

**The 2022 Tennessee
Nursing Workforce Survey
Licensed Practical Nurse/Licensed Vocational Nurse (LPNs/LVNs) Results**

Data presented in this document is Tennessee LPN/LVN information collected in 2022 and 2020 by the National Council of State Boards of Nursing (NCSBN) utilizing their National Workforce Survey tool. For more information, you can visit <https://www.ncsbn.org/research/recent-research/workforce.page>

Contents

Demographics	3
Gender	3
Age	3
Age by Gender.....	3
Race/Ethnicity	4
Hispanic/Latino Origin.....	4
Race/Ethnicity by Gender	4
Race by Age.....	5
Education	5
Type of Nursing Degree or Credentials for First U.S. Nursing License.....	5
Type of Nursing Degree or Credential for First U.S. Nursing License by Age	6
Highest Level of Nursing Education.....	6
Highest Level of Nursing Education by Race	7
Highest Level of Non-nursing Education	7
Licensure	7
Number of Years Licensed.....	7
Initially Licensed in the United States	8
Multistate Licensure.....	8
Currently Hold a Multistate License.....	8
Use of Multistate License	8
Employment.....	9
Employment Status.....	9
Reasons for Being Unemployed	9
Retirement Plan	10
Number of Positions Currently Held	10
Number of Hours Worked During a Typical Week in All Nursing Positions.....	11
Primary Nursing Practice Position Setting.....	11
Primary Nursing Position Title.....	12

Traveling Nurse Position.....	13
Primary Nursing Position Specialty	13
Providing Direct Patient Care—Primary Nursing Position.....	14
Secondary Nursing Position Setting	14
Secondary Nursing Position Title	15
Providing Direct Patient Care—Secondary Nursing Practice Position.....	16
Annual Earnings	16
2022 Pretax Annual Earnings from Primary Nursing Position.....	16
Earnings by Gender and Specialty.....	17
Earnings by Highest Education	18
Telehealth Utilization	18
Percentage of Time Providing Telehealth.....	18
Telehealth Across State Borders.....	19
Telehealth Across International Borders.....	20
Modes of Communication Used for Telehealth	20
Impact of COVID-19 Pandemic.....	21
Impact on Employment.....	21
How Often Are You Emotionally Drained?	21
How Often Do You Feel Used Up?.....	22
How Often Do You Feel Fatigued When You Awake?.....	22
How Often Do You Feel Burned-Out from Work?	22
How Often Did You Feel You Were at the End of Your Rope?	23

Demographics

Gender

From 2020 to 2022, the percentage of male LPNs/LVNs decreased from 7.5% to 6.8% while the percentage of female nurses slightly increased from 92.5% to 93.1%.

Gender Distribution of Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs), 2020-2022

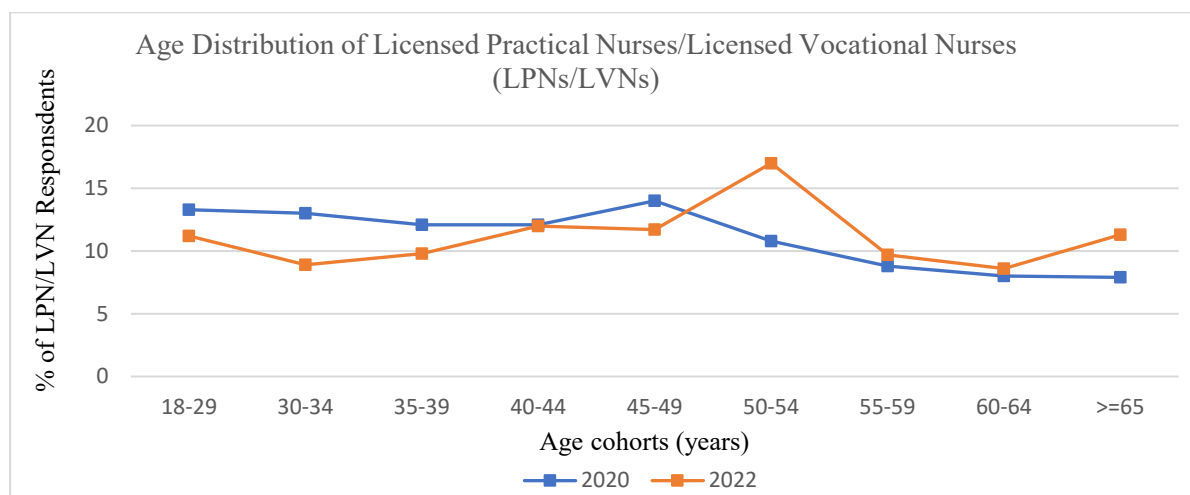
Gender	2020 (N = 924)		2022 (N = 612)	
	n	%	n	%
Male	69	7.5	42	6.8
Female	855	92.5	571	93.2

Age

The median age for LPNs/LVNs in 2022 was 49 years. In 2020, the largest proportion of LPNs/LVNs were aged 45-50 years (14.0%). In 2022, the largest proportion of LPNs/LVNs were aged 50-54 years (17%).

Age Distribution of Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs), 2020-2022

Age	2020 (N = 892)		2022 (N = 591)	
	n	%	n	%
18-29	118	13.3	66	11.2
30-34	116	13.0	52	8.9
35-39	108	12.1	58	9.8
40-44	108	12.1	71	12.0
45-49	125	14.0	69	11.7
50-54	97	10.8	100	17.0
55-59	79	8.8	57	9.7
60-64	72	8.0	51	8.6
>=65	70	7.9	67	11.3



Age by Gender

The distribution of female LPNs/LVNs was relatively flat across all age cohorts, with the largest cohort of female LPNs/LVNs was 50-54 age group at 16.9%, and largest cohort of male LPNs/LVNs was 50-54 age group at 16.9%.

Age Distribution of Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs) by Gender, 2022

Age, y	Male (n = 38)		Female (n = 552)		Total (N = 590)	
	n	%	n	%	n	%
18-29	2	5.3	64	11.6	66	11.2

30-34	2	5.3	50	9.1	52	8.8
35-39	2	5.3	56	10.1	58	9.8
40-44	5	13.2	66	12.0	71	12.0
45-49	3	7.9	66	12.0	69	11.7
50-54	8	21.1	92	16.7	100	16.9
55-59	4	10.5	52	9.4	56	9.5
60-64	5	13.2	46	8.3	51	8.6
>=65	7	18.4	60	10.9	67	11.4

Race/Ethnicity

From 2020 to 2022, White/Caucasian LPNs/LVNs constituted a high percentage, keep same at 85.3%. Asian LPNs/LVNs slightly increase from 0.3% to 0.8%, and Black/African American LPNs/LVNs slightly decrease from 11.5% to 11.3%.

Race of Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs), 2020-2022

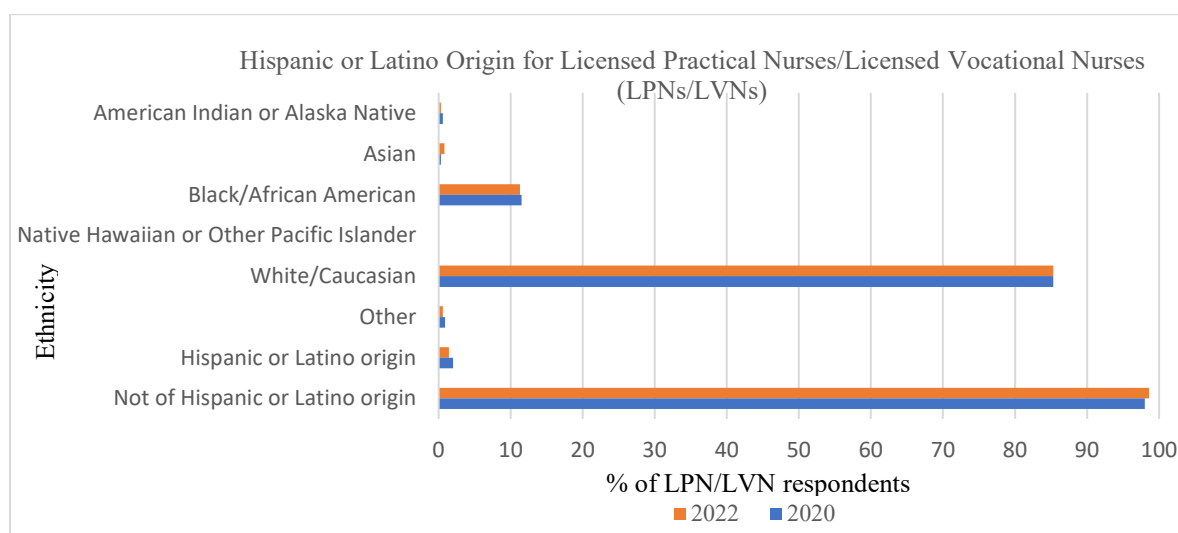
Race	2020 (N=923)		2022 (N=608)	
	n	%	n	%
American Indian or Alaska Native	6	0.6	2	0.3
Asian	3	0.3	5	0.8
Black/African American	106	11.5	69	11.3
Native Hawaiian or Other Pacific Islander				
White/Caucasian	788	85.3	519	85.3
Other	8	0.9	4	0.6

Hispanic/Latino Origin

Between 2020 and 2022, the percentage of LPNs/LVNs identifying as Hispanic or Latino decreased from 2.0% to 1.4%. Those not of Hispanic or Latino origin increased from 98.0% to 98.6%.

Hispanic or Latino Ethnicity of Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs), 2020-2022

Ethnicity	2020 (N=920)		2022 (N=610)	
	n	%	n	%
Hispanic or Latino origin	19	2.0	8	1.4
Not of Hispanic or Latino origin	901	98.0	602	98.6



Race/Ethnicity by Gender

In 2022, a high percentage of female LPNs/LVNs identified as White/Caucasian, accounting for 85.7%, compared to 81% of male LPNs/LVNs.

Race of Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs) by Gender, 2022

Race	Male (n = 42)		Female (n = 566)		Total (N = 608)	
	n	%	n	%	n	%
American Indian or Alaska Native			2	0.4	2	0.3
Asian			5	0.9	5	0.8
Black/African American	4	9.8	64	11.3	68	11.2
White/Caucasian	34	81.0	485	85.7	519	85.4
Other	2	4.8	2	0.4	4	0.7

Note. Weighted sample values. Respondents were asked to select all that apply

Race by Age

The racial diversity among Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs) in 2022 varied by age, with the 18-29 and 40-44 age groups displaying the most diversity, with higher concentrations of White/Caucasian LPNs/LVNs.

Race Distribution of Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs) by Age Group, 2022

Age, y	n	n (%)			
		Asian	Black/African American	White/Caucasian	Other
18-29	66	2(3.0)	3(4.5)	61(92.4)	
30-34	52	2(3.9)	5(9.8)	45(88.2)	
35-39	57		5(8.6)	52(89.7)	
40-44	68		5(7.2)	63(91.3)	
45-49	68		6(8.7)	61(88.4)	1(1.4)
50-54	96		14(14)	82(82)	
55-59	56	2(3.5)	5(8.8)	48(84.2)	1(1.8)
60-64	50	1(2.0)	8(15.7)	40(80)	1(2.0)
>=65	64		12(18.2)	52(78.8)	
Total	577	7(1.2)	63(10.9)	504(87.3)	3(0.5)

Note. Weighted sample values.

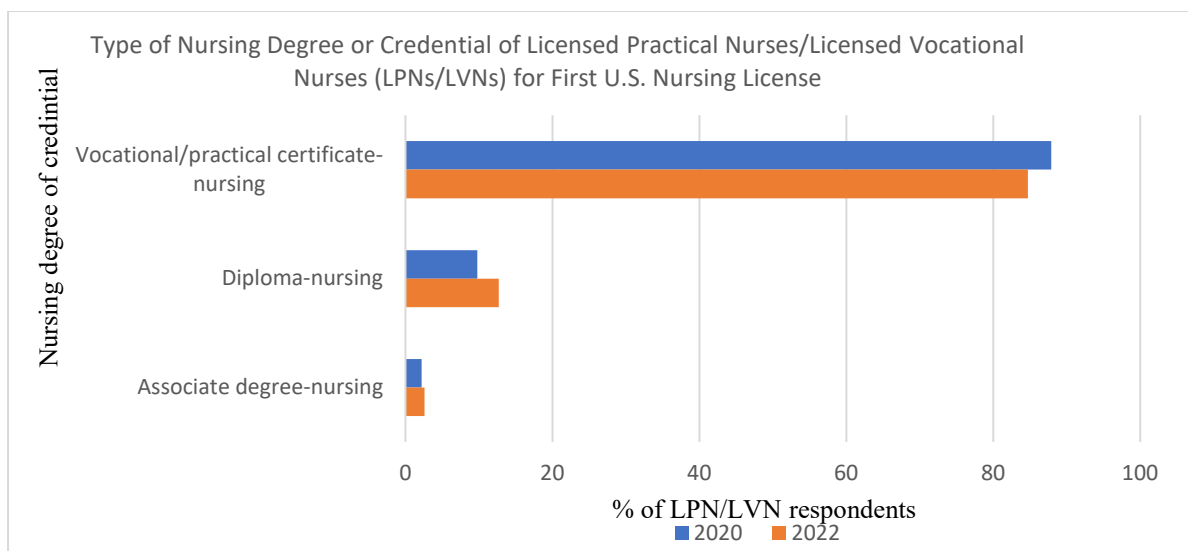
Education

Type of Nursing Degree or Credentials for First U.S. Nursing License

From 2020 to 2022, the percentage of LPNs/LVNs with vocational/practical certificates decreased from 87.9% to 84.7%. Those with nursing diplomas increased from 9.8% to 12.7%, and associate degrees in nursing increased from 2.2% to 2.6%.

Type of Nursing Degree or Credential of Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs) for First U.S. Nursing License, 2020–2022

Degree	2020 (N=906)		2022 (N=590)	
	n	%	n	%
Vocational/practical certificate-nursing	797	87.9	500	84.7
Diploma-nursing	89	9.8	75	12.7
Associate degree-nursing	20	2.2	15	2.6



Type of Nursing Degree or Credential for First U.S. Nursing License by Age

Across all age groups, the vocational/practical certificate was the most commonly held credential when respondents obtained their first U.S. LPN/LVN license. The second most-held credential was the nursing diploma, and it was more common among LPNs/LVNs between the ages of 50 and 54 years.

Type of Nursing Degree or Credential of Licensed Practical Nurses/Licensed Vocational Nurses for First U.S. Nursing License by Age, 2022

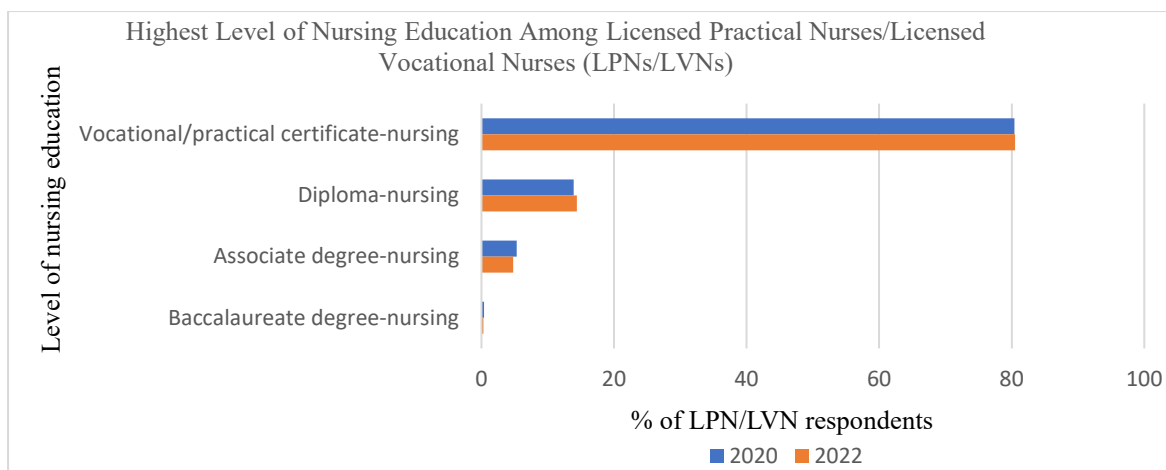
Age, y	n (%)			Total
	Vocational/practical certificate (n=481)	Diploma (n=73)	Associate degree (n=16)	
18-29	49(10.2)	8(11.0)	3(18.8)	60
30-34	41(8.5)	8(11.0)	2(12.5)	51
35-39	45(9.4)	12(16.4)		57
40-44	60(12.5)	7(9.6)	2(12.5)	69
45-49	62(12.9)	2(2.7)	4(25.0)	68
50-54	80(16.6)	14(19.2)	2(12.5)	96
55-59	48(10.0)	8(11.0)	1(6.3)	57
60-64	44(9.1)	3(4.1)	2(12.5)	49
>=65	52(10.8)	11(15.1)		63

Highest Level of Nursing Education

In 2022, 80.5% of LPNs/LVNs' highest level of nursing education was a vocational/practical certificate. Additionally, 14.4% of LPNs/ LVNs held a diploma, 4.8% were awarded an associate degree, and 0.3% held a baccalaureate degree.

Highest Level of Nursing Education, 2020-2022

Degree	2020 (N=912)		2022 (N=593)	
	n	%	n	%
Vocational/practical certificate-nursing	734	80.4	478	80.5
Diploma-nursing	127	13.9	86	14.4
Associate degree-nursing	48	5.3	28	4.8
Baccalaureate degree-nursing	4	0.4	2	0.3



Highest Level of Nursing Education by Race

The vocational/practical certificate was the most common highest level of education across all racial groups. Only 0.3% of LPN/LVN workforce held a baccalaureate degree.

Highest Level of Nursing Education of Licensed Practical Nurses/Licensed Vocational Nurses by Race and Ethnicity, 2022

Race	Nursing Education Level, <i>n</i> (%)				<i>N</i>
	Vocational/practical certificate-nursing	Diploma	Associate	Baccalaureate	
American Indian or Alaska Native	2(100)				2
Asian	3(75)	1(25)			4
Black/African American	47(72.3)	15(23.1)	3(4.6)		65
White/Caucasian	414(81.8)	66(13.0)	24(4.7)	2(0.4)	506
Other	2(50)	1(25)	1(25)		4
Total	468(80.6)	83(14.3)	28(4.8)	2(0.3)	581
Hispanic/Latino	7(77.8)		2(22.2)		9

Highest Level of Non-nursing Education

From 2020 to 2022, non-nursing associate degrees decreased from 74% to 67.2%, baccalaureate degrees increased from 20.1% to 25.2%, master's degrees increased from 4.7% to 5.5%, and doctoral degrees slightly decreased from 1.2% to 1.8%.

Highest Level of Non-nursing Education of Nurses, 2020-2022

Degree	2020 (<i>N</i> =204)		2022 (<i>N</i> =158)	
	<i>n</i>	%	<i>n</i>	%
Associate degree-non-nursing	151	74	107	67.5
Baccalaureate degree-non-nursing	41	20.1	40	25.2
Master's degree-non-nursing	10	4.7	9	5.5
Doctoral degree-non-nursing	2	1.2	3	1.8

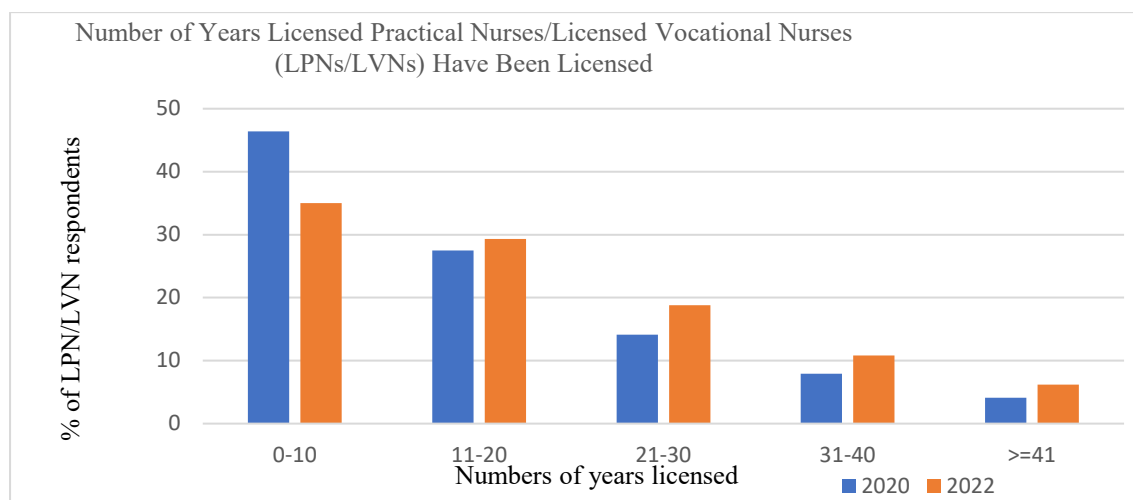
Licensure

Number of Years Licensed

In 2022, LPN/LVN respondents reported they were licensed for a median of 11 years, as compared to 15 years in the 2020 survey. 35% were licensed for 10 years or less, decrease 11.4% from 46.4% in 2020. An additional 29.3% were licensed between 11 and 20 years, which also slightly increased from 27.5% in 2020. Fewer LPN/LVN have over 30 years of experience.

Number of Years the Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs) Has Been Licensed, 2020-2022

Years Licensed	2020 (N=869)		2022 (N=563)	
	n	%	n	%
0-10	404	46.4	197	35
11-20	239	27.5	165	29.3
21-30	123	14.1	106	18.8
31-40	69	7.9	61	10.8
>=41	35	4.1	35	6.2



Initially Licensed in the United States

In 2020 and 2022, all LPNs/LVNs (98.3%) received their entry-level nursing education in the United States.

Country of Entry-Level Nursing Education, 2020-2022

Country	2020 (N=925)		2022 (N=613)	
	n	%	n	%
United States	925	100	613	100

Multistate Licensure

Currently Hold a Multistate License

From 2020 through 2022, multistate licensure among LPNs/LVNs increased by 8.2% from 66.8% to 75%.

Licensed Practical Nurses/Licensed Vocational Nurses Holding a Multistate License, 2020-2022

Multistate license	2020 (N=842)		2022 (N=629)	
	n	%	n	%
Yes	562	66.8	402	75
No	280	33.2	134	25

Note. Survey participants were asked to answer this question only if they were actively employed in nursing.

Use of Multistate License

In 2022, about three quarters of respondents (77.3%) reported not using their multistate license. For LPNs/LVNs who have a multistate license, 5.7% used it for telehealth, 1.9% used it for disaster support, 0.5% for distance education, and 16.5% used their multistate license for another purpose.

How a Multistate License is Used by Nurses, 2020-2022

Multistate license	2020 (N = 301)		2022 (N = 364)	
	n	%	n	%
Telehealth	21	7.1	22	5.7
Distance Education	10	3.4	2	0.5
Distance Support	13	4.2	7	1.9
Have not used			300	77.3
Other	200	66.3	64	16.5

Note. Survey participants were asked to answer this question only if they were actively employed in nursing and had a multistate license.

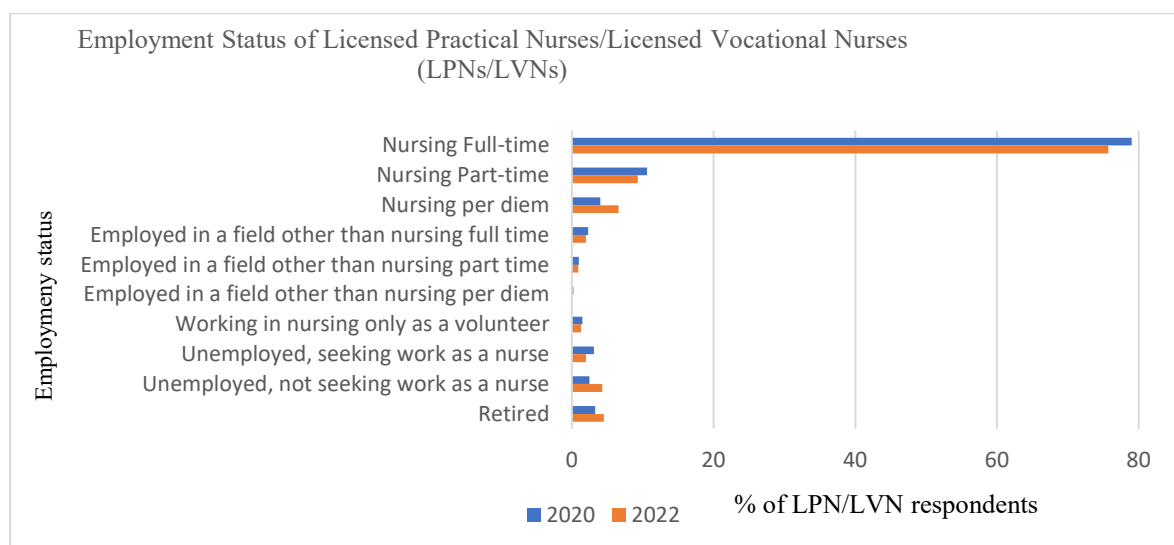
Employment

Employment Status

The percentage of LPNs/LVNs working full-time in nursing decreased from 79% to 75.7%. Also, there was a decrease in part-time nursing employment from 10.6% to 9.3%. The proportion of LPNs/LVNs employed in a field other than nursing full-time increased from 4% to 6.6%, and those unemployed, not seeking work as a nurse increased from 2.5% in 2020 to 4.3% in 2022.

Employment Status of Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs), 2020–2022

Employment Status	2020 (N = 925)		2022 (N = 612)	
	n	%	n	%
Nursing Full-time	731	79	463	75.7
Nursing Part-time	98	10.6	57	9.3
Nursing per diem	37	4	41	6.6
Employed in a field other than nursing full time	21	2.3	12	2
Employed in a field other than nursing part time	9	1	6	0.9
Employed in a field other than nursing per diem	2	0.2		
Working in nursing only as a volunteer	14	1.5	8	1.3
Unemployed, seeking work as a nurse	28	3.1	12	2
Unemployed, not seeking work as a nurse	23	2.5	26	4.3
Retired	31	3.3	27	4.5

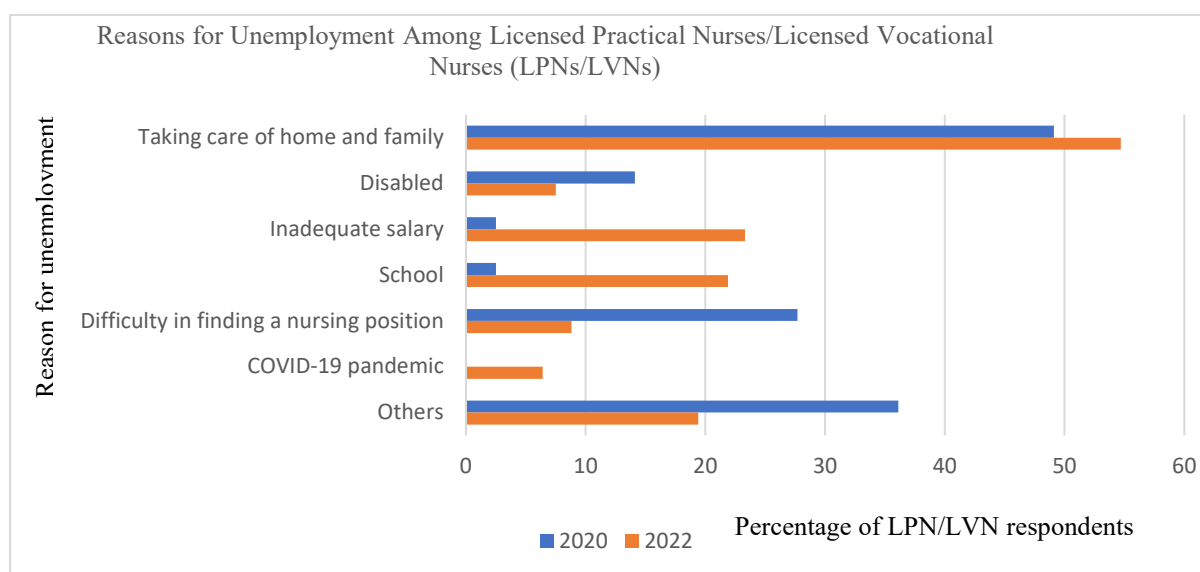


Reasons for Being Unemployed

Family responsibilities were the primary reasons for unemployment among Licensed Practical Nurses/Licensed Vocational Nurses for 2020 and 2022. Inadequate salary was the second main reason for 2022, and school was the third reason for 2022. The pandemic also emerged as a new reason for unemployment in 2022. The difficulty in finding a nursing position decreased from 2020 to 2022.

Reasons for Unemployment of Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs), 2020-2022

Reason for Unemployment	2020 (N = 47)		2022 (N = 36)	
	n	%	n	%
Taking care of home and family	23	49.1	19	54.7
Disabled	7	14.1	3	7.5
Inadequate salary	1	2.5	8	23.3
School	1	2.5	8	21.9
Difficulty in finding a nursing position	13	27.7	3	8.8
COVID-19 pandemic			2	6.4
Others	17	36.1	7	19.4



Retirement Plan

In 2022, there was a huge increase in the number of LPNs/LVNs planning to retire within the next 5 years, with 16.3% increase compared to just over 11.2% in 2020. Conversely, the proportion of nurses planning to continue in the profession decreased correspondingly.

Retirement Plans of Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs), 2020–2022

Plans to Retire or Leave Nursing after 5 years	2020 (N = 833)		2022 (N = 549)	
	n	%	n	%
Yes	93	11.2	156	28.5
No	740	88.8	393	71.5

Note. Survey participants were asked to answer this question only if they were actively employed in nursing.

Number of Positions Currently Held

The majority of nurses held a single position for both 2020 and 2022, although there was 3.3% decrease in 2022 when compared to 2020. The percentage of LPNs/LVNs who reported working in two positions increased from 12.6% in 2020 to 13.9% in 2022.

Number of Positions Currently Held by Nurses, 2020-2022

No. of Positions	2020 (N = 830)	2022 (N = 541)
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	<i>n</i>	%	<i>n</i>	%
1	714	86	446	82.7
2	105	12.6	75	13.9
≥3	11	1.3	18	3.4

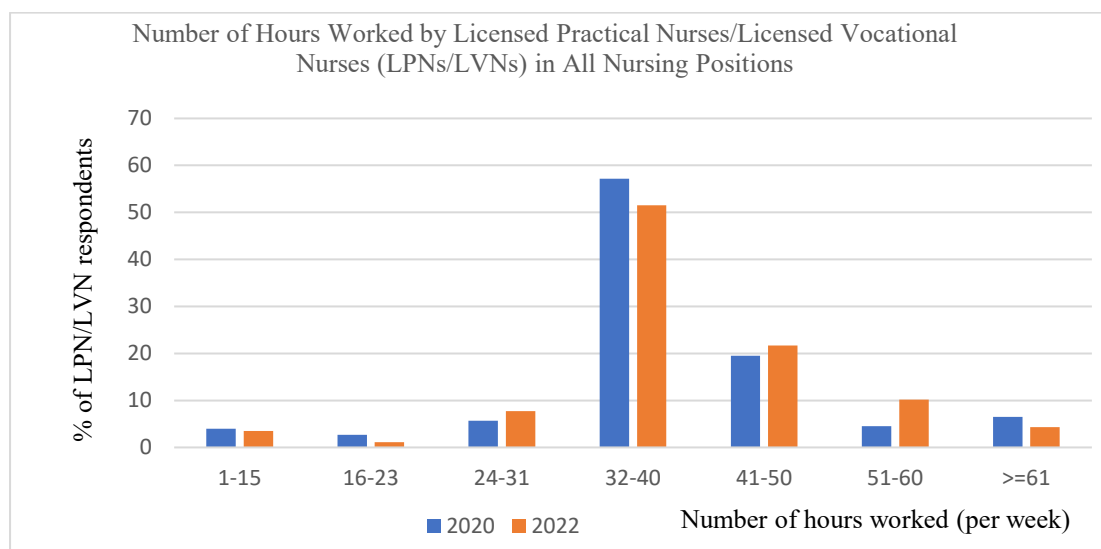
Note. Survey participants were asked to answer this question only if they were actively employed in nursing.

Number of Hours Worked During a Typical Week in All Nursing Positions

More than half of responding LPNs/LVNs reported working 32 to 40 hours in a typical week in all positions. There was a 7.4% decrease from 2020 (57.2%) to 2022 (51.5%). The second most frequently reported category was 41 to 50 hours, there was 2.2% increase from 2020 (19.5%) to 2022 (21.7%). Also, there was 5.7% increase from 2020 (4.5%) to 2022 (10.2%) for LPNs/LVNs working 51-60 hour in a typical week.

Number of Hours Worked by Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs) During a Typical Week in All Nursing Positions, 2020–2022

No. of Hours	2020 (<i>N</i> = 825)		2022 (<i>N</i> = 531)	
	<i>n</i>	%	<i>n</i>	%
1-15	33	4.0	19	3.5
16-23	23	2.7	6	1.1
24-31	47	5.7	41	7.7
32-40	472	57.2	273	51.5
41-50	161	19.5	115	21.7
51-60	37	4.5	54	10.2
≥61	53	6.5	23	4.3



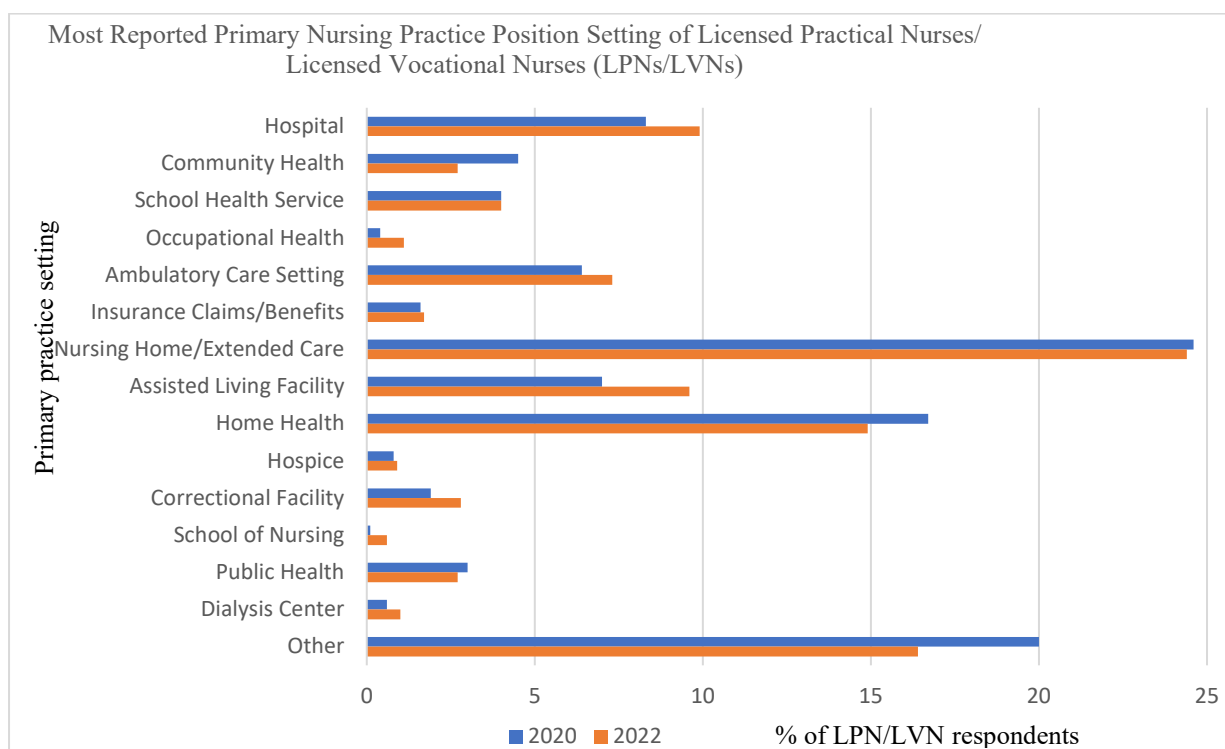
Primary Nursing Practice Position Setting

About 24.4% of LPNs/LVNs indicated that a Nursing Home/Extended Care were their primary nursing practice in 2022. Home Health was the second most frequently selected setting by 14.9% of LPNs/LVNs in 2022, and 16.7% in 2020.

Primary Nursing Practice Position Setting of Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs), 2020-2022

Primary Setting	2020 (<i>N</i> = 812)		2022 (<i>N</i> = 510)	
	<i>n</i>	%	<i>n</i>	%
Hospital	67	8.3	50	9.9
Community Health	37	4.5	14	2.7

School Health Service	32	4.0	21	4.0
Occupational Health	3	0.4	6	1.1
Ambulatory Care Setting	52	6.4	37	7.3
Insurance Claims/Benefits	13	1.6	9	1.7
Nursing Home/Extended Care	200	24.6	124	24.4
Assisted Living Facility	57	7.0	49	9.6
Home Health	135	16.7	76	14.9
Hospice	7	0.8	4	0.9
Correctional Facility	16	1.9	14	2.8
School of Nursing	1	0.1	3	0.6
Public Health	24	3.0	14	2.7
Dialysis Center	5	0.6	5	1.0
Other	162	20.0	83	16.4



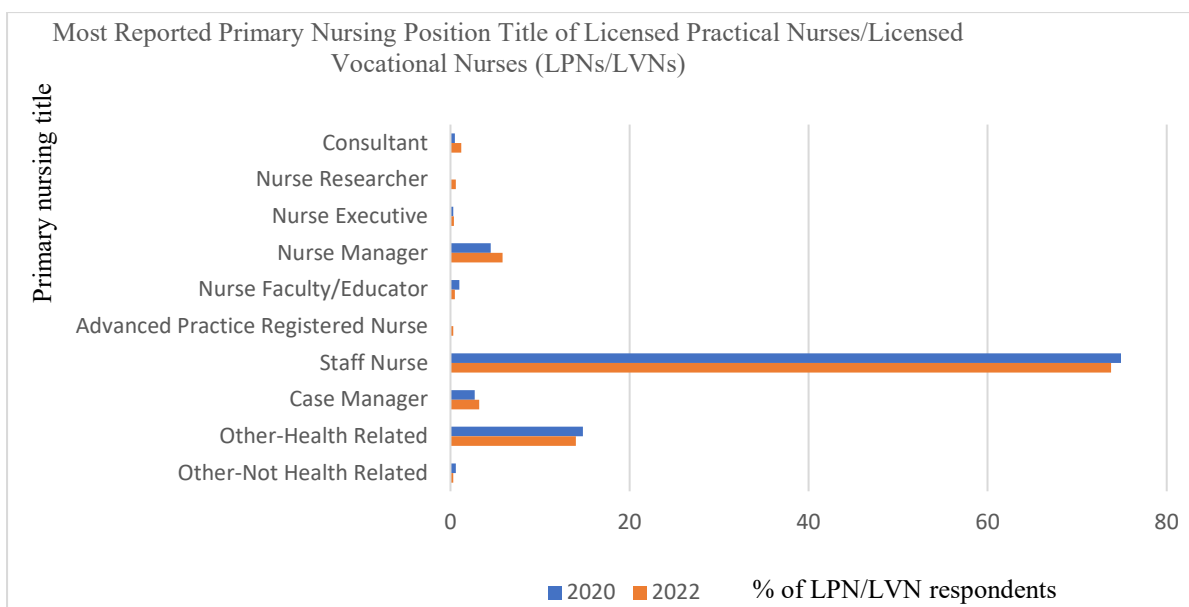
Primary Nursing Position Title

More than half (73.8%) of LPNs/LVNs reported their nursing position title as a staff nurse in 2022. There was a 1.1% decrease from 2020 (74.9%). The proportion of nurse manager increased to 5.8% in 2022 from 4.5% in 2020.

Primary Nursing Position Title of Nurses, 2020–2022

Primary Title	2020 (N = 815)		2022 (N = 519)	
	n	%	n	%
Consultant	4	0.5	6	1.2
Nurse Researcher			3	0.6
Nurse Executive	2	0.3	2	0.4
Nurse Manager	42	4.5	30	5.8
Nurse Faculty/Educator	8	1.0	2	0.5
Advanced Practice Registered Nurse			2	0.3
Staff Nurse	610	74.9	382	73.8
Case Manager	22	2.7	17	3.2
Other-Health Related	121	14.8	72	14.0

Other-Not Health Related	5	0.6	2	0.3
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Traveling Nurse Position

In the 2022 survey, a new question was added - Are you currently a travel nurse? About 3.6% of LPNs/LVNs reported currently being a travel nurse.

Travel Nurses Among Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs), 2022

Travel Nurse	2022 (N = 607)	
	n	%
Yes	22	3.6
No	585	96.4

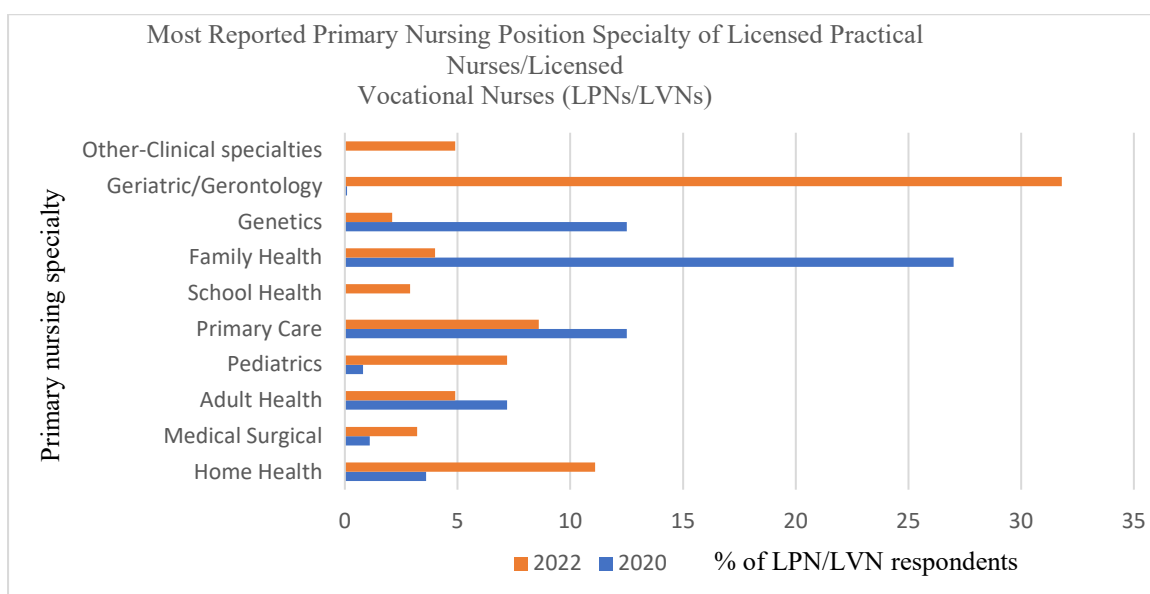
Primary Nursing Position Specialty

In 2022, 31.8% of LPNs/LVNs reported that their primary practice specialty was Geriatric/Gerontology. This increased from the 0.1% reported in 2020. The second most reported specialty position in 2022 was Home Health at 11.1% (compared to 3.6% reported in 2020). Primary Care was the third most often reported practice specialty (8.6%), an decrease from 12.5% reported in 2020.

Primary Nursing Position Specialty of Licensed Practical Nurses/Licensed Vocational Nurses, 2020-2022

Primary Specialty	2020 (N = 764)		2022 (N = 397)	
	n	%	n	%
Acute Care/Critical Care	16	2.1	8	2.1
Home Health	27	3.6	44	11.1
Informatics	2	0.3	2	0.4
Information Technology	1	0.2		
Maternal-Child Health/Obstetrics	4	0.6	3	0.6
Medical Surgical	9	1.1	13	3.2
Neonatal	64	8.3	1	0.3
Nephrology			2	0.6
Neurology/Neurosurgical	1	0.1	4	1.0
Occupational Health	10	1.3	2	0.5
Oncology	39	5.2	5	1.3
Adult Health	55	7.2	19	4.9
Orthopaedic	19	2.4	3	0.7
Palliative Care/Hospice	23	3.0	4	1.0

Pediatrics	6	0.8	28	7.2
Perioperative	10	1.3	4	0.9
Primary Care	96	12.5	34	8.6
Public Health	14	1.9	5	1.2
Psychiatric/Mental Health/Substance Abuse			10	2.5
Rehabilitation			4	1.1
School Health			11	2.9
Anaesthesia	46	6.1		
Women’s Health			5	1.3
Cardiology	1	0.2	6	1.6
Community	12	1.5	4	0.9
Emergency/Trauma	7	0.9	5	1.2
Family Health	206	27.0	16	4.0
Genetics	96	12.5	8	2.1
Geriatric/Gerontology	1	0.1	126	31.8
Other-Clinical specialties			19	4.9



Providing Direct Patient Care—Primary Nursing Position

In 2022, 78% of RN respondents reported providing direct patient care in their primary nursing position. In 2020, the first year this question was asked, 80.9% of nurses said they provided direct patient care in their primary nursing position a slight decrease from 2020.

Licensed Practical Nurses/Licensed Vocational Nurses Providing Direct Patient Care Through Primary Nursing Position, 2020–2022

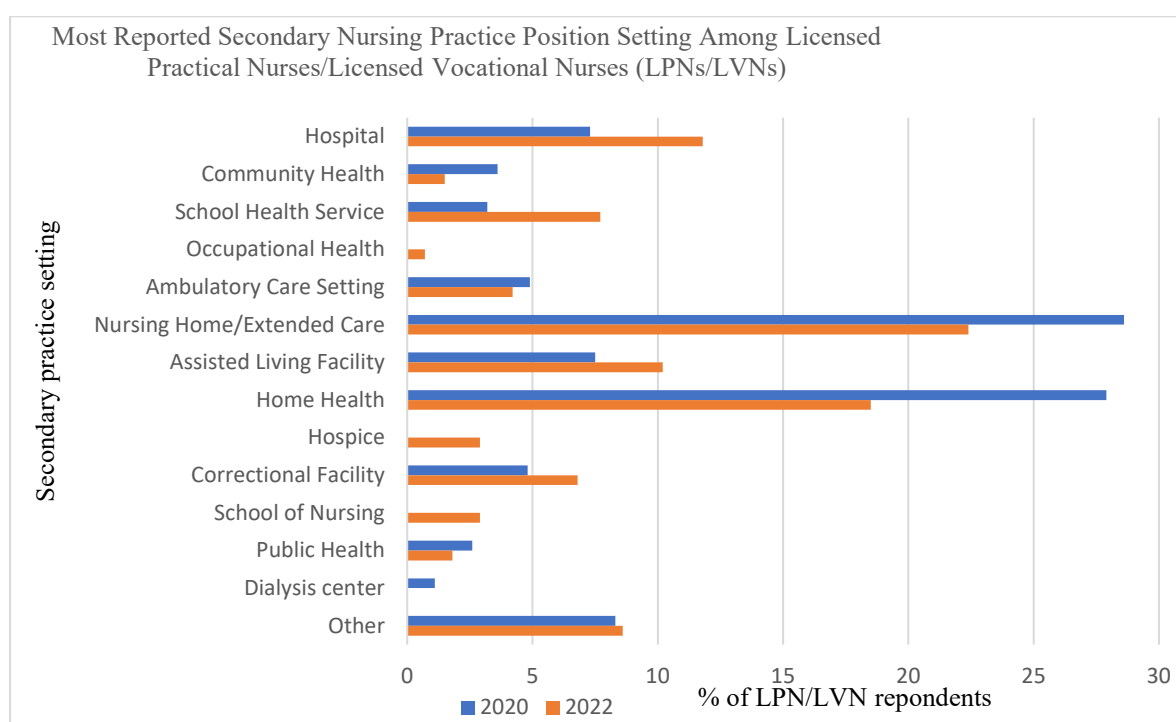
Providing Direct Patient Care	2020 (N=830)		2022 (N=537)	
	n	%	n	%
Yes	672	80.9	419	78
No	158	19.1	118	22

Secondary Nursing Position Setting

In 2022, 22.4% reported practicing in a Nursing Home/Extended Care, 18.5% in Home Health, and 11.8% in hospital. Of the more common practice settings, the proportion of LPNs/LVNs practicing in a nursing home/extended care setting dropped 6.2% from 2020 (28.6%).

Secondary Nursing Practice Position Setting of Licensed Practical Nurses/Licensed Vocational Nurses, 2020–2022

Secondary Practice Setting	2020 (N = 111)		2022(N = 76)	
	n	%	n	%
Hospital	8	7.3	10	11.8
Community Health	4	3.6	1	1.5
School Health Service	4	3.2	6	7.7
Occupational Health			1	0.7
Ambulatory Care Setting	5	4.9	3	4.2
Nursing Home/Extended Care	32	28.6	18	22.4
Assisted Living Facility	8	7.5	8	10.2
Home Health	31	27.9	15	18.5
Hospice			2	2.9
Correctional Facility	5	4.8	6	6.8
School of Nursing			2	2.9
Public Health	3	2.6	2	1.8
Dialysis center	1	1.1		
Other	9	8.3	7	8.6

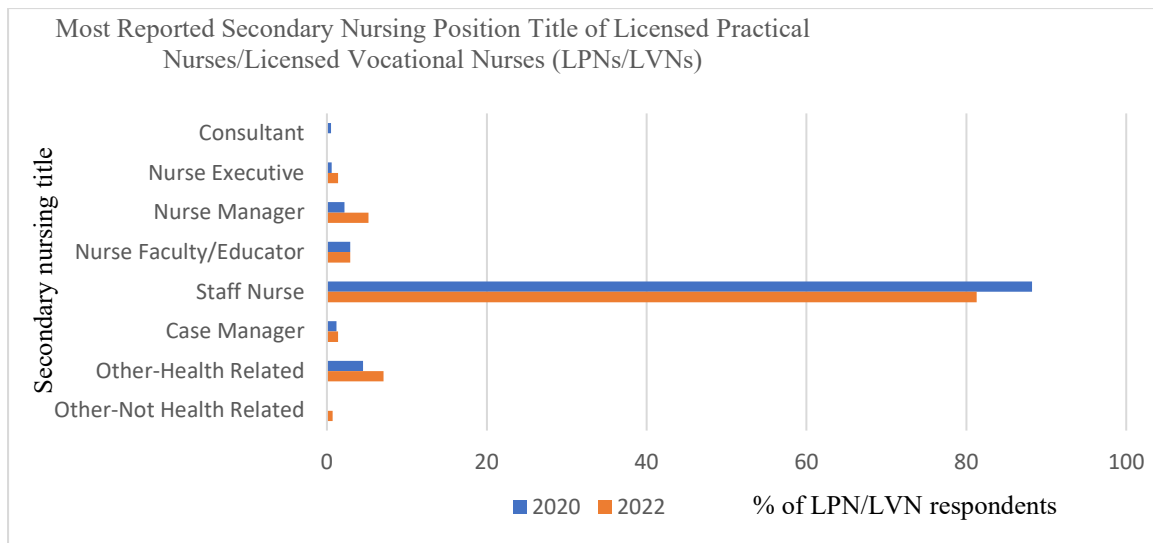


Secondary Nursing Position Title

Of those LPNs/LVNs who had more than one nursing position, 81.3% of respondents were staff nurses. This represents a decline from 2020 when 88.2% of nurses were staff nurses. About 7.1% of respondents had other health-related titles.

Secondary Nursing Practice Position Title of Licensed Practical Nurses/Licensed Vocational Nurses, 2020–2022

Secondary Title	2020 (N = 111)		2022 (N = 84)	
	n	%	n	%
Consultant	1	0.5		
Nurse Executive	1	0.6	1	1.4
Nurse Manager	2	2.2	4	5.2
Nurse Faculty/Educator	3	2.9	2	2.9
Staff Nurse	98	88.2	68	81.3
Case Manager	1	1.2	1	1.4
Other-Health Related	5	4.5	6	7.1



Providing Direct Patient Care—Secondary Nursing Practice Position

In 2022, 84.3% of PNs/LVNs respondents reported providing direct patient care in their secondary nursing position. In 2020, the first year this question was asked, 89.3% of nurses said they provided direct patient care in their secondary nursing position.

Providing Direct Patient Care—Secondary Nursing Position of Nurses, 2020-2022

Providing Direct Patient Care	2020 (N = 109)		2022 (N = 84)	
	n	%	n	%
Yes	97	89.3	71	84.3
No	12	10.7	13	15.7

Annual Earnings

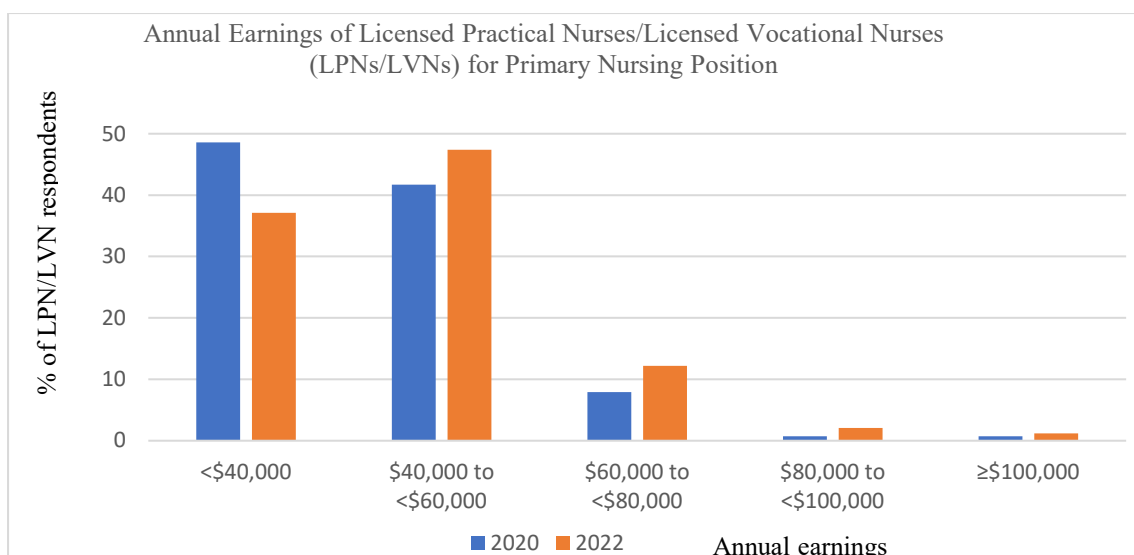
2022 Pretax Annual Earnings from Primary Nursing Position

In 2022, there was a trend of increased annual earnings among nurses from their primary positions. Fewer nurses earned less than \$40,000 compared to 2020, while there were more nurses earning in the higher salary (>\$60,000).

Annual Earnings of Nurses from Primary Nursing Position, 2020-2022

Annual Earnings	2020 (N = 717)		2022 (N = 453)	
	n	%	n	%
<\$40,000	349	48.6	168	37.1
\$40,000 to <\$60,000	299	41.7	215	47.4
\$60,000 to <\$80,000	56	7.9	55	12.2
\$80,000 to <\$100,000	6	0.7	10	2.1
≥\$100,000	7	0.7	5	1.2

Note. Survey participants were asked to answer this question only if they were actively employed in nursing. Annual earnings include overtime and bonuses but do not include sign-on bonuses.



Earnings by Gender and Specialty

The annual median wage was greater for male LPNs/LVNs across most specialties in 2022. Female LPNs/LVNs reported higher earnings in Orthopaedic, Psychiatric/Mental Health/Substance abuse, and Nephrology, while LPNs/LVNs in school health and family health reported the lowest median wage.

Median Annual Earnings of Licensed Practical Nurses/Licensed Vocational Nurses for Primary Nursing Position by Nurse Gender and Specialty, 2022

Specialty	Male		Female		total	
	<i>n</i>	<i>Mdn</i>	<i>n</i>	<i>Mdn</i>	<i>n</i>	<i>Mdn</i>
Acute Care/Critical Care	2	43000	7	46104	9	44323
Home Health			38	40777	38	40777
Informatics	2	50000			2	50000
Maternal-Child Health/Obstetrics			3	45375	3	45375
Medical Surgical			12	47000	12	47000
Neonatal	1	48000			1	48000
Nephrology			1	50000	1	50000
Neurology/Neurosurgical	1		3	33021	4	33021
Oncology			5	48185	5	48185
Adult Health	1		15	41895	16	43904
Orthopaedic			3	56716	3	56716
Palliative Care/Hospice			3	45401	3	45401
Pediatrics	2	50000	20	43035	22	45000
Perioperative			3	49300	3	49300
Primary Care	1		30	39557	31	39139
Public Health			5	42500	5	42500
Psychiatric/Mental Health/Substance abuse	1		9	50000	10	50000
Rehabilitation	2	48000	3	28452	5	33000
School Health	2	60000	9	29061	11	29864
Women's Health			5	40000	5	40000
Cardiology			6	44595	6	44595
Community			4	46172	4	46172
Emergency/Trauma	3	24000	2	56954	5	27875
Family Health			12	35850	12	35850
Genetics	1		8	42000	8	43549
Geriatric/Gerontology	8	46711	103	48000	111	48000
Other-Clinical specialties	2	50000	18	48286	20	45998

Note. Survey participants were asked to answer this question only if they were actively employed in nursing. Annual earnings include overtime and bonuses but do not include sign-on bonuses.

Earnings by Highest Education

Wages across educational attainment rose in 2022 over their 2020 earnings except associate degree.

Median Annual Earnings of Licensed Practical Nurses/Licensed Vocational Nurses of Primary Nursing Position and by Highest Education, 2020–2022

Highest Education Level	2020		2022	
	<i>n</i>	<i>Mdn</i>	<i>n</i>	<i>Mdn</i>
Vocational/practical certificate-nursing	578	39789	360	43000
Diploma-nursing	95	42000	69	43000
Associate degree-nursing	39	42000	19	40000
Baccalaureate degree-nursing	4	33000	2	37259

Note. Survey participants were asked to answer this question only if they were actively employed in nursing. Annual earnings include overtime and bonuses but do not include sign-on bonuses.

Telehealth Utilization

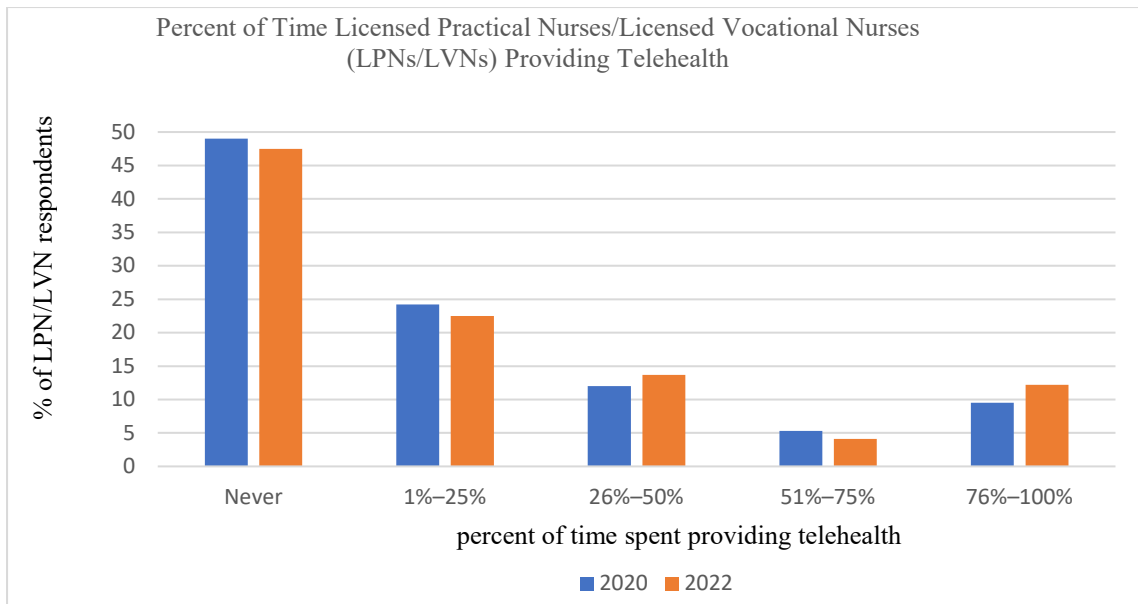
Percentage of Time Providing Telehealth

Telehealth utilization by LPNs/LVNs remains relatively unchanged from previous years, with a little less than half of LPNs/LVNs (47.5%) not providing services via telehealth. However, slightly more LPNs/LVNs who reported utilizing telehealth all the time rose to 12.2%, an increase of 2.7% from the 2020 survey. About a quarter (22.5%) of LPNs/LVNs spend up to a quarter of their time and 13.7% spend between a quarter and half of their time providing services via telehealth.

Percentage of Time Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs) Reported Providing Telehealth, 2022

Provides Telehealth	2020 (<i>N</i> = 825)		2022 (<i>N</i> = 516)	
	<i>n</i>	%	<i>n</i>	%
Never	404	49	245	47.5
1%–25%	200	24.2	116	22.5
26%–50%	99	12	70	13.7
51%–75%	44	5.3	21	4.1
76%–100%	78	9.5	63	12.2

Note. Survey participants were asked to answer this question only if they were actively employed in nursing. This question was not administered in the jurisdictions of Missouri, North Carolina, New Mexico, Washington, or Wyoming.

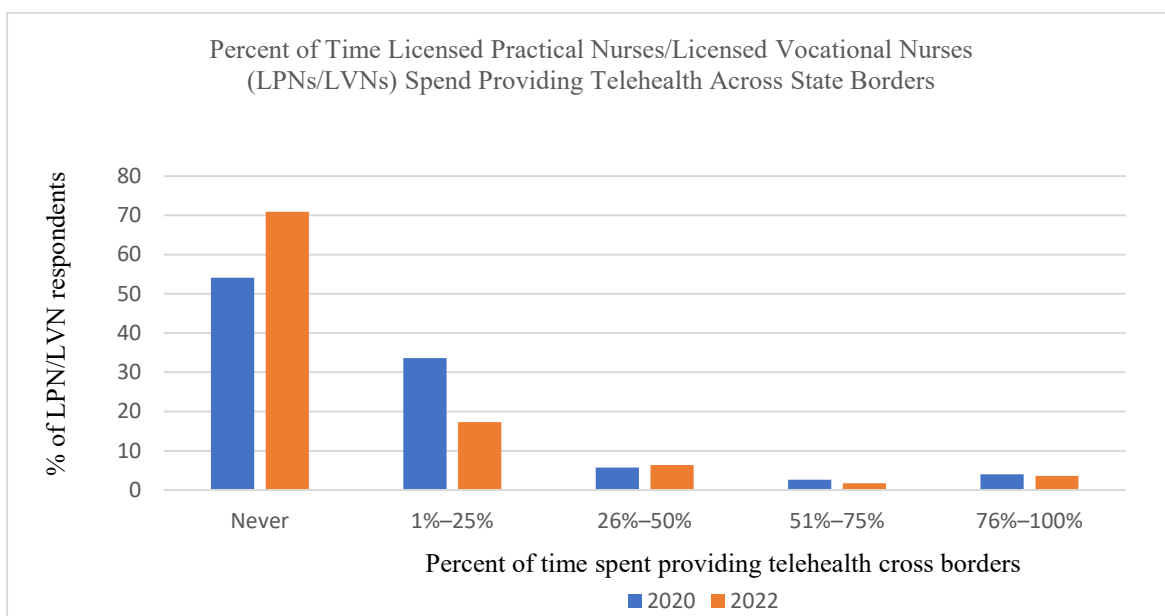


Telehealth Across State Borders

About 71% of LPNs/LVNs did not utilize telehealth to provide services to patients across state lines in 2022. Around twenty percent of LPNs/LVNs reported spending between 1% and 25% of their time providing services to patients in other states through telehealth. Utilization of services across state borders through telehealth declined in compared to the reported 2020 rates.

Percentage of Time Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs) Reported Providing Telehealth Across State Borders, 2022

Provides Telehealth	2020 (N = 368)		2022 (N = 326)	
	n	%	n	%
Never	199	54.1	231	70.9
1%–25%	123	33.6	56	17.3
26%–50%	21	5.7	21	6.4
51%–75%	10	2.6	6	1.7
76%–100%	15	4.0	12	3.6

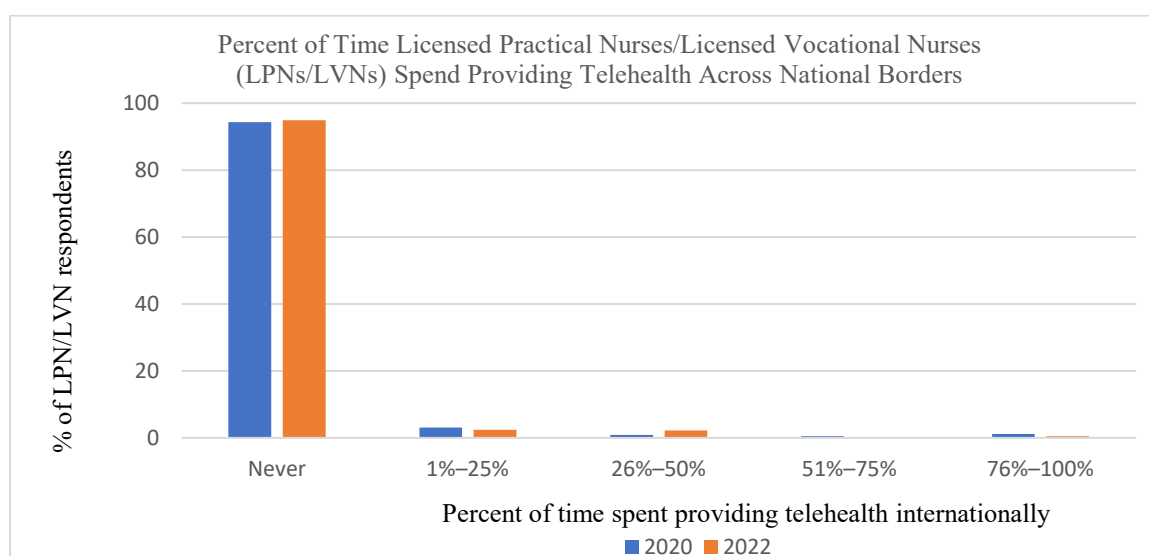


Telehealth Across International Borders

Around 5% of LPNs/LVNs in the United States provide services via telehealth across international borders in 2022, which is less than 2020 (1.2%).

Percentage of Time Licensed Practical Nurses/Licensed Vocational Nurses Spend Providing Telehealth Across International Borders, 2022

Provides Telehealth	2020 (N = 347)		2022 (N = 221)	
	n	%	n	%
Never	328	94.3	209	94.9
1%–25%	11	3.1	5	2.4
26%–50%	3	0.9	5	2.2
51%–75%	2	0.5		
76%–100%	4	1.2	1	0.5



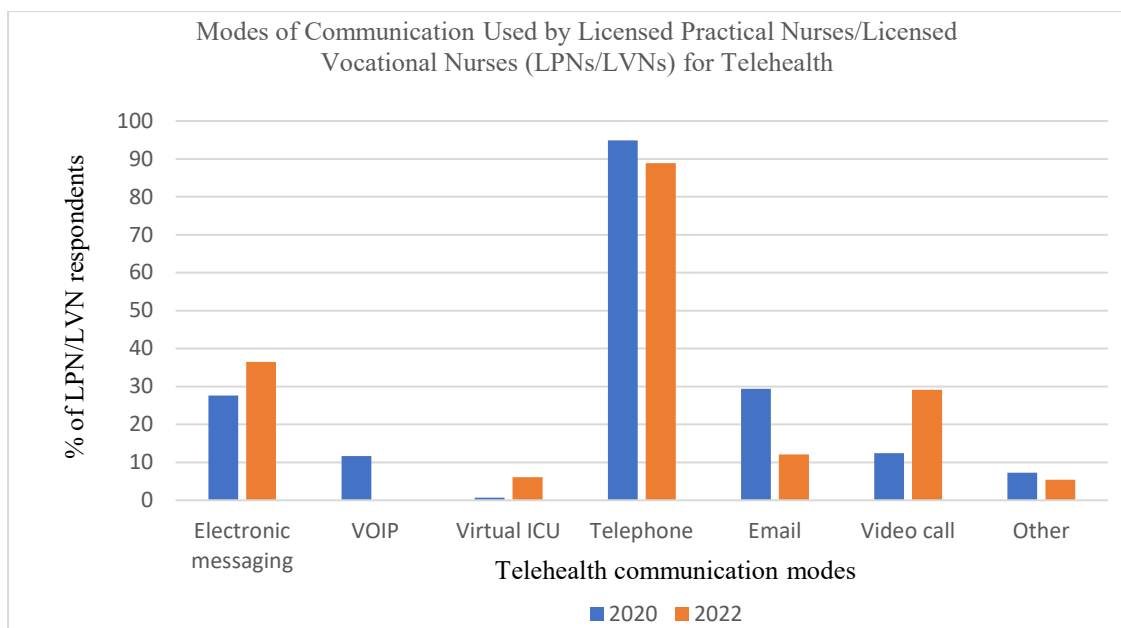
Modes of Communication Used for Telehealth

As seen in 2022, the use of the telephone is the most common mode (88.9%) of communication for telehealth provision by LPNs/LVNs. The use of electronic messaging was the second most common mode (36.5%) and has increased markedly in use since 2020. Video call was the third most common mode at 29.1% and increased greatly since 2020 (12.4%). Email was used in 12.1% of provisions of telehealth service and had decreased by 16.7% since 2020.

Modes of Communication Used for Telehealth by Licensed Practical Nurses/Licensed Vocational Nurses, 2022

Mode of Telehealth	2020 (N = 346)		2022 (N = 207)	
	n	%	n	%
Electronic messaging	95	27.6	76	36.5
VOIP	40	11.7		
Virtual ICU	2	0.7	13	6.1
Telephone	328	94.9	185	88.9
Email	102	29.4	74	12.1
Video call	43	12.4	60	29.1
Other	25	7.3	11	5.4

Note. VoIP = voice over internet protocol; ICU = intensive care unit.



Impact of COVID-19 Pandemic

Impact on Employment

The coronavirus pandemic affected LPNs/LVNs mostly through its impact on their workload. More than 60.2% of LPNs/LVNs reported an increase in their workload due to the pandemic. About 13.3% of LPN/LVN respondents reported a change in their practice setting because of COVID-19.

Impact of COVID-19 Pandemic on Registered Nurse Employment, 2022

Impact	2022 (N = 607)	
	n	%
My workload increased	366	60.2
I became a travel nurse	22	3.6
I changed my practice setting	81	13.3
I started doing telehealth	29	4.7
I left nursing	22	3.6
I retired	25	4.1
No impact	106	17.5
Other	96	15.8

Note. Respondents were asked to select all that apply.

How Often Are You Emotionally Drained?

About 21.9% of LPNs/LVNs reported they were emotionally drained from work every day and another 26.2% reported they were emotionally drained a few times per week. Only 4.3% reported never feeling emotionally drained from work.

Licensed Practical Nurses/Licensed Vocational Nurses Who Reported Feeling Emotionally Drained from Work, 2022

Impact	2022 (N = 593)	
	n	%
Never	26	4.3
A few times a year	70	11.9
Once a month or less	41	6.9
A few times a month	114	19.3
Once a week	57	9.7

A few times a week	155	26.2
Every day	130	21.9

How Often Do You Feel Used Up?

Over half of LPNs/LVNs reported feeling used up at the end of their workday, with more than half of this group feeling that way every day. Less than 20% reported feeling used up at the end of their workday only a few times per year or never.

Licensed Practical Nurses/Licensed Vocational Nurses Who Reported Feeling Used Up at the End of Their Workday, 2022

Impact	2022 (N = 591)	
	n	%
Never	39	6.6
A few times a year	56	9.5
Once a month or less	34	5.7
A few times a month	92	15.5
Once a week	55	9.3
A few times a week	145	24.6
Every day	171	28.9

How Often Do You Feel Fatigued When You Awake?

Around a quarter of LPNs/LVNs reported feeling fatigued when they get up and have to face another day on the job every day. Another 23.5% reported feeling fatigued when they get up and have to face another day on the job a few times a week. About 8.3% reported never feeling fatigued when they get up and have to face another day on the job.

Licensed Practical Nurses/Licensed Vocational Nurses Who Reported Feeling Fatigued When They Get Up, 2022

Impact	2022 (N = 593)	
	n	%
Never	49	8.3
A few times a year	60	10.2
Once a month or less	53	8.9
A few times a month	89	15.1
Once a week	54	9.1
A few times a week	140	23.5
Every day	147	24.8

How Often Do You Feel Burned-Out from Work?

about a quarter (23.6%) of LPNs/LVNs reported feeling burned-out from work every day and 18.4% also reported feeling burned-out a few times a week. About 12.8% reported never feeling burned-out from work.

Licensed Practical Nurses/Licensed Vocational Nurses Who Reported Feeling Burned-Out from Work, 2022

Impact	2022 (N = 593)	
	n	%
Never	76	12.8
A few times a year	83	14.0
Once a month or less	54	9.1
A few times a month	82	13.8
Once a week	49	8.3
A few times a week	109	18.4
Every day	140	23.6

How Often Did You Feel You Were at the End of Your Rope?

About 27.2% of LPNs/LVNs reported they felt they were at the end of their rope at least a few times per week, with half of this group feeling like that every day. About 7.7% felt they were at the end of their rope once per week. Slightly over a quarter (31.6%) never felt like they were at the end of their rope.

Licensed Practical Nurses/Licensed Vocational Nurses Who Reported Feeling at the End of Their Rope, 2022

Impact	2022 (N = 592)	
	n	%
Never	187	31.6
A few times a year	86	14.5
Once a month or less	49	8.3
A few times a month	64	10.8
Once a week	45	7.7
A few times a week	79	13.4
Every day	82	13.8