

# DC BOARD OF NURSING TRAINED MEDICATION EMPLOYEES (TMEs)

The District of Columbia's Board of Nursing (DC BON), supported by DC Health's Health Systems and Preparedness Administration (HSPA), licenses all Trained Medication Employees (TMEs). 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 2032 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

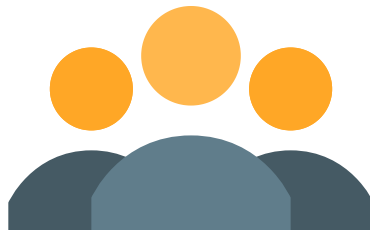
- In DC there are 1,183 licensed trained medication employees. At least, two out of every five licensed providers are providing clinical care in DC, making up 46 percent of the licensed providers.
- Approximately, six out of ten trained medication employees providing care in DC are female, accounting for 63.9 percent.
- The majority of licensed trained medication employees practicing in DC are Black or African American, 96 percent.
- Three out of ten trained medication employees reported working at two or more locations.
- About half of trained medication employees practicing in the District reported working in a joyful workplace, using the Mini Z 2.0 full scale scores of 40+.

# DC LICENSED TRAINED MEDICATION EMPLOYEES (TMEs)

## TABLE OF CONTENTS

2024 FACT SHEET

Providers	Key Definitions	Pages
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### Total Licensed

Total number of board-licensed providers with an active license status as of August 15, 2024.

3-4



### Providing Clinical Care in DC

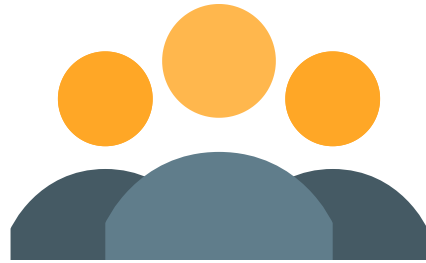
Subset of board-licensed providers who

1. applied for license renewal during the 2023 cycle;
2. reported a practice location in DC; and
3. reported providing clinical medical care to patients.

5-11

# DC LICENSED TRAINED MEDICATION EMPLOYEES (TMEs)

2024 FACT SHEET



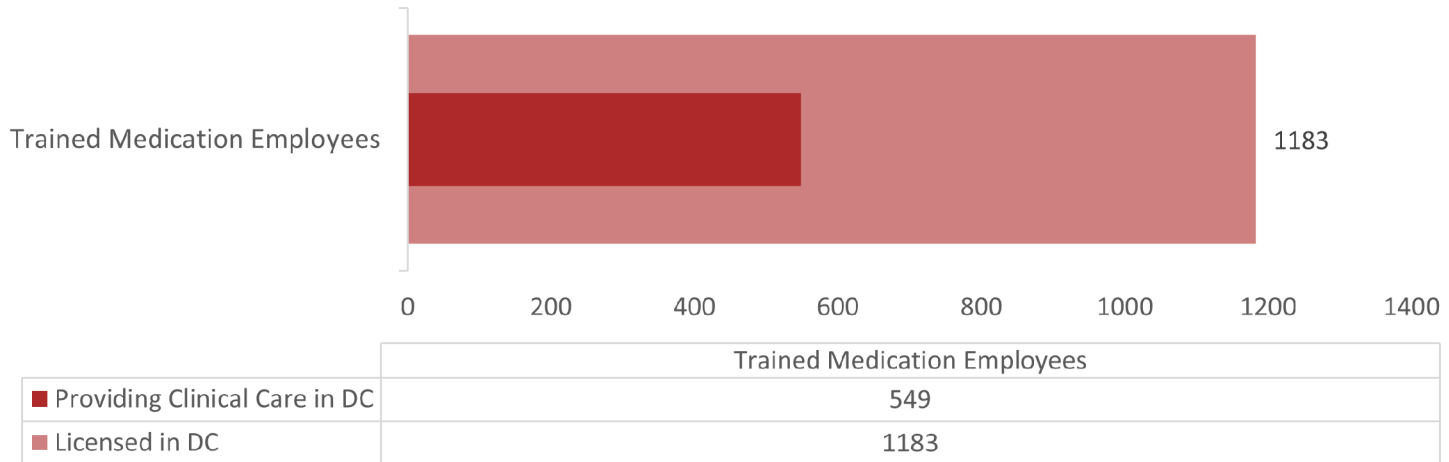
1,183

Total Licensed TMEs



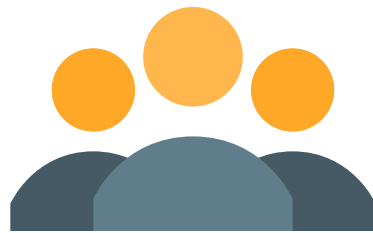
549

Licensed TMEs  
Providing Clinical Care in DC



# DC LICENSED TRAINED MEDICATION EMPLOYEES (TMEs)

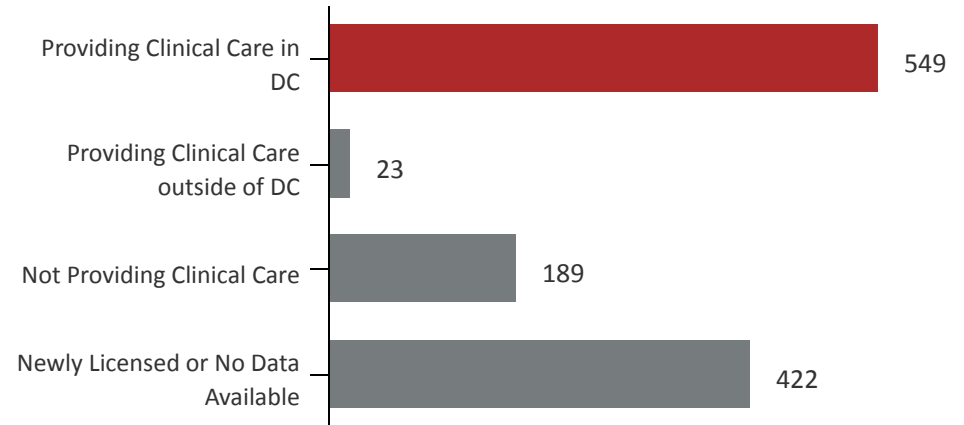
2024 FACT SHEET



**1,183**

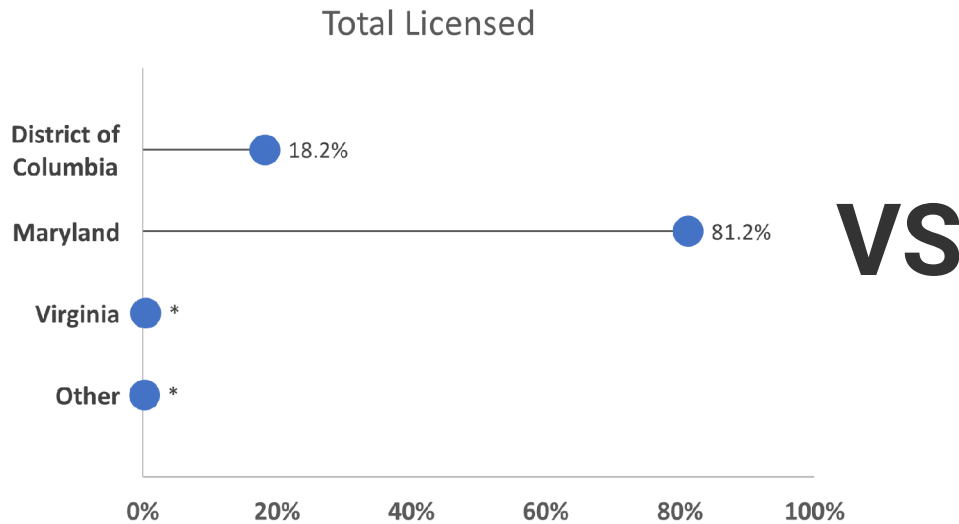
Total Licensed TMEs

## Total Licensed TMEs by Clinical Care Status and Location

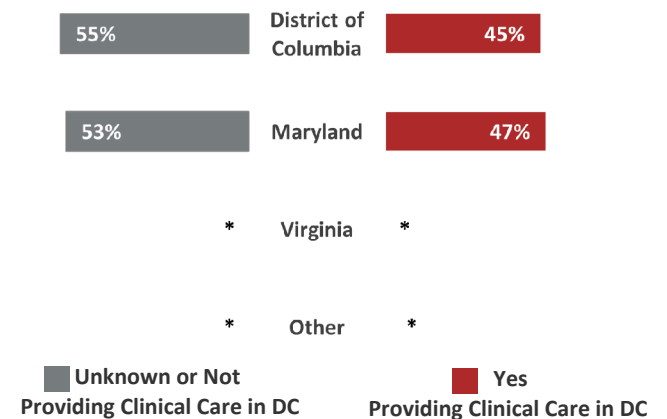


## DC Licensed TMEs

### State of Residence Compared to Status of Providing Clinical Care in DC



### Providing Clinical Care in DC Based on State of Residence



# LICENSED TRAINED MEDICATION EMPLOYEES PRACTICING

## 2024 FACT SHEET

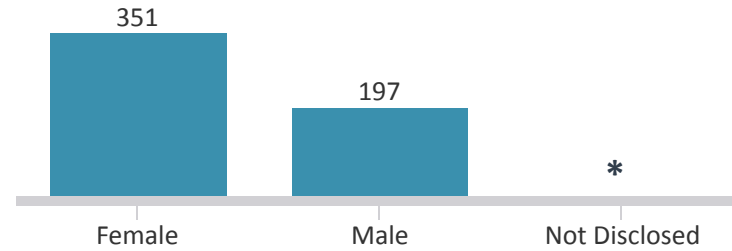


549

Licensed TMEs  
Providing Clinical Care in DC

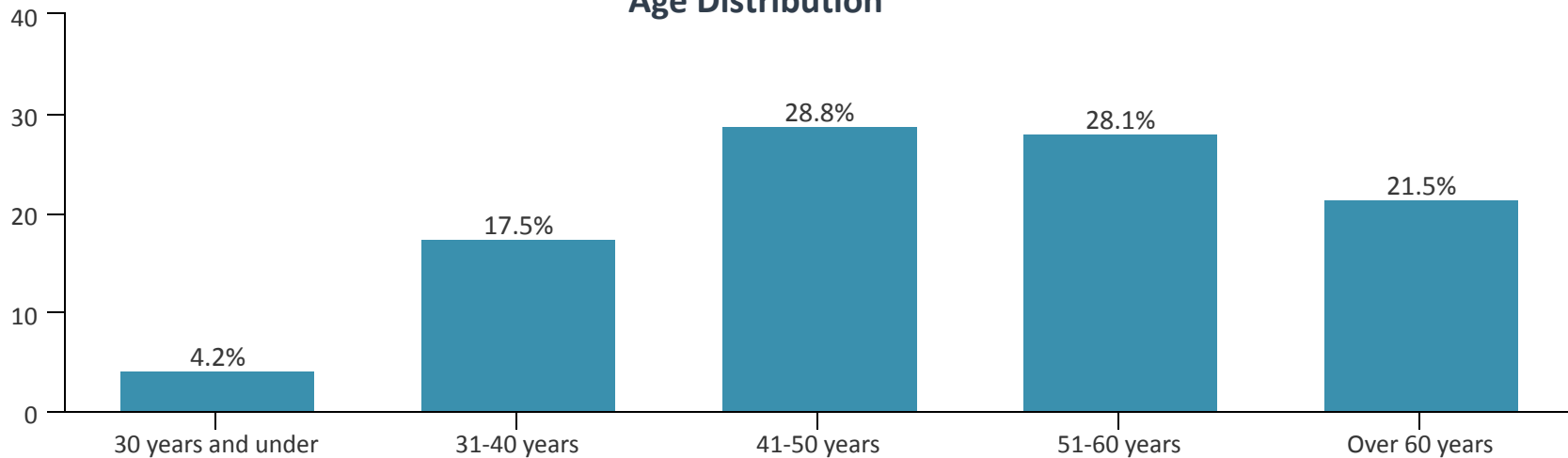
## IN DC

### Gender



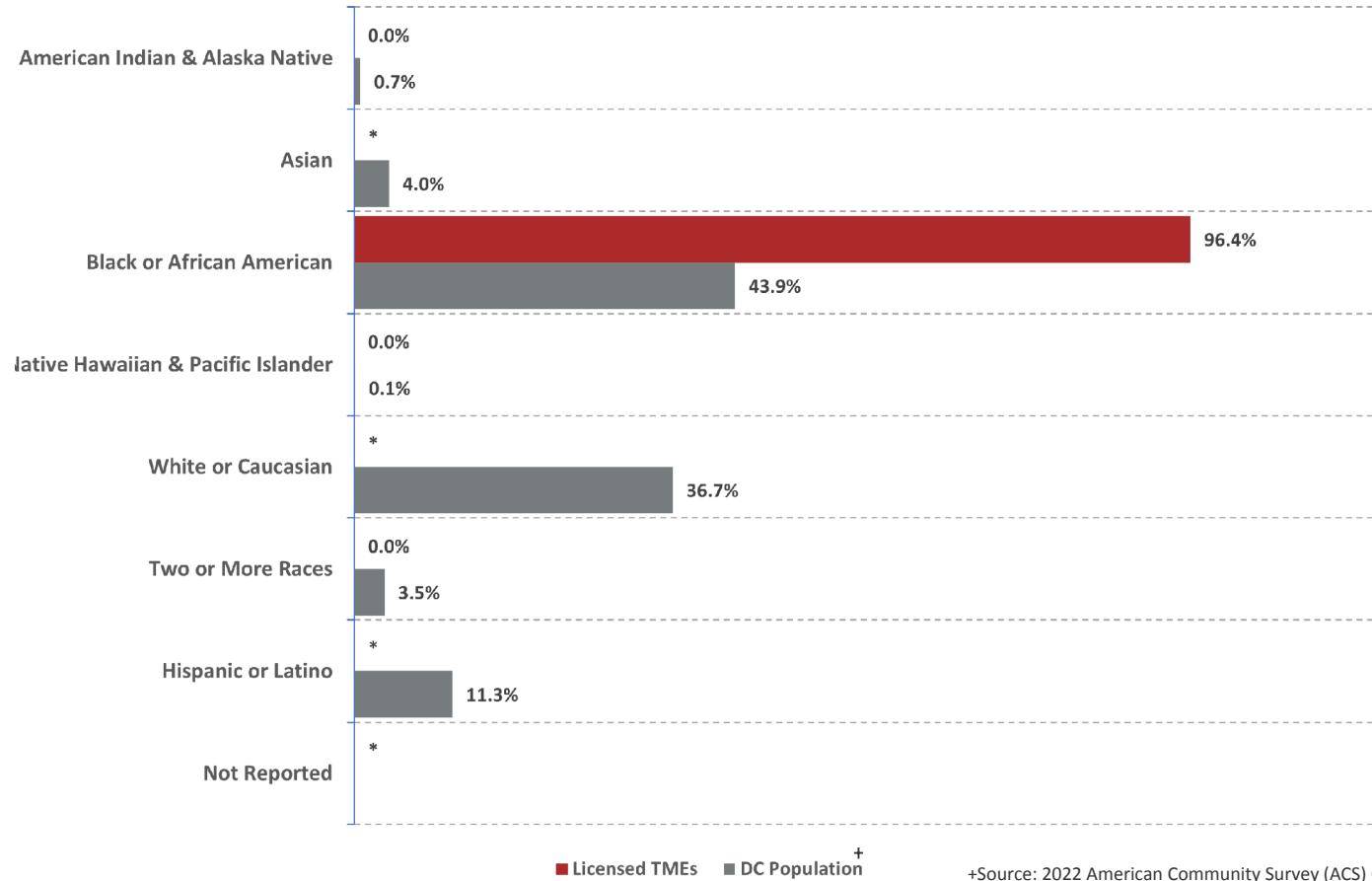
**63.9%** of TMEs providing care in District of Columbia are female.

### Age Distribution



# LICENSED TRAINED MEDICATION EMPLOYEES PRACTICING IN DC

Race/Ethnicity - Licensed Home Health Aides Practicing in DC vs DC Population



2024 FACT SHEET

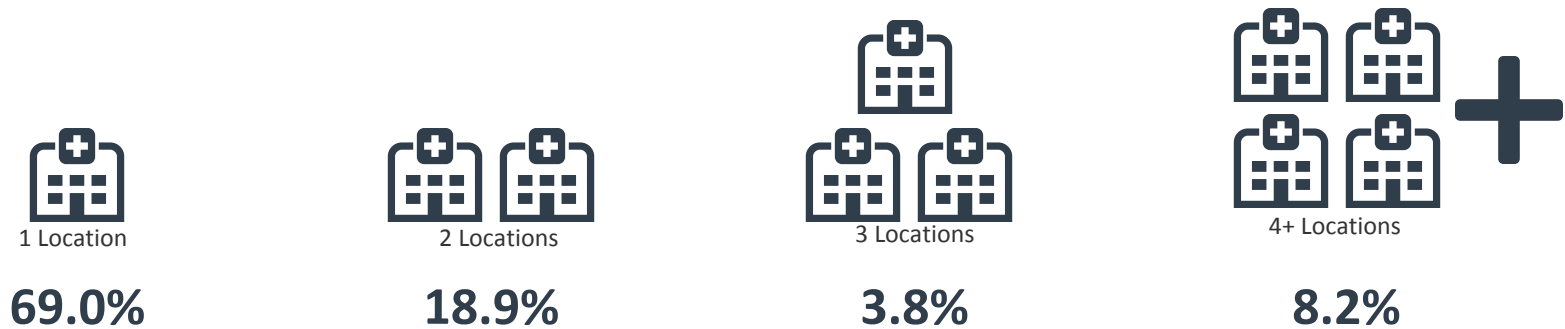


**96%**

of licensed trained medication employees practicing in the District of Columbia are Black or African American.

# LICENSED TRAINED MEDICATION EMPLOYEES PRACTICING IN DC

Percentage of Licensed TMEs Practicing in DC at Multiple Practice Locations



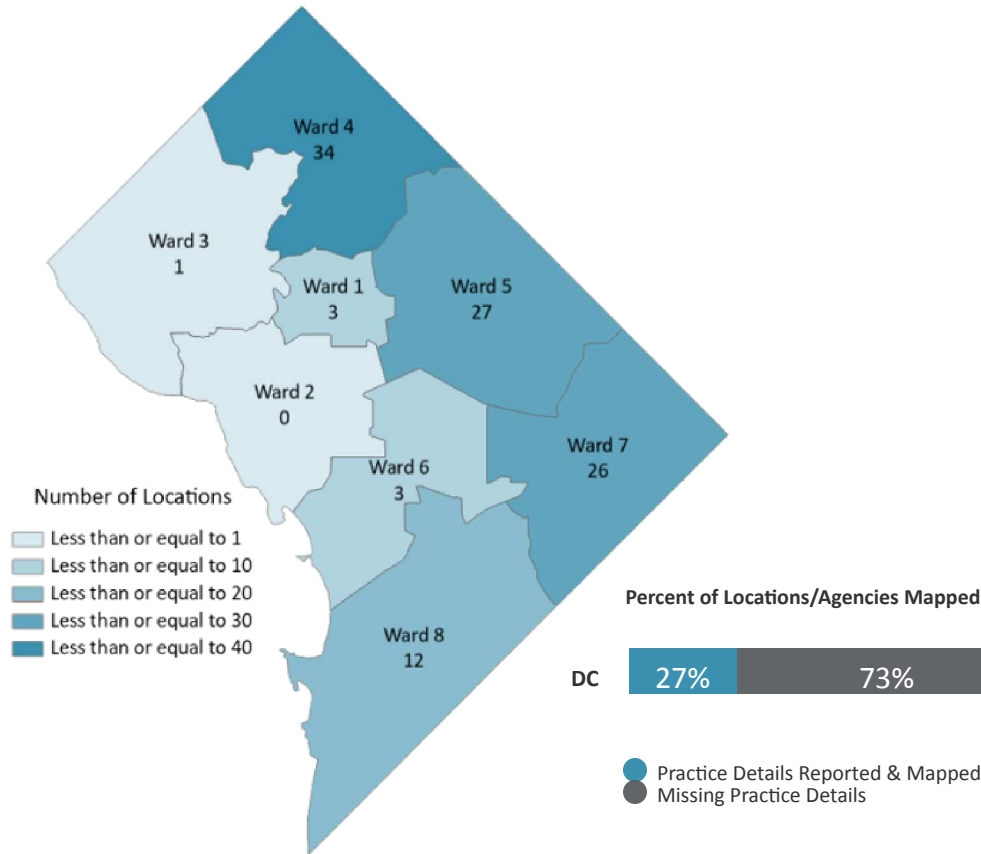
Approximately seven in ten TMEs reported working at one practice location in DC

2024 FACT SHEET

# LICENSED TRAINED MEDICATION EMPLOYEES PRACTICING IN DC

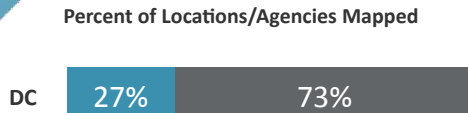
## Overview of Clinical Care Practice Locations

### Number of Clinical Care Locations/Agencies by Ward



Number of Locations

- Less than or equal to 1
- Less than or equal to 10
- Less than or equal to 20
- Less than or equal to 30
- Less than or equal to 40



- Practice Details Reported & Mapped
- Missing Practice Details

#### Data Limitations

- Practices are mapped with 80% fidelity.
- Practices could not be mapped, if missing address details.

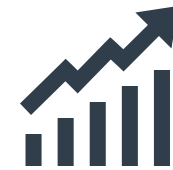
### Clinical Care Findings



Locations/Agencies

# 82.1%

of practice locations/agencies providing clinical care, that were reported and mapped, are located in Wards 4, 5 & 7.



Projected Growth

# 6%

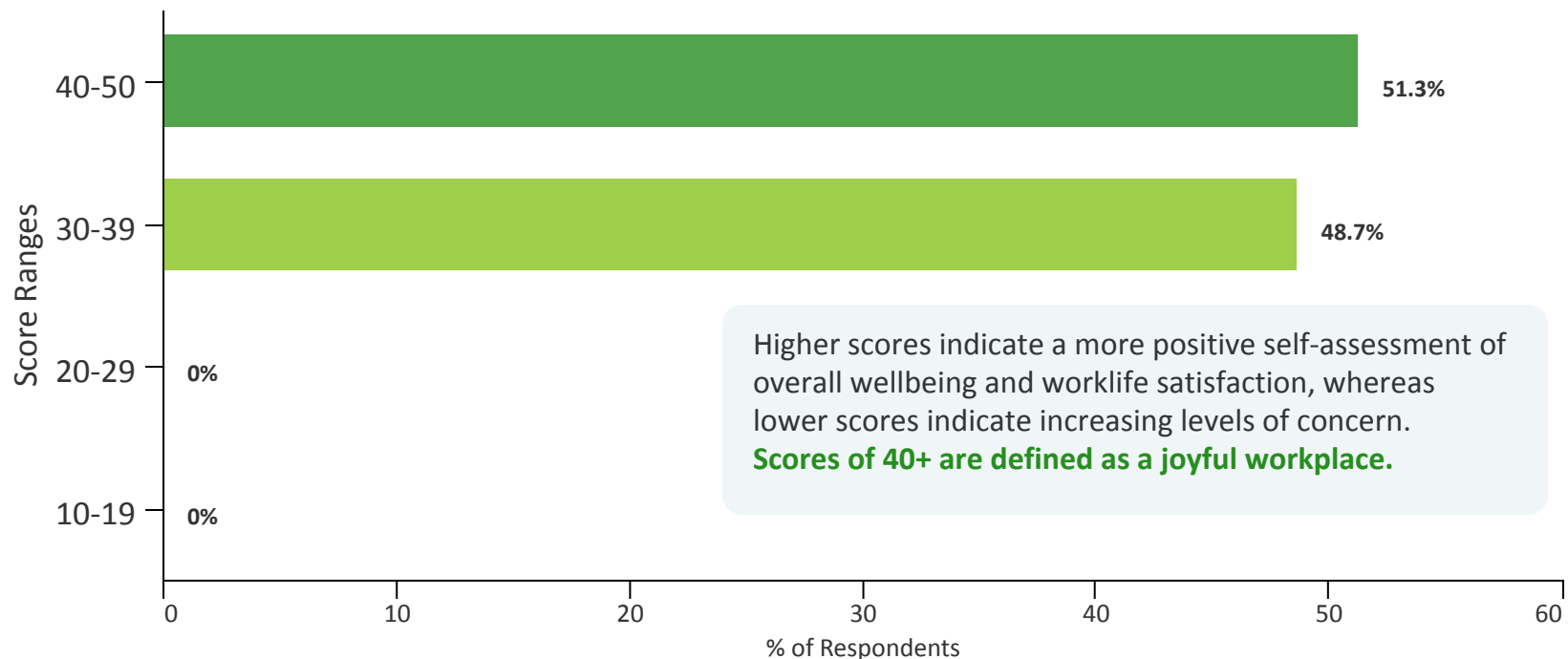
of providers reported increasing their practice hours or adding a practice location over the next two years.

2024 FACT SHEET



# LICENSED TRAINED MEDICATION EMPLOYEES PRACTICING IN DC

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



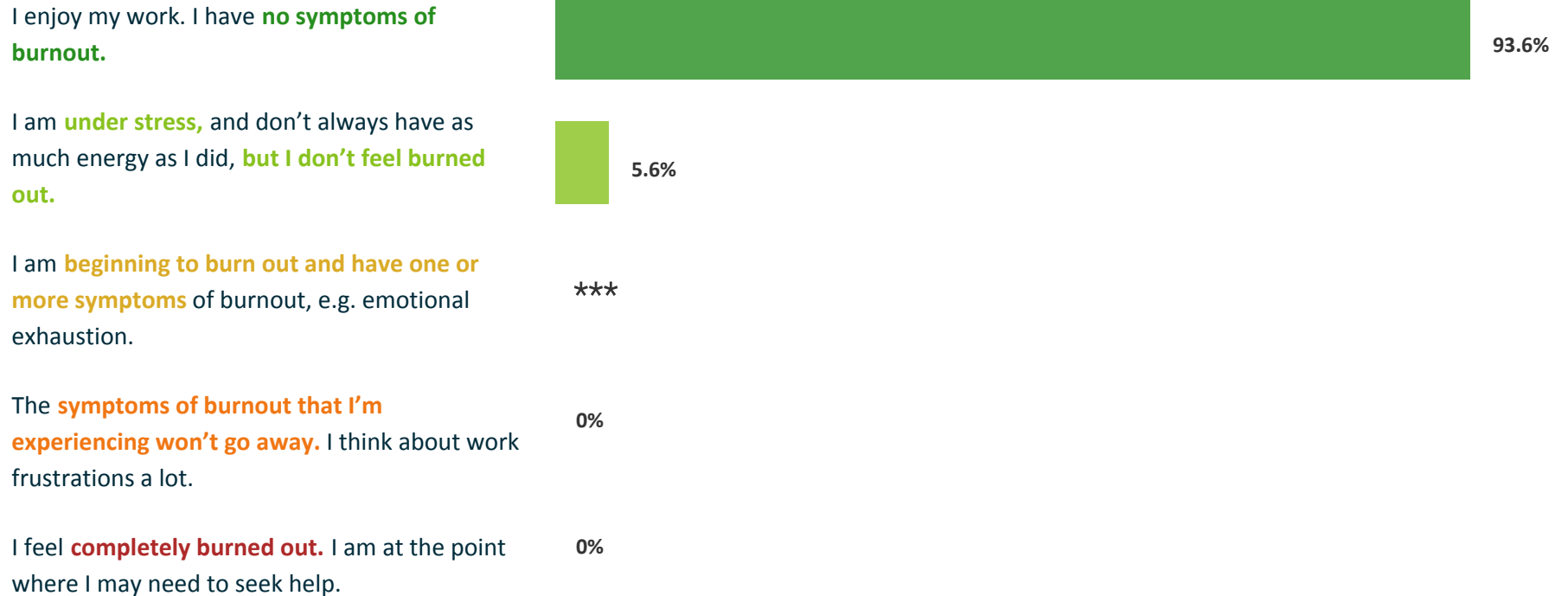
2024 FACT SHEET

**51.3%** of TMEs 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 90.5 percent (497/549) of TMEs practicing in DC completed all questions on the Mini Z 2.0 survey.

# LICENSED TRAINED MEDICATION EMPLOYEES PRACTICING IN DC

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



**99.2%** of TMEs practicing in DC reported experiencing **no symptoms of burnout (93.6%) or some stress but not feeling burned out (5.6%).**

\*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 96.9 percent (532/549) of TMEs practicing in DC responded to the question.

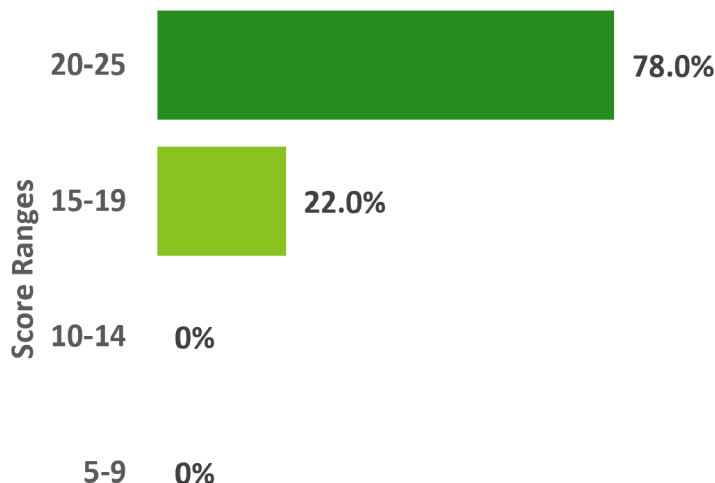
\*\*\*Data suppressed for confidentiality when the total reported category is less than 10.

# LICENSED TRAINED MEDICATION EMPLOYEES PRACTICING IN DC

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

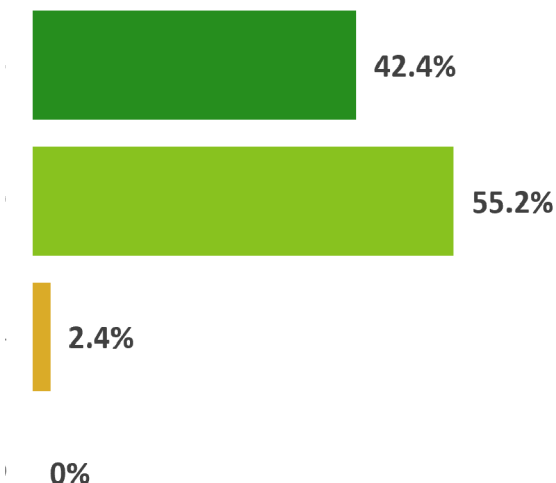
### Subscale 1: Supportive Work Environment\*

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.



**78.0%**

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

**42.4%**

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

\*Approximately 95.9 percent (527/549) of TMEs practicing in DC completed all questions in subscale 1.

\*\*Approximately 91.4 percent (502/549) of TMEs practicing in DC completed all questions in subscale 2.