

# 2012 Pulse of Pennsylvania's Licensed Practical Nurse Workforce

A Report on the 2012 Survey of Licensed Practical Nurses



Bureau of Health Planning  
Division of Plan Development

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## INTRODUCTION

Licensed practical nurses (LPNs) perform important functions within a wide variety of healthcare settings, such as hospitals, nursing homes, physician offices and home health care. Working in direct patient care, LPNs provide bedside care, monitor patients and provide education. Experienced LPNs may supervise nursing assistants and aides.



To work as an LPN in Pennsylvania, individuals must first complete an approved nursing program. As of October 2011, Pennsylvania had 58 LPN programs in 42 counties; these programs enrolled 3,622 nursing students. LPN programs consist of community college programs, hospital-based programs, vocational programs and private licensed programs. Full-time programs are a year in length, including classroom and clinical components. Following completion of an approved program, individuals must successfully complete a national licensing examination, the National Council Licensure Examination (NCLEX), to become a licensed LPN.

## METHODS AND TECHNICAL NOTES

LPNs renew their Pennsylvania license every two years through the Department of State, Bureau of Professional and Occupational Affairs (BPOA). In cooperation with the BPOA, the Department of Health, Bureau of Health Planning, surveys LPNs renewing their license. The surveys are designed to collect information on the characteristics and distribution of the LPN workforce in the commonwealth.

In 2012, LPNs were surveyed during the license renewal period that ran from February to June. The surveys were conducted online and on paper, depending on the medium chosen by the respondent. Because these surveys are tied to the licensure renewal process, the data captured does not include first-time licensees or most individuals in training. The 2012 survey instrument, in its paper form, is available in Appendix 7.

Also, included in this report is information from the 2010 LPN survey, which has not been previously published. The 2010 LPN information was collected during the license renewal period that ran from March to June. The 2010 survey instrument, in its paper form, is available in Appendix 10.

Data analysis was completed on valid surveys returned. Surveys without a valid license number, duplicate responses and surveys with inactive or expired license numbers were removed. The table below provides the number of LPNs eligible for license renewal, the number who renewed their license, the rate of license renewal, the number of valid surveys returned and the response rate to the survey. The 2012 renewal period saw a 3 percent increase in the number of license renewals since 2008.

	2002	2004	2006	2008	2010	2012
LPNs eligible for license renewal	49,280	54,153	54,427	55,278	-	58,974
Renewals	43,323	47,635	48,599	50,543	51,436	52,159
Renewal rate	88%	88%	89%	91%	-	88%
Valid surveys returned	40,667	33,154	48,188	48,614	47,217	50,073
Response rate (surveys/renewals)	93.9%	69.6%	99.2%	96.2%	91.8%	96.0%

- Information not available

With data for 4 percent of renewing LPNs missing, a caution about the potential for bias is in order. Bias occurs when there is a correlation between some characteristic in the population and the decision to respond or not to respond to the survey. LPNs with the characteristic may choose to respond at a higher rate than those who do not have the characteristic. Usually, little or no data exists to show what characteristics are correlated with the decision to respond or the strength of any correlation. This report describes the 96 percent of LPNs who responded to the survey, but not all LPNs.

## METHODS AND TECHNICAL NOTES, CONTINUED

A reasonable estimate of the size and characteristics of the entire population of renewing LPNs can be obtained by applying the response rate to most of the counts reported. The calculation is:

$$\text{Count} \div \text{response rate}$$

For example, to estimate the number of male LPNs licensed in Pennsylvania, divide the number of male survey respondents by the response rate.

$$3,261 \div 0.96 = 3,397$$

This method does not include an adjustment for items with missing values, thus yielding a conservative, or low, estimate.

The information presented in this report, unless noted, is based upon actual response counts. Not all questions were answered by all respondents; therefore, the number of responses may vary for each question.

Information from prior LPN report findings is included for comparison purposes.

Due to an error on the 2010 survey, which identified Franklin and Fulton with the same county code, data for Franklin and Fulton counties were combined in Appendix 8 and Appendix 9. Data from the 2012 survey were not affected by this error.

In 2012, the survey collected more data than was collected in previous years and aligned questions on the Pennsylvania LPN relicensing survey with questions from the national minimum data set for nursing supply from The Forum of State Nursing Workforce Centers.

Prior to this report, respondents who were employed in health care in Pennsylvania were the focus of the report. In this report, respondents who were employed in nursing or a position that requires a nursing license in Pennsylvania are the focus of this report. This change is the result of the alignment with questions from the national minimum dataset for nurses.

While employment in health care in Pennsylvania and employment in nursing in Pennsylvania are not identical, they encompass those LPNs who provide care to the citizens of this commonwealth. In 2010, 71 percent of respondents were employed in health care in Pennsylvania. In 2012, 73 percent of respondents were employed in nursing in Pennsylvania.

## EXECUTIVE SUMMARY

The 2012 Pulse of Pennsylvania's Licensed Practical Nurse Workforce presents findings from the 2012 LPN Survey. This survey was designed to collect information on the characteristics and distribution of the LPN workforce within the commonwealth. The survey was conducted in conjunction with the biennial license renewal for LPNs. It is important to note that LPNs receiving their first license were not included in the survey. A detailed explanation of the data collection and analysis may be found in the Methods and Technical Notes, beginning on page vii.

In 2012, there was a 3 percent increase in the number of LPNs who renewed their licenses compared to 2008. There was also a 3 percent increase in the number of respondents to the 2012 LPN survey compared to the 2008 LPN survey.

Respondents to the LPN survey were located in all 50 states, Washington, D.C., and around the world, with 73 percent employed in nursing in Pennsylvania.

LPNs employed in nursing in Pennsylvania provide medical care for the citizens of the commonwealth. Ninety-three percent of respondents employed in nursing in Pennsylvania were female, and 13 percent were black/African-American.

### **Education**

Almost all (96 percent) of the respondents employed in nursing in Pennsylvania reported their highest nursing education was a vocational/practical certificate/diploma. One out of every five respondents continued to pursue nursing education in 2012, with 66 percent pursuing an associate degree.

### **Licensure**

In 2012, 92 percent of respondents employed in nursing in Pennsylvania were first licensed in Pennsylvania. Over half (52 percent) of respondents were licensed as an LPN for less than 16 years.

### **Employment**

Seventy-four percent of respondents employed in nursing in Pennsylvania were employed full time. Almost half (48 percent) of respondents had a primary job setting in a nursing home/extended care/assisted living facility. Almost four out of every five (79 percent) respondents had the primary job title of staff nurse.

### **Satisfaction**

Nine out of every 10 respondents employed in nursing in Pennsylvania were satisfied or very satisfied with nursing as a career, and 87 percent were satisfied or very satisfied with their primary job. Sixty-three percent of respondents were satisfied or very satisfied with the staffing levels at their primary job.

### **Longevity**

Seventeen percent of respondents employed in nursing in Pennsylvania planned to leave nursing within the next five years, while 49 percent intended to stay in nursing for 16 or more years. Of those who planned to leave nursing, 70 percent were doing so for retirement, followed by 9 percent for stress/burnout.

**All Licensed Practical Nurses  
Who Responded to the  
2012 Pennsylvania Survey of Practical Nurses**

## All Practical Nurses Licensed in Pennsylvania

This section provides information on all of the LPNs who responded to the 2012 Pennsylvania LPN relicensing survey. Since 2008, there was a 3 percent increase in the number of respondents. The total number of LPNs who renewed their licenses also increased 3 percent, as noted in the Methods and Technical Notes. In 2012, these 50,073 respondents lived in all 50 states, Washington, D.C., and around the world.

### Age

In 2012, the average age of respondents was 48.4 years. Over half (51 percent) of respondents were age 50 or older. Table 1 lists the distribution of respondents across age groups in 2012, with the largest number (8,109 or 16 percent) in the 55-59 age group.

**Table 1: Respondents Licensed in Pennsylvania by Age Groups, 2012 LPN Survey**

Age Groups	Number	Percent
18-24	1,102	2%
25-29	3,392	7%
30-34	4,163	8%
35-39	4,749	9%
40-44	5,567	11%
45-49	5,780	12%
50-54	7,022	14%
55-59	8,109	16%
60-64	5,649	11%
65+	4,509	9%
Total	50,042	100%

### Sex

Ninety-three percent of respondents were female. Table 2 lists the distribution of respondents by sex.

**Table 2: Respondents Licensed in Pennsylvania by Sex, 2012 LPN Survey**

Sex	Number	Percent
Male	3,261	7%
Female	46,780	93%
Total	50,041	100%

## Race and Ethnicity

Respondents selected one category that best described their race and indicated if they were of Hispanic or Latino origin. Table 3 lists the distribution of respondents by race. Twelve percent of respondents were black/African-American.

**Table 3: Respondents Licensed in Pennsylvania by Race, 2012 LPN Survey**

Race	Number	Percent
White/Caucasian	42,559	85%
Black/African-American	6,011	12%
Other	680	1%
Asian	424	1%
American Indian/Alaska Native	280	1%
Native Hawaiian/Other Pacific Islander	53	< 1%
Total	50,007	100%

Two percent of respondents reported being of Hispanic or Latino origin. Table 4 lists the ethnicity of respondents.

**Table 4: Respondents Licensed in Pennsylvania by Ethnicity, 2012 LPN Survey**

Ethnicity	Number	Percent
Hispanic or Latino	997	2%
Non-Hispanic or Latino	49,076	98%
Total	50,073	100%

## Geography

Respondents resided in all 50 states, Washington, D.C., and around the world in 2012. Ninety-four percent of respondents resided in Pennsylvania followed by 2 percent in New Jersey. The 48 other states, territories and countries each accounted for 1 percent or less of respondents.



## Work as a Nursing Assistant

Nursing assistants are healthcare workers such as nursing aids, attendants and orderlies that provide basic care for patients in healthcare settings.<sup>1</sup> Prior to obtaining their first LPN license, 43 percent (21,612) of respondents worked as a nursing assistant. Three out of every 10 respondents who worked as a nursing assistant prior to obtaining their LPN license worked as such for two years or less. Table 5 lists the length of time respondents worked as a nursing assistant before obtaining their LPN license.

**Table 5: Respondents Licensed in Pennsylvania Who Worked as a Nursing Assistant Prior to Obtaining Their LPN License by Years Worked as a Nursing Assistant, 2012 LPN Survey**

Length of Time Worked as a Nursing Assistant	Number	Percent
0-2 years	6,424	30%
3-5 years	6,967	33%
6-10 years	4,524	21%
11-15 years	1,959	9%
16+ years	1,466	7%
Total	21,340	100%

## Education

LPN programs are one-year programs with classroom and clinical components. In Pennsylvania, individuals have the choice of enrolling in LPN education at community colleges, vocational schools, hospital programs and private programs. Graduates receive a certificate or diploma, depending on the type of program.

Almost all (98 percent) respondents qualified for their first U.S. nursing license with a vocational/practical certificate/diploma. Table 6 lists respondents by their initial nursing degree.

**Table 6: Respondents Licensed in Pennsylvania by Initial Nursing Degree, 2012 LPN Survey**

Initial Nursing Degree	Total	Percent
Vocational/practical certificate/diploma	48,801	98%
Associate	1,085	2%
Bachelor	58	< 1%
Total	49,944	100%

## Education, continued

Two percent (1,152) of respondents who initially completed a vocational/practical certificate/diploma went on to complete a higher level nursing degree. Respondents are listed by their highest nursing degree in Table 7.

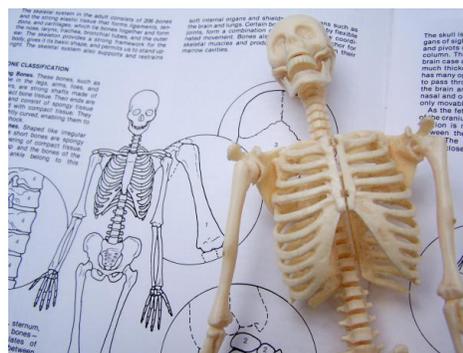
**Table 7: Respondents Licensed in Pennsylvania by Highest Nursing Degree, 2012 LPN Survey**

Highest Nursing Degree	Number	Percent
Vocational/practical certificate/diploma	47,794	96%
Registered nurse diploma	189	< 1%
Associate	1,772	4%
Bachelor	167	< 1%
Master	17	< 1%
Total	49,939	100%

In 2012, 18 percent of respondents were continuing their nursing education. Of respondents who were continuing their nursing education, 65 percent were pursuing an associate degree and 28 percent were pursuing a bachelor's degree. Table 8 lists respondents who were pursuing nursing education by the type of nursing degree they were pursuing.

**Table 8: Respondents Licensed in Pennsylvania Who Were Pursuing a Nursing Degree by Type of Degree Being Pursued, 2012 LPN Survey**

Type of Nursing Degree	Number	Percent
Associate	5,857	65%
Bachelor	2,500	28%
Master	200	2%
Post-master	17	< 1%
Doctoral	30	< 1%
Other	453	5%
Total	9,057	100%



## Education, continued

In 2012, 58 percent of respondents who were pursuing nursing education anticipated graduating within the next two years. Table 9 lists respondents who were pursuing nursing education by the degree they were pursuing and years until their anticipated graduation date.

**Table 9: Respondents Licensed in Pennsylvania Who Were Pursuing Nursing Education by Type of Degree Being Pursued and Length of Time Until Their Anticipated Graduation Date, 2012 LPN Survey**

Type of Degree	0-2 Years		3-4 Years		5-6 Years		More than 6 Years	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Associate	3,950	68%	1,591	27%	212	4%	96	2%
Bachelor	1,012	41%	1,169	47%	234	9%	80	3%
Master	27	14%	88	44%	69	35%	16	8%
Post-master or doctorate	8	17%	12	26%	15	33%	11	24%
Other	239	53%	86	19%	31	7%	93	21%
Total	5,236	58%	2,946	33%	561	6%	296	3%

In addition to their nursing degree, 11 percent of respondents held a degree in a non-nursing field. Of those respondents who also held a degree in a non-nursing field, 66 percent completed their non-nursing degree before they qualified for their first LPN license. Three out of every 10 respondents who held a degree in a non-nursing field completed a bachelor's degree as their highest non-nursing degree. Table 10 lists respondents with a non-nursing degree by their highest non-nursing degree.

**Table 10: Respondents Licensed in Pennsylvania by Highest Non-Nursing Degree, 2012 LPN Survey**

Highest Non-Nursing Degree	Number	Percent
Associate	3,486	63%
Bachelor	1,688	30%
Master	332	6%
Doctoral	40	1%
Total	5,546	100%

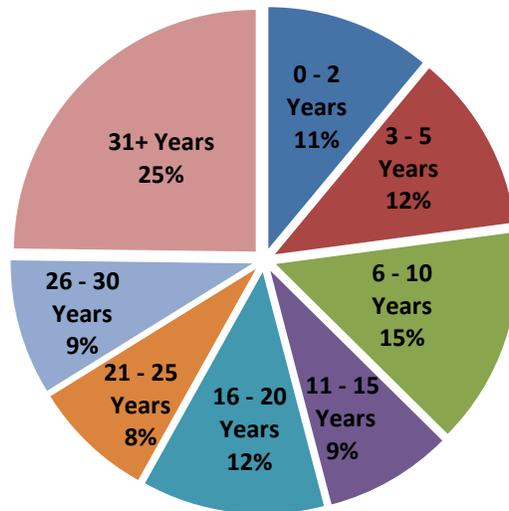


## Licensure

Ninety percent of respondents received their first LPN license in Pennsylvania, followed by 2 percent in New Jersey and 2 percent in New York. Each of the other 47 states, Washington D.C., territories and other countries accounted for 1 percent or less of respondents.

One out of every four respondents was licensed as an LPN for 31+ years. Figure 1 presents the length of time respondents were licensed as an LPN.

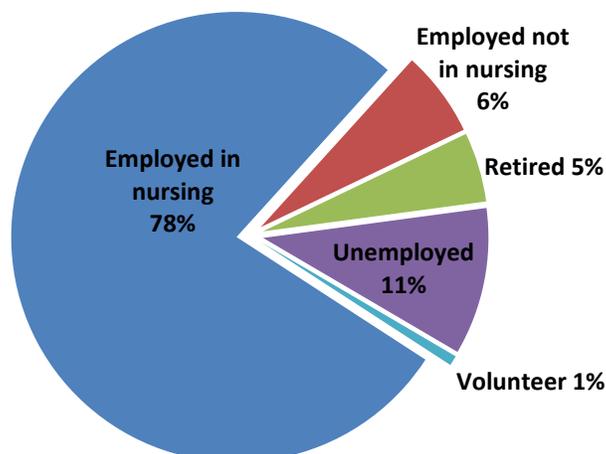
**Figure 1: Respondents Licensed in Pennsylvania by Years Licensed as an LPN, 2012 LPN Survey**



## Employment

Respondents were overwhelmingly employed in nursing or a position that required a nursing license. Figure 2 shows the distribution of respondents by employment status.

**Figure 2: Respondents Licensed in Pennsylvania by Employment Status, 2012 LPN Survey**



## Employment, continued

Seventy-four percent of respondents employed in nursing or a position that required a nursing license were employed full time. Of respondents who were unemployed, 63 percent were seeking work as a nurse. Table 11 lists the employment status of respondents.

**Table 11: Respondents Licensed in Pennsylvania by Employment Status, 2012 LPN Survey**

Employment Status	Number	Percent
Employed full time in nursing or a position that requires a nursing license	28,307	57%
Employed part time in nursing or a position that requires a nursing license	7,267	15%
Employed per diem in nursing or a position that requires a nursing license	2,808	6%
Employed full time in a field other than nursing	2,046	4%
Employed part time in a field other than nursing	898	2%
Employed per diem in a field other than nursing	107	< 1%
Retired	2,475	5%
Unemployed, not seeking work as a nurse	1,949	4%
Unemployed, seeking work as a nurse	3,285	7%
Working as a volunteer in a nursing position	356	1%
Total	49,498	100%

Over a third (36 percent) of unemployed respondents were unemployed because they were taking care of home and family. Five percent of unemployed respondents were enrolled part time or full time as a student. Table 12 lists the reasons why respondents were unemployed.

**Table 12: Unemployed Respondents Licensed in Pennsylvania by Reason for Being Unemployed, 2012 LPN Survey**

Reason for Being Unemployed	Number	Percent
Taking care of home and family	1,738	36%
Other	1,175	24%
Difficulty in finding a nursing position	938	19%
I am currently disabled	712	15%
I am currently enrolled either part time or full time as a student	252	5%
Inadequate salary	49	1%
Total	4,864	100%

## Employment, continued

Of respondents employed in nursing, 12 percent were employed in more than one position as a nurse. Table 13 lists respondents employed in nursing by the number of positions in which they were employed as a nurse.

**Table 13: Respondents Licensed in Pennsylvania and Employed in Nursing by Number of Positions in Which They Were Employed as a Nurse, 2012 LPN Survey**

Number of Nursing Positions	Number	Percent
One	33,899	88%
Two	3,805	10%
Three or more	629	2%
Total	38,333	100%

Ninety-five percent of respondents who were employed in nursing worked in Pennsylvania, followed by 1 percent in New Jersey and 1 percent in Maryland. Forty-three states, Washington D.C., territories and other countries each accounted for less than 1 percent of respondents employed in nursing.

## Licensure as a Registered Nurse

One percent (572) of respondents were also licensed as a registered nurse (RN). Of those respondents licensed as an LPN and an RN, 76 percent (429) practiced only as RN. Respondents who worked only as an RN are not included in the next section of the report or in the appendices, as they are not part of the LPN workforce.

**Licensed Practical Nurses  
Employed in Nursing in Pennsylvania  
Who Responded to the  
2012 Pennsylvania Survey of Practical Nurses**

## Licensed Practical Nurses Employed in Nursing in Pennsylvania

This section provides information on the LPNs who responded to the 2012 Pennsylvania LPN relicensing survey and were employed in nursing or held a position that required a nursing license in Pennsylvania. Respondents who were also licensed as an RN and worked only as an RN were not included in this section. In 2012, these 36,532 LPNs were 73 percent of all respondents licensed in Pennsylvania.

Prior to this report, respondents who were employed in health care in Pennsylvania were the focus of the report. In this report, respondents who were employed in nursing or held a position that requires a nursing license in Pennsylvania are the focus of this report. The change is due to aligning questions on the Pennsylvania LPN relicensing survey with questions from the national minimum data set for nursing supply from The Forum of State Nursing Workforce Centers.

In 2010, 71 percent of LPN respondents were employed in health care in Pennsylvania. In 2012, 73 percent of respondents were employed in nursing in Pennsylvania.

### Age

In 2012, the average age of respondents employed in nursing in Pennsylvania was 46.3 years. Table 14 lists the distribution of respondents across age groups in 2012, with the largest number (5,614 or 15 percent) in the 55-59 age group. Appendix 2 lists respondents by age groups and the average age of respondents by the county of their primary job.

**Table 14: Respondents Employed in Nursing in Pennsylvania by Age Groups, 2012 LPN Survey**

Age Groups	Number	Percent
18-24	952	3%
25-29	2,950	8%
30-34	3,516	10%
35-39	3,985	11%
40-44	4,527	12%
45-49	4,606	13%
50-54	5,190	14%
55-59	5,614	15%
60-64	3,460	9%
65+	1,717	5%
Total	36,517	100%

## Sex

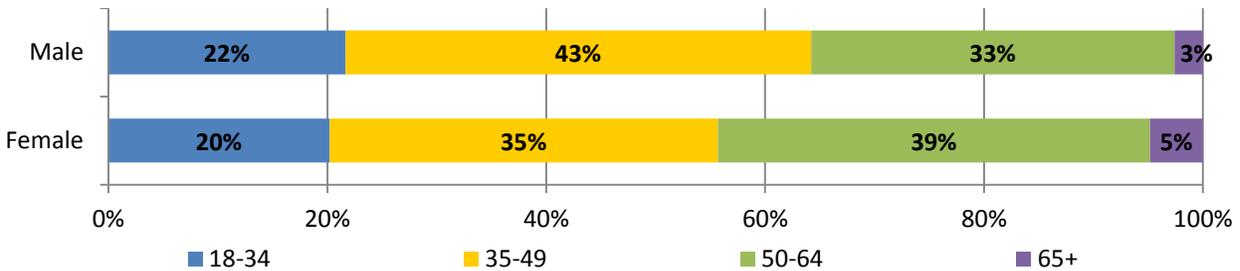
In 2012, 93 percent of respondents employed in nursing in Pennsylvania were female. Table 15 lists the distribution of respondents by sex.

**Table 15: Respondents Employed in Nursing in Pennsylvania by Sex, 2012 LPN Survey**

Sex	Number	Percent
Male	2,466	7%
Female	34,049	93%
Total	36,515	100%

The 35-49 age group had the greatest number of males (43 percent) and the 50-64 age group had the greatest number of females (39 percent) employed in nursing in Pennsylvania. Figure 3 compares the age distribution of males and females.

**Figure 3: Respondents Employed in Nursing in Pennsylvania by Age Groups and Sex, 2012 LPN Survey**



## Race and Ethnicity

Respondents selected one category that best described their race and indicated if they were of Hispanic or Latino origin. Table 16 lists the distribution of respondents employed in nursing in Pennsylvania by race.

**Table 16: Respondents Employed in Nursing in Pennsylvania by Race, 2012 LPN Survey**

Race	Number	Percent
White/Caucasian	30,793	84%
Black/African-American	4,592	13%
Other	542	1%
Asian	338	1%
American Indian/Alaska Native	192	1%
Native Hawaiian/Other Pacific Islander	42	< 1%
Total	36,499	100%

## Race and Ethnicity, continued

Two percent of respondents employed in nursing in Pennsylvania reported being of Hispanic or Latino origin. Table 17 lists the ethnicity of respondents employed in nursing in Pennsylvania.

**Table 17: Respondents Employed in Nursing in Pennsylvania by Ethnicity, 2012 LPN Survey**

Ethnicity	Number	Percent
Hispanic or Latino	790	2%
Non-Hispanic or Latino	35,742	98%
Total	36,532	100%

## Work as a Nursing Assistant

Nursing assistants are healthcare workers, such as nursing aids, attendants and orderlies, that provide basic care for patients in healthcare settings.<sup>ii</sup> Prior to obtaining their first LPN license, 45 percent (16,594) of respondents employed in nursing in Pennsylvania worked as a nursing assistant. Sixty-two percent of those who worked as a nursing assistant prior to obtaining their LPN license, worked as such for five years or less. Table 18 lists the length of time respondents employed in nursing in Pennsylvania worked as a nursing assistant before obtaining their LPN license.

**Table 18: Respondents Employed in Nursing in Pennsylvania Who Worked as a Nursing Assistant Prior to Obtaining Their LPN License by Years Worked as a Nursing Assistant, 2012 LPN Survey**

Length of Time Worked as a Nursing Assistant	Number	Percent
0-2 years	4,771	29%
3-5 years	5,397	33%
6-10 years	3,571	22%
11-15 years	1,567	10%
16+ years	1,130	7%
Total	16,436	100%



## Education

LPN programs are one-year programs with classroom and clinical components. In Pennsylvania, individuals have the choice of enrolling in LPN education at community colleges, vocational schools, hospital programs and private programs. Graduates receive a certificate or diploma, depending on the type of program.

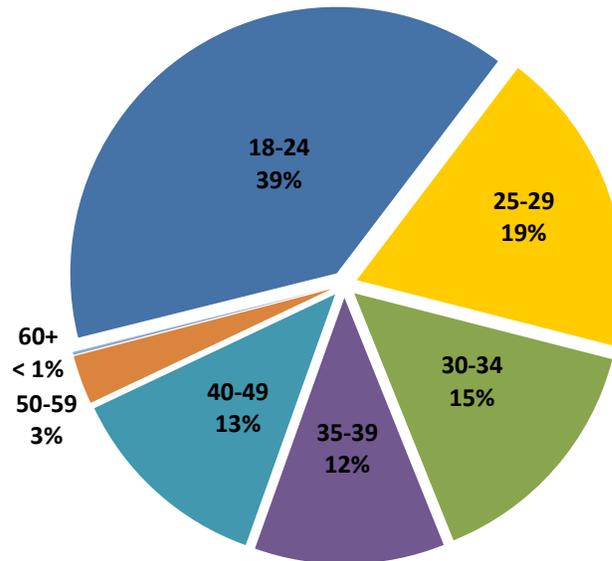
Almost all (98 percent) respondents employed in nursing in Pennsylvania qualified for their first U.S. nursing license with a vocational/practical certificate/diploma. Table 19 lists respondents by their initial nursing degree.

**Table 19: Respondents Employed in Nursing in Pennsylvania by Initial Nursing Degree, 2012 LPN Survey**

Initial Nursing Degree	Total	Percent
Vocational/practical certificate/diploma	35,657	98%
Associate	809	2%
Bachelor	33	< 1%
Total	36,499	100%

Almost two out of every five (39 percent) respondents employed in nursing in Pennsylvania graduated from their initial nursing education between the ages of 18 and 24. Figure 4 presents the age groups of respondents when they graduated from their initial nursing education.

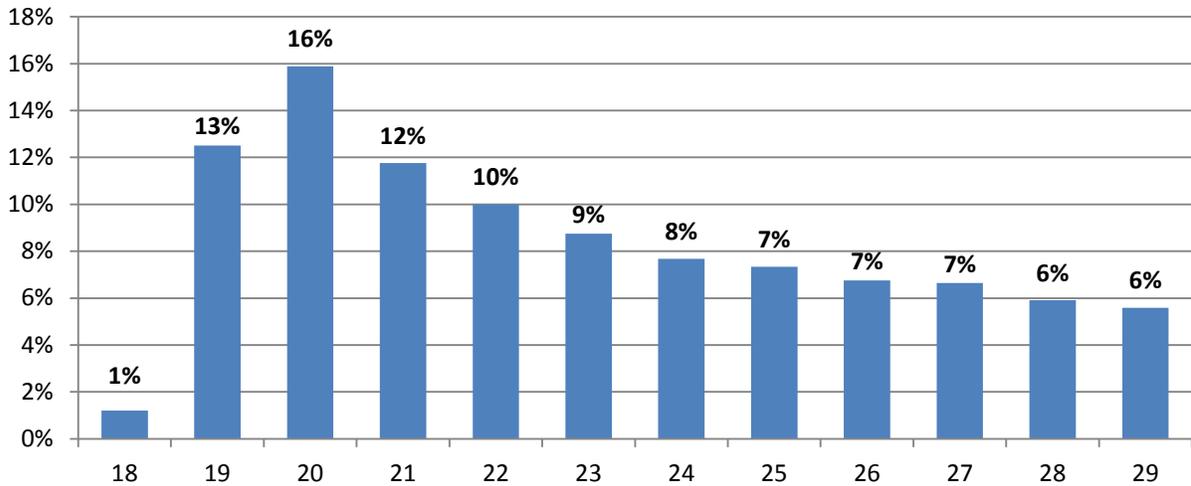
**Figure 4: Respondents Employed in Nursing in Pennsylvania by Age Groups at Graduation From Initial Nursing Education, 2012 LPN Survey**



## Education, continued

Fifty-eight percent of respondents employed in nursing in Pennsylvania graduated from their initial nursing education before the age of 30, with most at age 20. Figure 5 shows the distribution of respondents who graduated prior to age 30 by their age at graduation from their initial nursing education.

**Figure 5: Respondents Employed in Nursing in Pennsylvania Who Graduated Prior to Age 30 by Age at Graduation From Initial Nursing Education, 2012 LPN Survey**



One percent (447) of respondents employed in nursing in Pennsylvania who initially completed a vocational/practical certificate/diploma went on to complete a higher level nursing degree. Respondents are listed by their highest nursing degree in Table 20.

**Table 20: Respondents Employed in Nursing in Pennsylvania by Highest Nursing Degree, 2012 LPN Survey**

Highest Nursing Degree	Number	Percent
Vocational/practical certificate/diploma	35,210	96%
Registered nurse diploma	82	< 1%
Associate	1,139	3%
Bachelor	67	< 1%
Total	36,498	100%



## Education, continued

In 2012, one out of every five respondents employed in nursing in Pennsylvania were continuing their nursing education. Of those who were continuing their nursing education, 66 percent were pursuing an associate degree and 27 percent were pursuing a bachelor's degree. Table 21 lists respondents employed in nursing in Pennsylvania who were pursuing nursing education by the type of nursing degree they were pursuing.

**Table 21: Respondents Employed in Nursing in Pennsylvania Who Were Pursuing a Nursing Degree by Type of Degree Being Pursued, 2012 LPN Survey**

Type of Nursing Degree	Number	Percent
Associate	4,947	66%
Bachelor	2,012	27%
Master	146	2%
Post-master	11	< 1%
Doctoral	17	< 1%
Other	331	4%
Total	7,464	100%

In 2012, 58 percent of respondents employed in nursing in Pennsylvania who were pursuing nursing education anticipated graduating within the next two years. Table 22 lists respondents who were pursuing nursing education by the degree they were pursuing and years until their anticipated graduation date.

**Table 22: Respondents Employed in Nursing in Pennsylvania Who Were Pursuing Nursing Education by Type of Degree Being Pursued and Length of Time Until Their Anticipated Graduation Date, 2012 LPN Survey**

Type of Degree	0-2 Years		3-4 Years		5-6 Years		More than 6 Years	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Associate	3,325	67%	1,358	27%	179	4%	80	2%
Bachelor	805	40%	951	47%	191	10%	61	3%
Master, post-master or doctorate	19	11%	67	39%	70	40%	18	10%
Other	187	57%	67	20%	25	8%	51	15%
Total	4,336	58%	2,443	33%	465	6%	210	3%

In addition to their nursing degree, 10 percent (3,746) of respondents employed in nursing in Pennsylvania held a degree in a non-nursing field. Of those who also held a degree in a non-nursing field, 74 percent completed their non-nursing degree before they qualified for their first LPN license. Two out of every three respondents who held a degree in a non-nursing field completed an associate degree as their highest non-nursing degree. Table 23 lists respondents employed in nursing in Pennsylvania with a non-nursing degree by their highest non-nursing degree.

## Education, continued

**Table 23: Respondents Employed in Nursing in Pennsylvania Who Held a Non-Nursing Degree by Highest Non-Nursing Degree, 2012 LPN Survey**

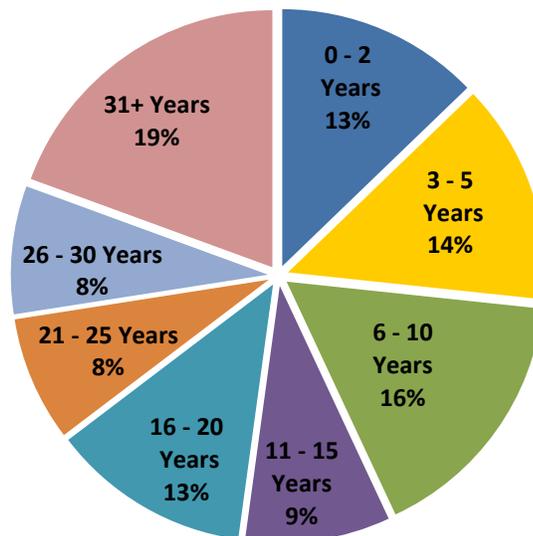
Highest Non-Nursing Degree	Number	Percent
Associate	2,464	66%
Bachelor	1,111	30%
Master	146	4%
Doctoral	16	< 1%
Total	3,737	100%

## Licensure

Ninety-two percent of respondents employed in nursing in Pennsylvania received their first LPN license in Pennsylvania, followed by 2 percent in New Jersey and 2 percent in New York. The remaining 47 states, Washington D.C., territories and other countries each accounted for 1 percent or less of respondents.

Over half (52 percent) of respondents employed in nursing in Pennsylvania were licensed as an LPN for less than 16 years. Figure 6 shows the length of time respondents were licensed as an LPN.

**Figure 6: Respondents Employed in Nursing in Pennsylvania by Years Licensed as an LPN, 2012 LPN Survey**



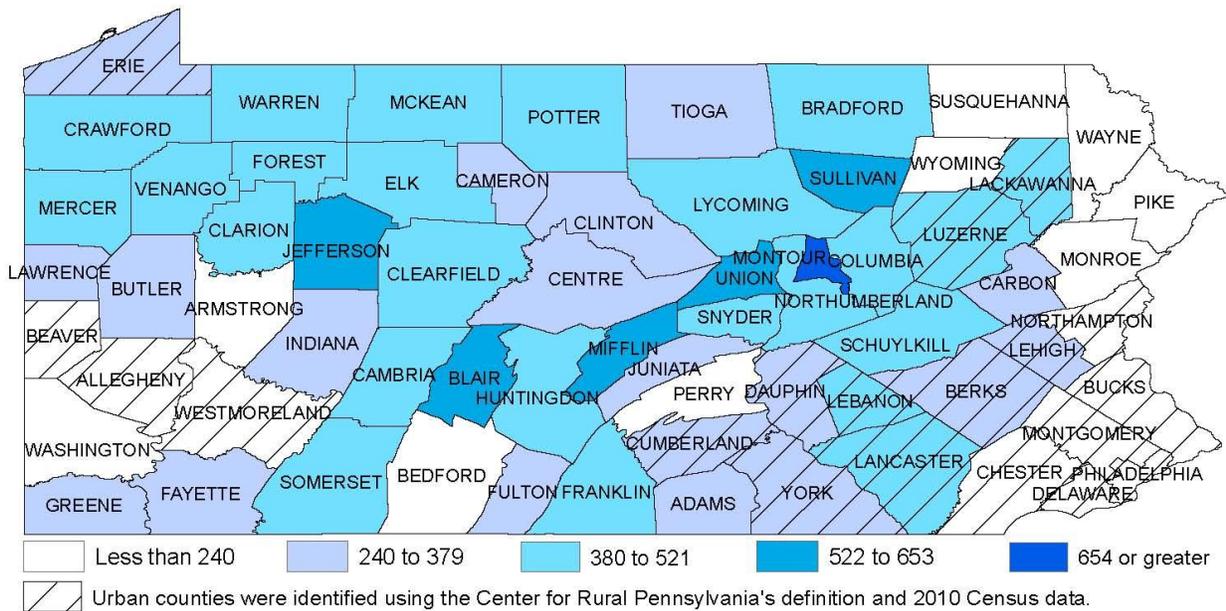
## Geography

Respondents employed in nursing in Pennsylvania worked in all 67 counties. Across the commonwealth, the rate of respondents employed in nursing in Pennsylvania was 286 per 100,000 population.

Based upon the Center for Rural Pennsylvania's definition of rural and urban counties and the 2010 U.S. Census population, Pennsylvania has 48 rural counties, and 27 percent of the population reside in those counties. This classification of rural and urban counties is different than the U.S. Census definition of rural counties used in previous Pennsylvania Licensed Practical Nurse Workforce Reports.

In 2012, 36 percent (12,987) of respondents employed in nursing in Pennsylvania worked in rural counties. The rate of respondents employed in nursing in Pennsylvania was 253 per 100,000 population in urban counties and 374 per 100,000 in rural counties. The map in Figure 7 shows the wide variation in rates of respondents employed in nursing in Pennsylvania per 100,000 population by county, with a high of 1,786 per 100,000 population in Montour to a low of 115 per 100,000 population in Pike.

**Figure 7: Respondents Employed in Nursing in Pennsylvania per 100,000 Population by County of Primary Job, 2012 LPN Survey**



## Employment

Almost three out of every four (74 percent) respondents employed in nursing in Pennsylvania were employed full time. Table 24 lists the employment status of respondents employed in nursing in Pennsylvania.

**Table 24: Respondents Employed in Nursing in Pennsylvania by Employment Status, 2012 LPN Survey**

Employment Status	Number	Percent
Full time	26,925	74%
Part time	6,944	19%
Per diem	2,663	7%
Total	36,532	100%

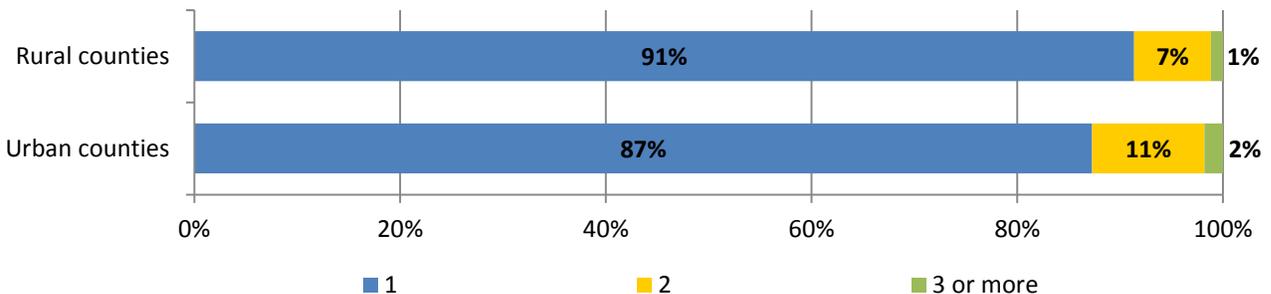
Eleven percent of respondents employed in nursing in Pennsylvania were employed in more than one position as a nurse. Table 25 lists respondents employed in nursing in Pennsylvania by the number of positions in which they were employed as a nurse.

**Table 25: Respondents Employed in Nursing in Pennsylvania by Number of Positions in Which They Were Employed as a Nurse, 2012 LPN Survey**

Number of Nursing Positions	Number	Percent
One	32,390	89%
Two	3,535	10%
Three or more	571	2%
Total	36,496	100%

Respondents employed in nursing in Pennsylvania who held a primary job in an urban county were more likely to be employed as a nurse in two or more positions. Figure 8 compares the number of positions in which respondents were employed as a nurse and the type of county in which their primary job was located.

**Figure 8: Respondents Employed in Nursing in Pennsylvania by Number of Positions Employed as a Nurse and Type of County of Primary Job, 2012 LPN Survey\***

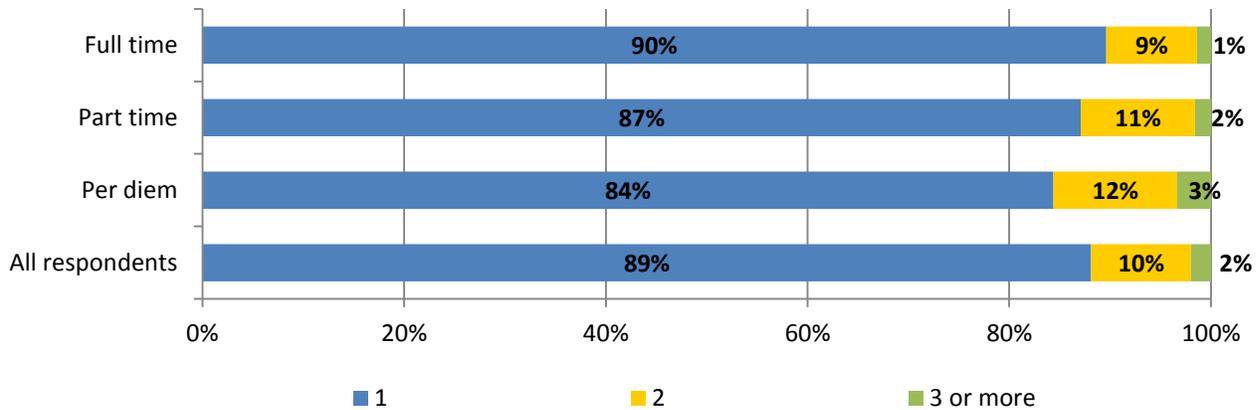


\*Rural and urban counties were defined using the Center for Rural Pennsylvania's definition and 2010 Census data.

## Employment, continued

Ten percent of respondents employed full time in nursing in Pennsylvania were employed as a nurse in two or more positions, compared to 16 percent of respondents employed per diem in nursing in Pennsylvania. Figure 9 compares the number of positions in which respondents employed in nursing in Pennsylvania were employed as a nurse by their employment status.

**Figure 9: Respondents Employed in Nursing in Pennsylvania by Number of Positions Employed as a Nurse and Employment Status, 2012 LPN Survey**



Almost half (48 percent) of respondents employed in nursing in Pennsylvania held their primary job in a nursing home/extended care/assisted living facility. Table 26 lists respondents employed in nursing in Pennsylvania by the setting of their primary job.

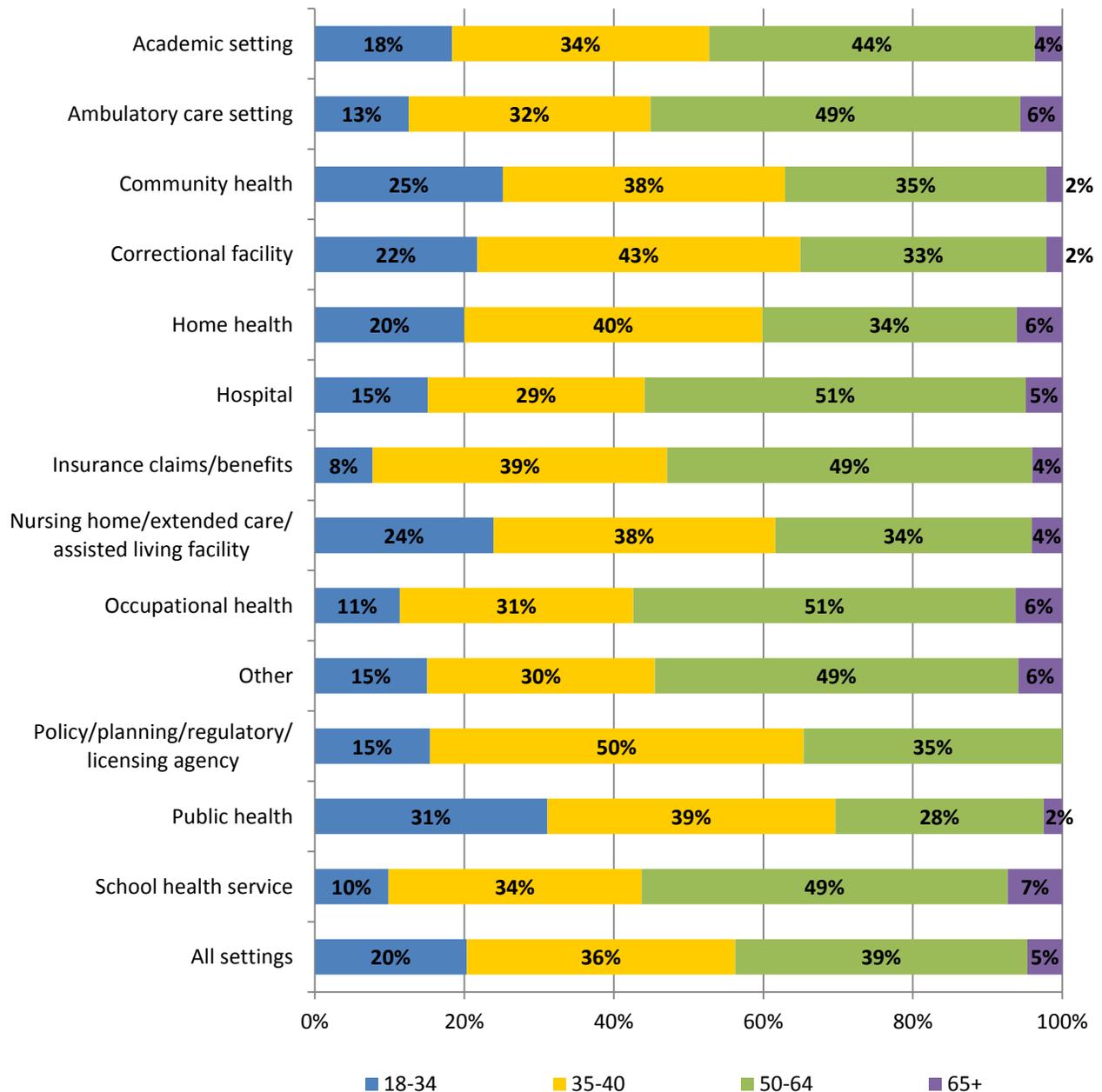
**Table 26: Respondents Employed in Nursing in Pennsylvania by Primary Job Setting, 2012 LPN Survey**

Job Setting	Number	Percent
Nursing home/extended care/assisted living facility	17,366	48%
Home health	4,968	14%
Other	4,402	12%
Hospital	4,082	11%
Ambulatory care setting	1,531	4%
Community health	1,300	4%
School health service	945	3%
Correctional facility	797	2%
Public health	402	1%
Insurance claims/benefits	297	1%
Academic setting	218	1%
Occupational health	176	< 1%
Policy/planning/regulatory/licensing agency	26	< 1%
Total	36,510	100%

## Employment, continued

Public health settings had the highest percentage (31 percent) of respondents employed in nursing in Pennsylvania in the 18-34 age group, followed by community health settings with 25 percent. School health service settings had the highest percent (7 percent) of those employed in nursing in Pennsylvania in the 65+ age group. Figure 10 compares respondents employed in nursing in Pennsylvania by their primary job setting and age groups.

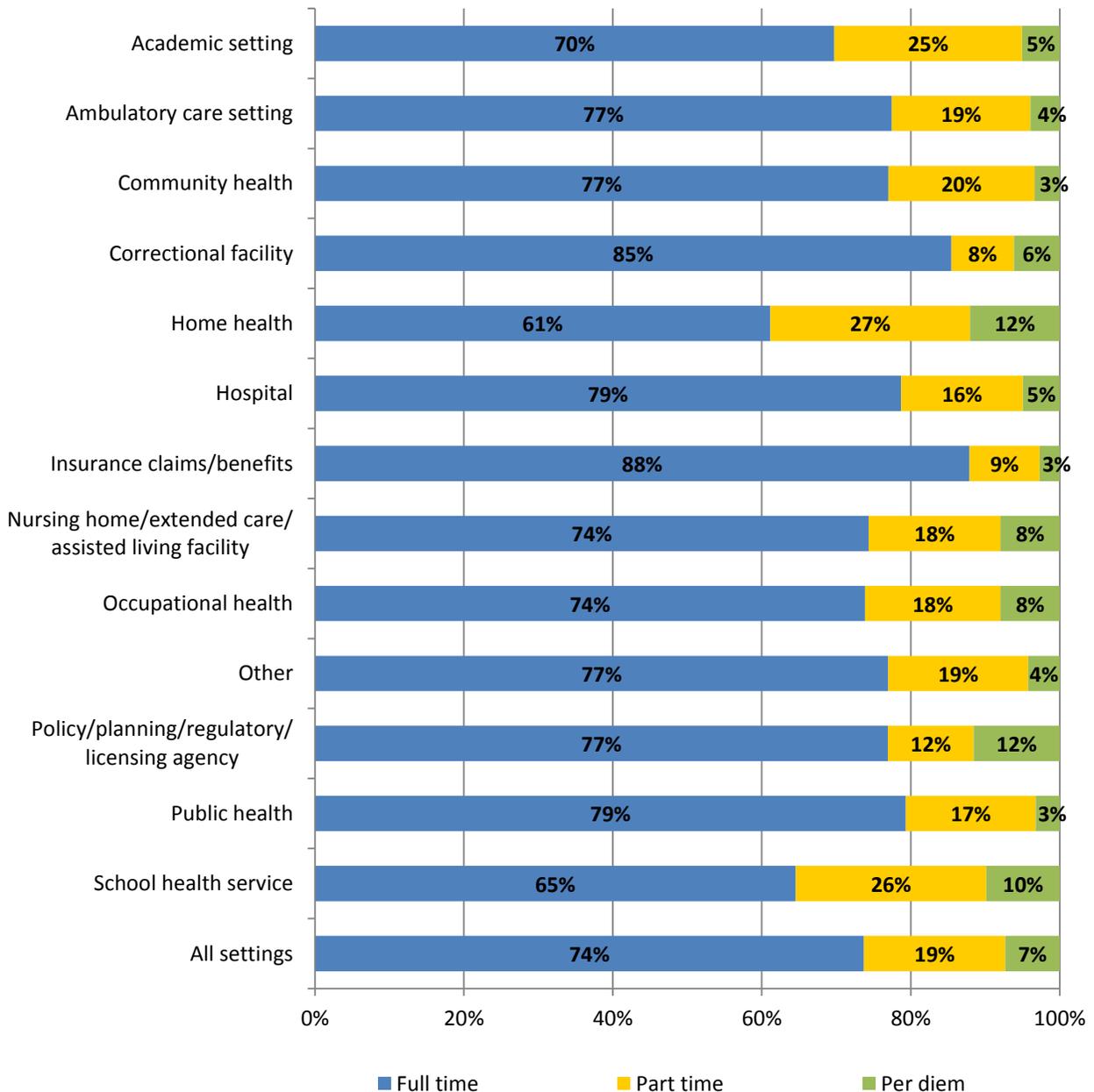
**Figure 10: Respondents Employed in Nursing in Pennsylvania by Primary Job Setting and Age Groups, 2012 LPN Survey**



## Employment, continued

Respondents employed in nursing in Pennsylvania who held a primary job in a home health setting had the lowest likelihood of working full time (61 percent) while those in insurance claims/benefits were most likely to work full time (88 percent). Figure 11 compares the employment status of respondents employed in nursing in Pennsylvania by the setting of their primary job.

**Figure 11: Respondents Employed in Nursing in Pennsylvania by Primary Job Setting and Employment Status, 2012 LPN Survey**



## Employment, continued

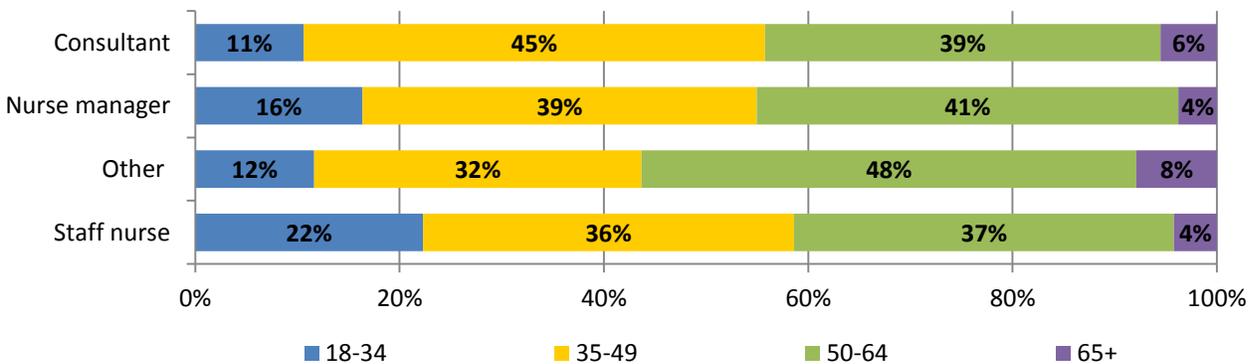
Almost four out of every five (79 percent) respondents employed in nursing in Pennsylvania had a primary job title of staff nurse. Table 27 lists respondents employed in nursing in Pennsylvania by their primary job title.

**Table 27: Respondents Employed in Nursing in Pennsylvania by Primary Job Title, 2012 LPN Survey**

Title	Number	Percent
Staff nurse	28,727	79%
Other	5,147	14%
Nurse manager	2,418	7%
Consultant	217	1%
Total	36,509	100%

Respondents employed in nursing in Pennsylvania with a primary job title of staff nurse had the highest percentage (22 percent) of those in the 18-34 age group, while those with a primary job title of consultant had the lowest (11 percent). Figure 12 compares respondents employed in nursing in Pennsylvania by their primary job title and age groups.

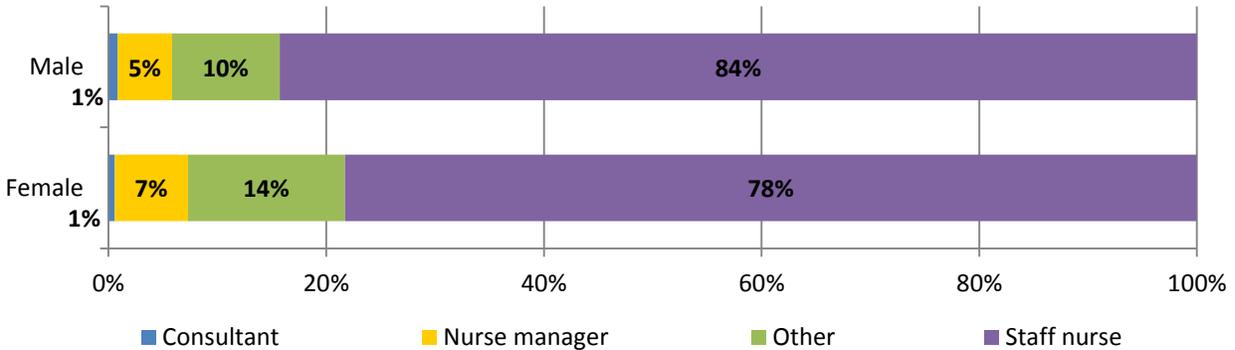
**Figure 12: Respondents Employed in Nursing in Pennsylvania by Primary Job Title and Age Groups, 2012 LPN Survey**



## Employment, continued

Eighty-four percent of male respondents employed in nursing in Pennsylvania had a primary job title of staff nurse, compared to 78 percent of females. The distribution of male and female respondents employed in nursing in Pennsylvania by their primary job title is shown in Figure 13.

**Figure 13: Respondents Employed in Nursing in Pennsylvania by Primary Job Title and Sex, 2012 LPN Survey**



Eight percent of respondents employed full time in nursing in Pennsylvania had a primary job title of nurse manager, compared to 3 percent of part time and 2 percent of per diem respondents. Those employed per diem in nursing in Pennsylvania had the highest percentage (16 percent) of having a primary job title of 'other'. Table 28 lists respondents employed in nursing in Pennsylvania by primary job title and employment status.

**Table 28: Respondents Employed in Nursing in Pennsylvania by Primary Job Title and Employment Status, 2012 LPN Survey**

Title	Full time		Part time		Per diem	
	Number	Percent	Number	Percent	Number	Percent
Consultant	176	1%	24	< 1%	17	1%
Nurse manager	2,137	8%	228	3%	53	2%
Other	3,639	14%	1,073	15%	435	16%
Staff nurse	20,961	78%	5,610	81%	2,156	81%
Total	26,913	100%	6,935	100%	2,661	100%



## Employment, continued

Two out of every five respondents employed in nursing in Pennsylvania held a primary job in the geriatric/gerontology specialty area. Anesthesia was the specialty area with the fewest (less than 1 percent) respondents employed in nursing in Pennsylvania. Table 29 lists respondents employed in nursing in Pennsylvania by the specialty area of their primary job.

**Table 29: Respondents Employed in Nursing in Pennsylvania by Primary Job Specialty Area, 2012 LPN Survey**

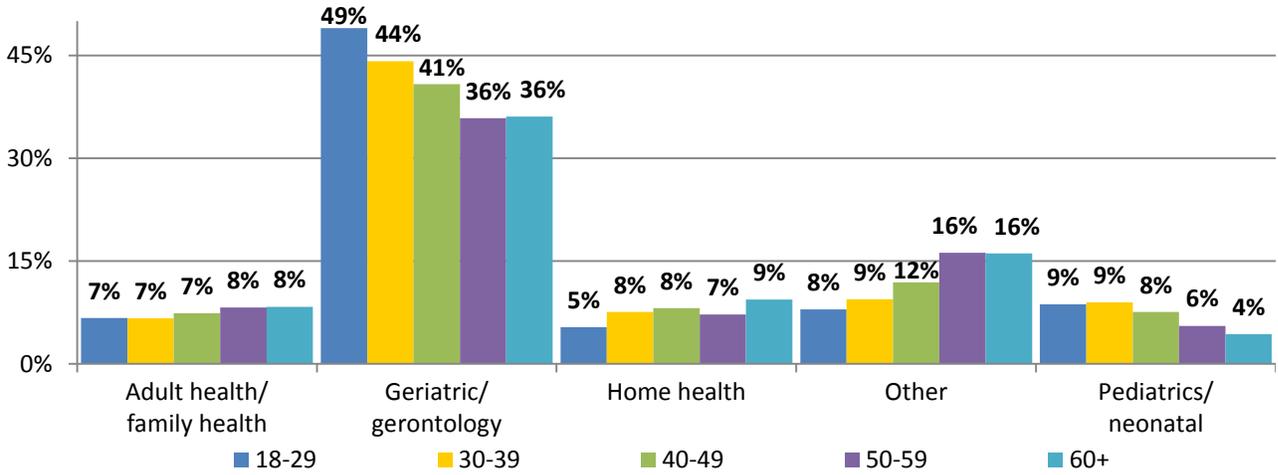
Specialty Area	Number	Percent
Acute care/critical care	985	3%
Adult health/family health	2,755	8%
Anesthesia	56	< 1%
Community	524	1%
Geriatric/gerontology	14,679	40%
Home health	2,779	8%
Maternal-child health	219	1%
Medical surgical	1,567	4%
Occupational health	180	< 1%
Oncology	179	< 1%
Other	4,687	13%
Palliative care	316	1%
Pediatrics/neonatal	2,524	7%
Psychiatric/mental health/substance abuse	1,578	4%
Public health	305	1%
Rehabilitation	1,688	5%
School health	951	3%
Trauma	87	< 1%
Women's health	444	1%
Total	36,503	100%

Age groups impacted primary job specialty of respondents employed in nursing in Pennsylvania. While 40 percent of respondents had a primary job specialty area of geriatrics/gerontology, the percentage decreased with age. Forty-nine percent of those employed in nursing in Pennsylvania in the 18-29 age group held a primary job in the geriatrics/gerontology specialty area, compared to 36 percent in the 60+ age group. Figure 14 compares respondents employed in nursing in Pennsylvania by the five most reported primary job specialty areas and age groups.



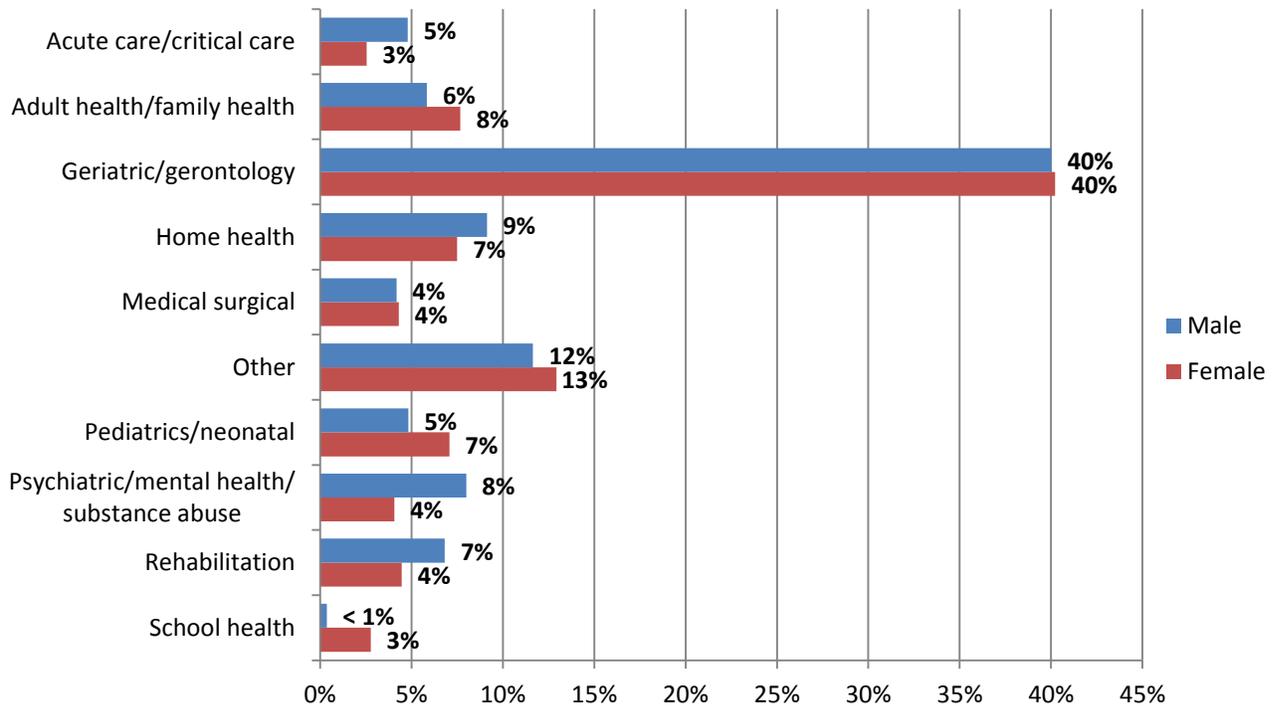
## Employment, continued

**Figure 14: Respondents Employed in Nursing in Pennsylvania by the Five Most Reported Primary Job Specialty Areas and Age Groups, 2012 LPN Survey**



Male and female respondents employed in nursing in Pennsylvania were equally likely (40 percent) to have a primary job in the geriatric/gerontology specialty area. Variation was seen between male and female respondents in the next nine most reported primary job specialty areas. Figure 15 compares respondents employed in nursing by the 10 most reported primary job specialty areas and sex.

**Figure 15: Respondents Employed in Nursing in Pennsylvania by the 10 Most Reported Primary Job Specialty Areas and Sex, 2012 LPN Survey**



## Employment, continued

Eleven percent of respondents employed in nursing in Pennsylvania were employed in more than one position as a nurse. Of those employed in nursing in Pennsylvania who were employed in more than one nursing position, 72 percent worked their secondary job in an urban county. This was a greater percentage than the 64 percent of respondents who worked in an urban county for their primary job.

As with primary jobs, the nursing home/extended care/assisted living facility setting was the most reported (41 percent) secondary job setting for respondents employed in nursing in Pennsylvania who were employed in two or more positions as a nurse. Table 30 lists respondents with a secondary job by the setting of that job.

**Table 30: Respondents Employed in Health Care in Pennsylvania With a Secondary Job by Job Setting, 2012 LPN Survey**

Job Setting	Number	Percent
Nursing home/extended care/assisted living facility	1,689	41%
Home health	1,214	30%
Other	397	10%
Hospital	203	5%
School health service	186	5%
Community health	115	3%
Correctional facility	90	2%
Ambulatory care setting	62	2%
Public health	45	1%
Academic setting	44	1%
Insurance claims/benefits	20	< 1%
Occupational health	20	< 1%
Total	4,085	100%

Eighty-one percent of respondents employed in nursing in Pennsylvania with a secondary job had the title of staff nurse. Table 31 lists respondents with a secondary job by that job title.

**Table 31: Respondents Employed in Nursing in Pennsylvania With a Secondary Job by Job Title, 2012 LPN Survey**

Title	Number	Percent
Staff nurse	3,320	81%
Other	620	15%
Nurse manager	107	3%
Consultant	43	1%
Total	4,090	100%

## Employment, continued

As with primary jobs, the geriatric/gerontology specialty area was the most reported (36 percent) specialty area by respondents employed in nursing in Pennsylvania with a secondary job. Table 32 lists respondents employed in nursing in Pennsylvania with a secondary job by the specialty area of that job.

**Table 32: Respondents Employed in Nursing in Pennsylvania With a Secondary Job by Specialty Area, 2012 LPN Survey**

Specialty Area	Number	Percent
Acute care/critical care	77	2%
Adult health/family health	174	4%
Anesthesia	-	< 1%
Community	69	2%
Geriatric/gerontology	1,491	36%
Home health	639	16%
Maternal-child health	29	1%
Medical surgical	78	2%
Occupational health	17	< 1%
Oncology	8	< 1%
Other	390	10%
Palliative care	43	1%
Pediatrics/neonatal	489	12%
Psychiatric/mental health/substance abuse	169	4%
Public health	48	1%
Rehabilitation	160	4%
School health	175	4%
Trauma	-	< 1%
Women's health	24	1%
Total	4,089	100%

- Numbers less than six are withheld for privacy purposes.

## Hours Worked

Respondents employed in nursing in Pennsylvania were asked how many hours they worked in all of their nursing positions in the week prior to completing the survey. Almost four out of every five (79 percent) respondents employed in nursing in Pennsylvania worked 31 or more hours in the prior week. The most reported number of hours worked in the prior week was 31-40 by 57 percent of those employed in nursing in Pennsylvania. Table 33 lists respondents by the number of hours they worked in the prior week.

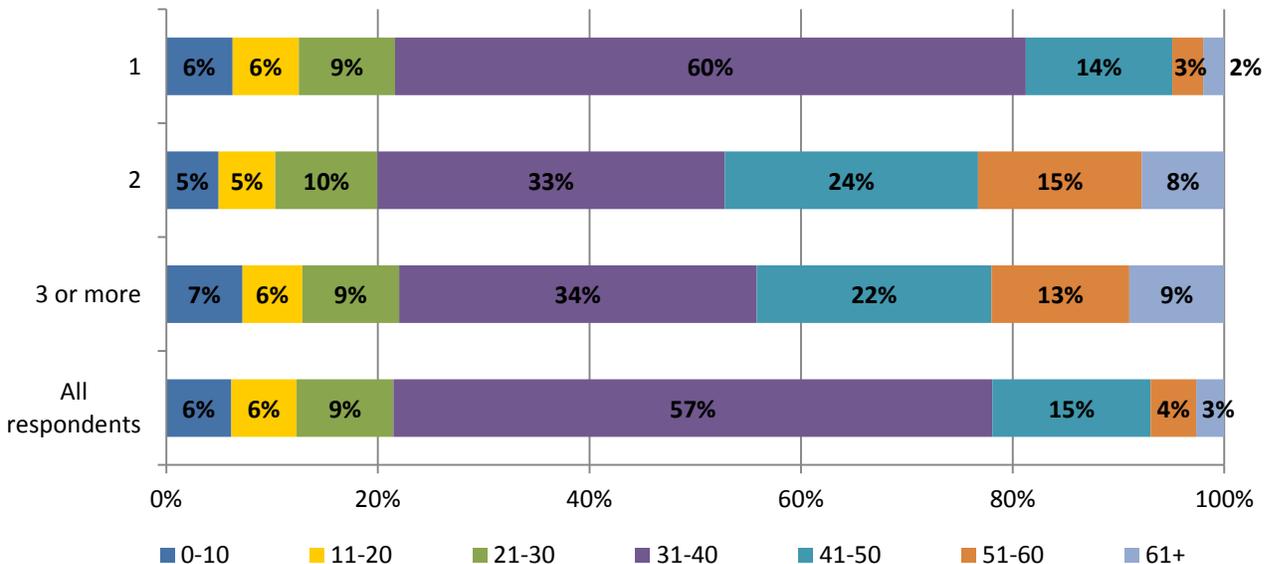
## Hours Worked, continued

**Table 33: Respondents Employed in Nursing in Pennsylvania by the Number of Hours Worked in the Prior Week, 2012 LPN Survey**

Hours Worked	Number	Percent
0-10	2,242	6%
11-20	2,255	6%
21-30	3,326	9%
31-40	20,616	57%
41-50	5,442	15%
51-60	1,568	4%
61+	968	3%
Total	36,417	100%

Respondents employed in nursing in Pennsylvania in two or more nursing positions were more likely to work 41 or more hours than respondents who were employed in only one nursing position. Little difference was seen between the number of hours worked in the prior week for respondents who were employed in two nursing positions compared to those employed in three or more. Forty-seven percent of respondents employed in two nursing positions worked 41 or more hours, compared to 44 percent of those employed in three or more nursing positions. Figure 16 compares respondents employed in nursing in Pennsylvania by the number of hours worked in the prior week and the number of nursing positions in which they were employed.

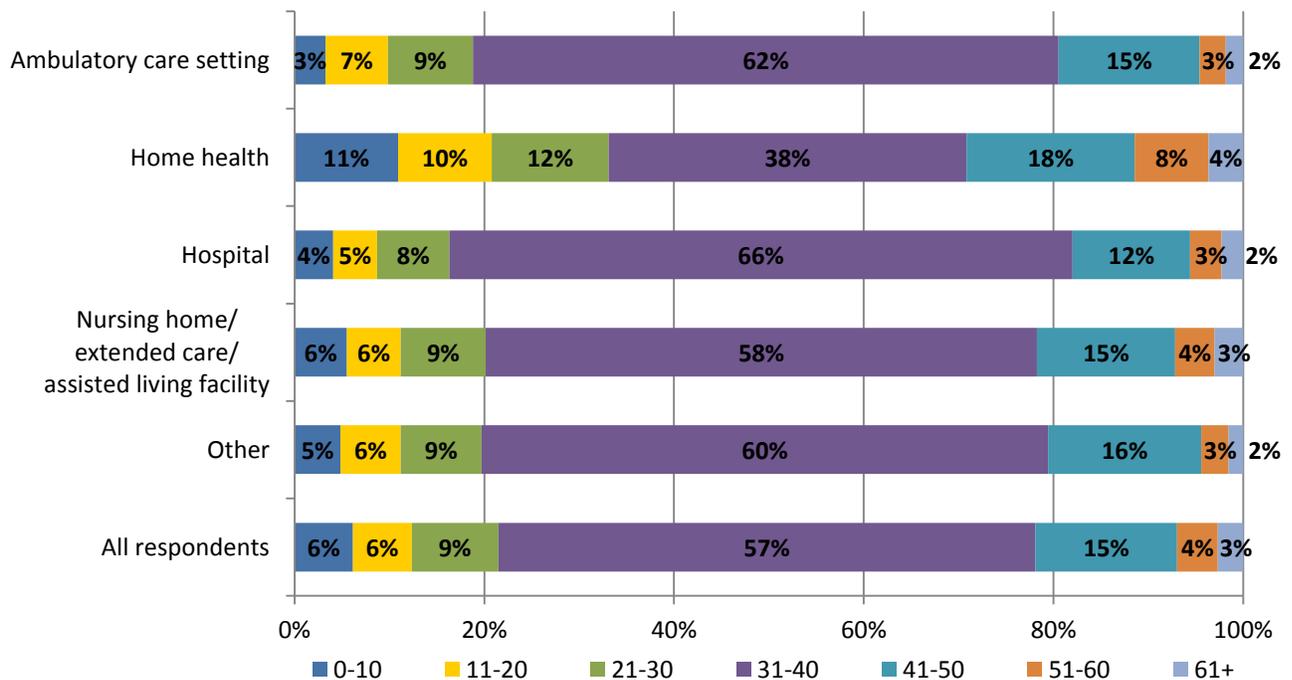
**Figure 16: Respondents Employed in Nursing in Pennsylvania by the Number of Hours Worked in the Prior Week and Number of Positions in Which They are Employed as a Nurse, 2012 LPN Survey**



## Hours Worked, continued

Thirty-three percent of respondents employed in nursing in Pennsylvania with a home health primary job setting worked 30 or fewer hours in the prior week, compared to 21 percent of respondents in all primary job settings. The home health primary job setting also had the highest percentage (29 percent) of those who worked 41 or more hours. Figure 17 compares the number of hours respondents employed in nursing in Pennsylvania worked in the prior week by the five most reported primary job settings.

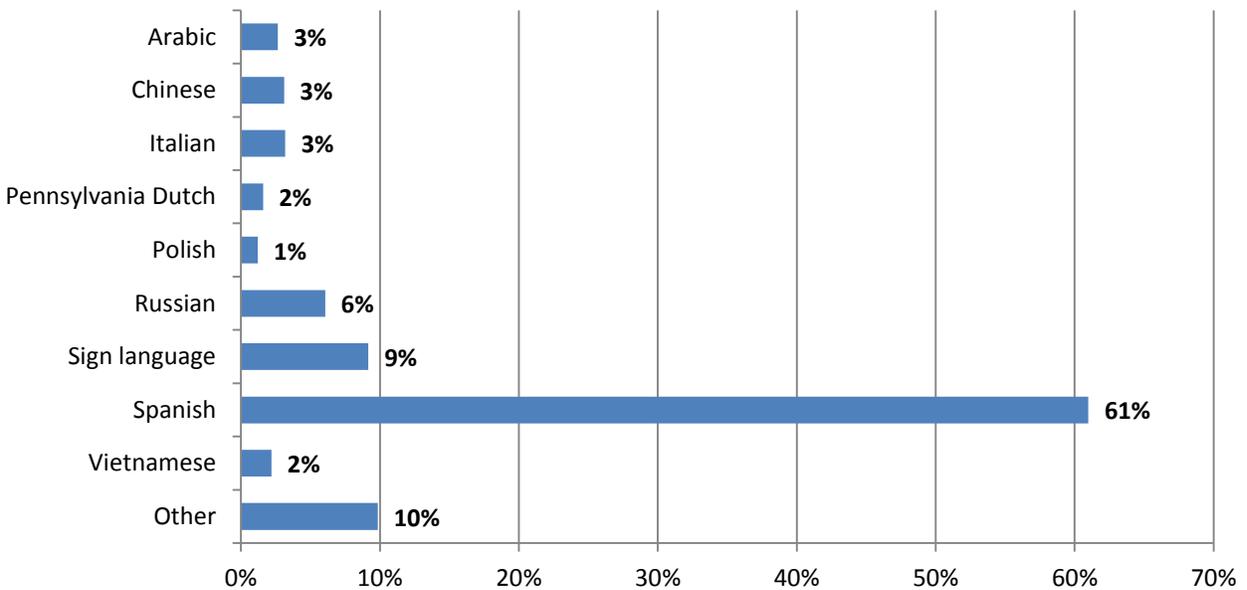
**Figure 17: Respondents Employed in Nursing in Pennsylvania by the Number of Hours Worked in the Prior Week and the Five Most Reported Primary Job Settings, 2012 LPN Survey**



## Language

Three percent of respondents employed in nursing in Pennsylvania provided language interpretative services for medical terminology in the past six months, with Spanish being the language most frequently reported language. Over 50 languages were represented in the category of 'other' as languages in which respondents provided language interpretative services for medical terminology. These included Bosnian, French, German, Greek, Hindi, Korean, Twi, Urdu and Yoruba. Figure 18 shows those respondents by languages in which they provided interpretative services for medical terminology in the past six months.

**Figure 18: Respondents Employed in Nursing in Pennsylvania Who Provided Language Interpretative Services for Medical Terminology in the Past Six Months by Language, 2012 LPN Survey**

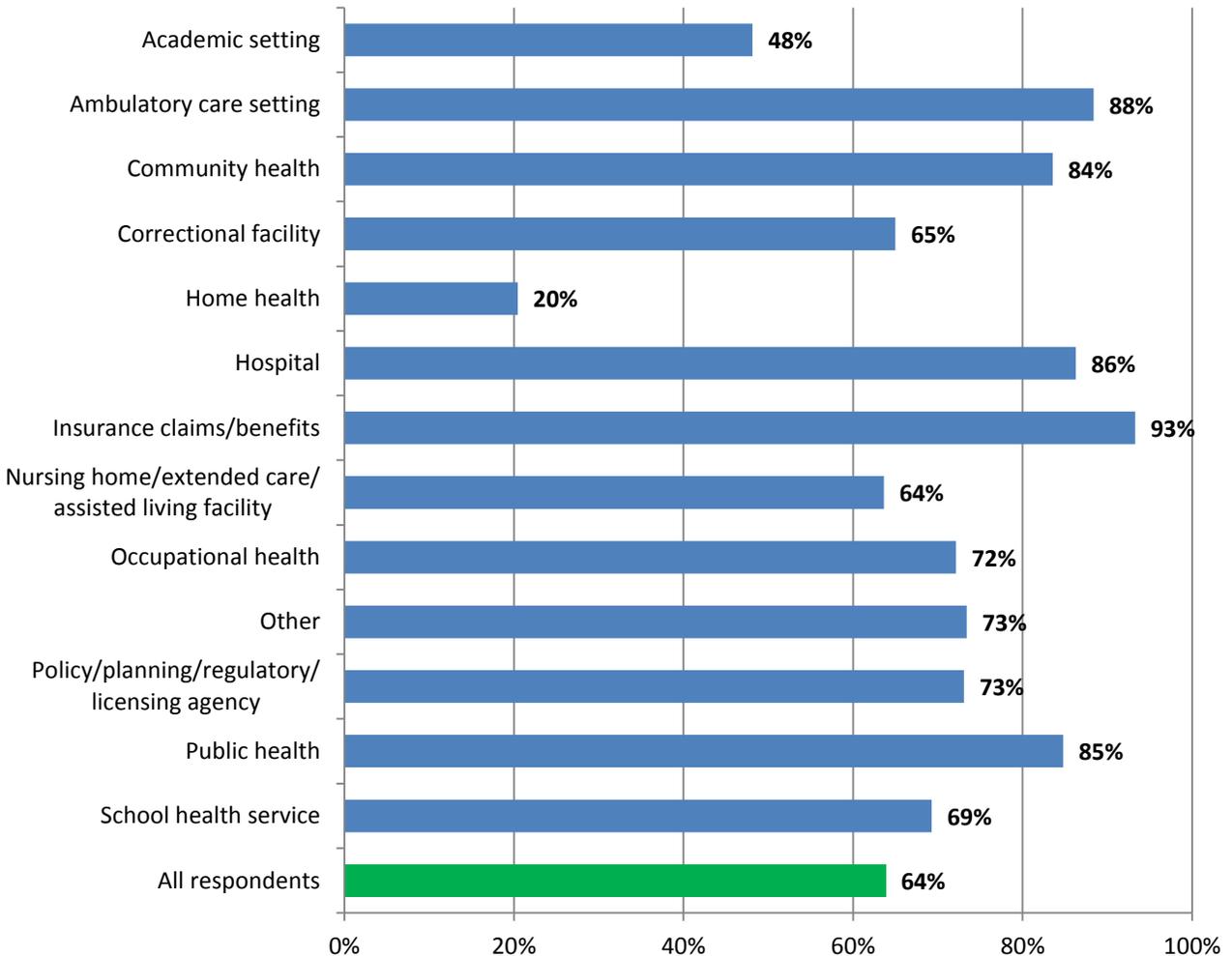


## Technology

Health information technology (HIT) is the umbrella term for many types of information technology (IT) specifically designed for health care. HIT includes, but is not limited to, electronic medical records for patients and means of exchanging data and images between healthcare providers, including sending prescriptions directly to pharmacies.

Sixty-four percent of respondents employed in nursing in Pennsylvania used computer systems to access patient health information, such as medical records and orders. Those with a primary job in a home health setting had the lowest percentage (20 percent) who used computer systems to access patient health information, compared to those in insurance claims/benefits with the highest percentage (93 percent). Figure 19 compares respondents employed in nursing in Pennsylvania who used computer systems to access patient health information in their primary job by job setting.

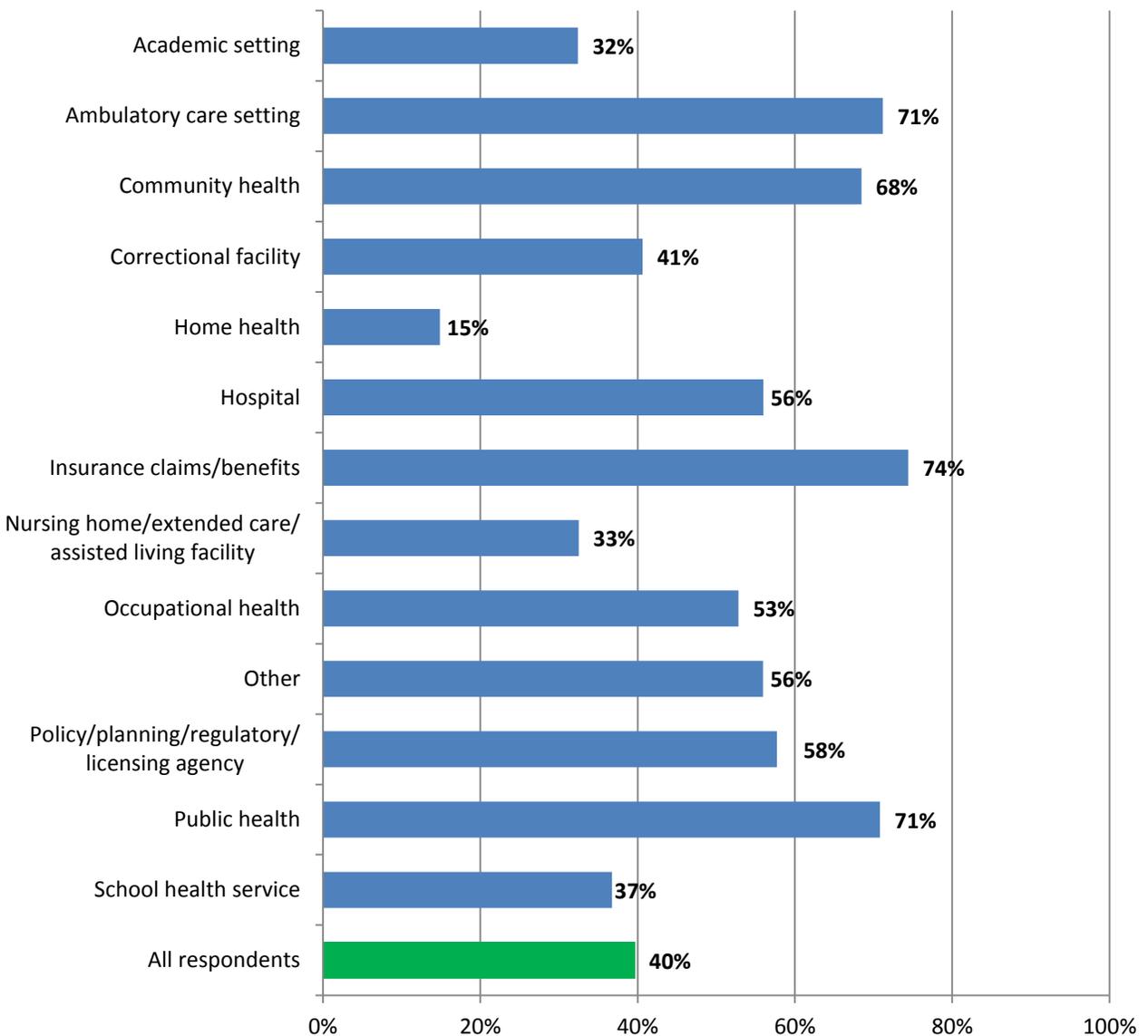
**Figure 19: Respondents Employed in Nursing in Pennsylvania Who Used Computer Systems to Access Patient Health Information in Their Primary Job by Job Setting, 2012 LPN Survey**



## Technology, continued

Two out of every five respondents employed in nursing in Pennsylvania used computer systems to exchange patient health information with other healthcare providers/facilities. As with using computer systems to access patient health information, respondents with a primary job in a home health setting had the lowest percentage (15 percent) who used computer systems to exchange patient health information with other healthcare providers/facilities, compared to those in insurance claims/benefits with the highest percentage (74 percent). Figure 20 compares respondents employed in nursing in Pennsylvania who used computer systems to exchange patient health information with other healthcare providers/facilities in their primary job by job setting.

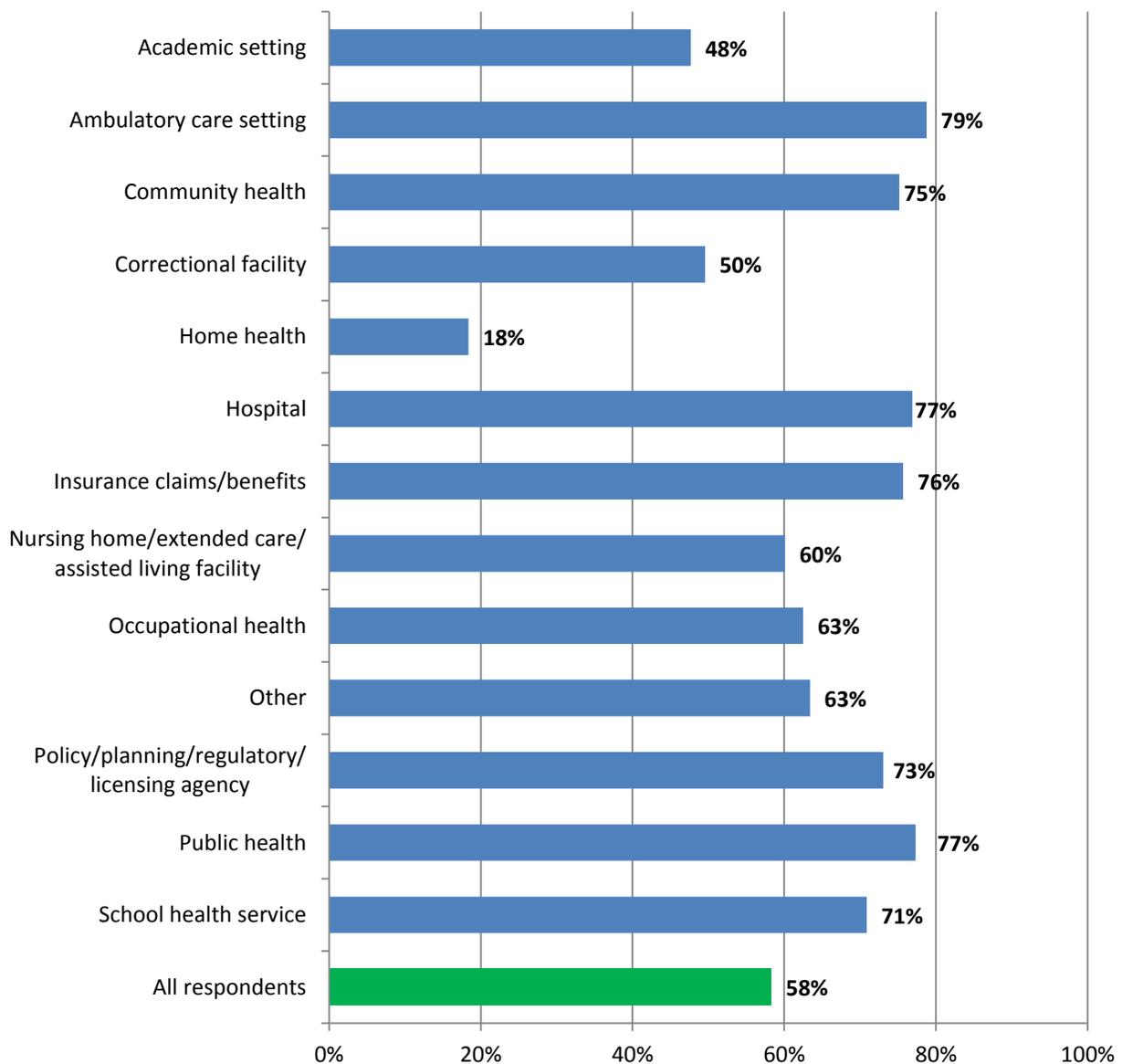
**Figure 20: Respondents Employed in Nursing in Pennsylvania Who Used Computer Systems to Exchange Patient Health Information With Other Healthcare Providers/Facilities in Their Primary Job by Job Setting, 2012 LPN Survey**



## Technology, continued

Fifty-eight percent of respondents employed in nursing in Pennsylvania used computer systems to document patient health information. Ten of the 13 primary job settings exceeded the average of respondents who used computer systems to document patient health information. Those with a primary job in an ambulatory care setting had the highest percentage (79 percent) who used computer systems to document patient health information, followed by hospitals and public health at 77 percent. Figure 21 compares respondents employed in nursing in Pennsylvania who used computer systems to document patient health information in their primary job by job setting.

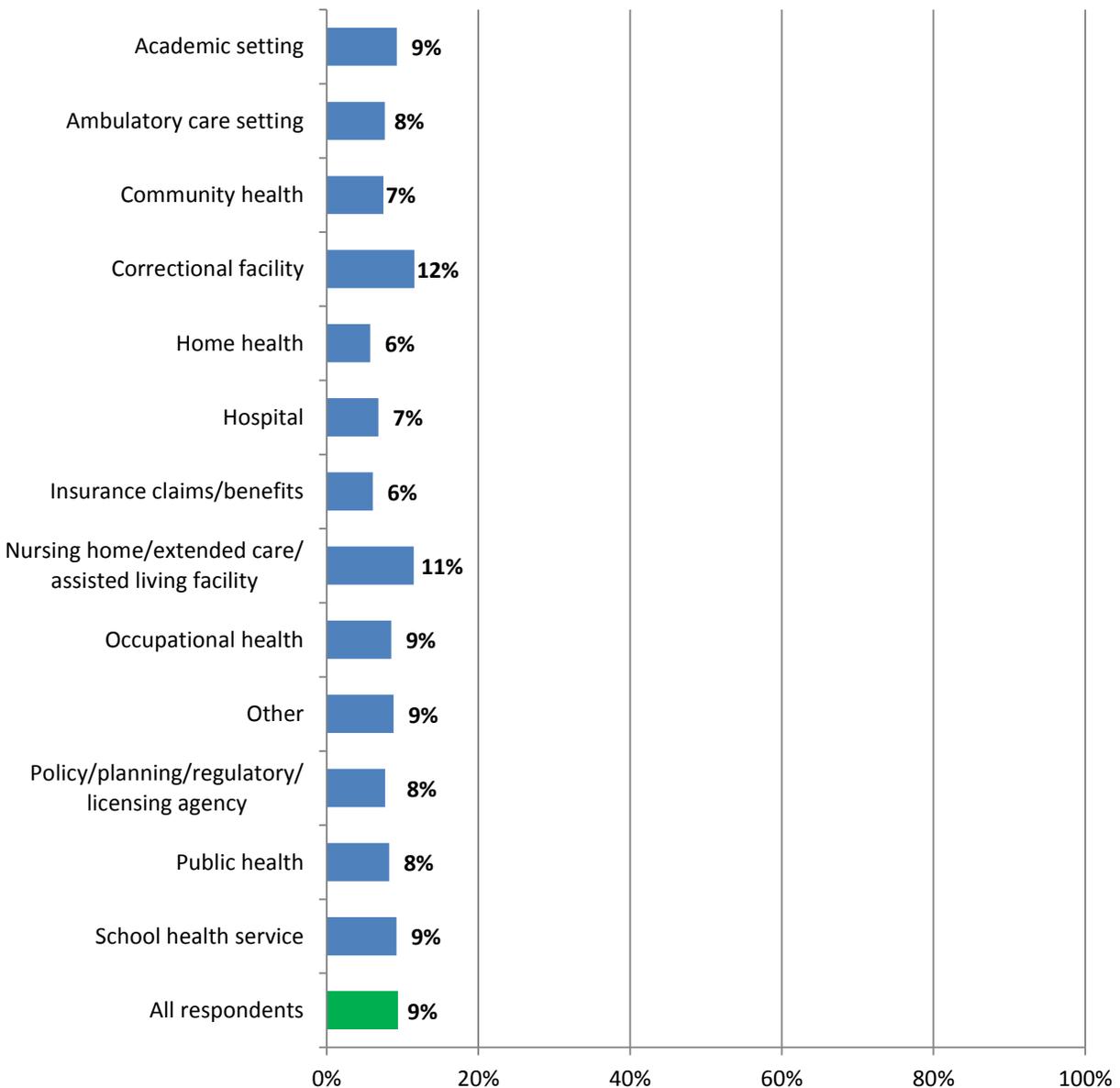
**Figure 21: Respondents Employed in Nursing in Pennsylvania Who Used Computer Systems to Document Patient Health Information in Their Primary Job by Job Setting, 2012 LPN Survey**



## Technology, continued

Nine percent of respondents employed in nursing in Pennsylvania did not have enough training to effectively use computer systems to perform their duties. Those with a primary job in a correctional facility had the highest percentage (12 percent) who did not have enough training to effectively use computer systems to perform their duties. Figure 22 compares respondents employed in nursing in Pennsylvania who did not have enough training to effectively use computer systems to perform their duties in their primary job by job setting.

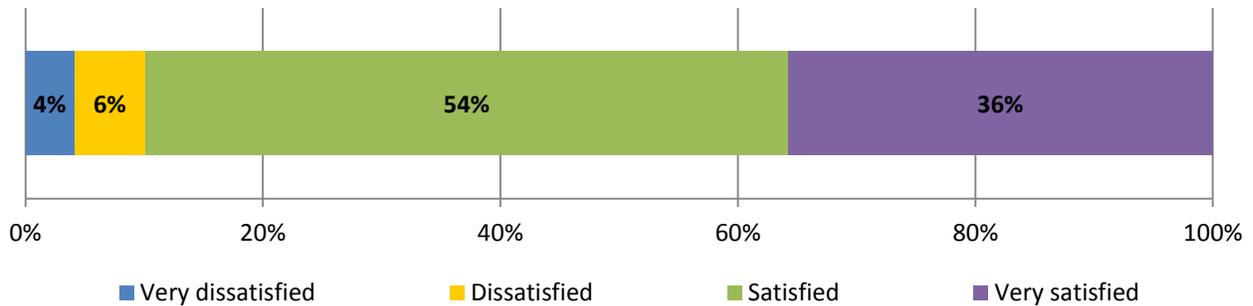
**Figure 22: Respondents Employed in Nursing in Pennsylvania Who Did Not Have Enough Training to Effectively Use Computer Systems to Perform Their Duties in Their Primary Job by Job Setting, 2012 LPN Survey**



## Professional Satisfaction/Dissatisfaction

Nine out of every 10 respondents employed in nursing in Pennsylvania were satisfied or very satisfied with nursing as a career. Figure 23 shows the distribution of respondents employed in nursing in Pennsylvania by their satisfaction with nursing as a career.

**Figure 23: Respondents Employed in Nursing in Pennsylvania by Satisfaction with Nursing as a Career, 2012 LPN Survey**



Younger respondents employed in nursing in Pennsylvania were more likely to report being very satisfied or satisfied with nursing as a career, and older respondents were more likely to report being very dissatisfied or dissatisfied. Table 34 lists respondents' satisfaction with nursing as a career by age groups.

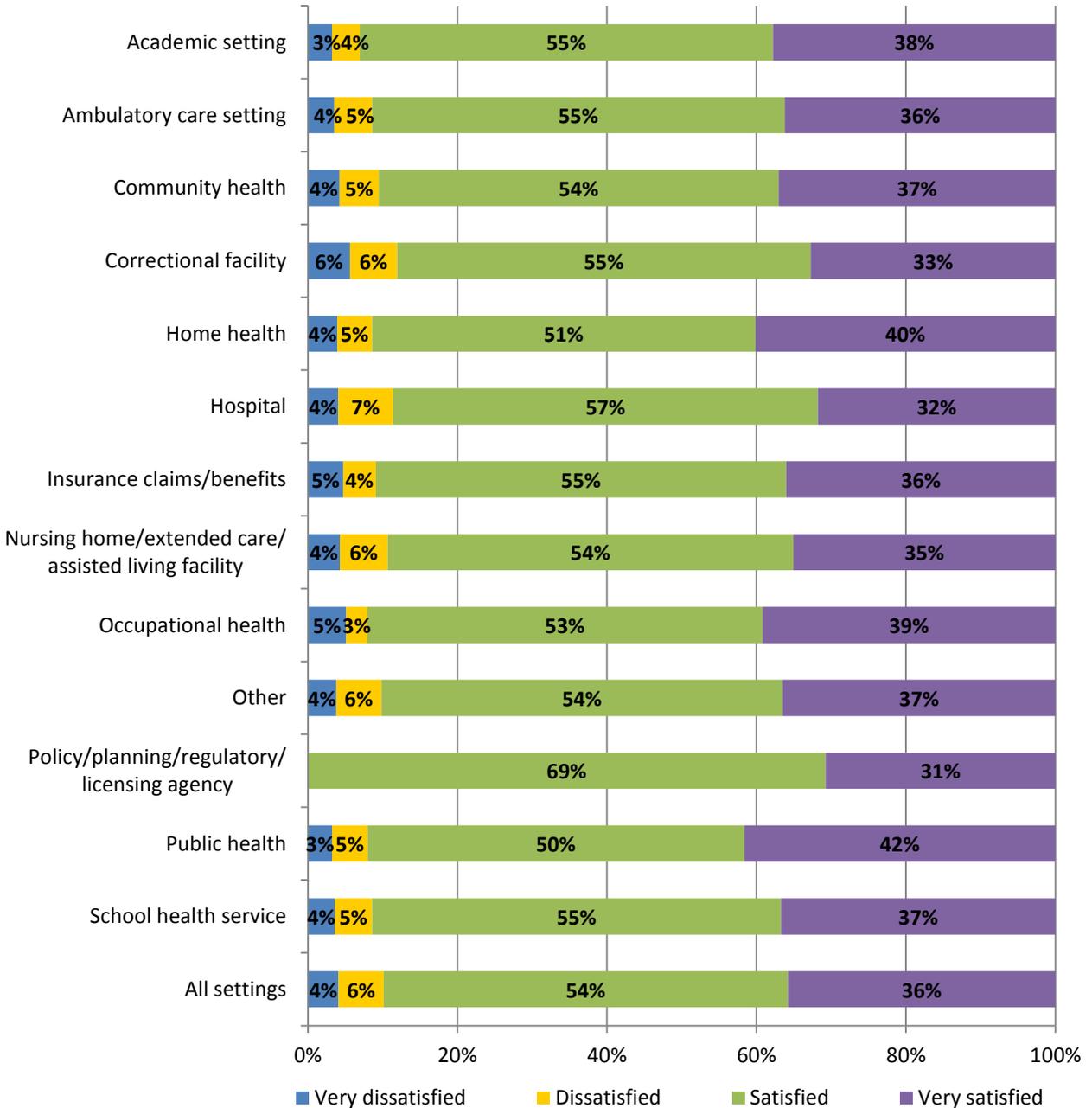
**Table 34: Respondents Employed in Nursing in Pennsylvania by Satisfaction with Nursing as a Career and Age Groups, 2012 LPN Survey**

Age Groups	Very Dissatisfied or Dissatisfied		Very Satisfied or Satisfied	
	Number	Percent	Number	Percent
18-24	46	5%	906	95%
25-29	164	6%	2,785	94%
30-34	228	6%	3,288	94%
35-39	356	9%	3,627	91%
40-44	452	10%	4,073	90%
45-49	537	12%	4,063	88%
50-54	576	11%	4,609	89%
55-59	734	13%	4,873	87%
60-64	420	12%	3,037	88%
65+	181	11%	1,528	89%
Total	3,694	10%	32,789	90%

### Professional Satisfaction/Dissatisfaction, continued

Satisfaction with nursing as a career varied by the job setting of respondents employed in nursing in Pennsylvania. Those who worked in a public health setting reported the highest level (42 percent) of being very satisfied with nursing as a career. Figure 24 compares respondents' satisfaction with nursing as a career by their job setting.

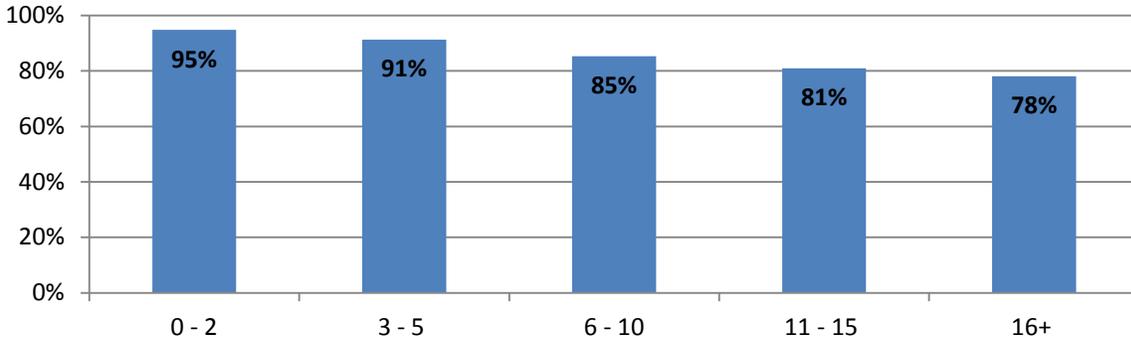
**Figure 24: Respondents Employed in Nursing in Pennsylvania by Satisfaction with Nursing as a Career and Job Setting, 2012 LPN Survey**



### Professional Satisfaction/Dissatisfaction, continued

Eighty-three percent of respondents employed in nursing in Pennsylvania would encourage someone else to choose a career in nursing. Of those licensed for less than six years, over 90 percent would encourage someone else to choose a career in nursing. Newly licensed respondents were most likely to encourage someone else to choose a career in nursing, as shown in Figure 25.

**Figure 25: Respondents Employed in Nursing in Pennsylvania Who Would Encourage Someone Else to Choose a Career in Nursing by Years as an LPN, 2012 LPN Survey**



Job setting impacted how likely respondents would be to encourage someone else to choose a career in nursing. Eighty-eight percent of those employed in a home health setting would encourage someone else to choose a career in nursing, compared to 79 percent in a hospital setting. Table 35 lists respondents employed in nursing in Pennsylvania who would encourage someone else to choose a career in nursing by job setting.

**Table 35: Respondents Employed in Nursing in Pennsylvania Who Would Encourage Someone Else to Choose a Career in Nursing by Job Setting, 2012 LPN Survey**

Job Setting	Number	Percent
Academic setting	190	88%
Ambulatory care setting	1,254	82%
Community health	1,136	87%
Correctional facility	639	80%
Home health	4,355	88%
Hospital	3,207	79%
Insurance claims/benefits	250	84%
Nursing home/extended care/assisted living facility	14,319	83%
Occupational health	149	85%
Other	3,679	84%
Policy/planning/regulatory/licensing agency	24	96%
Public health	362	90%
School health service	825	87%
Total	30,389	83%

### Professional Satisfaction/Dissatisfaction, continued

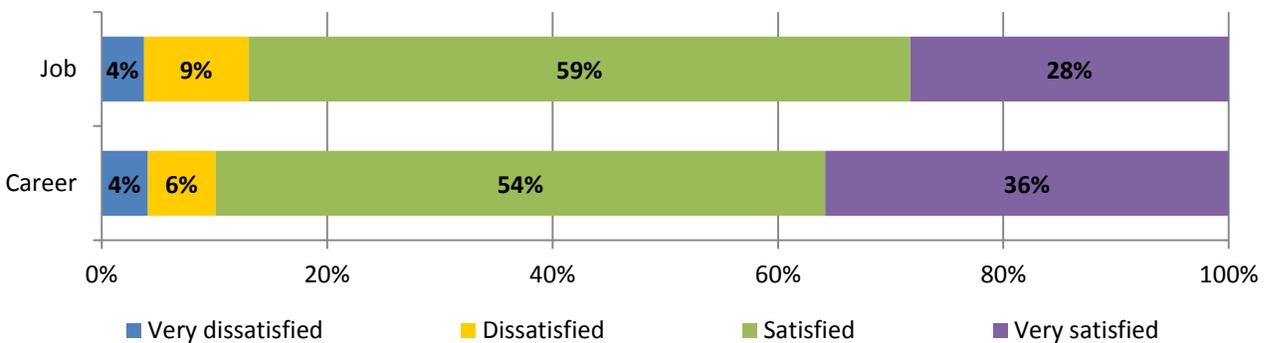
Eighty-seven percent of respondents employed in nursing in Pennsylvania were satisfied or very satisfied with their primary job. The 65+ age group had the highest percentage (36 percent) of those being very satisfied. Table 36 lists respondents' satisfaction with their primary job by age groups.

**Table 36: Respondents Employed in Nursing in Pennsylvania by Primary Job Satisfaction and Age Groups, 2012 LPN Survey**

Age Groups	Very Dissatisfied		Dissatisfied		Satisfied		Very Satisfied	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
18-24	17	2%	89	9%	554	58%	292	31%
25-29	67	2%	253	9%	1,784	60%	845	29%
30-34	103	3%	304	9%	2,150	61%	959	27%
35-39	169	4%	387	10%	2,294	58%	1,133	28%
40-44	174	4%	439	10%	2,671	59%	1,241	27%
45-49	188	4%	437	10%	2,674	58%	1,301	28%
50-54	183	4%	519	10%	3,044	59%	1,432	28%
55-59	245	4%	555	10%	3,235	58%	1,564	28%
60-64	135	4%	323	9%	2,069	60%	925	27%
65+	89	5%	88	5%	918	54%	611	36%
Total	1,370	4%	3,394	9%	21,393	59%	10,303	28%

Respondents employed in nursing in Pennsylvania were more likely to be satisfied or very satisfied with nursing as a career (90 percent), compared to being satisfied or very satisfied with their primary job (87 percent). Figure 26 compares satisfaction with nursing as a career and primary job satisfaction for those employed in nursing in Pennsylvania.

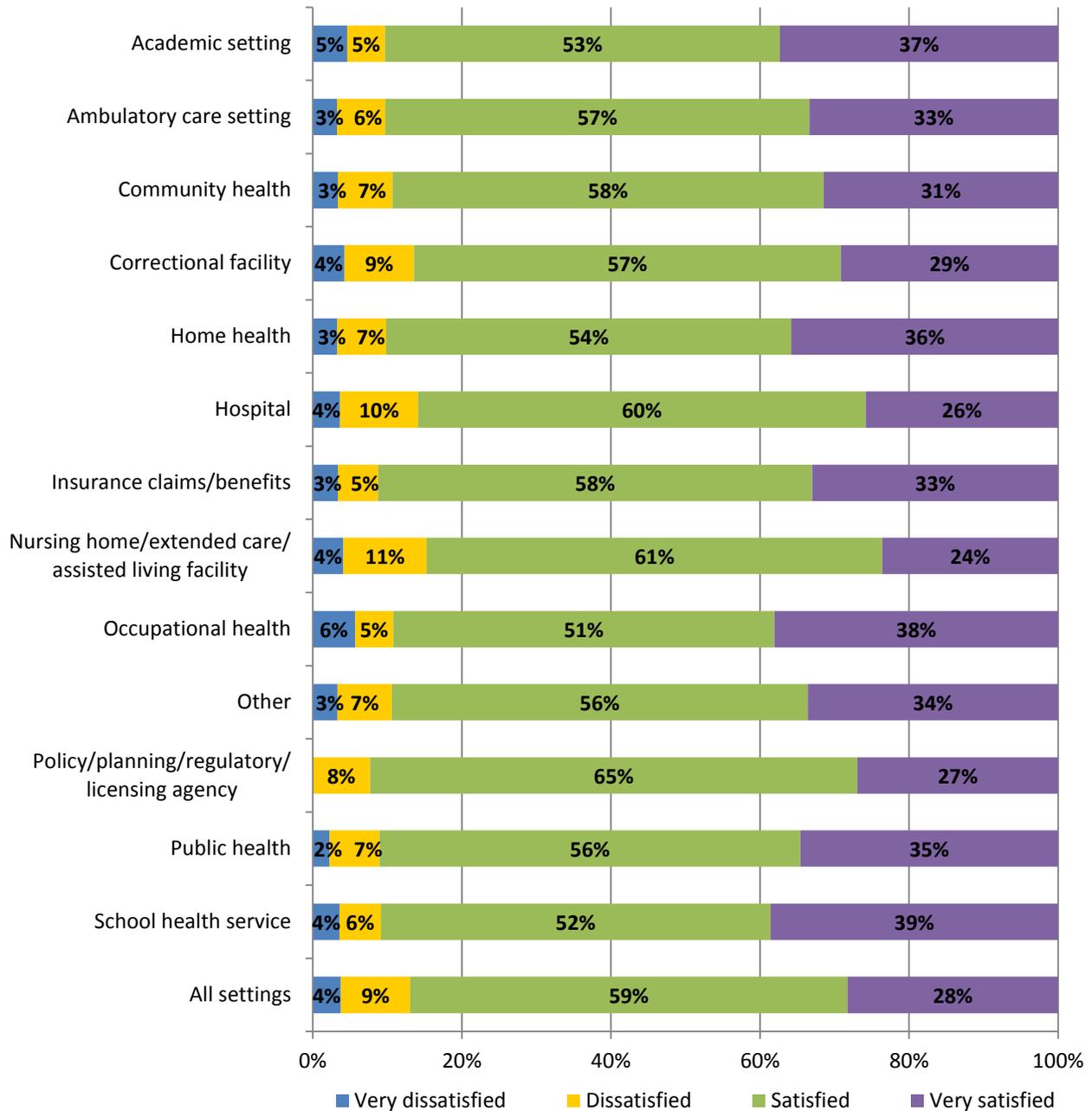
**Figure 26: Respondents Employed in Nursing in Pennsylvania by Satisfaction with Nursing as a Career Compared to Primary Job Satisfaction, 2012 LPN Survey**



### Professional Satisfaction/Dissatisfaction, continued

Primary job satisfaction varied by setting for respondents employed in nursing in Pennsylvania as shown in Figure 27. Those in a school health service setting had the highest percent (39 percent) of respondents who were very satisfied with their primary job, and those in nursing home/extended care/assisted living facilities had the lowest percent (24 percent).

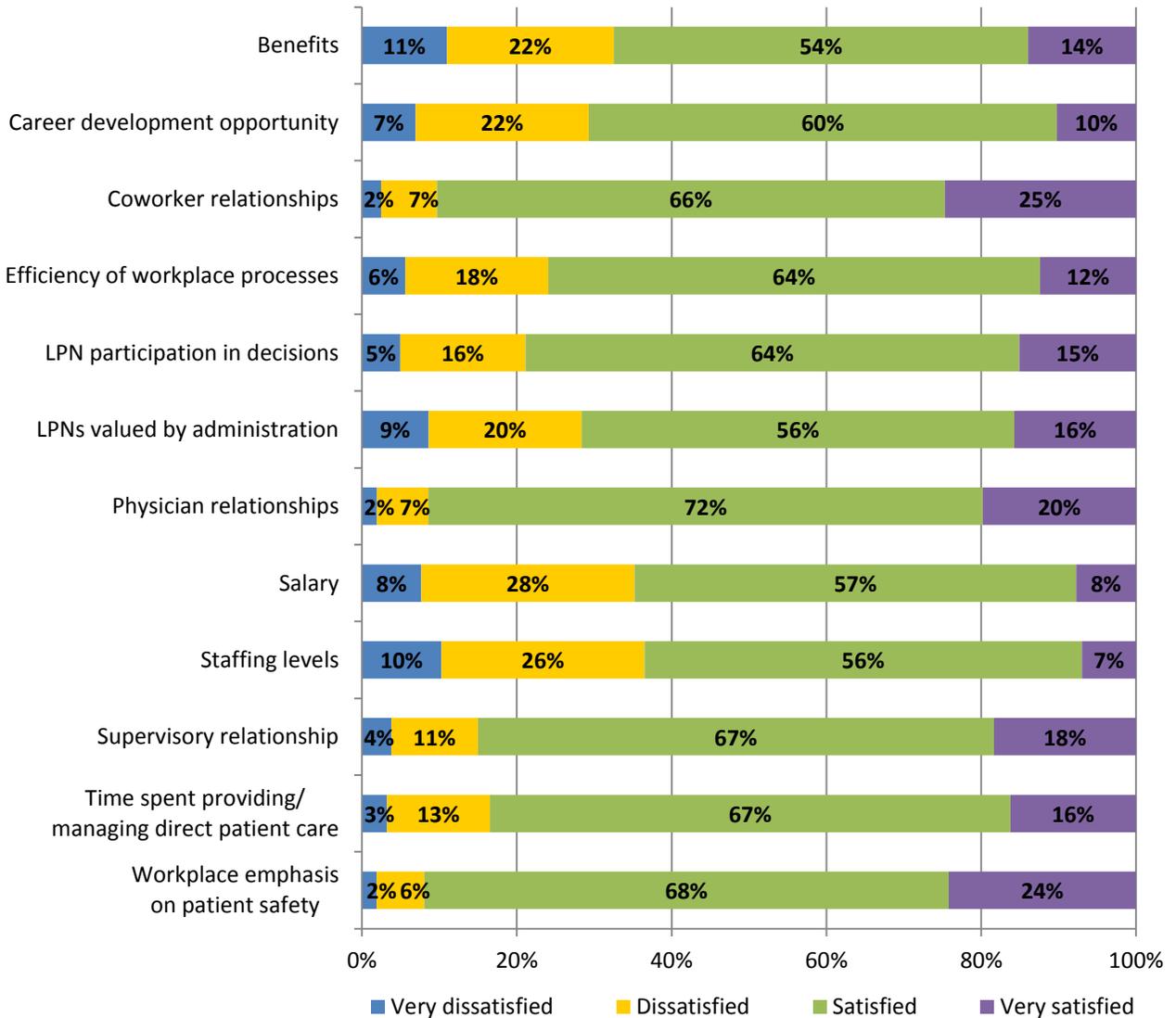
**Figure 27: Respondents Employed in Nursing in Pennsylvania by Primary Job Satisfaction and Job Setting, 2012 LPN Survey**



### Professional Satisfaction/Dissatisfaction, continued

Respondents employed in direct patient care in Pennsylvania reported their level of satisfaction with 12 specific factors about their primary job. These factors were benefits, career development opportunity, co-worker relationships, efficiency of workplace processes, LPN participation in decisions, LPNs being valued by administration, physician relationships, salary, staffing levels, supervisory relationships, time spent providing/managing direct patient care and workplace emphasis on patient safety. 'Staffing levels' was the category with the highest percentage of dissatisfied and very dissatisfied respondents (37 percent). Workplace emphasis on patient safety was the category with the highest percentage of satisfied and very satisfied respondents (92 percent). Figure 28 presents respondents' level of satisfaction with these 12 factors at their primary job.

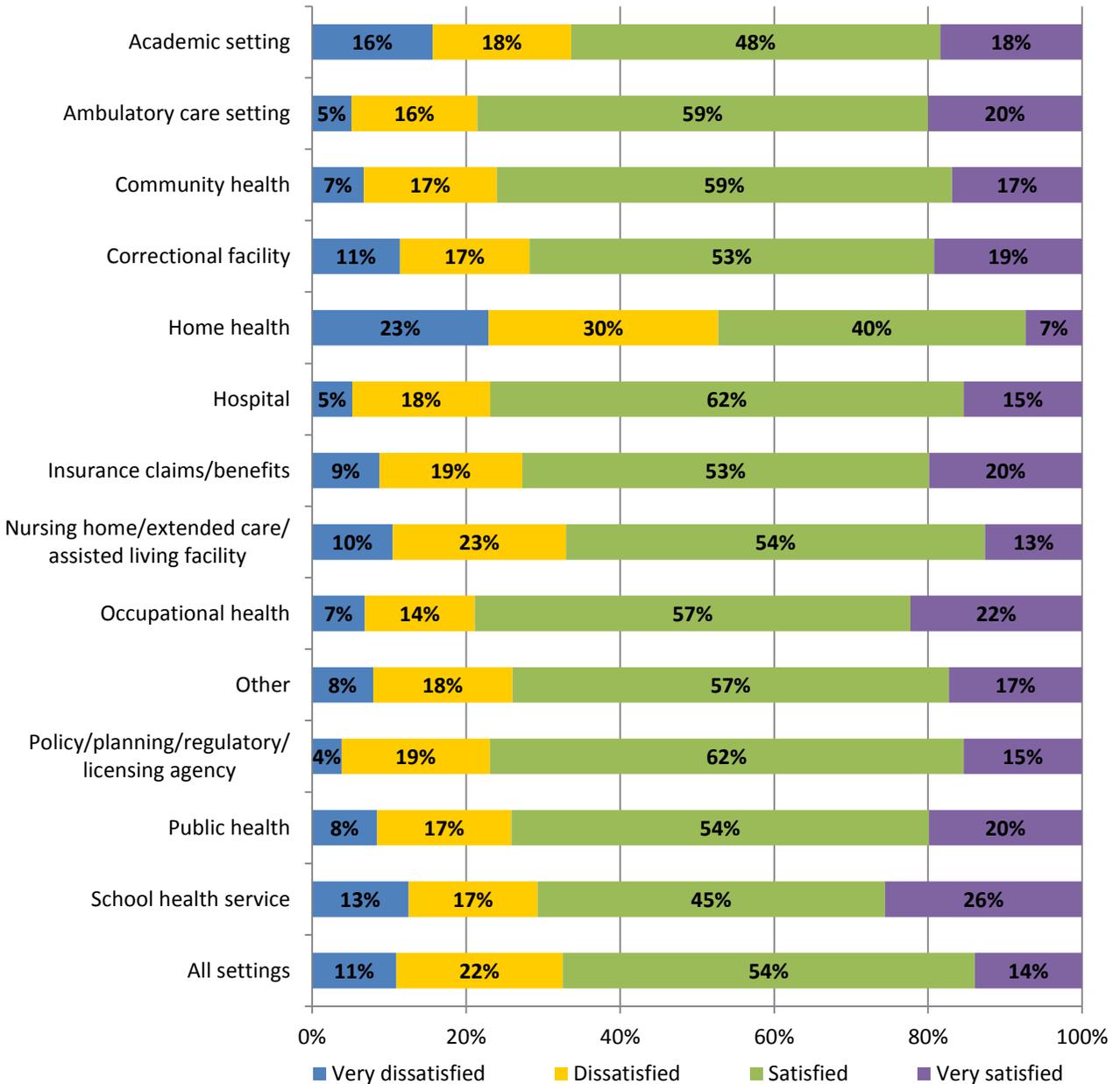
**Figure 28: Respondents Employed in Nursing in Pennsylvania by Satisfaction with Factors at Their Primary Job, 2012 LPN Survey**



### Professional Satisfaction/Dissatisfaction, continued

Satisfaction with benefits at their primary job varied by job setting for respondents employed in nursing in Pennsylvania. Over half (53 percent) of those in a home health setting were dissatisfied or very dissatisfied with benefits at their primary job. Figure 29 shows respondents' satisfaction with benefits at their primary job by job setting.

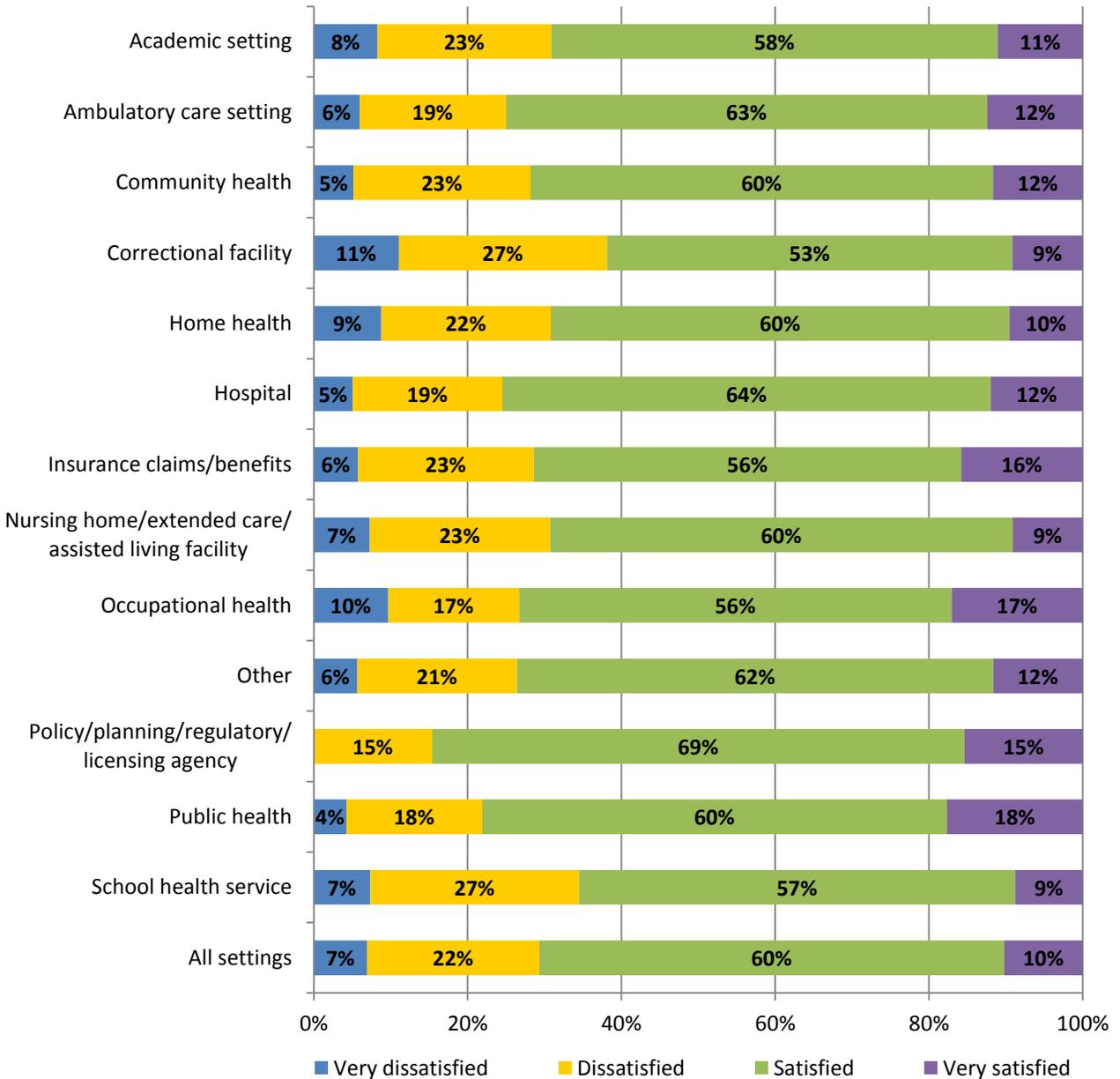
**Figure 29: Respondents Employed in Nursing in Pennsylvania by Satisfaction with Benefits at Their Primary Job and Job Setting, 2012 LPN Survey**



### Professional Satisfaction/Dissatisfaction, continued

Overall, 71 percent of respondents employed in nursing in Pennsylvania were satisfied or very satisfied with career development opportunities at their primary job. Those with a primary job in a public health setting had the highest percentage (18 percent) of being very satisfied with career development opportunities. Figure 30 presents respondents' satisfaction with career development opportunities at their primary job by job setting.

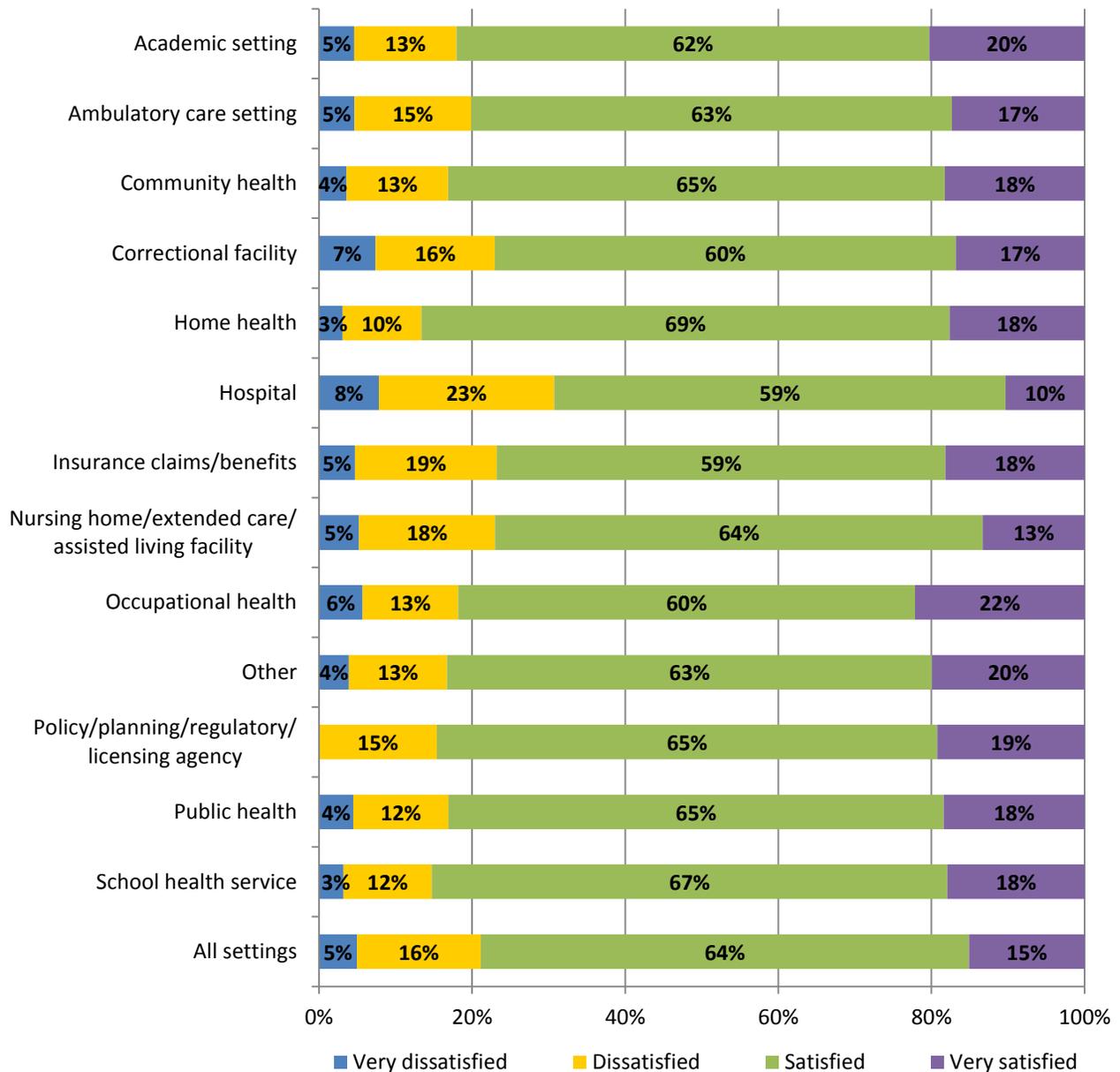
**Figure 30: Respondents Employed in Nursing in Pennsylvania by Satisfaction with Career Development Opportunities at Their Primary Job and Job Setting, 2012 LPN Survey**



### Professional Satisfaction/Dissatisfaction, continued

Almost four out of every five (79 percent) respondents employed in nursing in Pennsylvania were satisfied or very satisfied with LPN participation in decisions at their primary job. Those who worked in a home health setting had the highest percentage (87 percent) of being satisfied or very satisfied. Conversely, those who worked in the hospital setting had the highest percentage (31 percent) of being dissatisfied or very dissatisfied with LPN participation in decisions. Figure 31 shows respondents' satisfaction with LPN participation in decisions at their primary job by job setting.

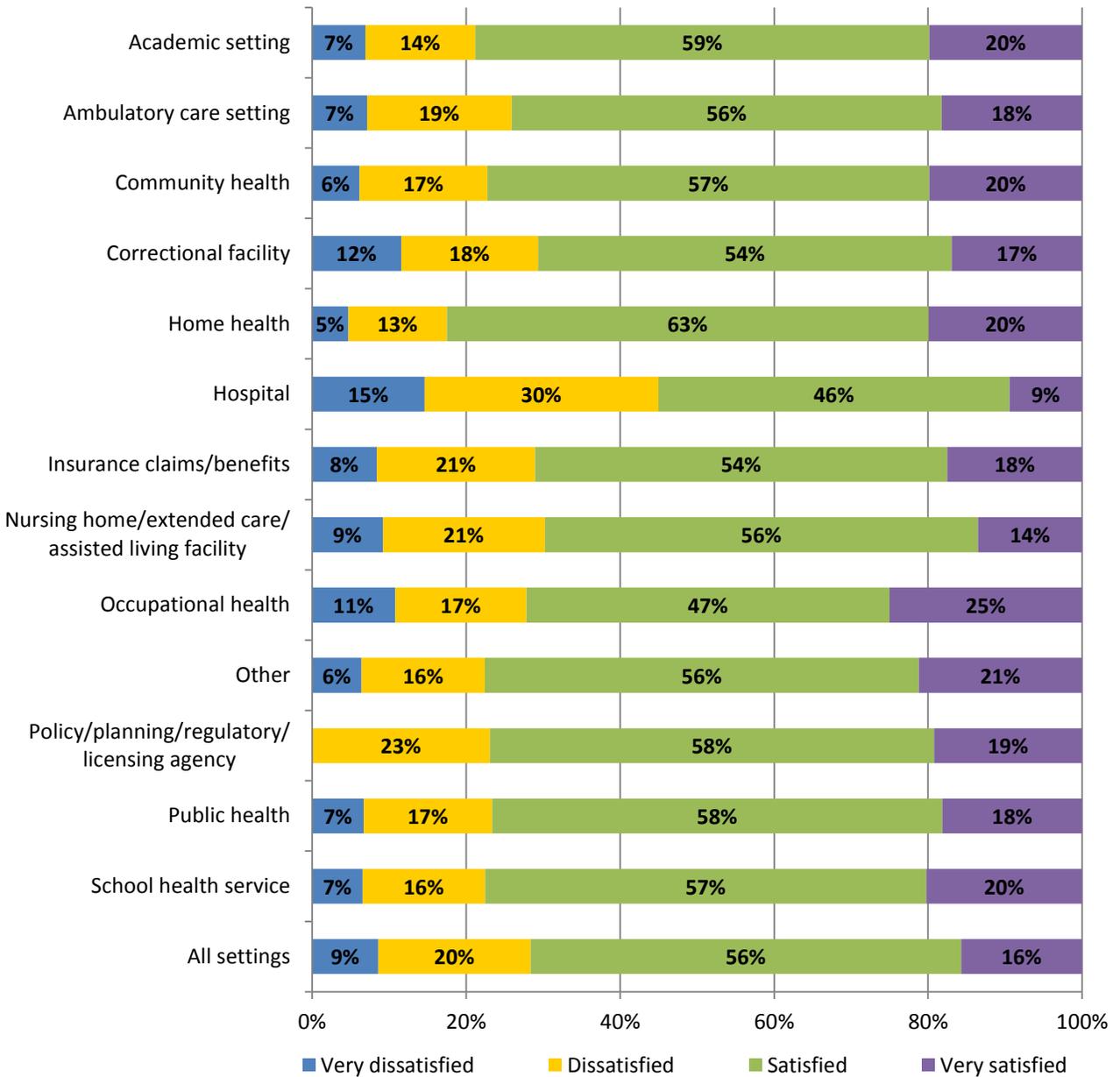
**Figure 31: Respondents Employed in Nursing in Pennsylvania by Satisfaction with LPN Participation in Decisions at Their Primary Job and Job Setting, 2012 LPN Survey**



### Professional Satisfaction/Dissatisfaction, continued

Respondents employed in nursing in Pennsylvania who worked in a hospital setting were most likely (45 percent) to be dissatisfied or very dissatisfied with LPNs being valued by administration at their primary job. Those who worked in a home health setting were least likely (13 percent) to be dissatisfied with LPNs being valued by administration. Figure 32 compares respondents' satisfaction with LPNs being valued by administration at their primary job by job setting.

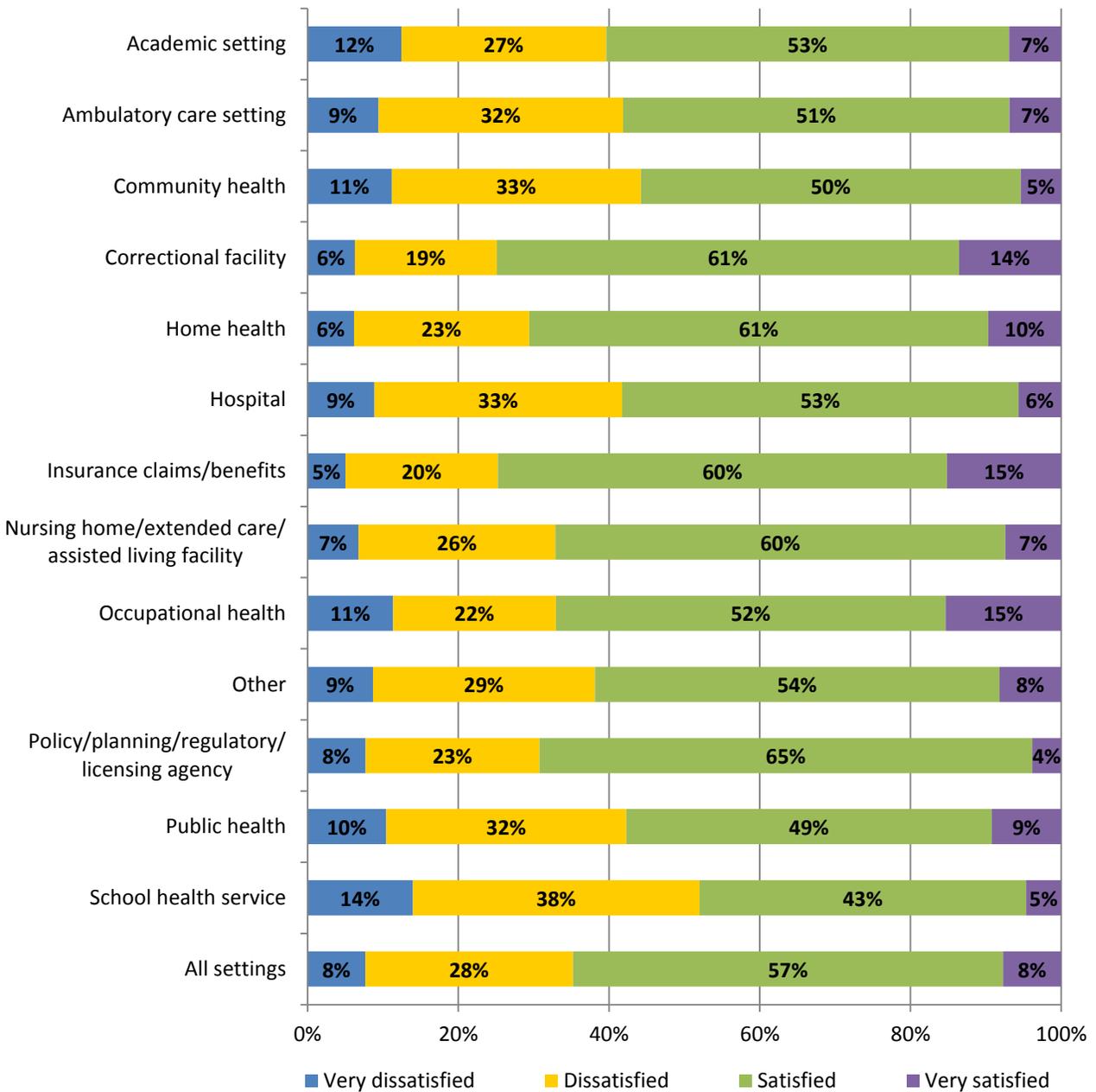
**Figure 32: Respondents Employed in Nursing in Pennsylvania by Satisfaction with LPNs Being Valued by Administration at Their Primary Job and Job Setting, 2012 LPN Survey**



### Professional Satisfaction/Dissatisfaction, continued

Respondents employed in nursing in Pennsylvania who worked in a correctional facility or insurance claims/benefits had the highest percentage (75 percent) of being satisfied or very satisfied with salary at their primary job, and those who worked in a school health service setting had the lowest percentage (48 percent). Figure 33 presents respondents' satisfaction with salary at their primary job by job setting.

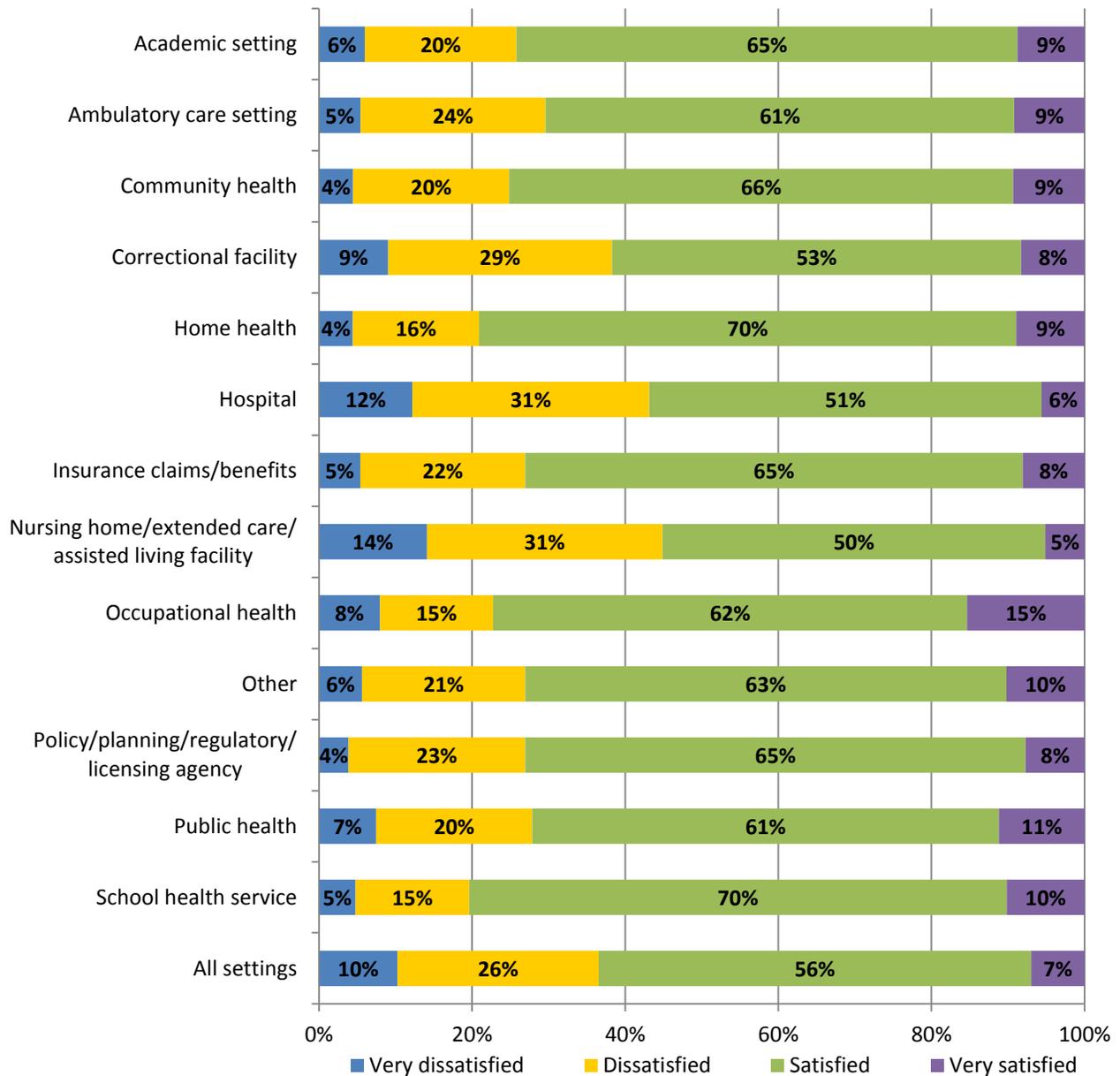
**Figure 33: Respondents Employed in Nursing in Pennsylvania by Satisfaction with Salary at Their Primary Job and Job Setting, 2012 LPN Survey**



### Professional Satisfaction/Dissatisfaction, continued

Among all job factors, respondents employed in nursing in Pennsylvania reported the highest percentage (37 percent) of being dissatisfied or very dissatisfied with staffing levels. Those who worked in nursing home/extended care/assisted living facilities had the highest percentage (45 percent) of being dissatisfied or very dissatisfied with staffing levels, followed closely by hospitals at 43 percent. Figure 34 shows respondents' satisfaction with staffing levels at their primary job by job setting.

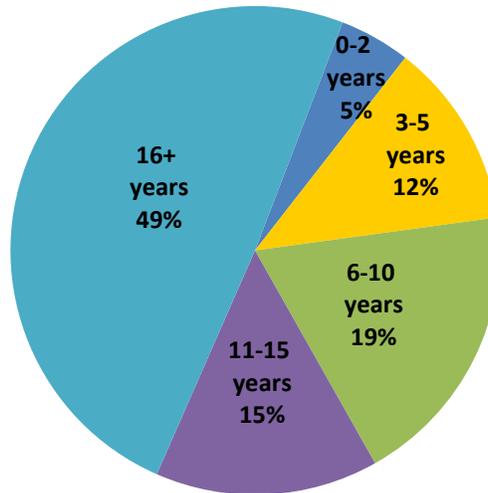
**Figure 34: Respondents Employed in Nursing in Pennsylvania by Satisfaction with Staffing Levels at Their Primary Job and Job Setting, 2012 LPN Survey**



## Intent to Remain in Nursing

Almost half (49 percent) of respondents employed in nursing in Pennsylvania intended to remain in nursing for 16 or more years. Figure 53 presents the length of time respondents intended to remain in nursing.

**Figure 35: Respondents Employed in Nursing in Pennsylvania by Length of Time They Intended to Remain in Nursing, 2012 LPN Survey**



The length of time respondents employed in nursing in Pennsylvania intended to remain in nursing was inverse to their age. Eighty-one percent of respondents in the 65+ age group intended to remain in nursing for the next zero to five years, while 89 percent of respondents in the 18-24 age group intended to remain in nursing for 16 or more years. Table 37 lists respondents by the length of time they intended to remain in nursing and age groups.

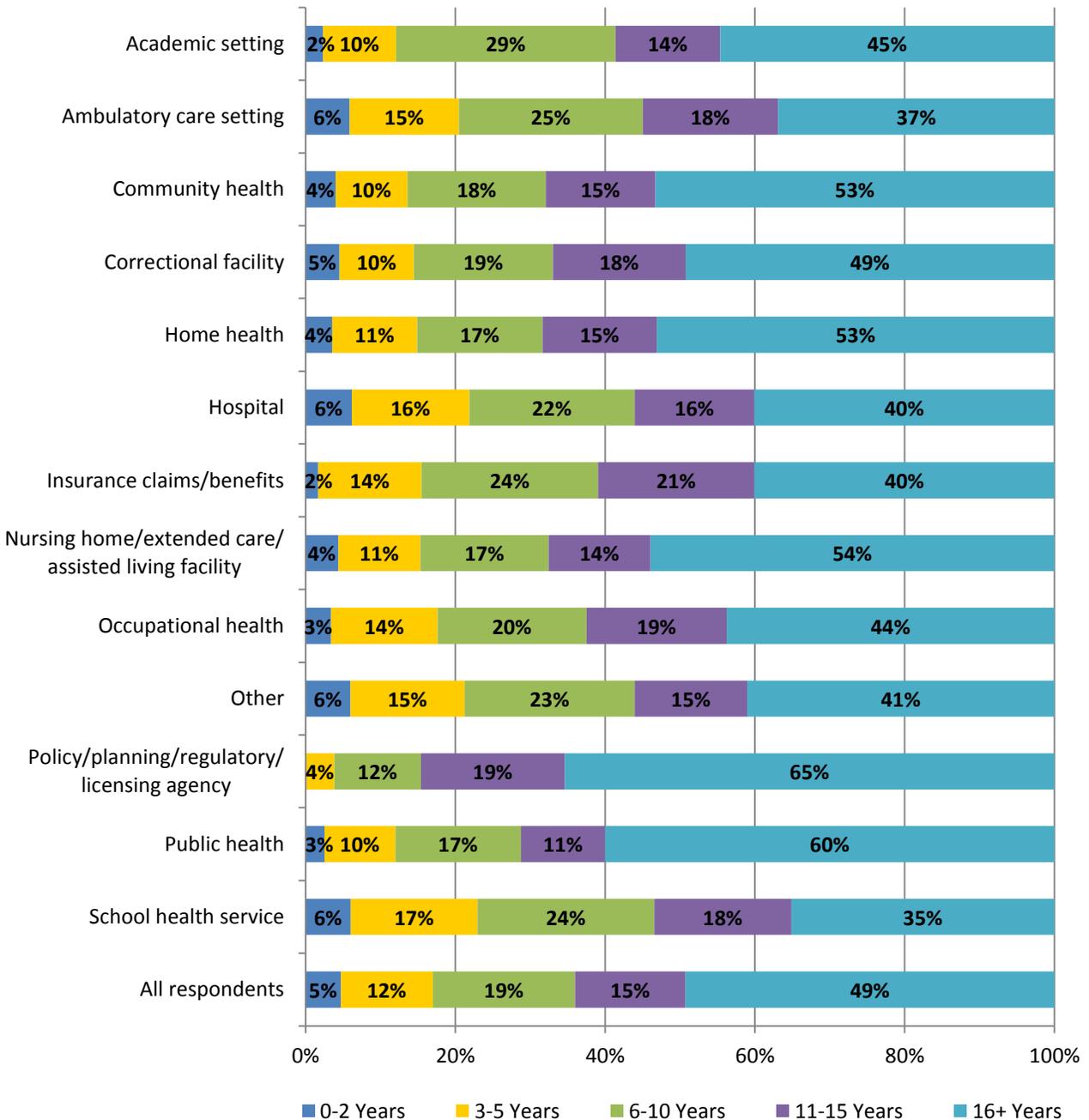
**Table 37: Respondents Employed in Nursing in Pennsylvania by the Length of Time They Intended to Remain in Nursing and Age Groups, 2012 LPN Survey**

Age Groups	0-5 Years		6-10 Years		11-15 Years		16+ Years	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
18-24	53	6%	36	4%	14	1%	849	89%
25-29	154	5%	121	4%	71	2%	2,602	88%
30-34	150	4%	191	5%	138	4%	3,035	86%
35-39	205	5%	244	6%	255	6%	3,276	82%
40-44	258	6%	341	8%	501	11%	3,416	76%
45-49	269	6%	511	11%	1,021	22%	2,793	61%
50-54	370	7%	1,282	25%	2,062	40%	1,466	28%
55-59	1,146	20%	2,900	52%	1,162	21%	399	7%
60-64	2,213	64%	1,029	30%	127	4%	87	3%
65+	1,382	81%	264	16%	26	2%	30	2%
Total	6,200	17%	6,919	19%	5,377	15%	17,953	49%

### Intent to Remain in Health Care, continued

Almost a quarter (23 percent) of respondents employed in nursing in Pennsylvania who worked in a school health service setting intended to leave nursing within the next five years. Figure 36 compares respondents by the length of time they intended to remain in nursing and job setting.

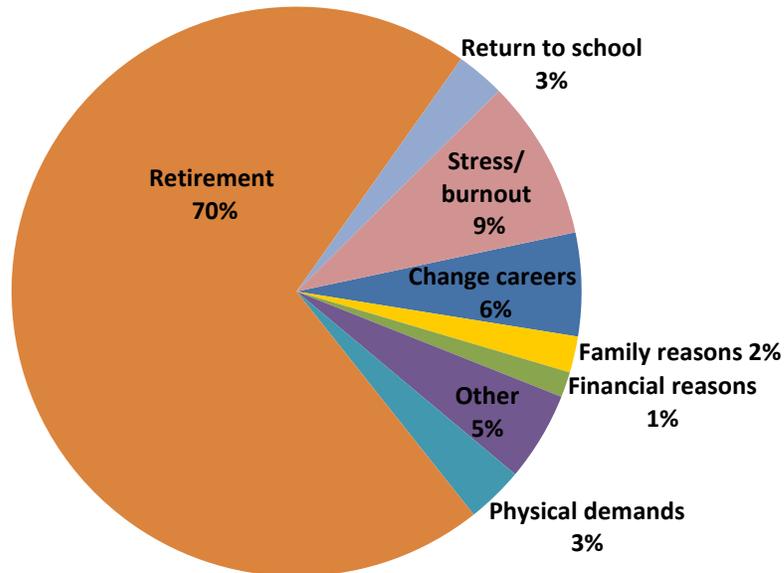
**Figure 36: Respondents Employed in Nursing in Pennsylvania by the Length of Time They Intended to Remain in Nursing and Job Setting, 2012 LPN Survey**



## Planned to Leave Nursing in the Next Five Years

Seven out of every 10 respondents employed in nursing in Pennsylvania who planned to leave nursing within the next five years reported retirement as their primary reason. Figure 37 shows the primary reason why respondents planned to leave nursing in the next five years.

**Figure 37: Respondents Employed in Nursing in Pennsylvania Who Planned to Leave Nursing in the Next Five Years by Primary Reason, 2012 LPN Survey**



Career change, physical demands, retirement, stress/burnout and 'other' were the five most reported reasons why respondents employed in nursing in Pennsylvania planned to leave nursing within the next five years. Career change was the most reported reason for respondents under age 50, while retirement was the most reported reason for respondents over age 50. Table 38 lists the five most reported reasons why respondents planned to leave nursing within the next five years.

**Table 38: Five Most Reported Reasons Given by Respondents Employed in Nursing in Pennsylvania Who Planned to Leave Nursing Within the Next Five Years by Age Groups, 2012 LPN Survey**

Age Groups	Career Change		Physical Demands		Retirement		Stress/Burnout		Other	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
18-29	54	15%	-	-	-	-	41	7%	25	8%
30-39	94	26%	-	-	-	-	97	17%	45	14%
40-49	122	34%	33	17%	24	1%	156	28%	86	27%
50-59	80	22%	86	43%	1,011	23%	195	35%	85	27%
60+	13	4%	73	37%	3,321	76%	73	13%	72	23%
Total	363	100%	200	100%	4,358	100%	562	100%	313	100%

- Numbers less than six are withheld for privacy purposes.

RESPONDENTS RESIDING IN PENNSYLVANIA, 2012 LPN SURVEY

**APPENDIX 1:  
EMPLOYMENT STATUS BY COUNTY OF RESIDENCE**

County	Total	Employed in nursing or a position that requires a nursing license		Unemployed, seeking work as a nurse		Unemployed, not seeking work as a nurse		Other	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Pennsylvania	46,115	35,924	78%	2,981	6%	1,762	4%	5,448	12%
Urban Counties	27,448	21,472	78%	1,826	7%	975	4%	3,175	12%
Rural Counties	18,667	14,452	77%	1,155	6%	787	4%	2,273	12%
Adams*	477	369	77%	29	6%	18	4%	61	13%
Allegheny	2,223	1,676	75%	145	7%	82	4%	320	14%
Armstrong*	534	420	79%	31	6%	29	5%	54	10%
Beaver	441	322	73%	32	7%	27	6%	60	14%
Bedford*	194	151	78%	-	-	-	-	28	14%
Berks	1,602	1,225	76%	105	7%	55	3%	217	14%
Blair*	771	577	75%	40	5%	32	4%	122	16%
Bradford*	381	290	76%	25	7%	20	5%	46	12%
Bucks	1,657	1,271	77%	141	9%	54	3%	191	12%
Butler*	597	462	77%	27	5%	22	4%	86	14%
Cambria*	922	684	74%	58	6%	45	5%	135	15%
Cameron*	25	19	76%	-	-	-	-	-	-
Carbon*	365	280	77%	18	5%	16	4%	51	14%
Centre*	501	376	75%	24	5%	21	4%	80	16%
Chester	1,122	880	78%	78	7%	40	4%	124	11%
Clarion*	344	283	82%	13	4%	16	5%	32	9%
Clearfield*	637	488	77%	40	6%	24	4%	85	13%
Clinton*	218	180	83%	9	4%	8	4%	21	10%
Columbia*	348	273	78%	23	7%	11	3%	41	12%
Crawford*	560	428	76%	44	8%	23	4%	65	12%
Cumberland	743	595	80%	39	5%	26	3%	83	11%
Dauphin	711	546	77%	41	6%	24	3%	100	14%
Delaware	1,575	1,283	81%	130	8%	37	2%	125	8%
Elk*	175	148	85%	-	-	-	-	18	10%
Erie	1,265	1,007	80%	106	8%	33	3%	119	9%
Fayette*	711	532	75%	58	8%	39	5%	82	12%
Forest*	33	26	79%	-	-	0	0%	-	-
Franklin*	789	617	78%	36	5%	31	4%	105	13%
Fulton*	82	59	72%	-	-	-	-	14	17%
Greene*	209	148	71%	23	11%	9	4%	29	14%
Huntingdon*	402	326	81%	29	7%	12	3%	35	9%
Indiana*	438	320	73%	41	9%	27	6%	50	11%
Jefferson*	368	288	78%	24	7%	16	4%	40	11%
Juniata*	157	119	76%	-	-	-	-	21	13%

RESPONDENTS RESIDING IN PENNSYLVANIA, 2012 LPN SURVEY

**APPENDIX 1:  
EMPLOYMENT STATUS BY COUNTY OF RESIDENCE, CONTINUED**

County	Total	Employed in nursing or a position that requires a nursing license		Unemployed, seeking work as a nurse		Unemployed, not seeking work as a nurse		Other	
		Number	Percent	Number	Percent	Number	Percent		
Lackawanna	1,209	904	75%	75	6%	67	6%	163	13%
Lancaster	2,970	2,366	80%	134	5%	129	4%	341	11%
Lawrence*	487	379	78%	37	8%	17	3%	54	11%
Lebanon	934	730	78%	46	5%	31	3%	127	14%
Lehigh	866	698	81%	35	4%	25	3%	108	12%
Luzerne	1,784	1,376	77%	108	6%	77	4%	223	13%
Lycoming*	534	429	80%	28	5%	21	4%	56	10%
McKean*	260	209	80%	17	7%	10	4%	24	9%
Mercer*	669	535	80%	53	8%	22	3%	59	9%
Mifflin*	474	372	78%	19	4%	22	5%	61	13%
Monroe*	485	399	82%	25	5%	13	3%	48	10%
Montgomery	1,538	1,153	75%	129	8%	70	5%	186	12%
Montour*	145	108	74%	10	7%	10	7%	17	12%
Northampton	800	626	78%	49	6%	30	4%	95	12%
Northumberland*	795	632	79%	39	5%	37	5%	87	11%
Perry*	160	119	74%	10	6%	8	5%	23	14%
Philadelphia	3,063	2,500	82%	274	9%	55	2%	234	8%
Pike*	141	114	81%	-	-	-	-	12	9%
Potter*	80	63	79%	-	-	-	-	9	11%
Schuylkill*	1,067	839	79%	81	8%	47	4%	100	9%
Snyder*	268	209	78%	10	4%	9	3%	40	15%
Somerset*	574	432	75%	25	4%	17	3%	100	17%
Sullivan*	44	32	73%	-	-	-	-	9	20%
Susquehanna*	134	98	73%	9	7%	8	6%	19	14%
Tioga*	195	154	79%	15	8%	6	3%	20	10%
Union*	264	217	82%	-	-	-	-	29	11%
Venango*	372	281	76%	30	8%	18	5%	43	12%
Warren*	269	207	77%	14	5%	12	4%	36	13%
Washington*	726	536	74%	65	9%	30	4%	95	13%
Wayne*	180	141	78%	15	8%	12	7%	12	7%
Westmoreland	1,037	794	77%	63	6%	40	4%	140	14%
Wyoming*	106	84	79%	-	-	-	-	11	10%
York	1,908	1,520	80%	96	5%	73	4%	219	11%

\* Rural counties were identified using the Center for Rural Pennsylvania's definition and 2010 Census data.

- Numbers less than six are withheld for privacy purposes and are not displayed in the county results, although they are included in the total Pennsylvania numbers and total rural/urban numbers.

RESPONDENTS EMPLOYED IN NURSING IN PENNSYLVANIA, 2012 LPN SURVEY

**APPENDIX 2:  
AGE GROUPS AND AVERAGE AGE BY COUNTY OF EMPLOYMENT**

County	Average Age	Total	18-39		40-59		60+	
			Number	Percent	Number	Percent	Number	Percent
Pennsylvania	46.3	36,517	11,403	31%	19,937	55%	5,177	14%
Urban Counties	46.6	23,377	7,177	31%	12,642	54%	3,558	15%
Rural Counties	45.6	12,985	4,207	32%	7,209	56%	1,569	12%
Adams*	45.9	311	101	32%	166	53%	44	14%
Allegheny	48.5	2,556	656	26%	1,406	55%	494	19%
Armstrong*	46.2	165	45	27%	102	62%	18	11%
Beaver	47.8	294	76	26%	163	55%	55	19%
Bedford*	47.7	101	24	24%	60	59%	17	17%
Berks	47.9	1,157	290	25%	694	60%	173	15%
Blair*	45.0	798	270	34%	436	55%	92	12%
Bradford*	43.5	292	118	40%	144	49%	30	10%
Bucks	48.3	1,133	285	25%	656	58%	192	17%
Butler*	46.0	547	169	31%	307	56%	71	13%
Cambria*	47.1	602	172	29%	334	55%	96	16%
Cameron*	36.5	17	9	53%	8	47%	0	0%
Carbon*	49.8	169	32	19%	108	64%	29	17%
Centre*	44.1	543	202	37%	288	53%	53	10%
Chester	45.4	1,035	357	34%	540	52%	138	13%
Clarion*	42.3	196	83	42%	105	54%	8	4%
Clearfield*	45.9	415	134	32%	234	56%	47	11%
Clinton*	47.9	131	31	24%	86	66%	14	11%
Columbia*	44.5	283	101	36%	154	54%	28	10%
Crawford*	44.0	388	150	39%	194	50%	44	11%
Cumberland	45.3	755	264	35%	402	53%	89	12%
Dauphin	45.9	845	271	32%	444	53%	130	15%
Delaware	45.6	1,154	393	34%	618	54%	143	12%
Elk*	43.9	131	52	40%	67	51%	12	9%
Erie	43.6	1,062	428	40%	515	48%	119	11%
Fayette*	44.4	358	138	39%	179	50%	41	11%
Forest*	44.4	37	-	-	22	59%	-	-
Franklin*	45.2	582	194	33%	320	55%	68	12%
Fulton*	43.6	47	-	-	27	57%	-	-
Greene*	43.5	108	43	40%	55	51%	10	9%
Huntingdon*	43.8	239	87	36%	134	56%	18	8%
Indiana*	46.9	275	71	26%	174	63%	30	11%
Jefferson*	45.7	272	85	31%	151	56%	36	13%
Juniata*	44.6	78	25	32%	45	58%	8	10%

RESPONDENTS EMPLOYED IN NURSING IN PENNSYLVANIA, 2012 LPN SURVEY

**APPENDIX 2:  
AGE GROUPS AND AVERAGE AGE BY COUNTY OF EMPLOYMENT, CONTINUED**

County	Average Age	Total	18-39		40-59		60+	
			Number	Percent	Number	Percent	Number	Percent
Lackawanna	48.3	1,048	250	24%	645	62%	153	15%
Lancaster	44.7	2,254	858	38%	1,072	48%	324	14%
Lawrence*	47.1	293	103	35%	122	42%	68	23%
Lebanon	45.7	641	225	35%	313	49%	103	16%
Lehigh	48.1	922	242	26%	518	56%	162	18%
Luzerne	47.4	1,348	366	27%	773	57%	209	16%
Lycoming*	45.2	517	187	36%	263	51%	67	13%
McKean*	45.2	204	69	34%	116	57%	19	9%
Mercer*	46.8	542	154	28%	305	56%	83	15%
Mifflin*	44.5	287	94	33%	166	58%	27	9%
Monroe*	47.9	353	77	22%	228	65%	48	14%
Montgomery	47.9	1,516	398	26%	864	57%	254	17%
Montour*	48.6	327	67	20%	225	69%	35	11%
Northampton	49.5	634	133	21%	367	58%	134	21%
Northumberland*	45.9	432	133	31%	256	59%	43	10%
Perry*	46.4	61	21	34%	30	49%	10	16%
Philadelphia	45.5	2,834	980	35%	1,475	52%	379	13%
Pike*	46.1	66	16	24%	43	65%	7	11%
Potter*	48.1	71	21	30%	35	49%	15	21%
Schuylkill*	44.2	613	231	38%	324	53%	58	9%
Snyder*	42.3	168	72	43%	86	51%	10	6%
Somerset*	47.7	355	85	24%	223	63%	47	13%
Sullivan*	46.0	42	12	29%	23	55%	7	17%
Susquehanna*	48.8	70	15	21%	40	57%	15	21%
Tioga*	45.6	147	39	27%	91	62%	17	12%
Union*	44.8	257	87	34%	141	55%	29	11%
Venango*	44.4	285	106	37%	153	54%	26	9%
Warren*	46.5	207	59	29%	118	57%	30	14%
Washington*	46.5	423	130	31%	227	54%	66	16%
Wayne*	45.2	120	39	33%	66	55%	15	13%
Westmoreland	46.8	742	222	30%	394	53%	126	17%
Wyoming*	44.5	60	24	40%	28	47%	8	13%
York	45.7	1,447	483	33%	783	54%	181	13%

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RESPONDENTS EMPLOYED IN NURSING IN PENNSYLVANIA, 2012 LPN SURVEY

**APPENDIX 2A:  
AGE GROUPS AND AVERAGE AGE BY JOB SETTING:  
NURSING HOME/EXTENDED CARE/ASSISTED LIVING FACILITY**

County	Average Age	Total	18-39		40-59		60+	
			Number	Percent	Number	Percent	Number	Percent
Pennsylvania	44.8	17,356	6,247	36%	8,989	52%	2,120	12%
Urban Counties	45.0	11,829	4,211	36%	6,118	52%	1,500	13%
Rural Counties	44.3	5,465	2,026	37%	2,837	52%	602	11%
Adams*	44.0	182	71	39%	89	49%	22	12%
Allegheny	47.0	1,336	399	30%	721	54%	216	16%
Armstrong*	46.3	75	21	28%	47	63%	7	9%
Beaver	46.8	152	42	28%	85	56%	25	16%
Bedford*	45.2	35	13	37%	15	43%	7	20%
Berks	46.4	496	139	28%	296	60%	61	12%
Blair*	44.2	342	126	37%	182	53%	34	10%
Bradford*	42.2	62	26	42%	30	48%	6	10%
Bucks	46.6	638	196	31%	353	55%	89	14%
Butler*	45.1	304	103	34%	166	55%	35	12%
Cambria*	44.0	245	94	38%	125	51%	26	11%
Cameron*	-	-	-	-	-	-	0	0%
Carbon*	47.7	86	23	27%	49	57%	14	16%
Centre*	42.9	175	68	39%	90	51%	17	10%
Chester	44.3	584	225	39%	286	49%	73	13%
Clarion*	42.4	60	-	-	33	55%	-	-
Clearfield*	42.6	125	52	42%	63	50%	10	8%
Clinton*	48.9	51	12	24%	32	63%	7	14%
Columbia*	43.0	118	51	43%	54	46%	13	11%
Crawford*	43.2	161	67	42%	77	48%	17	11%
Cumberland	42.7	411	183	45%	190	46%	38	9%
Dauphin	43.2	321	129	40%	151	47%	41	13%
Delaware	44.8	757	274	36%	404	53%	79	10%
Elk*	47.8	49	14	29%	29	59%	6	12%
Erie	41.7	481	219	46%	217	45%	45	9%
Fayette*	43.7	137	60	44%	57	42%	20	15%
Forest*	41.9	21	11	52%	-	-	-	-
Franklin*	44.6	261	93	36%	142	54%	26	10%
Fulton*	43.0	22	10	45%	12	55%	0	0%
Greene*	39.7	41	22	54%	-	-	-	-
Huntingdon*	43.4	81	35	43%	38	47%	8	10%
Indiana*	44.4	100	34	34%	58	58%	8	8%
Jefferson*	45.5	102	33	32%	55	54%	14	14%
Juniata*	44.4	45	-	-	27	60%	-	-

RESPONDENTS EMPLOYED IN NURSING IN PENNSYLVANIA, 2012 LPN SURVEY

**APPENDIX 2A:  
AGE GROUPS AND AVERAGE AGE BY JOB SETTING:  
NURSING HOME/EXTENDED CARE/ASSISTED LIVING FACILITY, CONTINUED**

County	Average Age	Total	18-39		40-59		60+	
			Number	Percent	Number	Percent	Number	Percent
Lackawanna	46.5	438	132	30%	251	57%	55	13%
Lancaster	43.5	1,129	477	42%	521	46%	131	12%
Lawrence*	44.9	172	71	41%	68	40%	33	19%
Lebanon	44.0	306	130	42%	131	43%	45	15%
Lehigh	45.9	431	135	31%	237	55%	59	14%
Luzerne	44.7	578	205	35%	300	52%	73	13%
Lycoming*	42.7	200	88	44%	97	49%	15	8%
McKean*	42.9	93	41	44%	44	47%	8	9%
Mercer*	46.1	248	80	32%	131	53%	37	15%
Mifflin*	43.5	107	39	36%	61	57%	7	7%
Monroe*	46.0	124	31	25%	83	67%	10	8%
Montgomery	46.6	933	289	31%	502	54%	142	15%
Montour*	47.5	66	17	26%	40	61%	9	14%
Northampton	47.5	389	98	25%	232	60%	59	15%
Northumberland*	44.1	198	73	37%	110	56%	15	8%
Perry*	46.4	46	16	35%	21	46%	9	20%
Philadelphia	44.4	1,414	531	38%	736	52%	147	10%
Pike*	44.9	21	-	-	10	48%	-	-
Potter*	49.6	21	-	-	11	52%	-	-
Schuylkill*	41.0	306	150	49%	140	46%	16	5%
Snyder*	41.8	59	-	-	28	47%	-	-
Somerset*	47.0	158	36	23%	103	65%	19	12%
Sullivan*	46.0	25	-	-	13	52%	-	-
Susquehanna*	46.6	30	-	-	15	50%	-	-
Tioga*	48.6	47	-	-	36	77%	-	-
Union*	43.5	85	34	40%	44	52%	7	8%
Venango*	43.5	124	49	40%	68	55%	7	6%
Warren*	45.7	93	28	30%	54	58%	11	12%
Washington*	45.9	272	91	33%	132	49%	49	18%
Wayne*	44.8	58	23	40%	24	41%	11	19%
Westmoreland	45.0	432	157	36%	210	49%	65	15%
Wyoming*	39.2	27	16	59%	-	-	-	-
York	43.3	603	251	42%	295	49%	57	9%

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RESPONDENTS EMPLOYED IN NURSING IN PENNSYLVANIA, 2012 LPN SURVEY

**APPENDIX 2B:  
AGE GROUPS AND AVERAGE AGE BY JOB SETTING:  
HOSPITAL**

County	Average Age	Total	18-39		40-59		60+	
			Number	Percent	Number	Percent	Number	Percent
Pennsylvania	49.0	4,081	929	23%	2,372	58%	780	19%
Urban Counties	50.3	2,275	446	20%	1,337	59%	492	22%
Rural Counties	47.4	1,795	482	27%	1,029	57%	284	16%
Adams*	57.5	13	-	-	8	62%	-	-
Allegheny	51.7	297	51	17%	156	53%	90	30%
Armstrong*	45.5	21	-	-	11	52%	-	-
Beaver	53.4	14	-	-	9	64%	-	-
Bedford*	52.0	8	-	-	-	-	-	-
Berks	50.0	166	29	17%	114	69%	23	14%
Blair*	48.2	137	34	25%	81	59%	22	16%
Bradford*	41.9	54	-	-	26	48%	-	-
Bucks	52.8	74	8	11%	47	64%	19	26%
Butler*	45.7	30	-	-	19	63%	-	-
Cambria*	52.9	84	11	13%	44	52%	29	35%
Cameron*	-	-	-	-	0	0%	0	0%
Carbon*	54.9	17	-	-	11	65%	-	-
Centre*	48.7	42	11	26%	24	57%	7	17%
Chester	50.8	93	16	17%	62	67%	15	16%
Clarion*	42.9	39	-	-	21	54%	-	-
Clearfield*	48.8	96	22	23%	61	64%	13	14%
Clinton*	45.1	15	-	-	8	53%	-	-
Columbia*	47.0	47	-	-	33	70%	-	-
Crawford*	44.4	92	30	33%	50	54%	12	13%
Cumberland	50.0	45	9	20%	28	62%	8	18%
Dauphin	48.5	89	20	22%	52	58%	17	19%
Delaware	49.4	76	18	24%	42	55%	16	21%
Elk*	39.0	28	16	57%	-	-	-	-
Erie	47.9	119	28	24%	76	64%	15	13%
Fayette*	41.0	45	23	51%	-	-	-	-
Forest*	0	0	0	0%	0	0%	0	0%
Franklin*	45.0	33	-	-	20	61%	-	-
Fulton*	45.4	11	-	-	6	55%	-	-
Greene*	40.4	25	12	48%	13	52%	0	0%
Huntingdon*	45.6	34	-	-	22	65%	-	-
Indiana*	46.9	24	-	-	17	71%	-	-
Jefferson*	48.9	44	11	25%	27	61%	6	14%
Juniata*	-	-	-	-	0	0%	0	0%

RESPONDENTS EMPLOYED IN NURSING IN PENNSYLVANIA, 2012 LPN SURVEY

**APPENDIX 2B:  
AGE GROUPS AND AVERAGE AGE BY JOB SETTING:  
HOSPITAL, CONTINUED**

County	Average Age	Total	18-39		40-59		60+	
			Number	Percent	Number	Percent	Number	Percent
Lackawanna	50.7	206	36	17%	130	63%	40	19%
Lancaster	43.6	122	50	41%	55	45%	17	14%
Lawrence*	51.9	34	7	21%	15	44%	12	35%
Lebanon	46.4	94	31	33%	45	48%	18	19%
Lehigh	52.0	89	17	19%	51	57%	21	24%
Luzerne	50.9	192	30	16%	127	66%	35	18%
Lycoming*	45.8	97	34	35%	43	44%	20	21%
McKean*	46.6	30	-	-	20	67%	-	-
Mercer*	47.7	84	17	20%	54	64%	13	15%
Mifflin*	48.9	39	9	23%	22	56%	8	21%
Monroe*	47.8	24	-	-	12	50%	-	-
Montgomery	53.6	88	6	7%	57	65%	25	28%
Montour*	48.4	141	30	21%	93	66%	18	13%
Northampton	53.4	38	-	-	20	53%	-	-
Northumberland*	47.0	60	17	28%	33	55%	10	17%
Perry*	-	-	-	-	0	0%	0	0%
Philadelphia	50.1	288	62	22%	159	55%	67	23%
Pike*	-	0	0	0%	0	0%	0	0%
Potter*	48.2	18	-	-	7	39%	-	-
Schuylkill*	51.3	100	12	12%	73	73%	15	15%
Snyder*	-	-	-	-	-	-	0	0%
Somerset*	49.3	27	-	-	15	56%	-	-
Sullivan*	0	0	0	0%	0	0%	0	0%
Susquehanna*	54.9	9	-	-	-	-	-	-
Tioga*	45.6	43	13	30%	21	49%	9	21%
Union*	50.1	30	6	20%	14	47%	10	33%
Venango*	44.8	26	-	-	12	46%	-	-
Warren*	43.9	51	17	33%	27	53%	7	14%
Washington*	55.3	22	-	-	16	73%	-	-
Wayne*	44.2	11	-	-	8	73%	-	-
Westmoreland	51.8	52	6	12%	33	63%	13	25%
Wyoming*	-	-	0	0%	-	-	-	-
York	52.1	133	22	17%	74	56%	37	28%

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RESPONDENTS EMPLOYED IN NURSING IN PENNSYLVANIA, 2012 LPN SURVEY

**APPENDIX 2C:  
AGE GROUPS AND AVERAGE AGE BY JOB SETTING:  
HOME HEALTH**

County	Average Age	Total	18-39		40-59		60+	
			Number	Percent	Number	Percent	Number	Percent
Pennsylvania	46.0	4,967	1,602	32%	2,658	54%	707	14%
Urban Counties	46.2	3,280	1,070	33%	1,709	52%	501	15%
Rural Counties	45.5	1,661	531	32%	935	56%	195	12%
Adams*	48.7	26	-	-	15	58%	-	-
Allegheny	47.5	349	100	29%	193	55%	56	16%
Armstrong*	42.9	24	-	-	11	46%	-	-
Beaver	44.0	44	-	-	23	52%	-	-
Bedford*	48.5	11	-	-	10	91%	-	-
Berks	46.0	141	45	32%	75	53%	21	15%
Blair*	43.3	78	30	38%	42	54%	6	8%
Bradford*	43.9	61	23	38%	32	52%	6	10%
Bucks	47.6	162	37	23%	100	62%	25	15%
Butler*	48.6	84	23	27%	44	52%	17	20%
Cambria*	45.8	73	23	32%	39	53%	11	15%
Cameron*	-	-	-	-	-	-	0	0%
Carbon*	48.5	32	-	-	21	66%	-	-
Centre*	43.2	77	-	-	40	52%	-	-
Chester	46.0	127	43	34%	65	51%	19	15%
Clarion*	40.3	24	12	50%	12	50%	0	0%
Clearfield*	45.9	32	-	-	18	56%	-	-
Clinton*	46.6	18	-	-	13	72%	-	-
Columbia*	45.4	48	-	-	27	56%	-	-
Crawford*	40.6	43	25	58%	-	-	-	-
Cumberland	46.5	66	22	33%	32	48%	12	18%
Dauphin	46.2	138	48	35%	71	51%	19	14%
Delaware	45.1	135	50	37%	67	50%	18	13%
Elk*	42.8	14	-	-	7	50%	-	-
Erie	42.4	203	90	44%	95	47%	18	9%
Fayette*	45.4	70	21	30%	42	60%	7	10%
Forest*	0	0	0	0%	0	0%	0	0%
Franklin*	44.1	68	-	-	40	59%	-	-
Fulton*	-	-	-	-	0	0%	-	-
Greene*	47.7	10	-	-	-	-	-	-
Huntingdon*	44.5	22	-	-	15	68%	-	-
Indiana*	47.6	41	10	24%	24	59%	7	17%
Jefferson*	41.9	49	-	-	26	53%	-	-
Juniata*	-	-	0	0%	-	-	-	-

RESPONDENTS EMPLOYED IN NURSING IN PENNSYLVANIA, 2013 LPN SURVEY

**APPENDIX 2D:  
AGE GROUPS AND AVERAGE AGE BY JOB SETTING:  
HOME HEALTH, CONTINUED**

County	Average Age	Total	18-39		40-59		60+	
			Number	Percent	Number	Percent	Number	Percent
Lackawanna	49.7	127	28	22%	74	58%	25	20%
Lancaster	45.4	284	104	37%	132	46%	48	17%
Lawrence*	49.2	33	9	27%	16	48%	8	24%
Lebanon	47.2	53	15	28%	24	45%	14	26%
Lehigh	48.2	153	41	27%	87	57%	25	16%
Luzerne	48.5	176	42	24%	98	56%	36	20%
Lycoming*	45.8	62	20	32%	33	53%	9	15%
McKean*	47.2	37	-	-	23	62%	-	-
Mercer*	44.5	62	22	35%	33	53%	7	11%
Mifflin*	43.7	40	-	-	20	50%	-	-
Monroe*	49.3	95	18	19%	62	65%	15	16%
Montgomery	48.4	166	39	23%	99	60%	28	17%
Montour*	50.8	13	-	-	7	54%	-	-
Northampton	53.2	66	13	20%	26	39%	27	41%
Northumberland*	48.0	61	13	21%	41	67%	7	11%
Perry*	-	-	-	-	-	-	0	0%
Philadelphia	43.9	578	232	40%	277	48%	69	12%
Pike*	48.1	24	-	-	18	75%	-	-
Potter*	42.9	12	-	-	6	50%	-	-
Schuylkill*	44.7	64	24	38%	34	53%	6	9%
Snyder*	40.4	32	16	50%	-	-	-	-
Somerset*	45.8	33	-	-	17	52%	-	-
Sullivan*	41.8	9	-	-	-	-	0	0%
Susquehanna*	45.0	11	-	-	9	82%	-	-
Tioga*	47.5	11	-	-	10	91%	-	-
Union*	44.7	34	-	-	20	59%	-	-
Venango*	47.5	22	-	-	12	55%	-	-
Warren*	56.6	11	-	-	7	64%	-	-
Washington*	45.4	58	19	33%	33	57%	6	10%
Wayne*	45.4	9	-	-	7	78%	-	-
Westmoreland	46.4	101	31	31%	55	54%	15	15%
Wyoming*	43.3	6	-	-	-	-	0	0%
York	45.5	211	74	35%	116	55%	21	10%

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RESPONDENTS EMPLOYED IN NURSING IN PENNSYLVANIA, 2012 LPN SURVEY

**APPENDIX 3:  
FULL-TIME, PART-TIME OR PER DIEM EMPLOYMENT BY COUNTY OF EMPLOYMENT**

County	Total	Full Time		Part Time		Per Diem	
		Number	Percent	Number	Percent	Number	Percent
Pennsylvania	36,532	26,925	74%	6,944	19%	2,663	7%
Urban Counties	23,387	17,143	73%	4,421	19%	1,823	8%
Rural Counties	12,987	9,683	75%	2,484	19%	820	6%
Adams*	311	241	77%	57	18%	13	4%
Allegheny	2,558	2,022	79%	395	15%	141	6%
Armstrong*	165	123	75%	-	-	-	-
Beaver	295	244	83%	41	14%	10	3%
Bedford*	101	68	67%	24	24%	9	9%
Berks	1,158	803	69%	254	22%	101	9%
Blair*	798	591	74%	158	20%	49	6%
Bradford*	292	230	79%	28	10%	34	12%
Bucks	1,133	799	71%	235	21%	99	9%
Butler*	547	412	75%	109	20%	26	5%
Cambria*	602	443	74%	126	21%	33	5%
Cameron*	17	16	94%	-	-	-	-
Carbon*	169	112	66%	36	21%	21	12%
Centre*	543	412	76%	104	19%	27	5%
Chester	1,035	782	76%	184	18%	69	7%
Clarion*	196	150	77%	37	19%	9	5%
Clearfield*	415	321	77%	71	17%	23	6%
Clinton*	131	102	78%	21	16%	8	6%
Columbia*	283	209	74%	53	19%	21	7%
Crawford*	388	280	72%	86	22%	22	6%
Cumberland	755	582	77%	115	15%	58	8%
Dauphin	846	641	76%	147	17%	58	7%
Delaware	1,154	812	70%	221	19%	121	10%
Elk*	131	89	68%	33	25%	9	7%
Erie	1,062	761	72%	185	17%	116	11%
Fayette*	358	277	77%	70	20%	11	3%
Forest*	37	34	92%	-	-	-	-
Franklin*	582	411	71%	140	24%	31	5%
Fulton*	47	29	62%	10	21%	8	17%
Greene*	108	90	83%	11	10%	7	6%
Huntingdon*	240	156	65%	68	28%	16	7%
Indiana*	275	185	67%	72	26%	18	7%
Jefferson*	272	204	75%	59	22%	9	3%
Juniata*	78	50	64%	19	24%	9	12%

RESPONDENTS EMPLOYED IN NURSING IN PENNSYLVANIA, 2012 LPN SURVEY

**APPENDIX 3:  
FULL-TIME, PART-TIME OR PER DIEM EMPLOYMENT BY COUNTY OF EMPLOYMENT,  
CONTINUED**

County	Total	Full Time		Part Time		Per Diem	
		Number	Percent	Number	Percent	Number	Percent
Lackawanna	1,048	766	73%	199	19%	83	8%
Lancaster	2,255	1,517	67%	601	27%	137	6%
Lawrence*	294	233	79%	55	19%	6	2%
Lebanon	641	473	74%	127	20%	41	6%
Lehigh	923	646	70%	184	20%	93	10%
Luzerne	1,348	1,006	75%	224	17%	118	9%
Lycoming*	517	396	77%	75	15%	46	9%
McKean*	204	162	79%	35	17%	7	3%
Mercer*	542	447	82%	67	12%	28	5%
Mifflin*	287	196	68%	76	26%	15	5%
Monroe*	353	256	73%	58	16%	39	11%
Montgomery	1,517	1,080	71%	303	20%	134	9%
Montour*	327	261	80%	48	15%	18	6%
Northampton	635	443	70%	132	21%	60	9%
Northumberland*	432	308	71%	83	19%	41	9%
Perry*	61	33	54%	22	36%	6	10%
Philadelphia	2,835	2,092	74%	474	17%	269	9%
Pike*	66	43	65%	8	12%	15	23%
Potter*	71	44	62%	15	21%	12	17%
Schuylkill*	613	450	73%	118	19%	45	7%
Snyder*	168	127	76%	29	17%	12	7%
Somerset*	355	273	77%	64	18%	18	5%
Sullivan*	42	31	74%	-	-	-	-
Susquehanna*	70	51	73%	-	-	-	-
Tioga*	147	126	86%	14	10%	7	5%
Union*	257	178	69%	59	23%	20	8%
Venango*	285	224	79%	51	18%	10	4%
Warren*	207	141	68%	54	26%	12	6%
Washington*	423	332	78%	74	17%	17	4%
Wayne*	120	92	77%	17	14%	11	9%
Westmoreland	742	571	77%	141	19%	30	4%
Wyoming*	60	44	73%	9	15%	7	12%
York	1,447	1,103	76%	259	18%	85	6%

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RESPONDENTS EMPLOYED IN NURSING IN PENNSYLVANIA, 2012 LPN SURVEY

**APPENDIX 4:  
CAREER SATISFACTION BY COUNTY OF EMPLOYMENT**

County	Total	Very Dissatisfied		Dissatisfied		Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Pennsylvania	36,498	1,498	4%	2,198	6%	19,737	54%	13,065	36%
Urban Counties	23,374	1,002	4%	1,430	6%	12,431	53%	8,511	36%
Rural Counties	12,977	482	4%	752	6%	7,218	56%	4,525	35%
Adams*	311	9	3%	20	6%	166	53%	116	37%
Allegheny	2,555	133	5%	221	9%	1,435	56%	766	30%
Armstrong*	165	-	-	-	-	103	62%	44	27%
Beaver	295	10	3%	25	8%	163	55%	97	33%
Bedford*	101	-	-	-	-	59	58%	32	32%
Berks	1,158	48	4%	90	8%	643	56%	377	33%
Blair*	798	27	3%	44	6%	433	54%	294	37%
Bradford*	292	6	2%	11	4%	136	47%	139	48%
Bucks	1,133	48	4%	63	6%	594	52%	428	38%
Butler*	547	20	4%	37	7%	316	58%	174	32%
Cambria*	601	27	4%	51	8%	331	55%	192	32%
Cameron*	17	-	-	-	-	9	53%	6	35%
Carbon*	169	10	6%	17	10%	95	56%	47	28%
Centre*	543	26	5%	29	5%	279	51%	209	38%
Chester	1,035	36	3%	40	4%	538	52%	421	41%
Clarion*	196	-	-	-	-	129	66%	57	29%
Clearfield*	415	14	3%	11	3%	235	57%	155	37%
Clinton*	131	-	-	-	-	64	49%	53	40%
Columbia*	283	10	4%	15	5%	158	56%	100	35%
Crawford*	388	16	4%	13	3%	195	50%	164	42%
Cumberland	755	19	3%	56	7%	389	52%	291	39%
Dauphin	845	30	4%	58	7%	438	52%	319	38%
Delaware	1,154	54	5%	49	4%	597	52%	454	39%
Elk*	131	9	7%	9	7%	72	55%	41	31%
Erie	1,062	39	4%	55	5%	545	51%	423	40%
Fayette*	357	20	6%	19	5%	201	56%	117	33%
Forest*	37	-	-	-	-	22	59%	10	27%
Franklin*	582	11	2%	28	5%	317	54%	226	39%
Fulton*	47	-	-	-	-	25	53%	17	36%
Greene*	108	-	-	-	-	64	59%	34	31%
Huntingdon*	240	9	4%	16	7%	130	54%	85	35%
Indiana*	275	14	5%	12	4%	154	56%	95	35%
Jefferson*	272	8	3%	16	6%	158	58%	90	33%
Juniata*	78	-	-	-	-	41	53%	31	40%

RESPONDENTS EMPLOYED IN NURSING IN PENNSYLVANIA, 2012 LPN SURVEY

**APPENDIX 4:  
CAREER SATISFACTION BY COUNTY OF EMPLOYMENT, CONTINUED**

County	Total	Very Dissatisfied		Dissatisfied		Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Lackawanna	1,048	51	5%	82	8%	611	58%	304	29%
Lancaster	2,251	97	4%	92	4%	1,216	54%	846	38%
Lawrence*	294	12	4%	17	6%	147	50%	118	40%
Lebanon	641	17	3%	35	5%	346	54%	243	38%
Lehigh	921	29	3%	66	7%	503	54%	323	35%
Luzerne	1,348	63	5%	116	9%	764	57%	405	30%
Lycoming*	517	15	3%	26	5%	280	54%	196	38%
McKean*	204	-	-	-	-	105	51%	80	39%
Mercer*	539	21	4%	22	4%	314	58%	182	34%
Mifflin*	286	11	4%	14	5%	173	60%	88	31%
Monroe*	353	12	3%	26	7%	192	54%	123	35%
Montgomery	1,516	56	4%	88	6%	774	51%	598	39%
Montour*	327	-	-	-	-	191	58%	114	35%
Northampton	635	33	5%	42	7%	333	52%	227	36%
Northumberland*	431	19	4%	28	6%	240	56%	144	33%
Perry*	61	-	-	-	-	43	70%	13	21%
Philadelphia	2,834	145	5%	120	4%	1,337	47%	1,232	43%
Pike*	66	-	-	-	-	39	59%	26	39%
Potter*	71	-	-	-	-	41	58%	25	35%
Schuylkill*	612	26	4%	53	9%	369	60%	164	27%
Snyder*	168	-	-	-	-	92	55%	65	39%
Somerset*	355	17	5%	26	7%	209	59%	103	29%
Sullivan*	42	-	-	-	-	25	60%	13	31%
Susquehanna*	69	-	-	-	-	36	51%	20	29%
Tioga*	147	6	4%	7	5%	76	52%	58	39%
Union*	257	6	2%	16	6%	143	56%	92	36%
Venango*	285	12	4%	17	6%	147	52%	109	38%
Warren*	206	8	4%	7	3%	115	56%	76	37%
Washington*	423	19	4%	23	5%	244	58%	137	32%
Wayne*	120	8	7%	10	8%	72	60%	30	25%
Westmoreland	742	40	5%	47	6%	408	55%	247	33%
Wyoming*	60	-	-	-	-	33	55%	21	35%
York	1,446	54	4%	85	6%	797	55%	510	35%

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RESPONDENTS EMPLOYED IN NURSING IN PENNSYLVANIA, 2012 LPN SURVEY

**APPENDIX 4A:  
CAREER SATISFACTION BY JOB SETTING:  
NURSING HOME/EXTENDED CARE/ASSISTED LIVING FACILITY**

County	Total	Very Dissatisfied		Dissatisfied		Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Pennsylvania	17,353	740	4%	1,113	6%	9,411	54%	6,089	35%
Urban Counties	11,829	529	4%	754	6%	6,303	53%	4,243	36%
Rural Counties	5,463	203	4%	354	6%	3,073	56%	1,833	34%
Adams*	182	6	3%	12	7%	96	53%	68	37%
Allegheny	1,336	75	6%	118	9%	743	56%	400	30%
Armstrong*	75	-	-	-	-	50	67%	16	21%
Beaver	152	7	5%	18	12%	86	57%	41	27%
Bedford*	35	-	-	-	-	21	60%	10	29%
Berks	497	18	4%	38	8%	292	59%	149	30%
Blair*	342	14	4%	21	6%	193	56%	114	33%
Bradford*	62	-	-	-	-	20	32%	39	63%
Bucks	638	32	5%	45	7%	321	50%	240	38%
Butler*	304	9	3%	25	8%	177	58%	93	31%
Cambria*	245	10	4%	19	8%	130	53%	86	35%
Cameron*	-	0	0%	-	-	-	-	-	-
Carbon*	86	-	-	-	-	54	63%	20	23%
Centre*	175	8	5%	9	5%	85	49%	73	42%
Chester	584	16	3%	22	4%	303	52%	243	42%
Clarion*	60	-	-	-	-	40	67%	18	30%
Clearfield*	125	-	-	-	-	65	52%	49	39%
Clinton*	51	-	-	-	-	26	51%	19	37%
Columbia*	118	-	-	-	-	67	57%	39	33%
Crawford*	161	-	-	-	-	87	54%	62	39%
Cumberland	411	11	3%	27	7%	211	51%	162	39%
Dauphin	320	15	5%	23	7%	173	54%	109	34%
Delaware	757	31	4%	30	4%	398	53%	298	39%
Elk*	49	-	-	-	-	24	49%	16	33%
Erie	481	18	4%	25	5%	247	51%	191	40%
Fayette*	137	10	7%	8	6%	76	55%	43	31%
Forest*	21	-	-	-	-	12	57%	7	33%
Franklin*	261	-	-	-	-	152	58%	96	37%
Fulton*	22	-	-	-	-	11	50%	8	36%
Greene*	41	-	-	-	-	21	51%	15	37%
Huntingdon*	82	-	-	-	-	40	49%	31	38%
Indiana*	100	-	-	-	-	62	62%	30	30%
Jefferson*	102	-	-	-	-	49	48%	47	46%
Juniata*	45	-	-	-	-	21	47%	19	42%

RESPONDENTS EMPLOYED IN NURSING IN PENNSYLVANIA, 2012 LPN SURVEY

**APPENDIX 4A:  
CAREER SATISFACTION BY JOB SETTING:  
NURSING HOME/EXTENDED CARE/ASSISTED LIVING FACILITY, CONTINUED**

County	Total	Very Dissatisfied		Dissatisfied		Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Lackawanna	438	23	5%	36	8%	258	59%	121	28%
Lancaster	1,128	49	4%	47	4%	606	54%	426	38%
Lawrence*	173	-	-	-	-	89	51%	69	40%
Lebanon	306	9	3%	19	6%	165	54%	113	37%
Lehigh	430	15	3%	39	9%	230	53%	146	34%
Luzerne	578	32	6%	50	9%	330	57%	166	29%
Lycoming*	200	-	-	-	-	115	58%	68	34%
McKean*	93	-	-	-	-	51	55%	35	38%
Mercer*	247	8	3%	7	3%	157	63%	75	30%
Mifflin*	107	-	-	-	-	68	64%	27	25%
Monroe*	124	8	6%	13	10%	71	57%	32	26%
Montgomery	934	32	3%	52	6%	468	50%	382	41%
Montour*	66	0	0%	6	9%	38	58%	22	33%
Northampton	390	19	5%	28	7%	206	53%	137	35%
Northumberland*	197	7	4%	19	10%	98	49%	73	37%
Perry*	46	-	-	-	-	33	72%	9	20%
Philadelphia	1,415	80	6%	66	5%	677	48%	592	42%
Pike*	21	0	0%	0	0%	11	52%	10	48%
Potter*	21	-	-	-	-	12	57%	8	38%
Schuylkill*	305	12	4%	27	9%	190	62%	76	25%
Snyder*	59	-	-	-	-	40	68%	12	20%
Somerset*	158	9	6%	10	6%	89	56%	50	32%
Sullivan*	25	-	-	-	-	16	64%	6	24%
Susquehanna*	29	-	-	8	27%	16	53%	-	-
Tioga*	47	-	-	-	-	28	60%	13	28%
Union*	85	-	-	-	-	55	65%	21	25%
Venango*	124	-	-	-	-	65	52%	46	37%
Warren*	93	-	-	-	-	51	55%	37	40%
Washington*	272	12	4%	13	5%	152	56%	95	35%
Wayne*	58	-	-	-	-	36	62%	10	17%
Westmoreland	432	24	6%	30	7%	242	56%	136	31%
Wyoming*	27	-	-	-	-	11	41%	14	52%
York	602	23	4%	41	7%	347	58%	191	32%

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RESPONDENTS EMPLOYED IN NURSING IN PENNSYLVANIA, 2012 LPN SURVEY

**APPENDIX 4B:  
CAREER SATISFACTION BY JOB SETTING:  
HOSPITAL**

County	Total	Very Dissatisfied		Dissatisfied		Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Pennsylvania	4,081	165	4%	300	7%	2,319	57%	1,297	32%
Urban Counties	2,275	92	4%	178	8%	1,271	56%	734	32%
Rural Counties	1,795	73	4%	119	7%	1,043	58%	560	31%
Adams*	13	0	0%	-	-	7	54%	-	-
Allegheny	297	9	3%	29	10%	177	60%	82	28%
Armstrong*	21	-	-	-	-	9	43%	9	43%
Beaver	14	-	-	0	0%	10	71%	-	-
Bedford*	8	0	0%	0	0%	8	100%	0	0%
Berks	166	-	-	-	-	102	61%	42	25%
Blair*	137	-	-	-	-	81	59%	41	30%
Bradford*	54	-	-	-	-	30	56%	22	41%
Bucks	74	-	-	-	-	46	62%	23	31%
Butler*	30	-	-	-	-	17	57%	8	27%
Cambria*	84	6	7%	7	8%	53	63%	18	21%
Cameron*	-	0	0%	0	0%	0	0%	-	-
Carbon*	17	0	0%	-	-	11	65%	-	-
Centre*	42	-	-	-	-	21	50%	13	31%
Chester	93	-	-	-	-	48	52%	36	39%
Clarion*	39	-	-	-	-	28	72%	8	21%
Clearfield*	96	-	-	-	-	56	58%	33	34%
Clinton*	15	-	-	0	0%	9	60%	-	-
Columbia*	47	-	-	-	-	30	64%	13	28%
Crawford*	92	-	-	-	-	50	54%	37	40%
Cumberland	45	-	-	-	-	31	69%	10	22%
Dauphin	90	-	-	-	-	42	47%	32	36%
Delaware	76	-	-	-	-	41	54%	25	33%
Elk*	28	-	-	-	-	14	50%	11	39%
Erie	119	-	-	-	-	49	41%	57	48%
Fayette*	45	-	-	-	-	30	67%	9	20%
Forest*	0	0	0%	0	0%	0	0%	0	0%
Franklin*	33	-	-	0	0%	18	55%	-	-
Fulton*	11	-	-	0	0%	6	55%	-	-
Greene*	25	0	0%	0	0%	18	72%	7	28%
Huntingdon*	34	-	-	-	-	17	50%	13	38%
Indiana*	24	-	-	-	-	14	58%	6	25%
Jefferson*	44	-	-	-	-	29	66%	9	20%
Juniata*	-	0	0%	0	0%	-	-	0	0%

RESPONDENTS EMPLOYED IN NURSING IN PENNSYLVANIA, 2012 LPN SURVEY

**APPENDIX 4B:  
CAREER SATISFACTION BY JOB SETTING:  
HOSPITAL, CONTINUED**

County	Total	Very Dissatisfied		Dissatisfied		Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Lackawanna	206	-	-	-	-	134	65%	43	21%
Lancaster	122	-	-	-	-	70	57%	39	32%
Lawrence*	34	-	-	-	-	19	56%	9	26%
Lebanon	94	-	-	-	-	49	52%	40	43%
Lehigh	89	-	-	-	-	43	48%	35	39%
Luzerne	192	13	7%	25	13%	111	58%	43	22%
Lycoming*	97	-	-	-	-	44	45%	45	46%
McKean*	30	-	-	-	-	11	37%	15	50%
Mercer*	84	-	-	-	-	57	68%	22	26%
Mifflin*	39	-	-	-	-	29	74%	7	18%
Monroe*	24	-	-	-	-	11	46%	11	46%
Montgomery	88	-	-	-	-	54	61%	27	31%
Montour*	141	-	-	-	-	79	56%	50	35%
Northampton	38	-	-	-	-	22	58%	12	32%
Northumberland*	60	-	-	-	-	41	68%	13	22%
Perry*	-	0	0%	0	0%	0	0%	-	-
Philadelphia	287	14	5%	11	4%	135	47%	127	44%
Pike*	0	0	0%	0	0%	0	0%	0	0%
Potter*	18	0	0%	0	0%	12	67%	6	33%
Schuylkill*	100	6	6%	12	12%	63	63%	19	19%
Snyder*	-	0	0%	-	-	0	0%	-	-
Somerset*	27	-	-	-	-	15	56%	10	37%
Sullivan*	0	0	0%	0	0%	0	0%	0	0%
Susquehanna*	9	-	-	0	0%	-	-	-	-
Tioga*	43	-	-	-	-	20	47%	18	42%
Union*	30	-	-	-	-	17	57%	9	30%
Venango*	26	-	-	-	-	14	54%	9	35%
Warren*	51	-	-	-	-	27	53%	17	33%
Washington*	22	0	0%	-	-	14	64%	-	-
Wayne*	11	-	-	-	-	6	55%	-	-
Westmoreland	52	-	-	-	-	28	54%	17	33%
Wyoming*	5	0	0%	-	-	-	-	0	0%
York	133	-	-	-	-	79	59%	41	31%

\* Rural counties were identified using the Center for Rural Pennsylvania's definition and 2010 Census data.

- Numbers less than six are withheld for privacy purposes and are not displayed in the county results, although they are included in the total Pennsylvania numbers and total rural/urban numbers.

RESPONDENTS EMPLOYED IN NURSING IN PENNSYLVANIA, 2012 LPN SURVEY

**APPENDIX 4C:  
CAREER SATISFACTION BY JOB SETTING:  
HOME HEALTH**

County	Total	Very Dissatisfied		Dissatisfied		Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Pennsylvania	4,966	195	4%	231	5%	2,545	51%	1,995	40%
Urban Counties	3,278	124	4%	153	5%	1,656	50%	1,345	41%
Rural Counties	1,661	71	4%	76	5%	870	52%	644	39%
Adams*	26	-	-	-	-	14	54%	11	42%
Allegheny	348	12	3%	30	9%	182	52%	124	36%
Armstrong*	24	0	0%	0	0%	16	67%	8	33%
Beaver	44	0	0%	0	0%	25	57%	19	43%
Bedford*	11	-	-	0	0%	6	55%	-	-
Berks	141	10	7%	11	8%	67	48%	53	38%
Blair*	78	-	-	-	-	38	49%	36	46%
Bradford*	61	-	-	-	-	30	49%	24	39%
Bucks	162	-	-	-	-	86	53%	67	41%
Butler*	84	-	-	-	-	49	58%	28	33%
Cambria*	73	-	-	-	-	41	56%	24	33%
Cameron*	-	0	0%	-	-	-	-	-	-
Carbon*	32	-	-	-	-	16	50%	11	34%
Centre*	77	-	-	-	-	38	49%	33	43%
Chester	127	-	-	-	-	65	51%	52	41%
Clarion*	24	-	-	-	-	13	54%	8	33%
Clearfield*	32	-	-	-	-	18	56%	12	38%
Clinton*	18	-	-	-	-	8	44%	8	44%
Columbia*	48	-	-	-	-	22	46%	22	46%
Crawford*	43	-	-	-	-	16	37%	24	56%
Cumberland	66	-	-	-	-	28	42%	32	48%
Dauphin	138	-	-	-	-	66	48%	60	43%
Delaware	135	-	-	-	-	60	44%	65	48%
Elk*	14	-	-	-	-	7	50%	6	43%
Erie	203	-	-	-	-	113	56%	80	39%
Fayette*	70	-	-	-	-	38	54%	27	39%
Forest*	0	0	0%	0	0%	0	0%	0	0%
Franklin*	68	-	-	-	3%	38	56%	25	37%
Fulton*	-	0	0%	0	0%	-	-	0	0%
Greene*	10	-	-	0	0%	-	-	-	-
Huntingdon*	22	0	0%	-	-	17	77%	-	-
Indiana*	41	-	-	-	-	20	49%	15	37%
Jefferson*	49	-	-	-	-	33	67%	11	22%
Juniata*	-	0	0%	0	0%	-	-	-	-

RESPONDENTS EMPLOYED IN NURSING IN PENNSYLVANIA, 2012 LPN SURVEY

**APPENDIX 4C:  
CAREER SATISFACTION BY JOB SETTING:  
HOME HEALTH, CONTINUED**

County	Total	Very Dissatisfied		Dissatisfied		Satisfied		Very Satisfied	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Lackawanna	127	-	-	-	-	62	49%	54	43%
Lancaster	284	9	3%	13	5%	157	55%	105	37%
Lawrence*	33	-	-	-	-	16	48%	12	36%
Lebanon	53	-	-	-	-	25	47%	23	43%
Lehigh	153	6	4%	8	5%	86	56%	53	35%
Luzerne	176	-	-	-	-	104	59%	61	35%
Lycoming*	62	-	-	-	-	30	48%	25	40%
McKean*	37	-	-	-	-	20	54%	13	35%
Mercer*	62	-	-	-	-	25	40%	26	42%
Mifflin*	40	-	-	-	-	23	58%	14	35%
Monroe*	95	-	-	-	-	43	45%	45	47%
Montgomery	165	-	-	-	-	87	52%	63	38%
Montour*	13	0	0%	-	-	-	-	7	54%
Northampton	66	-	-	-	-	39	59%	22	33%
Northumberland*	61	-	-	-	-	32	52%	23	38%
Perry*	-	0	0%	0	0%	-	-	-	-
Philadelphia	578	26	4%	19	3%	249	43%	284	49%
Pike*	24	-	-	-	-	12	50%	11	46%
Potter*	12	-	-	-	-	6	50%	-	-
Schuylkill*	64	-	-	-	-	39	61%	21	33%
Snyder*	32	0	0%	0	0%	14	44%	18	56%
Somerset*	33	-	-	-	-	21	64%	11	33%
Sullivan*	9	0	0%	0	0%	-	-	-	-
Susquehanna*	11	-	-	-	-	6	55%	-	-
Tioga*	11	-	-	0	0%	-	-	7	64%
Union*	34	-	-	-	-	14	41%	17	50%
Venango*	22	-	-	-	-	9	41%	8	36%
Warren*	11	-	-	0	0%	7	64%	-	-
Washington*	58	-	-	-	-	38	66%	15	26%
Wayne*	9	-	-	0	0%	-	-	-	-
Westmoreland	101	6	6%	7	7%	50	50%	38	38%
Wyoming*	6	-	-	0	0%	-	-	-	-
York	211	-	-	-	-	105	50%	90	43%

\* Rural counties were identified using the Center for Rural Pennsylvania's definition and 2010 Census data.

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RESPONDENTS EMPLOYED IN NURSING IN PENNSYLVANIA, 2012 LPN SURVEY

**APPENDIX 5:  
YEARS TO REMAIN IN NURSING**

County	Total	0-5 Years		6-10 Years		11-15 Years		16+ Years	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Pennsylvania	36,462	6,202	17%	6,922	19%	5,379	15%	17,959	49%
Urban Counties	23,359	4,016	17%	4,564	20%	3,506	15%	11,263	48%
Rural Counties	12,992	2,134	16%	2,327	18%	1,851	14%	6,657	51%
Adams*	311	46	15%	57	18%	45	14%	163	52%
Allegheny	2,552	531	21%	520	20%	380	15%	1,120	44%
Armstrong*	165	28	17%	31	19%	22	13%	84	51%
Beaver	295	65	22%	59	20%	43	15%	127	43%
Bedford*	101	16	16%	19	19%	19	19%	46	46%
Berks	1,157	237	20%	242	21%	211	18%	466	40%
Blair*	798	126	16%	147	18%	99	12%	426	53%
Bradford*	292	29	10%	65	22%	36	12%	162	55%
Bucks	1,132	186	16%	232	20%	200	18%	513	45%
Butler*	547	99	18%	96	18%	65	12%	287	52%
Cambria*	602	129	21%	112	19%	81	13%	279	46%
Cameron*	17	-	-	-	-	-	-	11	65%
Carbon*	170	37	22%	33	20%	37	22%	62	37%
Centre*	543	61	11%	86	16%	80	15%	316	58%
Chester	1,035	140	14%	188	18%	170	16%	537	52%
Clarion*	196	24	12%	37	19%	15	8%	120	61%
Clearfield*	416	70	17%	79	19%	59	14%	207	50%
Clinton*	132	23	17%	29	22%	24	18%	55	42%
Columbia*	283	41	14%	46	16%	44	16%	152	54%
Crawford*	388	59	15%	56	14%	40	10%	233	60%
Cumberland	754	112	15%	151	20%	112	15%	379	50%
Dauphin	845	144	17%	161	19%	117	14%	423	50%
Delaware	1,154	144	12%	236	20%	177	15%	597	52%
Elk*	131	25	19%	23	18%	9	7%	74	56%
Erie	1,059	158	15%	137	13%	128	12%	636	60%
Fayette*	355	49	14%	56	16%	45	13%	205	57%
Forest*	37	7	19%	-	-	-	-	19	51%
Franklin*	580	105	18%	88	15%	92	16%	295	51%
Fulton*	47	7	15%	6	13%	7	15%	27	57%
Greene*	108	25	23%	14	13%	11	10%	58	54%
Huntingdon*	239	38	16%	40	17%	32	13%	129	54%
Indiana*	275	53	19%	61	22%	44	16%	116	42%
Jefferson*	272	41	15%	47	17%	37	14%	147	54%
Juniata*	77	10	13%	15	19%	8	10%	44	56%

RESPONDENTS EMPLOYED IN NURSING IN PENNSYLVANIA, 2012 LPN SURVEY

**APPENDIX 5:  
YEARS TO REMAIN IN NURSING, CONTINUED**

County	Total	0-5 Years		6-10 Years		11-15 Years		16+ Years	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Lackawanna	1,048	182	17%	225	21%	172	16%	468	45%
Lancaster	2,251	389	17%	412	18%	306	14%	1,144	51%
Lawrence*	293	57	19%	60	20%	27	9%	149	51%
Lebanon	640	124	19%	105	16%	83	13%	328	51%
Lehigh	920	196	21%	182	20%	159	17%	382	41%
Luzerne	1,347	250	19%	272	20%	206	15%	618	46%
Lycoming*	516	90	17%	96	19%	81	16%	248	48%
McKean*	204	28	14%	29	14%	32	16%	115	56%
Mercer*	541	93	17%	100	18%	83	15%	264	49%
Mifflin*	286	40	14%	58	20%	35	12%	153	53%
Monroe*	354	51	14%	77	22%	64	18%	161	46%
Montgomery	1,515	234	15%	339	22%	238	16%	703	46%
Montour*	327	56	17%	61	19%	71	22%	138	42%
Northampton	636	147	23%	125	20%	105	17%	258	41%
Northumberland*	431	72	17%	72	17%	59	14%	228	53%
Perry*	62	14	23%	9	15%	9	15%	29	48%
Philadelphia	2,831	409	14%	564	20%	378	13%	1,480	52%
Pike*	66	10	15%	8	12%	10	15%	38	58%
Potter*	72	17	24%	15	21%	8	11%	31	44%
Schuylkill*	613	77	13%	114	19%	91	15%	331	54%
Snyder*	168	29	17%	21	13%	23	14%	95	57%
Somerset*	356	64	18%	70	20%	71	20%	150	42%
Sullivan*	42	9	21%	-	-	-	-	22	52%
Susquehanna*	71	18	25%	16	23%	8	11%	28	40%
Tioga*	147	29	20%	17	12%	19	13%	82	56%
Union*	257	37	14%	43	17%	46	18%	131	51%
Venango*	285	44	15%	52	18%	37	13%	152	53%
Warren*	207	36	17%	40	19%	25	12%	106	51%
Washington*	424	79	19%	83	20%	54	13%	207	49%
Wayne*	121	22	18%	18	15%	22	18%	58	48%
Westmoreland	743	139	19%	151	20%	111	15%	341	46%
Wyoming*	61	13	21%	13	22%	10	17%	24	40%
York	1,445	229	16%	263	18%	210	15%	743	51%

\* Rural counties were identified using the Center for Rural Pennsylvania's definition and 2010 Census data.

- Numbers less than six are withheld for privacy purposes and are not displayed in the county results, although they are included in the total Pennsylvania numbers and total rural/urban numbers.

RESPONDENTS EMPLOYED IN NURSING IN PENNSYLVANIA, 2012 LPN SURVEY

**APPENDIX 6:  
COMPARISON OF RESPONSES TO THE PENNSYLVANIA SURVEY OF PRACTICAL NURSES,  
2002-2012**

Measure	2002	2004	2006	2008	2010	2012
<b>Response rate</b>	93.9%	69.6%	99.2%	96.2%	91.8%	96.0%
<b>Gender</b>						
Male	4%	4%	5%	6%	6%	7%
Female	96%	96%	95%	94%	94%	93%
<b>Race</b>						
White/Caucasian	91%	92%	89%	87%	86%	84%
Black/African-American	7%	7%	9%	10%	11%	13%
Asian	< 1%	< 1%	< 1%	1%	1%	1%
Other	1%	1%	1%	2%	1%	1%
Native Hawaiian/Other Pacific Islander	< 1%	< 1%	< 1%	< 1%	< 1%	< 1%
American Indian/Alaska Native	< 1%	< 1%	< 1%	< 1%	1%	1%
<b>Ethnicity</b>						
Hispanic	1%	1%	2%	3%	3%	2%
<b>Average age</b>	45.2	47.0	46.1	46.4	46.4	46.3
<b>Age</b>						
18-34	17%	14%	17%	17%	19%	20%
35-49	48%	42%	41%	38%	37%	36%
50-64	33%	40%	39%	40%	40%	39%
65+	2%	3%	3%	4%	4%	5%
<b>Rural or urban county of employment*</b>						
Rural					36%	36%
Urban					65%	64%
<b>Nursing employment</b>						
Full time	73%	73%	74%	75%	74%	74%
Part time	27%	27%	26%	25%	19%	19%
Per diem	N/A	N/A	N/A	N/A	6%	7%
<b>Employment status<sup>^</sup></b>						
Employed in health care/nursing or a position that requires a nursing license*	76%	77%	79%	80%	82%	78%
Employed not in health care/field other than nursing*	6%	6%	6%	4%	3%	6%
Unemployed, seeking health care employment/work as a nurse*	4%	4%	4%	4%	6%	7%
Unemployed, not seeking health care employment/work as a nurse*	6%	6%	5%	5%	3%	4%
Retired	8%	7%	5%	5%	6%	5%
Student	< 1%	< 1%	< 1%	< 1%	N/A	N/A
Working as a volunteer in a nursing position	N/A	N/A	N/A	N/A	N/A	1%
<b>Career satisfaction</b>						
Very satisfied	40%	45%	32%	32%	35%	36%
Satisfied/somewhat satisfied	45%	43%	55%	55%	55%	54%
Dissatisfied	8%	6%	9%	8%	7%	6%
Very dissatisfied	7%	6%	5%	5%	4%	4%
<b>Job satisfaction</b>						
Very satisfied	36%	40%	27%	26%	28%	28%
Satisfied/somewhat satisfied	49%	48%	57%	58%	59%	59%
Dissatisfied	8%	7%	11%	12%	9%	9%
Very dissatisfied	7%	4%	4%	4%	4%	4%

RESPONDENTS EMPLOYED IN NURSING IN PENNSYLVANIA, 2012 LPN SURVEY

**APPENDIX 6:  
COMPARISON OF RESPONSES TO THE PENNSYLVANIA SURVEY OF PRACTICAL NURSES,  
2002-2012, CONTINUED**

Measure	2002	2004	2006	2008	2010	2012
<b>Plan to remain in nursing<sup>#</sup></b>						
0-5 years	17%	19%	17%	17%	17%	17%
6-10 years	23%	25%	23%	23%	20%	19%
11-15 years	20%	21%	19%	18%	16%	15%
16+ years	40%	35%	41%	42%	47%	49%

+ Rural/urban counties were identified using the Center for Rural Pennsylvania's definition and 2010 Census data beginning in 2010. Information for prior years is not included because counties were identified using a different method of identification.

^ All LPNs licensed in Pennsylvania

\* Prior to 2012, the survey asked respondents about employment in health care. In 2012, the survey asked respondents about employment as a nurse.

# In 2010, respondents were asked about their intent to remain in health care.

N/A The survey instrument did not offer the answer choice.

Note: Percentages may not equal 100% due to rounding.

## APPENDIX 7: 2012 PENNSYLVANIA PRACTICAL NURSE SURVEY

HD1112F



**Commonwealth of Pennsylvania  
Department of Health  
2012 Survey of Practical Nurses**

License #: PN \_\_\_\_\_ ☾  
\* Required to avoid duplication  
\* Anonymous & aggregate reporting only

**DO NOT MAIL THIS SURVEY IF YOU HAVE ALREADY SUBMITTED YOUR RENEWAL SURVEY ONLINE**

The Department of Health, with the support of the Department of State, requests that you complete this survey to assist in the important work of understanding and projecting the nursing workforce in the Commonwealth. Responses will be reported only in aggregate form. Your responses are **strictly confidential** and will not be shared or distributed, except in aggregate form. To view past workforce reports visit [www.health.state.pa.us](http://www.health.state.pa.us) and select Newsroom, Publications, and Reports.

1. Year of Birth          2. Sex    Male    Female      3. Hispanic or Latino Origin    Yes    No
4. Race (*check one*)    American Indian/Alaska Native       Asian       Black/African American  
 Native Hawaiian/ Other Pacific Islander    White/Caucasian       Other \_\_\_\_\_
5. State of Residence (*enter two letter postal code*)        5a. County of Residence (*PA only – see codes on last page*)
6. What type of nursing degree/credential qualified you for your first U.S. nursing license?  
 Vocational/Practical certificate/diploma       Associate       Bachelor
- 6a. In what year did you obtain this first U.S. nursing license?
7. Were you initially licensed as a PN or RN in the U.S.?    Yes    No    >> *if 'Yes', skip to question 8*  
7a. In what country were you initially licensed as a PN or RN? \_\_\_\_\_
8. In what year did you obtain your first U.S. PN license?
- 8a. In what state was your first U.S. PN license issued? (*two letter postal code*)
9. Did you work as a Nursing Assistant prior to obtaining your PN license?    Yes    No    >> *if 'No', skip to question 10*  
9a. In what year did you begin working as a Nursing Assistant?
10. What is your highest level of nursing education completed? (*check one*)  
 Vocational/Practical certificate/diploma       RN Diploma – nursing       Associate – nursing  
 Bachelor – nursing       Master – nursing
11. Are you currently in the process of continuing your nursing education?    Yes    No    >> *if 'No', skip to question 12*  
11a. What type of nursing degree are you primarily pursuing?  
 Associate       Bachelor       Master       Post-masters       Doctoral       Other  
11b. When is your anticipated graduation date?  
 0-2 years from today       3-4 years from today       5-6 years from today       More than 6 years from today  
>> *Skip to question 13*
12. Are you planning to continue your nursing education in the next 0-3 years?    Yes    No    >> *if 'Yes', skip to question 13*  
12a. What is the main reason you are not planning to continue your nursing education? (*check one*)  
 Financial reasons       Not enough time       Satisfied with current education       Other  
 Current RN programs do not transfer prior PN credits or credit PN experience
13. Do you hold a degree in a non-nursing field?    Yes    No    >> *if 'No', skip to question 14*  
13a. What is your highest level of non-nursing education completed? (*check one*)  
 Associate – non-nursing       Bachelor – non-nursing       Master – non-nursing       Doctoral – non-nursing  
13b. Was this degree completed before the degree/credential that qualified you for your first U.S. PN license?    Yes    No
14. In addition to your PN license, are you also currently licensed as a RN?    Yes    No    >> *if 'No', skip to question 15*  
14a. Are you currently practicing only as an RN?    Yes    No  
>> *If the answer to question 14a is 'Yes', you have completed this survey. Thank you very much!!*

**APPENDIX 7: 2012 PENNSYLVANIA PRACTICAL NURSE SURVEY, CONTINUED**

License #: PN \_\_\_\_\_



15. What is your employment status? (*select the best fitting category*)
- Employed full-time in nursing or a position that requires a nursing license
  - Employed part-time in nursing or a position that requires a nursing license
  - Employed per-diem in nursing or a position that requires a nursing license
  - Employed full-time in a field other than nursing
  - Employed part-time in a field other than nursing
  - Employed per-diem in a field other than nursing
  - Working as a volunteer in a nursing position
  - Unemployed, seeking work as a nurse
  - Unemployed, not seeking work as a nurse
  - Retired

>> *If the answer to question 15 is 'working as a volunteer' or 'retired' or 'employed in a field other than nursing', you have completed this survey. Thank you very much!!*

>> *If the answer to question 15 is 'employed in nursing' (either full-time, part-time or per-diem), skip to question 17*

16. Please select the best reason for your being unemployed.
- Difficulty in finding a nursing position
  - I am currently disabled
  - I am currently enrolled either part-time or full-time as a student
  - Inadequate salary
  - Taking care of home and family
  - Other

>> *If the answer to question 15 is 'unemployed', you have now completed the survey. Thank you very much!!*

17. In what state is your primary job located? (*two letter postal code*)

17a. In what county is your primary job located? (*PA only – see codes on last page*)

18. Check the type of setting that most closely corresponds to your primary nursing practice position.
- |  |  |
|--|--|
| <input type="checkbox"/> Academic Setting          | <input type="checkbox"/> Nursing Home/Extended Care/Assisted Living Facility |
| <input type="checkbox"/> Ambulatory Care Setting   | <input type="checkbox"/> Occupational Health                                 |
| <input type="checkbox"/> Community Health          | <input type="checkbox"/> Policy/Planning/Regulatory/Licensing Agency         |
| <input type="checkbox"/> Correctional Facility     | <input type="checkbox"/> Public Health                                       |
| <input type="checkbox"/> Home Health               | <input type="checkbox"/> School Health Service                               |
| <input type="checkbox"/> Hospital                  | <input type="checkbox"/> Other   |
| <input type="checkbox"/> Insurance Claims/Benefits |  |

19. Check the position title that most closely corresponds to your primary nursing practice position.
- |  |                                      |
|--|--------------------------------------|
| <input type="checkbox"/> Consultant    | <input type="checkbox"/> Staff Nurse |
| <input type="checkbox"/> Nurse Manager | <input type="checkbox"/> Other       |

20. Check the employment specialty that most closely corresponds to your primary nursing practice position.
- |   |  |
|---|--|
| <input type="checkbox"/> Acute Care/Critical Care   | <input type="checkbox"/> Palliative Care                           |
| <input type="checkbox"/> Adult Health/Family Health | <input type="checkbox"/> Pediatrics/Neonatal                       |
| <input type="checkbox"/> Anesthesia                 | <input type="checkbox"/> Psychiatric/Mental Health/Substance Abuse |
| <input type="checkbox"/> Community                  | <input type="checkbox"/> Public Health                             |
| <input type="checkbox"/> Geriatric/Gerontology      | <input type="checkbox"/> Rehabilitation                            |
| <input type="checkbox"/> Home Health                | <input type="checkbox"/> School Health                             |
| <input type="checkbox"/> Maternal-Child Health      | <input type="checkbox"/> Trauma                                    |
| <input type="checkbox"/> Medical Surgical           | <input type="checkbox"/> Women's Health                            |
| <input type="checkbox"/> Occupational Health        | <input type="checkbox"/> Other                                     |
| <input type="checkbox"/> Oncology                   |  |

21. In how many positions are you currently employed as a nurse?  1  2  3 or more

>> *If the answer to question 21 is '1', skip to question 26*

**APPENDIX 7: 2012 PENNSYLVANIA PRACTICAL NURSE SURVEY, CONTINUED**

License #: PN \_\_\_\_\_

22. In what state is your secondary job located? (*two letter postal code*)
- 22a. In what county is your secondary job located? (*PA only – see codes on last page*)
23. Check the type of setting that most closely corresponds to your secondary nursing practice position.
- |  |  |
|--|--|
| <input type="checkbox"/> Academic Setting          | <input type="checkbox"/> Nursing Home/Extended Care/Assisted Living Facility |
| <input type="checkbox"/> Ambulatory Care Setting   | <input type="checkbox"/> Occupational Health                                 |
| <input type="checkbox"/> Community Health          | <input type="checkbox"/> Policy/Planning/Regulatory/Licensing Agency         |
| <input type="checkbox"/> Correctional Facility     | <input type="checkbox"/> Public Health                                       |
| <input type="checkbox"/> Home Health               | <input type="checkbox"/> School Health Service                               |
| <input type="checkbox"/> Hospital                  | <input type="checkbox"/> Other   |
| <input type="checkbox"/> Insurance Claims/Benefits |  |
24. Check the position title that most closely corresponds to your secondary nursing practice position.
- |  |                                      |
|--|--------------------------------------|
| <input type="checkbox"/> Consultant    | <input type="checkbox"/> Staff Nurse |
| <input type="checkbox"/> Nurse Manager | <input type="checkbox"/> Other       |
25. Check the employment specialty that most closely corresponds to your secondary nursing practice position.
- |   |  |
|---|--|
| <input type="checkbox"/> Acute Care/Critical Care   | <input type="checkbox"/> Palliative Care                           |
| <input type="checkbox"/> Adult Health/Family Health | <input type="checkbox"/> Pediatrics/Neonatal                       |
| <input type="checkbox"/> Anesthesia                 | <input type="checkbox"/> Psychiatric/Mental Health/Substance Abuse |
| <input type="checkbox"/> Community                  | <input type="checkbox"/> Public Health                             |
| <input type="checkbox"/> Geriatric/Gerontology      | <input type="checkbox"/> Rehabilitation                            |
| <input type="checkbox"/> Home Health                | <input type="checkbox"/> School Health                             |
| <input type="checkbox"/> Maternal-Child Health      | <input type="checkbox"/> Trauma                                    |
| <input type="checkbox"/> Medical Surgical           | <input type="checkbox"/> Women's Health                            |
| <input type="checkbox"/> Occupational Health        | <input type="checkbox"/> Other                                     |
| <input type="checkbox"/> Oncology                   |  |
26. Last week, how many hours did you work in all of your nursing positions combined?
27. In the past six months, have you provided language interpretive services for medical terminology?  Yes  No  
 >>*If 'No', skip to question 28*
- 27a. In which language(s) have you provided language interpretive services for medical terminology? (*check all that apply*)
- |                                  |  |                                  |                                     |                                      |
|----------------------------------|--|----------------------------------|-------------------------------------|--------------------------------------|
| <input type="checkbox"/> Arabic  | <input type="checkbox"/> Chinese       | <input type="checkbox"/> Italian | <input type="checkbox"/> PA Dutch   | <input type="checkbox"/> Polish      |
| <input type="checkbox"/> Russian | <input type="checkbox"/> Sign Language | <input type="checkbox"/> Spanish | <input type="checkbox"/> Vietnamese | <input type="checkbox"/> Other _____ |
28. How satisfied are you with nursing as a career?
- Very dissatisfied  Dissatisfied  Satisfied  Very Satisfied
29. Would you encourage someone to choose a career in nursing today?  Yes  No
30. How satisfied are you with your primary nursing job?
- Very dissatisfied  Dissatisfied  Satisfied  Very Satisfied
31. Please indicate your level of satisfaction with the following factors in your primary nursing job (*check one for each job factor*)
- |   |  |                                       |                                    |   |
|---|--|---------------------------------------|------------------------------------|---|
| Benefits  | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| Career development opportunity                    | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| Coworker relationships                            | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| Efficiency of workplace processes                 | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| LPN participation in decisions                    | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| LPNs valued by administration                     | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| Physician relationships                           | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| Salary  | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| Staffing levels                                   | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| Supervisory relationship                          | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| Time spent providing/managing direct patient care | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| Workplace emphasis on patient safety              | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |

## APPENDIX 7: 2012 PENNSYLVANIA PRACTICAL NURSE SURVEY, CONTINUED

License #: PN \_\_\_\_\_ ☾

The following four questions ask about your use of computer systems for patient health information.

32. In your primary job, do you use computer systems to access patient health information (medical records, orders, etc.)?  
 Yes     No
33. In your primary job, do you use computer systems to exchange patient health information with other health care providers/facilities?  
 Yes     No
34. In your primary job, do you use computer systems to document patient health information (notes, vitals, etc.)?  
 Yes     No
35. In your primary job, do you have enough training to effectively use computer systems to perform your duties?  
 Yes     No     I don't use computer systems to perform my duties
36. How much longer do you intend to remain employed in nursing?  
 0-2 Years     3-5 Years     6-10 Years     11-15 Years     16+ Years
37. If you plan to leave nursing in the next 0-5 years, indicate your primary reason below (*check one*).  
 Change Careers     Financial Reasons     Retirement     Stress/Burnout  
 Family Reasons     Physical Demands     Return to School     Other

**Thank you!**

**If you are interested in learning more about emergency disaster response effort volunteer opportunities in Pennsylvania, please access [www.serv.pa.gov](http://www.serv.pa.gov) for more information.**

Pennsylvania County Codes							
01=Adams	11=Cambria	21=Cumberland	31=Huntingdon	41=Lycoming	51=Philadelphia	61=Venango	
02=Allegheny	12=Cameron	22=Dauphin	32=Indiana	42=McKean	52=Pike	62=Warren	
03=Armstrong	13=Carbon	23=Delaware	33=Jefferson	43=Mercer	53=Potter	63=Washington	
04=Beaver	14=Centre	24=Elk	34=Juniata	44=Mifflin	54=Schuylkill	64=Wayne	
05=Bedford	15=Chester	25=Erie	35=Lackawanna	45=Monroe	55=Snyder	65=Westmoreland	
06=Berks	16=Clarion	26=Fayette	36=Lancaster	46=Montgomery	56=Somerset	66=Wyoming	
07=Blair	17=Clearfield	27=Forest	37=Lawrence	47=Montour	57=Sullivan	67=York	
08=Bradford	18=Clinton	28=Franklin	38=Lebanon	48=Northampton	58=Susquehanna	00=Not in PA	
09=Bucks	19=Columbia	29=Fulton	39=Lehigh	49=Northumberland	59=Tioga		
10=Butler	20=Crawford	30=Greene	40=Luzerne	50=Perry	60=Union		

RESPONDENTS EMPLOYED IN HEALTH CARE IN PENNSYLVANIA, 2010 LPN SURVEY

**APPENDIX 8:  
AGE GROUPS AND AVERAGE AGE BY COUNTY OF EMPLOYMENT**

County	Average Age	Total	18-39		40-59		60+	
			Number	Percent	Number	Percent	Number	Percent
Pennsylvania	46.4	33,437	10,080	30%	19,070	57%	4,259	13%
Urban Counties	46.7	21,675	6,355	29%	12,281	57%	3,019	14%
Rural Counties	45.7	11,762	3,725	32%	6,789	58%	1,240	11%
Adams*	46.0	301	95	32%	164	54%	42	14%
Allegheny	48.6	2,402	603	25%	1,347	56%	448	19%
Armstrong*	46.0	156	45	29%	98	63%	13	8%
Beaver	49.6	301	61	20%	170	56%	69	23%
Bedford*	44.9	96	34	35%	51	53%	11	11%
Berks	48.0	1,137	260	23%	728	64%	149	13%
Blair*	45.8	714	230	32%	412	58%	71	10%
Bradford*	43.9	245	91	37%	136	56%	18	7%
Bucks	48.3	1,054	243	23%	651	62%	160	15%
Butler*	45.6	466	147	32%	273	59%	46	10%
Cambria*	47.1	544	154	28%	321	59%	69	13%
Cameron*	40.4	17	8	47%	-	-	-	-
Carbon*	49.6	172	30	17%	117	68%	25	15%
Centre*	44.7	458	164	36%	246	54%	48	10%
Chester	46.1	966	306	32%	533	55%	126	13%
Clarion*	43.7	168	65	39%	93	55%	10	6%
Clearfield*	45.0	397	128	32%	237	60%	32	8%
Clinton*	46.8	117	28	24%	79	68%	10	9%
Columbia*	45.4	286	99	35%	150	52%	37	13%
Crawford*	43.8	334	129	39%	169	51%	36	11%
Cumberland	44.6	707	251	36%	389	55%	66	9%
Dauphin	46.1	813	257	32%	450	55%	103	13%
Delaware	45.6	1,053	359	34%	553	53%	141	13%
Elk*	44.0	126	45	36%	68	54%	13	10%
Erie	43.0	966	404	42%	480	50%	82	8%
Fayette*	43.7	300	122	41%	147	49%	31	10%
Forest*	45.1	39	-	-	23	59%	-	-
Franklin*/Fulton*	45.3	502	160	32%	296	59%	46	9%
Greene*	44.6	99	35	35%	52	53%	12	12%
Huntingdon*	43.0	211	87	41%	107	51%	17	8%
Indiana*	46.0	261	74	28%	165	63%	22	8%
Jefferson*	44.9	258	94	36%	133	52%	31	12%
Juniata*	44.4	67	21	31%	40	60%	6	9%

RESPONDENTS EMPLOYED IN HEALTH CARE IN PENNSYLVANIA, 2010 LPN SURVEY

**APPENDIX 8:  
AGE GROUPS AND AVERAGE AGE BY COUNTY OF EMPLOYMENT, CONTINUED**

County	Average Age	Total	18-39		40-59		60+	
			Number	Percent	Number	Percent	Number	Percent
Lackawanna	47.4	1,016	248	24%	649	64%	119	12%
Lancaster	44.6	2,033	755	37%	1,041	51%	236	12%
Lawrence*	47.4	280	87	31%	149	53%	44	16%
Lebanon	44.9	592	224	38%	283	48%	85	14%
Lehigh	48.8	878	195	22%	548	62%	135	15%
Luzerne	47.4	1,245	315	25%	762	61%	167	13%
Lycoming*	45.5	492	155	32%	276	56%	61	12%
McKean*	45.7	194	60	31%	112	58%	22	11%
Mercer*	47.0	511	148	29%	293	57%	70	14%
Mifflin*	44.1	256	96	38%	132	52%	28	11%
Monroe*	47.0	298	72	24%	185	62%	40	13%
Montgomery	47.9	1,456	366	25%	868	60%	220	15%
Montour*	46.9	323	79	24%	221	68%	23	7%
Northampton	49.7	576	111	19%	350	61%	113	20%
Northumberland*	45.4	363	123	34%	206	57%	34	9%
Perry*	46.3	44	13	30%	24	55%	6	14%
Philadelphia	46.2	2,444	775	32%	1,338	55%	328	13%
Pike*	47.8	62	11	18%	43	69%	8	13%
Potter*	48.9	63	14	22%	36	57%	13	21%
Schuylkill*	44.1	596	227	38%	325	55%	43	7%
Snyder*	43.6	143	-	-	94	66%	-	-
Somerset*	47.2	319	82	26%	206	65%	31	10%
Sullivan*	47.5	39	11	28%	20	51%	8	21%
Susquehanna*	52.8	63	8	13%	38	60%	16	25%
Tioga*	46.5	134	36	27%	89	66%	9	7%
Union*	45.6	223	65	29%	137	61%	21	9%
Venango*	45.5	268	79	29%	172	64%	17	6%
Warren*	47.8	176	44	25%	105	60%	27	15%
Washington*	46.7	414	118	29%	255	62%	39	9%
Wayne*	45.2	117	38	32%	62	53%	16	14%
Westmoreland	47.9	664	181	27%	382	58%	101	15%
Wyoming*	45.4	50	17	34%	25	50%	8	16%
York	45.5	1,372	441	32%	759	55%	171	12%

\* Rural counties were identified using the Center for Rural Pennsylvania's definition and 2010 Census data.

\*\* Due to a survey error, data for Franklin and Fulton counties were combined.

- Numbers less than six are withheld for privacy purposes and are not displayed in the county results, although they are included in the total Pennsylvania numbers and total rural/urban numbers.

RESPONDENTS EMPLOYED IN HEALTH CARE IN PENNSYLVANIA, 2010 LPN SURVEY

**APPENDIX 9:  
FULL-TIME, PART-TIME OR PER DIEM EMPLOYMENT BY COUNTY OF EMPLOYMENT**

County	Total	Full Time		Part Time		Per Diem	
		Number	Percent	Number	Percent	Number	Percent
Pennsylvania	33,437	24,856	74%	6,423	19%	2,158	6%
Urban Counties	21,675	16,034	74%	4,138	19%	1,503	7%
Rural Counties	11,762	8,822	75%	2,285	19%	655	6%
Adams*	301	241	80%	47	16%	13	4%
Allegheny	2,402	1,918	80%	358	15%	126	5%
Armstrong*	156	120	77%	28	18%	8	5%
Beaver	301	237	79%	56	19%	8	3%
Bedford*	96	71	74%	-	-	-	-
Berks	1,137	794	70%	270	24%	73	6%
Blair*	714	530	74%	147	21%	37	5%
Bradford*	245	203	83%	23	9%	19	8%
Bucks	1,054	761	72%	225	21%	68	6%
Butler*	466	353	76%	97	21%	16	3%
Cambria*	544	413	76%	97	18%	34	6%
Cameron*	17	12	71%	-	-	-	-
Carbon*	172	123	72%	34	20%	15	9%
Centre*	458	344	75%	86	19%	28	6%
Chester	966	730	76%	155	16%	81	8%
Clarion*	168	126	75%	36	21%	6	4%
Clearfield*	397	291	73%	88	22%	18	5%
Clinton*	117	90	77%	-	-	-	-
Columbia*	286	203	71%	55	19%	28	10%
Crawford*	334	241	72%	81	24%	12	4%
Cumberland	707	528	75%	120	17%	59	8%
Dauphin	813	607	75%	148	18%	58	7%
Delaware	1,053	759	72%	179	17%	115	11%
Elk*	126	89	71%	31	25%	6	5%
Erie	966	718	74%	152	16%	96	10%
Fayette*	300	227	76%	59	20%	14	5%
Forest*	39	34	87%	-	-	-	-
Franklin*/Fulton*	502	370	74%	102	20%	30	6%
Greene*	99	87	88%	-	-	-	-
Huntingdon*	211	134	64%	60	28%	17	8%
Indiana*	261	183	70%	64	25%	14	5%
Jefferson*	258	210	81%	-	-	-	-
Juniata*	67	39	58%	-	-	-	-

RESPONDENTS EMPLOYED IN HEALTH CARE IN PENNSYLVANIA, 2010 LPN SURVEY

**APPENDIX 9:  
FULL-TIME, PART-TIME OR PER DIEM EMPLOYMENT BY COUNTY OF EMPLOYMENT,  
CONTINUED**

County	Total	Full Time		Part Time		Per Diem	
		Number	Percent	Number	Percent	Number	Percent
Lackawanna	1,016	731	72%	209	21%	76	7%
Lancaster	2,033	1,381	68%	551	27%	101	5%
Lawrence*	280	221	79%	-	-	-	-
Lebanon	592	425	72%	128	22%	39	7%
Lehigh	878	630	72%	170	19%	78	9%
Luzerne	1,245	915	73%	226	18%	104	8%
Lycoming*	492	361	73%	79	16%	52	11%
McKean*	194	151	78%	30	15%	13	7%
Mercer*	511	414	81%	74	14%	23	5%
Mifflin*	256	175	68%	68	27%	13	5%
Monroe*	298	212	71%	55	18%	31	10%
Montgomery	1,456	1,048	72%	307	21%	101	7%
Montour*	323	271	84%	42	13%	10	3%
Northampton	576	416	72%	110	19%	50	9%
Northumberland*	363	258	71%	79	22%	26	7%
Perry*	44	26	59%	-	-	-	-
Philadelphia	2,444	1,882	77%	384	16%	178	7%
Pike*	62	41	66%	14	23%	7	11%
Potter*	63	40	63%	15	24%	8	13%
Schuylkill*	596	441	74%	118	20%	37	6%
Snyder*	143	115	80%	-	-	-	-
Somerset*	319	246	77%	60	19%	13	4%
Sullivan*	39	29	74%	-	-	-	-
Susquehanna*	63	48	76%	15	24%	0	0%
Tioga*	134	112	84%	16	12%	6	4%
Union*	223	149	67%	65	29%	9	4%
Venango*	268	206	77%	52	19%	10	4%
Warren*	176	134	76%	31	18%	11	6%
Washington*	414	309	75%	83	20%	22	5%
Wayne*	117	86	74%	18	15%	13	11%
Westmoreland	664	518	78%	125	19%	21	3%
Wyoming*	50	43	86%	-	-	-	-
York	1,372	1,036	76%	265	19%	71	5%

\* Rural counties were identified using the Center for Rural Pennsylvania's definition and 2010 Census data.

\*\* Due to a survey error, data for Franklin and Fulton counties were combined.

- Numbers less than six are withheld for privacy purposes and are not displayed in the county results, although they are included in the total Pennsylvania numbers and total rural/urban numbers.

**APPENDIX 10: 2010 PENNSYLVANIA PRACTICAL NURSE SURVEY**



Commonwealth of Pennsylvania  
Department of Health  
Survey of Practical Nurses

License #: PN \_\_\_\_\_



**\*\*\*IF YOU ARE COMPLETING THIS SURVEY ONLINE, please do NOT submit a paper survey.\*\*\***

The Department of Health, with the support of the Department of State, requests that you complete this survey to assist in understanding trends in the nursing workforce. **Responses are reported in aggregate form only.** Individual information from this survey is confidential and **will not** be shared or distributed. To view nurse workforce reports, visit [www.health.state.pa.us](http://www.health.state.pa.us).  
Thank you for your cooperation.

1. Year of Birth        2. Sex  Male  Female    3. Ethnicity: Hispanic or Latino Origin  Yes  No
4. Race (*check one best fit*)  American Indian/Alaska Native     Native Hawaiian/Other Pacific Islander  
 Asian     White  
 Black     Other \_\_\_\_\_
5. State of Residence (two letter postal code)      County of Residence (*PA only-see codes on last page*)
6. What type of nursing degree/credential qualified you for your first PN license?  
 Diploma     Certificate     Other \_\_\_\_\_
- 6a. In what year did you obtain this credential?
- 6b. In which state did you obtain this credential? (two letter postal code)      Non-US Graduate
7. In which state was your first PN license issued? (two letter postal code)      Non-US License (check)
8. In what year was your first PN license issued?
9. Did you work as a Nursing Assistant prior to obtaining your PN license?  Yes  No (*If "No," skip to question 10*)
- 9a. What year did you begin working as a Nursing Assistant?
10. Are you currently in the process of continuing your nursing education?  Yes  No (*If "No," skip to question 11*)
- 10a. What type of degree are you primarily pursuing?  
 Associate     Bachelors     Masters     Doctorate     Other \_\_\_\_\_
- 10b. What is your anticipated graduation date?  
 0-2 years from today     3-4 years from today     5-6 years from today     More than 6 years from today
11. Are you planning to continue your nursing education in the future?  Yes  No (*If "No," skip to question 12*)
- 11a. What type of degree do you plan to primarily pursue?  
 Associate     Bachelors     Masters     Doctorate     Other \_\_\_\_\_
- 11b. When do you anticipate receiving this degree?  
 0-2 years from today     3-4 years from today     5-6 years from today     More than 6 years from today     Not sure
12. Do you hold a degree in a non-nursing field?  Yes  No (*If "No," skip to question 13*)
- 12a. Was this degree completed before the degree/credential that qualified you for your first PN license?  Yes  No
13. Are you currently pursuing a degree in a non-nursing field?  Yes  No (*If "No," skip to question 14*)
- 13a. What type of degree are you primarily pursuing?  
 Associate     Bachelors     Masters     Doctorate     Other \_\_\_\_\_
- 13b. What is your anticipated graduation date?  
 0-2 years from today     3-4 years from today     5-6 years from today     More than 6 years from today
14. In addition to your PN license, are you also currently licensed as a RN?  
 Yes, but I practice only as an LPN     Yes, I practice as both an LPN and RN     No  
 Yes, but I practice only as an RN     Yes, but I do not practice as an LPN or an RN
15. Are you currently employed as an LPN?  Yes  No (*If "Yes," skip to 16*)
- 15a. If not currently employed as an LPN, please indicate the primary reason (check one best fit):  
 Difficulty finding a nursing position     Inadequate salary     Taking care of home/family  
 Disabled     School     Other \_\_\_\_\_

**APPENDIX 10: 2010 PENNSYLVANIA PRACTICAL NURSE SURVEY, CONTINUED**

License #: PN \_\_\_\_\_



16. Employment Status (*check one best fit*)

Employed in health care (direct, indirect)

- Full-time
- Part-time, seeking full-time
- Part-time, not seeking full-time
- Per diem

Employed (not in health care)

- Full-time
- Part-time

- Retired
- Unemployed
- Seeking health care employment
- Not seeking health care employment

*Please continue only if you answered "Employed in health care (direct, indirect)" to Q16.*

17. In which county is your primary job located?   (See county codes on last page. Non-PA employment, enter "00")

17a. Employment Sector (*select one best fit*):

- Business/Industry
- Correctional Facility/State Hospital
- Free-standing Clinic
- Free-standing Outpatient Surgery Center
- Health Department/Public Health
- Home Health/Community Agency
- Hospital
- Insurance/HMO
- Physician/Dentist Office
- Nursing Home/Assisted Living/Continuing or Long-term Care
- School Health Service
- Retail Location
- Other \_\_\_\_\_

17b. Type of Job (*select one best fit*):

- Direct Patient Care
- Indirect Patient Care:
  - Administration/Management
  - Case Management
  - Infection Prevention/Control
  - Informatics/Health Information Technology
  - Patient/Staff Education
  - Quality Management/Performance Improvement
  - Other \_\_\_\_\_

18. Do you work more than one PN job?  Yes  No (*If "No," skip to 19*)

18a. In which county is your secondary job located?   (See county codes on last page. Non-PA employment, enter "00")

18b. Employment Sector (*select one best fit*):

- Business/Industry
- Correctional Facility/State Hospital
- Free-standing Clinic
- Free-standing Outpatient Surgery Center
- Health Department/Public Health
- Home Health/Community Agency
- Hospital
- Insurance/HMO
- Physician/Dentist Office
- Nursing Home/Assisted Living/Continuing or Long-term Care
- School Health Service
- Retail Location
- Other \_\_\_\_\_

18c. Type of Job (*select one best fit*):

- Direct Patient Care
- Indirect Patient Care:
  - Administration/Management
  - Case Management
  - Infection Prevention/Control
  - Informatics/Health Information Technology
  - Patient/Staff Education
  - Quality Management/Performance Improvement
  - Other \_\_\_\_\_

19. Do you provide medical interpretation?  Yes  No (*If "No," skip to 20*)

19a. If yes, in which language(s) do you feel you can provide medical interpretation?

- Arabic  Chinese  Italian  PA Dutch  Polish
- Russian  Sign Language  Spanish  Vietnamese  Other \_\_\_\_\_

19b. Have you had formal training as a medical interpreter?  Yes  No

19c. Has your proficiency in the language(s) you provide medical interpretation been formally evaluated?  Yes  No

20. How satisfied are you with nursing as a career?

- Very dissatisfied  Dissatisfied  Satisfied  Very Satisfied

21. Would you encourage someone else to choose a career in nursing today?  Yes  No

22. How satisfied are you with your primary nursing job?

- Very dissatisfied  Dissatisfied  Satisfied  Very Satisfied

**APPENDIX 10: 2010 PENNSYLVANIA PRACTICAL NURSE SURVEY, CONTINUED**

License #: PN \_\_\_\_\_



23. Please indicate your level of satisfaction with the following factors in your primary nursing job (*check one for each job factor*)
- |   |  |                                       |                                    |   |
|---|--|---------------------------------------|------------------------------------|---|
| Ability/Support to deliver safe, quality care | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| Career development opportunity                | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| Efficiency of workplace processes             | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| Hours/Scheduling                              | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| LPN participation in decisions                | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| LPNs valued by administration                 | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| LPNs valued by RNs                            | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| Paperwork/Electronic documentation            | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| Physician relationships                       | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| Salary/benefits                               | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| Staffing levels                               | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| Supervisory relationship                      | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| Technology utilized in patient care           | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
| Time spent providing direct patient care      | <input type="checkbox"/> Very dissatisfied | <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Satisfied |
24. How much longer do you intend to remain employed in health care?  
 0-2 Years     3-5 Years     6-10 Years     11-15 Years     16+ Years
25. If you plan to leave health care in the next 0-5 years, indicate your primary reason below (*check one best fit*).  
 Change Careers     Financial Reasons     Retirement     Stress/Burnout     NA  
 Family Reasons     Physical Demands     Return to School     Other \_\_\_\_\_

**If you are interested in learning more about emergency disaster response effort volunteer opportunities in Pennsylvania, please access [www.serv.pa.gov](http://www.serv.pa.gov) for more information.**

Pennsylvania County Codes						
01=Adams	11=Cambria	21=Cumberland	31=Huntingdon	41=Lycoming	51=Philadelphia	61=Venango
02=Allegheny	12=Cameron	22=Dauphin	32=Indiana	42=McKean	52=Pike	62=Warren
03=Armstrong	13=Carbon	23=Delaware	33=Jefferson	43=Mercer	53=Potter	63=Washington
04=Beaver	14=Centre	24=Elk	34=Juniata	44=Mifflin	54=Schuylkill	64=Wayne
05=Bedford	15=Chester	25=Erie	35=Lackawanna	45=Monroe	55=Snyder	65=Westmoreland
06=Berks	16=Clarion	26=Fayette	36=Lancaster	46=Montgomery	56=Somerset	66=Wyoming
07=Blair	17=Clearfield	27=Forest	37=Lawrence	47=Montour	57=Sullivan	67=York
08=Bradford	18=Clinton	28=Fulton	38=Lebanon	48=Northampton	58=Susquehanna	
09=Bucks	19=Columbia	29=Fulton	39=Lehigh	49=Northumberland	59=Tioga	00=Not in PA
10=Butler	20=Crawford	30=Greene	40=Luzerne	50=Perry	60=Union	

**THANK YOU!**

## Sources

<sup>i</sup> Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, 2012-13 Edition, Nursing Aides, Orderlies, and Attendants, on the Internet at <http://www.bls.gov/ooh/healthcare/nursing-assistants.htm> (visited Nov. 9, 2012).

<sup>ii</sup> Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, 2012-13 Edition, Nursing Aides, Orderlies, and Attendants, on the Internet at <http://www.bls.gov/ooh/healthcare/nursing-assistants.htm> (visited Nov. 9, 2012).

Questions, comments or requests for additional information should be directed to:

**Pennsylvania Department of Health**

Bureau of Health Planning  
Division of Plan Development  
Room 1033, Health and Welfare Building  
625 Forster St.  
Harrisburg, PA 17120

Telephone: 717-772-5298  
Email: [ra-workforce@pa.gov](mailto:ra-workforce@pa.gov)

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Center for Workforce Information & Analysis  
651 Boas St., Room 220  
Harrisburg, PA 17121

Telephone: 717-787-6466

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**Pennsylvania Department of State**

Bureau of Professional and Occupational Affairs  
2601 N. Third St.  
Harrisburg, PA 17110

Telephone: 717-783-7192