

LICENSED NURSING ASSISTANTS IN VERMONT

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BACKGROUND

SUMMARY OF BOARD OF NURSING RELICENSURE SURVEY 2003

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To provide Vermonters with useful information on the status of Vermont's nurse workforce, the Office of Nursing Workforce Research, Planning and Development, in collaboration with the Vermont Board of Nursing, has prepared this report. The licensed nurse assistant (LNA) is a valued team member in many settings that provide health care to Vermonters. A survey of 2,794 licensed nursing assistants (52% of all Vermont LNAs) was completed in March, 2003. This survey was included in relicensure materials and was not mandatory.

KEY FINDINGS

Basic demographics:

- 93% of LNAs are female
- 89% of LNAs are Caucasian
- Age range: 17-84 years Median age: 40 years..

Education:

- 51% have completed high school or GED
- 29% have taken some college courses
- 8% did not complete high school
- 7% completed a technical education program
- 3% completed Bachelor's degree
- 1% have taken some graduate courses
- <1% are taking non-nursing courses
- 88% are not in a nursing program

Nursing education enrollment:

- 4% are currently in an LPN program
- 3% are currently in an ADN program
- 2% are currently in a BSN program
- <2% are waiting for entry or taking pre-nursing courses
- <1% are taking non-nursing courses
- 88% are not in a nursing program

Employment (setting of primary position):

- Long term care facilities employ 60%
- Home health agencies employ 15%
- Hospital and in-patient care employ 11%
- Other settings employ 7%
- Residential care employ 7%
- Independent practice accounts for 3%

References:

1. Maier, G. (2002). Career ladders: an important element in CNA retention. *Geriatric Nursing*, 23(4), 217-219.

- Hospital ambulatory care employ 3%
- Mental health centers employ 2%
- Physician practices employ 1%
- Schools employ >1%

Intention to Leave:

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REASONS FOR INTENDING TO LEAVE:



Summary:

The majority of licensed nursing assistants work in the Vermont nursing homes. As of January 2003, 21% of the LNAs in this survey reported that they were likely or very likely to leave their position in the next year. Salary dissatisfaction is the main reason given for intention to leave. Returning to school ranked second among reasons given for leaving. There are some gender differences in intention to leave, but these are not statistically significant. Ten percent of LNAs are waiting to enter or are enrolled in some level of nursing education. Because 34% have completed some college course or hold college degrees, licensed nursing assistants are excellent candidates for career ladder programs, which have been used to enhance retention (Maier, 2002).