

Ohio Action Coalition

The LPN Workforce in Ohio

An Overview of 2014 Licensure Data



Introduction

Welcome to the second, landmark report from the Ohio Action Coalition (OAC) analyzing the nurse workforce in Ohio.

The Ohio Action Coalition is one of 50 state-based coalitions working to implement recommendations from the 2010 Institute of Medicine's report, *The Future of Nursing: LEADING CHANGE, ADVANCING HEALTH*. The Ohio Action Coalition is co-led by the Ohio League for Nursing, a constituent of the National League for Nursing, and the Ohio Hospital Association, representing the more than 220 hospitals and health systems across Ohio. A number of other health care organizations, each committed to the strength and success of nursing, serve on the OAC's steering committee and workgroups.

This report provides a comprehensive picture of the licensed practical nurse (LPN) workforce in Ohio based upon responses to LPN data collected during licensure renewal in 2014. This report follows and complements a report on the registered nurse and advanced-practice nurse workforce, published by the OAC in March 2015 and entitled *The RN & APRN Workforce in Ohio: An Overview of 2013 Licensure Renewal Data*.

Other random-sample surveys have been conducted using data collected in 1981 (*Inventory of Registered Nurses and Licensed Practical Nursing, Ohio 1980-81*), in 1986 (*Ohio's Nursing Demand vs Supply, Ohio Commission on Nursing, 1991*), in 2000 (*Nursing Workforce Supply, December 2000*), in 2004 (*Ohio Collaborative Project, 2003-2004 and Ohio Nursing Supply, Ohio Board of Nursing*), and in 2011, (*Ohio RN Workforce Survey, Ohio Board of Nursing*). This report builds on previous analyses while providing new, detailed, comprehensive insights into the demographics and specialty distribution of Ohio's nursing workforce.

The goal of the report is to help policymakers, researchers, and others advance Ohio's health care system in general and the crucial field of nursing in particular.

On behalf of the Steering Committee of the Ohio Action Coalition and the OAC's Data Collection and Research Workgroup, we are proud to present this report about the LPN workforce in Ohio.

Sincerely,

Jane F. Mahowald, BSN, MA, RN, ANEF

Co-Lead, Ohio Action Coalition
Executive Director
Ohio League for Nursing

Jonathan Archey

Co-Lead, Ohio Action Coalition
Director of Public Affairs
Ohio Hospital Association

"By virtue of its numbers and capacity, the nursing profession has the potential to effect wide-reaching changes in the health care system...Nurses thus are poised to help bridge the gap between coverage and access, to coordinate increasingly complex care for a wide range of patients, to fulfill their potential as primary care providers to the full extent of their education and training, and to enable the full economic value of their contributions across practice settings to be realized."

Institute of Medicine (IOM) report, "The Future of Nursing: Leading Change, Advancing Health"

Contents

Introduction.....	1
Executive Summary	3
Study Background	4
Workforce Size.....	4
Workforce Age.....	6
Workforce Diversity.....	7
Education.....	9
Educational Development	11
Years of Experience	13
Employment	14
Unemployment	17
Full-Time vs Part-Time.....	18
Workplace Setting	22
One or Multiple Employers	25
Ohio Action Coalition Steering Committee	27
Ohio Action Coalition Data Work Group.....	27

Executive Summary

Beginning in 2013, the Ohio Board of Nursing enhanced the information collected from registered nurses (RNs) and advanced practice registered nurses (APRNs) during the process of licensure renewal. This enhanced process was extended to licensed practical nurses (LPNs) during the 2014 licensure renewal process. This new robust data source for the first time allows a more complete understanding of Ohio's nursing workforce.

In 2014, a total of 52,838 LPNs were licensed in Ohio. For 49,635 of them, or 93.9 percent of licensees, the full data set is available.



52,838 LPNs
were licensed
in Ohio in 2014

Workforce Age

The median age of Ohio LPNs is 43. About one-fourth of all licensed LPNs in Ohio, however, are older than 55, and 13.2 percent are over age 60. White LPNs tend to be slightly older, with a median of 44 years, compared to African-American or Hispanic LPNs, each of whose median age is 40.

Workforce Diversity

The vast majority – 93.2 percent – of Ohio LPNs are female. More than eight in 10 renewals are White, while 14.2 percent are African American and 1.2 percent are Hispanic/Latino. When the workforce is divided into age groups, it is apparent that both men and racial/ethnic minorities are better represented among the younger age groups, suggesting the workforce will grow more diverse with time.

Education

The most common type of license is PN-IV, which is held by 63.4 percent of Ohio-licensed LPNs. Only 0.7 percent hold a non-specialized, or LPN-only, license. The remaining 35.9 percent hold PN-Meds licenses.

LPNs were a median age of 28 when they completed their initial nursing education. Those with the most experience tend to have completed their initial education at a younger age than more recent entrants into the nursing field, suggesting that the age of LPNs entering the field has increased.

Educational Development

Almost 15 percent of LPNs are currently enrolled in a registered nurse (RN) program and another 32 percent plan to obtain an RN license sometime in the future. A larger proportion of male LPNs, compared to female, and African-American and Hispanic LPNs, compared to White, are currently pursuing or plan to pursue their RN license. Nearly 47 percent of LPNs aged 22 or younger report they are currently enrolled in an RN program.

Employment

Approximately 81 percent of LPNs are currently working as nurses. Nearly 6 percent of Ohio-licensed LPNs are employed in jobs not requiring a nursing license. Another 3.6 percent are retired and about 9 percent are not employed. Approximately 14 percent of LPNs who are unemployed reported they were having difficulty finding a nursing position. This is about 2 percent of all licensed LPNs in Ohio.

Workplace Setting

By far, the most common workplace setting for LPNs is a nursing home, extended care or assisted living facility, where nearly half – 48.4 percent – of LPNs work. Another 16.7 percent work in home care, 11.3 percent work in a medical office, and 8.5 percent work in a hospital.

Study Background

Beginning in 2013 with the licensure renewal for Ohio's registered nurses (RN), the questions asked of licensees who completed their renewal online were based on the nursing Minimum Data Set (Colleagues in Caring Project), core data questions developed by the Health Resources and Services Administration (HRSA) National Center for Health Workforce Analysis, and the joint 2013 survey conducted by the National Forum of State Nursing Workforce Centers and the National Council of State Boards of Nursing (NCSBN). These data provided a comprehensive picture of the aggregate registered nurse and advanced practice registered nurse workforce in Ohio in 2013, and then the same for the licensed practical nurse (LPN) workforce in Ohio in 2014. This report focuses exclusively on the LPN workforce in Ohio.

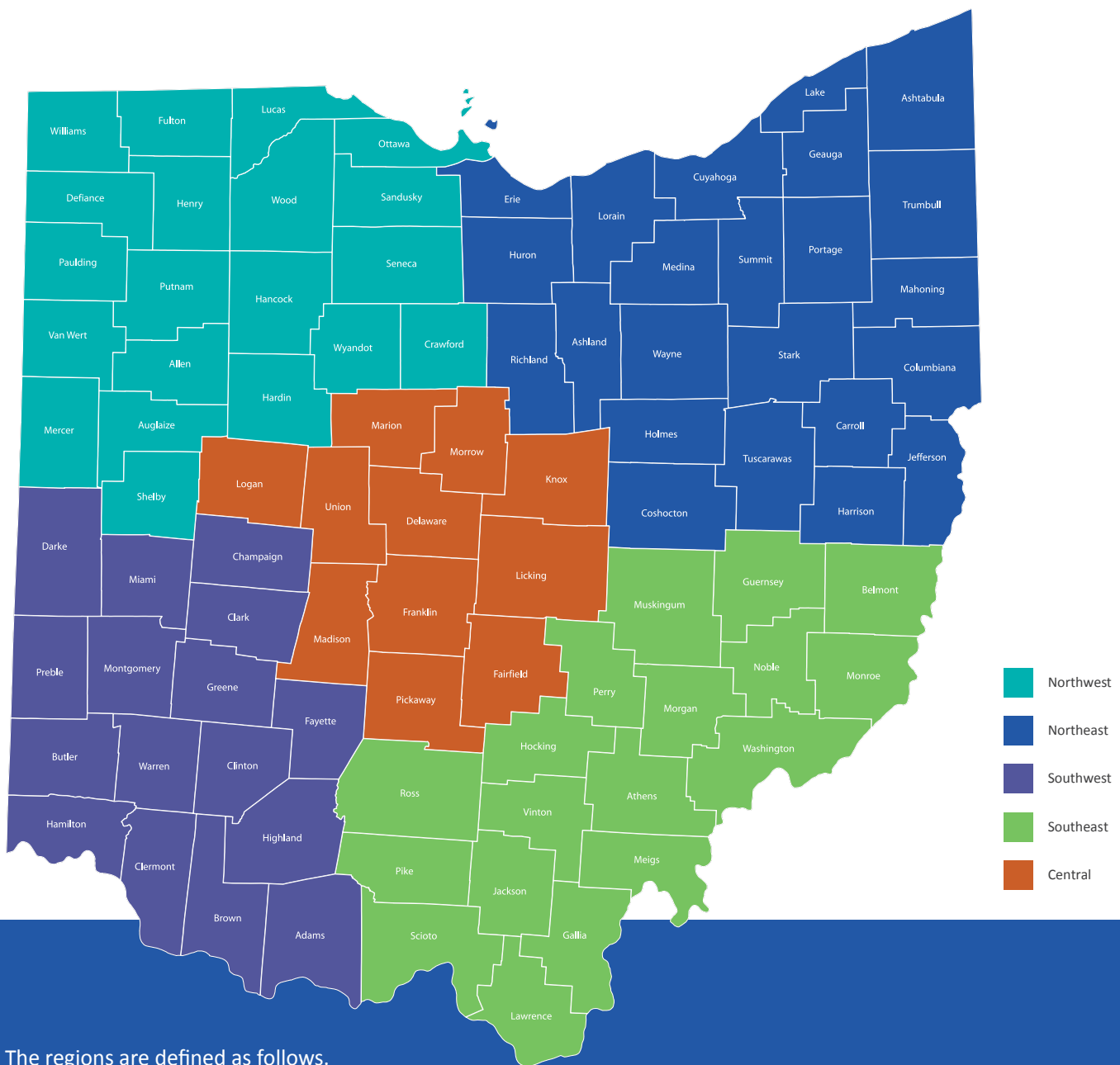
All license renewals were required to be completed online, a change in the process, which had previously been conducted by both online and mail-in paper applications. The Minimum Data Set information was obtained for all renewing LPNs with some exceptions. These exceptions are those newly licensed LPNs who completed the licensure process between March 1, 2014, and October 31, 2014, and previously licensed LPNs who failed to renew their license online by August 31, 2014.

In 2014, a total of 52,838 LPNs were licensed. Of these, 2,058 (3.9 percent) were newly licensed LPNs after March 1 and 1,145 (2.2 percent) were previously licensed LPNs who renewed after August 31. For the remaining 49,635 LPNs, 93.9 percent of licensees, the full data set is available.

The full data analysis, which was completed by Cypress Research Group for the Ohio Action Coalition, can be accessed online at www.ohioleaguefornursing.org, www.ohiocenterfornursing.org and <http://nursing.ohio.gov/>. Detailed county-level information is available by contacting the Ohio Action Coalition.

Workforce Size

In 2014, a total of 52,838 LPNs were licensed. Among the regions of the state, Northeast Ohio is home to the largest proportion of LPNs, 40.3 percent. The next largest region in terms of LPN licensees is Southwest Ohio, where 22.1 percent live. Of the remaining regions, Central Ohio is home to 12.5 percent of LPNs, Northwest Ohio to 11.5 percent, and Southeast Ohio to 9.0 percent. Only 4.6 percent of Ohio-licensed LPNs live outside of the state.



The regions are defined as follows.

Northeast Ohio Counties: Ashland; Ashtabula; Carroll; Columbiana; Coshocton; Cuyahoga; Erie; Geauga; Harrison; Holmes; Huron; Jefferson; Lake; Lorain; Mahoning; Medina; Portage; Richland; Stark ; Summit; Trumbull; Tuscarawas; Wayne.

Northwest Ohio Counties: Allen; Auglaize; Crawford; Defiance; Fulton; Hancock; Hardin; Henry; Lucas; Mercer; Ottawa; Paulding; Putnam; Sandusky; Seneca; Shelby; Van Wert; Williams; Wood; Wyandot.

Central Ohio Counties: Delaware; Fairfield; Franklin; Knox; Licking; Logan; Madison; Marion; Morrow; Pickaway; Union.

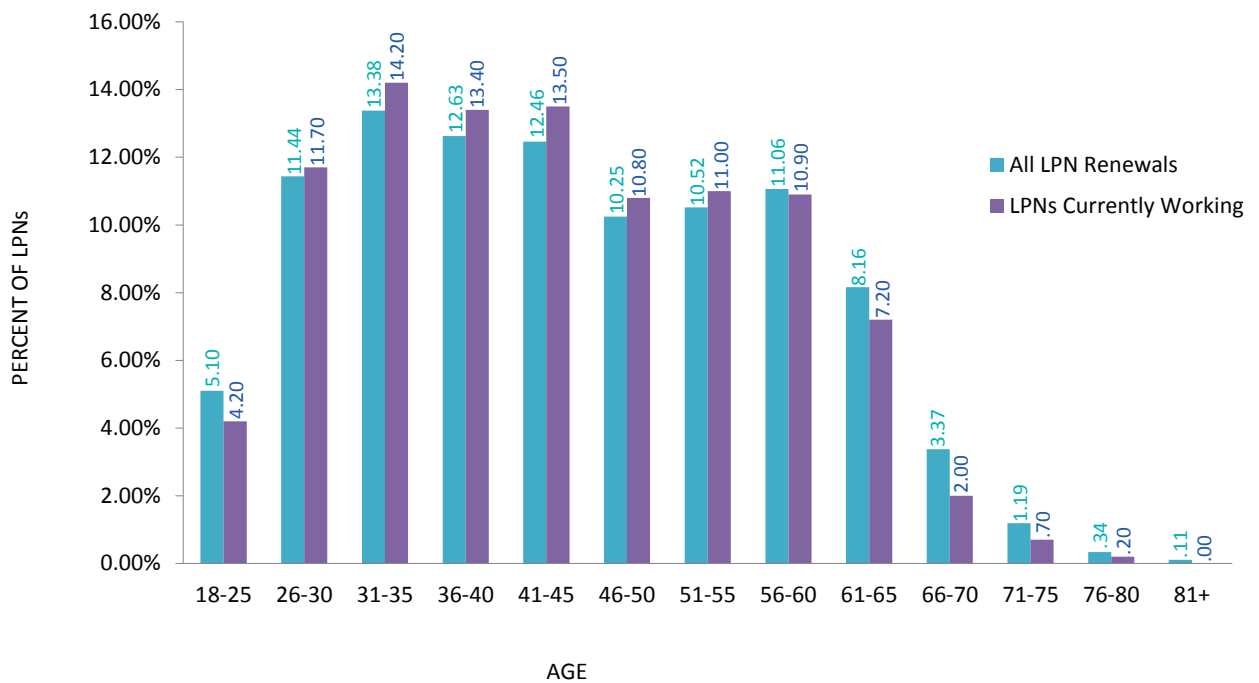
Southwest Ohio Counties: Adams; Brown; Butler; Champaign; Clark; Clermont; Clinton; Darke; Fayette; Greene; Hamilton; Highland; Miami; Montgomery; Preble; Warren.

Southeast Ohio Counties: Athens; Belmont; Gallia; Guernsey; Hocking; Jackson; Lawrence; Meigs; Monroe; Morgan; Muskingum; Noble; Perry; Pike; Ross; Scioto; Vinton; Washington.

Workforce Age

Among all 52,838 LPNs, the median age is 43. The age distribution of LPNs is very flat, meaning there is almost an equal proportion of LPNs in each age category between the ages of 26 and 60. About one-fourth (24 percent) of all licensed LPNs in Ohio, however, are older than 55, and 13.2 percent are over age 60. Not surprisingly, compared to the population of all licensed LPNs, the subset of those who are currently in the workforce is slightly younger. While the median is 43, the same as for all LPNs licensed in Ohio, 21 percent of working LPNs are over age 55.

Age of Ohio LPNs



The age distribution of LPNs does not differ tremendously among the five Ohio regions. However, Ohio-licensed LPNs living out of state tend to be older, with a median age of 46. The regions of Ohio with the youngest LPNs, on average, are Central and Southwest Ohio, where the median age is 41. At 44, Northeast Ohio has the highest median age among all the regions.

About 43.2 percent of LPNs living out of state are ages 51 and older. This compares to the various Ohio regions, which range from 28.9 percent in this age group in Central Ohio up to 39.0 percent in Northeast Ohio. In Central, Southeast and Southwest Ohio, approximately 19 percent of the LPN workforce is age 30 or younger. This compares to approximately 15 percent of each of the Northeast and Northwest Ohio workforces. At 9.9 percent, Southeast Ohio has the smallest proportion of LPNs ages 61 and higher.

Among racial and ethnic groups, there are a few differences. White LPNs tend to be slightly older, on average, with a median of 44 years, compared to African-American or Hispanic LPNs, each of whose median age is 40. While small in number, the median age of other non-White LPNs is younger, at 37.

Region	Median Age
NE Ohio	44
NW Ohio	43
Central Ohio	41
SE Ohio	42
SW Ohio	41
Out of State	46

LPNs with a PN-IV specialty license are significantly younger, with a median age of 38, compared to LPNs with a PN-Meds license (median of 51 years) or LPN-only license (59 years). Nearly all – 94 percent – of LPNs with an Ohio license who are under age 30 have a PN-IV license specialty. Statistics related to LPN specialty licensure are reflective of the changes in the educational curriculum for LPNs in Ohio. The addition of content on medication administration followed by IV therapy created new LPN license designations.

Workforce Diversity

Of the 49,635 LPNs for whom the full data set is available, 93.2 percent are female. This gender disparity holds true for all regions of Ohio. The greatest proportion of women (95.7 percent) is in Northwest Ohio while the smallest proportion of women (91.0 percent) is in Central Ohio.

More than eight in 10 (81.1 percent) of LPNs are White, while 14.2 percent are African American and 1.2 percent are Hispanic/Latino. Proportionately, African Americans are slightly over-represented among LPNs in Ohio compared to the overall population, where 12.5 percent of adults in Ohio were African American in 2013. Conversely, those of Hispanic/Latino descent are slightly under-represented among LPNs as compared to the overall adult population, of which they comprise 3.4 percent.

The region in which African Americans are represented in the largest proportion is Central Ohio, where they are 22.0 percent of the LPN workforce. This compares to Southeast Ohio, where they are only 1.2 percent, the smallest proportion among all regions.

Race	NE Ohio	NW Ohio	Central Ohio	SE Ohio	SW Ohio	Out of State	All Regions	General Population of Ohio
Caucasian/White	80.8%	86.2%	72.4%	96.6%	76.3%	86.1%	81.1%	83.2%
African American/ Black	14.3%	8.1%	22.0%	1.2%	19.1%	9.5%	14.2%	12.5%
Hispanic/Latino	1.5%	2.5%	0.9%	0.2%	0.7%	0.8%	1.2%	3.4%**
Asian-Indian	0.3%	0.2%	0.6%	0.1%	0.5%	0.5%	0.4%	1.9%
American Indian or Alaska Native	0.2%	0.1%	0.2%	0.2%	0.2%	0.2%	0.2%	0.3%
Native Hawaiian or Other Pacific Islander	0.1%	0.1%	0%	0.1%	0.1%	0.1%	0.1%	<0.005%
Other	1.6%	1.8%	2.4%	1.1%	1.9%	1.6%	1.7%	2.0%
Did not provide race/ethnicity	1.2%	1.1%	1.4%	0.5%	1.0%	1.2%	1.1%	-

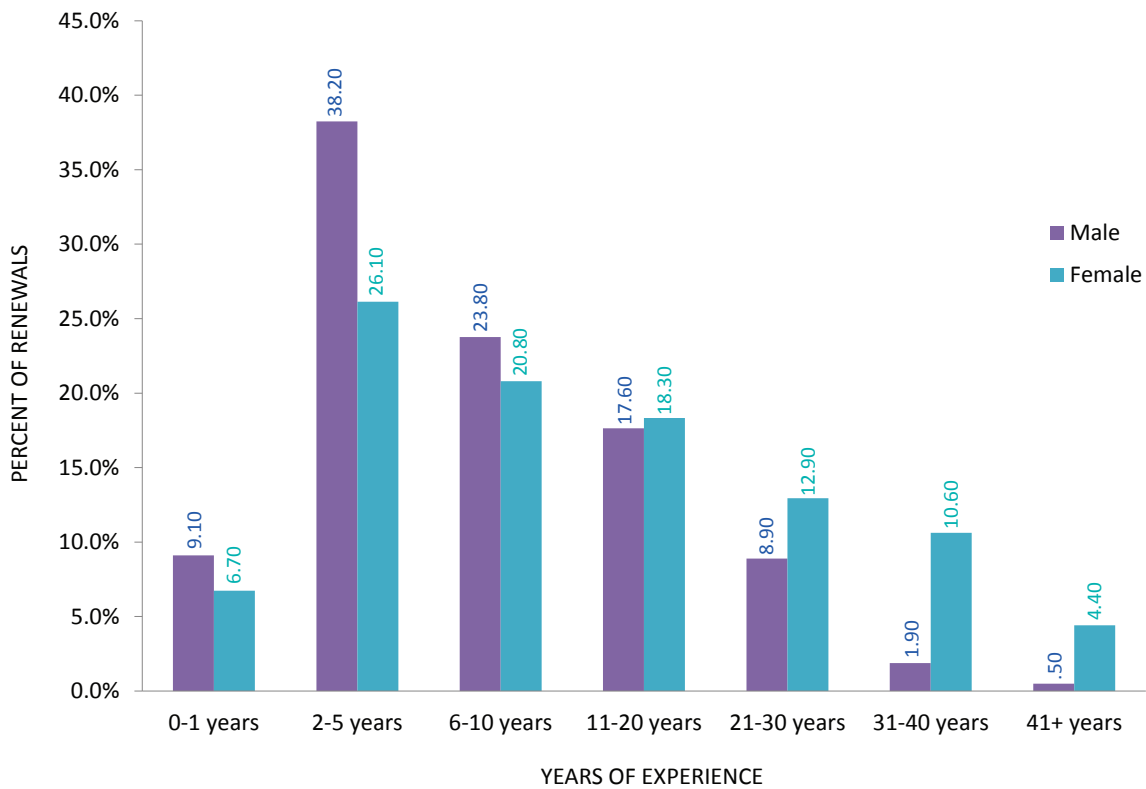
*Source: Census Quick Facts

**US Census does not include Hispanic/Latino as a mutually exclusive race. These are also included in the applicable race categories.

When various age groups are examined, African Americans are best represented among LPNs ages 26 to 45, where they range from between 16.4 and 19.1 percent of the workforce depending on the age category. In comparison, of the very youngest LPNs, ages 18 to 22, only 8.5 percent are African American. Conversely, at 5.0 percent, the proportion of Hispanic/Latino LPNs is in this age category is slightly larger than in the general adult population in Ohio. However, this drops considerably beginning at age 23 and higher.

While the vast majority of LPNs in Ohio are female, a further look into the data suggests that in time the LPN workforce may become more diverse in this respect. While nearly 54 percent of female LPNs have fewer than 10 years of experience in their profession, more than 71 percent of male LPNs fall within the same category. Assuming that men and women remain in the occupation at the same rates, this suggests that the proportion of male LPNs in Ohio will increase in the years to come.

Years of Experience by Gender



This is also true for race. The median age of White LPNs is 44, while the median age of both African-American and Hispanic LPNs is 40. Additionally, while nearly 30 percent of White LPNs have more than 20 years of experience, this is the case for only about 15 percent of African-American LPNs, 14 percent of Hispanic LPNs and 13 percent of other non-White LPNs. This compares to the nearly 52 percent of White LPNs, 70 percent of African-American LPNs, 66 percent of Hispanic LPNs, and 71 percent of other non-White LPNs with 10 or fewer years of experience. Taken together, these data suggest that racial and ethnic minorities will be represented in higher numbers as the nursing workforce ages.

Years of Experience	White	African American	Hispanic	Other Non-White
0-10 years	51.5%	69.7%	66.4%	71.2%
11-20 years	18.9%	15.2%	19.8%	15.8%
>20 years	29.6%	15.0%	13.8%	13.0%

Education

Among those who renewed, the most common licensure type is PN-IV, which is held by 63.4 percent of Ohio-licensed LPNs. Those holding a non-specialized, or LPN-only, license represent a very small proportion of the total, at just 0.7 percent. The remaining 35.9 percent are licensed as PN-Meds LPNs.

A large majority – 96.5 percent – of LPNs completed a certificate or diploma program as their initial nursing education. Only about 3 percent reported completing their initial education through an associate degree program.

Almost one in five LPNs licensed in Ohio obtained a degree beyond that which qualified them for LPN licensure. The most common were non-nursing associate degrees, which were obtained by 7.7 percent, and non-nursing bachelor's degrees, obtained by 2.8 percent.

Almost all Ohio LPN licensees – 99.8 percent – completed their initial nursing education in the United States, and nearly 93 percent did so in Ohio. At 1.3 percent, Kentucky was the most common state, besides Ohio, in which Ohio LPNs were initially educated. A total of 2.2 percent of LPNs obtained their initial education in Indiana, Pennsylvania or West Virginia. Only about 3.8 percent were educated in some other state.

LPNs were a median age of 28 when they completed their initial nursing education. Well over half – 57 percent – of LPNs in Ohio completed their initial nursing education program by the age of 30, while only about 14 percent were over age 40.

99.8% of Ohio LPN licensees completed their initial nursing education in the U.S.

The median age of LPNs upon completion of their initial education program differs slightly by demographic groups. Males were slightly older, at age 32, compared to females, at age 28. Likewise, African-American and Hispanic LPNs tend to complete their initial program at age 30, older than their White counterparts at age 28. Those with the most experience tend to have completed their initial education at a younger age than more recent entrants into the nursing field. For example, LPNs with 31 to 40 years of experience completed their initial program at median age of 22, compared to age 31 for those with six to 10 years of experience. This suggests that the typical age of LPNs entering the field has increased over the past 40 years.

Median Age at Completion of Initial Nursing Education Program	
Gender	
Male	32
Female	28
Race	
White	28
African American	30
Hispanic	30
Other Non-White	28
Years of Nursing Experience	
0-1 years	29
2-5 years	30
6-10 years	31
11-20 years	29
21-30 years	28
31-40 years	22
41+ years	20

There is virtually no difference among the various regions of Ohio with respect to the median age of LPNs when they completed their initial nursing education program. However, there is some variation among license types. Those with a PN-IV license tended to be older than LPN-only licensees, with median ages of 29 and 21 respectively.

License Specialty	Median Age at Completion of Initial Nursing Education Program
PN-IV	29
LPN-Meds	27
LPN Only	21

Educational Development

Educational advancement is common among Ohio-licensed LPNs. Almost 15 percent are currently enrolled in a registered nurse (RN) program and another 32 percent plan to obtain an RN license sometime in the future: 16.6 percent say they intend to do so within the next five years and 14.5 percent reported they plan to but are unsure of when. A little more than half – 52.2 percent – of LPNs reported having no plans to obtain an RN license. It is also noteworthy that 4.8 percent of registered nurses licensed in 2013 (about 8,000 RNs) began their careers as licensed practical nurses and went on to obtain further education.¹

A larger proportion of male LPNs is currently pursuing or plans to pursue an RN license compared to females. About 18.3 percent of males are currently enrolled, compared to 14.5 percent of females, and 22.4 percent of males plan to do so in the future, compared to 16.5 percent of females.

African Americans and LPNs of Hispanic descent also are more likely than their White counterparts to be in the process of obtaining or intend to obtain an RN license. Approximately 58 percent of White LPNs report they do not plan to obtain an RN license, compared to about 36 percent of Hispanic and 25 percent of African-American LPNs.

Race	Currently enrolled to obtain a RN	Plan to obtain in future	Do not plan to obtain RN	Already have a RN or higher nursing degree
White	12.5%	14.4%	57.9%	1.4%
African American	25.6%	28.9%	25.0%	2.5%
Hispanic	17.4%	23.4%	35.9%	1.8%
Other Non-White	23.1%	25.9%	29.6%	2.9%

There is also some regional variation in the educational development plans of LPNs. LPNs in Central Ohio were the most likely to report current or future plans for pursuing their RN, while LPNs in Northwest Ohio were the least likely.

Region	Currently enrolled to obtain a RN	Plan to obtain in future	Do not plan to obtain RN	Already have a RN or higher nursing degree
NE Ohio	13.9%	15.6%	56.1%	1.5%
NW Ohio	12.0%	13.3%	60.4%	1.1%
Central Ohio	18.5%	21.6%	41.4%	2.3%
SE Ohio	12.0%	15.7%	55.0%	1.7%
SW Ohio	17.4%	19.3%	44.4%	1.9%
Out of state	10.7%	16.0%	58.7%	1.9%

¹Ohio Action Coalition. "The RN & APRN Workforce in Ohio: An Overview of 2013 Licensure Renewal Data." March 2015.

It should be noted that the small percentages of LPNs who already have an RN or higher nursing degree is not reflective of the total proportion of nurses in the state who are already RNs but who started their careers as LPNs. This is because most RNs do not maintain their LPN license.

Current enrollment in an RN program and plans to enroll in a program are extremely high among LPNs who are 30 years old or younger. Nearly 47 percent of LPNs aged 22 or younger are currently enrolled in an RN program and another 43 percent of these LPNs intend to obtain an RN license at some point in the future. Almost 38 percent of LPNs ages 23 to 25 and more than 28 percent of those ages 26 to 30 are currently enrolled in an RN program, and approximately half of the LPNs in those age groups plan to obtain their RN in the future.

Educational Development Plans by Age Category

	18-22	23-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65
Currently enrolled to obtain a RN	46.8%	37.6%	28.3%	22.2%	19.8%	15.8%	12.2%	8.0%	3.1%	1.5%
Plan to obtain in 1-5 years	30.3%	32.4%	30.1%	28.3%	24.1%	19.0%	14.7%	7.3%	3.2%	1.2%
Plan to obtain in 6-10 years	0.5%	0.2%	0.5%	0.6%	0.5%	0.3%	0.2%	0.1%	0%	0%
Plan to obtain in 11-15 years	0%	0.1%	0.1%	0.2%	0.1%	0.1%	0.1%	0%	0.1%	0%
Plan to obtain but do not know when	11.8%	16.7%	21.0%	22.8%	22.1%	19.1%	15.2%	9.3%	4.7%	2.1%

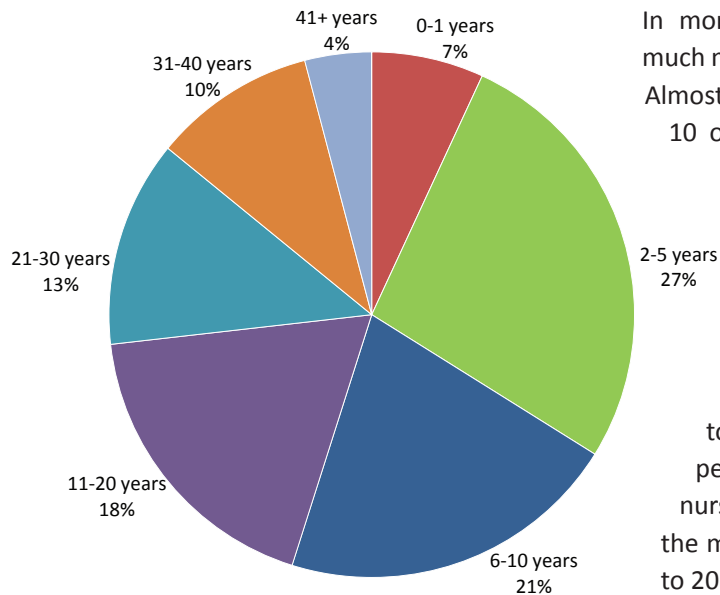
Lack of access to an RN program is not a significant barrier for Ohio LPNs. Tuition costs (12.4 percent) and personal/work schedules (6.4 percent) are top reasons LPNs do not plan to continue their educational development. Nearly 9 percent reported they are satisfied with their level of practice and for this reason did not plan to pursue further education. There does not seem to be much variation among the regions of the state with respect to barriers to educational development among LPNs.



Years of Experience

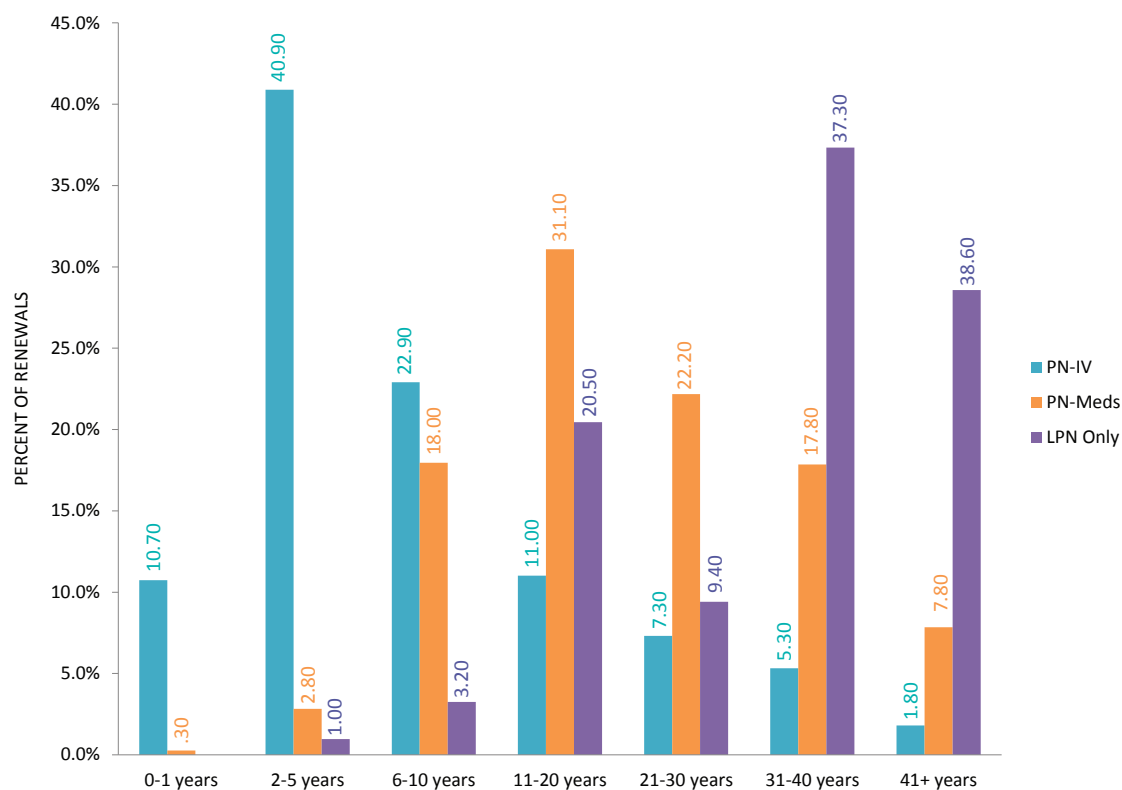
More than half – 54.9 percent – of LPNs licensed in Ohio have 10 or fewer years of experience. At the other end of the spectrum, 4.1 percent of LPNs have more than 40 years of experience and of these, 55 percent are still working as LPNs.

Years of Experience, All Renewals



In more recent years, LPNs have been much more likely to obtain a PN-IV license. Almost 75 percent of PN-IV nurses have 10 or fewer years of experience. This compares to just 4.2 percent of LPN-only nurses and about 21 percent of PN-Meds nurses. On the other hand, almost 66 percent of LPN-only nurses have more than 30 years of experience, compared to just 7 percent of PN-IV and 26 percent of PN-Meds nurses. PN-Meds nurses are mostly commonly found in the middle, with 53.3 percent having 11 to 20 years of experience.

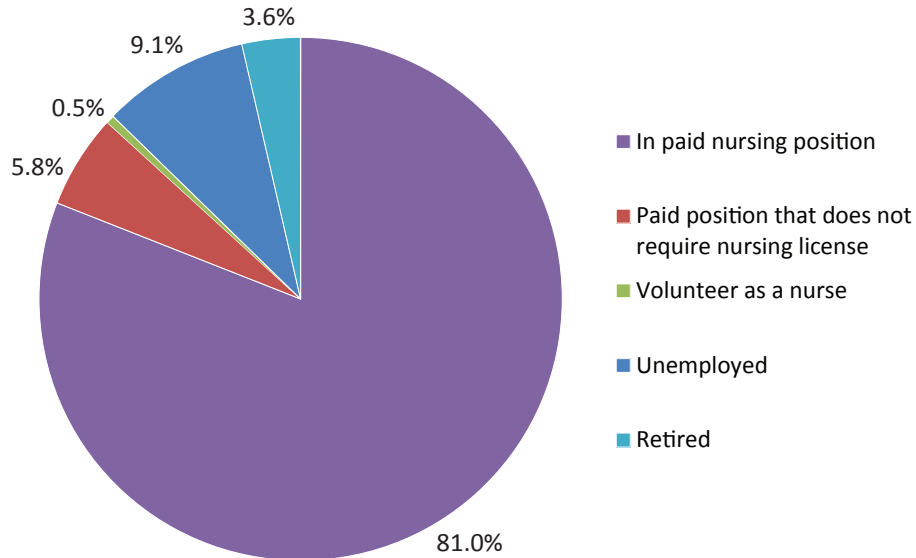
Years of Experience by License Specialty



Employment

Of the 49,634 LPNs for whom the whole data set is available, and who responded to this question, 40,212, about 81 percent, are currently working as nurses. The remaining 9,422 reported they are not currently employed as nurses. Nearly 6 percent of Ohio-licensed LPNs are employed in jobs not requiring a nursing license. Another 3.6 percent are retired and about 9 percent are not employed.

Job Status



The region with the greatest number of LPNs is Northeast Ohio. Of the 20,134 living there, 16,148 are employed as nurses. The second largest region is Southwest Ohio, which has 10,983 LPNs, 9,053 of whom are working as nurses. There are 1,660 LPNs licensed in Ohio living and working out of state.

The regions are all comparable in terms of the proportion of licensed LPNs who are not working as nurses. Out-of-state licensees are somewhat more likely to not be working as nurses, however.

Residential Region	Working as a Nurse	Not Working as a Nurse	Total	Percent Not Working as Nurses
NE Ohio	16,148	3,986	20,134	19.8%
NW Ohio	4,755	991	5,746	17.2%
Central Ohio	4,980	1,104	6,084	18.1%
SE Ohio	3,616	849	4,465	19.0%
SW Ohio	9,053	1,930	10,983	17.6%
Total Ohio:	38,552	8,860	47,412	18.7%
Out of State	1,660	562	2,202	25.5%
Total	40,212	9,422	49,634	19.0%

When looking exclusively at the population of LPNs who are not retired, about 88 percent are working and not seeking a position. Another 2.4 percent are working but also seeking a position. While 3.8 percent are unemployed and not currently seeking a nursing job, 5.7 percent are unemployed and looking for work in nursing.

Employment levels differ by license specialty. Of PN-IV licensed LPNs, approximately 86 percent are in a paid nursing position. This compares to 80.5 percent of those with a PN-Meds license specialty and almost 60 percent of the very few LPN-only nurses.

Of the LPNs licensed in Ohio and working as nurses, 96 percent are employed in the state. This percentage generally holds true regardless of the amount of experience a nurse has as well as across most demographic groups. One exception is that slightly more Hispanic LPNs – 97.3 percent – are working in state. In terms of license type, 91.2 percent of LPN-only licensees are working in state.

Males are only slightly more likely to be in a paid nursing position than females: 81.6 percent of men, compared to 80.9 percent of women. At 9.9 percent, men are somewhat more likely than women, at 5.5 percent, to be in a paid position that does not require a nursing license. A higher proportion of women are unemployed and retired compared to men. Among female LPNs, 9.4 percent are un- or non-employed and 3.7 percent are retired. This compares to the 6.2 percent of men who are un- or non-employed and the 1.8 percent who are retired.

Among racial and ethnic groups, the level of employment as nurses for pay is highest among LPNs of Hispanic descent (85.9 percent), followed very closely by African Americans (85.6 percent). This compares to 80.0 percent of White LPNs.

Job Status	Whites	African Americans	Hispanics	Other Non-Whites	Unknown Race
In a paid nursing position	80.0%	85.6%	85.9%	81.6%	79.1%
Paid position that does not require nursing license	6.1%	4.2%	4.4%	6.1%	6.8%
Volunteer as a nurse	0.5%	0.5%	0.2%	0.6%	0.9%
Un- or Non-employed	9.5%	6.8%	8.2%	10.5%	10.6%
Retired	3.8%	2.9%	1.3%	1.3%	2.5%

The percentages of licensees who are working as nurses decrease with age, as indicated by years of experience. A very large proportion – 85.8 percent – of new entrants into the nursing field (those with less than one year of experience) are working as nurses for pay. This compares to 70.5 percent of those with 31 to 40 years of experience and 55.3 percent of those with 41 or more years of experience. About 76 percent of licensed LPNs in Ohio from ages 51 to 65 are working as nurses.

LPNs that are most likely to be un- or non-employed are those with 21 to 40 years of experience. About 10 percent of these nurses described themselves in this way. A small number of LPNs volunteer as nurses, most commonly those with 41 or more years of experience. About 2.5 percent of these most experienced LPNs are volunteers, compared to fewer than 1 percent of LPNs with other levels of experience.

Job Status by Years of Experience

Job Status	<1 year	2-5 years	6-10 years	11-20 years	21-30 years	31-40 years	40 + years
In a paid nursing position	85.8%	85.4%	86.4%	83.2%	76.9%	70.5%	55.3%
Paid position that does not require nursing license	6.1%	5.9%	4.2%	4.6%	6.0%	9.5%	7.5%
Volunteer as a nurse	0.1%	0.3%	0.2%	0.4%	0.8%	0.8%	2.5%
Un- or Non-employed	8.0%	8.2%	8.8%	9.8%	10.4%	10.4%	8.5%
Retired	0.0%	0.1%	0.4%	2.0%	5.8%	8.8%	26.2%

The level of paid employment for LPNs is very similar across the five regions of Ohio. Slightly fewer LPNs (7.6 percent) in Northwest Ohio and slightly more (9.8 percent) in Southeast Ohio are un- or non-employed, compared to other regions.

Job Status	NE Ohio	NW Ohio	Central Ohio	SE Ohio	SW Ohio	Out of state
In a paid position in nursing	80.2%	82.6%	81.6%	81.0%	82.4%	73.8%
In a paid position in a field that does not require a nurse license	5.8%	4.9%	7.3%	5.9%	5.2%	6.8%
Volunteering as a nurse	0.6%	0.5%	0.5%	0.4%	0.5%	0.7%
Un- or Non-employed	9.1%	7.6%	8.1%	9.8%	9.3%	14.2%
Retired	4.2%	4.4%	2.5%	2.9%	2.6%	4.5%



Unemployment

Of the LPNs licensed in Ohio, 9,865, are unemployed. While about 58 percent of these are not seeking work, the remaining 42 percent are looking for employment. This equates to about 8 percent of all renewals.

The reasons for unemployment vary. One-in-three reported “caring for home or family,” and about 10 percent report they aren’t interested in working as a nurse. Another 9 percent are not employed because they are in school and about 8 percent report being unemployed because they are disabled.

Reason	% of Unemployed	% of All Licensed LPNs
Caring for home or family	30.7%	4.8%
Difficulty in finding a position	14.2%	2.2%
Not interested in working as a nurse	10.4%	1.6%
School	9.3%	1.5%
Disabled	8.3%	1.3%
Positions require a RN license	2.0%	0.3%
Inadequate salary	1.3%	0.2%
Other	23.8%	3.8%

Approximately 14 percent of LPNs who are unemployed reported they were having difficulty finding a nursing position. This is about 2 percent of all licensed LPNs in Ohio. Those experiencing the most difficulty finding a nursing position are those with the least experience – one year or less. Of these nurses, 3.6 percent reported being unemployed and having a difficult time finding a position.

Years of Experience	All LPN Ohio Licensees Unemployed, Seeking a Nursing Position and Having Difficulty Finding a Position - Percent	LPN Ohio Licensees Unemployed, Seeking a Position and Having Difficulty Finding a Position – Number
0-1	3.6%	119
2-5	2.7%	355
6-10	1.8%	182
11-20	1.9%	171
21-30	2.3%	145
31-40	1.8%	97
41+	1.6%	42

The proportion of men and women unemployed and having difficulty seeking a job is roughly the same – 2.5 and 2.2 percent, respectively. There also are not dramatic differences in the proportions of LPNs in racial and ethnic groups who are unemployed and looking for work.

At 2.7 percent, Southwest Ohio is the region with the largest proportion of LPNs having difficulty finding work. This equates to 296 LPNs. Northwest and Southeast Ohio have the smallest proportion of LPNs – 1.4 percent – looking for work. In sheer numbers, Northeast Ohio has the largest population of LPNs unemployed and seeking a job, with 489 LPNs reporting these circumstances.

Region	All LPN Ohio Licensees Unemployed, Seeking a Nursing Position and Having Difficulty Finding a Position - Percent	LPN Ohio Licensees Unemployed, Seeking a Position and Having Difficulty Finding a Position – Number
NE Ohio	2.4%	489
NW Ohio	1.4%	78
Central Ohio	2.2%	135
SE Ohio	1.4%	64
SW Ohio	2.7%	296
Out of state	2.3%	49

Full-Time vs Part-Time

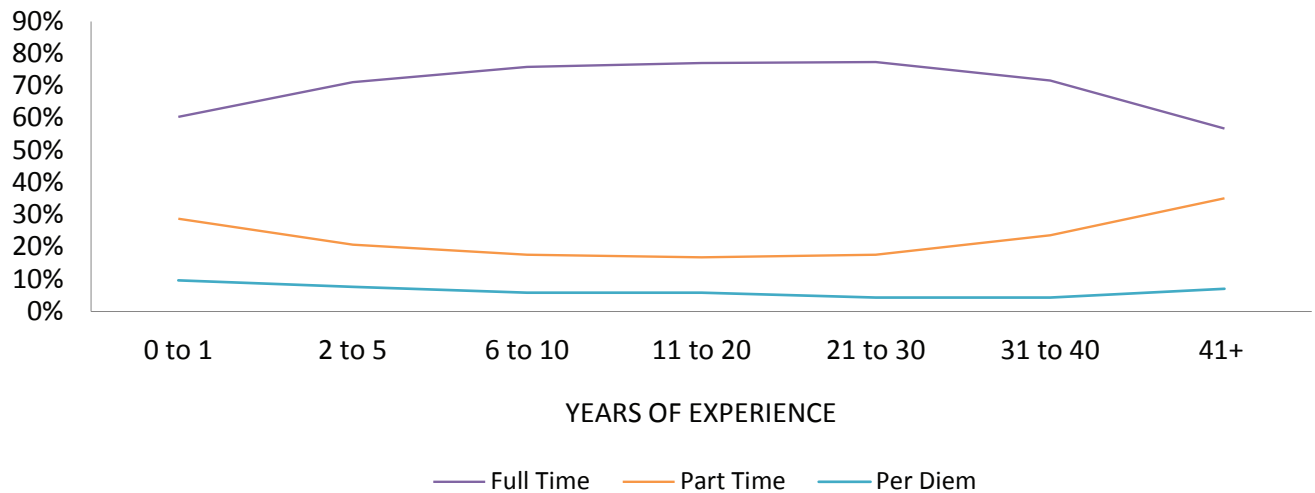
Nearly three-quarters – 72.8 percent – of Ohio-licensed LPNs who are employed are working full time. About one in five work part time and about 6 percent work per diem. Older LPNs – those ages 66 and older – are the age group most likely to work per diem. About 12 percent of those ages 66 to 75 and about 13 percent of those ages 76 and older report working per diem.

LPNs with the least experience – less than one year – are more likely to be working part time (28.8 percent) or per diem (9.7 percent) than LPNs overall statewide. About 60 percent of these least-experienced LPNs work full time.

72.8% of employed Ohio-licensed LPNs work full time



Working Status by Years of Experience



At 82 percent, males are more likely than females, at 72 percent, to work full time. There are also some variations among racial and ethnic groups. About 74 percent of White LPNs work full time, compared to 65 percent of African-American and 70 percent of Hispanic LPNs.

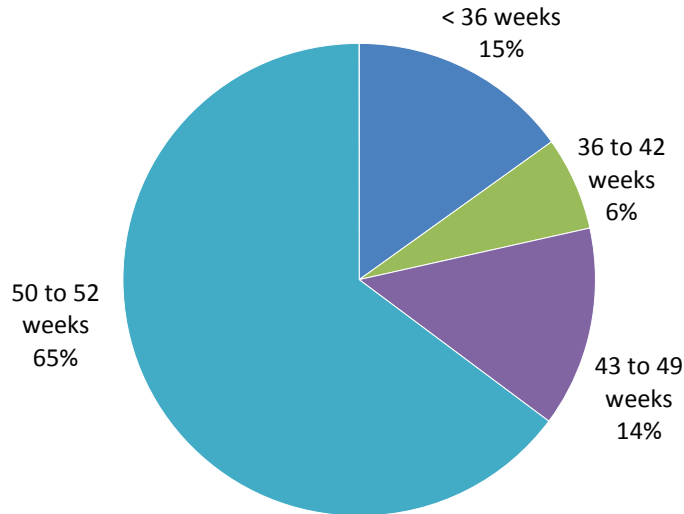
The various regions of the state differ somewhat from each other. At the high end, 78.2 percent of Southeast Ohio LPNs are employed full time, compared with 69.2 percent in Northwest Ohio, at the low end. About 79 percent of out-of-state LPNs work full time. The largest proportion of per diem LPNs is in Southwest Ohio, at 7.9 percent, while the smallest is in Southeast Ohio, at 4.2 percent.

Region	Full Time	Part Time	Per Diem
NE Ohio	71.7%	21.8%	6.0%
NW Ohio	69.2%	24.1%	6.1%
Central Ohio	73.9%	19.3%	6.1%
SE Ohio	78.2%	17.1%	4.2%
SW Ohio	72.7%	18.6%	7.9%
Out of state	79.0%	14.6%	5.6%

Among license types, there are few differences between PN-IV and PN-Meds nurses. Their numbers fairly closely match the overall state figures. However, LPN-only nurses are less likely to work full time (68.3 percent) or per diem (3.3 percent) and more likely to work part time (28.3 percent).

Overall, almost 65 percent of LPNs worked 50 to 52 weeks in the last year and just over one-third – 35.2 percent – of LPNs reported having worked fewer than 50 weeks during the previous year.

Weeks Worked Per Year



The most and least experienced LPNs were the most likely to have worked fewer than 50 weeks in the last year: about 36 percent of LPNs with two to five years and 36.5 percent with more than 40 years of experience reported so. About 30.2 percent of LPNs with 11 to 30 years of experience worked fewer than 50 weeks.

Female LPNs were more likely than males to have worked fewer than 50 weeks, at 35.6 and 29.4 percent respectively. There also were variations among racial and ethnic groups. African-American LPNs were most likely to have worked fewer than 50 weeks (47.6 percent) and White LPNs were least likely (32.5 percent).

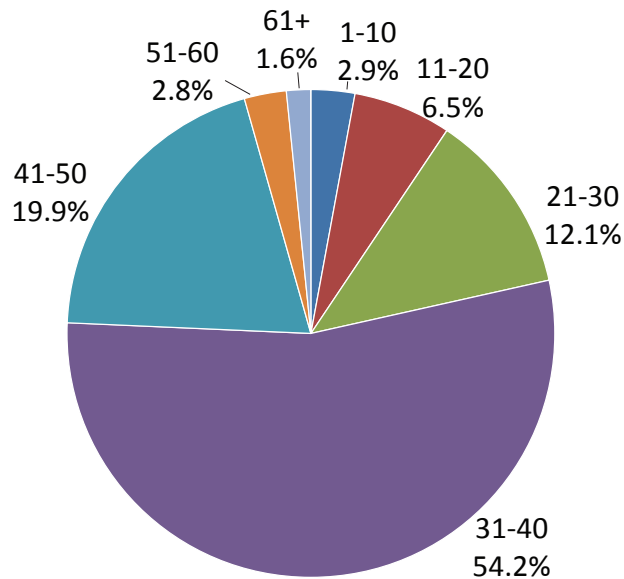
Race/Ethnicity	Worked <50 Weeks
White	32.5%
African American	47.6%
Hispanic	39.2%
Other Non-White	43.9%

At a regional level, there were not substantial differences. LPNs in Southeast Ohio were the least likely to have worked fewer than 50 weeks, at 32.4 percent, and those in Central Ohio were the most likely, at 37.6 percent.

Among license types, 29.6 percent of LPN-only nurses, 32.2 percent of PN-Meds and 36.9 percent of PN-IVs reported having worked fewer than 50 weeks.

In terms of number of hours worked per week, more than half – 54.2 percent – of LPNs reported working 31 to 40 hours. About 20 percent reported working 41 to 50 hours and just 4.4 percent worked more than 50 hours per week. About 21.5 percent worked 30 or fewer hours per week.

Total Hours Worked Per Week



Regarding experience level, LPNs with 11 to 30 years of experience were the most likely to work more than 40 hours per week. The most and least experienced LPNs were most likely to work fewer hours. Approximately 39 percent of LPNs with 41 or more years of experience and 30.5 percent of those with a year or less worked fewer than 30 hours per week.

While equivalent percentages of men and women worked between 31 and 40 hours, a larger proportion of men than women worked more than 40 hours – 21.6 percent versus 12.6 percent – and more women than men worked 30 hours or fewer – 33.4 percent versus 24.2 percent.

There were small variations among racial and ethnic groups. At 50.8 percent, African-American LPNs were somewhat less likely than average to work 31 to 40 hours and White LPNs, at 55.0 percent, were slightly more likely than average. African-American LPNs were most likely to work 30 or fewer hours, at 26.1 percent, and White LPNs were the least likely, at 20.6 percent.

Race	> 40 Hours	31-40 Hours	30 or Less
White	24.5%	55.0%	20.6%
African American	23.1%	50.8%	26.1%
Hispanic	22.4%	54.9%	22.8%
Other Non-White	23.0%	53.0%	24.0%

There were not substantial variations among the regions of the state. However Central Ohio LPNs were most likely to work more than 40 hours and Northwest Ohio LPNs were least likely – 28.1 percent and 22.6 percent respectively. At 17.1 percent, LPNs in Southeast Ohio were the least likely to work 30 or fewer hours per week. Out-of-state LPNs tended to work more hours per week compared those working in Ohio.

Region	> 40 Hours	31-40 Hours	30 or Less
NE Ohio	23.0%	54.7%	22.3%
NW Ohio	22.6%	53.3%	24.0%
Central Ohio	28.1%	50.6%	21.3%
SE Ohio	26.0%	56.9%	17.1%
SW Ohio	23.5%	54.5%	22.0%
Out of state	28.8%	55.2%	16.1%

There also were not tremendous differences between PN-IV and PN-Meds nurses. However, LPN-only nurses were more likely to work 30 or fewer hours (30.6 percent) and less likely to work more than 40 (21.7 percent) or 31 to 40 (47.8 percent) than LPNs with the other types of licenses.

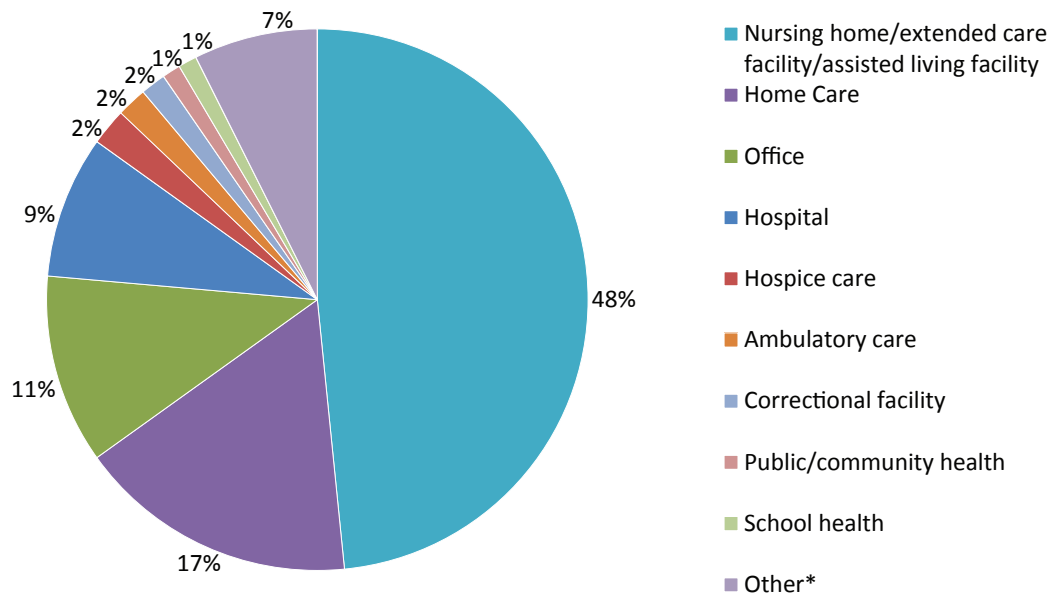
LPN Licensure Type	> 40 Hours	31-40 Hours	30 or Less
PN-IV	23.9%	54.6%	21.5%
PN-Meds	24.8%	53.6%	21.6%
LPN Only	21.7%	47.8%	30.6%

The LPNs who worked the most hours per week were often doing so through more than one job. While about 78 percent of LPNs who worked 41 to 50 hours did so through one job, the remaining worked two or more jobs. Of those working 51 to 60 hours per week, fewer than half – 45.8 percent – did so through just one job. Only a small number of LPNs – 1.6 percent – worked more than 60 hours per week, and about 40 percent of them did so through two or more jobs.

Workplace Setting

By far, the most common workplace setting for those LPNs who are employed is a nursing home, extended care or assisted living facility. Nearly half – 48.4 percent – of LPNs reported working in one of these settings. Another 16.7 percent work in home care, 11.3 percent work in a medical office, and 8.5 percent work in a hospital. The remaining work in small numbers in a wide variety of other settings, such as hospice, ambulatory care, correctional facilities, public health and schools.

Licenses Working as Nurses by Setting



*Other includes patient-centered medical home, insurance claims or benefits, occupational health, urgent care, education/academic, research, policy/planning/regulatory, APRN-owned/operated practice, other health- or non-health-related.

When PN-IV and PN-Meds license types are compared, there are a few differences in workplace settings. About 10 percent of PN-IVs work in a hospital setting, compared to 4.8 percent of PN-Meds nurses. PN-Meds nurses were more likely than PN-IVs to work in home care – 19.9 percent compared to 15.0 percent. They were also slightly more likely to work in an office setting – 12.9 percent of PN-Meds compared to 10.4 percent of PN-IVs. A slightly larger proportion of PN-IV nurses work in a nursing home/extended care/assisted living setting – 50.2 percent compared to 45.3 percent of PN-Meds nurses.

Setting	PN-IV	PN-Meds
Nursing home/extended care facility/assisted living facility	50.2%	45.3%
Home care	15.0%	19.9%
Office	10.4%	12.9%
Hospital	10.3%	4.8%
Hospice care	2.0%	2.5%
Ambulatory care	1.8%	1.9%
Correctional facility	1.5%	1.5%
Public/community health	1.1%	1.1%
School health	0.9%	1.6%
Other	7.0%	8.7%

Note: Categories do not add to 100% due to rounding.

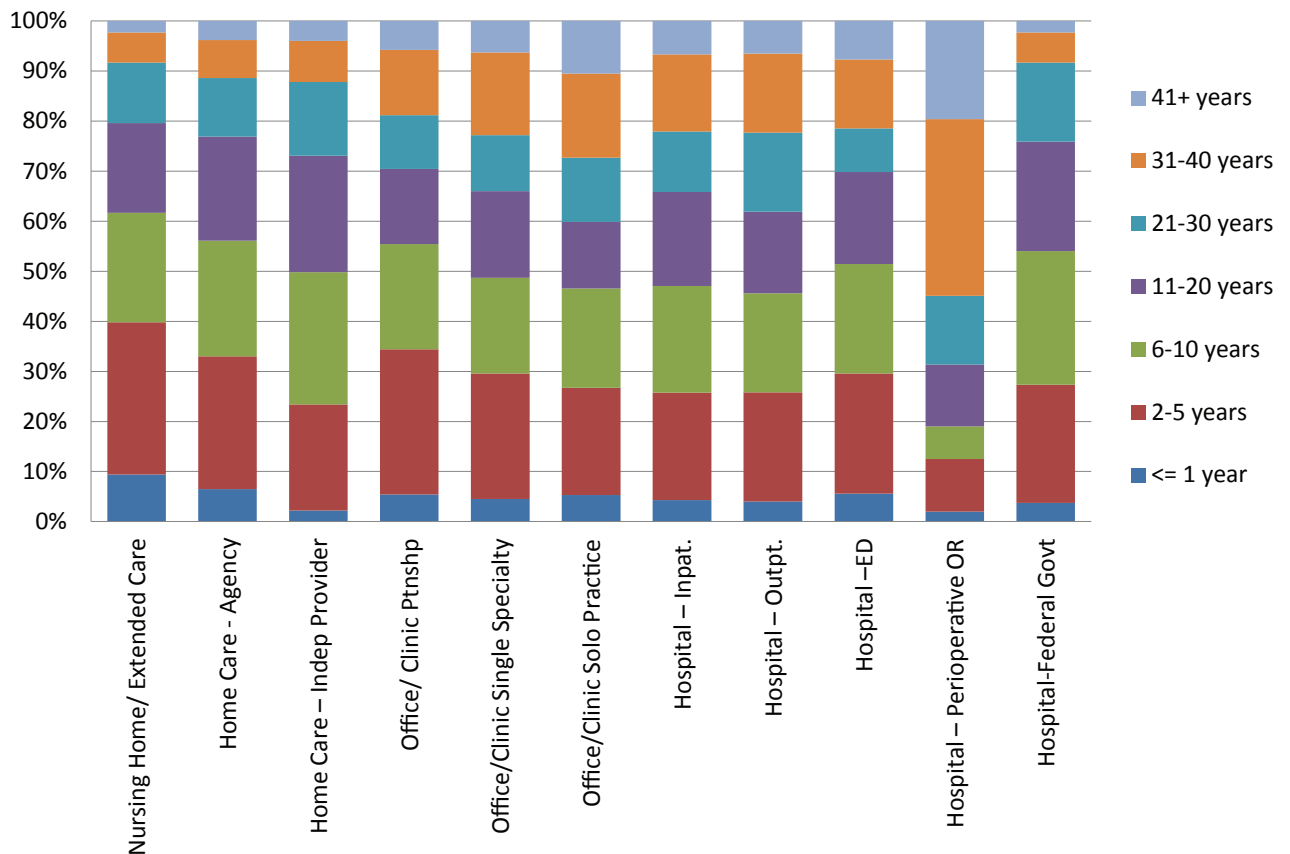
There are some differences among men and women regarding work settings. Women outnumber men in the greatest proportion in office or clinic solo practices, where women comprise 98.1 percent of the LPN workforce. Men are better represented in hospitals. They comprise just over 8 percent of hospital inpatient and outpatient and just over 12 percent of hospital emergency department LPNs. Male LPNs are best represented in federal government hospitals; here they make up more than 22 percent of the LPN workforce.

The distribution of racial and ethnic groups is similar in most settings. African-American LPNs are in higher proportion than average in federal government hospitals (24.9 percent) and home care (19.3 percent for agency employees and 22.3 percent for independent providers). The least diverse settings are medical offices. White LPNs comprise well over 90 percent of the workforce in all types of offices – partnerships, specialty groups and solo practices.

Nursing homes and extended care facilities are the most common workplace settings for lesser experienced LPNs, those with five or fewer years of experience. About 40 percent of the LPNs in these settings fall into that experience range.

In most settings, LPNs with two to five years of experience make up the largest chunk of the LPN workforce. Exceptions include independent home care providers and federal government hospitals, where those with six to 10 years of experience make up the biggest proportion of the workforce, as well as hospital perioperative settings, where the most experienced LPNs far outnumber their younger colleagues. In fact, more than half – about 55 percent – of perioperative LPNs have 31 or more years of experience and 67.5 percent of LPNs working in this setting are age 51 or older.

Settings and Years of Experience



More than half (56 percent) of licensed LPNs are working as direct patient care staff or as a floor nurse. Nine percent are managers or supervisors, 7 percent work in the public sector, 4 percent are in telehealth, 4 percent are educators, 3 percent are consultants and the remainder work in some other role. Slightly more male LPNs (82.1 percent) than female (80.6 percent) are employed as direct patient care staff or as a floor nurse. They are in manager or supervisor positions in similar proportions: 7.3 percent of women and 7.5 percent of men.

Given the proportion of LPNs working in nursing home and extended care settings, it is unsurprising that, by far, the most common practice area for LPNs is geriatrics. About 46 percent of them work in this area. The next most common practice area is general practice or primary care, where almost 8 percent of LPNs work. Another 4.5 percent work in general pediatrics, 4.2 percent in psychiatry or mental health, 3.5 percent in medical/surgical, and 2.3 percent in adolescent pediatrics.

For the most part, there are few variations among the regions as far as the proportions of LPNs that work in various practice areas. However, in a handful of cases, there are regions where certain practice areas are seeing slightly larger percentages of LPNs.

- Northeast and Northwest Ohio have larger proportions of medical-surgical LPNs than the other regions.
- Central Ohio has more in dermatology and general pediatrics.
- Southeast Ohio has more in general practice/primary care, obstetrics and gynecology, psychiatry/mental health and urgent care.

One or Multiple Employers

Of employed Ohio-licensed LPNs, nearly 86 percent work for just one employer. About 12 percent work for two and just under 2 percent work for three or more. Male LPNs are more likely than female to have more than one employer – 17.9 percent versus 13.8 percent.

LPNs with fewer years of experience are more likely than more experienced LPNs to have more than one employer. Close to 90 percent or more of LPNs with 21 or more years of experience work for just one employer. This compares to 81.6 percent of LPNs with two to five years of experience and 83 percent of those with one year or less.

Among racial and ethnic groups, Whites are more likely (88.4 percent) than African Americans (73.6 percent) to have just one employer. Almost 82 percent of Hispanic LPNs have one employer. Regarding work settings, home care LPNs are those most likely to have two or more employers. One in five who work for a home care agency have more than one employer.

There is some regional variation with respect to number of employers. At 90.3 percent, LPNs in Southeast Ohio are the most likely to have just one employer, and at 80.9 percent, those in Central Ohio are the least likely.

86% of employed Ohio-licensed LPNs work for just one employer

Number of Employers by Region

Region	One	Two	Three+
NE Ohio	87.2%	11.0%	1.8%
NW Ohio	85.0%	13.3%	1.6%
Central Ohio	80.9%	16.6%	2.5%
SE Ohio	90.3%	8.7%	0.9%
SW Ohio	84.7%	13.4%	1.9%
Out of state	88.4%	10.3%	1.4%

There is also variation by license type. About 84 percent of PN-IVs have one employer, as compared to 89 percent of PN-Meds and 94 percent of LPN-only nurses.



Ohio Action Coalition Steering Committee

Nezam Al-Nsair, PhD, RN

Lisa Anderson, MSN, RN

Jonathan Archey

Sandra Beidelschies, MSN, RN

Joylynn Daniels, MPA, BSN, RN

Timothy Gaspar, PhD, RN

Jayne Gmeiner, MS, RN, NEA-BC

Julie Holt, MSN, RN

Betsy Houchen, JD, MS, RN

William Lecher, RN, MS, MBA, NE-BC

Jane F. Mahowald, MA, RN, ANEF

Rosalie Mainous, PhD, APRN, NNP-BC

Linda Maurer, MSN, RN

Julie McAfooses, MS, RN-BC, CNE, ANEF

Susan Morano, RN

Barbara Nash, MS, RNC, CNS

Renae Phillips, MSN, RN, NEA-BC, FACHE

Janice Reed, RN, PhD

Gwen Stevenson, MS, RN, CNE

Bill Sundermeyer

Jill Troisin, MSN, RN

Pam Waite, MSN, RN-BC, MHSA

Sandra Walker, EJD, MS, RN

Eileen Werdman, DNP, RN-BC, CNS

Ohio Action Coalition Data Work Group

Co-Chairs:

Betsy Houchen, JD, MS, RN

Anna Jaso, RN, MSN

Donna Martsoff, PhD, RN

Pam Waite, MSN, RN-BC, MHSA

Committee Members:

Aaron Begue, MS, RN, CNP

Nancy A. Bevan, MSN, APRN, ACNS-BC

Barbara Brunow, MSN, Med, RN, CNS, CNE

Ellen Brzytwa, RN, MSN, MPH

Aris Eliades, PhD, RN, CNS

Judith Kimchi-Woods, PhD, RN, MBA, CPNP, CPHQ

Ruth Ludwick, PhD, RN-BC, CNS, FAAN

Patricia O'Malley, PhD, RN, CNS, CCRN

Pam Phelps, MS, RN, FACHE

Pam Powell

Mary A. Shinkle, RN, MSN

Freda Sowell



© 2015 Ohio Action Coalition. All rights reserved.

A full analysis of the 2014 licensed practical nurse licensure data from the Ohio Board of Nursing was completed by Cypress Research Group. Questions can be directed to:

Patricia J. Cirillo, PhD
pat@cypress-research.com
216.295.9764

This analysis of the 2014 licensure renewal data for licensed practical nurses was supported by funds from the State Implementation Program (SIP) of the Ohio Action Coalition funded by the Robert Wood Johnson Foundation.