

Workforce Survey of 2010 Connecticut Nursing School Graduates

In November 2010, the Connecticut League for Nursing (CLN, ctleaguefornursing.com) generously distributed and collected surveys of graduating Connecticut nursing students, RNs and LPNs, for the SustiNet Health Care Workforce Task Force. 475 surveys were collected during CLN Student Days, 247 from RN students and 218 from LPNs; approximately 1,500 students total attended the events. Responses were entered and analyzed by CT Health Policy Project staff and students. Questions included age, plans to work full or part time, where they expect to work, factors affecting that decision, and level of debt. Respondents were entered in a raffle for a one-year CLN membership as an incentive to complete the surveys.

The average age of graduates is 32; most expect to work in CT. About one in three is graduating with no debt; most others owe between \$10,000 and 30,000; LPN graduates have slightly more debt than RNs. Most expect to work in hospitals; many LPNs also expect to work in nursing homes. Factors influencing their decisions are similar between RNs and LPNs and include distance, location, work environment and finances, in that order.

	RNs	LPNs	Total
Number of respondents	257	218	475
Average age	32	33	32
% expecting to work in CT	96%	98%	97%
% expecting to work full time	90%	83%	87%
Debt levels¹			
None	39%	29%	34%
Under \$10,000	6.6%	8.7%	7.6%
\$10,000 to 20,000	13%	13%	13%
\$20,000 to 30,000	12%	15%	13%
\$30,000 to 40,000	5.1%	9.6%	7.1%
\$40,000 to 50,000	3.5%	4.1%	3.8%
\$50,000 to 60,000	0.4%	1.4%	1.1%
\$60,000	0.8%	1.4%	1.1%
\$70,000		0.5%	0.2%
\$130,000		0.5%	0.2%

¹ Does not total to 100% as not all responded to the question

Expected practice site²	RNs	LPNs	Total
Hospital	86%	69%	78%
Nursing home	29%	56%	42%
Clinic	14%	24%	19%
Private office	12%	21%	16%
School	5.5%	6.4%	5.9%
Other	5.5%	8.3%	6.7%
Factors affecting practice decisions			
Distance	18%	17%	18%
Location	19%	13%	17%
Work environment	14%	15%	15%
Money, tuition assistance	11%	16%	13%
Schedule, quality of life	6.8%	13%	9.3%
Benefits	8.9%	3.8%	6.9%
Experience	4.3%	8.2%	5.9%
Specific type of care	8.6%	1.6%	5.9%
Move up in career, opportunities	5.4%	6.0%	5.6%
To make a difference, mission	2.5%	6.0%	3.9%

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² Totals more than 100%, many respondents gave more than one answer