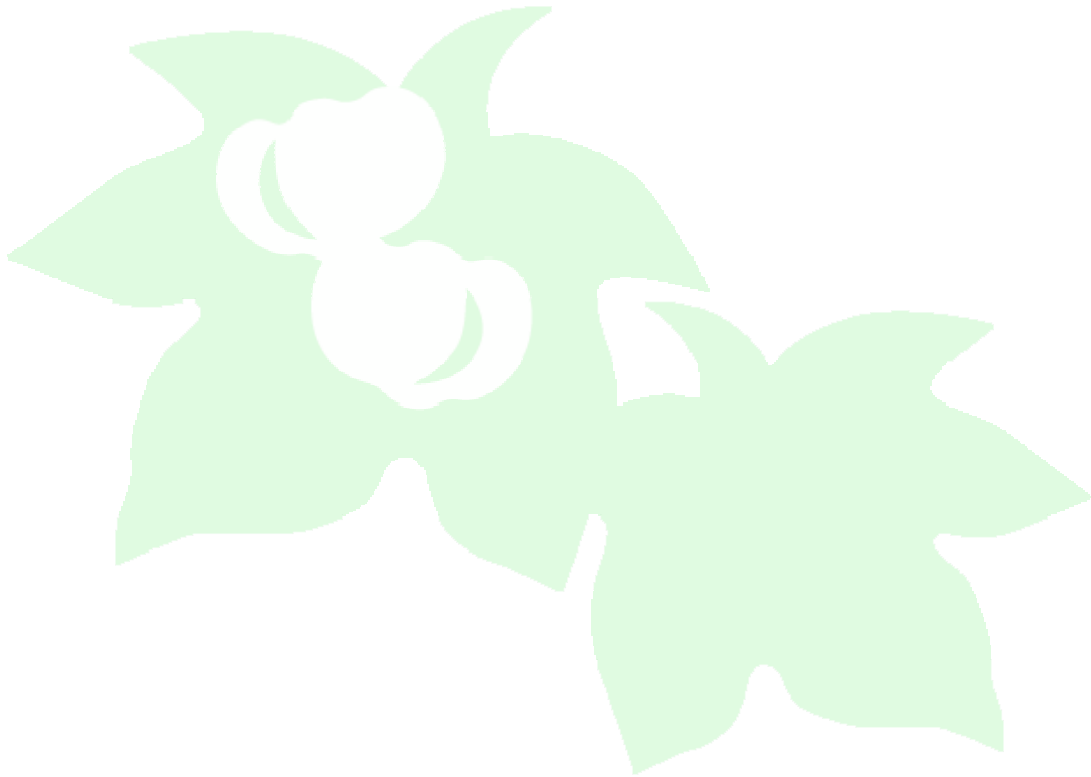




Hawai'i State Center for Nursing

**Licensed Practical Nurse Survey
2008**



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Executive Summary

In 2008, the Hawaii State Center for Nursing has conducted the first biennial population based survey of licensed practical nurses (LPNs) required to renew their license in Hawaii to collect data on their geographic distribution, age, employment status, intentions to stay in the profession, work setting, practice role, education, gender, racial/ethnic background. The survey also included items to examine intention to stay in current work setting in the next twelve months and the reasons that led to decisions to leave current nursing employment.

Responses from a mailed survey were collated and analyzed. The total number of nurses listed with the Board of Nursing was 2,507 licensed practical nurses. Out of this number 1,234 (49%) returned a completed survey.

Key findings from the 2008 LPN survey show that:

- 89% report their current residential address as here in the State of Hawaii.
- For those licensed and residing in Hawaii, 75% report that they are *active* in nursing and working in a position requiring an LPN license/ knowledge, 9.8% are retired, 9.8% working in non-nursing jobs, and 5.2% not employed.¹ LPNs not employed 1.9% seeking work and all but one wanted a nursing position.

¹ In this report, the term '*active*' is used to refer to licensed practical nurses who are working in positions requiring an LPN license/ knowledge on a full-time or part-time basis. '*Active*' does not include LPNs who are retired, working in non-nursing jobs, and unemployed.

Of the 75% *active* LPNs:

- 61% live and work in the City & County of Honolulu, 21% Hawaii County, 11% in Maui County, and 7% Kauai County. The workforce is disproportionately represented by females and Filipinos.
- The majority of LPNs are working in 25% long term care, 24% in hospital settings, 18% physician's office, 5% in public health, and 5% home health.
- 81% provide direct patient care services.
- Average age is 48.2.
- 85% are working 30 or more hours per week.
- About 14% of *active* LPNs are Veterans aged 60 years and older, 59% are Boomers 41 to 59 years of age, and 27% are GenX Millennials aged 40 years or younger.
- 57% of *active* LPNs intend to retire and leave the profession in the next 10 to 15 years.
- 26% of *active* LPNs are '*very likely*' or '*somewhat likely*' to leave their primary employer in the next 12 months. Reasons for leaving current employment include; dissatisfaction (27%), retirement 14%, relocation to mainland 9%, return to school 9%, family / personal 3%, military or family relocation 2%, and other 33%.
- About 8% of *active* LPNs are male.²
- About 35% of *active* LPNs are Filipino, 23% Caucasian, 10% Japanese, 16% mixed 2 or more races, 7% Native Hawaiian, 3% Chinese, 2% Hispanic, <1% Other Asian, 1% African-American, 1% Korean, <1% Samoan and other Pacific Islanders, and <1% some other race.

² The U.S. Census Bureau annual population estimates by sex, race, and ethnicity show the following percentages for Hawaii in 2006: 50 percent male, 50 percent female, 26.3 percent white, 2.2 percent black or African American, 39.9 percent Asian, 0.3 percent American Indian or Alaskan Native, 8.7 percent Native Hawaiian or other Pacific Islander, 1.1 percent 'Some other race', 21.5 percent 'Two or more races', and an estimated 7.8 percent Spanish, Hispanic or Latino. The sum of percentages for race equals more than 100 percent because individuals may report more than one race.

Introduction

One of the goals of the Hawaii State Center for Nursing is to serve as an information repository by establishing a central resource for nursing workforce data collection and analysis. In 2008, the Hawaii State Center for Nursing in collaboration with the Hawaii Board of Nursing (BON) conducted its first population based survey of all Licensed Practical Nurses (LPNs) registered in the State of Hawaii to collect information on nurses residing in the state, employment status, geographic distribution, education, gender, age, and racial/ethnic background. The survey questionnaire also included questions on LPNs intention to leave current employer in the next twelve months and what factors were associated with the intention to leave the nursing position. The final item asked participants to indicate how many years did they intend to continue practicing as a registered nurse.

The population sample reflected all licensed practical nurses listed as licensed with the Hawaii Board of Nursing as of February 2008. The study was approved by the University of Hawaii at Manoa Committee on Human Subjects Institutional Review Board (IRB). The HSCFN conducted a mail out of the survey questionnaire to all LPNs listed as registered in the state. The HSCFN mail out survey packet included a letter inviting nurses to respond along with the questionnaire and an addressed prepaid envelope for ease of return to the HSCFN. Participation in the survey was voluntary and no personal details were collected to ensure confidentiality. The total number of licensed practical nurses listed with the BON at the time of the survey was 2,507.

All Licensed Practical Nurse Respondents

A total of 1,234 licensed practical nurses completed the survey for a response rate of 49%. The survey was mailed to 2,507 persons identified as LPNs from the Board of Nursing and 1,256 surveys were returned. Of the returned surveys, 22 were excluded due to incomplete data or because the respondent was a registered nurse, leaving 1,234 usable surveys for analysis.

Demographics

As shown in Table 1, 91.6% of survey respondents were female.

The mean age of respondents was 50.6 and the median age was 52. The youngest respondent was 21 years old and the oldest was 89. Over half the responses were received from licensed practical nurses in the 41 to 59 year age range.

The licensed practical nurses completing the survey were highly diverse in terms of race and ethnicity. The largest number of LPNs identified themselves as Filipino (28.7%) or Caucasian (28.6%), followed by LPNs identifying as Mixed Race (14.8%), Japanese (11.4%), Native Hawaiian (7.2%), or Chinese (2.0%). The rest of the respondents (7.3%) were spread across several racial and ethnic categories, each representing less than two percent of the total.

Table 1. Demographics of all LPN respondents

	Frequency	Percent
Gender		
Female	1,130	91.6
Male	103	8.3
Missing	1	0.1
Total	1,234	100.0
Age group		
21-40 years	275	22.3
41-59 years	678	54.9
60+ years	275	22.3
Missing	6	0.5
Total	1,234	100.0
Race and ethnicity		
Filipino	354	28.7
Caucasian	353	28.6
Mixed (2 or more races)	183	14.8
Japanese	141	11.4
Native Hawaiian	89	7.2
Chinese	25	2.0
Hispanic	23	1.9
African American	17	1.4
Korean	17	1.4
American Indian / Native Alaskan	3	0.2
Samoan	3	0.2
Other Asian	6	0.5
Other Pacific Islander	6	0.5
Other Race	5	0.4
Missing	9	0.7
Total	1,234	100.0

LPN Respondents Living in Hawaii

Current residence

Nearly 90% (1,094) of the licensed practical nurses were living in Hawaii at the time of the survey, based on the zip code reported for their home address.

Table 2. Current residence of all LPN respondents

	Frequency	Percent
State of Hawaii	1,094	88.7
Other state or US territory	119	9.6
Missing	21	1.7
Total	1,234	100.0

Primary work situation

Among the LPN respondents living in Hawaii, 75.2% reported that they were currently working in a position requiring an LPN license. Another 9.8% were employed in a non-nursing job, with some looking for a nursing job but most not looking for a nursing job. Nearly 15% of respondents reported that they were not employed, the majority of whom were either retired (9.8% of the total respondents) or not looking for work (2.8%). Among the LPNs who were unemployed and seeking work (1.9%), all but one wanted a nursing position.

Table 3. Primary work situation of LPN respondents living in Hawaii

		Frequency	Percent
Employed			
	Nursing job requiring LPN license	823	75.2
	Non-nursing job – looking for LPN job	32	2.9
	Non-nursing job – not looking for LPN job	76	6.9
Not employed			
	Looking for an LPN job	20	1.8
	Looking for a non-nursing job	1	0.1
	Not looking for a job	31	2.8
	Retired	107	9.8
Missing		4	0.4
Total		1,094	100.0

Work status varied considerably by age group as shown in Table 4. LPNs ages 60 and older were less likely to be working as LPNs and more likely to be retired compared to LPNs less than 60 years of age.

Table 4. Primary work situation of LPN respondents living in Hawaii, by age group

		Percent		
		Young (21-40 yrs)	Middle (41-59 yrs)	Older (60+ yrs)
Employed				
	Nursing job requiring LPN license	85.7	81.6	47.9
	Non-nursing job – looking for LPN job	1.9	3.4	3.0
	Non-nursing job – not looking for LPN job	5.8	7.7	6.4
Not employed				
	Looking for an LPN job	2.3	1.8	1.3
	Looking for a non-nursing job	0.0	0.2	0.0
	Not looking for a job	3.1	1.3	6.0
	Retired	0.0	3.9	35.5
Missing		1.2	0.2	0.0
Total		100.0	100.0	100.0

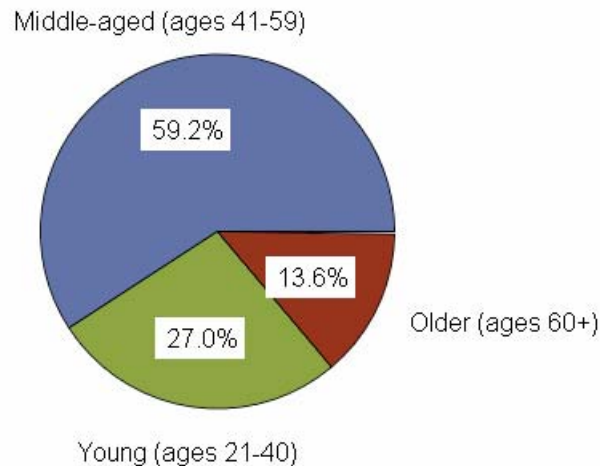
LPN Respondents Living in Hawaii and Working as LPNs

The remainder of this report focuses on the survey respondents who were living in Hawaii and working in a position requiring an LPN license at the time of the survey. There were 823 such respondents comprising 66.7% of all the licensed practical nurses completing the survey.

Demographics

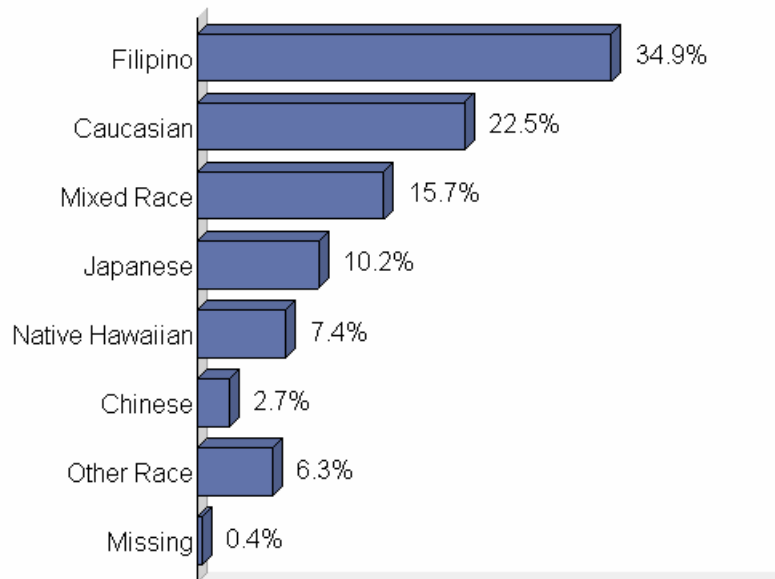
Over 90% of the survey respondents living in Hawaii and working as LPNs were female. The average age of the actively working LPNs was 48.2 and the median age was 51. Nearly 60% were "middle-aged" (ages 41 to 59), while 27.0% were "young" (ages 21 to 40), and 13.6% were "older" adults (ages 60 and over).

Figure 1. Age Group



Among the Hawaii residents working in jobs requiring an LPN license, 34.9% identified as Filipino; 22.5% as Caucasian; 15.7% as Mixed Race; 10.2% as Japanese; 7.4% as Native Hawaiian; and 2.7% as Chinese. Of the remaining LPNs, most identified themselves as belonging to one of the eight other racial or ethnic categories listed in the question (6.3%), while a few did not respond (0.4%).

Figure 2. Race and Ethnicity



The subset of survey respondents currently employed as LPNs in Hawaii was younger than the total survey population which included retired workers who tend to be older. This subset also had a lower proportion of Caucasians and a higher proportion of Filipinos. The proportion of Caucasians drops because Caucasian LPNs completing the survey were both less likely to be living in Hawaii (77.1% v. 88.7% of the total survey population) and, among those living in Hawaii, less likely to be employed as LPNs (68.0% v. 75.2%). By contrast, the Filipino respondents had higher than average rates of Hawaii residency (93.8%) and LPN jobs (86.5%). One factor underlying these differences is the older age of Caucasian compared to Filipino respondents (53.8 v. 46.8 mean ages).

Table 5. Demographics of the respondents living in Hawaii and working as LPNs

	Frequency	Percent
Gender		
Female	757	92.0
Male	65	7.9
Missing	1	0.1
Total	823	100.0
Age group		
21-40 years	222	27.0
41-59 years	487	59.2
60+ years	112	13.6
Missing	2	0.2
Total	823	100.0
Race and ethnicity		
Filipino	287	34.9
Caucasian	185	22.5
Mixed (2 or more races)	129	15.7
Japanese	84	10.2
Native Hawaiian	61	7.4
Chinese	22	2.7
Hispanic	15	1.8
African American	10	1.2
Korean	9	1.1
American Indian / Native Alaskan	3	0.4
Samoan	2	0.2
Other Asian	5	0.6
Other Pacific Islander	5	0.6
Other Race	3	0.4
Missing	3	0.4
Total	823	100.0

County of residence

Among the 823 respondents with an LPN job who resided in Hawaii, 60.8% lived in Honolulu County, 21.4% in Hawaii County, 11.3% in Maui County, and 6.6% in Kauai County.

Figure 3. County of Residence

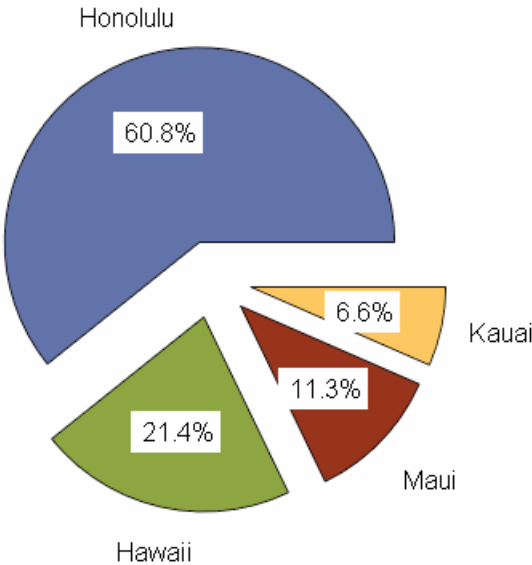


Table 6. County of residence among the respondents living in Hawaii and working as LPNs

	Frequency	Percent
Honolulu	500	60.8
Hawaii	176	21.4
Maui	93	11.3
Kauai	54	6.6
Total	823	100.0

Changes in residency

In addition to assessing current residence, the survey asked about residence 'one year ago' (2007) and expected residence 'one year from now' (2009). Among the 823 active LPNs living in Hawaii at the time of the survey (2008), 1.0% (8) were living outside the state in 2007, and 2.3% (19) expected to live outside the state in 2009.

Location of basic nursing education

Out of the 823 survey respondents currently working as LPNs in Hawaii, 65.5% received the basic nursing education that prepared them to be LPNs in Hawaii, 21.3% received this education in another state or US territory, and 13.2% were educated in a foreign country.

Figure 4. Location of Basic Nursing Education

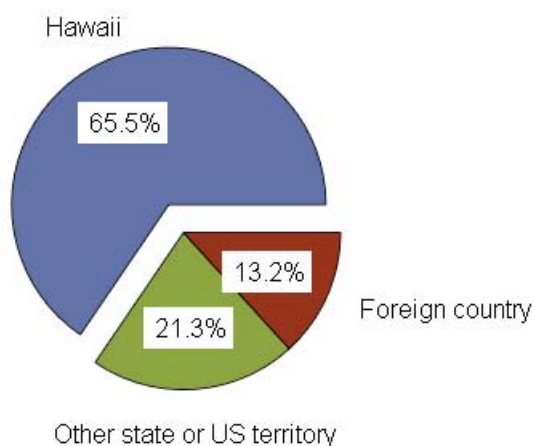


Table 7. Location of basic nursing education among the respondents living in Hawaii and working as LPNs

	Frequency	Percent
Hawaii	539	65.5
Other state or US territory	175	21.3
Foreign country	109	13.2
Total	823	100.0

Enrollment in a nursing degree program

Nearly 23% of the actively working LPNs said they were currently enrolled in a nursing education program leading to a degree. The most frequently reported program was for an associate degree in nursing (11.5%), followed by a baccalaureate degree (7.9%), and some other type of degree (3.4%).

The percentage of LPN respondents enrolled in a nursing degree program decreased with age, from 52.3% in young adults, to 14.2% in middle-aged and 1.8% in older adults.

Table 8. Enrollment in a nursing degree program among the respondents living in Hawaii and working as LPNs

	Frequency	Percent
Not currently enrolled	627	76.2
Currently enrolled		
Associate degree program	95	11.5
Baccalaureate degree program	65	7.9
Other	28	3.4
Missing	8	1.0
Total	823	100.0

Number of employers

Most of the respondents working as licensed practical nurses in Hawaii had only one employer (80.3%), 13.7% reported having two employers, and 5.5% reported three or more employers.

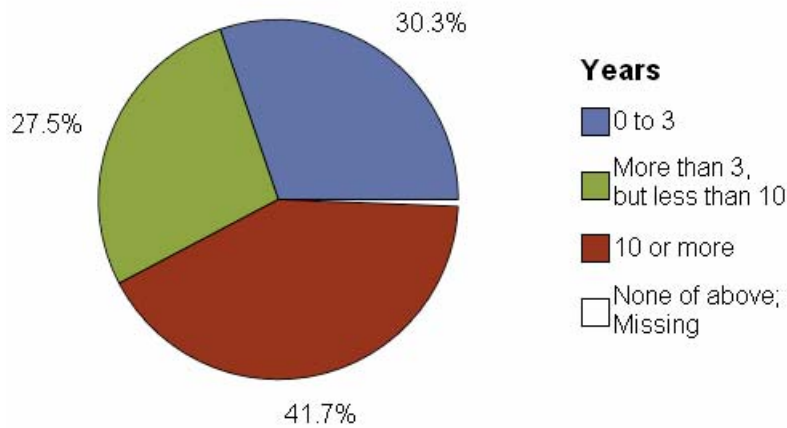
Table 9. Number of employers among the respondents living in Hawaii and working as LPNs

	Frequency	Percent
One employer	661	80.3
Two employers	113	13.7
Three or more employers	45	5.5
None of the above; Missing	4	0.5
Total	823	100.0

Number of years with primary employer

As shown in Figure 5, 41.7% of the actively working LPNs had been with their current primary employer for at least 10 years. (The primary employer is the employer where the LPN works the most hours.) The rest were fairly evenly split between those reporting more than 3 years with the same employer (27.5%) and those reporting 0 to 3 years (30.3%).

Figure 5. Number of Years with Primary Employer



Employer tenure varied with age as shown in Figure 6. More than 50% of middle-aged and older LPNs reported working at least 10 years with the same employer, compared to less than 15% of young LPNs. More than half the young LPNs had been with their current employer for three years or less.

Figure 6. Number of Years with Primary Employer by Age Group

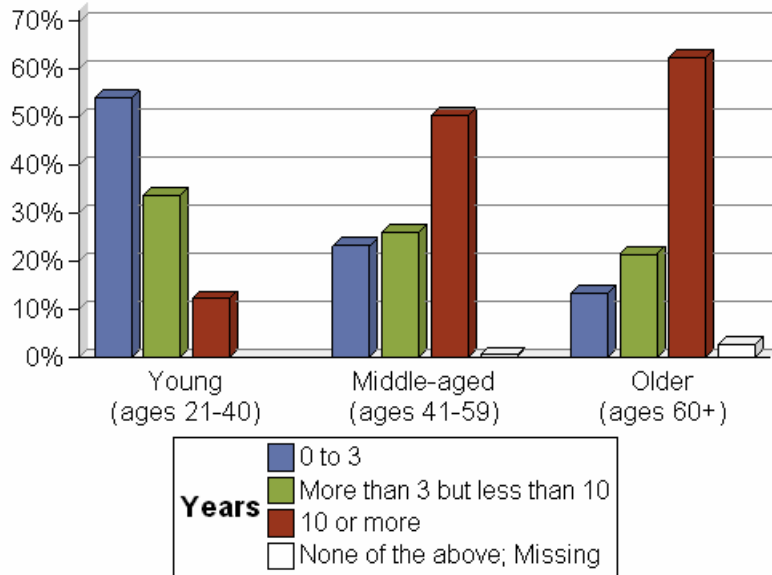


Table 10. Number of years with primary employer among the respondents living in Hawaii and working as LPNs

	Frequency	Percent
Less than 1 year	88	10.7
1 to 3 years	161	19.6
More than 3 years, but less than 5 years	90	10.9
5 or more years, but less than 10 years	136	16.5
10 or more years	343	41.7
None of the above; Missing	5	0.6
Total	823	100.0

Table 11. Number of years with primary employer among the respondents living in Hawaii and working as LPNs by Age Group

	Percent		
	Young (21-40 years)	Middle (41-59 years)	Older (60+ years)
0 to 3 years	54.1	23.2	13.4
More than 3 but less than 10 years	33.8	26.1	21.4
10 or more years	12.2	50.3	62.5
None of the above; Missing	0.0	0.4	2.7
Total	100.0	100.0	100.0

Employment setting

The three most frequent employment settings reported by the licensed practical nurses working in Hawaii were long term care (24.5%), hospital (23.6%), and physician's office (18.3%). Other work settings reported by at least 5% of the LPNs included public health (5.3%), home health (5.2%), and ambulatory care (5.2%).

Figure 7. Employment Setting

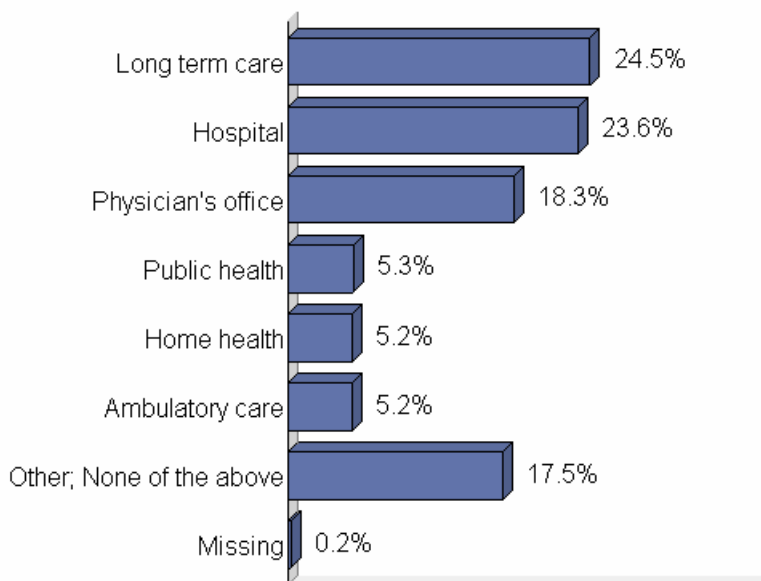


Table 12. Employment setting among the respondents living in Hawaii and working as LPNs

	Frequency	Percent
Long term care	202	24.5
Hospital	194	23.6
Physician's office	151	18.3
Public health	44	5.3
Home health	43	5.2
Ambulatory care	43	5.2
Insurance company / HMO	22	2.7
Hospice	11	1.3
Self-employed	10	1.2
Agency staff	9	1.1
Student health / school	8	1.0
Nursing education	6	0.7
Occupational health	4	0.5
Traveling nurse	1	0.1
Other; None of the above	73	8.9
Missing	2	0.2
Total	823	100.0

Major work activity

Most respondents (81.0%) chose "patient care" as the major activity that best described their LPN position, followed by much smaller proportions that chose administration (3.9%), case management (3.8%), or teaching / instruction (2.7%).

Figure 8. Major Work Activity

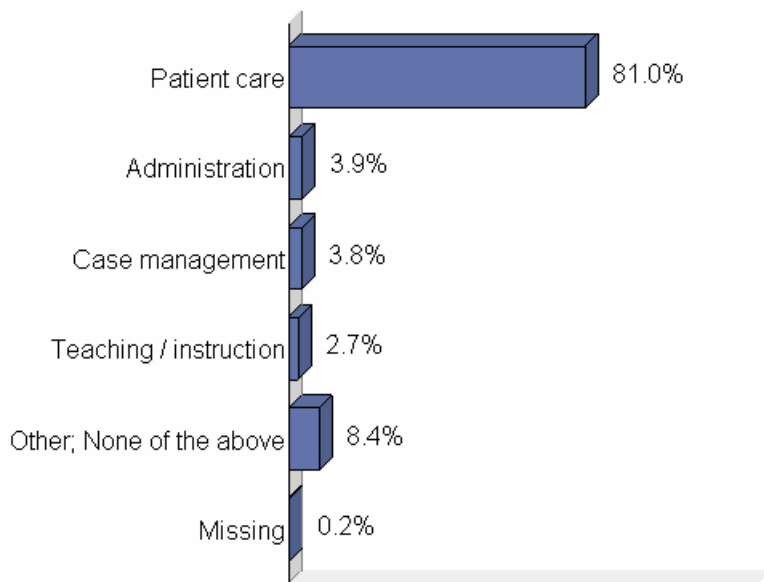


Table 13. Major work activity among respondents living in Hawaii and working as LPNs

	Frequency	Percent
Patient care	667	81.0
Administration	32	3.9
Case management	31	3.8
Teaching / instruction	22	2.7
Quality assurance	6	0.7
Nursing research	1	0.1
Other; None of the above	62	7.5
Missing	2	0.2
Total	823	100.0

Average hours worked per week

As shown in Figure 9, 68.8% of the respondents with LPN jobs worked at least 40 hours a week (full-time), another 24.1% worked at least 20 hours a week (half-time), and only 6.4% worked less than 20 hours a week (less than half-time).

Figure 9. Average Hours Worked per Week

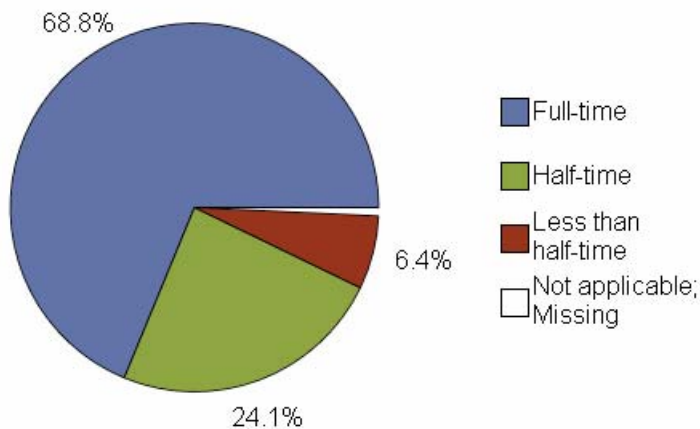


Table 14. Average hours worked per week among respondents living in Hawaii and working as LPNs

	Frequency	Percent
10 hours or less	24	2.9
More than 10 hours, but less than 20 hours	29	3.5
At least 20 hours, but less than 30 hours	86	10.4
At least 30 hours, but less than 40 hours	112	13.6
At least 40 hours, but less than 50 hours	472	57.4
50 hours or more	94	11.4
Not applicable; Missing	6	0.7
Total	823	100.0

Intention to leave primary employer in the next 12 months

Of the 823 respondents with LPN jobs, 11.1% said they were "very likely" to leave their primary employer in the next 12 months and another 14.6% said they were "somewhat likely" to leave their primary employer. Nearly 70% of the working LPNs thought it was unlikely—"very unlikely" or "somewhat unlikely"—that they would leave their current position within the next year.

Figure 10. Intention to Leave Primary Employer in the Next 12 Months

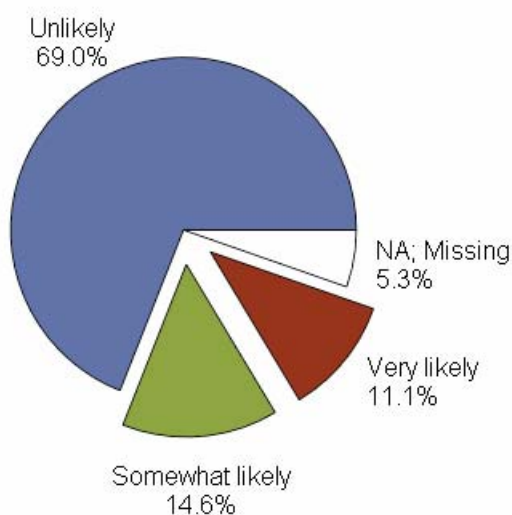


Table 15. Intention to leave primary employer in the next 12 months among respondents living in Hawaii and working as LPNs

	Frequency	Percent
Very unlikely	477	58.0
Somewhat unlikely	91	11.1
Somewhat likely	120	14.6
Very likely	91	11.1
Not applicable	41	5.0
Missing	3	0.4
Total	823	100.0

The 211 LPNs who said they were "very likely" or "somewhat likely" to leave their primary employer in the next year—about 25% of the respondents living in Hawaii and working as LPNs—were asked their reason for leaving. The intended leavers were asked to select one main reason for leaving from among seven listed reasons and a catchall "other" category. The most frequently given reason was "other" (33.2%), followed by dissatisfaction with salary (17.1%), retirement (13.7%), dissatisfaction with job (10.0%), returning to school (9.0%), and relocation to mainland for better opportunities (9.0%).

Figure 11. Main Reason Given by LPNs to Leave Primary Employer



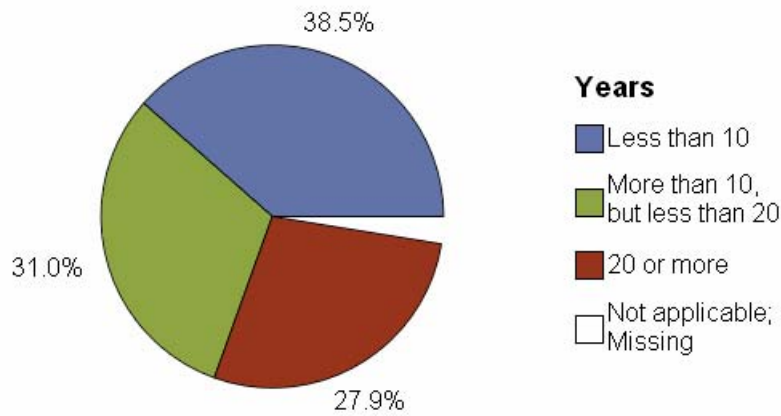
Table 16. Main reason given by respondents living in Hawaii who said they were "very likely" or "somewhat likely" to leave their primary LPN employer in the next 12 months

	Frequency	Percent
Dissatisfaction with salary	36	17.1
Retirement	29	13.7
Dissatisfaction with job	21	10.0
Returning to school	19	9.0
Relocation to mainland for better opportunities	19	9.0
Family / personal leave	7	3.3
Military / family relocation	5	2.4
Other	70	33.2
Not applicable; Missing	5	2.4
Total	211	100.0

Numbers of years intend to continue practicing as a nurse

The LPNs were asked how many years they intended to continue working as a nurse. Of the 823 respondents with LPN jobs, 38.5% intended to continue nursing for less than 10 years, 31.0% for more than 10 but less than 20 years, and 27.9% for more than 20 years.

Figure 12. Number of Years Intend to Continue Practicing as LPN



As shown in Figure 13, the expected number of years before leaving the profession decreased markedly with age. Two-thirds of the young LPN respondents expected to continue nursing for at least 20 more years while hardly any of the older LPNs expected to work that long. Over 90% of the older LPNs expected to leave the profession within 10 years, compared to less than 20% of the young LPNs.

Figure 13. Number of Years Intend to Practicing by Age Group

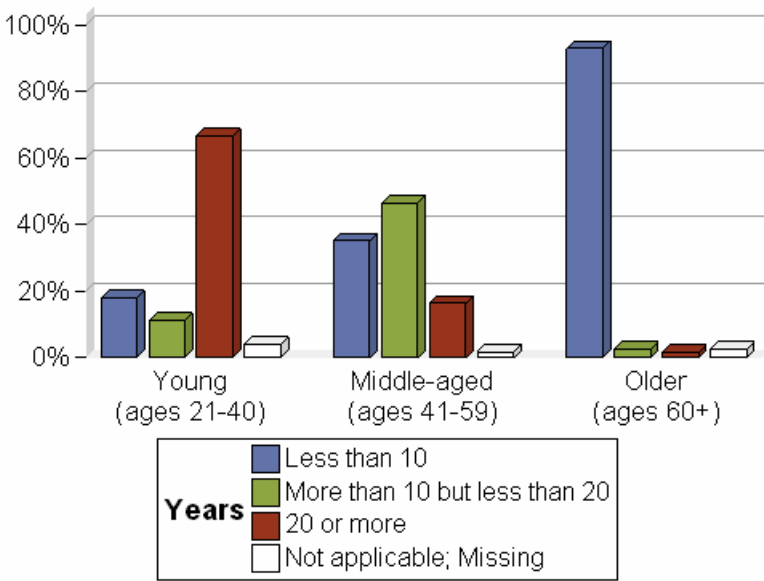


Table 17. Number of years intend to continue practicing as a nurse, among the respondents living in Hawaii and working as LPNs

	Frequency	Percent
Less than 1 year	14	1.7
1 to 3 years	91	11.1
More than 3 years, but less than 5 years	67	8.1
5 or more years, but less than 10 years	145	17.6
10 or more years, but less than 15 years	155	18.8
15 or more years, but less than 20 years	100	12.2
20 or more years	230	27.9
Not applicable; Missing	21	2.6
Total	823	100.0

Table 18. Number of years intend to continue practicing as a nurse, among the respondents living in Hawaii and working as LPNs, by age group

	Percent		
	Young (21-40 years)	Middle (41-59 years)	Older (60+ years)
Less than 10 years	18.0	35.1	92.9
10 or more years, but less than 20 years	11.3	46.6	2.7
20 or more years	66.7	16.4	1.8
Not applicable; Missing	4.1	1.9	2.7
Total	100.0	100.0	100.0

The distribution of the expected number of years before retirement was broadly similar among LPN respondents living in different counties, as shown in Figure 14. Age is the primary factor determining LPNs' expectations of how long they will continue working, and the age distribution of the respondents across the four counties followed the same general pattern (Figure 15).

Figure 14. Number of Years Intend to Continue Practicing as LPN by County

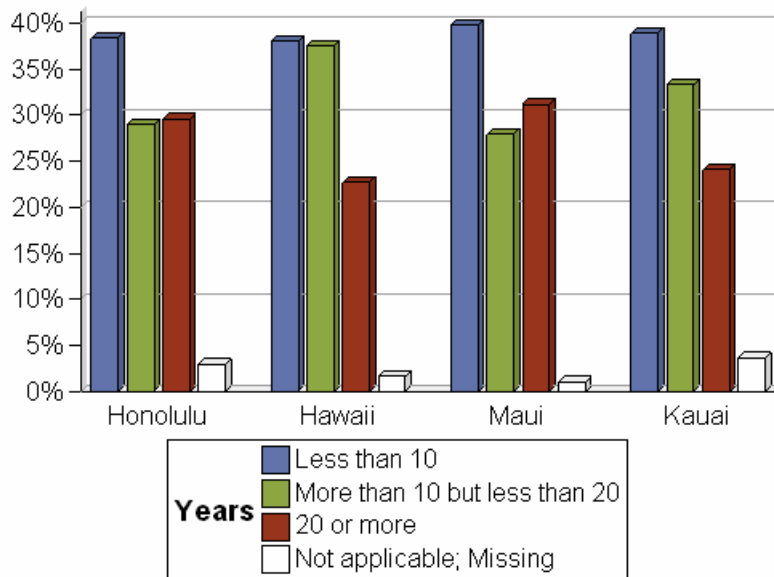


Figure 15. Age Group Distribution by County

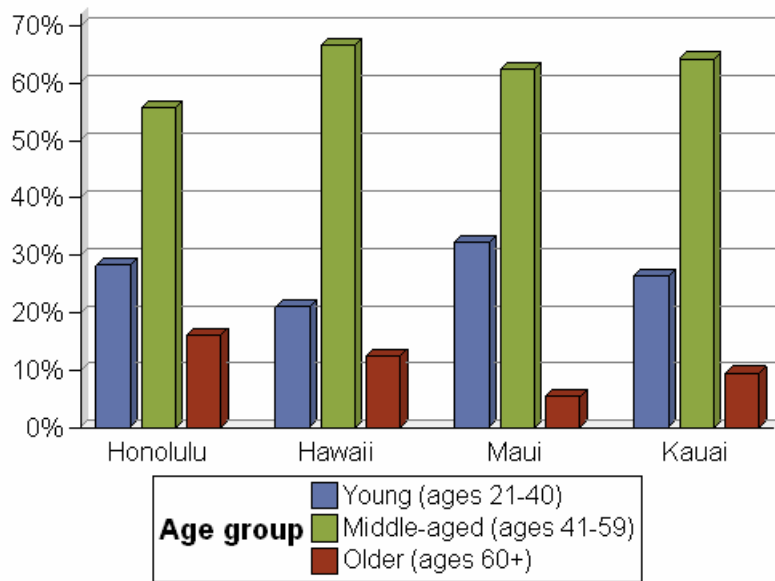


Table 19. Number of years intend to continue practicing as a nurse, among the respondents living in Hawaii and working as LPNs, by county of residence

	Percent			
	Honolulu	Hawaii	Maui	Kauai
Less than 10 years	38.4	38.1	39.8	38.9
10 or more years, but less than 20 years	29.0	37.5	28.0	33.3
20 or more years	29.6	22.7	31.2	24.1
Not applicable; Missing	3.0	1.7	1.1	3.7
Total	100.0	100.0	100.0	100.0

Table 20. Age group distribution, among the respondents living in Hawaii and working as LPNs, by county of residence

	Percent			
	Honolulu	Hawaii	Maui	Kauai
Young (21-40 years)	28.3	21.0	32.3	26.4
Middle (41-59 years)	55.7	66.5	62.4	64.2
Older (60+ years)	16.0	12.5	5.4	9.4
Total	100.0	100.0	100.0	100.0

Appendix 1



Licensed Practical Nurse Workforce Survey - 2008

INSTRUCTIONS

Please read each question carefully and select the box or fill in the blank next to the item. If a question requires more than one response, (i.e., choose all that apply, special instructions will be provided).

Please provide information about your situation and your own opinions. There is no right or wrong answers to the questions.

Please complete all questions on the questionnaire and return your completed questionnaire in the enclosed postage paid envelope within the next 10 days.

I. DEMOGRAPHICS

1. Age ___ ___

2. Year Born ___ ___ ___ ___

3. Gender

Male Female

4. Race/Ethnicity: (**Select one**)

- | | |
|---|---|
| <input type="checkbox"/> African-American | <input type="checkbox"/> Chinese |
| <input type="checkbox"/> American Indian/Native Alaskan | <input type="checkbox"/> Filipino |
| <input type="checkbox"/> Caucasian | <input type="checkbox"/> Japanese |
| <input type="checkbox"/> Native Hawaiian | <input type="checkbox"/> Korean |
| <input type="checkbox"/> Hispanic | <input type="checkbox"/> Samoan |
| <input type="checkbox"/> Mixed (2 or more races) | <input type="checkbox"/> Other Pacific Islander |
| <input type="checkbox"/> Some Other Race | <input type="checkbox"/> Other Asian |

5. What is the Residential Zip Code of your current home address ___ ___ ___ ___ ___

6. Where was your residential (home) address one year ago (i.e., 2007)?

- State of Hawaii
- Other state or US territory
- Foreign country

7. Where do you expect your residential (home) address to be one year from now (i.e., 2009)?

- State of Hawaii
- Other state or US territory
- Foreign country

II. EDUCATIONAL BACKGROUND

8. Where was the location of the **basic nursing education** program that prepared you as an LPN?

- Hawaii
- Other state or US territory
- Foreign country

9. Are you currently enrolled in a **nursing** education program leading to a degree?

- Not currently enrolled
- Associate Degree Program
- Baccalaureate Degree Program
- Other

III. EMPLOYMENT STATUS

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

- Working in a licensed nursing position requiring an LPN 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 a job
- Not employed – retired

11. How many employers do you currently work for as an LPN? (**Select one**)

- One employer
- Two employers
- Three or more employers
- None of the above

For the following questions, please use the following definitions:

1. Primary Employment:	Employment where the greatest number of your LPN working hours are spent.
2. Secondary Employment:	Employment where the second greatest number of your LPN working hours are spent.

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

	Primary Employment (Select one)	Secondary Employment (Select one)
Hospital	_____	_____
Long Term Care	_____	_____
Nursing Education	_____	_____
Home Health	_____	_____
Hospice	_____	_____
Public Health	_____	_____
Student Health/ School	_____	_____
Ambulatory Care	_____	_____
Physician's office	_____	_____
Occupational Health	_____	_____
Agency Staff	_____	_____
Traveling Nurse	_____	_____
Insurance Company/ HMO	_____	_____
Self-Employed	_____	_____
Other	_____	_____
None of the above	_____	_____

13. Please choose the major activity that best describes your **LPN nursing position**:

	Principal Employment (Select one)	Secondary Employment (Select one)
Patient Care	_____	_____
Teaching / Instruction	_____	_____
Administration	_____	_____
Quality Assurance	_____	_____
Case Management	_____	_____
Nursing Research	_____	_____
Other	_____	_____
None of the above	_____	_____

14. How long have you been employed as a **LPN** by your current facility/ employer?

	Principal Employment (Select one)	Secondary Employment (Select one)
a) Less than 1 year	_____	_____
b) 1 - 3 years	_____	_____
c) More than 3 years, but less than 5 years	_____	_____
d) 5 or more years, but less than 10 years	_____	_____
e) 10 or more years	_____	_____
f) None of the above	_____	_____

15. On average, how many hours per week (**all nursing employment**) do you work as an LPN? (**Select one**)

- 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
- Not applicable

16. How likely are you to leave your primary LPN employment in the next 12 months? (**Select one**)

- Very unlikely
- Somewhat unlikely
- Somewhat likely
- Very likely
- Not applicable

17. If you chose 'very likely' or 'somewhat likely' that you will leave your primary LPN employment in the next 12 months, what is the main reason? (**Select one**)

- Retirement
- Family / Personal Leave
- Dissatisfaction with job
- Dissatisfaction with salary
- Returning to school
- Military / family relocation
- Relocation to mainland for better opportunities
- Other
- Not applicable

18. How many years do you intend to continue practicing as a nurse (**Select one**)

- Less than 1 year
- 1 - 3 years
- More than 3 years, but less than 5 years
- 5 or more years, but less than 10 years
- 10 or more years, but less than 15 years
- 15 or more years, but less than 20 years
- 20 or more years
- Not applicable

***You have completed the survey
Thank you for taking the time and participating in the survey***

