

OHIO ACTION COALITION
Ohio's LPN Workforce
2014

February 16, 2015

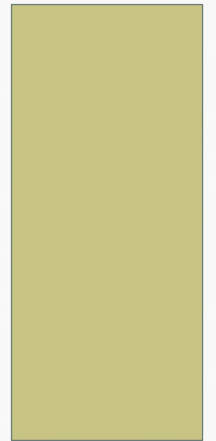


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INTRODUCTION

- The Ohio Board of Nursing is charged with licensing nurses. Licensure renewal is completed on odd numbered years for RNs and APRNs, and even numbered years for LPNs.
- This report provides an analysis of the licensure renewal data for 2014. Starting in 2013, with the licensure renewal for Ohio's nurses, the questions asked of licensees who completed on-line renewal were based on the nursing Minimum Data Set (Colleagues in Caring Project), core data questions developed by the HRSA National Center for Health Workforce Analysis, and the joint 2013 survey conducted by the National Forum of State Nursing Workforce Centers and the National Council of State Boards of Nursing (NCSBN). This provided a comprehensive picture of the aggregate RN and APRN workforce in Ohio in 2013, and then the same for the LPN workforce in Ohio in 2014. This report focuses exclusively on the LPN workforce in Ohio.
- **This analysis of the 2014 licensure renewal data for LPNS was supported by funds from the State Implementation Grant funded by the Robert Wood Johnson Foundation.**

DESCRIPTION OF AVAILABLE DATA

- All license renewals were required to be completed on-line (previously the process was conducted via mail-in paper applications). The Minimum Data Set information was obtained for all renewing LPNs with some exceptions:
 - Newly licensed LPNs who completed the licensure registration process between March 1, 2014 and October 31, 2014.
 - Previously licensed LPNs who failed to renew their license online by August 31, 2014.

2014 LPN Licensees

Renewal Dates	# of Licensees	% of All Renewals
Full data set available	49,635	93.9%
Newly Licensed LPNs (post 3/1/14)	2,058	3.9%
Previously Licensed LPNs (who renewed after 8/31/14).	1,145	2.2%
Total:	52,838	100%

- The great majority of this report is based on the online renewal information.

DESCRIPTION OF AVAILABLE DATA

(FULL DATA ONLY AVAILABLE FOR ONLINE RENEWALS)

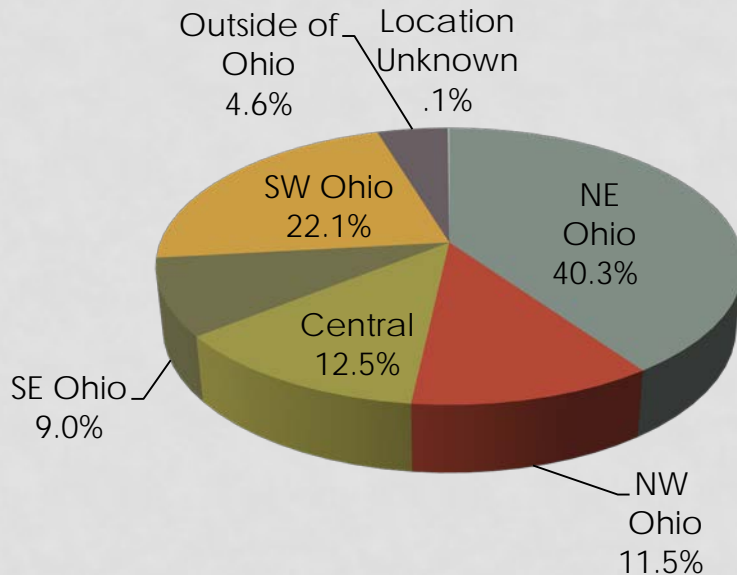
Data Available:

Number of LPNs	Number of Positions (Employers)
Gender	Number of Weeks Worked in Past Year
Race	Number of Hours Worked Per Week
Age	Residential Zip Code (Residential Region)
First Nursing Credential Type	Work Setting
Highest Level of Education	Position Title
Country of Entry Level Nursing Education	Primary LPN Practice Area
State of Initial Nursing Education Program	Plans to Become an RN
Year Initially Licensed as LPN/LVN	(If No Plans) Reason for Not Seeking RN
Job Status	Languages Spoken
If Unemployed, Seeking Nurse Employment	
If Unemployed, Reason for Unemployment	
Currently Employed as Nurse	
Currently Employed Full-Time or Part-Time	
Zip Code of Employer	

DEMOGRAPHICS

DEMOGRAPHICS: HOME REGION

Home Region* All Renewals n= 52,838



- The majority (40.3%) of LPNs who renewed online in 2014 live in Northeast Ohio, followed by those living in Southwest Ohio (22.1%). The remaining Ohio LPNs reside in Central and Northwest Ohio (12.5% and 11.5%, respectively) and in Southeast Ohio (9%). Only 4.6% of LPNs licensed in Ohio live outside of Ohio.

***NE Ohio Counties:** Ashland; Ashtabula; Carroll; Columbiana; Coshocton; Cuyahoga; Erie; Geauga; Harrison; Holmes; Huron; Jefferson; Lake; Lorain; Mahoning; Medina; Portage; Richland; Stark; Summit; Trumbull; Tuscarawas; Wayne.

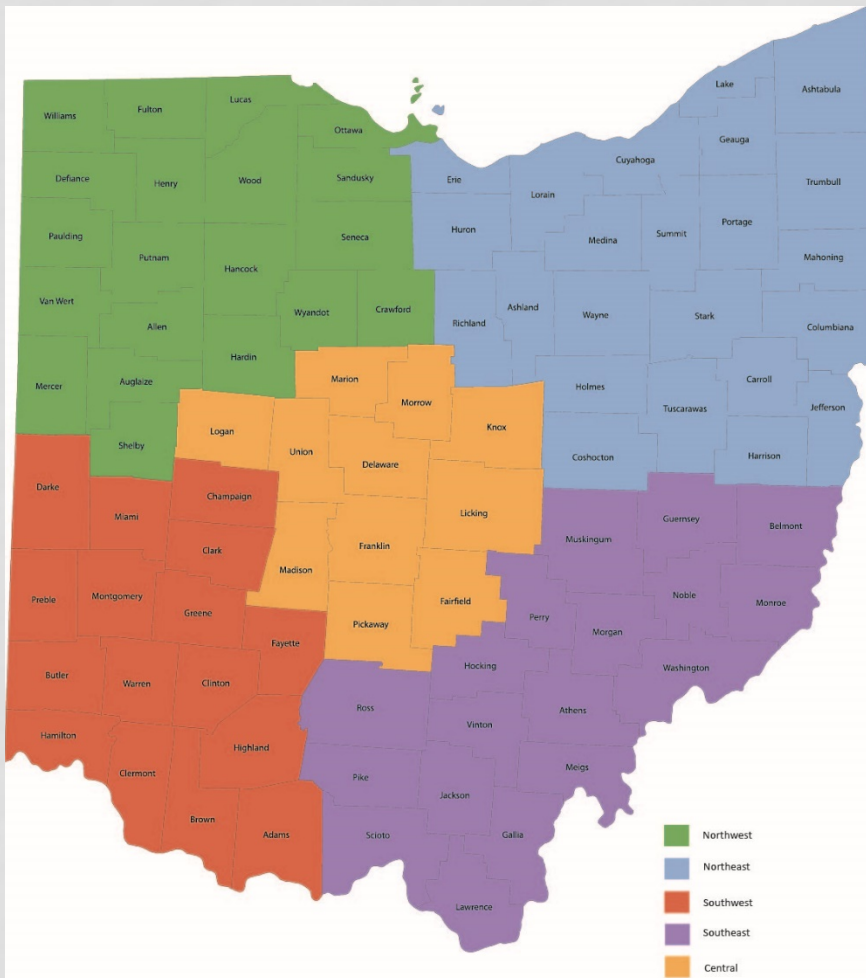
NW Ohio Counties: Allen; Auglaize; Crawford; Defiance; Fulton; Hancock; Hardin; Henry; Lucas; Mercer; Ottawa; Paulding; Putnam; Sandusky; Seneca; Shelby; Van Wert; Williams; Wood; Wyandot.

Central Ohio Counties: Delaware; Fairfield; Franklin; Knox; Licking; Logan; Madison; Marion; Morrow; Pickaway; Union.

SW Ohio Counties: Adams; Brown; Butler; Champaign; Clark; Clermont; Clinton; Darke; Fayette; Greene; Hamilton; Highland; Miami; Montgomery; Preble; Warren.

SE Ohio Counties: Athens; Belmont; Gallia; Guernsey; Hocking; Jackson; Lawrence; Meigs; Monroe; Morgan; Muskingum; Noble; Perry; Pike; Ross; Scioto; Vinton; Washington.

DEMOGRAPHICS: HOME REGION



NE Ohio Counties: Ashland; Ashtabula; Carroll; Columbiana; Coshocton; Cuyahoga; Erie; Geauga; Harrison; Holmes; Huron; Jefferson; Lake; Lorain; Mahoning; Medina; Portage; Richland; Stark ; Summit; Trumbull; Tuscarawas; Wayne.

NW Ohio Counties: Allen; Auglaize; Crawford; Defiance; Fulton; Hancock; Hardin; Henry; Lucas; Mercer; Ottawa; Paulding; Putnam; Sandusky; Seneca; Shelby; Van Wert; Williams; Wood; Wyandot.

Central Ohio Counties: Delaware; Fairfield; Franklin; Knox; Licking; Logan; Madison; Marion; Morrow; Pickaway; Union.

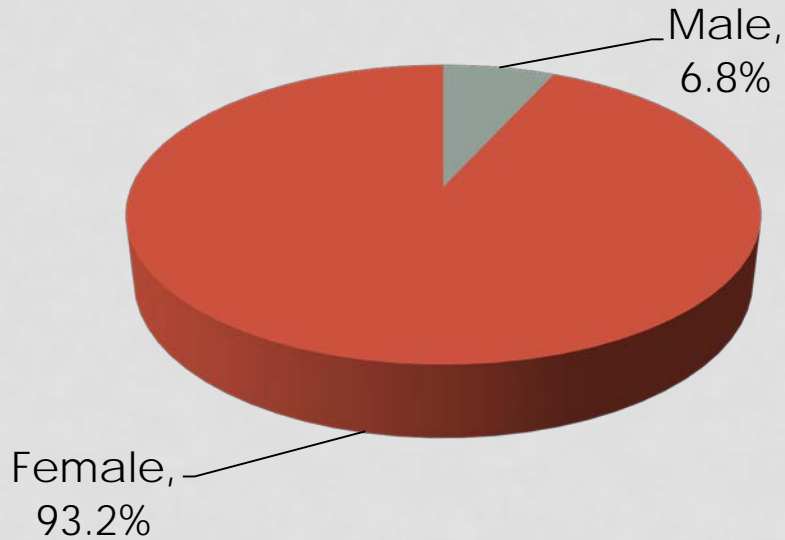
SW Ohio Counties: Adams; Brown; Butler; Champaign; Clark; Clermont; Clinton; Darke; Fayette; Greene; Hamilton; Highland; Miami; Montgomery; Preble; Warren.

SE Ohio Counties: Athens; Belmont; Gallia; Guernsey; Hocking; Jackson; Lawrence; Meigs; Monroe; Morgan; Muskingum; Noble; Perry; Pike; Ross; Scioto; Vinton; Washington.

DEMOGRAPHICS: GENDER

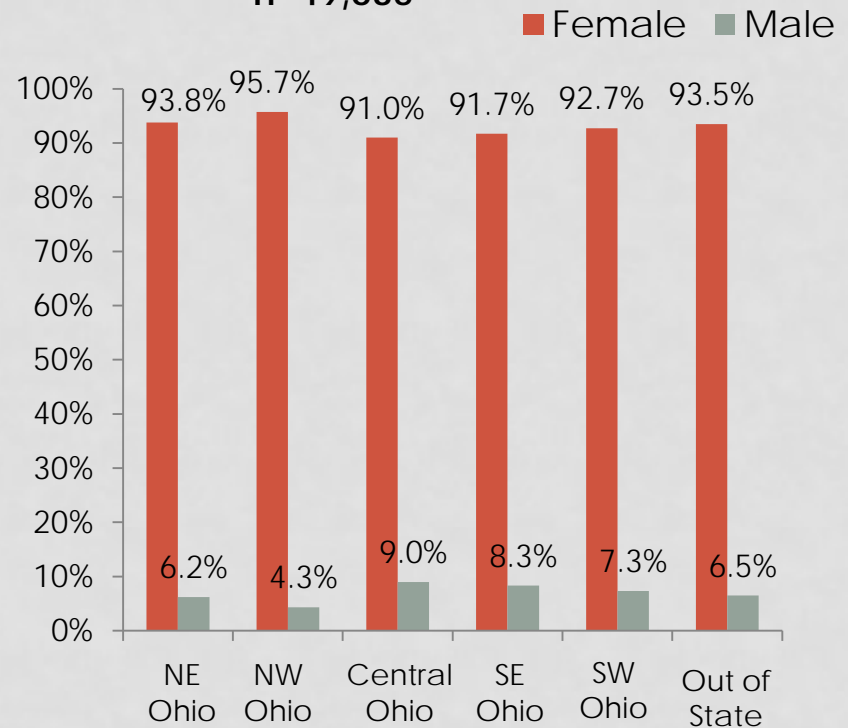
Gender

n=49,635



Gender, By Home Region

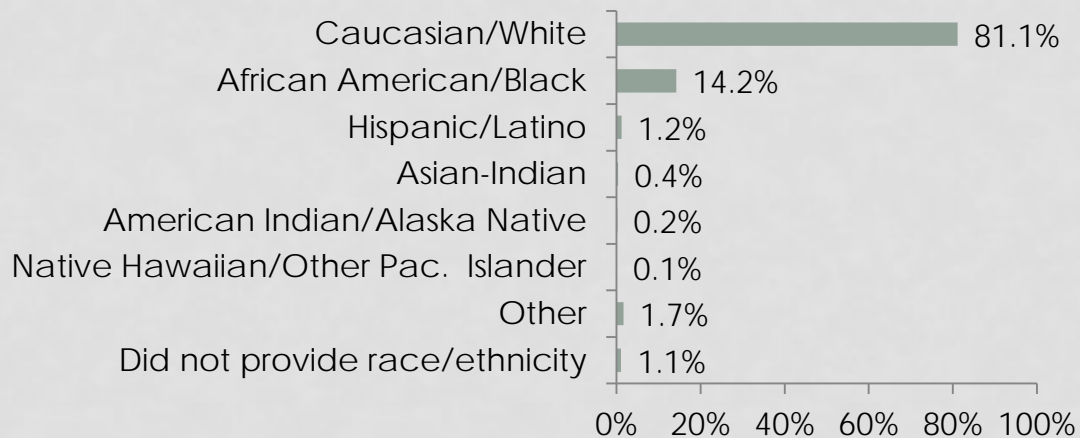
n=49,635



- About nine-in-ten LPNs who renewed online are female (93.2%). This gender disparity holds true across all regions of Ohio.

DEMOGRAPHICS: RACE/ETHNICITY

Race/Ethnicity All Online Renewals, n=49,635



- Eight-in-ten online renewals are Caucasian/White. The majority of the remaining are African American (14.2%). Proportionately, African Americans are slightly over-represented among LPNs licensed in Ohio (proportion of adults in Ohio in 2013 who are African American was 12.5%). Conversely, those of Hispanic/Latino descent are slightly under-represented (proportion of adults in Ohio in 2013 who are of Hispanic descent was 3.4%).

DEMOGRAPHICS: RACE/ETHNICITY

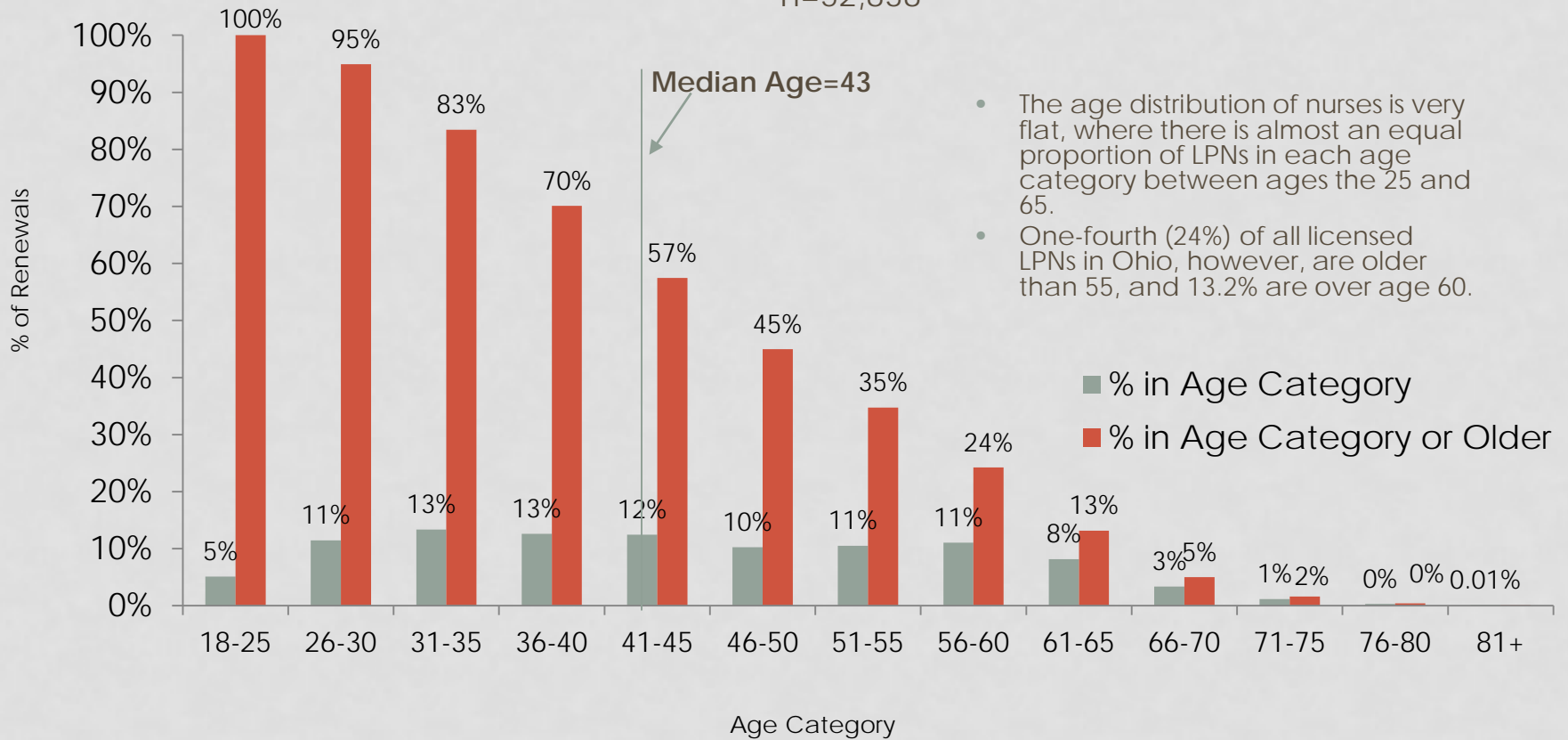
Race/Ethnicity, By Home Region n=49,635

Race	Northeast Ohio	Northwest Ohio	Central Ohio	Southeast Ohio	Southwest Ohio	Out of State	Total
Caucasian/White	80.8%	86.2%	72.4%	96.6%	76.3%	86.1%	81.1%
African American/ Black	14.3%	8.1%	22.0%	1.2%	19.1%	9.5%	14.2%
Hispanic/Latino	1.5%	2.5%	.9%	.2%	.7%	.8%	1.2%
Asian-Indian	.3%	.2%	.6%	.1%	.5%	.5%	.4%
American Indian or Alaska Native	.2%	.1%	.2%	.2%	.2%	.2%	.2%
Native Hawaiian or Other Pacific Islander	.1%	.1%	0%	.1%	.1%	.1%	.1%
Other	1.6%	1.8%	2.4%	1.1%	1.9%	1.6%	1.7%
Did not provide race/ethnicity	1.2%	1.1%	1.4%	.5%	1.0%	1.2%	1.1%

DEMOGRAPHICS: AGE

All LPN Renewals

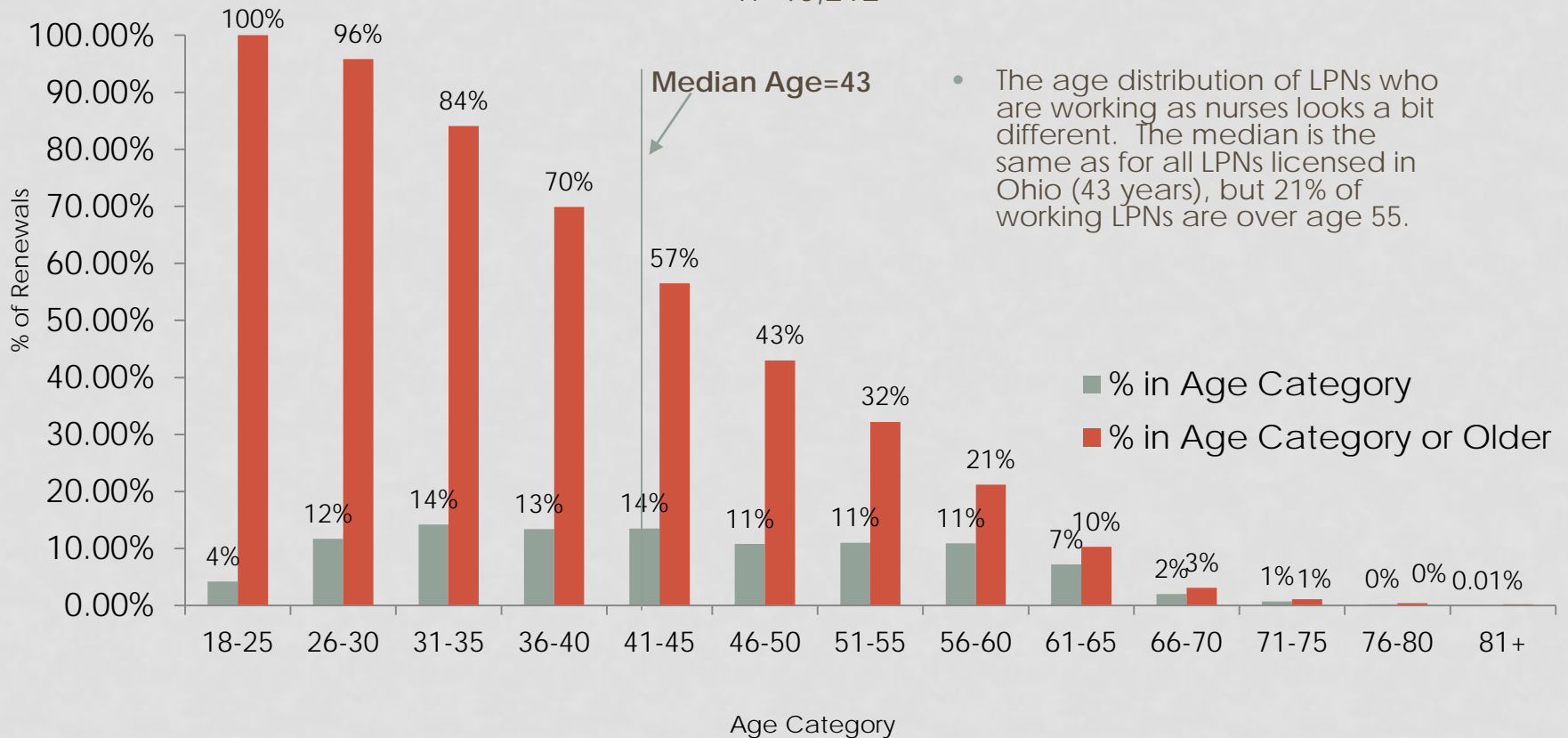
n=52,838



DEMOGRAPHICS: AGE

All LPNs Currently In Nurse Workforce

n=40,212



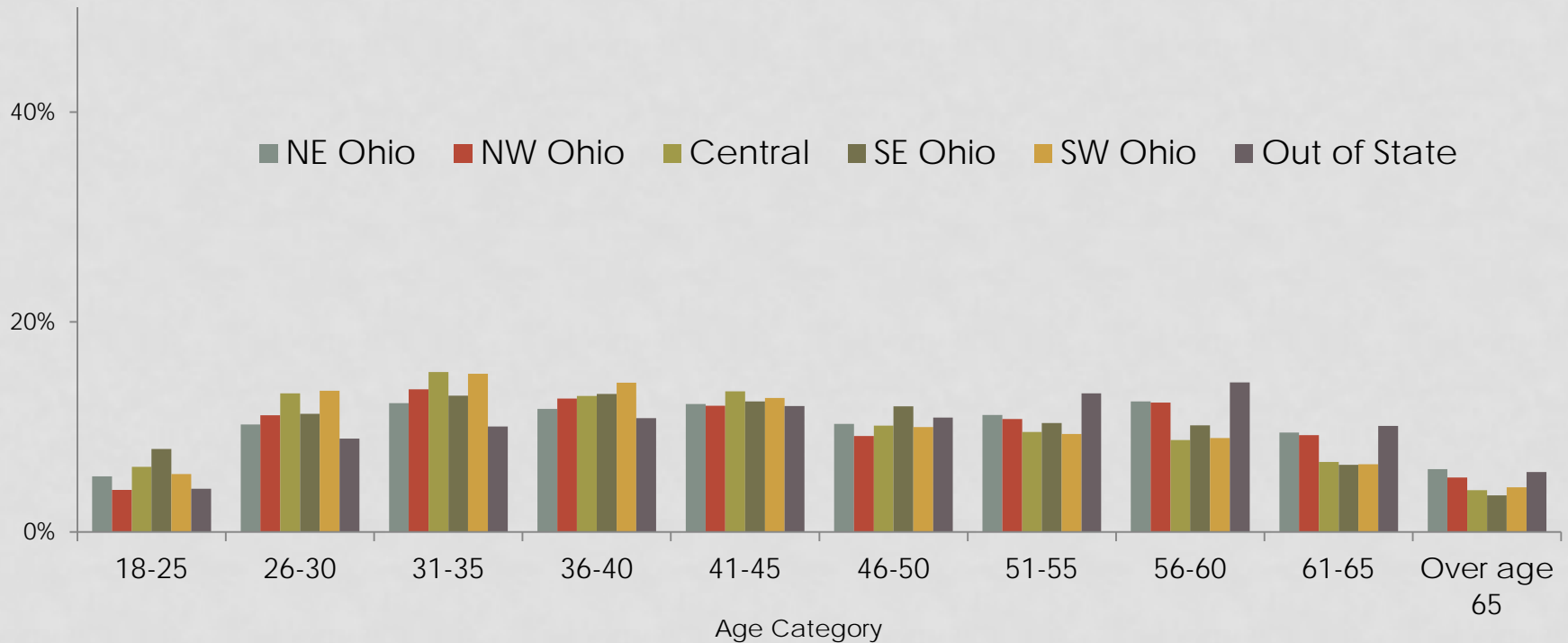
DEMOGRAPHICS: RACE BY AGE

- Previously we noted that the proportion of racial minorities among LPNs in Ohio is fairly reflective of the general Ohio population. This appears to be consistent between the ages of 26 to 45. Older LPNs (over age 45) and very young LPNs (under age 25) show a under-representation of racial minorities. For the younger LPNs, this appears to be a temporary imbalance, as African American LPNs are more likely to delay their secondary education past age 25 (see page 28).
- The proportion of Hispanic/Latino very young (18-22) LPNs is slightly higher than in the general adult population in Ohio and also for any other age group of LPNs.

Age Group, Ages 18-65

	18-22	23-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65
Caucasian/White	86.0%	81.0%	77.2%	75.0%	75.0%	78.4%	82.0%	85.9%	89.0%	88.3%
African American/Black	8.5%	13.8%	16.4%	18.8%	19.1%	16.5%	13.1%	11.0%	7.6%	8.7%
Hispanic/Latino	5%	1.3%	1.5%	1.6%	1.7%	1.5%	1.2%	.9%	.9%	.6%
Asian-Indian	1.0%	.5%	.5%	.4%	.6%	.3%	.5%	.3%	.2%	.2%
American Indian or Alaska Native	.5%	%	.2%	.2%	.2%	.3%	.3%	.1%	.3%	.1%
Native Hawaiian or Other Pacific Islander			.3%	.2%	.1%	.0%	.1%	.0%	.0%	.0%
Did not provide information	3.3%	2.3%	2.8%	2.7%	2.1%	1.5%	1.7%	.8%	1.1%	1.0%
Other	.3%	1.0%	1.2%	1.2%	1.4%	1.4%	1.1%	.9%	.9%	1.1%

DEMOGRAPHICS: AGE BY HOME REGION



- The age distribution of LPNs does not differ tremendously among the five Ohio regions. Ohio-licensed LPNs living out of state tend to be older.

DEMOGRAPHICS: MEDIAN AGE BY DEMOGRAPHICS

Median Age			
		All Ohio Licensed LPNs	LPNs Working in Ohio Only
LPN Specialty License	PN-IV	38	39
	PN-Meds	51	50
	LPN-Only	59	58
Gender	Female	44	43
	Male	43	42
Years of Experience	0-1	30	30
	2-5	34	34
	6-10	39	39
	11-20	45	45
	21-30	53	53
	31-40	58	58
	41+	64	64
Race	White	44	44
	African American	40	39
	Hispanic	40	40
	Other Non-White	37	36
Region	NE Ohio	44	44
	NW Ohio	43	43
	Central Ohio	41	41
	SE Ohio	42	42
	SW Ohio	41	41
	Out of State	46	47

- Average age of LPNs does not differ significantly based on gender or region in Ohio.
- Caucasian LPNs tend to be slightly older, on average, (median of 44 years) than African American or Hispanic LPNs (40 years).
- LPNs with a PN-IV specialty license are significantly younger, on average, than LPNs with a PN-Meds license (median of 51 years) or LPN-Only license (59). Almost all (94%) of LPNs with an Ohio license who are under age 30 have a PN PN-IV license specialty.

DEMOGRAPHICS: WORKING STATUS

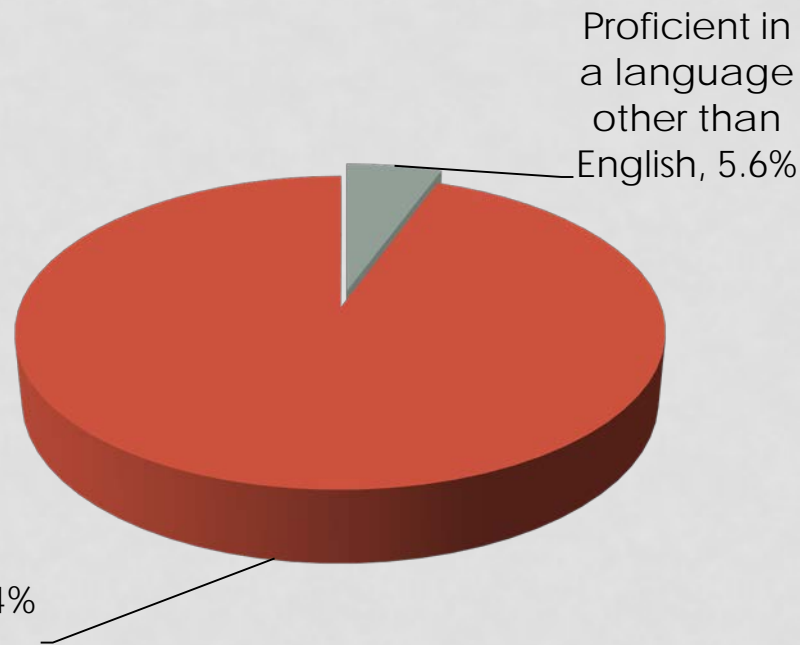
Working Status, By Region (n=49,634)

Residential Region	# Working as a Nurse	# <u>Not</u> Working as a Nurse	Total
NE Ohio	16,148	3,986	20,134
NW Ohio	4,755	991	5,746
Central Ohio	4,980	1,104	6,084
SE Ohio	3,616	849	4,465
SW Ohio	9,053	1,930	10,983
Total Ohio:	38,552	8,860	47,412
Out of State	1,660	562	2,202
Total	40,212	9,422	49,634

- Of the licensed nurses in Ohio, NE Ohio has the largest number (20,134).
- There are 1,660 LPNs licensed by Ohio living and working out-of-state and another 562 living out of state but not working.

DEMOGRAPHICS: SECOND LANGUAGE PROFICIENCY

Second Language Proficiency All Online Renewals

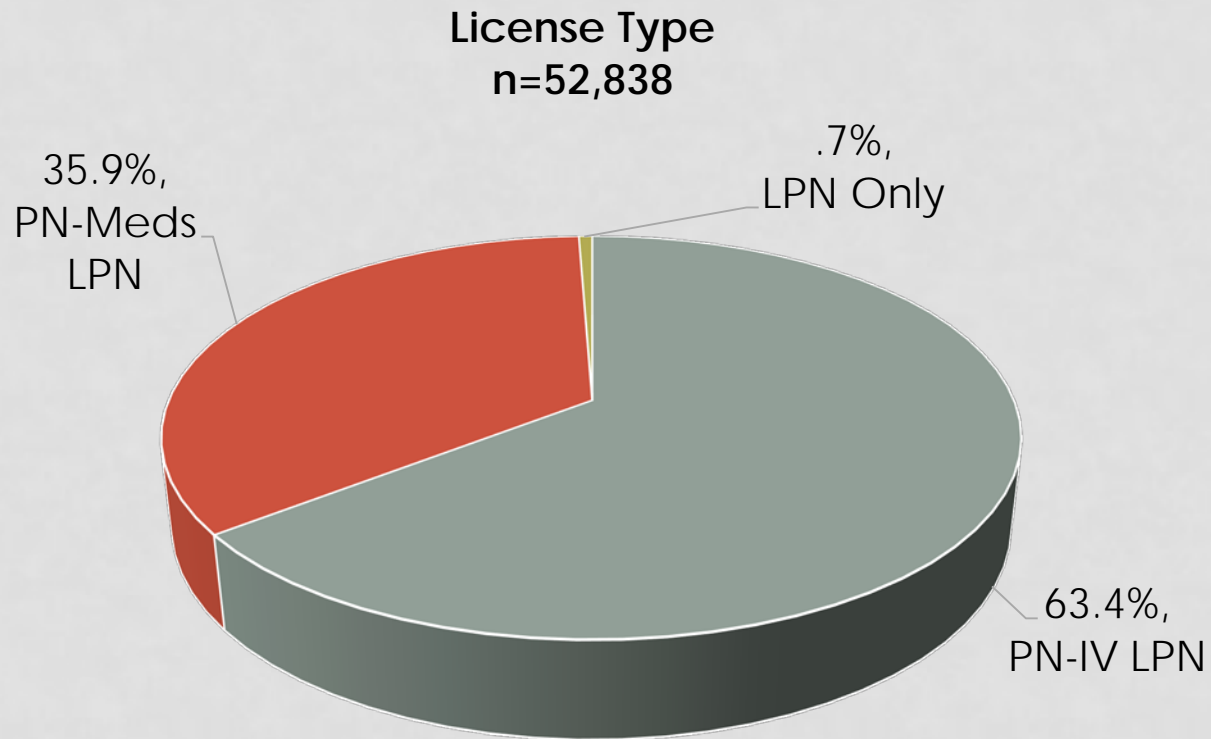


Non-English Second Languages

Language	% of All Online Renewals
Spanish; Castilian	1.2%
French	0.4%
German	0.1%
Swahili	0.1%
Afrikaans	0.1%
Russian	0.1%
Armenian	0.1%
Italian	0.1%
Polish	0.1%
Ukrainian	0.005%
Arabic	0.005%
Croatian	0.005%
Hungarian	0.005%
Hindi	0.005%
Chinese	0.005%
Punjabi	0.005%
Haitian; Haitian Creole	0.005%
Other	2.6%

EDUCATION

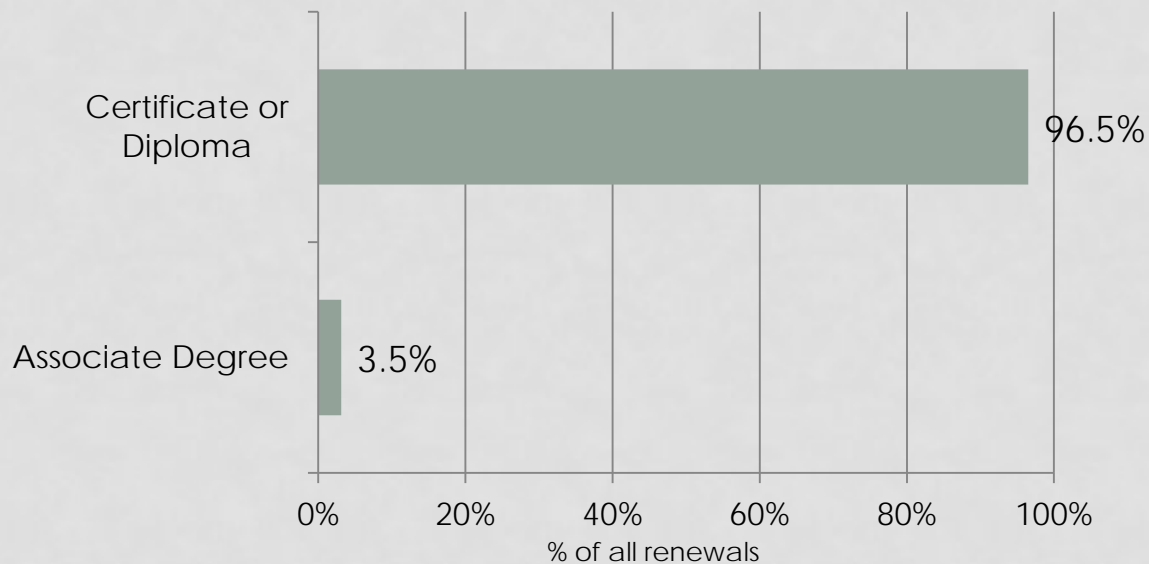
EDUCATION: LICENSE TYPE



- Among those who renewed online, the most common licensure type is PN-IV LPN (63.4%). Those holding a non-specialized LPN license represent a very small proportion of the total (0.7%).

EDUCATION: INITIAL NURSING CREDENTIAL

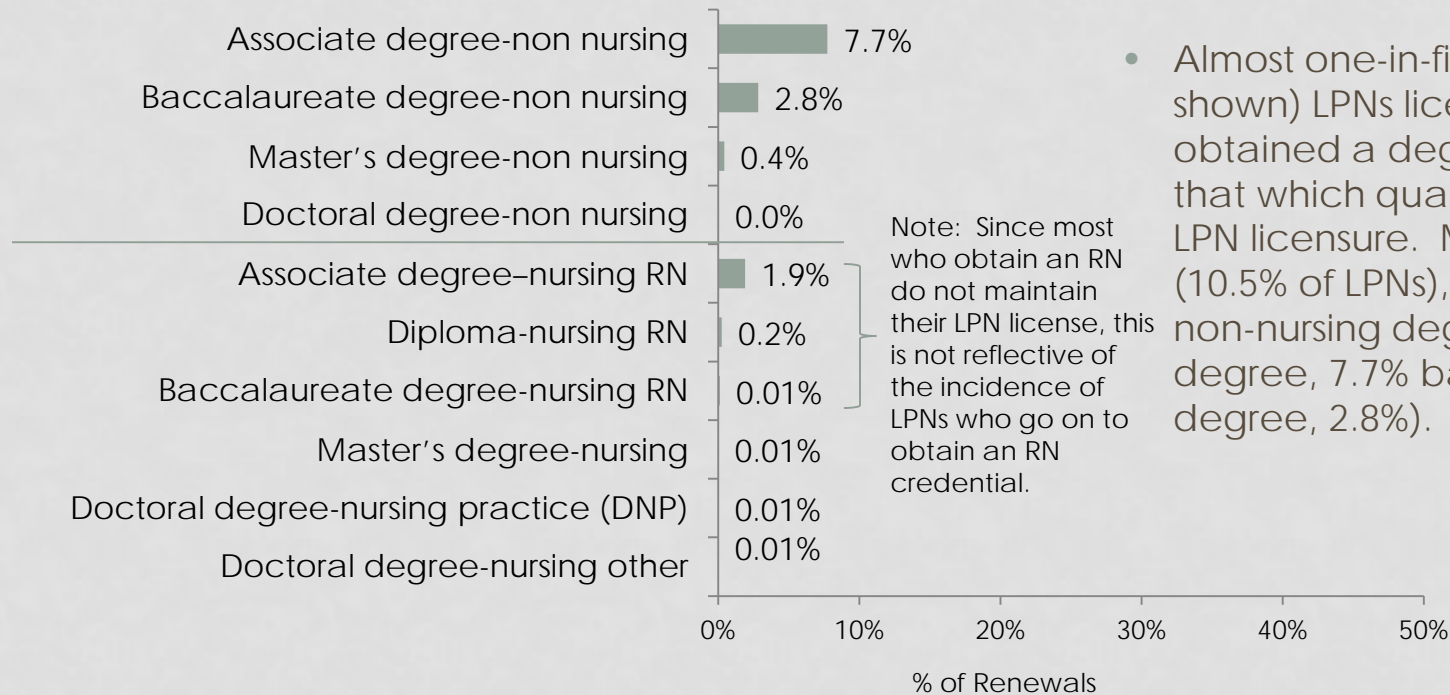
Initial Nursing Credential n=49,635



- A large majority (96.5%) of LPNs obtained a Certificate or Diploma as their *initial* nursing credential

EDUCATION: HIGHEST LEVEL OF EDUCATION (DEGREE OBTAINED)

Highest Degree (Beyond LPN Qualifying Education) (other than that which qualified nurse to be LPN/LVN) n=47,851



- Almost one-in-five (19.6%, not shown) LPNs licensed in Ohio obtained a degree beyond that which qualified them for LPN licensure. Most commonly (10.5% of LPNs), obtained a non-nursing degree (associate degree, 7.7% bachelor's degree, 2.8%).

EDUCATION: COUNTRY WHERE INITIAL NURSING CREDENTIAL WAS OBTAINED, BY INITIAL NURSING CREDENTIAL TYPE

Country of Initial Nursing Credential

	% of LPNs
United States	99.8%
Philippines	.001%
Canada	.001%
India	.001%
Other Country	.02%

- Almost all (99.8%) of LPN licensees in Ohio obtained their initial nursing credential in the United States.

EDUCATION: STATE WHERE INITIAL NURSING CREDENTIAL WAS OBTAINED, BY INITIAL NURSING CREDENTIAL TYPE

State of Initial Nursing Credential

	% of LPNs
Ohio	92.7%
Kentucky	1.3%
Pennsylvania	.8%
Indiana	.7%
West Virginia	.7%
Remaining US States	3.8%
Total:	100%

- The great majority of LPN licensees in Ohio obtained their initial nursing credential in Ohio. Kentucky was the most common state, besides Ohio, in which Ohio LPNs were initially educated. The most common states of original nursing credential all border Ohio.

EDUCATION: HIGHEST EDUCATION LEVEL EARNED BY NURSE DEMOGRAPHICS

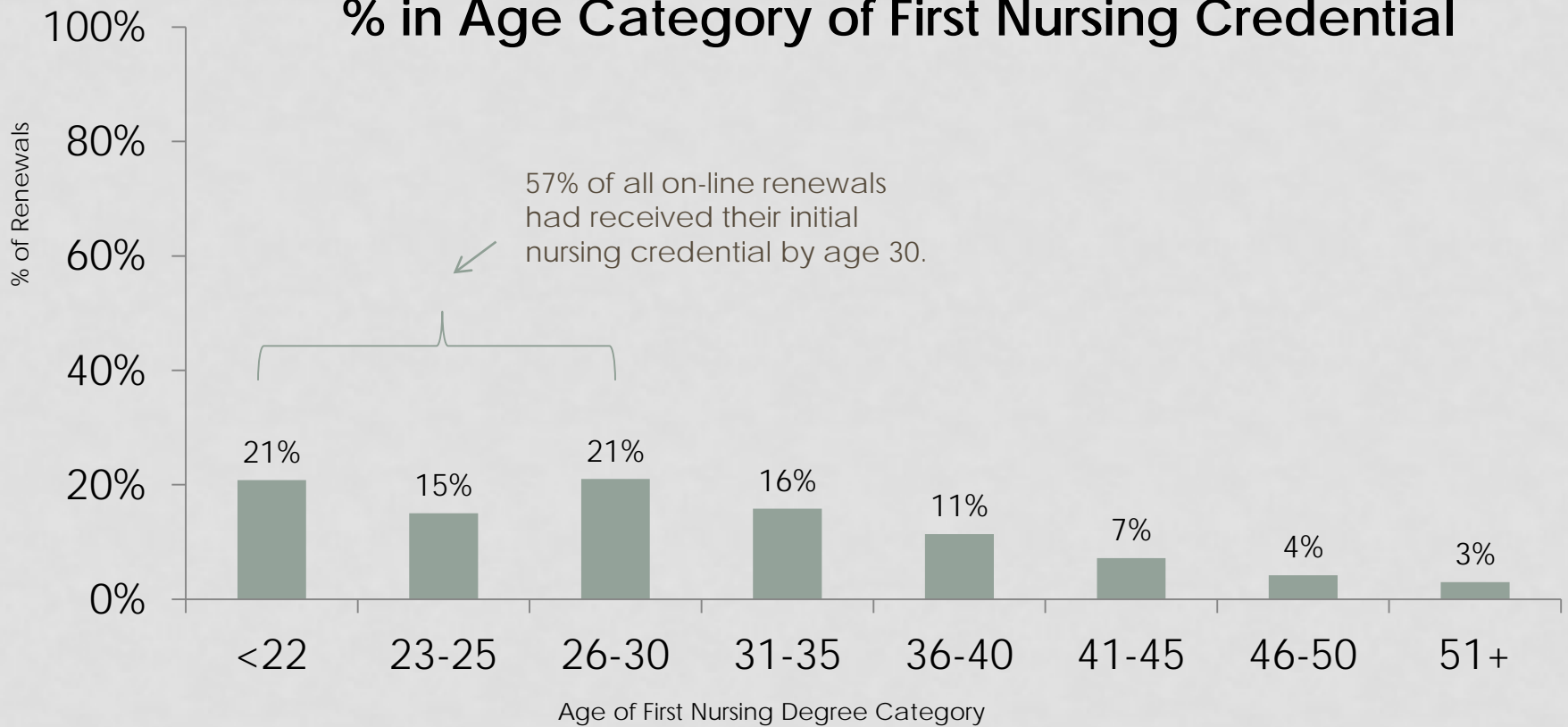
All On-Line Renewals
n=49,620

	Assoc. degree- Non - Nursing	Assoc. degree RN	Bacc. Non - Nursing	Bacc. Degree- Nursing RN	Grad. degree- Non Nursing	Grad. Degree- Nursing	No education beyond LPN
% of Males	11.0%	2.4%	7.5%	.4%	1.7%	.1%	76.8%
Female	7.6%	1.9%	2.5%	.3%	.4%	.1%	87.2%
% of Whites	7.0%	1.5%	2.5%	.3%	.4%	.0%	88.3%
AA	11.6%	4.0%	3.8%	.7%	.9%	.1%	78.8%
Hispanic	10.8%	2.5%	2.3%	.8%	.2%		83.4%
Other Non-White	9.8%	4.0%	4.0%	1.0%	.4%		80.9%
% of 0-1 years exper.	9.5%	.8%	3.7%	.2%	.4%	.1%	85.4%
2-5 years	10.1%	3.2%	3.8%	.4%	.5%	.1%	82.1%
6-10 years	8.6%	2.7%	2.7%	.5%	.4%	.1%	85.0%
11-20 yrs	7.0%	1.7%	2.5%	.3%	.5%	.1%	87.9%
21-30 yrs	5.1%	.8%	2.0%	.2%	.4%	.1%	91.4%
31-40 yrs	5.0%	.6%	2.1%	.2%	.6%		91.5%
41+ years	4.8%	.3%	1.4%	.5%	.9%		92.1%
% of NE Ohio	7.7%	1.4%	2.5%	.3%	.4%	.1%	87.6%
NW Ohio	6.8%	.9%	2.2%	.3%	.4%	.1%	89.3%
Central	7.5%	3.4%	4.6%	.6%	.9%	.1%	82.8%
SE Ohio	8.2%	2.6%	2.0%	.2%	.4%		86.7%
SW Ohio	8.3%	2.6%	2.8%	.4%	.4%	.0%	85.5%
Out of state	8.9%	1.5%	3.8%	.4%	.8%	.0%	84.6%

EDUCATION: AGE OF INITIAL NURSING CREDENTIAL (DEGREE)

All On-Line Renewals
n=49,620

% in Age Category of First Nursing Credential



EDUCATION: MEDIAN AGE OF INITIAL NURSING CREDENTIAL, BY CREDENTIAL TYPE

All Online Renewals
n=49,620

<u>Initial Nursing Credential</u>	Median Age
Associate Degree	29
Certificate or Diploma	28
Practical/Vocational Nursing (LPN)	35
RN Educated	28

<u>Highest Credential Earned</u>	Median Age of <u>Initial</u> Nursing Degree
Associate degree-non nursing	31
Associate degree-nursing RN	28
Baccalaureate degree-non nursing	33
RN	27
Graduate degree-non nursing	35
Graduate degree-nursing	30

EDUCATION: MEDIAN AGE OF INITIAL NURSING CREDENTIAL (DEGREE), BY NURSE DEMOGRAPHICS

Initial Nursing Credential	Median Age of Initial Nursing Credential
<i>Gender:</i>	
Male	32
Female	28
<i>Race:</i>	
White	28
African America	30
Hispanic	30
Other Non-White	28
<i>Years of Nursing Experience:</i>	
0-1 years	29
2-5 years	30
6-10 years	31
11-20 years	29
21-30 years	28
31-40 years	22
41+ years	20

Initial Nursing Credential	Median Age of Initial Nursing Credential
<i>Region:</i>	
NE Ohio	28
NW Ohio	28
Central	29
SE Ohio	28
SW Ohio	29
Out of state	28
<i>License Specialty:</i>	
PN-IV	29
LPN- Meds	27
LPN Only	21

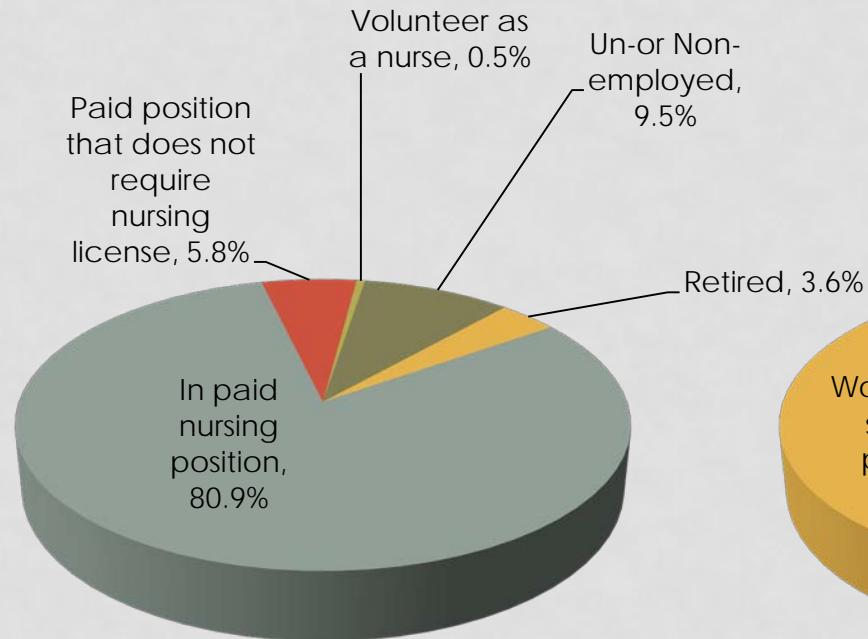
- The average (median) age of initial nursing degree differs only slightly by demographic groups. Males tend to obtain their initial nursing degree at age 32, compared to age 28 for females. Likewise, African American and Hispanic nurses tend to obtain their first nursing degree at age 30, older than their White counterparts at age 28.
- Those with the most experience tend to have obtained their initial nursing degrees at a younger age than more recent entrants into the nursing field, suggesting that the typical age of a first nursing degree has increased over the past 40 years.

EMPLOYMENT

EMPLOYMENT: CURRENT JOB STATUS

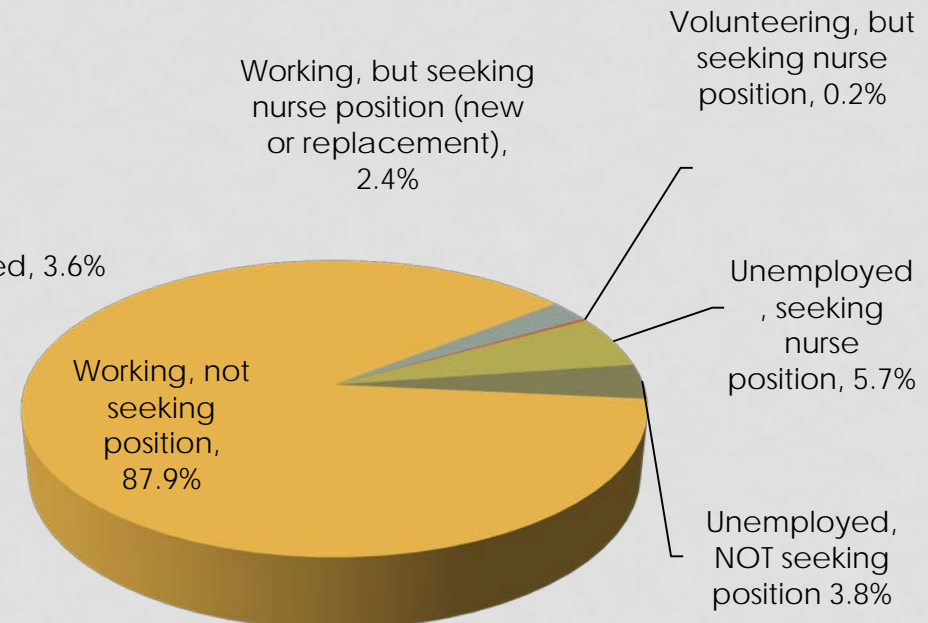
Job Status

(Online Renewals, n=49,620)



Seeking Job as a Nurse

(Non-Retirees Only)



- Not all Ohio LPN licensees are working as a nurse. Six percent are working in positions which do not require a nursing license. Less than one percent are volunteers. About ten percent (9.5%) are unemployed. However, some non-working LPNs are so by choice: of all LPNs licensed in Ohio (excluding retirees), 3.8% are not working and are not seeking work. The proportion of Ohio licensed LPNs who are not working yet are seeking work as a nurse is 5.7%. Another 2.4% of licensed LPNs who are currently working are also seeking a nurse position.

EMPLOYMENT: CURRENT JOB STATUS

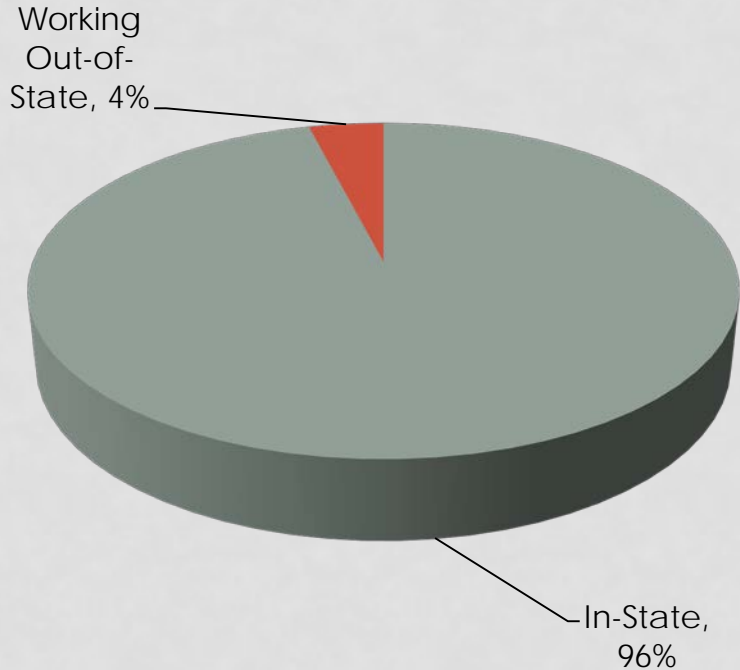
License Specialty

Job Status	PN – IV	PN-Meds	LPN Only
In a paid nursing position	86.1%	80.5%	59.7%
Paid position that does not require nursing license	5.2%	7.2%	22.1%
Volunteer as a nurse	0.4%	0.9%	2.3%
Un- or Non-employed	8.3%	11.4%	15.9%

- Employment levels differ by license specialty. PN-IV licensed LPNs are more likely to be in a paid nursing position than those with a PN-Meds license specialty and the very few LPN (no license specialty) nurses.

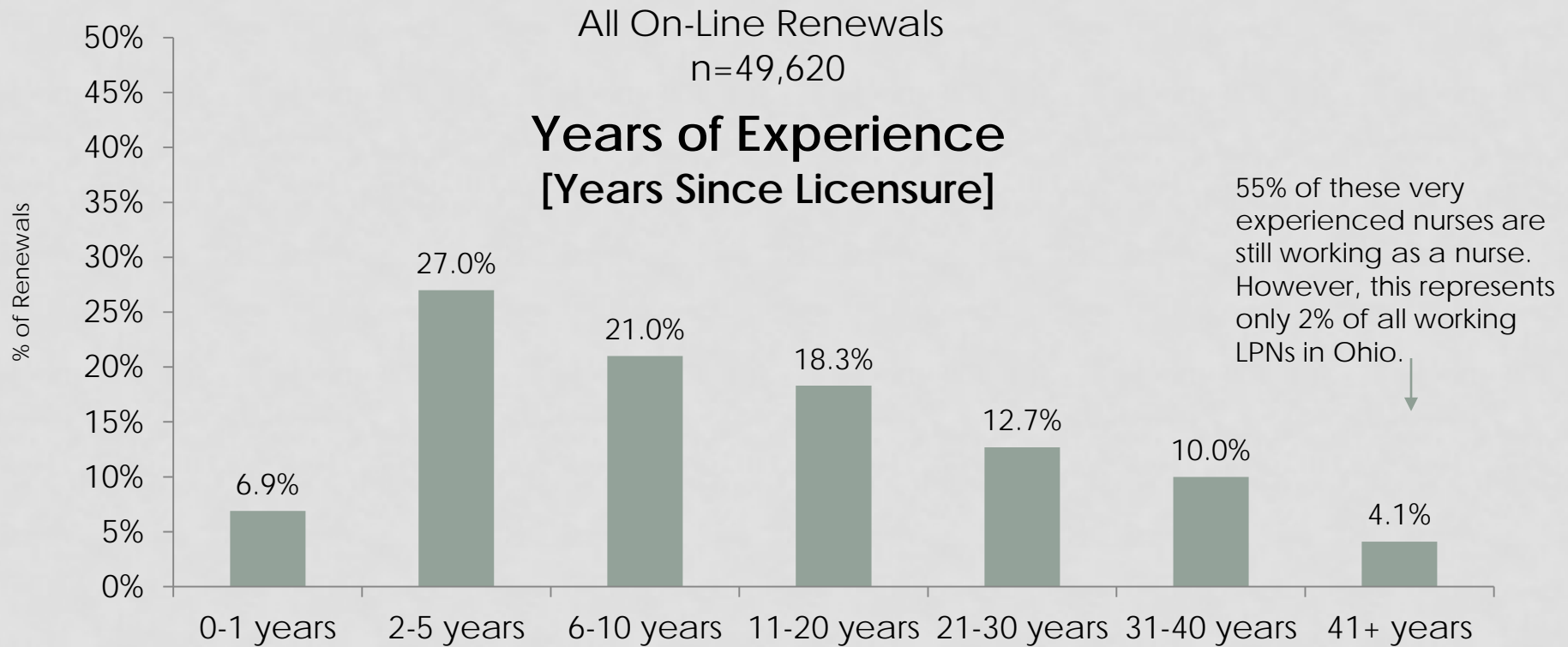
EMPLOYMENT: WORKING IN-STATE OR OUT-OF-STATE

**Those Working As a Nurse:
Work Location
n=39,952**

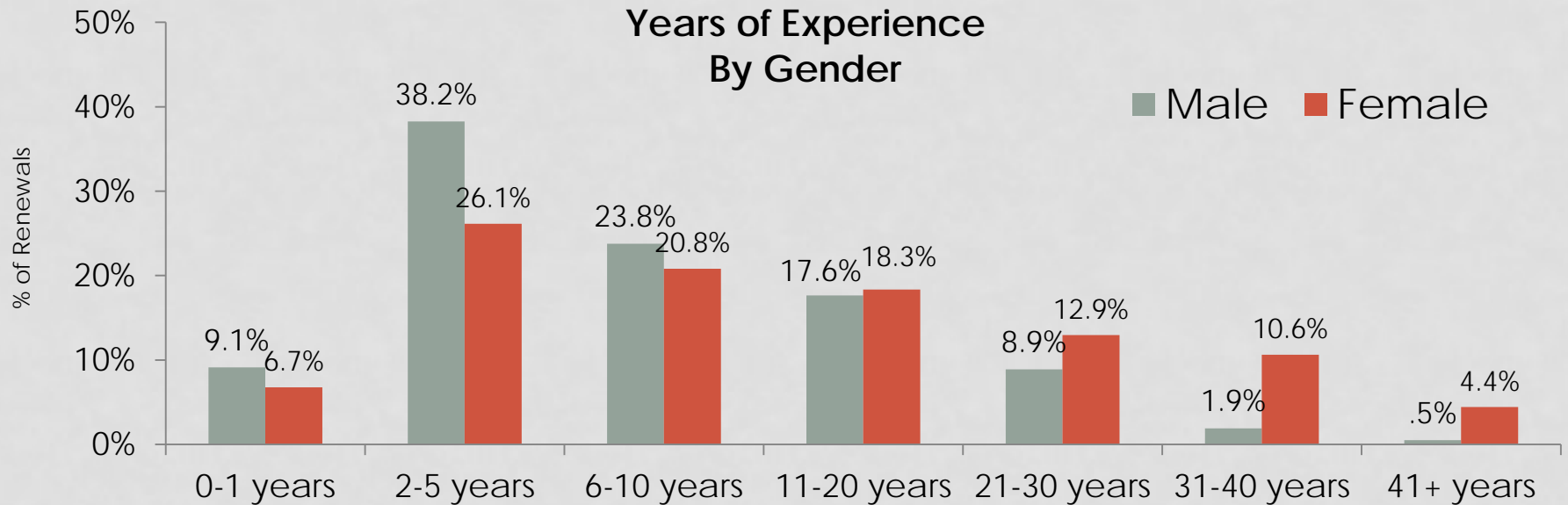


		Working In-State
License Specialty	% of PN-IV	96.6%
	PN-Meds	95.2%
	LPN Only	91.2%
Gender	% of Female	96.1%
	Male	95.3%
Years of Experience	% of 0-1	96.7%
	2-5	96.0%
	6-10	96.0%
	11-20	96.0%
	21-30	95.7%
Race	31-40	95.8%
	41+	97.1%
	% of White	95.9%
	African American	96.5%
	Hispanic	97.3%
	Other Non-White	95.5%

EMPLOYMENT: YEARS OF EXPERIENCE

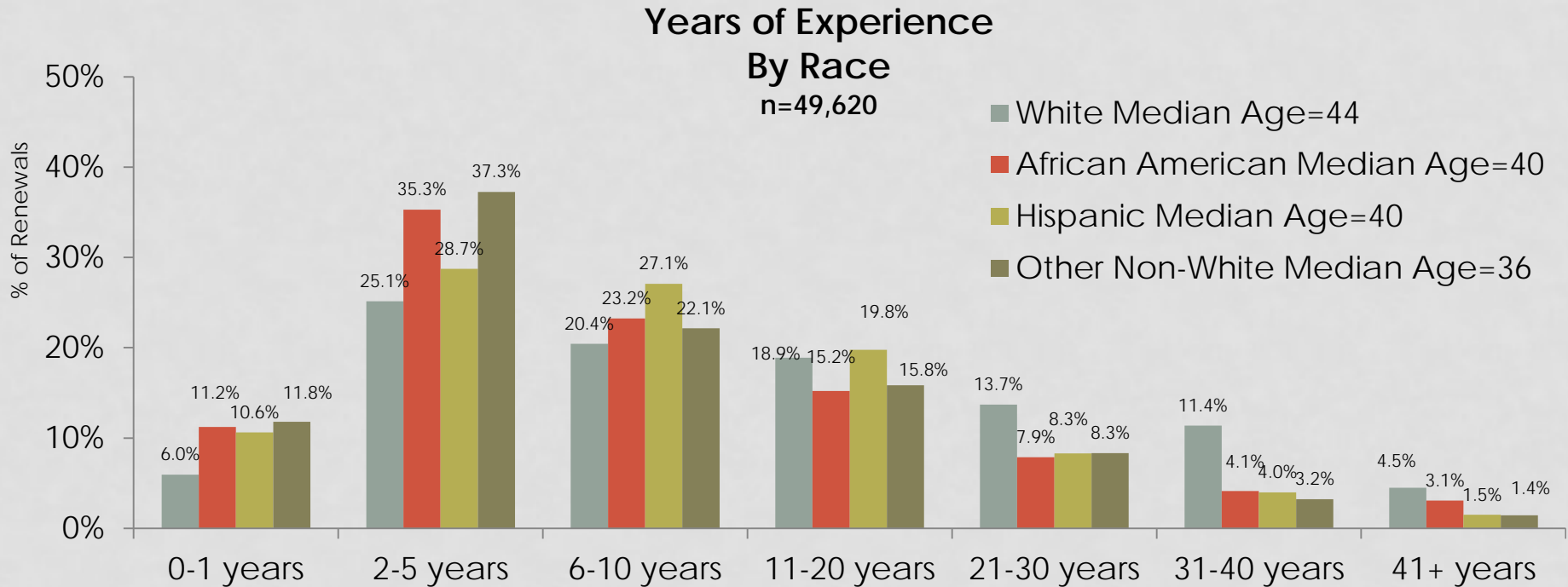


EMPLOYMENT: YEARS OF EXPERIENCE, BY GENDER



- While 93% of LPNs in Ohio are females, the distribution of the years of experience differs between males and females. Among males, about two thirds (71.1%) have 10 or fewer years of experience, compared to 53.6% of females. Assuming that males and females stay in the occupation at the same rates, this suggests that the proportion of male LPNs in Ohio will increase in the years to come.

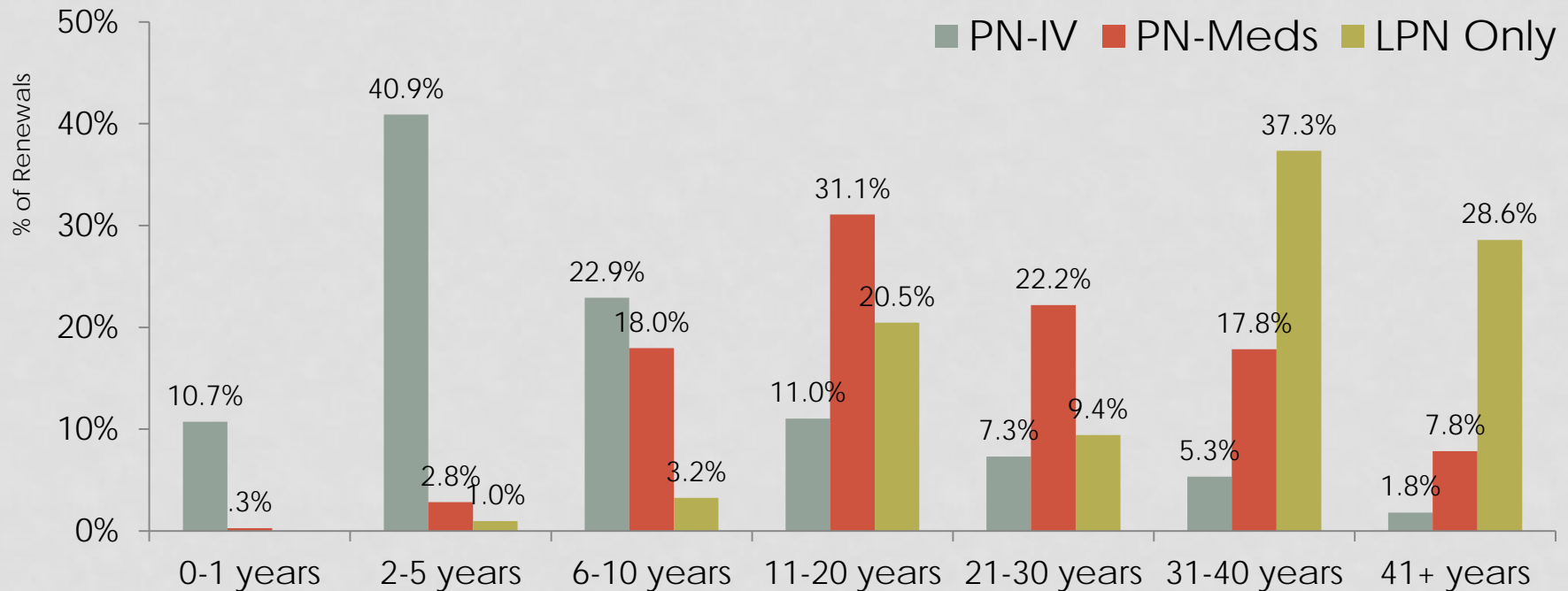
EMPLOYMENT: YEARS OF EXPERIENCE, BY RACE



- On average, Non-White (African American, Hispanic and Other) nurses in Ohio have less experience (and are younger), suggesting that the proportion of racial minority nurses will increase as this nursing workforce ages.

EMPLOYMENT: YEARS OF EXPERIENCE, BY LICENSE SPECIALTY (PN-IV, PN-MEDS, LPN ONLY)

Years of Experience
By LPN License Specialty
n=49,620



- In more recent years, LPNs are much more likely to obtain an PN-IV license specialty than LPNs who were educated 10 or more years ago.

EMPLOYMENT: CURRENT JOB STATUS, BY AGE

Age Category

Job Status	50 or Younger	51-65	66-75	76+
In a paid nursing position	86.4%	75.9%	44.8%	36.1%
Paid position that does not require nursing license	4.9%	7.7%	5.6%	5.6%
Volunteer as a nurse	.2%	.8%	2.4%	12.0%
Un- or Non-employed	8.4%	10.5%	10.1%	7.7%
Retired	0%	5.1%	37.1%	38.6%

- Seventy-six percent of licensed LPNs in Ohio between the ages of 51 and 65 are working as a nurse for pay; about 45% of those between the ages of 66 and 75 are and 36% of the oldest cohort (76 and older) are. It is important to keep in mind that our data do not include LPNs in Ohio who were previously licensed but allowed their Ohio license to lapse; therefore, although the proportion of older LPNs who are working in a paid position (36%) is high, this would be much lower if we looked at the proportion of LPNs older than 75 who were ever licensed in Ohio.

EMPLOYMENT: CURRENT JOB STATUS, BY GENDER & EXPERIENCE

Gender

Job Status	% of Females	% of Males
In a paid nursing position	80.9%	81.6%
Paid position that does not require nursing license	5.5%	9.9%
Volunteer as a nurse	0.5%	0.5%
Un- or Non-employed	9.4%	6.2%
Retired	3.7%	1.8%

- Males are slightly more likely to be in a paid nursing position than females (81.6% vs. 80.9%).
- Percentages of licensees working as a nurse decreases with age (years of experience).
- A very large proportion (85.8%) of new entrants (< 1 year of experience) into the nursing field are working as nurses for pay.

Years of Experience

Job Status	% of <1 year	% of 2-5 years	% of 6-10 years	% of 11-20 years	% of 21-30 years	% of 31-40 years	% of 40+ years
In a paid nursing position	85.8%	85.4%	86.4%	83.2%	76.9%	70.5%	55.3%
Paid position that does not require nursing license	6.1%	5.9%	4.2%	4.6%	6.0%	9.5%	7.5%
Volunteer as a nurse	.1%	.3%	.2%	.4%	.8%	.8%	2.5%
Un- or Non-employed	8.0%	8.2%	8.8%	9.8%	10.4%	10.4%	8.5%
Retired	0.0%	.1%	.4%	2.0%	5.8%	8.8%	26.2%

EMPLOYMENT: CURRENT JOB STATUS, BY RACE & REGION

Race

Job Status	% of Whites	% of African Americans	% of Hispanics	% of Other Non-Whites	% of Unknown Race
In a paid nursing position	80.0%	85.6%	85.9%	81.6%	79.1%
Paid position that does not require nursing license	6.1%	4.2%	4.4%	6.1%	6.8%
Volunteer as a nurse	.5%	.5%	.2%	.6%	.9%
Un- or Non-employed	9.5%	6.8%	8.2%	10.5%	10.6%
Retired	3.8%	2.9%	1.3%	1.3%	2.5%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

- The level of employment as nurses for pay is highest among nurses of Hispanic descent (85.9%), followed very closely by African Americans (85.6%).
- The level of paid employment for nurses is very similar across the five regions of Ohio.

Home Region

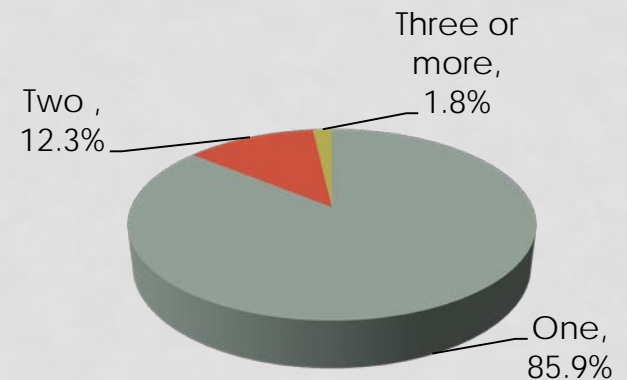
Job Status	% of NE Ohio	% of NW Ohio	% of Central Ohio	% of SE Ohio	% of SW Ohio	% of Out of state
In a paid position in nursing	80.2%	82.6%	81.6%	81.0%	82.4%	73.8%
In a paid position in a field that does not require a nurse license	5.8%	4.9%	7.3%	5.9%	5.2%	6.8%
Volunteering as a nurse	.6%	.5%	.5%	.4%	.5%	.7%
Un- or Non-employed	9.1%	7.6%	8.1%	9.8%	9.3%	14.2%
Retired	4.2%	4.4%	2.5%	2.9%	2.6%	4.5%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

EMPLOYMENT: NURSES WORKING FOR MULTIPLE EMPLOYERS

of Employers

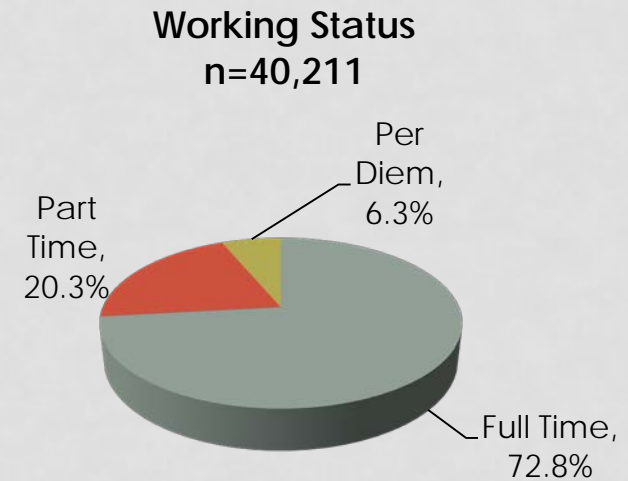
		One	Two	Three
Gender	% of Males	82.1%	15.7%	2.2%
	Female	86.2%	12.0%	1.8%
Years of Experience	% of 0-1 years	83.0%	14.9%	2.1%
	2-5 years	81.6%	16.0%	2.4%
	6-10 years	84.4%	13.6%	2.0%
	11-20 years	87.4%	11.0%	1.6%
	21-30 years	89.9%	9.1%	1.0%
	31-40 years	92.7%	6.1%	1.2%
Race	41+ years	94.8%	4.3%	1.0%
	% of Whites	88.4%	10.2%	1.4%
	African American	73.6%	22.7%	3.7%
	Hispanic	81.8%	16.1%	2.1%
Region	Other Non-White	82.7%	14.7%	2.6%
	% of NE Ohio	87.2%	11.0%	1.8%
	NW Ohio	85.0%	13.3%	1.6%
	Central Ohio	80.9%	16.6%	2.5%
	SE Ohio	90.3%	8.7%	.9%
LPN Licensure Type	SW Ohio	84.7%	13.4%	1.9%
	Out of state	88.4%	10.3%	1.4%
	% of PN-IV	84.2%	13.8%	2.0%
	PN-Meds	89.1%	9.5%	1.4%
	LPN Only	94.4%	5.0%	.6%

**Number of Employers for Nurses Working for Multiple Employers
n=40,211**



EMPLOYMENT: EMPLOYED AS NURSES, WORKING STATUS

		Full Time	Part Time	Per Diem
Gender	% of Males	82.0%	11.9%	5.5%
	Female	72.1%	20.9%	6.4%
Years of Experience	% of 0-1	60.4%	28.8%	9.7%
	2-5	71.1%	20.7%	7.6%
	6-10	75.9%	17.6%	5.8%
	11-20	77.1%	16.8%	5.8%
	21-30	77.4%	17.6%	4.3%
	31-40	71.6%	23.6%	4.3%
Race	41+	56.8%	35.1%	7.0%
	% of Whites	74.4%	19.6%	5.5%
	African American	65.1%	24.0%	9.8%
	Hispanic	70.4%	22.8%	6.1%
Region	Other Non-White	69.5%	20.6%	8.8%
	% of NE Ohio	71.7%	21.8%	6.0%
	NW Ohio	69.2%	24.1%	6.1%
	Central Ohio	73.9%	19.3%	6.1%
	SE Ohio	78.2%	17.1%	4.2%
	SW Ohio	72.7%	18.6%	7.9%
LPN Licensure Type	Out of state	79.0%	14.6%	5.6%
	% of PN-IV	72.3%	20.3%	6.8%
	PN-Meds	73.8%	20.2%	5.4%
	LPN Only	68.3%	28.3%	3.3%

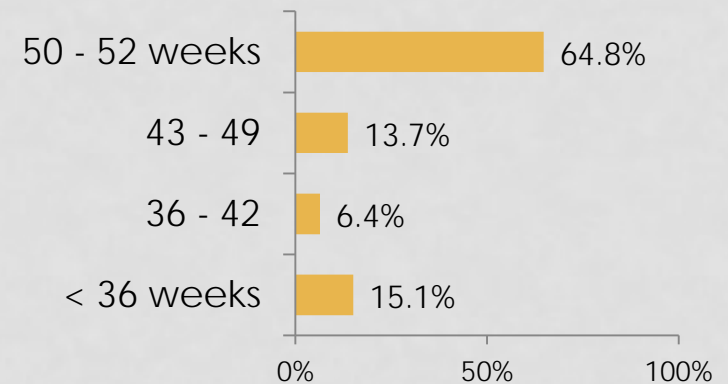


Age	Full Time	Part Time	Per Diem
% those 50 or Younger	73.3%	19.3%	6.8%
51-65	75.0%	19.9%	4.5%
66-75	41.6%	45.4%	11.9%
76+	19.4%	62.4%	12.9%

EMPLOYMENT: NUMBER OF WEEKS WORKED IN PAST YEAR

		% Work < 50 Weeks
Gender	% of Males	29.4%
	Female	35.6%
Years of Experience	% of 0-1	72%
	2-5	36%
	6-10	31.7%
	11-20	30.2%
	21-30	30.2%
	31-40	29.5%
Race	41+	36.5%
	% of Whites	32.5%
	African American	47.6%
	Hispanic	39.2%
Region	Other Non-White	43.9%
	% of NE Ohio	34.5%
	NW Ohio	33.4%
	Central Ohio	37.6%
	SE Ohio	32.4%
	SW Ohio	37.3%
LPN Licensure Type	Out of state	35.1%
	% of PN-IV	36.9%
	PN-Meds	32.2%
	LPN Only	29.6%

Weeks Worked Per Year

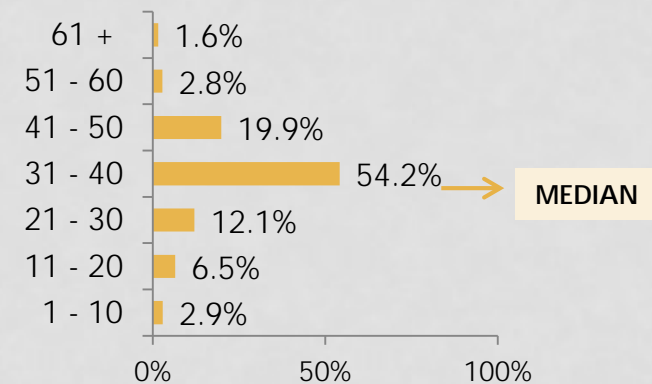


- 35.2% work fewer than 50 weeks per year
 - Working fewer than 50 weeks in the past year was more common for the newer nurses (suggesting they hadn't yet completed a full year of work); but it was not *uncommon* for more experienced nurses either.

EMPLOYMENT: NUMBER OF HOURS WORKED PER WEEK

		> 40 Hours	31-40 Hours	30 or Less
Gender	% of Males	21.6%	54.2%	24.2%
	Female	12.6%	54.0%	33.4%
Years of Experience	% of 0-1	18.3%	51.2%	30.5%
	2-5	23.5%	54.5%	22.0%
	6-10	25.1%	56.1%	18.8%
	11-20	27.2%	54.1%	18.7%
	21-30	27.5%	54.8%	17.7%
	31-40	22.1%	54.3%	23.7%
	41+	15.7%	45.0%	39.3%
Race	% of Whites	24.5%	55.0%	20.6%
	African American	23.1%	50.8%	26.1%
	Hispanic	22.4%	54.9%	22.8%
	Other Non-White	23.0%	53.0%	24.0%
Region	% of NE Ohio	23.0%	54.7%	22.3%
	NW Ohio	22.6%	53.3%	24.0%
	Central Ohio	28.1%	50.6%	21.3%
	SE Ohio	26.0%	56.9%	17.1%
	SW Ohio	23.5%	54.5%	22.0%
	Out of state	28.8%	55.2%	16.1%
LPN Licensure Type	% of PN-IV	23.9%	54.6%	21.5%
	PN-Meds	24.8%	53.6%	21.6%
	LPN Only	21.7%	47.8%	30.6%

Total Hours Worked in All Positions
n=40,211



EMPLOYMENT: NUMBER OF JOBS BY NUMBER OF HOURS WORKED PER WEEK

Number of Jobs by Number of Hours Worked Per Week

	Of those who work.....hours per week						
Number of Jobs	< 10	11-20	21-30	31-40	41-50	51-60	61 +
Single Job	91.3%	86.6%	85.2%	91.4%	78.1%	45.8%	61.1%
Two Jobs	7.3%	11.7%	12.8%	7.5%	19.3%	47.8%	32.3%
Three Plus Jobs	1.4%	1.7%	2.0%	1.1%	2.6%	6.4%	6.6%

However, this is 2.6% of all working nurses.

- Almost forty percent of those working more than 60 hours are doing that via two or more jobs.

EMPLOYMENT: PRIMARY WORKPLACE SETTING OF LICENSEES WORKING AS NURSES

All On-Line Renewals Working As A Nurse
n=40,206

Setting	% of Licensees working as Nurses	Setting (continued)	% of Licensees working as Nurses
Nursing home/extended care facility/assisted living facility	48.4%	Hospice care	2.2%
Homecare SUBTOTAL:	16.7%	Ambulatory care	1.8%
Homecare – agency	13.4%	Correctional facility	1.5%
Homecare – indep. provider	3.3%	Public/community health	1.1%
Office SUBTOTAL:	11.3%	School health	1.1%
Office/clinic partnership	6.1%	Patient centered medical home	0.9%
Office/clinic single specialty group	3.8%	Insurance claims or benefits	0.9%
Office/clinic solo practice	1.4%	Occupational health setting	0.6%
Hospital SUBTOTAL:	8.5%	Urgent care	0.4%
Hospital – inpatient	4.9%	Education/academic	0.4%
Hospital – outpatient	1.8%	Research	0.2%
Hospital – emergency department	0.5%	Policy/planning/regulatory	0.1%
Hospital – perioperative operating room	0.4%	APRN – owned/operated practice	0.1%
Hospital – federal government	0.9%	Other health related	3.7%
		Other non-health related	0.2%

EMPLOYMENT: WORKPLACE SETTING OF LPN LICENSEES WORKING AS NURSES: PN-IV VS. PN-MEDS

All On-Line Renewals Working As A Nurse
n=40,206

Setting	% of PN - IV	% of PN -Meds
Nursing home/extended care facility/assisted living facility	50.2%	45.3%
Homecare SUBTOTAL:	15.0%	19.9%
Homecare – agency	12.4%	15.4%
Homecare – independent provider	2.6%	4.5%
Office SUBTOTAL:	10.4%	12.9%
Office/clinic partnership	5.7%	6.8%
Office/clinic single specialty group	3.5%	4.3%
Office/clinic solo practice	1.2%	1.8%
Hospital SUBTOTAL:	10.3%	4.8%
Hospital – inpatient	6.3%	2.2%
Hospital – outpatient	2.0%	1.2%
Hospital – emergency department	0.7%	0.1%
Hospital – perioperative operating room	0.4%	0.4%
Hospital – federal government	0.9%	0.8%
Hospice care	2.0%	2.5%
Ambulatory care	1.8%	1.9%
Correctional facility	1.5%	1.5%
Public/community health	1.1%	1.1%
School health	0.9%	1.6%
Patient centered medical home	0.9%	0.9%
Insurance claims or benefits	0.7%	1.3%
Occupational health setting	0.6%	0.8%
Urgent care	0.5%	0.2%
Education/academic	0.3%	0.6%
Research	0.2%	0.3%
Policy/planning/regulatory	0.1%	0.1%
APRN – owned/operated practice	0.1%	0.1%
Other health related	3.5%	4.1%
Other non-health related	.1%	.3%

EMPLOYMENT: WORKPLACE SETTING OF LICENSEES WORKING AS NURSES, BY GENDER & RACE

More Common Settings, % Female and Male Licensees

	% of...										
	Nursing Home/ Extended Care Facility	Home Care - Agency	Home Care - Indep Provider	Office/ Clinic Ptnshp	Office/ Clinic Single Specialty Group	Office/ Clinic Solo Practice	Hospital - Inpat.	Hospital - Outpt.	Hospital - ED	Hospital - Perioperative OR	Hospital- Federal Govt.
Female	93.0%	93.4%	93.3%	96.6%	97.7%	98.1%	91.6%	91.7%	87.8%	94.2%	77.4%
Male	7.0%	6.6%	6.7%	3.4%	2.3%	1.9%	8.4%	8.3%	12.2%	5.8%	22.6%

- We see that in all settings, females heavily dominate. The settings where male nurses are in the highest proportion is Hospital ED (12.2%) and Hospital-Federal Government (22.6%).

More Common Settings, % White, African American, Hispanic

	% of...										
	Nursing Home/ Extended Care Facility	Home Care - Agency	Home Care - Indep Provider	Office/ Clinic Ptnshp	Office/ Clinic Single Specialty Group	Office/ Clinic Solo Practice	Hospital - Inpat.	Hospital - Outpt.	Hospital - ED	Hospital - Perioperative OR	Hospital- Federal Govt.
White	78.1%	75.3%	72.8%	92.5%	91.6%	94.4%	84.3%	83.5%	93.9%	93.5%	70.8%
African American	17.0%	19.3%	22.3%	4.1%	4.5%	2.1%	10.6%	11.8%	3.1%	3.9%	24.9%
Hispanic	1.4%	1.0%	.2%	1.3%	.8%	.9%	1.5%	1.7%	.5%		1.4%
Other Non-White	2.5%	2.9%	2.7%	1.3%	2.2%	2.1%	2.4%	2.0%	.5%	2.6%	1.4%

- We see that in the racial/ethnic distribution is similar in most settings. The settings where African American nurses are in higher proportion than average are Hospital-Federal Government (24.9%) and Home Care₄₈ (19.3% for Agency employees and 22.3% for Independent Providers).

EMPLOYMENT: WORKPLACE SETTING OF LICENSEES WORKING AS NURSES, BY YEARS OF EXPERIENCE & AGE

Years of Experience of Licensees Within More Common Settings

% of...	Nursing Home/ Extended Care Facility	Home Care - Agency	Home Care - Indep Provider	Office/ Clinic Ptnshp	Office/ Clinic Single Specialty Group	Office/ Clinic Solo Practice	Hospital - Inpat.	Hospital - Outpt.	Hospital - ED	Hospital - Perioperative OR	Hospital- Federal Govt
<= 1 year	9.4%	6.5%	2.2%	5.4%	4.5%	5.3%	4.3%	4.0%	5.6%	2.0%	3.7%
2-5 years	30.4%	26.5%	21.2%	29.0%	25.1%	21.4%	21.5%	21.8%	24.0%	10.5%	23.6%
6-10 years	21.9%	23.1%	26.4%	21.0%	19.1%	19.8%	21.3%	19.8%	21.9%	6.5%	26.7%
11-20	17.9%	20.8%	23.3%	15.0%	17.3%	13.3%	18.8%	16.3%	18.4%	12.4%	21.8%
21-30	12.1%	11.7%	14.7%	10.7%	11.2%	12.8%	12.1%	15.8%	8.7%	13.7%	15.8%
31-40	6.0%	7.6%	8.2%	13.0%	16.5%	16.8%	15.4%	15.8%	13.8%	35.3%	6.0%
41+ years	2.3%	3.8%	4.0%	5.8%	6.3%	10.5%	6.7%	6.5%	7.7%	19.6%	2.3%

Age Category of Nurses Within More Common Settings

% of...	Nursing home/ Extended Care facility	Home Care - Agency	Home Care - Indep Provider	Office/ Clinic Ptnshp	Office/ Clinic Single Specialty Group	Office/ Clinic Solo Practice	Hospital - Inpat.	Hospital - Outpt.	Hospital - ED	Hospital - Perioperative OR	Hospital- Federal Govt.
50 or Younger	72.9%	67.9%	63.0%	68.2%	65.0%	55.2%	56.9%	58.4%	63.8%	32.5%	64.2%
51 or Older	27.1%	32.1%	37.0%	31.8%	35.0%	44.8%	43.1%	41.6%	36.2%	67.5%	35.8%

- Nursing Home/Extended Care Facilities employ the largest proportion of younger (age 50 or younger) LPNs and, likewise, those with little experience (65% of those with less than 2 years of experience work in a Nursing Home/Extended Care facility [not shown]).

EMPLOYMENT: WORKPLACE SETTING OF LPN LICENSEES WORKING AS NURSES, BY NUMBER OF EMPLOYERS

Number of Employers Within More Common Settings

	% of...										
	Nursing home/ Extended Care Facility	Home Care - Agency	Home Care - Indep Provider	Office/ Clinic Ptnshp	Office/ Clinic Single Specialty Group	Office/ Clinic Solo Practice	Hospital - Inpat.	Hospital - Outpt.	Hospital - ED	Hospital - Perioperative OR	Hospital- Federal Govt
One	86.0%	80.2%	74.4%	91.0%	92.5%	91.4%	88.9%	89.3%	89.3%	92.2%	90.8%
Two	12.5%	16.9%	20.7%	7.7%	6.6%	7.9%	10.1%	9.7%	8.7%	6.5%	7.7%
Three+	1.5%	2.9%	5.0%	1.3%	.9%	.7%	1.0%	1.0%	2.0%	1.3%	1.4%

EMPLOYMENT: PRIMARY NURSING PRACTICE (TITLE)

LPNs Working As A Nurse (n=40,210)

<u>Primary Nursing Practice</u>	% of Licensed LPNs
Direct patient care staff or floor nurse	56%
Manager Supervisor	9%
Public sector nurse in local/state/ federal agency	7%
Telehealth nurse	4%
Educator	4%
Consultant	3%
Other	2%

- Over half (56%) of licensed LPNs are working as direct patient care staff or as a floor nurse.

EMPLOYMENT: PRIMARY NURSING PRACTICE, BY GENDER

LPNs Working As A Nurse (n=40,210)

Primary Nursing Practice	Licensed LPNs	
	% of Females	% of Males
Direct patient care staff or floor nurse	80.6%	82.1%
Manager Supervisor	7.3%	7.5%
Public sector nurse in local/state/ federal agency	1.0%	1.6%
Telehealth nurse	.7%	.7%
Educator	.6%	.5%
Consultant	.4%	.5%
Other	9.2%	7.0%

- Slightly more males LPNs (82.1%) than female (80.6%) are employed as direct patient care staff or as a floor nurse.

EMPLOYMENT: PRACTICE AREA

Practice Area	% of LPNs
Geriatrics	46.3%
Family General practice Primary care	7.9%
Pediatrics general	4.5%
Psychiatry Mental Health	4.2%
Medical Surgical	3.5%
Pediatrics adolescents	2.3%
Administration	1.5%
Obstetrics and gynecology	1.3%
Pediatrics specialties	1.3%
Internal medicine general	1.3%
Orthopedics	0.9%
Cardiology	0.8%
Physical medicine and rehabilitation	0.7%
Public health preventive medicine	0.7%
Nephrology	0.7%
Occupational health	0.6%
Emergency care	0.6%
Surgery general	0.5%
Dermatology	0.5%
Pain management	0.5%
Gastroenterology	0.5%

Practice Area	% of LPNs
Surgical specialties	0.5%
Education	0.5%
Urgent care	0.4%
Oncology including hematology oncology	0.4%
Urology	0.4%
Critical care	0.4%
Pulmonology	0.3%
Allergy and Immunology	0.3%
Neurology	0.3%
Women's Health	0.2%
Otolaryngology	0.2%
Ophthalmology	0.2%
Telehealth with majority of patients in Ohio	0.2%
Research	0.2%
Psychiatry Child	0.1%
Endocrinology	0.1%
Gynecology only	0.1%
Infectious diseases	0.1%
Rheumatology	0.1%
Telehealth with majority of patients out of state	0.1%
Neonatal	0.1%
Other	13.5%

EMPLOYMENT: NUMBER AND PERCENTAGE IN PRACTICE AREA, BY REGION

	# of LPNs n=39,949													
	NE Ohio		NW Ohio		Central OH		SE Ohio		SW Ohio		Work Out of State		Total	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Administration	243	1.5%	50	1.1%	93	1.7%	41	1.3%	138	1.5%	35	2.2%	600	1.5%
Allergy and Immunology	47	0.3%	13	0.3%	21	0.4%	4	0.1%	24	0.3%	6	0.4%	115	0.3%
Cardiology	138	0.9%	38	0.8%	35	0.6%	31	1.0%	50	0.6%	33	2.1%	325	0.8%
Critical care	56	0.4%	7	0.2%	20	0.4%	13	0.4%	41	0.5%	4	0.3%	141	0.4%
Dermatology	84	0.5%	17	0.4%	57	1.0%	8	0.2%	39	0.4%	6	0.4%	211	0.5%
Education	76	0.5%	15	0.3%	30	0.5%	21	0.6%	36	0.4%	22	1.4%	200	0.5%
Emergency care	101	0.6%	36	0.8%	26	0.5%	25	0.8%	25	0.3%	15	0.9%	228	0.6%
Endocrinology	18	0.1%	6	0.1%	12	0.2%	3	0.1%	12	0.1%	8	0.5%	59	0.1%
Family/General practice/Primary care	1,012	6.3%	503	11.0%	536	9.7%	409	12.6%	542	6.0%	149	9.4%	3,151	7.9%
Gastroenterology	116	0.7%	9	0.2%	29	0.5%	11	0.3%	36	0.4%	10	0.6%	211	0.5%
Geriatrics	7,538	47.2%	2,119	46.4%	2,151	39.1%	1,326	41.0%	4,810	53.0%	557	35.2%	18,501	46.3%
Gynecology only	22	0.1%	5	0.1%	10	0.2%	1	0.0%	16	0.2%	4	0.3%	58	0.1%
Infectious diseases	16	0.1%	6	0.1%	12	0.2%	2	0.1%	18	0.2%	2	0.1%	56	0.1%
Internal medicine general	235	1.5%	48	1.1%	71	1.3%	52	1.6%	92	1.0%	16	1.0%	514	1.3%
Medical surgical	728	4.6%	196	4.3%	129	2.3%	69	2.1%	216	2.4%	79	5.0%	1,417	3.5%
Neonatal	10	0.1%	1	0.0%	18	0.3%	1	0.0%	1	0.0%	1	0.1%	32	0.1%
Nephrology	89	0.6%	46	1.0%	32	0.6%	14	0.4%	70	0.8%	14	0.9%	265	0.7%
Neurology	46	0.3%	17	0.4%	10	0.2%	7	0.2%	15	0.2%	8	0.5%	103	0.3%
Obstetrics and gynecology	216	1.4%	81	1.8%	59	1.1%	80	2.5%	84	0.9%	12	0.8%	532	1.3%

EMPLOYMENT: NUMBER AND PERCENTAGE IN PRACTICE AREA, BY REGION (CONTINUED)

	# of LPNs n=39,949													
	NE Ohio		NW Ohio		Central OH		SE Ohio		SW Ohio		Work Out of State		Total	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Occupational health	100	0.6%	45	1.0%	35	0.6%	32	1.0%	30	0.3%	15	0.9%	257	0.6%
Oncology including hematology oncology	62	0.4%	20	0.4%	12	0.2%	12	0.4%	37	0.4%	13	0.8%	156	0.4%
Ophthalmology	40	0.3%	9	0.2%	8	0.1%	7	0.2%	16	0.2%	1	0.1%	81	0.2%
Orthopedics	171	1.1%	52	1.1%	30	0.5%	39	1.2%	30	0.3%	18	1.1%	340	0.9%
Other	2,126	13.3%	544	11.9%	878	15.9%	424	13.1%	1,154	12.7%	255	16.1%	5,381	13.5%
Otolaryngology	34	0.2%	4	0.1%	14	0.3%	9	0.3%	13	0.1%	7	0.4%	81	0.2%
Pain management	87	0.5%	20	0.4%	25	0.5%	11	0.3%	56	0.6%	14	0.9%	213	0.5%
Pathology	1	0.0%	1	0.0%	0		1	0.0%	2	0.0%	0		5	0.0%
Pediatrics adolescents	325	2.0%	75	1.6%	176	3.2%	72	2.2%	227	2.5%	28	1.8%	903	2.3%
Pediatrics general	647	4.1%	138	3.0%	394	7.2%	107	3.3%	474	5.2%	58	3.7%	1,818	4.6%
Pediatrics specialties	208	1.3%	39	0.9%	99	1.8%	33	1.0%	130	1.4%	15	0.9%	524	1.3%
Physical medicine and rehabilitation	137	0.9%	31	0.7%	31	0.6%	10	0.3%	66	0.7%	6	0.4%	281	0.7%
Psychiatry Child	23	0.1%	4	0.1%	13	0.2%	7	0.2%	12	0.1%	1	0.1%	60	0.2%
Psychiatry Mental Health	668	4.2%	201	4.4%	227	4.1%	201	6.2%	316	3.5%	62	3.9%	1,675	4.2%
Public health preventive medicine	105	0.7%	27	0.6%	47	0.9%	27	0.8%	50	0.6%	20	1.3%	276	0.7%
Pulmonology	42	0.3%	9	0.2%	21	0.4%	12	0.4%	24	0.3%	12	0.8%	120	0.3%
Radiology Nuclear medicine	4	0.0%	3	0.1%	1	0.0%	0		1	0.0%	1	0.1%	10	0.0%
Research	21	0.1%	3	0.1%	11	0.2%	2	0.1%	25	0.3%	4	0.3%	66	0.2%
Rheumatology	11	0.1%	3	0.1%	11	0.2%	3	0.1%	7	0.1%	0		35	0.1%

EMPLOYMENT: NUMBER AND PERCENTAGE IN PRACTICE AREA, BY REGION (CONTINUED)

	# of LPNs n=39,949													
	NE Ohio		NW Ohio		Central OH		SE Ohio		SW Ohio		Work Out of State		Total	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Surgery general	110	.7%	33	.7%	19	.3%	22	.7%	24	.3%	12	.8%	220	.6%
Surgical specialties	94	.6%	35	.8%	23	.4%	14	.4%	19	.2%	18	1.1%	203	.5%
Telehealth with majority of patients in Ohio	13	.1%	7	.2%	20	.4%	5	.2%	22	.2%	7	.4%	74	.2%
Telehealth with majority of patients out of state	2	.0%	0		3	.1%	1	.0%	17	.2%	12	.8%	35	.1%
Urgent care	74	.5%	16	.4%	12	.2%	43	1.3%	17	.2%	9	.6%	171	.4%
Urology	44	.3%	30	.7%	31	.6%	16	.5%	25	.3%	8	.5%	154	.4%
Women's health	32	.2%	5	.1%	14	.3%	10	.3%	25	.3%	5	.3%	91	.2%
Total	15,972	100.0%	4,567	100.0%	5,506	100.0%	3,238	100.0%	9,084	100.0%	1,582	100.0%	39,949	100.0%

EDUCATIONAL DEVELOPMENT

EDUCATIONAL DEVELOPMENT PLANS: LPN-TO-RN

- Almost fifteen percent(14.7%) of current Ohio LPNs are currently enrolled in an RN program; 1.7% of active licensed LPNs have already obtained a RN license. One-in-two (52.2%) have no plans to obtain a RN license. The remaining 32% plan to obtain a RN license sometime in the future.
- African Americans and LPNs of Hispanic descent are more likely to be in the process of obtaining a RN or intend to obtain a RN license than their White counterparts.

RN Intent	# of LPNs	% of LPNs
Not applicable (have RN or higher nursing degree)	821	1.7%
Currently enrolled to obtain a RN	7,306	14.7%
Plan to obtain in 1-5 years	8,218	16.6%
Plan to obtain in 6-10 years	44	0.1%
Plan to obtain in 11-15 years	136	0.3%
Plan to obtain but do not know when	7,192	14.5%
Do not plan to obtain BSN	25,913	52.2%
Total	49,630	100%

		Currently enrolled to obtain a RN	Plan to obtain in future	Do not plan to obtain RN	Already have a RN or higher nursing degree
Gender	% of Males	18.3%	22.4%	39.7%	2.6%
	Female	14.5%	16.5%	53.1%	1.6%
Years of Experience	% of 0-1	29.5%	39.2%	11.8%	0.4%
	2-5	24.7%	27.8%	25.3%	1.6%
	6-10	17.3%	19.6%	41.8%	1.8%
	11-20	11.2%	12.4%	60.4%	1.5%
	21-30	4.5%	5.0%	81.4%	1.7%
	31-40	2.0%	1.6%	92.1%	1.8%
Race	41+	0.5%	0.7%	95.0%	2.6%
	% of Whites	12.5%	14.4%	57.9%	1.4%
	African American	25.6%	28.9%	25.0%	2.5%
	Hispanic	17.4%	23.4%	35.9%	1.8%
Region	Other Non-White	23.1%	25.9%	29.6%	2.9%
	% of NE Ohio	13.9%	15.6%	56.1%	1.5%
	NW Ohio	12.0%	13.3%	60.4%	1.1%
	Central Ohio	18.5%	21.6%	41.4%	2.3%
	SE Ohio	12.0%	15.7%	55.0%	1.7%
Licensure	SW Ohio	17.4%	19.3%	44.4%	1.9%
	Out of state	10.7%	16.0%	58.7%	1.9%
	% of LPN – IV	19.4%	22.0%	40.0%	1.5%
	LPN - Meds	7.1%	8.6%	72.0%	1.9%
	LPN Only	3.2%	4.1%	89.0%	2.6%

EDUCATIONAL DEVELOPMENT PLANS: LPN-TO-RN, BY AGE

- Current enrollment in a RN program and/or plans to enroll in a program is extremely high among nurses without an RN credential who are 30 years old or younger. About 43% of LPNs aged 22 or younger intend to obtain an RN license at some point in the future, and about 50% of those ages 23-40 intend to do so.

Age

	18-22	23-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65
Currently enrolled to obtain a RN	46.8%	37.6%	28.3%	22.2%	19.8%	15.8%	12.2%	8.0%	3.1%	1.5%
Plan to obtain in 1-5 years	30.3%	32.4%	30.1%	28.3%	24.1%	19.0%	14.7%	7.3%	3.2%	1.2%
.....6-10 years	.5%	.2%	.5%	.6%	.5%	.3%	.2%	.1%	.0%	.0%
.....11-15 years	0%	.1%	.1%	.2%	.1%	.1%	.1%	.0%	.1%	0%
Plan to obtain but do not know when	11.8%	16.7%	21.0%	22.8%	22.1%	19.1%	15.2%	9.3%	4.7%	2.1%

EDUCATIONAL DEVELOPMENT PLANS: REASONS FOR NO PLANS FOR RN

- Lack of access to a RN program is not a significant barrier for Ohio nurses. Tuition costs (12.4%), lack of desire to advance their level of practice (8.9%), and personal/work schedules (6.4%) are top reasons LPNs do not plan to continue their educational development.

	% of Nurses With No Plans to Obtain RN (n=35,300)	% of All Licensees (n=49,632)
Cannot afford cost of education	17.4%	12.4%
Satisfied with practice as a LPN	12.5%	8.9%
Personal and or work schedule	9.1%	6.4%
Tuition assistance not available	2.2%	1.5%
Have been out of school for too long	1.2%	.9%
Plan to retire or leave nursing practice soon	1.2%	.8%
Lack of accessible RN program	.7%	.5%
School would be too difficult	.5%	.3%
Other	46.8%	33.3%
Already have RN license	8.6%	6.1%

EDUCATIONAL DEVELOPMENT PLANS: REASONS FOR NO PLANS FOR RN, BY HOME REGION

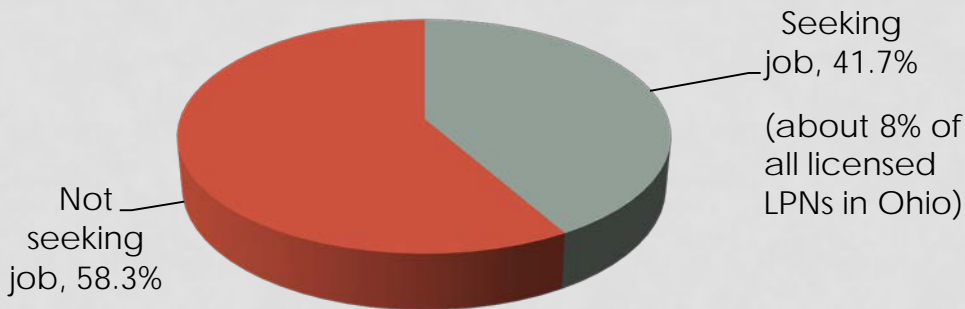
	NE Ohio		NW Ohio		Central Ohio		SE Ohio		SW Ohio		Work Out of State	
	#	%	#	%	#	%	#	%	#	%	#	%
Lack of accessible RN program	72	0.4%	31	0.5%	71	1.2%	19	0.4%	52	0.5%	13	0.6%
Cannot afford cost of education	2310	11.5%	699	12.2%	695	11.4%	561	12.6%	1608	14.6%	253	11.6%
Tuition assistance not available	276	1.4%	75	1.3%	108	1.8%	54	1.2%	207	1.9%	37	1.7%
Personal and/or work schedule	1291	6.4%	401	7.0%	404	6.6%	307	6.9%	665	6.1%	126	5.8%
School would be too difficult	72	0.4%	21	0.4%	20	0.3%	13	0.3%	30	0.3%	7	0.3%
Have been out of school for too long	160	0.8%	58	1.0%	45	0.7%	69	1.5%	68	0.6%	22	1.0%
Plan to retire or leave nursing soon	213	1.1%	54	0.9%	33	0.5%	26	0.6%	64	0.6%	19	0.9%
Satisfied with practice as a LPN	1876	9.3%	663	11.5%	446	7.3%	458	10.3%	775	7.1%	186	8.6%
Already have RN license	1050	5.2%	263	4.6%	517	8.5%	248	5.6%	819	7.5%	124	5.7%
Other	6413	31.9%	1598	27.8%	2352	38.7%	1430	32.0%	4091	37.3%	623	28.7%

NON-EMPLOYMENT OF LPNS

EMPLOYMENT: JOB SEEKING STATUS OF UNEMPLOYED LPNs

- 9.1% of LPNs licensed in Ohio are unemployed:

**If unemployed, seeking job as a nurse
(n=9,865)**



- Just over forty percent of those unemployed said they were seeking a job as a nurse. This equates to about 8% of all renewals.
- The reasons for unemployment vary. One-in-three reported 'caring for home or family' and only 14.2% (of those unemployed) reported that they were having difficulty finding a nursing position. This is about 2% of all licensed LPNs in Ohio.

Reason for Un- or Non-employment

Reason	% of Unemployed	% of Total
Caring for home or family	30.7%	4.8%
Difficulty in finding a position	14.2%	2.2%
Not interested in working as a nurse	10.4%	1.6%
School	9.3%	1.5%
Disabled	8.3%	1.3%
Positions require a RN license	2.0%	0.3%
Inadequate salary	1.3%	0.2%
Other	23.8%	3.8%

EMPLOYMENT: PERCENTAGE OF UNEMPLOYED UNABLE TO FIND A POSITION, BY NURSE CHARACTERISTICS

		All LPN Ohio Licensees Unemployed, Seeking a Nursing Position and having Difficulty Finding a Position - %	LPN Ohio Licensees Unemployed, Seeking a Position and having Difficulty Finding a Position - #
Gender	% of Males	2.5%	83
	Female	2.2%	1029
Years of Experience	% of 0-1	3.6%	119
	2-5	2.7%	355
	6-10	1.8%	182
	11-20	1.9%	171
	21-30	2.3%	145
	31-40	1.8%	97
	41+	1.6%	42
Race	% of Whites	2.2%	866
	African American	2.6%	182
	Hispanic	2.1%	13
	Other Non-White	3.0%	35
	Unknown Race	2.9%	16
Region	% of NE Ohio	2.4%	489
	NW Ohio	1.4%	78
	Central Ohio	2.2%	135
	SE Ohio	1.4%	64
	SW Ohio	2.7%	296
	Out of state	2.3%	49

- Those showing the highest levels of having difficulty finding a nursing position are those with the least experience (1 year or less). However, **only 3.6% of licensed LPNs with a year or less of experience** reported being unemployed and are having a difficult time finding a position.

APPENDIX A
SUMMARY STATISTICS BY OHIO REGION

REGIONAL SUMMARY STATISTICS

Region	Total 2014 Renewals	Total Online Renewals	Workforce Size: # Working As Nurse or Seeking Work As a Nurse	% Working As A Nurse or Seeking Work As Nurse (of all licensed LPNs)	# Plans to Obtain RN	% Plans to Obtain RN	# Currently Enrolled in RN Program	% Currently Enrolled in RN Program	# Racial Minorities	% of Total are Racial Minority	# Age 50+	% of Total are Age 50+
Northeast Ohio	21,283	20,134	17,691	88%	8,585	43%	2,808	14%	3,617	18%	8,303	41%
Northwest Ohio	6,054	5,746	5,069	88%	2,228	39%	691	12%	729	13%	2,268	39%
Central Ohio	6,605	6,084	5,447	90%	3,484	57%	1,127	19%	1,595	26%	1,907	31%
Southeast Ohio	4,742	4,465	3,948	88%	1,965	44%	536	12%	127	3%	1,441	32%
Southwest Ohio	11,692	10,983	9,995	91%	6,019	55%	1,909	17%	2,484	23%	3,388	31%
OHIO TOTAL	50,376	47,412	42,150		22,281	47%	7,071	15%	8,552	18%	17,307	37%
Unknown	54	50	45	90%	28	56%	3	6%	14	28%	18	36%
Out-of-State Resident	2408	2,173	1,842	85%	868	40%	232	11%	276	13%	1,041	48%
TOTAL RENEWALS	52,838	49,635	44,037	89%	23,177	47%	7,306	15%	8,842	18%	18,366	37%

SUMMARY STATISTICS BY COUNTY:

NE OHIO - COUNTY SUMMARY STATISTICS

NE Ohio County	Total 2014 Renewals	Total Online Renewals	Workforce Size: # Working As Nurse or Seeking Work As a Nurse	% Working As A Nurse or Seeking Work As Nurse (of all licensed LPNs)	# Plans to Obtain RN	% Plans to Obtain RN	# Currently Enrolled in RN Program	% Currently Enrolled in RN Program	# Racial Minorities	% of Total are Racial Minority	# Age 50+	% of Total are Age 50+
Ashland County	245	232	198	85%	76	33%	19	8%	1	0.4%	95	41%
Ashtabula County	740	691	623	90%	277	40%	80	12%	27	4%	256	37%
Carroll County	130	125	113	90%	40	32%	14	11%	3	2%	55	44%
Columbiana County	690	656	568	87%	252	38%	73	11%	17	3%	268	41%
Coshocton County	192	188	161	86%	70	37%	22	12%	3	2%	55	29%
Cuyahoga County	4,643	4,334	3,892	90%	2,381	55%	757	17%	1,964	45%	1,694	39%
Erie County	603	578	496	86%	202	35%	68	12%	69	12%	259	45%
Geauga County	218	210	167	80%	74	35%	25	12%	7	3%	125	60%
Harrison County	112	107	94	88%	33	31%	6	6%	2	2%	48	45%
Holmes County	145	136	114	84%	40	29%	17	13%	1	1%	52	38%
Huron County	539	506	450	89%	166	33%	51	10%	18	4%	188	37%
Jefferson County	322	298	266	89%	113	38%	29	10%	16	5%	123	41%
Lake County	1104	1,042	895	86%	404	39%	123	12%	92	9%	466	45%
Lorain County	1525	1,482	1,308	88%	538	36%	161	11%	279	19%	717	48%
Mahoning County	1259	1,178	1,023	87%	473	40%	164	14%	266	23%	520	44%
Medina County	939	898	801	89%	362	40%	118	13%	30	3%	356	40%
Portage County	738	693	613	88%	320	46%	91	13%	46	7%	254	37%
Richland County	644	613	545	89%	259	42%	59	10%	62	10%	237	39%
Stark County	1976	1,875	1,635	87%	740	39%	287	15%	184	10%	806	43%
Summit County	2144	2,041	1,766	87%	892	44%	340	17%	416	20%	873	43%
Trumbull County	1120	1,067	929	87%	411	39%	122	11%	92	9%	448	42%
Tuscarawas County	389	373	327	88%	160	43%	64	17%	9	2%	122	33%
Wayne County	866	811	707	87%	302	37%	118	15%	13	2%	286	35%

NW OHIO - COUNTY SUMMARY STATISTICS

NW Ohio County	Total 2014 Renewals	Total Online Renewals	Workforce Size: # Working As Nurse or Seeking Work As a Nurse	% Working As A Nurse or Seeking Work As Nurse (of all licensed LPNs)	# Plans to Obtain RN	% Plans to Obtain RN	# Currently Enrolled in RN Program	% Currently Enrolled in RN Program	# Racial Minorities	% of Total are Racial Minority	# Age 50+	% of Total are Age 50+
Allen County	520	490	426	87%	210	43%	73	15%	57	12%	166	34%
Auglaize County	216	199	178	89%	72	36%	23	12%	4	2%	68	34%
Crawford County	261	250	224	90%	92	37%	13	5%	0	0%	100	40%
Defiance County	260	244	215	88%	81	33%	23	9%	24	10%	96	39%
Fulton County	210	202	186	92%	71	35%	24	12%	23	11%	88	44%
Hancock County	218	206	184	89%	70	34%	23	11%	15	7%	77	37%
Hardin County	146	140	130	93%	55	39%	25	18%	2	1%	37	26%
Henry County	169	163	149	91%	51	31%	22	13%	7	4%	62	38%
Lucas County	1,581	1,471	1,276	87%	711	48%	193	13%	486	33%	611	42%
Mercer County	158	149	142	95%	59	40%	29	19%	2	1%	49	33%
Ottawa County	157	153	123	80%	49	32%	14	9%	10	7%	80	52%
Paulding County	106	100	90	90%	43	43%	9	9%	4	4%	28	28%
Putnam County	233	221	196	89%	65	29%	29	13%	12	5%	92	42%
Sandusky County	252	248	214	86%	75	30%	26	10%	20	8%	112	45%
Seneca County	392	386	340	88%	111	29%	30	8%	16	4%	155	40%
Shelby County	178	172	155	90%	76	44%	29	17%	10	6%	57	33%
Van Wert County	156	141	133	94%	70	50%	28	20%	6	4%	43	30%
Williams County	253	244	212	87%	61	25%	16	7%	7	3%	108	44%
Wood County	424	410	358	87%	149	36%	43	10%	24	6%	189	46%
Wyandot County	164	157	138	88%	57	36%	19	12%	0	0%	50	32%

CENTRAL OHIO - COUNTY SUMMARY STATISTICS

Central Ohio County	Total 2014 Renewals	Total Online Renewals	Workforce Size: # Working As Nurse or Seeking Work As a Nurse	% Working As A Nurse or Seeking Work As Nurse (of all licensed LPNs)	# Plans to Obtain RN	% Plans to Obtain RN	# Currently Enrolled in RN Program	% Currently Enrolled in RN Program	# Racial Minorities	% of Total are Racial Minority	# Age 50+	% of Total are Age 50+
Delaware County	378	356	306	86%	177	50%	59	17%	32	9%	132	37%
Fairfield County	481	451	396	88%	260	58%	87	19%	54	12%	131	29%
Franklin County	3,450	3,118	2,823	91%	2,033	65%	719	23%	1,418	45%	927	30%
Knox County	443	404	355	88%	181	45%	43	11%	13	3%	136	34%
Licking County	528	505	446	88%	248	49%	78	15%	33	7%	169	33%
Logan County	310	300	267	89%	126	42%	38	13%	11	4%	107	36%
Madison County	95	86	78	91%	44	51%	10	12%	5	6%	23	27%
Marion County	327	301	274	91%	137	46%	26	9%	11	4%	108	36%
Morrow County	170	159	148	93%	76	48%	11	7%	7	4%	50	31%
Pickaway County	193	185	157	85%	92	50%	25	14%	5	3%	62	34%
Union County	230	219	197	90%	110	50%	31	14%	6	3%	62	28%

SE OHIO - COUNTY SUMMARY STATISTICS

SE Ohio County	Total 2014 Renewals	Total Online Renewals	Workforce Size: # Working As Nurse or Seeking Work As a Nurse	% Working As A Nurse or Seeking Work As Nurse (of all licensed LPNs)	# Plans to Obtain RN	% Plans to Obtain RN	# Currently Enrolled in RN Program	% Currently Enrolled in RN Program	# Racial Minorities	% of Total are Racial Minority	# Age 50+	% of Total are Age 50+
Athens County	266	252	211	84%	130	52%	34	13%	5	2%	68	27%
Belmont County	348	328	297	91%	102	31%	26	8%	4	1%	145	44%
Gallia County	178	168	141	84%	78	46%	21	13%	2	1%	63	38%
Guernsey County	271	262	229	87%	97	37%	27	10%	5	2%	101	39%
Hocking County	214	204	173	85%	98	48%	31	15%	1	0%	51	25%
Jackson County	271	254	219	86%	122	48%	32	13%	7	3%	80	31%
Lawrence County	250	217	200	92%	97	45%	28	13%	6	3%	69	32%
Meigs County	118	110	94	85%	54	49%	11	10%	1	1%	41	37%
Monroe County	77	73	57	78%	13	18%	5	7%	2	3%	34	47%
Morgan County	166	151	130	86%	53	35%	10	7%	13	9%	52	34%
Muskingum County	566	536	486	91%	198	37%	56	10%	30	6%	170	32%
Noble County	99	94	75	80%	22	23%	6	6%	0	0%	37	39%
Perry County	241	227	207	91%	108	48%	33	15%	0	0%	61	27%
Pike County	211	195	175	90%	107	55%	29	15%	3	2%	57	29%
Ross County	461	443	388	88%	233	53%	60	14%	21	5%	123	28%
Scioto County	586	550	508	92%	291	53%	83	15%	16	3%	155	28%
Vinton County	97	91	81	89%	48	53%	11	12%	0	0%	25	27%
Washington County	322	310	277	89%	114	37%	33	11%	11	4%	109	35%

SW OHIO - COUNTY SUMMARY STATISTICS

SW Ohio County	Total 2014 Renewals	Total Online Renewals	Workforce Size: # Working As Nurse or Seeking Work As a Nurse	% Working As A Nurse or Seeking Work As Nurse (of all licensed LPNs)	# Plans to Obtain RN	% Plans to Obtain RN	# Currently Enrolled in RN Program	% Currently Enrolled in RN Program	# Racial Minorities	% of Total are Racial Minority	# Age 50+	% of Total are Age 50+
Adams County	136	129	116	90%	61	47%	15	12%	0	0%	45	35%
Brown County	208	199	186	93%	93	47%	23	12%	3	2%	54	27%
Butler County	2,101	1,964	1,794	91%	1,077	55%	330	17%	312	16%	535	27%
Champaign County	223	206	188	91%	101	49%	36	17%	10	5%	65	32%
Clark County	706	652	595	91%	340	52%	93	14%	85	13%	224	34%
Clermont County	636	607	542	89%	286	47%	83	14%	36	6%	228	38%
Clinton County	206	194	181	93%	109	56%	27	14%	11	6%	60	31%
Darke County	245	236	209	89%	93	39%	23	10%	5	2%	103	44%
Fayette County	127	119	106	89%	56	47%	13	11%	4	3%	44	37%
Greene County	666	620	549	89%	354	57%	135	22%	67	11%	181	29%
Hamilton County	2,526	2,375	2,168	91%	1,326	56%	435	18%	1,175	49%	857	36%
Highland County	222	211	183	87%	102	48%	26	12%	6	3%	71	34%
Miami County	540	519	469	90%	254	49%	76	15%	26	5%	147	28%
Montgomery County	2,133	1,974	1,823	92%	1,274	65%	442	22%	698	35%	523	26%
Preble County	271	259	239	92%	121	47%	30	12%	8	3%	73	28%
Warren County	746	719	647	90%	372	52%	122	17%	38	5%	178	25%

APPENDIX B
RACIAL DIVERSITY

RACIAL DIVERSITY, BY OHIO COUNTY

- For all but 17 of Ohio's 88 counties, racial minorities comprise 10% or less of the general population. (Source: 2010 US Census)
- The counties with significant minority members of the general population (more than 10%) are shown in **bold** below. For most of those counties, the proportion of LPNs who are racial minorities is about equal to or above that of the general population. The exceptions to that are Allen County (-3.8% point differential, Richland County and Trumbull County (each a -2.4% point differential)). . .

	% of Racial Minority LPNs Living in County	% General Population Racial Minority in County
Ohio County		
Adams County	0.0%	2.3%
Allen County	11.6%	16.2%
Ashland County	0.4%	2.7%
Ashtabula County	3.9%	7.3%
Athens County	2.0%	8.2%
Auglaize County	2.0%	2.2%
Belmont County	1.2%	6.0%
Brown County	1.5%	2.5%
Butler County	15.9%	14.0%
Carroll County	2.4%	2.2%
Champaign County	4.9%	5.3%
Clark County	13.0%	13.7%
Clermont County	5.9%	4.1%
Clinton County	5.7%	5.3%
Columbiana County	2.6%	10.0%
Coshocton County	1.6%	3.0%
Crawford County	0.0%	2.8%
Cuyahoga County	45.3%	36.4%
Darke County	2.1%	2.2%
Defiance County	9.8%	7.2%
Delaware County	9.0%	20.3%

	% of Racial Minority LPNs Living in County	% General Population Racial Minority in County
Ohio County		
Erie County	11.9%	13.0%
Fairfield County	12.0%	9.8%
Fayette County	3.4%	5.4%
Franklin County	45.5%	30.8%
Fulton County	11.4%	5.1%
Gallia County	1.2%	5.3%
Geauga County	3.3%	3.1%
Greene County	10.8%	4.6%
Guernsey County	1.9%	4.0%
Hamilton County	49.5%	31.2%
Hancock County	7.3%	6.6%
Hardin County	1.4%	3.3%
Harrison County	1.9%	4.1%
Henry County	4.3%	4.8%
Highland County	2.8%	4.5%
Hocking County	0.5%	2.5%
Holmes County	0.7%	1.3%
Huron County	3.6%	5.1%
Jackson County	2.8%	2.9%
Jefferson County	5.4%	8.1%
Knox County	3.2%	3.3%

(CONTINUED)

RACIAL DIVERSITY, BY OHIO COUNTY

	% of Racial Minority LPNs Living in County	% General Population Racial Minority in County
Ohio County		
Lake County	8.8%	7.5%
Lawrence County	2.8%	4.1%
Licking County	6.5%	6.8%
Logan County	3.7%	4.7%
Lorain County	18.8%	15.2%
Lucas County	33.0%	26.0%
Madison County	5.8%	9.4%
Mahoning County	22.6%	20.1%
Marion County	3.7%	8.9%
Medina County	3.3%	4.9%
Meigs County	0.9%	3.6%
Mercer County	1.3%	2.4%
Miami County	5.0%	5.6%
Monroe County	2.7%	1.9%
Montgomery County	35.4%	26.1%
Morgan County	8.6%	6.8%
Morrow County	4.4%	2.3%
Muskingum County	5.6%	7.0%
Noble County	0.0%	3.9%
Ottawa County	6.5%	3.5%
Paulding County	4.0%	4.3%
Perry County	0.0%	2.1%
Pickaway County	2.7%	4.5%

	% of Racial Minority LPNs Living in County	% General Population Racial Minority in County
Ohio County		
Pike County	1.5%	5.6%
Portage County	6.6%	7.7%
Preble County	3.1%	2.4%
Putnam County	5.4%	4.3%
Richland County	10.1%	12.5%
Ross County	4.7%	9.3%
Sandusky County	8.1%	8.8%
Scioto County	2.9%	5.6%
Seneca County	4.1%	6.3%
Shelby County	5.8%	5.3%
Stark County	9.8%	11.3%
Summit County	20.4%	19.4%
Trumbull County	8.6%	11.0%
Tuscarawas County	2.4%	3.4%
Union County	2.7%	7.1%
Van Wert County	4.3%	3.4%
Vinton County	0.0%	7.1%
Warren County	5.3%	9.5%
Washington County	3.5%	3.5%
Wayne County	1.6%	4.3%
Williams County	2.9%	4.1%
Wood County	5.9%	7.2%
Wyandot County	0.0%	3.1%