RESULTS

LPN ONLINE SURVEY

Mandatory Continuing Education & Mandatory IV Skills Training
<table>
<thead>
<tr>
<th>CONTENTS</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Introduction</td>
<td>2</td>
</tr>
<tr>
<td>Executive Summary</td>
<td>3</td>
</tr>
<tr>
<td>Demographics</td>
<td>3</td>
</tr>
<tr>
<td>Type of Setting</td>
<td>5</td>
</tr>
<tr>
<td>Open Ended Question</td>
<td>9</td>
</tr>
<tr>
<td>Results</td>
<td>9</td>
</tr>
<tr>
<td>Beneficial for LPNs</td>
<td>9</td>
</tr>
<tr>
<td>Cost concerns</td>
<td>10</td>
</tr>
<tr>
<td>Training should be voluntary</td>
<td>10</td>
</tr>
<tr>
<td>Current PN practice – IV skills not required</td>
<td>11</td>
</tr>
<tr>
<td>APPENDIX</td>
<td>12</td>
</tr>
</tbody>
</table>
INTRODUCTION

The Nebraska Board of Nursing is working to help LPNs practice to the fullest scope of their education and training. The Board is moving forward with a proposal to merge LPN and LPN-C practice in Nebraska. An online survey was designed, using SurveyMonkey, and submitted to active LPNs to seek their input regarding this initiative.

Nurses were contacted by email to answer the survey. A total of 6,309 emails were sent to LPNs with valid e-mail addresses (100 surveys were undeliverable). The online survey was available for twelve consecutive days (11-17-2016 to 11-28-2016). Three email reminders were sent to LPNs to increase response rate (respondents were not able to answer the survey twice). Total number of surveys received was 534 (4 surveys were skipped). The response rate of the survey was 8.4%. The response rate was calculated using the American Association for Public Opinion Research’s (AAPOR) standard definition for Response Rate 2, which divides total completed and partially completed surveys by the total sample size.

The survey had nine questions: Five were dichotomous (i.e., Yes, No answers), three were nominal (i.e., city of primary employer), and one was an open-ended question regarding LPN concerns about their nursing practice. See Appendix for list of questions and options.
EXECUTIVE SUMMARY

A total of 534 online surveys from LPNs were received and analyzed. Fifty percent of respondents were 41 to 60 years of age. Three out of ten respondents were located in rural areas.

In terms of work setting, one-fourth of all nurses work in Hospitals (24.8%), followed by Nursing Home/Extended Care (23.3%).

Two-third of nurses support mandatory continuing education (8-10 theory hours).

The majority of nurses (53%) support mandatory IV skills training “For Only those LPNs practicing IV skills”, followed by “For All LPNs” (37%), and “Not at all” (10%).

Two out of ten LPNs would consider RETIREMENT or going INACTIVE if mandated to complete IV skills training.

Six out of ten nurses answered that current employer does evaluate their nursing knowledge/skills (competency) annually.

Following are the results of the survey:

DEMOGRAPHICS

Figure 1: Age Group

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>20-25</td>
<td>4%</td>
</tr>
<tr>
<td>26-30</td>
<td>8%</td>
</tr>
<tr>
<td>31-40</td>
<td>23%</td>
</tr>
<tr>
<td>41-50</td>
<td>25%</td>
</tr>
<tr>
<td>51-60</td>
<td>25%</td>
</tr>
<tr>
<td>61-70</td>
<td>14%</td>
</tr>
<tr>
<td>Older than 70</td>
<td>1%</td>
</tr>
</tbody>
</table>
Figure 2: Location and Number of Respondents by City

Figure 3: Location of Respondents by Rural and Urban Areas (%). Comparison between 2016 LPN Online Survey and 2015 LPN Renewal Survey
TYPE OF SETTING

Figure 4: Type of Setting

- Hospital: 24.8%
- Nursing Home/Extended Care: 23.3%
- Other: 10.0%
- Ambulatory Care Setting: 8.5%
- Clinic: 8.1%
- Home Health: 5.1%
- Public Health: 3.8%
- Physician office: 3.4%
- Community Health: 3.0%
- Assisted Living Facility: 2.3%
- School Health Service: 1.7%
- Specialty clinic: 1.1%
- Family Practice: 1.1%
- Insurance Claims/Benefits: 0.9%
- Not working: 0.8%
- Private Practice: 0.6%
- Occupational Health: 0.6%
- Correctional Facility: 0.6%
- Retired: 0.4%
Figure 5: Would you support mandatory continuing education (8-10 theory hours)?

Yes 66%
No 34%

Figure 6: Would you support mandatory IV skills training?

- For All LPNs: 37%
- For only those LPNs practicing IV skills: 53%
- Not at all: 10%
Figure 9: Would this change make you consider RETIREMENT or going INACTIVE if you are mandated to complete IV skills training?

- No: 82%
- Yes: 18%

Figure 10: Does your current employer evaluate your nursing knowledge/skills (competency) annually? (ie. IVs, foley insertion/care, trach care, etc.)

- No: 38%
- Yes: 62%
Figure 11: Percentage of nurses with annual competency evaluation by setting

- Correctional Facility: 100%
- Hospital: 83%
- Nursing Home/Extended Care: 80%
- Occupational Health: 75%
- Home Health: 70%
- Ambulatory Care Setting: 64%
- Speciality Clinic: 63%
- Community Health: 50%
- Public Health: 35%
- School Health Service: 33%
- Clinic: 31%
- Physician Office: 30%
- Family Practice: 25%
- Assisted Living Facility: 25%
- Insurance Claims/Benefits: 20%
- Private Practice: 0%
Open Ended Question

What concerns do you have regarding your scope of practice or your nursing practice?

A total of 180 responses were obtained from LPNs. One-third of LPNs (34.3%) expressed concerns about the scope of practice or nursing practice. Responses were coded and classified into 19 categories. Each statement was classified using up to three codes, and then joined with other respondents who answered their concerns in similar ways. Although the open-ended question asked about concerns, there were positive statements expressed by LPNs about the profession in general, along with opinions about mandatory continuing education and IV skills training.

RESULTS

Following are main results of the open-ended question:

**BENEFICIAL FOR LPNS**

LPN respondents believe that obtaining IV training and education would be beneficial to their profession.

“No concerns. I think this is an excellent idea.”

“I think it would be wonderful for LPNs to practice with am IVs not just peripheral. We are capable and knowledgeable. Especially when more and more LPNs are working in hospitals again as it should be.”

“No concerns. Opening up for all LPN's to have the opportunity to do IV's would be wonderful because its why I left Hospital nursing for Dr's office. Hospitals want RN's because of IV experience.”

“[N]one, I am all for combining LPN and LPN-C for training as if that was reinforced the LPN's at the hospital I work would be able to utilize us more.”

“No concerns but strongly feel the LPN role will be phased out in the nursing homes just as it has in many hospitals if we don’t increase our skill set.”
COST CONCERNS

LPN respondents to the open-ended question indicated that they were concerned about costs related to mandatory education/training.

“Main concern is the cost of mandatory IV skills training. If it is free and can be done online, I would be happy to complete the training. Taking time off work and traveling to a specific site are my concerns.”

“[…] combining the LPN & LPN-C licenses costs us more than being a RN. Where’s the logic in that?”

“Cost and time to get it done. Cost is a huge part of it and ensuring I would get the time to get it completed.”

“I would not use IV skills in my current position […] Is the state going to pay for the mandatory continuing education for the LPN-C?”

“Will the state help pay for those required classes?”

TRAINING SHOULD BE VOLUNTARY

LPNs responded that training should be voluntary and not mandatory as the scope of practice varies according to settings and staffing:

“I do not feel this should be mandatory. Many LPN positions have no need for IV care of any kind (like all 4 of my last LPN jobs) and to require additional training for a skill that will never be used in their practice would be a waste.”

“I don’t want to be forced to take extra training that I would not use in my job! I should have the option to choose if I want extra training!”

“I think LPN’s should have the option to decide if they want IV certification or not.”

“I feel if a LPN want to be able to do IV therapy they can choose to do the continuing education on their own and not have it be mandatory.”

“I don’t feel I should have to take mandatory CE’s if I do not practice IV’s.”

I feel it should not be mandatory and it should be up to the LPN if they want the extra training.”
“Do it for those who need the skills in their current jobs and have available if your job skills change with jobs.”

CURRENT PN PRACTICE – IV SKILLS NOT REQUIRED

Nearly one-fourth of those who responded to the open-ended question believe that mandatory IV skills training/education is not applicable in their current setting of practice. Some responses were as follows:

“I would NEVER use the IV training in my job, and do not think I should have to pay for the continuing ed, or pay a higher fee in the future because of it.”

“I think a lot of places do not allow us to use our IV skills anyway when RNs are available.”

“I have no experience in this as I work in a long term care setting. Very little need for these skills.”

“I would not be able to use these skills at my current place of employment.”

“I work in long-term care so not much IV use for me but would be a good skill to have if I needed it.”

“That I wouldn’t use it in an office setting. It should only be for those who would use it in their jobs.”
Introduction

The purpose of the survey is to obtain your opinion about a change in proposed licensure requirements that will merge LPN and LPN-C practice in the State of Nebraska to one level of licensure. The Nebraska Board of Nursing is proposing a two prong approach to increase the education for existing LPNs. The first part would mandate 8-10 hours of continuing education (CE) for legal aspects, peripheral IVs and central lines FOR ALL LPNs (have 5 years to complete). Part two would require hands on IV skills training for LPNs who will practice IV therapy in their role (this is only REQUIRED for those practicing the skill).

This proposal does not affect any current LPN-C or LPN graduate in 2016 or after.

Confidentiality: Be assured of complete confidentiality. Your email address will be stored only to track survey completion. The data will be reported only in the aggregate and no individual will be identified.

If you have received this survey from multiple sources, please answer this survey only once.

Thanks!

Please answer the following questions:

1. Are you?
   - ☐ LPN  ☐ LPN-C

2. What is your age?
   - ☐ 20-25  ☐ 26-30  ☐ 31-40  ☐ 41-50  ☐ 51-60  ☐ 61-70  ☐ Older than 70

3. Please indicate CITY of your PRIMARY EMPLOYER:

4. Please identify the type of setting that most closely corresponds to your PRIMARY nursing practice position:
   - ☐ Hospital Nursing Home/Extended Care Assisted Living Facility  ☐ Home Health
   - ☐ Correctional Facility  ☐ Public Health  ☐ Community Health  ☐ School Health Service
   - ☐ Occupational Health  ☐ Ambulatory Care Setting  ☐ Insurance Claims/Benefits  ☐
   - Policy/Planning/Regulatory/Licensing Agency  ☐ Other (please specify)

5. Would you support mandatory continuing education (8-10 theory hours)?
   - ☐ Yes  ☐ No

6. Would you support mandatory IV skills training?
☐ For All LPNs ☐ For only those LPNs practicing IV skills ☐ Not at all

7. Would this change make you consider RETIREMENT or going INACTIVE if you are mandated to complete IV skills training?

☐ Yes ☐ No

8. Does your current employer evaluate your nursing knowledge/skills (competency) annually? (i.e., IVs, foley insertion/care, trach care, etc.)

☐ Yes ☐ No

9. What concerns do you have regarding your scope of practice or your nursing practice?

If you have any questions regarding this survey, please call 1-402-471-6443