

# Registered Nurses Working in Vermont 2021

## 2021 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 2021.

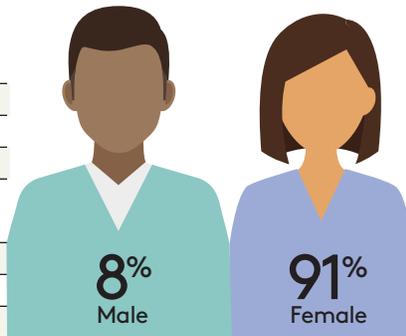
### METHODS

In February and March 2021, 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 Vermont Department of Health prepared the data for analyses. The number of registered nurses who completed a relicensure survey in spring 2021 was N=14,206 (response rate 92%); this report analyzed only data from RNs who reported currently working in the state of Vermont (7,101) or with Vermont residents via telehealth (3,626) for a total of n=10,727 in this report.

### DEMOGRAPHICS

#### Gender

Female	91%
Male	8%
Other/Unreported	1.3%



#### Age

Average age	48 years
Median	48 years
Range	21-96 years

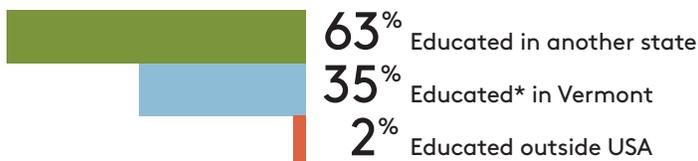
#### Race (n=10,727)

White	86%
Prefer not to answer	5%
Black or African American	5%
Asian	2%
Other and multiple races	2%
American Indian or Alaska Native	<0.1%
Native Hawaiian or other Pacific Islander	<0.1%

#### Ethnicity

Hispanic, Latino/a or Spanish origin	3%
Non-Hispanic	93%
Prefer not to answer	4%

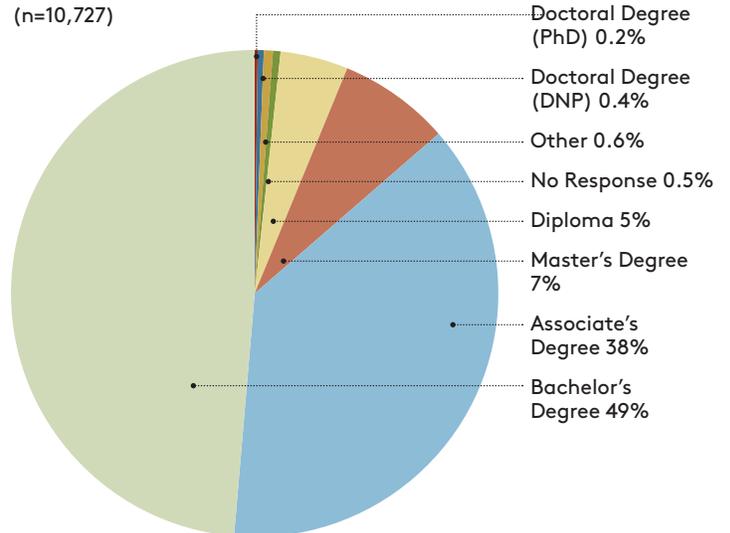
### EDUCATION



\*Location of program qualifying respondent for RN licensure.

### HIGHEST DEGREE IN NURSING

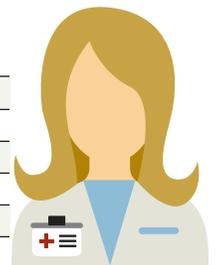
(n=10,727)



BS or higher in nursing (not including APRNs): 57%

### CURRENTLY ENROLLED IN NURSING PROGRAMS

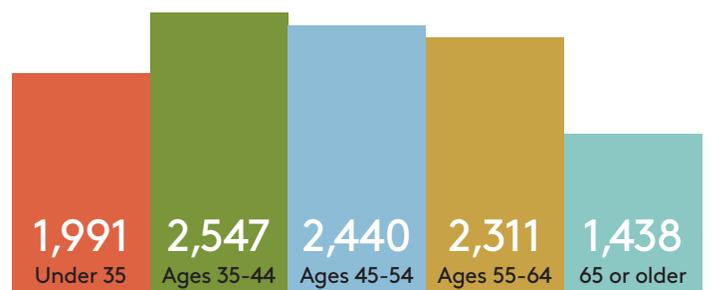
Bachelor's Program in Nursing (485)	4.3%
Master's Program in Nursing (451)	4.2%
Doctoral Degree Program: DNP (114)	1.1%
Other/Certification Programs (74)	0.7%
Missing (48)	0.5%
Doctoral Degree Program: PhD (9)	0.1%



### PRACTICE

Range of years worked as an RN	0-70 years
Average	9.4 years
Median	5 years

### FREQUENCY OF AGE GROUP



## EMPLOYMENT CHARACTERISTICS

Working in VT one year or fewer (370)	3.5%
Working full-time at primary site (2,316)	21.6%
Working part-time at all sites (8,224)	76.7%
Working full-time in admin, supervision, research, teaching, etc. (965)	9%
Working per diem at primary site (1,178)	11.3%
Working as a traveler at primary site (276)	2.7%
Working in a second practice site (549)	5.1%
Working in a third practice site (48)	0.5%
Working in a fourth practice site (8)	0.1%

## PRIMARY PRACTICE SETTING

Telemedicine/telehealth (3,269)	30.5%
Inpatient: hospital (2,086)	19.5%
Hospital (1,159)	10.8%
Ambulatory (624)	5.8%
Extended care/Nursing home (547)	5.1%
Home health (540)	5%
Emergency room (397)	3.7%
Outpatient: hospital (382)	3.6%
School (321)	3%
Insurance (292)	2.7%
Community health center (143)	1.3%
Other setting (577)	5.4%
Public health (97), Academic setting (92), Mental health (80), Walk-in (40), Correctional (28), College (23), Camp (21), Missing (9)	<1%

## RN SPECIALTY AT PRIMARY SITE

	ACTIVE (N=7,101)	TELEHEALTH (N=3,710)
Case management	3.5%	34.8%
Medical/Surgical	10%	0.6%
Acute/critical care	9.1%	0.7%
Geriatric	6.6%	1.6%
Trauma/Emergency room	5.9%	1.4%
Women's health	5.4%	2.1%
Family health	4.2%	3.5%
Adult health	3.4%	5.1%
Mental health	5.2%	0.7%
Home health	4.3%	0.4%
Perioperative	4.4%	<0.1%
School health	4.2%	<0.1%
Operating room/Surgery	4.1%	<0.1%
Oncology	2.3%	2.8%
Pediatrics	3%	1.2%
Hospice	2.1%	1.6%
Cardiology	2.6%	0.2%
Public health	1.4%	1.3%
Community health	1.4%	1%
Rehabilitation	1.8%	0.2%
Occupational	0.5%	0%
Other specialty	13.5%	37.6%

Note: Less than 1%: Neonatal (87), Palliative (17), Missing (9). Eighty-four (84) RNs reported both Active and Telehealth work in Vermont, which is why the individual rows for Active and Telehealth do not sum to the total.

## PRIMARY POSITION TITLE (Active and Telehealth)

Staff nurse: patient care (6,277)	58.5%
Other: health related (2,314); non health related (30)	21.6%
Nurse manager (1,160)	10.8%
Consultant (377)	3.5%
Nurse: faculty (309); executive (207); researcher (44)	5.2%
Missing (9)	0.1%

## REASON NOT CURRENTLY WORKING AS NURSE

Response from ALL (n=14,206)	n=
Taking care of home and family	261
Difficulty in finding a nursing position	54
In school	35
Disabled	15
Inadequate salary	8
Other (responses that reference COVID or pandemic = 44)	304

## DISCUSSION

To honor of the 200th anniversary of Florence Nightingale's birth and to advance nurses' vital role in transforming health care around the world, the World Health Organization (WHO) and the American Nurses Association declared 2020 the International Year of the Nurse and the Midwife (and then extended it to 2021). However, no one knew that a pandemic would bring the work of nurses into the public eye in such a vivid way. In Vermont, the COVID-19 pandemic caused fear, uncertainty, courage, resilience and resolve among nurses from new graduates to retirees who stepped up and met challenges in a variety of work and volunteer settings. Public health and long term care nurses were first to spring to action; hospital nurses moved swiftly to adapt to COVID-19 realities and provide care and comfort. Vermont nurses in all settings pivoted to adjust to new demands, models of care and safety protocols. The result of the work of nurses and the entire health care team was Vermont's vaccination rate >80%, and a #1 ranking for the safest state during COVID-19 (McCann, A, 7/22/21). Vermont's nursing workforce met the challenges delivered in the Year of the Nurse by the COVID-19 pandemic.

Several workforce trends continue to be noteworthy: More than 10,000 nurses now care for Vermont residents (+1,229 from 2019); nurses providing telehealth care (30.5%) are now equal to the number working in hospital settings (30.3%); telehealth nurses are more likely to be female (94.5%) and non-Caucasian (22%) compared to nurses working in the state; Vermont nurses under age 44 now represent 42% of the workforce with the median age – 48 years; three fourth of the workforce is working part time only; and the number of nurses educated with a bachelor's degree or higher has slowly but steadily increased to 56.6% (up from 49% in 2019). The pandemic has highlighted the value of this important workforce to the health of Vermont and attention must be paid to supporting and incentivizing the careers of Vermont nurses in the future.

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