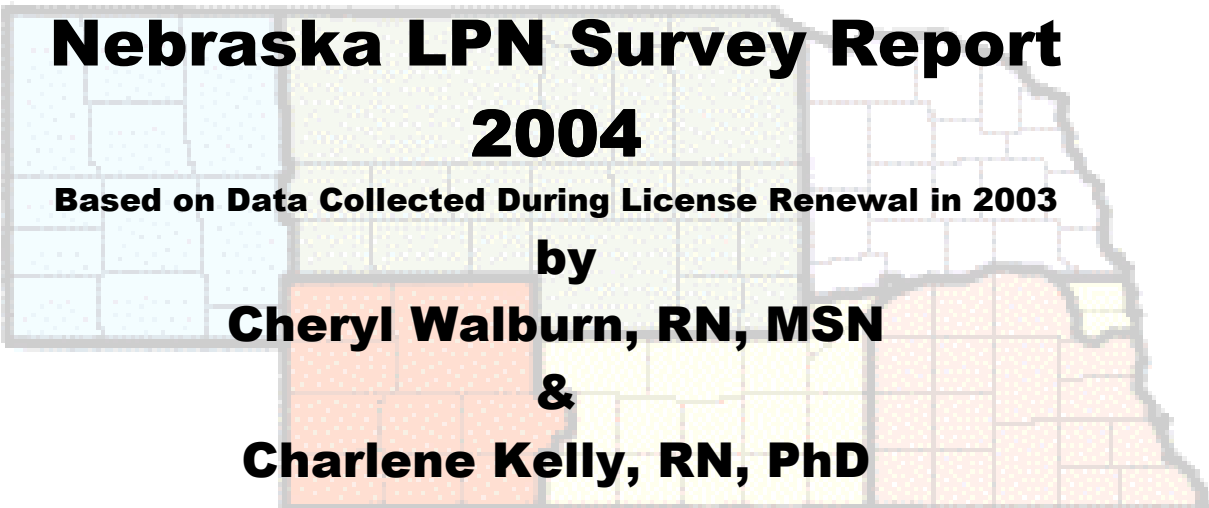


Nebraska Health and Human Services System



Nebraska LPN Survey Report 2004

Based on Data Collected During License Renewal in 2003

by

Cheryl Walburn, RN, MSN

&

Charlene Kelly, RN, PhD

Nebraska Center for Nursing
and
Nebraska Department of Health and Human Services
Richard Raymond M.D., Director, Regulation & Licensure
PO Box 95044, Lincoln, NE 68509-5044
(402) 471-4376

BACKGROUND	3
DEMOGRAPHICS.....	4
Gender.....	4
Age	4
Racial/Ethnic Background.....	5
Family Status	6
SALARY	7
EMPLOYMENT ENVIRONMENT	7
Hours Worked per Week	7
Frequency and Percent of Work Situation	8
Employers of Nurses	9
EMPLOYMENT	9
Activity	9
Setting	10
EDUCATION	11
OPINIONS ABOUT NURSING	12
Choosing Nursing Again	13
Encouragement of Others.....	14
Leaving Principal Employment	14
Reasons for Leaving.....	15
LICENSURE.....	16
Method of Licensure	16
LOCATION OF NEBRASKA NURSES.....	17
Distribution of Licensed Practical Nurses with Nebraska Licenses	17
SUMMARY	23
Appendix A.....	25

BACKGROUND

In 2000, the Nebraska Legislature created the Nebraska Center for Nursing to address the nursing shortage. The 16-member board was appointed by the Governor and charged with developing a strategic plan. There was a need for current, comprehensive data about the supply and demand of nurses in Nebraska to enable the Board to satisfy its mandate. Therefore a comprehensive survey (Licensed Practical Nurse Workforce Survey) of all Licensed Practical Nurses (LPNs) in Nebraska was conducted in November 2000. The survey was again conducted in 2003 in conjunction with LPN renewal notices. In August of 2003, the Licensed Practical Nursing Workforce Survey was mailed to all Nebraska Licensed Practical Nurses (LPNs).

A total of 5,746 Workforce Surveys were returned. A total of 1,074 surveys were returned electronically and 4,672 were returned by mail. The duplicates of eleven surveys returned both electronically and by mail were removed; thus a total of 5,735 surveys (95%) were returned out of the 6,047 total LPN renewals. They were then sent to the Nebraska Evaluation and Research Center (NEAR) and entered for data analysis. If a returned survey was incomplete, or if critical information in the Nebraska Health and Human Services licensing database was incomplete for a respondent, the survey was deleted from the analysis. This left 5,584 nurses with data from both the survey and the database. However, information from the database on how license was obtained included categories that needed to be collapsed into fewer categories. This left 5,512 nurses with data from the combined data file. Of these 5,512 nurses, 5,109 (92.7%) identified themselves as being principally employed in Nebraska. The total number of respondents fluctuates from table to table due to omitted responses to some of the variables. A copy of the survey form can be found in Appendix A.

The Nebraska survey data were prepared by Tzu-Yin Chin, MA; Craig Enders, PhD; Doyoung Kim, BA; James Peugh, MS; and Michael Toland, MA, of the Nebraska Evaluation and Research Center, University of Nebraska – Lincoln.

The number of active Licensed Practical Nurses (LPNs) has remained fairly steady in the past ten years. Table A provides the number of LPNs licensed in Nebraska at the end of the calendar year. Numbers are reported for even-numbered years. LPN licenses expire in the later part of the year in odd-numbered years. At the time of renewal the total number of LPNs licensed in the state always drops significantly because of LPNs who do not renew a license due to retirement, death, leaving the state or ceasing to practice nursing. The total number of LPNs licensed in the state then continues to grow until the next renewal when it once again falls. The total number licensed at the end of even-numbered years was chosen for comparison because it represents the midpoint

between when the major fluctuations occur. This number includes all licensees, and does not distinguish whether the nurse practiced or lived in Nebraska. Nebraska joined the Nurse Licensure Compact in January 2001. LPNs residing in another compact state could not renew their Nebraska license in 2001, hence the drop in the number of active licensed practical nurses in 2002.

Table A. Number of Active Licensed Practical Nurses in Nebraska 1988 - 2002

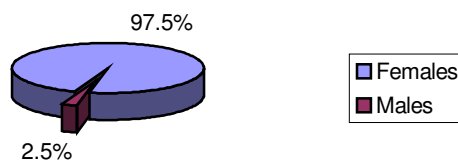
1988	1990	1992	1994	1996	1998	2000	2002
5,833	6,029	6,340	6,330	6,989	6,787	6,202	5,943

DEMOGRAPHICS

Gender

In Nebraska, 2.5% of LPNs identified themselves as male and 97.5% as female, which was similar to the 2000 data in which 2.1% of LPNs identified themselves as male and 97.9% female. Chart 1 shows the percentage of male and female nurses in Nebraska for the current 2003 survey.

Chart 1. Distribution of Nebraska Licensed Practical Nurses by Gender in 2003

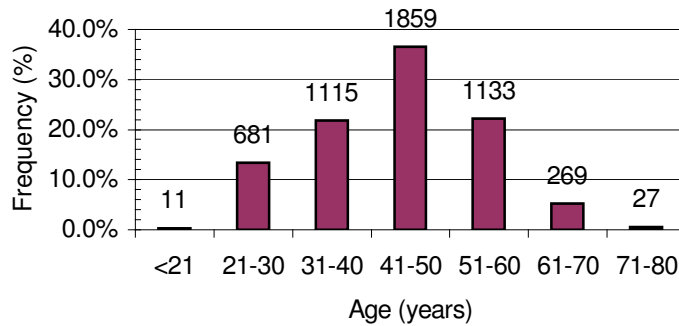


Age

Chart 2 depicts the distribution of Nebraska LPNs by age. The mean age was

44.5 years of age. In Nebraska the average age increased from 42 years in 1997 to 44.6 years in 2000 and was 44.5 years in 2003. In the LPNs under 40 category, Nebraska had 70% in 1980, only 37.6% by 2000, and 35.5% in 2003. In 1980, 42.3% of Nebraska's LPNs were under age 30. This number dropped to 14.3% in 2000 and to 13.6% in 2003.

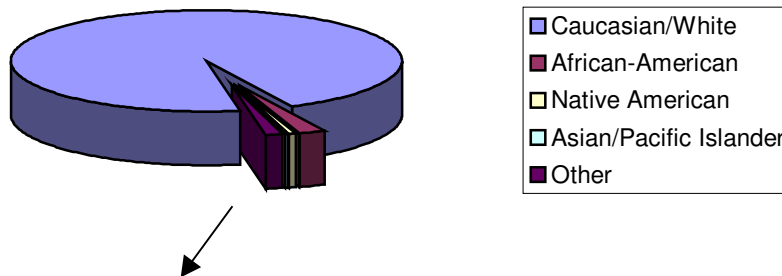
Chart 2. Distribution of Nebraska Licensed Practical Nurses by Age



Racial/Ethnic Background

Chart 3 shows the distribution of LPNs in Nebraska according to self-reported racial/ethnic categories. The preponderance of nurses were Caucasian, 95%. In 2000 this figure was 97%. In the general population of Nebraska, 95.4% are Caucasian. Chart 4 depicts the distribution of Nebraska's general population.

Chart 3. Distribution of Nebraska LPNs by Racial/Ethnic Background



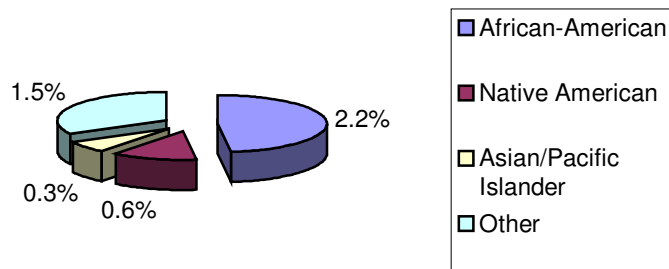
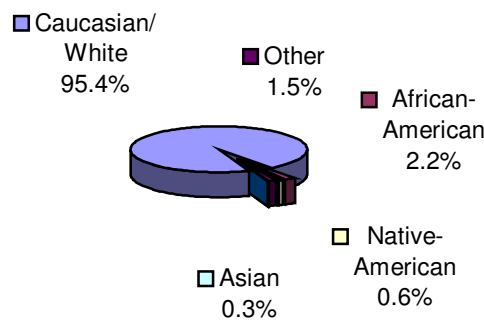


Chart 4. Distribution of Nebraska's General Population by Racial/Ethnic Background



The Nebraska survey asked a separate question—whether or not the respondent was of Hispanic origin or descent. It is possible respondents could have indicated either Caucasian or African-American and also Hispanic. The Hispanic category is therefore only mutually exclusive when data from that variable are analyzed separately and there is a possible double count of some nurses. Nebraska's percentage of racial/ethnic nurses rose from 3.1% in 2000 to 4.6% in 2003. The percentage indicating Hispanic origin or descent also rose from 2.3% in 2000 to 3.1% in 2003.

Family Status

Marital status was not a variable the survey. Minor children or adults dependent on the nurse's care were the choices. In 2003, more nurses reported having minor children or adults dependent on the nurse's care than in 2000 with higher percentages in all age categories. LPNs having children 6 years old or younger comprised 32.8%, (25.3% in 2000), 53.4% had children 7 to 14 years old (39.5% in 2000), and 40.4% had children ages 15 to 18 (31.6% in 2000). In 2003, 19% reported having dependent adults living in their home (18.6% in 2000).

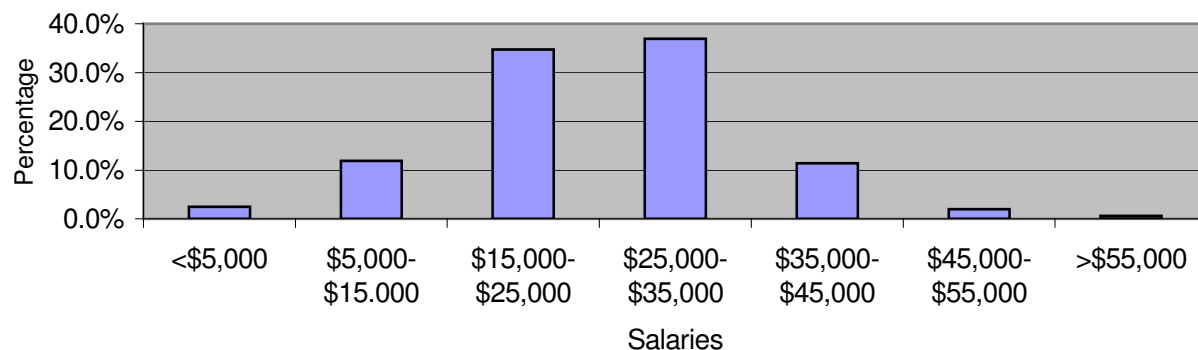
SALARY

The Nebraska respondents were asked to describe their salary ranges. Chart 5 and Table B display the reported salary information. Lower reported salaries correlated with part-time employment. Of the LPNs earning less than \$25,000, 75% worked less than 40 hours per week. The highest percentage (36.9%) of LPNs earned \$25-35,000 followed by 34.7% earning \$15-25,000.

Table B. Percent Nebraska LPN Salary

Salary Range	Percent of Respondents
< \$5,000	2.5%
\$5-15,000	11.9%
\$15-25,000	34.7%
\$25-35,000	36.9%
\$35-45,000	11.4%
\$45-55,000	2.0%
>\$55,000	0.6%

Chart 5. Salaries of Nebraska LPNs



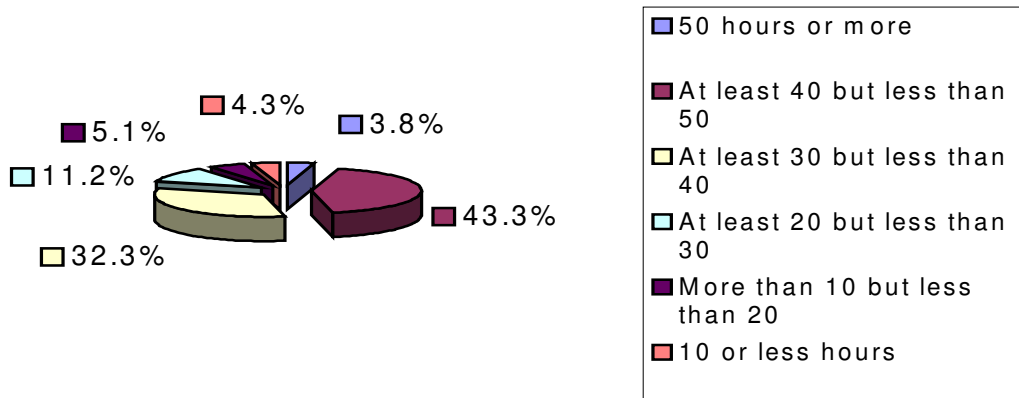
EMPLOYMENT ENVIRONMENT

Hours Worked per Week

Chart 6 shows the amount of time Nebraska LPNs work each week. The category “10 hours or less” may include licensees who do not work as a nurse at all. There were minimal numbers of unemployed currently licensed LPNs in

Nebraska, because active practice has been a condition of license renewal since 1995. The percentage of employed LPNs increased after 1997, at which time 94.2% of LPNs reported working full or part-time. In 2000, 97.6% and in 2003, 97.8% of Nebraska LPNs were working in nursing full or part-time. The highest percentage of LPNs reported working at least 40 but less than 50 hours per week (43.3%), followed by 32.3 % working at least 30 but less than 40 hours per week.

Chart 6. Average Work Hours Per Week for Nebraska LPNs



Frequency and Percent of Work Situation

Nearly the entire sample (97.8%) were working in nursing positions that required a LPN license compared to 96.5% in 2000. Small numbers were working in non-nursing positions (0.5%), Only 0.9% were not employed, and of these non-employed licensees, 0.6% were looking for positions in nursing. Table C depicts the percentages of licensees in reported work situations.

Table C. Percentages of Nebraska LPNs Work Situation

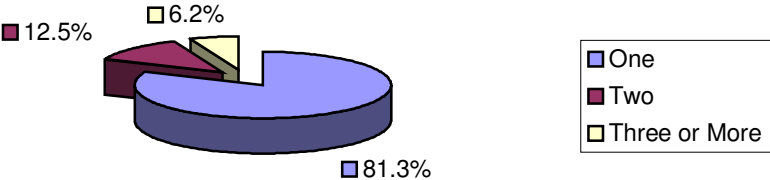
	Percent
Working in a Nursing position requiring an LPN license	97.8%
Working in a non-nursing job, looking for LPN position	0.3%
Working in a non-nursing job, not looking for LPN position	0.2%

Not employed – looking for LPN position	0.6%
Not employed - looking for a non-nursing job	0.0%
Not employed - not looking for job	0.3%
Other	0.8%
Total	100%

Employers of Nurses

Nebraska LPNs identified how many employers they worked for at the time of the survey. Chart 7 is based on these numbers. In 2003, 81.3% of LPNs worked for one employer, 12.5% for two, and 6.2% for three or more. In 2000, 79.1% worked for one employer, 13.9% worked for two, and 7% worked for three or more.

Chart 7. Numbers of Employers



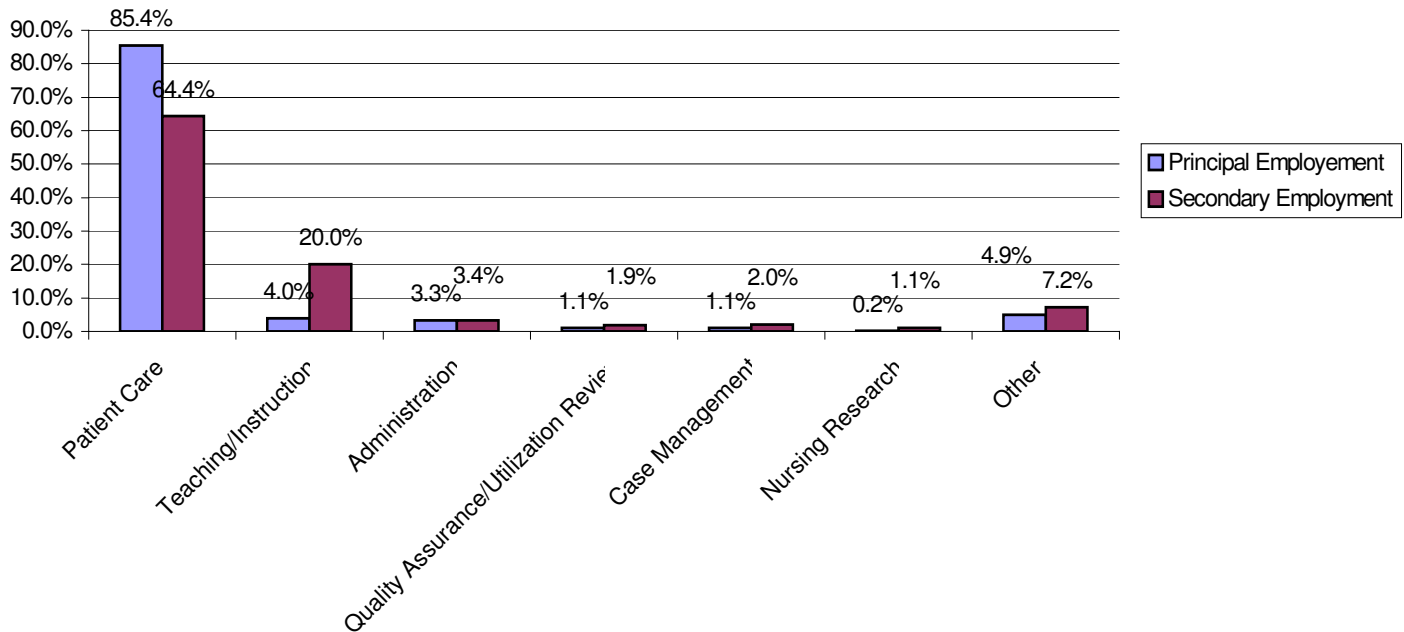
Employment

Activity

LPNs identified the types of employment activities they engaged in. The preponderance of LPNs worked in patient care (85.4%) compared to 84.9% in 2000. Those nurses who had secondary employment also worked predominately

in patient care (64.4%). Smaller numbers were dispersed among teaching/instruction, administration, quality assurance/utilization review, case management, nursing research and other work activities. The distribution of principal and secondary employment activity is presented in Chart 8.

Chart 8. Principal and Secondary Employment Activity



Setting

In Nebraska, Long Term Care is the major employer of LPNs with 38.1% of LPNs working in Long Term Care compared to 37.3% in 2000. The total principal employment setting identification follows in Table D. Data were collected in the following principal employment setting categories: Hospital, Long Term Care, Nursing Education, Alcohol/Detox/Halfway House, Public/Community/Home Health, Student Health/School, Occupational Health, Ambulatory Care, Physician's Office, Self-employed, Agency Staff, Insurance Company/HMO and "Other."

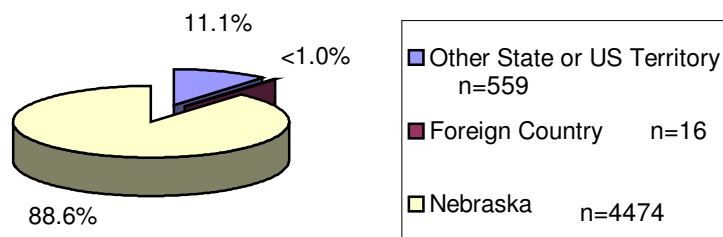
Table D. Percent by Principal Employment Setting in Nebraska

	Nebraska Percentage
Long Term Care	38.1
Hospital	25.7
Physician's Office	20.5
Other	6.1
Public/Community/Home Health	4.1
Ambulatory Care	1.5
Agency Staff	.7
Student Health/School	1.1
Occupational Health	.7
Self-employed	.6
Nurse Education	.4
Alcohol/Detox/Halfway House	.2
Insurance/HMO	.3

EDUCATION

Most Nebraska LPNs (88.6%) graduated from a Nebraska LPN program, 11.1% were educated in other states, and 0.3% were foreign educated. This information is depicted in Chart 9. In 2000, 86.5% graduated from a Nebraska LPN program, 13.5% were educated in other states, and .1% were foreign educated.

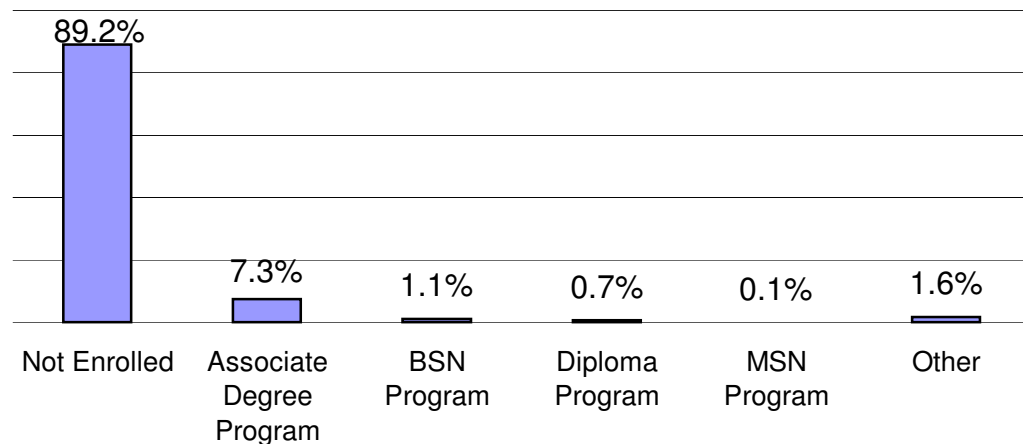
Chart 9. Location of Nursing Preparation



Of the LPNs who responded to the survey, 94.5% reported receiving a diploma from a practical nursing program, 6.3% reported receiving an associate degree from a practical nursing program (probably earned concurrently with a diploma in

practical nursing from a community college), 0.3% reported completing an associate degree in nursing, 0.4% reported completing a BSN program, and 0.1% reported completing a masters degree program. Similarly in 2000, 93.7% reported receiving a diploma from a practical nursing program, 6.1% reported receiving an associate degree from a practical nursing program, 0.8% reported completing an associate degree in nursing, 0.3% reported completing a BSN program, and 0.1% reported completing a masters degree program. It should be noted that this survey was completed only by persons currently holding an active LPN license. Most LPNs who go on to RN education do not maintain their LPN license once they receive a RN license. Therefore these numbers are not reflective of the total percentage of LPNs who complete RN education. LPNs reporting that they had a non-nursing degree before they entered the LPN program were 12.6% compared to 12.8% in 2000. LPNs reporting they were currently enrolled in a nursing education program leading to a degree or certificate were 10.8% compared to 8.3% in 2000. Chart 10 shows the percentage of current LPNs who are enrolled in various types of nursing education programs.

Chart 10. LPNs Currently Enrolled in Nursing Education Programs



OPINIONS ABOUT NURSING

LPNs identified what they liked best and least about their principal nursing employment. Chart 11 indicates what nurses liked best and Chart 12 categorizes what nurses liked least. Nurses most liked the patients (35.6%) and the work itself (34.5%). Salary (27.8%) was the least liked aspect of nursing. In 2000, the work itself was the most liked aspect (32.7%) and salary the least liked (32.3%).

Chart 11. Most Liked Aspect of Nursing

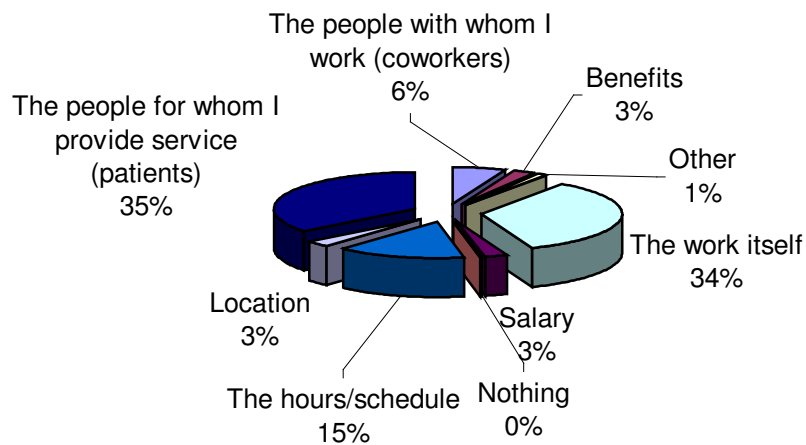
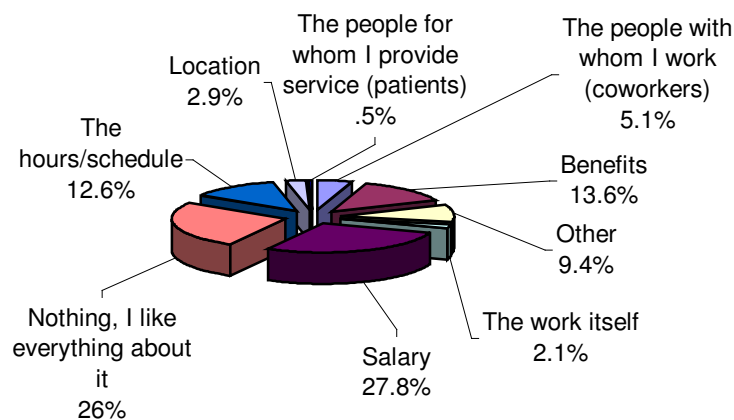


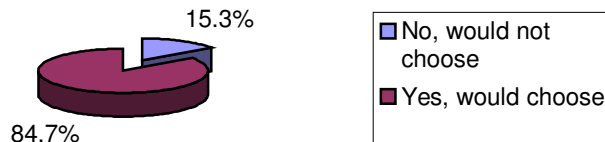
Chart 12. Least Liked Aspect of Nursing



Choosing Nursing Again

Chart 13 shows the percentages of LPNs that would or would not choose nursing as a career if they had to do it over. In 2003, 84.7% indicated they would choose nursing again. In the 2000 survey, 76.7% indicated they would choose nursing again.

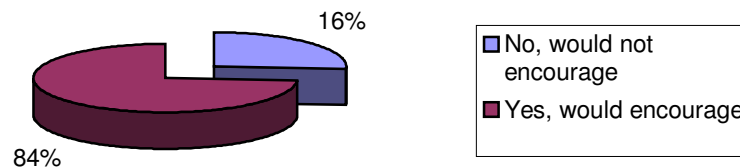
Chart 13. Choosing Nursing Again



Encouragement of Others

LPNs responded on whether they would encourage others to choose nursing as a career. More LPNs indicated they would encourage others to choose nursing as a career in 2003 (84%) than in 2000 (66%). Chart 14 shows the percentage of nurses who would and would not encourage others to choose a career in nursing.

Chart 14. Encourage Others to Choose Nursing As A Career

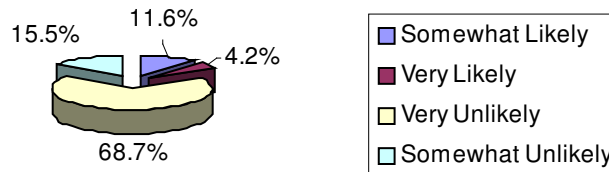


Leaving Principal Employment

Most LPNs (68.7%) found it very unlikely that they would leave nursing as their principal employment compared to 64.6% in 2000. Chart 15 expresses in percentages the likelihood of nurses leaving their principal employment. Some LPNs (15.5%) answered that leaving was somewhat unlikely, 11.6% of LPNs said

leaving was somewhat likely, and only 4.2% of LPNs indicated that their departure was very likely to occur.

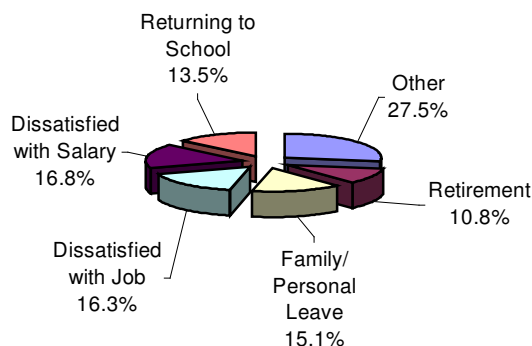
Chart 15. Likelihood of Leaving Principal Employment



Reasons for Leaving

Those Nebraska LPNs who plan to leave their principal employment as nurses identified main reasons for leaving. Over a fourth (27.5%) of the respondents selected "other". Another 16.8% chose "dissatisfied with their salary". "Dissatisfaction with their jobs" was given as the main reason for planning to leave by 16.3% of the respondents. Chart 16 provides the percentage and main reason for LPNs who plan to leave their principal employment. In 2000, 26% selected "other" as the main reason for leaving, 20.7% chose "dissatisfied with their salary", and 17.3% chose "dissatisfaction with their jobs".

Chart 16. Main Reason for Planning to Leave Principal Employment



LICENSURE

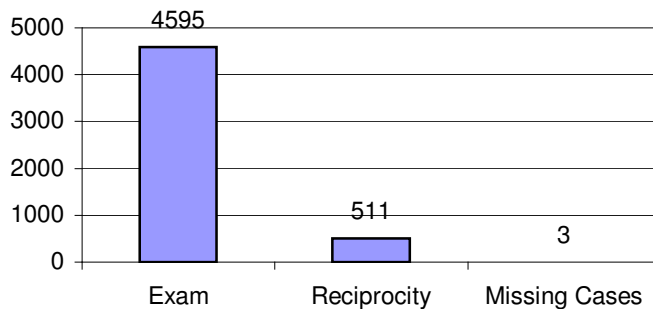
Method of Licensure

Nurses can attain a Nebraska license in one of two ways, by examination or endorsement/reciprocity. Endorsement/reciprocity is a process by which a nurse who has been licensed in another state may obtain a license in a different state. In the 2003 Nebraska sample, the large majority of LPNs obtained their initial licenses by examination in Nebraska. This was also noted in 2000. The frequency and percentage of each category are located on Table E. Data are illustrated in Chart 17.

Table E. Number and Percent of Nurses Licensed by Exam and Reciprocity

	Frequency	Percent
Exam	4595	89.94%
Reciprocity/Endorsement	511	10.00%
Missing/Unknown	3	.06%
Total	5109	100.00%

Chart 17. Number of Nurses Licensed by Exam and Reciprocity



Between the years 1950 and 2000, 87.3% of Nebraska LPNs were licensed by examination. Table F depicts the licensing method percentages by decades.

Table F. Date Licensed by How One was Licensed

		Licensed by	
		Exam	Reciprocity
1950-1960	Count	19 .5%	5 .1%
1961-1970	Count	264 6.9%	26 .7%
1971-1980	Count	926 24.2%	101 2.6%
1981-1990	Count	951 24.8%	12 3.2%
1991-2000	Count	1181 30.9%	231 6%
Total	Count	3341 87.3%	485 12.7%

LOCATION OF NEBRASKA NURSES

Distribution of LPNs with Nebraska Licenses

Nebraska LPNs are not evenly dispersed within the state. Table G portrays the number of LPNs by county. The largest percentage (59%) of LPNs live outside of Douglas and Lancaster counties and similarly, 58.3% of all Nebraskans live outside these counties. The total number of Nebraska LPNs decreased from 6,173 in 2000 to 5,109 in 2003. Sarpy County decreased from 226 LPNs in 2000 to only 68 LPNs in 2003. The decrease may have been due to a lower survey response in that county, surveys not included, or migration out of Sarpy County.

Table G. Location of Nebraska LPNs by County

County	Number of LPNs
Adams	95
Antelope	26
Arthur	0
Banner	0
Blaine	0
Boone	39
Box Butte	73
Boyd	6
Brown	20
Buffalo	246
Burt	20
Butler	78
Cass	40
Cedar	26
Chase	16
Cherry	17
Cheyenne	43
Clay	23

Colfax	54
Cuming	37
Custer	64
Dakota	8
Dawes	5
Dawson	88
Deuel	7
Dixon	12
Dodge	98
Douglas	892
Dundy	21
Fillmore	36
Franklin	12
Frontier	5
Furnas	23
Gage	131
Garden	5
Garfield	8
Gosper	7
Grant	1
Greeley	5
Hall	251
Hamilton	30

Nebraska Health and Human Services System

Harlan	14
Hayes	0
Hitchcock	6
Holt	61
Hooker	7
Howard	10
Jefferson	38
Johnson	20
Kearney	26
Keith	19
Keya Paha	0
Kimball	18
Knox	34
Lancaster	760
Lincoln	149
Logan	0
Loup	0
Madison	269
McPherson	0
Merrick	27
Morrill	16
Nance	28
Nemaha	21

Nebraska Health and Human Services System

Nuckolls	12
Otoe	34
Pawnee	6
Perkins	13
Phelps	75
Pierce	26
Platte	128
Polk	27
Red Willow	50
Richardson	37
Rock	10
Saline	46
Sarpy	68
Saunders	23
Scotts Bluff	201
Seward	34
Sheridan	25
Sherman	0
Sioux	0
Stanton	12
Thayer	32
Thomas	0
Thurston	16

Nebraska Health and Human Services System

Valley	27
Washington	31
Wayne	29
Webster	13
Wheeler	0
York	43
Total	5,109

SUMMARY

The results of the Nebraska Licensed Practical Nursing Workforce Survey 2003 revealed that many of the characteristics of the LPN workforce have not changed significantly since the 2000 survey, but some differences have been noted.

In Nebraska, 2.5% of LPNs identified themselves as male and 97.5% as female which was similar to the 2000 data in which 2.1% of LPNs identified themselves as male and 97.9% female.

The mean age of 44.5 years of age in 2003 showed no significant change from the 2000 mean age of 44.6 years. In the LPNs under 40 category, Nebraska had 70% in 1980, only 37.6% by 2000, and 35.5% in 2003. In 1980, 42.3% of Nebraska's LPNs were under age 30. This number dropped to 14.3% in 2000 and to 13.6% in 2003.

Most Nebraska LPNs were Caucasian (95%), compared to 97% in 2000.

Nebraska's percentage of racial/ethnic nurses rose from 3.1% in 2000 to 4.6% in 2003. The percentage indicating Hispanic origin or descent also rose from 2.3% in 2000 to 3.1% in 2003.

In 2003, more nurses reported having minor children or adults dependent on the nurse's care than in 2000 with higher percentages in all age categories.

Lower reported salaries correlated with part-time employment. Of the LPNs earning less than \$25,000, 75% worked less than 40 hours per week. The highest percentage (36.9%) of LPNs earned \$25-35,000 followed by 34.7% earning \$15-25,000.

Of the 5,512 LPNs surveyed, 5109 (92.7%) identified themselves as being principally employed in Nebraska.

Nearly the entire sample (97.8%) were working in nursing positions that required a LPN license compared to 96.5% in 2000. Small numbers were working in non-nursing positions (0.5%). Only 0.9% were not employed, and of these non-employed licensees, 0.6% were looking for positions in nursing.

In 2003, 81.3% of LPNs worked for one employer, 12.5% for two, and 6.2% for three or more. In 2000, 79.1% worked for one employer, 13.9% worked for two, and 7% worked for three or more.

Most LPNs worked in patient care (85.4%) compared to 84.9% in 2000. Those nurses who had secondary employment also worked predominately in patient care (64.4%).

In Nebraska, Long Term Care is the major employer of LPNs with 38.1% of LPNs working in Long Term Care in 2003 compared to 37.3% in 2000.

LPNs graduating from a Nebraska LPN program comprised 88.6%, 11.1% were educated in other states, and 0.3% were foreign educated.

Of the LPNs who responded to the survey, 94.5% reported receiving a diploma from a practical nursing program, 6.3% reported receiving an associate degree from a practical nursing program (probably earned concurrently with a diploma in practical nursing from a community college), 0.3% reported completing an associate degree in nursing, 0.4% reported completing a BSN program, and 0.1% reported completing a masters degree program.

The most liked aspect of nursing was the patients (35.6%) followed by the work itself (34.5%). Salary (27.8%) was the least liked aspect of nursing. In 2000, the work itself was the most liked aspect (32.7%) and salary the least liked aspect (32.3%).

Most LPNs indicated they would choose nursing again (84.7%). In the 2000 survey, 76.7% indicated they would choose nursing again.

More LPNs indicated they would encourage others to choose nursing as a career in 2003 (84%) than in the 2000 survey (66%).

In 2003, LPNs (68.7%) found it very unlikely that they would leave nursing as their principal employment compared to 64.6% in 2000.

Nebraska LPNs who plan to leave their principal employment as nurses identified "other" as the main reason for leaving (27.5%). Another 16.8% cited "dissatisfied with their salary" and "dissatisfaction with their jobs" was given as the main reason for planning to leave by 16.3% of the respondents.

In the 2003 Nebraska sample, 89.9% of LPNs obtained their initial licenses by examination in Nebraska.

The largest percentage (59%) of LPNs live outside of Douglas and Lancaster counties and similarly, 58.3% of all Nebraskans live outside these counties. The total number of Nebraska LPNs decreased from 6,173 in 2000 to 5,109 in 2003.

Appendix A

Practical Nursing Workforce Survey 2003

1. Race Ethnic Category:

- Caucasian/White
- African American/Black
- Native American
- Asian/Pacific Islander
- Other _____

2. Hispanic origin or descent? Yes No

3. Do you have minor children or adults living in your home who are dependent on you for their care? (Please indicate yes or no for each age group)

	Yes	No
Newborn to 6 years	<input type="checkbox"/>	<input type="checkbox"/>
7-14 years	<input type="checkbox"/>	<input type="checkbox"/>
15-18 years	<input type="checkbox"/>	<input type="checkbox"/>
Adults	<input type="checkbox"/>	<input type="checkbox"/>

4. Where was the location of the basic nursing education program that prepared you to take the LPN licensing examination.

- Nebraska
- Other state or US territory
- Foreign country

5. Which nursing education programs have you completed? (Mark all that apply)

- Practical Nursing Program Diploma
- Practical Nursing Program – Associate Degree
- RN Diploma Program
- Associate Degree RN Program
- Baccalaureate Degree Program
- Master’s Degree Program
- Post-Master’s Certificate
- Doctoral Program

6. Are you currently enrolled in a nursing education program leading to a degree/certificate?

- Not currently enrolled
- Associate Degree Program
- Diploma Program
- Baccalaureate Degree Program
- Master’s Degree Program
- Other

7. If you have a non-nursing degree(s), did you earn this degree before entering your basic nursing education program that prepared you for LPN licensure?

- Yes
- No

8. Are you currently an LPN-C? (LPN certified for IV or NG tube therapy)

- Yes
- No

9. If yes, are you currently working in that role?

- Yes
- No

10. Which of the following best describes your current primary work situation? (Select one)

- Working in a nursing position requiring an LPN license or a position enhanced by my nursing knowledge and license.
- Working in a non-nursing job – looking for an LPN position
- Working in a non-nursing job – not looking for an LPN position
- Not employed – looking for an LPN position
- Not employed – looking for a non-nursing job
- Not employed – not looking for job
- Other _____

If you selected the first option to question #10, please continue.

If you selected any option except the first option to question # 10, please answer questions 17, 25 and 26.

11. For how many employers do you currently work for as an LPN?

- 1
- 2
- 3 or more

12. List all of the states in which you are currently practicing nursing. (Practicing nursing includes a variety of roles as defined in the Nurse Practice Act. Providing education/consultation, providing or managing direct patient care or using technology –telephone, computer, etc. – to assess, teach or advise patients in another state constitutes practicing nursing in that state.)

13. What is your current annual salary for all nursing employment?

- Less than \$5,000
- \$5,000 - \$15,000
- More than \$15,000 but less than \$25,000
- More than \$25,000 but less than \$35,000
- More than \$35,000 but less than \$45,000
- More than \$45,000 but less than \$55,000
- More than \$55,000

(CONTINUED ON REVERSE SIDE)

For the following questions, please use the following definitions:

Principal Employment: Employment where the greatest number of your LPN working hours are spent.

Secondary Employment Employment where the second greatest number of your LPN working hours are spent.

14. Please identify the type of setting that most closely corresponds to your nursing practice positions:

	Principal Employment (Select <u>one</u>)	Secondary Employment (Select <u>one</u>)
Hospital	_____	_____
Long Term Care	_____	_____
Nursing Education	_____	_____
Alcohol/Detox/Halfway House	_____	_____
Public/Community/Home Health	_____	_____
Student Health/School	_____	_____
Occupational Health	_____	_____
Ambulatory Care	_____	_____
Physician's office	_____	_____
Self-employed	_____	_____
Agency Staff (temporary or scheduler)	_____	_____
Insurance Company/HMO	_____	_____
Other _____	_____	_____

15. Please choose the major activity that best corresponds to your:

	Principal Employment (Select <u>one</u>)	Secondary Employment (Select <u>one</u>)
Patient Care	_____	_____
Teaching/Instruction	_____	_____
Administration	_____	_____
Quality Assurance/Utilization Review	_____	_____
Case Management	_____	_____
Nursing Research	_____	_____
Other _____	_____	_____

16. How long have you been employed by your current facility/employer?

	Principal Employment	Secondary Employment
Less than 1 year	_____	_____
1-3 years	_____	_____
More than 3, but less than 5 years	_____	_____
5 or more, but less than 10 years	_____	_____
10 or more years	_____	_____

17. Of the total years you have been licensed as an LPN, how many years have you been employed in nursing? _____

18. Write in the city and state of your principal employment

_____ city _____ state

19. On the average, how many hours per week (all employment) do you work as an LPN?

- _____ 10 hours or less
- _____ more than 10 hours, but less than 20 hours
- _____ at least 20 hours, but less than 30 hours
- _____ at least 30 hours, but less than 40 hours
- _____ at least 40 hours, but less than 50 hours
- _____ 50 hours or more

20. Only answer this question if you plan to retire in the next 5 years. If you are planning to retire in the next 5 years, what would persuade you to delay your retirement?

- _____ Increased salary
- _____ Continued benefits
- _____ Shortened/flexible work hours
- _____ A position that is less physically demanding
- _____ Other (specify) _____

21. What do you like most about your principal nursing employment? (Select one)

- _____ The work itself
- _____ Salary
- _____ The hours/schedule
- _____ The location
- _____ The people for whom I provide service (patients)
- _____ The people with whom I work (co-workers)
- _____ The benefits (insurance, paid vacation, retirement, etc.)
- _____ Other _____
- _____ I don't like anything about it

22. What do you like least about your principal nursing employment? (Select one)

- _____ The work itself
- _____ Salary
- _____ The hours/schedule
- _____ The location
- _____ The people for whom I provide service (patients)
- _____ The people with whom I work (co-workers)
- _____ The benefits (insurance, paid vacation, retirement etc.)
- _____ Other _____
- _____ Nothing – I like everything about it

23. How likely are you to leave your principal employment in the next 12 months?

- Very unlikely
- Somewhat unlikely
- Somewhat likely
- Very likely

25. If you had it to do over, would you choose nursing as a career?

- Yes
- No

24. If very likely or somewhat likely that you will leave your principal employment in the next 12 month, what is the main reason? (Select one)

- Retirement Dissatisfaction with salary
- Family/personal leave Returning to school
- Dissatisfaction with job Other _____

26. Would you encourage others to choose nursing as a career?

- Yes
- No