

**THE ILLINOIS LPN  
WORKFORCE  
IN THE YEAR 2001**

**A FINAL REPORT**

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Conducted for: State of Illinois  
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at Chicago, Peoria Regional Site

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## EXECUTIVE SUMMARY

The 2001 Survey of Illinois Licensed Practical Nurses reported within these pages is the sixth such study since 1989. The purpose of such surveys is to provide current, accurate information on the Illinois licensed practical nurse (LPN) workforce that can be used in developing health care policy and planning within the state. The 2001 report presents information on all licensed practical nurses (LPNs) licensed by the state of Illinois, but focuses on those currently working in the state. Information on the demographics, labor activity, and educational patterns of the workforce is presented.

The 2001 Survey was conducted by the College of Nursing at the University of Illinois at Chicago, Peoria Regional Site (UIC), in cooperation with the Illinois Wesleyan University School of Nursing and under contract of the Illinois Department of Professional Regulation (IDPR). As of July 1, 2001, IDPR reported that the total number of LPNs actively licensed in Illinois was 26,611. This number represents a very slight decrease (0.3%) from the 1996 figure of 26,704 actively licensed LPNs.

The total final useable survey sample consisted of 5,106 respondents, a useable return rate of 39%. The 2001 survey instrument retained similar questions and content to the 1998 survey (data collected in 1996). Completed surveys were accepted from July 1, 2001 through October 1, 2001.

In this sample, 78.6% of LPNs licensed in the state of Illinois reported employment in nursing in Illinois during July 2001. Most (96.7%) reported living and working in Illinois. Approximately three-fourths of LPNs employed in nursing in Illinois (75.6%) reported working full-time, an increase of 3.5% from 1996. The percentage of LPNs employed outside of nursing (15%) is at its highest mark since LPN survey data collection began in 1988. The percentage of LPNs seeking work as an LPN (12.8%) is also at its highest level in the thirteen years since these surveys began.

The predominate employment setting for LPNs remains the nursing home/extended care facility, followed by hospitals (including psychiatric). While LPNs can be found in all clinical practice areas, far more identified their clinical specialty as geriatrics than any other specialty area. Similar to 1996 data, staff nurse was the most frequently identified principal nursing position. Charge nurse/team leader and office nurse were also cited as frequent nursing positions. Of LPNs who do work in a hospital setting, the majority were employed in smaller hospitals (e.g., less than 200 beds). When setting is defined by ownership, approximately 81% of LPNs worked in private agencies.

As in 1996, 97% of Illinois LPNs were female. The mean age for all LPNs employed in nursing in Illinois was 45.2 years. Nurses employed part-time were slightly older (45.9 years) than those employed full-time (44.6 years). The vast majority of LPNs (80.5%) continue to be White-non Hispanic. The predominate minority nurses in Illinois were African Americans (12.8%). The majority of LPNs were married with two or more children.

This survey reflects the increasing work experience of the LPN population. In this sample, the mean number of years worked as an LPN was 16 years, with most of those years (15) spent employed in Illinois agencies. Approximately 30% of the LPNs reported 21-35 years of total nursing experience, again most of that in Illinois. This finding suggests a relatively geographically stable Illinois workforce. The unusually high percentage of LPNs with over 20 years experience is consistent with a finding identified

for the first time in 1996. The 6% decline in the number of LPNs with fewer years of experience is consistent with the declining enrollment in LPN education programs during the 1990s.

In 2001, approximately 77% of the LPN workforce spent 50% or more of their time during a usual workweek in direct patient care (includes charting). Approximately a quarter, 24.8%, reported 100% of their time was spent in direct patient care. The mean monthly earnings of full-time employed LPNs in their primary nursing position were \$2,001. The data on median hourly salary of LPNs who worked full-time showed an increase from \$12.05 in 1996 to \$14.00 in 2001.

Increased interest in the employment environment of nurses resulted in the addition of two questions in the 2001 survey – one on position satisfaction and one on salary satisfaction. Of the 3,731 Illinois LPNs responding to the question on work satisfaction, 83.2% were very satisfied or somewhat satisfied with their current nursing position. LPNs were less satisfied with their salaries than with their positions. Only 57.2% of LPNs reported some degree of satisfaction with their salary; of these, only 12.7% were highly satisfied with their salary.

The trend away from the less structured avenues of LPN education (high school, hospital, and informal) evident in the early 1990's continues into the year 2001. Graduates of community colleges and vocational/technical programs have slowly increased as a proportion of the total until today 90% of the LPN workforce graduated from one of these two types of programs. Younger LPNs more frequently had a community college education; older nurses more often reported a vocational/technical education. African Americans were more likely to have a vocational/technical background; White non-Hispanics and Latinos were slightly more apt to have attended a community college. The proportion of LPNs enrolled in an academic degree program continued the decline begun in 1995. Currently, 11.5% of LPNs reported enrollment in academic study either on a full-time or part-time basis. This enrollment represents a 6.2% decline from highs of 17-18% in the early part of the decade.

## Chapter 1

### INTRODUCTION

The 2001 Survey of Illinois Licensed Practical Nurses reported within these pages is the sixth such study since 1989. The purpose of such surveys is to provide current, accurate information on the Illinois licensed practical nurse (LPN) workforce that can be used in developing health care policy and planning within the state. Between the years 1989 through 1997 the Illinois Nurse Practice Act required a biennial cycle of these surveys. However, in the mid 1990s, the legislature mandated a four-year survey cycle. The 2001 report presents information on all licensed practical nurses (LPNs) licensed by the state of Illinois, but focuses on those currently working in the state. Information on the demographics, labor activity, and educational patterns of the workforce are presented.

The 2001 Survey was conducted by the College of Nursing at the University of Illinois at Chicago, Peoria Regional Site (UIC), in cooperation with the Illinois Wesleyan University School of Nursing and under contract of the Illinois Department of Professional Regulation (IDPR). UIC has conducted such surveys for IDPR since 1986.

#### Method

As of July 1, 2001, IDPR reported that the total number of LPNs actively licensed in Illinois was 26,611. Because of the timing of the IDPR contract offer, this survey was not sent to every LPN with license renewal materials. IDPR resources prohibited a survey of all 26,611 LPNs. Therefore, a systematic sample of every second LPN was drawn from the list of active LPN licensees. The final sample consisted of 13,226 LPNs. All questionnaires were mailed by IDPR and respondents sent completed questionnaires to the researchers at the University of Illinois at Chicago's Peoria campus. This process ensured anonymity of respondents. Table 1.1 shows trends in the total number of LPNs licensed in Illinois from 1988 to 2001. The total population of LPNs decreased by 0.3% between 1996 and 2001.

The survey was reviewed and deemed exempt by the institutional review boards for the protection from research risk of the University of Illinois at Chicago and Illinois Wesleyan University.

**Sample.** The total final useable sample consisted of 5,106 respondents, a useable return rate of 39%. As in the past reports, the reader may obtain a rough estimate of the actual number of LPNs registered in Illinois who represent a specific characteristic. Results are reported by percentages. These percentages may be multiplied times 26,611 to obtain population estimates. For example, 77.7% of subjects reported current employment in nursing:  $0.777 \times 26,611 =$  an estimated 20,677. Use this rough estimate with caution. It assumes that all LPNs responded to every question at the same rate, without bias, as they would have responded to the total survey questionnaire. This assumption most likely does not hold for all questions, particularly sensitive questions such as those about income and race/ethnicity.

To check for bias in the sample and to compare the distribution of this sample to prior surveys, the research team examined the geographic distribution by Health Service

Area (HSA) across the six surveys done since 1988. These HSAs are graphically depicted on a map of Illinois found in Appendix A. The data in Table 1.2 suggest that the 2001 data conforms to that of previous surveys, with the exception of those surveyed who live in other areas outside the United States.

**The Survey Instrument.** The 2001 survey instrument retained similar questions and content to the 1998 survey (data collected in 1996). However, changes were made in the format to improve the visual presentation, and to simplify the process of completing the survey. After the survey was reviewed by the research team, the survey was sent to IDPR and the UIC Survey Research Laboratory for further critique of content and format. After minor modifications, the survey instruments were then printed and mailed to individual LPNs on July 1, 2001. A copy of the instrument is included in Appendix B.

**Data Collection.** Completed surveys were accepted from July 1, 2001 through October 1, 2001. Trained professional data entry personnel entered data in a two-step process designed to ensure 99.5% accuracy. The accuracy rate of a random sample of the data set compared to paper surveys was 100%.

**Data Analysis.** Data was received via floppy disks in Microsoft Excel format and then converted to Statistical Package for the Social Sciences (SPSS), version 9.0 format for data analysis. Data was then coded, cleaned, and checked for outliers. Frequencies for each variable were examined, and appropriate ranges for these variables were defined. A second data set was formed to examine only the data of LPNs that work in Illinois. Not every subject answered every survey question. Therefore, for example, the number of subjects reporting their income (a fairly sensitive issue) is considerably less than the number reporting their employment status (a less sensitive issue). The authors refer to these differing numbers of subjects throughout the report and where appropriate, the number of subjects from the 2001 LPN Survey is included in a note at the bottom of the tables. When comparisons are made to previous Illinois surveys, the reader is referred to Appendix C to find the specific citations for these surveys.

## **Organization of the Report**

Because of the great amount of data gathered in the 2001 LPN Survey, several different types of analysis on a variety of workforce topics were possible. The overall organization of the report has been kept similar to that of the 1998 report to aid readers making comparisons. Succeeding chapters address labor force activity (Chapter 2), practice patterns (Chapter 3), and educational patterns of the licensed practical nurse workforce (Chapter 4). However, charts have been added for ease of data interpretation, the survey instrument and a map of Illinois Health Service Areas (HSAs) have been included in an appendix. The final report was completed by the researchers, and delivered to IDPR in March 2002.

**Table 1.1. Number of LPNs Licensed in Illinois at Time of Survey: 1988 - 2001.**

	Year of Data Collection					
	1988	1990	1992	1994	1996	2001
*Number of LPNs	26,946	27,186	30,729	25,214	26,704	26,611
Percent of Change	0%	+0.9%	+13.0%	-17.9%	+5.9%	-0.3%

\*Note: The number of LPNs in Survey's 1988-1996 represent the total number of LPNs that renewed their license for that current year. 2001 represents all LPNs licensed at the time of the survey.

**Table 1.2. Percent of LPNs by Residential HSA Across Previous Surveys.**

Residential HSA	Year of Data Collection					
	1988 (N=9,420)	1990 (N=7,053)	1992 (N=7,295)	1994 (N=5,771)	1996 (N=3,847)	2001 (N=4,718)
HSA 1	8.9	8.2	7.7	7.6	8.5	8.7
HSA 2	9.2	9.6	9.6	9.5	9.9	10.3
HSA 3	12.4	13.0	11.8	12.0	12.7	12.6
HSA 4	13.4	12.0	12.1	11.1	10.3	11.4
HSA 5	8.1	11.3	10.6	11.8	12.9	11.8
HSA 6	16.4	14.3	13.9	12.8	11.1	13.1
HSA 7	3.6	9.2	11.6	11.2	10.8	11.1
HSA 8	4.4	2.5	3.6	3.6	3.1	3.6
HSA 9	5.2	4.0	4.8	4.6	5.1	5.2
HSA 10	1.9	1.7	2.1	2.1	2.1	2.2
HSA 11	6.2	5.3	4.7	5.1	5.9	4.8
Other USA	10.3	8.8	7.4	8.5	8.4	5.1

## Chapter 2

### EMPLOYMENT ACTIVITY OF LICENSED PRACTICAL NURSES WORKING IN ILLINOIS

This chapter describes the distribution of LPNs across the state of Illinois, those employed within nursing and outside nursing, and those seeking employment as an LPN. Data are also presented describing the LPNs who are employed either full time or part time in the state of Illinois. Less detailed information is provided for LPNs living or working in states other than Illinois, 4.9% and 4.8% respectively. Information for each Health Service Area (HSA) in Illinois is also presented in tables at the end of the chapter.

#### LPNs Employed in Illinois in Nursing

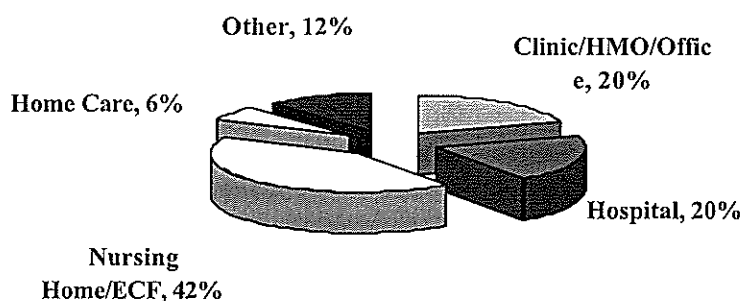
In this sample, 78.6% of LPNs licensed in the state of Illinois reported employment in nursing in Illinois during July 2001. Most (96.7%) reported living and working in Illinois. The others either work in Illinois and live in a neighboring state (1.6%) or did not report where they lived (1.7%).

**Employment Activity.** Table 2.1 shows the level of labor activity for LPNs reporting employment in 2001 by employment location. For the state as a whole, three-fourths (75.6%) of LPNs reported being employed full-time in nursing. Across HSAs this level of employment activity ranged from 64.5% (HSA 9) to 79.1% (HSAs 5 and 6). Part-time employment was reported by 19.5% of LPNs across the state, with a range of 12.8% (HSA 6) to approximately 29% (HSAs 8 and 9). Because less than 20 cases were reported for HSA 10 these results are not presented. Employment on a partial-year basis, either full- or part-time, represents less than 5% of the sample.

Full-time employment continued its rise from a low of 66.5% in 1995 to a current high of 75.6% (Table 2.2). A corresponding decline in part-time employment occurred throughout this period; partial employment remained relatively constant.

**Principle Employment Setting.** Eleven major employment settings were identified by LPNs: (a) hospital; (b) clinic; (c) HMO; (d) physician/dentist office; (e) nursing home/ extended care facility (ECF); (f) home care agency; (g) public/community health setting; (h) occupational/employee health service; (i) student health service; (j) psychiatric hospital; and (k) substance abuse/chemical dependency settings (Table 2.3). The predominate employment setting for LPNs remains within the nursing home/ECF (41.8%) followed by clinic/HMO/ physicians' or dentists' offices (20.3%) and hospitals (including psychiatric, 20%) (Figure 2.1). In addition proportionately more LPNs are employed in private (both for- and not-for-profit) institutions (80%) (Table 2.4).

Figure 2.1. Principal Employment Setting of LPN Workforce.



Overall, in all of the settings reported, about three-fourths (74.7%) of the LPNs reported their position as full-time. LPNs reported the greatest amount of full-time employment in an occupational/employee health service setting (92.3%); followed by psychiatric hospital, and substance abuse/chemical dependency setting (83.8%), HMO setting (80.5%), clinic (80%) and nursing home/extended care facility (79.6%). The lowest full-time employment setting that LPNs reported was a home care agency (65.3%).

**Principal Nursing Position.** The percent of LPNs in various nursing positions is shown in Table 2.5. Similar to the 1997 survey, staff nurse is the most frequently identified principal nursing position (46.9%) followed by charge nurse/team leader (20.2%) and office nurse (15.7%). More utilization review nurses (93.9%) and charge nurse/team leader (80.4%) reported full-time employment. LPNs working in private duty and home care are least likely to report full-time employment (55.6% and 63.8%, respectively). The positive relationship between hospital bed capacity and full-time employment in 1997, is evident in these data as well. Larger hospitals are more likely to employ on a full-time basis (e.g., >500 beds, 81.0%) with smaller hospitals being less likely to employ full-time LPNs (e.g., 1-99 beds, 75.5%). However, most LPNs are employed in smaller hospitals (e.g., less than 200 beds, 64.5%).

**Educational Preparation and Employment Level.** The highest percentage of LPNs reporting full-time employment were those with no formal education (82.8%) (Table 2.6). This is somewhat misleading as the number of responses (n=29) was low. Among graduates from high schools, community colleges, and vocational/technical programs, full-time employment is approximately 75%. Graduates from hospital programs are most likely to work on a part-time basis (26.5%). No predictable trend in the influence of education on level of labor activity for LPNs exists.

**Demographic Data.** The demographic data of employed LPNs by their work activity are provided in Table 2.7. As in 1996, 97% of Illinois LPNs were female. Also similar to 1996 data, males are more likely than females to be employed on a full-time basis (88.8% and 75.5%, respectively). About 76.7% of LPNs below retirement age

report working on a full-time basis compared with LPNs 65 years of age or older (33.1%). More specifically LPNs reporting the highest rates of full-time employment are those between the years 31-45 years (77.8%) and 46-65 years (77.5%). The mean age for all LPNs employed in nursing in Illinois was 45.2 years. Nurses employed part-time were slightly older (45.9 years) than those employed full-time (44.6 years).

The vast majority of LPNs (80.5%) continue to be White, non-Hispanic. The predominate minority nurses in Illinois were African Americans/Black (12.8%). Racial/ethnic groups most likely to be employed on a full-time basis are Asian/Pacific Islanders (92.5%) and African Americans/Blacks (80.2%). All other races reported full time employment activity between 74.5% (White, non-Hispanic) and 79.7% (Latino/Hispanic).

The majority of LPNs were married with two or more children. LPNs, who are not married, are more likely to work full-time when compared to married LPNs (71.7%). The 2001 data illustrates an inverse relationship between full-time employment and the number of children. Finally, LPNs whose gross household income is \$50,000 or greater are less likely to work full-time than those earning between \$15,000 and \$49,999. LPNs whose gross household income is at either extreme (\$10,000 - \$14,999 and greater than \$50,000) are less likely to work full-time than those earning between \$15,000 and \$49,000. LPNs whose gross household income is \$10,000 - \$14,999 are most likely to be employed part time (49.3%).

### **LPNs Not Employed in Nursing, Seeking Work as LPN, or Employed Outside of Nursing**

Survey participants were asked to choose whether they were (a) not employed in nursing, (b) seeking work as an LPN, OR (c) employed outside of nursing. Compared to previous years (Table 2.8), proportionately fewer (5.8%) LPNs in 2001 were not working as an LPN, the lowest proportion reported since the beginning of the LPN surveys. Additionally, the percentage of LPNs employed outside of nursing (15%) is also at its highest mark since the beginning of the surveys. However, the percentage of LPNs seeking work as an LPN (12.8%) is at its highest mark since the beginning of the surveys. This pattern was observed in the 1997 Biennial Survey of Illinois LPNs, while a greater proportion of LPNs continue to report being employed in nursing on a full-time basis (Table 2.2), the proportion of LPNs either seeking nursing work or working outside nursing is also increasing. One possible conclusion is that increasing economic needs are driving full employment. As in past surveys, LPNs employed in nursing who were also working outside of nursing comprise the total of those "employed outside of nursing." Therefore, the increasing number of LPNs employed outside of nursing may be due to LPNs leaving nursing to work in other fields, or be due to LPNs who work as nurses assuming a second job outside of nursing.

Table 2.9 reports the percentage of LPN's lack of labor activity in 2001 by HSA of residence. Percentages of LPNs not working in an LPN role ranged from 3.9% (HSA 7) to 7.3% (HSA 4). The highest percentages of LPNs seeking employment were in HSA's 6, 7, and 8 (20.6%, 15.8%, and 15.2%, respectively).

Of those LPNs currently unemployed, an approximately equal number of community college and vocational/technical graduates are not working as LPNs (Table



2.10). A slightly higher proportion of community college graduates (16.1%) work outside nursing compared to their vocational/technical counterparts (12.4%). Although higher percentages of high school and hospital school graduates report working outside nursing or not working, the actual number of these graduates are quite small. One conclusion might be that with the trend toward fuller employment, fewer LPNs from all educational programs are not working (Table 2.11).

Table 2.12 describes those LPNs not employed in nursing by their personal characteristics. Although more likely to be employed full-time compared to females, male LPNs are also more likely to be seeking work as an LPN (16.1%) than females (13.1%). It is also interesting to note that even though males are more likely to seek work as an LPN, males are also more likely to work outside of nursing than females (20% and 15.1%, respectively). As expected, older nurses (65 years and older) are more likely to not be working (27.6%) as compared to their age 31 to 45 years counterparts (3.3%). Lack of labor activity among LPNs is proportionately highest among White not Hispanics (6.4%), those with three or more children (7.1%), and those whose gross household income is greater than \$50,000 (7.0%). Those LPNs who were male, 30 years of age or less, Latino/Hispanic, and African American, single with one or no children, and have household income of less than \$15,000 were proportionally more likely to be seeking work as an LPN. Proportionally, LPNs who are female, older (46 – 65 years), White, non-Hispanic, unmarried, childless, and have limited incomes (\$10,000 - \$14,999) are most likely to be working outside nursing.

**Table 2.1. Percentage Reporting Labor Activity by 2001 Employment Location.**

Employment Location	n	Full-time	Part-time	Partial*
HSA 1	331	72.5	24.2	--
HSA 2	408	75.7	21.3	--
HSA 3	505	77.4	18.4	4.2
HSA 4	430	76.0	20.0	--
HSA 5	421	79.1	16.4	--
HSA 6	564	79.1	12.8	8.2
HSA 7	450	74.2	22.0	--
HSA 8	134	64.9	29.1	--
HSA 9	166	64.5	28.9	--
HSA 10	89	74.2	--	--
HSA 11	202	77.2	17.3	--
Total	3700	75.6	19.5	4.9
Other, USA	322	77.3	15.2	7.4

Note. n= number of LPNs reporting nursing employment within the H.S.A., e.g., 72.5% of 331 LPNs working in Illinois HSA 1 in 2001 reported holding a full-time LPN position. Percentages do not sum to 100% for full-time, part-time and partial years due to rounding. Cells with less than 20 cases are not reported.

\*These persons worked only part of the normal work year either on a full-time or part-time basis.

**Table 2.2. Percentage of Full- and Part-time Employed LPNs in Illinois Across Six Surveys.**

Level of employment	Year of Survey Report					
	1989 (%)	1991 (%)	1993* (%)	1995 (%)	1997 (%)	2001 (%)
Full-time	68.4	70.0	70.0	66.5	72.1	75.6
Part-time	25.5	24.4	25.0	28.6	23.1	19.5
Partial-year	6.1	5.5	5.0	4.9	4.7	4.9

Note. Results expressed as percentages of LPNs reporting this employment status, e.g., 68.4% of LPNs reported full-time employment in 1989.

\*Median Values

**Table 2.3. Percentage of LPNs Reporting Labor Activity as an LPN in 2001 by Principal Employment Setting.**

Principal Employment Setting	Labor Activity as an LPN in 2001			
	n	Full-time	Part-time	Partial
Hospital	731	74.0	22.8	3.1
Clinic	225	80.0	16.9	--
HMO	41	80.5	--	--
Physician/Dentist Office	512	68.4	28.5	00
Nursing Home/ECF	1604	79.6	15.8	4.2
Home Care Agency	213	65.3	22.1	12.7
Public/Community Health Setting	47	74.5	--	--
Occupational/Employee Health Service	26	92.3	--	--
Student Health Service	67	76.1	--	--
Psychiatric Hospital	37	83.8	--	--
Substance Abuse/Chemical Dependency	37	83.8	--	--
Other	293	74.7	17.4	7.8

Note. n=number of LPNs reporting this setting for principal nursing employment, e.g., 74.0% of the 731 LPNs working in hospitals reported having a full-time LPN position in 2001. Percentages may not sum to 100% for full-time, part-time and part of the year due to rounding. Cells with less than 20 cases are not reported.

**Table 2.4. Percentage of LPNs Reporting Labor Activity as an LPN in 2001 by Principal Nursing Position and Hospital Bed Capacity.**

Principal Nursing Position	Labor Activity as an LPN in 2001			
	n	Full-time	Part-time	Partial
Staff Nurse	1595	75.8	19.9	4.3
Assistant to Physician	185	74.6	22.2	--
Technician	61	72.1	--	--
Charge Nurse/ Team Leader	685	80.4	15.2	4.4
Home Care Nurse	177	63.8	24.9	11.3
Utilization Review (UR) Nurse	33	93.9	--	--
Private Duty Nurse	81	55.6	--	--
Office Nurse	532	72.0	25.2	--
School Nurse	59	72.9	--	--
Other	470	80.0	14.5	5.5

Hospital Bed Capacity	n	Full-time	Part-time	Partial
1 – 99	817	75.5	20.2	4.3
100 – 199	868	77.5	17.7	4.7
200 – 299	455	81.8	14.5	--
300 – 399	225	77.3	16.4	--
400 – 499	99	85.9	--	--
> 500	147	81.0	16.3	--

Note. n=number of LPNs reporting employment in this position or hospital bed size, e.g., 75.8% of 1595 LPNs working as a staff nurse reported working full-time as an LPN in 2001. Percentages may not sum to 100% due to rounding. Cells with less than 20 cases are not reported.

**Table 2.5. Percentage of LPNs Reporting Labor Activities as LPNs in 2001 by Type of Agency.**

Type of Agency	Labor Activity as an LPN in 2001			
	n	Full-time	Part-time	Partial
Federal Government	161	91.3	--	--
State Government	315	85.1	9.5	--
County/City Government	311	80.1	15.4	--
Private Not-For-Profit	1343	74.8	21.4	3.8
Private For Profit	1835	73.8	21.0	5.7

Note. n=number of LPNs reporting this type of agency for principal nursing employment, e.g., 91.3% of the 161 LPNs working in the federal government reported having a full-time LPN position in 2001. Percentages may not sum to 100% for full time, part time and part of the year due to rounding. Cells with less than 20 cases are not reported.

**Table 2.6. Percentage of LPNs Reporting Labor Activity as an LPN in 2001 by Basic Nursing Education.**

Education Year	Labor Activity as an LPN in 2001			
	n	Full-time	Part-time	Partial
High School	163	77.3	17.2	--
Hospital	117	65.8	26.5	--
Community College	1804	76.4	19.4	4.2
Vocational/Technical	1763	75.9	19.4	4.2
No Formal Program	29	82.8	--	--
Other	82	78.0	--	--

Note. n=number of LPNs reporting this educational characteristic, e.g., 77.3% of 163 LPNs whose basic nursing education was high school reported working full time as an LPN in 2001. Percentages may not sum to 100% due to rounding. Cells with less than 20 cases are not reported.

**Table 2.7. Percentage of LPNs Reporting Labor Activity as an LPN in 2001 by Personal Characteristics.**

Personal Characteristic	Labor Activity as an LPN in 2001			
	n	Full-time	Part-time	Partial
<b>Sex</b>				
Female	3943	75.5	19.6	5.0
Male	125	88.8	--	--
<b>Age</b>				
30 years or less	378	74.9	20.4	--
31 – 45 years	1470	77.8	18.8	3.5
46 – 65 years	2084	77.5	17.5	5.0
>65 years	127	33.1	44.9	22.0
<b>Race/Ethnicity</b>				
American Indian/ Alaskan Native	40	72.5	--	--
Asian/Pacific Islander	53	92.5	--	--
African American/Black	621	80.2	12.4	7.4
Latino/Hispanic	74	79.7	--	--
White, non-Hispanic	3186	74.5	20.8	4.6
Multiracial	38	78.9	--	--
Other	37	78.4	--	--
<b>Marital Status</b>				
Married	2503	71.7	23.5	4.9
Divorced/Widowed/ Separated	1069	82.1	11.8	6.1
Single	487	82.3	13.3	4.3
<b>Number of Children</b>				
None	504	80.0	15.7	4.4
One	603	79.8	15.9	4.3
Two	1368	74.9	20.6	4.5
Three or more	1480	72.9	20.7	6.4
<b>Gross Household Income</b>				
\$10,000 - \$14,999	148	43.2	49.3	--
\$15,000 - \$29,999	1242	80.2	15.3	4.5
\$30,000 - \$49,999	1274	83.7	12.6	3.8
>\$50,000	1163	72.7	23.4	3.9

Note. n=number of LPNs reporting this personal characteristic, e.g., 75.5% of 3943 female LPNs reported holding a full-time LPN position. Percentages may not sum to 100% for full-time, part-time and partial year due to rounding. Cells with less than 20 cases are not reported.

**Table 2.8. Percentage of LPNs Not Working as an LPN, Seeking Work as an LPN, or Employed Outside Nursing in 2001 and Across Six Surveys.**

Employment	Year of Survey Report					
	1989 %	1991 %	1993 %	1995 %	1997 %	2001 %
Not working as LPN	17.7	12.5	12.0	14.5	10.9	5.8
Seeking work as LPN	7.2	5.9	8.6	11.1	11.7	12.8
Employed outside nursing	8.6	9.8	10.4	12.6	14.6	15.0

Note. Percentage of LPNs reporting this employment characteristic, e.g., 17.7% of LPNs responding reported not working as an LPN in 1989. These categories are mutually exclusive. Respondents were to choose only one of the three.

**Table 2.9. Percentage Reporting Lack of Labor Activity as an LPN in 2001 by Residence.**

Residence	n	Not Working as an LPN	Seeking Work as an LPN	Working Outside of Nursing
HSA 1	402	5.7	8.5	13.9
HSA 2	475	6.7	8.4	12.4
HSA 3	584	5.1	9.8	14.
HSA 4	533	7.3	9.6	17.8
HSA 5	547	6.8	14.1	17.7
HSA 6	602	5.3	20.6	14.3
HSA 7	512	3.9	15.8	19.9
HSA 8	165	--	15.2	13.9
HSA 9	240	--	12.5	10.0
HSA 10	102	--	--	--
HSA 11	224	--	12.5	12.1
Total	4579	4.9	12.8	15.0
Other, USA	473	8.2	10.6	11.0

Note. n=number of LPNs reporting residence within the HSA, e.g., 5.7% of 402 LPNs living in Illinois HSA 1 in 2001 reported not working in an LPN position in 2001. Cells with less than 20 cases are not reported.

**Table 2.10. Percentage of LPNs Reporting Lack of Labor Activity as an LPN in 2001 by Basic Nursing Education.**

Education	n	Not Working as an LPN	Seeking Work as an LPN	Working Outside of Nursing
High School	217	7.4	9.7	18.9
Hospital	165	10.9	--	18.2
Community College	2140	5.2	13.2	16.1
Vocational/Technical	2097	6.4	13.0	12.4
No Formal Program	38	--	--	--
Other	107	--	--	--

Note. n=number of LPNs reporting this educational characteristic, e.g., 7.4% of 217 LPNs whose basic nursing education was high school reported not working as an LPN in 2001. Cells with less than 20 cases not reported.



**Table 2.11. Percentage of LPNs Reporting Not Working and Seeking Work as an LPN by Basic Nursing Education Across Five Surveys.**

Education	Not Working as LPN					Seeking Work as LPN						
	1989	1991**	1993	1995	1997	2001	1989	1991**	1993	1995	1997	2001
High School	22.2		13.0	18.4	18.0	7.4	8.2		9.3	13.4	9.8	9.7
Hospital	25.0		21.0	27.2	27.2	10.9	7.5		9.9	10.1	10.9	--
Community College	17.6		11.8	14.3	14.3	5.2	7.1		8.2	11.4	11.5	13.2
Vocational/Tech.	17.5		10.9	15.9	15.9	6.4	7.8		8.5	12.1	13.6	13.0
No Formal Program*	29.2		14.0	34.8	34.8	--	9.3		6.5	11.6	10.3	--
Other	24.8		9.2	13.9	13.9	--	10.1		9.5	10.2	6.3	--

Note. Results are expressed as percentages of LPNs reporting employment characteristic, e.g., 22.2% of LPNs whose basic nursing education was high school reported not working as an LPN in 1989.

\*In 1989 this category was referred to as "waiver." \*\*Data for 1991 are unavailable.

**Table 2.12. Percentage of LPNs Reporting Lack of Labor Activity as an LPN in 2001 by Personal Characteristics.**

Personal Characteristic	Labor Activity as an LPN in 2001			
	n	Not Working	Seeking Work	Work Outside of Nursing
<b>Sex</b>				
Female	4761	6.1	13.1	15.1
Male	145	--	16.1	20.0
<b>Age</b>				
30 years or less	405	--	19.1	11.1
31 – 45 years	1689	3.3	15.4	15.3
46 – 65 years	2543	6.4	11.1	15.9
>65 years	268	27.6	--	12.8
<b>Race/Ethnicity</b>				
American Indian/Alaskan Native	45	--	--	--
Asian/Pacific Islander	60	--	--	--
African American/Black	704	5.0	20.0	12.3
Latino/Hispanic	85	--	24.1	--
White, non-Hispanic	3898	6.4	11.0	15.6
Multiracial	43	--	--	--
Other	45	--	--	--
<b>Marital Status</b>				
Married	3071	6.7	10.8	14.5
Divorced/Widowed/ Separated	1270	5.8	15.2	15.6
Single	557	--	20.1	17.6
<b>Number of Children</b>				
None	619	6.1	14.9	20.7
One	702	4.6	15.2	16.3
Two	1641	5.5	12.8	14.2
Three or more	1811	7.1	11.7	14.0

**Table 2.12. Percentage of LPNs Reporting Labor Activity as an LPN in 2001 by Personal Characteristics. (Continued)**

Personal Characteristic	Labor Activity as an LPN in 2001			
	n	Not Working	Seeking Work	Work Outside of Nursing
<b>Gross Household Income</b>				
<\$10,000	75	--	--	--
\$10,000 - \$14,999	189	--	26.8	20.4
\$15,000 - \$29,999	1406	4.5	15.3	13.8
\$30,000 - \$49,999	1472	3.7	13.0	13.9
>\$50,000	1450	7.0	9.9	16.7

Note. n = number of LPNs reporting this personal characteristic, e.g., 6.1% of 4761 female LPNs reported not currently working as an LPN. Cells with less than 20 cases not reported.

## Chapter 3

### PRACTICE PATTERNS OF LICENSED PRACTICAL NURSES WORKING IN ILLINOIS

In this chapter, data are presented that describe the practice patterns of LPNs employed in Illinois. Several dimensions of LPNs' employment are examined including years of employment, employment setting, practice specialty, work activities, nursing income, and work satisfaction. Information for specific HSAs is provided in tables at the end of the chapter.

#### **Trends in Duration of LPN Employment**

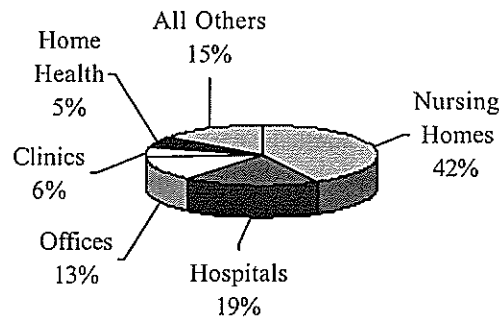
This survey reflects the increasing work experience of the LPN population. In this sample, the mean number of years worked as an LPN was 16 years with most of those years (15), spent employed in Illinois agencies. Tables 3.1 and 3.2 display the patterns in distribution of reported years of employment as an LPN in Illinois and total years employed as an LPN (in Illinois and elsewhere).

These tables show a similar trend in the number of years an LPN remains in the workforce. Thirty percent of the LPNs reported 21-35 years of total nursing experience, again most of that in Illinois. This finding suggests a relatively geographically stable Illinois workforce. The unusually high percentage of LPNs with over 20 years experience is consistent with a finding identified for the first time in 1996. The more than 6% decline in the number of LPNs with the least years of experience is consistent with the declining enrollment in LPN education programs during the 1990s. When comparing data across HSAs only HSA 5, the southern most portion of the state, has more LPNs reporting 1-5 years of experience than those reporting 21 or more years of experience (Table 3.3).

#### **Principal Employment Setting**

As expected, the predominate employment setting for LPNs (41.4%) continues to be nursing homes and extended care facilities, a 4.1% increase since 1996. As shown in Figure 3.1, of the remaining LPNs, most work in hospitals or physician and dentist offices. The proportion of the LPN supply in each HSA working in nursing homes and extended care facilities ranged from 35% in HSA 6 to 54% in HSA 11 (Table 3.4). When setting is defined by ownership, approximately 81% of LPNs work in private agencies and in all HSAs, approximately 46% of LPNs work in private for-profit agencies.

**Figure 3.1. Employment Settings of LPNs.**



**Principal Nursing Position**

The vast majority of LPNs continue to work as staff nurses (41.0%), charge nurses/team leaders (17.6%), or office nurses (13.6%). Figure 3.2 shows the distribution of LPNs by principal nursing position for the last two surveys. LPNs reporting charge nurse/team leader responsibilities generally practice in geriatrics (29.8%) or psychiatric (27.1%) clinical areas. Over one-third of the LPNs working in offices identified their clinical area as obstetrics (Table 3.5).

**Figure 3.2. Principal Nursing Positions of LPNs in 1996 and 2001.**

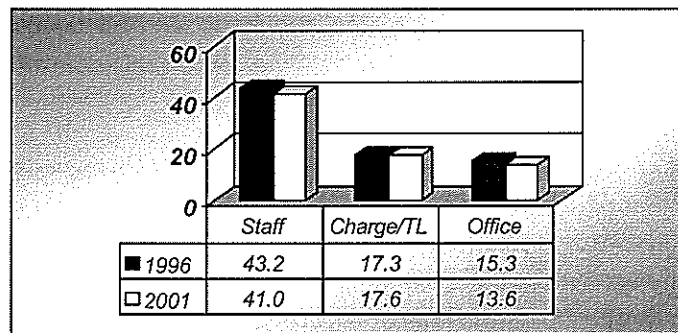


Table 3.6 shows the current distribution of LPNs by nursing position and HSA. Across HSAs, distribution of LPNs by nursing position has remained relatively unchanged since the last survey. However in two HSAs, LPNs reported a shift in principal nursing position since the last survey. In HSA 8, LPNs reporting their principal position as staff nurse declined from 51.1% to 39.1% while those reporting their principal position as charge nurse/team leader increased from 7.6% to 18%. Similarly, in HSA 10, LPNs reporting their primary position as staff nurse declined from 44.8% to 32.6% and those reporting their primary position as charge/nurse team leader increased from 19% to 31.4%.

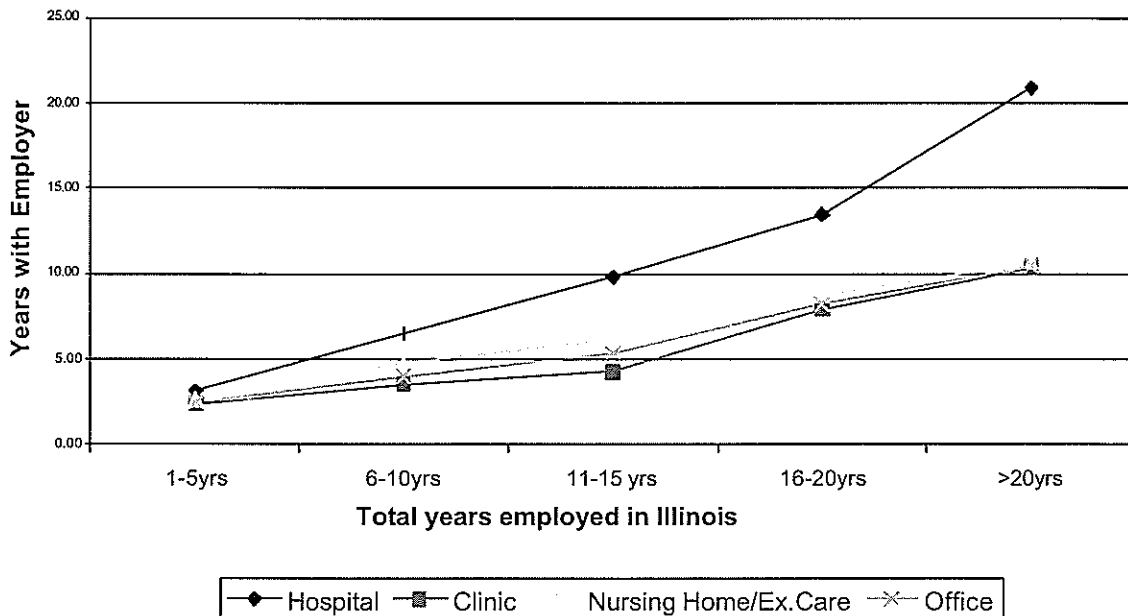
### Clinical Practice Specialty

While LPNs can be found in all clinical practice areas, far more (50.6%) identify their clinical specialty as geriatrics. The next most frequently identified were medical (24.6%) and surgical (12.5%) clinical practice areas (Table 3.7). The only noticeable differences from past surveys are the increasing number of LPNs who identified “other” as their specialty (26.4%) and those who identified critical care as their specialty (4.2%). Critical care as a clinical practice specialty was added to the 2001 survey. The increasing number of respondents selecting “other” as their specialty suggests that future surveys should provide an open ended response in this category to provide a more accurate picture of the clinical practice of the LPN.

### Employment Stability

As shown in Figure 3.3, in most employment settings, LPNs are a stable workforce. LPNs working in hospitals, doctors’ offices, nursing homes, and clinics show a clear pattern of retention across categories of years of experience in nursing. The mean number of years with the employer increases with the number of years of experience. This pattern is most prevalent in hospitals where LPNs with one-to-five years of experience report a mean of 3.2 years with their current employer and nurses with over 20 years of experience report a mean of 20.9 years with their current employer. In contrast, LPNs employed in home health care settings with one-to-five years experience report a mean of 2.0 years with their employer and those with over 20 years experience report a mean of 8.5 years with their employer (Table 3.8).

**Figure 3. 3. Total Years Employed and Years with Employer.**



## **Work Functions of LPNs**

In 2001, approximately 85.5% of the LPN workforce spent 50% or more of their time during a usual work week in direct patient care (includes charting). Approximately a quarter, 24.8%, reported 100% of their time was spent in direct patient care. Table 3.9 shows that LPNs who describe their setting as “other,” work in community health, or work in HMOs, spend the least amount of time in direct patient care. LPNs working in psychiatric settings spend the most time in direct patient care. A more modest proportion of LPNs report spending 50% or more of their time in nursing related non-patient care activities. As could be anticipated from their position title, 93% of staff nurses spend more than 50% of their time in direct patient care (Table 3.10). Except for those who describe their positions as “other,” technicians and school nurses spend the least amount of time in direct patient care, 81.6% and 83.3%, respectively. Utilization review nurses were the only position to spend a significant portion of their time in non-patient care nursing-related activities. Generalizations about this position cannot be made due to the small sample.

## **Earnings**

In the summer of 2001, the mean monthly earnings of full-time employed LPNs in their primary nursing position was \$1,803. Among the various employment settings, LPNs employed in “other positions” had the highest monthly earnings (\$2,060), followed by those employed as charge nurse and staff nurse (Table 3.11). LPNs employed full-time as school nurses had the lowest monthly earnings, \$1,597. Since looking at monthly earnings does not adjust for hours worked per week, hourly earnings were analyzed. On an hourly basis, utilization review nurses (\$17.88) and home care nurses (\$15.27) earned the most, with assistants to physicians (\$12.85) and offices nurses (\$13.29) earning the least. The data on median hourly salary of LPNs who worked full-time showed an increase from \$12.05 in 1996 to \$14.00 in 2001.

## **Satisfaction with Work and Salary**

Increased interest in the employment environment of nurses resulted in the addition of two questions in the 2001 survey – one on position satisfaction and one on salary satisfaction. Of the 3,810 Illinois LPNs responding to the question on work satisfaction, 83.3% were very satisfied or somewhat satisfied with their current nursing position (Table 3.12). Among those reporting the highest levels of satisfaction were LPNs working as school nurses and office nurses (Table 3.13). As described above, these are nursing positions in which LPNs reported the lower hourly earnings. LPNs least satisfied with their nursing positions were those working as private duty, staff nurses and charge nurses/team leaders. When satisfaction with nursing position by work setting was analyzed, hospitals and nursing homes, where the highest proportion of LPNs work, reported the most dissatisfaction with position (Table 3.14).

While the majority (57.3%) of LPNs report some degree of satisfaction with their salary, only 12.7% are highly satisfied with their salary. Among those reporting the highest levels of satisfaction with their salary are LPNs working in home care, offices,

and positions described as “other” (Table 3.15). LPNs working as assistants to physicians, staff nurses, and charge nurses/team leaders are least satisfied with their salary. There were too few respondents of LPNs who earn the highest salaries, (utilization review nurses and private duty nurses) to compare satisfaction with position and satisfaction with salary.

### **Personal Characteristics and Practice Patterns**

Because men, Hispanics, and Asians currently employed in Illinois as LPNs, constitute such a small percentage of the sample, subdivisions of this data must be interpreted with caution.

**Gender, Age and Children.** The majority of males (77.8%) in this sample were employed in either nursing homes or hospitals (Table 3.16). Since the 1996 survey the percentage of males in nursing homes has increased from 29% to 50.4%; male employment in hospitals has declined slightly. Females were also employed primarily by nursing homes and hospitals; however, females were more likely to report employment in all other settings than men. Changes in the distribution of LPNs by age in work settings have also occurred. The proportion of LPNs less than 30 years of age who reported working in nursing homes has increased from 37.4% to the current 49.2%. At the same time, the proportion of LPNs from that age group employed in hospitals has remained steady. Among LPNs over 45 years of age, most reported working in nursing homes and offices. LPNs choice of employment is little affected by number of children.

Table 3.17 shows that, compared with males, females are proportionately more represented in roles of charge nurse and office nurse, whereas male LPNs are more represented in staff nurse positions. Younger LPNs (<30 years) are also proportionally more likely to report staff nurse positions and less likely to report office nurse positions when compared with older nurses.

**Racial/Ethnic Background.** The predominate minority nurses in Illinois are African Americans. This sample did not contain a sufficient number of Hispanics, Asian/Pacific Islanders, or Native Americans to make generalizations about those populations. The percentage of African Americans and White, non-Hispanics employed in hospitals, clinics, and nursing homes appears similar (Table 3.16). The percent of African Americans employed in nursing homes (41.4%), represents a 13% increase since the last survey.

African American nurses were more likely found in the role of charge nurse/leader (20.1%) than nurses of all other ethnic backgrounds (Table 3.17). Asian and Hispanic nurses, although a small part of the sample, were more likely to report their role as staff nurse, 67.9% and 50%, respectively. White, non-Hispanics reported more office nurse positions than those of other racial/ethnic backgrounds.



**Table 3.1. Years of Employment as an LPN Across Six Surveys.**

Year Survey Data Collected	Years Employed					
	1—5	6—10	11—15	16—20	21—35	>35
1988	22.6	28.8	19.5	15.1	8.7	0.3
1990	22	30.2	20.7	15.9	10.7	0.4
1992	27.1	20.2	15.6	13.5	11.4	NA
1994	14.9	23.9	27.7	18.5	13.6	1.3
1996	24.1	21.9	13.5	16.8	22.1	1.5
2001	17.3	19.1	12.8	18.0	30.0	2.7

Note. Percentage of LPNs reporting years of employment, e.g., in 22.6% of LPNs reported 1 – 5 years of employment in 1988.

NA = Not Available

**Table 3.2. Total Years of Employment as an LPN in Illinois Across Six Surveys.**

Year Survey Data Collected	Years Employed					
	1 – 5	6 – 10	11 – 15	16 – 20	21 – 31	>35
1988	28.3	29.7	19.6	14.2	7.9	NA
1990	25.4	29.6	20.4	14.2	9.9	NA
1992	28.8	24.6	18.5	15.6	11.9	0.5
1994	16.6	25.3	28.4	17.4	11.1	1.1
1996	28.3	23.3	12.11	15.0.	20.2	1.1
2001	21.2	19.8	13.7	16.8	26.3	2.2

Note. Percentage of LPNs reporting total years of employment, e.g., 28.3% of LPNs reported 1 – 5 total years of employment as LPN in 1988.

NA = Not Available

**Table 3.3. Years of Employment as an LPN by 2001 Employment Location (HSA).**

2001 Employment Location	n	Total Years					
		1—5	6—10	11—15	16—20	21—35	>35
HSA 1	341	15.0	17.0	11.1	20.5	34.0	--
HSA 2	419	13.6	22.0	8.6	19.3	34.1	--
HSA 3	525	16.4	22.5	17.9	17.5	24.8	--
HSA 4	447	18.1	19.7	11.0	15.9	32.2	--
HSA 5	433	29.8	22.9	12.7	13.4	19.6	--
HSA 6	577	17.7	15.8	12.3	17.7	32.2	4.3
HSA 7	466	15.2	16.7	10.7	20.0	33.9	--
HSA 8	133	--	--	--	26.3	34.6	--
HSA 9	178	15.8	18.1	17.0	18.1	29.2	--
HSA 10	89	--	23.6	--	--	31.5	--
HSA 11	205	20.0	19.5	13.2	19.5	26.8	--
Total	3806	17.6	19.2	12.6	18.0	30.0	2.6
Other, USA	201	11.4	19.9	12.9	17.9	34.8	--

Note. n=number of LPNs reporting this number of years of employment as LPN in this employment location, e.g., 19.3% of 342 LPNs in HSA 1 reported 1—5 years of employment as LPN. Percentages may not sum to 100% due to rounding. Cells with less than 20 cases were not reported.

**Table 3.4. Percentage of LPNs in Principal Employment Setting and Agency of Employment Location.**

Setting	n	Employment Locations (HSAs)										Total IL	Other USA
		1	2	3	4	5	6	7	8	9	10		
Hospital	303	392	483	408	405	515	428	128	156	87	198	3503	180
Clinic	20.1	16.3	20.7	21.6	26.2	23.7	9.8	--	14.7	--	17.7	18.8	19.4
HMO	8.9	--	7.7	6.6	6.7	5.4	--	--	--	--	--	5.7	--
MD/DDS*	--	--	--	--	--	4.5	--	--	--	--	--	1.0	--
Nursing Home	10.2	15.1	15.1	16.2	10.6	5.2	20.8	20.3	14.1	--	--	13.2	13.3
Home Care	38.6	50.0	40.2	39.2	39.3	35.0	40.0	44.5	48.1	48.3	54.0	41.6	34.4
Public/Health**	--	--	--	--	--	8.5	8.2	--	--	--	--	5.4	--
Occ. Health***	--	--	--	--	--	--	--	--	--	--	--	1.3	--
Student Health	--	--	--	--	--	--	--	--	--	--	--	--	--
Self-Employed****	--	--	--	--	--	--	--	--	--	--	--	.9	--
Psychiatric Hospital	--	--	--	--	--	--	--	--	--	--	--	.8	--
Substance Abuse	--	--	--	--	--	--	--	--	--	--	--	.9	--
Other	9.6	6.9	7.9	5.4	7.9	8.3	9.1	--	--	--	--	7.7	--

**Table 3.4. Percentage of LPNs in Principal Employment Setting and Agency of Employment Location. (Continued)**

Agency Type	n	Employment Locations (HSAs)										Total IL	Other USA
		1	2	3	4	5	6	7	8	9	10		
Federal Government	324	391	487	411	401	537	436	132	159	86	197	3561	190
State Government	--	--	--	6.6	7.2	4.8	4.6	--	--	--	--	3.7	--
County/City Government	6.8	5.4	13.8	5.8	10.5	10.4	4.8	--	--	--	--	8.1	--
Private Not-For-Profit	10.5	9.5	4.9	7.5	7.5	11.0	--	--	--	24.4	--	7.8	--
Private For-Profit	40.4	36.8	36.6	37.2	29.2	32.8	31.9	27.3	37.1	27.9	31.5	34.2	33.7
	40.7	47.3	43.9	42.8	45.6	41.0	55.3	55.3	46.5	43.0	56.3	46.2	49.0

Note. Percentages of LPNs reporting employment in this HSA, e.g., 20.1% of 303 LPNs reported employment in HSA 1 in 2001. Percentages may not sum to 100% due to rounding. Cells with less than 20 cases were not reported.

\*MD/DDS = Physician/Dentist

\*\*Includes Community Health

\*\*\*Occ = Occupational

\*\*\*\*Includes Fee-For-Service and Registry

**Table 3.5. Percentage of LPNs in Nursing Practice Specialty by Principal Nursing Position Title and Hospital Bed Capacity.**

Position	n	Practice Specialty										
		Admin.	Obstet- rics	General	Geriat- rics	Pediat- rics	Medical	Psychi- atric	Surgical	Public/ Comm. Health	Critical Care	Other
Staff Nurse	--	108	211	256	1816	417	892	362	449	181	158	940
Assistant to Physician Technician	--	28.4	11.8	12.5	46.8	22.8	45.1	49.2	59.0	18.8	53.8	33.3
Charge Nurse/ Team Leader	--	--	--	7.0	29.8	7.9	8.2	27.1	8.5	--	13.3	8.0
Home Care Nurse	--	--	--	--	4.4	13.7	4.5	--	--	12.7	--	3.7
Utilization Review (UR) Nurse	--	--	--	--	--	--	--	--	--	--	--	--
Private Duty Nurse	--	--	--	2.0	10.1	2.2	--	--	--	--	--	--
Office Nurse	--	34.6	32.4	4.7	21.3	19.4	--	--	9.6	15.5	--	21.4
School Nurse	--	--	--	--	7.7	--	--	--	--	--	--	--
Other	48.1	--	--	9.0	7.4	8.7	13.5	8.7	22.1	12.7	19.8	

**Table 3.5. Percentage of LPNs in Nursing Practice Specialty by Principal Nursing Position Title and Hospital Bed Capacity. (Continued)**

Hospital Bed Capacity	Practice Specialty										
	Admin.	Obstetrics	General	Geriatrics	Pediatrics	Medical	Psychiatric	Surgical	Public/Comm. Health	Critical Care	Other
n	116	218	265	1878	436	905	386	461	188	165	955
1-99	18.1	--	10.2	29.0	9.2	15.9	19.4	20.2	--	17.0	12.9
100-199	19.8	12.4	9.8	32.1	11.0	16.9	25.6	20.6	--	21.8	12.7
200-299	18.1	--	--	14.3	6.9	13.0	18.7	15.2	--	9.7	9.7
300-399	--	--	--	6.0	--	6.5	8.8	9.5	--	--	6.4
400-499	--	--	--	1.5	--	2.9	4.9	4.3	--	--	3.7
>500	--	--	--	2.6	--	5.2	7.5	7.8	--	12.7	4.5

Note. n=number of LPNs reporting this practice specialty, e.g., 28.4% of 211 LPNs in obstetrics practice specialty reported staff nurse as their current position title. Percentages may not sum to 100% due to rounding. Cells with less than 20 cases were not reported.

**Table 3.6. Percentage of LPNs in Principal Nursing Position by Employment Location.**

Principal Position	Employment Location											Total IL	Other, USA
	1	2	3	4	5	6	7	8	9	10	11		
n	319	379	486	404	400	529	427	128	155	86	196	3509	184
Staff Nurse	37.6	46.2	43.0	40.1	44.8	39.7	33.0	39.1	51.6	32.6	43.4	41.0	36.4
Assistant to Physician	--	--	--	6.4	--	4.3	4.7	--	--	--	--	4.8	--
Technician	--	--	--	--	--	--	--	--	--	--	--	1.5	--
Charge Nurse/ Team Leader	18.8	15.6	15.6	17.8	21.0	19.1	12.9	18.0	13.5	31.4	20.9	17.6	18.5
Home Care Nurse	--	--	--	--	--	5.9	7.3	--	--	--	--	4.5	--
Utilization Review Nurse	--	--	--	--	--	--	--	--	--	--	--	0.8	--
Consultant	--	--	--	--	--	--	--	--	--	--	--	--	--
Private Duty Nurse	--	--	--	--	--	--	--	--	--	--	--	2.0	--
Office Nurse	19.4	14.8	18.3	17.8	11.8	6.2	15.7	14.8	--	--	--	13.6	14.1
School Nurse	--	--	--	--	--	--	--	--	--	--	--	1.5	--
Other	12.2	10.6	11.9	8.2	10.0	15.1	16.4	--	--	--	14.3	12.2	14.7

Note. n=number of LPNs reporting this employment location, e.g., 37.6% of 319 LPNs working in Illinois HSA 1 reported themselves as staff nurses. Percentages may not sum to 100% due to rounding. Cells with less than 20 cases are not reported.

**Table 3.7. Nursing Practice Specialty by Employment Location (HSA).**

Specialty	Employment Location											Other, USA	
	1	2	3	4	5	6	7	8	9	10	11		Illinois
n	333	410	509	431	423	566	456	136	165	89	204	3852	196
Administration	--	--	--	--	--	5.5	--	--	--	--	--	3.2	--
Obstetrics	--	--	5.1	7.4	5.4	8.3	6.6	--	--	--	--	6.0	--
Generalist	8.1	7.1	8.4	7.9	8.7	7.8	5.9	--	--	--	--	7.1	--
Geriatrics	45.6	57.8	49.7	49.9	49.2	45.6	48.0	52.2	52.7	66.3	60.3	50.6	48.0
Pediatrics	9.9	9.5	9.4	8.1	9.9	20.5	16.2	16.2	--	--	--	12.0	16.3
Medical	20.4	22.7	24.0	26.7	27.0	31.6	19.7	17.6	27.3	--	24.0	24.6	24.0
Psychiatric	5.7	--	9.8	6.3	7.3	20.5	9.0	--	12.1	--	15.2	10.0	10.2
Surgical	12.6	11.0	13.2	13.2	14.7	16.4	9.9	--	--	--	11.8	12.5	11.2
Public/ Community Health	7.8	--	5.5	6.0	5.2	8.8	--	--	--	--	--	5.3	--
Critical Care	--	--	4.5	--	5.2	7.6	--	--	--	--	--	4.2	--
Other	33.8	26.3	25.7	18.8	20.1	28.4	36.0	32.4	23.6	20.2	18.6	26.4	31.6

Note. n=number of LPNs reporting this employment location, e.g., 8.1% of the 333 LPNs working in Illinois HSA 1 reported themselves as generalists in their practice specialty. Percentages may not sum to 100% due to responders ability to mark more than one response. Cells with less than 20 cases are not reported.



**Table 3.8. Principal Nursing Employment Setting by Years Worked in Nursing with Current Employer and in Current Position.**

Setting	Years Employed as LPN														
	1 - 5			6 - 10			11 - 15			16 - 20			> 20		
	Employer (SD)	Position M (SD)	n	Employer (SD)	Position M (SD)	n	Employer (SD)	Position M (SD)	n	Employer (SD)	Position M (SD)	n	Employer (SD)	Position M (SD)	n
n	670		732		480		684		1240						
Hospital	3.18 (3.61)	2.11 (1.40)	6.50 (5.44)	5.20 (3.26)	9.83 (5.27)	8.25 (4.66)	13.46 (6.81)	12.02 (6.47)	20.90 (10.08)	18.09 (10.60)					
Clinic	2.40 (2.03)	1.83 (1.18)	3.56 (3.24)	2.75 (2.37)	4.27 (3.13)	3.41 (2.67)	7.92 (5.52)	7.61 (5.63)	10.35 (8.17)	8.80 (8.03)					
HMO	-- (--)	-- (--)	-- (--)	-- (--)	-- (--)	-- (--)	-- (--)	-- (--)	-- (--)	-- (--)					
MD/DDS	2.47 (2.27)	2.04 (1.28)	3.99 (3.25)	3.68 (2.68)	5.35 (4.13)	4.75 (3.92)	8.20 (5.37)	7.52 (5.08)	10.47 (8.30)	9.96 (8.20)					
Office	2.63 (2.60)	1.95 (1.22)	4.79 (3.65)	4.25 (2.92)	6.17 (5.53)	5.49 (4.67)	8.73 (6.87)	7.48 (6.24)	10.68 (8.73)	9.20 (8.05)					
Nursing Home/ECF	2.07 (1.36)	1.86 (1.19)	4.20 (2.54)	3.77 (2.49)	6.48 (4.53)	6.48 (4.19)	5.24 (4.65)	4.68 (4.65)	8.45 (7.34)	7.50 (6.85)					
Home Care Agency	-- (--)	-- (--)	-- (--)	-- (--)	-- (--)	-- (--)	-- (--)	-- (--)	-- (--)	-- (--)					
Public/Community Health	-- (--)	-- (--)	-- (--)	-- (--)	-- (--)	-- (--)	-- (--)	-- (--)	-- (--)	-- (--)					
Student Health Service	-- (--)	-- (--)	-- (--)	-- (--)	-- (--)	-- (--)	-- (--)	-- (--)	9.00 (6.74)	7.10 (6.17)					
Other	3.61 (5.41)	2.27 (3.42)	4.02 (2.73)	3.64 (2.42)	6.36 (4.36)	5.55 (4.61)	6.75 (5.53)	6.35 (5.46)	7.74 (7.26)	6.94 (7.24)					

MD/DDS = Physician/Dentist

ECF = Extended Care Facility

**Table 3.8. Principal Nursing Employment Setting by Years Worked in Nursing with Current Employer and in Current Position. (Continued)**

Agency Type	Years Employed as LPN														
	1 – 5			6 – 10			11 – 15			16 – 20			> 20		
	Employer (SD)	Position (SD)	M	Employer (SD)	Position (SD)	M	Employer (SD)	Position (SD)	M	Employer (SD)	Position (SD)	M	Employer (SD)	Position (SD)	M
Federal Government	2.82 (3.41)	1.82 (1.29)		4.62 (3.28)	4.10 (3.05)		-- (--)	-- (--)	9.82 (6.43)	8.00 (6.60)		12.86 (8.34)	10.66 (7.76)		
State Government	2.97 (3.75)	1.87 (1.06)		4.47 (3.20)	4.27 (2.75)		7.47 (5.52)	6.86 (4.66)	7.57 (5.81)	7.00 (5.70)		12.10 (8.94)	10.56 (7.79)		
County/City Government	2.39 (1.82)	1.89 (1.18)		6.29 (3.50)	5.61 (2.87)		7.69 (5.45)	6.31 (4.89)	10.02 (6.48)	9.46 (6.11)		13.31 (9.92)	11.66 (9.32)		
Private Note-For-Profit	3.34 (3.79)	2.29 (1.91)		5.77 (4.87)	4.64 (3.11)		8.09 (5.29)	6.99 (4.80)	10.76 (6.78)	9.19 (6.42)		15.80 (10.74)	13.46 (10.61)		
Private For-Profit	2.35 (2.07)	1.90 (1.35)		3.92 (3.07)	3.50 (2.59)		5.01 (4.44)	4.64 (4.19)	7.17 (6.21)	6.28 (5.58)		10.21 (8.62)	9.34 (8.42)		

Note. Results are reported as mean and standard deviation of years with current employer and at current position for each five year category of total years worked as a nurse, e.g., LPNs working in a hospital who have 1 – 5 total years of nursing experience reported a mean of 3.18 years with current employer (standard deviation = 3.61 years) and 2.11 years in their current position (standard deviation = 1.40). n=number of LPNs reporting this five year category of total years worked as a nurse. Cells with less than 20 cases are not reported.

**Table 3.9. Percentage of Time Spent at Different Work Activities by Principal Nursing Employment Setting and Agency Type.**

Setting	n	Percent Time at Activities					
		Patient Care	Nursing Related Activities (not patient care)	Nursing Related Activities	Nursing Related Training and Education		
		0%	>50%	0%	>50%	0%	>50%
Hospital	653	--	90.2	18.6	14.2	12.6	3.6
Clinic	200	--	83.0	--	16.2	19.8	--
HMO	32	--	71.9	--	--	--	--
MD/DDS Office	468	--	88.2	8.4	16.3	22.1	--
Nursing Home/ECF	1466	--	85.5	21.1	16.6	21.4	4.1
Home Care Agency	191	--	84.3	22.9	16.7	19.3	--
Public/Community Health Setting	40	--	67.5	--	--	--	--
Student Health Service	57	--	82.5	--	--	--	--
Self-Employed/Fee for Service/Registry	25	--	88.0	--	--	--	--
Psychiatric Hospital	33	--	93.9	--	--	--	--
Substance Abuse/ Chemical Dependency Facility	32	--	90.6	--	--	--	--
Other	260	8.1	76.2	12.0	24.4	20.8	--

Note. 3619 LPNs responded to some portion of this question. Response rates varied across items. For example, response rates from LPNs in a hospital setting (where N=678) varied from 494 to 653 persons answering the items related to percent time at activities.

**Table 3.9. Percentage of Time Spent at Different Work Activities by Principal Nursing Employment Setting and Agency Type. (Continued)**

Agency Type	n	Percent Time at Activities			
		Patient Care	Nursing Related Activities (not patient care)	Nursing Related Training and Education	>50%
Federal Government	141	0%	84.2	0%	>50%
State Government	301	--	15.4	18.9	--
County/City Government	292	--	14.4	15.3	--
Private Not-For-Profit	1255	2.3	17.1	15.8	3.8
Private For-Profit	1692	2.2	15.6	22.1	4.4

Note. 3681 LPNs responded to some portion of this question. Response rates varied across items. For example, response rates for agency type, federal government (n=?), varied from ??? to ??? persons answering the items related to percent time at activities.

**Table 3.10. Percentage of Time Spent at Different Work Activities by Principal Nursing Position.**

Principal Position	n	Percent Time at Activities					
		Patient Care		Nursing Related Activities (not patient care)		Nursing Related Training and Education	
		0%	>50%	0%	>50%	0%	>50%
Staff Nurse	1490	--	93.0	22.6	8.1	16.9	3.1
Assistant to Physician	175	--	91.7	--	14.3	27.5	--
Technician	53	--	81.6	--	--	--	--
Charge Nurse/Team Leader	633	--	89.3	16.1	13.0	19.9	5.0
Home Care Nurse	163	--	85.9	25.6	17.4	23.4	--
Utilization Review (UR) Nurse	31	--	--	--	89.7	--	--
Private Duty Nurse	74	--	92.8	--	--	--	--
Office Nurse	495	--	86.4	7.6	16.1	17.0	--
School Nurse	53	--	83.8	--	--	--	--
Other	434	10.1	55.6	9.6	45.7	18.6	6.8

Note. 3620 LPNs responded to some portion of this question. Response rates varied across items. For example, response rates from staff nurses (n=??), varied from ?? to ?? persons answering the items related to percent time at activities.

**Table 3.11. Hourly or Monthly Nursing Salary of Full-Time LPNs by Principal Nursing Position.**

Principal Position	Hourly Nursing Salary			Monthly Nursing Salary		
	n	M	<u>SD</u>	n	M	<u>SD</u>
Staff Nurse	1377	14.27	2.88	847	1822.45	747.69
Assistant to Physician	164	12.85	2.66	83	1530.96	657.38
Technician	48	13.46	2.63	27	1545.56	597.62
Charge Nurse/Team Leader	601	14.61	2.82	377	1845.25	697.84
Home Care Nurse	150	15.27	3.47	82	1712.85	944.89
Utilization Review (UR) Nurse	25	17.88	4.75	--		
Private Duty Nurse	66	15.24	3.75	42	1614.25	1225.91
Office Nurse	466	13.29	3.24	232	1493.74	675.32
School Nurse	42	13.36	3.72	33	1451.06	662.33
Other	347	15.27	4.07	240	2059.88	999.72

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 was \$14.27 (sd=\$2.88). Cells with less than 20 cases are not reported.

**Table 3.12. LPN Satisfaction with Principal Nursing Position.**

Degree of Satisfaction	n	%
Very Satisfied	1424	37.4
Somewhat Satisfied	1749	45.9
Somewhat Dissatisfied	498	13.1
Very Dissatisfied	139	3.6

Note. N=3810 LPNs responding to question. 37.4% of 3810 LPNs responding were very satisfied with their principal nursing position in 2001.

**Table 3.13. Satisfaction with Nursing Position by Principal Nursing Position.**

Principal Position	n	Satisfaction			
		Very Satisfied %	Somewhat Satisfied %	Somewhat Dissatisfied %	Very Dissatisfied %
Staff Nurse	1479	30.2	50.2	15.4	4.1
Assistant to M.D.	175	48.6	45.1	--	--
Technician	51	--	43.1	--	--
Charge Nurse/ Team Leader	620	29.4	51.0	15.3	4.4
Home Care	160	46.9	38.8	12.5	--
Private Duty	73	37.0	43.9	--	5.8
Office Nurse	494	53.4	38.5	6.9	--
School Nurse	52	57.7	--	--	--
Other	426	44.8	39.7	11.5	--

Note. N = 3580 LPNs employed in Illinois. Results expressed as percentages of LPNs reporting this primary nursing position, e.g., 30.2% of 1479 staff LPNs reported they were very satisfied with their primary nursing position. Percentages may not sum to 100% due to rounding. Cells with less than 20 cases not reported, subdividing the settings of in-service education (n=7), utilization review (n=31), and consultant (n=12) resulted in less than 20 cases per satisfaction category.

**Table 3.14. Satisfaction with Principal Nursing Position by Setting.**

Employment Setting	n	Satisfaction			
		Very Satisfied	Somewhat Satisfied	Somewhat Dissatisfied	Very Dissatisfied
Hospital	667	32.8	47.5	15.1	4.5
Clinic	204	49.0	42.6	--	--
Physician's Office	478	51.9	40.6	6.5	--
Nursing Home	1479	29.5	49.6	16.4	4.5
Home Care	194	41.8	41.2	12.4	--
Public Health	45	48.9	42.2	--	--
Student Health	60	50.0	38.3	--	--
Other	24	44.0	44.7	8.8	--

Note. N=3575. Results are expressed a percentages of LPNs reporting this employment setting, e.g., 32.8% of 667 LPNs employed in hospital reported they were very satisfied with their primary nursing position. Percentages may not sum to 100% due to rounding. Cells with less than 20 cases not reported, i.e., subdividing the settings of HMO (n=38), emergicenter (n=14), occupational health (n=20), nursing association (n=4), and self-employed (n=32) resulted in less than 20 cases per satisfaction category.



**Table 3.15. Satisfaction with Nursing Salary by Principal Nursing Position.**

Principal Position	n	Satisfaction			
		Very Satisfied	Somewhat Satisfied	Somewhat Dissatisfied	Very Dissatisfied
Staff Nurse	1427	10.9	44.6	27.8	16.7
Assistant to Physician	164	--	43.3	33.5	15.9
Technician	51	--	45.1	--	--
Charge Nurse/ Team Leader	601	11.3	43.3	28.3	17.1
Home Care	154	15.6	51.3	24.7	--
Private Duty	70	--	45.7	27.1	--
Office Nurse	474	14.1	44.5	28.3	13.1
School Nurse	50	--	48.0	--	--
Other	401	18.0	42.6	25.7	13.7

Note. N=3438 LPNs employed in Illinois. Results are expressed as percentages of LPNs reporting this primary nursing position, e.g., 10.9% of 1427 staff LPNs reported they were very satisfied with their nursing salary. Percentages may not sum to 100% due to rounding. Cells with less than 20 cases are not reported, **i.e., subdividing the settings of in-service education (n=7), consultant (n=12), and utilization review (n=25) resulted in less than 20 cases per satisfaction category.???????**

**Table 3.16. Principal Nursing Employment Setting and Agency Type by Personal Characteristics.**

Setting	Personal Characteristics												
	Sex		Age in Years				Race				Number of Children		
	Female	Male	<30	31-45	46-65	Hispanic	Asian	Black	White	0	1	2	3 or more
n	3750	117	358	1406	1973	70	51	572	3049	476	570	1301	1415
Hospital	18.4	27.4	18.7	17.6	19.4	--	--	20.8	18.4	20.0	19.6	17.6	19.1
Clinic	5.9	--	6.4	6.5	5.4	--	--	4.7	6.2	5.7	5.3	7.3	4.6
HMO	1.0	--	--	--	1.2	--	--	--	--	--	--	--	--
Emergi-center/ Acute Care Center	--	--	--	--	--	--	--	--	--	--	--	--	--
MD/DDS Office	13.5	--	13.1	13.2	13.7	--	--	--	16.0	11.1	9.1	16.9	12.2
Nursing Home/ECF	40.9	50.4	49.2	42.5	38.8	42.9	--	41.4	40.4	42.0	45.4	37.1	42.5
Home Care Agency Public/	5.5	--	--	6.0	5.6	--	--	8.4	4.9	5.5	6.3	5.1	5.7
Community Health Setting	1.2	--	--	--	1.4	--	--	--	1.2	--	--	1.5	--
Occupational/ Employee Health Service	0.7	--	--	--	--	--	--	--	0.7	--	--	--	--
Student Health Service	1.8	--	--	1.5	2.0	--	--	--	1.5	--	--	2.2	2.1

**Table 3.16. Principal Nursing Employment Setting and Agency Type by Personal Characteristics. (Continued)**

Setting	Personal Characteristics												
	Sex		Age in Years				Race			Number of Children			
	Female	Male	<30	31-45	46-65	Hispanic	Asian	Black	White	0	1	2	3 or more
Self-Employed/ Fee-For-Service/ Registry	1.0	--	--	--	--	--	--	--	--	--	--	--	--
Psychiatric Hospital	0.9	--	--	--	--	--	--	--	--	--	--	--	--
Substance Abuse/ Chemical Dependency Facility	1.0	--	--	--	--	--	--	--	--	--	--	--	--
Other	7.6	--	--	6.9	8.6	--	--	8.9	7.5	8.2	8.4	7.7	7.4

Note. Results are reported as percentages of LPNs reporting this personal characteristic, e.g., 18.4% of 3750 female LPNs reported working in a hospital. Percentages may not sum to 100% due to rounding. Cells with less than 20 cases were not reported.

**Table 3.16. Principal Nursing Employment Setting and Agency Type by Personal Characteristics. (Continued)**

Agency Type	Personal Characteristics												
	Sex		Age in Years				Race				Number of Children		
	Female	Male	<30	31-45	46-65	2010	Hispanic	Asian	Black	White	0	1	2
n	3784	123	356	1414	2010	77	54	587	3072	479	575	1333	1414
Federal Government	3.9	--	--	3.7	4.1	--	--	8.9	3.1	5.0	4.3	3.5	3.9
State Government	7.9	--	9.8	9.2	6.8	--	--	12.1	7.0	8.8	7.8	8.6	7.2
County/City Government	7.8	--	7.9	7.2	7.9	--	--	11.1	7.2	6.9	8.7	7.0	8.3
Private Not-For-Profit	34.2	24.4	30.1	34.0	34.0	45.5	38.9	27.9	34.6	34.4	35.0	31.3	35.4
Private For-Profit	46.2	53.7	47.8	45.9	47.2	31.2	48.1	40.0	48.0	44.9	44.2	49.7	45.2

Note. Results are reported as percentages of LPNs reporting this personal characteristic, e.g., 3.9% of 3784 female LPNs reported working in a federal government agency. Cells with less than 20 cases were not reported.

**Table 3.17. Principal Nursing Position and Agency Type by Personal Characteristics.**

Position	Personal Characteristics												
	Sex		Age in Years				Race				Number of Children		
	Female	Male	<30	31-45	46-65	Hispanic	Asian	African American	White	0	1	2	3 or more
n	3451	104	340	1293	1814	64	47	535	2801	429	527	1202	1302
Staff Nurse	40.8	57.7	50.0	41.4	39.7	50.0	72.3	41.9	40.5	47.8	43.8	38.0	41.0
Assistant to Physician	4.8	1.9	7.6	4.6	4.4	--	--	--	5.2	5.8	--	5.9	3.8
Technician	1.4	--	--	--	1.8	--	--	--	1.4	--	--	--	1.4
Charge Nurse/Team Leader	17.7	--	17.4	18.2	17.3	--	--	20.4	16.9	16.3	18.2	15.6	19.1
Home Care Nurse	4.5	--	--	4.1	4.9	--	--	6.2	4.2	4.9	5.1	3.4	5.2
UR Nurse	0.9	--	--	--	--	--	--	--	0.9	--	--	--	--
Private Duty Nurse	2.0	--	--	1.9	2.0	--	--	4.3	1.6	--	--	2.2	2.1
Office Nurse	14.0	--	11.5	13.8	14.4	--	--	5.0	16.2	9.1	11.2	18.1	12.3
School Nurse	1.5	--	--	--	1.6	--	--	--	1.2	--	--	2.0	1.7
Other	11.9	--	5.6	12.3	12.9	--	--	13.6	11.6	11.4	11.6	12.0	12.1

Note. Results are reported as percentages of LPNs reporting this personal characteristic, e.g., 40.8% of 3,451 female LPNs reported their position title as staff nurse. Percentages may not sum to 100% due to rounding. Cells with less than 20 cases were not reported.

## Chapter Four

### EDUCATIONAL PREPARATION OF LICENSED PRACTICAL NURSES IN ILLINOIS

This chapter describes the basic nursing education of the Illinois Licensed Practical Nurses workforce, the pursuit of further academic education by this workforce, and the relationships between these two factors and employment and personal characteristics.

#### **Educational Preparation**

The trend away from the less structured avenues of LPN education (high school, hospital, and informal) evident in the early 1990's, continues into the year 2001. Graduates of community colleges and vocational/technical programs have slowly increased as a proportion of the total until today 90% of the LPN workforce is a graduate of one of these two types of programs (Table 4.1). The city of Chicago (HSA 6) continues to have a higher percentage of LPNs trained in high schools than other portions of the state; however, the proportion of LPNs trained in community colleges is increasing in this HSA also — from 18.8% in 1997 to 24.0% in 2001. HSA 7 (DuPage County) has a significant proportion of LPNs whose basic education was completed in a hospital school. HSAs 3 (West Central Illinois), 6 (Chicago), and 11 (East St. Louis area) all continue to have higher proportions of nurses with vocational/technical training than other areas of the state. These data and the educational preparation of LPNs residing in other HSAs are found in Table 4.2.

**Principal Employment Setting.** Educational preparation by employment setting across the six Illinois LPN surveys is presented in Table 4.3. When basic educational preparation is examined in light of current employment, LPNs employed in nursing homes appear slightly more likely to have a community college education. The proportions of vocational/technical program graduates employed in hospitals has remained relatively stable over time; however, the proportion of community college graduates working in this setting has increased by approximately 10% in the last 12 years. Year 2001 data for educational preparation associated with these and other employment settings can be found in Table 4.4 at the end of this chapter. LPNs employed in private not for profit agencies are less likely to be community college graduates than those employed in other types of agencies (Table 4.5).

**Position and Practice Specialty.** Proportionately more LPNs who work as assistants to physicians, technicians, private duty nurses, and school nurses have been educated in vocational/technical programs when compared to LPNs with a community college education (Table 4.6). As in 1997, LPNs with a community college education are more concentrated in smaller hospitals (<200 beds) and proportionately more LPNs with a vocational/technical education are employed in larger hospitals (>200 beds).

Table 4.7 summarizes length of time in current position and with current employer by basic educational preparation. As was true in 1997, the average number of years with employer and in current position is comparable across categories.

Table 4.8 presents nursing practice specialty by basic nursing education. Similar to both the 1995 and 1997 surveys, LPN practice specialty does not differ by type of educational preparation. Irrespective of educational preparation, geriatrics is the most frequently reported specialty, followed by medical, and then surgical nursing.

Compared to 1997, LPNs in 2001 reported significantly more time in direct patient care. This proportion of time spent in direct patient care varied slightly by type of basic education. LPNs prepared in high schools spent the smallest percentage of their time in patient care (80.5%); those LPNs with community college, no formal program, and "other" educational preparation had slightly more patient care time (86.8%, 86.7%, and 90.1%, respectively).

**Personal Characteristics.** Variations in the distribution of educational preparation by personal characteristics (Table 4.9) are similar to those reported in the 1997 LPN survey. Younger LPNs more frequently have a community college education; older nurses more often report a vocational/technical education. African Americans are more likely to have a vocational/technical background; Whites, non-Hispanic and Latinos are slightly more apt to have attended a community college.

### **Study for an Academic Degree**

The proportion of LPNs enrolled in an academic degree program continues the decline begun in 1995 (Table 4.10). Currently 11.5% of LPNs are enrolled in academic study either on a full-time (3.5%) or part-time (6.8%) basis. This enrollment represents a 7.0% decline from highs of 17-18% in the early part of the decade. Rates of both full-time and part-time enrollment have declined. HSA 6 (Chicago) has both the largest number and the largest proportion of LPNs enrolled in academic degree programs.

Proportionately LPNs employed in hospitals (16.5%) participate in academic study toward a degree more often than LPNs employed in other settings (Table 4.11). LPNs in staff nurse and charge nurse/team leader positions are most likely to pursue an academic degree. Participation in academic study appears to increase with hospital bed capacity. That is, LPNs employed in larger hospitals are proportionately more apt to be engaged in academic study. However, this trend must be interpreted with caution because the numbers of LPNs employed in large hospitals (300+ beds) who are studying full-time are small and this can result in unstable data.

In summary, two major educational trends evident in previous reports continue in the Year 2001: a continued increase in number of community college and vocational/technical graduates and a continued decrease in the number of LPNs enrolled in continued academic study for a degree.

**Table 4.1. Percentage of LPNs by Type of Basic Nursing Education: 1989 – 2001.**

Nursing Education	Year of Survey Report					
	1989 %	1991 %	1993 %	1995 %	1997 %	2001 %
High School	5.7	5.1	3.3	4.1	4.5	4.5
Hospital	6.2	6.5	4.5	5.5	5.8	3.4
Community College	37.8	41.2	45.0	46.0	43.5	45.1
Vocational/Technical	41.6	42.1	44.3	41.3	43.4	45.1
No Formal Program *	3.6	2.7	0.6	1.0	1.1	0.8
Other	5.0	3.4	2.3	2.1	2.0	--

Note. Results are reported as a percentage of LPNs with this type of basic nursing education, e.g., 5.7% of LPNs responded high school as the basic nursing preparation in 1989.

\*In 1989 and 1991 this category was referred to as “waiver.”



**Table 4.2. Basic Nursing Education by 2001 Residence.**

2001 Residence Location	n	Basic Nursing Education					
		High School	Hospital	Comm. College	Vocational/ Technical	No Formal Program	Other
HSA 1	392	--	--	49.4	43.8	--	--
HSA 2	468	4.5	4.9	65.4	22.7	--	--
HSA 3	574	3.4	--	28.3	64.9	--	--
HSA 4	514	--	--	47.9	44.0	--	--
HSA 5	543	--	--	72.3	21.5	--	--
HSA 6	583	10.0	4.2	23.9	57.6	--	--
HSA 7	490	5.4	7.3	46.6	38.1	--	--
HSA 8	163	--	--	37.1	48.5	--	--
HSA 9	238	--	--	42.0	46.2	--	--
HSA 10	98	--	--	75.5	--	--	--
HSA 11	224	--	--	17.7	73.9	--	--
Total	4012	4.5	3.4	45.1	43.9	0.8	2.2
Other, USA	1230	--	--	46.5	43.0	--	--

Note. Results are reported a percentages of LPNs reporting living in this geographic location; e.g., 49.4% of 393 LPNs in Illinois HSA 1 reported Community College as their basic nursing education. Percentages may not sum to 100% due to rounding. Cells with less than 20 cases are not reported.

**Table 4.3. Employment Setting by Basic Educational Preparation: 1989 – 2001.**

Employment Setting	Year of Survey Report										
	1989		1991	1993		1995		1997		2001	
	%CC	%VT		%CC	%VT	%CC	%VT	%CC	%VT	%CC	%VT
Nursing Home	44.0	36.8	*	45.4	42.4	51.2	39.7	47.1	42.9	47.5	41.0
Hospital	33.8	45.2	*	40.8	46.6	40.6	45.6	40.5	46.7	42.2	44.4
Doctor's Office	40.9	38.9	*	42.6	45.6	44.8	42.2	41.0	44.0	40.3	44.6

Note. Results reported as a percentage of LPNs reporting this employment setting, e.g., 44.0% of LPNs employed in nursing homes reported community college as their basic education in 1989. Percentages may not sum to 100% due to rounding. \*1991 data are not available. CC = Community College program; VT = Vocational/Technical program.

**Table 4.4. Basic Nursing Education by Principal Nursing Employment Setting.**

Setting	n	Basic Nursing Education			
		High School	Hospital	Community College	Vocational/ Technical
Hospital	705	4.4	3.1	44.0	46.2
Clinic	220	--	--	45.5	41.8
HMO	40	--	--	--	55.0
Emergicenter/ Acute Care Center	14	--	--	--	--
MD/DDS Office	497	4.8	5.0	41.6	46.1
Nursing Home/ ECF	1547	2.7	2.2	49.5	42.7
Public/Community Health Setting	205	--	--	42.9	49.3
Occupational/Employee Health Service	22	--	--	--	--
Student Health Service	66	--	--	43.9	48.5
Nursing/Health Association	5	--	--	--	--
Self-Employed/Fee-For-Service/Registry	35	--	--	--	--
Psychiatric Hospital	37	--	--	--	--
Substance Abuse/ Chemical Dependency Facility	37	--	--	--	64.9
Other	290	--	--	41.7	45.2

Note. Results are reported as percentages of LPNs reporting employment in this setting, e.g., 4.4% of 705 LPNs employed in hospitals reported high school as their basic nursing education. Percentages may not sum to 100% due to rounding. Cells with less than 20 cases are not reported.

**Table 4.5. Basic Nursing Education by Type of Agency.**

Setting	n	Basic Nursing Education			
		High School	Hospital	Community College	Vocational/ Technical
Federal Government	161	--	--	55.9	34.2
State Government	317	--	--	45.1	38.5
County/City Government	311	--	--	43.1	41.8
Private Not-For-Profit	1349	4.5	3.0	41.4	43.7
Private For-Profit	1845	3.4	2.9	43.6	43.3

Note. n=number of LPNs reporting employment in this agency, e.g., 55.9% of 161 LPNs employed in the federal government reported community college as their basic education. Percentages may not sum to 100% due to rounding. Cells with less than 20 cases are not reported.

**Table 4.6. Percentage of LPNs in Principal Nursing Position and Hospital Bed Capacity by Basic Nursing Education.**

Principal Nursing Position	n	Basic Nursing Education			
		High School	Hospital	Community College	Vocational/ Technical
Staff Nurse	1539	3.6	3.1	48.4	42.7
Assistant to Physician	181	--	--	39.2	45.3
Technician	61	--	--	--	57.4
Charge Nurse/Team Leader	665	--	--	45.9	46.0
In-Service Education Instructor	8	--	--	--	--
Home Care Nurse	172	--	--	44.8	46.5
Utilization Review Nurse	32	--	--	--	--
Consultant	12	--	--	--	--
Private Duty Nurse	77	--	--	36.4	55.8
Office Nurse	512	4.5	3.9	44.1	44.1
School Nurse	58	--	--	41.4	48.3
Other	451	5.1	--	42.8	46.1
<b>Hospital Bed Capacity</b>					
1-99	786	--	2.7	54.6	37.4
100-199	831	3.0	3.2	48.0	43.1
200-299	439	5.7	--	41.9	47.2
300-399	222	--	--	40.1	50.0
400-499	97	--	--	34.0	57.7
>500	143	--	--	37.1	51.7

Note. Results are reported as percentage of LPNs reporting this principal position title or hospital bed capacity, e.g. 3.6% of 1539 LPNs working as a staff nurse reported high school as their original nursing education. Percentages may not sum to 100% due to rounding. Cells with less than 20 cases are not reported.

**Table 4.7. Basic Nursing Education by Years Worked in Nursing with Current Employer and in Current Position.**

Years Employed as LPN	n	Basic Nursing Education					
		Total	High School	Hospital	Community College	Vocational/ Technical	Other
		M (SD)	M (SD)	M (SD)	M (SD)	M (SD)	M (SD)
<b>1-5 years</b>							
w/employer	718	2.70 (2.89)	-- (--)	-- (--)	2.73 (2.92)	2.52 (2.40)	-- (--)
current position	715	2.00 (1.52)	-- (--)	-- (--)	1.93 (1.30)	2.05 (1.43)	-- (--)
<b>6-10 years</b>							
w/employer	779	4.7 (3.87)	4.52 (3.45)	-- (--)	5.04 (3.87)	4.48 (3.99)	-- (--)
current position	780	4.08 (2.93)	4.43 (3.40)	-- (--)	4.36 (3.05)	3.83 (2.75)	-- (--)
<b>11-15</b>							
w/employer	521	6.41 (5.17)	-- (--)	-- (--)	6.63 (5.25)	6.18 (5.17)	-- (--)
current position	522	5.69 (4.64)	-- (--)	-- (--)	5.76 (4.72)	5.48 (4.58)	-- (--)
<b>16-20</b>							
w/employer	736	8.50 (6.56)	7.72 (6.65)	-- (--)	8.71 (6.50)	8.39 (6.42)	-- (--)
current position	734	7.51 (6.09)	6.64 (6.28)	-- (--)	7.60 (5.99)	7.48 (6.03)	-- (--)
<b>Over 20</b>							
w/employer	1339	12.68 (9.99)	13.98 (10.04)	13.83 (10.81)	12.68 (9.65)	12.26 (9.90)	12.95 (10.31)
current position	1334	11.07 (9.49)	12.53 (9.91)	13.26 (10.93)	10.93 (8.86)	10.67 (9.64)	11.54 (9.78)

Note. Results are reported as mean (and standard deviation) years within each five-year experience group for which LPNs have worked for current employer or within current position, e.g., LPNs who have worked 1-5 years in nursing reported a mean of 2.70 years they have worked for their current employer. Cells with less than 20 cases are not reported.

**Table 4.8. Nursing Practice Specialty by Basic Nursing Education.**

Nursing Specialty	Basic Nursing Education					
	High School	Hospital	Community College	Vocational/ Technical	No Formal Program	Other
N	165	118	1817	1773	3	4
Administration	--	--	2.5	3.4	--	--
Obstetrics	--	--	5.7	5.7	--	--
Generalist	--	--	7.5	6.9	--	--
Geriatrics	43.6	38.1	52.3	48.4	--	42.4
Pediatrics	18.2	--	11.0	12.5	--	--
Medical	29.7	25.4	23.6	24.5	--	23.5
Psychiatrics	--	--	9.6	11.1	--	--
Surgical	13.3	16.9	11.8	12.2	--	--
Public/Community Health	--	--	4.9	5.4	--	--
Critical Care	--	--	4.5	4.5	--	--
Other	27.3	33.1	25.6	26.3	--	32.9

Note. Results are reported as percentages of LPNs reporting this educational preparation, e.g., 2.5% of 1817 LPNs whose basic nursing education is community college reported their practice specialty as “administration.” Percentages may not sum to 100% due to rounding. Cells with less than 20 cases are not reported.

**Table 4.9. Basic Nursing Educational Attainment by Personal Characteristics.**

Personal Characteristic	n	High School	Hospital	Basic Nursing Education				Other
				Community College	Vocational/ Technical	No Formal Program		
Sex								
Female	4563	4.6	3.4	45.1	44.1	0.7	2.0	
Male	139	--	--	45.3	39.6	--	--	
Age								
≤30 years	393	--	--	54.2	38.4	--	--	
31 – 45 years	1637	4.2	1.6	49.8	41.5	--	2.0	
46 – 65 years	2428	4.3	4.3	41.8	46.5	--	2.4	
>65 years	238	8.8	12.6	29.4	45.0	--	--	
Race/Ethnicity								
American Indian/Alaskan Native	44	--	--	--	52.3	--	--	
Asian/Pacific Islander	58	--	--	60.3	--	--	--	
African American/Black	666	6.5	--	23.9	62.9	--	--	
Latino/Hispanic	81	--	--	40.7	34.6	--	--	
White not Hispanic	3754	3.9	3.6	49.0	40.8	0.8	1.9	
Multiracial	42	--	--	--	50.0	--	--	
Other	26	--	--	--	--	--	--	
Marital Status								
Married	2948	4.4	3.7	47.7	41.5	0.8	2.0	
Divorced/ Widowed/ Separated	1205	4.6	3.6	20.6	48.3	--	2.3	
Single	537	5.0	--	42.1	46.6	--	--	

**Table 4.9. Basic Nursing Educational Attainment by Personal Characteristics. (Continued)**

Personal Characteristic	n	Basic Nursing Education					
		High School	Hospital	Community College	Vocational/ Technical	No Formal Program	Other
<b>Children</b>							
One	673	4.9	--	46.7	42.8	--	--
Two	1572	3.6	3.9	47.2	43.1	--	1.7
Three or more	1730	4.7	3.4	43.2	45.1	--	2.6
<b>Gross Family Income</b>							
<\$10,000	69	--	--	47.8	40.6	--	--
\$10,000 – 14,999	181	--	--	49.2	39.2	--	--
\$15,000 – 29,999	1347	4.0	2.1	47.6	42.5	--	2.6
\$30,000 – 49,999	1408	5.0	3.5	42.2	47.2	--	1.7
>\$50,000	1393	4.4	3.8	45.7	43.0	--	2.4

Note. Results are reported as percentages, e.g., 4.6% of the 4563 female LPNs reported their basic nursing education was in high school. Percentages may not sum to 100% due to rounding. Cells with less than 20 cases were not reported.



**Table 4.10. Percentage of LPNs Participating in Study for an Academic Degree Across Six Surveys.**

Level of Study	Year of Survey Report					
	1989 (%)	1991 (%)	1993 (%)	1995 (%)	1997 (%)	2001 (%)
Full-Time	5.7	5.6	5.0	4.5	3.6	3.4
Part-Time	11.6	12.0	12.7	9.5	8.8	7.1
Total	17.3	17.6	17.7	14.0	12.4	11.5

Note. Results are expressed as percentages of LPNs reporting this level of study for an academic degree, e.g., 5.7% of LPNs reported full-time academic study in 1989.

**Table 4.11. Extent of Participation in Study for an Academic Degree by Principal Nursing Employment Setting and Agency Type.**

Setting	n	Extent of Participation		
		Not Enrolled	Full-Time	Part-Time
Hospital	730	83.4	6.8	9.7
Clinic	224	91.5	--	--
HMO	41	92.7	--	--
Physician/Dentist Office	512	95.7	--	--
Nursing Home/ECF	1604	88.0	4.2	7.8
Home Care Agency	214	87.4	--	10.3
Public/Community Health Setting	48	89.6	--	--
Occupational/Employee Health Service	26	96.2	--	--
Student Health Service	67	85.1	--	--
Self-Employed/Fee-For- Service/Registry	37	83.8	--	--
Psychiatric Hospital	37	75.7	--	--
Substance Abuse/Chemical Dependency Facility	37	86.5	--	--
Other	301	91.0	--	--

**Table 4.11. Extent of Participation in Study for an Academic Degree by Principal Nursing Employment Setting and Agency Type. (Continued)**

Agency Type	n	Extent of Participation		
		Not Enrolled	Full-Time	Part-Time
Federal Government	162	87.0	--	--
State Government	312	89.7	--	--
County/City Government	302	87.1	--	8.9
Private Not-For-Profit	1337	88.3	4.6	7.1
Private For-Profit	1831	88.5	3.3	8.1

Note. Results are reported as percentages of LPNs reporting this work setting, e.g., 83.4% of 730 LPNs working in hospitals are not enrolled for an academic degree. Percentages may not sum to 100% due to rounding. Cells with less than 20 cases are not reported.

APPENDIX A  
ILLINOIS HEALTH  
SERVICE AREAS (HSAs)

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