

# Registered Nurses in Vermont

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## BACKGROUND

### SUMMARY OF BOARD OF NURSING RELICENSURE SURVEY MARCH 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. A survey of 6,319 registered nurses (70% of all licensed Vermont nurses) was completed in March, 2003. This survey was included in relicensure materials and was not mandatory.

Of those surveyed, 4,228 reported that they worked as an RN in Vermont. This sample excludes 1,672 RNs who do not work in Vermont and the 353 advanced practice nurses who will be described in a separate report. The following describes only registered nurses working in the state of Vermont.

## KEY FINDINGS

### *Basic demographics:*

- 95% of RNs are female, 5% are male
- 94% of Vermont RNs are Caucasian
- Age range: 21-81 years Median age: 47 years, 76% are over 40 years.

### *Education:*

- 23% completed a Diploma program in nursing
- 39% completed an Associate's Degree program in nursing
- 33% completed a Bachelor's Degree program in nursing
- 4% completed a Master's Degree program in nursing
- Less than 1% completed a Doctoral program

### *Other educational information:*

#### References:

1. Jones, D., Buerhaus, P., Thompson, P.A., & Bradley, C. (2002). National Survey of Registered Nurses 2002.

- 23% have other non-nursing degrees
- 6% are currently enrolled in a nursing education program
- 46% received their basic nursing education in Vermont
- 30% report not being enrolled in nursing education and not

Catholic Healthcare West:  
NurseWeek/AONE.

participating in continuing education in past year.

2. ANCC, (2002). Using Strategic Partnerships to Expand Nursing Education Programs. Retrieved July 7, 2003, 2003, from <http://www.aacn.nche.edu/Publications/issues/Oct02.htm>.

*Employment (setting of primary position):*

- Hospitals employ 48% of Vermont RNs
- Home health agencies employ 10%
- Long term care facilities employ 8%
- Ambulatory care/outpatient and community health centers employ 8%
- "Other" settings employ 6%
- Schools employ 6%
- Public health agencies employ 3%
- Nursing schools and mental health centers employ <2%
- Assisted living and correctional facilities employ <1%.



*Likelihood to leave primary position:*

- 22% indicated that they are "somewhat likely" or "very likely" to leave their primary position in next 12 months.

*Top 5 reasons given for leaving (more than one reason could be chosen)\*:*

- Change positions 54%
- Job Stress 34%
- Management 32%
- Salary 31%
- Moving 20%

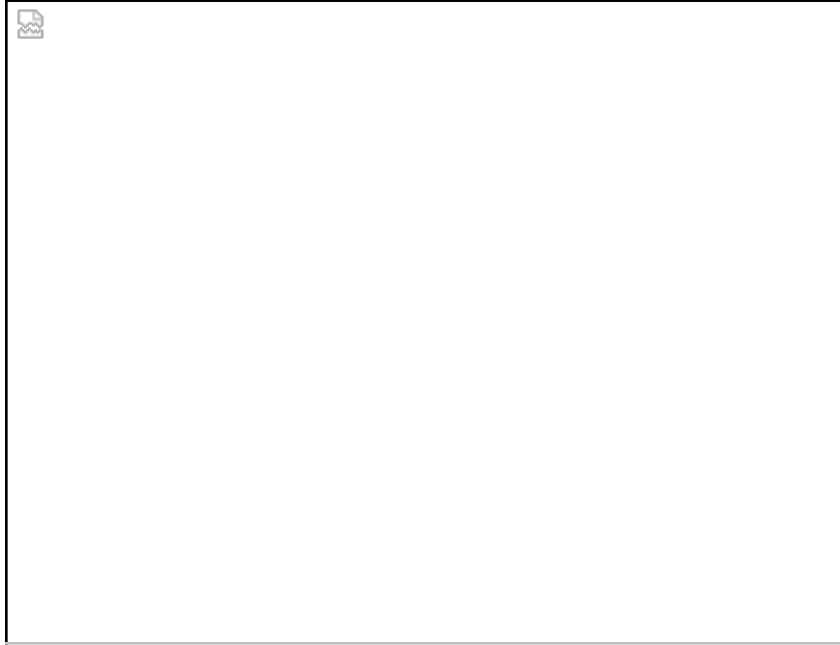
\* Data correction made on 4/27/04.

## DISCUSSION OF THESE FINDINGS:

The number of Vermont nurses who intend to leave their current position in the next year has remained steady at 22% compared with the 2001 RN relicensure survey. However, this survey finds that Vermont nurses are satisfied with their principle RN position and if they are intending to leave, it is to find another nursing position. Compared to a national survey (Jones, 2002), Vermont RNs are more satisfied with their jobs and less likely to leave.

Immediate steps to increase the capacity of Vermont's nursing schools are needed now. The next 5-10 years are critical to assure an adequate supply of nurses is available when the present group of 41-50 year olds reaches retirement age. Examples exist of nursing institutions collaborating with clinical partners and other stakeholders in an effort to build student capacity and satisfy mutual needs (ANCC, 2002). The "call to action" exists for a similar Vermont response to avert a health care crisis.





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