

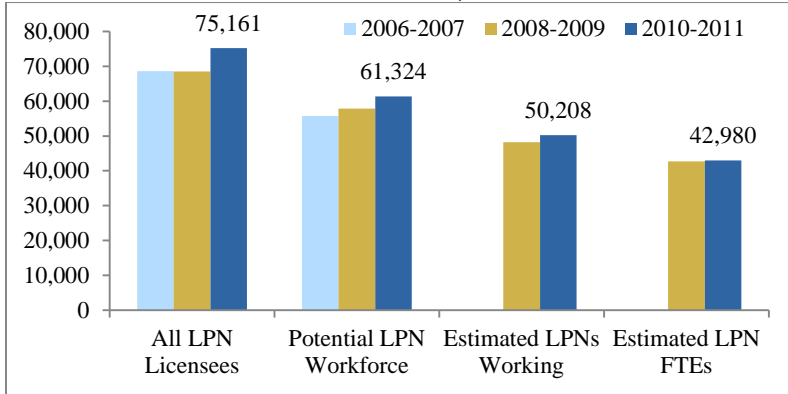


Florida's LPN Supply

October 2012

The information below represents the **key findings** on LPN supply in Florida. Employment information for LPNs is provided within the report. Trend analysis is provided for 2007, 2009, and 2011 when available.

Trends in Potential LPN Workforce, 2006-07 to 2010-11



- Florida's potential LPN workforce has increased from 2007 to 2011, primarily due to new graduates from LPN programs.
- The North Central and South regions experienced the largest growth in the number of LPNs, and growth in LPN programs.
- The potential LPN workforce gained more than 11,200 LPNs from 2010-11.
- However, 77% of total gains were lost from the LPN workforce.
- Almost 7% of LPNs are seeking work as a nurse, and 82% of the potential LPN workforce is employed as a nurse.

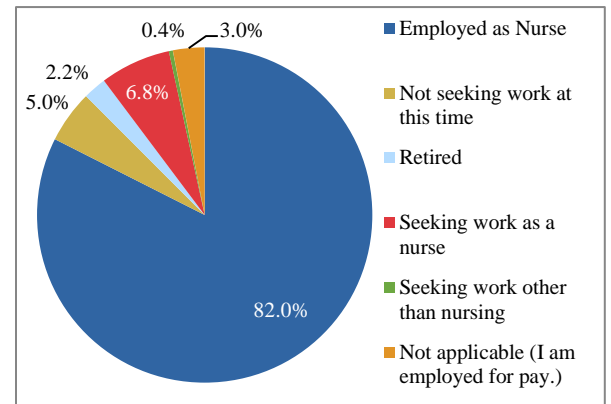
LPN Workforce Gains and Losses, 2008-09 to 2010-11



- The top 3 employment settings for LPNs are Long-Term care, Home Health Care, and Hospitals.
- 30% of LPNs work in geriatrics for their clinical specialty, 11% in home health, and 9% in adult/family health.
- The average age of LPNs is 46 years, and 40% are age 51 or older.
- FL has an estimated 266 LPNs employed per 100,000 population.
- 66% of LPNs have an LPN certificate, and 16.7% have an RN degree.

LPN Employment Settings

	2008-09		2010-11	
	%	Estimated #	%	Estimated #
Long-term Care	36.5	17,607	40.8	20,480
Home Health Care	15.1	7,281	16.0	8,043
Hospital	14.8	7,127	12.4	6,231
Health Provider Office	9.9	4,765	9.9	4,981
Other	8.9	4,293	7.1	3,560



Recommendations

1. Comprehensive analysis of the rapid growth in LPN programs to determine potential for long-term oversupply and appropriateness of geographic location based on need and demand.
2. Encourage academic and industry collaboration to assure appropriate curriculum content in preparation for employment.
3. Monitor increasing trend of losses of experienced LPNs for needed intervention to improve retention.
4. Support the Center's research effort and analysis of workforce trends to assure adequacy of supply of all types of nurses while maximizing use of limited fiscal resources.

Florida's Licensed Practical Nurse Supply: 2010-2011 Employment Characteristics and Trends

Background

This report provides information on Florida's licensed practical nurse (LPN) workforce using data collected from January 2010 – December 2011. Characteristics of the nurse workforce, such as size, demographics, and employment information, are described herein. The report also tracks changes in the growth of the LPN workforce since the 2006-2007 renewal cycle, and compares trends to the data from the 2006-2007 and 2008-2009 license renewal cycles when possible.

Data on the state's supply of nurses provides valuable information to nurse employers, nursing schools, nurse faculty, workforce planners, and policy makers. The Florida Center for Nursing (Center), in partnership with the Florida Board of Nursing and Florida Department of Health, Division of Medical Quality Assurance, has collected nurse workforce data since January 2008 via a voluntary Workforce Survey integrated into the online license renewal process for nurses. More information about the nursing license renewal process and the Workforce survey can be found in the Center's technical report.¹ A separate report provides results and analysis for RNs and ARNPs.²

Florida's LPN education programs have rapidly increased in number from 79 programs in 2007 to 149 in 2011.³ Consequently, the number of graduates from generic LPN programs increased from 3,910 in 2008-09 to 4,581 in 2010-11.⁴ The number of programs varies significantly by region of the state, with the South and West Central regions having the highest number of LPN programs (38 and 26 programs respectively) and the Northeast region having the fewest (5 programs).⁵ The continued growth in the number of LPN programs indicates an increasing number of LPN graduates in years to come.

Florida's LPN Supply as of December, 2011

LPNs renew their licenses in odd years, with the last LPN renewal in 2011. The Center used a data extract from late December 2011 to represent the current population of licensees.

When nurses renew their license online, they have the option to participate in the Center's Workforce Survey. The Workforce Survey response rate among LPNs renewing their licenses was 95 percent during the 2010-2011 renewal cycle. LPNs newly licensed in Florida during the same period have the option to participate in the survey, but to do so requires extra effort as it is not incorporated in the application process. Fifty-four percent of the new licensees completed the Workforce Survey.

The Center uses responses to the workforce survey to estimate the number of nurses working in Florida. Because response rates were lower than 100 percent, this estimate was calculated by extrapolating survey results for certain questions to nurses who did not respond to the Workforce Survey. More information about the data processes can be found in the Center's technical report.¹

Trends in Florida’s LPN Workforce

About 75,000 LPN licenses populated the nurse licensure database as of December 2011, but far fewer are actually in Florida’s LPN workforce (Figure 1). About 61,000 (82%) met the criteria for being counted as part of the *potential* nurse workforce: an active license, Florida address, and no disciplinary restrictions. This group of nurses is capable of providing nursing labor in Florida, but some are working in other fields or not working at all. We estimate that about 82 percent of the potential LPN workforce, or 50,000, are *actually* working as LPNs in Florida. Finally, since some nurses work part-time, Florida’s number of full-time equivalent (FTE) LPNs is lower still at an estimated 43,000. Employment information used to estimate the workforce and number of FTEs is only available for the 2008-2009 and 2010-2011 licensure renewal cycles.

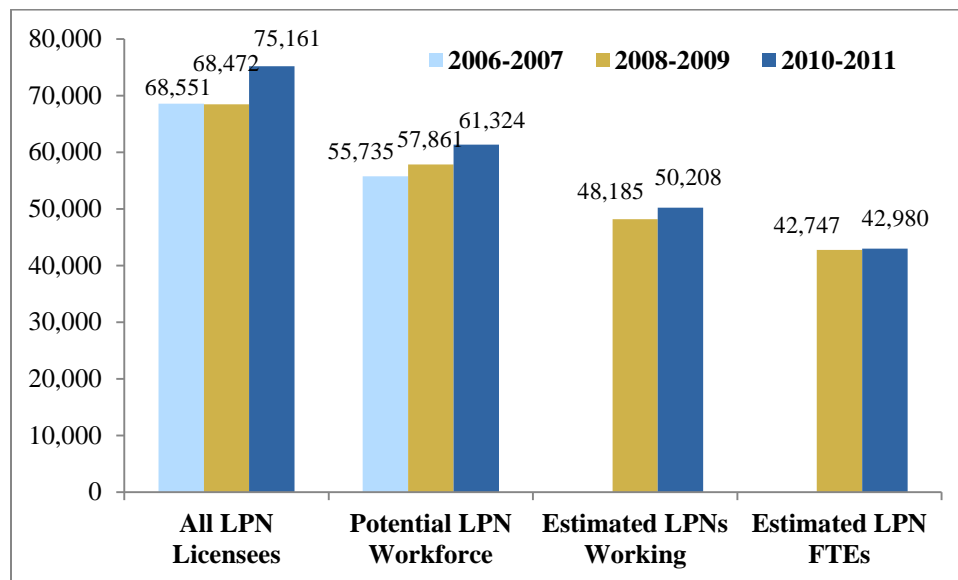


Figure 1. Florida’s LPN Supply Trend, 2006-07 to 2010-11

Florida’s potential LPN workforce gained 3,400 nurses between December 2009 and December 2011, a 6.0 percent increase over two years and an average annual increase of 3.0 percent (Table 1). The current rate of growth is somewhat higher than the 5.3 percent increase in LPN supply from 2006-07 to 2008-09.

Table 1. Growth in the Potential LPN Workforce, 2006-07 to 2010-11

Growth in the Potential LPN Workforce			
2006-07 Potential Workforce	54,942		
2008-09 Potential Workforce	57,861	% change 2006-07 to 2008-09	5.3%
2010-11 Potential Workforce	61,324	% change 2008-09 to 2010-11	6.0%

To investigate net change in the potential LPN workforce, the Center tracked individual licensees into and out of the workforce over the two-year period. We found that the potential LPN workforce actually gained more than 11,200 LPNs, but during the same time more than 8,600 –

77 percent of total gains – were lost from the potential LPN workforce to create the net change (Figure 2, Appendix Table A1). Comparing the licensure cycles of 2008-2009, and 2010-2011, Florida increased both the total gains and losses to the LPN workforce, but the result was net workforce gains.

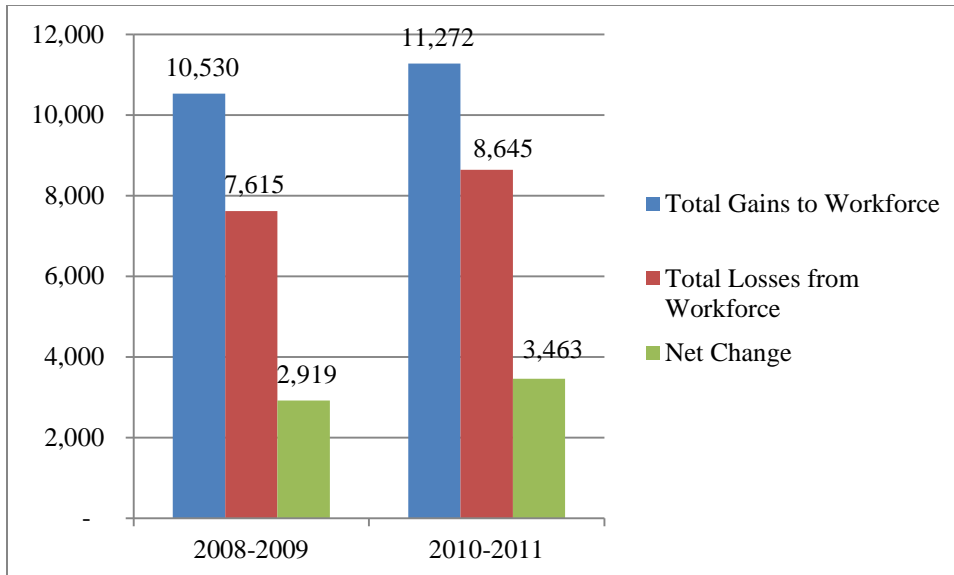


Figure 2. Florida’s LPN Workforce Gains and Losses, 2008-09 to 2010-11

Table 2 shows the causes of gains and losses from the potential LPN workforce during 2010-11. The most common reason a nurse joined the potential LPN workforce was licensure by examination (7,858 nurses). About 1,000 more LPNs were added as a new licensee by exam than in 2008-09, which is to be expected as many new nursing schools have opened over the past few years. The second most common reason for new LPNs was endorsement into Florida with a nursing license from another state (2,057). About 600 nurses moved into Florida with an existing Florida nursing license, and about 700 made a license status change rendering them eligible to practice nursing in the state.

Table 2. Additions to and Subtractions from the Potential LPN Workforce, 2010-11

Reason for New Additions	# of LPNs	Reason for Losses	# of LPNs
New Licensee by Exam	7,858	Failed to Renew	6,817
New Licensee by Endorsement	2,057	No longer working in FL	937
New Florida Address	606	License Went Null and Void	355
Changed to eligible status	714	Changed to Inactive Status	130
Changed to active status	37	Retired	130
		Disciplinary Action	67
		Other	209
Total New Licensees	11,272	Total Attrition	8,645

The most common cause for attrition from the potential LPN workforce was failure to renew a nursing license as scheduled in 2011 (6,817 LPNs), which was an increase of about 2,700 more people than in 2009. Unfortunately, when nurses do not renew their nursing license, we do not learn whether they did so in order to move out of the state, work outside the field of nursing, retire, or for another reason. It is also possible that LPNs did not renew their license because they upgraded to RN, but this information could not be tracked in the database. Over 900 LPNs changed their address to outside of Florida, but still maintain their license.

Characteristics of LPNs Working in Nursing, December 2011

Of the 61,000 LPNs in the *potential* nurse workforce, we estimate that 82 percent (or 50,208) are *actually* working as LPNs in Florida (Figure 3). In addition, 6.8 percent are seeking nursing employment (which is about the same as in 2008-09). Only 5 percent are not seeking work, and 2 percent are retired but still have an active license. The “Not applicable” is an artifact of the questionnaire and may indicate that someone is employed outside of nursing. LPNs are working in the field at a slightly lower rate as are Florida’s RNs (86%), and the workforce participation rate for LPNs has decreased from 83.3 percent in 2008-09.

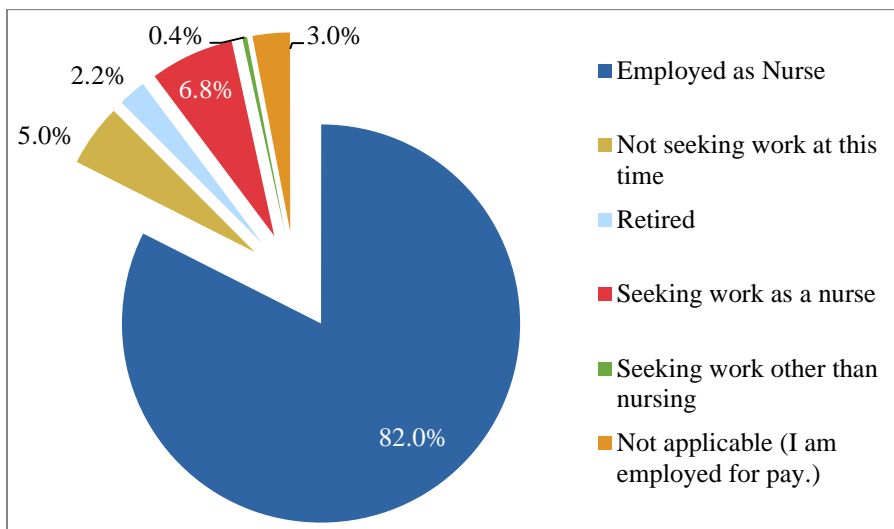


Figure 3. Work Status of LPNs

We took a closer look at those LPNs who were not currently employed (i.e., they responded to the employment status question as not seeking work at this time, seeking work as a nurse, seeking work in a field other than nursing), with a survey question that asked those who were not currently working to indicate their reasons (more than one response was possible). This group consisted of 7,001 LPNs. Within this group, the reasons for unemployment were varied. About one-third of this group (2,290 LPNs) indicated they were taking care of home or family (Figure 4). Almost 30 percent of the unemployed LPNs (2,018 LPNs) indicated they had difficulty finding a nursing position. Fifteen percent of LPNs (1,042 LPNs) responded that school responsibilities were the reason they were not currently employed. Appendix Table A2 compares demographics of LPNs working and not working in nursing. LPNs not working in nursing are more likely to be white, female, and age 61 or older.

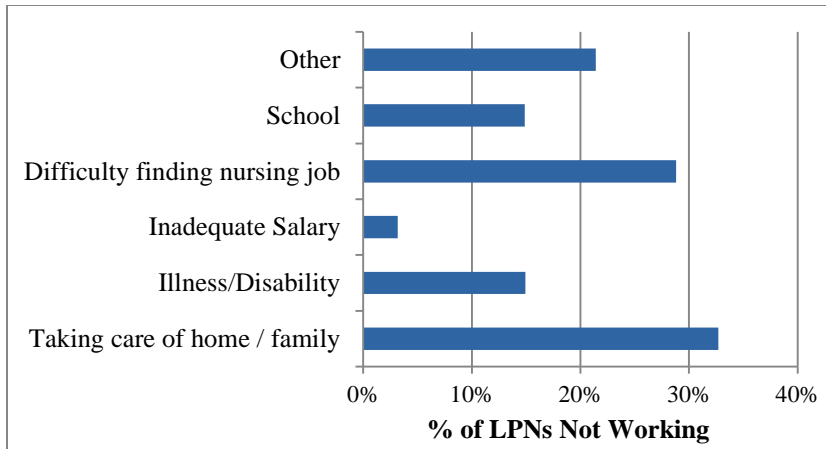


Figure 4. Reasons LPNs are not working

The largest employment setting for LPNs is long term care, where 40.8 percent or an estimated 20,480 LPNs work (Table 3). This is an increase in employees of about 4 percent (or 3,000 LPNs) from 2009. LPNs are also commonly employed by home health agencies (16%) and hospitals (12.4%). Since 2008-09, the number of LPNs employed in home health care has increased by about 700, but the number of LPNs employed by hospitals has decreased by about 1,000. LPNs are more likely to work in long-term care or home health care, compared with RNs, who are more likely to work in hospitals.

Table 3. Employment Setting for LPNs Working in Nursing

	%	Estimated #	Change from 2008-09 ¹
Long-term Care	40.8	20,480	↑
Home Health Care	16.0	8,043	↑
Hospital	12.4	6,231	↓
Physician or other Health Provider Office	9.9	4,981	↑
Other	7.1	3,560	↑
Corrections Facility	4.4	2,194	↔
Public/Community Health	2.3	1,165	↔
School Health	2.1	1,069	↑
Ambulatory Care	2.1	1,029	↓
Insurance Company	1.1	547	↓
Temporary Agency	0.9	462	↓
Nursing Education - Academic Setting	0.3	146	↑
Occupational Health	0.3	141	↔
Healthcare Consulting / Product Sales	0.3	141	↔
Policy / Planning / Regulatory / Licensing Agency	0.0	20	n/a
Total Working Nurses	100.0	50,208	

¹ Estimated change in the number of nurses working in each employment setting from December 2009 to December 2011. ↑ indicates an increase in the number of nurses employed in a setting. ↓ indicates a decrease in the number of nurses employed in a setting. ↔ indicates the number of nurses remained about the same.

The Workforce Survey also included questions about nurses’ clinical specialties and position titles. The most common clinical specialty for LPNs is geriatrics (30%), followed by home health (11%), adult/family health (9%) and rehabilitation (7%) (Figure 5). Seventy-seven percent of LPNs have the title of staff nurse, and five percent had the title of nurse manager.

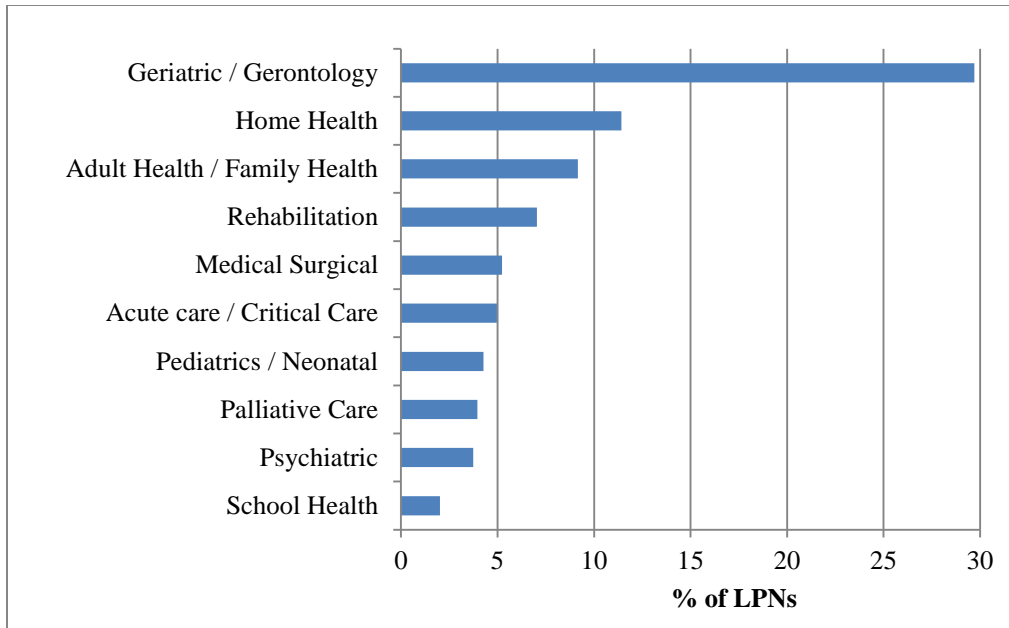


Figure 5. Clinical Specialty of LPNs Employed in Nursing

The majority of LPNs are working full-time (80%), but fewer are working multiple jobs than in 2008-09 (13% in 2011, 21% in 2009) (Table 4). About 9 percent of LPNs reported working for a temp agency or in a per diem position, and 11 percent reported working part-time. LPNs in Florida are working a large number of hours: 17 percent are working more than 40 hours per week. The percentage of LPNs working more than 40 hours per week dropped from 34 percent in 2009 to 17 percent in 2011. When hours per week are used to assign the proportion of a full-time equivalent (FTE) position for each LPN, the average FTE is quite high at 0.88.

Table 4. Employment Detail for LPNs Working in Nursing

	2008-09	2010-11
Hours Per Week	%	
20 or fewer	5.8	8.0
21-30	6.9	8.0
31-35	7.7	8.6
36-40	46.0	58.0
41-50	28.3	12.8
51 or more	5.4	4.6
Average FTE*	0.89	0.88
Employment Status	%	%
FT	79.7	79.6
PT	10.1	11.1

	2008-09	2010-11
Per Diem/Agency	10.2	9.3
Multiple Jobs?	%	
Yes	21.1	13.0
No	78.9	87.0

*FTE = Full-time Equivalent

Demographic characteristics of working LPNs are shown in Table 5. The LPNs profession is more racially and ethnically diverse when compared with RNs. About 55 percent of LPNs are white and 28 percent black, in contrast about 66 percent of RNs are white and 13 percent are black. About 90 percent of LPNs are female, the same percentage as RNs. Appendix Table A3 shows race/ethnicity of LPNs by age group, and Appendix Table A4 shows trends in demographic characteristics for the *potential* LPN workforce based on licensure data, demonstrating that Florida LPNs are slowly becoming more diverse over time. Furthermore, the percentage of men in the potential LPN workforce has grown from 8.8 percent in 2007 to 9.5 percent in 2011.

Table 5. Demographic Characteristics of LPNs Employed in Nursing

Race/Ethnicity	%	Age	%
White	55.4	21-30	10.6
Black	27.9	31-40	22.4
Hispanic	9.3	41-50	26.5
Asian	2.3	51-60	26.1
Native American	0.3	61 or older	14.4
Other	4.8		
Gender	%	Average Age	46.8
Female	90.5		
Male	9.5		

The average age of our LPN workforce is 46.8 years. Aging of the workforce is a serious concern for Florida, as nurses over the age of 50 can be expected to retire within the next 15 years. In addition to reducing the size of the workforce, the exodus of older, experienced nurses will result in a loss of highly skilled mentors with years of organizational and experiential knowledge. Figure 6 graphically depicts the age distribution of employed LPNs and contrasts it with the age distribution of employed RNs. LPNs are more evenly distributed across the age categories when compared with RNs. About 47 percent of the RNs are age 51 or older, whereas 40 percent of the LPN workforce is over the age of 51 years as of December 2011. The percentage of LPNs age 61 and older in the potential workforce increased from 13.3 percent in 2007 to 17.3 percent in 2011, while the percentage of LPNs under age 40 has remained about the same (Appendix Table A4).

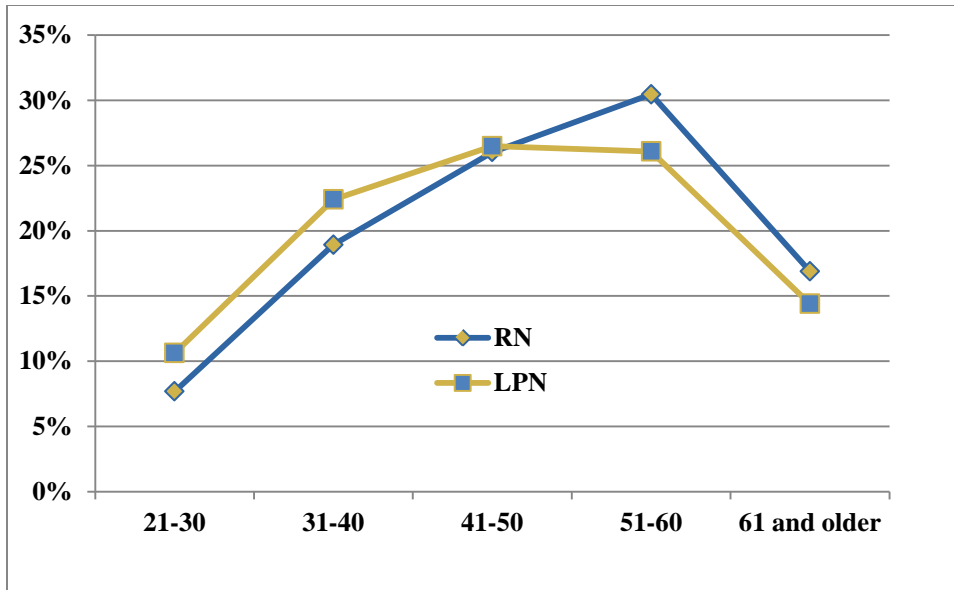


Figure 6. Age Distribution for LPNs and RNs Working in Nursing

The educational preparation of LPNs employed in nursing is shown in Figure 7. As expected, the vast majority of LPNs hold the LPN Certificate as their highest degree. Almost 17 percent had another type of nursing degree – diploma, associate’s, or bachelor’s. It is unclear why these nurses would be working as an LPN but also have a higher nursing degree. Since a number of LPNs upgrade their licenses to RN each year, it is likely that some LPNs were in the process of (but had not yet completed) upgrading their licenses during the 2011 LPN renewal cycle when survey data were provided. Or perhaps these LPNs have not successfully passed the RN licensure exam. Of the remaining nurses holding a higher degree, 12 percent reported holding an associate’s degree (in any field), four percent reported holding a bachelor’s degree outside of nursing, and almost one percent held a master’s or doctorate outside of nursing.

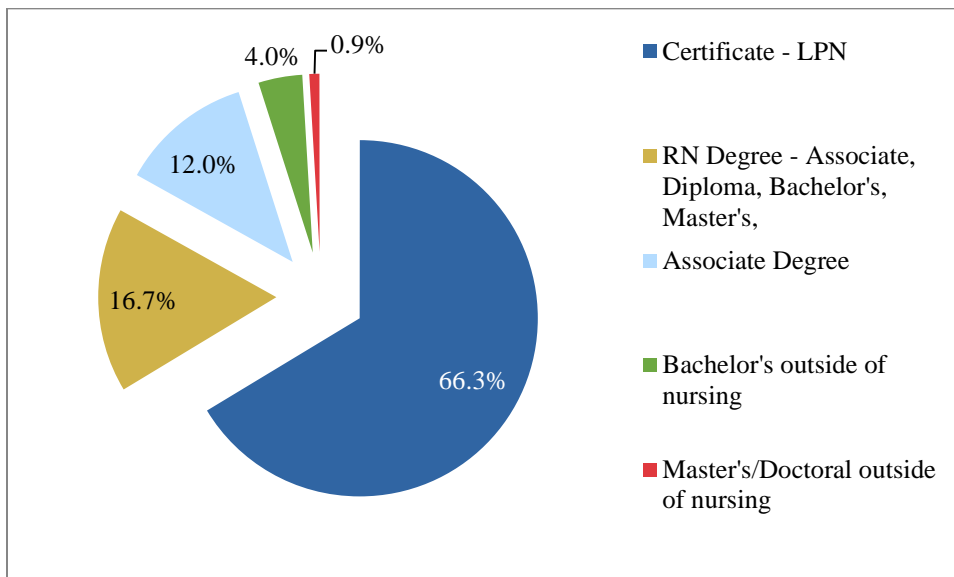


Figure 7. Highest Educational Degree by LPNs Employed in Nursing

FTEs by Age and Employment Setting

Average FTE varies substantially by age, as shown in Figure 8. The average FTE worked increases in every age group to a peak of 0.89 when nurses reach age 51-60 years, but average FTE drops dramatically to 0.77 when nurses reach the 61 and older age group. Over the next decade, the 12,000 LPNs currently age 51-60 will age out of this category, with the likely result of reduced working hours and reduced workforce participation for this large cohort. Fortunately the age 41-50 cohort is roughly the same size as the age 51-60 cohort, so the drop off in LPN nursing labor may not be quite as dramatic as with RNs.

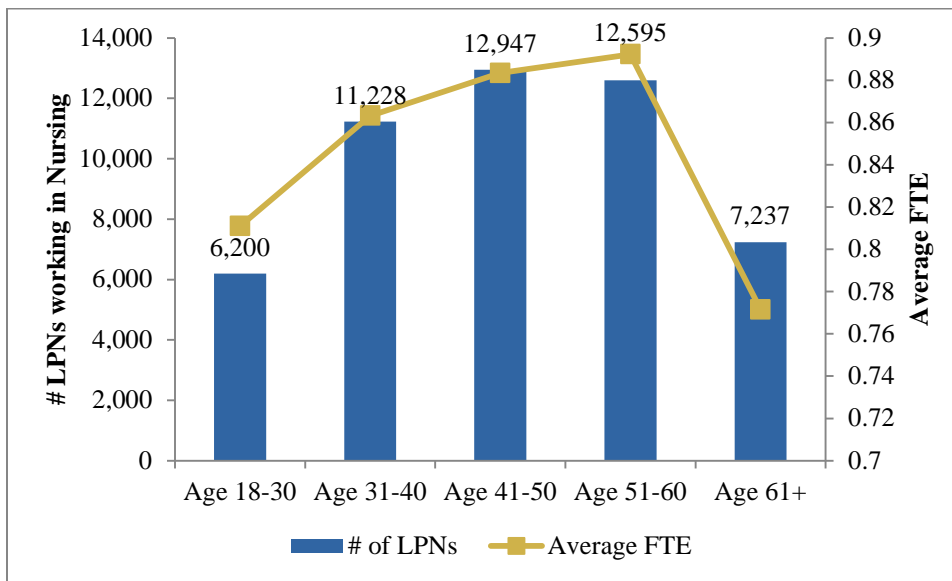


Figure 8. Number of LPNs Working and Average FTE by Age Category

Table 6 shows the estimated number of FTEs as well as the average proportion of an FTE worked by LPNs in each healthcare setting. The largest proportion of LPN FTEs can be found in long term care (an estimated 17,700 FTEs), followed by home health and hospitals. However, LPNs working for insurance companies worked the most hours per week as evidenced by their larger average FTE (.94). LPNs working for temporary agencies (.58) and school health (.77) worked the fewest hours per week. Appendix Table A5 shows the age distribution of LPNs by setting. Academics, ambulatory care, and occupational health tend to employ a larger percentage of nurses over age 50, whereas corrections, long-term care, and physicians’ offices tend to employ more younger nurses.

Table 6. Estimated Total and Average LPN FTEs by Setting

Setting	Average FTE	Estimated FTEs
Long Term Care	0.88	17,694.2
Home Health	0.80	6,283.3
Hospital	0.92	5,593.3
Physician's Office	0.92	4,463.5

Setting	Average FTE	Estimated FTEs
Other	0.88	3,086.4
Correctional Facility	0.91	1,960.6
Ambulatory Care	0.92	921.0
School Health Service	0.77	810.3
Community Health	0.92	610.2
Insurance	0.94	502.8
Public Health	0.90	427.1
Temporary Agency	0.58	264.4
Healthcare Consulting/Product Sales	0.90	124.1
Occupational Health	0.90	122.4
Academic Setting	0.79	114.2
Total FTEs		42,980.0

Regional LPN Growth and Supply

Florida’s LPN supply varies in size across the eight regions of the state used for Center analysis. Appendix B shows the county composition of each region. Three regions (Northwest, Northeast, and East Central) lost LPNs between 2008-09 and 2010-11, but all other regions gained LPNs in the potential nurse workforce (Table 7). The North Central region gained over 2,100 LPNs and the South region gained over 1,000 LPNs.

Table 7. Trends in Potential LPN Workforce Growth by Region, 2006-07 to 2010-11

Region	2006-07 Potential LPN Workforce	2008-09 Potential LPN Workforce	2010-11 Potential LPN Workforce	Net Change, 2008-09 to 2010-11
Northwest	4,056	4,193	4,020	-173
North Central	4,847	5,194	7,334	2,140
Northeast	3,386	3,485	3,477	-8
West Central	15,831	16,254	16,541	287
East Central	8,971	9,203	9,156	-47
Southwest	3,215	3,424	3,476	52
Southeast	5,016	5,497	5,703	206
South	9,600	10,604	11,616	1,012

Accordingly, the rate of growth in the LPN workforce varies substantially across regions (Figure 9). Statewide, the potential LPN workforce grew by 6.0 percent over the two-year period. However, this growth was driven primarily by large increases in the LPN potential workforce in the North Central region (41% or 2,140 nurses) and the South region (9.5% or 1,012 nurses).

There was much more variability in growth rates by region for LPNs when compared with RNs. The West Central and Southeast regions grew by over 200 LPNs, which was 1.8 percent and 3.7 percent growth. The Northwest region had a 4.1% decrease in the number of LPNs.

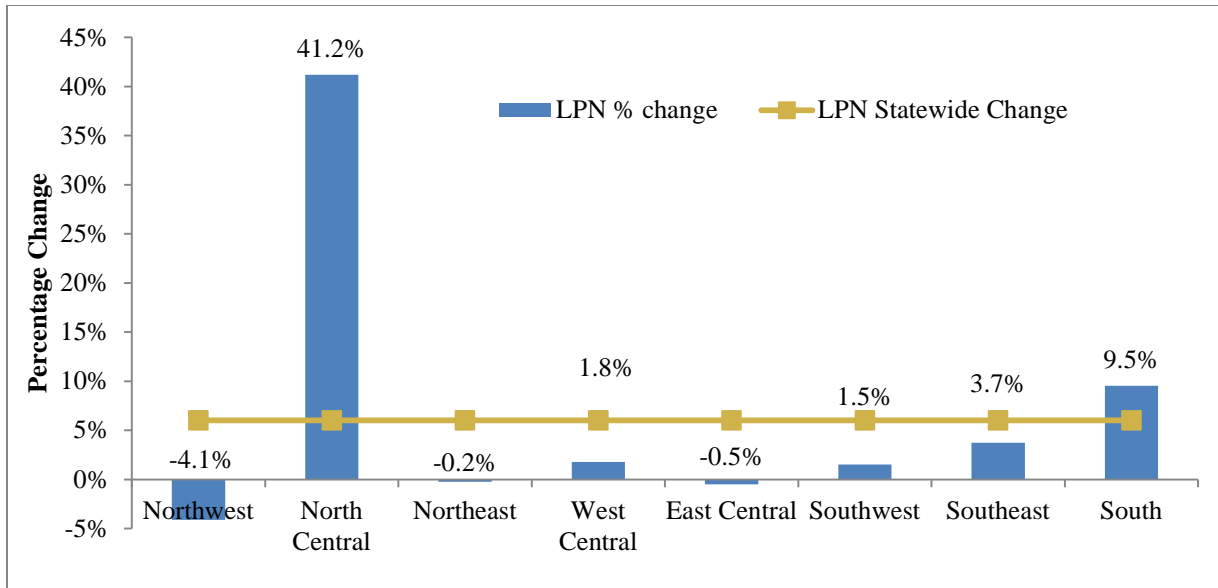


Figure 9. Growth in LPN Supply, 2008-09 to 2010-11, by Region

Growth in the number of nurses does not take into account the changing patient population driving the demand for healthcare. To better understand the nurse supply in relation to the population, we compared the number of working nurses (as of December 2011) to the size of the general population⁶ and the number of skilled nursing facility beds⁷ statewide and in each region.

We estimate that Florida has 266 LPNs employed in nursing for every 100,000 members of the general population as of December 2011, an increase from 255 per 100,000 population in our last report. As Figure 10 shows, again there is substantial regional variation. The Northwest, North Central, and West Central regions had a larger number of employed LPNs per 100,000, while the Northeast, East Central, and Southern regions of the state were below average.

When the number of LPNs is viewed in relation to the number of skilled nursing facility (SNF) beds, there is much less variation. Statewide, there were 60 employed LPNs for every 100 SNF beds. This number varied from a low of 44 in the Northeast to a high of 75 in the South region, which was almost the same as our 2010 report.⁸ Note that the “LPNs per 100 SNF beds” metric does not account for the acuity of patients or the settings in which LPNs work in each region.

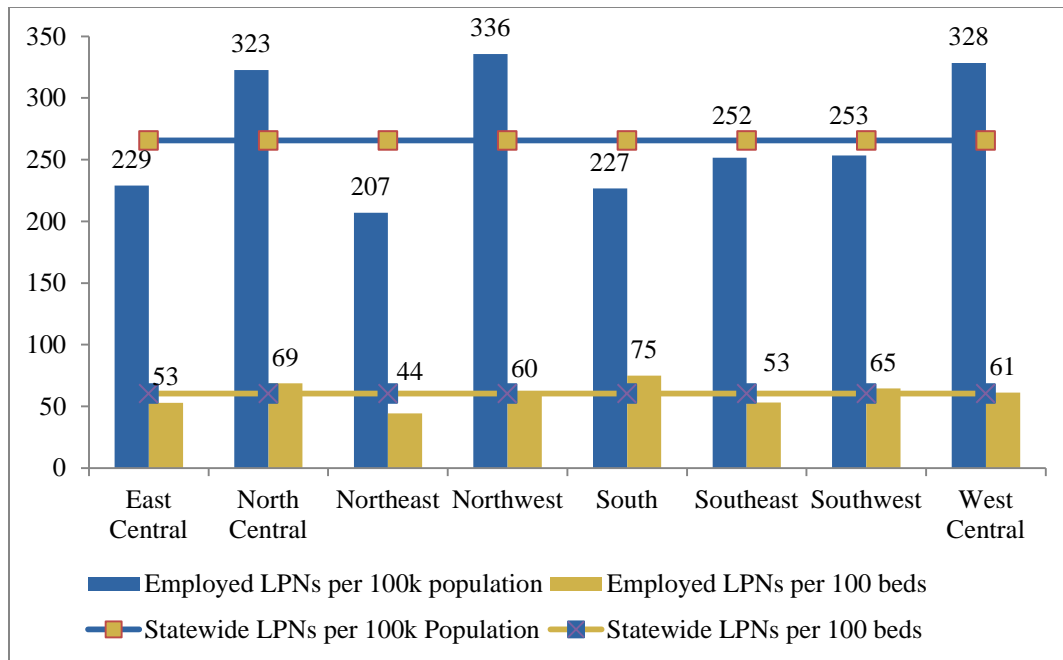


Figure 10. Employed LPNs per 100K Population and 100 SNF Beds

Conclusions and Recommendations

Florida’s LPN workforce trends are related to both the shifting workforce and population demographics and to the continued economic difficulties facing the state. The supply of LPNs in the state has steadily increased; from 2009 to 2011 there was a net gain of about 3,400 LPNs (6%) in the potential workforce. Accordingly, the number of LPNs working in nursing has also increased by about 2,000 since 2009. Florida’s LPNs have a workforce participation rate of 82 percent, which has decreased slightly from 83.3 percent in 2009. The decreased workforce participation rate is the opposite of what we have seen in the RN workforce. The decreased workforce participation causes may be economic in nature, as industries may be more inclined to hire RNs preferentially to LPNs when there is an abundant supply of nursing labor. Almost 7 percent of LPNs reported trying to find a nursing job, which is much higher than the 2 percent of RNs who reported looking for a nursing job. About 80 percent of LPNs reported working full-time in 2009 and 2011, but the percentage working more than one job decreased from 21 percent to 13 percent.

A growth driver for the LPN workforce is the increasing number of LPN education programs in Florida, which grew from 79 programs in 2007 to 149 in 2011.³ The number of graduates from generic LPN programs increased from 3,910 in 2008-09 to 4,581 in 2010-11.⁴ In 2011, over 7,800 LPNs joined the workforce by acquiring a license by exam, 1,000 more than in 2009. Interestingly, the North Central and South regions of Florida showed particularly strong growth in the number of LPNs (over 2,100 in North Central and over 1,000 in South), which may be indicative of the demand for LPNs in these regions and the high number of LPN schools in those regions (the South region has 38 LPN schools). The continued growth in the number of LPN programs indicates an increasing number of LPN graduates in years to come.

The high volume new LPN licensees in Florida may be masking an increasing trend in the loss of experienced LPNs, mirroring a similar trend in the RN workforce. The 2010-11 cycle demonstrated a loss of 77% (8,600) of total gains (11,200) in the LPN potential workforce; 6,800 of these LPNs failed to renew their license. LPNs fail to renew their nursing license for several reasons: move out of the state, no longer work in the field of nursing, retire, or upgrade to RN license.

Shifting employment patterns are evident among LPNs, specifically by an increase in the number of LPNs employed in long-term care and home health care settings, while the number of LPNs employed in hospitals has decreased. Our Workforce Demand Report⁹ predicted strong demand for LPNs needed in home health settings in 2012 and a high number of LPN vacancies in home health and long-term care, but lesser demand for LPNs in hospitals. The weakness in hospital demand is likely related to hospitals preferential hiring of RNs over LPNs. In contrast to weak demand in hospitals, LPNs with specific geriatric skills are greatly needed in home health and long-term care employment settings. With 30% of the LPN workforce specializing in geriatrics, and a growing elderly population in Florida, long-term care and home health employment settings appear to be able to sustain long-term growth.

Although the LPN workforce is a little younger than the RNs, similar demographic forces affect the LPN workforce. Forty percent of the LPN workforce is over the age of 50 years, and the percentage of LPNs age 61 and older in the potential nurse workforce increased from 13.3 percent in 2007 to 17.3 percent in 2011. According to the Center's forecast report, LPN supply and demand will begin to sharply diverge in 2015, and by 2025 would demonstrate a shortage of 12,500 LPNs.¹⁰ The Center's demand report estimated over 2,700 new LPN positions would be created in Florida's home health industry in 2012.⁹ The considerable increase in the number of LPN programs and resulting output of new graduates may meet the projected home health industry demand and negate the forecast shortfall.

Recommendation 1: Complete a comprehensive analysis of the rapid growth in LPN programs to determine potential for long-term oversupply and appropriateness of geographic location based on need and demand.

Recommendation 2: Given the stability and growth of LPN positions in long-term care and home health settings, while demand in hospital settings is decreasing, encourage academic and industry collaboration to assure appropriate curriculum content in preparation for employment.

Recommendation 3: Monitor increasing trend of losses of experienced LPNs for needed intervention to improve retention.

Recommendation 4: Support the Center's research effort and analysis of workforce trends to assure adequacy of supply of all types of nurses while maximizing use of limited fiscal resources.

Acknowledgements:

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Appendix A: Data Tables

Table A1. Components of Net Change in the Potential LPN Workforce, 2010-2011

	# of LPNs
Total Gains to Potential Workforce	11,272
Total Losses from Potential Workforce	8,645
Net Change in the Potential Workforce	3,463

Note: The difference between gains and losses does not precisely equal net change due to the complexity of tracking individual nurses.

Table A2. Comparison of Working and Not Working LPNs, 2011

	Working	Not Working
Race/Ethnicity	%	%
White	55.4	67.8
Black	27.9	18.3
Hispanic	9.3	6.9
Asian	2.3	1.9
Native American	0.3	0.4
Other	4.8	4.8
Gender	%	%
Female	90.5	91.9
Male	9.5	8.1
Age	%	%
18-30	10.6	9.1
31-40	22.4	15.6
41-50	26.5	19.4
51-60	26.1	25.9
61 or older	14.4	30.0

Table A3. Race/Ethnicity of LPNs (Potential Nurse Workforce) by Age Group

Race/Ethnicity	Age 18-30	Age 31-40	Age 41-50	Age 51-60	Age 61+
White	42.9%	43.5%	52.4%	64.7%	69.3%
Black	31.8%	37.7%	31.4%	21.5%	17.3%
Hispanic	18.2%	13.0%	10.0%	5.5%	3.3%
Asian/Pacific Islander	3.3%	2.5%	2.3%	2.3%	1.5%
Other	3.8%	3.4%	4.0%	6.0%	8.6%

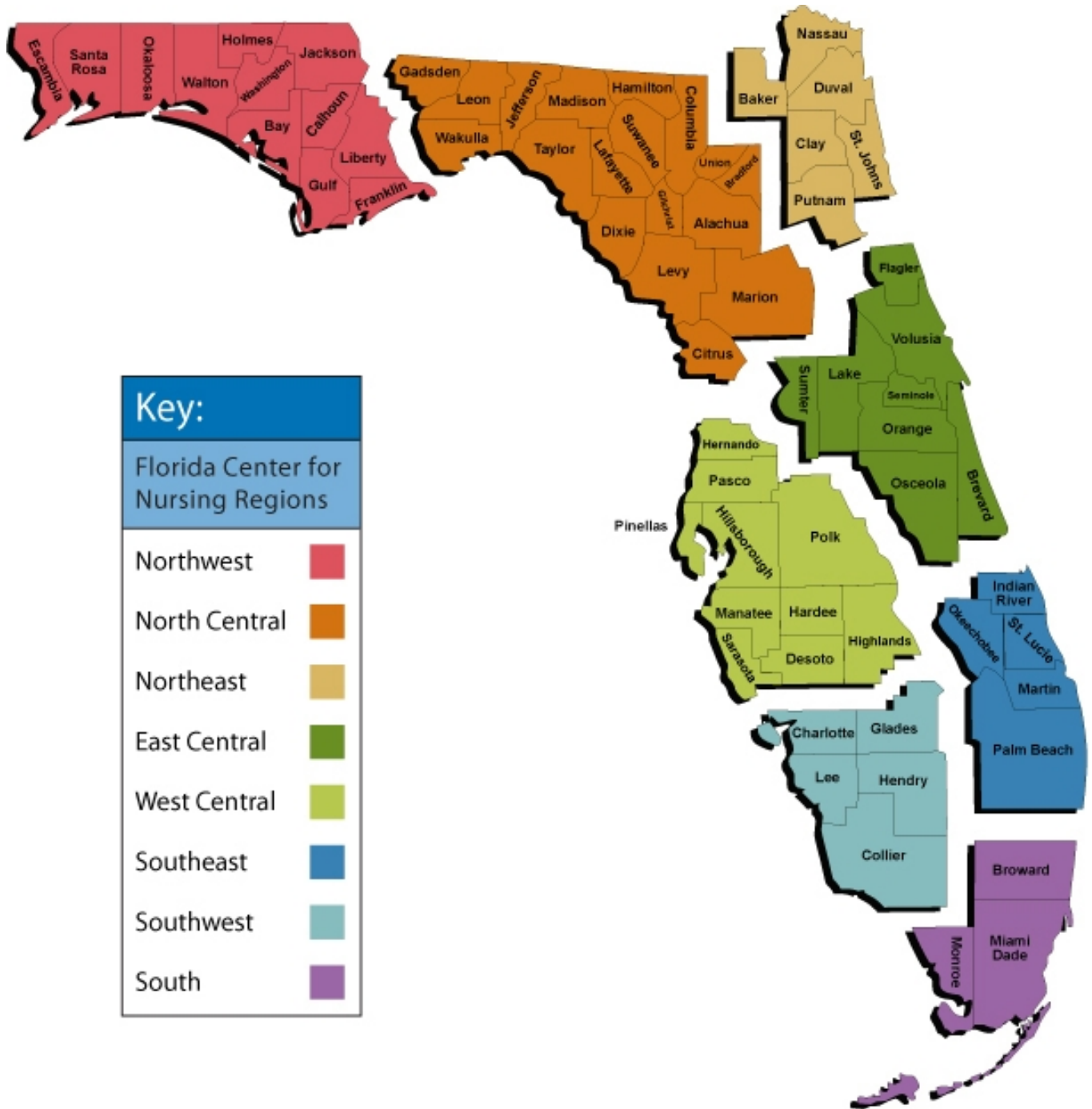
Table A4. Trends in Potential Workforce Demographics, 2007-2011

	Potential LPN Workforce		
	2007	2009	2011
Age Categories	%	%	%
18-30	11.8	11.0	12.0
31-40	22.4	21.4	21.1
41-50	26.3	24.7	24.5
51-60	26.2	26.0	25.0
61 or older	13.3	16.8	17.3
Average Age	46.3	47.4	47.6
Avg. Years Licensed in FL	12.7	12.6	13.1
Gender	%	%	%
Female	91.2	91.1	90.5
Male	8.8	8.9	9.5
Race/Ethnicity	%	%	%
White	62.3	59.8	55.4
Black	26.5	27.8	27.9
Hispanic	7.0	8.3	9.3
Asian	2.2	2.2	2.3
Native American	0.3	0.3	0.3
Others	1.7	1.7	4.8

Table A5. LPN Age Distribution (Percentage) in Each Healthcare Setting

	18-30	31-40	41-50	51-60	61 or older
Academic Setting	5.4	15.5	31.8	27.1	20.2
Ambulatory Care Setting	7.0	17.6	27.2	34.5	13.7
Community Health	9.9	27.9	25.8	25.3	11.1
Correctional Facility	11.0	27.9	25.0	24.6	11.6
Consulting / Sales	4.1	22.1	33.6	30.3	9.8
Home Health	10.0	19.9	27.6	26.1	16.4
Hospital	9.5	20.6	26.2	28.6	15.2
Insurance	6.2	22.8	29.3	29.7	12.0
Long Term Care	12.3	24.2	26.4	23.9	13.1
Occupational Health	3.3	16.4	23.8	39.3	17.2
Other	7.6	19.3	26.3	27.6	19.2
Physician's Office	11.3	21.9	25.1	28.3	13.4
Public Health	8.9	24.1	27.9	26.5	12.6
School Health Service	8.0	21.3	23.6	30.8	16.3
Temporary Agency	9.6	24.1	30.5	20.1	15.7

Appendix B: County Composition of FCN Regions



Key:	
Florida Center for Nursing Regions	
Northwest	■
North Central	■
Northeast	■
East Central	■
West Central	■
Southeast	■
Southwest	■
South	■