



**School of Nursing**  
UNIVERSITY OF WISCONSIN-MADISON

# 2019 LPN Survey Results

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# Data Collection and Management

9,568 Surveys Used  
(10,512 total)



Exclusions (1,085)

Paper

Neither living nor  
working in  
Wisconsin

Improbable  
responses



## Wisconsin LPNs: Work Status



### Residence

	N	%
Wisconsin	9,337	97.6
Live and work outside Wisconsin	231	2.4

### Work Status

Work in Wisconsin	7,232	75.6
Work outside Wisconsin	201	2.1
Not currently employed	2,263	21.9

## Wisconsin LPNs: A Snapshot

Gender	Number	%
Female	9,051	94.6
Male	517	5.4
Mean Age		
49.5		



## Are We Becoming More Diverse?



<b>Gender</b>	<b>2011</b>	<b>2019</b>
Female	95.6 (2013)	94.6%
Male	4.4 (2013)	5.4%
<b>Ethnicity/Race</b>		
White	91.1%	87.7%
Black/ African American	6.1%	6.4%
Hispanic	1.8%	2.8%
Asian	1.0%	1.7%
Native American	1.1%	0.6%

Race and Ethnicity: How Aligned are LPNs with Wisconsin Population?



Race/Ethnicity	Number	LPNs	Wisconsin Population
White	8,388	87.7%	87.1%
Hispanic	269	2.8%	6.9%
Black/African	616	6.4%	6.7%
Asian	166	1.7%	3.0%
Native American	58	0.6%	1.2%
Hawaiian/Pacific Islander	7	0.1%	0.1%
<b>Speak A Second Language</b>			
Yes	785	8.2%	
No	8,783	91.8%	

## Highest Nursing Degree Earned



<b>Degree</b>	<b>2015</b>	<b>2019</b>
Diploma	94.0%	93.0%
Associate	5.7%	6.6%
BSN	0.1%	0.1%

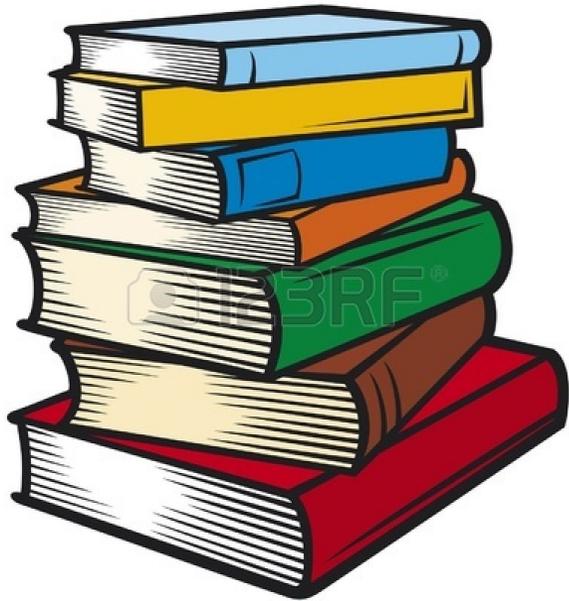
# Plans to Continue Education

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<b>Educational Plans</b>	<b>2011</b>	<b>2013</b>	<b>2015</b>	<b>2019</b>
<b>No plans</b>	<b>67.7%</b>	<b>63.5%</b>	<b>64.4%</b>	<b>66.4%</b>
<b>In next 2 years</b>	<b>18.3%</b>	<b>23.3%</b>	<b>22.7%</b>	<b>20.7%</b>
<b>Enrolled associate degree</b>	<b>12.3%</b>	<b>11.7%</b>	<b>11.3%</b>	<b>11.3%</b>
<b>Enrolled BSN</b>	<b>1.2%</b>	<b>0.9%</b>	<b>1.2%</b>	<b>1.2%</b>



# Barriers to Continuing Education



Barrier	Percent
Lost work time/benefits	34
Tuition, books	33
None	28
Family/personal	23

# Compensation Received

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<b>Benefits</b>	<b>% yes</b>
<b>Retirement</b>	<b>73.1%</b>
<b>Dental plan</b>	<b>76.5%</b>
<b>Personal health insurance</b>	<b>72.3%</b>
<b>Family health insurance</b>	<b>68.1%</b>
<b>Tuition reimbursement</b>	<b>39.1%</b>
<b>Fitness center</b>	<b>25.6%</b>
<b>Scheduling flexibility</b>	<b>27.1%</b>
<b>None</b>	<b>14.7%</b>

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# Current Employment

EMPLOYMENT	2013	2015	2019
Active as a nurse	75% (8,423)	74.9% (8,353)	77.6 (7,427)
Retired	5.9% (660)	7.1% (797)	8.0% (762)
Unable to return	10.8% (280)	13.8% (311)	14.5% (309)



# Primary Work Setting

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<b>Extended Care</b>	<b>Ambulatory</b>	<b>Hospital</b>	<b>Home Health</b>	<b>Public Health</b>
<b>42.8%</b> <b>(3,192)</b>	<b>31.3%</b> <b>(2,317)</b>	<b>7.5%</b> <b>(561)</b>	<b>6.8%</b> <b>(506)</b>	<b>4.4% (320)</b>
<b>(1/3 &gt; 55yr)</b>				



# Populations with Projected Increasing Needs

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- Older adults
- People with dementia
- People with intellectual/physical disabilities
- People living in rural communities



# Aging of Wisconsin's Population



# Long Term Care Workforce Vacancies



- All Caregivers 20,655 vacancies  
(2018-16,500)
- All Caregivers 25% vacancy rate  
(2020-42%, 2018-30% of providers)
- All Caregivers 30% vacancy rate  
(2020-30%, 2018-20% of providers)
- Licensed Caregivers 22% vacancy rate

WHCA, LEADINGAGE, WALA, Disability Service Provider of New York;2020

# An Adequate Workforce: Challenges

Reason Unable to Recruit/Retain	Agreement
Competing with Non-Health Jobs	50% (9,700 gone)
Wages: Medicaid/Family Care Reimbursement	50%
No Applicants!	70%
Leaving after Orientation	Staffing, resources, climate

WHCA, LEADINGAGE, WALA, Disability Service Provider of New York;2020

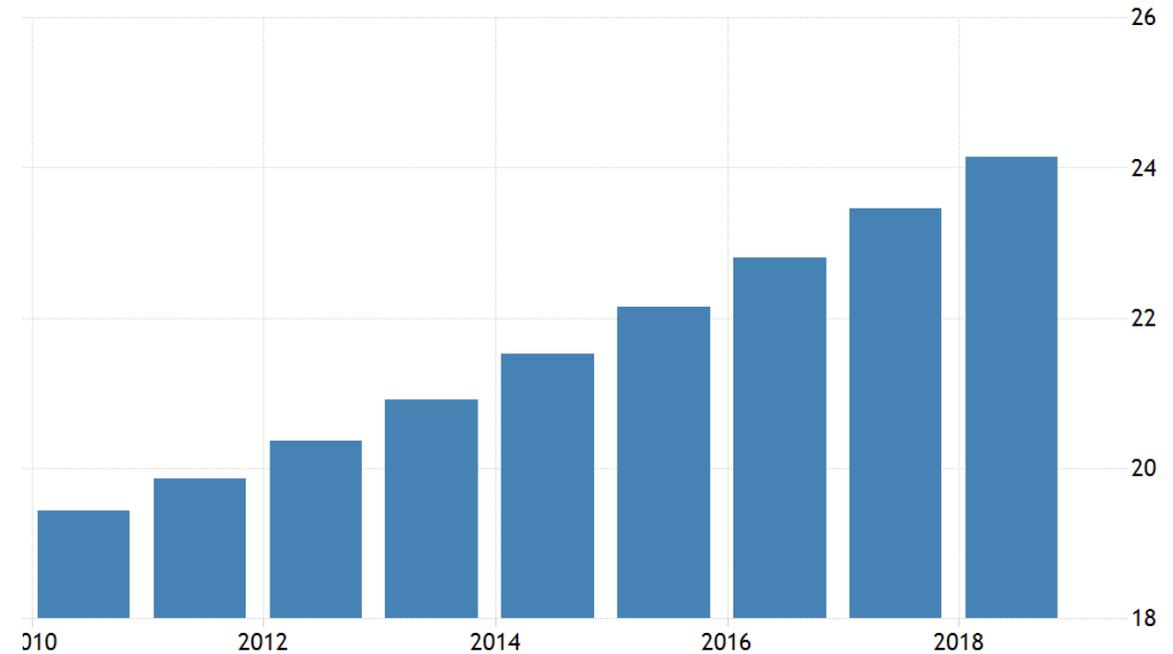


# Dependency Ratio: Old Age/Working age

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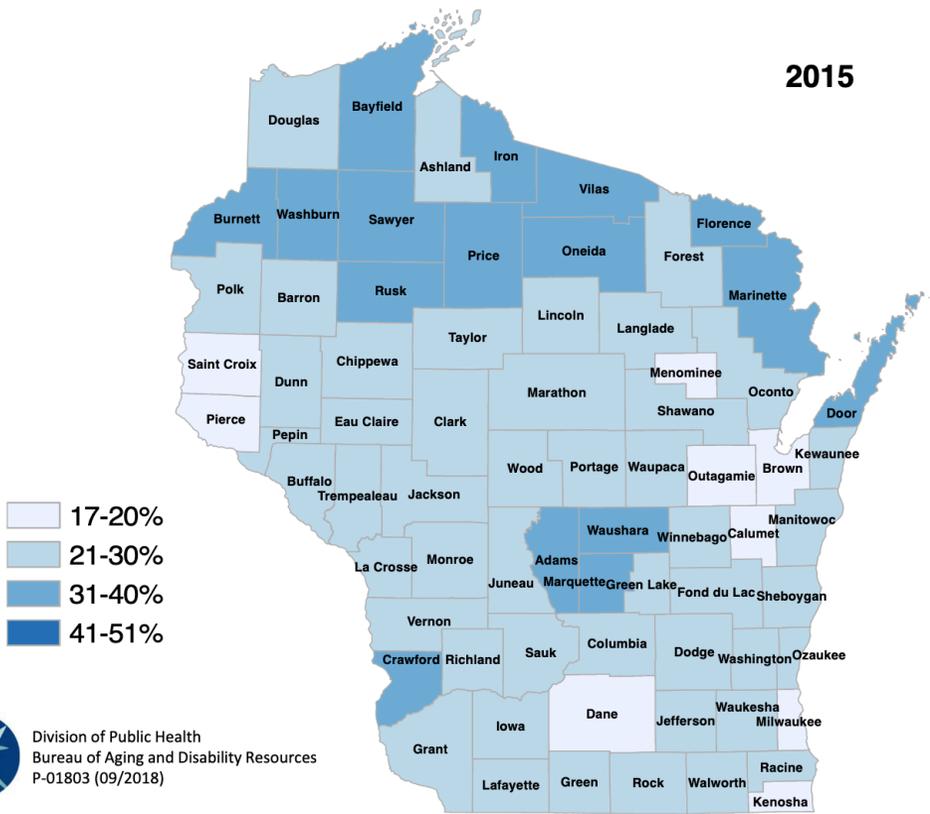
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### Percent of the Projected Population Ages 60 and Older, 2015-2040

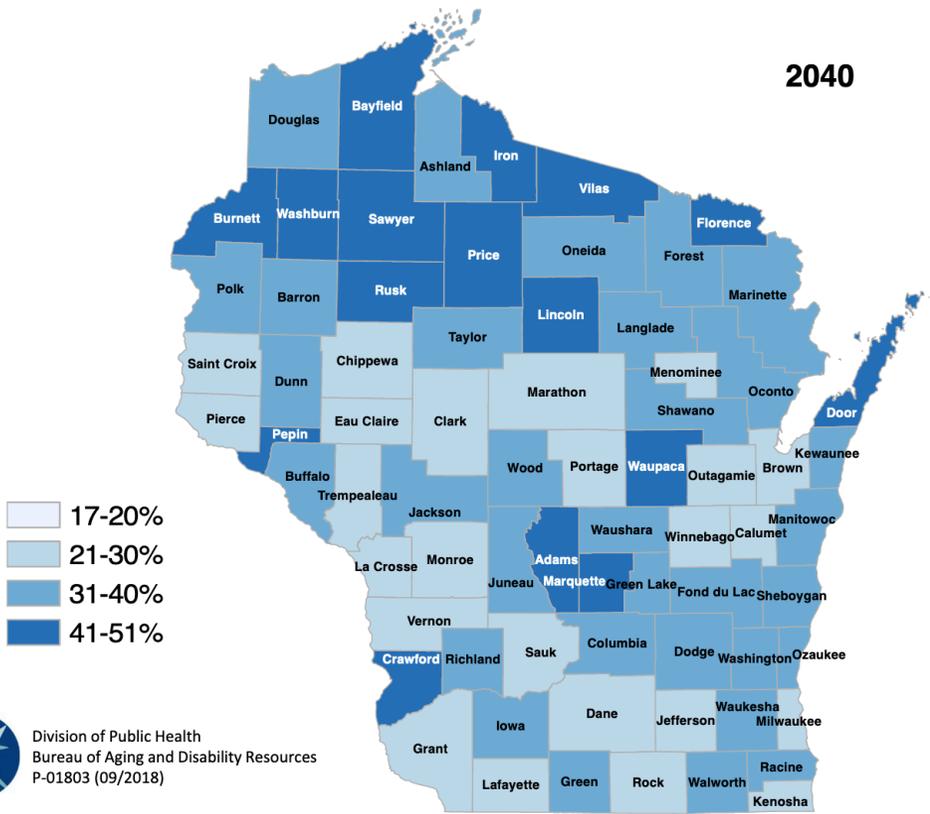


 Division of Public Health  
Bureau of Aging and Disability Resources  
P-01803 (09/2018)

Source: Wisconsin Department of Administration, Demographic Services, 2010-2040 Population Projections, Vintage 2013

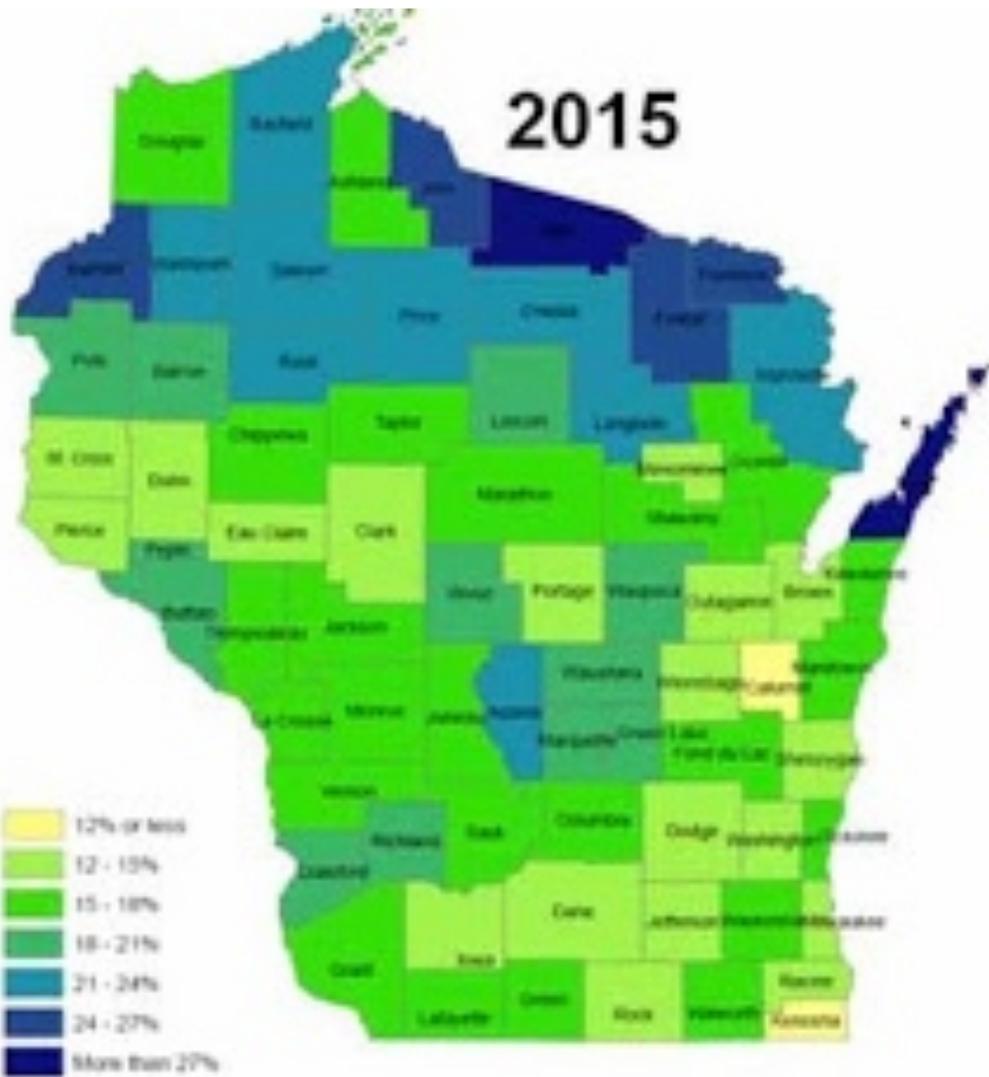


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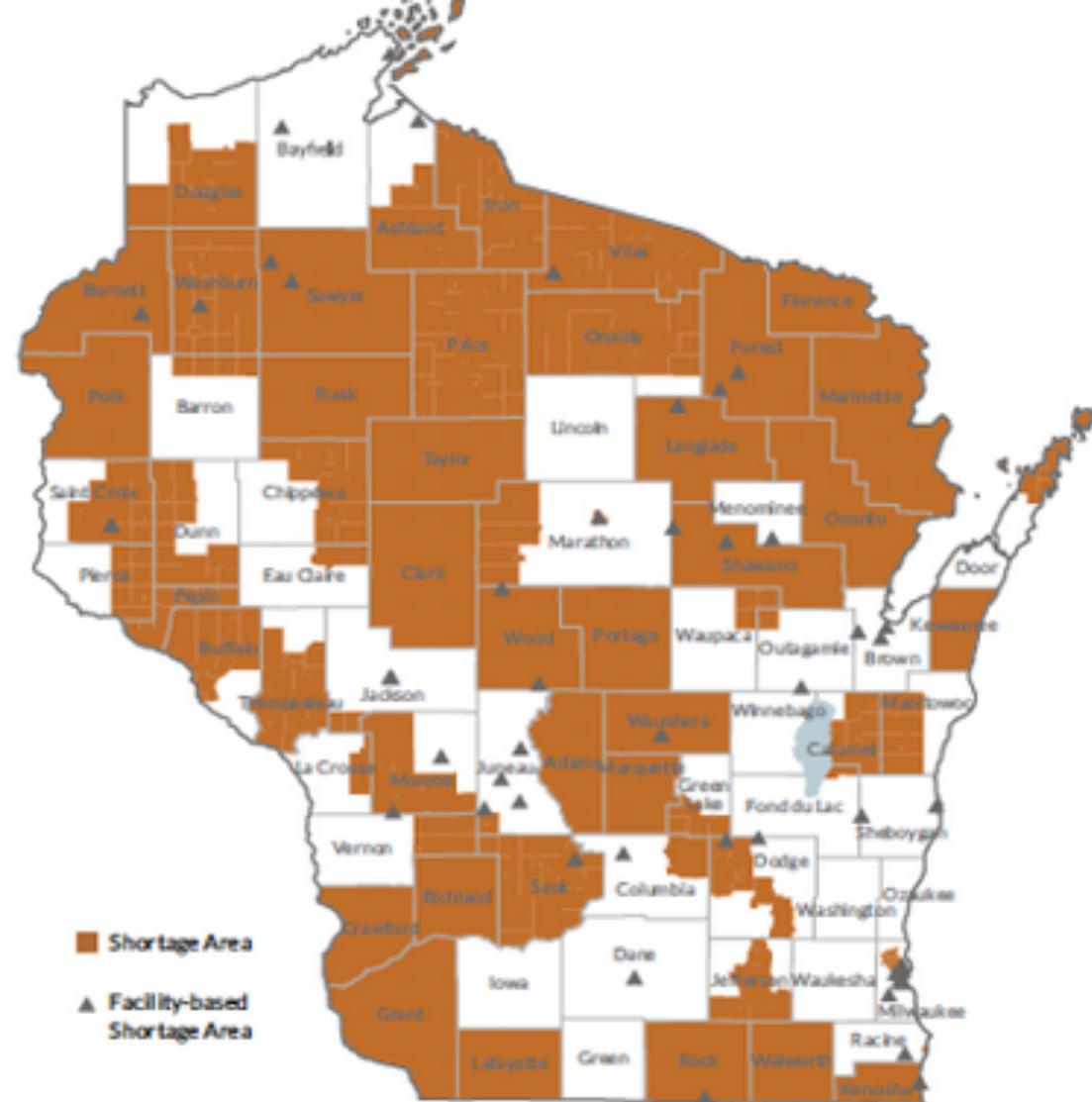




**Population age 65+:darker = higher percentage 65+**

# Workforce Shortage Areas: Rural Wisconsin

## Health Professional Shortage Areas *Primary Health Care*



To determine if a specific location has a HPSA designation, visit [HPSA Find](#).

Source: Health Resources and Services Administration, Geospatial Data Warehouse, Feb 2020.



WISCONSIN OFFICE OF  
Rural Health



# Currently Working in Rural Regions

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2015	2017	2019
35.8%	34.9%	34.9%



# Recommendations: Unchanged

Recruit, and retain a diverse workforce

Increase wages

Support return to school for higher degree

- Set a target

- Scholarships, loan forgiveness, stipends

- Collaboration between technical college and BSN programs

Support language acquisition

Improve appeal/knowledge base for long term care

Improve preparation, support and incentives for rural practice

Improve training and compensation for CNAs in nursing homes

