated 95.34%
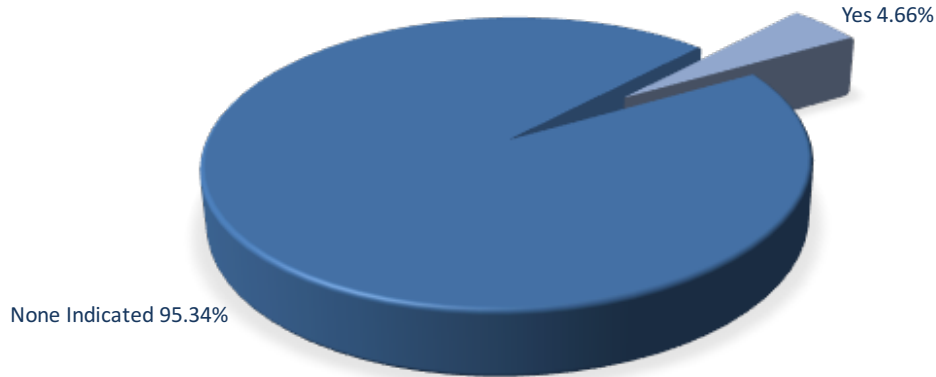
BREAKDOWN OF SECONDARY LANGUAGES

ASL, 0.29%
Afrikaans, 0.22%
Arabic, 0.10%
Armenian, 0.03%
Chinese-Mandarin, 0.03%
Croatian, 0.05%
French, 0.43%
German, 0.18%
Hebrew, 0.01%
Hindi, 0.07%
Italian, 0.08%
Modern Greek, 0.02%
Russian, 0.10%
Spanish, 1.23%
Ukrainian, 0.05%
Other, 1.77%
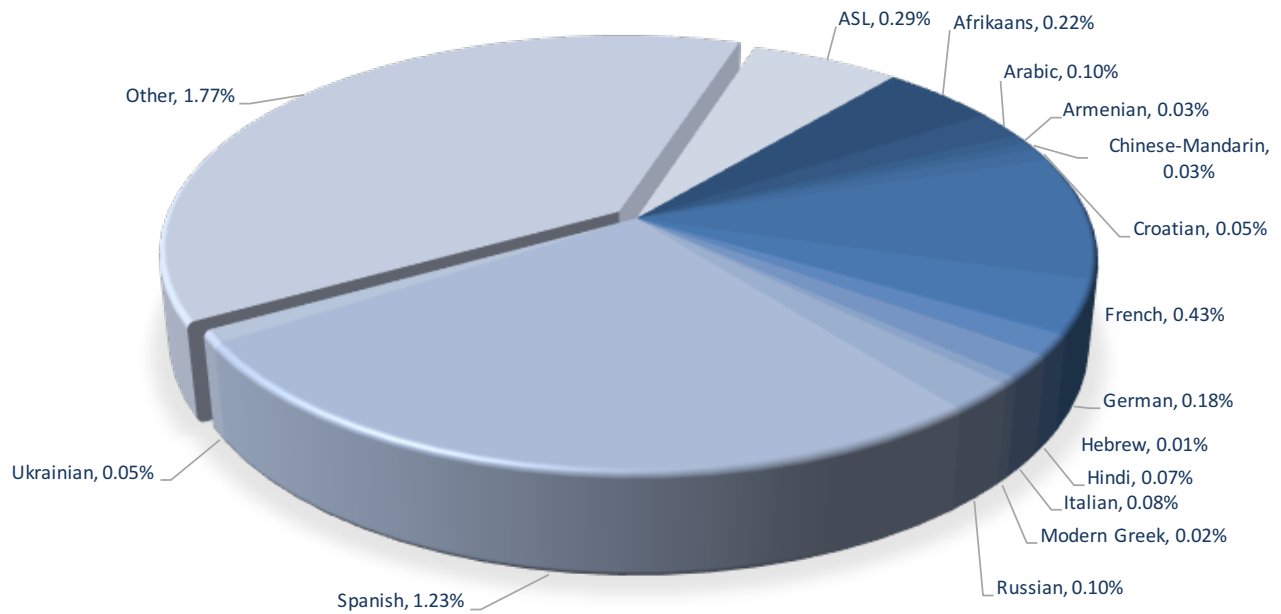
> ➤ 4.66% reported being proficient in a language other than English

> ➤ 0.29% (139) reported being proficient in American Sign Language (ASL)

ARMED FORCES

Service Member, 101

Spouse of Service Member, 373

N/A, 43,680

Spouse of Veteran, 2,918

Veteran, 1,466
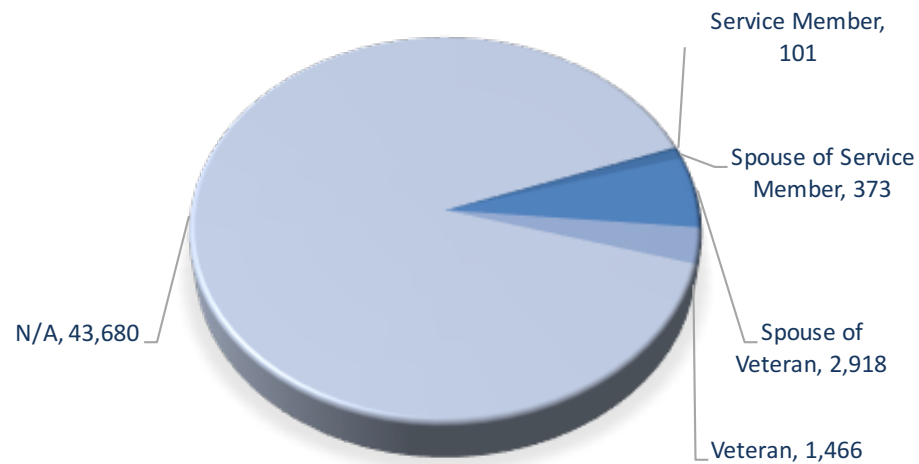
- ➢ 10% (4,858) reported an association with U.S. Armed Forces
  - ▪ 90% (4,384) of this group are either veterans or spouses of veterans

BOARD SERVICE / LEADERSHIP

Yes
0.3%

No
99.7%
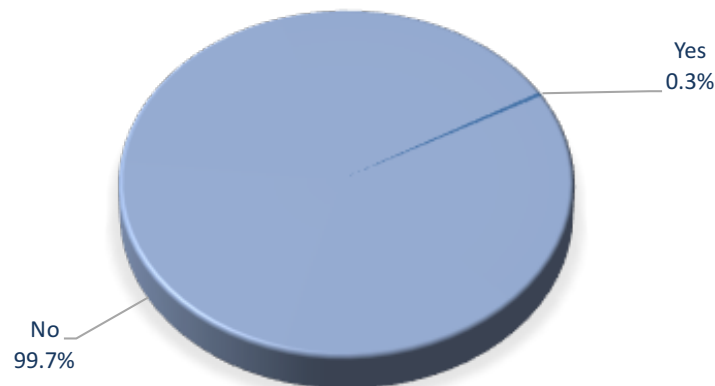
- ➢ Approximately 0.3% (169) indicated that they serve on a board that influences health care policy

NURSING EDUCATION

INITIAL NURSING EDUCATION

	LPN associate degree	LPN certificate/diploma	RN education, initially licensed as LPN
▪ Entry Level	884	47,299	355

➢ LPN Associate degree in nursing – 2% (884)

➢ LPN Certificate / Diploma in nursing – 97% (47,299)

➢ RN education, initially licensed as LPN – 1% (355)

HIGHEST LEVEL OF EDUCATION ACHIEVED

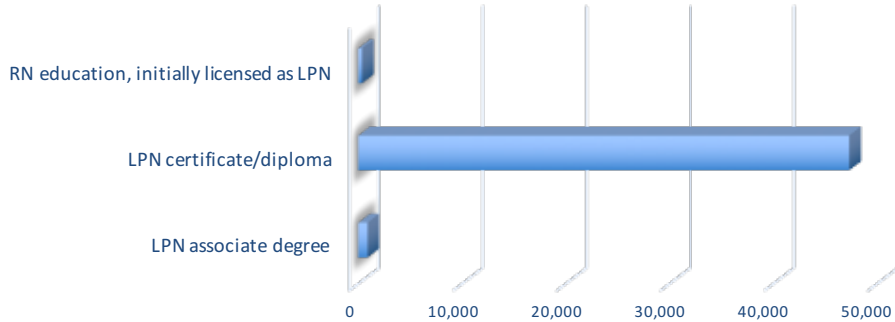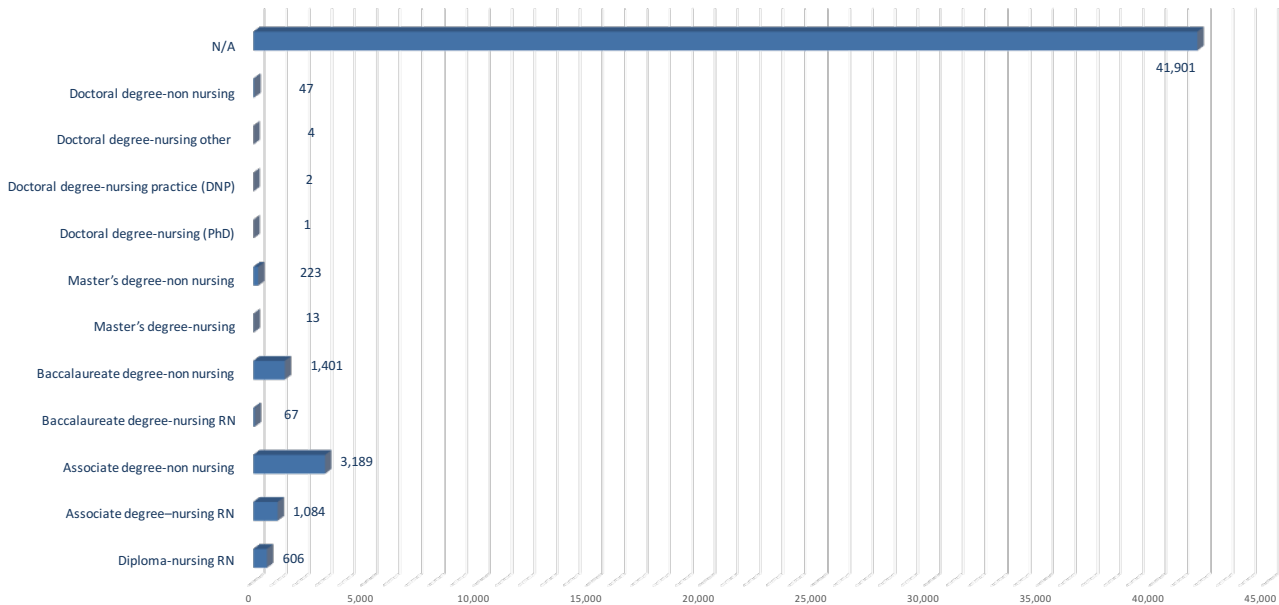|	Diploma-nursing RN	Associate degree– nursing RN	Associate degree-non nursing	Baccalaureate degree-nursing RN	Baccalaureate degree-non nursing	Master's degree-nursing	Master's degree-non nursing	Doctoral degree-nursing (PhD)	Doctoral degree-nursing practice (DNP)	Doctoral degree-nursing other	Doctoral degree-non nursing	N/A
▪ Count	606	1,084	3,189	67	1,401	13	223	1	2	4	47	41,901
▪ Percent	1.2%	2.2%	6.6%	0.1%	2.9%	0.0%	0.5%	0.0%	0.0%	0.0%	0.1%	86%

➢ Baccalaureate or higher degree in nursing – <1% (87)

➢ Baccalaureate or higher degree in nursing or non-nursing – 4% (1,758)

➢ Higher levels of RN education breakdown

▪ 2% (1,084) – Associate Degree in nursing

▪ <1% (67) Baccalaureate; (13) Masters; and (7) PhD, DNP, or other Doctoral degrees in nursing

➢ Of the 48,538 LPN responses, 86% (41,901) responded 'Not Applicable'

PLANS TO OBTAIN RN LICENSURE

	Currently Enrolled	No Plans	Plan to Obtain at Some Point	Plan to Obtain in 1-5 Years	Plan to Obtain in 6-10 Years	Plan to Obtain in 11-15 Years	N/A
■ Count	5,821	26,768	1,729	13,009	569	109	533
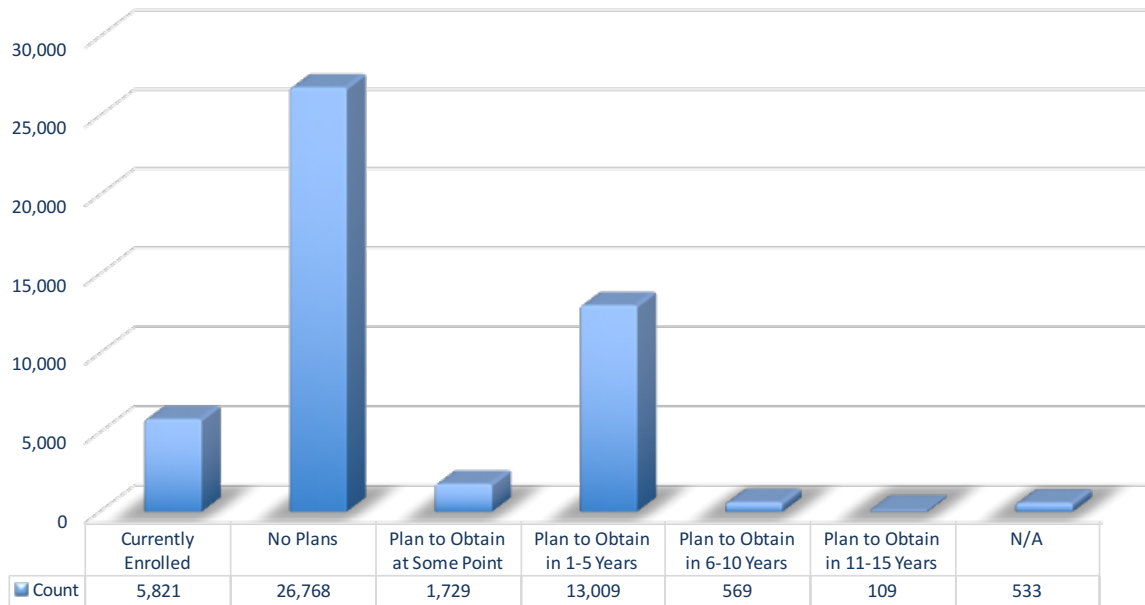
➤ For this question, 48,538 responded as follows

- Currently enrolled to obtain RN licensure – 12% (5,821)
- Plan to obtain RN licensure – 32% (15,416)
- No plans to obtain RN licensure – 55% (26,768)
- Marked as not applicable – 1% (533)

REASONS FOR NOT OBTAINING RN LICENSURE

	Lack of accessible RN program	Tuition assistance not available	Personal / work schedule	Satisfied with practice as LPN	Cannot afford cost of education	Been out of school too long	Plan to retire / leave practice soon	Other	School would be too difficult	Due to age, do not plan on pursuing RN education
■ Count	123	756	2,528	6,455	3,222	426	775	1,440	188	10,855
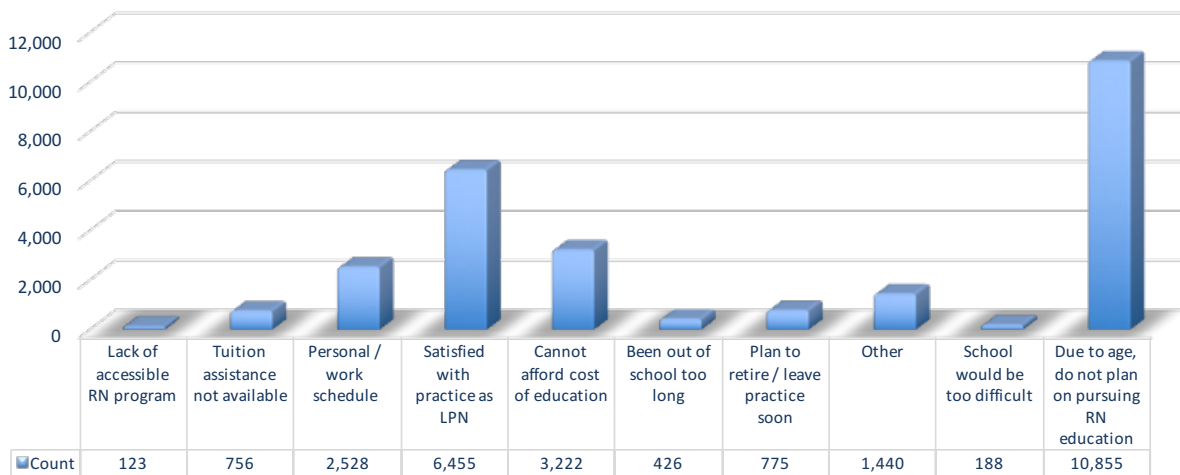
➤ For the 26,768 with no plans for obtaining RN licensure, the following reasons were provided

- Age or Plan to Retire – 43% (11,630)
- Satisfied with current level of practice – 24% (6,455)
- Financial barriers – 15% (3,978)
- Personal and/or work schedules – 9% (2,528)
- Out of school too long; too hard – 2% (614)

NURSING EMPLOYMENT

EMPLOYMENT & LICENSURE BREAKDOWN

Employed - License Needed 83%

Retired 4%

Unemployed 8%

Volunteer Nurse - License Needed < 1%

Employed - No License Needed 5%
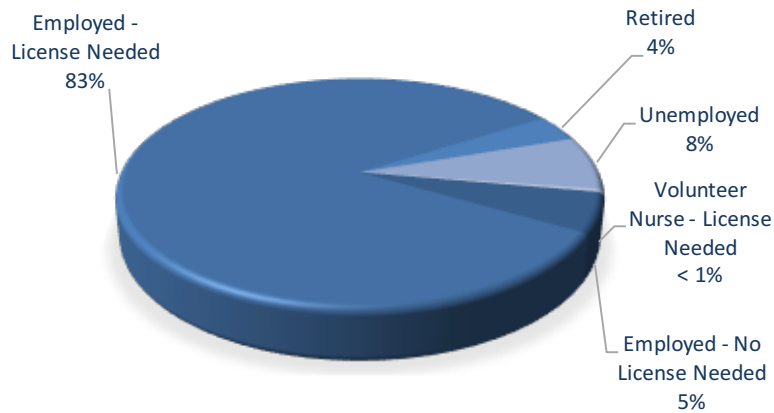
➢ 83% (40,114) are employed in a position where a nursing license is required

- 77% work full-time; 17% work part-time; 6% work on a per-diem basis
- 84% work in one position; 14% work in two positions; and 2% work in three or more positions
- 10% work 31-35 hours per week; 55% work 36-40 hours per week; 13% work 41-50 hours per week; 10% work 21-30 hours per week
- 67% worked 50-52 weeks last year; 11% worked 43-49 weeks last year

CHANGED EMPLOYER IN THE LAST YEAR

No 76%

Yes 24%

UNEMPLOYED NURSES

■ Not Seeking a Nursing Position   ■ Seeking a Nursing Position

1,754
48%

1,924
52%

Seeking a Nursing Position	1,754
Not Seeking a Nursing Position	1,924
	3,678
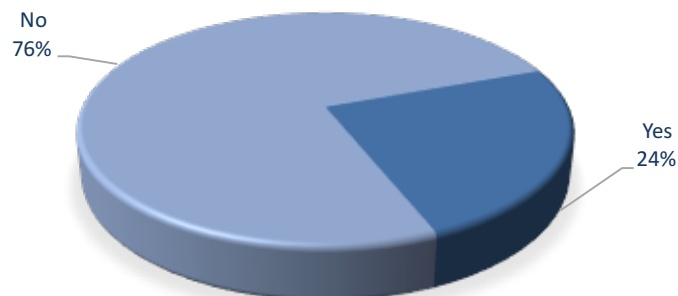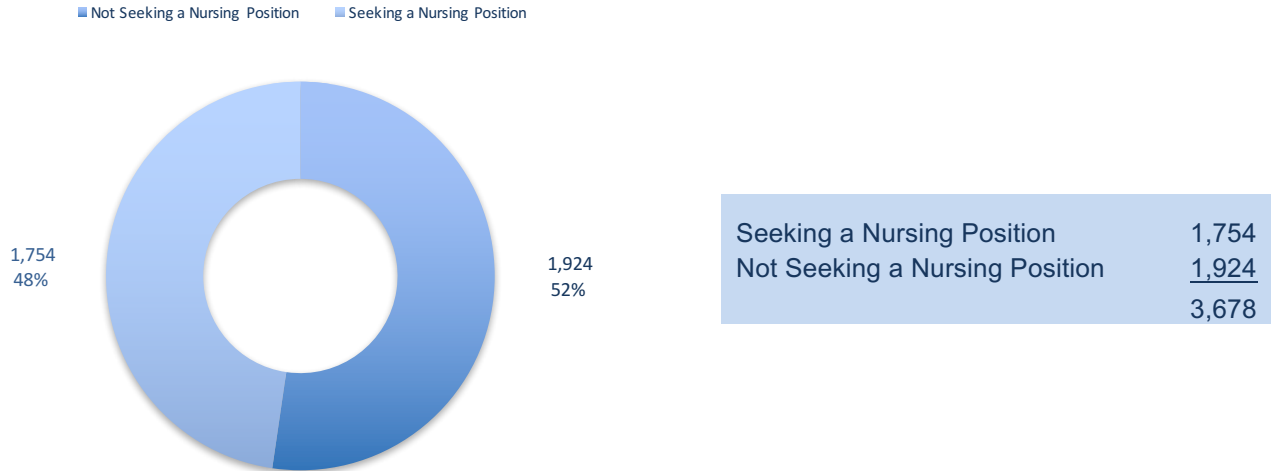
➤ Of the 3,678 LPNs who are unemployed, 48% (1,754) are seeking nursing employment

REASONS FOR UNEMPLOYMENT

■ Leave of Absence 6%   ■ Not Interested in Nursing 3%   ■ Difficulty Finding Position 6%

■ Told by Employer BSN Needed 1%

■ Disabled 10%

■ Inadequate Salary 1%

■ Other 16%

■ Home/Family Obligations 47%

■ Attending School 10%

Not Interested in Nursing	115
Difficulty Finding Position	210
Disabled	362
Inadequate Salary	30
Other	605
Attending School	354
Home/Family Obligations	1,731
Told by Employer BSN Needed	31
Leave of Absence	240
	3,678

➤ Primary reasons reported for unemployment

- Home and family obligations – 47% (1,731)

- Difficulty finding a position – 6% (210)

- Not interested in a nursing position – 3% (115)

- Other (Unspecified) – 16% (605)

NURSING EMPLOYMENT TYPE

Full-Time
77%

Part-Time
17%
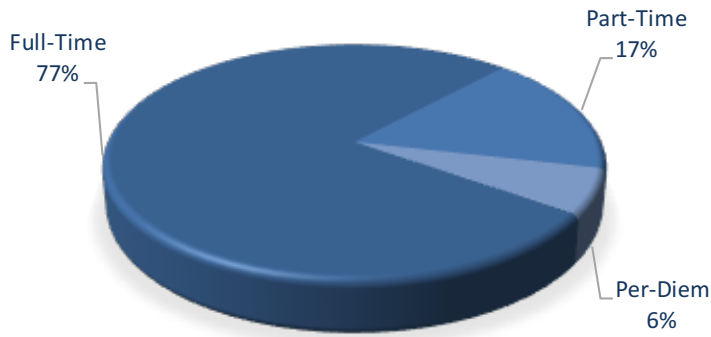
Per-Diem
6%

Full-Time	30,954
Part-Time	6689
Per-Diem	2,444
Other	27
	40,114

CONCURRENT PAID NURSING POSITIONS

1 Position
84%

2 Positions
14%
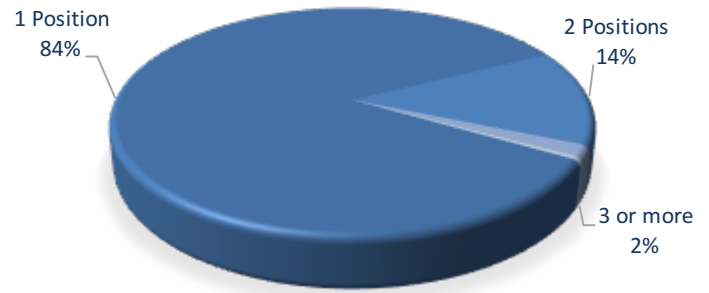
3 or more
2%

1	33,789
2	5,503
3	643
4 or more	179
	40,114

HOURS WORKED PER WEEK

36-40
55%

41-50
13%

51-60
3%

61+
1%

1-10
2%

11-20
6%
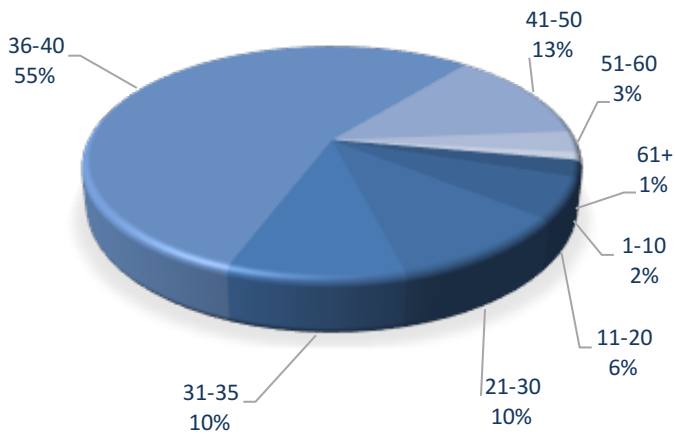
21-30
10%

31-35
10%

1-10	915
11-20	2,296
21-30	4,098
31-35	3,917
36-40	22,107
41-50	5,151
51-60	1,207
61+	423
	40,114

WEEKS WORKED LAST YEAR

50-52
67%

1-6
1%

7-13
2%

14-20
2%

21-28
4%
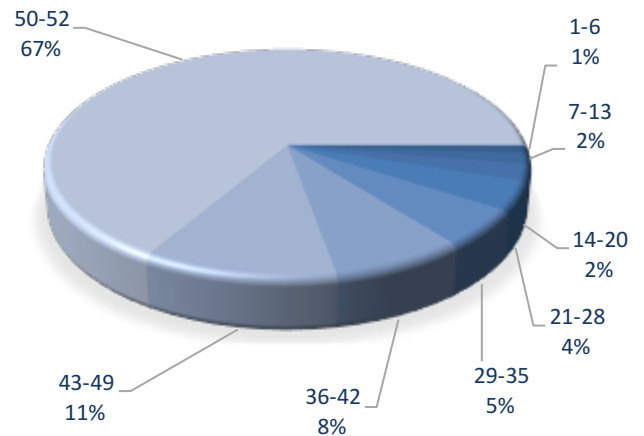
29-35
5%

36-42
8%

43-49
11%

1-6	457
7-13	597
14-20	942
21-28	1,647
29-35	2,124
36-42	3,131
43-49	4,551
50-52	26,665
	40,114

PRACTICE SETTING, POSITION TITLE, PRACTICE AREA

PRIMARY PRACTICE SETTING

Practice Setting	Count
Ambulatory care	896
APRN – Owned/Operated Practice	15
Correctional facility	598
Education/academic	175
Home care agency	4,890
Home care independent provider	976
Hospice care	828
Hospital – inpatient	1,652
Hospital – outpatient	821
Hospital – emergency department	166
Hospital – federal government	309
Hospital - perioperative/operating room	103
Insurance claims or benefits	413
Nursing home/Extended care facility/Assisted living...	19,643
Occupational health setting	268
Office/Clinic Solo Practice	733
Office/Clinic Partnership	2,611
Office/Clinic Single Specialty Group	1,377
Patient Centered Medical Home	431
Policy/Planning/Regulatory	21
Public/community health	487
Research	76
School health	516
Urgent care	229
Other health related	1,800
Other non-health related	80

➢ Of the 40,114 LPNs who reported working in nursing, 49% (19,643) work in a nursing home, extended care facility or assisted living facility setting

PRIMARY POSITION TITLE

- Consultant — 185
- Direct patient care staff or floor nurse — 32,363
- Educator — 345
- Manager / Supervisor — 3,118
- Public sector nurse in local/state/federal agency — 407
- Telehealth nurse — 350
- Other — 3,346
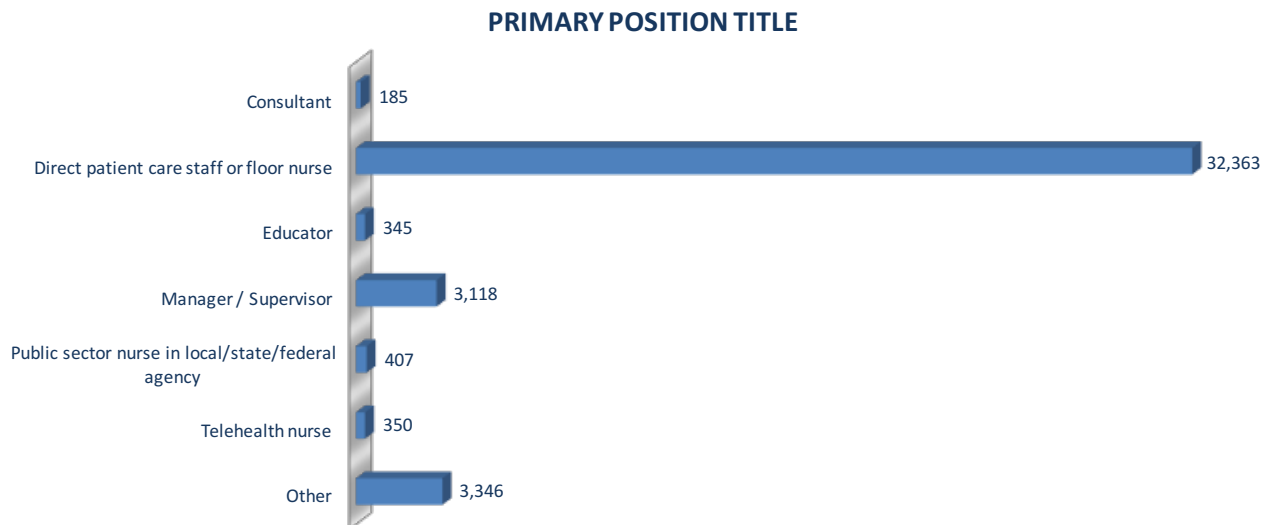
➢ Of the 40,114 LPNs who reported working in nursing, 81% (32,363) work as direct patient care staff or as a floor nurse

➢ Of the 40,114 LPNs who reported working in nursing, 47% (18,708) reported geriatrics as their practice area, followed by

- Family, general practice, primary care – 8% (3,210)

- Other (unspecified) – 14% (5,778)

- Pediatrics (general) – 5% (1,836)

- Psychiatry/Mental health – 4% (1,782)

PRIMARY PRACTICE AREA

Practice Area	Count
Administration	657
Allergy and Immunology	132
Cardiology	275
Critical care	99
Dermatology	243
Education	194
Emergency care	181
Endocrinology	68
Family/General practice/Primary care	3,210
Gastroenterology	209
Geriatrics	18,708
Gynecology only	61
Infectious diseases	60
Internal medicine general	527
Medical - Surgical	1,090
Neonatal	24
Nephrology	291
Neurology	94
Obstetrics and gynecology	496
Occupational health	256
Oncology, including hematology…	169
Ophthalmology	78
Otolaryngology	77
Orthopedics	324
Pain management	194
Pathology	1
Pediatrics – general	1,836
Pediatrics – specialties	626
Pediatrics – adolescents	396
Physical medicine and rehabilitation	357
Psychiatry/Mental Health	1,782
Psychiatry – Child	65
Public health/preventive medicine	267
Pulmonology	125
Radiology/Nuclear medicine	11
Research	49
Rheumatology	41
Surgery – general	237
Surgical specialties	179
Telehealth with majority of patients in…	89
Telehealth with majority of patients…	39
Urgent care	234
Urology	184
Women's health	101
Other	5,778