

# Vermont's Future of Nursing

## 2015 DATA DASHBOARD

Data presented in this dashboard has been compiled by the Vermont Office of Nursing Workforce with support from UVM's Area Health Education Centers (AHEC), and a Robert Wood Johnson Foundation/AARP Future of Nursing State Implementation Program grant. Data sources include: the Vermont State Board of Nursing relicensure surveys of RNs, LPNs and APRNs from 2005, 2014 and 2015; Vermont Board of Nursing – Vermont Nursing Educational Programs Annual Report; and a telephone survey of Vermont hospitals conducted in June 2015 by Michelle Delaney from the UVM AHEC Nursing Workforce Program

**FUTURE OF NURSING™**  
Campaign for Action



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This "Data Dashboard" has been prepared to guide decision-making regarding the nursing workforce in order to assure an adequate and well-educated supply of nurses to meet Vermont's healthcare needs.

Progress is presented on the following goals, which were recommended by the Institute of Medicine (2010) *Future of Nursing – Leading Change Advancing Health* report and endorsed by the Vermont Blue Ribbon Commission on Nursing in 2012:

1. Produce an annual *Nurse Workforce Data Dashboard* encompassing Education, Practice, Leadership, and Supply and Demand data.
2. Increase the diversity of the nursing workforce.
3. Increase the proportion of nurses with baccalaureate in nursing degrees (BSN) to 80% by 2022.
4. Double the number of nurses with a doctorate by 2022.
5. Increase nursing representation on hospital and healthcare boards, executive management teams, government advisory committees, and in other key leadership positions.

### Diversity Trends in Vermont Nurses

*Vermont Board of Nursing Relicensure Surveys*

Non-Caucasian RNs increased from 3% in 2001 to 7% in 2015.

Non-Caucasian LPNs increased from 4% in 2004 to 7% in 2014.

Male RNs increased from 5% in 2001 to 8% in 2015.

Male LPNs increased from 4% in 2004 to 6% in 2014.

#### MEAN AGE

LPN (2014)..... 49 years  
 RN (2015)..... 48 years  
 APRN (2015)... 51.5 years



### Highest Degree in Nursing (2015)

|   | DIPLOMA | ADN   | BSN   | MSN | DOCTORATE |
|---|---------|-------|-------|-----|-----------|
| RNs   | 9%      | 47%   | 37%   | 6%  | 0.7%      |
| n=6,723   | 621     | 3,159 | 2,505 | 408 | 30        |
| APRNs   | 2%      | 2%    | 3%    | 87% | 6%        |
| n=340   | 11      | 11    | 16    | 468 | 32        |
| Working Vermont RNs with BSN or Higher = 44%      |         |       |       |     |           |
| VT Working RNs and APRNs with BSN or Higher = 48% |         |       |       |     |           |



### Nursing Education

Since 2008 Vermont nursing programs have graduated approximately 300 registered nurses per year (299 in 2015) with a low of 113 in 2000. More nurses are now continuing their nursing education (8% in 2015 compared to 4% in 2005). Sixty-two RNs and APRNs report having a doctoral degree in nursing and this is a fourfold increase from 14 in 2005.

All five nursing programs in VT now offer a bachelor's degree in nursing. Two programs offer a master's degree and one offers the doctor of nursing practice degree.

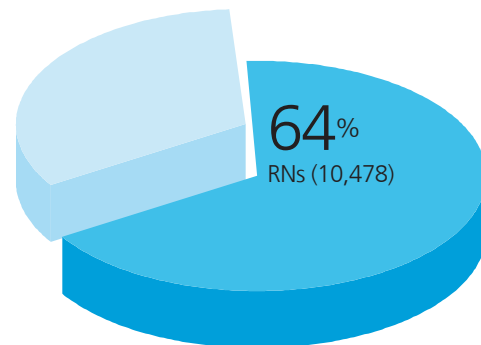
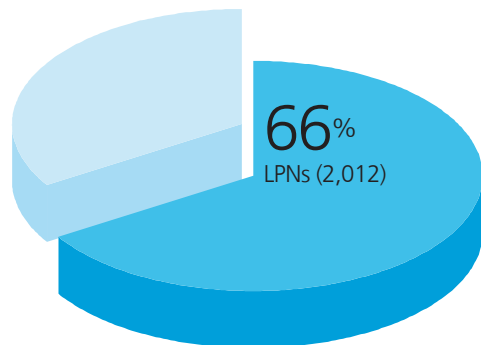
### Demand for Hospital-Based RNs

During July 2015, a telephone survey of Human Resources Departments in 15 Vermont hospitals\* yielded a response from 12 (80%). The open positions for RNs and the number of fulltime and part-time RNs on staff was requested. Vacancy rates were then calculated.

Average vacancy rate..... 6.5%  
 Range of vacancy rates ..... 0-13%

\* Includes VA hospital.

### Vermont Nurse Workforce Licensed versus Working in Vermont FY 2014-15



■ Report working as a nurse in Vermont

Source: Vermont State Board of Nursing licensee file and Relicensure Survey  
 Note: Not all nurses who are licensed in Vermont are part of the Vermont nurse workforce

### Nurses on Hospital Boards

In the 14 Vermont hospitals, there are 223 board members. Seven board members are nurses (3%).

*This number is unchanged from 2014.*

