

Alabama's Licensed Practical Nurse Workforce 2015 Baseline Demographics

The Alabama Board of Nursing (ABN) collected demographic data at the time of Licensed Practical Nurse (LPN) license renewal in 2013 and again in 2015. At the time of the 2015 data collection, additional questions proposed by the Alabama Health Action Coalition (AL-HAC) were included as part of the data collected for LPN renewal applications. The ABN generated EXCEL and Statistical Package for the Social Sciences (SPSS) databases for the 2015 renewal. The data were used to establish baseline demographics for LPNs licensed in Alabama; to answer questions posed by the AL-HAC; and, when applicable, to make comparisons to available LPN data collected in the 2013 license renewal cycle.

The 2015 LPN license renewal survey is the first year the ABN fully implemented the National Council of State Boards of Nursing and Nursing Workforce Center's National RN Minimum Dataset (MDS). The MDS was developed for surveying RNs; therefore, some questions were slightly modified to accurately survey LPNs while maintaining the original context and congruency by using LPN in place of RN. Since the MDS had not been completely integrated into Alabama's initial licensure and renewal process prior to 2015, comparisons to previous data are limited and questions that were posed for the first time in 2015 or contain changed language from previous years are denoted with a double asterisk (**).

In 2015, there were 15,300 LPNs who presented LPN license renewal applications to the ABN. This number reflects a decrease in LPN license renewal applications from 2013, when there were 16,488 LPNs who presented LPN license renewal applications to the ABN; however, the 2015 number is still higher than in 2009 and 2011 (see Figure 1).

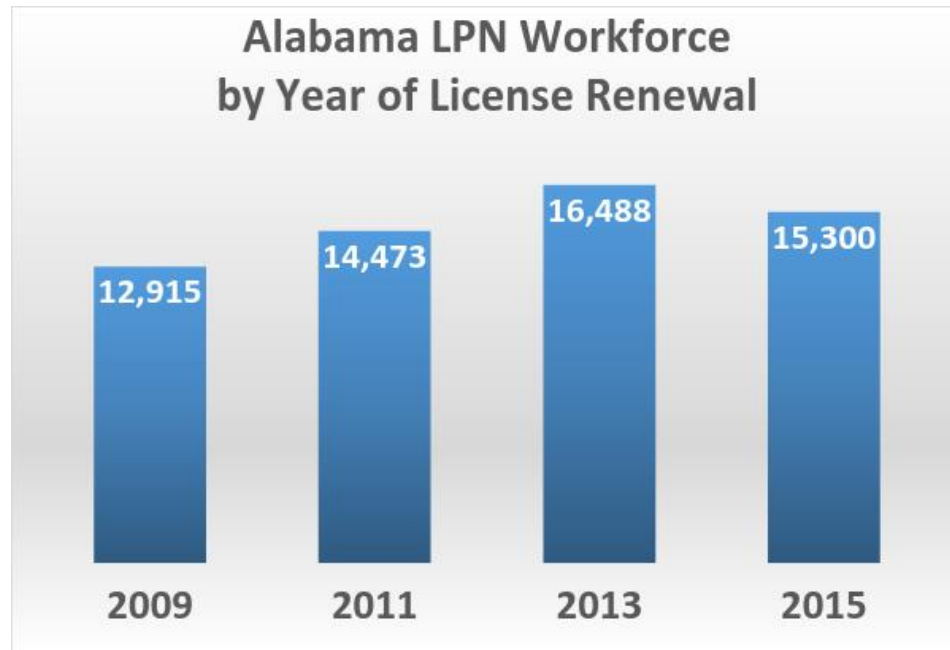


Figure 1. Alabama LPN Workforce LPN Frequency by Year of License Renewal

With regard to gender, the majority of LPNs in 2013 and 2015 were women (see Table 1 and Figure 2).

Table 1**
Gender for Alabama LPN Population

Gender	2013 LPNs Frequency (%) (N=16,488)	2015 LPNs Frequency (%) (N=15,300)
Female	15,678 (95.1%)	14,108 (95.0%)
Male	810 (4.9%)	745 (5.0%)
Unknown		447

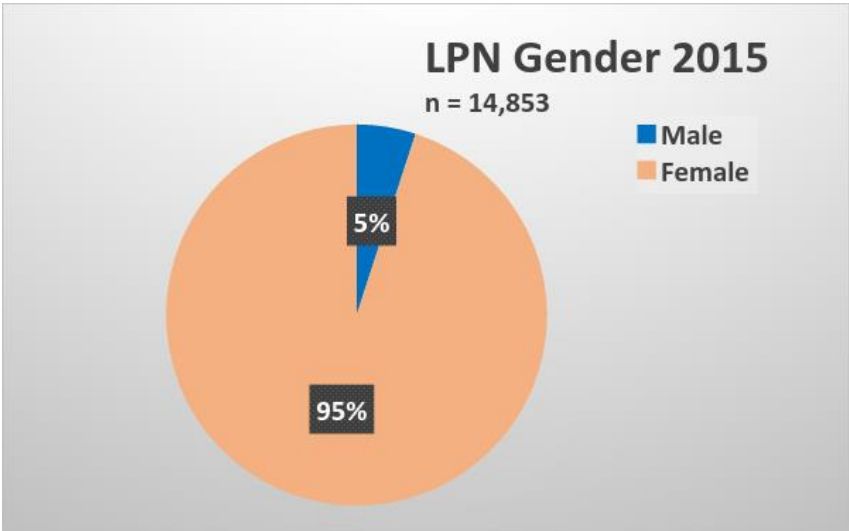


Figure 2. LPN Gender**

LPN data for race were collected in 2015. These data for LPNs were not available in 2013. Also, the category of “unknown” was added for blank responses. In 2013, the majority of LPNs reported race as “white” (see Table 2 and Figure 3).

Table 2**
Race for Alabama LPN Population

Race	2015 LPNs Frequency (%) (N=15,300)
White	9,357 (61.2%)
Black	4,924(32.2%)
Hispanic/Latino	92 (.6%)
American Indian or Alaska Native	91 (.6%)
Other	85 (.6%)
Asian	60 (.4%)
Native Hawaiian and Other Pacific Islander	8 (.1%)
Unknown	683 (4.5%)

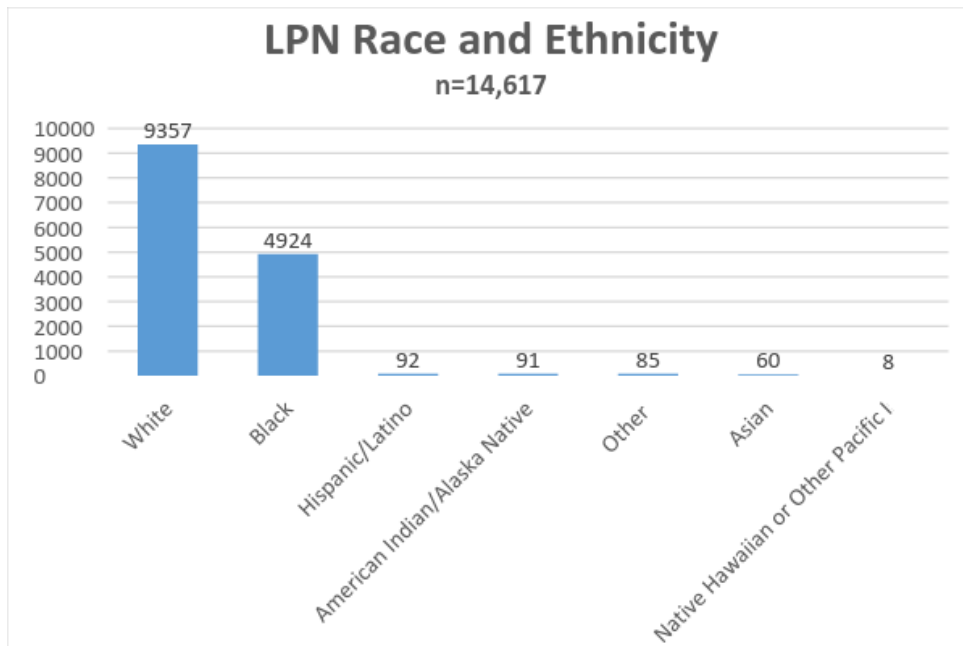


Figure 3. LPN Race and Ethnicity**

With regard to year of birth, of the 14,455 LPNs who reported data for this variable, the range for birth year was from 1935 to 1996. These data are depicted in Figure 4 in five-year intervals consistent with the American Communities Survey (ACS). The majority of LPNs reported their birth year in the five-year range of 1970 to 1974, followed by 1960 to 1964, then by 1975-1984.

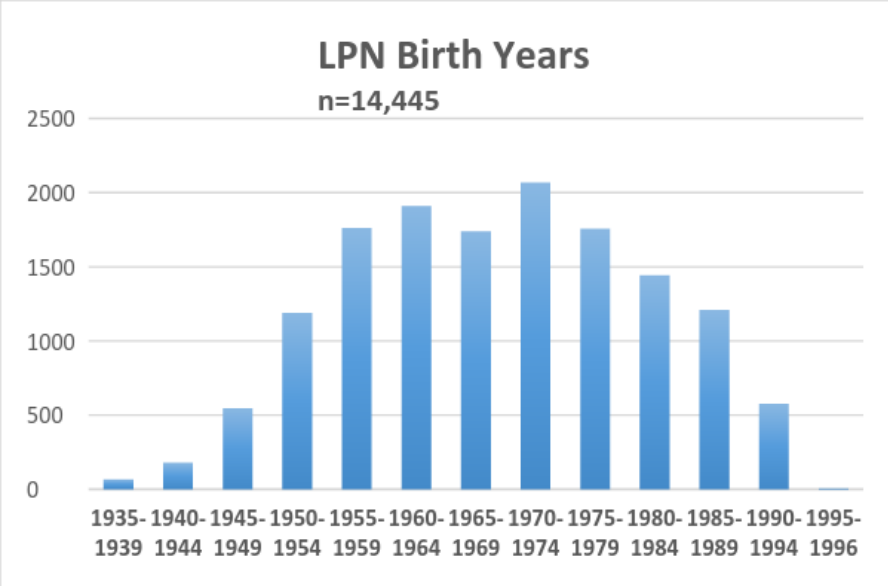


Figure 4. LPN Birth Years

Data for approximate age of the 2015 LPN workforce were calculated by taking the difference in year of birth data and current year. Ages were sorted into five-year intervals consistent with the ACS (see Table 3). The percent change in these age categories were negative except for 45-49 years, 60-64 years, and 65-69 years. The mean age for LPNs in 2013 was 45.59; whereas, the mean LPN age was 48.20 in 2015.

Table 3
Age for Alabama RN and LPN Populations

Age (Five Year Intervals)	2013 LPNs Frequency (%) (N=16,488)	2015 LPNs Frequency (%) (N=15,300)	% Change*
15-19 Years	4 (.02%)	0 (.00%)	-100.00%
20-24 Years	589 (3.5%)	115 (.7%)	-80.48%
25-29 Years	1,356 (8.2%)	908 (6.3%)	-33.04%
30-34 Years	1,634 (9.9%)	1,309 (9.1%)	-19.89%
35-39 Years	1,997 (12.1%)	1,594 (11.0%)	-20.18%
40-44 Years	2,342 (14.2%)	1,832 (12.7%)	-21.78%
45-49 Years	1,999 (12.1%)	2,043 (14.1%)	2.20%
50-54 Years	2,159 (13.0%)	1,782 (12.3%)	-17.46%
55-59 Years	1,975 (11.9%)	1,854 (12.8%)	-6.13%
60-64 Years	1,396 (8.4%)	1,613 (11.2%)	15.54%
65-69 Years	691 (4.1%)	907 (6.3%)	31.26%
70-74 Years	2,234 (1.4%)	339 (2.3%)	-84.83

*% Change = [(2015 Frequency – 2013 Frequency)/2013 Frequency] x 100

Age (Five Year Intervals)	2013 LPNs Frequency (%) (N=16,488)	2015 LPNs Frequency (%) (N=15,300)
Mode	42.00	46.00
Median	45.00	48.00
Mean	45.59	48.20
Standard Deviation	12.47	12.36
Range	70.00	61.00
Minimum	19.00	21.00
Maximum	89.00	82.00

In the ABN's 2015 LPN database, LPNs responded to a question concerning the type of nursing degree/credential that qualified them for their first U.S. nursing license. The majority of LPNs indicated this credential to be a vocational/practical certificate-nursing (87.6%) (see Table 4). Based on these data, very few LPNs have pursued education for an advancement in degree.

Table 4**

Nursing Degree/Credential that Qualified the LPN for First U.S. Nursing License

Nursing Degree/Credential that Qualified the LPN for First U.S. Nursing License	2015 LPNs (N=15,300)	
	Frequency	%
Vocational/Practical Certificate-Nursing	13,401	87.6
Associate Degree-Nursing	11	<.001
Associate Degree-Other Field	22	<.001
Bachelor's Degree-Nursing	25	<.002
Bachelor's Degree-Other Field	1	<.002
Unknown	1,840	12.0

In the ABN's 2013 database, LPNs responded to a question concerning their highest level of education. No data were collected for LPN highest degree earned. In the ABN's 2015 LPN database, LPNs responded to a question concerning their highest level of education. Similar to the 2013 LPN data, the majority of LPNs who renewed their license in 2015 reported their highest level of education as a vocational/practical certificate in nursing (82.3%) followed by an associate degree in another field (9%) (see Table 5). However, the data does reveal that there are numerous LPNs seeking advanced education in fields other than nursing.

Table 5

LPNs Highest Degree Earned

Highest Level of Education	2013 LPNs (N=16,488)		2015 LPNs (N=15,300)		% Change*
	Frequency	%	Frequency	%	
Vocational/Practical Certificate-Nursing	15,394	93.4	12,588	82.3	-18.23%
Associate Degree-Other Field	Unknown	Unknown	1383	9.0	Cannot Calculate
Bachelor's Degree-Other Field	1	<.001	545	3.6	54400.00%
Master's Degree-Other Field	Unknown	Unknown	143	.9	Cannot Calculate
Unknown	1,059	.064	641	4.2	-39.47%
Other	34	.002	0	0	-100.00%

*% Change = [(2015 Frequency – 2013 Frequency)/2013 Frequency] x 100

In the ABN's 2015 LPN database, the majority of respondents reported holding a current license as a LPN (93.0%) as compared to 'other' (see Figure 5). The most frequent type of 'other' license reported was 'RN' (n=33) with 10 of these specifying Certified Registered Nurse Practitioner (CRNP). Four respondents reported holding a 'LVN' license. There were 28 health-related license types reported with the majority being Respiratory Therapists (n=9), Assisted Living Administrators (n=7), or Pharmacy Technicians (n=7). The remaining license types reported were non-health related or unknown based on the initials provided by the respondents.

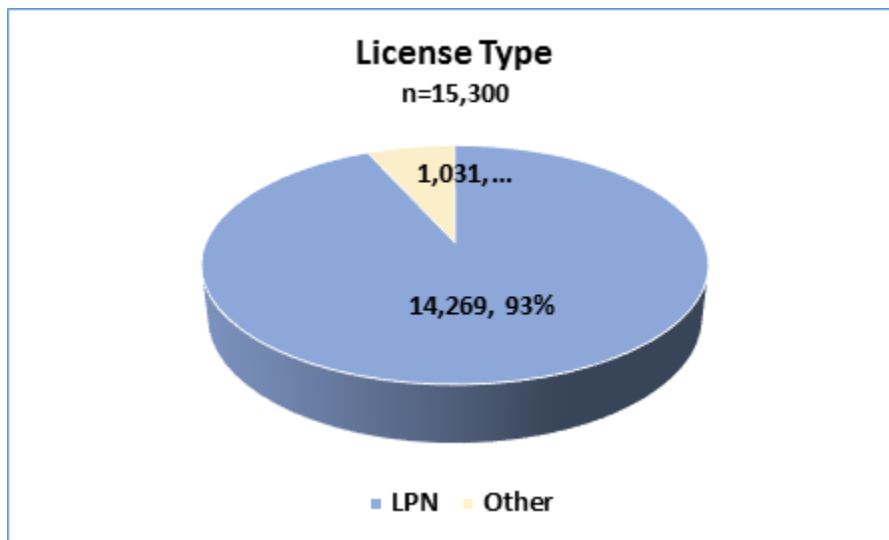


Figure 5. LPN Current License Held**

In 2015, LPNs responded to a question concerning the initial year they obtained their initial U.S. licensure. These data are depicted in Figure 6 in five-year intervals consistent with the ACS. The year of initial U.S. licensure ranged from 1935 to 2016. The majority of LPNs reported their birth year in the five-year range of 2010 to 2014, followed by 2005 to 2009, then by 2000-2004.

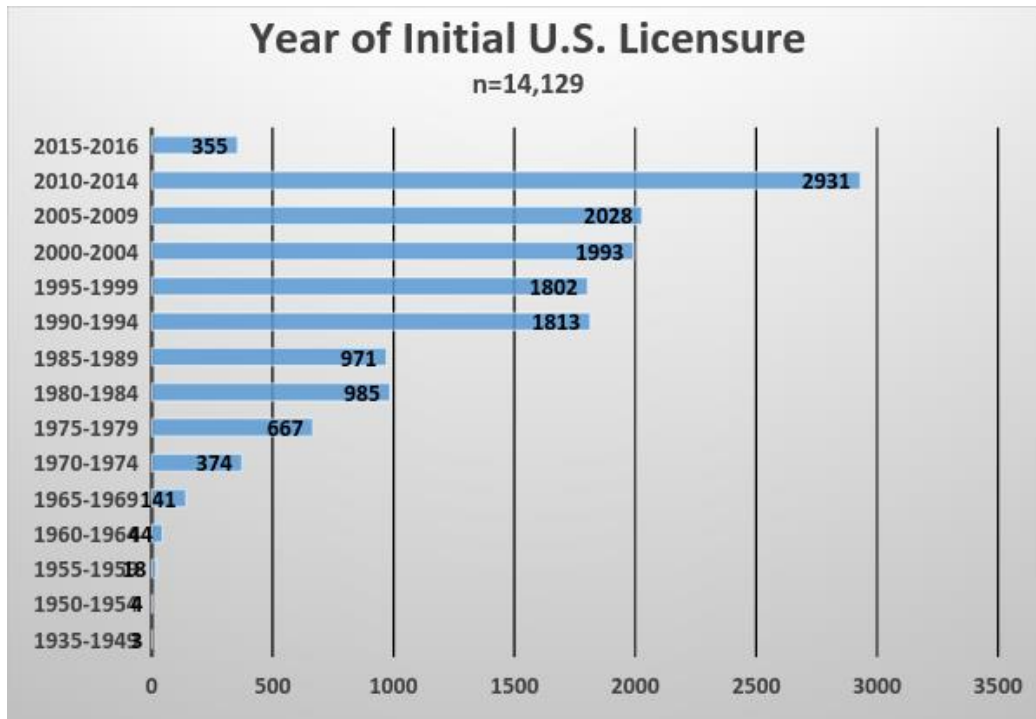


Figure 6. LPN Year of Initial U.S. Licensure**

In 2015, LPNs responded to a question concerning the country in which they received their entry-level education, where the majority reported the U.S.A. (95.4%) as depicted in Figure 7.

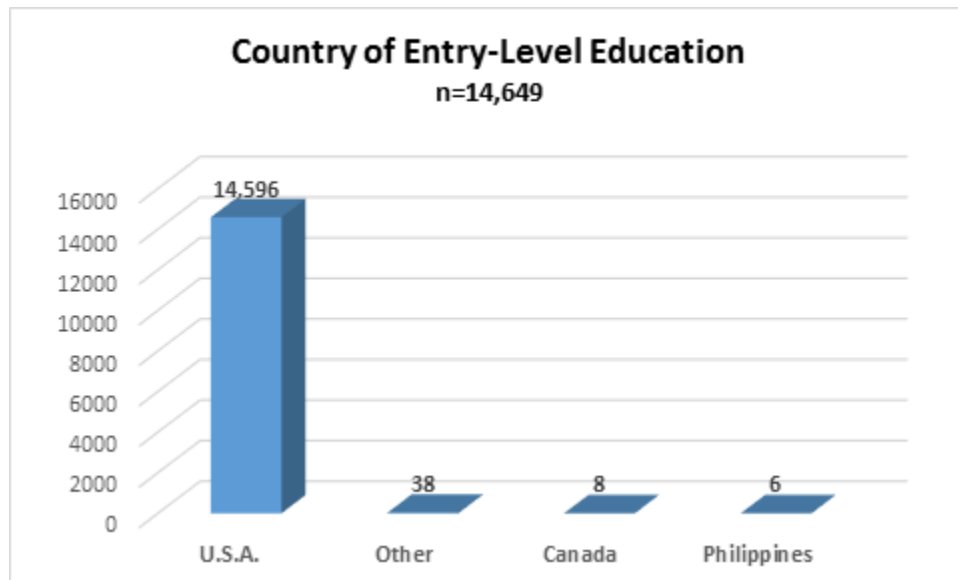


Figure 7. LPN Country of Entry-Level Education**

Of the 38 LPNs that indicated 'other' as the country of entry-level education, the following countries were specified:

- n=5: Kenya
- n=3: Germany
- n=2: China, Nigeria, Tanzania
- n=1 each: Australia, Bahamas, Bangladesh, Belize, Brazil, Cameroon, Colombia, Costa Rica, France, Ghana, India, Ireland, Jamaica, Panama, Peru, Poland, Romania, Sierra Leone, South Korea, St. Lucia

With regard to the question, “in what country were you initially licensed as a LPN?”, the majority of the respondents indicated the U.S.A. (95.1%) as depicted in Figure 8.

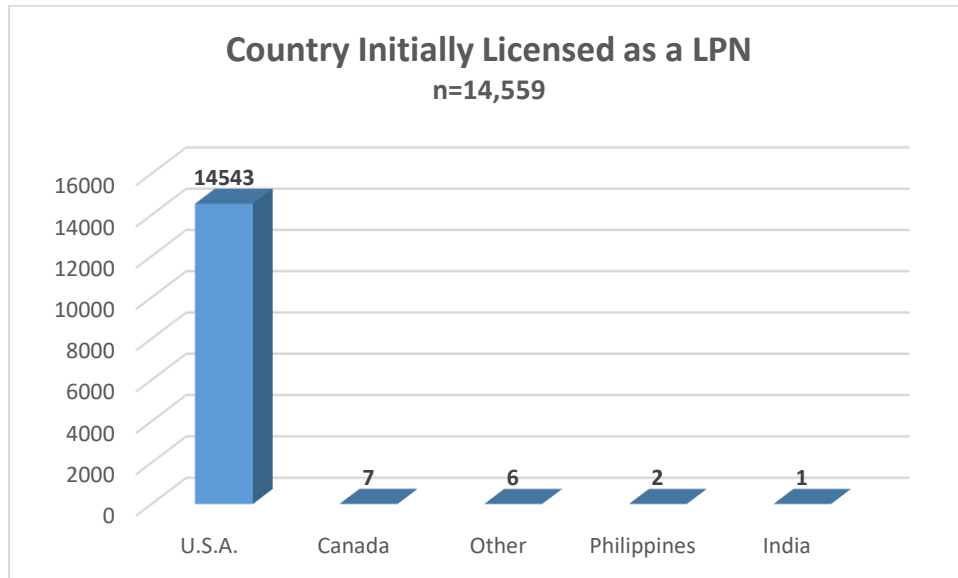


Figure 8. LPN Country Initially Licensed as a LPN**

Of the 6 LPNs that indicated ‘other’ as the country where initially licensed as a LPN, the following reasons were specified:

- n=2: N/A, Never a LPN
- n=1: RN

In answer to the question, “what is the name of the school (education program) you graduated from that qualified you for your first US LPN license?”, many schools were listed. Frequency counts were tabulated for Alabama schools listed by LPNs during the 2015 license renewal period where 8,856 listed one of these schools. Wallace Community College was the school listed most frequently (n=1717) followed by George C. Wallace Community College (n=1006) and H. Councill Trenholm State Community College (n=907). There were a combination of 6,444 LPNs who listed other schools (see Table 6). This “combination of all other schools listed” included non-accredited schools in Alabama plus all other out-of-state schools. Of the 15,300 LPNs completing the survey, 57.9% indicated they graduated from a school in Alabama that qualified them for their first U.S.A license.

Table 6**

Name of Alabama School (Education Program) Graduated from that Qualified you for First U.S.A License

Name of Alabama School (Education Program) Graduated from that Qualified You for First U.S.A. License	2015 LPNs Frequency (%) (N=15,300)	
Wallace Community College	1717	11.2
George C. Wallace Community College	1006	6.5
H. Councill Trenholm State Community College	907	5.9
Southern Union State Community College	807	5.3
Snead State Community College	574	3.8
Shelton State Community College	515	3.4
Reid State Technical College	446	2.9
Northwest-Shoals Community College	443	2.9
Northeast Alabama Community College	413	2.7
Lawson State Community College	361	2.4
Lurleen .B Wallace Community College	352	2.3
Jefferson Davis Community College	257	1.7
Gadsden State Community College	219	1.4
Faulkner State Community College	213	1.4
J. F. Drake State Community and Technical College	163	1.1
Chattahoochee Valley Community College	127	.82
Central Alabama Community College	100	.65
Calhoun Community College	73	.47
Bishop State Community College	72	.47
Bevill State Community College	48	.31
Alabama Southern Community College	43	.28
Combination of All Other Schools Listed*	6444	42.1

*Non-Accredited Schools in Alabama plus all other out-of-state Schools.
Accreditation status of out-of-state schools is unknown.

The city location of Alabama schools listed by LPNs is presented in Table 7 for those cities listed 100 or greater times. There were 412 LPNs who did not name the location of the Alabama city in which their LPN program was located. It could not be verified whether a program was an accredited or a non-accredited program.

Table 7**

City Location of Alabama LPN Education Programs

City Location of Alabama LPN Education Programs	2015 LPNs Frequency Listed > 100 Times
Tuscaloosa	902
Mobile	816
Dothan	811
Bessemer	788
Gadsden	686
Montgomery	624
Birmingham	600
Huntsville	551
Sumiton	543
Hanceville	477
Opp	469
Decatur	463
Selma	455
Evergreen	450
Thomasville	421
Hamilton	376
Anniston	341
Muscle Shoals	328
Childersburg	308
Fayette	199
Opelika	193
Eufaula	144
Alexander City	114
Tuskegee	113
Rainsville	109

The state location of schools listed by LPNs is presented in Table 8 for those states listed 10 or greater times. There were 868 LPNs who left the answer to this question blank and 87 LPNs indicated “miscellaneous” for this variable. The states of Alaska, Hawaii, Rhode Island, nor Wyoming were not selected as a state location of a school for LPNs. It could not be verified whether a program was an accredited or a non-accredited program.

Table 8**

State Location of LPN Education Programs

State Location of LPN Education Programs	2015 LPNs Frequency Listed > 10 Times
Alabama	13,436
Florida	285
Georgia	278
Mississippi	183
Tennessee	141
Texas	119
Ohio	82
New York	78
Louisiana	55
Virginia	51
California	50
Illinois	50
Pennsylvania	35
Arkansas	34
Indiana	33
North Carolina	33
Kentucky	31
Michigan	29
Oklahoma	27
Missouri	19
New Jersey	18
Washington	17
Colorado	15
West Virginia	14
Massachusetts	13
Minnesota	13
South Carolina	13

The states listed below were each specified as follows:

- n=9: Connecticut, Kansas
- n=8: Arizona, Iowa
- n=5: Maryland, Wisconsin
- n=4: Montana, New Mexico
- n=3: District of Columbia, Idaho, North Dakota, Oregon, South Dakota
- n=2: Canada (country), Delaware, Nebraska, Nevada, New Hampshire, Utah, United States (Country)
- n=1: Maine, Vermont

The majority of LPNs in 2015 reported their status of license currently held as active (95.1%) (see Table 9 and Figure 9).

Table 9**

LPNs Status of License Currently Held

Status of License Currently Held	2015 LPNs (N=15,300)	
	Frequency	%
Active	14,543	95.1
Non-Active	46	.3
Unknown	711	4.6

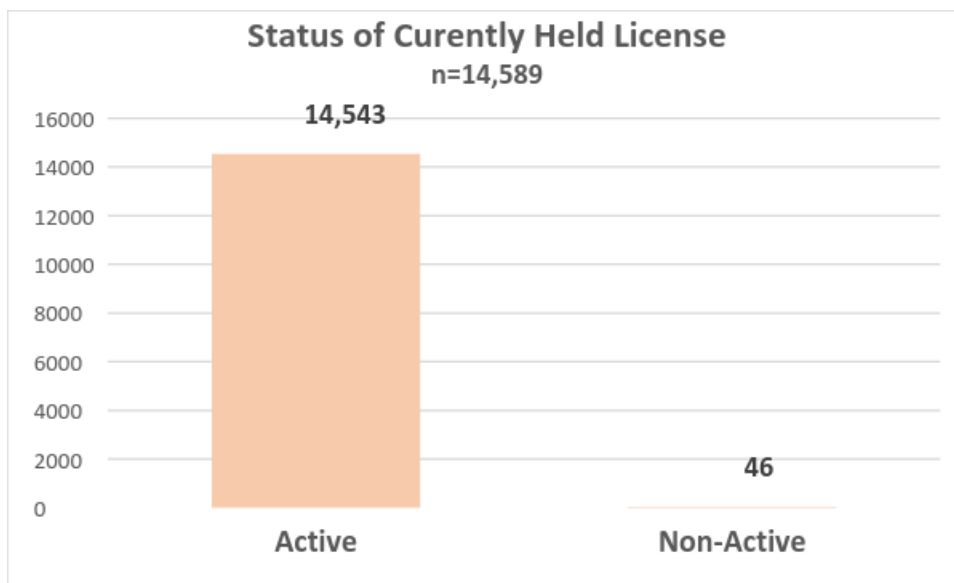


Figure 9. Status of License Currently Held**

In answer to the question, “are you currently licensed/certified as a...”, there were 205 LPNs who indicated another licensure or certification for a total of 50 different types of licenses or certifications. There were 84 LPNs in the 2015 license renewal survey who also indicated holding a license as a Registered Nurse (see Table 10).

Table 10**

Currently Licensed/Certified Other than LPN

Currently Licensed/Certified Other than LPN	2015 LPNs Frequency Listed > 5 Times
Registered Nurse*	84
School Nurse	15
Certified Registered Nurse Practitioner*	11
Certified Pharmacy Technician (CPHT)	8
Charge Nurse	7
Home Care Nurse	5
Office Nurse	5

The licenses/certifications listed below were each specified as follows:

- n=4 each: Assisted Living Administrator,
- n=3 each: Certified Medical Assistant (CMA), Clinical Research Coordinator/Nurse, Certified lactation Counselor (CLC), Certified Respiratory Therapist (CRT), Pediatric Nursing, Wound Care Certified Nurse (WCC)
- n=2 each: Certified Nurse Assistant (CNA), Correctional Nurse (Prison), Certified Phlebotomy Technician (CPT), Emergency Medical Technician (EMT), Licensed Massage Therapist (LMT), Nurse in Assisted Living/Long Term Care, Residence Assessment Coordinator-Certified (RAC-CT), Staff Development Nurse,
- n=1 each: Assisted Living Facility (ALF/SCALF) Administrator, Case Manager, Certification Board in Infection Control (CBIC), Certified Alcohol & Drug Counselor, Certified Registered Nurse Anesthetist*, Chaplain Practical License Nurse (CHPLN), CPLPN, Certified Wound Care Associate (CWCA), Dementia Case Manager, Dental Hygienist, Diagnostic Medical Sonographer, Cardiac Sonographer, Polysomnography Technician, Funeral Director/Embalmer, Hyperbaric Oxygen Technician (HBO), Hospice Marketing, MDS Coordinator, Medical Transcriptionist, Nurse Health Coach, Nutrition Coordinator, Physician Assistant, Private Duty, Procurement Transplant Coordinator, Registered Diagnostic Medical Sonographer (RDMS), Registered Vascular Technologist (RVT), Registered Counselor Supervisor (RCS), Registered Vascular Specialist (RVS),

National Commission for Science & Technology (NCST), Registered Respiratory Therapist (RRT), Surgical Technologist, TB Certified in MS, Teacher per AL Board of Education,
*Must be a Registered Nurse first before advanced preparation.

LPNs responded to the question, “Please list all states in which you hold an active license to practice as an LPN.” Outside of Alabama, the next most frequent state for holding an active LPN license was Georgia (n=457), followed by Florida (n=273), Mississippi (n=178), and Tennessee (n=137) (see Table 11).

Table 11**

All States where an Active License is Held to Practice as a LPN

States in Which an Active LPN License is Held	2015 LPNs Frequency Alphabetically by State
Alabama	15,300
Alaska	30
Arkansas	17
Arizona	19
California	34
Colorado	11
Connecticut	14
District of Columbia	6
Delaware	3
Florida	273
Georgia	457
Hawaii	9
Idaho	5
Illinois	20
Indiana	24
Iowa	4
Kansas	7
Kentucky	15
Louisiana	35
Massachusetts	7
Maryland	8
Maine	11
Michigan	20
Minnesota	8
Missouri	11
Mississippi	178
Montana	5
North Carolina	22

North Dakota	8
Nebraska	11
New Hampshire	2
New Jersey	11
New Mexico	3
Nevada	8
New York	19
Ohio	22
Oklahoma	19
Oregon	6
Pennsylvania	18
Rhode Island	1
South Carolina	25
South Dakota	0
Tennessee	137
Texas	52
Utah	5
Virginia	21
Vermont	1
Washington	13
Wisconsin	4
West Virginia	5
Wyoming	5
Armed Forces Stationed in U.S.A.	1
Armed Forces Stationed Outside U. S. A.	1

Presented in Table 12 is a summary of the number of LPNs who hold an active license in Alabama and another state (s). There were 858 LPNs who reported holding a license in Alabama plus one additional state and 110 LPNs who reported holding a license in Alabama plus two additional states.

Table 12**

LPNs Holding a License in Alabama and Another State(s)

LPNs Who Hold an Alabama License Plus a License in an Additional State(s)	2015 LPNs Frequency
Alabama plus One Additional State	858
Alabama plus Two Additional States	110
Alabama plus Three Additional States	19
Alabama plus Four Additional States	10
Alabama plus Five Additional States	2
Alabama plus Six Additional States	4
Alabama plus Seven Additional States	1
Alabama plus Eight Additional States	0
Alabama plus Nine Additional States	2
Alabama plus Ten Additional States	2
Alabama plus Eleven Additional States	1
Alabama plus Thirteen Additional States	1
Alabama plus Seventeen Additional States	1
Alabama plus Twenty-Four Additional States	1
Alabama plus Twenty-Seven Additional States	1

LPNs responded to the question, “Please list all states in which you are currently practicing as an LPN.” Outside of Alabama, the next most frequent state for currently practicing as an LPN was Georgia (n=261), followed by Florida (n=127), Tennessee (n=54), and Mississippi (n=49) (see Table 13, Column A). These data were compared to the data presented in Table 11 for “all states where an active license is held to practice as a LPN” (see Table 13, Column B). The differences in the column A and column B data are presented in Table 13, Column C.

Table 13**

All States Currently Practicing as a LPN Compared to all States where an Active License is Held

States Alphabetically by State	Column A 2015 LPNs States in Which Currently Practicing Frequency	Column B 2015 LPNs All States Holding Active License Frequency*	Column C Difference in Column A and Column B
Alabama	13,141	15,300	2,159
Alaska	2	30	28
Arkansas	33	17	16
Arizona	16	19	3
California	16	34	18
Colorado	3	11	8
Connecticut	1	14	13
District of Columbia	1	6	5
Delaware	2	3	1
Florida	127	273	146
Georgia	261	457	196
Hawaii	2	9	7
Idaho	1	5	4
Illinois	1	20	19
Indiana	3	24	21
Iowa	2	4	2
Kansas	0	7	7
Kentucky	6	15	9
Louisiana	9	35	26
Massachusetts	0	7	7
Maryland	2	8	6

Maine	0	11	11
Michigan	5	20	15
Minnesota	5	8	3
Missouri	3	11	8
Mississippi	49	178	129
Montana	2	5	3
North Carolina	7	22	15
North Dakota	2	8	6
Nebraska	0	11	11
New Hampshire	0	2	2
New Jersey	13	11	2
New Mexico	4	3	1
Nevada	1	8	7
New York	2	19	17
Ohio	4	22	18
Oklahoma	3	19	16
Oregon	0	6	6
Pennsylvania	3	18	15
Rhode Island	0	1	1
South Carolina	5	25	20
South Dakota	0	0	0
Tennessee	54	137	83
Texas	13	52	39
Utah	0	5	5
Virginia	3	21	18
Vermont	1	1	0
Washington	4	13	9
Wisconsin	0	4	4
West Virginia	1	5	4
Wyoming	1	5	4
Armed Forces Stationed in U.S.A.	0	1	1
Armed Forces Stationed Outside U. S. A.	0	1	1
Nursing Licensure Compact (NLC)*	1	0	1

Note: A total of 22 responses were discarded due to respondents reporting that they are

practicing in more than two states currently. Two respondents stated they are practicing Registered Nurses but did not specify state(s). A total of 33 respondents who are currently practicing in two states; where 30 reported that they are practicing in Alabama plus one other state, and three reported that they are practicing in two states other than Alabama. One respondent reported that individual has a NLC and an Alabama license.

*The Nursing Licensure Compact (NLC) was created in 2000 by the National Council of State Boards of Nursing (NCSBN), the NLC legislation allows nurses to operate either physically or electronically with a single license in participating states without having to go through the steps of acquiring a new license in the NLC state. Currently there are a total of 25 states recognized as part of the NLC. The NLC applies to RNs, LPNs, and LVNS.

With regard to employment status, 81.6% of LPNs reported being actively employed (see Table 14) and 68% reported working full-time (see Table 15).

Table 14**

LPNs Actively Employed in Nursing

Actively Employed in Nursing	2015 LPNs (N=15,300)	
	Frequency	%
Yes	12,486	81.6
No	2,814	18.4
Unknown	0	0

Table 15**

LPNs Actively Employed in Nursing Status

Actively Employed in Nursing	2015 LPNs (N=15,300)	
	Frequency	%
Full-Time	10,399	68.0
Part-Time	1,228	8.0
Per Diem	321	2.1
Unknown	3,352	21.9

There were 146 LPNs who reported working in a field other than nursing (see Table 16).

Table 16**

LPNs Actively Employed in Field other than Nursing

Actively Employed in Field other Than Nursing	2015 LPNs (N=15,300)	
	Frequency	%
Yes	146	1.0
No	576	3.8
Unknown	14,578	95.2

There were 141 LPNs who reported working only as a volunteer (see Table 17).

Table 17**

LPNs Working in Nursing only as a Volunteer

Working in Nursing only as a Volunteer	2015 LPNs (N=15,300)	
	Frequency	%
Yes	141	.9
No	15,159	99.1
Unknown	0	0

The analysis for question 16.d., “What is your employment status? (Mark all that apply) d. Unemployed” was inconclusive. The categories for this variable were coded as: 0=Seeking work as a nurse or 1=Not seeking work as a nurse. There were 14,134 LPNs who responded “Seeking Work as a Nurse” (see Table 18). This numbers seemed large in comparison of the total frequency count (15,300) of LPNs in licensed in Alabama. Potential explanations for this number include the possibility that many LPNs continue to seek employment as a LPN; or, there is possibility that the question was misunderstood by the respondents.

Table 18**

LPNs Unemployed

LPNs Unemployed	2015 LPNs (N=15,300)	
	Frequency	%
Seeking Work as a Nurse	14,134	92.4
Not Seeking Work as a Nurse	1,166	7.6
Unknown	0	0

There were 405 (2.6%) LPNs who reported being retired (see Table 19).

Table 19**

LPNs Retired

LPNs Retired	2015 LPNs (N=15,300)	
	Frequency	%
Yes	405	2.6
No	14,895	97.4
Unknown	0	0

The reasons LPNs indicated for being unemployed are presented in Table 20. The most frequently reported reasons for unemployment were related to personal health issues or problems (n=55) and already being retired (n=30).

Table 20**

Reasons LPNs Indicated for Unemployment

Reasons LPNs Indicated For Unemployment	2015 LPNs Frequency
Personal Health Issues/Problems	55
Retired	30
Recent Surgery	19
Taking Care of Home/Family	18
Laid Off/Reduction in LPN Workforce	14
Vocation Change	10
Terminated	9
Recent Relocation	9
Starting New Job	7
Personal Choice to be Unemployed	6
Difficult but Seeking LPN Position	6
Semi-Retired	5
Criminal Record/Probation/Pending Case	4
Military Overseas/Spouse	3
Personal Tragedy	3
Planning to Return to School	3
Currently in ADN Program	3
N/A Responses Given	2
Age	2
Visa Issue	1
Graduate Program	1

The majority of LPNs indicated that they are currently employed in one position (71.8%), while 9.1 percent hold two positions (see Table 21 and Figure 10). With regard to the number of hours worked per typical work week in all nursing positions, the original data analysis indicated that there were extreme outliers in the data set. The outliers were discarded if the number of hours worked per workweek in all nursing positions was greater than 168 which resulted in a mean of 31.42 (SD = 17.66), a median of 40, and a mode of 40.

Table 21**

Number of Current Positions Employed as a Nurse

Number of Current Positions Employed as a Nurse	2015 LPNs (N=15,300)	
	Frequency	%
One Position	10,980	71.8
Two Positions	1,392	9.1
Three or More Positions	151	1.0
Unknown	2,777	18.2

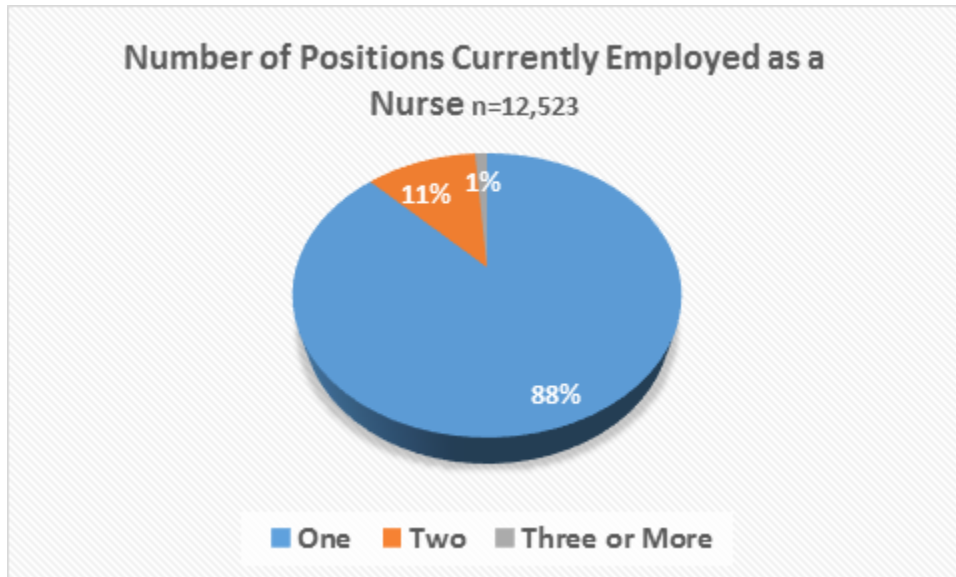


Figure 10. Number of Current Positions Employed as a Nurse**

Based on the state and county as indicated by zip code of the LPN respondent's primary employer, the majority of the LPNs primary employers were in Alabama (n=11,191), followed by Georgia (n=231), Florida (n=103), Mississippi (n=62), and Tennessee (n=55). There were 134 primary LPN employers in all other states combined. The counties with the most frequent number of LPN's working for a primary employer were Jefferson (n=1,534), Mobile (n=874), Tuscaloosa (n=793), Madison (n=699), and Montgomery (n=559) (see Table 22).

Table 22**

Alabama LPN Primary Employer County Indicated by Zip Code

Alabama County of Primary Employer	2015 LPNs (N=15,300)
	Frequency of LPNs Working in County of Employer
Autauga	69
Baldwin	268
Barbour	95
Bibb	47
Blount	47
Bullock	53
Butler	90
Calhoun	280
Chambers	76
Cherokee	55
Chilton	52
Choctaw	26
Clarke	104
Clay	62
Cleburne	29
Coffee	134
Colbert	128
Conecuh	40
Coosa	18
Covington	170
Crenshaw	45
Cullman	187

Dale	126
Dallas	130
Dekalb	120
Elmore	146
Escambia	126
Etowah	334
Fayette	76
Franklin	73
Geneva	67
Greene	15
Hale	51
Henry	35
Houston	487
Jackson	108
Jefferson	1,534
Lamar	41
Lauderdale	190
Lawrence	44
Lee	154
Limestone	115
Lowndes	13
Macon	64
Madison	699
Marengo	90
Marion	127
Marshall	165
Mobile	874
Monroe	75
Montgomery	559
Morgan	229
Perry	26
Pickens	50
Pike	85
Randolph	56
Russell	74
Shelby	327
St. Clair	131
Sumter	25
Talladega	249

Tallapoosa	124
Tuscaloosa	793
Walker	191
Washington	35
Wilcox	27
Winston	55
Out-of-State	590
Unknown	3,786

With regard to the type of setting that most closely corresponds to the LPNs' primary nursing practice position, the majority reported nursing home/extended care/assisted living (34.1%) followed by the hospital setting (10.2%) (see Table 23 and Figure 11).

Table 23**

Type of Setting that Closely Corresponds to Primary Nursing Practice Position

Type of Setting that Closely Corresponds to Primary Nursing Practice Position	2015 LPNs Frequency (%) (N=15,300)	
Nursing Home/Extended Care/Assisted Living	5,204	34.1
Hospital	1,568	10.2
Home Health	990	6.5
School Health Services	766	5.0
Ambulatory Care Setting	546	3.6
Community Health	519	3.4
Correctional Facility	488	3.2
Public Health	279	1.8
Occupational Health	119	.8
Insurance Claims/Benefits	76	.5
Academic Setting	53	.3
Policy/Planning/Regulatory/Licensing Agency	6	.0
Other	2,006	13.1
Unknown	2,680	17.5

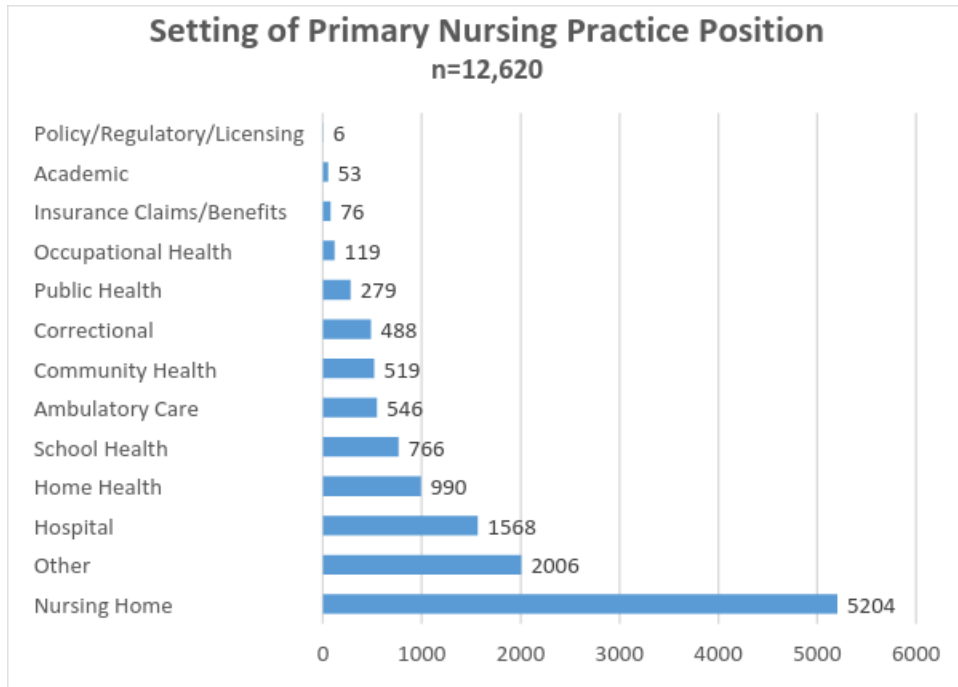


Figure 11. Type of Setting that Closely Corresponds to Primary Nursing Practice Position**

The position title that most closely corresponds to LPNs primary nursing practice position was most frequently reported as staff LPN (57.5%) followed by medication nurse (12.1%) (see Table 24).

Table 24**

Position Title that Closely Corresponds to Primary Nursing Practice Position

Position Title that Closely Corresponds to Primary Nursing Practice Position	2015 LPNs Frequency (%) (N=15,300)	
Staff LPN	8,791	57.5
Medication Nurse	1,845	12.1
Nurse Manager	608	4.0
Nurse Medical Record Reviewer	167	1.1
Consultant	52	.3
Nurse Instructor	42	.3
Other-Health Related	936	6.1
Other-Not Health Related	62	.4
Unknown	2,797	18.2

The employment specialty that most closely corresponds to LPNs primary nursing practice position was most frequently reported as the nursing home (27.2%). A variety of employment specialties were identified as presented in Table 25.

Table 25**

Employment Specialty that Closely Corresponds to Primary Nursing Practice Position

Employment Specialty that Closely Corresponds to Primary Nursing Practice Position	2015 LPNs Frequency (%) (N=15,300)	
Nursing Home	4,157	27.2
Primary Care	907	5.9
Home Health	801	5.2
Psychiatric/Mental Health/Substance Abuse	793	5.2
Medical Surgical	738	4.8
School Health	712	4.7
Assisted Living	627	4.1
Adult Health/Family Health	528	3.5
Pediatrics/Neonatal	360	2.4
Rehabilitation	339	2.2
Acute Care/Critical Care	257	1.7
Women's Health	221	1.4
Community	147	1.0
Public Health	121	.8
Occupational Health	116	.8
Palliative Care	105	.7
Oncology	66	.4
Maternal-Child Health	65	.4
Tele-health	41	.3
Trauma	38	.2
Anesthesia	10	.1
Other	1,414	9.2
Unknown	2,737	17.8

With regard to the type of setting that most closely corresponds to the LPNs' Secondary nursing practice position, the majority reported no secondary practice (44.3%). Of those LPNs who indicated a secondary nursing practice position, the majority indicated this position as nursing home/extended care/assisted living (14.3%) (see Table 26). The response set for this question included "Nursing Home/Extended Care/Assisted Living" as one category.

Table 26**

Type of Setting that Closely Corresponds to Secondary Nursing Practice Position

Type of Setting that Closely Corresponds to Secondary Nursing Practice Position	2015 LPNs Frequency (%) (N=15,300)	
Nursing Home/Extended Care/Assisted Living	2,183	14.3
Home Health	502	3.3
Hospital	432	2.8
School Health Services	279	1.8
Correctional Facility	241	1.6
Community Health	153	1.0
Ambulatory Care	134	.9
Public Health	90	.6
Occupational Health	48	.3
Insurance Claims/Benefits	32	.2
Academic Setting	24	.2
Policy/Planning/Regulatory/Licensing Agency	3	.0
Other	415	2.7
No Secondary Practice	6,787	44.3
Unknown	3,977	26.0

The majority of LPNs reported no secondary practice (45.5%); however, of those LPNs who did a report on a secondary position, the position title that most closely corresponded to LPNs secondary nursing practice position was most frequently reported as staff LPN (18.3%) followed by medication nurse (5.2%) (see Table 27).

Table 27**

Position Title that Closely Corresponds to Secondary Nursing Practice Position

Position Title that Closely Corresponds to Secondary Nursing Practice Position	2015 LPNs Frequency (%) (N=15,300)	
Staff LPN	2,804	18.3
Medication Nurse	793	5.2
Nurse Manager	140	.9
Nurse Medical Record Reviewer	33	.2
Nurse Instructor	30	.2
Consultant	21	.1
Other-Health Related	279	1.8
Other-Not Health Related	37	.2
No Secondary Practice Position	6,963	45.5
Unknown	4,200	27.6

The majority of LPNs reported employment specialty that most closely corresponded to LPNs secondary nursing practice position as “other” (46.8%) followed by primary care (6.7%). A variety of employment specialties were identified as presented in Table 28. The response set for this question included “Nursing Home” and “Assisted Living” as separate and distinct categories in the survey.

Table 28**

Employment Specialty that Closely Corresponds to Secondary Nursing Practice Position

Employment Specialty that Closely Corresponds to Secondary Nursing Practice Position	2015 LPNs Frequency (%) (N=15,300)	
Primary Care	1,024	6.7
Oncology	627	4.1
Palliative Care	383	2.5
Assisted Living	302	2.0
School Health	251	1.6
Rehabilitation	176	1.2
Public Health	172	1.1
Community	141	.9
Psychiatric/Mental Health/Substance Abuse	128	.8
Acute Care/Critical Care	124	.8
Adult Health/Family Health	84	.5
Anesthesia	81	.5
Medical Surgical	46	.3
Tele-health	208	1.4
Women’s Health	41	.3
Maternal-Child Health	39	.3
Trauma	23	.2
Home Health	22	.1
Pediatrics/Neonatal	14	.1
Nursing Home	8	.1
Occupational Health	3	.0
Other	7,165	46.8
Unknown	4,238	27.7

In the 2015 survey, the LPNs were asked to indicate if their primary state of residence is a part of the Nurse Licensure Compact (NLC). The following states are a part of the Nurse Licensure Compact, please indicate if your primary state of residence is one of these states: AR, AZ, CO, DE, IA, ID, KY, ME, MD, MO, MS, NC, ND, NE, NH, NM, RI, SC, SD, TN, TX, UT, VA, WI. The majority of respondents indicated that their primary state of residence was not a part of the NLC (89.2%) (see Table 29).

Table 29**

Primary State of Residence part of the Nurse Licensure Compact

Primary State of Residence part of the Nurse Licensure Compact	2015 LPNs Frequency (%) (N=15,300)	
Yes	239	1.6
No	13,646	89.2
Unknown	1,415	9.2

The following information is for Question 27.a. where respondents were asked to specify the states and the following codes were used:

0=AR, 1=AZ, 2=CO, 3=DE, 4=IA, 5=ID, 6=KY, 7=ME, 8=MD, 9=MO, 10=MS, 11=NC, 12=ND, 13=NE, 14=NH, There is no 15 so listed as "unknown", 16=RI, 17=SC, 18=SD, 19=TN, 20=TX, 21=UT, 22=VA, 23=WI

There is a discrepancy in the number of specified states of N=253 when compared to the frequency count of n=239 for "yes" in Table 29. This discrepancy could be attributed to LPNs indicating more than one state rather than specifying the "primary state of residence" as specified in the question.

Specify States (N=253):

- n=87: Tennessee
- n=70: Mississippi
- n=18: Texas
- n=14: Arkansas, North Carolina
- n=9: Maryland
- n=8: Arizona
- n=7: South Carolina
- n=5: Kentucky, Missouri, Virginia
- n=3: Unknown, Wisconsin
- n=2: Colorado
- n=1: Maine, North Dakota, Utah

Presented in Table 30 is a list with frequency counts of other NLC states LPNs identified as having physically or electronically/telephonically practiced in since receiving the Compact license.

Table 30**

Other NLC States LPNs Physically or Electronically/Telephonically Practice in Since Receiving the Compact License

Nurse Licensure Compact States	2015 LPNs Frequency
Arkansas	10
Arizona	2
Colorado	2
Delaware	3
Iowa	2
Idaho	4
Kentucky	3
Maine	2
Maryland	2
Missouri	3
Mississippi	28
North Carolina	3
North Dakota	1
South Carolina	2
Tennessee	28
Texas	10
Virginia	4
I do not Hold a Compact License	495
Unknown	14,696

In response to the question, “Do you utilize tele-health in your primary or secondary position?”, the majority of LPNs indicated “no” to this questions (65.3%) (see Table 31 and Figure 12).

Table 31**

Tele-Health Use in Primary or Secondary Position

Tele-Health Use in Primary or Secondary Position	2015 LPNs Frequency (%) (N=15,300)	
Yes	540	3.5
No	9,997	65.3
Unsure	3,302	21.6
Unknown	1,461	9.6

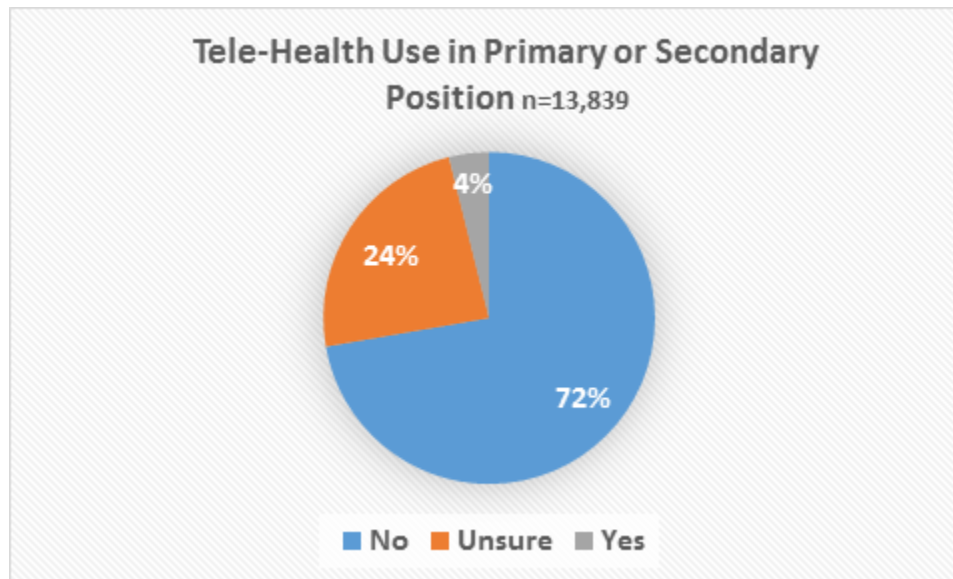


Figure 12. Tele-Health Use in Primary or Secondary Position**

LPNs who answered “yes” to using Tele-Health were also asked if, “When using Tele-Health, are patients ever located in a different state?” Of the LPNs who answered this question, the majority indicated that Tele-Health was not used for patients in a different state (30.3%) (see Table 32 and Figure 13).

Table 32**

Tele-Health Use for Patients in a Different state

Tele-Health Use for Patients in a Different State	2015 LPNs Frequency (%) (N=15,300)	
Yes	103	.7
No	4,641	30.3
Unsure	2,713	17.7
Unknown	7,843	51.3

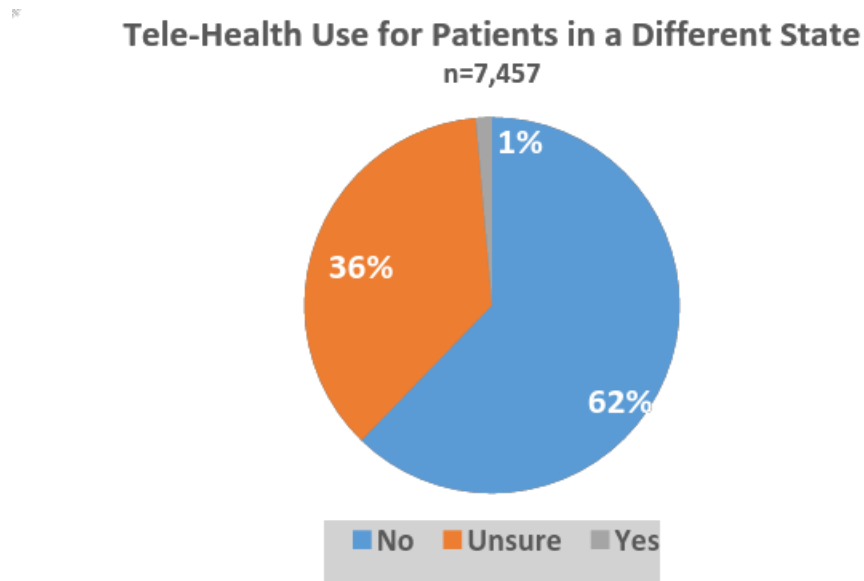


Figure 13. Tele-Health Use for Patients in a Different State**

In response to the question, “When do you plan to retire from your primary nursing position or leaving the nursing workforce?”, the majority of respondents indicated no plan to leave the workforce (30.9%) (see Table 33 and Figure 14).

Table 33**

LPNs Plans to Retire or Leave Nursing Workforce

LPNs Plans to Retire or Leave Nursing Workforce	2015 LPNs Frequency (%) (N=15,300)	
Within Next 5 Years	1,699	11.1
Within Next 10 Years	1,702	11.1
Within Next 15 Years	1,098	7.2
Within Next 20 Years	1,985	13.0
Greater than 20 Years	2,820	18.4
I am not Planning to Leave the Workforce	4,730	30.9
Unknown	1,266	8.3

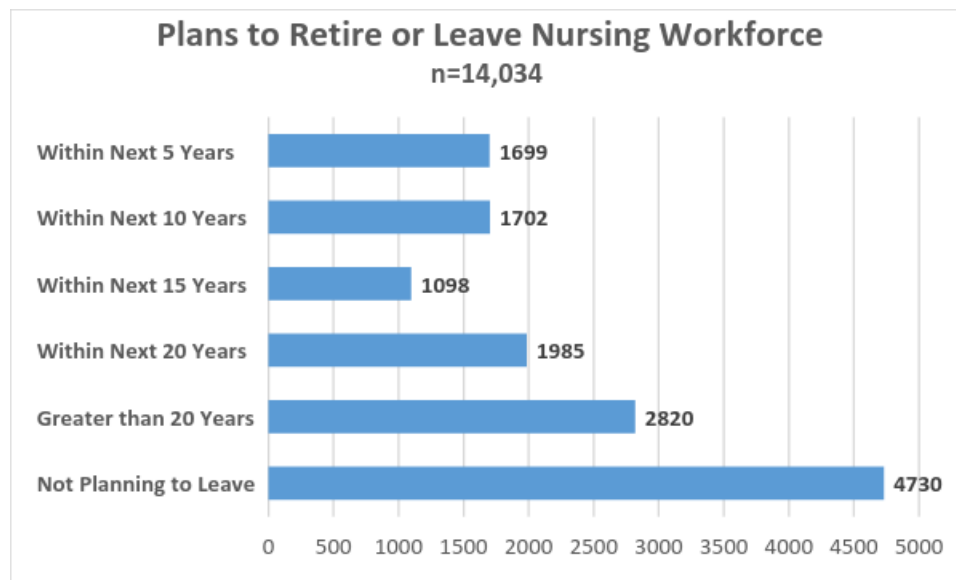


Figure 14. LPNs Plans to Retire or Leave Nursing Workforce**

**Questions were posed for the first time in 2015 or contain changed language from previous years