

A FOLLOW-UP STUDY OF THE GRADUATES
OF THE CLARK COLLEGE PRACTICAL NURSING PROGRAM
1952-1971

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CHAPTER I

INTRODUCTION

Statement of the Problem

One of the ways a school can evaluate the effectiveness of its program is by a follow-up study of its graduates. (17) The study should determine how well the graduates are prepared for the State Board licensing examination, where they are employed, and how well they function on the job. Such study determines if the objectives of the program have been met. (29)

The practical nursing program at Clark College, Vancouver, Washington, was approved by the Washington State Board of Practical Nurse Examiners in August, 1952, the fifth program in the State to be so approved. (4) Forty classes have completed the one-year course. A follow-up study of those who had completed the Clark College practical nursing program has not been done previously. The findings of such study may provide information of value to the faculty and school regarding curriculum and, also to the employing agencies which depend upon licensed practical nurses for nursing services.

The purposes of this study were to determine (1) the number of licensed practical nurses, graduates of the Clark College program, who are currently employed in practical nursing and (2) the areas of employment, or the reasons for unemployment.

Limitations of the Study

This study was limited to the data obtained from school records available at Clark College and to responses from a follow-up questionnaire mailed to the practical nurses who were graduated from the Clark College School of Practical Nursing from 1952 through 1971 for whom addresses were available. It was further limited to those who became licensed.

Definitions and Abbreviations

For the purposes of this study the following definitions and abbreviations have been used: (6)

1. R. N. A registered nurse; a person who has completed a course in nursing leading to licensure by the State as R. N. (Also referred to as a professional nurse.)
2. L. P. N. A licensed practical nurse; a person who has completed a course in practical nursing or its equivalent, leading to licensure by the State as L. P. N. (In California and Texas the person so licensed is referred to as a licensed vocational nurse, or L. V. N.)
3. Nurses Aide. A person prepared (usually through on-the-job training) to assist a licensed nurse in carrying out nursing activities.

Sources of Data

The primary sources of data were information obtained from the student files at Clark College and from the responses to a mailed

questionnaire. Books, periodicals and related studies provided the secondary sources of data.

Methodology

This study was designed as a non-experimental descriptive survey utilizing a questionnaire. The study consisted of a series of steps:

The literature was reviewed to develop a frame of reference regarding the scope and purposes of programs preparing practical nurses, and to determine the use of follow-up studies.

The problem for study was then identified and delimited. This led to a statement of purposes of the study. It had been predetermined that the study would be carried out at the Clark College School of Practical Nursing.

An appointment was made with the Chairman of the Division of Health Occupations of Clark College to discuss the survey; written confirmation for undertaking the study was obtained. (Appendix A)

A questionnaire was constructed to elicit information related to the purposes of the study. The questionnaire was presented to the Chairman of the Division of Health Occupations and the nursing faculty of the school seeking suggestions for improvement of the data collecting tool. The questionnaire was revised following suggestions from this group. (Appendix B)

A mailing list of the addresses of the graduates of the selected school was obtained from data in the alumni office of Clark College. Files of the Oregon State Board of Nursing and the Washington State Board of Practical Nurse Examiners were searched for more recent

addresses, and telephone inquiries were made to relatives of the licensed practical nurses. City directories for Portland and Vancouver were used to obtain some of the addresses.

A covering letter was prepared to accompany the questionnaire. The questionnaire and covering letter were printed. (Appendix B)

The questionnaire and covering letter were mailed September 6, 1972, together with a stamped, self-addressed envelope to 489 licensed practical nurses for whom addresses were available. October 10, 1972, was arbitrarily selected as the closing date for returning the questionnaire.

The findings were tabulated, data interpreted, conclusions drawn and recommendations for further study were made.

Presentation of the Study

This study is organized into four chapters:

Chapter I, INTRODUCTION, indicates the nature of the problem, defines the purposes and describes the plan of procedure.

Chapter II, REVIEW OF THE LITERATURE, presents a review of significant literature and related studies.

Chapter III, PROCEDURE AND FINDINGS, is devoted to an explanation of the procedure and a presentation of the findings.

Chapter IV, SUMMARY, CONCLUSIONS AND RECOMMENDATIONS, provides a summary of the study with conclusions and recommendations based on the data obtained.

CHAPTER II

REVIEW OF THE LITERATURE

The literature was searched to develop a frame of reference regarding the scope and purposes of programs preparing practical nurses and of follow-up studies of practical nursing schools.

Before 1900, only one program of practical nursing was reported to exist in the United States. (6, 8) This consisted of an eight-week course offered in 1892 by the Ballard School as part of the New York Y.W.C.A. (20) Between 1900 and 1920, four more practical nursing schools were established. Only one new program was instituted between 1920-1940. In the period between 1940 and 1960, six hundred and fifty new programs were established. Three-fourths of these were under the supervision of public education. (18) From 1960 to 1970 an additional 600 schools of practical nursing were established; by 1970 there were 1253 practical nursing schools. (19)

The first comprehensive inventory of licensed practical nurses was undertaken in 1967 by the American Nurses' Association under a grant from the United States Department of Health, Education and Welfare, Public Health Service in cooperation with State boards of nursing. (12) The study included all persons licensed to practice practical nursing during 1967. The purpose was to obtain information about

age, sex, marital status, employment, regional distribution and residence of licensed practical nurses. The method of data collection was a data processing card sent to the licensed practical nurse with the license renewal form. Of the 343,635 practical nurses who held licenses, 74 per cent reported that they were employed in practical nursing, 20 per cent were not employed in nursing and six per cent made no report regarding employment. Ninety-seven per cent of the respondents were female. Nearly 59 per cent were married, 21 per cent widowed, divorced or separated. Fourteen per cent were single; six per cent did not report marital status. The median age was 44.1 years. The majority were employed in hospitals, 67 per cent; 12 per cent were working in nursing homes, 14 per cent worked as private duty nurses, six per cent worked in physician's or dentist's offices and one per cent worked as public health nurses. It is not known from this study the plans for future employment of the 20 per cent inactive licensed practical nurses. The median age of the inactive nurse was 42.6 years, slightly younger than the employed licensed practical nurse. Seventy-five per cent of the inactive licensed practical nurses were married, 16 per cent widowed, divorced or separated, and seven per cent were single. It is possible that the inactive nurse was employed in a field other than nursing, since this study considered the person inactive if not employed as a licensed practical nurse. The nurse-population ratio of licensed practical nurses was 135 to 100,000 population, nationwide. State ratios varied from 64 in Indiana to 267 in the District of Columbia. This study reported findings only; no conclusions were drawn, no

recommendations made.

In 1968, a study was done by the National Federation of Licensed Practical Nurses, the only organization in the United States composed entirely of licensed practical nurses. (16) A questionnaire was mailed to the membership of the organization with 10,454 replies. It is not known how many persons were members of the organization at that time. The stated purpose of this study was to find out where the licensed practical nurses worked and what they did, as well as the age, marital status and educational background. Of those who responded, 77.4 per cent were over forty years old, 71.2 per cent were high school graduates and 79.4 per cent worked full time. Two-thirds of those who worked full time were employed in general hospitals in medical-surgical nursing. Other major fields of employment were nursing homes, 12.6 per cent; physician's offices, 5.7 per cent, public health nursing, 1.8 per cent; with the remainder in private duty nursing. This study presented findings only, no conclusions were drawn. The findings differed little from the study by the American Nurses' Association.

Carr reviewed practical nursing in Vermont in 1966, following the publication of the American Nurses' Association position paper on nursing education. (5) This study was done to determine employment characteristics of licensed practical nurses who had completed the course at two of the practical nursing schools in Vermont. Another stated purpose of this study was to identify nursing activities performed by the respondents. Although the licensed practical nurses

were employed in many areas, the majority were functioning in medical-surgical nursing. A checklist of 106 nursing procedures with space for the licensed practical nurse to check the frequency of performance was used to identify the nursing activities performed. It was determined that the licensed practical nurses from these two schools were adequately prepared and were functioning in the roles of the licensed practical nurse as described by Orem, (22) namely, that of nursing the patient in situations relatively free of scientific complexity, and that of assisting the registered nurse when the situation required more scientific understanding.

Boyd surveyed the licensed practical nurse graduates of the Mitchell, South Dakota, School of Practical Nursing in 1964. (2) The purpose of the study was to gather information that might be valuable in planning curriculum change. A questionnaire was mailed to the 181 graduates of the school, listing 78 nursing activities with space for the respondent to check whether she had or had not performed the activity. Included in the list were general hygienic measures, some housekeeping type activities, and some activities usually performed by more highly skilled persons, such as "administer anesthetic-surgery," "insert nasogastric tube," "draw blood for transfusion," "start blood transfusion," "give intravenous medication." Only two of the activities listed, that of drawing blood for transfusion and administration of an anesthetic in surgery, were not performed by at least one of the respondents. One section of the questionnaire dealt with work experience. Seventy-five per cent of the respondents were employed in

general hospitals. Forty-three per cent indicated that they had performed functions which the school did not believe they should perform. Fifty per cent had acted as team leaders and 40 per cent had been charge nurses. Seventy-four and five-tenths per cent were under 20 years of age when they completed the course. On the basis of the findings of the study, Boyd recommended that a study be carried out with employers of practical nurses to determine why so many licensed practical nurses were functioning outside their role. It was further recommended that the curriculum be examined to determine why the graduates did not understand the role for which they were prepared. The author recommended that a study be carried out in other parts of the country with other schools to learn if overutilization of licensed practical nurses occurs in other areas.

Tomlinson's study in Illinois in 1965 was a survey to identify personal, social, educational and employment characteristics of a ten per cent sample of persons who had a practical nursing license in that State. (27) This survey of 495 licensed practical nurses showed that recent graduates were younger and had had more education than those who became licensed in the previous decade. The median age was 37.5 years. Over 70 per cent were employed full time as licensed practical nurses, with 64.4 per cent employed in hospitals, 11.9 per cent in private duty nursing, and 2.8 per cent in doctor's offices. Although Illinois requires only a tenth grade education for licensure as a practical nurse, 61 per cent had a high school diploma of the General Education Development equivalent. About 80 per cent were married,

seven per cent were single, and 13 per cent were widowed, divorced or separated. No conclusions were drawn or recommendations made.

Mayer, in 1960, surveyed the licensed vocational nurse graduates of the Oakland City College, Laney Campus, Oakland, California. (14) The purposes of this study were to determine the nature of present employment, the participants' evaluation of the vocational nursing program, and employers' evaluation of the practice of the vocational nurses. The participants of Part One of the survey consisted of all vocational nurses graduated 1951-1959; respondents to Part Two were 25 employers of the graduates. The licensed vocational nurses received a combination checklist and questionnaire concerning satisfaction with course content and clinical experience, job satisfaction, role satisfaction, and personal data. Of the 261 graduates, 146 responded. Seventy-eight per cent were between 25-54 years of age, 96 per cent had been employed as licensed vocational nurses and were satisfied with their work. The course was rated "good" or "very good" by all except eight persons who rated as "poor" the areas where they had received comparable evaluations as students. The significance of this relationship was not reported.

The second part of the study, the survey of employers, consisted of a checklist rating form to evaluate personal qualifications, job performance, type of work being done, plus a notation if special training had been required. These checklists were filled out by directors of nursing service or by head nurses. It was revealed that most of the graduates do bedside nursing, which was the objective of

the course. Some employers indicated that special training had been provided in some areas.

A study by Feinberg in 1960, as a follow-up of 208 graduates of the Portland, Oregon, School of Practical Nursing, identified personal data, previous nursing experience, experience following graduation, present employment, preparation for on-the-job activities, expressed opinion of success as a practical nurse, and recommendation of practical nursing to others. (7) One-third of the respondents were in the age range of 50 to 70 years. Sixty-two per cent functioned in hospital nursing. Fifty-four per cent replied that they had been asked to perform nursing activities for which they felt unprepared. They were satisfied with their preparation for the job, and with the vocation of practical nursing. Following graduation from the school, 96 per cent had worked as licensed practical nurses at various times with 73 per cent employed at the time of the survey. Recommendations for further study included that a survey be made of employers for their viewpoint of job performance and that recruitment efforts be intensified because of the age of the respondents.

The Nurse Career-Pattern Study, Part 1: Practical Nursing, undertaken by the National League for Nursing, was a longitudinal survey, begun in 1962, to continue twenty years. (24) The study had for its purpose the collection of data from a sample of practical/vocational nursing students who entered 117 practical/vocational nursing programs in September, 1962. Of the 3014 students, 75 per cent had completed high school and half were between 18 and 24 years old,

although there was an age range from 14 to 55 years. Two per cent were men. The first year follow-up (25) reported that 2336 or 77.5 per cent completed the one-year course. The five-year follow-up (10) showed that most of the graduates worked in general hospitals in medical or surgical units. The majority of the licensed practical nurses stated that their work met their expectations and they were satisfied with the occupation.

In 1958 Cameron conducted a survey of practical nurses licensed and employed in Washington State to determine where they worked and if there was a need for courses to upgrade the practice of practical nursing. (3) A questionnaire was mailed to 4444 licensed practical nurses with a return of 2460. Sixty-four per cent of the respondents were working full time, 12 per cent were employed part time and 24 per cent were not employed. Of the licensed practical nurses employed full and part time, 68.2 per cent were employed in a hospital setting, 15.7 per cent were employed in nursing homes, 3.8 per cent in physician's or dentist's offices, 8.4 per cent were working as private duty nurses and 3.9 per cent were employed in fields other than nursing.

Several studies have been done in an effort to measure job satisfaction of licensed practical nurses. One such study was undertaken in 1958 as part of a five-year project funded by the National Institute of Mental Health and the Massachusetts Department of Mental Health. (21) The Q-sort technique, personal interview and a questionnaire were used to obtain data from employed licensed practical nurses in Massachusetts State mental hospitals. This study concluded that

the licensed practical nurse who worked in the area she preferred and who was allowed to practice skills she had been taught had the greatest job satisfaction. The most important factor in selecting employment was the location of the institution in relation to the home of the employee.

A study by Smith in 1961 identified factors which influenced a selected group of practical nursing students to choose practical nursing as a career. (23) The study sample included students from the seven practical nursing schools in Idaho. Sixty-six students representing 89.1 per cent of the students enrolled in practical nursing during August 1960, participated in the study. The factor which had the most effect on the choice of practical nursing as a career was the availability of the school. All but eight of the students had had some nursing experience previously, either in the hospital as aides, in doctor's offices or in a professional nursing program.

In 1965 Bailey investigated vocational behavior of selected women students enrolled in schools of practical nursing in Illinois. (1) His findings were similar to Smith's. A sample of 485 students was interviewed and 61 per cent stated that they chose the school because it was close to their homes. Only 11.6 per cent chose the school for quality of the educational program. Forty-one per cent had been employed as nurses' aides before entering the school.

Meadow and Edelson administered a questionnaire to 244 practical nursing students admitted to the Shapero School of Practical Nursing of Sinai Hospital, Detroit, Michigan, between September, 1956 and

March, 1959. (15) Data were obtained relating to the students' fathers' occupations and to work experience of the students. The analysis of the fathers' occupations suggested that this factor had very little influence on the students' choice of practical nursing as a career. Work experience of students prior to entering the program was found to be less important than work experience related to nursing. Of the 65 persons who had job experiences related to nursing there was a 23 per cent drop-out. Twenty-six per cent of those who had work experience in fields other than nursing dropped out, and 34 per cent of those with no work experience failed to complete the practical nursing program.

Vocational choices and satisfactions of licensed practical nurses were studied by Treece. (28) The sample included all the graduates from twelve practical nursing programs in Minnesota for the years 1955, 1960 and 1964. A questionnaire consisting of 66 items in seven sections: personal satisfaction, choice of career, preparation for practical nursing, experience and goals, evaluation of the practical nursing program, evaluation of the vocation of practical nursing, and an evaluation of present job, was mailed to 1139 licensed practical nurses with a return of 88 per cent.

This study found that the respondents were female with one exception. Sixty-five per cent had grown up on farms or in small towns, and one-half had made the decision to study practical nursing between their 16th and 20th years. The reasons given for choosing practical nursing were a general interest in nursing and in helping people. More

than 96 per cent of the respondents were high school graduates, and one-third had had some hospital work experience before entering the practical nursing school. Fifty-eight per cent were employed in practical nursing at the time of the study. More than 85 per cent of the employed group expressed satisfaction with their jobs except in the areas of salary and advancement opportunities. Conclusions drawn from the findings were: (1) that students in practical nursing programs currently differ from those in past years, especially in educational preparation before entering the school; (2) persons entering practical nursing make a later decision to enter as compared with students entering a school of professional nursing; (3) choice of practical nursing is based on personal interests; (4) the single or widowed practical nurse is more likely to remain in the practical nursing field than the married nurse with an employed husband; (5) continuation in practical nursing is more likely when the person has expectations of advancement; (6) the greatest vocational problem seems to be that of a poorly defined role. Recommendations for further study included a study of the reasons why the licensed practical nurses would recommend that a person of like interests and abilities enter a school of professional nursing; a longitudinal study of practical nurses through a ten-year period to determine satisfactions; and a study of role perception of licensed practical nurses in various fields of practical nursing.

A survey conducted at the University of Illinois in 1968 studied employment characteristics of licensed practical nurses in an effort to measure job satisfaction. (13) Personality inventories were

administered to students enrolled in twenty-nine practical nursing schools in Illinois and an employment questionnaire was given a year after completion of the program. Two per cent of those surveyed expressed dissatisfaction with their jobs. Of 456 persons, 85 per cent were still employed at their first jobs. The previously married licensed practical nurse, now widowed, divorced or separated had a higher job satisfaction score than the single or married nurse. One reason suggested was that this person was more likely to be the head of the household.

A study by Klein in 1963 evaluated factors that affect the work performance of licensed practical nurses. (9) A personal interview and a card-sort were used for data collection. Specific factors were listed on the cards and the selected licensed practical nurse scored the factor on a five-point scale: strongly agree, agree, undecided, disagree, and strongly disagree. The items included physical environment, social, moral, religious, cultural, and psychological factors, role status, work relationships and satisfactions. Environmental factors were chosen by 73 per cent of the respondents as the most important factor in work satisfaction; moral, social and psychological factors were rated highly.

Tews' study of activities of licensed practical nurses in one general hospital pointed up the differences in nursing activities of the licensed practical nurse on the day shift and those on the afternoon shift. (26) By using the direct observation technique she found that those who worked during the day were primarily involved in direct

patient care 73 per cent of the time, with some indirect patient care such as charting, housekeeping and personal time taking up a portion of the eight hours. In contrast, six of the eight licensed practical nurses observed on the afternoon shift were involved in activities with more responsibility, such as administration of medications and ward management.

Cameron, in 1953 and again in 1957, surveyed personnel in 56 institutions cooperating with 15 schools of practical nursing in Washington State. (4) The purpose of the survey was to determine which personnel carried out 68 different functions related to, although not specifically nursing actions. The items included such activities as "take patients to x-ray," "take patients to surgery," "operate autoclave," as well as activities which are considered to require more skill and judgment than could be learned in a one-year practical nursing course, such as "give ether in the delivery room," "give I.V. and medications," "insert nasogastric tube." Data were collected by use of a checklist with space provided for personnel to check by whom the activity was performed. All groups of nursing personnel were included as participants in this survey. Of the sixty-eight functions, licensed practical nurses performed each of them at least once in general hospitals of 100 beds or less. In hospitals of 100 beds or more, the only action not performed by the licensed practical nurse at least once was that of giving ether in the delivery room. In chronic and convalescent hospitals and nursing homes where there was no obstetric unit the licensed practical nurses had more responsibility for nursing

activities such as administration of medications, changing dressings, and charge nurse or team leader functions.

The Western Interstate Commission for Higher Education (30) presented data which showed that in 1965, 67 per cent of practical nursing students in the thirteen western States were in the 17-21 year-old age group. Thirty-nine per cent of the enrollment were high school graduates.

Summary

The literature indicated that the majority of licensed practical nurses were functioning in the roles for which they were prepared. They were working in all fields of nursing, but were chiefly employed in general hospitals in medical or surgical units. They were satisfied with their jobs and with their preparation for the practice of nursing.

In general, practical nursing students entering the schools of nursing in the 1960's were younger and had more general education than those entering earlier.

CHAPTER III

PROCEDURE AND FINDINGS

This follow-up study was undertaken for the purpose of obtaining certain information from those who had completed the practical nursing program at Clark College and had successfully passed examinations to become licensed practical nurses. Specifically, the study sought to determine the number who are currently employed in practical nursing, the areas of their employment, or reasons for unemployment.

The study proceeded according to the steps described in Chapter I. Permission was obtained from the Chairman of the division of Health Occupations to conduct a follow-up study of the licensed practical nurses who had completed the practical nursing course at Clark College. (Appendix A)

The questionnaire was developed as the data collecting tool. It was divided into three sections: part one, personal information, included present marital status, current licensure, State in which licensed, and if the person had or had not had further education; part two was concerned with employment, the length of time employed and the kind of position held; part three considered reasons for unemployment. The questionnaire is included as Appendix B.

The process of selecting the participants of the study involved

reviewing the files of the 510 persons who completed the one-year practical nursing course at Clark College. The number who became licensed through the State Board Test Pool licensing examination for practical nurses was found to be 505. Five persons did not become licensed; one went directly into a hospital school of nursing following completion of the program and four failed the State Board examination. Sixteen persons are known to be deceased, which made the potential number of participants 489. As this is a follow-up of the persons who became licensed, the five who did not become licensed were not included. Table 1 shows this information.

Table 1. Distribution of 510 Former Students to Determine Availability for Participation in a Follow-up Study

	Number	Per Cent
Potential Participants	489	95.9
Deceased	16	3.2
Not Licensed	5	0.9
Total	510	100.0

A covering letter was prepared to accompany the questionnaire and both were mailed together with a stamped, self-addressed envelope to 489 licensed practical nurses on September 6, 1972. October 10, 1972 was arbitrarily set as the closing date for return of the

questionnaire. There were 357 responses, 42 returned by the Post Office stamped "Addressee Unknown" and 84 who did not reply. Six questionnaires were returned after the deadline. This information is shown on Table 2.

Table 2. Distribution of 489 Questionnaires According to Response

	Number	Per cent
Number of Responses	357	73.0
No Response	84	17.2
Returned by Post Office "Addressee Unknown"	42	8.6
Returned After Deadline	6	1.2
Total	489	100.0

Since the mailing list was obtained largely from the school files, it was possible to ascertain how many responses were obtained from each class. There was no class with 100 per cent response. The class of 1966 had the highest, a 90 per cent return, and the class of 1953 with a 53 per cent response, the lowest return. The tabulation is shown on Table 3.

Table 3. Tabulation According to Year of Completion of Course

Year of Completion	Number Licensed	Deceased	Number of Questionnaires Mailed	Usable Questionnaires Returned	
				Number	Per Cent
1952	16	1	15	9	60
1953	21	2	19	10	53
1954	25	-	25	15	60
1955	23	-	23	16	70
1956	27	1	26	17	65
1957	26	-	26	17	65
1958	19	1	18	12	66
1959	31	3	28	23	82
1960	36	3	33	26	80
1961	33	1	32	21	63
1962	28	2	26	21	80
1963	28	-	28	21	75
1964	18	1	17	13	77
1965	26	-	26	22	85
1966	22	-	22	20	90
1967	28	-	28	20	71
1968	20	1	19	16	84
1969	28	-	28	19	68
1970	22	-	22	15	70
1971	28	-	28	24	86
Total	505	16	489	357	73

Other information derived from the school records was the age at the time of original licensure. It was found that the range was from less than twenty to sixty-nine years of age. The largest frequency was in the 20-29 year and 40-49 year groups. Other studies have shown comparable distribution. Table 4 shows the data.

Table 4. Distribution of 505 Participants According to Age at Time of Licensure as Practical Nurse

Age	Number	Per Cent
Under 20	36	7.3
20-29	134	26.5
30-39	95	18.4
40-49	151	29.9
50-59	81	16.0
60-69	10	1.9
Total	505	100.0

The school records were consulted to find the level of education at the time of enrollment in the practical nursing program. Legally, the person had to have an eighth-grade education or the equivalent for admission. In 1963 the law was amended to require completion of the tenth grade or the equivalent before admission. Persons who do not qualify at the grade level required are allowed to take the General Education Development examinations in order to acquire equivalency. It should be noted that 351 of the 505 who became licensed exceeded the

educational requirement for admission. Table 5 shows the educational level at the time of enrollment in the program of the 505 who became licensed practical nurses.

Table 5. Distribution of 505 Participants According to Educational Level at the Time of Enrollment in Practical Nursing

Highest Grade Completed	Number	Per cent
6th Grade*	1	0.2
7th Grade*	5	1.0
8th Grade	52	10.3
9th Grade	33	6.6
10th Grade	60	12.0
11th Grade	46	9.1
12th Grade	259	51.1
1 Year College	35	6.9
2 Years College	9	1.8
3 Years College	2	0.4
College Graduate	3	0.6
Total	505	100.0

*Note: These persons established eligibility by passing the General Education Development examinations.

All remaining data were obtained from the questionnaire. Part I elicited background information not available in the school records.

Item 1 regarding marital status showed that the distribution of the respondents according to the number who were married, widowed, divorced, or single varied somewhat from the findings of two studies previously reviewed, namely the inventory undertaken by the United States Department of Health, Education and Welfare (12) and Tomlinson's study (27). The difference is most apparent in the per cent of married participants: 75 per cent in the national study, 80 per cent in the Illinois study by Tomlinson and 68.6 per cent in the Clark College study. Since none of the studies represented a scientifically selected sample, the differences may be ascribed to circumstances. Table 6 shows the current marital status of the respondents in the Clark College study.

Table 6. Current Marital Status of
357 Respondents

Marital Status	Number	Per Cent
Married	245	68.6
Widowed	49	13.7
Divorced	41	11.5
Single	22	6.2
Total	357	100.0

The next item sought to determine if the respondent held a 1972 license in practical nursing. It was found that 335 of the 357 respondents were currently licensed. The data were tabulated according

to year of original licensure as shown in Table 7.

Table 7. Distribution of 357 Respondents According to Year of Initial and Current Licensure

Year of Initial Licensure	Number of Respondents	Current 1972 Licensure	
		Number	Per Cent
1952	9	7	77.8
1953	10	10	100.0
1954	15	12	80.0
1955	16	16	100.0
1956	17	15	88.2
1957	17	16	94.1
1958	12	12	100.0
1959	23	19	82.6
1960	26	25	96.1
1961	21	20	95.2
1962	21	20	95.2
1963	21	19	90.5
1964	13	13	100.0
1965	22	20	91.0
1966	20	18	90.0
1967	20	19	95.0
1968	16	16	100.0
1969	19	19	100.0
1970	15	15	100.0
1971	24	24	100.0
Total	357	335	100.0

As could be anticipated, the majority held licenses in Washington or Oregon. However, 91 were licensed in more than one state, with a total of fourteen states and 437 licenses as shown in Table 8.

Table 8. State in Which Licensed

State	Number of Licenses
Washington	290
Oregon	121
California	9
Michigan	4
Idaho	3
South Dakota	2
Arizona	1
Colorado	1
Connecticut	1
Indiana	1
Iowa	1
Maine	1
New York	1
Pennsylvania	1
Total	437

The next item questioned whether the respondents had had further education after completion of the practical nursing program. This

question may have been ambiguous since only 23 persons listed inservice education in this category. The courses listed seemed to fall into three classifications: (1) inservice and vocational education courses to upgrade and improve skills, such as a medication course, instruction in medical and surgical nursing, psychiatric nursing, and other courses specifically designed for the licensed practical nurse; (2) courses for enjoyment and recreation, such as ceramics, Chinese cookery, sewing and music; and (3) courses leading to a degree either in nursing or another field. Two persons completed college work leading to a degree in education, ten completed associate degree nursing programs, one person completed a hospital diploma program, one has completed a B.Th. degree, four have taken secretarial courses, three have taken nursing home administration courses, two have associate degrees not in nursing, whereas fourteen are currently enrolled in associate degree nursing programs. Two are enrolled in nursing programs leading to a B.S. in nursing and two persons are enrolled in programs leading to a B.S. degree in other fields. One-hundred-and-seventy-four of the respondents or 48.7 per cent stated that they had had further education; the remainder, 183 or 51.3 per cent indicated no further education.

The final item of part I was concerned with current employment as licensed practical nurses. It was found that 159 were employed full time and 50 on a part time basis with 148 not employed as licensed practical nurses but who might be employed in other fields. The 58.5 per cent who were employed full time and part time varied from

the findings of other studies reviewed. The United States Department of Health, Education and Welfare inventory of licensed practical nurses reported 74 per cent employed as licensed practical nurses.

(12) Feinberg reported 74 per cent employed at the time of her survey.

(7) Cameron reported 76 per cent were employed full or part time. (3)

Tomlinson's study reported over 70 per cent employed full time as licensed practical nurses. (27) It is not known what, if any, significance this finding has on the future of practical nursing programs in

the Portland-Vancouver area. In the groups below forty years of age, 51 were employed full time, 22 part time, and 58 reported not being

employed as licensed practical nurses. This accounts for slightly more than one-third of the respondents. The forty to sixty year group

accounted for 79 of the employed persons. Table 9 shows the employment status according to age.

Table 9. Employment Status of 357 Licensed Practical Nurses According to Age

Age	Employment Full Time		Employment Part Time		Not Employed	
	Number	Per Cent	Number	Per Cent	Number	Per Cent
Under 20	1	0.6	0	0.0	0	0.0
20-29	28	17.6	10	20.0	31	21.0
30-39	22	13.9	12	24.0	27	18.3
40-49	33	20.8	6	12.0	15	10.1
50-59	46	28.9	12	24.0	35	23.4
60-69	28	17.6	10	20.0	31	21.0
70-79	1	0.6	0	0.0	8	5.5
Over 80	0	0.0	0	0.0	1	0.7
Total	159	100.0	50	100.0	148	100.0

Part II sought information regarding the length and nature of employment. The length of time the person has worked as a licensed practical nurse obviously has some relationship to the length of time the person has been licensed. In this study it was found that all except six persons had worked at some time following licensure. Table 11 shows the length of time worked as a licensed practical nurse.

Table 11. Distribution of 357 Respondents According to Length of Employment

Number of Years Employed	Number	Per Cent
Never	6	1.7
One Year or Less	33	9.2
More Than One Year but Less Than Five	83	23.3
More Than Five Years but Less Than Ten	108	30.2
More Than Ten Years but Less Than Fifteen	83	23.3
More Than Fifteen Years	44	12.3
Total	357	100.0

As in other studies of employment characteristics of licensed practical nurses, it was found that the majority of the Clark College licensed practical nurses were employed in hospitals. (2) (4) (5) (7)

(16) (27) This finding was not unanticipated. The largest employer of nurses, practical as well as others, is the hospital. Of the 209 respondents currently employed, 158 work in hospitals and 33 in nursing homes. Table 12 shows the place of current employment of the 209 licensed practical nurses who reported that they were currently working full time or part time.

Table 12. Distribution of 209 Respondents According to Place of Current Employment

Place of Employment	Number	Per Cent
Hospital	158	75.6
Nursing Home	33	15.8
Doctor's or Dentist's Office	14	6.7
Public Health Agency	0	0.0
Other*	4	1.9
Total	209	100.0

*Note: Two persons are employed as private duty nurses, one is a first aid nurse, one is a nurse at the Washington State School for the Deaf.

In the area of current employment, by far the greatest number worked in medical or surgical nursing, as was found in other studies. The majority of patients in the general hospitals are medical or

surgical patients. Table 13 shows the area of current employment for 209 full time and part time employed licensed practical nurses.

Table 13. Area of Current Employment of 209 Respondents

Area of Employment	Number	Per Cent
Medical Nursing	92	38.8
Surgical Nursing	49	20.7
Obstetric Nursing	21	8.9
Pediatric Nursing	18	7.6
Other**	57	24.0
Total	237*	100.0

*Note: Some respondents checked more than one area.

**Note: This category included geriatric nursing checked by 15 respondents, emergency room nursing, 13, orthopedic, seven, intensive care, six, central service, four, "Float," four, respiratory assistant, two, and one each in the following areas: Assistant to oral surgeon, assistant to ophthalmologist, assistant in inservice department, psychiatric nursing, tuberculosis nursing, first aid nursing.

More than half of the 209 licensed practical nurses currently employed in practical nursing function as general duty nurses. One of

the objectives of the practical nursing program is to prepare to nurse patients in situations relatively free of complexity and to work as an assistant to the registered nurse in situations requiring more skill, knowledge and judgment than can be learned in a one-year course. Table 14 shows the primary functions of 209 employed licensed practical nurses.

Table 14. Primary Functions of 209 Respondents

Primary Function	Number	Per Cent
Administrator (Nursing Home)	3	1.2
Charge Nurse	21	8.2
Medication Nurse	46	17.8
Treatment Nurse	26	10.0
General Duty Nurse	133	51.5
Other**	29	11.3
Total	258*	100.0

*Note: Some respondents checked more than one area.

**Note: This category included delivery room scrub nurse, checked by eight respondents, surgical technician, six, assist the registered nurse in the doctor's office, six, E.K.G. technician, six, give respiratory therapy treatments, two, activities director in nursing home, one.

Not all the participants answered the question regarding

whether they were allowed to carry out the nursing activities they had been taught. Of the 290 who responded, 250 or 82.8 per cent stated they had been allowed to perform the nursing functions which they had been taught. The 40 who checked that they had not been allowed to perform the nursing functions they had been taught, listed the following: "Give medications," "Catheterize a patient," "Change sterile dressings," "Discontinue I.V.," and "Do independent charting."

In response to the question which asked if the person had ever been asked to perform a task which had not been taught, 298 persons responded. The majority, 247 or 82.9 per cent, replied that they had not been asked to carry out an activity which had not been taught. The 51 persons who listed functions that they had been asked to perform that they had not been taught, included such actions as: "Insertion of nasogastric tube," "Read E.K.G.," "Tracheal suctioning," "Start I.V.'s," "Catheterize a man," "Give inhalation therapy treatments," "Draw blood," "Scrub for surgery," "Give I.M. medications," "Give I.V. medications," "Insert Foley catheter," "Place cardiac monitor leads," "Set up oxygen," "Act as charge nurse," "Act as team leader." Other researchers have found that practical nurses are expected to carry out nursing activities such as these. (2, 4) Feinberg (7) found that 54 per cent of the respondents of the study of a Portland, Oregon, practical nursing school had been asked to perform nursing functions that they had not been taught.

Part III of the questionnaire sought information regarding unemployment. It was found that 213 or 59.6 per cent of the respondents

have been unemployed since becoming licensed as practical nurses. In some instances the period of unemployment was temporary as due to pregnancy, but retirement or employment in another occupation referred to a permanent withdrawal from the field of practical nursing. Of interest are the occupations which 45 persons listed as reasons for leaving practical nursing. Eleven have become registered nurses, four are secretaries, three are assisting the husband in his work, two are motel owners and managers. One each is in the following occupations: airplane wire assembler, bank teller, bookkeeper, caterer, central supply supervisor, dental assistant, certified inhalation therapy technician, counselor for church group, medical claims examiner, electronics worker, nursing home administrator, teacher, teacher's assistant, veterinarian's assistant, phlebotomist, x-ray technician, x-ray assistant, and field representative for the Washington State Department of Labor and Industry. Table 15 shows the reasons given by 213 respondents for unemployment as licensed practical nurses.

Table 15. Reasons for Inactivity as Listed by 213 Respondents

Reasons for Inactivity	Number	Per Cent
Needed at Home by Family	68	23.2
Pregnancy	47	16.0
Employed in Another Occupation	45	15.4
Personal Illness or Disability	40	13.7

Table 15 - Continued

Reasons for Inactivity	Number	Per Cent
Retired	40	13.7
Husband Disapproved	15	5.1
Student	15	5.1
Undesirable Work Opportunities	9	3.1
Unable to Obtain Work	1	0.3
Other**	13	4.4
Total	293*	100.0

*Note: Some respondents checked more than one reason.

**Note: This category included four who traveled, three who moved recently, two whose husbands made a good living, hence the LPN did not need to work, one "needed a rest," one was unable to get a baby sitter, one was taking care of her 91-year old grandmother at home, and one was working as a baby sitter in her own home.

Some of the participants chose to use the space at the end of Part III of the questionnaire for comments. Samples of the comments are included as Appendix D.

The results of the study show that 98.3 per cent of the respondents had worked as licensed practical nurses at some time following licensure, and that 58.5 per cent were employed full time or part time at the time the study was carried out. The majority of respondents

were married, 68.6 per cent, and two-thirds of the participants were over forty years of age. Hospital nursing was the field of employment for 75.6 per cent of those who were employed full or part time, and 59.5 per cent worked in medical or surgical nursing. More than half, 51.5 per cent, worked as general duty nurses. Not quite half the respondents, 48.7 per cent have had further education after completing the practical nursing program. Eighty-two and eight tenths per cent of the participants who answered the question about whether they were allowed to do the nursing activities they were taught, responded affirmatively.

CHAPTER IV

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

Summary of the Study

This study was done to obtain information from practical nurses who completed a one-year course in practical nursing at Clark College, Vancouver, Washington, from 1952 through 1971. The study was done to determine (1) the number currently employed as practical nurses, and (2) the number not employed and reasons for unemployment.

The school selected for the study was the Clark College School of Practical Nursing in Vancouver, Washington.

Sources of primary data for the study were the responses to a mailed questionnaire and the student files at the college. Secondary data were derived from the literature.

The questionnaire was based on information essential for obtaining the data for the study.

The questionnaires accompanied by a covering letter and a stamped, self-addressed envelope were mailed to 489 practical nurses on September 6, 1972. October 10, 1972 was set as the closing date for the returns. Three hundred and fifty-seven, or 73 per cent, replied.

Each item of the questionnaire was tabulated separately and

master tabulation sheets compiled. The results of the master tabulation were presented in Chapter III of this report.

Findings

The findings of this study show that:

1. The respondents range in age from 19 to 81 years at the time of this survey, with 48.1 per cent over 50 years of age.
2. Following completion of the practical nursing program, 98.3 per cent of the participants of this study worked as practical nurses at various times, with 58.5 per cent employed part time or full time at the time of the survey.
3. Licensed practical nurses tend to remain in hospital nursing in the areas of medical and surgical nursing functioning as general duty nurses.

Conclusions

A study of this nature provides data appropriate only to the time and place in which collected. However, numerous findings were consistent with those of other studies. It was learned that the characteristics of the graduates of the Clark College School of Practical Nursing differed to some degree from those reported in the literature, namely:

1. There was a greater age span; this factor could have been the result of the sampling techniques.
2. More participants were or had been unemployed; it was noted that a sizable number sought further education in nursing or

another field and this accounted for some of the unemployment among the respondents.

3. Only two persons were employed as private duty nurses. The trend is away from private duty nursing in this region, so this finding may be regional in nature.

Recommendations

On the basis of the findings of this study the following recommendations are made:

1. A study should be done to determine why more licensed practical nurses do not seek employment in nursing homes and convalescent hospitals. This study showed that only 33 licensed practical nurses were employed in nursing homes and convalescent hospitals. Hence, it would be well to ascertain why more licensed practical nurses do not seek employment in these settings.

2. Because there were indications that some of the respondents had been requested to perform activities for which they were not prepared, a study should be made of the employers' expectations of licensed practical nurses to determine if a need exists for expanding the education of practical nurses.

3. A follow-up study should indicate if the purposes of a program are being met. No stated purposes were located for the program from which the participants had been graduated. Accordingly, it is recommended that purposes be identified and reduced to writing. Study could then ensue to determine if the program serves a community need.

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BIBLIOGRAPHY

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APPENDICES

APPENDIX A

CORRESPONDENCE


3014 F Street
Vancouver, Washington 98663
August 31, 1972

Mrs. Jean Hamilton, Chairman
Division of Health Occupations
Clark College
Vancouver, Washington 98663

Dear Mrs. Hamilton:


In partial fulfillment for the degree of Master of Science at the University of Oregon School of Nursing, I wish to carry out a follow-up study of the graduates of the Clark College School of Practical Nursing. If this plan is feasible, I would appreciate your signature on the enclosure.

Sincerely,


(Mrs.) Veda M. DeColon

Encl.

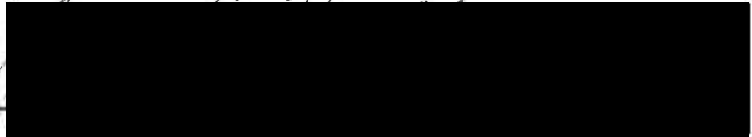
Mrs. Veda M. DeColon is registered as a graduate student at the University of Oregon School of Nursing. Any assistance you can give her in carrying out the above described study will be appreciated.


Lucile Gregerson
Associate Professor and Thesis Adviser

I give approval for Mrs. Veda M. DeColon undertaking a follow-up study of the Clark College School of Practical Nursing Program.

Signed

Title



APPENDIX B

COVER LETTER AND QUESTIONNAIRE

Vancouver, Washington

September 6, 1972

Dear Clark College L.P.N.:

A follow up study of the graduates of the Clark College School of Practical Nursing is underway. Your assistance is being sought in providing needed information. Kindly complete the enclosed questionnaire and return by October 10, 1972. A stamped envelope is enclosed for your convenience.

Please DO NOT sign the questionnaire, as the information will be coded. The results of the study will be available at the libraries of Clark College and the University of Oregon School of Nursing, Portland, Oregon.

Thank you very much,



Veda M. DeColon

3014 F Street

Vancouver, Washington 98663

QUESTIONNAIRE

Directions: In most instances the answer to the question can be checked in the appropriate space. Please be as complete as possible in your responses.

51

Part I. Background Information

1. What is your present marital status?

a. Single b. Married c. Divorced d. Widowed

2. Do you hold a 1972 L.P.N. license? a. Yes b. No

3. In what State (or States)? _____

4. Have you had further education since you completed the practical nursing program? a. Yes b. No

If YES, please specify _____

5. Are you currently employed as an L.P.N.? a. Yes b. No.

Part time _____ Full time _____

Part II. Employment

1. How long have you worked as a licensed practical nurse? (Check one)

a. Never

b. One year or less

c. More than one year, but less than five years

d. More than five years, but less than ten years

e. More than ten years, but less than fifteen years

f. More than fifteen years

2. Place of current employment

a. Hospital

b. Nursing Home

c. Doctor's or Dentist's Office

d. Public Health Agency

e. Other (Describe) _____

3. Area of current employment (Check appropriate areas)

- a. Medical nursing
- b. Surgical nursing
- c. Pediatric nursing
- d. Obstetric nursing
- e. Other (Describe) _____

4. Primary functions (Check appropriate areas)

- a. Administrator
- b. Charge nurse
- c. Medication nurse
- d. Treatment nurse
- e. General duty nurse
- f. Other (Describe) _____

5. Have you been allowed to carry out the nursing functions you were taught? a. Yes b. No

If NO, which functions have you not been allowed to perform? _____

6. Have you ever been asked to perform a nursing function which you had not been taught? a. Yes b. No

If YES, what were these functions _____

Part III Unemployment

1. If you have ever been inactive as an L.P.N., check the reason or reasons that apply

- a. Employed in another occupation
- b. Husband disapproved
- c. Pregnancy
- d. Personal illness or disability

e. _____ Needed at home by family

53

f. _____ Retired

g. _____ Student

h. _____ Unable to obtain work

i. _____ Undesirable work opportunities

j. _____ Other, please specify _____

Comments:

Thank you very much. Please return this questionnaire in the stamped,
self-addressed envelope to:

Veda M. DeColon

3014 F Street

Vancouver, Washington, 98663

APPENDIX C

RAW DATA

QUESTIONNAIRE

Directions: In most instances the answer to the question can be checked in the appropriate space. Please be as complete as possible in your responses.

55

Part I. Background Information

1. What is your present marital status?

a. 22 Single b. 245 Married c. 41 Divorced d. 49 Widowed

2. Do you hold a 1972 L.P.N. license? a. 335 Yes b. 22 No

3. In what State (or States)? _____

4. Have you had further education since you completed the practical nursing program? a. 174 Yes b. 183 No

If YES, please specify _____

5. Are you currently employed as an L.P.N.? a. 209 Yes b. 148 No.

Part time 50

Full time 159

Part II. Employment

1. How long have you worked as a licensed practical nurse? (Check one)

a. 6 Never

b. 33 One year or less

c. 83 More than one year, but less than five years

d. 108 More than five years, but less than ten years

e. 83 More than ten years, but less than fifteen years

f. 44 More than fifteen years

2. Place of current employment

a. 158 Hospital

b. 33 Nursing Home

c. 15 Doctor's or Dentist's Office

d. 0 Public Health Agency

e. 4 Other (Describe) _____

3. Area of current employment (Check appropriate areas)

- a. 92 Medical nursing
- b. 49 Surgical nursing
- c. 18 Pediatric nursing
- d. 21 Obstetric nursing
- e. 57 Other (Describe) _____

4. Primary functions (Check appropriate areas)

- a. 3 Administrator
- b. 21 Charge nurse
- c. 46 Medication nurse
- d. 26 Treatment nurse
- e. 133 General duty nurse
- f. 29 Other (Describe) _____

5. Have you been allowed to carry out the nursing functions you were taught? a. 250 Yes b. 40 No

If NO, which functions have you not been allowed to perform? _____

6. Have you ever been asked to perform a nursing function which you had not been taught? a. 51 Yes b. 247 No

If YES, what were these functions _____

Part III Unemployment

1. If you have ever been inactive as an L.P.N., check the reason or reasons that apply

- a. 45 Employed in another occupation
- b. 15 Husband disapproved
- c. 47 Pregnancy
- d. 40 Personal illness or disability

e. 68 Needed at home by family

57

f. 40 Retired

g. 15 Student

h. 1 Unable to obtain work

i. 9 Undesirable work opportunities

j. 13 Other, please specify _____

Comments:

Thank you very much. Please return this questionnaire in the stamped,

self-addressed envelope to:

Veda M. DeColon

3014 F Street

Vancouver, Washington, 98663

APPENDIX D

SELECTED COMMENTS

"Nursing was my dream come true--I loved every minute of it!"

"I have enjoyed my work very much and am glad there was adult education available when I needed it so badly."

"After being away from nursing for five years I am finding it hard to get refresher help. The hospitals seem to have only aides or A.D. nurses."

"In CCU and ICU the licensed practical nurses are allowed to do nursing as we were taught. In the rest of the hospital they do little but aide work."

"Not paid enough."

"It is too hard to work and raise an active family of four children. I'm not that organized. My family has to come first. Someday I hope to return part time if my home schedule permits."

"I've never been sorry I had my training. There have been times I wished I had R.N. training. Due to finances and family haven't done so."

"I worked two years after completing my nursing course, and loved it. I keep my license up; maybe someday I'll go back to nursing again."

"I went on part time after six years full time and was scheduled to work most of the week ends. So I quit after one year."

"I strongly recommend the year's training be a prerequisite for the

A.D. course, or at least that it be recognized. This would encourage many to progress to higher levels in the nursing field."

"I am forever grateful for my L.P.N. and the experience of five years of employment. Since I have decided to return to school to become a registered nurse my past experience has been an advantage."

"I am currently working toward my R.N. degree."

"I enjoy nursing very much but I do get discouraged at times with the wages and limited benefits."

"The hospital in the town where I live does not recognize L.P.N.'s."

"I feel the practical nursing course consisted of excessive 'experience' in making beds and giving baths with teaching and experience in technical areas and medications inadequate."

"At the small hospital where I was employed, I was expected to know and do almost all phases of nursing far beyond my training. Had R.N. responsibility for low pay. Enjoyed my work for three years and am now back in school to get an Associate Degree in nursing."

"It would be wonderful if the one year of L.P.N. training would apply to the R.N. program."

"Some R.N.'s do not let the L.P.N. do catheterizations or sterile dressing changes. I do not feel I am properly utilized as an L.P.N."

"Nursing is fantastic!"


AN ABSTRACT OF THE THESIS OF

Veda Marguerite DeColon

For the MASTER OF SCIENCE IN NURSING EDUCATION

Date of receiving this degree: June 8, 1973

Title: A FOLLOW-UP STUDY OF THE GRADUATES OF THE CLARK COLLEGE
PRACTICAL NURSING PROGRAM 1952-1971

Approved: 

Associate Professor in Charge of Thesis

This study was done to obtain information from licensed practical nurses who had completed the one-year program at Clark College, Vancouver, Washington. The purpose of the study was to determine the number currently employed as practical nurses and the number not employed and reasons for unemployment.

Sources of primary data were the responses to a mailed questionnaire and the student files at the college. Secondary data were derived from the literature.

A questionnaire was designed to elicit responses necessary for data collection. The questionnaires, accompanied by a covering letter and a stamped, self-addressed envelope, were mailed to 489 practical nurses on September 6, 1972. October 10, 1972 was set as the closing date for return of the questionnaire. A return of 357 or 73 per cent was obtained.

The findings of the study show that the respondents range in

age from 19 to 81 years of age. Following completion of the practical nursing course 98.3 per cent of the participants worked as licensed practical nurses at various times; 58.5 per cent were employed part time or full time at the time of the study.

More than half the respondents worked in general hospitals as general duty nurses in the area of medical-surgical nursing.

A study of this nature provides data appropriate only to the time and place in which collected. However, numerous findings were consistent with those of other studies. The Clark College practical nurses differed to some degree from those reported in the literature. There was a greater age span, which might be explained because of the sampling techniques. More participants were or had been unemployed. A sizable number sought further education in nursing or other fields, which accounted for a part of the unemployment. Only two persons were employed as private duty nurses. This finding may be regional in nature as the trend is away from private duty nursing in this area.

On the basis of the findings of this study, the following recommendations were made:

(1) This study showed that only 33 licensed practical nurses were employed in nursing homes and convalescent hospitals, hence it would be well to ascertain why more licensed practical nurses do not seek employment in such settings.

(2) A study should be made of the employers' expectations of licensed practical nurses to determine if a need exists for expanding the education of licensed practical nurses, because there were

indications that some of the respondents had been requested to perform activities for which they were not prepared.

Typed by Marianne Van House