



IDFPR

Illinois Department of
Financial and Professional Regulation

LPN 2025 Workforce Survey Report

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The supply survey data was collected from November 2024 through February 2025 under the leadership of the Illinois Nursing Workforce Center's Advisory Board of Directors. The data was initially collected with a request post license renewal payment of fee. Additional data was collected through two eblasts sent in March 2025, with a deadline of April 10, 2025. The acquisition of data was accomplished through the collaboration of the following IDFPR sections: Licensing, the Division of Nursing, the Board of Nursing, the Illinois Nursing Workforce Center and the State of Illinois Department of Innovation and Technology.

Special thanks to the nurses licensed in Illinois who voluntarily responded to the survey. The feedback provided will make a significant contribution to planning health services in Illinois, specifically those focused on the nursing workforce.

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Key Findings -The Illinois Nursing Workforce Center LPN Workforce Survey 2025

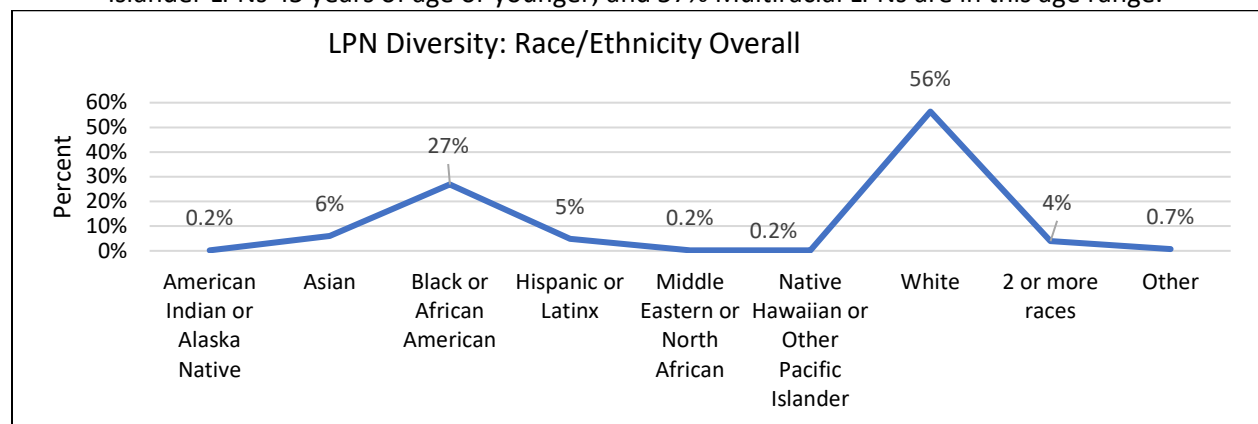
Voluntary survey participation was offered to Illinois LPNs post license renewal and through two ebcasts, March 18 and March 28, 2025. The data portal remained open through April 15, 2025. A total of 2,762 LPNs completed the survey for a survey response rate of 10.5% LPNs.

Key Findings

- Employment: 63% are employed full-time in nursing, 65% work one job.
- Employment setting: 48% Practice in long-term care/outpatient clinic/assisted living.
- Diversity: the LPN workforce is the most racial and ethnically diverse of Illinois licensed nurses. There is more racial and ethnic diversity in the LPNs that are less than 45 years of age.
- Age: 35% of LPNs are 55 years of age or older.
- Education: at least 42% of licensed LPNs received pre-licensure community college education.

Diversity

- 8% of LPNs are male, slightly lower than national average of 9.1%, with approximately 27% of male LPNs are under 45 years of age.
- Approximately 56% of Hispanic/Latino LPNs are less than 45 years of age.
- Approximately 36% of Asian, American Indian, Alaska Native, Native Hawaiian or Other Pacific Islander LPNs 45 years of age or younger; and 57% Multiracial LPNs are in this age range.



- 27% of LPNs identify as Black/African American, the largest reporting minority; approximately 32% are less than 45 years of age.

LPN Employment Settings

- 28% Practice in long-term care.
- 10% Practice in outpatient settings such as ambulatory clinics, primary care clinics, offices.
- 8% Practice in the home health.
- 5% Practice in the hospital/acute care.
- 3% Practice in school settings.

LPN Position Role

- 62% are staff nurses providing direct patient care working primarily in long-term care, rehabilitation, assisted living facilities, as well as outpatient and ambulatory settings.
- 6% identify as an administrator or manager, 7% other health-related roles, other roles included patient care coordinator, educator-nurse faculty, and 18% did not respond to this question.
- In Illinois 47% of the LPNs work one job full-time and make between \$45,000-\$95,000, with 22% making \$55,000- \$75,000.
- 20% of LPNs plan on retiring in the next 1-5 years.

General Overview

Illinois Nursing Workforce Center Licensed Practical Nurse (LPN) Survey 2025

This report details the results of the 2025 Illinois Licensed Practical Nurse (LPN) workforce survey. The survey was structured to capture data on the demographics of the current LPN licensed workforce, including their racial, ethnic and gender diversity, relative numbers of LPNs in each age group, educational preparation, specialty practice area, specialty roles, and workplace settings.

This is the sixth time that data has been voluntarily collected post Illinois Licensed Practical Nurse (LPN) license renewal. There was additional data collection through two eblasts conducted in March 2025. There was a 10.5% response rate. The eblast message can be found in Appendix B.

The primary source of data for this report was from a voluntary survey offered to individual Licensed Practical Nurses (LPN) post license renewal payment of fee email receipt, followed by two eblasts distributed in March 2025. The data portal remained open from November 1, 2024, through April 15, 2025. The biennial LPN license renewal was completed February 28, 2025. The eblasts were distributed to the IDFPR LPN database of email addresses, approximately 27,000 Illinois LPNs. The eblasts were distributed at a time agreeable with Illinois Department of Financial and Professional Regulation (IDFPR) Licensing Section.

The 2025 license renewal period was extended from January 31 to February 28, 2025, by a Variance to 68 Illinois Administrative Code 1300.40 and 68 Illinois Administrative Code 1300.30(c), which requires every licensed practical nurse (LPN), to complete 20 hours of continuing education and by paying the renewal fee by the deadline of January 31, 2025. The Variance was granted by the Division of Professional Regulation Director, Camile Lindsay. The deadline for license renewal was extended to February 28, 2025.

The survey included 32 questions consistent with the National Forum of State Nursing Workforce Centers recommended supply minimum set of data to standardize information collected. A comprehensive record of questions is provided in Appendix A. Information obtained from the survey can be categorized into four areas: 1) demographic information such as age, diversity (race, ethnicity, gender), and retirement horizon; 2) human capital elements such as level of education, workplace role and employment specialty area; 3) job characteristics of work setting, annual salary and 4) workplace violence.

Diversity

The Illinois LPN workforce is a racially and ethnically diverse group. Twenty-seven percent of respondents to the question on race/ethnicity placed themselves in the Black/African American category. The Black/African American LPNs under the age of 44 years is 32%. The Hispanic/Latinx percent was highest in the younger years, with approximately 56% less than 44 years of age. The gender diversity of males is slightly less than the national average of nine percent, though 27% of this group are 44 years of age or younger. While there is a need to maintain and to increase diversity in the nursing workforce, the LPN licensees continue to demonstrate some racial and ethnic diversity.

Age of the Workforce

Similar to the RN workforce, LPNs are an aging group; 35% of the respondents are 55 years of age or older. When combined with the 45-54 years old age groups, the data indicate that 57% of the LPN workforce falls into upper age ranges, which is similar to, but slightly less than the 2019 - 2023 survey results. Serious concerns about the capacity of this group to meet future population's health needs surface as 35% of respondents plan to retire in the next ten years.

Workplace Settings

Long-term care settings/nursing homes were the primary workplace settings for approximately 28% of the respondents. Another large percent of LPNs practice in the ambulatory care/outpatient clinic setting (10%), assisted living facilities (10%) and (8%) in the home health setting. Demand projections for this workforce depend on the anticipated shift from nursing home/long-term care to home health care for the elderly but long-term employment growth is expected to continue into 2030. Combining workplace setting, age and intent to retire data have clear implications for Illinois workforce planning groups, particularly the need to focus on the nursing home/ home health population, its growth, service needs and the demand/workforce capacity.

Summary

The Licensed Practical Nurse (LPN) survey data indicates a workforce that is aging. It is well-known that aging of the U.S. population poses demands on health care services, one sector being long-term care needs for this aging population. There is an urgent need for work force planning to meet future healthcare needs. The LPN traditional roles in nursing homes/extended care/assisted living environments and home care with the anticipated growth of the elderly population will increase the demand for LPNs. As we plan for the future LPN nursing workforce demands created by both population shifts and health care transformations, it would be helpful to have a better understanding of the drivers for choosing an LPN license and career and how we might optimize each individual's interest in a nursing career.

About the Data/Introduction

The Illinois Nursing Workforce Center Licensed Practical Nurse (LPN) Workforce Survey 2025

This is the sixth time that data has been voluntarily collected post Illinois LPN license renewal. Voluntary survey participation was offered to Illinois LPNs through post license renewal payment of renewal fee receipt email and through two eblasts, March 18 and March 28, 2025. The data collection portal remained open from November 1, 2024, through April 15, 2025. The survey was completed by 2,762 LPNs representing approximately 10.5% of the 26,138 total LPNs licensed in Illinois.

On March 18, 2025, 26,498 Licensed Practical Nurses (LPNs) licensed in Illinois received the first eblast request to voluntarily participate in completion of an individual survey. On March 28, 2025, a second eblast was distributed to 26,335 Illinois LPNs; the email message had been adjusted. The phrase: “if you have already completed this survey, thank you, you do not need to complete the survey a second time” was placed at the top of the email. The survey was closed on April 15, 2025, with 2,762 or 10.5% response rate of those who hold an Illinois LPN license.

About the Survey

The survey included 32 questions consistent with the National Forum of State Nursing Workforce Centers recommended Supply minimum set of data to standardize information collected. There were additional questions about workplace violence and the impact of COVID-19 SARS-2 pandemic. A comprehensive record of questions is provided in Appendix A. Information obtained from the survey is categorized into four areas. The first area, demographic information, includes the relative numbers in each age group; race, ethnic and gender diversity; and retirement horizon. The second area, human capital elements include education preparation, education advancement, specialty practice area, workplace setting and workplace role. The third area includes job characteristics of work setting, annual salary, workplace benefits. The final section includes information on workplace violence.

Demographics

General Overview

Data on the characteristics, supply, and distribution of licensed practical nurses (LPNs) in the State of Illinois are essential to expanding access to care and planning for provision of essential primary care and other health care services. This report contains data on the demographics of our current LPN workforce, the relative numbers of LPNs in different age

groups, their racial, ethnic and gender diversity, educational preparation, employment specialty, employment role, annual salary, workplace violence and workplace setting.

Figure 1: Age Cohorts

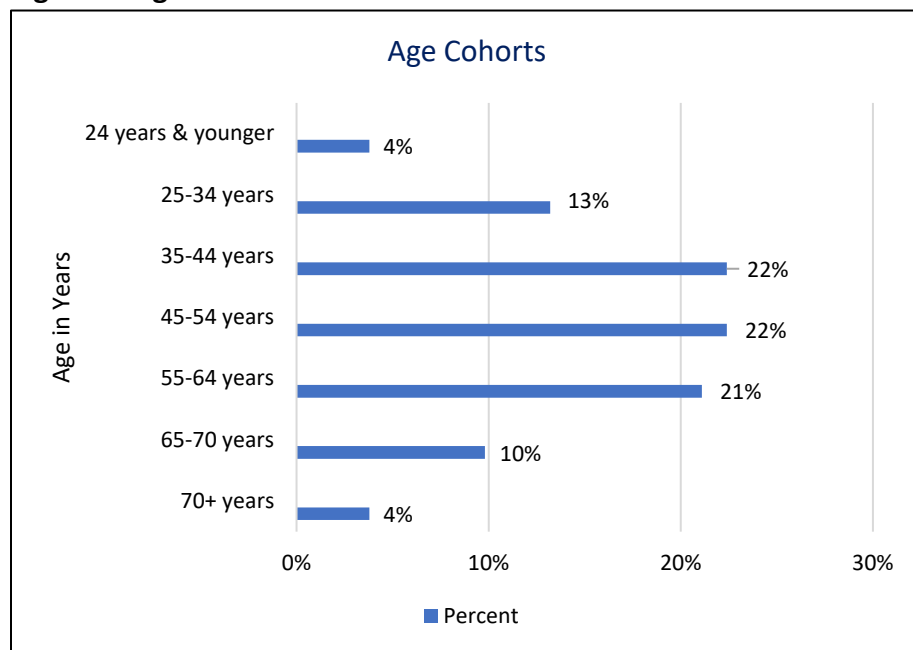


Figure 1 presents the distribution of Licensed Practical Nurse (LPN) survey participants by select age categories. Age is derived from unfiltered participant responses to date of birth. The years of age are listed on the vertical axis, to the left of the horizontal bar, on the right of the horizontal bar is the percent. The

substantial share of Illinois LPNs in advanced age categories represents a significant context for many other observations in this report. Approximately 35% of Illinois LPNs are age 55 years or older. The value of these age categories as a cross-reference for other information is enhanced by the relatively small number of non-responses (n = 98).

The LPN voluntary survey age data were compared with the Illinois Department of Financial and Professional Regulation (IDFPR) LPN active licensee age data. The ages are similar, though more, approximately 8% more LPNs age 55+ years of age responded to the survey. The Illinois LPN active licensee database has approximately 10% more LPNs less than 45 years of age. See Appendix #D for LPN age comparison. The LPN active licensee age data were obtained from the IDFPR licensure database in December 2024.

Diversity of the Illinois LPN workforce is illustrated in Figures 2 and 3. Figure 2 represents racial and ethnic diversity of respondents. Figure 3 illustrates racial, ethnic and gender diversity distributed amongst age cohorts. The U.S. Census Bureau describes the Hispanic ethnonym as a culture regardless of race, so these data may represent duplicate counts. White females constitute a substantial majority (56%); however, there are indications of changing demographics observable across age categories.

The racial and ethnic diversity of the LPN nursing workforce in Illinois was determined by one question: “Select one of the following races or ethnicities that applies to you”.

Responses are illustrated in Figure 2. There were 18 individuals that did not respond to the question regarding race/ethnicity.

Figure 2: Diversity: Race/Ethnicity Overall

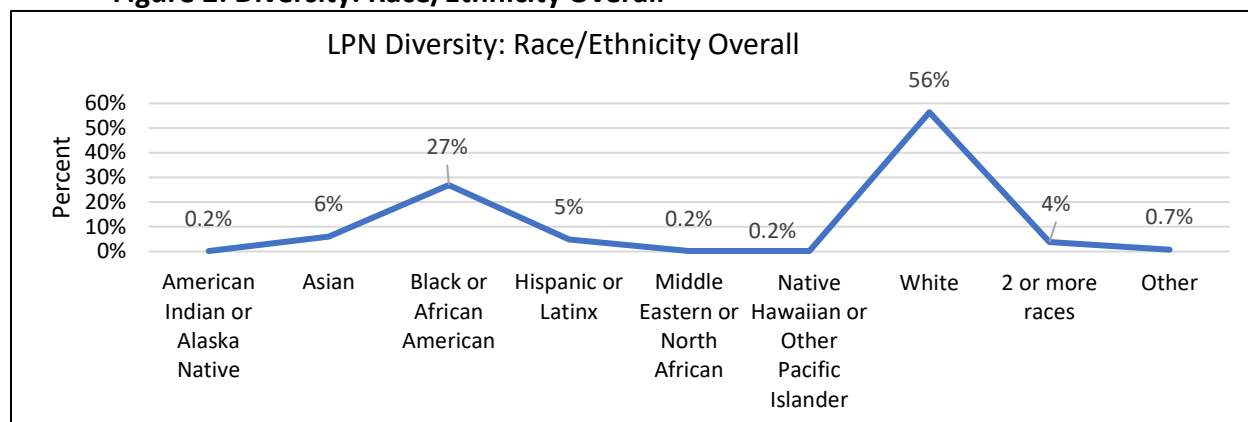


Figure 2. Race/ethnicity no response n = 18

Diversity of the workforce varies depending on age, with younger cohorts generally demonstrating increased diversity. Black/African American is the largest reporting minority group (27%). For Black/African Americans, the percent was similar for two age ranges: 35-44 years (22%) and 45-54 years (25%) of age. Interestingly the Hispanic/Latino percent was highest in the younger years, showing approximately 56% of Hispanic/Latino LPNs are less than 45 years of age.

Figure 3 Race, Ethnicity, Gender Diversity by Age Cohorts

	24 years and under (2001)	25-34 years old (1991-2000)	35-44 years old (1981 - 1990)	45-54 years old (1971-1980)	55-64 years old (1961-1970)	65-70 years old (1955-19607)	70+ years old (1954+)	Total
American Indian or Alaska Native	0.00%	0.04%	0.04%	0.07%	0.04%	0.04%	0.04%	0.22%
Asian	0.00%	0.80%	1.09%	1.77%	1.41%	0.40%	0.29%	6.01%
Black or African American	0.14	2.53%	5.97%	6.70%	5.83%	2.53%	2.35%	27.08%
Hispanic or Latinx	0.11%	1.05%	1.59%	1.05%	0.54%	0.33%	0.14%	4.88%
Middle Eastern or North African	0.04%	0.07%	0.00%	0.00%	0.70%	0.00%	0.00%	0.22%

Native Hawaiian or Other Pacific Islander	0.00%	0.04%	0.04%	0.07%	0.07%	0.00%	0.00%	0.22%
White or Caucasian	1.41%	5.10%	9.52%	11.66%	12.96%	9.2%	6.55%	56.78%
Multiracial	0.07%	0.80%	1.27%	0.72%	0.76%	0.04%	0.11%	2.8%
Female*	1.67%	9.7%	18.21%	20.02%	19.55%	11.69%	9.16%	90.98%
Male*	0.11%	0.69%	1.30%	2.03%	2.21%	0.87%	0.33%	7.86%
	24 years and under	25-34 years old	35-44 years old	45-54 years old	55-64 years old	65-70 years old	71+ years old	Total
<i>*The gender question included the response options: prefer not to answer, and Other (please specify).</i>								

Figure 3: For each race or ethnicity option, 0.0% - 1.67% either chose to not respond or response was not indicated. For the gender option 0.36 – 3.08% chose to not respond or response was not indicated.

In terms of race/ethnicity by age-groups, approximately 30-50% of the ethnic or racial minority LPNs are in the younger age ranges, 44 years or younger. The recruitment and retention in the LPN education programs is positively impacting an increased diversity and recruitment of LPNs into the workforce. While there is a continued need to increase the racial and ethnic diversity of the nursing workforce, the Illinois licensed practical nurses continue to have an increase in the racial and ethnic diversity of the workforce.

Women continue to dominate the Illinois LPN workforce. The majority of LPNs respondents, 91%, are female, which is close to the 92% national average. The percent of male LPNs is 8%, which is close to the national average of 9%. However, since 2007, the percent of Illinois LPNs who are male has more than doubled from 3.5% to 8% and the percent of LPNs who are women has decreased from 97% to 91%.

Consistent with past Illinois LPN surveys, the overwhelming majority of respondents (99%) received initial LPN licensure in the United States. A total of 22 survey respondents received initial nursing licensure in another country: Canada, Poland, India, Nigeria, Philippines and other. Of those initially licensed in another country a few (5) were initially licensed as an RN. There are few LPNs that are licensed in another state. Of those LPNs who are also licensed in another state, the majority are licensed in the following states: Indiana (4%), Missouri (5%), Wisconsin (3%), Iowa (2%) and Florida (2%). For those with licenses in another state, even less indicate they practice in that state: Indiana (2%), Iowa (1%), Wisconsin (1%), and Florida (0.5%).

The survey asked participants a pair of questions related to retirement plans: *“How much longer do you plan to practice as a nurse in Illinois”* and *“If you plan to retire within the next 5 years, is there a primary factor that would persuade you to... extend your date of retirement?”* Approximately 35% of survey participants report anticipated retirement over the next decade. On the first question there was a small number, 22% (n = 606) indicating uncertainty with regards to retirement plans, and there were 169 non-responders.

The second retirement question asked the primary reasons for potentially delaying retirement. 21% indicated that economic conditions and increased salary were the primary factors that would delay retirement. Other responses included not planning on retiring (37%), reduced physical demands (8%) and shortened, flexible work hours (5%). Thus, salary and economic benefits continue to be an important component of maintaining LPNs in the workplace.

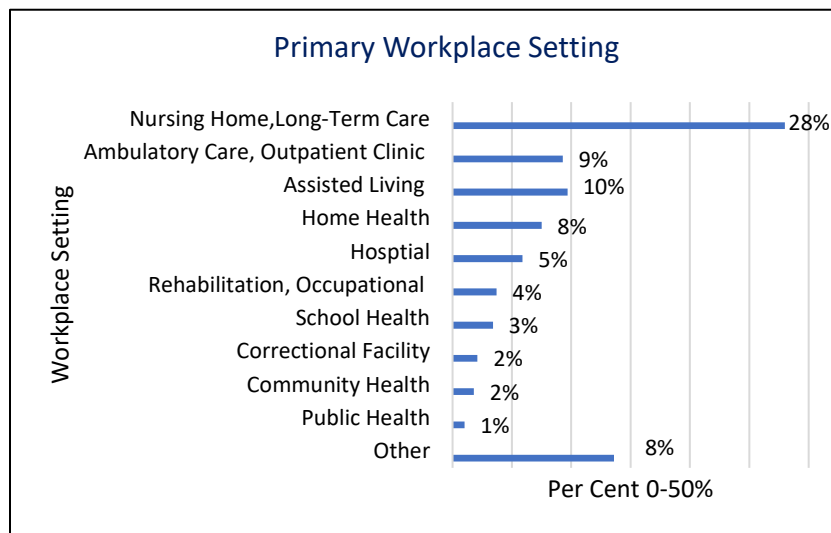
Human Capital

The concept of human capital frames workforce issues in terms of the productive capacity of each individual. Skills and knowledge can be general (productive in a variety of contexts) or specific (most valuable in a particular context, such as a unique industry setting or specialized occupational role). A human capital perspective is essential to the full appreciation of the role of health care, education, and workforce development in promoting economic growth and societal wellbeing. In this section we look at education preparation, area of clinical practice specialties, employment characteristics and workplace violence impact in the Licensed Practical Nurse (LPN) survey responses.

Employment, Job Characteristics

The majority 63% of respondents are actively employed full-time in nursing. Ten per cent work part-time and nine per cent work per diem; the number working per diem is approximately double what it was in 2021. The question regarding number of jobs, 65% work at one job and 16%, work two jobs. Forty-two percent (43%) of respondents work between 31-40 hours per week on all jobs. For those who work part-time, approximately 17% work 30 hours or less per week, and approximately 20% work between 41-60 hours per week. A small number (3%) of respondents work more than 60 hours per week. There was also a decent percent (17%) that did not respond to this question.

Figure 4: Employment Setting



Participants were asked to identify the type of setting that most closely corresponds to their primary nursing position. The most common setting was nursing home or long-term care setting (28%, 773), followed by the ambulatory care, outpatient clinics (10%, 274); assisted living facilities (10%, 269), home health (8%,

208) and acute care or hospital settings (5%, 208) (Figure 4: non-response n=491, 18%).

Most of the settings where Illinois LPNs are employed are non-acute care or non-inpatient hospital settings. The primary role of the LPN, in all the various employment settings listed above, is as a direct care provider, a staff nurse providing care to patients and families 62% (1,715). The next highest categories are nurse administrator/manager 6% (154), followed by patient care coordinator 3% (88). The “other health-related” category is 7% (194); this question did not provide for individual comments as to what these other health-related roles might be. These data are similar to the past LPN reports since 2017 where approximately 75% identified as staff nurses, 5% as nurse administrator/managers and 5% as patient or nursing care coordinators.

Employment specialty

The types of specialty practice area reflect the breadth of clinical specialty knowledge required by the LPN’s primary role. For this question, more than one clinical specialty area could be selected by respondents. The most frequently reported specialty areas: long term care (24%), geriatric/gerontology (13%), home health (6%), primary care (4%) and adult health (4%). Below is a list of specialty areas, and the percent of nurses specializing in each area. If the survey participant selected the “Other” category, they were not able to type in a comment.

- **Acute Care:** Acute Care or Hospital (2%), Emergency (0.5%), Orthopedics (0.3%)
- **Long Term Care:** Long Term Care (24%); Rehabilitation (3%),
- **Non-acute, Outpatient Clinical Practices:** Outpatient or Ambulatory Clinic (2%); Primary Care, includes Private Physician Offices (4%)
- **Community, Health Promotion:** Community (2%), Home Health (6%), Public Health (1%), School Health (3%)

- **Family Health:** Geriatric/Gerontology, (13%), Adult Health (4%), Women’s Health (1%), Pediatrics (3%)
- **Maternal-child Health:** Maternal-child Health (0.4%)
- **Medical, includes Specialties:** Medical (2%), Dialysis and/or Nephrology (0.4%), Oncology (0.3%), Occupational Health (0.5%)
- **Other:** Other (7%)
- **Palliative Care/Hospice:** Palliative Care (0.4%); Hospice (0.2%)
- **Prison/Corrections:** (0.4%)
- **Psychiatric/Mental Health/Substance Abuse:** Psychiatric, Mental Health, Behavioral Health, Substance Abuse (3%)
- **Surgical:** Surgical (1%), Perioperative (0.1%)
- **Tele-health:** Telehealth (0.5%)
- **Blank, no response:** (17%)

Figure 5: Post-Licensure Specialized Certification

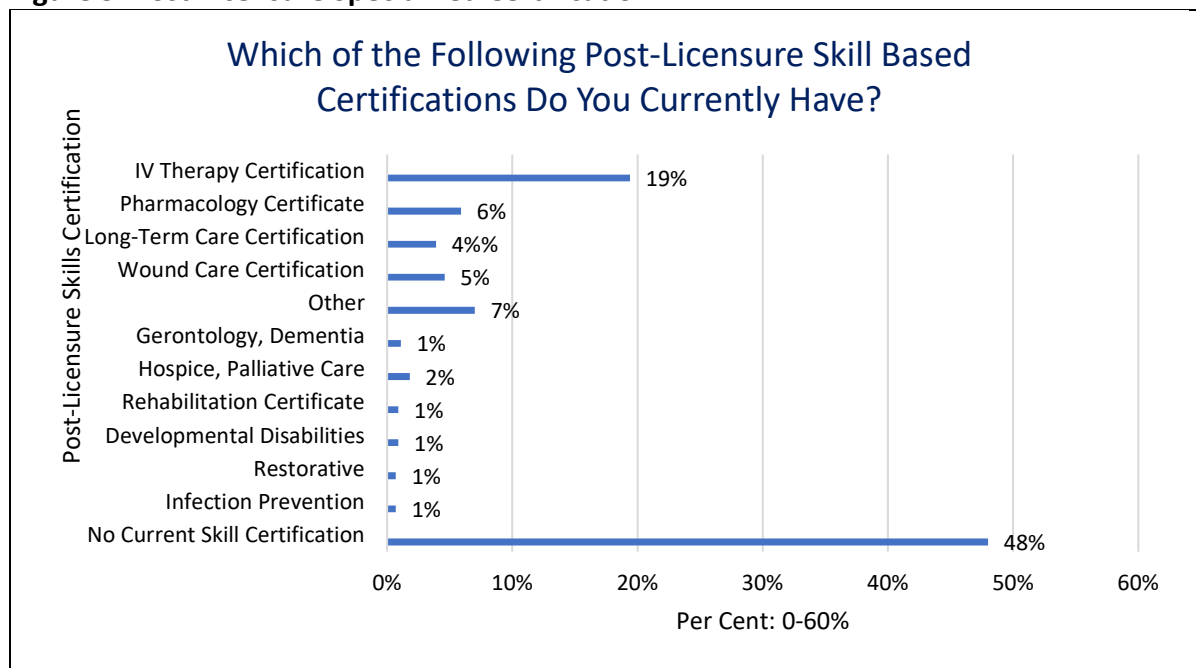


Figure 5: No response rate: 1%

Specialized certification enhances skills that are most valuable in a particular employment context. There are several specialty certifications available to LPNs. Figure 5 (above) reflects the specialty certifications held by the respondents. The top four specialty certifications are IV (intravenous) Therapy, Pharmacology, Long-Term Care, and Wound Care. These specialty certification areas, particularly IV training, could reflect demand in the field for these skills. It should be noted that approximately half of the respondents (48%) do not hold any specialty certification.

Experience by Age Distribution

Years of experience as an LPN is another individual element that can be derived from survey responses. It is not surprising that the youngest age cohort, 25 years and younger, have the least experience. However, a more complex picture emerges for age groups 35-44 years, 45-54 years and even 55-64 years of age. In each of these age categories are individuals with diverse levels of experience. This observation is consistent with heterogeneity in the timing of LPN career choice. That is, individuals enter the field at different points in the life cycle, up to their late 40's and beyond. Thus, in these older age cohorts, age cannot automatically be equated with years of experience.

Educational Distribution

Figure 6: Highest Level of Education

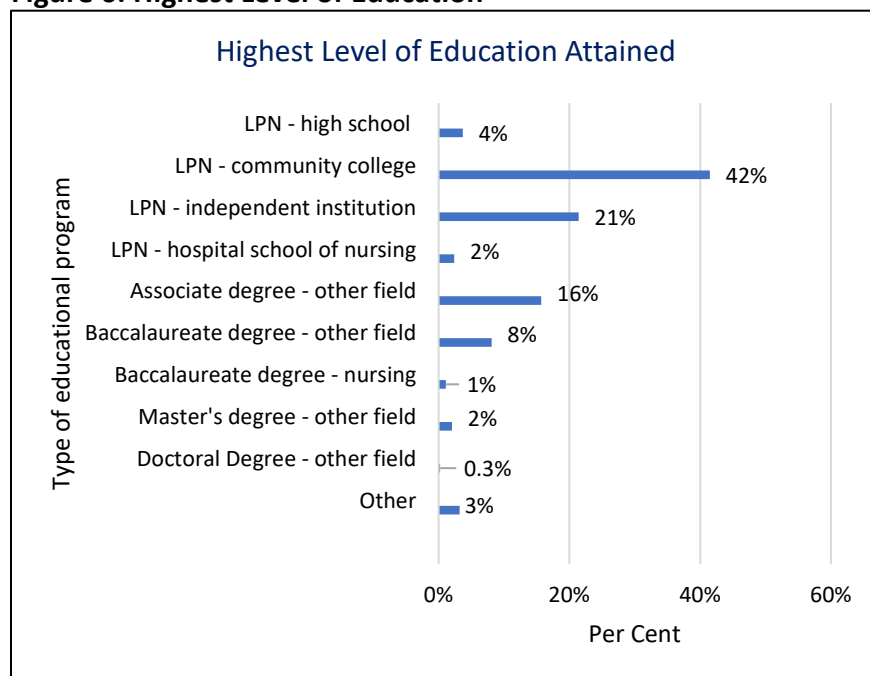


Figure 6: No response/blank 0.5%

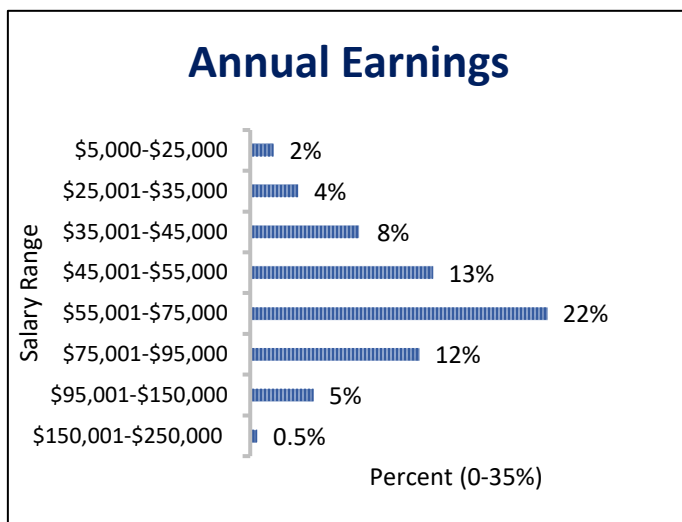
Figure 6 presents Illinois LPN educational attainment. The numerical per cent is to the right of each horizontal bar. LPN licensure obtained through a community college is the highest ranking, followed by independent institution. The advanced degrees through college courses are in addition to the LPN education and licensure.

Community college nursing education programs remain an important pipeline for the education of the LPN workforce. In Illinois there are a total of 36 stand-alone licensed practical nursing education programs at either a community college or an independent institution. Thirteen of the community college associate degree RN programs have an RN only program with an LPN “option-out”. These schools have no corresponding stand-alone LPN program, they do have an approved LPN code so that students can take the LPN exam after a certain time as designated by the curriculum. These data are similar to the 2017 through 2023 Illinois LPN survey responses that also indicated that slightly less than half of the respondents received their LPN education through a community college. A list of Illinois LPN education programs is

found on the Illinois Nursing Workforce Center website, tab: Education Opportunities, pre-licensure <https://nursing.illinois.gov/education/education-opportunities-pre-licensure-education.html>

Earnings

Figure 7: Annual Earnings



The 2025 LPN survey question “Please estimate your pre-tax annual full-time earnings from your primary nursing position” provided fourteen earning intervals. The majority (47%) of respondents reported annual earnings between \$45,000-\$95,000. Approximately 14% of respondents reported an annual salary below \$45,000; 17% above \$75,000. There was a 20% non-response rate, 5% were retired and 9% work part-time.

Figure 11: No response/blank: 20%; retired: 5%; do not work FT: 9%

The majority of Illinois LPNs work full-time, as reported earlier. The average salary range is higher in the 2025 survey than in past surveys. The 2025 LPN survey also asked the respondent if they worked part time, less and an average of 30 hours of service a week. However, there was 53% non-response rate, and an additional 28% indicated that they did not work part-time. The average Illinois LPN salary is similar to what the Bureau of Labor Statistics (BLS) reported nationally for 2024, with the median annual LPN salary as \$62,340 per year. The BLS indicates that for LPNs, the exact earning potential will vary depending on factors such as employer, location and experience.

In addition to asking a question about annual salary, the 2025 LPN survey included a question asking which benefits the respondents currently received. Overall, approximately one third (28%) indicate that they do not have any benefits beyond their salary. The benefits they have are: 19% have personal health insurance, 15% have a retirement plan, 10% have family health insurance, 6% have life insurance, 3% have dental insurance, and 2% have tuition reimbursement.

The top four workplace settings, where the majority of Illinois LPNs work are: long-term care (28%), outpatient clinic (10%), assisted living (10%) and home health (8%). The other types

of settings where LPNS work are rehabilitation (4%), acute care or hospital (5%), school health (3%) and correctional (2%).

Emerging Trends: Workplace Violence

The Illinois General Assembly (IGA) in 2019 passed the Health Care Violence Prevention Act (Public Act #100-1051) that mandates hospitals and other healthcare providers to comply with requirements aimed at protecting their workers from violence. To better understand workplace violence in healthcare settings, three questions are part of the survey. The questions were prefaced by the Emergency Nurses Association (ENA) definition of violence: an act of aggression directed toward persons at work or on duty, ranging from offensive or threatening language to homicide. Workplace violence is commonly understood as any physical assault; emotional or verbal abuse; or threatening, harassing, or coercive behavior in the work setting that causes physical or emotional harm. Both the questions and the definition were used with permission from the Emergency Nurses Association.

Below are the three survey questions with summary of responses:

1. How often have you experienced patient/visitor/family physical or verbal abuse while at work? the range of options began with “on each shift” (10%) through “never” (22%). Weekly (18%), monthly (10%), quarterly (6%), semi-annually (4%), annually (3%), less than annually (11%), I am not currently working (11%), blank/no response (4%).
2. Where have you attended workplace violence training: current facility (43%), other location (18%), both current facility and other location (18%), have never attended training (22%), blank/no response (8%).
3. Does your hospital/facility have a policy in place for reporting workplace violence incidents: yes (81%), no (4%), don’t know (15%), blank (6%).

In summary, 43% of LPN respondents reported experiencing physical or verbal abuse (based on the ENA definition) at least quarterly. This is approximately the same as it was in 2023, LPNs experience workplace violence at least quarterly. The per cent nurses who have never attended workplace violence training, 22% is also approximately the same as it was in 2023. The clear majority, 81% indicated that the facility where they work has a policy for reporting workplace violence.

Discussion and Implications

Licensed Practical Nurses (LPNs) in our State are an aging workforce, as is the Illinois Registered Nurse (RN) workforce. Thirty-five percent of Illinois LPNs are 55 years of age or

older, slightly less than in 2023. This is also less than in 2019, when 45% of Illinois LPNs had reached this age. The age of LPNs also has approximately 45% between 35-54 years of age, but also a small number (17%) 34 years of age or less. This is similar to the national average that indicates a median age of LPNs in 2024 as 50 years of age. National average also includes more LPNs in the mid-age range of 40-50 years, similar to the age of Illinois LPNs.

In terms of racial and ethnic diversity, 44% of responding LPNs identified themselves as a racial/ethnic minority, while 56% of the respondents are White/Caucasian. Black/African American LPNs continue to be the largest reporting minority group (27%), which is higher than the national LPN average of 20% ([NCSBN Forum], 2024). Compared to 2019 data on the LPN workforce, the LPN cohort appears to be more racially and ethnically diverse, with the diversity clustered in younger age categories. It is anticipated that the LPN workforce will continue to become more diverse and representative of our communities.

In terms of gender diversity, eight percent of respondents are male. This is similar to the national average, where data indicate that 9% of the LPN workforce are male and 91% are female. The national study also found increasing proportions of males in more recently licensed cohorts, suggesting higher percentages of males in the LPN workforce in future cohorts (Forum NCSBN 2024). The LPN workforce demonstrates positive growth trends in multiple categories.

The most common care setting where LPNs practice providing direct patient care is in long-term care (LTC) facilities (28%). LPNs also responded that they are employed in assisted living (10%), outpatient or physician offices (10%), rehabilitation (4%), school (3%) and hospital or acute care (5%) settings. In 2021 slightly more LPNs (33%) were employed in LTC facilities. LPNs continue to be employed in a variety of settings, most are non-acute care settings.

Illinois workforce planning needs to continue to focus on maintaining LPNs in the workforce, in non-acute care facilities such as long-term care facilities, rehabilitation facilities and assisted living populations. The anticipated growth in the U.S. elderly population is well documented. The 65-and-older population grew by over a third during the past decade, and by 3.2% from 2018-2019. The elderly population will more than double between now and the year 2050, to 80 million. Demand projections for the LPN workforce will depend on the anticipated shift from long term care facilities to home health care and rehabilitation for the elderly. Long-term employment growth is expected to continue into 2030. Given this demographic trend, with the impending retirement of the LPN workforce, maintaining LPNs in the workforce and recruiting individuals to attend LPN schools should continue to be a priority issue for Illinois workforce planning.

The most common LPN workplace settings in Illinois are similar to national data: long-term care facilities, rehabilitation facilities, hospitals, assisted living facilities and home health. Illinois has LPN data collected with individual on-line license renewal or through eblasts beginning in 2015 through 2025; these data also show that a high per cent of LPNs are employed in the long-term care industry.

Approximately 35% of survey participants report anticipated retirement over the next decade. On this question there were a substantial number, 22% indicating uncertainty with regards to retirement plans, and there were 2.5% blank or non-responders. A concern is that, of those that work in long term care (LTC), approximately 35% anticipate retiring in ten years.

The overall LPN median earnings nationally increased from \$38,000 in 2015 to between \$55,000 - \$95,000 in 2025 according to the survey data. The median national salaries of LPNs differed by employment setting, position title, with LPNs working in rehabilitation having the highest median salary overall, and LPNs working in school health have the lowest. The median national salary for male LPNs is higher than the median salary for females.

The implications for education of the LPN workforce are reflected in the demand for LPNs in long-term care settings. LPNs who work in long-term care settings have less direct supervision than their counterparts in hospitals and need to exercise more independent judgment regarding patient care. LPN education programs need to ensure that students obtain sufficient clinical training in long-term care settings and have the critical thinking and communications skills necessary to practice effectively in these settings. There are decreased educational opportunities to replace retiring LPNs outside metropolitan areas, though 56% of LPNs currently licensed received their education in a community college.

The LPN survey data indicate a workforce that is aging with a small younger aged pipeline to replace retiring nurses. Workforce planning needs must consider the LPN traditional roles in long-term care and assisted living facilities as well as in home care along with the continued growth of the elderly population, especially in rural and low-income urban areas. An informed discussion on LPN demand/capacity must also consider the nursing competencies stipulated in evidence-based practice (EBP) and often includes team-based care. As we plan for the nursing workforce needed to meet health care demands created by population shifts and health care transformation, it would be helpful to have a better understanding of the drivers for choosing an LPN certification and how we might optimize each individual's interest in a nursing career and expand educational opportunities across the state.

Appendix A

Questions from the 2025 LPN Voluntary Licensure Survey Demographic characteristics

Question 1: Are you...

- ☐ Female
- ☐ Male
- ☐ Prefer not to answer.
- ☐ Other (please specify)

Question 2: Select one of the following races or ethnicities that apply to you:

- ☐ American Indian or Alaska Native
- ☐ Asian
- ☐ Black or African American
- ☐ Hispanic or Latinx
- ☐ Middle Eastern or North African
- ☐ Native Hawaiian or Other Pacific Islander
- ☐ White or Caucasian
- ☐ 2 or more races
- ☐ Some other race
- ☐ Other (please specify)

Question 3: What year were you born? (Place a number in a box)

Question 4: In what country were you initially licensed as an LPN?

Options: United States, Canada, India, Nigeria, Philippines, Poland, Other (please specify)

Question 5: For this question, if another country was your original place of nursing education and licensure please answer this question, otherwise you may skip this question.

If another country was our original place of nursing education and licensure, *were you originally licensed in that other country as:*

- ☐ An RN
- ☐ An LPN

Question 6: What is your highest level of education?

Question 7: Are you currently enrolled in a nursing education program leading to a degree/certificate?

Question 8: What is the greatest barrier to continuing your education? (Select only one)

Question 9: What year did you obtain your initial U.S. nursing license? (Place a number in a box)

Question 10: What is the status of the Illinois license currently held?

- ☐ Active
- ☐ Not active

Question 11: Please list all state(s) or U.S. territories in which you currently hold an active license to practice as an RN? (Illinois is the first state on the list, then all states are listed in alphabetical order)

Question 12: Please list all state(s) or U. S. Territories in which you currently practicing as a nurse: (Illinois is the first state on the list, then all states are listed in alphabetical order)

Question 13: Which of the following post-licensure nursing skill-based certifications do you currently have? Check all that apply:

- ☐ No, I do not have any current skill-based certifications
- ☐ IV Therapy Certification (IVTC)
- ☐ Certification in Long-Term Care (CLTC)
- ☐ Pharmacology Certificate (PC)
- ☐ Rehabilitation Practical Nursing Certificate (RPNC)
- ☐ Gerontology
- ☐ Developmental Disabilities
- ☐ Hemodialysis Nurse Certification
- ☐ Hospice and Palliative Care
- ☐ Cardiac-Vascular Nursing
- ☐ Wound Care
- ☐ Other (please specify)

Employment: the following questions are designed to gather data regarding your job (or jobs) in nursing. Primary position: the position where you work the most hours during the regular work week. Per diem: an arrangement wherein an individual is employed directly on an as needed basis and usually does not have any benefits.

Question 14: What is your employment status? (Mark ALL that apply)

Question 15: If you are not currently working as a nurse, what are the reasons(s)? Check all that apply:

Primary position: the position at which you work the most hours during your regular work week.

Secondary position: the position at which you work the second greatest number of hours during your regular work week. Per diem: an arrangement wherein a nurse is employed directly on an as needed basis and usually has not benefits.

Question 16: In how many positions are you currently employed as a nurse:

Question 17: How many hours do you work per week during a typical week in ALL your nursing positions?

Question 18: Please indicate the state and zip code of your primary employer:

Question 19: Please identify the type of setting that most closely corresponds to your primary nursing position:

Question 20: Please identify the position title that most closely corresponds to your primary nursing position.

Question 21: Please identify the employment specialty that most closely corresponds to your primary nursing position.

Question 22: Does your compensation from your primary nursing position include (check all that apply):

Question 23: Have you switched jobs since Fall 2020? If yes, please list the type of switch: a different care unit, a different employer, a temporary staffing agency, or if you are working as a travel nurse.

Retirement: We have a few questions about your retirement plans.

Question 24: How much longer do you plan to practice as an RN in Illinois?

Question 25: If you plan to retire within the next 5 years, is there a primary factor that would persuade you to continue working as a nurse, to extend your date of retirement? (Select only ONE).

Question 26: Full-time employment: Please answer only if you work full-time. Please estimate your 2021 pre-tax annual full-time earnings from your primary nursing position. Include overtime, on-call earnings, and bonuses.

Question 27: Part-time employment: Please only answer if you work part-time. Please estimate your part-time annual earnings. Report approximate rate for working less than an average of 30 hours of service per week or 130 hours of service per month

Workplace Violence: The following definition is used with permission from the Emergency Nurses Association.

Definition: defining violence: an act of aggression directed toward persons at work or on duty that ranges from offensive or threatening to homicide. Workplace violence is commonly understood as any physical assault, emotional or verbal abuse, or threatening, harassing, or coercive behavior in the work setting that causes physical or emotional harm.

Question 28: How often have you experienced patient/visitor/family physical or verbal abuse while at work?

Question 29: Where have you attended workplace violence training?

Question 30: Does your hospital/facility have a policy in place for reporting workplace violence incidents?

Final page: thank you for your participation in the Illinois Nursing Workforce Center Registered Nurse Survey.

(*) An asterisk prior to a question indicates that the question is mandatory and must be answered in order for the respondent to continue.

Appendix B

Survey Eblast Wording

Dates: March 18 and March 28, 2025; return deadline April 10, 2025.

Subject: Illinois Department of Financial and Professional Regulation / Illinois Nursing Workforce

Center LPN License: data collection from licensee



Licensed Practical Nurse (LPN) License – data collection from licensee:

Greetings,

We are requesting approximately 5 minutes of your time. Deadline for submission 04/10/2025. All data will be reported in the aggregate for use in determining nursing workforce projections and needs in Illinois. Individual responses will remain anonymous and confidential. Although this report is not mandatory, your participation is critical, since employees in the field are our best and most reliable real-time source of information available. By participating in this report, you will be helping to ensure that there will be an uninterrupted supply of nurses to meet the increasing future demands in the healthcare industry. If you have already completed this survey, thank you, you do not need to complete the survey a second time.

Please click here to participate in the survey: <https://forms.office.com/g/atYLsfWqYm>

Thank you.

Linda B. Roberts

Licensed Practical Nurse (LPN) License – data collection from licensee:

Greetings,

If you have already completed this survey, thank you, you do not need to complete the survey a second time. We are requesting approximately 5 minutes of your time. Deadline for submission 04/10/2025. All data will be reported in the aggregate for use in determining nursing workforce projections and needs in Illinois. Individual responses will remain anonymous and confidential. Although this report is not mandatory, your participation is critical, since employees in the field are our best and most reliable real-time source of information available. By participating in this report, you will be helping to ensure that there will be an uninterrupted supply of nurses to meet the increasing future demands in the healthcare industry.

Please click here to participate in the survey: <https://forms.office.com/g/atYLsfWqYm>

Thank you.

Linda B. Roberts

Illinois Department of Financial and Professional Regulation

Appendix C

Licensed Practical Nurses (LPNs) Ages

Age Ranges by Birth Year	LPN Active Licensees*	Per Cent of Respondents	Difference	Number of Survey Respondents	Per Cent of Respondents
2000-2006	879	3%	AL: +1%	62	2%
1990-1999	4,537	17%	AL: +5%	328	12%
1980-1989	6,675	25.0%	AL: +4%	571	21%
1970-1979	6,279	24%	AL: +2%	595	22%
1960-1969	5,072	19%	Survey: +2%	591	21%
1954-1959	2,114	8%	Survey: +4%	336	12%
1949-1953	728	3%	Survey: +1%	110	4%
Before 1948	274	1%	Survey: +1%	55	2%
LPN total	26,558	Per Cent Respondents	Difference	2,762	

*LPN active licensee data includes LPNs licensed as an LPN, with a date of birth, and includes both those physically living in Illinois and those not living in Illinois.

A total of 2,762, approximately 10.5%, of Illinois LPNs participated in the supply survey questions, including this question about age.

Summary:

Slightly more LPNs over 55 years of age responded to the 2025 LPN voluntary survey than younger LPNs.

The LPN survey shows that approximately 35% LPNs age 55 years and older completed the survey. The survey was sent by email to LPNs physically living in Illinois, and those that are licensed as LPNs in Illinois but do NOT live in Illinois. The IDFPR/DPR LPN Active Licensee database, done December 2024, shows that less, approximately 31% of the IL LPN workforce is 55 years of age or older. This data includes those physically living in Illinois and those living outside of the state.

Appendix D

Licensed Practical Nurses (LPNs)* per Illinois County

County (Est) Population March 2024	Illinois County	2024 December LPN per county	2023 LPN per county (Est June 2023)
64,441	Adams	270	230
4,695	Alexander	19	15
16,450	Bond	47	42
53,202	Boone	63	55
6,294	Brown	27	25
32,729	Bureau	77	70
4,317	Calhoun	12	11
15,526	Carroll	25	25
12,596	Cass	59	53
205,644	Champaign	224	190
33,228	Christian	152	135
15,088	Clark	63	55
12,999	Clay	29	15
36,785	Clinton	94	74
46,060	Coles	160	127
5,087,072	Cook	5,991	5,357
18,300	Crawford	38	28
10,261	Cumberland	48	41
100,288	De Kalb	57	58
15,365	De Witt	27	25
19,629	Douglas	39	36
County (Est) Population March 2024	Illinois County	2024 December LPN per county	2023 LPN per county (Est June 2023)
921,213	Du Page	790	711

16,334	Edgar	48	41
5,968	Edwards	12	9
34,331	Effingham	119	98
21,164	Fayette	86	81
13,250	Ford	33	32
37,138	Franklin	172	143
32,541	Fulton	118	104
4,670	Gallatin	28	27
11,543	Greene	59	58
53,578	Grundy	57	44
7,911	Hamilton	34	29
17,186	Hancock	62	55
3,569	Hardin	34	29
6,088	Henderson	18	16
49,488	Henry	153	145
26,136	Iroquois	95	82
52,141	Jackson	160	113
9,144	Jasper	20	16
36,320	Jefferson	104	74
21,091	Jersey	39	32
21,756	Jo Daviess	30	26
County (Est) Population March 2024	Illinois County	2024 December LPN per county	2023 LPN per county (Est June 2023)
County (Est) Population March 2024	Illinois County	2024 December LPN per county	2023 LPN per county (Est June 2023)
13,326	Johnson	79	67

514,982	Kane	327	302
105,940	Kankakee	247	236
139,976	Kendall	125	97
48,411	Knox	240	228
708,760	Lake	638	525
108,309	La Salle	157	135
14,813	Lawrence	37	29
33,654	Lee	106	100
35,320	Livingston	78	75
27,590	Logan	108	106
26,839	McDonough	58	53
312,800	McHenry	256	216
170,441	McLean	195	173
100,591	Macon	346	314
44,018	Macoupin	163	151
262,752	Madison	401	355
36,673	Marion	194	175
11,683	Marshall	25	23
12,523	Mason	76	73
13,661	Massac	37	32
11,954	Menard	50	45
County (Est) Population March 2024	Illinois County	2024 December LPN per county	2023 LPN per county (Est June 2023)
County (Est) Population March 2024	Illinois County	2024 December LPN per county	2023 LPN per county (Est June 2023)
15,487	Mercer	44	41

34,957	Monroe	64	56
27,663	Montgomery	137	126
32,140	Morgan	137	125
14,342	Moultrie	65	59
51,265	Ogle	89	84
177,513	Peoria	336	279
20,503	Perry	90	70
16,714	Piatt	37	34
14,342	Pike	68	66
3,707	Pope	15	13
4,911	Pulaski	25	19
5,561	Putnam	12	10
29,815	Randolph	194	183
15,488	Richland	43	32
141,236	Rock Island	263	239
251,018	St Clair	554	464
22,873	Saline	119	101
193,491	Sangamon	681	620
6,733	Schuyler	24	22
4,710	Scott	41	36
20,568	Shelby	91	71
County (Est) Population March 2024	Illinois County	2024 December LPN per county	2023 LPN per county (Est June 2023)
County (Est) Population March 2024	Illinois County	2024 December LPN per county	2023 LPN per county (Est June 2023)
5,218	Stark	23	22

43,105	Stephenson	85	72
129,541	Tazewell	246	219
16,667	Union	77	65
71,652	Vermilion	128	128
10,942	Wabash	31	22
16,185	Warren	50	50
13,536	Washington	50	42
16,761	Wayne	58	38
13,401	White	48	42
54,498	Whiteside	170	163
700,728	Will	874	748
66,706	Williamson	274	205
280,922	Winnebago	422	374
38,284	Woodford	69	63
County (Est) Population March 2024	Illinois County	December 2024 LPN per county	2023 LPN per county (Est June 2023)

Summary: The above grid of the number of Licensed Practical Nurses (LPNs) per each of the Illinois 102 counties was completed December 24, 2024. The grid includes nurses that have a name, date of birth, and an address including zip code in Illinois. The county address is based on the address that the LPN submitted with either license application or license renewal. Historically, the address is either where the nurse licensee lives or works - especially if the employer pays the licensure fee.

Annual Estimates of the Resident Population for Counties in Illinois: April 1, 2020-July 1, 2023 (CO-EST2023-POP-17). Source: U.S. Census Bureau, Population Division. Release Date: March 2024.