

Washington's Health Workforce Sentinel Network

Findings for Licensed Practical Nurses

Sentinel employers in Washington provided information to the Washington State Health Workforce Sentinel Network every 4 to 5 months from July 2016 to October 2017. This report summarizes the information they provided about Licensed Practical Nurses (LPNs).

Licensed Practical Nurses (LPNs)

By facility type:

LPNs have been highly ranked among occupations (in the top 3) with exceptionally long vacancies in

1. Home health care services
2. Nursing and personal care facilities
3. Schools
4. Skilled nursing facilities

By geography:

- Recently, LPNs were among the top ranked occupations with exceptionally long vacancies in 6 of 9 ACHs, and are listed among those with long vacancies in all ACHs.

Examples of reasons for LPNs' exceptionally long vacancies:

- Not enough qualified LPN applicants -- no local training programs.
- Wage compression -- not enough LPN applicants.
- Low pay compared to more clinical settings.
- LPNs are going on to complete RN degree.

Demand for LPNs was mentioned as increasing by Sentinels in all 9 ACHs. However, LPNs were also mentioned as having demand decrease by some Sentinels.

About the Washington Health Workforce Sentinel Network

The Sentinel Network links the healthcare sector with policymakers, workforce planners and educators to identify and respond to changing demand for healthcare workers, with a focus is on identifying newly emerging skills and roles required by employers.

The Sentinel Network is an initiative of Washington's Health Workforce Council, conducted collaboratively by Washington's Workforce Board and the University of Washington's Center for Health Workforce Studies. Funding to initiate the Sentinel Network came from the Healthier Washington initiative, with ongoing support from Governor Inslee's office.

Why become a Sentinel? As a Sentinel, you can:

- Communicate your workforce needs and ensure that the state is prepared to respond to the transforming healthcare environment.
- Have access to current and actionable information about emerging healthcare workforce needs.
- Compare your organization's experience and emerging workforce demand trends with similar employer groups.

Interactive summary of findings: www.wasentinelnetwork.org. Contact: healthworkforce@wasentinelnetwork.org
To provide information from your organization: <https://tinyurl.com/SNDataCollection>