

TECHNICAL NOTES:

The data reported in this publication reflect the results of a survey mandated under Chapter 106.30 of the Wisconsin Statutes for all licensed practical nurses (LPNs) in Wisconsin. The survey was conducted as an element in the biannual license renewal requirement for the year 2015. The mandate was communicated to nurses and to employers through numerous venues and organizations.

Two forms of the Wisconsin 2015 LPN Workforce Survey were utilized; an online version and a paper version. The responses during the enrollment period from both formats totaled 12,987. Online respondents submitted 11,750 of this total. **The results summarized in this overview (n=11,158) are based only on data from the online responses after exclusionary criteria were applied to remove any questionable or misleading data. This was done in order to strengthen the validity of the data, and to focus on LPNs who live and/or work in Wisconsin.**

The 2015 survey instrument was constructed and processed by the Wisconsin Department of Workforce Development, and reflects improvements in both the design and implementation over the first mandated nursing survey in 2011. Members of the Wisconsin Healthcare Workforce Data Collaborative and experts from nursing organizations contributed to the survey design. The survey was administered by the Wisconsin Department of Safety and Professional Services.

The survey encompasses multiple characteristics of the licensed practical nurse workforce, and contains data elements of the National Nursing Workforce Minimum Dataset: Supply, as developed by The National Forum of State Nursing Workforce Centers, nursingworkforcecenters.org.

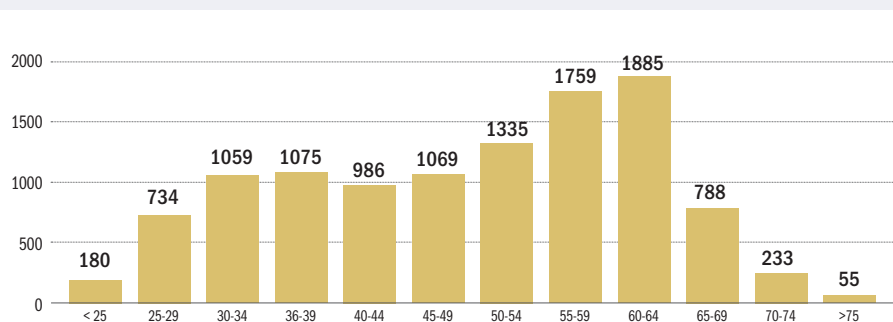
Detailed analysis of the Wisconsin 2015 LPN Workforce Survey and a comprehensive report was accomplished by Josie Veal, PhD, RN, APNP, volunteer nurse researcher for the Wisconsin Center for Nursing. The statistician for the project was Jeffrey Henriques, PhD. For the complete report, and information on the nursing workforce and nursing education in Wisconsin go to wicenterfornursing.org

On behalf of the Wisconsin Center for Nursing and the many partnerships involved with the design, implementation and analysis of the Wisconsin 2015 LPN Workforce Survey, we wish to thank all who assisted with the survey, and the nurses of Wisconsin for completing it. The cooperation and dedication of all involved will aid policy makers and others in assuring a sufficient, competent and diverse nursing workforce for the people of Wisconsin.

To receive additional copies of this publication, send your request to info@wicenterfornursing.org.

Wisconsin 2015 LPN Workforce Survey

Licensed Practical Nurses by Age (n=11,158)



Source: Wisconsin 2015 Licensed
Practical Nurse Workforce Survey



At a Glance Information

Total valid online survey respondents
% of Applicable respondents

Total Survey Response n = 12,987* **11,158** **100**

Gender (n=11,158)		
Female	10,582	94.8
Male	576	5.2

Race/ethnicity (n=11,158)**		
White	10,085	90.4
Black/African American	665	6.0
Hispanic	243	2.2
Asian	141	1.3
American Indian or Alaska Native	45	0.4
Native Hawaiian or Other Pacific Islander	7	0.1
Two or More Races	215	1.9

Age distribution (n=11,158)		
Less than 25	180	1.6
25-34	1,793	16.1
35-44	2,061	18.5
45-54	2,404	21.5
55-64	3,644	32.7
65 and older	1,076	9.6

Holds at least one current certification:
2,793 / 25.0%
Has training in emergency response:
7,215 / 64.7%

(n=11,158)

Number of years in current primary job: **9.78**
Average years of LPN experience: **18.39**

(n = 8604)

Employment status (n=11,158)		
Actively working as a nurse	8,353	74.9
Actively working in health care, not nursing	765	6.9
Actively working in another field	502	4.5
Unemployed, seeking work in nursing	340	3.0
Unemployed, seeking work in another field	36	0.3
Unemployed, not seeking work	365	3.3
Retired	797	7.1

Age 55 & over by work setting (36.9)		
Extended Care (Nursing Home, Assisted Living, etc.)	1,126	35.5
Ambulatory Care (Outpatient, Clinic, Surgical Center)	971	30.6
Hospital (Acute Care, AODA)	378	11.9
Home Health (Private Home)	274	8.6
Public Health/Community Health/School Health	122	3.8
Other	304	9.6

Wisconsin Labor Market

Total valid online survey respondents
% of Applicable respondents

Primary place of work in Wisconsin (n=8,376)

Extended Care (Nursing Home, Assisted Living, etc.)	3,543	42.3
Ambulatory Care (Outpatient, Clinic, Surgical Center)	2,499	29.8
Hospital (Acute Care, AODA)	796	9.5
Home Health (Private Home)	579	6.9
Public Health/Community Health/School Health	328	3.9
Other	631	7.5

Provides direct patient care in primary job:
7,388 / 85.9%

Average number of years has provided direct patient care:
16.7

(n = 11,158)

Enrolled or planning to enroll in further nursing education in the next two years: **3,970 / 35.6%**

Plans to leave DPC in Wisconsin (n=7,213)

Less than 2 years	449	6.2
2-4 years	1,141	15.8
5-9 years	1,431	19.8
10-19 years	1,675	23.2
20-29 years	1,102	15.3
30 or more years	1,207	16.7

Has at least two jobs:
1,405 / 16.3%

(n = 8604)

Plans to leave direct care workforce in next 10 years: **3,709 / 50.2%**

(n = 7,388)

Highest degree held in nursing (n=11,158)

Diploma in Nursing	10,506	94.2
Associate Degree in Nursing	640	5.7
Bachelor Degree in Nursing or higher	12	0.1

Plans for further education in nursing (n=11,158)

Currently enrolled in an associate degree nursing program	1,264	11.3
Currently enrolled in a bachelor degree nursing program	131	1.2
Currently enrolled in a nursing graduate degree program	5	0.0
Currently enrolled in a non-degree certification program	37	0.3
Plan to pursue further nursing education in next two years	2,533	22.7
No plans for additional nursing education	7,188	64.4

*Online responses = 11,750 Paper responses = 1,237

Online surveys after data cleaning to promote validity of analysis = 11,158

**Respondents identified their race and ethnicity separately so the percentages exceed 100%

Source: Wisconsin 2015 Licensed Practical Nurse Workforce Survey