

# 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 Registered Nurses working in Vermont in 2019.

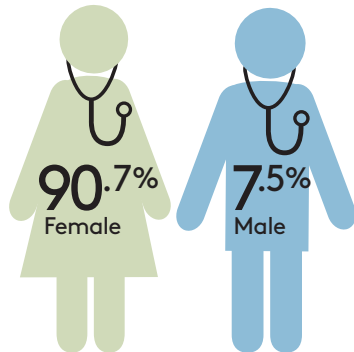
### Methods

In February and March 2019, registered nurses (RNs) in Vermont were required to answer workforce survey questions as part of their relicensure application. These questions were embedded into the electronic relicensure system. The data were prepared for analyses by the Vermont Department of Health. The number of registered nurses who completed a relicensure survey in spring 2019 was 11,966 (response rate 98%); this report analyzed only data from RNs who reported currently working in the State of Vermont or with Vermont residents (n=9,502). Advanced practice registered nurses (n=310) who answered this survey were removed and added to the APRN survey.

### Demographics

#### Gender

Female	90.7%
Male	7.5%
Other/Unreported	1.8%



#### Age

Average age	48 years
Mode	61 years
Range	20-93 years

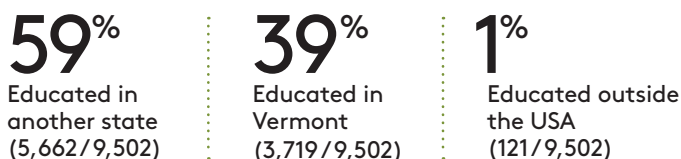
#### Race

White	89.4%
Prefer not to answer	3.8%
Black or African American	3.3%
Asian	1.7%
American Indian or Alaska Native	0.8%
Other	0.9%
Native Hawaiian or other Pacific Islander	0.1%

#### Ethnicity

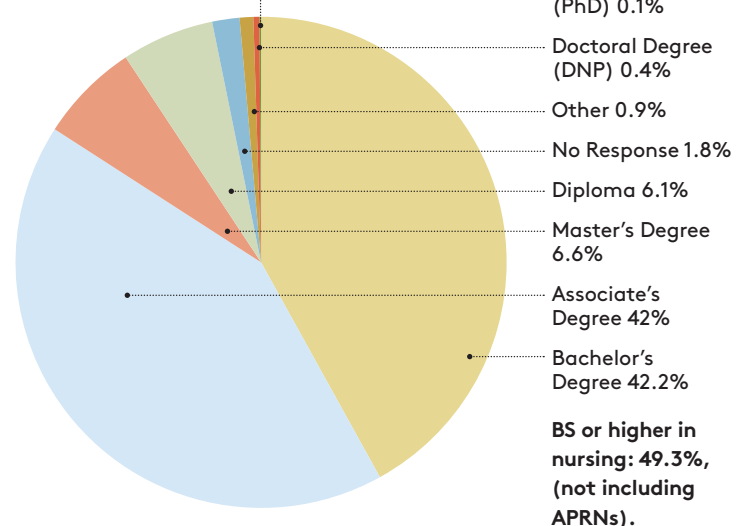
Hispanic, Latino/a or Spanish origin	2.3%
No	92.9%
Prefer not to answer	3.6%
Missing	1.1%

### Education



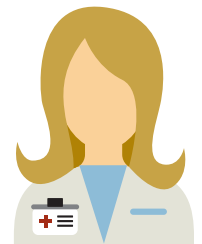
### Highest Degree in Nursing

(n=9,520)



### Currently Enrolled in Nursing Programs: 11.8%

Not enrolled (8,246)	86.8%
Bachelor's Program in Nursing (557)	5.9%
Master's Program in Nursing (367)	3.9%
Missing (142)	1.5%
Doctoral Degree Program: DNP (108)	1.1%
Doctoral Degree Program: PhD (7)	0.1%
Certification Programs (75)	0.8%



### Practice

Range of years worked as an RN	0-70 years
Average	19 years
Mode	10 years
Actively practicing as an RN in only one state	89%

### Employment Status as an RN (may choose more than one)

Actively working in a nursing position – part or full-time (7,065)	75%
Working in telehealth / as a telephonic nurse serving Vermont residents (2,429)	25%
Working per diem as a nurse (1,545)	16%
Traveler (250)	3%
Working in a field other than nursing (53)	0.6%
Working in nursing as a volunteer only (53)	0.5%
Retired (42)	0.4%

## Primary Practice Setting

Hospital: Inpatient (2,119)	22.3%
Telehealth/Telephonic (2,020)	21.3%
Hospital: Inpatient and Outpatient (1,197)	12.6%
Physician Practice/Doctor's Office (642)	6.8%
Nursing Home/Extended Care/Assisted Living Facility /Residential Care/Hospice (613)	6.5%
Home Health (593)	6.2%
Hospital: Outpatient (435)	4.6%
Emergency Room (343)	3.6%
School Health Service (339)	3.6%
Other Setting (271)	2.9%
Insurance Claims/Benefits (185)	1.9%
Community Health (138)	1.5%
School of Nursing (116)	1.2%
Mental Health Center (109)	1.1%
Public Health (94)	1.0%
Government (60)	0.6%
Urgent Care/Walk-in (40)	0.4%
Substance Abuse Treatment Clinic (32)	0.3%
Correctional Facility (31)	0.3%
Missing (31)	0.3%
Adult Day Program (23)	0.2%
Employee/Occupational Health (23)	0.2%
College Health Service (21)	0.2%
Seasonal Camp (18)	0.2%
Dialysis (9)	0.1%

## RN Specialties

Case Management	10.3%
Telehealth	9.6%
Other	9%
Acute Care/Critical Care	8%
Medical	7%
Geriatrics/Gerontology	5.5%
Psychiatric/Mental Health/Substance Abuse	5%
Women's Health/Maternal-Child/Gynecology	4.8%
Trauma/ER/Urgent Care	4%
Adult Health	3.9%
Family Health	3.8%
Home Health	3.6%
Preoperative/Postoperative/Perioperative/PACU	3.3%
School/College Health	3.3%
Pediatrics	3.1%
Surgery/Operating Room	3%
Cardiology	2.3%
Oncology	2.2%
Rehabilitation	2%
Hospice	1.5%
Public Health	1.1%
Occupational Health	1%
Community	1%
Neonatal	0.9%
Dialysis	0.4%
Missing	0.3%
Palliative Care	0.1%

## Employment Characteristics

Working full time in patient care at all practice sites	46%
Working part time in patient care at all practice sites	29%
Working full time in administration, teaching, research, supervision or other at all practice sites	17%
Work at a second practice site in Vermont	7%
Work at a third practice site in Vermont	0.5%

## Primary Position Title

Staff Nurse: Patient Care (5,723)	60.2%
Health-Related (1,965)	20.7%
Nurse Manager (964)	10.1%
Consultant (321)	3.4%
Nurse Faculty (239)	2.5%
Nurse Executive (207)	2.2%
Nurse Researcher (37)	0.4%
Non Health-Related (22)	0.3%
Missing/No Response (24)	0.2%



## Discussion of These Findings

In the past decade, the VT nursing workforce has progressed in educational attainment. Vermont nurses with bachelor's degrees or higher in nursing increased to 49% (52% including APRNs), compared to 41% in 2009; furthermore, doctoral degrees have increased by 2%. The number of nurses who are currently enrolled in nursing education programs has also increased to 12% from 7% in 2009.

An increase in the diversity of the nurse workforce was seen in 2019 with 89% who report race as white versus 94% in 2009. Work settings have also been changing; growth has been seen in the numbers of nurses employed by community, mental health, substance abuse, and insurance/benefits settings. The trend of "telehealth/telemedicine," which was not even identified a decade ago, now accounts for 21% of the primary work settings reported. Inpatient hospital employment continues to decline, now to about 35%, which includes the nurses who work both inpatient and outpatient.

Even with appropriately 3,000 more nurses (compared to 2009) who work in Vermont or serve Vermont residents via telehealth, concerns persist about nursing shortages because of Vermont's aging demographic. Certain settings and specialties are particularly susceptible to shortages; for example, an increase in the overall number of traveling nurses (+184) is noted over the past 2 years. In the future, shrinkage of VT's nurse workforce will likely happen because of these factors: the number of nurses who were educated in VT and have chosen to stay declined by 5% since 2017; the most commonly reported age of a Vermont nurse was 61 years; fewer are working full-time in patient care (46%); and more are working in other states in addition to Vermont (11%). Vermont's nurse leaders and educators have proven to be flexible and innovative in the past and this will continue to be important as the future of Vermont nursing workforce is shaped to meet challenges ahead.

For more details, contact: Mary Val Palumbo DNP, APRN  
(802) 656-0023 | email: mpalumbo@uvm.edu  
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