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

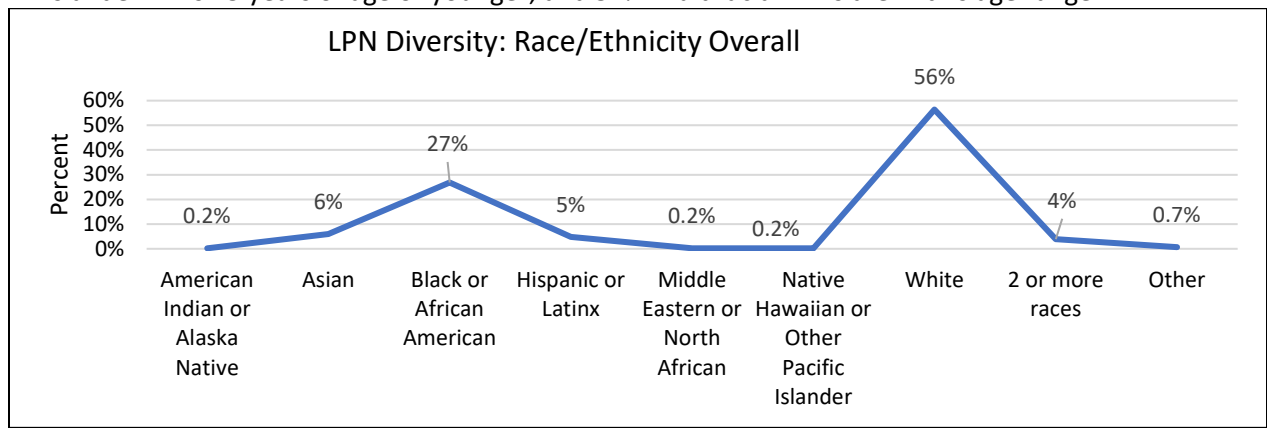
Voluntary survey participation was offered to Illinois LPNs post license renewal and through two eblasts, March 18 and March 28, 2025. The data portal remained open through April 15, 2025. A total of 2,762 LPNs completed the survey for a survey response rate of 10.5% LPNs.

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.