

Health Care Provider Vacancy Data:

Number of licensed professionals working in Vermont:

Clinician Type	Licensed and employed in Vermont
Mental Health Counselors	618
Licensed Nursing Assistant (LNA)	3394
Licensed Practical Nurse (LPN)	1324
Registered Nurse (RN)	9502
Advanced Practice Registered Nurse (APRN)	746
Physicians Assistants (PA)	355
Primary Care Physicians	520
Physicians (total)	2182

*Data from AHEC and Vermont Department of Health (VDH)

Vermont Talent Pipeline Management Survey:

Clinician Type	Total Vacancies	Vacancy Rate	Turnover Rate
Personal Care Attendant (PCA)	491	-	-
Licensed Nursing Assistant (LNA)	996	-	-
Licensed Practical Nurse (LPN)	332	-	-
Registered Nurse (RN)	1748	-	-

*Survey includes 17 of 17 hospitals, 4 of 38 nursing facilities, 5 of 112 residential care homes, 3 of 11 FQHCs, and 3 of 10 Home Health Agencies

AHEC Primary Care Practitioner Snapshot:

Clinician Type	VT FTEs	National Benchmark	Supply to Benchmark FTEs
Primary Care Physicians	431.55	502.05	-70.5
Primary Care APRNs, CNMs, PA-Cs	230.88	167.32	63.56

Long Term Care Facilities:

Clinician Type	Total Vacancies	Vacancy Rate	Turnover Rate
Personal Care Attendant (PCA)	44	9.7%	52.1%
Licensed Nursing Assistant (LNA)	311	20.3%	45.2%
Licensed Practical Nurse (LPN)	143.1	29.3%	34.5%
Registered Nurse (RN)	73	17.1%	31.4%

*45 of 157 facilities reporting (25 skilled nursing facilities, 15 residential care homes, 5 facilities licensed for both SNF/RC)

*Data collected by Vermont Health Care Association

Home Health Agencies:

Clinician Type	Total Vacancies	Vacancy Rate	Turnover Rate
Personal Care Attendant (PCA)	241	26%	50%
Licensed Nursing Assistant (LNA)		27%	40%
Licensed Practical Nurse (LPN)	145.5	23%	20%
Registered Nurse (RN)		23%	22%

*10 of 10 agencies reporting vacancy totals. Note that vacancies are broken into two categories: PCA/LNA and LPN/RN.

*9 of 10 agencies reporting vacancy rate/turnover rate

*Data collected by VNAs of Vermont and BAYADA

Designated and Specialized Service Agencies:

Clinician Type	Total Vacancies	Vacancy Rate	Turnover Rate
Bachelor's	-	12.0%	-
Master's non-licensed	-	11.3%	-
Master's w/ licensed	-	18.6%	-

Service Category	Total Vacancies	Vacancy Rate	Turnover Rate
Developmental Services	-	-	28%
Mental Health	-	-	26%
Administrative	-	-	24%

*All Agencies Reporting

*Data collected by Vermont Care Partners