

1993 BIENNIAL SURVEY OF ILLINOIS LICENSED PRACTICAL NURSES

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Introduction

This study was conducted in response to a request by the Illinois Department of Professional Regulation and its Committee on Nursing for accurate and timely information on nursing practice and education needs. The 1993 Biennial Survey of Illinois Practical Nurses represents the second biennial survey done as part of the re-registration of all Licensed Practical Nurses. (A similar survey of Illinois Registered Nurses is conducted with each biennial RN license renewal.) The survey, analysis, and report were completed by the Department of Administrative Studies in Nursing, University of Illinois at Chicago, under a contract issued by the Department of Professional Regulation.

The 1993 Biennial Survey focuses on current labor activity and practice patterns of LPNs licensed in Illinois, and characteristics of LPNs holding a current Illinois license who are not working as a nurse. The 1993 survey identified LPNs' work settings, job titles and functions, income levels, and educational preparation. The distribution of these employment characteristics across the Health Service Areas of Illinois were described.

This report is prepared in five sections. Section 1 includes the introduction, executive summary, and methodology. Nurses' labor activity is the focus of Section 2. The practice patterns, job satisfaction and economic rewards of LPNs are described in Section 3. In Section 4, LPNs' formal educational participation is examined. Continuing education participation is described in Section 5. A map of the Illinois HSAs is included in Figure 1.1.

Executive Summary

LPNs in the state of Illinois are a relatively stable residential group. All Illinois Health Service Areas (HSAs) show a very small increase in 1993 in the number of LPNs holding an active license and currently working in nursing. The percentage of LPNs employed full-time has increased from 68% in 1989 to 71% in 1993. The median percentage not working as LPNs has fallen to 12% across the state from 18% in 1989. About 10% of LPNs report that they are currently working exclusively in a field other than nursing.

The percentage of LPNs working full-time has increased in several employment settings; and is highest in psychiatric hospitals (90%), hospital clinics (81%), and federal or state-governmental institutions. The least full-time employment is seen in home health care (51%), and nursing or health associations (55%). LPNs employed in most hospital settings have shifted from part-time toward full-time employment. The median percentage of part-time employment across all settings is 19%, down from 27% in 1989. Part-time LPN employment is most likely in physicians' or dentists' offices (36%), home health (30%), and self-employed (28%) settings; and in private for-profit operations. The school nurse position has become more part-time.

LPNs' employment levels continue to vary by basic nursing education. Full-time employment has decreased among LPNs whose basic nursing preparation was at a high school or hospital-based program, while increasing between 1989 and 1993 for community college and vocational/technical school graduates. Unemployment has fallen since 1989; and is highest for hospital-trained LPNs (21%), and lowest for those with community college (12%) or vocational/technical (11%) nursing education. The percentage of unemployed LPNs seeking work as an LPN has increased slightly over the same period across all primary education categories. Perhaps those who do not intend to work have discontinued their active license status.

LPNs licensed in the state of Illinois have considerable work experience. Nearly three-quarters of LPNs (73%) have more than 5 years of nursing experience, while 40% have worked more than ten years in nursing. Statewide, the percentage with over 20 years of nursing experience in Illinois has increased steadily from 8% in 1989 to 12% in 1993. Fortunately, the percentage of LPNs with less than five years of experience has also increased.

About two-thirds (66%) of Illinois LPNs work in nursing homes or hospitals, although hospital employment has declined from 35% in 1989 to 23% in 1993. LPN employment is shifting from private not-for-profit institutions (from 38% in 1989 to 34% in 1993) to private for-profit and nonfederal government institutions.

LPNs are employed in Illinois primarily as staff nurses

(43.8%), charge nurse/team leaders (17.3%), and office nurses (10.9%); and have relatively few internal promotion opportunities. Highly experienced LPNs tend to move to HMO, home health, and school health positions.

The percentage of time that LPNs spend in direct patient care and staff supervision has increased across type of settings and nursing positions. In the nursing home/extended care setting, the percentage of those who spend at least half of their time performing direct patient care tasks has increased to 64% in 1993; and the percentage who spend at least half of their work time in staff supervision has doubled to 33% in 1993. More staff nurses (20%) are supervising staff at least half of their time.

The average hourly wage reported by LPNs in 1993 is higher for some nursing positions, but lower for other positions compared to 1989 reported wages. Staff nurses report an increase in the average hourly rate of about 15%, from \$9.60 in 1989 to \$10.99 in 1993. Similarly, office nurses report an increase of 32% over 1989 levels, from \$7.62 to \$10.11. On the other hand, lower average hourly wages were observed in the samples of home care and private duty nurses. Their hourly wage levels, while still highest among all principal position categories, fell from an average of \$15.25 to \$13.43 for private duty nurses, and from an average of \$13.06 to \$12.65 for home care nurses.

The vast majority of LPNs do not hold an active RN license. The distribution of LPNs holding an active RN license does not vary by HSA, and has decreased to 1-3% in 1993.

The percentage of LPNs trained in high schools or hospitals is very low (6%) relative to community colleges and vocational-technical schools; and has decreased substantially over the last four years. LPNs who received no nursing education and were licensed by waiver are now less than 1%.

Basic nursing education varies only slightly by nursing employment setting. Vocational-technical schooled LPNs are working more in hospitals, clinics, and psychiatric settings; while those from community colleges are working more often in nursing homes and acute care centers. In federal and state-governed settings, LPNs are more commonly community college graduates; while in private institutions, whether for-profit or not-for-profit, relatively more LPNs were trained in vocational/technical programs. A larger portion of LPNs working as staff nurses, consultants, office nurses, and school nurses were trained in vocational/technical programs. Community college programs were the educational source for the largest portion of LPNs working as assistants to physicians, inservice educators, and utilization review nurses. LPNs trained in community colleges are increasingly finding employment in smaller hospitals; while more LPNs educated in vocational-technical programs are in larger hospitals. Type of education is not related to job mobility. The percentage of time spent at most work activities does not vary

considerably by basic nursing education. However, LPNs who received their basic nursing education in high school, or are LPNs by waiver, are less likely to supervise staff.

Annual full-time salaries for LPNs vary by educational preparation. LPNs who received their education in a high school or hospital setting are likely to be earning more than their counterparts educated in community colleges or vocational-technical schools. Differences in nursing experience by these educational categories may drive the wage differential: Hospital trained LPNs have worked an average of 17 years, compared with an average of 9 years or community college trained LPNs.

The percentage of LPNs throughout the state seeking to further their education has decreased slightly, from 17% in 1989 to 16% in 1993. LPNs working in hospitals are more likely to be studying for an academic degree than are LPNs working in physicians' offices, clinics, or other non-hospital settings. Additionally, LPNs working in federally governed settings are more likely to be studying for an academic degree than those working in private settings. Staff nurses, especially those at larger hospitals, are among the most involved in the pursuit of an academic degree; while those employed as office nurses or technicians show the lowest percentage of involvement (13%).

Methodology

The 1993 Biennial Survey of Illinois Licensed Practical Nurses was conducted under contract, but the Department of Administrative Studies in Nursing, College of Nursing, University of Illinois at Chicago (UIC), for the Illinois Department of Professional Regulation (IDPR). With the advice of the Illinois Committee on Nursing, the survey instrument was constructed to address LPNs' labor activity, job opportunity, and educational preparation.

The survey instruments were printed by Scantron, Inc., and shipped to IDPR in October, 1992. IDPR inserted the survey instrument in the biennial LPN licensure renewal materials mailed to all LPNs holding a current LPN license in Illinois. LPNs were asked to complete and send the questionnaire, in an enclosed, postage-paid envelope, directly to the researchers at the University of Illinois at Chicago College of Nursing. This return procedure assured that respondents could not be identified, and would remain anonymous throughout the data collection and analysis process.

In January, 1993, the UIC research team began receiving the returned questionnaires. Returned envelopes were opened, and preliminary cleaning was performed, in preparation for the electronic optical character recognition machine. Questionnaire were checked for scannability and other errors. (The scanning process has been found to reduce data entry errors resulting from keystroke entry and substantially decreases the time required for data entry into the computer.) The data were read into the hard drive of a microcomputer, stored on floppy microdiskettes and, ultimately transferred to the UIC mainframe computer for data tape preparation. All data analysis was performed on the desktop computer.

Trial analysis began in April, 1993. After the frequencies were examined and ranges of possible answers were determined appropriate, an SPSS system file was constructed from the raw data and data definition statements. A version of this file was constructed for mainframe storage, and another for PC use. A data tape in SPSS Portable File format, and copies of the format, were delivered to IDPR in September, 1993. The draft report was presented to the Committee on Nursing at the September, 1993 meeting. Following this review, the final report was printed by UIC Printing Service, and delivered in September to IDPR.

Of the 30,729 LPNs who renewed their Illinois license in 1992, 9145 returned surveys, 8999 of which were usable. Therefore, the overall return rate was 29.76%, and the usable return rate from which these data emerge is 29.28%. The numbers presented in the tables represent the number of respondents who answered the questions relevant to that table. To obtain a rough estimate of the actual number of LPNs in any specific characteristic or group of characteristics, divide the number

presented in the relevant table by the usable survey return proportion, .2928.

A new statistic, the median, has been added to many of the tables in the 1993 biennial survey administration. This statistic should be interpreted as a robust measure of the central tendency of the relevant characteristics. The mean can be unduly influenced by extreme values, especially with a small number of observations, even at the aggregate level (11 Health Service Areas, for example). The median is more resistant to such influence. As an aid to interpretation, both statistics are provided in many tables.

Table 1.1

Counties in Illinois Health Service Areas

HSA 1	HSA 3	HSA 4	HSA 5	HSA 7
BOONE	ADAMS	CHAMPAIGN	ALEXANDER	COOK-OUTSIDE CHICAGO
CARROLL	BROWN	CLARK	BOND	DuPAGE
DEKALB	CALHOUN	COLES	CLAY	
JO DAVIESS	CASS	CUMBERLAND	CRAWFORD	HSA 8
LEE	CHRISTIAN	De WITT	EDWARDS	
OGLE	GREENE	DOUGLAS	EFFINGHAM	KANE
STEPHENSON	HANCOCK	EDGAR	FAYETTE	LAKE
WHITESIDE	JERSEY	FORD	FRANKLIN	McHENRY
WINNEBAGO	LOGAN	IROQUOIS	GALLATIN	
	MACOUPIN	LIVINGSTON	HAMILTON	HSA 9
	MASON	MACON	HARDIN	
HSA 2	MENARD	McLEAN	JACKSON	GRUNDY
BUREAU	MONTGOMERY	MOULTRIE	JASPER	KANKAKEE
FULTON	MORGAN	PIATT	JOHNSON	KENDALL
HENDERSON	PIKE	SHELBY	LAWRENCE	WILL
KNOX	SANGAMON	VERMILION	MARION	
LaSALLE	SCHUYLER		MASSAC	HSA 10
MARSHALL	SCOTT		PERRY	
McDONOUGH			POPE	HENRY
PEORIA			PULASKI	MERCER
PUTNAM			RANDOLPH	ROCK ISLAND
STARK			RICHLAND	
TAZEWELL			SALINE	HSA 11
WARREN			UNION	
WOODFORD			WABASH	CLINTON
			WASHINGTON	MADISON
			WAYNE	MONROE
			WHITE	ST. CLAIR
			WILLIAMSON	
			HSA 6	
			CHICAGO	

Chapter Two

Labor Participation

Continuing the trend of the last several years, LPNs in the state of Illinois appear to be a relatively stable residential group (Table 2.1). Unlike prior years, however, all of the HSAs showed an increase in the number of LPNs holding an active license. The largest increases were seen in HSA 5 (11%) and HSA 3 (12%). These are both about 2 percentage points above the median value (10%). The smallest increase was observed in HSA 11, at 5%.

The distribution of LPNs currently working in nursing appears to have stabilized, perhaps beginning to plateau (Table 2.2). While 1989 and 1991 saw increases of up to 30% and 17% respectively, the median percent change for 1993 was only 2%. As with residential distribution, all HSAs saw increased numbers of LPNs in the active work force. The largest increase occurred in HSAs 5 and 8, with 4% and 6% respectively, while much smaller increases were noted in HSAs 2, 6, and 7, each with a gain of about 1%.

Level of labor activity of LPNs across the state is shown in Table 2.3. The median percentage of LPNs working full-time is 70%. HSAs 1 and 7 have the smallest percentage of full-time LPNs, with about 61% each, while HSAs 5 and 6 show the largest percentage of full-time LPNs, with about 80% each. For LPNs employed on a partial year basis, the median percentage is 5%. HSAs 1 and 7 have a slightly larger percentage of these workers, with 7% of the LPN work force reporting partial year employment. Over the past four years the percentage of LPNs working only part of the year has decreased from 6.1% in 1989 to 5.5% in 1991 and 5.2% in 1993. Encouragingly, in this same period the percentage of LPNs employed full-time has increased from 68.4% in 1989 to 70% in 1991 and 70.8% in 1993.

Table 2.4 further substantiates the increased labor activity pattern. The median percentage of LPNs who are not working as LPNs has fallen to 11.6% across the state, compared with 18% in 1989 and 13% in 1991. HSAs 7 and 5 are appreciably above the median, with 14% and 15% respectively, while HSA 6 reports the lowest percentage, just below 10%. In addition, the percentage of those seeking work as an LPN has increased to 16%, up from 7% in 1989 and 6% in 1991. Slightly over one-third of LPNs report that they are currently working in a field other than nursing.

Full-time employment for LPNs has increased in several employment settings (Table 2.5). The most likely settings for full-time employment are psychiatric hospitals (90%) and hospital clinics (81%, up from 75% in 1989); and federal or state-governmental institutions. The least full-time employment is seen with LPNs who are self-employed (34%), in home health (51%), or

in nursing or health associations (55%). The largest increase in full-time employment since 1989 is seen in home health (42% to 51%); the largest declines in full-time employment since 1989 were in occupational employee health (85% to 78%), student and school health (71% to 61%), and self-employed (45% to 34%). The median percentage of part-time employment across all settings stands at 19%, down from 27% in 1989. Part-time LPN employment is most likely in physicians' or dentists' offices (36%), home health (30%), and self-employed (28%) settings. Self-employed LPNs are also likely to report partial year employment (38%), as are those employed in nursing health associations (27%). Private for-profit operations provide the greatest part-time and partial year employment opportunities.

The labor activity of LPNs by their principal nursing positions is displayed in Table 2.6. As in 1989, about 70% of LPN staff nurses continue to work full-time. It is interesting to note, however, that LPNs employed in most hospital settings have shifted from part-time toward full-time employment. For example, the percentage of LPNs employed full-time in larger hospitals (500+ beds) has increased to 84% in 1993 from 79% in 1989, while part-time employment in this same setting has fallen to 13% from 17% in 1989. Hospitals in the 300-399 bed size have decreased full-time LPN employment, however, from 76% in 1989 to 71% in 1993. Outside hospital settings, patterns remain quite similar to the 1989 levels. One exception is the school nurse position, which appears to have become more part-time than full-time. In 1989, 62% of these nurses reported full-time activity, compared to 49% in 1993. For principal position titled reported for the first time in 1993, full-time opportunities are substantial: Assistant to physician (67%), technician (79%), charge nurse/team leader (79%).

The level of labor activity of LPNs continues to vary somewhat by basic nursing education (Table 2.7). Full-time employment has decreased among LPNs whose basic nursing preparation was at a high school or hospital-based program; however, increased full-time employment is seen for community college and vocational/technical school graduates between 1989 and 1993. This may indicate that many of the LPNs who have moved from part-time to full-time are those who received their education in community colleges or vocational-technical schools. For part-time LPNs, since there are currently fewer of them than in 1989, lower levels are generally reported across all education strata. The sole exception is high school educated LPNs, with an increase to 24% in 1993 from 19% in 1989, although this may be another indication that LPNs with other educational backgrounds are increasing to full-time while this group is not. For partial year employees, the only noticeable change has been an increase for hospital-trained LPNs, from 8% in 1989 to 12% in 1993.

The number of LPNs not currently working in nursing has fallen dramatically over the period 1989 to 1993 across all types

of nursing education (Table 2.8). The decrease varies from 9 percentage points, for high school educated LPNs (22% to 13%), to 4 points for those educated in hospitals (25% to 21%). Unemployment is highest for hospital-trained LPNs, and lowest for those with community college or vocational/technical nursing education. Although the percentage of unemployed LPNs has decreased, the percentage of those seeking work as an LPN has slightly increased over the same period, and cuts across all primary education categories. One possibility is that more LPNs who do not intend to work have discontinued their active license status. In addition, the percentage of LPNs employed outside of nursing has increased slightly (median = 10%) over the same 1989 figure (9%).

With a few exceptions, the pattern of personal characteristics of LPNs have remained quite similar to 1989 (Table 2.9). This table identifies the characteristics of LPNs who have contributed most to the increased full-time employment seen since 1989. A 7% increase in full-time employment is seen from 1989 (82%) to 1993 (89%). LPNs in the age range of 31-45 years old reported almost a 4% increase (67.4% full-time in 1989, versus 71% in 1993). Full-time employment for Hispanic LPNs has increased from 76.8% in 1989 to 80.3% for Mexican-American LPNs and 84.9% for other Hispanic LPNs in 1993. Looking at marital status, separated or divorced LPNs have increased both their full-time and part-time labor activity. LPNs married for the first time show the lowest full-time involvement (62%), while those remarried have a higher level of full-time participation (73%). Full-time employment among LPNs who never married has decreased from 83.7% in 1989 to 79.2% in 1993. As in 1989, LPNs caring for more than one child are more apt to work part-time, while those with only one child reported a 3% increase in full-time employment since 1989. With respect to gross household income, full-time labor involvement has increased the most for LPNs who reported gross household income between \$30K - \$50K (60% in 1989, 70% in 1993). Those earning lower amounts, between \$9K - \$15K, are much less likely to be working full-time now than the same group reported in 1989 (67% in 1989, 48% in 1993), and much more likely to be working part-time (25% in 1989, 39% in 1993) or partial year (8% in 1989, 14% in 1993).

As in the previous Tables, Table 2.10 suggests that LPNs have increased their presence in the work force, in both nursing and non-nursing positions. (Again, caution is advised in interpreting these results; one plausible alternative is that fewer LPNs who do not intend to work have discontinued their active LPN license and, therefore, are not in the 1993 sample.) This labor participation increase cuts across gender, age, race, familial, and income categories. An unusually high surge in labor activity comes from LPNs over the age of 65. In 1989, 41% of LPNs in this age bracket reported not working as an LPN; in 1993, only 27% so report. Unemployed white LPNs have not recently been seeking work as an LPN to the same degree as those in other racial groups (7% vs. 13-16%). Nearly 20% of LPNs with low

incomes (under \$9K) are currently seeking work as an LPN, compared with only 10% four years ago, and twice as many (13.8% in 1993 versus 6.5% in 1989) are currently working outside of nursing. Even LPNs with relatively high gross household incomes are going back to work; the percentage of LPNs with gross incomes over \$50K who are not currently working has fallen by half, from 30% in 1989 to 15% in 1993.

Chapter Three

Practice Patterns

As in years past, LPNs licensed in the state of Illinois have a considerable amount of work experience (Table 3.1). Nearly three-quarters of LPNs (73%) have more than 5 years of nursing experience, while 40% have worked more than ten years in nursing. However, there has been an infusion of less experienced LPNs into the work force; the median percentage of LPNs with less than 5 years experience has increased from 22% in 1989 to 26% in 1993. The largest percentage of LPNs with less experience is found in HSA 5 (38%). HSA 10 nearly doubled its number of LPNs in this category, from 15% in 1989 to 29% in 1993. HSA 8, on the other hand, continues to have the largest share of the most experienced LPNs (16% in 1989 and 22% in 1993).

A fairly similar picture emerges when looking exclusively at nursing experience within the state of Illinois (Table 3.2). The percentage of LPNs with less than 5 years experience has remained fairly stable since 1989, at about 28% of the LPN work force. HSA 5 is well above this level with 40%, an increase from 35% in 1989. HSA 7, on the other hand, saw a large drop over the same period, from 38% to 25%. With regard to the more experienced LPN groups, HSAs 2, 4, 6, and 8 each saw an increase of at least 5% in the percentage of LPNs with more than 20 years experience. HSAs 6 and 8 continue to hold the largest percentages of these workers, with 18% and 20% respectively. Statewide, the percentage of LPNs who have worked over 20 years in Illinois has increased steadily from 8% in 1989 to 10% in 1991, and 12% in 1993.

About two-thirds (66%) of LPNs work in nursing homes or hospitals (Table 3.3). The median percentage of LPNs working in nursing homes is 43%, up from 36% in 1989. Statewide hospital employment of LPNs has notably declined, from 35% in 1989 to 23% in 1993. HSAs 2, 8, and 10 have at least half of their LPN work force in nursing homes, while HSAs 6 and 11 have 25% or less of their LPN work force in nursing homes. Generally, in HSAs where the most LPNs are employed in nursing homes, the fewest LPNs are hospital employed. For example, in HSAs 2, 8, and 10, less than 25% of LPNs work in hospitals, while in HSA 6, almost half (43%) of LPNs report hospital employment, and only 25% work in nursing homes. In contrast to its counterparts, HSA 11 reports relatively large concentrations of LPNs in both home health (54%) and hospital clinics (26%), with a very small percentage of LPNs employed in nursing homes or hospitals. LPN employment has shifted from private not-for-profit institutions (from 38% in 1989 to 34% in 1993) to private for-profit (36% in 1989, 44% in 1993) and nonfederal government (14% in 1989, 19% in 1993) institutions.

Table 3.4 shows that LPNs are employed in Illinois primarily as staff nurses (34.8%), charge nurse/team leaders (17.3%), and office nurses (10.9%). The 1993 survey included more

position titles for LPNs to report, in response to advice from the IDPR Committee on Nursing and LPN Association. The 70.8% of LPNs who reported in 1989 working as a staff nurse are seen, by comparison, in 1993 as working as staff nurses (43.8%), assistant to physician (7.3%), technician (1.2%), or charge nurse/team leader (17.3%). Worth noting are changes in percentages of LPNs working as inservice education instructor (0.3% in 1989, 2.8% in 1993), utilization review nurse (0.4% in 1989, 1.1% in 1993), and school nurse (0.5% in 1989, 1.2% in 1993). As in Table 3.3, LPNs in HSA 11 differ from the statewide patterns, being much more likely to report employment as assistant to physician, inservice educator, or utilization review nurse.

LPNs in the state of Illinois have relatively few internal promotion opportunities (Table 3.5). There are a few exceptions, however; LPNs employed in hospital clinics, emergency or acute care centers, and psychiatric hospitals show 2-3 less years worked in current position than worked in that setting for current employer. Highly experienced LPNs are moving into HMO, home health, and school health positions.

The percentage of time that LPNs spend in two common work activities, direct patient care and staff supervision, has increased by both employment setting (Table 3.6) and principal nursing position (Table 3.7). A comparison with 1989 data indicates that LPNs are currently spending more of their time performing these activities, regardless of setting and nursing position. In some settings, the increase is quite large. For example, in the nursing home/extended care setting, the percentage of those who report spending at least half of their time performing direct patient care tasks has increased from 50% in 1989 to 64% in 1993. In this same setting, the percentage of those who report spending at least half of their work time in staff supervision has doubled, from 17% in 1989 to 33% in 1993. Similarly, a large increase in LPNs employed in hospitals reported over half of their time spent in staff supervision, from 2% in 1989 to 10% in 1993. The increase is noted across nursing positions as well; most notably, staff nurses are now much more likely to supervise staff at least half of the time (9% in 1989, 20% in 1993). In most settings, a larger percentage of LPNs report that their role includes at least some staff supervision. For example, 53% of hospital and physicians' office employed LPNs in 1989 reported no supervision, compared with 45-46% of LPNs working in these settings in 1993.

About 38% of LPNs list geriatrics as their specialty area (Table 3.8). This is a slight decrease from the 1989 level of 41%. HSA 11 continues to report a different trend, with 57% of its LPNs reporting pediatrics as their specialty area, followed by those in a psychiatric specialty (16%), and only 2% in geriatrics. The addition of more specialty options to the 1993 survey is probably why fewer LPNs reported "General," or "Other" as their specialty in 1993.

By and large, LPNs report employment settings reflective of their practice specialty (Table 3.9). For instance, nursing homes employ primarily LPNs. Further, those employed in city or county government institutions tend to be those with a specialty in geriatrics. Psychiatric hospitals, which tend to be state institutions as well, employ almost exclusively psychiatric specialty LPNs. Between 20% and 30% of LPNs employed in hospitals, HMOs, clinics, and physicians' offices reported a medical specialty .

The percentage of LPNs who report staff nurse as their principal position varies by practice specialty (Table 3.10). The most common specialty areas for staff nurses are surgical (67%), orthopedic (64%), or obstetric (63%); least common is public health (27%). Psychiatric and geriatric LPNs are much more likely than other groups to be charge nurses or team leaders. More pediatric LPNs are working in larger hospitals, compared to 1989. The percentage of pediatric LPNs found in hospitals with less than 100 beds has fallen from 44% in 1989 to 16% in 1993, with 5-10% increases in each of the larger bed categories.

The average hourly wage reported by LPNs in 1993 is higher for some nursing positions, but lower for other positions reported in 1989 (Table 3.11). Staff nurses report an increase in the average hourly rate of about 15%, from \$9.60 in 1989 to \$10.99 in 1993. Similarly, office nurses report an increase of 32% over 1989 levels, from \$7.62 to \$10.11. On the other hand, lower average hourly wages were observed in the samples of home care and private duty nurses. Their average hourly wages, while still highest among all principal position categories, fell from an average of \$15.25 to \$13.43 for private duty nurses, and from an average of \$13.06 to \$12.65 for home care nurses.

The personal characteristics of LPNs, distributed by employment setting and agency type (Tables 3.12a and b), appear highly similar to the patterns reported in 1989, with a few minor variations. Females appear more likely to work in physician/dentists' offices, while males are slightly more represented in hospital and nursing home settings. All age groups are equally represented in the various employment settings, although LPNs over the age of 65 are more likely to be employed in home health. African-Americans are more likely than all other racial groups, including whites, to be employed in hospitals as opposed to nursing homes, while Asian/Pacific Islanders are very unlikely to be employed in home health, being slightly more numerous in psychiatric settings. LPNs with more children (over 4) are most likely to be found in nursing home, hospital, or home health settings. Additionally, all groups increased their involvement in private, for profit institutions by about 5-15% over the 1989 levels, while decreasing their employment levels with government institutions over the same period. Not-for-profit involvement remained about the same over the same period.

Principal nursing position titles vary somewhat by

personal characteristics (Table 3.13). Males are slightly more likely to be staff nurses, technicians, or private duty nurses, whereas females work more often as assistants to physician, home care, or office nurses. LPNs over the age of 65 do less work as charge nurses or team leaders, and more as home care or private duty nurses. Asian/Pacific Islanders and African Americans are more likely than other racial groups to be staff nurses, and whites are more likely than the other groups to be office nurses. As with Table 3.12a, LPNs with more children are more likely than the other groups to work in home care, and are additionally slightly more represented than the other groups in the charge nurse/team leader position.

The distribution of LPNs holding an active RN license does not vary by HSA (Table 3.14), and has decreased from a 6-10% pattern in 1989 to a 1-3% pattern in 1993. The vast majority of LPNs do not hold an active RN license (Table 3.15). Of those LPNs who do have an active RN license, nearly 70% work in hospitals (44%) or nursing homes (25%). In keeping with this pattern, staff nurses (69%) and charge nurses (13%) are the predominant nursing positions of LPNs who hold an active RN license.

Chapter Four

Education

The pattern of basic nursing education across Illinois HSAs is shown in Table 4.1. As shown in the Table, the percentage of LPNs trained in high schools or hospitals is very low relative to community colleges and vocational-technical schools; and has decreased substantially over the last four years. In 1989, the median percentage of high school or trained LPNs was about 6%. Currently, both education sources are at 3% each. On the other hand, the percentage of LPNs trained in vocational-technical schools has dramatically risen, from a median of 38% in 1989 to a median of 49% in 1993. All HSAs contributed to this increase, most notably HSAs 7, 8, and 9, each gaining 12%. The percentage of LPNs receiving their basic education in community colleges rose more modestly. All HSAs increased this percentage (except HSA 7, which dropped 2 points). The largest gain was in HSA 6, where the percentage of community college trained LPNs rose from 15% in 1989 to 25% in 1993. The percentage of LPNs who received no nursing education and were licensed by waiver is now less than 1%, having declined from 5% in 1989.

Basic nursing education varies only slightly by nursing employment setting (Table 4.2). LPNs in hospitals, clinics, and psychiatric settings are somewhat more likely to have received their training in vocational-technical schools. LPNs in nursing homes and acute care centers, on the other hand, tend a bit more to have received their training in community colleges. In federal and state-governed settings, LPNs are more commonly community college graduates; while in private institutions, whether for-profit or not-for-profit, relatively more LPNs report receiving their basic nursing training in vocational/technical programs.

There is little variation in basic nursing education across nursing position titles in which Illinois LPNs work (Table 4.3); and little change from previous reports. A larger portion of LPNs working as staff nurses, consultants, office nurses, and school nurses were trained in vocational/technical programs. Community college programs were the educational source for the largest portion of LPNs working as assistants to physicians, inservice educators, and utilization review nurses. Further, LPNs trained in community colleges are increasingly finding employment in smaller hospitals. In the smallest hospital settings (< 100 beds), the percentage of LPNs educated in community colleges has risen from 43% in 1989 to 51% in 1993, and from 40% to 45% in hospitals with 100-300 beds. In larger settings (400-500 beds), LPNs educated in vocational-technical programs have increased their proportion from 47% in 1989 to 56% in 1993.

Basic nursing education of LPNs is not strongly related to their years of work experience or job tenure (Table 4.4). LPNs employed for the longest time in nursing (over 20 years) are more likely to have been educated in high school, or to have received

no formal training. Type of education is not related to job or position mobility. Across all education strata, LPNs report years in current position about 1 year longer than years with current employer.

The percentage of time spent at different work activities does not vary considerably by basic nursing education (Table 4.5). LPNs spend most of their time performing direct patient care, regardless of educational preparation. LPNs who received their basic nursing education in high school, or are LPNs by waiver, are less likely than other nurses to supervise staff.

LPNs' specialty varies only slightly by educational preparation (Table 4.6). LPNs working in geriatrics reported training in community colleges more often than other programs, while medical or surgical specialties were more often reported by LPNs who received their nursing education in high school.

Annual full-time salaries for LPNs vary by educational preparation (Table 4.7). LPNs who received their education in a high school or hospital setting are likely to be earning more than their counterparts educated in community colleges or vocational-technical schools. Only 22% of LPNs trained in a community college setting or vocational-technical school receive more than \$27K of full-time pay, compared with 35% of high school and hospital-trained LPNs. For those who received no formal training, full-time salaries are generally in the range of \$16K to \$24K, with only 22% receiving a higher salary.

Basic nursing education varies by selected demographic characteristics (Table 4.8). Although the genders are about equally likely to have attended community college for their nursing education, males are more likely to have received their nursing education in a vocational/technical school, while females are more likely to have received training in high school or at a hospital. Hospital training is much more common for older LPNs. Over half of LPNs under the age of 30 attended a community college for their nursing education. African-American and Mexican-American LPNs tend to have received their nursing education in vocational-technical schools, while Asian and white LPNs have received their basic nursing education predominantly in community colleges.

The percentage of LPNs throughout the state seeking to further their education has decreased slightly (Table 4.9). The median percentage of those enrolled in an academic program is 4% in 1993, compared to 6% in 1989, while part-time enrollment shows a median of 12% in 1993, compared with 11% in 1989. There are regional differences, however. Over 23% of LPNs in HSA 10 are in school full-time, and 15% involved part-time, while LPNs in HSA 6 report 16% part-time involvement in educational activities. HSAs 1 and 8 show only 2% of their LPNs reporting full-time study. In HSA 11, 7% of LPNs are currently in school full-time, and 9% part-time.

LPNs working in hospitals are more likely to be studying for an academic degree than are LPNs working in physicians' offices clinics, or other non-hospital settings (Table 4.10). Almost 25% of LPNs working in hospitals are studying for an academic degree, either full- or part-time, while only 8% of LPNs in physicians' offices and 17% of LPNs in nursing homes are doing so. This trend has not appreciably changed since 1989. Additionally, LPNs working in federally governed settings are more likely to be studying for an academic degree than those in private settings. Full-time enrollment is also highest among LPNs working in federal settings.

Staff nurses, especially those from larger hospitals, are among the most involved in the pursuit of an academic degree (Table 4.11). The combined full- and part-time involvement level of staff nurses remains unchanged from 1989, at 21%. Home care nurses, on the other hand, have fallen from 19% participation in 1989 to 16% in 1993, and office nurses have fallen from 11% to 9% over the same period. Those not employed in hospital settings show the lowest percentage of involvement (13%). Additionally, LPNs employed as nurses or technicians are not likely to be pursuing an academic degree. The percentage of LPNs enrolled in school is higher among those working in larger hospitals, although the percentage in full-time study is highest (8.8%) among LPNs working in 300-399 bed hospitals than in smaller or larger hospitals.

Extent of participation in study for an academic degree varies by certain demographic characteristics (Table 4.12). Males participate at a higher rate than females (27% vs. 17%); similar to the 1989 rates. Enrollment also varies inversely with age; LPNs under the age of 45 are much more likely be pursuing an academic degree than LPNs over 45. African-American LPNs lead all racial groups with 25% combined full/part-time study, an increase of 3% over the 1989 data. As in 1989, LPNs who have never been married have a very high rate of full-time academic involvement (28%). Those with the least gross family income (under \$9K) are also the most likely to be enrolled full-time, while those earning over \$30K are more likely to be enrolled part-time. Consistent with this, LPNs employed on a part-time or partial year basis are much more likely to be enrolled in an academic program full-time. These figures are highly similar to the same data reported in 1989.

Table 2.1

1992 and 1991 Residential Distribution of LPNs Currently Working In Nursing

<u>LPN Distribution</u>				
<u>Residential Location</u>		<u>N (1992)</u>	<u>N (1991)</u>	<u>%Change</u>
Illinois HSA	1	562	550	2.2
Illinois HSA	2	704	697	1.0
Illinois HSA	3	859	842	2.0
Illinois HSA	4	886	852	4.0
Illinois HSA	5	772	755	2.3
Illinois HSA	6	1012	998	1.4
Illinois HSA	7	848	836	1.4
Illinois HSA	8	260	246	5.7
Illinois HSA	9	350	339	3.2
Illinois HSA	10	157	151	4.0
Illinois HSA	11	343	332	3.3
Median		704	697	2.3
Total Illinois		6753	6598	2.3
Other, USA		542	542	0.0

Note: N = Number of LPNs reporting living within this geographic location.

HSA = Health Service Area

% Change = $[N(1992) - N(1991)] / N(1991)$

For example, 2.2% more LPNs reported working as an LPN in Illinois HSA 1 in 1992 than in 1991.

Table 2.2

1992 and 1991 Employment Distribution of LPNs Licensed in Illinois

<u>LPN Distribution</u>				
<u>Employment Location</u>		<u>N (1992)</u>	<u>N (1991)</u>	<u>% Change</u>
Illinois HSA	1	477	434	9.9
Illinois HSA	2	604	551	9.6
Illinois HSA	3	712	636	11.9
Illinois HSA	4	770	705	9.2
Illinois HSA	5	611	549	11.3
Illinois HSA	6	844	789	7.0
Illinois HSA	7	764	712	7.3
Illinois HSA	8	212	193	9.8
Illinois HSA	9	255	232	9.9
Illinois HSA	10	130	118	10.2
Illinois HSA	11	289	274	5.5
Median		604	549	9.8
Total Illinois		5668	5193	9.1
Other, USA		392	427	-8.2

Note: N = Number of LPNs reporting nursing employment within this geographic location. HSA = Health Service Area

% Change = $[N(1992) - N(1991)] / N(1991)$

For example, 9.9% more LPNs reported working as an LPN in HSA 1 in 1992 than in 1991.

Table 2.4

Percentage Reporting Lack of Labor Activity as an LPN by Residence

<u>Residence</u>		<u>N (1992)</u>	<u>Not Working as LPN</u>	<u>Seeking Work as LPN</u>	<u>Working Outside of Nursing</u>
			%	%	%
Illinois HSA	1	562	10.0	9.6	12.4
Illinois HSA	2	704	10.9	6.4	7.6
Illinois HSA	3	859	10.7	5.9	10.9
Illinois HSA	4	886	11.6	7.2	8.3
Illinois HSA	5	772	15.4	5.6	10.3
Illinois HSA	6	1012	9.9	12.0	9.5
Illinois HSA	7	848	13.9	9.2	13.4
Illinois HSA	8	260	13.1	8.7	12.5
Illinois HSA	9	350	10.9	7.6	9.9
Illinois HSA	10	157	13.4	13.3	11.7
Illinois HSA	11	343	12.2	9.4	8.2
Median		704	11.6	8.7	10.3
Total Illinois		7295	12.0	8.6	10.4
Other, USA		542	19.2	8.8	11.5

Note: N = Number of LPNs reporting residence within the HSA, e.g., 10% of the 562 LPNs living in Illinois HSA 1 reported not working as an LPN in 1992.

Note: Working as an LPN = % LPNs reporting not working as an LPN in 1992.

Seeking Work as an LPN = % LPNs reporting not employed as an LPN in 1992 and actively seeking employment as an LPN.

Working Outside of Nursing = % LPNs reporting employed exclusively in an occupation other than nursing.

Table 2.5

Percentage Reporting Labor Activity by Principal Work Setting

<u>Principal Work Setting</u>	<u>N</u>	<u>Labor Activity as LPN in 1992</u>		
		<u>Full Time</u>	<u>Part Time</u>	<u>Partial Year</u>
		<u>%</u>	<u>%</u>	<u>%</u>
Hospital	1891	71.5	24.2	4.3
Hospital Clinic	98	80.6	16.3	3.1
Clinic	260	71.5	23.1	5.4
HMO	83	77.1	15.7	7.2
Acute Care Center	56	75.0	23.2	1.8
Physician/Dentists' Ofc.	630	61.3	36.3	2.4
Nursing Home/Ext. Care	2591	74.1	19.5	6.5
Home Health	392	51.3	29.6	19.1
Public/Community Health	77	75.3	18.2	6.5
Occupational Emp. Health	59	78.0	18.6	3.4
Student Health/School	49	61.2	28.6	10.2
Self Employed	47	34.0	27.7	38.3
Nursing/Health Assoc	11	54.5	18.2	27.3
Psychiatric Hospital	101	90.1	5.0	5.0
Substance Abuse	61	75.4	14.8	9.8
Other	403	75.4	16.9	7.7
Median	90.5	74.5	19.0	6.5
<u>Type of Agency</u>				
Federal Gvnt	288	90.6	7.3	2.1
State Gvnt	576	82.5	13.4	4.2
County/City Gvnt	614	76.7	17.9	5.4
Private Not-For-Profit	2383	69.2	24.1	6.7
Private For-Profit	2876	67.2	25.3	7.4
Median	614	76.7	17.9	5.4

Note: N = Number of LPNs reporting this setting for principal nursing employment, e.g., 71.5% of 1891 LPNs working in hospitals reported having a full-time nursing position. Percentages may not sum to 100 due to rounding.

Table 2.6

**Percentage of LPNs Reporting Labor Activity as an LPN in 1992
by Principal Nursing Position and Hospital Bed Capacity**

<u>Principal Position</u>	<u>N</u>	<u>Full Time</u>	<u>Part Time</u>	<u>Partial Year</u>
		%	%	%
Staff Nurse	3334	71.0	23.4	5.6
Assistant To Physician Technician	188	67.0	30.9	2.1
Charge Nurse/Team Leader	80	78.8	21.3	0.0
In Service Education	1353	78.9	16.1	5.0
Home Care Nurse	18	72.2	16.7	11.1
Utilization Review	353	51.3	30.6	18.1
Consultant	56	87.5	10.7	1.8
Private Duty Nurse	21	71.4	19.0	9.5
Office Nurse	138	42.0	26.1	31.9
School Nurse	731	65.3	31.3	3.4
Other	43	48.8	37.2	14.0
	549	78.0	15.5	6.6
Median	163	71.2	22.3	6.1
<u>Hospital Bed Capacity</u>				
1-99	1096	69.9	24.2	5.9
100 - 199	1222	75.5	19.7	4.8
200 - 299	831	74.2	19.5	6.3
300 - 399	427	70.7	24.8	4.4
400-499	265	74.3	23.0	2.6
>500	450	83.6	13.3	3.1
Median	640.5	74.3	21.4	4.6

Note: N = Number of LPNs reporting employment in this position or hospital bed size, e.g., 71% of 3334 LPNs working as a staff nurse reported working full-time in 1992. Percentages may not sum to 100 due to rounding.

Table 2.7

**Percentage of LPNs Reporting Nursing Labor Activity as an LPN
by Basic Nursing Education**

<u>Education</u>	<u>N</u>	<u>Full Time</u>	<u>Part Time</u>	<u>Partial Year</u>
		%	%	%
High School	294	67.7	23.5	8.8
Hospital	348	63.2	25.3	11.5
Community College	2799	71.3	23.2	5.5
Vocational/Technical	2960	71.6	22.1	6.4
No Formal Program	49	65.3	22.4	12.2
Other	170	72.9	20.0	7.1
Median	321	69.5	22.8	8.0

Note: N = Number of LPNs reporting this education characteristic, e.g., 67.7% of 294 LPNs whose basic nursing education was high school reported working full-time as an LPN in 1992.
Percentages may not sum to 100 due to rounding.

Table 2.8

**Percentage of LPNs Reporting Lack of Labor Activity as LPN in 1992
by Basic Nursing Education**

<u>Education</u>	<u>N</u>	<u>Not Working as LPN</u>	<u>Seeking Work as LPN</u>	<u>Working Out- side Nursing</u>
		%	%	%
High School	353	13.0	9.3	10.2
Hospital	471	21.0	9.9	11.5
Community College	3276	11.8	8.2	10.4
Vocational/Technical	3416	10.9	8.5	9.8
No Formal Program	57	14.0	6.5	1.4
Other	195	9.2	9.5	2.3
Median	412	12.4	8.9	10.0

Note: N = Number of LPNs reporting this education characteristic, e.g., 13% of 353 LPNs whose basic nursing education was high school reported not working as an LPN in 1992.
Percentages may not sum to 100 due to rounding.

Note: Working as an LPN = % LPNs reporting not working as an LPN in 1992.

Seeking Work as an LPN = % LPNs reporting not employed as an LPN in 1992 and actively seeking employment as an LPN.

Working Outside of Nursing = % LPNs reporting employed exclusively in an occupation other than nursing.

Table 3.1

Total Years of Employment as an LPN by 1992 Employment Location (HSA)

<u>1992</u> <u>Employment</u> <u>Location</u>	<u>N</u>	<u>Total Years of Nursing Employment</u>				
		<u>1-5</u>	<u>6-10</u>	<u>11-15</u>	<u>16-20</u>	<u>21-35</u>
Illinois HSA 1	562	23.3	20.5	16.9	17.8	11.0
Illinois HSA 2	704	21.7	21.3	16.3	15.9	11.1
Illinois HSA 3	859	29.9	21.8	16.5	11.2	8.0
Illinois HSA 4	886	26.2	19.9	17.7	15.0	10.7
Illinois HSA 5	772	38.3	18.3	14.0	9.1	9.5
Illinois HSA 6	1012	26.4	18.1	13.8	12.1	14.8
Illinois HSA 7	848	23.5	21.1	17.6	15.8	12.3
Illinois HSA 8	260	23.8	18.5	11.2	11.5	21.5
Illinois HSA 9	350	26.3	20.6	12.9	14.9	8.0
Illinois HSA 10	157	28.7	17.2	12.7	14.6	15.9
Illinois HSA 11	343	27.4	25.1	15.2	11.7	9.0
Median	704	26.3	20.5	15.2	14.6	11.0
Total Illinois	6753	27.1	20.2	15.6	13.5	11.4
Other USA	542	25.5	22.5	10.3	12.7	10.1

Note: Results are reported as percentages of LPNs in each employment location, e.g., 23.3% of 562 LPNs employed in HSA 1 have a maximum of 5 years total LPN employment. Percentages may not sum to 100 due to rounding.

Table 3.2

Years of Employment in Illinois as an LPN by 1992 Employment Location (HSA)

<u>1992</u> <u>Employment</u> <u>Location</u>	<u>N</u>	<u>Total Years of Nursing Experience</u>					
		<u>1-5</u>	<u>6-10</u>	<u>11-15</u>	<u>16-20</u>	<u>21-35</u>	<u>>35</u>
		%	%	%	%	%	%
Illinois HSA 1	478	26.8	24.5	18.6	19.0	10.7	0.4
Illinois HSA 2	577	23.7	25.0	20.6	18.0	12.3	0.3
Illinois HSA 3	702	31.8	26.2	19.8	14.1	8.0	0.1
Illinois HSA 4	750	25.2	24.7	20.8	17.6	11.6	0.1
Illinois HSA 5	635	40.2	22.0	17.6	10.6	9.1	0.5
Illinois HSA 6	797	24.7	24.3	17.6	13.8	18.4	1.1
Illinois HSA 7	724	25.4	26.5	18.0	18.4	11.5	0.3
Illinois HSA 8	218	29.8	21.6	14.7	12.8	19.7	1.4
Illinois HSA 9	276	35.1	22.5	17.0	15.2	9.1	1.1
Illinois HSA #	128	28.9	21.1	14.8	18.8	16.4	0.0
Illinois HSA #	276	32.6	27.9	17.0	14.1	8.0	0.4
Median	577	28.9	24.5	17.6	15.2	11.5	0.4
Total Illinois	5561	28.8	24.6	18.5	15.6	11.9	0.5
Other USA	392	37.0	26.8	14.5	11.2	9.2	1.3

Note: Results are reported as percentages of LPNs in each employment location, e.g., 26.8% of 478 LPNs employed in HSA 1 have a maximum of 5 years total LPN employment in Illinois. Percentages may not sum to 100 due to rounding.

Table 3.3

Percentage of LPNs in Principal Employment Setting and Agency by Residence Location (USA)

Setting	Residence Location (HSA)											Median	Total Illinois	Other, USA
	1	2	3	4	5	6	7	8	9	10	11			
N	404	532	629	681	529	721	655	187	227	116	254	529.0	5245	310
Hospital	30.0	25.0	34.7	33.0	30.8	43.1	20.9	19.3	26.9	15.5		26.9	23.3	0.3
Hospital Clinic	0.7	0.9	0.6	1.8	0.2	4.3	1.2	1.1	0.9		26.0	0.9	6.1	35.8
Clinic	9.4	3.0	4.5	4.1	4.5	4.0	4.7	3.2	3.1		1.2	4.0	3.6	1.9
HMO	0.5	0.4	0.5	0.6		4.9	2.3	1.1	0.4			0.5	1.3	4.8
Acute Care Center	0.5	0.9	0.6	0.4	0.9	1.9	0.5	0.5	0.4	0.9	1.2	0.6	0.9	2.3
Physician/Dentists' Ofc.	9.2	14.1	12.2	14.1	8.7	5.3	14.5	16.6	10.1	12.9	0.4	12.2	9.9	0.3
Nursing Home	38.9	49.6	39.4	38.5	42.5	25.4	43.8	50.3	46.7	60.3	7.9	42.5	37.5	6.5
Home Health	6.9	4.7	3.8	3.4	8.5	6.4	8.4	4.8	7.5	6.0	54.3	6.4	12.7	37.7
Public/Community Hlth	1.2	0.2	1.6	0.7	2.5	1.4	0.5	1.8	0.9	0.9	5.9	1.2	1.8	5.5
Occup. Empl. Health	1.0		0.8	1.3	0.2	1.5	1.7	0.5	0.9		2.0	0.9	0.9	1.3
Student Health/School	0.5	0.2	0.8	1.2	0.8	0.6	0.3	2.7	1.3	1.7	0.8	0.8	1.0	1.0
Self Employed	1.0	0.9	0.5	0.6	0.4	0.8	1.1					0.5	0.5	1.0
Nursing Health Assoc.	0.2			0.3		0.4	0.2			1.7	0.4	0.2	0.4	1.6
Agency Type														
N	440	574	679	729	560	802	732	200	242	118	274	560.0	5703	353
Federal Gvnt	0.7	1.0	1.9	5.5	6.8	6.4	4.4	2.5	0.4	1.7	2.6	2.5	3.4	6.8
State Gvnt	8.6	6.4	13.3	6.0	12.0	7.9	4.6	5.0	13.2	5.1	10.9	7.9	8.6	9.9
County/City Gvnt	10.0	10.8	6.0	5.2	13.4	8.1	5.2	10.0	9.1	29.7	7.3	9.1	10.1	6.8
Private Not-For- Profit	38.4	40.1	40.8	42.1	29.5	35.9	31.4	23.5	41.7	21.2	32.5	36.9	33.8	28.0
Private For-Profit	42.3	41.6	38.0	41.2	38.4	41.8	54.4	59.0	35.5	42.4	46.7	41.8	44.1	48.4

Note: N = Number of LPNs reporting this residential location, e.g., 30% of 404 LPNs living in Illinois HSA 1 reported currently working in a hospital. Percentages may not sum to 100 due to rounding.

Table 3.4

Percentage of LPNs in Principal Nursing Position by Employment Location (HSA)

Principal Position	Employment Location (HSA)											Median	Total Illinois	Other, USA
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>			
N	488	615	748	782	634	875	709	219	298	131	282	615.0	5781	379
	%	%	%	%	%	%	%	%	%	%	%			%
Staff Nurse	44.9	47.0	51.9	47.6	46.4	53.7	40.2	47.9	56.0	46.6	0.0	47.0	43.8	43.8
Assistant To Physician	2.5	3.4	2.1	2.7	2.2	2.6	3.8	3.7	2.0	3.8	51.4	2.7	7.3	7.3
Technician	1.2	0.5	0.9	0.9	1.4	1.0	1.6	1.4	0.7	0.8	3.2	1.0	1.2	1.2
Charge Nurse/team leader	19.1	22.9	18.7	20.6	22.1	16.5	18.5	11.0	15.8	22.9	2.1	18.7	17.3	17.3
In Service Education	0.2	0.5	0.0	0.0	0.0	0.5	0.3	0.9	0.0	0.8	27.7	0.3	2.8	2.8
Home Care Nurse	6.6	3.9	4.1	3.3	7.7	4.8	5.2	6.4	5.0	6.1	0.0	5.0	4.8	4.8
Utilization Review	0.6	0.7	0.7	0.5	0.6	1.0	2.0	0.9	0.3	0.0	5.3	0.7	1.1	1.1
Consultant	0.2	0.2	0.5	0.1	0.0	0.5	0.4	0.5	0.7	0.0	0.4	0.4	0.3	0.3
Private Duty Nurse	2.0	1.8	1.1	1.4	0.8	3.0	3.2	3.2	1.7	0.0	0.4	1.7	1.7	1.7
Office Nurse	13.9	12.8	12.2	15.1	10.6	6.3	15.7	12.8	8.1	9.9	2.5	12.2	10.9	10.9
School Nurse	0.2	0.2	0.4	0.8	0.3	0.6	0.4	1.4	0.7	2.3	6.0	0.6	1.2	1.2
Other	8.6	6.2	7.4	7.0	7.9	9.6	8.7	10.0	9.1	6.9	1.1	7.9	7.5	7.5

Note: N = Number of LPNs reporting employment in the Health Service Area location, e.g., 44.9% of 488 LPNs employed in Illinois HSA 1 reported staff nurse as their principal position title. Percentages may not sum to 100 due to rounding.

Table 3.5

Principal Nursing Employment Setting by Years Worked in Nursing, With Current Employer and Position

Setting	Years Employed as LPN																			
	1-5 Years				6-10 Years				11-15 Years				16-20 Years				Over 20 Years			
	Employer		Position		Employer		Position		Employer		Position		Employer		Position		Employer		Position	
	\bar{x}	<i>s.d.</i>	\bar{x}	<i>s.d.</i>	\bar{x}	<i>s.d.</i>	\bar{x}	<i>s.d.</i>	\bar{x}	<i>s.d.</i>	\bar{x}	<i>s.d.</i>	\bar{x}	<i>s.d.</i>	\bar{x}	<i>s.d.</i>	\bar{x}	<i>s.d.</i>	\bar{x}	<i>s.d.</i>
Hospital	4.6	5.6	3.9	5.2	4.0	6.1	3.5	5.2	9.6	5.4	8.2	5.1	14.1	7.0	12.1	6.9	16.2	9.4	14.4	9.4
Hospital Clinic	9.7	10.2	6.7	7.5	4.3	4.7	4.1	3.4	7.8	5.6	5.0	5.0	9.6	7.5	5.5	5.3	15.1	9.2	10.9	8.8
Clinic	5.6	7.8	4.6	5.8	2.7	2.8	2.6	2.6	5.0	4.3	4.5	4.2	7.2	5.5	6.4	5.3	8.6	8.0	8.4	8.2
HMO	3.0	2.2	2.9	2.2	2.3	3.2	2.4	2.9	4.4	2.7	4.2	2.9	5.5	4.8	5.0	5.0	6.2	4.5	5.3	4.6
Emerg/Acute Care Ctr	9.3	11.3	3.4	4.6	7.6	8.1	6.3	7.3	9.1	4.2	7.6	4.4	14.5	6.4	11.4	7.1	16.9	8.9	13.0	9.8
Physician/Dentist Ofc	3.5	3.5	3.2	3.4	4.5	4.7	4.2	4.6	5.2	4.0	4.9	3.8	6.6	5.5	6.3	5.3	8.5	7.0	7.9	6.9
Nursing Home/Ext	3.0	3.5	2.5	3.2	3.7	4.7	3.2	4.1	6.4	4.9	5.7	4.7	6.2	6.0	5.6	5.5	7.7	7.2	6.7	6.5
Home Health	3.0	4.1	2.5	3.1	2.6	3.1	2.4	2.7	3.7	3.4	3.2	2.8	3.4	3.4	2.6	2.4	5.1	4.8	4.2	4.2
Public/Comm'ty Health	3.9	6.0	3.9	6.0	2.5	3.0	4.1	3.9	3.6	3.3	2.9	2.1	8.7	6.4	8.0	6.3	8.7	9.1	8.3	8.6
Occu Emp Health Srv	4.1	6.0	3.9	6.0	3.1	4.2	2.1	3.1	6.2	5.0	5.2	5.0	9.0	6.8	8.8	6.9	8.9	7.4	6.7	6.1
Student Health/School	5.7	6.5	5.8	6.5	3.2	4.6	3.2	4.6	4.8	5.0	4.5	4.1	3.5	2.3	3.3	2.5	6.4	4.4	6.0	4.6
Self Employed	2.2	3.2	2.2	3.2	3.8	2.5	3.7	2.8	4.1	3.9	3.0	3.3	5.4	4.0	3.9	3.1	5.5	5.0	4.6	4.8
Nursing Health Assoc	1.0	1.0	1.0	1.0									16.0	0.0	16.0	0.0	9.9	9.1	8.1	8.1
Psychiatric Hospital	5.9	6.6	3.2	4.1	5.8	5.9	3.1	4.1	9.4	6.3	8.1	5.7	14.6	7.1	11.0	5.9	12.7	7.8	10.4	6.6
Substance Abuse	4.0	3.4	3.1	2.9	3.1	3.7	3.0	3.6	3.0	1.7	3.0	1.7	7.0	6.3	4.5	4.9	10.3	9.9	7.9	9.8
Other	4.0	5.0	3.5	4.5	4.5	4.8	3.7	3.8	6.8	5.1	5.9	4.6	7.4	6.6	5.9	5.6	7.6	7.8	6.6	7.1

Note: Results are reported as mean and standard deviation of years at current employer and within current position for each 5-year category of total years worked as a nurse. For example, LPNs working in hospitals who have 1-5 total years of nursing experience reported a mean of 4.6 years with current employer ($sd = 5.6$) and 3.9 years in current position ($sd = 5.2$). N = Number of LPNs reporting this 5-year category of total years worked as a nurse.

Table 3.6

**Percentage of Time Spent at Different Work Activities by
Principal Nursing Employment Setting and Agency Type**

<u>Setting</u>	Percent Time at Work Activities				
	<u>N</u>	<u>Direct Patient Care</u>		<u>Staff Supervision</u>	
		<u>0%</u>	<u>>50%</u>	<u>0%</u>	<u>>50%</u>
Hospital	746	1.1	92.7	45.4	10.3
Hospital Clinic	45	2.1	79.8	40.0	17.8
Clinic	118	0.4	88.6	50.0	11.9
HMO	37	12.0	82.7	56.8	10.8
Emerg/Acute Care Ctr.	27		86.3	33.3	18.5
Physician/Dentists' Ofc.	281	0.5	81.7	46.3	5.7
Nursing Home	2236	1.6	63.9	2.9	32.6
Home Health	157	2.9	87.6	55.4	11.5
Public/Community	40		75.0	35.0	12.5
Occupational Emp	22	2.0	66.0	31.8	13.6
Student Health	21	2.1	74.5	38.1	9.5
Self Employed	9	2.4	90.2	66.7	
Nursing Health Assoc.	8		60.0	12.5	25.0
Psychiatric Hosp	63		76.8	11.1	19.0
Substance Abuse	36		72.2	8.3	19.4
Other	202	5.0	71.4	29.7	14.4
Median	42.5	2.1	78.3	36.6	13.6
<u>Agency Type</u>					
Federal Govt.	271	1.5	86.0	25.7	14.5
State Govt.	554	0.7	79.1	21.6	20.2
County/City Govt.	589	1.4	77.6	15.7	25.4
Private, Not-For-Profit	2275	1.5	80.2	25.5	21.7
Private, For-Profit	2762	2.0	74.7	18.6	23.6
Median	589.0	1.5	79.1	21.6	21.7

Note: N = Number of LPNs reporting this employment setting, e.g., 1.1% of 746 LPNs employed in hospitals reported spending no time at direct patient care activities.

Table 3.7

**Percentage of Time Spent at Different Work Activities by
Principal Nursing Position**

<u>Principal Position</u>	N	Percent Time at Work Activities			
		<i>Direct Patient Care</i>		<i>Staff Supervision</i>	
		<u>0%</u>	<u>>50%</u>	<u>0%</u>	<u>>50%</u>
Staff Nurse	3266	0.3	85.5	21.8	19.8
Assistant To Physician	177		85.9	54.1	5.9
Technician	70	7.1	82.9	61.3	9.7
Charge Nurse/Team Leader	1311	0.5	59.6	2.0	36.8
In Service Education	13	30.8	7.7	15.4	46.2
Home Care Nurse	351	1.1	88.6	54.5	6.3
Utilization Review	31	58.1	0.0	50.0	10.0
Consultant	17	29.4	11.8	15.4	15.4
Private Duty Nurse	136	0.6	94.1	56.1	7.3
Office Nurse	707		83.3	48.8	4.7
School Nurse	39		79.5	29.4	17.6
Other	446	11.2	59.9	28.0	20.1
Median	156.5	0.9	81.2	39.1	12.7

Note: N = Number of LPNs reporting this position title, e.g., 0.3% of 3266 LPNs employed as staff nurses reported spending no time at direct patient care activities.

Table 3.8

Nursing Practice Specialty by Employment Location (HSA)

Specialty	Employment Location											Median	Total Illinois	Other, USA
	1	2	3	4	5	6	7	8	9	10	11			
N	493	618	750	777	634	880	716	223	309	131	275	618	5806	354
	%	%	%	%	%	%	%	%	%	%	%			%
Administration	0.8	0.8	0.9	0.4	0.3	0.8	1.0	1.8	0.6	1.5		0.8	0.8	0.3
Obstetrics	4.1	3.6	4.7	6.3	4.4	3.9	5.7	4.0	1.9	2.3		4.0	3.7	3.7
General	5.9	4.2	4.9	7.2	6.9	4.2	6.1	5.8	4.2	4.6	6.2	5.8	5.5	4.2
Geriatrics	36.7	46.9	38.7	38.7	40.7	30.0	38.3	41.3	46.0	54.2	1.8	38.7	37.6	5.1
Pediatrics	5.3	5.2	5.2	5.0	2.8	8.0	7.0	10.8	4.2	4.6	56.7	5.2	10.4	43.2
Medical	17.4	12.8	13.6	13.8	17.5	18.5	11.7	7.2	12.9	12.2	3.3	12.9	12.8	5.6
Psychiatric	2.6	3.2	4.1	3.3	5.4	7.6	2.8	4.5	3.9	2.3	14.2	3.9	4.9	15.8
Surgical	7.1	6.6	7.6	7.2	6.0	8.0	4.7	5.4	4.9	5.3	4.0	6.0	6.1	5.9
Public/Community	1.4	0.8	2.3	1.5	3.6	3.0	2.0	1.3	1.6	2.3	7.6	2.0	2.5	9.9
Orthopedics	1.4	1.5	3.2	1.9	0.8	1.3	1.5	1.8	1.3	0.8	3.3	1.5	1.7	3.4
Other	17.2	14.4	14.8	14.5	11.5	14.9	19.1	16.1	18.4	9.9	2.9	14.8	14.0	2.8

Note: N = Number of LPNs reporting this employment location, e.g., 0.8% of 493 LPNs working in Illinois HSA 1 reported "Administration" as their practice specialty. Percentages may not sum to 100 due to rounding.

Table 3.9

Nursing Practice Specialty by Principal Nursing Employment Setting And Agency Type

<u>Setting</u>	<u>N</u>	<u>Administration</u>	<u>Obstetrics</u>	<u>General</u>	<u>Geriatrics</u>	<u>Pediatrics</u>	<u>Medical</u>	<u>Psychiatric</u>	<u>Surgical</u>	<u>Public/Community</u>	<u>Orthopedics</u>	<u>Other</u>
		%	%	%	%	%	%	%	%	%	%	%
Hospital	1859	0.3	9.5	3.8	8.1	5.1	29.2	3.6	18.6	0.2	4.2	17.4
Hospital Clinic	101		5.9	6.9	4.0	10.9	27.7	1.0	6.9	8.9	2.0	25.7
Clinic	262	0.4	7.3	14.9	1.9	12.2	23.7	1.1	5.3	6.9	1.5	24.8
HMO	84	4.8	9.5	11.9	4.8	11.9	28.6	1.2	7.1	3.6	1.2	15.5
Acute Care Center	56		1.8	8.9			21.4		5.4			62.5
Phys/Dentists' Ofc.	627	0.8	12.0	19.8	1.3	9.9	23.3	0.2	6.5	1.1	3.3	21.9
Nursing Home	2619	0.7	0.1	1.0	90.4	0.6	1.6	2.6	0.2	0.1	0.1	2.6
Home Health	392	1.3	0.8	8.4	28.6	23.7	16.3	0.8	2.3	8.4		9.4
Public/Community	79	1.3	3.8	3.8	2.5	6.3	8.9	6.3	1.3	63.3		2.5
Occupational	58	5.2		6.9	1.7		5.2			8.6		72.4
Student Health	50	2.0	2.0	8.0	2.0	32.0	12.0	2.0		14.0		26.0
Self Employed	49			6.1	36.7	6.1	18.4			4.1		28.6
Nursing Health	12		8.3	8.3	50.0		16.7	16.7				
Psychiatric Hosp	99	1.0	1.0	1.0	2.0			92.9	1.0			1.0
Substance Abuse	62		1.6	1.6	3.2		9.7	14.5		4.8		64.5
Other	408	3.9	0.2	4.2	14.7	4.2	9.6	10.8	2.7	1.7	1.7	46.3
Median	91.5	0.7	1.9	6.9	3.6	5.6	16.5	1.6	1.8	3.8	1.6	23.3
Agency Type		%	%	%	%	%	%	%	%	%	%	%
	N											
Federal Gvnt	287	1.0	1.0	4.5	27.5	2.8	20.6	8.0	12.9	4.2		17.4
State Gvnt	590	0.3	2.2	4.9	36.6	4.1	10.0	17.8	2.9	3.1	0.7	17.5
County/city Gvnt	621	1.1	3.9	2.4	48.1	3.5	16.6	2.1	5.5	7.6	0.6	8.5
Private Not-For-Profit	2409	0.5	5.9	3.6	36.7	4.7	15.0	2.9	9.8	1.8	2.5	16.6
Private For-Profit	2917	1.2	4.3	7.2	41.4	6.6	14.8	3.1	4.6	1.1	1.6	14.1
Median	621	1.0	3.9	4.5	36.7	4.1	15.0	3.1	5.5	3.1	0.7	16.6

Note: Results are reported as percentages in this employment setting or agency, e.g., 0.3% of 1859 LPNs working in hospitals reported "Administration" as their practice specialty. Percentages may not sum to 100 due to rounding.

Table 3.10

Percentage of LPNs in Nursing Practice Specialty by Principal Nursing Position and Hospital Bed Capacity

Position Title	N	<u>Administration</u>	<u>Obstetrics</u>	<u>General</u>	<u>Geriatrics</u>	<u>Pediatrics</u>	<u>Medical</u>	<u>Psychiatric</u>	<u>Surgical</u>	<u>Public/Community</u>	<u>Orthopedics</u>	<u>Other</u>
		%	%	%	%	%	%	%	%	%	%	%
Staff Nurse	60	0.0	62.5	31.9	46.3	33.4	59.1	59.8	67.3	27.1	63.7	42.2
Assistant To Physician Technician	1.7	1.7	6.6	7.3	0.1	3.5	4.2	0.3	4.5	3.9	4.8	4.5
Charge Nurse/Team Leader	0.0	1.7	0.3	0.8	0.1	0.3	0.9	0.7	7.7	0.0	0.0	2.6
In Service Education	1.7	5.0	2.2	4.2	41.4	4.3	4.8	19.3	2.8	0.6	3.2	7.2
Home Care Nurse	1.7	1.7	0.6	7.3	4.2	20.6	4.3	1.0	1.9	27.1	0.8	3.5
Utilization Review	13.3	13.3	0.0	0.3	0.4	0.3	0.8	1.0	0.4	0.6	0.0	2.1
Consultant	1.7	1.7	0.0	0.0	0.2	0.0	0.0	1.0	0.0	1.9	0.8	0.6
Private Duty	1.7	1.7	0.3	3.6	1.4	7.8	3.0	1.0	0.6	0.6	0.8	2.1
Office Nurse	8.3	8.3	24.3	39.5	0.5	21.1	18.3	1.7	8.0	13.5	19.4	15.2
School Nurse	0.0	0.0	0.3	0.3	0.0	4.0	0.4	0.3	0.0	4.5	0.0	1.4
Other	65.0	65.0	2.5	4.8	5.1	4.8	4.3	13.5	6.7	19.4	6.5	18.4
<u>Hospital Bed Capacity</u>		%	%	%	%	%	%	%	%	%	%	%
	N	22	191	114	1940	135	654	240	374	19	98	910
1-99		13.6	15.2	41.2	32.9	16.3	23.9	16.3	12.0	21.1	30.6	53.7
100 - 199		45.5	19.4	12.3	38.0	22.2	23.1	21.7	26.2	15.8	4.1	12.1
200 - 299		18.2	28.3	14.9	18.0	17.8	18.7	26.3	21.7	15.8	13.3	9.9
300 - 399		9.1	16.8	10.5	6.2	17.8	11.2	7.9	15.2	21.1	21.4	9.1
400-499		0.0	7.9	9.6	1.6	11.1	8.3	9.6	9.1	5.3	17.3	8.4
>500		13.6	12.6	11.4	3.1	14.8	15.0	18.3	15.8	21.1	13.3	6.8

Note: N = Number of LPNs reporting this practice specialty, e.g., 62.5% of 317 LPNs in "Obstetric" practice specialty reported staff nurse as their current position title. Percentages may not sum to 100 due to rounding.

Table 3.11

Hourly or Monthly Nursing Salary of Full Time LPNs by Principal Nursing Position

Principal Position	Hourly Nursing Salary			Monthly Nursing Salary		
	<u>N</u>	<u>Mean</u>	<u>s.d.</u>	<u>N</u>	<u>Mean</u>	<u>s.d.</u>
Staff Nurse	2675	\$10.99	\$2.91	225	\$1531.00	\$1202.09
Assistant To Physician Technician	144	\$10.55	\$2.60	14	\$1920.57	\$1160.41
Charge Nurse/Team Leader	62	\$10.58	\$2.14	11	\$1780.09	\$752.49
In Service Education	1102	\$11.03	\$2.87	80	\$1424.09	\$717.57
Home Care Nurse	10	\$12.60	\$2.99	3	\$1812.67	\$781.08
Utilization Review Nurse	268	\$12.65	\$4.51	21	\$1382.62	\$590.99
Consultant	34	\$13.79	\$4.99	14	\$1735.36	\$936.73
Private Duty Nurse	16	\$12.31	\$3.16	4	\$2575.00	\$771.90
Office Nurse	108	\$13.43	\$3.82	8	\$851.50	\$774.48
School Nurse	564	\$10.11	\$2.42	72	\$1368.25	\$530.74
Other	27	\$10.63	\$4.63	10	\$1334.90	\$564.99
	344	\$11.58	\$3.43	115	\$1859.29	\$1064.40

Note: Results are reported as mean and standard deviation salary of LPNs reporting this position title, e.g., the mean hourly salary of LPNs in staff nurse positions is \$10.99 (s.d. = \$2.91).

Table 3.12a

Principal Nursing Employment Setting and Agency by Personal Characteristics

<u>Setting</u>	<u>Sex</u>		<u>Age In Years</u>				<u>Race</u>						<u>Number of Children</u>			
	<u>Female</u>	<u>Male</u>	<u><30</u>	<u>31-45</u>	<u>46-65</u>	<u>>65</u>	<u>Mexican-American</u>	<u>Other Hispanic</u>	<u>American Indian</u>	<u>Asian/Pacific</u>	<u>African-American</u>	<u>White/Not Hispanic</u>	<u>0</u>	<u>1</u>	<u>2-4</u>	<u>>4</u>
N	6721	165	787	3594	2194	216	65	52	34	86	1095	5464	1473	1364	756	73
Hospital	% 27.4	33.9	28.6	26.5	29.2	28.2	24.6	19.2	14.7	12.8	33.7	26.8	27.2	26.8	25.0	30.1
Hospital Clinic	% 1.5	1.2	0.8	1.8	1.1	1.9	4.6	5.8	0.0	0.0	2.6	1.2	1.3	1.4	1.9	0.0
Clinic	% 3.8	2.4	2.4	4.7	3.1	2.3	6.2	1.9	8.8	0.0	3.6	4.0	2.7	4.5	3.4	1.4
HMO	% 1.2	0.0	1.3	1.3	1.1	0.0	3.1	1.9	0.0	1.2	3.5	0.7	1.2	1.3	1.5	0.0
Acute Care Center	% 0.8	3.0	0.5	0.9	1.0	0.0	1.5	0.0	0.0	1.2	1.6	0.6	0.9	0.7	1.2	0.0
Physician/Dentists' Ofc.	% 9.5	0.0	8.3	11.3	6.9	6.5	1.5	11.5	0.0	1.2	1.2	11.3	6.7	9.4	10.6	1.4
Nursing Home	% 38.0	43.0	45.2	36.5	37.7	36.6	32.3	40.4	52.9	62.8	31.7	38.9	39.0	36.9	43.0	43.8
Home Health	% 5.8	4.2	5.3	5.6	5.7	10.2	7.7	7.7	8.8	1.2	6.7	5.5	6.5	5.5	4.5	13.7
Public/Community	% 1.2	0.0	0.9	1.0	1.3	1.4	3.1	1.9	5.9	1.2	2.0	0.9	1.4	1.4	0.7	0.0
Occupational	% 0.9	0.0	0.4	0.9	1.0	0.0	1.5	1.9	0.0	0.0	0.5	0.9	1.0	0.7	0.9	0.0
Student Health	% 0.7	1.2	0.4	0.9	0.7	0.5	3.1	0.0	0.0	0.0	1.2	0.7	0.6	1.1	0.5	2.7
Self Employed	% 0.7	1.8	0.1	0.6	0.9	3.2	0.0	0.0	0.0	1.2	0.7	0.7	1.2	0.4	0.8	0.0
Nursing Health Assoc.	% 0.2	0.0	0.3	0.0	0.4	0.0	0.0	0.0	0.0	2.3	0.2	0.1	0.3	0.0	0.0	0.0
Psychiatric Hosp	% 1.4	3.6	0.8	1.4	1.9	0.9	0.0	3.8	2.9	7.0	3.4	1.0	2.0	1.2	0.8	2.7
Substance Abuse	% 0.9	0.6	0.8	0.8	0.9	2.3	0.0	1.9	0.0	1.2	1.6	0.8	0.8	1.2	0.7	0.0
Other	% 6.0	4.8	4.1	5.7	7.1	6.0	10.8	1.9	5.9	7.0	5.8	5.9	7.1	7.4	4.6	4.1

Table 3.12b

Principal Nursing Employment Setting and Agency by Personal Characteristics

Agency Type	Sex		Age In Years			Race						Number of Children			
	Female	Male	<30	31-45	46-65	Mexican-American	Other Hispanic	American Indian	Asian/Pacific	African-American	White/Not Hispanic	0	1	2-4	>4
N	% 6663	172	767	3581	2164	67	50	34	79	1089	5427	1470	1348	766	75
Federal Gvnt	% 4.1	11.0	4.7	3.6	5.0	7.5	10.0	14.7	3.8	9.4	3.0	4.6	5.0	3.4	6.7
State Gvnt	% 8.4	11.0	12.6	8.5	7.8	6.0	10.0	2.9	11.4	11.1	8.0	9.9	9.7	7.7	2.7
County/City Gvnt	% 9.2	8.7	10.8	8.5	9.0	10.4		5.9	7.6	13.9	8.2	10.5	8.4	9.4	8.0
Private Not-For-Profit	% 35.4	29.7	29.9	34.3	38.5	37.3	38.0	35.3	36.7	28.5	36.8	35.3	32.4	33.9	34.7
Private For-Profit	% 42.9	39.5	42.0	45.0	39.7	38.8	42.0	41.2	40.5	37.2	44.0	39.8	44.4	45.6	48.0

Note: Results are reported as percentages of LPNs reporting this personal characteristic, e.g., 27.4% of 6721 females reported working in a hospital. Percentages may not sum to 100 due to rounding.

Table 3.13

Principal Nursing Position by Personal Characteristics

<u>Nursing Position</u>		Sex		Age In Years				Race						Number of Children			
		<u>Female</u>	<u>Male</u>	<u><30</u>	<u>31-45</u>	<u>46-65</u>	<u>>65</u>	<u>Mexican-American</u>	<u>Other Hispanic</u>	<u>American Indian</u>	<u>Asian/Pacific</u>	<u>African-American</u>	<u>White/Not Hispanic</u>	<u>0</u>	<u>1</u>	<u>2-4</u>	<u>>4</u>
	N	6804	173	804	3634	2211	232	71	53	34	85	1095	5546	1473	1390	772	76
Staff Nurse	%	48.3	53.2	53.6	45.5	51.0	48.3	46.5	49.1	38.2	63.5	56.9	46.5	47.4	47.0	47.7	52.6
Assistant To Physician Technician	%	2.8	1.7	2.7	3.1	2.0	2.6	2.8	9.4	5.9		1.6	2.8	2.7	1.9	3.5	1.3
Charge Nurse/Team Ldr	%	19.7	21.4	21.1	20.1	18.6	17.7	19.7	13.2	29.4	17.6	18.5	20.1	20.2	19.6	24.0	26.3
In Service Education	%	0.2	1.2		0.2	0.4		1.4	1.9			0.5	0.2	0.5	0.2	0.1	1.3
Home Care Nurse	%	5.2	2.9	4.2	4.7	5.6	9.9	8.5	5.7	2.9	2.4	4.7	5.1	5.9	5.0	3.4	13.2
Utilization Review	%	0.8		0.6	1.0	0.5	0.4					0.7	0.8	1.2	1.0	0.4	
Consultant	%	0.3		0.1	0.4	0.3			1.9			0.3	0.3	0.4	0.2	0.4	
Private Duty	%	2.0	4.0	1.2	1.8	2.5	4.7	1.4	1.9	5.9	1.2	3.7	1.7	3.1	1.5	1.7	1.3
Office Nurse	%	10.9		9.1	13.8	7.0	6.0	5.6	11.3	5.9	2.4	3.9	12.3	7.0	13.4	11.1	1.3
School Nurse	%	0.6	0.6	0.6	0.7	0.6	0.4	1.4			1.2	0.9	0.6	0.6	0.9	0.4	1.3
Other	%	8.0	12.1	5.8	7.7	9.9	9.1	12.7	3.8	11.8	11.8	7.0	8.3	9.6	7.9	6.7	1.3

Note: Results are reported as percentages of LPNs reporting this personal characteristic, e.g., 48.3% of 6804 female LPNs reported their position title as staff nurse. Percentages may not sum to 100 due to rounding.

Table 3.14

**Percentage of LPNs Who Also Hold Active
RN License By Employment Location**

		N	Active RN License?	
			<u>Yes</u> %	<u>No</u> %
Illinois HSA	1	551	1.3	98.7
Illinois HSA	2	695	0.7	99.3
Illinois HSA	3	833	1.3	98.7
Illinois HSA	4	866	1.6	98.4
Illinois HSA	5	756	1.7	98.3
Illinois HSA	6	987	1.1	98.9
Illinois HSA	7	834	1.2	98.8
Illinois HSA	8	255	2.7	97.3
Illinois HSA	9	342	2.3	97.7
Illinois HSA	10	156	1.3	98.7
Illinois HSA	11	337	1.8	98.2
Median		695	1.3	98.7
Total Illinois		6612	1.4	98.6
Other, USA		506	1.2	98.8

Note: N = Number of LPNs employed in this Health Service Area (HSA), e.g., 1.3% of the 551 LPNs working in Illinois HSA 1 also hold an active RN license. Percentages may not sum to 100 due to rounding.

Table 3.15

Percentage of LPNs Who Also Hold Active RN License
By Principal Nursing Employment Setting and Position Title

<u>Setting</u>	<u>Active RN License?</u>	
	<u>% Yes</u>	<u>% No</u>
	63	6693
Hospital	44.4	27.3
Hospital Clinic	1.6	1.5
Clinic	3.2	3.9
HMO		1.2
Acute Care Center	3.2	0.8
Physician/Dentists' Ofc.	3.2	9.4
Nursing Home/Ext Care Fac.	25.4	38.2
Home Health	3.2	5.8
Public/Community	1.6	1.2
Occupational Emp		0.9
Student Health		0.8
Self Employed		0.7
Nursing Health Assoc.	1.6	0.2
Psychiatric Hosp	6.3	1.4
Substance Abuse		0.9
Other	6.3	6.0
<u>Nursing Position</u>	<u>% Yes</u>	<u>% No</u>
N	67	6783
Staff Nurse	68.7	48.1
Assistant To Physician		2.7
Technician	1.5	1.1
Charge Nurse/Team Leader	13.4	19.7
In Service Educ.	1.5	0.3
Home Care Nurse	4.5	5.1
Utilization Review		0.8
Consultant	1.5	0.3
Private Duty Nurse	1.5	2.1
Office Nurse	4.5	10.8
School Nurse		0.7
Other	3.0	8.2

Note: N = Number of LPNs reporting an active RN license, e.g., 44% of the 63 LPNs who hold an active RN license work in a hospital setting. Percentages may not sum to 100 due to rounding.

Table 4.1

Basic Nursing Education by 1992 Residence

Residence	N	Basic Nursing Education						
		High School	Hospital	Community College	Vocational/ Technical	No Formal Program	Other	
		%	%	%	%	%	%	
Illinois HSA 1	458	0.9	3.3	44.3	49.3	0.9	1.3	
Illinois HSA 2	568	2.8	4.9	67.8	21.1	1.1	2.3	
Illinois HSA 3	669	4.3	3.0	27.2	61.9	1.0	2.5	
Illinois HSA 4	740	1.6	2.4	44.2	50.1	0.1	1.5	
Illinois HSA 5	569	1.8	2.1	71.0	23.7	0.4	1.1	
Illinois HSA 6	789	8.7	7.7	25.3	52.0	1.1	5.1	
Illinois HSA 7	717	6.1	9.5	43.1	39.3	0.1	1.8	
Illinois HSA 8	199	3.0	6.0	42.2	42.2	1.0	5.5	
Illinois HSA 9	239	4.6	5.0	38.1	50.2	0.0	2.1	
Illinois HSA 10	127	0.0	3.1	74.0	22.0	0.0	0.8	
Illinois HSA 11	267	2.6	2.6	17.2	75.3	0.7	1.5	
Median	568	2.8	3.3	43.1	49.3	0.7	1.8	
Illinois Total	5342	3.3	4.5	45.0	44.3	0.6	2.3	
Other USA	361	4.2	5.0	44.0	42.1	1.4	3.3	

Note: Results are reported as percentages of LPNs who report living in the geographic location (HSA = Health Service Area); e.g., 0.9% of 458 LPNs living in Illinois HSA 1 reported high school as their basic nursing education. Percentages may not sum to 100 due to rounding.

Table 4.2

Basic Nursing Education by Principal Nursing Employment Setting and Agency Type

<u>Setting</u>	<u>N</u>	<u>Basic Nursing Education</u>					
		<u>High School</u>	<u>Hospital</u>	<u>Community College</u>	<u>Vocational/ Technical</u>	<u>No Formal Program</u>	<u>Other</u>
		%	%	%	%	%	%
Hospital	1795	5.2	4.2	40.8	46.6	0.5	2.6
Hospital Clinic	97	6.2	7.2	38.1	44.3	1.0	3.1
Clinic	249	5.2	6.4	37.3	45.8	0.4	4.8
HMO	80	7.5	3.8	21.3	60.0	2.5	5.0
Acute Care Center	55	7.3	3.6	47.3	41.8		
Physician/Dentist	605	4.3	5.8	42.6	45.6	0.3	1.3
Nursing Home	2498	3.9	5.0	45.4	42.4	0.8	2.4
Home Health	377	2.4	6.1	43.0	45.4	1.1	2.1
Public/Community	77	3.9	5.2	33.8	50.6		6.5
Occupational Emp	54		11.1	31.5	55.6	1.9	
Student Health	51	2.0	9.8	39.2	45.1		3.9
Self Employed	47	8.5	4.3	48.9	31.9		6.4
Nursing Health Assoc.	12	8.3		41.7	50.0		
Psychiatric Hosp	94	5.3	7.4	36.2	48.9	1.1	1.1
Substance Abuse	62	4.8	8.1	43.5	41.9	1.6	
Other	394	5.1	7.1	38.8	43.1	1.5	4.3
Median	87.0	5.1	5.9	40.0	45.5	0.7	2.5
<u>Agency</u>							
Federal Gvnt	269	3.0	2.2	46.1	44.6	0.7	3.3
State Gvnt	563	3.7	4.3	49.6	40.1	0.7	1.6
County/City Gvnt	596	3.7	3.5	44.1	44.1	0.7	3.9
Private Not-For-Profit	2292	5.1	5.7	39.8	46.3	0.7	2.4
Private For-Profit	2790	4.1	5.8	42.3	44.7	0.7	2.5
Median	596.0	3.7	4.3	44.1	44.6	0.7	2.5

Note: Results are reported as percentages of LPNs with employment in this setting; e.g., 5.2% of the 1795 LPNs employed in hospitals reported high school as their basic nursing education. Percentages may not sum to 100 due to rounding.

Table 4.3

**Percentage of LPNs in Principal Nursing Positions and Hospital Bed Capacity
by Basic Nursing Education**

<u>Nursing Position</u>	<u>N</u>	<u>Basic Nursing Education</u>					
		<u>High School</u> %	<u>Hospital</u> %	<u>Community College</u> %	<u>Vocational/ Technical</u> %	<u>No Formal Program</u> %	<u>Other</u> %
Staff Nurse	3209	4.8	4.9	41.6	45.3	0.7	2.6
Assistant To Physician Technician	182	5.5	5.5	44.5	41.8	0.5	2.2
Charge Nurse/Team Leader	75	6.7	6.7	41.3	42.7		2.7
In Service Education	1306	3.7	5.3	44.1	44.2	1.0	1.8
Home Care Nurse	19	15.8	5.3	42.1	31.6		5.3
Utilization Review	340	3.8	6.5	43.2	41.8	0.6	4.1
Consultant	55	9.1	3.6	45.5	40.0	1.8	
Private Duty Nurse	21	9.5	4.8	28.6	57.1		
Office Nurse	138	2.2	9.4	37.0	49.3		2.2
School Nurse	716	4.1	5.3	42.0	45.9	0.4	2.2
Other	44	2.3	6.8	34.1	52.3	2.3	2.3
	538	3.9	5.6	42.9	41.1	1.3	5.2
Median	160	4.4	5.4	42.1	43.4	0.6	2.3
<u>Bed Capacity</u>							
N/A	2413	3.8	5.6	40.5	46.5	0.8	2.8
1-99	1037	3.9	5.1	51.2	37.3	0.5	2.0
100 - 199	1184	3.9	3.9	46.8	41.8	0.9	2.7
200 - 299	798	5.4	5.1	42.6	43.6	0.8	2.5
300 - 399	412	5.3	5.3	35.0	50.2	0.7	3.4
400-499	255	5.9	7.1	28.6	55.7	0.4	2.4
>500	417	5.5	5.5	32.4	53.2	0.5	2.9
Median	798	5.3	5.3	40.5	46.5	0.7	2.7

Note: Results are reported as percentage of LPNs reporting this principal position title or hospital bed capacity; e.g., 4.8% of the 3209 LPNs working as a staff nurse reported high school as their original nursing education. Percentages may not sum to 100 due to rounding.

Table 4.4

Basic Nursing Education by Years Worked in Nursing With Current Employer and In Current Position

<u>Years In Nursing</u>	<u>Number of Years:</u>		<u>Basic Nursing Education</u>					
			<u>High School</u>	<u>Hospital</u>	<u>Community College</u>	<u>Vocational/ Technical</u>	<u>No Formal Program</u>	<u>Other</u>
1-5	w/Employer	x	3.2	4.5	2.8	3.4	4.5	3.7
		<i>s.d.</i>	5.1	7.1	3.8	4.8	4.9	4.7
	In Position	x	3.9	3.5	2.2	2.8	3.8	3.1
		<i>s.d.</i>	7.6	5.6	2.9	4.1	4.8	4.3
6-10	w/Employer	x	4.7	4.1	4.4	4.0	4.7	4.8
		<i>s.d.</i>	4.5	7.9	4.2	3.9	2.7	4.5
	In Position	x	4.2	2.5	3.8	3.5	4.0	4.0
		<i>s.d.</i>	3.9	2.9	3.5	3.4	3.2	3.2
11-15	w/Employer	x	6.0	4.7	6.8	6.3	4.3	4.6
		<i>s.d.</i>	5.9	5.6	5.3	5.4	3.6	5.3
	In Position	x	5.2	3.8	5.9	5.5	4.3	4.0
		<i>s.d.</i>	5.1	4.7	5.0	4.8	3.6	5.3
16-20	w/Employer	x	7.3	6.7	8.9	8.2	10.4	9.3
		<i>s.d.</i>	7.7	7.6	7.3	7.2	8.7	8.8
	In Position	x	6.4	5.2	7.6	7.1	8.9	7.4
		<i>s.d.</i>	6.6	5.9	6.8	6.7	7.8	7.8
over 20	w/Employer	x	12.6	8.0	10.1	9.4	10.8	9.1
		<i>s.d.</i>	10.5	9.3	8.8	8.8	11.8	9.4
	In Position	x	11.5	7.1	8.8	8.3	9.7	7.1
		<i>s.d.</i>	10.1	8.7	8.1	8.4	9.8	7.9

Note: Results are reported as mean (and standard deviation) years within each 5 year experience group for which LPNs have worked for current employer or within current position. For example, LPNs with a basic nursing education of high school who have worked 1-5 years in nursing reported a mean of 3.2 years with current employer.

Table 4.5

Percentage of Time Spent at Different Work Activities by Basic Nursing Education

<u>Percent Time at Work Activities</u>		<u>High School</u>	<u>Hospital</u>	<u>Community College</u>	<u>Vocational/ Technical</u>	<u>No Formal Program</u>	<u>Other</u>
Direct Patient Care							
	<u>N</u>	278	329	2688	2804	44	155
0%		2.9	1.5	1.8	1.4	6.8	1.9
>50%		78.4	76.0	77.2	78.7	65.9	79.4
Staff Supervision							
	<u>N</u>	177	186	1732	1738	28	90
0%		32.2	12.9	21.1	21.6	14.3	15.6
>50%		13.6	24.2	21.5	23.8	14.3	30.0

Note: Results are reported as percentages of LPNs reporting this educational preparation; e.g., 78.4% of 278 LPNs whose basic nursing education is high school reported spending more than 50% of their time at direct patient care.

Table 4.6

Nursing Practice Specialty by Basic Nursing Education

<u>Specialty</u>	<u>Basic Nursing Education</u>							
	<u>High School</u>	<u>Hospital</u>	<u>Community College</u>	<u>Vocational/ Technical</u>	<u>No Formal Program</u>	<u>Other</u>	<u>Median</u>	
	%	%	%	%	%	%		
	N	299	361	2826	2990	50	173	330
Administration		0.7		0.8	0.9	4.0	2.3	0.8
Obstetrics		5.4	6.4	4.1	4.7	4.0	2.3	4.4
General		4.3	6.1	5.2	5.1	8.0	3.5	5.1
Geriatrics		33.4	35.7	42.5	38.3	42.0	33.5	37.0
Pediatrics		7.0	8.0	4.5	5.8	12.0	8.7	7.5
Medical		16.7	13.0	14.6	14.8	6.0	17.3	14.7
Psychiatric		5.4	5.8	3.7	4.4	2.0	1.7	4.1
Surgical		8.7	6.1	6.0	7.6	8.0	4.0	6.8
Public/community		2.3	2.8	1.8	2.5	2.0	3.5	2.4
Orthopedics		0.7	1.7	1.7	1.8		1.7	1.7
Other		15.4	14.4	15.1	14.0	12.0	21.4	14.8

Note: Results are reported as percentages of LPNs reporting this educational preparation; e.g., 33.4% of 299 LPNs whose basic nursing education is high school reported their practice specialty as "Geriatrics." Percentages may not sum to 100 due to rounding.

Table 4.7

**Annual Income from Full Time Principal Nursing Position and
Total Years of Work Experience by Basic Nursing Education**

	<u>N</u>	<u>Annual Full Time Nursing Salary</u>							<u>Yrs Experience</u>	
		less than \$10,000	\$10,000 \$15,999	\$16,000 \$18,999	\$19,000 \$21,999	\$22,000 \$23,999	\$24,000 \$26,999	\$27,000 and up	<u>Mean</u>	<u>S.D.</u>
High School	199	13.6	3.9	13.6	10.4	12.3	12.3	33.8	12.93	10.43
Hospital	220	9.0	3.4	10.7	15.7	11.8	13.5	36.0	17.55	10.19
Community College	1996	11.0	10.2	21.1	16.2	11.7	9.8	20.0	9.19	7.29
Vocational/technical	2119	12.1	4.8	15.6	17.4	12.8	14.2	23.1	11.41	8.81
No Formal Program	32	7.4	3.7	22.2	25.9	18.5	14.8	7.4	10.34	7.95
Other	124	7.2	6.3	15.3	14.4	15.3	9.9	31.5	12.88	10.19

Note: Results are reported as percentages of LPNs reporting this educational preparation; e.g., 13.6% of 199 LPNs whose basic nursing education was high school reported earning a full-time annual nursing salary less than \$10,000. Percentages may not sum to 100 due to rounding.

Table 4.8

Basic Nursing Education Attainment by Personal Characteristics

<u>Personal Characteristics</u>	<u>N</u>	<u>Basic Nursing Education</u>					
		<u>High School</u>	<u>Hospital</u>	<u>Community College</u>	<u>Vocational/ Technical</u>	<u>No Formal Program</u>	<u>Other</u>
<i>Sex</i>		%	%	%	%	%	%
Female	7302	4.7	6.3	43.3	44.9	0.7	0.1
Male	191	1.6	3.1	41.9	48.2	0.5	4.7
<i>Age</i>							
< 30	864	7.3	1.2	50.7	38.4	0.5	2.0
31 - 45 Years	3979	3.5	4.5	45.7	43.5	0.7	2.0
46 - 65 Years	2415	4.4	8.8	36.4	46.8	0.6	2.9
> 65 Years	301	8.6	15.0	26.2	42.5	2.0	5.6
<i>Race</i>							
Mexican-American	77	6.5	13.0	23.4	51.9	1.3	3.9
Other Hispanic	52	11.5	3.8	36.5	44.2		3.8
American Indian	34		5.9	47.1	44.1		2.9
Asian/Pacific	83	14.5	8.4	50.6	20.5	1.2	4.8
African-American	1142	7.8	6.7	23.9	57.3	0.7	3.7
White Not Hispanic	6170	3.7	5.8	46.1	41.5	0.7	2.1
<i>Marital Status</i>							
Married/first Marriage	3561	4.7	6.3	43.5	42.5	0.6	2.4
Married/not First Marriage	1544	2.9	5.4	44.2	44.3	1.0	2.1
Widowed	422	6.9	12.8	31.5	45.0	0.2	3.6
Divorced	1258	3.9	5.1	42.8	44.7	1.0	2.6
Separated	190	1.6	4.2	35.8	54.2	0.5	3.7
Never Married	690	8.0	4.5	38.8	45.7	0.6	2.5
<i>Number of Children</i>							
0 Children	1669	4.6	6.2	41.5	44.2	0.6	2.9
1 Child	1495	4.5	4.7	43.7	44.3	0.5	2.3
2-4 Children	854	4.2	5.4	47.0	40.4	0.8	2.2
>4 Children	86	4.7	4.7	39.5	47.7	1.2	2.3
<i>Gross Household Income</i>							
< 9,000	270	7.0	9.6	40.7	39.3	1.5	1.9
9,000 - 15,000	699	3.4	6.2	46.6	39.8	0.7	3.3
15,000 - 30,000	3196	4.2	5.3	42.3	45.0	0.6	2.6
30,000 - 50,000	1714	4.5	4.8	43.0	44.9	0.8	2.0
> 50,000	1202	4.4	8.0	39.6	44.6	0.9	2.5

Note: Results are reported as percentages; e.g., 4.7% of 7302 female LPNs reported their basic nursing education was in a high school. Percentages may not sum to 100 due to rounding.

Table 4.9

Extent of Participation in Study for an Academic Degree, by 1992 Residence Location

<u>Residence</u>		<u>N</u>	<u>Enrolled</u> <u>Full Time</u> %	<u>Enrolled</u> <u>Part Time</u> %	<u>Not</u> <u>Enrolled</u> %
Illinois HSA	1	460	2.4	10.0	87.6
Illinois HSA	2	583	5.3	10.5	84.2
Illinois HSA	3	688	4.4	11.2	84.4
Illinois HSA	4	747	4.3	15.1	80.6
Illinois HSA	5	580	6.9	12.2	80.9
Illinois HSA	6	817	6.4	15.7	78.0
Illinois HSA	7	745	3.5	16.2	80.3
Illinois HSA	8	205	2.4	12.2	85.4
Illinois HSA	9	240	3.8	13.3	82.9
Illinois HSA	10	128	8.6	14.8	76.6
Illinois HSA	11	275	6.9	8.7	84.4
Median		580	4.4	12.2	82.9
Total Illinois		5468	5.0	12.7	82.3
Other USA		358	5.0	17.9	77.1

Note: N = Number of LPNs reporting living within this geographic location; e.g., 2.4% of 460 LPNs living in Illinois HSA 1 reported currently enrolled in an academic program. Percentages may not sum to 100 due to rounding.

Table 4.10

**Extent of Participation in Study for an Academic Degree
by Principal Nursing Employment and Agency Type**

<u>Setting</u>	<u>N</u>	<u>Enrolled Full Time</u> %	<u>Enrolled Part Time</u> %	<u>Not Enrolled</u> %
Hospital	1848	7.9	16.9	75.2
Hospital Clinic	100	1.0	14.0	85.0
Clinic	257	1.6	10.1	88.3
HMO	83	3.6	18.1	78.3
Acute Care Center	56	14.3	8.9	76.8
Physician/Dentists' Ofc.	623	1.0	7.4	91.7
Nursing Home	2556	4.2	11.8	84.0
Home Health	386	4.1	13.7	82.1
Public/Community Hlth	79	2.5	11.4	86.1
Occup/Empl Health	59	1.7	20.3	78.0
Student Health/School	53	3.8	17.0	79.2
Self Employed	48	0.0	6.3	93.8
Nursing Health Assoc.	12	8.3	0.0	91.7
Psychiatric Hospital	94	7.4	23.4	69.1
Substance Abuse	62	3.2	12.9	83.9
Other	397	3.0	11.8	85.1
Median	88.5	3.4	12.4	84.0
<u>Agency Type</u>				
Federal Gvnt	281	6.8	20.3	73.0
State Gvnt	571	4.6	17.3	78.1
County/city Gvnt	612	3.8	12.7	83.5
Private Not-For-Profit	2345	5.8	12.6	81.6
Private For-Profit	2857	4.0	12.7	83.3
Median	612	4.6	12.7	81.6

Note: Results are reported as percentages of LPNs reporting this work setting; e.g., 7.9% of 1848 LPNs working in hospitals are studying full-time for an academic degree. Percentages may not sum to 100 due to rounding.

Table 4.11

**Extent of Participation in Study for an Academic Degree
by Principal Nursing Position and Hospital Bed Capacity**

<u>Principal Position</u>	<u>N</u>	<u>Enrolled Full Time %</u>	<u>Enrolled Part Time %</u>	<u>Not Enrolled %</u>
Staff Nurse	3284	6.6	14.5	78.8
Assistant To Physician Technician	186	2.2	12.4	85.5
Charge Nurse/Team Leader	77	1.3	7.8	90.9
In Service Education	1342	4.8	13.2	82.0
Home Care Nurse	19	10.5	21.1	68.4
Utilization Review	343	4.1	12.0	84.0
Consultant	57	1.8	22.8	75.4
Private Duty Nurse	21	4.8	19.0	76.2
Office Nurse	138	3.6	11.6	84.8
School Nurse	731	1.4	7.7	91.0
Other	46		15.2	84.8
	549	1.8	13.8	84.3
Median	162	2.9	13.5	84.2
<i>Non-Hospital Employment</i>	<i>2457</i>	<i>2.7</i>	<i>10.6</i>	<i>86.7</i>
<u>Hospital Bed Capacity</u>				
1-99	1073	4.4	12.3	83.3
100 - 199	1202	5.3	14.1	80.5
200 - 299	823	7.9	13.9	78.3
300 - 399	422	8.8	16.4	74.9
400-499	263	7.2	16.7	76.0
>500	436	6.7	23.2	70.2
Median	823	6.7	14.1	78.3

Note: Results are reported as percentages of LPNs reporting this position title or hospital bed capacity; e.g., 6.6% of 3284 LPNs working as staff nurses reported currently studying full-time for an academic degree. Percentages may not sum to 100 due to rounding.

Table 4.12

Extent of Participation in Study for an Academic Degree by Personal Characteristics

<u>Personal Characteristics</u>	<u>N</u>	<u>Full Time</u> %	<u>Part Time</u> %	<u>Not Enrolled</u> %
<i>Sex</i>				
Female	7664	4.7	12.4	82.9
Male	190	10.0	16.8	73.2
<i>Age</i>				
< 30	804	10.9	17.4	71.7
31 - 45 Years	3647	5.6	15.7	78.7
46 - 65 Years	2215	2.0	7.1	90.9
> 65 Years	214	1.3	3.9	94.8
<i>Race</i>				
Mexican-American	71	5.3	14.5	80.2
Other Hispanic	53	1.8	18.2	80.0
American Indian	34	7.9	10.5	81.6
Asian/Pacific	88	7.0	11.6	81.4
African-American	1096	6.5	17.8	75.7
White Not Hispanic	5534	4.5	11.6	83.9
<i>Marital Status</i>				
Married/first Marriage	3186	3.7	11.2	85.1
Married/not First Marriage	1397	4.4	12.8	82.8
Widowed	361	2.6	5.4	92.0
Divorced	1201	5.0	16.4	78.6
Separated	183	5.1	15.4	79.5
Never Married	639	12.4	15.4	72.2
<i>Number of Children</i>				
0 Children	1479	5.4	11.1	83.5
1 Child	1377	5.8	14.4	79.8
2-4 Children	782	5.1	14.9	80.0
>4 Children	75	4.7	20.0	75.3
<i>Gross Household Income</i>				
<9,000	199	12.8	7.1	80.1
9,000 - 15,000	626	5.9	10.6	83.5
15,000 - 30,000	3081	4.7	13.1	82.2
30,000 - 50,000	1559	4.4	13.7	81.9
>50,000	1050	4.0	13.0	83.0
<i>Nursing Employment Partic.</i>				
Full-Time	4805	3.4	13.9	82.7
Part-Time	1542	8.2	11.5	80.3
Partial Year	442	8.1	12.9	79.0

Note: Results are reported as percentages; e.g., 4.7% of 7664 female LPNs reported currently studying full-time for an academic degree. Percentages may not sum to 100 due to rounding.