

## TECHNICAL NOTES:

The LPN role is foundational in nursing practice and education, and indeed, within the entire healthcare system. LPNs provide care in a diverse group of settings, including at the bedside, in schools, and in clinics. They work alongside RNs and other healthcare team members to provide essential healthcare services for a diverse group of patients and have helped fill the gap in communities that have been affected by the nursing shortage. LPNs also provide a pipeline of skilled individuals into future RN and APRN roles. However, this role is often underutilized, inadequately supported, and is not recognized for its significant contribution to healthcare. Through data collection and monitoring of trends within the Wisconsin LPN Workforce survey, efforts to promote LPNs, their service, and provide resources for retention can be accomplished.

The 2025 Wisconsin LPN Workforce Survey is the eighth biennial report and was completed by 9,225 respondents. After data cleaning, 608 responses were excluded, leaving a remaining 8,683 surveys for analysis. This represents an increase of approximately 10% over the 7,845 surveys analyzed in 2023.

The biennial LPN workforce survey is mandated by the Wisconsin State Legislature (Chapter 106.30) and is

administered by the Wisconsin Department of Health and Professional Services in partnership with the Wisconsin Department of Workforce Development and the Wisconsin Center for Nursing (WCN). The survey, developed by the Wisconsin Department of Workforce Development, was first launched in 2011. All LPNs participating in the survey receive a statement outlining its purpose and methodology.

Detailed analysis of the Wisconsin 2025 LPN workforce Survey and a comprehensive report were completed by Kristin Merss, PhD; Desiree Bishop, DNP student; and Laura Vergenz, DNP student, from the University of Wisconsin-Madison, for the Wisconsin Center of Nursing. The statistician for the project was Jeffery Henriques, PhD. For the complete report and information on Wisconsin's nursing workforce and nursing education, go to [wicenterfornursing.org](http://wicenterfornursing.org).

On behalf of the Wisconsin Center for Nursing and the many partnerships involved with the design, implementation, and analysis of the Wisconsin 2025 LPN Workforce Survey, we wish to thank all who assisted with the survey and the nurses of Wisconsin for completing it. The cooperation and dedication of all involved will aid policymakers and others in assuring a sufficient, competent, and diverse nursing workforce in the future for the people of Wisconsin.

To receive additional copies of this publication, send your request to [info@wicenterfornursing.org](mailto:info@wicenterfornursing.org).

# Wisconsin 2025 LPN Workforce Survey At a Glance



Source: Wisconsin 2025 Licensed  
Practical Nurse Workforce Survey



# At a Glance Information

Total valid online survey respondents      % of Applicable respondents

**Total Survey Response n = 9,225\***      **8,683**

Gender	(n=8,683)	
Female	8,076	93.0
Male	500	5.8

Race/ethnicity	(n=8,384)**	
White	7,085	82.9
Black/African American	963	11.3
Hispanic	376	4.3
Asian	220	2.6
American Indian or Alaska Native	119	1.4
Native Hawaiian or Other Pacific Islander	15	0.2
Other	144	1.7

Top clinical expertise reported	
Geriatrics/Gerontology	47.0
Adult Health	23.1
Family Health	19.0
Hospice Care/Palliative Care	18.7
Home Health	17.2
Rehabilitation	15.4

LPNs working in urban areas:  
**4,807 / 66.1%**  
LPNs working in rural areas:  
**2,463 / 33.9%**

(n=7,270)

Average Age of Wisconsin LPNs: **48.6**  
Number of LPNs who speak a 2<sup>nd</sup> language: **5.8%**

(n = 8683)

Employment status	(n=8,683)	
Working as a nurse	6,897	79.4
Working in health care, not nursing	454	5.2
Working in another field	280	3.2
Not working, seeking work in nursing	206	2.4
Not working, seeking work in another field	34	0.4
Not working, not seeking work and not retired	215	2.5
Retired	597	6.9

LPNs reporting personal health is better or the same as pre-pandemic:  
**6,737 / 77.6%**  
LPNs reporting personal health is worse than pre-pandemic:  
**1,946 / 22.4%**

LPNs speaking only English:  
**8,038 / 92.6%**  
LPNs speaking one or more languages other than English:  
**645 / 7.4%**

# Wisconsin Labor Market

Total valid online survey respondents      % of Applicable respondents

**Primary place of work in Wisconsin**      **(n=7,633)**

Extended Care (Nursing Home, Assisted Living, etc.)	2,996	39.3
Ambulatory Care (Outpatient, Clinic, Surgical Center)	2,093	27.4
Hospital (Acute Care, AODA)	711	9.3
Home Health (Private Home)	510	6.7
Public Health/Community Health/School Health	319	4.2
Other	671	8.8

Provides direct patient care in primary job:  
**6,537 / 85.7%**

LPNs who hold more than one job:  
**1,257**

Enrolled or planning to enroll in further nursing education in the next two years: **2,692 / 31%**

**Plans to continue providing DPC**      **(n=6,543)**

Less than 2 years	569	8.7
2-4 years	1,210	18.5
5-9 years	1,317	20.1
10-19 years	1,689	25.8
20-29 years	961	14.7
30 or more years	797	12.2

LPNs reporting owing student debt: **3,455 / 39.8%**

Over half of LPNs fall between an annual salary of **\$35,000 to \$65,000**

**Highest degree held in nursing**      **(n=8,412)**

Diploma in Nursing	7,852	93.3
Associate Degree in Nursing	537	6.4
Bachelor Degree in Nursing or higher	19	0.2

**Plans for further education in nursing**      **(n=8,683)**

Currently enrolled in an associate degree nursing program	845	9.7
Currently enrolled in a bachelor degree nursing program	164	1.9
Currently enrolled in a nursing graduate degree program	10	0.1
Currently enrolled in a non-degree certification program	18	0.2
Plan to pursue further nursing education in next two years	1,655	19.1

\*See technical notes for details on survey process

\*\*Respondents identified their race and ethnicity separately, so the percentages exceed 100% Source:

Wisconsin 2025 Licensed Practical Nurse Workforce Survey