

DC BOARD OF NURSING LICENSED PRACTICAL NURSES (LPN)

The District of Columbia's Board of Nursing (DC BON), supported by DC Health's Health Systems and Preparedness Administration (HSPA), licenses all licensed practical nurses (LPNs). To collect standard information across all licensing boards (e.g., demographics, workforce capacity, access to care, special topics), HSPA and the Community Health Administration (CHA) partnered to enhance the existing workforce licensure survey, which is now administered to all renewal applicants during the Board's biennial licensure renewal process.


The DC Primary Care Office (PCO) developed this fact sheet based on its analysis of 2023 DC BON Licensure Survey data. Within, information regarding total licensed providers reflects all board-licensed providers with an active license status as of August 15, 2024. Information regarding licensees providing clinical care in DC reflects a subset of Board-licensed providers who 1. applied for license renewal during the 2023 cycle (i.e., were administered the survey); 2. reported a practice location in DC; and 3. reported providing clinical medical care to patients.


Key Findings

- In DC there are 1,745 licensed practical nurses. At least one out of two licensed providers are providing clinical care in DC, accounting for 55 percent of licensed providers.
- Licensed Practical Nurses (LPNs) providing care in DC are predominantly Black/African American (86%) and female (83%).
- Approximately 62 percent of LPNs providing clinical care in DC are 50 years of age or older, including 28 percent aged 60 or older, which will have an impact on access to care as these individuals consider retirement over the next few years.
- Nine in ten LPNs providing clinical care in DC reported experiencing no burnout symptoms or some stress but not feeling burned out, with four in five reporting a supportive work environment; however, three in five reported at least some challenges related to work pace and EMR stress.

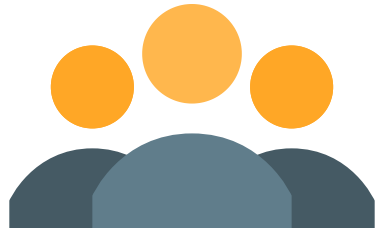
DC LICENSED PRACTICAL NURSES

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DC LICENSED PRACTICAL NURSES



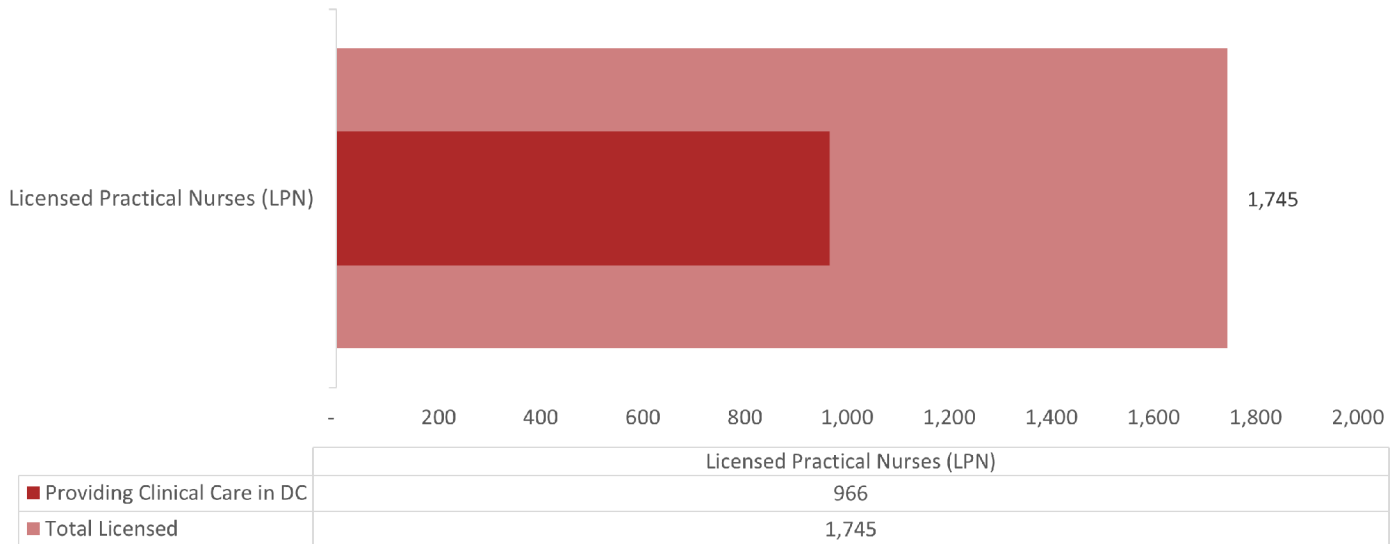
1,745

Total
Licensed Practical Nurses

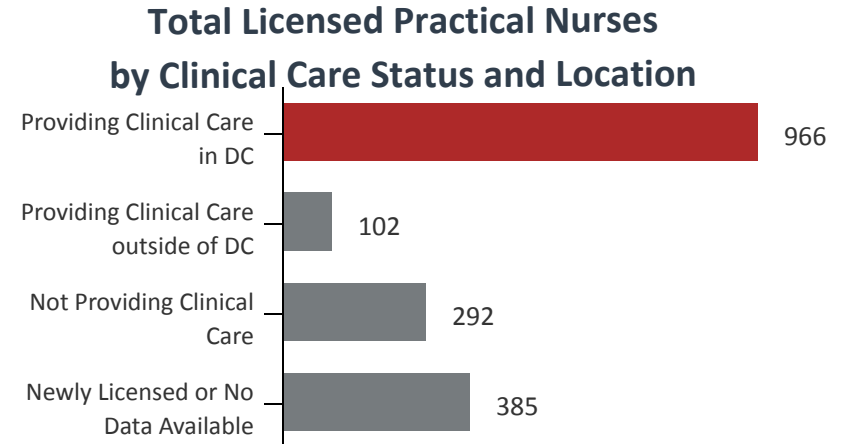


966

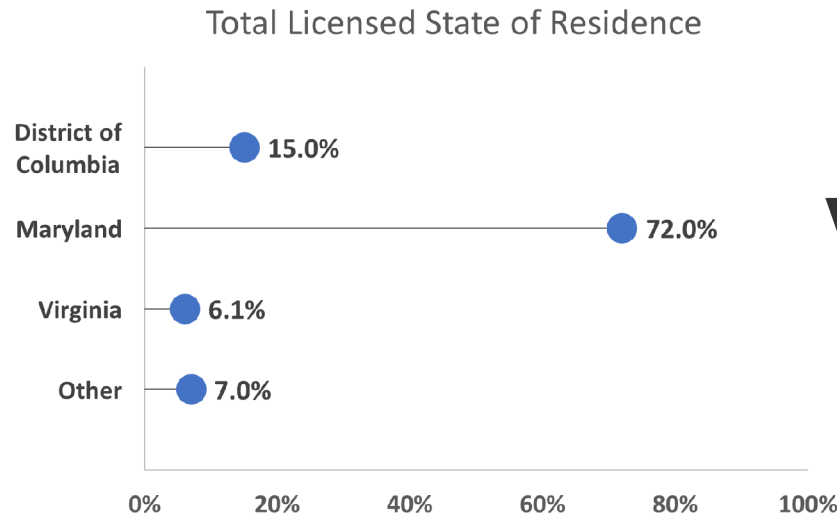
Licensed Practical Nurses
Providing Clinical Care in DC



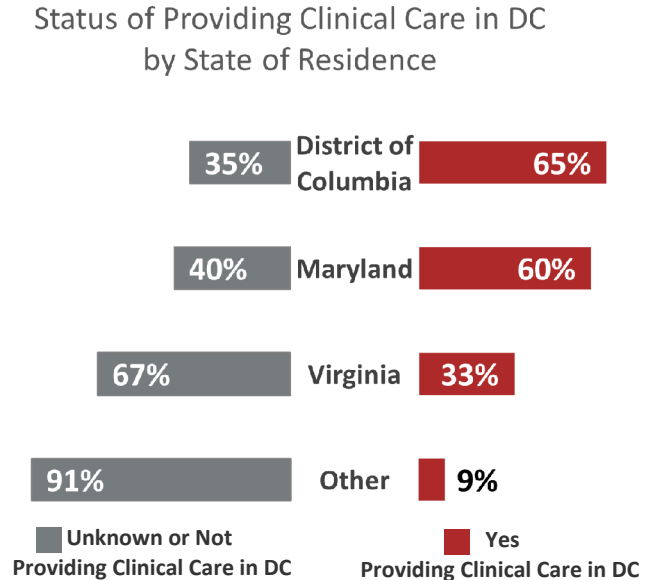
DC LICENSED PRACTICAL NURSES



DC Licensed Practical Nurses State of Residence Compared to Status of Providing Clinical Care in DC



VS



LICENSED PRACTICAL NURSES PRACTICING IN DC

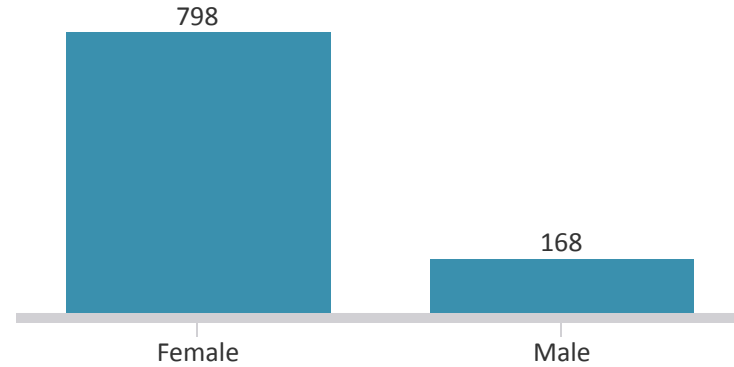
2024 FACT SHEET



966

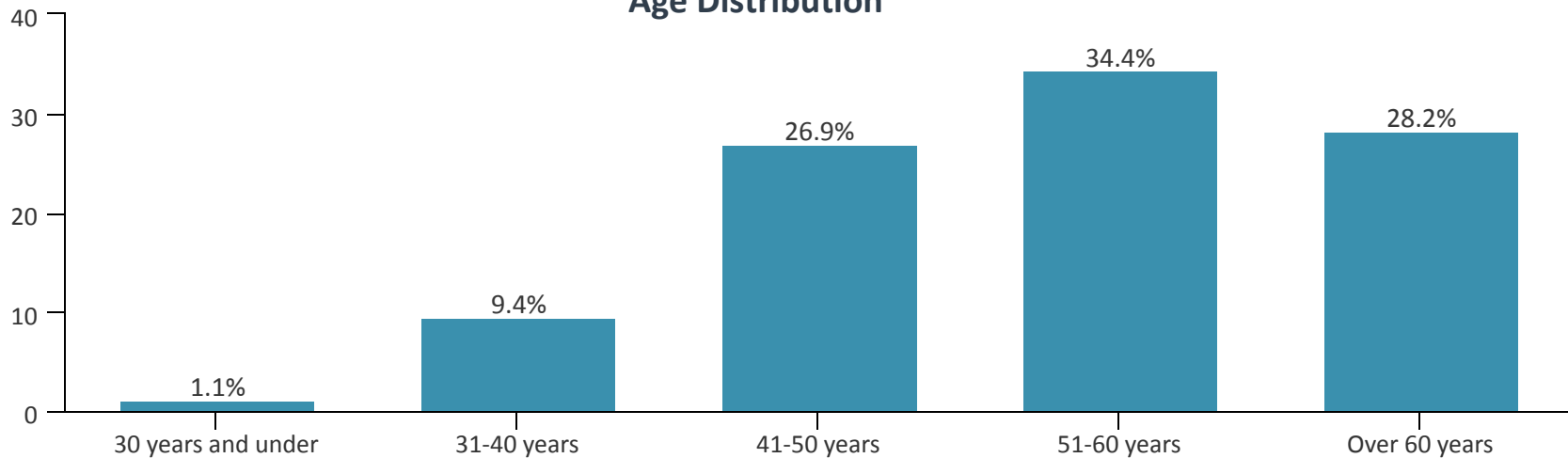
Licensed Practical Nurses
Providing Clinical Care in DC

Gender



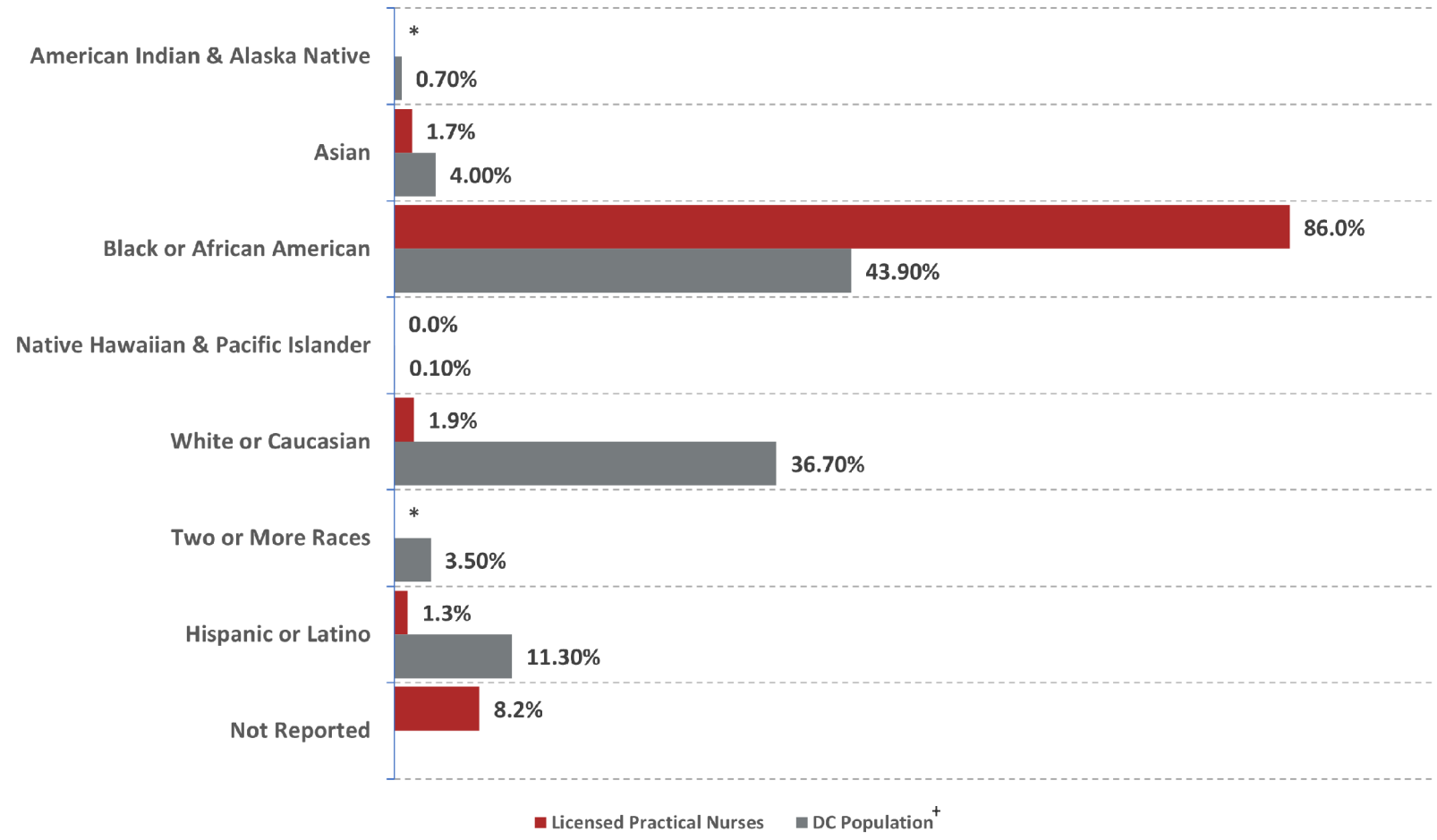
82.6% of LPNs providing care in District of Columbia are female.

Age Distribution



LICENSED PRACTICAL NURSES PRACTICING IN DC

Race/Ethnicity - Licensed Practical Nurses Practicing in DC vs DC Population



+Source: 2022 American Community Survey (ACS) Census data DC Population



86%

of licensed practical nurses practicing in the District of Columbia are Black or African American.

LICENSED PRACTICAL NURSES PRACTICING IN DC

Percentage of Licensed Practical Nurses Practicing in DC with Multiple Practice Locations

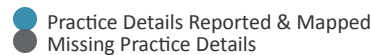
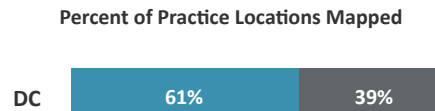
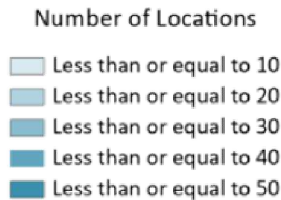
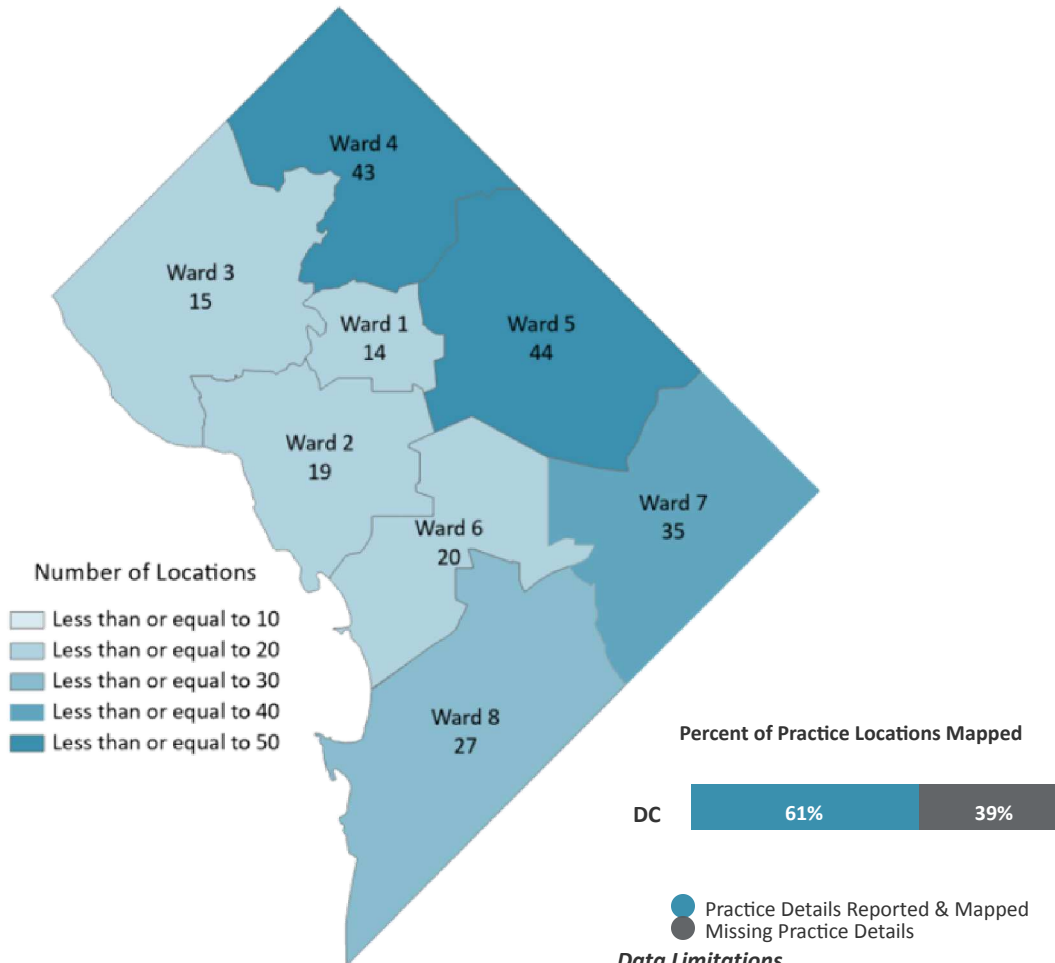


Approximately seven in ten licensed practical nurses report providing care at a single practice location

LICENSED PRACTICAL NURSES PRACTICING IN DC

Overview of Clinical Care Practice Locations

Number of Clinical Care Practice Locations by Ward



Data Limitations

- Practice Locations are mapped with 80% fidelity
- Missing details of the address could not be mapped

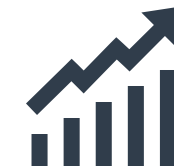
Clinical Care Practice Findings



Locations

40.1%

of practice locations providing clinical care, that were reported and mapped, are located in Wards 4 & 5.



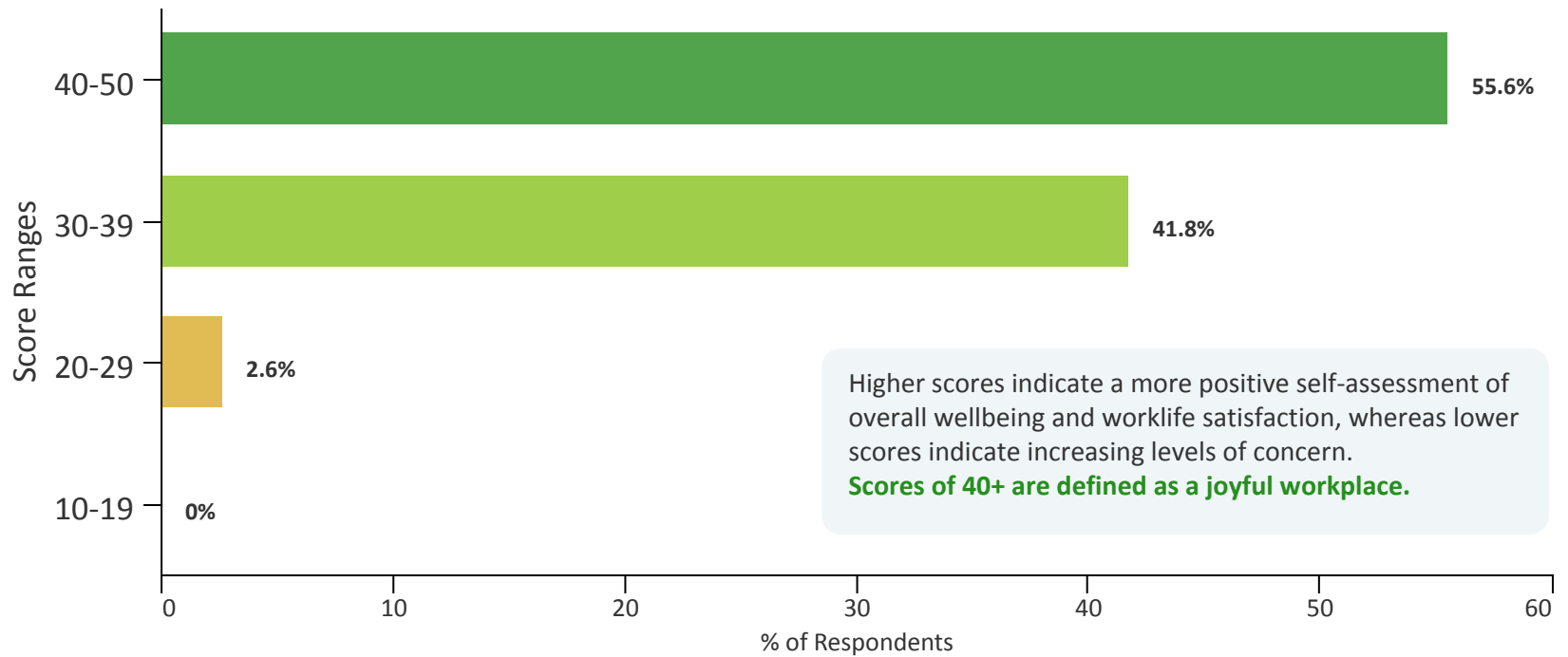
Projected Growth

20%

of providers reported increasing their practice hours or adding a practice location over the next two years.

LICENSED PRACTICAL NURSES PRACTICING IN DC

Self-Assessment of Worklife and Wellness* among Licensed Practical Nurses Practicing in DC**
(Mini Z 2.0 Survey - Full Scale Scores)



55.6% of LPNs practicing in the District reported Mini Z 2.0 full scale scores of 40+, indicating a joyful workplace.

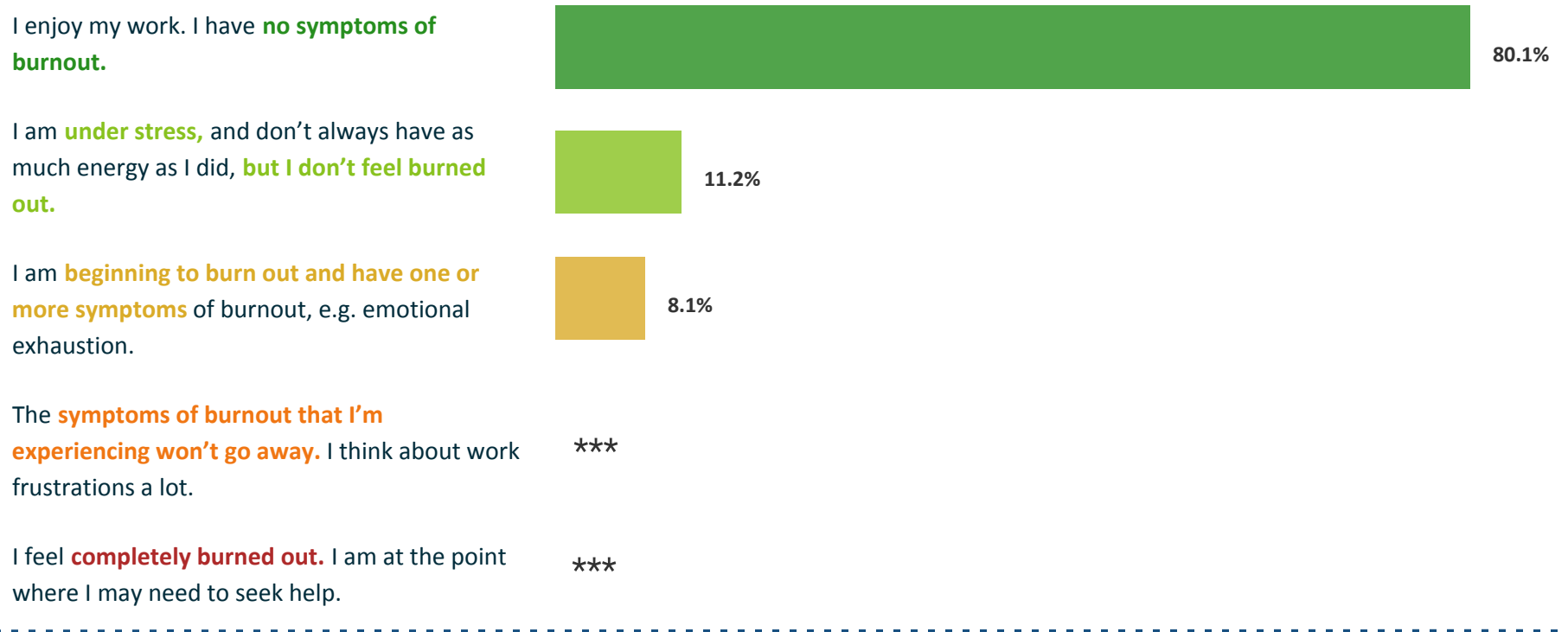
*The licensure survey includes the Mini Z 2.0, a 10-question tool assessing work satisfaction, stress, burnout, and 7 potential drivers of burnout in practicing clinicians; the Mini Z 2.0 is a psychometrically sound measure of worklife and wellness in practicing clinicians, validated externally against the Maslach Burnout Inventory (MBI).

**Answering each question was optional; full scale scores are reported only for respondents who completed all Mini Z 2.0 questions; approximately 79.2 percent (765/966) of LPNs practicing in DC completed all questions on the Mini Z 2.0 survey.

***Data suppressed for confidentiality when the total reported category is less than 10.

LICENSED PRACTICAL NURSES PRACTICING IN DC

Self-Assessment of Burnout* among Licensed Practical Nurses Practicing in DC** (Mini Z 2.0 Survey - Question 2 Responses)



91.3% of LPNs practicing in DC reported experiencing **no symptoms of burnout (80.1%) or some stress but not feeling burned out (11.2%).**

*Assessment based on the Mini Z 2.0 burnout question; concurrent validity of the burnout question was assessed with the Maslach Burnout Inventory (MBI) emotional exhaustion (EE) subscale and determined to be a valid single-item measure of burnout.

**Approximately 91.6 percent (885/966) of LPNs practicing in DC responded to the question.

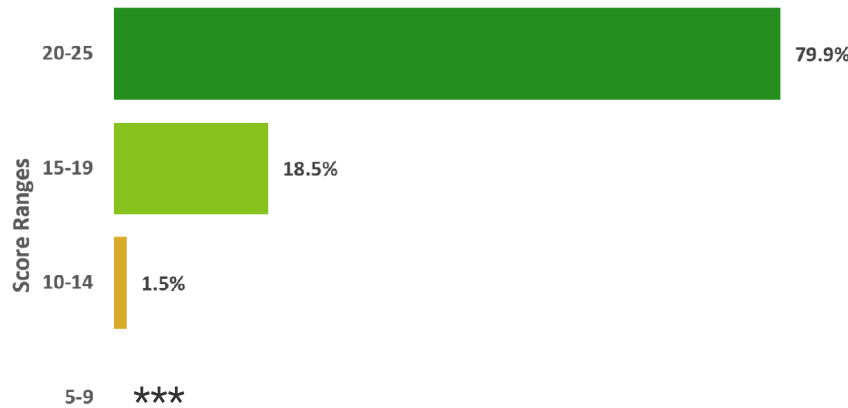
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LICENSED PRACTICAL NURSES PRACTICING IN DC

Self-Assessment of Worklife and Wellness among Licensed Practical Nurses Practicing in DC (Mini Z 2.0 Survey - Subscale Scores)

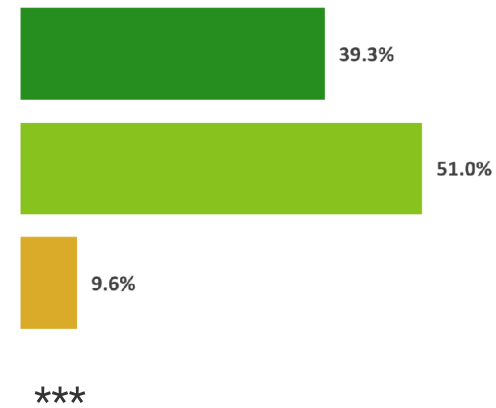
Subscale 1: Supportive Work Environment*

Includes questions on satisfaction, burnout, values alignment, teamwork, and work control.



Subscale 2: Work Pace and EMR Stress**

Includes questions on stress, chaos, home EMR use, documentation time pressure, and EMR frustration.



79.9%

of LPNs practicing in DC reported Subscale 1 scores of 20+, indicating a **supportive work environment**.

39.3%

of LPNs practicing in DC reported Subscale 2 scores of 20+, indicating **reasonable pace and manageable EMR stress**.

*Approximately 88.4 percent (854/966) of LPNs practicing in DC completed all questions in subscale 1.

**Approximately 84.1 percent (812/966) of LPNs practicing in DC completed all questions in subscale 2.

***Data suppressed for confidentiality when the total reported category is less than 10.