



School of Nursing
UNIVERSITY OF WISCONSIN-MADISON

Wisconsin 2025 LPN Survey: Findings and Recommendations

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Agenda

- Survey Administration Process
- Key findings
- Recommendations
- Discussion

Acknowledgements

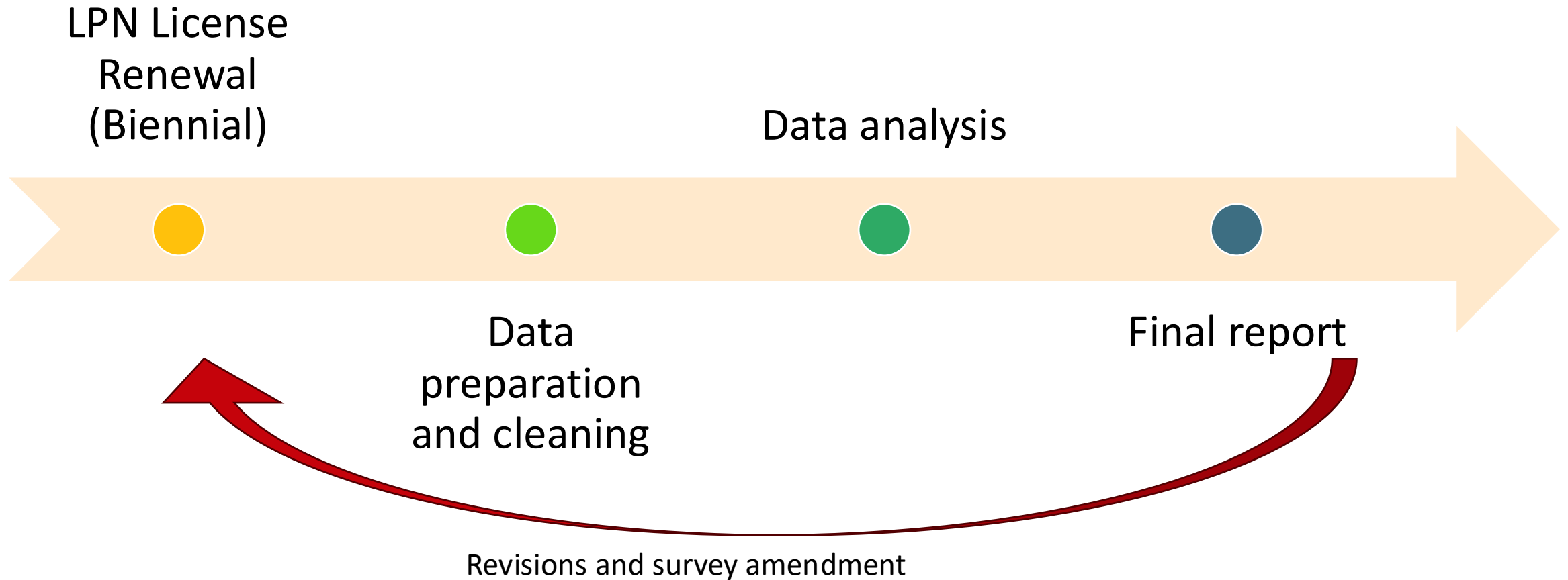
- Dr. Barbara Bowers, PhD, RN, FAAN
- Laura Vergenz
- Jeffrey Henriques, PhD,
- Maria Casal and team at Wisconsin Department of Workforce Development



Survey Administration



Survey Cycle





Key Findings



The 2025 survey saw
a total of 8,683
respondents.

- 1,087 increase

LPN license holders
have strong
connections to the
state with 96.7%
residing in
Wisconsin and
85.4% working
within the state.



Demographics and Diversity

- Predominately White (82.9%) and Female (93%).
- Black/African American respondents increased to 11.3% (9.3% in 2023).
- Mean age of 48.6
- Approximately 2/3 of LPNs work in urban areas, with the remaining serving rural Wisconsin

Demographics and Diversity

- Hispanic/Latino/Latinx decreased across the state, but most significantly from the Southern (-5.3%) and Southeastern (-2.7%) regions.
- An increasing number of Black/African and Asian LPNs are in leadership positions (up 1.7% and 1.2%, respectively).

Work and Career Characteristics

- LPNs remain primarily employed in **extended care (39.3%)**, **ambulatory care (27.4%)**, and **hospital (9.3%)** settings, consistent with prior surveys.
- LPNs continue to report their **main areas of clinical expertise as geriatrics, adult, and family health**.
- **IV certification** remains the most common certification held



Work and Career Characteristics

- For those LPNs not working in nursing, an **increasing number report they would not consider a return** to the field
 - 12.4%, up from 10.3% in 2023
- The top three factors influencing their return to nursing are
 - 1) Greater flexibility in hours/shift (36.2%)
 - 2) Improved pay (32.4%)
 - 3) More positive work environment (27%).

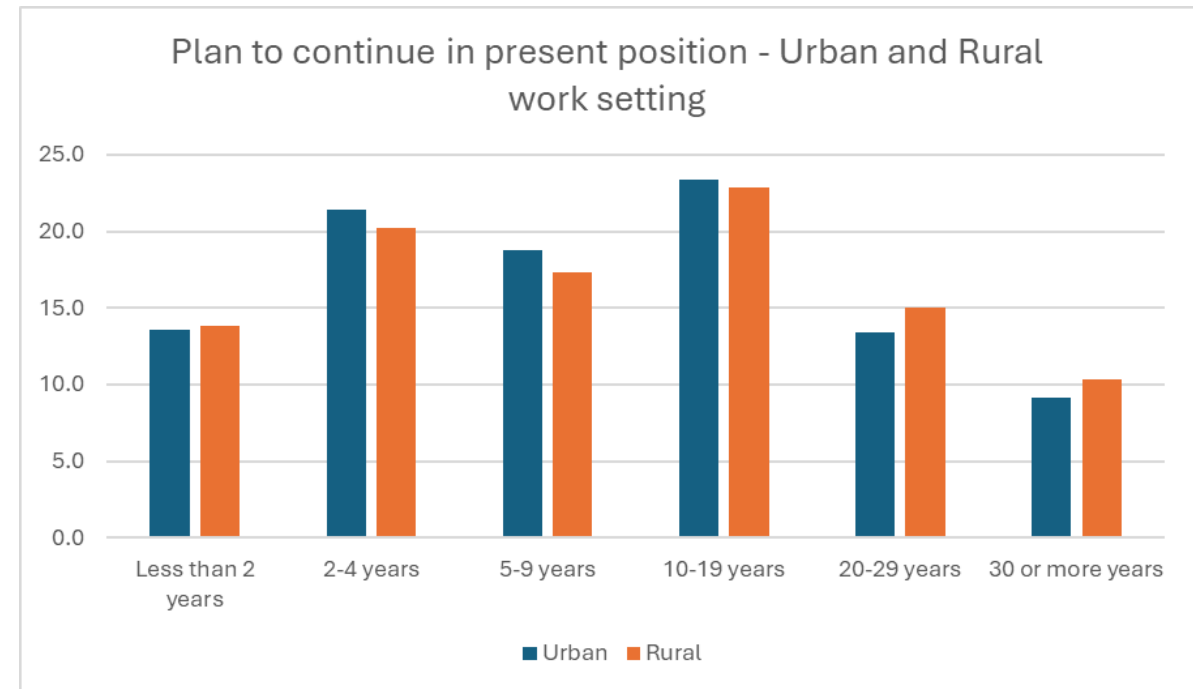
Use of Artificial Intelligence

- 97.9% report that their primary place of work does not utilize AI.
- Areas of AI use in the workplace (assessment, diagnosis, planning, implementation, and evaluation)
 - Implementation had the highest AI usage at 1.3%, while diagnosis had the lowest at 0.4%.
- The **most common setting reporting AI use was ambulatory care at 3.6%, with the hospital in second place at 3.0%.**
- Over half of LPNs (55.0%) who identified using AI in the workplace stated that productivity remained about the same after implementing AI.



Income and Career

- 48.3% intend to leave their position in the next 10 years (51.8% in 2023)
- Top reasons LPNs left their jobs:
 - Retirement (18.7%),
 - Dissatisfaction with employment (13.4%),
 - Salary (10.5)
- Over half of LPNs report an annual salary between \$35,000-\$65,000,



Education

- The number of respondents reporting **Associate Degrees in nursing slightly increased to 6.4%** with other degrees remaining similar to prior surveys
- The number of LPNs reporting **no plans to pursue higher education has steadily increased** year over year since 2017
 - Currently 69%
- Primary barriers to pursuing higher education remain **Cost of lost work** (33.3%) and **tuition** (30.1%)



Student Loan Debt

- 39.8% are holding student loan debt, with those primarily being younger nurses under 34.
 - 15.9% of those having a second job report student debt as the reason.



Recommendations



Supporting Diverse LPNs

- Continue supporting LPNs from diverse racial and ethnic backgrounds, including LPNs who are bilingual or multilingual
- LPNs in rural communities may require unique resources to allow for growth and retention of this vital workforce.



LPN Education

- Increasing numbers of LPNs who have no plans to pursue additional nursing studies.
- Need for education institutions as well as employers to collaborate to identify opportunities for education and training for LPNs
- Consider targeted training regarding the use of AI in nursing



Employment

- Consider creative strategies to support working families
 - Flexible / creative scheduling
- Change compensation of LPNs
 - Pay a top reason for not returning
- Critically review workplace and foster positive work environments
 - Reflect the value of LPNs



Thank you!

