

What is a Licensed Practical Nurse?

Licensed practical nurses (LPNs) provide basic nursing care under the direction of registered nurses or licensed independent practitioners. Job responsibilities include monitoring patients' health, administering basic patient care, providing for the basic comfort of patients, discussing care they provide with patients and listening to their concerns, reporting patients' status and concerns to registered nurses and doctors, and keeping records on patients' health. *(U.S. Bureau of Labor Statistics, 2016)*

LPNs are an important part of the nursing profession, sharing with the entire nursing community a commitment to providing safe, quality, cost-effective care. *(National League of Nursing Board of Governors, 2014)* Understanding the pipeline of new LPNs, makeup of the current workforce and future demand for LPNs is important to maintaining this important component of the nursing profession.

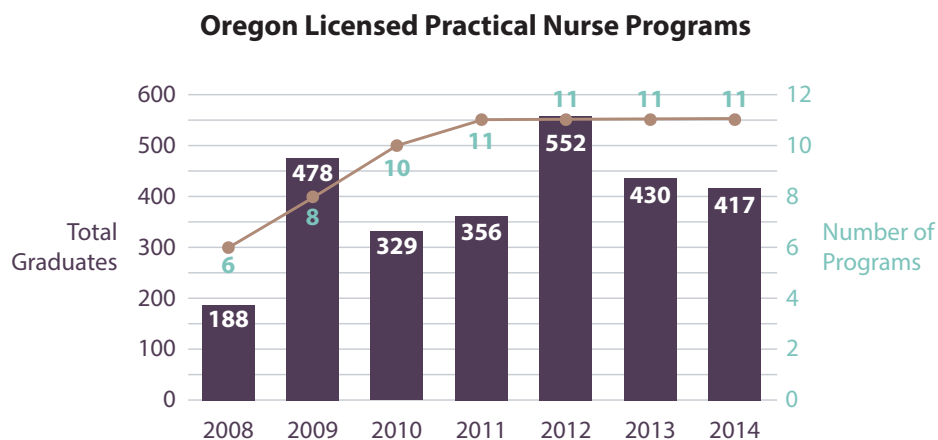
LPN Education

To become a LPN, individuals must complete an approved educational program. These vocational programs award a certificate or diploma, and typically

take about one year to complete. After completing a state-approved educational program, students must pass the National Council Licensure Examination (NCLEXPN), as well as meet state requirements for licensure. *(U.S. Bureau of Labor Statistics, 2016)*

In Oregon, 11 community colleges and proprietary schools are currently approved to offer practical nurse training programs, graduating more than 400 students every year. This number has doubled since 2008, when six Oregon programs graduated less than 200 students on an annual basis. The fluctuation in numbers of graduates from year to year can be partially attributed to expansion and closings of proprietary practical nursing programs in Oregon.

In 2014, more than 83% of Oregon's LPNs indicated a practical nursing certificate was their highest level of education. Another 6% indicated they had obtained additional education in the form of an Associate Degree in Nursing or Bachelor of Science in Nursing, but continued to work at the LPN level of licensure.



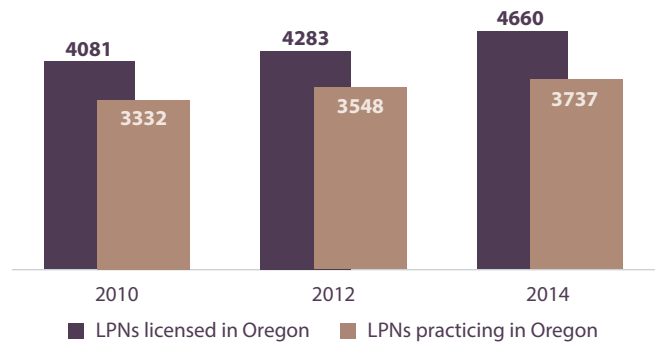
Source: Oregon State Board of Nursing Annual Survey of Nursing Education Programs, 2008-2014

LPN Workforce

Oregon’s LPN workforce has experienced growth in recent years. In 2014, an estimated 3,737 LPNs worked in Oregon.

LPNs work in all regions of Oregon though, in 2014, 36% worked in the Portland Metro region while an additional 8% worked in the Clackamas region. The U.S. Bureau of Labor Statistics reported the median pay for LPNs in 2014 as \$42,490. (*U.S. Bureau of Labor Statistics, 2016*) The Oregon Employment Department reports LPN wages in Oregon are higher than the national average with the 2015 median salary of more than \$48,000. Salaries in Oregon fluctuate by region with LPNs in the Portland Metro area earning significantly higher wages than LPNs in other regions such as Eastern Oregon.

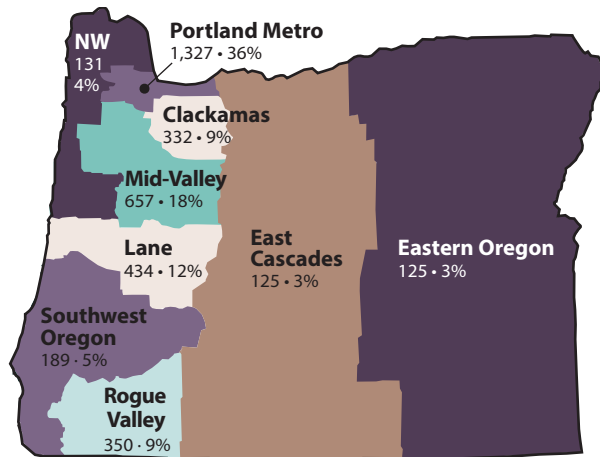
Licensed Practical Nurses In Oregon



Source: Oregon Health Authority, 2014

Additionally, national reports show female LPNs earn approximately \$5,000 less per year than their male colleagues. (*National Council of State Boards of Nursing, 2016*)

Distribution and Salary of Licensed Practical Nurses



REGION DEFINITIONS: East Cascades (Hood River, Wasco, Sherman, Lake, Gilliam, Jefferson, Wheeler, Deschutes, Crook, Klamath Counties), Eastern Oregon (Morrow, Umatilla, Union, Wallowa, Grant, Baker, Harney, Malheur Counties), Mid-Valley (Linn, Marion, Polk, Yamhill Counties), Northwest (Clatsop, Columbia, Lincoln, Tillamook, Benton Counties), Portland Metro (Multnomah, Washington Counties), Rogue Valley (Jackson, Josephine Counties) Southwest Oregon (Coos, Curry, Douglas Counties)

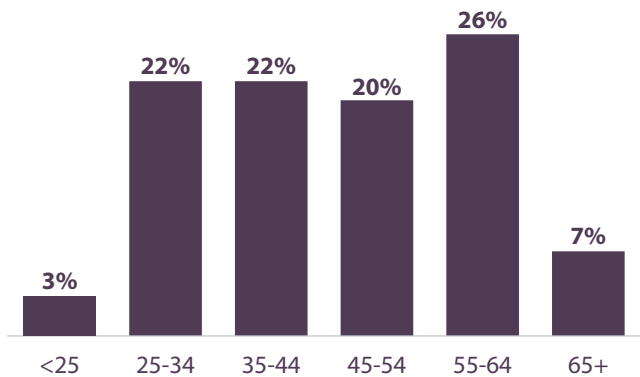
Source: Oregon Health Authority, 2014; Oregon Employment Department, 2016

Region	Estimate Working	Percent of All LPNs	2015 Median Hourly Wage	2015 Median Annual Salary
Oregon	3737	100%	\$23.20	\$48,552
Clackamas	332	9%	--	\$49,876
East Cascades	182	5%	\$22.30	\$46,767
Eastern Oregon	125	3%	\$20.19	\$41,698
Lane	434	12%	\$21.96	\$46,853
Mid-Valley	657	18%	\$22.00	\$46,318
Northwest	131	4%	\$22.40	\$47,365
Portland Metro	1,327	36%	\$24.46	\$50,548
Rogue Valley	350	9%	\$23.28	\$48,860
SW Oregon	189	5%	\$23.40	\$48,728
Missing	10	0%	--	--

The age distribution of LPNs in 2014 was relatively equal with 33% of LPNs 55 or older, and 25% under age 35.

In 2014, the majority (89%) of LPNs were women while only 11% were men. The percent of male LPNs in Oregon was higher than the national average, where 7.5% of the LPN workforce were men. (Budden J, 2016)

Age of Licensed Practical Nurses



Source: Oregon Health Authority, 2014

Gender of Licensed Practical Nurses



■ Female ■ Male

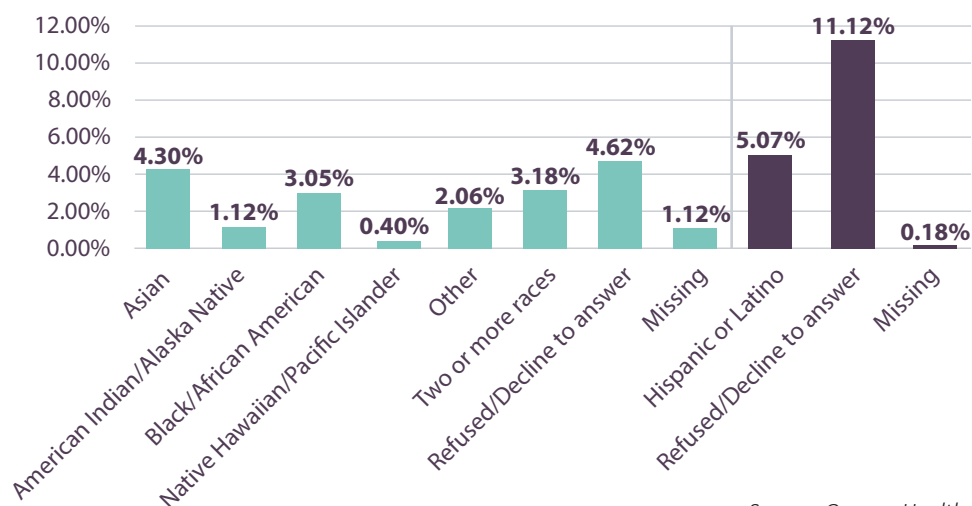
Source: Oregon Health Authority, 2014

Oregon's 2014 LPN workforce was more racially diverse than its registered nurse workforce. In most instances, the racial breakdown of LPNs mirrored that Oregon's population. However, Oregon's LPN workforce was less racially diverse when compared to national data available on racial diversity of LPNs. (Budden J, 2016)

Oregon's 2014 LPN workforce was more racially diverse than its registered nurse workforce.

Race

Ethnicity



Source: Oregon Health Authority, 2014

Licensed practical nurses work in many settings including nursing homes and extended care facilities, hospitals, physicians' offices, and private homes. (U.S. Bureau of Labor Statistics, 2016) Nationally, 30.1% of LPN/LVNs worked in nursing home/extended care, followed by 15% in home health, and 10.8% in hospitals. (National Council of State Boards of Nursing, 2016) In 2014, the top three work settings for Oregon's LPNs were skilled nursing facilities (31.4%), office/clinics (21.3%) followed by hospitals (10.4%). With so many LPNs working in skilled nursing, long term care, residential care and assisted living facilities, it is no surprise that 34% of

LPNs reported their practice specialty as long term care or geriatrics.

Work settings for LPNs have shifted in recent years. Nationally, long-term care has employed more LPNs than any other industry sector, and was the only sector where LPN employment grew between 2008 and 2013. In contrast, LPN employment in hospitals, outpatient care, and other sectors decreased between 2008 and 2013. The largest decrease occurred in hospitals where the number of LPNs employed decreased by 20%. (Coffman JM, 2015)

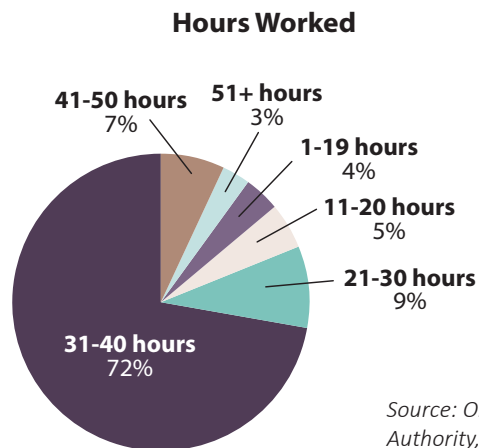
Work Setting	
Skilled nursing facility/Long term care	31.4%
Office/Clinic	21.3%
Hospital	10.4%
Home health/Hospice	6.5%
Primary care	4.3%
Residential care facility	3.6%
Assisted living	2.9%
Other	19.7%

Practice Specialty	
Long Term Care/Geriatrics	33.7%
Family Practice	6.8%
General Nursing	5.5%
Rehabilitation	5.0%
Psych/Mental Health	4.3%
Pediatrics	4.3%
Medical-Surgical	4.1%
Other	36.2%

Source: Oregon Health Authority, 2014

Work settings for LPNs have shifted in recent years.

The vast majority of LPNs in 2014 reported working full time. Ten percent reported working more than 40 hours a week. Only 18% of LPNs reported working less than 30 hours a week. When asked about practice plans in the next two years, 73% of LPNs planned to maintain their practice while another 13% wanted to increase their practice hours.



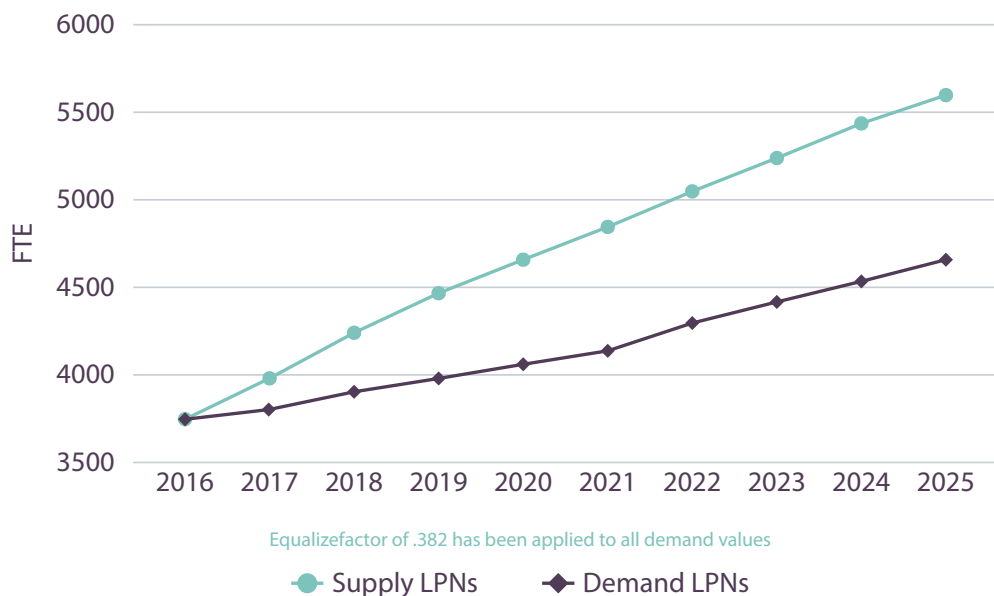
Source: Oregon Health Authority, 2014

Future Demand

By 2020, an estimated 12 million older Americans will need long-term care. To provide care for these individuals, the demand for health care workers is projected to increase (BLS, 2012). Currently, 70% of licensed care in nursing homes is provided by the LPN/LVN workforce. (Corazzini, Anderson, Mueller, McConnell, Landerman, Thorpe, Shorti, 2011 in National League of Nursing Board of Governors, 2014)

LPN supply is projected to outpace demand on a national level. (US Department of Health and Human Services, Health Resources and Service Administration, National Center for Health Workforce Analysis, 2014) Using recent data on the number of LPNs in Oregon, the supply of LPNs is projected to exceed demand almost immediately. By 2025, it is predicted there will be a surplus of almost 1,000 LPNs in Oregon.

Comparison of Oregon LPN Supply and Demand



Source: HRSA.gov

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