

2014 Pulse of Pennsylvania's Licensed Practical Nurse Workforce

A Report on the 2014 Survey of Licensed Practical Nurses

**Bureau of Health Planning
Division of Plan Development**

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INTRODUCTION

Licensed practical nurses (LPNs) perform important functions within a wide variety of health care settings, such as hospitals, nursing homes, physician offices and home health care. Working in direct patient care, LPNs provide bedside care, monitor patients and provide education. Experienced LPNs may supervise nursing assistants and aides.



To work as an LPN in Pennsylvania, individuals must first complete an approved nursing program. As of October 2013, Pennsylvania had 58 LPN programs in 43 counties; these programs enrolled 3,669 nursing students. LPN programs consist of community college programs, hospital-based programs, vocational programs and private licensed programs. Full-time programs are a year in length, including classroom and clinical components. Following completion of an approved program, individuals must successfully complete a national licensing examination, the National Council Licensure Examination (NCLEX), to become a licensed LPN.

METHODS AND TECHNICAL NOTES

LPNs renew their Pennsylvania license every two years through the Department of State, Bureau of Professional and Occupational Affairs (BPOA). In cooperation with the BPOA, the Department of Health, Bureau of Health Planning, surveys LPNs renewing their license. The surveys are designed to collect information on the characteristics and distribution of the LPN workforce in the commonwealth.

In 2014, LPNs were surveyed during the license renewal period that ran from February to June. The surveys were conducted online and on paper, depending on the medium chosen by the respondent. Because these surveys are tied to the licensure renewal process, the data captured does not include first-time licensees or most individuals in training. The 2014 survey instrument, in its paper form, is available in Appendix 7.

Data analysis was completed on valid surveys returned. Surveys without a valid license number, duplicate responses, and surveys with inactive or expired license numbers were removed.

The table below provides the number of LPNs who renewed their license, the number of valid surveys returned and the response rate to the survey. The 2014 renewal period saw a 3 percent increase in the number of license renewals since 2008.

	2004	2006	2008	2010	2012	2014
Renewals	47,635	48,599	50,543	51,436	52,159	52,305
Valid surveys returned	33,154	48,188	48,614	47,217	50,073	49,802
Response rate (surveys/renewals)	69.6%	99.2%	96.2%	91.8%	96.0%	95.2%

With data for 5 percent of renewing LPNs missing, a caution about the potential for bias is in order. Bias occurs when there is a correlation between some characteristic in the population and the decision to respond or not to respond to the survey. LPNs with the characteristic may choose to respond at a higher rate than those who do not have the characteristic. Usually, little or no data exist to show what characteristics are correlated with the decision to respond or the strength of any correlation. This report describes the 95 percent of LPNs who responded to the survey but not all LPNs.

A reasonable estimate of the size and characteristics of the entire population of renewing LPNs can be obtained by applying the response rate to most of the counts reported. The calculation is:

$$\text{Count} \div \text{response rate}$$

METHODS AND TECHNICAL NOTES, CONTINUED

For example, to estimate the number of male LPNs licensed in Pennsylvania, divide the number of male survey respondents by the response rate.

$$3,452 \div 0.952 = 3,626$$

This method does not include an adjustment for items with missing values, thus yielding a conservative, or low, estimate.

The information presented in this report, unless noted, is based upon actual response counts. Not all questions were answered by all respondents; therefore, the number of responses may vary for each question.

Information from prior LPN report findings is included for comparison purposes.

Respondents who were employed in nursing or a position that requires a nursing license in Pennsylvania are the focus of this report.

Employment in nursing in Pennsylvania encompasses those LPNs who provide care to the citizens of this commonwealth. In 2014, 75 percent of respondents were employed in nursing in Pennsylvania.

EXECUTIVE SUMMARY

The 2014 Pulse of Pennsylvania's Licensed Practical Nurse Workforce presents findings from the 2014 LPN Survey. This survey was designed to collect information on the characteristics and distribution of the LPN workforce within the commonwealth. The survey was conducted in conjunction with the biennial license renewal for LPNs. It is important to note that LPNs receiving their first license were not included in the survey. A detailed explanation of the data collection and analysis may be found in the Methods and Technical Notes, beginning on page viii.

In 2014, there was a 3 percent increase in the number of LPNs who renewed their licenses compared to 2008. There was a 2 percent increase in the number of respondents to the 2014 LPN survey compared to the 2008 LPN survey.

Respondents to the LPN survey were located in all 50 states, Washington, D.C., and around the world, with 75 percent employed in nursing in Pennsylvania.

LPNs employed in nursing in Pennsylvania provide medical care for the citizens of the commonwealth. Ninety-three percent of respondents employed in nursing in Pennsylvania were female, and 14 percent were black or African-American.

Education

Almost all (97 percent) of the respondents employed in nursing in Pennsylvania reported their highest nursing education was a vocational or practical certificate or diploma. One out of every five respondents continued to pursue nursing education in 2014, with 64 percent of them pursuing an associate degree.

Licensure

In 2014, 92 percent of respondents employed in direct patient care in Pennsylvania were first licensed in Pennsylvania. Fifty-nine percent of respondents employed in direct patient care were licensed as an LPN for less than 16 years.

Employment

Seventy-three percent of respondents employed in direct patient care in Pennsylvania were employed full-time. Forty percent of respondents had a primary job setting in a nursing home.

Satisfaction

Nine out of every 10 respondents employed in direct patient care in Pennsylvania were satisfied or very satisfied with nursing as a career, and 87 percent were satisfied or very satisfied with their primary job. Sixty-three percent of respondents were satisfied or very satisfied with the staffing levels at their primary job.

Longevity

Seventeen percent of respondents employed in direct patient care in Pennsylvania planned to leave nursing in less than six years, while 51 percent intended to stay in nursing for 16 or more years. Of those who planned to leave nursing, 69 percent were doing so for retirement, followed by 10 percent for stress or burnout.

**All Licensed Practical Nurses
Licensed in Pennsylvania
Who Responded to the
2014 Pennsylvania Survey of Practical Nurses**

All Practical Nurses Licensed in Pennsylvania

This section provides information on all of the LPNs who responded to the 2014 Pennsylvania LPN relicensing survey. Since 2008, there was a 2 percent increase in the number of respondents. The total number of LPNs who renewed their licenses increased 3 percent since 2008, as noted in the Methods and Technical Notes. In 2014, these 49,802 respondents lived in all 50 states, Washington, D.C., and around the world.

Age

In 2014, the average age of respondents was 47.8 years. Over half (60 percent) of respondents were age 45 or older. Table 1 lists the distribution of respondents across age groups in 2014, with the largest number (7,410 or 15 percent) in the 55-59 age group.

Table 1: Respondents licensed in Pennsylvania by age groups, 2014 LPN Survey

Age groups	Number	Percent
18-24	1,215	2%
25-29	3,669	7%
30-34	4,670	9%
35-39	4,850	10%
40-44	5,690	11%
45-49	5,590	11%
50-54	6,430	13%
55-59	7,410	15%
60-64	5,966	12%
65+	4,312	9%
Total	49,802	100%

Sex

Ninety-three percent of respondents were female. Table 2 lists the distribution of respondents by sex.

Table 2: Respondents licensed in Pennsylvania by sex, 2014 LPN Survey

Sex	Number	Percent
Male	3,452	7%
Female	46,350	93%
Total	49,802	100%

Race and Ethnicity

Respondents selected one category that best described their race and indicated if they were of Hispanic or Latino origin. Table 3 lists the distribution of respondents by race. Thirteen percent of respondents were black or African-American.

Table 3: Respondents licensed in Pennsylvania by race, 2014 LPN Survey

Race	Number	Percent
White/Caucasian	41,724	84%
Black/African-American	6,501	13%
Other	809	2%
Asian	468	1%
American Indian/Alaska Native	240	< 1%
Native Hawaiian/Other Pacific Islander	42	< 1%
Total	49,802	100%

Two percent of respondents reported being of Hispanic or Latino origin. Table 4 lists the ethnicity of respondents.

Table 4: Respondents licensed in Pennsylvania by ethnicity, 2014 LPN Survey

Ethnicity	Number	Percent
Hispanic or Latino	1,157	2%
Non-Hispanic or Latino	48,645	98%
Total	49,802	100%

Geography

Respondents resided in all 50 states, Washington, D.C., and around the world in 2014. Ninety-four percent of respondents resided in Pennsylvania, followed by 2 percent in New Jersey. The 48 other states, territories and countries each accounted for 1 percent or less of respondents.



Work as a Nursing Assistant

Nursing assistants are health care workers such as nursing aids, attendants and orderlies that provide basic care for patients in health care settings.¹ Prior to obtaining their first LPN license, 45 percent (21,963) of respondents worked as a nursing assistant. Nearly three out of every 10 respondents who worked as a nursing assistant prior to obtaining their LPN license worked as such for two years or less. Table 5 lists the length of time respondents worked as a nursing assistant before obtaining their LPN license.

Table 5: Respondents licensed in Pennsylvania who worked as a nursing assistant prior to obtaining their LPN license by years worked as a nursing assistant, 2014 LPN Survey

Length of time worked as a nursing assistant	Number	Percent
0-2 years	6,457	29%
3-5 years	7,099	32%
6-10 years	4,650	21%
11-15 years	2,177	10%
16+ years	1,572	7%
Total	21,955	100%

Education

LPN programs are one-year programs with classroom and clinical components. In Pennsylvania, individuals have the choice of enrolling in LPN education at community colleges, vocational schools, hospital programs and private programs. Graduates receive a certificate or diploma, depending on the type of program.

Almost all (97 percent) respondents qualified for their first U.S. nursing license with a vocational or practical certificate or diploma. Table 6 lists respondents by their initial nursing degree.

Table 6: Respondents licensed in Pennsylvania by initial nursing degree, 2014 LPN Survey

Initial nursing degree	Total	Percent
Vocational/practical certificate/diploma	48,462	97%
Associate degree	1,274	3%
Bachelor's degree	50	< 1%
Total	49,786	100%

Education, continued

Two percent (1,124) of respondents who initially completed a vocational or practical certificate or diploma went on to complete a higher level nursing degree. Respondents are listed by their highest nursing degree in Table 7.

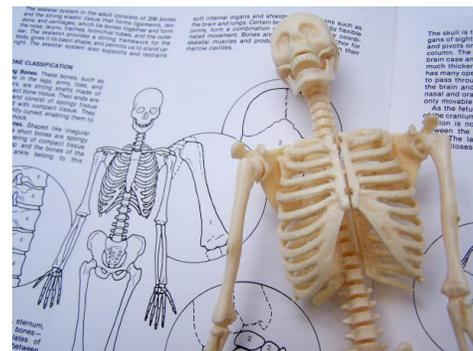
Table 7: Respondents licensed in Pennsylvania by highest nursing degree, 2014 LPN Survey

Highest nursing degree	Number	Percent
Vocational/practical certificate/diploma	47,506	95%
Registered nurse diploma	182	< 1%
Associate degree	1,908	4%
Bachelor's degree	161	< 1%
Master's degree	13	< 1%
Total	49,774	100%

In 2014, 18 percent of respondents were continuing their nursing education. Of respondents who were continuing their nursing education, 62 percent were pursuing an associate degree and 31 percent were pursuing a bachelor's degree. Table 8 lists respondents who were pursuing nursing education by the type of nursing degree they were pursuing.

Table 8: Respondents licensed in Pennsylvania who were pursuing a nursing degree by type of degree being pursued, 2014 LPN Survey

Type of nursing degree	Number	Percent
Associate degree	5,432	62%
Bachelor's degree	2,668	31%
Master's degree	186	2%
Post-master's degree	14	< 1%
Doctorate	26	< 1%
Other	417	5%
Total	8,743	100%



Education, continued

In 2014, 67 percent of respondents who were pursuing nursing education anticipated graduating within the next two years. Table 9 lists respondents who were pursuing nursing education by the degree they were pursuing and years until their anticipated graduation date.

Table 9: Respondents licensed in Pennsylvania who were pursuing nursing education by type of degree being pursued and length of time until their anticipated graduation date, 2014 LPN Survey

Type of degree	Less than 3 years		3 to less than 5 years		5 to less than 7 years		More than 7 years	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Associate	3,622	67%	1,121	21%	402	7%	287	5%
Bachelor's	1,778	67%	531	20%	193	7%	166	6%
Master's	117	63%	47	25%	17	9%	-	-
Post-master's or doctorate	23	58%	8	20%	-	-	7	18%
Other	306	73%	48	12%	19	5%	44	11%
Total	5,846	67%	1,755	20%	633	7%	509	6%

In addition to their nursing degree, 12 percent of respondents held a degree in a non-nursing field. Of those respondents who also held a degree in a non-nursing field, 67 percent completed their non-nursing degree before they qualified for their first LPN license. Three out of every 10 respondents who held a degree in a non-nursing field completed a bachelor's degree as their highest non-nursing degree. Table 10 lists respondents with a non-nursing degree by their highest non-nursing degree.

Table 10: Respondents licensed in Pennsylvania by highest non-nursing degree, 2014 LPN Survey

Highest non-nursing degree	Number	Percent
Associate degree	3,700	62%
Bachelor's degree	1,835	31%
Master's degree	348	6%
Doctorate	38	1%
Total	5,921	100%

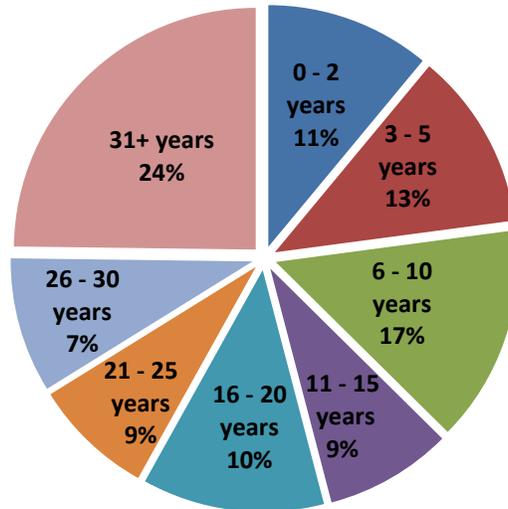


Licensure

Ninety-one percent of respondents received their first LPN license in Pennsylvania, followed by 2 percent in New Jersey and 2 percent in New York. Each of the other 47 states, Washington D.C., territories, and other countries accounted for 1 percent or less of respondents.

One out of every four respondents was licensed as an LPN for 31+ years. Figure 1 presents the length of time respondents were licensed as an LPN.

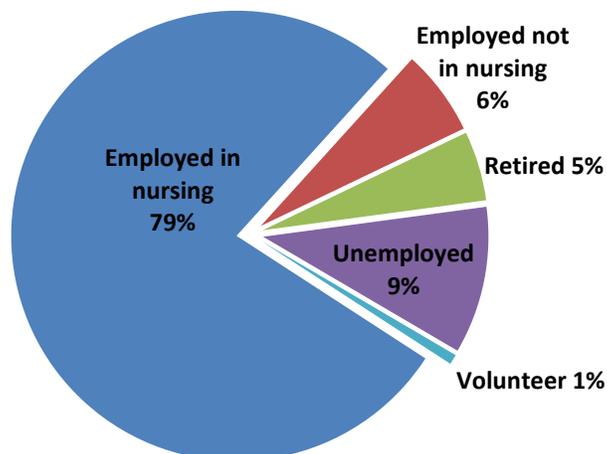
Figure 1: Respondents licensed in Pennsylvania by years licensed as an LPN, 2014 LPN Survey



Employment

Respondents were overwhelmingly employed in nursing or a position that required a nursing license. Figure 2 shows the distribution of respondents by employment status.

Figure 2: Respondents licensed in Pennsylvania by employment status, 2014 LPN Survey



Employment, continued

Seventy-nine percent of respondents employed in nursing or a position that required a nursing license were employed full-time. Of respondents who were unemployed, 60 percent were seeking work as a nurse. Table 11 lists the employment status of respondents.

Table 11: Respondents licensed in Pennsylvania by employment status, 2014 LPN Survey

Employment status	Number	Percent
Employed full-time in nursing or a position that requires a nursing license	28,965	58%
Employed part-time in nursing or a position that requires a nursing license	7,192	15%
Employed per diem in nursing or a position that requires a nursing license	2,920	6%
Employed full-time in a field other than nursing	1,963	4%
Employed part-time in a field other than nursing	843	2%
Employed per diem in a field other than nursing	139	< 1%
Retired	2,347	5%
Unemployed, not seeking work as a nurse	1,842	4%
Unemployed, seeking work as a nurse	2,827	6%
Working as a volunteer in a nursing position	350	1%
Total	49,388	100%

Forty-one percent of unemployed respondents were unemployed because they were taking care of home and family. Four percent of unemployed respondents were enrolled part-time or full-time as a student. Table 12 lists the reasons why respondents were unemployed.

Table 12: Unemployed respondents licensed in Pennsylvania by reason for being unemployed, 2014 LPN Survey

Reason for being unemployed	Number	Percent
Taking care of home and family	1,916	41%
Other	937	20%
I am currently disabled	826	18%
Difficulty in finding a nursing position	747	16%
I am currently enrolled either part-time or full-time as a student	196	4%
Inadequate salary	44	1%
Total	4,666	100%

Employment, continued

Of respondents employed in nursing, 12 percent were employed in more than one position as a nurse. Table 13 lists respondents employed in nursing by the number of positions in which they were employed as a nurse.

Table 13: Respondents licensed in Pennsylvania and employed in nursing by number of positions in which they were employed as a nurse, 2014 LPN Survey

Number of nursing positions	Number	Percent
One	34,407	88%
Two	4,115	11%
Three or more	549	1%
Total	39,071	100%

Ninety-six percent of respondents who were employed in nursing worked in Pennsylvania, followed by 1 percent in New Jersey. Forty-six states, Washington D.C., territories and other countries each accounted for less than 1 percent of respondents employed in nursing.

Licensure as a Registered Nurse

One percent (508) of respondents was also licensed as a registered nurse (RN). Of those respondents licensed as an LPN and an RN, 75 percent (377) practiced only as an RN. Respondents who worked only as an RN are not included in the next section of the report or in the appendices, as they are not part of the LPN workforce.

**Licensed Practical Nurses
Employed in Nursing in Pennsylvania
Who Responded to the
2014 Pennsylvania Survey of Practical Nurses**

Licensed Practical Nurses Employed in Nursing in Pennsylvania

This section provides information on the LPNs who responded to the 2014 Pennsylvania LPN relicensing survey and were employed in nursing or held a position that required a nursing license in Pennsylvania. Respondents who were also licensed as an RN and worked only as an RN were not included in this section. In 2014, these 37,398 LPNs were 75 percent of all respondents licensed in Pennsylvania.

Age

In 2014, the average age of respondents employed in nursing in Pennsylvania was 45.8 years. Table 14 lists the distribution of respondents across age groups in 2014, with the largest number (5,231 or 14 percent) in the 55-59 age group.

Table 14: Respondents employed in nursing in Pennsylvania by age groups, 2014 LPN Survey

Age groups	Number	Percent
18-24	1,074	3%
25-29	3,195	8%
30-34	4,012	11%
35-39	4,162	11%
40-44	4,700	13%
45-49	4,572	12%
50-54	4,907	13%
55-59	5,231	14%
60-64	3,808	10%
65+	1,737	5%
Total	37,398	100%



Licensed Practical Nurses Employed in Nursing in Pennsylvania
Who Responded to the 2014 Pennsylvania Survey of Practical Nurses

Sex

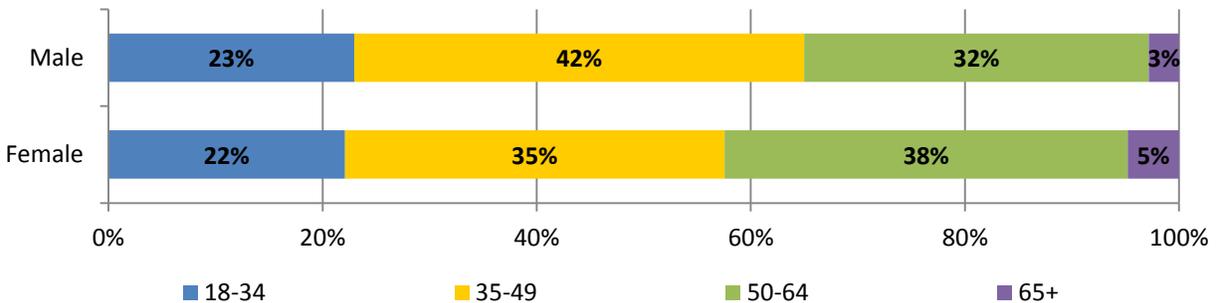
In 2014, 93 percent of respondents employed in nursing in Pennsylvania were female. Table 15 lists the distribution of respondents by sex.

Table 15: Respondents employed in nursing in Pennsylvania by sex, 2014 LPN Survey

Sex	Number	Percent
Male	2,645	7%
Female	34,753	93%
Total	37,398	100%

The 35-49 age group had the greatest number of males (42 percent) and the 50-64 age group had the greatest number of females (38 percent) employed in nursing in Pennsylvania. Figure 3 compares the age distribution of males and females.

Figure 3: Respondents employed in nursing in Pennsylvania by age groups and sex, 2014 LPN Survey



Race and Ethnicity

Respondents selected one category that best described their race and indicated if they were of Hispanic or Latino origin. Table 16 lists the distribution of respondents employed in nursing in Pennsylvania by race.

Table 16: Respondents employed in nursing in Pennsylvania by race, 2014 LPN Survey

Race	Number	Percent
White/Caucasian	30,952	83%
Black/African-American	5,221	14%
Other	638	2%
Asian	369	1%
American Indian/Alaska Native	168	< 1%
Native Hawaiian/Other Pacific Islander	35	< 1%
Total	37,383	100%

Race and Ethnicity, continued

Two percent of respondents employed in nursing in Pennsylvania reported being of Hispanic or Latino origin. Table 17 lists the ethnicity of respondents employed in nursing in Pennsylvania.

Table 17: Respondents employed in nursing in Pennsylvania by ethnicity, 2014 LPN Survey

Ethnicity	Number	Percent
Hispanic or Latino	928	2%
Non-Hispanic or Latino	36,470	98%
Total	37,398	100%

Work as a Nursing Assistant

Nursing assistants are health care workers, such as nursing aids, attendants and orderlies that provide basic care for patients in health care settings.ⁱⁱ Prior to obtaining their first LPN license, 47 percent (17,321) of respondents employed in nursing in Pennsylvania worked as a nursing assistant. Sixty-one percent of those who worked as a nursing assistant prior to obtaining their LPN license, worked as such for five years or less. Table 18 lists the length of time respondents employed in nursing in Pennsylvania worked as a nursing assistant before obtaining their LPN license.

Table 18: Respondents employed in nursing in Pennsylvania who worked as a nursing assistant prior to obtaining their LPN license by years worked as a nursing assistant, 2014 LPN Survey

Length of time worked as a nursing assistant	Number	Percent
0-2 years	4,886	28%
3-5 years	5,625	33%
6-10 years	3,818	22%
11-15 years	1,772	10%
16+ years	1,217	7%
Total	17,318	100%



Education

LPN programs are one-year programs with classroom and clinical components. In Pennsylvania, individuals have the choice of enrolling in LPN education at community colleges, vocational schools, hospital programs and private programs. Graduates receive a certificate or diploma, depending on the type of program.

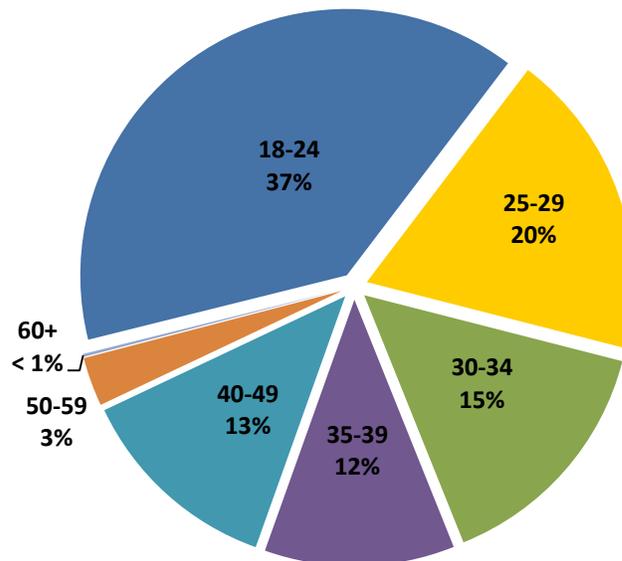
Almost all (97 percent) respondents employed in nursing in Pennsylvania qualified for their first U.S. nursing license with a vocational or practical certificate or diploma. Table 19 lists respondents by their initial nursing degree.

Table 19: Respondents employed in nursing in Pennsylvania by initial nursing degree, 2014 LPN Survey

Initial nursing degree	Total	Percent
Vocational/practical certificate/diploma	36,346	97%
Associate degree	1,024	3%
Bachelor's degree	28	< 1%
Total	37,398	100%

Almost two out of every five (37 percent) respondents employed in nursing in Pennsylvania graduated from their initial nursing education between the ages of 18 and 24. Figure 4 presents the age groups of respondents when they graduated from their initial nursing education.

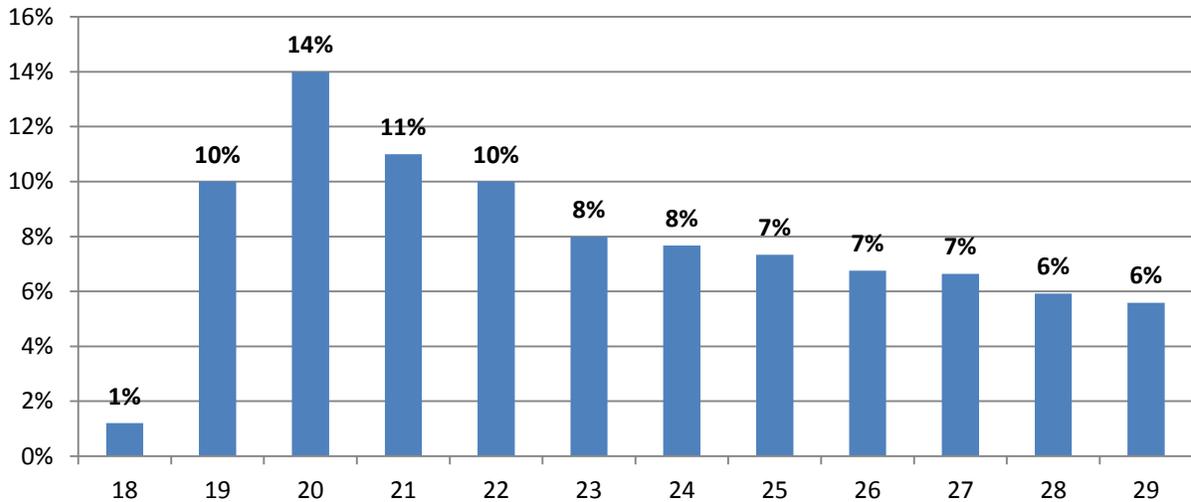
Figure 4: Respondents employed in nursing in Pennsylvania by age groups at graduation from initial nursing education, 2014 LPN Survey



Education, continued

Fifty-seven percent of respondents employed in nursing in Pennsylvania graduated from their initial nursing education before the age of 30, with most at age 20. Figure 5 shows the distribution of respondents who graduated prior to age 30 by their age at graduation from their initial nursing education.

Figure 5: Respondents employed in nursing in Pennsylvania who graduated prior to age 30 by age at graduation from initial nursing education, 2014 LPN Survey



One percent (461) of respondents employed in nursing in Pennsylvania who initially completed a vocational or practical certificate or diploma went on to complete a higher level nursing degree. Respondents are listed by their highest nursing degree in Table 20.

Table 20: Respondents employed in nursing in Pennsylvania by highest nursing degree, 2014 LPN Survey

Highest nursing degree	Number	Percent
Vocational/practical certificate/diploma	35,885	96%
Registered nurse diploma	92	< 1%
Associate degree - nursing	1,351	4%
Bachelor's degree - nursing	66	< 1%
Total	37,394	100%



Education, continued

In 2014, one out of every five respondents employed in nursing in Pennsylvania were continuing their nursing education. Of those who were continuing their nursing education, 64 percent were pursuing an associate degree and 30 percent were pursuing a bachelor's degree. Table 21 lists respondents employed in nursing in Pennsylvania who were pursuing nursing education by the type of nursing degree they were pursuing.

Table 21: Respondents employed in nursing in Pennsylvania who were pursuing a nursing degree by type of degree being pursued, 2014 LPN Survey

Type of nursing degree	Number	Percent
Associate degree	4,691	64%
Bachelor's degree	2,200	30%
Master's degree	142	2%
Post-master's degree	13	< 1%
Doctorate	19	< 1%
Other	296	4%
Total	7,361	100%

In 2014, 67 percent of respondents employed in nursing in Pennsylvania who were pursuing nursing education anticipated graduating in less than three years. Table 22 lists respondents who were pursuing nursing education by the degree they were pursuing and years until their anticipated graduation date.

Table 22: Respondents employed in nursing in Pennsylvania who were pursuing nursing education by type of degree being pursued and length of time until their anticipated graduation date, 2014 LPN Survey

Type of degree	Less than 3 years		3 to less than 5 years		5 to less than 7 years		More than 7 years	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Associate	3,138	67%	981	21%	337	7%	235	5%
Bachelor's	1,469	67%	447	20%	159	7%	125	6%
Master's, post-master's or doctorate	97	56%	48	28%	14	8%	8	5%
Other	223	75%	33	11%	15	5%	25	8%
Total	5,031	67%	1,557	21%	539	7%	401	5%

In addition to their nursing degree, 11 percent (4,108) of respondents employed in nursing in Pennsylvania held a degree in a non-nursing field. Of those who also held a degree in a non-nursing field, 75 percent completed their non-nursing degree before they qualified for their first LPN license. Two out of every three respondents who held a degree in a non-nursing field completed an associate degree as their highest non-nursing degree. Table 23 lists respondents employed in nursing in Pennsylvania with a non-nursing degree by their highest non-nursing degree.

Education, continued

Table 23: Respondents employed in nursing in Pennsylvania who held a non-nursing degree by highest non-nursing degree, 2014 LPN Survey

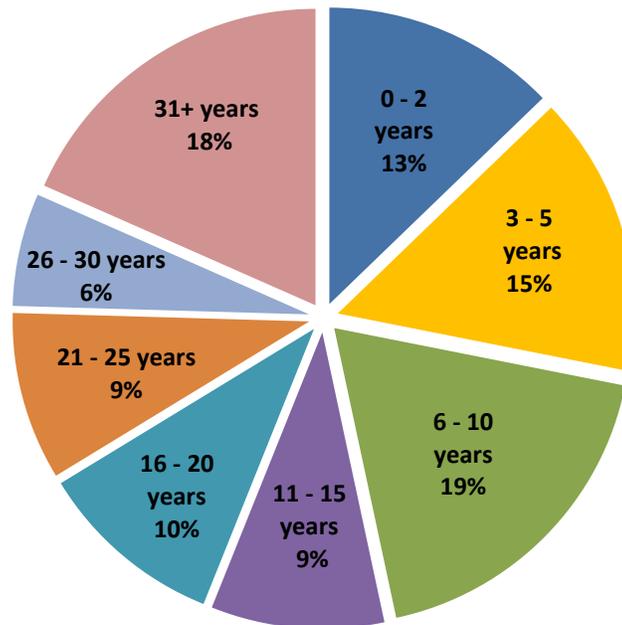
Highest non-nursing degree	Number	Percent
Associate degree	2,708	66%
Bachelor's degree	1,236	30%
Master's degree	153	4%
Doctorate	10	< 1%
Total	4,108	100%

Licensure

Ninety-two percent of respondents employed in nursing in Pennsylvania received their first LPN license in Pennsylvania, followed by 2 percent in New Jersey and 2 percent in New York. The remaining 47 states, Washington D.C., territories and other countries each accounted for 1 percent or less of respondents.

Over half (56 percent) of respondents employed in nursing in Pennsylvania were licensed as an LPN for less than 16 years. Figure 6 shows the length of time respondents were licensed as an LPN.

Figure 6: Respondents employed in nursing in Pennsylvania by years licensed as an LPN, 2014 LPN Survey



Employment

Almost three out of every four (74 percent) respondents employed in nursing in Pennsylvania were employed full-time. Table 24 lists the employment status of respondents employed in nursing in Pennsylvania.

Table 24: Respondents employed in nursing in Pennsylvania by employment status, 2014 LPN Survey

Employment status	Number	Percent
Full-time	27,713	74%
Part-time	6,922	19%
Per diem	2,763	7%
Total	37,398	100%

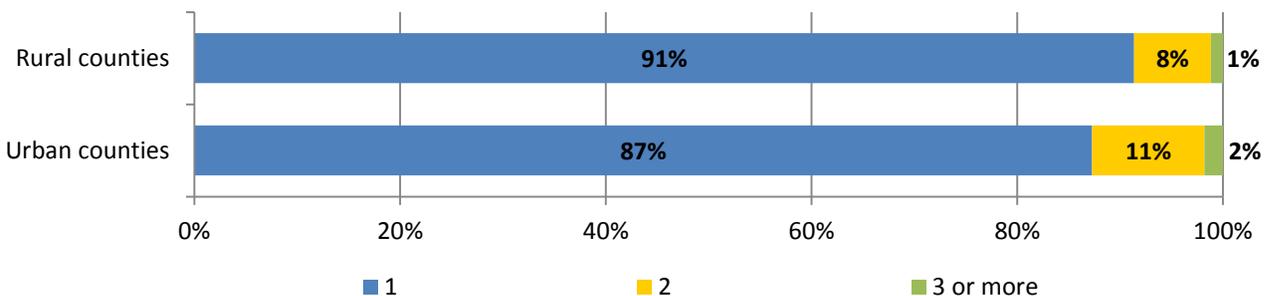
Twelve percent of respondents employed in nursing in Pennsylvania were employed in more than one position as a nurse. Table 25 lists respondents employed in nursing in Pennsylvania by the number of positions in which they were employed as a nurse.

Table 25: Respondents employed in nursing in Pennsylvania by number of positions in which they were employed as a nurse, 2014 LPN Survey

Number of nursing positions	Number	Percent
One	33,067	88%
Two	3,815	10%
Three or more	510	1%
Total	37,392	100%

Respondents employed in nursing in Pennsylvania who held a primary job in an urban county were more likely to be employed as a nurse in two or more positions. Figure 7 compares the number of positions in which respondents were employed as a nurse and the type of county in which their primary job was located.

Figure 7: Respondents employed in nursing in Pennsylvania by number of positions employed as a nurse and type of county of primary job, 2014 LPN Survey*

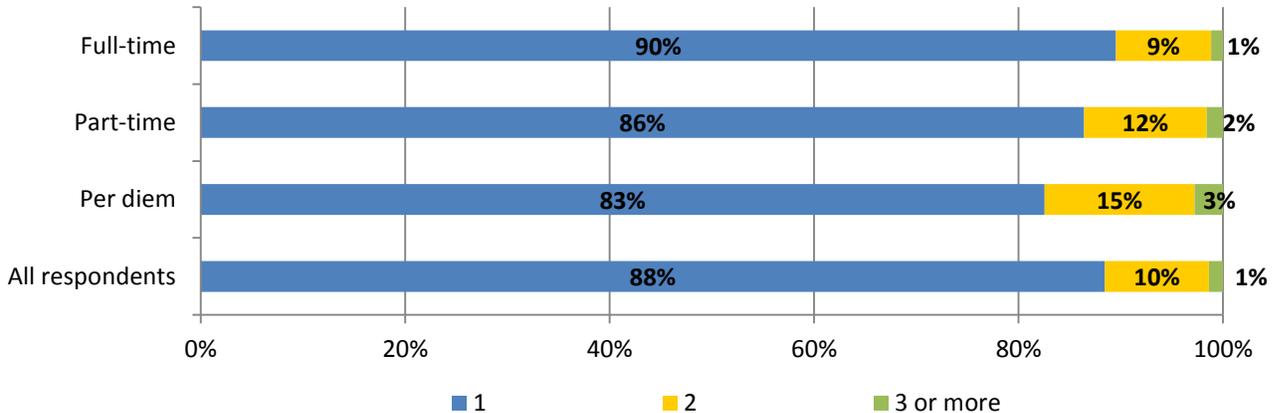


*Rural and urban counties were defined using the Center for Rural Pennsylvania's definition and 2010 Census data.

Employment, continued

Ten percent of respondents employed full-time in nursing in Pennsylvania were employed as a nurse in two or more positions, compared to 16 percent of respondents employed per diem in nursing in Pennsylvania. Figure 8 compares the number of positions in which respondents employed in nursing in Pennsylvania were employed as a nurse by their employment status.

Figure 8: Respondents employed in nursing in Pennsylvania by number of positions employed as a nurse and employment status, 2014 LPN Survey



More than one-third (38 percent) of respondents employed in nursing in Pennsylvania held their primary job in a nursing home. Table 26 lists respondents employed in nursing in Pennsylvania by the setting of their primary job.

Table 26: Respondents employed in nursing in Pennsylvania by primary job setting, 2014 LPN Survey

Job setting	Number	Percent
Nursing home	14,027	38%
Home health	5,881	16%
Other	4,717	13%
Hospital	3,330	9%
Assisted living facility	3,080	8%
Ambulatory care	1,692	5%
Community health	1,423	4%
School health service	1,048	3%
Correctional facility	881	2%
Public health	493	1%
Insurance claims/benefits	384	1%
Educational	215	1%
Occupational health	183	< 1%
Policy/planning/regulatory/licensing agency	38	< 1%
Total	37,392	100%

Employment, continued

Eighty-six percent of respondents employed in nursing in Pennsylvania had a primary job title in direct patient care. Table 27 lists respondents employed in nursing in Pennsylvania by their primary job title.

Table 27: Respondents employed in nursing in Pennsylvania by primary job title, 2014 LPN Survey

Title	Number	Percent
Direct patient care	32,313	86%
Other	1,777	5%
Indirect patient care - administration/management	1,749	5%
Indirect patient care - case management	558	1%
Indirect patient care - patient/staff education	301	1%
Indirect patient care - medical records	296	1%
Indirect patient care - informatics/health information technology	190	1%
Indirect patient care - nursing school faculty/administration	124	0%
Indirect patient care - infection prevention/control	84	0%
Total	37,392	100%



Employment, continued

Two out of every five respondents employed in nursing in Pennsylvania held a primary job in the geriatric or gerontology specialty area. Anesthesia was one of the specialty areas with the fewest (less than 1 percent) respondents employed in nursing in Pennsylvania. Table 28 lists respondents employed in nursing in Pennsylvania by the specialty area of their primary job.

Table 28: Respondents employed in nursing in Pennsylvania by primary job specialty area, 2014 LPN Survey

Specialty area	Number	Percent
Acute care/critical care	1,831	5%
Adult health/family health	3,074	8%
Anesthesia	53	< 1%
Community	679	2%
Geriatric/gerontology	14,874	40%
Home health	3,687	10%
Maternal-child health	212	1%
Medical surgical	1,451	4%
Occupational health	186	< 1%
Oncology	164	< 1%
Other	3,806	10%
Palliative care	288	1%
Pediatrics/neonatal	2,389	6%
Psychiatric/mental health/substance abuse	1,581	4%
Public health	354	1%
Rehabilitation	1,370	4%
School health	950	3%
Trauma	48	< 1%
Women's health	394	1%
Total	37,391	100%



**Licensed Practical Nurses
Employed in Direct Patient Care in Pennsylvania
Who Responded to the
2014 Pennsylvania Survey of Practical Nurses**

Licensed Practical Nurses Employed in Direct Patient Care in Pennsylvania

This section provides information on the LPNs who responded to the 2014 Pennsylvania LPN relicensing survey and were working in nursing in a direct patient care position in Pennsylvania. Respondents who were also licensed as an RN and worked only as an RN were not included in this section. In 2014, these 32,313 LPNs were 65 percent of all respondents licensed in Pennsylvania.

Prior to this report, respondents who were employed in nursing or held a position that requires a nursing license in Pennsylvania were the focus of the report. Respondents who were employed in nursing and also held a position in direct patient care in Pennsylvania are the focus of this report.

Age

In 2014, the average age of respondents employed in direct patient care in Pennsylvania was 45.2 years. Table 29 lists the distribution of respondents across age groups in 2014, with the largest number (4,305 or 13 percent) in the 55-59 age group. Appendix 2 lists respondents by age groups and the average age of respondents by the county of their primary job.

Table 29: Respondents employed in direct patient care in Pennsylvania by age groups, 2014 LPN Survey

Age groups	Number	Percent
18-24	1,028	3%
25-29	2,985	9%
30-34	3,662	11%
35-39	3,720	12%
40-44	4,115	13%
45-49	3,908	12%
50-54	4,122	13%
55-59	4,305	13%
60-64	3,076	10%
65+	1,392	5%
Total	32,313	100%

Licensed Practical Nurses Employed in Direct Patient Care in Pennsylvania
Who Responded to the 2014 Pennsylvania Survey of Practical Nurses

Sex

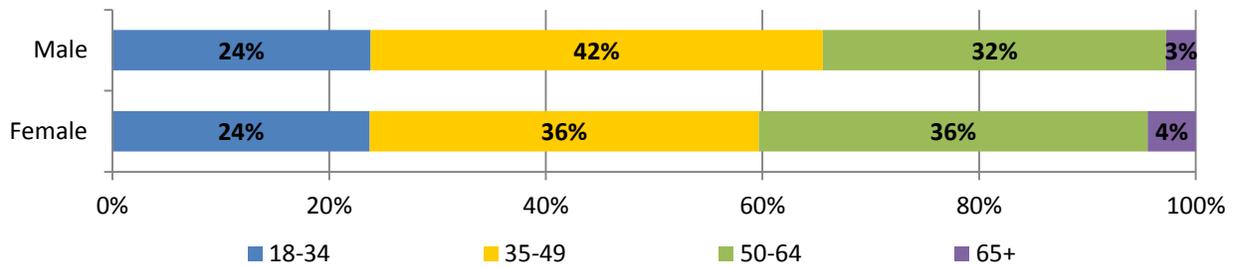
In 2012, 93 percent of respondents employed in direct patient care in Pennsylvania were female. Table 30 lists the distribution of respondents by sex.

Table 30: Respondents employed in direct patient care in Pennsylvania by sex, 2014 LPN Survey

Sex	Number	Percent
Male	2,417	7%
Female	29,896	93%
Total	32,313	100%

The 35-49 age group had the greatest number of males (43 percent) employed in direct patient care in Pennsylvania. Figure 9 compares the age distribution of males and females.

Figure 9: Respondents employed in direct patient care in Pennsylvania by age groups and sex, 2014 LPN Survey



Race and Ethnicity

Respondents selected one category that best described their race and indicated if they were of Hispanic or Latino origin. Table 31 lists the distribution of respondents employed in direct patient care in Pennsylvania by race.

Table 31: Respondents employed in direct patient care in Pennsylvania by race, 2014 LPN Survey

Race	Number	Percent
White/Caucasian	26,480	82%
Black/African-American	4,722	15%
Other	574	2%
Asian	345	1%
American Indian/Alaska Native	147	< 1%
Native Hawaiian/Other Pacific Islander	33	< 1%
Total	32,301	100%

Race and Ethnicity, continued

Three percent of respondents employed in direct patient care in Pennsylvania reported being of Hispanic or Latino origin. Table 32 lists the ethnicity of respondents employed in direct patient care in Pennsylvania.

Table 32: Respondents employed in direct patient care in Pennsylvania by ethnicity, 2014 LPN Survey

Ethnicity	Number	Percent
Hispanic or Latino	842	3%
Non-Hispanic or Latino	31,471	97%
Total	32,313	100%

Work as a Nursing Assistant

Nursing assistants are health care workers, such as nursing aids, attendants and orderlies, who provide basic care for patients in health care settings. Prior to obtaining their first LPN license, 48 percent (15,132) of respondents employed in direct patient care in Pennsylvania worked as a nursing assistant. Sixty percent of those who worked as a nursing assistant prior to obtaining their LPN license, worked as such for five years or less. Table 33 lists the length of time respondents employed in direct patient care in Pennsylvania worked as a nursing assistant before obtaining their LPN license.

Table 33: Respondents employed in direct patient care in Pennsylvania who worked as a nursing assistant prior to obtaining their LPN license by years worked as a nursing assistant, 2014 LPN Survey

Length of time worked as a nursing assistant	Number	Percent
0-2 years	4,172	28%
3-5 years	4,903	32%
6-10 years	3,369	22%
11-15 years	1,603	11%
16+ years	1,084	7%
Total	15,131	100%



Education

LPN programs are one-year programs with classroom and clinical components. In Pennsylvania, individuals have the choice of enrolling in LPN education at community colleges, vocational schools, hospital programs and private programs. Graduates receive a certificate or diploma, depending on the type of program.

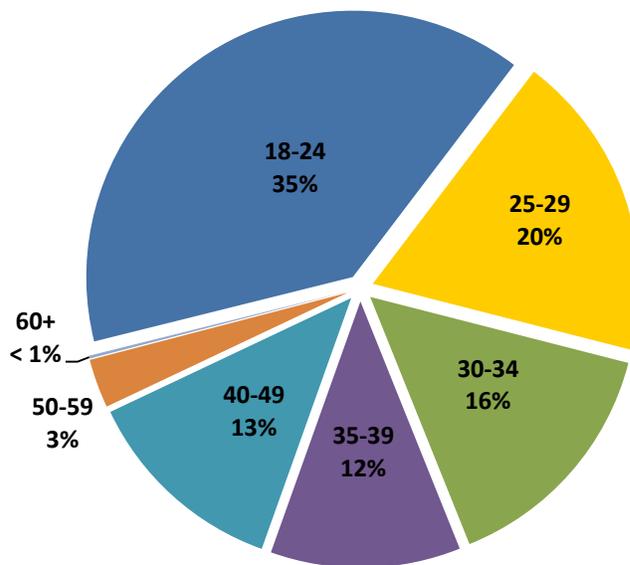
Almost all (97 percent) respondents employed in direct patient care in Pennsylvania qualified for their first U.S. nursing license with a vocational or practical certificate or diploma. Table 34 lists respondents by their initial nursing degree.

Table 34: Respondents employed in direct patient care in Pennsylvania by initial nursing degree, 2014 LPN Survey

Initial nursing degree	Total	Percent
Vocational/practical certificate/diploma	31,361	97%
Associate degree	925	3%
Bachelor's degree	27	< 1%
Total	32,313	100%

One third (35 percent) of respondents employed in direct patient care in Pennsylvania graduated from their initial nursing education between the ages of 18 and 24. Figure 10 presents the age groups of respondents when they graduated from their initial nursing education.

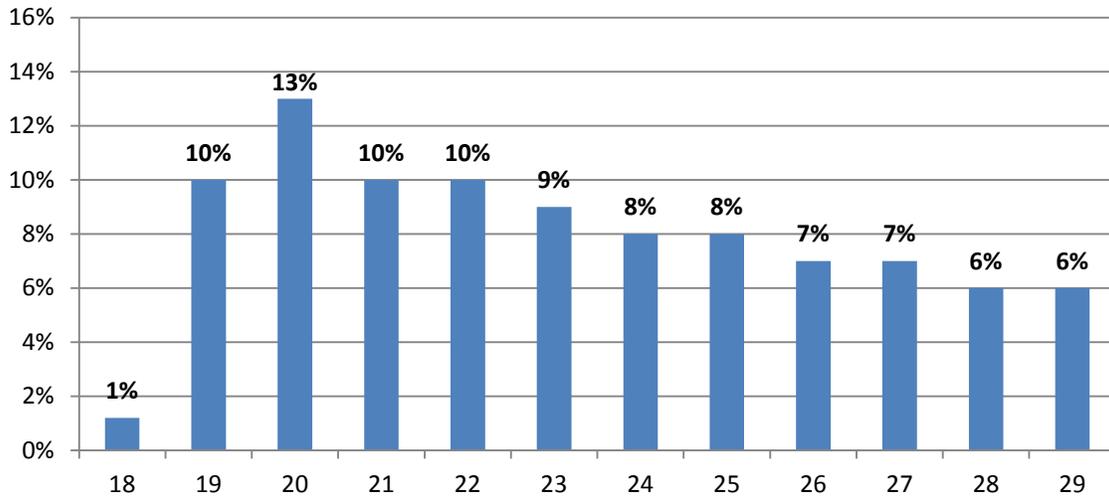
Figure 10: Respondents employed in direct patient care in Pennsylvania by age groups at graduation from initial nursing education, 2014 LPN Survey



Education, continued

Fifty-nine percent of respondents employed in direct patient care in Pennsylvania graduated from their initial nursing education before the age of 30, with most at age 20. Figure 11 shows the distribution of respondents who graduated prior to age 30 by their age at graduation from their initial nursing education.

Figure 11: Respondents employed in direct patient care in Pennsylvania who graduated prior to age 30 by age at graduation from initial nursing education, 2014 LPN Survey



One percent (395) of respondents employed in direct patient care in Pennsylvania who initially completed a vocational or practical certificate or diploma went on to complete a higher level nursing degree. Respondents are listed by their highest nursing degree in Table 35.

Table 35: Respondents employed in direct patient care in Pennsylvania by highest nursing degree, 2014 LPN Survey

Highest nursing degree	Number	Percent
Vocational/practical certificate/diploma	30,966	96%
Registered nurse diploma	83	< 1%
Associate degree	1,203	4%
Bachelor's degree	57	< 1%
Total	32,309	100%



Education, continued

In 2014, 21 percent (6,533) of respondents employed in direct patient care in Pennsylvania were continuing their nursing education. Of those who were continuing their nursing education, 64 percent were pursuing an associate degree and 30 percent were pursuing a bachelor's degree. Table 36 lists respondents employed in direct patient care in Pennsylvania who were pursuing nursing education by the type of nursing degree they were pursuing.

Table 36: Respondents employed in direct patient care in Pennsylvania who were pursuing a nursing degree by type of degree being pursued, 2014 LPN Survey

Type of nursing degree	Number	Percent
Associate degree	4,174	64%
Bachelor's degree	1,955	30%
Master's degree	129	2%
Post-master's degree	12	< 1%
Doctorate	16	< 1%
Other	245	4%
Total	6,531	100%

In 2014, 68 percent of respondents employed in direct patient care in Pennsylvania who were pursuing nursing education anticipated graduating in less than three years. Table 37 lists respondents who were pursuing nursing education by the degree they were pursuing and years until their anticipated graduation date.

Table 37: Respondents employed in direct patient care in Pennsylvania who were pursuing nursing education by type of degree being pursued and length of time until their anticipated graduation date, 2014 LPN Survey

Type of degree	Less than 3 years		3 to less than 5 years		5 to less than 7 years		More than 7 years	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Associate	2,819	68%	861	21%	292	7%	203	5%
Bachelor's	1,325	68%	386	20%	135	7%	109	6%
Master's, post-master's or doctorate	96	61%	42	27%	13	8%	6	4%
Other	182	74%	25	10%	15	6%	23	9%
Total	4,422	68%	1,314	20%	455	7%	340	5%

In addition to their nursing degree, 11 percent (3,544) of respondents employed in direct patient care in Pennsylvania held a degree in a non-nursing field. Of those who also held a degree in a non-nursing field, 79 percent completed their non-nursing degree before they qualified for their first LPN license. Two out of every three respondents who held a degree in a non-nursing field

Education, continued

completed an associate degree as their highest non-nursing degree. Table 38 lists respondents employed in direct patient care in Pennsylvania with a non-nursing degree by their highest non-nursing degree.

Table 38: Respondents employed in direct patient care in Pennsylvania who held a non-nursing degree by highest non-nursing degree, 2014 LPN Survey

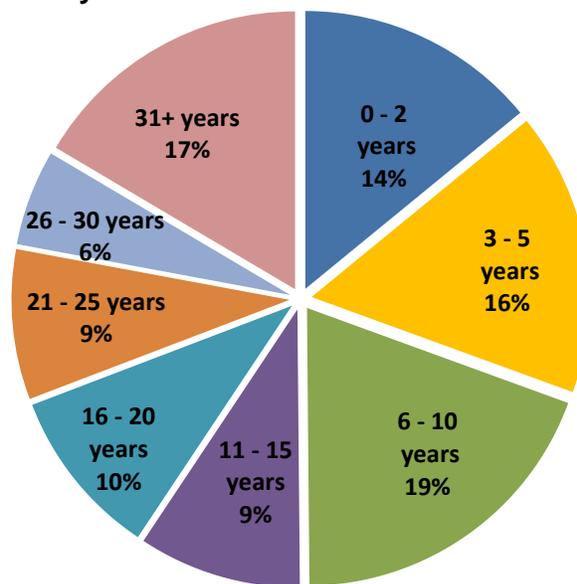
Highest non-nursing degree	Number	Percent
Associate degree	2,376	67%
Bachelor's degree	1,037	29%
Master's degree	121	3%
Doctorate	9	< 1%
Total	3,543	100%

Licensure

Ninety-two percent of respondents employed in direct patient care in Pennsylvania received their first LPN license in Pennsylvania, followed by 2 percent in New Jersey and 2 percent in New York. The remaining 47 states, Washington D.C., territories and other countries each accounted for 1 percent or less of respondents.

Fifty-nine percent of respondents employed in direct patient care in Pennsylvania were licensed as an LPN for less than 16 years. Figure 12 shows the length of time respondents were licensed as an LPN.

Figure 12: Respondents employed in direct patient care in Pennsylvania by years licensed as an LPN, 2014 LPN Survey



Employment

Almost three out of every four (73 percent) respondents employed in direct patient care in Pennsylvania were employed full-time. Table 39 lists the employment status of respondents employed in direct patient care in Pennsylvania.

Table 39: Respondents employed in direct patient care in Pennsylvania by employment status, 2014 LPN Survey

Employment status	Number	Percent
Full-time	23,525	73%
Part-time	6,252	19%
Per diem	2,536	8%
Total	32,313	100%

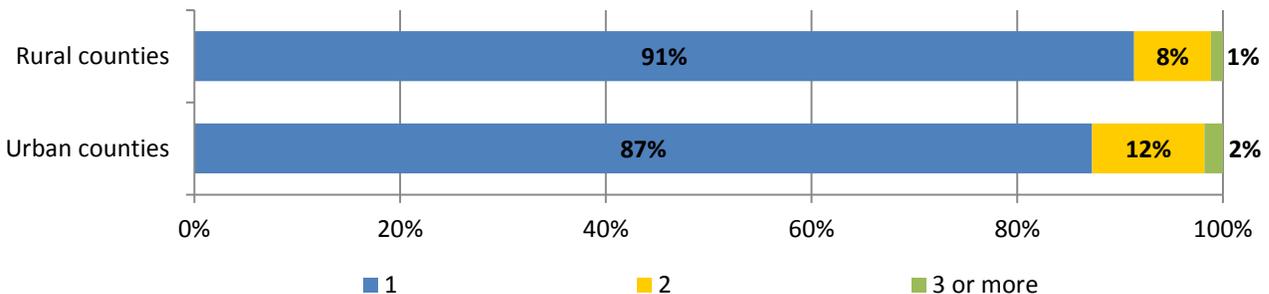
Twelve percent of respondents employed in direct patient care in Pennsylvania were employed in more than one position as a nurse. Table 40 lists respondents employed in direct patient care in Pennsylvania by the number of positions in which they were employed as a nurse.

Table 40: Respondents employed in direct patient care in Pennsylvania by number of positions in which they were employed as a nurse, 2014 LPN Survey

Number of nursing positions	Number	Percent
One	28,470	88%
Two	3,389	11%
Three or more	454	1%
Total	32,313	100%

Respondents employed in direct patient care in Pennsylvania who held a primary job in an urban county were more likely to be employed as a nurse in two or more positions. Figure 14 compares the number of positions in which respondents were employed as a nurse and the type of county in which their primary job was located.

Figure 14: Respondents employed in direct patient care in Pennsylvania by number of positions employed as a nurse and type of county of primary job, 2014 LPN Survey*

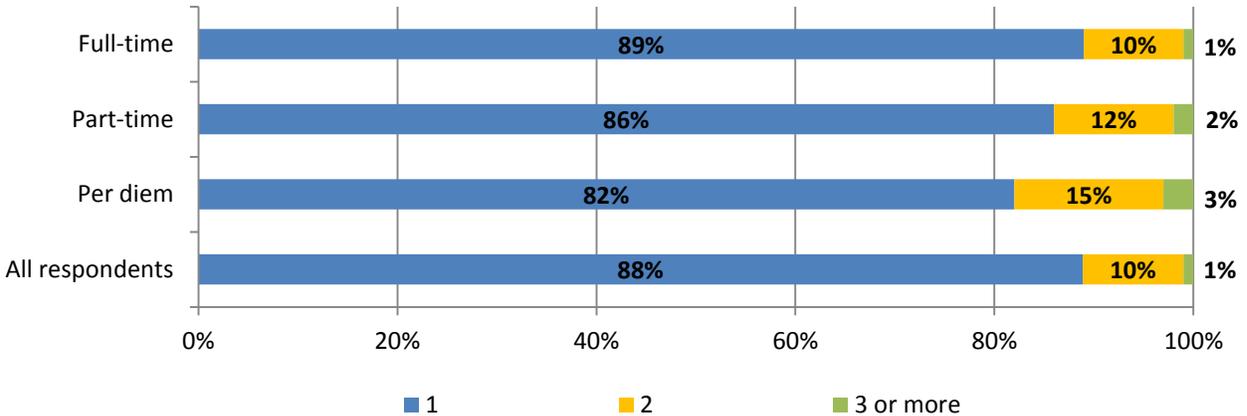


*Rural and urban counties were defined using the Center for Rural Pennsylvania's definition and 2010 Census data.

Employment, continued

Eleven percent of respondents employed full-time in direct patient care in Pennsylvania were employed as a nurse in two or more positions, compared to 18 percent of respondents employed per diem in direct patient care in Pennsylvania. Figure 15 compares the number of positions in which respondents employed in direct patient care in Pennsylvania were employed as a nurse by their employment status.

Figure 15: Respondents employed in direct patient care in Pennsylvania by number of positions employed as a nurse and employment status, 2014 LPN Survey



Forty percent of respondents employed in direct patient care in Pennsylvania held their primary job in a nursing home. Table 41 lists respondents by the setting of their primary job.

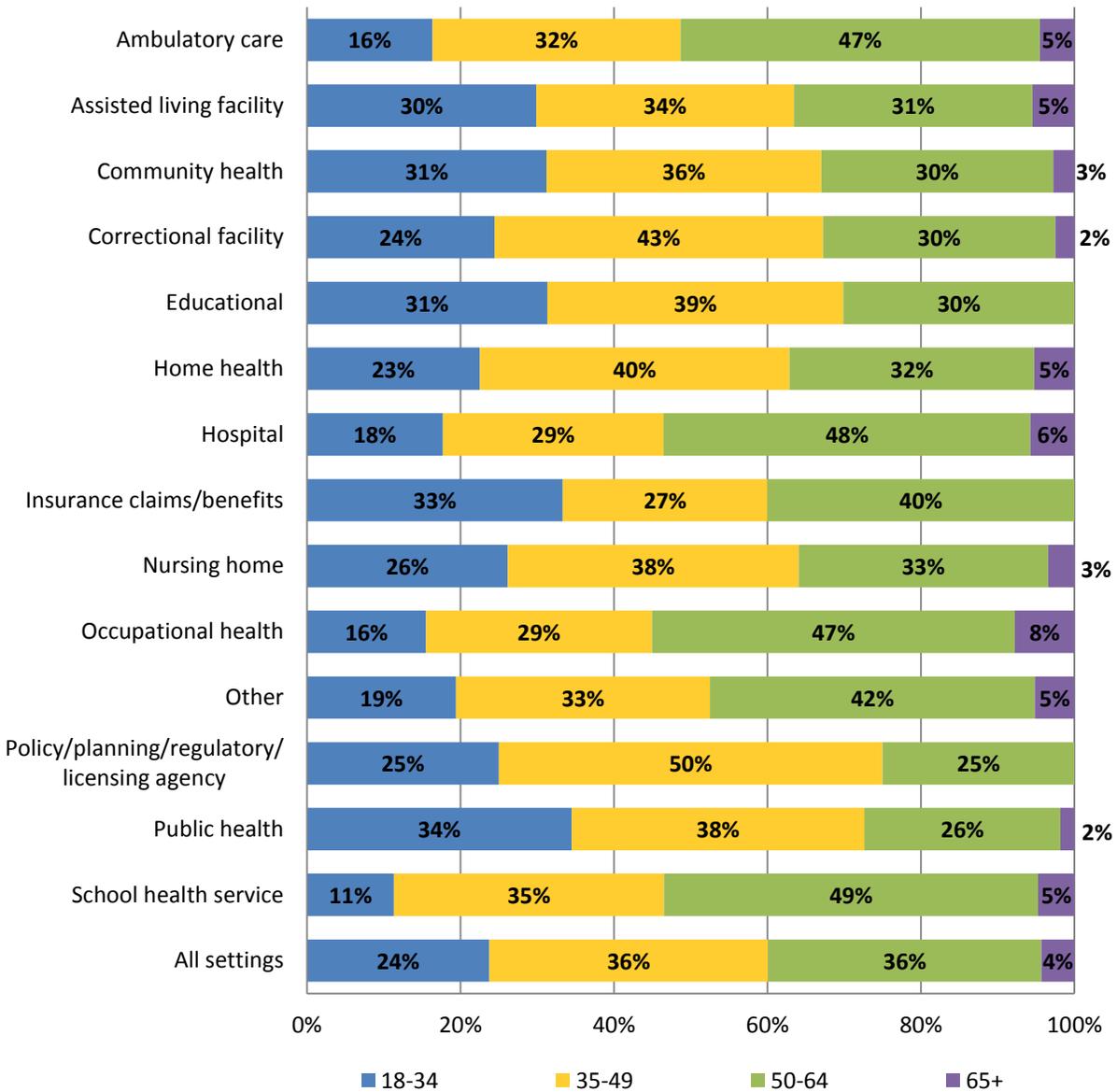
Table 41: Respondents employed in nursing in Pennsylvania by primary job setting, 2014 LPN Survey

Job setting	Number	Percent
Nursing home	13,010	40%
Home health	5,488	17%
Other	3,478	11%
Hospital	2,847	9%
Assisted living facility	2,500	8%
Ambulatory care	1,485	5%
Community health	1,189	4%
School health service	847	3%
Correctional facility	803	2%
Public health	435	1%
Occupational health	129	< 1%
Educational	83	< 1%
Insurance claims/benefits	15	< 1%
Policy/planning/regulatory/licensing agency	-	< 1%
Total	32,313	100%

Employment, continued

Public health settings had the highest percentage (34 percent) of respondents employed in direct patient care in Pennsylvania in the 18-34 age group, followed by insurance claims/benefits settings with 33 percent. Occupational health settings had the highest percent (8 percent) of those employed in direct patient care in Pennsylvania in the 65+ age group. Figure 16 compares respondents employed in direct patient care in Pennsylvania by their primary job setting and age groups.

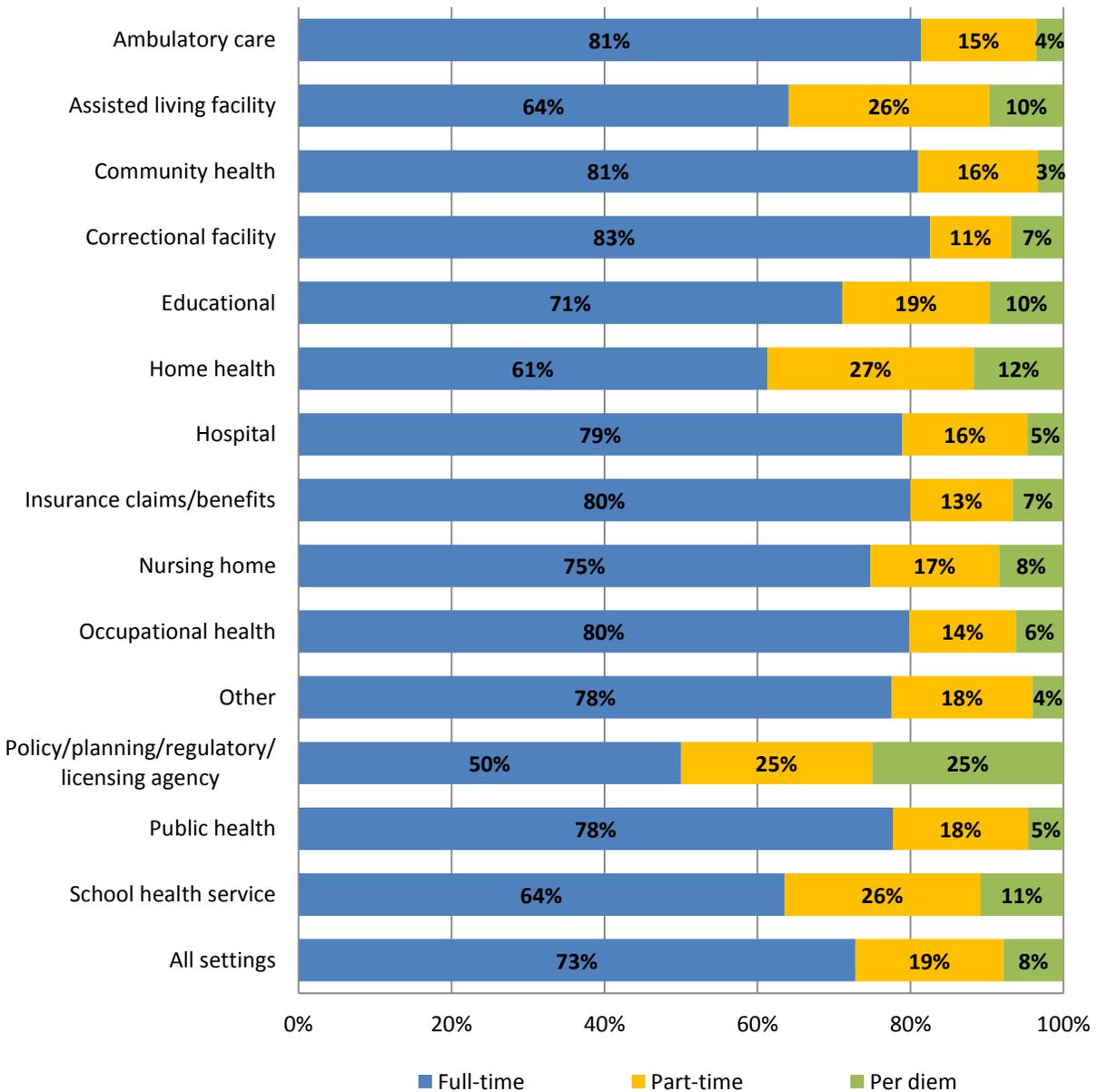
Figure 16: Respondents employed in direct patient care in Pennsylvania by primary job setting and age groups, 2014 LPN Survey



Employment, continued

Respondents employed in direct patient care in Pennsylvania who held a primary job in a policy, planning, regulatory or licensing agency had the lowest likelihood of working full-time (50 percent), while those in a correctional facility were most likely to work full-time (83 percent). Figure 17 compares the employment status of respondents employed in direct patient care in Pennsylvania by the setting of their primary job.

Figure 17: Respondents employed in direct patient care in Pennsylvania by primary job setting and employment status, 2014 LPN Survey



Employment, continued

Forty-two percent of respondents employed in direct patient care in Pennsylvania held a primary job in the geriatric or gerontology specialty area. Anesthesia was the specialty area with the fewest (less than 1 percent) respondents employed in direct patient care in Pennsylvania. Table 42 lists respondents by the specialty area of their primary job.

Table 42: Respondents employed in direct patient care in Pennsylvania by primary job specialty area, 2014 LPN Survey

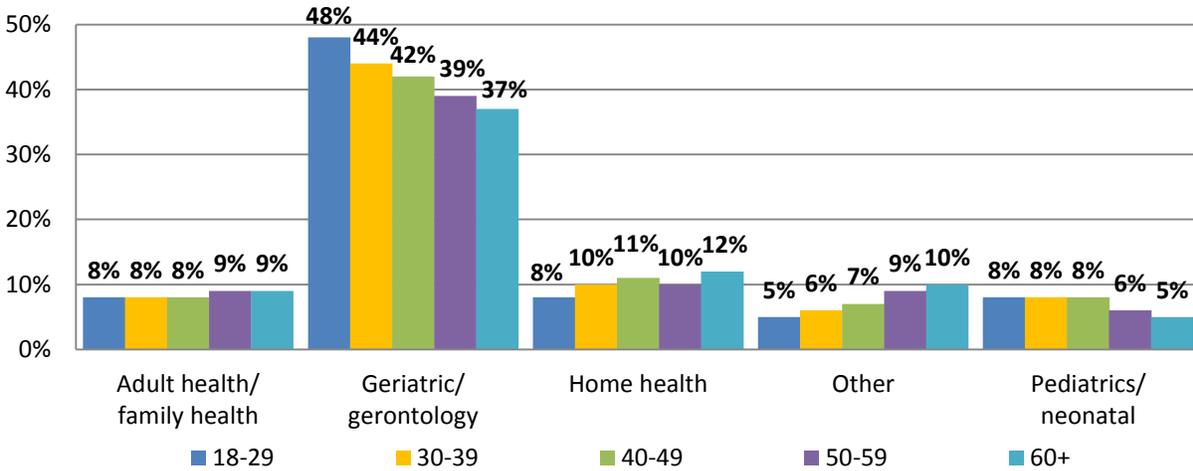
Specialty area	Number	Percent
Acute care/critical care	1,672	5%
Adult health/family health	2,693	8%
Anesthesia	38	< 1%
Community	513	2%
Geriatric/gerontology	13,467	42%
Home health	3,329	10%
Maternal-child health	188	1%
Medical surgical	1,309	4%
Occupational health	119	< 1%
Oncology	138	< 1%
Other	2,414	7%
Palliative care	256	1%
Pediatrics/neonatal	2,277	7%
Psychiatric/mental health/substance abuse	1,301	4%
Public health	283	1%
Rehabilitation	1,196	4%
School health	754	2%
Trauma	39	< 1%
Women's health	327	1%
Total	32,313	100%

Age groups impacted primary job specialty of respondents employed in direct patient care in Pennsylvania. While 42 percent of respondents had a primary job specialty area of geriatrics or gerontology, the percentage decreased with age. Forty-eight percent of those employed in direct patient care in Pennsylvania in the 18-29 age group held a primary job in the geriatrics or gerontology specialty area, compared to 37 percent in the 60+ age group. Figure 18 compares respondents employed in direct patient care by the five most reported primary job specialty areas and age groups.



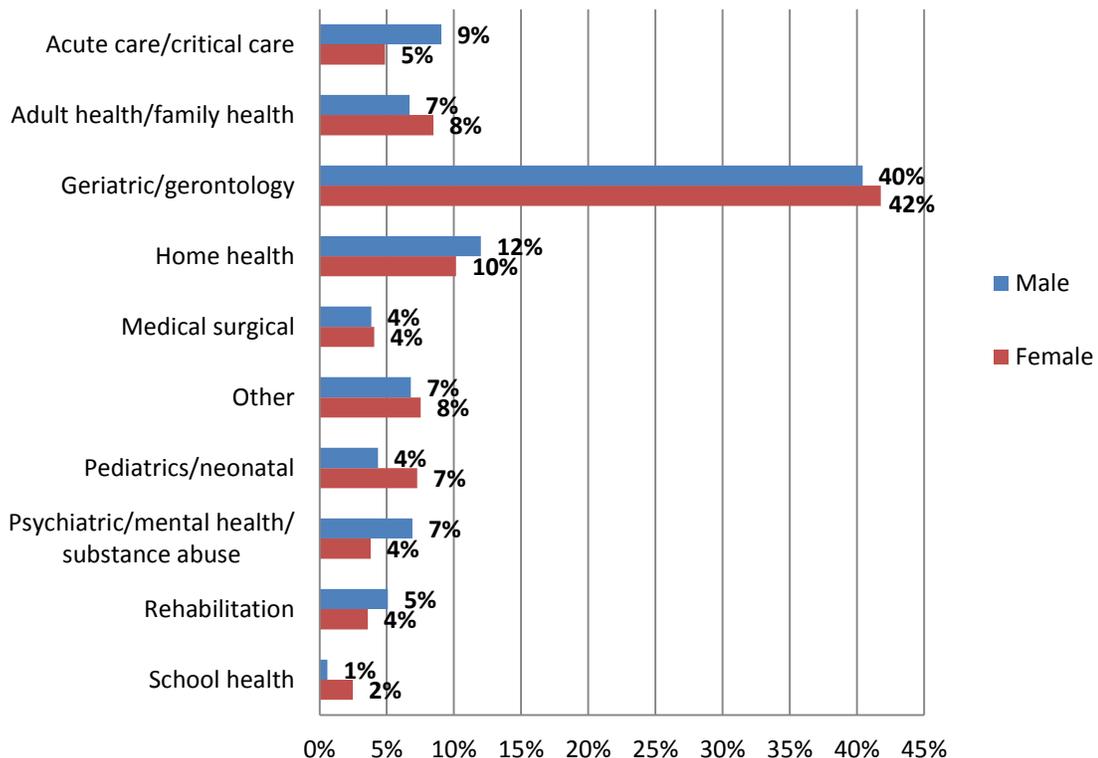
Employment, continued

Figure 18: Respondents employed in direct patient care in Pennsylvania by the five most reported primary job specialty areas and age groups, 2014 LPN Survey



Male and female respondents employed in direct patient care in Pennsylvania were most likely to have a primary job in the geriatric or gerontology specialty area. Variation was seen between male and female respondents in the next nine most reported primary job specialty areas. Figure 19 compares respondents by the 10 most reported primary job specialty areas and sex.

Figure 19: Respondents employed in direct patient care in Pennsylvania by the 10 most reported primary job specialty areas and sex, 2014 LPN Survey



Employment, continued

Twelve percent of respondents employed in direct patient care in Pennsylvania were employed in more than one position as a nurse. Of those employed in direct patient care who were employed in more than one nursing position, 72 percent worked their secondary job in an urban county. This was a greater percentage than the 64 percent of respondents who worked in an urban county for their primary job.

The home health setting was the most reported (34 percent) secondary job setting for respondents employed in direct patient care in Pennsylvania who were employed in two or more positions as a nurse. Table 43 lists respondents with a secondary job by the setting of that job.

Table 43: Respondents employed in direct patient care in Pennsylvania with a secondary job by job setting, 2014 LPN Survey

Job setting	Number	Percent
Home health	1,301	34%
Nursing home	1,224	32%
Other	349	9%
Assisted living facility	345	9%
School health service	164	4%
Hospital	128	3%
Community health	104	3%
Correctional facility	80	2%
Ambulatory care setting	69	2%
Educational	31	1%
Public health	27	1%
Occupational health	12	< 1%
Insurance claims/benefits	-	< 1%
Policy/planning/regulatory/licensing agency	-	< 1%
Total	3,842	100%

- Numbers less than six are withheld for privacy purposes.



Employment, continued

As with primary jobs, the geriatric or gerontology specialty area was the most reported (36 percent) specialty area by respondents employed in direct patient care in Pennsylvania with a secondary job. Table 44 lists respondents employed in direct patient care with a secondary job by the specialty area of that job.

Table 44: Respondents employed in direct patient care in Pennsylvania with a secondary job by specialty area, 2014 LPN Survey

Specialty area	Number	Percent
Acute care/critical care	174	5%
Adult health/family health	215	6%
Anesthesia	-	< 1%
Community	78	2%
Geriatric/gerontology	1,387	36%
Home health	790	21%
Maternal-child health	12	< 1%
Medical surgical	70	2%
Occupational health	14	< 1%
Oncology	-	< 1%
Other	244	6%
Palliative care	41	1%
Pediatrics/neonatal	387	10%
Psychiatric/mental health/substance abuse	130	3%
Public health	38	1%
Rehabilitation	102	3%
School health	143	4%
Trauma	6	< 1%
Women's health	7	< 1%
Total	3,842	100%

- Numbers less than six are withheld for privacy purposes.

Hours Worked

Respondents employed in direct patient care in Pennsylvania were asked how many hours they worked in all of their nursing positions in the week prior to completing the survey. Almost four out of every five (79 percent) respondents employed in direct patient care worked 31 or more hours in the prior week. The most reported number of hours worked in the prior week was 31-40 by 57 percent of those employed in direct patient care. Table 45 lists respondents by the number of hours they worked in the prior week.

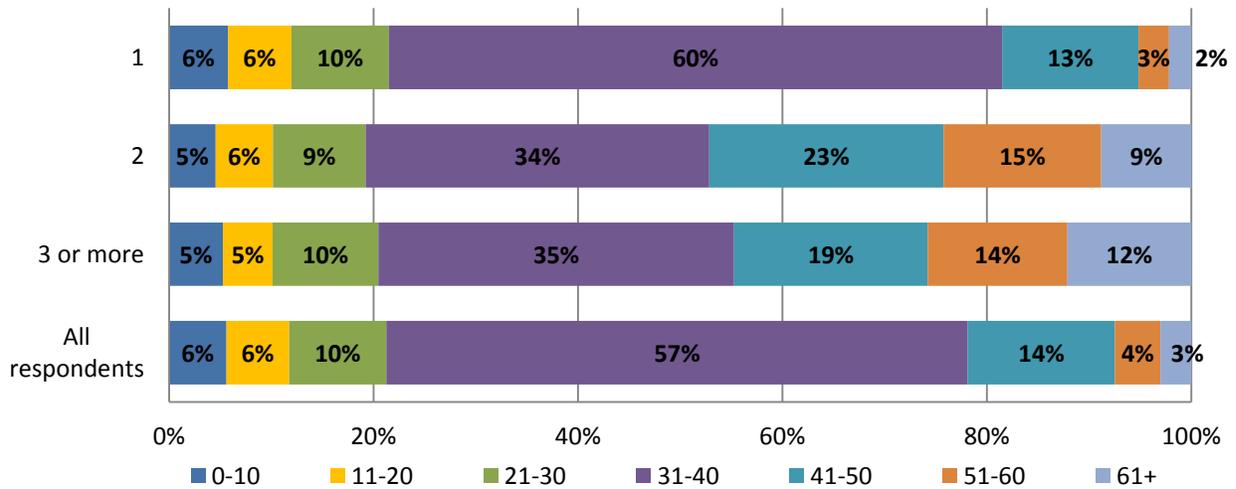
Hours Worked, continued

Table 45: Respondents employed in direct patient care in Pennsylvania by the number of hours worked in the prior week, 2014 LPN Survey

Hours worked	Number	Percent
0-10	1,819	6%
11-20	1,979	6%
21-30	3,070	10%
31-40	18,384	57%
41-50	4,650	14%
51-60	1,437	4%
61+	973	3%
Total	32,312	100%

Respondents employed in direct patient care in Pennsylvania in two or more nursing positions were more likely to work 41 or more hours than respondents who were employed in only one nursing position. Little difference was seen between the number of hours worked in the prior week for respondents who were employed in two nursing positions compared to those employed in three or more. Forty-seven percent of respondents employed in two nursing positions worked 41 or more hours, compared to 45 percent of those employed in three or more nursing positions. Figure 20 compares respondents employed in direct patient care by the number of hours worked in the prior week and the number of nursing positions in which they were employed.

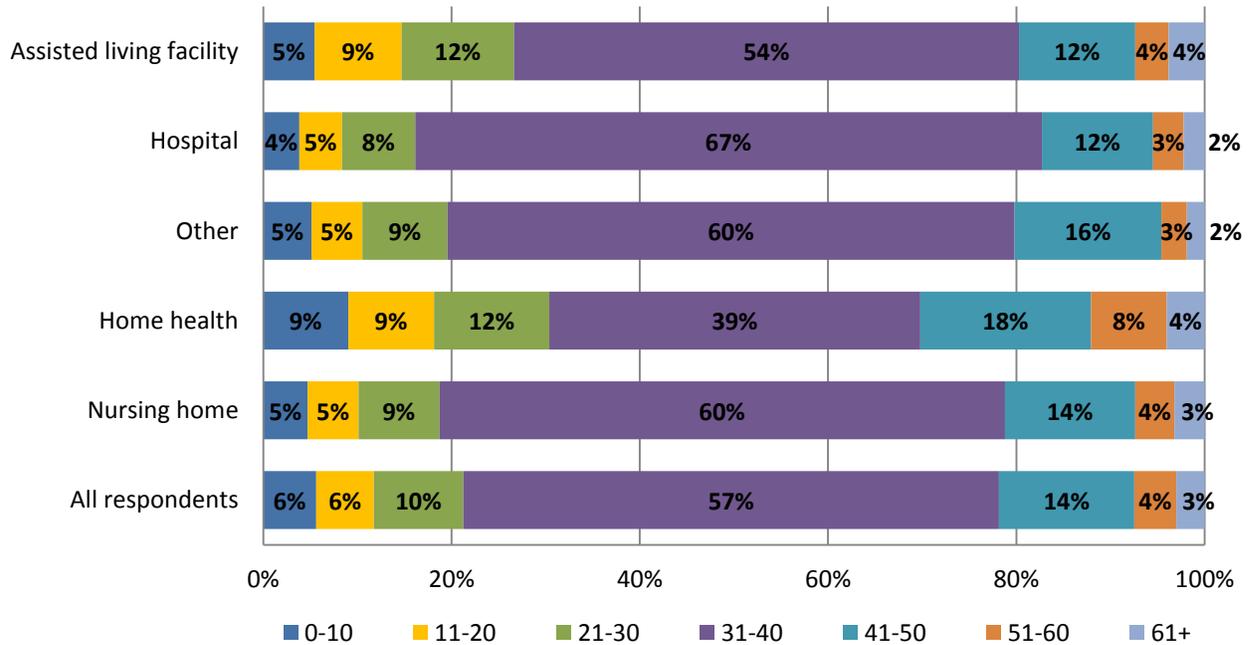
Figure 20: Respondents employed in direct patient care in Pennsylvania by the number of hours worked in the prior week and number of positions in which they are employed as a nurse, 2014 LPN Survey



Hours Worked, continued

Thirty percent of respondents employed in direct patient care in Pennsylvania with a home health primary job setting worked 30 or fewer hours in the prior week, compared to 21 percent of respondents in all primary job settings. The home health primary job setting also had the highest percentage (30 percent) of those who worked 41 or more hours. Figure 21 compares the number of hours respondents employed in direct patient care worked in the prior week by the five most reported primary job settings.

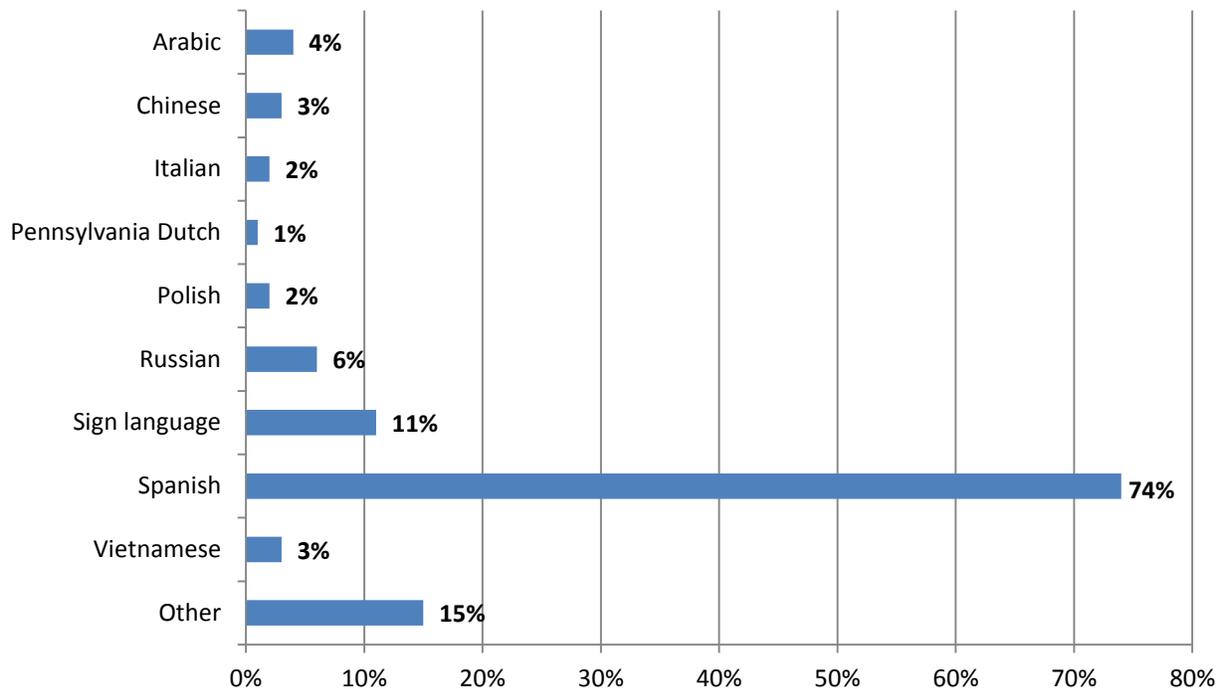
Figure 21: Respondents employed in direct patient care in Pennsylvania by the number of hours worked in the prior week and the five most reported primary job settings, 2014 LPN Survey



Language

Three percent of respondents employed in direct patient care in Pennsylvania provided language interpretative services for medical terminology in the past six months, with Spanish being the language most frequently reported. Over 50 languages were represented in the category of 'other' as languages in which respondents provided language interpretative services for medical terminology. These included Bosnian, French, German, Greek, Hindi, Korean, Twi, Urdu, and Yoruba. Figure 22 shows those respondents by languages in which they provided interpretative services for medical terminology in the past six months.

Figure 22: Respondents employed in direct patient care in Pennsylvania who provided language interpretative services for medical terminology in the past six months by language, 2014 LPN Survey

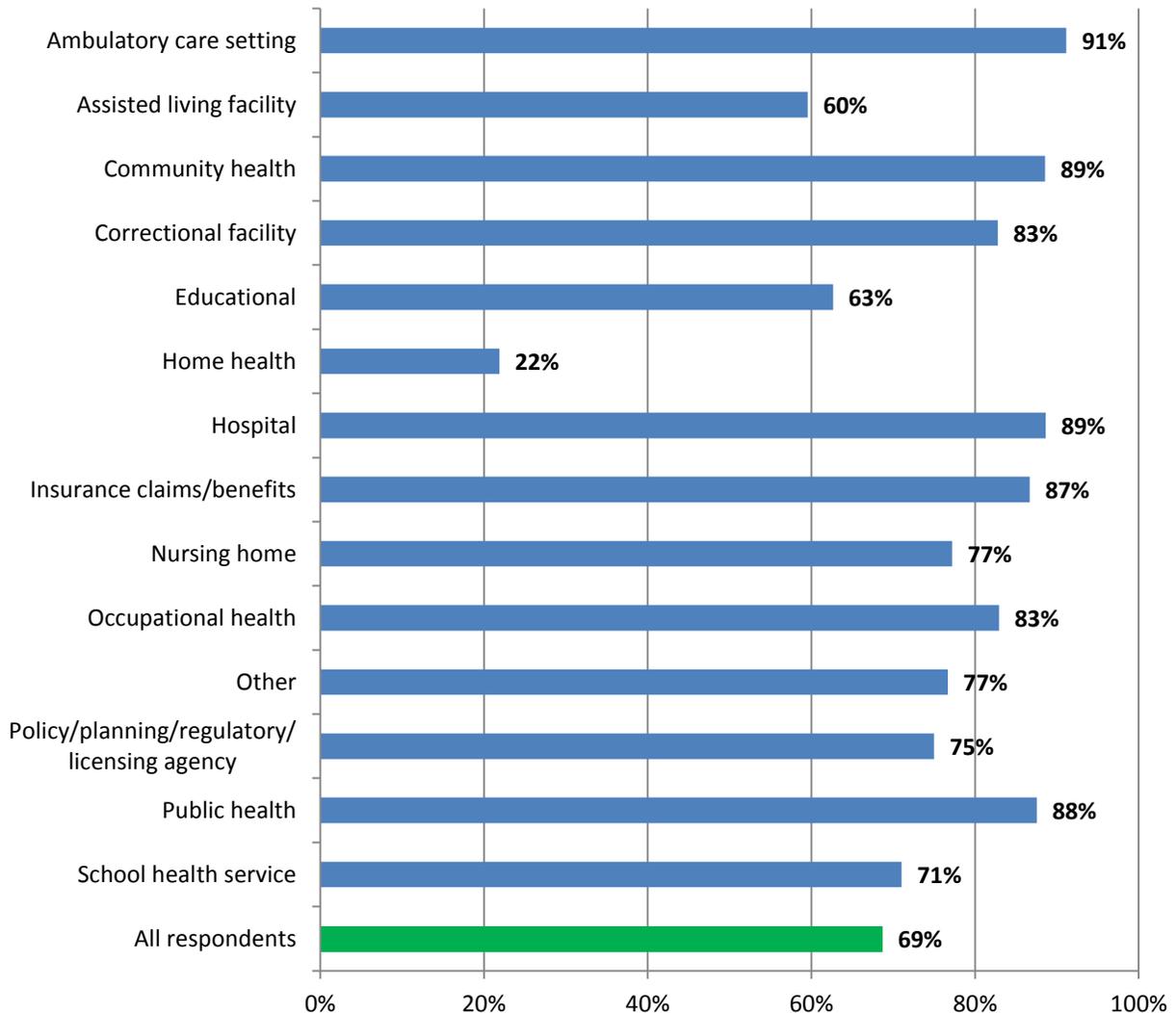


Technology

Health information technology (HIT) is the umbrella term for many types of information technology (IT) specifically designed for health care. HIT includes, but is not limited to, electronic medical records for patients and means of exchanging data and images between health care providers, including sending prescriptions directly to pharmacies.

Sixty-nine percent of respondents employed in direct patient care in Pennsylvania used computer systems to access patient health information, such as medical records and orders. Those with a primary job in a home health setting had the lowest percentage (22 percent) who used computer systems to access patient health information, compared to those in an ambulatory care setting with the highest percentage (91 percent). Figure 23 compares respondents employed in direct patient care who used computer systems to access patient health information in their primary job by job setting.

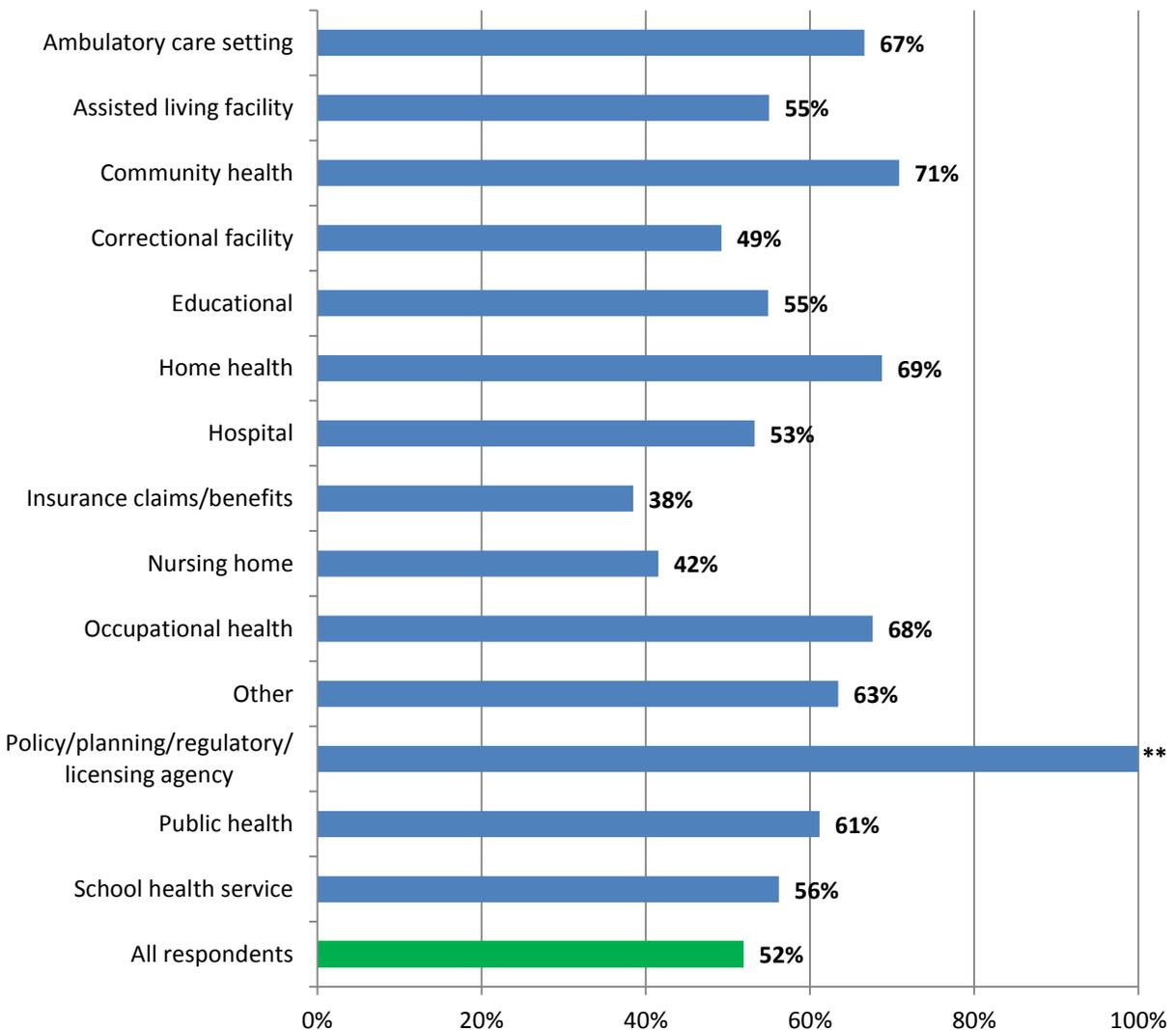
Figure 23: Respondents employed in direct patient care in Pennsylvania who used computer systems to access patient health information in their primary job by job setting, 2014 LPN Survey



Technology, continued

Fifty-two percent of respondents employed in direct patient care in Pennsylvania used computer systems to exchange patient health information with other health care providers or facilities. Respondents with a primary job in insurance claims or benefits had the lowest percentage (38 percent) that used computer systems to exchange patient health information with other health care providers or facilities. Figure 24 compares respondents employed in direct patient care who used computer systems to exchange patient health information with other health care providers or facilities in their primary job by job setting.

Figure 24: Respondents employed in direct patient care in Pennsylvania who used computer systems to exchange patient health information with other health care providers or facilities in their primary job by job setting, 2014 LPN Survey

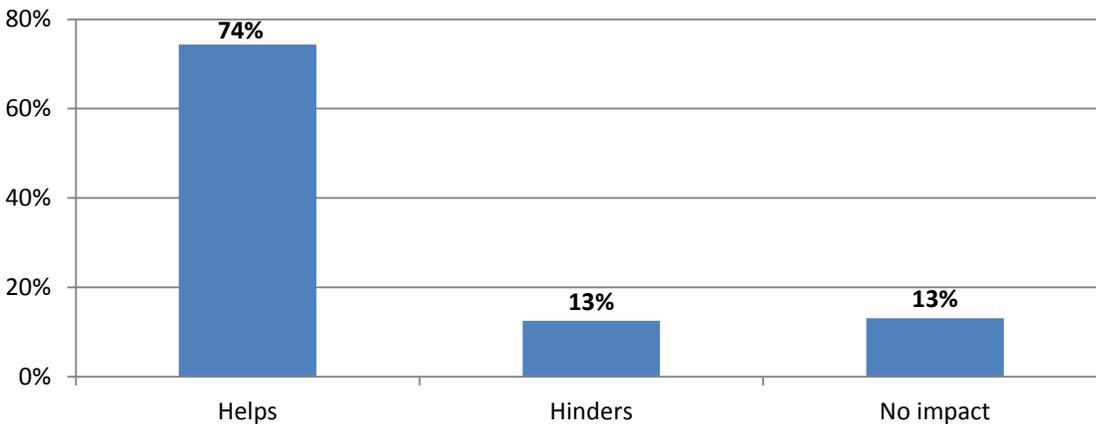


** Numbers based on less than six events have been removed.

Technology, continued

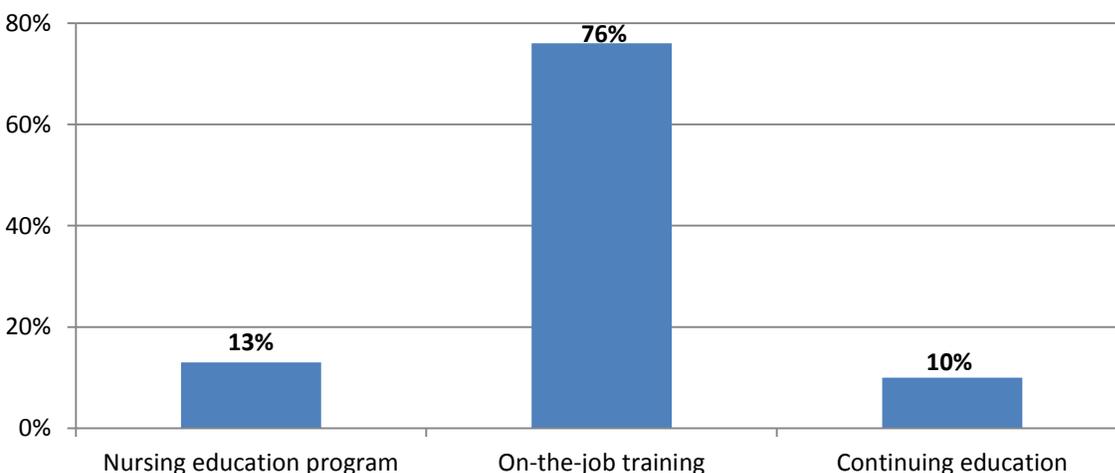
The respondents employed in direct patient care in Pennsylvania were asked how the computer system impacts their ability to perform their primary job. Seventy-four percent of respondents answered that the computer system helps them in the performance of their primary job. Figure 25 compares responses of LPNs employed in direct patient care regarding the impact the computer system has on their ability to do their primary job.

Figure 25: Respondents employed in direct patient care in Pennsylvania who used computer systems in their primary job by how the computer system impacts job ability, 2014 LPN Survey



Eighty-three percent of respondents employed in direct patient care in Pennsylvania responded to the question of where they learned to use computer systems in their role as a nurse. Of those 26,805 respondents, 76 percent said they received their training on-the-job. Respondents could choose more than one answer to this question. Figure 26 compares where respondents employed in direct patient care received computer systems training.

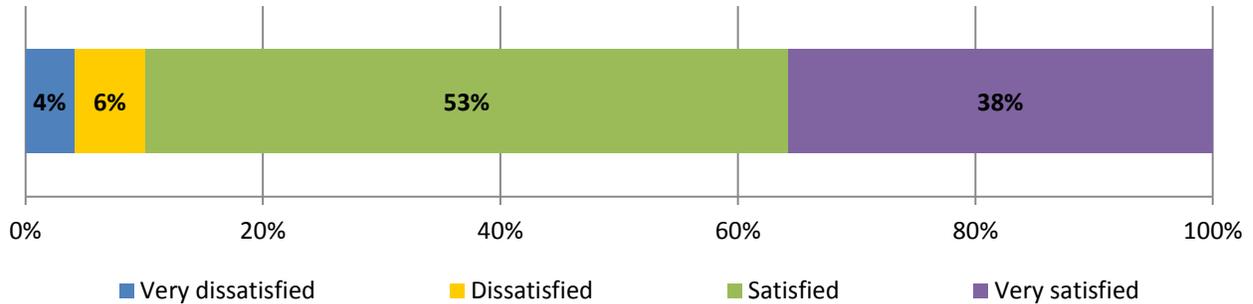
Figure 26: Respondents employed in direct patient care in Pennsylvania by where computer training was received, 2014 LPN Survey



Professional Satisfaction/Dissatisfaction

Nine out of every 10 respondents employed in direct patient care in Pennsylvania were satisfied or very satisfied with nursing as a career. Figure 27 shows the distribution of respondents employed in direct patient care in Pennsylvania by their satisfaction with nursing as a career.

Figure 27: Respondents employed in direct patient care in Pennsylvania by satisfaction with nursing as a career, 2014 LPN Survey



Younger respondents employed in direct patient care in Pennsylvania were more likely to report being very satisfied or satisfied with nursing as a career, and older respondents were more likely to report being very dissatisfied or dissatisfied. Table 46 lists respondents' satisfaction with nursing as a career by age groups.

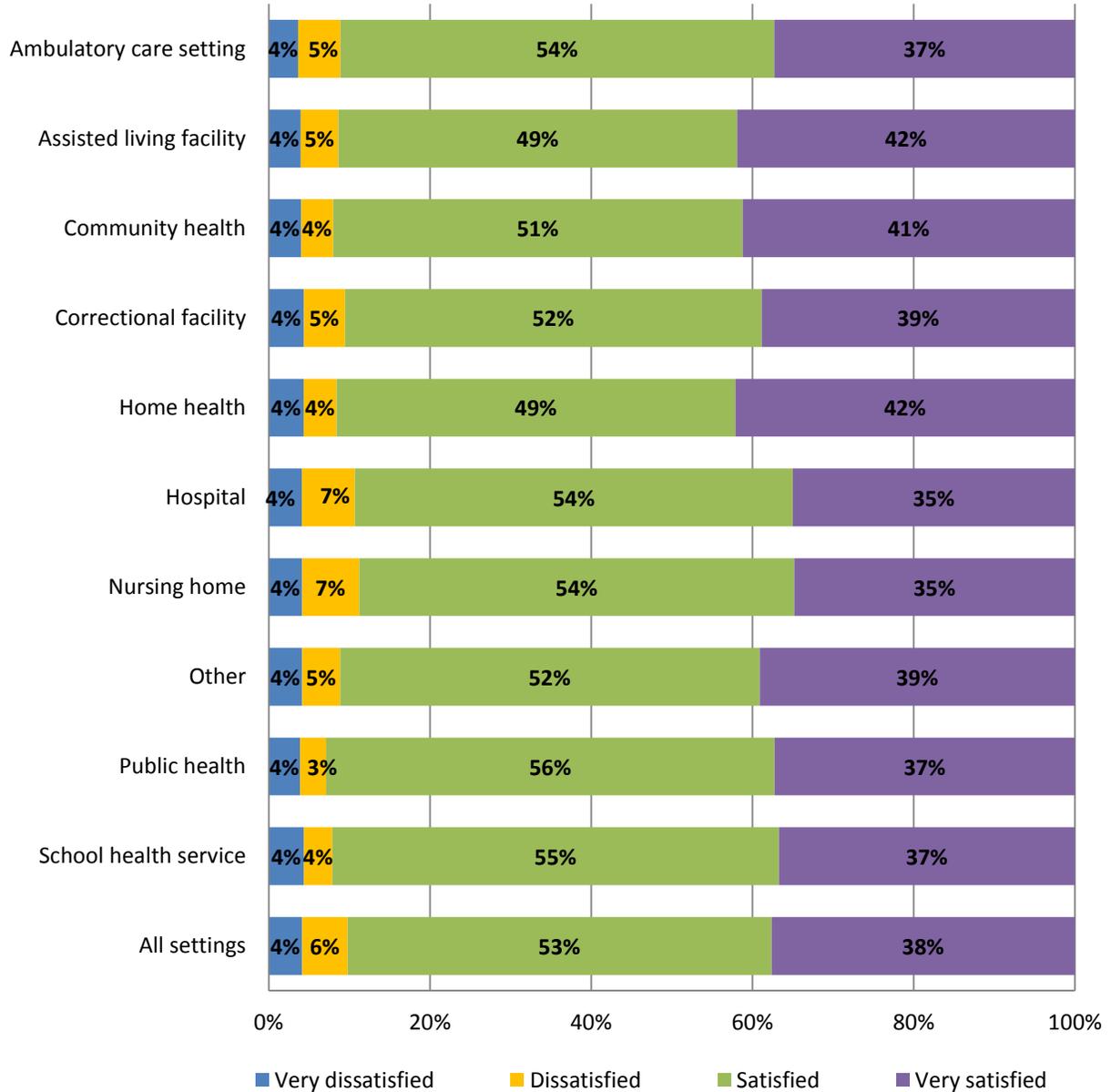
Table 46: Respondents employed in direct patient care in Pennsylvania by satisfaction with nursing as a career and age groups, 2014 LPN Survey

Age groups	Very dissatisfied or dissatisfied		Very satisfied or satisfied	
	Number	Percent	Number	Percent
18-24	28	3%	1,000	97%
25-29	162	5%	2,823	95%
30-34	275	8%	3,386	92%
35-39	337	9%	3,383	91%
40-44	426	10%	3,689	90%
45-49	435	11%	3,473	89%
50-54	466	11%	3,656	89%
55-59	525	12%	3,780	88%
60-64	386	13%	2,690	87%
65+	128	9%	1,264	91%
Total	3,168	10%	29,144	90%

Professional Satisfaction/Dissatisfaction, continued

Satisfaction with nursing as a career varied by the job setting of respondents employed in direct patient care in Pennsylvania. Those who worked in an assisted living facility and those who worked in home health reported the highest level (42 percent) of being very satisfied with nursing as a career. Figure 28 compares respondents' satisfaction with nursing as a career by the 10 most reported job settings.

Figure 28: Respondents employed in direct patient care in Pennsylvania by satisfaction with nursing as a career and the 10 most reported primary job settings, 2014 LPN Survey

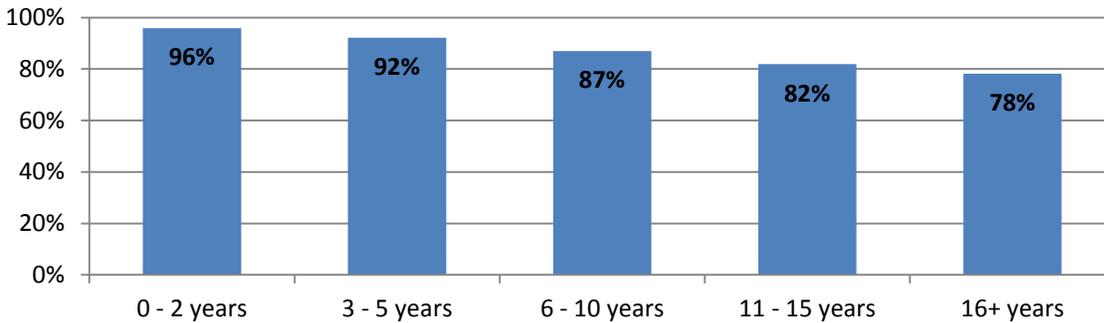


Professional Satisfaction/Dissatisfaction, continued

Licensed Practical Nurses Employed in Direct Patient Care in Pennsylvania
Who Responded to the 2014 Pennsylvania Survey of Practical Nurses

Eighty-five percent of respondents employed in direct patient care in Pennsylvania would encourage someone else to choose a career in nursing. Those respondents licensed for less than six years were most likely to encourage someone else to choose a career in nursing, as shown in Figure 29.

Figure 29: Respondents employed in direct patient care in Pennsylvania who would encourage someone else to choose a career in nursing by years as an LPN, 2014 LPN Survey



Ninety-three percent of respondents employed in insurance claims or benefits would encourage someone else to choose a career in nursing. Table 47 lists respondents employed in direct patient care who would encourage someone else to choose a career in nursing by job setting.

Table 47: Respondents employed in direct patient care in Pennsylvania who would encourage someone else to choose a career in nursing by job setting, 2014 LPN Survey

Job setting	Number	Percent
Ambulatory care setting	1,248	85%
Assisted living facility	2,213	89%
Community health	1,042	88%
Correctional facility	689	87%
Educational	74	90%
Home health	4,900	90%
Hospital	2,266	80%
Insurance claims/benefits	14	93%
Nursing home	10,728	83%
Occupational health	110	86%
Other	2,933	85%
Policy/planning/regulatory/licensing agency	-	-
Public health	392	90%
School health service	739	88%
Total	27,352	85%

Professional Satisfaction/Dissatisfaction, continued

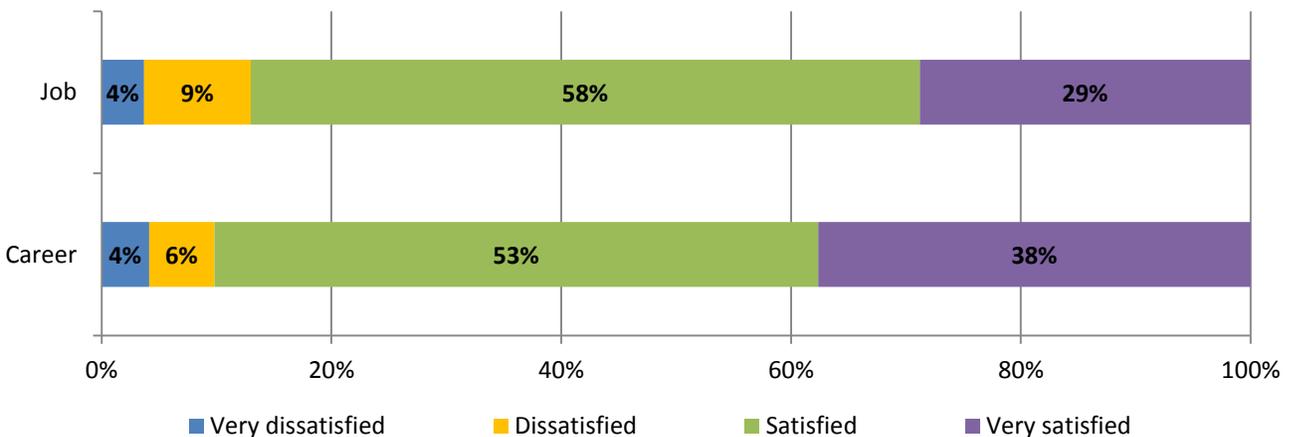
Eighty-seven percent of respondents employed in direct patient care in Pennsylvania were satisfied or very satisfied with their primary job. The 18-24 and 65+ age groups had the highest percentage (34 percent) of those being very satisfied. Table 48 lists respondents' satisfaction with their primary job by age groups.

Table 48: Respondents employed in direct patient care in Pennsylvania by primary job satisfaction and age groups, 2014 LPN Survey

Age groups	Very dissatisfied		Dissatisfied		Satisfied		Very satisfied	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
18-24	12	1%	67	7%	603	59%	346	34%
25-29	61	2%	262	9%	1,759	59%	903	30%
30-34	125	3%	346	9%	2,141	58%	1,049	29%
35-39	141	4%	351	9%	2,116	57%	1,112	30%
40-44	190	5%	388	9%	2,345	57%	1,192	29%
45-49	158	4%	392	10%	2,233	57%	1,125	29%
50-54	152	4%	426	10%	2,426	59%	1,118	27%
55-59	177	4%	401	9%	2,597	60%	1,130	26%
60-64	127	4%	284	9%	1,810	59%	855	28%
65+	54	4%	79	6%	782	56%	477	34%
Total	1,197	4%	2,996	9%	18,812	58%	9,307	29%

Respondents employed in direct patient care in Pennsylvania were more likely to be satisfied or very satisfied with nursing as a career (90 percent), compared to being satisfied or very satisfied with their primary job (87 percent). Figure 30 compares satisfaction with nursing as a career and primary job satisfaction for those employed in direct patient care in Pennsylvania.

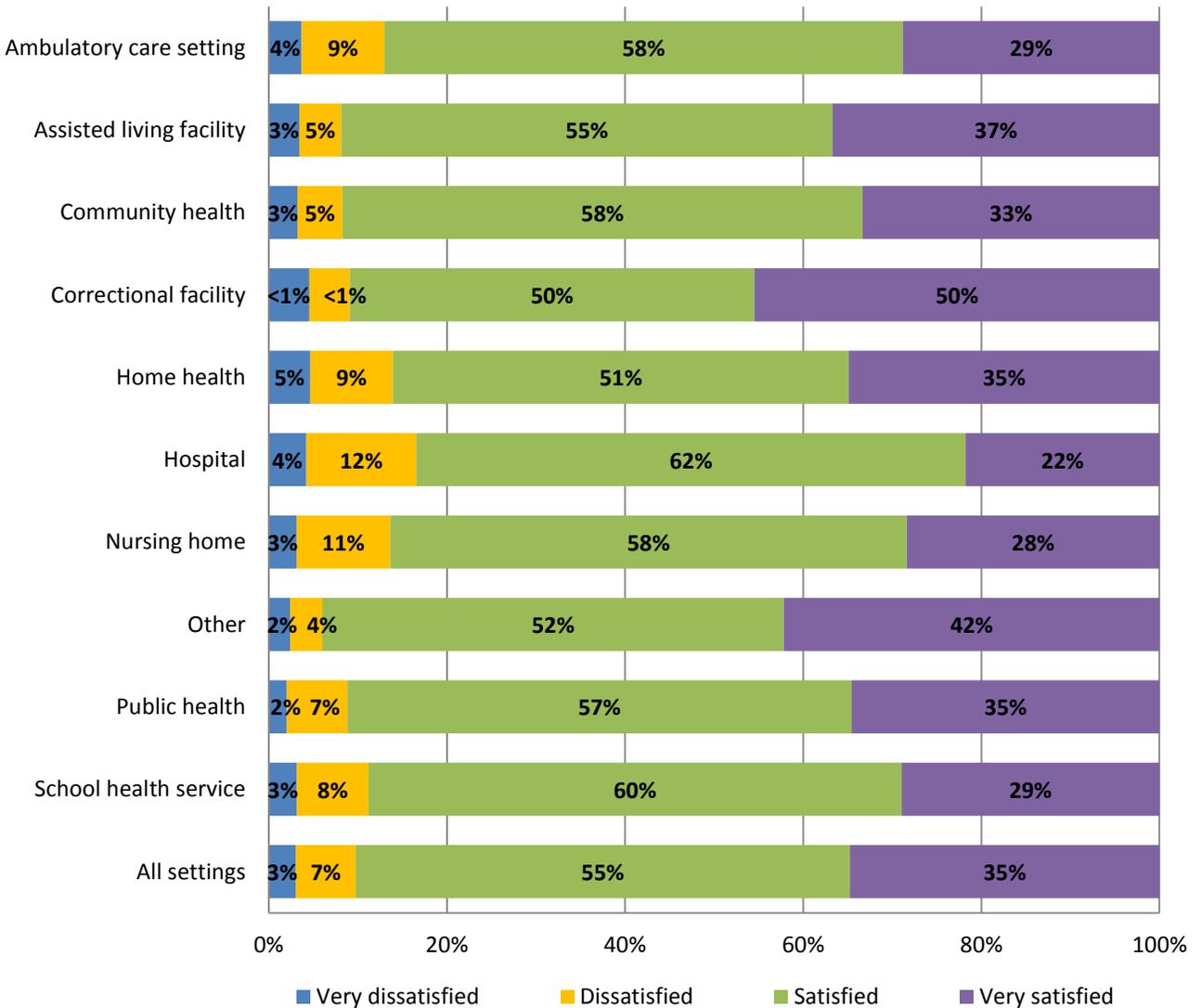
Figure 30: Respondents employed in direct patient care in Pennsylvania by satisfaction with nursing as a career compared to primary job satisfaction, 2014 LPN Survey



Professional Satisfaction/Dissatisfaction, continued

Primary job satisfaction varied by setting for respondents employed in direct patient care in Pennsylvania for the 10 most reported job settings as shown in Figure 31. Those in a correctional facility setting had the highest percent (50 percent) of respondents who were very satisfied with their primary job, and those in a hospital setting had the lowest percent (22 percent).

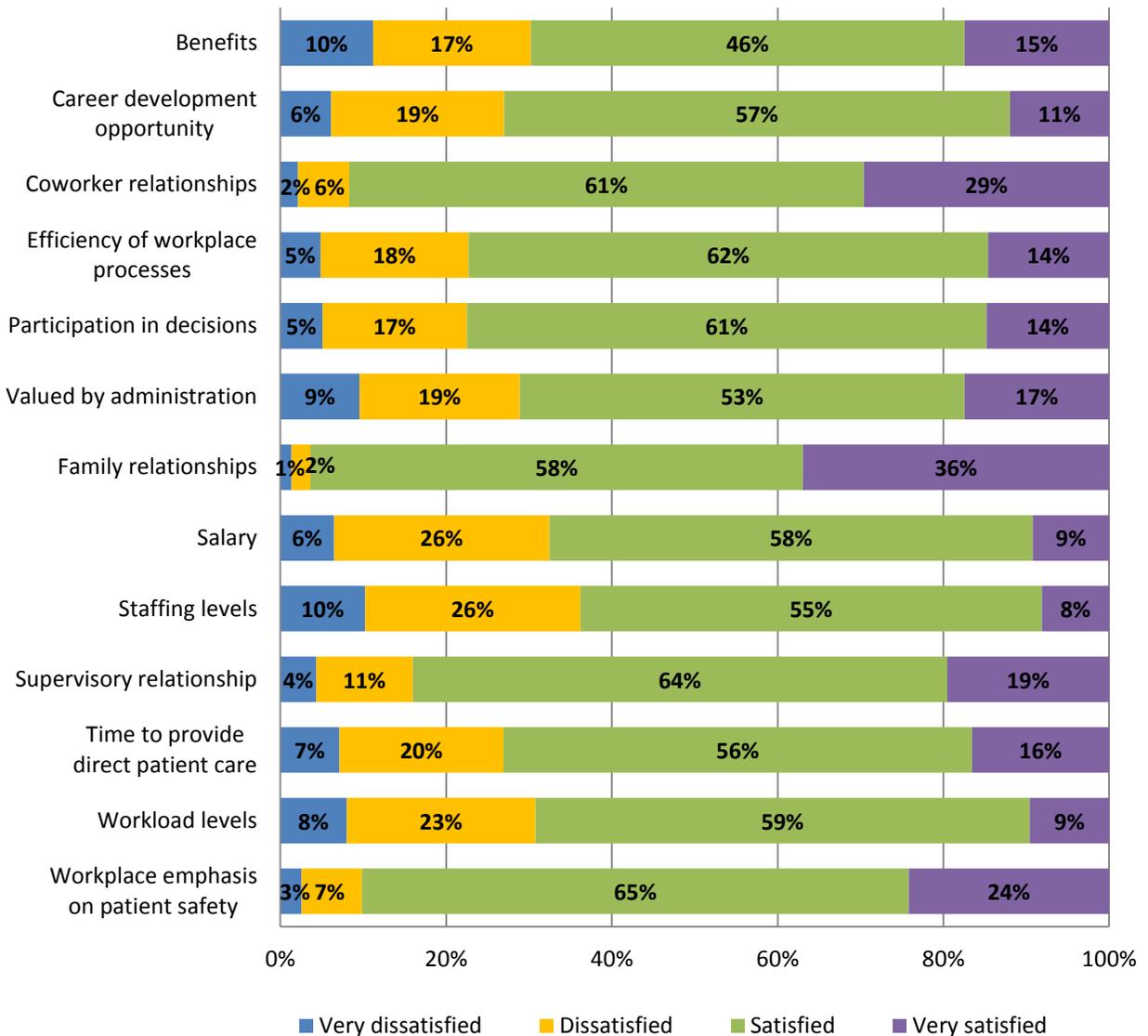
Figure 31: Respondents employed in direct patient care in Pennsylvania by primary job satisfaction and 10 most reported job settings, 2014 LPN Survey



Professional Satisfaction/Dissatisfaction, continued

Respondents employed in direct patient care in Pennsylvania reported their level of satisfaction with 13 specific factors about their primary job. These factors were benefits, career development opportunity, coworker relationships, efficiency of workplace processes, participation in decisions, valued by administration, family relationships, salary, staffing levels, supervisory relationship, time to provide direct patient care, workload levels and workplace emphasis on patient safety. 'Staffing levels' and 'salary' tied as the categories with the highest percentage of dissatisfied and very dissatisfied respondents (36 percent). 'Family relationships' was the category with the highest percentage of satisfied and very satisfied respondents (94 percent). Figure 32 presents respondents' level of satisfaction with these 13 factors at their primary job.

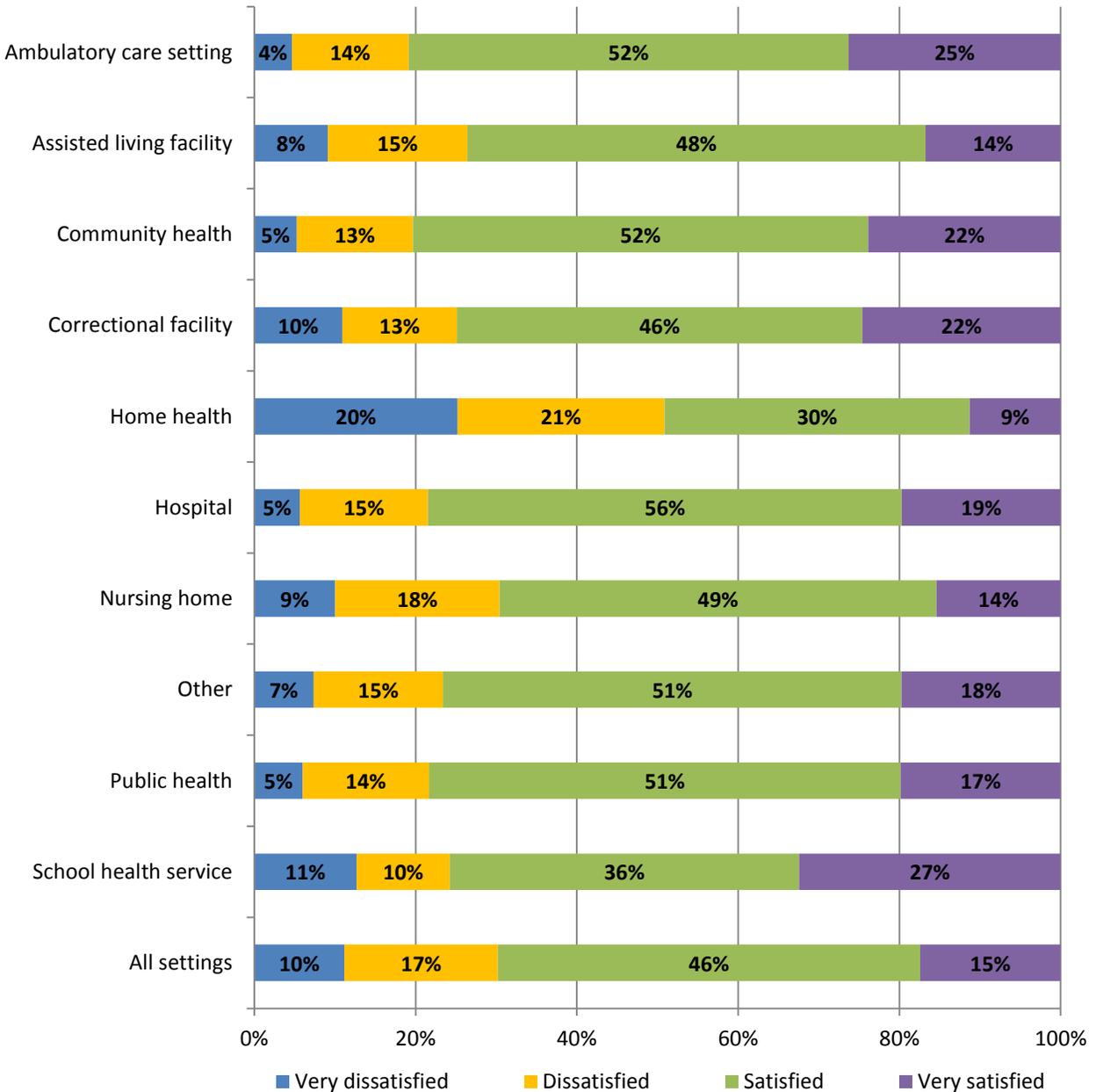
Figure 32: Respondents employed in direct patient care in Pennsylvania by satisfaction with factors at their primary job, 2014 LPN Survey



Professional Satisfaction/Dissatisfaction, continued

Satisfaction with benefits at their primary job varied by job setting for respondents employed in direct patient care in Pennsylvania for the 10 most reported job settings. Forty-one percent of those in a home health setting were dissatisfied or very dissatisfied with benefits at their primary job. Figure 33 shows respondents' satisfaction with benefits at their primary job by job setting.

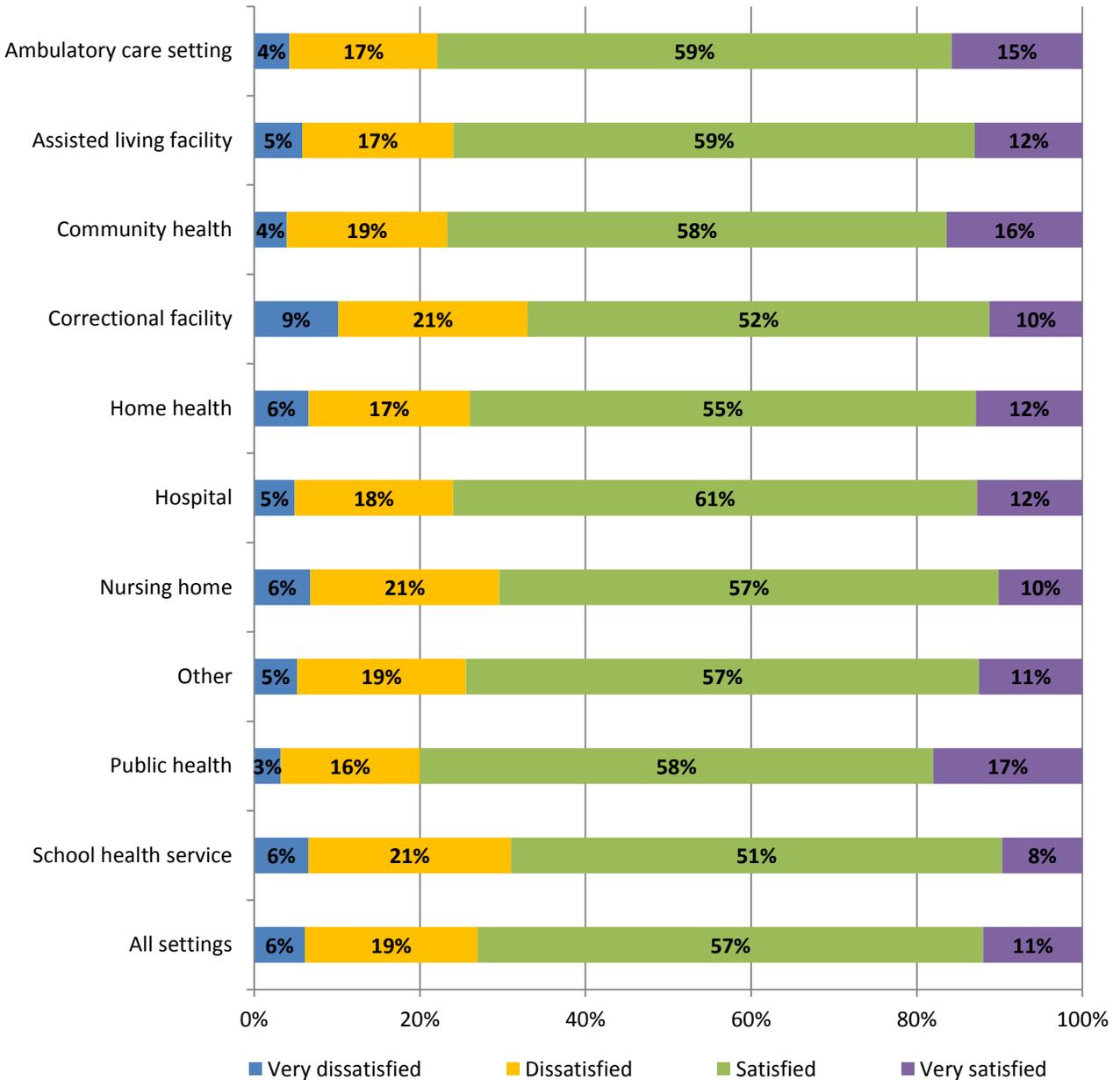
Figure 33: Respondents employed in direct patient care in Pennsylvania by satisfaction with benefits at their primary job and 10 most reported job settings, 2014 LPN Survey



Professional Satisfaction/Dissatisfaction, continued

Overall, 68 percent of respondents employed in direct patient care in Pennsylvania were satisfied or very satisfied with career development opportunities at their primary job. Those with a primary job in a public health setting had the highest percentage (17 percent) of being very satisfied with career development opportunities. Figure 34 presents respondents' satisfaction with career development opportunities at their primary job by the 10 most reported job settings.

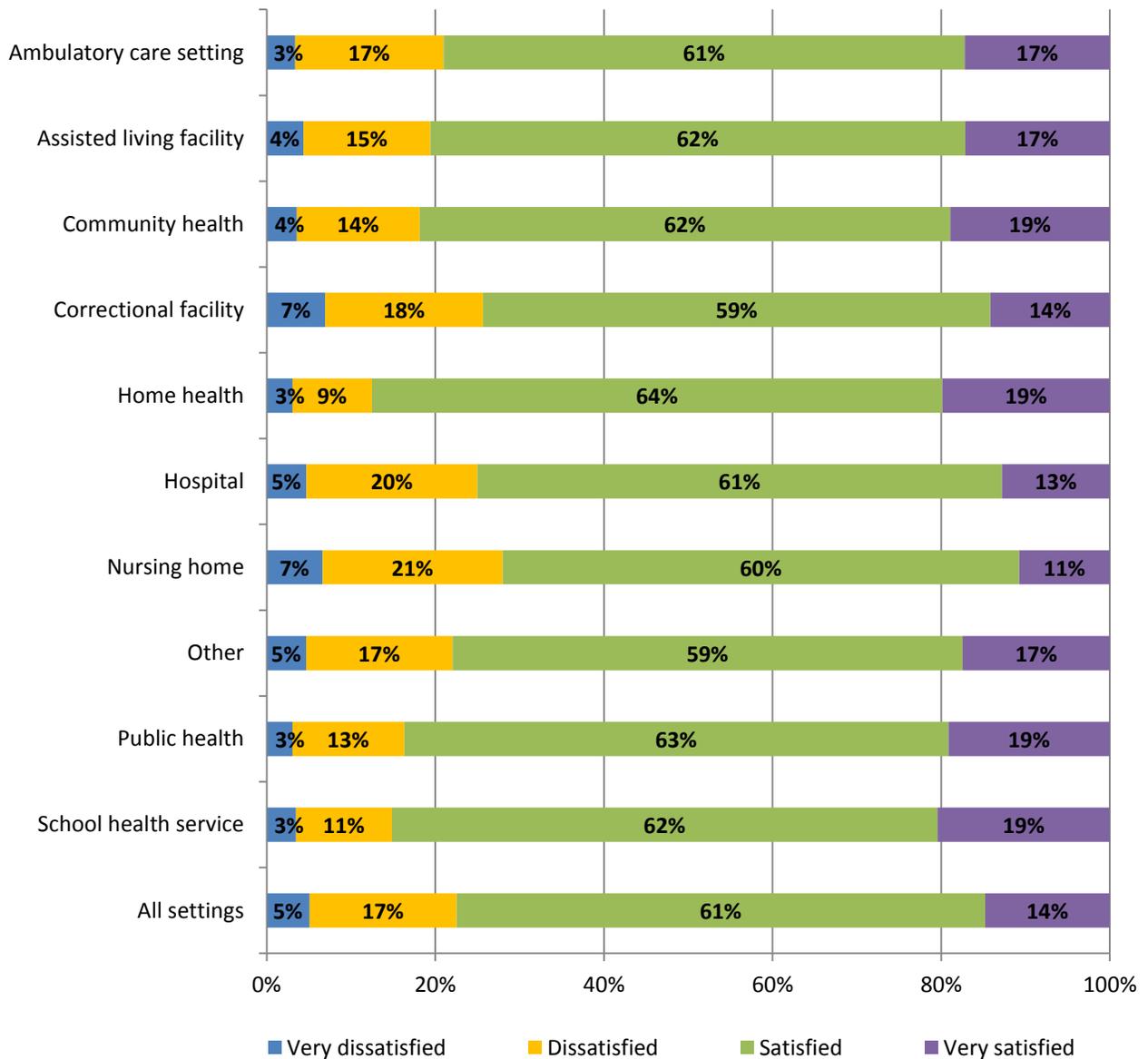
Figure 34: Respondents employed in direct patient care in Pennsylvania by satisfaction with career development opportunities at their primary job and 10 most reported job settings, 2014 LPN Survey



Professional Satisfaction/Dissatisfaction, continued

Three out of every four (75 percent) respondents employed in direct patient care in Pennsylvania were satisfied or very satisfied with participation in decisions at their primary job. Those who worked in a home health setting had the highest percentage (83 percent) of being satisfied or very satisfied. Conversely, those who worked in a nursing home setting had the highest percentage (27 percent) of being dissatisfied or very dissatisfied with participation in decisions. Figure 35 shows respondents' satisfaction with participation in decisions at their primary job by the 10 most reported job settings.

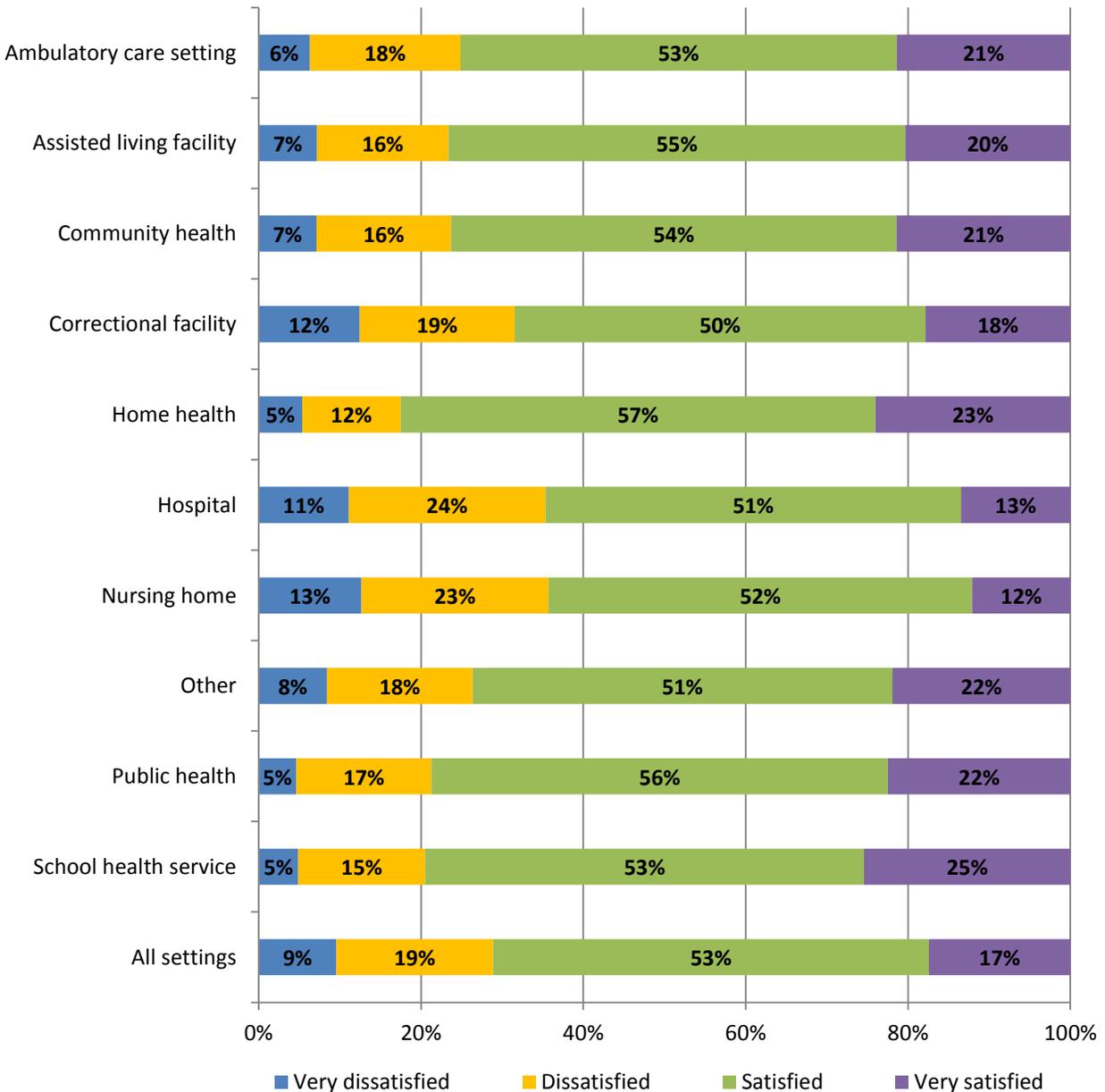
Figure 35: Respondents employed in direct patient care in Pennsylvania by satisfaction with participation in decisions at their primary job and 10 most reported job settings, 2014 LPN Survey



Professional Satisfaction/Dissatisfaction, continued

Respondents employed in direct patient care in Pennsylvania who worked in a nursing home setting were most likely (36 percent) to be dissatisfied or very dissatisfied with being valued by administration at their primary job. Those who worked in a home health setting were most likely (80 percent) to be satisfied or very satisfied with being valued by administration. Figure 36 compares respondents' satisfaction with being valued by administration at their primary job by the 10 most reported job settings.

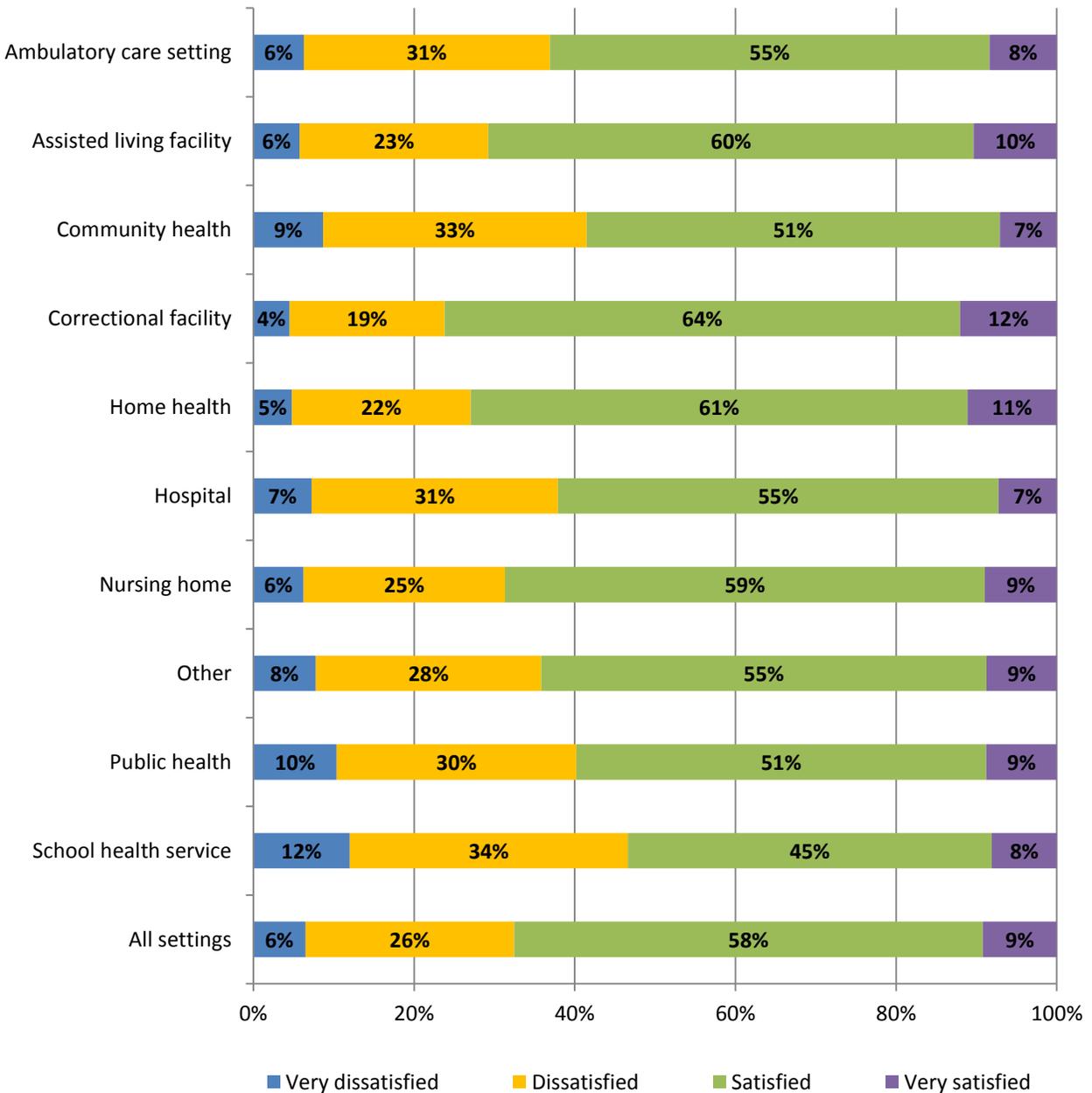
Figure 36: Respondents employed in direct patient care in Pennsylvania by satisfaction with being valued by administration at their primary job and 10 most reported job settings, 2014 LPN Survey



Professional Satisfaction/Dissatisfaction, continued

Respondents employed in direct patient care in Pennsylvania who worked in a correctional facility had the highest percentage (76 percent) of being satisfied or very satisfied with salary at their primary job, and those who worked in a school health service setting had the lowest percentage (53 percent). Figure 37 presents respondents' satisfaction with salary at their primary job by the 10 most reported job settings.

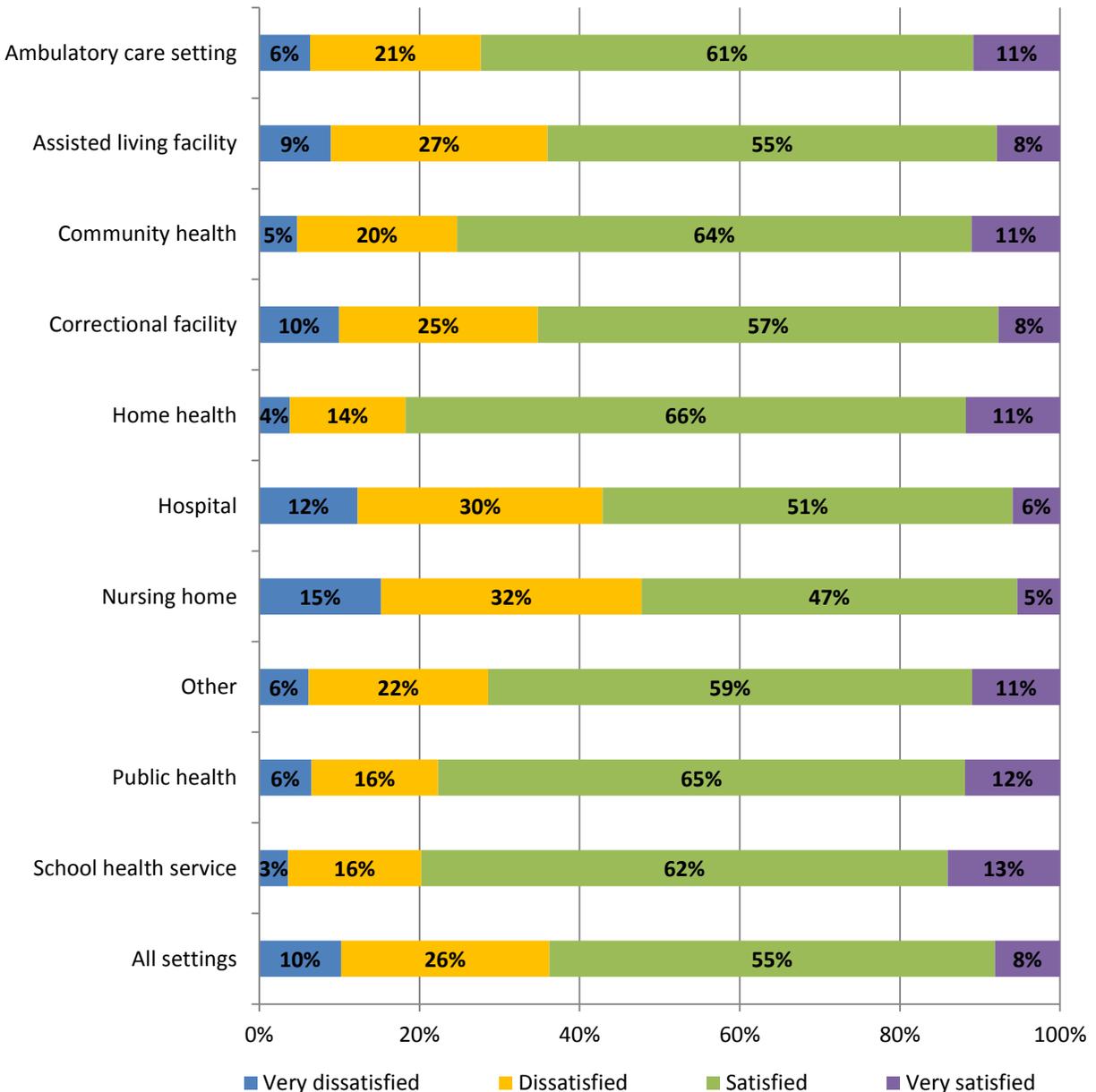
Figure 37: Respondents employed in direct patient care in Pennsylvania by satisfaction with salary at their primary job and 10 most reported job settings, 2014 LPN Survey



Professional Satisfaction/Dissatisfaction, continued

Among all job factors, respondents employed in direct patient care in Pennsylvania reported the highest percentage (36 percent) of being dissatisfied or very dissatisfied with staffing levels. Those who worked in a nursing home setting had the highest percentage (47 percent) of being dissatisfied or very dissatisfied with staffing levels, followed closely by hospitals at 42 percent. Figure 38 shows respondents' satisfaction with staffing levels at their primary job by the 10 most reported job settings.

Figure 38: Respondents employed in direct patient care in Pennsylvania by satisfaction with staffing levels at their primary job and 10 most reported job settings, 2014 LPN Survey



Intent to Remain in Nursing

Just over half (51 percent) of respondents employed in direct patient care in Pennsylvania intended to remain in nursing for 16 or more years. Figure 39 presents the length of time respondents intended to remain in nursing.

Figure 39: Respondents employed in direct patient care in Pennsylvania by length of time they intended to remain in nursing, 2014 LPN Survey

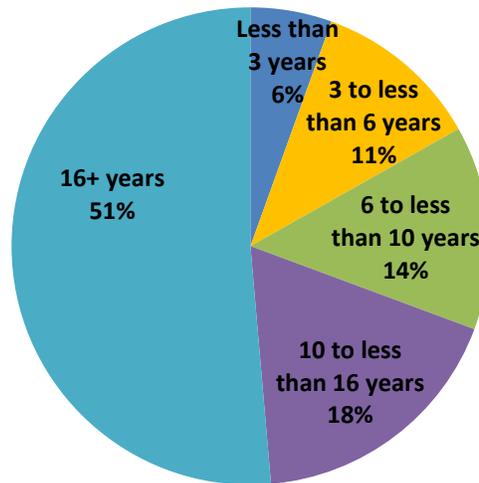


Table 49 lists respondents by the length of time they intended to remain in nursing and age groups. Eighty-three percent of respondents in the 65+ age group intended to remain in nursing for less than six years, while 89 percent of respondents in the 18-24 age group intended to remain in nursing for 16 or more years.

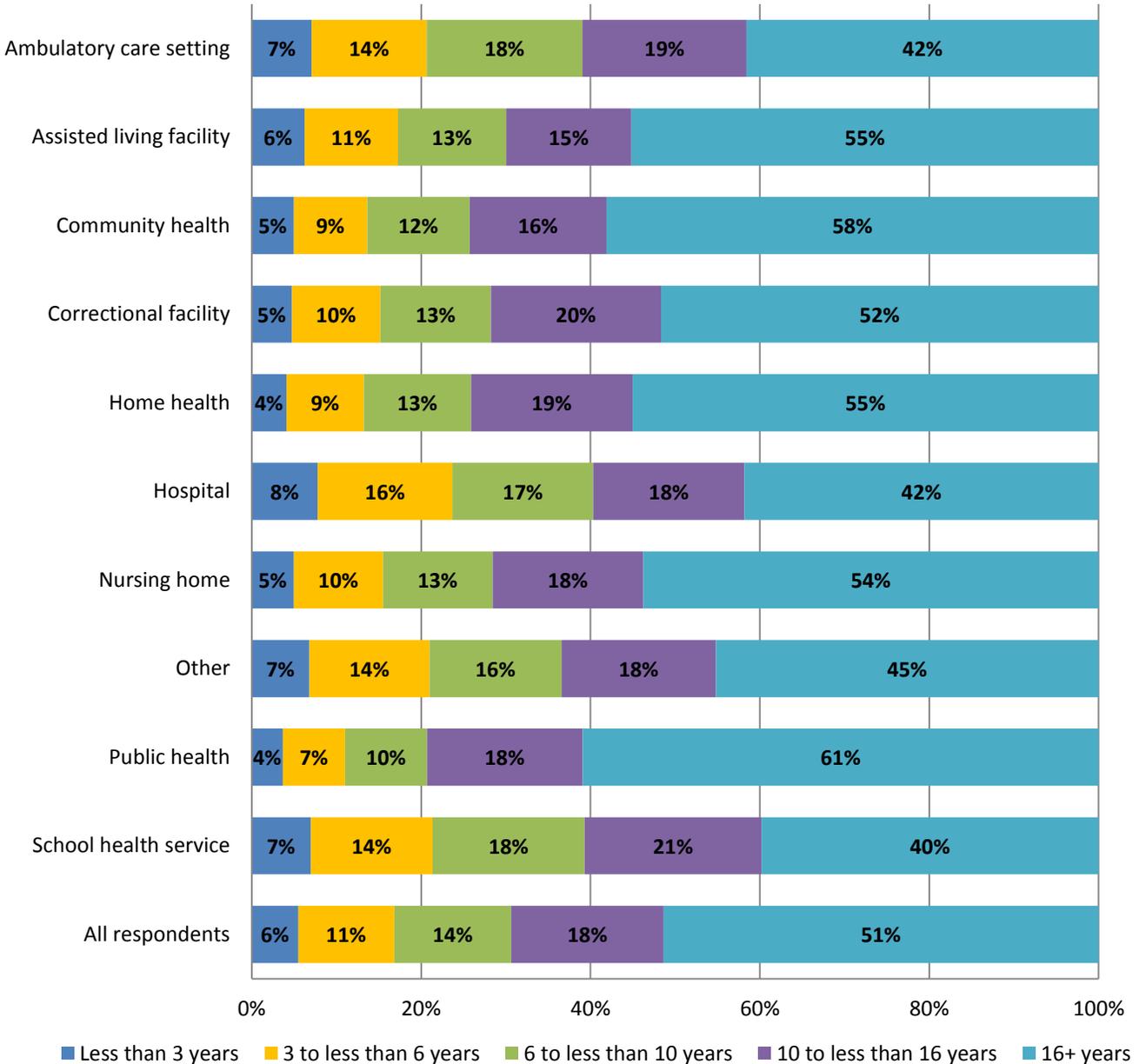
Table 49: Respondents employed in direct patient care in Pennsylvania by the length of time they intended to remain in nursing and age groups, 2014 LPN Survey

Age groups	Less than 6 years		6 to less than 10 years		10 to less than 16 years		16+ years	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
18-24	45	4%	32	3%	32	3%	919	89%
25-29	185	6%	93	3%	115	4%	2,592	87%
30-34	175	5%	157	4%	241	7%	3,087	84%
35-39	189	5%	168	5%	332	9%	3,030	81%
40-44	196	5%	245	6%	647	16%	3,026	74%
45-49	229	6%	324	8%	1,023	26%	2,332	60%
50-54	314	8%	755	18%	1,868	45%	1,184	29%
55-59	962	22%	1,728	40%	1,278	30%	335	8%
60-64	1,989	65%	806	26%	215	7%	64	2%
65+	1,153	83%	159	11%	53	4%	27	2%
Total	5,437	17%	4,467	14%	5,804	18%	16,596	51%

Intent to Remain in Nursing, continued

Almost a quarter (24 percent) of respondents employed in direct patient care in Pennsylvania who worked in a hospital setting intended to leave nursing in less than six years. Figure 40 compares respondents by the length of time they intended to remain in nursing and the 10 most reported job settings.

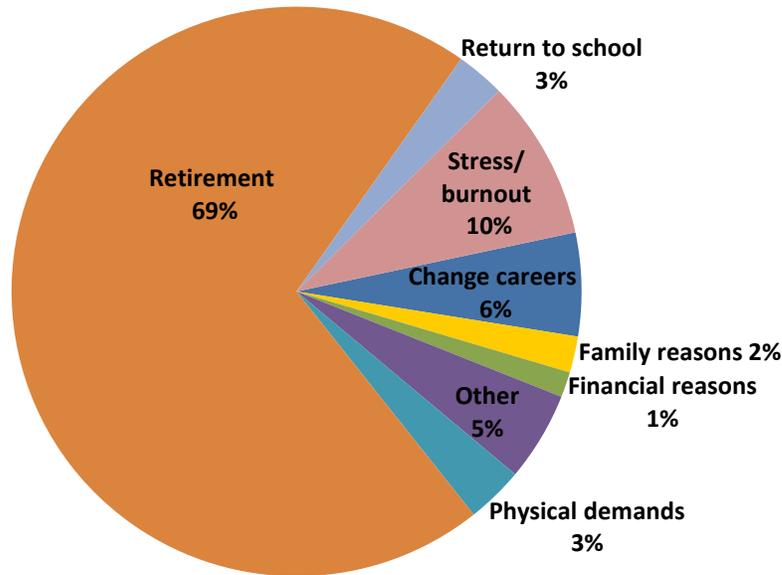
Figure 40: Respondents employed in direct patient care in Pennsylvania by the length of time they intended to remain in nursing and 10 most reported job settings, 2014 LPN Survey



Planned to Leave Nursing in Less Than Six Years

Sixty-nine percent of respondents employed in direct patient care in Pennsylvania who planned to leave nursing in less than six years reported retirement as their primary reason. Figure 41 shows the primary reason why respondents planned to leave nursing in less than six years.

Figure 41: Respondents employed in direct patient care in Pennsylvania who planned to leave nursing in less than six years by primary reason, 2014 LPN Survey



Change of careers, physical demands, retirement, stress/burnout, and ‘other’ were the five most reported reasons why respondents planned to leave nursing in less than six years. Change of careers was the most reported reason for respondents under age 50, while retirement was the most reported reason for respondents over age 50. Table 50 lists the five most reported reasons why respondents planned to leave nursing in less than six years.

Table 50: Five most reported reasons given by respondents employed in direct patient care in Pennsylvania who planned to leave nursing in less than six years by age groups, 2014 LPN Survey

Age groups	Career change		Physical demands		Retirement		Stress/burnout		Other	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
18-29	76	22%	6	3%	-	-	39	7%	25	9%
30-39	94	28%	9	5%	-	-	94	18%	51	18%
40-49	97	28%	22	12%	28	1%	140	27%	58	20%
50-59	60	18%	92	48%	823	22%	184	35%	80	28%
60+	14	4%	61	32%	2,897	77%	66	13%	72	25%
Total	341	100%	190	100%	3,751	100%	523	100%	286	100%

- Numbers less than six are withheld for privacy purposes.

RESPONDENTS RESIDING IN PENNSYLVANIA, 2014 LPN SURVEY

**APPENDIX 1:
EMPLOYMENT STATUS BY COUNTY OF RESIDENCE**

County	Total	Employed in nursing or a position that requires a nursing license		Unemployed, seeking work as a nurse		Unemployed, not seeking work as a nurse		Other	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Pennsylvania	46,855	36,899	79%	2,591	6%	1,705	4%	5,267	11%
Urban counties	28,057	22,209	80%	1,623	6%	946	3%	3,034	11%
Rural counties	18,786	14,689	79%	968	5%	759	4%	2,232	12%
Adams*	500	405	81%	17	3%	18	4%	60	12%
Allegheny	2,153	1,647	76%	164	8%	70	3%	272	13%
Armstrong*	553	439	79%	33	6%	26	5%	55	10%
Beaver	426	329	77%	26	6%	19	4%	52	12%
Bedford*	185	149	81%	8	4%	9	5%	19	10%
Berks	1,544	1,202	78%	83	5%	61	4%	198	13%
Blair*	765	585	76%	30	4%	35	5%	115	15%
Bradford*	402	318	79%	15	4%	23	6%	46	11%
Bucks	1,625	1,296	80%	108	7%	61	4%	160	10%
Butler*	595	448	75%	37	6%	25	4%	85	14%
Cambria*	864	651	75%	48	6%	36	4%	129	15%
Cameron*	20	17	85%	-	-	-	-	-	-
Carbon*	335	259	77%	22	7%	12	4%	42	13%
Centre*	500	385	77%	26	5%	14	3%	75	15%
Chester	1,120	892	80%	61	5%	37	3%	130	12%
Clarion*	335	284	85%	12	4%	11	3%	28	8%
Clearfield*	650	473	73%	53	8%	22	3%	102	16%
Clinton*	228	201	88%	-	-	7	3%	17	7%
Columbia*	375	302	81%	20	5%	16	4%	37	10%
Crawford*	554	440	79%	20	4%	29	5%	65	12%
Cumberland	747	607	81%	31	4%	28	4%	81	11%
Dauphin	738	585	79%	41	6%	19	3%	93	13%
Delaware	1,671	1,380	83%	112	7%	37	2%	142	8%
Elk*	189	158	84%	-	-	6	3%	20	11%
Erie	1,310	1,045	80%	88	7%	30	2%	147	11%
Fayette*	714	523	73%	65	9%	40	6%	86	12%
Forest*	35	30	86%	-	-	-	-	-	-
Franklin*	782	616	79%	33	4%	34	4%	99	13%
Fulton*	74	57	77%	-	-	-	-	11	15%
Greene*	199	145	73%	22	11%	10	5%	22	11%
Huntingdon*	417	331	79%	18	4%	20	5%	48	12%
Indiana*	405	303	75%	28	7%	26	6%	48	12%
Jefferson*	373	287	77%	20	5%	13	3%	53	14%
Juniata*	151	115	76%	-	-	12	8%	21	14%

RESPONDENTS RESIDING IN PENNSYLVANIA, 2014 LPN SURVEY

**APPENDIX 1:
EMPLOYMENT STATUS BY COUNTY OF RESIDENCE, CONTINUED**

County	Total	Employed in nursing or a position that requires a nursing license		Unemployed, seeking work as a nurse		Unemployed, not seeking work as a nurse		Other	
		Number	Percent	Number	Percent	Number	Percent		
Lackawanna	1,196	913	76%	60	5%	62	5%	161	13%
Lancaster	3,043	2,469	81%	116	4%	135	4%	323	11%
Lawrence*	491	389	79%	30	6%	14	3%	58	12%
Lebanon	924	745	81%	34	4%	36	4%	109	12%
Lehigh	878	696	79%	41	5%	29	3%	112	13%
Luzerne	1,791	1,386	77%	119	7%	73	4%	213	12%
Lycoming*	554	473	85%	18	3%	20	4%	43	8%
McKean*	263	213	81%	16	6%	10	4%	24	9%
Mercer*	674	548	81%	34	5%	22	3%	70	10%
Mifflin*	493	397	81%	17	3%	20	4%	59	12%
Monroe*	491	407	83%	33	7%	12	2%	39	8%
Montgomery	1,508	1,184	79%	92	6%	53	4%	179	12%
Montour*	146	113	77%	9	6%	-	-	19	13%
Northampton	828	647	78%	53	6%	23	3%	105	13%
Northumberland*	750	620	83%	23	3%	27	4%	80	11%
Perry*	169	129	76%	-	-	9	5%	29	17%
Philadelphia	3,302	2,764	84%	237	7%	56	2%	245	7%
Pike*	131	103	79%	15	11%	-	-	10	8%
Potter*	72	53	74%	9	13%	-	-	8	11%
Schuylkill*	1,054	846	80%	61	6%	44	4%	103	10%
Snyder*	281	223	79%	-	-	15	5%	40	14%
Somerset*	571	431	75%	22	4%	19	3%	99	17%
Sullivan*	45	38	84%	-	-	-	-	-	-
Susquehanna*	126	98	78%	-	-	7	6%	17	13%
Tioga*	209	173	83%	14	7%	-	-	18	9%
Union*	251	205	82%	8	3%	10	4%	28	11%
Venango*	382	289	76%	29	8%	17	4%	47	12%
Warren*	251	192	76%	18	7%	11	4%	30	12%
Washington*	757	597	79%	46	6%	29	4%	85	11%
Wayne*	180	151	84%	6	3%	-	-	19	11%
Westmoreland	1,067	852	80%	59	6%	43	4%	113	11%
Wyoming*	107	80	75%	6	6%	6	6%	15	14%
York	1,941	1,570	81%	98	5%	74	4%	199	10%

* Rural counties were identified using the Center for Rural Pennsylvania's definition and 2010 Census data.

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RESPONDENTS EMPLOYED IN DIRECT PATIENT CARE IN PENNSYLVANIA, 2014 LPN SURVEY

**APPENDIX 2:
AGE GROUPS AND AVERAGE AGE BY COUNTY OF EMPLOYMENT**

County	Average age	Total	18-39		40-59		60+	
			Number	Percent	Number	Percent	Number	Percent
Pennsylvania	45.2	32,313	11,395	35%	16,450	51%	4,468	14%
Urban counties	45.4	20,789	7,289	35%	10,482	50%	3,018	15%
Rural counties	44.8	11,523	4,105	36%	5,968	52%	1,450	13%
Adams*	45.0	286	113	40%	127	44%	46	16%
Allegheny	46.9	2,180	660	30%	1,123	52%	397	18%
Armstrong*	45.6	141	41	29%	86	61%	14	10%
Beaver	46.7	260	82	32%	133	51%	45	17%
Bedford*	47.3	83	19	23%	50	60%	14	17%
Berks	47.6	974	258	26%	556	57%	160	16%
Blair*	44.6	674	248	37%	339	50%	87	13%
Bradford*	42.8	281	123	44%	128	46%	30	11%
Bucks	47.4	979	280	29%	544	56%	155	16%
Butler*	44.7	459	162	35%	243	53%	54	12%
Cambria*	46.7	508	150	30%	278	55%	80	16%
Cameron*	40.9	18	8	44%	9	50%	-	-
Carbon*	48.3	139	35	25%	75	54%	29	21%
Centre*	42.7	538	234	43%	255	47%	49	9%
Chester	44.2	962	386	40%	465	48%	111	12%
Clarion*	43.4	181	67	37%	97	54%	17	9%
Clearfield*	44.5	346	123	36%	182	53%	41	12%
Clinton*	47.3	144	40	28%	86	60%	18	13%
Columbia*	44.1	253	95	38%	132	52%	26	10%
Crawford*	43.2	370	154	42%	174	47%	42	11%
Cumberland	44.5	642	241	38%	323	50%	78	12%
Dauphin	44.3	723	272	38%	354	49%	97	13%
Delaware	45.0	1,028	363	35%	530	52%	135	13%
Elk*	43.4	114	49	43%	51	45%	14	12%
Erie	42.5	988	420	43%	486	49%	82	8%
Fayette*	43.2	303	135	45%	130	43%	38	13%
Forest*	46.8	32	10	31%	17	53%	-	-
Franklin*	44.1	484	171	35%	261	54%	52	11%
Fulton*	43.7	47	18	38%	25	53%	-	-
Greene*	42.3	93	42	45%	45	48%	6	6%
Huntingdon*	43.2	190	69	36%	104	55%	17	9%
Indiana*	46.1	241	67	28%	149	62%	25	10%
Jefferson*	44.7	206	83	40%	94	46%	29	14%
Juniata*	43.8	67	29	43%	31	46%	7	10%

RESPONDENTS EMPLOYED IN DIRECT PATIENT CARE IN PENNSYLVANIA, 2014 LPN SURVEY

**APPENDIX 2:
AGE GROUPS AND AVERAGE AGE BY COUNTY OF EMPLOYMENT, CONTINUED**

County	Average age	Total	18-39		40-59		60+	
			Number	Percent	Number	Percent	Number	Percent
Lackawanna	47.0	925	271	29%	502	54%	152	16%
Lancaster	43.4	2,027	895	44%	855	42%	277	14%
Lawrence*	45.1	271	103	38%	120	44%	48	18%
Lebanon	45.0	550	202	37%	272	49%	76	14%
Lehigh	47.1	777	242	31%	390	50%	145	19%
Luzerne	45.7	1,193	407	34%	600	50%	186	16%
Lycoming*	43.9	490	210	43%	219	45%	61	12%
McKean*	44.3	186	66	35%	104	56%	16	9%
Mercer*	46.0	476	149	31%	263	55%	64	13%
Mifflin*	44.3	259	89	34%	141	54%	29	11%
Monroe*	47.2	332	80	24%	209	63%	43	13%
Montgomery	46.9	1,351	421	31%	699	52%	231	17%
Montour*	47.2	241	68	28%	135	56%	38	16%
Northampton	48.1	584	140	24%	336	58%	108	18%
Northumberland*	45.9	395	128	32%	207	52%	60	15%
Perry*	45.1	46	19	41%	17	37%	10	22%
Philadelphia	44.1	2,723	1,066	39%	1,346	49%	311	11%
Pike*	47.5	52	10	19%	38	73%	-	-
Potter*	48.8	53	15	28%	25	47%	13	25%
Schuylkill*	44.8	566	193	34%	306	54%	67	12%
Snyder*	42.4	160	71	44%	81	51%	8	5%
Somerset*	46.1	316	92	29%	182	58%	42	13%
Sullivan*	45.7	33	10	30%	18	55%	-	-
Susquehanna*	48.5	66	18	27%	36	55%	12	18%
Tioga*	44.8	149	50	34%	82	55%	17	11%
Union*	44.6	221	78	35%	115	52%	28	13%
Venango*	43.6	258	103	40%	127	49%	28	11%
Warren*	45.7	165	50	30%	95	58%	20	12%
Washington*	45.1	432	160	37%	199	46%	73	17%
Wayne*	44.0	106	41	39%	54	51%	11	10%
Westmoreland	46.0	686	226	33%	344	50%	116	17%
Wyoming*	46.3	52	17	33%	27	52%	8	15%
York	44.8	1,237	457	37%	624	50%	156	13%

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RESPONDENTS EMPLOYED IN DIRECT PATIENT CARE IN PENNSYLVANIA, 2014 LPN SURVEY

**APPENDIX 2A:
AGE GROUPS AND AVERAGE AGE BY JOB SETTING:
NURSING HOME**

County	Average age	Total	18-39		40-59		60+	
			Number	Percent	Number	Percent	Number	Percent
Pennsylvania	44.1	13,010	4,993	38%	6,528	50%	1,489	11%
Urban counties	44.4	8,710	3,296	38%	4,391	50%	1,023	12%
Rural counties	43.5	4,299	1,696	39%	2,137	50%	466	11%
Adams*	43.0	150	67	45%	65	43%	18	12%
Allegheny	45.9	975	326	33%	496	51%	153	16%
Armstrong*	46.5	56	17	30%	34	61%	-	-
Beaver	46.3	123	40	33%	63	51%	20	16%
Bedford*	45.3	33	9	27%	18	55%	6	18%
Berks	46.7	353	96	27%	221	63%	36	10%
Blair*	43.0	287	119	41%	145	51%	23	8%
Bradford*	40.2	51	27	53%	20	39%	-	-
Bucks	46.6	421	135	32%	220	52%	66	16%
Butler*	43.8	203	76	37%	108	53%	19	9%
Cambria*	44.3	185	64	35%	105	57%	16	9%
Cameron*	41.3	-	-	-	-	-	0	0%
Carbon*	45.4	70	24	34%	33	47%	13	19%
Centre*	41.1	127	62	49%	54	43%	11	9%
Chester	43.6	381	150	39%	195	51%	36	9%
Clarion*	42.7	58	22	38%	33	57%	-	-
Clearfield*	40.6	99	46	46%	46	46%	7	7%
Clinton*	49.3	49	10	20%	31	63%	8	16%
Columbia*	41.4	106	46	43%	54	51%	6	6%
Crawford*	41.7	133	61	46%	62	47%	10	8%
Cumberland	42.8	304	131	43%	146	48%	27	9%
Dauphin	40.9	218	106	49%	94	43%	18	8%
Delaware	44.3	511	196	38%	259	51%	56	11%
Elk*	46.0	43	15	35%	20	47%	8	19%
Erie	42.1	375	165	44%	178	47%	32	9%
Fayette*	41.8	98	48	49%	34	35%	16	16%
Forest*	45.5	15	7	47%	-	-	-	-
Franklin*	43.3	172	65	38%	93	54%	14	8%
Fulton*	44.9	18	-	-	10	56%	-	-
Greene*	39.6	38	20	53%	16	42%	-	-
Huntingdon*	42.9	60	25	42%	29	48%	6	10%
Indiana*	43.4	84	34	40%	45	54%	-	-
Jefferson*	46.2	66	21	32%	36	55%	9	14%
Juniata*	46.1	37	15	41%	16	43%	6	16%

RESPONDENTS EMPLOYED IN DIRECT PATIENT CARE IN PENNSYLVANIA, 2014 LPN SURVEY

**APPENDIX 2A:
AGE GROUPS AND AVERAGE AGE BY JOB SETTING:
NURSING HOME, CONTINUED**

County	Average age	Total	18-39		40-59		60+	
			Number	Percent	Number	Percent	Number	Percent
Lackawanna	45.2	361	124	34%	194	54%	43	12%
Lancaster	41.8	832	400	48%	359	43%	73	9%
Lawrence*	43.2	128	55	43%	55	43%	18	14%
Lebanon	43.8	233	100	43%	102	44%	31	13%
Lehigh	46.2	316	101	32%	164	52%	51	16%
Luzerne	43.0	443	192	43%	203	46%	48	11%
Lycoming*	43.0	187	85	45%	77	41%	25	13%
McKean*	41.7	75	34	45%	33	44%	8	11%
Mercer*	46.1	197	64	32%	104	53%	29	15%
Mifflin*	41.9	83	34	41%	44	53%	-	-
Monroe*	46.7	92	22	24%	61	66%	9	10%
Montgomery	46.5	619	193	31%	337	54%	89	14%
Montour*	44.6	48	18	38%	26	54%	-	-
Northampton	45.7	299	87	29%	177	59%	35	12%
Northumberland*	43.3	152	63	41%	75	49%	14	9%
Perry*	43.7	30	12	40%	13	43%	-	-
Philadelphia	44.4	1,120	415	37%	590	53%	115	10%
Pike*	45.7	9	-	-	-	-	-	-
Potter*	51.1	19	-	-	11	58%	-	-
Schuylkill*	42.2	269	111	41%	132	49%	26	10%
Snyder*	40.9	32	17	53%	14	44%	-	-
Somerset*	43.9	119	40	34%	65	55%	14	12%
Sullivan*	44.3	25	8	32%	15	60%	-	-
Susquehanna*	48.2	37	9	24%	23	62%	-	-
Tioga*	48.7	40	8	20%	25	63%	7	18%
Union*	44.1	72	26	36%	38	53%	8	11%
Venango*	42.6	88	37	42%	44	50%	7	8%
Warren*	46.3	72	22	31%	41	57%	9	13%
Washington*	44.1	222	88	40%	95	43%	39	18%
Wayne*	42.2	42	18	43%	19	45%	-	-
Westmoreland	44.1	369	141	38%	176	48%	52	14%
Wyoming*	39.3	19	11	58%	8	42%	0	0%
York	42.8	457	198	43%	217	47%	42	9%

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RESPONDENTS EMPLOYED IN DIRECT PATIENT CARE IN PENNSYLVANIA, 2014 LPN SURVEY

**APPENDIX 2B:
AGE GROUPS AND AVERAGE AGE BY JOB SETTING:
HOSPITAL**

County	Average age	Total	18-39		40-59		60+	
			Number	Percent	Number	Percent	Number	Percent
Pennsylvania	48.5	2,847	726	26%	1,517	53%	604	21%
Urban counties	49.8	1,572	346	22%	851	54%	375	24%
Rural counties	46.9	1,275	380	30%	666	52%	229	18%
Adams*	51.4	9	-	-	-	-	-	-
Allegheny	49.4	204	48	24%	100	49%	56	27%
Armstrong*	45.5	21	8	38%	10	48%	-	-
Beaver	53.2	12	-	-	9	75%	-	-
Bedford*	-	-	0	0%	-	-	-	-
Berks	52.1	100	13	13%	67	67%	20	20%
Blair*	47.6	106	29	27%	53	50%	24	23%
Bradford*	42.0	47	22	47%	19	40%	6	13%
Bucks	55.2	33	-	-	18	55%	11	33%
Butler*	43.3	22	9	41%	10	45%	-	-
Cambria*	53.8	54	8	15%	27	50%	19	35%
Cameron*	-	-	0	0%	-	-	0	0%
Carbon*	-	-	0	0%	-	-	-	-
Centre*	52.2	20	-	-	12	60%	6	30%
Chester	48.0	75	19	25%	44	59%	12	16%
Clarion*	45.4	31	10	32%	16	52%	-	-
Clearfield*	50.1	32	6	19%	18	56%	8	25%
Clinton*	47.0	17	-	-	11	65%	-	-
Columbia*	47.3	36	10	28%	20	56%	6	17%
Crawford*	42.4	67	27	40%	32	48%	8	12%
Cumberland	48.2	32	9	28%	17	53%	6	19%
Dauphin	46.4	79	26	33%	36	46%	17	22%
Delaware	49.2	46	10	22%	25	54%	11	24%
Elk*	39.8	17	9	53%	7	41%	-	-
Erie	47.2	89	23	26%	52	58%	14	16%
Fayette*	47.4	31	8	26%	20	65%	-	-
Forest*	-	0	0	0%	0	0%	0	0%
Franklin*	43.1	19	8	42%	9	47%	-	-
Fulton*	43.2	13	-	-	8	62%	0	0%
Greene*	44.3	12	-	-	8	67%	0	0%
Huntingdon*	45.3	22	7	32%	13	59%	-	-
Indiana*	45.9	22	-	-	19	86%	0	0%
Jefferson*	50.7	31	7	23%	15	48%	9	29%
Juniata*	-	0	0	0%	0	0%	0	0%

RESPONDENTS EMPLOYED IN DIRECT PATIENT CARE IN PENNSYLVANIA, 2014 LPN SURVEY

**APPENDIX 2B:
AGE GROUPS AND AVERAGE AGE BY JOB SETTING:
HOSPITAL, CONTINUED**

County	Average age	Total	18-39		40-59		60+	
			Number	Percent	Number	Percent	Number	Percent
Lackawanna	52.4	147	24	16%	76	52%	47	32%
Lancaster	45.3	83	31	37%	34	41%	18	22%
Lawrence*	52.2	29	-	-	17	59%	8	28%
Lebanon	46.5	84	27	32%	43	51%	14	17%
Lehigh	55.1	50	-	-	26	52%	20	40%
Luzerne	51.1	152	28	18%	88	58%	36	24%
Lycoming*	43.3	63	30	48%	23	37%	10	16%
McKean*	42.9	19	6	32%	12	63%	-	-
Mercer*	44.9	77	24	31%	44	57%	9	12%
Mifflin*	47.9	34	9	26%	18	53%	7	21%
Monroe*	39.0	39	21	54%	17	44%	-	-
Montgomery	54.3	62	-	-	35	56%	22	35%
Montour*	48.3	107	28	26%	57	53%	22	21%
Northampton	52.2	21	-	-	11	52%	6	29%
Northumberland*	47.8	39	11	28%	22	56%	6	15%
Perry*	-	0	0	0%	0	0%	0	0%
Philadelphia	48.1	195	57	29%	102	52%	36	18%
Pike*	-	0	0	0%	0	0%	0	0%
Potter*	49.5	11	-	-	-	-	-	-
Schuylkill*	53.8	65	-	-	45	69%	15	23%
Snyder*	-	-	-	-	-	-	0	0%
Somerset*	46.6	23	8	35%	10	43%	-	-
Sullivan*	-	0	0	0%	0	0%	0	0%
Susquehanna*	60.0	6	0	0%	-	-	-	-
Tioga*	44.8	35	13	37%	16	46%	6	17%
Union*	49.2	23	6	26%	12	52%	-	-
Venango*	44.0	25	9	36%	10	40%	6	24%
Warren*	42.7	20	8	40%	9	45%	-	-
Washington*	54.3	14	-	-	6	43%	6	43%
Wayne*	43.0	7	-	-	-	-	0	0%
Westmoreland	51.7	34	-	-	23	68%	8	24%
Wyoming*	-	-	0	0%	0	0%	-	-
York	51.8	74	10	14%	45	61%	19	26%

* Rural counties were identified using the Center for Rural Pennsylvania's definition and 2010 Census data.

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RESPONDENTS EMPLOYED IN DIRECT PATIENT CARE IN PENNSYLVANIA, 2014 LPN SURVEY

**APPENDIX 2C:
AGE GROUPS AND AVERAGE AGE BY JOB SETTING:
HOME HEALTH**

County	Average age	Total	18-39		40-59		60+	
			Number	Percent	Number	Percent	Number	Percent
Pennsylvania	45.1	5,488	1,944	35%	2,807	51%	737	13%
Urban counties	45.0	3,635	1,309	36%	1,826	50%	500	14%
Rural counties	45.3	1,853	635	34%	981	53%	237	13%
Adams*	46.4	34	10	29%	19	56%	-	-
Allegheny	46.6	355	105	30%	195	55%	55	15%
Armstrong*	44.9	24	6	25%	16	67%	-	-
Beaver	45.2	46	16	35%	23	50%	7	15%
Bedford*	49.1	13	-	-	10	77%	-	-
Berks	45.3	157	53	34%	80	51%	24	15%
Blair*	46.8	72	22	31%	35	49%	15	21%
Bradford*	43.4	53	21	40%	28	53%	-	-
Bucks	45.6	168	51	30%	98	58%	19	11%
Butler*	45.2	76	31	41%	32	42%	13	17%
Cambria*	46.6	86	22	26%	54	63%	10	12%
Cameron*	40.2	6	-	-	-	-	-	-
Carbon*	48.4	33	7	21%	19	58%	7	21%
Centre*	42.2	82	33	40%	40	49%	9	11%
Chester	44.4	175	75	43%	74	42%	26	15%
Clarion*	50.5	17	-	-	13	76%	-	-
Clearfield*	44.4	62	23	37%	31	50%	8	13%
Clinton*	44.1	29	11	38%	17	59%	-	-
Columbia*	45.8	41	13	32%	24	59%	4	10%
Crawford*	43.9	61	27	44%	25	41%	9	15%
Cumberland	45.6	60	22	37%	27	45%	11	18%
Dauphin	44.8	159	56	35%	85	53%	18	11%
Delaware	44.6	159	54	34%	86	54%	19	12%
Elk*	40.3	17	10	59%	6	35%	-	-
Erie	42.3	202	83	41%	104	51%	15	7%
Fayette*	41.7	79	41	52%	29	37%	9	11%
Forest*	-	-	-	-	0	0%	-	-
Franklin*	45.0	62	22	35%	34	55%	6	10%
Fulton*	-	-	-	-	0	0%	-	-
Greene*	48.4	14	-	-	6	43%	-	-
Huntingdon*	45.4	20	6	30%	12	60%	-	-
Indiana*	46.9	44	10	23%	31	70%	-	-
Jefferson*	42.7	40	17	43%	20	50%	-	-
Juniata*	40.0	7	-	-	-	-	0	0%

RESPONDENTS EMPLOYED IN DIRECT PATIENT CARE IN PENNSYLVANIA, 2014 LPN SURVEY

**APPENDIX 2C:
AGE GROUPS AND AVERAGE AGE BY JOB SETTING:
HOME HEALTH, CONTINUED**

County	Average age	Total	18-39		40-59		60+	
			Number	Percent	Number	Percent	Number	Percent
Lackawanna	46.7	128	37	29%	75	59%	16	13%
Lancaster	44.5	314	128	41%	132	42%	54	17%
Lawrence*	50.1	37	7	19%	23	62%	7	19%
Lebanon	44.3	41	18	44%	16	39%	7	17%
Lehigh	48.6	145	40	28%	78	54%	27	19%
Luzerne	45.8	189	63	33%	97	51%	29	15%
Lycoming*	43.9	100	41	41%	48	48%	11	11%
McKean*	44.1	36	17	47%	16	44%	-	-
Mercer*	45.3	64	20	31%	38	59%	6	9%
Mifflin*	48.1	46	12	26%	24	52%	10	22%
Monroe*	49.6	108	16	15%	75	69%	17	16%
Montgomery	46.8	216	72	33%	101	47%	43	20%
Montour*	47.5	15	-	-	10	67%	-	-
Northampton	53.0	73	8	11%	40	55%	25	34%
Northumberland*	47.2	76	20	26%	40	53%	16	21%
Perry*	-	-	-	-	-	-	-	-
Philadelphia	42.8	720	306	43%	345	48%	69	10%
Pike*	50.1	21	-	-	17	81%	-	-
Potter*	44.1	9	-	-	-	-	-	-
Schuylkill*	43.2	85	36	42%	43	51%	6	7%
Snyder*	39.8	36	19	53%	14	39%	-	-
Somerset*	45.5	47	16	34%	27	57%	-	-
Sullivan*	-	-	-	-	-	-	-	-
Susquehanna*	46.7	15	6	40%	-	-	-	-
Tioga*	43.9	15	-	-	10	67%	0	0%
Union*	45.4	27	10	37%	13	48%	-	-
Venango*	46.1	28	10	36%	14	50%	-	-
Warren*	44.2	17	6	35%	10	59%	-	-
Washington*	43.3	70	29	41%	35	50%	6	9%
Wayne*	49.1	10	-	-	-	-	-	-
Westmoreland	46.1	101	33	33%	55	54%	13	13%
Wyoming*	-	-	-	-	-	-	-	-
York	44.4	227	89	39%	115	51%	23	10%

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RESPONDENTS EMPLOYED IN DIRECT PATIENT CARE IN PENNSYLVANIA, 2014 LPN SURVEY

**APPENDIX 3:
FULL-TIME, PART-TIME OR PER DIEM EMPLOYMENT BY COUNTY OF EMPLOYMENT**

County	Total	Full-time		Part-time		Per diem	
		Number	Percent	Number	Percent	Number	Percent
Pennsylvania	32,313	23,525	73%	6,252	19%	2,536	8%
Urban counties	20,789	15,013	72%	3,970	19%	1,806	9%
Rural counties	11,523	8,511	74%	2,282	20%	730	6%
Adams*	286	214	75%	49	17%	23	8%
Allegheny	2,180	1,755	81%	293	13%	132	6%
Armstrong*	141	104	74%	27	19%	10	7%
Beaver	260	211	81%	38	15%	11	4%
Bedford*	83	51	61%	25	30%	7	8%
Berks	974	663	68%	220	23%	91	9%
Blair*	674	477	71%	148	22%	49	7%
Bradford*	281	226	80%	31	11%	24	9%
Bucks	979	676	69%	208	21%	95	10%
Butler*	459	353	77%	81	18%	25	5%
Cambria*	508	374	74%	110	22%	24	5%
Cameron*	18	13	72%	-	-	-	-
Carbon*	139	94	68%	30	22%	15	11%
Centre*	538	387	72%	124	23%	27	5%
Chester	962	688	72%	191	20%	83	9%
Clarion*	181	141	78%	30	17%	10	6%
Clearfield*	346	256	74%	69	20%	21	6%
Clinton*	144	113	78%	26	18%	-	-
Columbia*	253	195	77%	37	15%	21	8%
Crawford*	370	258	70%	93	25%	19	5%
Cumberland	642	491	76%	110	17%	41	6%
Dauphin	723	542	75%	124	17%	57	8%
Delaware	1,028	724	70%	195	19%	109	11%
Elk*	114	73	64%	32	28%	9	8%
Erie	988	719	73%	155	16%	114	12%
Fayette*	303	236	78%	58	19%	9	3%
Forest*	32	29	91%	-	-	0	0%
Franklin*	484	341	70%	110	23%	33	7%
Fulton*	47	32	68%	13	28%	-	-
Greene*	93	79	85%	9	10%	-	-
Huntingdon*	190	127	67%	48	25%	15	8%
Indiana*	241	167	69%	59	24%	15	6%
Jefferson*	206	156	76%	42	20%	8	4%
Juniata*	67	50	75%	13	19%	-	-

RESPONDENTS EMPLOYED IN DIRECT PATIENT CARE IN PENNSYLVANIA, 2014 LPN SURVEY

**APPENDIX 3:
FULL-TIME, PART-TIME OR PER DIEM EMPLOYMENT BY COUNTY OF EMPLOYMENT,
CONTINUED**

County	Total	Full-time		Part-time		Per diem	
		Number	Percent	Number	Percent	Number	Percent
Lackawanna	925	656	71%	161	17%	108	12%
Lancaster	2,027	1,346	66%	533	26%	148	7%
Lawrence*	271	208	77%	47	17%	16	6%
Lebanon	550	404	73%	114	21%	32	6%
Lehigh	777	560	72%	131	17%	86	11%
Luzerne	1,193	863	72%	213	18%	117	10%
Lycoming*	490	356	73%	95	19%	39	8%
McKean*	186	147	79%	34	18%	-	-
Mercer*	476	403	85%	58	12%	15	3%
Mifflin*	259	173	67%	76	29%	10	4%
Monroe*	332	246	74%	57	17%	29	9%
Montgomery	1,351	937	69%	281	21%	133	10%
Montour*	241	198	82%	27	11%	16	7%
Northampton	584	392	67%	125	21%	67	11%
Northumberland*	395	275	70%	82	21%	38	10%
Perry*	46	30	65%	12	26%	-	-
Philadelphia	2,723	1,913	70%	513	19%	297	11%
Pike*	52	35	67%	13	25%	-	-
Potter*	53	37	70%	9	17%	7	13%
Schuylkill*	566	406	72%	114	20%	46	8%
Snyder*	160	117	73%	30	19%	13	8%
Somerset*	316	228	72%	70	22%	18	6%
Sullivan*	33	25	76%	-	-	6	18%
Susquehanna*	66	45	68%	16	24%	-	-
Tioga*	149	122	82%	18	12%	9	6%
Union*	221	162	73%	45	20%	14	6%
Venango*	258	202	78%	47	18%	9	3%
Warren*	165	121	73%	40	24%	-	-
Washington*	432	308	71%	96	22%	28	6%
Wayne*	106	82	77%	18	17%	6	6%
Westmoreland	686	528	77%	131	19%	27	4%
Wyoming*	52	39	75%	-	-	8	15%
York	1,237	945	76%	234	19%	58	5%

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RESPONDENTS EMPLOYED IN DIRECT PATIENT CARE IN PENNSYLVANIA, 2014 LPN SURVEY

**APPENDIX 4:
CAREER SATISFACTION BY COUNTY OF EMPLOYMENT**

County	Total	Very dissatisfied		Dissatisfied		Satisfied		Very satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Pennsylvania	32,313	1,338	4%	1,830	6%	16,984	53%	12,160	38%
Urban counties	20,789	900	4%	1,198	6%	10,731	52%	7,959	38%
Rural counties	11,523	438	4%	632	5%	6,253	54%	4,200	36%
Adams*	286	9	3%	14	5%	149	52%	114	40%
Allegheny	2,180	117	5%	160	7%	1,177	54%	726	33%
Armstrong*	141	6	4%	7	5%	93	66%	35	25%
Beaver	260	12	5%	25	10%	137	53%	86	33%
Bedford*	83	-	-	-	-	47	57%	27	33%
Berks	974	41	4%	71	7%	531	55%	331	34%
Blair*	674	24	4%	33	5%	361	54%	256	38%
Bradford*	281	7	2%	6	2%	126	45%	142	51%
Bucks	979	49	5%	50	5%	502	51%	378	39%
Butler*	459	17	4%	18	4%	258	56%	166	36%
Cambria*	508	19	4%	32	6%	260	51%	197	39%
Cameron*	18	-	-	-	-	12	67%	-	-
Carbon*	139	10	7%	13	9%	74	53%	42	30%
Centre*	538	25	5%	24	4%	288	54%	201	37%
Chester	962	42	4%	54	6%	473	49%	393	41%
Clarion*	181	10	6%	14	8%	108	60%	49	27%
Clearfield*	346	11	3%	16	5%	204	59%	115	33%
Clinton*	144	6	4%	6	4%	74	51%	58	40%
Columbia*	253	9	4%	20	8%	132	52%	92	36%
Crawford*	370	13	4%	21	6%	186	50%	150	41%
Cumberland	642	20	3%	33	5%	336	52%	253	39%
Dauphin	723	24	3%	47	7%	369	51%	283	39%
Delaware	1,028	38	4%	37	4%	532	52%	421	41%
Elk*	114	-	-	-	-	57	50%	46	40%
Erie	988	40	4%	62	6%	491	50%	395	40%
Fayette*	303	15	5%	16	5%	175	58%	97	32%
Forest*	32	-	-	7	22%	17	53%	-	-
Franklin*	484	11	2%	17	4%	254	52%	202	42%
Fulton*	47	-	-	-	-	27	57%	17	36%
Greene*	93	-	-	-	-	52	56%	31	33%
Huntingdon*	190	8	4%	9	5%	106	56%	67	35%
Indiana*	241	12	5%	9	4%	148	61%	72	30%
Jefferson*	206	12	6%	11	5%	126	61%	57	28%
Juniata*	67	-	-	-	-	38	57%	20	30%

RESPONDENTS EMPLOYED IN DIRECT PATIENT CARE IN PENNSYLVANIA, 2014 LPN SURVEY

**APPENDIX 4:
CAREER SATISFACTION BY COUNTY OF EMPLOYMENT, CONTINUED**

County	Total	Very dissatisfied		Dissatisfied		Satisfied		Very satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Lackawanna	925	33	4%	73	8%	524	57%	295	32%
Lancaster	2,027	68	3%	86	4%	1,077	53%	796	39%
Lawrence*	271	13	5%	23	8%	138	51%	97	36%
Lebanon	550	25	5%	26	5%	293	53%	206	37%
Lehigh	777	31	4%	52	7%	402	52%	292	38%
Luzerne	1,192	54	5%	75	6%	682	57%	381	32%
Lycoming*	490	21	4%	25	5%	247	50%	197	40%
McKean*	186	-	-	-	-	101	54%	70	38%
Mercer*	476	22	5%	24	5%	255	54%	175	37%
Mifflin*	259	7	3%	17	7%	143	55%	92	36%
Monroe*	332	11	3%	17	5%	173	52%	131	39%
Montgomery	1,351	62	5%	85	6%	672	50%	532	39%
Montour*	241	-	-	-	-	138	57%	86	36%
Northampton	584	26	4%	38	7%	312	53%	208	36%
Northumberland*	395	14	4%	27	7%	207	52%	147	37%
Perry*	46	-	-	-	-	24	52%	19	41%
Philadelphia	2,723	128	5%	111	4%	1,187	44%	1,297	48%
Pike*	52	-	-	-	-	30	58%	19	37%
Potter*	53	-	-	-	-	26	49%	20	38%
Schuylkill*	566	26	5%	34	6%	335	59%	171	30%
Snyder*	160	-	-	-	-	88	55%	60	38%
Somerset*	316	13	4%	17	5%	187	59%	99	31%
Sullivan*	33	-	-	-	-	17	52%	12	36%
Susquehanna*	66	7	11%	7	11%	30	45%	22	33%
Tioga*	149	-	-	-	-	75	50%	67	45%
Union*	221	9	4%	11	5%	107	48%	94	43%
Venango*	258	7	3%	16	6%	128	50%	107	41%
Warren*	165	6	4%	9	5%	81	49%	69	42%
Washington*	432	18	4%	27	6%	256	59%	131	30%
Wayne*	106	-	-	-	-	65	61%	33	31%
Westmoreland	686	34	5%	49	7%	383	56%	220	32%
Wyoming*	52	-	-	-	-	30	58%	18	35%
York	1,237	56	5%	64	5%	651	53%	466	38%

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RESPONDENTS EMPLOYED IN DIRECT PATIENT CARE IN PENNSYLVANIA, 2014 LPN SURVEY

**APPENDIX 5:
YEARS TO REMAIN IN NURSING**

County	Total	Less than 6 years		6 to less than 10 years		10 to less than 16 years		16+ years	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Pennsylvania	32,313	5,437	17%	4,466	14%	5,804	18%	16,596	51%
Urban counties	20,789	3,506	17%	2,968	14%	3,747	18%	10,561	51%
Rural counties	11,523	1,931	17%	1,498	13%	2,057	18%	6,035	52%
Adams*	286	51	18%	40	14%	43	15%	152	53%
Allegheny	2,179	467	21%	313	14%	358	16%	1,041	48%
Armstrong*	141	20	14%	18	13%	28	20%	75	53%
Beaver	260	71	27%	28	11%	41	16%	120	46%
Bedford*	83	13	16%	15	18%	14	17%	41	49%
Berks	974	205	21%	161	17%	203	21%	405	42%
Blair*	674	125	19%	99	15%	109	16%	341	51%
Bradford*	281	38	14%	26	9%	42	15%	175	62%
Bucks	979	165	17%	151	15%	196	20%	467	48%
Butler*	459	69	15%	60	13%	79	17%	251	55%
Cambria*	508	109	21%	65	13%	92	18%	242	48%
Cameron*	18	-	-	-	-	-	-	10	56%
Carbon*	139	39	28%	19	14%	21	15%	60	43%
Centre*	538	71	13%	73	14%	76	14%	318	59%
Chester	962	130	14%	126	13%	185	19%	521	54%
Clarion*	181	33	18%	18	10%	35	19%	95	52%
Clearfield*	346	54	16%	50	14%	58	17%	184	53%
Clinton*	144	25	17%	14	10%	37	26%	68	47%
Columbia*	253	29	11%	36	14%	47	19%	141	56%
Crawford*	370	57	15%	38	10%	60	16%	215	58%
Cumberland	642	109	17%	92	14%	106	17%	335	52%
Dauphin	723	113	16%	94	13%	127	18%	389	54%
Delaware	1,028	139	14%	167	16%	195	19%	527	51%
Elk*	114	20	18%	12	11%	15	13%	67	59%
Erie	988	135	14%	111	11%	150	15%	592	60%
Fayette*	303	46	15%	26	9%	61	20%	170	56%
Forest*	32	-	-	8	25%	-	-	12	38%
Franklin*	484	62	13%	71	15%	101	21%	250	52%
Fulton*	47	-	-	-	-	9	19%	26	55%
Greene*	93	17	18%	10	11%	13	14%	53	57%
Huntingdon*	190	21	11%	24	13%	46	24%	99	52%
Indiana*	241	41	17%	34	14%	50	21%	116	48%
Jefferson*	205	44	21%	21	10%	32	16%	108	53%
Juniata*	67	14	21%	9	13%	6	9%	38	57%

RESPONDENTS EMPLOYED IN DIRECT PATIENT CARE IN PENNSYLVANIA, 2014 LPN SURVEY

**APPENDIX 5:
YEARS TO REMAIN IN NURSING, CONTINUED**

County	Total	Less than 6 years		6 to less than 10 years		10 to less than 16 years		16+ years	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Lackawanna	924	162	18%	151	16%	167	18%	444	48%
Lancaster	2,026	333	16%	252	12%	326	16%	1,115	55%
Lawrence*	271	51	19%	38	14%	46	17%	136	50%
Lebanon	549	94	17%	63	11%	98	18%	294	54%
Lehigh	776	158	20%	106	14%	142	18%	370	48%
Luzerne	1,192	221	19%	175	15%	190	16%	606	51%
Lycoming*	490	73	15%	72	15%	77	16%	268	55%
McKean*	186	35	19%	13	7%	35	19%	103	55%
Mercer*	476	74	16%	62	13%	96	20%	244	51%
Mifflin*	259	46	18%	30	12%	41	16%	142	55%
Monroe*	332	43	13%	51	15%	72	22%	166	50%
Montgomery	1,351	216	16%	231	17%	277	21%	627	46%
Montour*	241	43	18%	43	18%	51	21%	104	43%
Northampton	583	101	17%	101	17%	121	21%	260	45%
Northumberland*	395	78	20%	58	15%	70	18%	189	48%
Perry*	46	10	22%	6	13%	9	20%	21	46%
Philadelphia	2,723	367	13%	378	14%	486	18%	1,492	55%
Pike*	52	-	-	-	-	14	27%	26	50%
Potter*	53	11	21%	11	21%	8	15%	23	43%
Schuylkill*	566	85	15%	75	13%	111	20%	295	52%
Snyder*	160	32	20%	16	10%	17	11%	95	59%
Somerset*	316	52	16%	51	16%	74	23%	139	44%
Sullivan*	33	10	30%	-	-	-	-	17	52%
Susquehanna*	66	-	-	-	-	15	23%	31	47%
Tioga*	149	24	16%	16	11%	31	21%	78	52%
Union*	221	34	15%	27	12%	49	22%	111	50%
Venango*	258	48	19%	29	11%	42	16%	139	54%
Warren*	165	30	18%	23	14%	29	18%	83	50%
Washington*	431	86	20%	51	12%	55	13%	239	55%
Wayne*	106	19	18%	12	11%	21	20%	54	51%
Westmoreland	686	135	20%	91	13%	143	21%	317	46%
Wyoming*	52	12	23%	-	-	-	-	25	48%
York	1,237	185	15%	177	14%	236	19%	639	52%

* Rural counties were identified using the Center for Rural Pennsylvania's definition and 2010 Census data.

- Numbers less than six are withheld for privacy purposes and are not displayed in the county results, although they are included in the total Pennsylvania numbers and total rural/urban numbers.

RESPONDENTS EMPLOYED IN NURSING IN PENNSYLVANIA, 2014 LPN SURVEY

**APPENDIX 6:
COMPARISON OF RESPONSES TO THE PENNSYLVANIA SURVEY OF PRACTICAL NURSES,
2004-2014**

Measure	2004	2006	2008	2010	2012	2014
Response rate	69.6%	99.2%	96.2%	91.8%	96.0%	95.2%
Gender						
Male	4%	5%	6%	6%	7%	7%
Female	96%	95%	94%	94%	93%	93%
Race						
White/Caucasian	92%	89%	87%	86%	84%	83%
Black/African-American	7%	9%	10%	11%	13%	14%
Asian	< 1%	< 1%	1%	1%	1%	1%
Other	1%	1%	2%	1%	1%	2%
Native Hawaiian/Other Pacific Islander	< 1%	< 1%	< 1%	< 1%	< 1%	< 1%
American Indian/Alaska Native	< 1%	< 1%	< 1%	1%	1%	< 1%
Ethnicity						
Hispanic	1%	2%	3%	3%	2%	2%
Average age	47.0	46.1	46.4	46.4	46.3	45.8
Age						
18-34	14%	17%	17%	19%	20%	22%
35-49	42%	41%	38%	37%	36%	36%
50-64	40%	39%	40%	40%	39%	37%
65+	3%	3%	4%	4%	5%	5%
Rural or urban county of employment*						
Rural				36%	36%	36%
Urban				65%	64%	64%
Nursing employment						
Full-time	73%	74%	75%	74%	74%	74%
Part-time	27%	26%	25%	19%	19%	19%
Per diem	N/A	N/A	N/A	6%	7%	7%
Average hours worked weekly	N/A	N/A	N/A	N/A	N/A	37.1
Employment status^						
Employed in health care/nursing or a position that requires a nursing license*	77%	79%	80%	82%	78%	79%
Employed not in health care/field other than nursing*	6%	6%	4%	3%	6%	6%
Unemployed, seeking health care employment/work as a nurse*	4%	4%	4%	6%	7%	6%
Unemployed, not seeking health care employment/work as a nurse*	6%	5%	5%	3%	4%	4%
Retired	7%	5%	5%	6%	5%	5%
Student	< 1%	< 1%	< 1%	N/A	N/A	N/A
Working as a volunteer in a nursing position	N/A	N/A	N/A	N/A	1%	1%
Career satisfaction						
Very satisfied	45%	32%	32%	35%	36%	37%
Satisfied/somewhat satisfied	43%	55%	55%	55%	54%	53%
Dissatisfied	6%	9%	8%	7%	6%	6%
Very dissatisfied	6%	5%	5%	4%	4%	4%
Job satisfaction						
Very satisfied	40%	27%	26%	28%	28%	29%
Satisfied/somewhat satisfied	48%	57%	58%	59%	59%	59%
Dissatisfied	7%	11%	12%	9%	9%	9%
Very dissatisfied	4%	4%	4%	4%	4%	4%

RESPONDENTS EMPLOYED IN NURSING IN PENNSYLVANIA, 2014 LPN SURVEY

**APPENDIX 6:
COMPARISON OF RESPONSES TO THE PENNSYLVANIA SURVEY OF PRACTICAL NURSES,
2004-2014, CONTINUED**

Measure	2004	2006	2008	2010	2012	2014
Plan to remain in nursing[#]						
0-5 years	19%	17%	17%	17%	17%	18%
6-10 years	25%	23%	23%	20%	19%	14%
11-15 years	21%	19%	18%	16%	15%	18%
16+ years	35%	41%	42%	47%	49%	50%

+ Rural/urban counties were identified using the Center for Rural Pennsylvania's definition and 2010 Census data beginning in 2010. Information for prior years is not included because counties were identified using a different method of identification.

^ All LPNs licensed in Pennsylvania

* Prior to 2012, the survey asked respondents about employment in health care. In 2012, the survey asked respondents about employment as a nurse.

In 2010, respondents were asked about their intent to remain in health care.

N/A The survey instrument did not offer the answer choice.

Note: Percentages may not equal 100% due to rounding.

APPENDIX 7: 2014 PENNSYLVANIA PRACTICAL NURSE SURVEY

HD1112F



**Commonwealth of Pennsylvania
Department of Health
2014 Survey of Practical Nurses**

License #: PN _____ ☾
* Required to avoid duplication
* Anonymous & aggregate reporting only

DO NOT MAIL THIS SURVEY IF YOU HAVE ALREADY SUBMITTED YOUR RENEWAL SURVEY ONLINE.
The Department of Health, with the support of the Department of State, requests that you complete this survey to assist in the important work of understanding and projecting the nursing workforce. Strict controls are placed upon information when shared for the production of statistical reports and analysis. This information, when released to the public, will be in aggregate form only. To view past workforce reports visit www.health.state.pa.us. Thank you for your cooperation!

1. Year of Birth 2. Sex Male Female 3. Hispanic or Latino Origin Yes No
4. Race (*check one*) American Indian/Alaska Native Asian Black/African American
 Native Hawaiian/ Other Pacific Islander White/Caucasian Other _____
5. State of Residence (*enter two letter postal code*) 5a. County of Residence (*PA only – see codes on last page*)
6. What type of nursing degree/credential qualified you for your first U.S. nursing license?
 Vocational/Practical certificate/diploma Associate Bachelor
- 6a. In what year did you obtain this first U.S. nursing license?
7. Were you initially licensed as a PN or RN in the U.S.? Yes No >> *if 'Yes', skip to question 8*
7a. In what country were you initially licensed as a PN or RN? _____
8. In what year did you obtain your first U.S. PN license?
- 8a. In what state was your first U.S. PN license issued? (*two letter postal code*)
9. Did you work as a Nursing Assistant prior to obtaining your PN license? Yes No >> *if 'No', skip to question 10*
9a. In what year did you begin working as a Nursing Assistant?
10. What is your highest level of nursing education completed? (*check one*)
 Vocational/Practical certificate/diploma RN Diploma – nursing Associate – nursing
 Bachelor – nursing Master – nursing Doctoral – nursing
11. Are you currently in the process of continuing your nursing education? Yes No >> *if 'No', skip to question 12*
11a. What type of nursing degree are you primarily pursuing?
 Associate Bachelor Master Post-masters Doctoral Other
11b. How long have you been pursuing your degree?
 Less than 3 years 3 to less than 5 years 5 to less than 7 years 7+ years
11c. When is your anticipated graduation date?
 Less than 3 years from today 3 to less than 5 years from today
 5 to less than 7 years from today 7+ years from today
- >> *Skip to question 13*
12. Are you planning to continue your nursing education in the next 0-3 years? Yes No >> *if 'Yes', skip to question 13*
12a. What is the main reason you are not planning to continue your nursing education? (*check one*)
 Financial reasons Not enough time Satisfied with current education Other
 Current RN programs do not transfer prior PN credits or credit PN experience
13. Do you hold a degree in a non-nursing field? Yes No >> *if 'No', skip to question 14*
13a. What is your highest level of non-nursing education completed? (*check one*)
 Associate – non-nursing Bachelor – non-nursing Master – non-nursing Doctoral – non-nursing
13b. Was this degree completed before the degree/credential that qualified you for your first U.S. PN license? Yes No

APPENDIX 7: 2014 PENNSYLVANIA PRACTICAL NURSE SURVEY, CONTINUED

License #: PN _____ ☾

14. In addition to your PN license, are you also currently licensed as a RN? Yes No >> if 'No', skip to question 15

14a. Are you currently practicing only as an RN? Yes No

>> If the answer to question 14a is 'Yes', you have completed this survey. Thank you very much!!

15. What is your employment status? (select the best fitting category)

- Employed full-time in nursing or a position that requires a nursing license
- Employed part-time in nursing or a position that requires a nursing license
- Employed per-diem in nursing or a position that requires a nursing license
- Employed full-time in a field other than nursing
- Employed part-time in a field other than nursing
- Employed per-diem in a field other than nursing
- Working as a volunteer in a nursing position
- Unemployed, seeking work as a nurse
- Unemployed, not seeking work as a nurse
- Retired

>> If the answer to question 15 is 'working as a volunteer' or 'retired' or 'employed in a field other than nursing', you have completed this survey. Thank you very much!!

>> If the answer to question 15 is 'employed in nursing' (either full-time, part-time or per-diem), skip to question 17

16. Please select the best reason for your being unemployed.

- Difficulty in finding a nursing position
- I am currently disabled
- I am currently enrolled either part-time or full-time as a student
- Inadequate salary
- Taking care of home and family
- Other

>> If the answer to question 15 is 'unemployed', you have now completed the survey. Thank you very much!!

17. In what state is your primary job located? (two letter postal code)

17a. In what county is your primary job located? (PA only – see codes on last page)

18. Please check the type of setting that most closely corresponds to your primary nursing practice position.

- | | |
|---------------------------------------------------|----------------------------------------------------------------------|
| <input type="checkbox"/> Ambulatory Care | <input type="checkbox"/> Insurance Claims/Benefits |
| <input type="checkbox"/> Assisted Living Facility | <input type="checkbox"/> Nursing Home |
| <input type="checkbox"/> Community Health | <input type="checkbox"/> Occupational Health |
| <input type="checkbox"/> Correctional Facility | <input type="checkbox"/> Policy/Planning/Regulatory/Licensing Agency |
| <input type="checkbox"/> Educational | <input type="checkbox"/> Public Health |
| <input type="checkbox"/> Home Health | <input type="checkbox"/> School Health Service |
| <input type="checkbox"/> Hospital | <input type="checkbox"/> Other |

19. Please check the type of job that most closely corresponds to your primary nursing practice position. (check one).

Note: For purposes of this survey, direct patient care includes the amount of time a nurse spends directly with patients in a medical setting; including time spent on patient record keeping and patient specific office work. This would also include 'on call' hours if the nurse is required to remain in a medical facility.

- Direct Patient Care
- Indirect Patient Care:

<input type="checkbox"/> Administration/Management	<input type="checkbox"/> Nursing School Faculty/Administration
<input type="checkbox"/> Infection Prevention/Control	<input type="checkbox"/> Informatics/Health Information Technology
<input type="checkbox"/> Case Management	<input type="checkbox"/> Patient /Staff Education
<input type="checkbox"/> Medical Records	<input type="checkbox"/> Other

APPENDIX 7: 2014 PENNSYLVANIA PRACTICAL NURSE SURVEY, CONTINUED

License #: PN _____ ☾

20. Please check the employment specialty that most closely corresponds to your primary nursing practice position.

- | | |
|-----------------------------------------------------|--------------------------------------------------------------------|
| <input type="checkbox"/> Acute Care/Critical Care | <input type="checkbox"/> Palliative Care |
| <input type="checkbox"/> Adult Health/Family Health | <input type="checkbox"/> Pediatrics/Neonatal |
| <input type="checkbox"/> Anesthesia | <input type="checkbox"/> Psychiatric/Mental Health/Substance Abuse |
| <input type="checkbox"/> Community | <input type="checkbox"/> Public Health |
| <input type="checkbox"/> Geriatric/Gerontology | <input type="checkbox"/> Rehabilitation |
| <input type="checkbox"/> Home Health | <input type="checkbox"/> School Health |
| <input type="checkbox"/> Maternal-Child Health | <input type="checkbox"/> Trauma |
| <input type="checkbox"/> Medical Surgical | <input type="checkbox"/> Women's Health |
| <input type="checkbox"/> Occupational Health | <input type="checkbox"/> Other |
| <input type="checkbox"/> Oncology | |

21. In how many positions are you currently employed as a nurse? 1 2 3 or more

>> *If the answer to question 21 is '1', skip to question 26*

22. In what state is your secondary job located? (two letter postal code)

22a. In what county is your secondary job located? (PA only – see codes on last page)

23. Please check the type of setting that most closely corresponds to your secondary nursing practice position.

- | | |
|---------------------------------------------------|----------------------------------------------------------------------|
| <input type="checkbox"/> Ambulatory Care Setting | <input type="checkbox"/> Insurance Claims/Benefits |
| <input type="checkbox"/> Assisted Living Facility | <input type="checkbox"/> Nursing Home |
| <input type="checkbox"/> Community Health | <input type="checkbox"/> Occupational Health |
| <input type="checkbox"/> Correctional Facility | <input type="checkbox"/> Policy/Planning/Regulatory/Licensing Agency |
| <input type="checkbox"/> Educational | <input type="checkbox"/> Public Health |
| <input type="checkbox"/> Home Health | <input type="checkbox"/> School Health Service |
| <input type="checkbox"/> Hospital | <input type="checkbox"/> Other |

24. Please check the type of job that most closely corresponds to your secondary nursing practice position. (check one)

- | | |
|-------------------------------------------------------|--------------------------------------------------------------------|
| <input type="checkbox"/> Direct Patient Care | |
| Indirect Patient Care: | |
| <input type="checkbox"/> Administration/Management | <input type="checkbox"/> Nursing School Faculty/Administration |
| <input type="checkbox"/> Infection Prevention/Control | <input type="checkbox"/> Informatics/Health Information Technology |
| <input type="checkbox"/> Case Management | <input type="checkbox"/> Patient/Staff Education |
| <input type="checkbox"/> Medical Records | <input type="checkbox"/> Other |

25. Please check the employment specialty that most closely corresponds to your secondary nursing practice position.

- | | |
|-----------------------------------------------------|--------------------------------------------------------------------|
| <input type="checkbox"/> Acute Care/Critical Care | <input type="checkbox"/> Palliative Care |
| <input type="checkbox"/> Adult Health/Family Health | <input type="checkbox"/> Pediatrics/Neonatal |
| <input type="checkbox"/> Anesthesia | <input type="checkbox"/> Psychiatric/Mental Health/Substance Abuse |
| <input type="checkbox"/> Community | <input type="checkbox"/> Public Health |
| <input type="checkbox"/> Geriatric/Gerontology | <input type="checkbox"/> Rehabilitation |
| <input type="checkbox"/> Home Health | <input type="checkbox"/> School Health |
| <input type="checkbox"/> Maternal-Child Health | <input type="checkbox"/> Trauma |
| <input type="checkbox"/> Medical Surgical | <input type="checkbox"/> Women's Health |
| <input type="checkbox"/> Occupational Health | <input type="checkbox"/> Other |
| <input type="checkbox"/> Oncology | |

26. Last week, how many hours did you work in all of your nursing positions combined?

27. In the past six months, have you provided language interpretive services for medical terminology? Yes No

>> *If 'No', skip to question 28*

27a. In which language(s) have you provided language interpretive services for medical terminology? (check all that apply)

- | | | | | |
|----------------------------------|----------------------------------------|----------------------------------|-------------------------------------|--------------------------------------|
| <input type="checkbox"/> Arabic | <input type="checkbox"/> Chinese | <input type="checkbox"/> Italian | <input type="checkbox"/> PA Dutch | <input type="checkbox"/> Polish |
| <input type="checkbox"/> Russian | <input type="checkbox"/> Sign Language | <input type="checkbox"/> Spanish | <input type="checkbox"/> Vietnamese | <input type="checkbox"/> Other _____ |

28. How satisfied are you with nursing as a career?

- Very dissatisfied Dissatisfied Satisfied Very Satisfied

APPENDIX 7: 2014 PENNSYLVANIA PRACTICAL NURSE SURVEY, CONTINUED

License #: PN _____ ☾

29. Would you encourage someone to choose a career in nursing today? Yes No
30. How satisfied are you with your primary nursing job?
 Very dissatisfied Dissatisfied Satisfied Very Satisfied
31. Please indicate your level of satisfaction with the following factors in your primary nursing job (*check one for each job factor*)
- | | | | | | |
|--------------------------------------|--------------------------------------------|---------------------------------------|------------------------------------|-----------------------------------------|-----------------------------------------|
| Benefits | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied | <input type="checkbox"/> Not Applicable |
| Career development opportunity | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied | <input type="checkbox"/> Not Applicable |
| Coworker relationships | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied | <input type="checkbox"/> Not Applicable |
| Efficiency of workplace processes | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied | <input type="checkbox"/> Not Applicable |
| Participation in decisions | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied | <input type="checkbox"/> Not Applicable |
| Valued by administration | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied | <input type="checkbox"/> Not Applicable |
| Family relationships | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied | <input type="checkbox"/> Not Applicable |
| Salary | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied | <input type="checkbox"/> Not Applicable |
| Staffing levels | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied | <input type="checkbox"/> Not Applicable |
| Supervisory relationship | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied | <input type="checkbox"/> Not Applicable |
| Time to provide direct patient care | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied | <input type="checkbox"/> Not Applicable |
| Workload levels | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied | <input type="checkbox"/> Not Applicable |
| Workplace emphasis on patient safety | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied | <input type="checkbox"/> Not Applicable |

The following five questions ask about your use of computer systems for patient health information.

32. In your primary job, do you use computer systems to access patient health information (medical records, orders, etc.)?
 Yes No >> *if 'No', skip to question 37*
33. In your primary job, do you use a "meaningful use certified electronic health record system"?
 Yes No Not sure
34. In your primary job, do you use secure email messaging to exchange patient information with other health care providers/facilities?
 Yes No
35. In your primary job, how does your computer system impact your ability to do your job?
 Helps Hinders No Impact
36. Please identify where you learned to use computer systems in your role as a nurse (*check all that apply*).
 Nursing Education Program On-the-job Training Continuing Education
37. How much longer do you intend to remain employed in nursing?
 Less than 3 years 3 to less than 6 years 6 to less than 10 years 10 to less than 16 years 16+ years
38. If you plan to leave nursing in less than 6 years, indicate your primary reason below (*check one*).
 Change Careers Financial Reasons Retirement Stress/Burnout
 Family Reasons Physical Demands Return to School Other

Thank you!

If you are interested in learning more about emergency disaster response effort volunteer opportunities in Pennsylvania, please access www.serv.pa.gov for more information.

Pennsylvania County Codes							
01=Adams	11=Cambria	21=Cumberland	31=Huntingdon	41=Lycoming	51=Philadelphia	61=Venango	
02=Allegheny	12=Cameron	22=Dauphin	32=Indiana	42=McKean	52=Pike	62=Warren	
03=Armstrong	13=Carbon	23=Delaware	33=Jefferson	43=Mercer	53=Potter	63=Washington	
04=Beaver	14=Centre	24=Elk	34=Juniata	44=Mifflin	54=Schuylkill	64=Wayne	
05=Bedford	15=Chester	25=Erie	35=Lackawanna	45=Monroe	55=Snyder	65=Westmoreland	
06=Berks	16=Clarion	26=Fayette	36=Lancaster	46=Montgomery	56=Somerset	66=Wyoming	
07=Blair	17=Clearfield	27=Forest	37=Lawrence	47=Montour	57=Sullivan	67=York	
08=Bradford	18=Clinton	28=Franklin	38=Lebanon	48=Northampton	58=Susquehanna	00=Not in PA	
09=Bucks	19=Columbia	29=Fulton	39=Lehigh	49=Northumberland	59=Tioga		
10=Butler	20=Crawford	30=Greene	40=Luzerne	50=Perry	60=Union		

Sources

ⁱ Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook, 2014-15 Edition*, Nursing Aides, Orderlies, and Attendants, on the Internet at <http://www.bls.gov/ooh/healthcare/nursing-assistants.htm> (visited Jul. 9, 2015).

ⁱⁱ Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook, 2014-15 Edition*, Nursing Aides, Orderlies, and Attendants, on the Internet at <http://www.bls.gov/ooh/healthcare/nursing-assistants.htm> (visited Jul. 9, 2015).

Questions, comments or requests for additional information should be directed to:

Pennsylvania Department of Health

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Harrisburg, PA 17120

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