Advance Practice Registered Nurses Working in Vermont 2019

2019 BOARD OF NURSING RELICENSURE SURVEY
Summary prepared by: University of Vermont AHEC Nursing Workforce, Research, and Development

Background

This summary provides supply information for Advanced Practice Registered Nurses (APRN) working in Vermont in 2019.

Methods

During February to March 2019, APRNs in Vermont were required to answer survey questions as part of their relicensure application. The data were prepared for analyses by the Vermont Department of Health; this analysis was done by UVM AHEC. The number of APRNs who completed a relicensure survey in spring 2019 was 912 (response rate 99.9%); this report analyzed only APRNs who reported that they were currently working in the state of Vermont (n=746).

Demographics

Gender

Female (657)	88%
Male (84)	11%
Unreported (4)	0.5%
Other (1)	0.1%

88% Female
11% Male
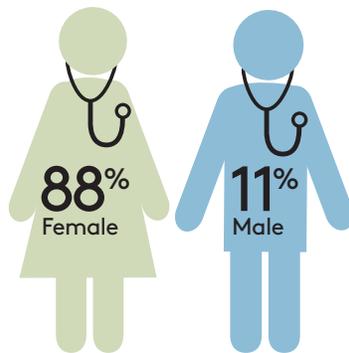
Age

Average age	49 years
Mode	35 years
Range	27-84 years

Race/Ethnicity

White	94.1%
Hispanic	1.4%

Education (Highest degree in nursing)

Undergraduate nursing degree with certificate	Diploma (1)	0.1%
	ADN (7)	1%
	BSN (10)	1%
Graduate degrees in nursing	MS (609)	82%
	DNP (63)	8%
	PhD (7)	1%
Other degrees with certification: (43)		6%
Missing: (6)		1%

Currently enrolled (31)	4.2%
Post-Master's certificate (5)	0.6%
DNP program (19)	2.5%
Other (7)	0.9%
Missing (7)	0.9%
Master's, MBA, PhD (0)	0%

Type of APRN *(dual certification is possible)*

Certified Registered Nurse Anesthetist 7.4% (n=55)
Certified Nurse Midwife 7.5% (n=56)
Clinical Nurse Specialist 4.2% (n=31)
Nurse Practitioner 82.2% (n=613)
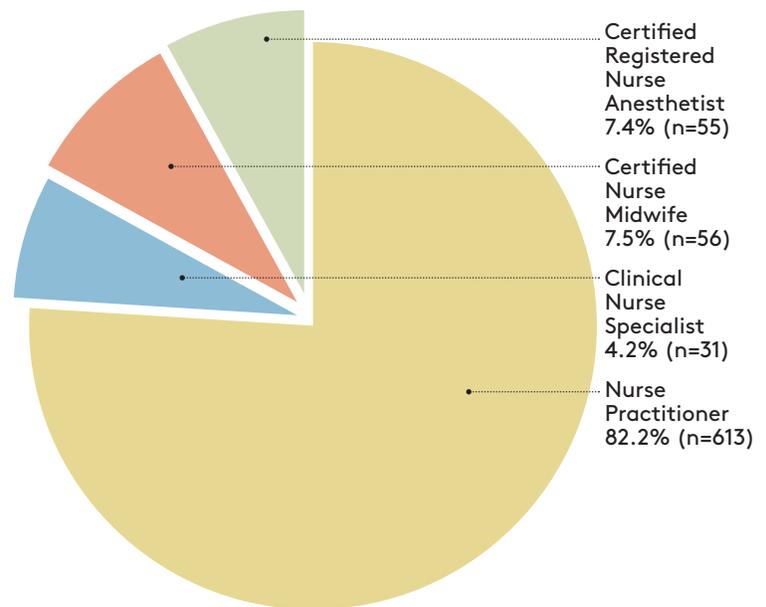
Area of Credentials *(dual credentials are possible)*

Family (344)	46%
Adult (163)	22%
Psych/Mental Health (81)	11%
Adult/Gerontology (70)	9%
Midwifery: Full Scope (52)	7%
Anesthesiology (54)	7%
OB/Gyn: Women's Health (40)	5%
Pediatrics (30)	4%
Acute/Emergency Care (22)	3%
Neonatal (12)	2%
Medical/Surgical (2)	0.3%

APRN Employment

Mean years worked as an APRN in Vermont	9.6 years
Median	6 years
Range	<1-48 years
Working in Vermont 1 year or less	15.7%
Working full-time in patient care at their primary practice site (358)	48%
Working part-time in patient care across all practice sites (348)	47%
Working full-time with Faculty, Administrative, Research or other titles (44)	6%
Working Per Diem (163)	22%
Working as a traveler (206)	28%
Working in a second practice site (92)	12%
Working in a third practice site (10)	0.1%
Report having hospital privileges (259)	35%

163 report working outside of Vermont as an APRN

Setting of Primary Position

Physician/APRN Practice (170)	23%
Community Health Center (106)	14%
Hospital: Outpatient (86)	12%
Hospital (83)	11%
Hospital: Inpatient (68)	9%
Mental Health Center (30)	4%
Independent APRN Practice: Group (29)	4%
Independent APRN Practice: Solo (23)	3%
Urgent Care (26)	3%
Other Setting (22)	3%
School or College Health Service (19)	3%
Nursing Home/Extended Care (17)	2%
Home Health (14)	2%
Occupational Health (13)	2%
Telehealth (12)	2%
Emergency Department (7)	1%
Correctional Facility (6)	1%
Public Health (6)	1%
School of Nursing (3)	0.4%
Missing (6)	0.4%

Direct Patient Care at Primary Site by APRNs

Do you accept new patients here (557)	75%
Do you participate in Medicaid here (559)	75%
Do you accept new Medicaid patients here (535)	72%
Do you participate in Medicare here (524)	70%
Do you accept new Medicare patients here (499)	67%

Discussion of These Findings

According to the Vermont Department of Labor's projections for 2018-2020[1], nurse practitioners are ranked 9th on the list of the top 50 occupations and will see an annual growth rate of 2.7% (42 annual openings per year). This projection matches well with the increase in the supply of APRNs that have been seen over the last decade: 24% (129) more than 2017 and a 207% (319) increase since 2009. In terms of serving Vermont's primary care population, the AHEC Vermont Primary Care Workforce Snapshots from 2008 and 2019 found the MD workforce shrink (-9%) and the APRNs, Certified Nurse Midwives and Physician Assistants working in primary care settings increased by 29%.

In comparison to previous years, this analysis found an increased number of APRNs in their late 30s and early 40s. There is also an indication that the DNP degree holders are younger. Although the average age has not changed, this may indicate younger APRNs are entering the workforce rather than postponing further education in the child-bearing years. In keeping with the Future of Nursing recommendations[2], the entire Vermont nursing workforce has experienced slow but steady educational progression; now 52% are prepared at BS or higher, and doctoral degree holders have doubled in recent years.

One curious finding is the increase in per diem (22%, up from 9%) and traveling APRNs (28%, up from 3%) compared to 2017. There has also been an increase in hospital affiliated work (29% since 2017). These findings are consistent with the evolving roles and new opportunities for APRNs in many settings during this time of health systems changes. As suggested by Xue, Ye, Brewer, and Spetz[3] the Vermont Board of Nursing's support of full practice authority for nurse practitioners in 2011, may have contributed to the growth of APRNs choosing to practice in Vermont, as well as contributing to expanding health care utilization, particularly among rural and underserved populations.

1 *Vermont Department of Labor. (2019). Vermont Short Term Employment Projections 2018-2020*

2 *Institute of Medicine. (2011).* The Future of Nursing: Leading Change, Advancing Health. *Washington DC: National Academy of Sciences. Retrieved from www.vtlmi.info/projst.pdf*

3 *Xue, Y., Ye, Z., Brewer, C., & Spetz, J. (2016). Impact of state nurse practitioner scope-of-practice regulation on health care delivery: Systematic review.* Nurs Outlook, 64(1), 71-85. doi:10.1016/j.outlook.2015.08.005

For more details, contact: Mary Val Palumbo DNP, APRN
(802) 656-0023 | email: mpalumbo@uvm.edu
Visit **www.vtahec.org** to download workforce reports.