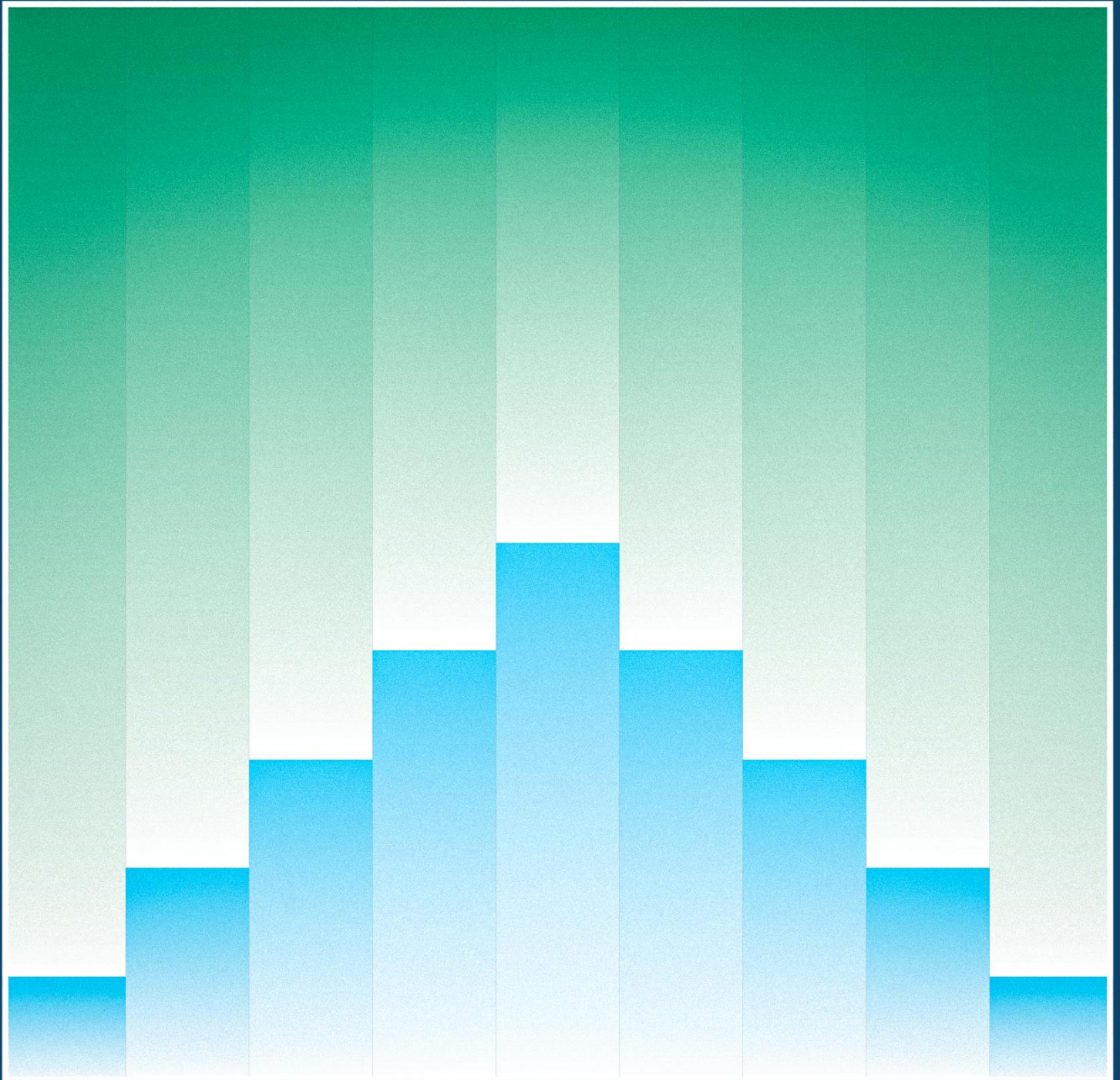


INDIANA LICENSED PRACTICAL NURSE HEALTH WORKFORCE

2024 DATA REPORT



INDIANA UNIVERSITY
SCHOOL OF MEDICINE

ACKNOWLEDGEMENTS

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EXECUTIVE SUMMARY

Typically under the supervision of registered nurses and doctors, licensed practical nurses (LPNs) provide essential support services in health care to improve patient care and comfort. These services include taking and monitoring vital signs, assisting with personal tasks like bathing, and creating and updating patient health records. However, their specific duties can change depending on their work setting. This report covers findings on the 18,900 actively practicing LPNs in Indiana who answered the supplemental survey questions when renewing their license in 2024. These findings are summarized below.

Demographics

- Most Indiana LPNs are female (94.0%) and not of Hispanic, Latino/a, or Spanish origin (96.7%). Approximately 77.1% identified as White.
- Age distribution is roughly equal across the workforce, with 23.9% of LPNs between 35 and 44 years old, 30.7% between 45 and 54, and 23.7% between 55 and 64. The average age is 49.

Education and Training

- Almost all Indiana LPNs completed their qualifying education within Indiana (80.9%) or in a contiguous state (12.8%). The majority of LPNs qualified with a vocational or practical certificate in nursing.
- The vocational or practice certificate in nursing was also the most reported level for highest nursing education obtained at 70.4%.
- When asked about highest level of non-nursing education, 64.1% of respondents indicated the question was not applicable to them.

Employment Characteristics

- Approximately 88.2% of Indiana LPNs reported working one paid position in nursing. Another 10.2% indicated they held two paid nursing positions.
- The majority of LPNs (75.5%) said they had no plans to change their employment situation. However, 8.5% indicated they planned to increase their hours.
- Telemedicine services provision was relatively rare among LPNs, with 15.9% reporting that they offered them.
- Almost half (40.5%) of Indiana LPNs indicated their primary work setting was a nursing home or extended care facility. A further 12.5% identified their work setting as outpatient clinic, and 8.9% said they worked in an assisted living facility. Less than 10% of LPNs reported having a secondary setting.
- Most Indiana LPNs answered that they were either a staff nurse (71.9%) or a nurse manager (14.1%) in their primary work position. Less than 10% of LPNs reported a secondary practice.

- The largest proportion of LPNs worked 37-40 hours per week at their primary practice (38.5%). However, large shares of LPNs reported working 41 or more hours per week (21.1%) or 33-36 hours per week (12.7%).

Populations Served and Services Provided

- Relatively few Indiana LPNs provided obstetric services (n=430). Those who did most often reported working in the women's health (24.0%) and family health (17.0%) specialties. The majority reported providing pre-natal services (53.7%). The distribution of LPNs offering other services was relatively even, including high-risk pregnancy services (38.1%), post-natal services (35.3%), and screening for high-risk pregnancy (33.7%).
- Other commonly provided services were hepatitis C treatment/management (61.0%), screening for addiction (51.0%), and HIV/AIDS treatment/management (47.6%). These services were most likely to be provided by LPNs specializing in geriatrics/gerontology (23.8%), adult health (16.9%), or psychiatric/mental health/substance abuse (16.7%).
- Nearly all (91.9%) of the 2,968 LPNs who reported working with children said they provide care to adolescents (ages 11-19). Approximately 74.1% provided care for children (ages 2-10), and 37.5% served newborns.
- Most Indiana LPNs said they worked with adult and special populations. The largest number of whom indicated having geriatric (n=10,590) and adult (n=7,731) patients. For special populations, 28.7% of LPNs worked with individuals with disabilities, and 12.6% worked with individuals in recovery. The most common specialties providing these services were geriatrics/gerontology (40.2%) and adult health (12.4%).

Geographic Distribution

- LPNs are well distributed across Indiana, with 49 counties having better than 1:1,000 population-to-provider full-time-equivalency ratios.
- The counties with the highest care capacity are Wabash (1:361.7), Wayne (1:395.5), and Floyd (1:475.1).
- The counties with the lowest care capacity are Benton (1:8,729.0), Posey (1:3,629.0), and Franklin (1:12,887.0).



INTRODUCTION

LPNs provide critical support services in health care, including monitoring patients' vital signs, changing bandages, assisting with basic hygiene tasks like bathing or dressing, and acting as a liaison between the patient and registered nurses, advanced practice registered nurses, or physicians. This report provides an overview of Indiana LPNs who renewed their license in Indiana during the 2024 license renewal cycle.

Methodology

Data Collection

The Bowen Center for Health Workforce Research and Policy (Bowen Center) developed supplemental questions for LPNs based on existing minimum data sets and guidance provided by the Indiana nursing advisory group. Supplemental questions were transferred to the Indiana Professional Licensing Agency (IPLA) approximately 60 days prior to the beginning of the 2024 LPN license renewal period of August 2-October 31, 2024. The supplemental questions administered to licensed practical nurses can be found on [IU Indianapolis ScholarWorks](#).

Approximately 30 days after the license renewal period concluded, supplemental data and basic licensure data (name, license number, license status, etc.) were extracted and exported into separate text files by the IPLA.

Data Management

Supplemental data were cleaned and coded per processes developed by the Bowen Center. After completing these procedures, the new coded survey data file was merged to the licensure data file by unique license number to create the 2024 LPN master file. Self-reported practice and license address data were validated and geocoded by Melissa Data, Inc.

Additional variables were generated through data management processes: age and full-time equivalency (FTE). Age was calculated using the formula provided below and can only be applied to LPNs who responded to the survey as this calculation relies on the data in which responses were submitted.

$$age = \frac{\text{survey completion date} - \text{date of birth}}{365.25}$$

FTE was generated based on self-reported hours spent per week in direct patient care, as is outlined in Table 1, and is applied to all reported practice locations.

Table 1. FTE conversion based on reported hours in direct patient care

Reported hours in patient care	Conversion
0 hours in patient care/Not applicable	0.0 FTE
1 - 4 hours in patient care	0.1 FTE
5 - 8 hours in patient care	0.2 FTE
9 - 12 hours in patient care	0.3 FTE
13 - 16 hours in patient care	0.4 FTE
17 - 20 hours in patient care	0.5 FTE
21 - 24 hours in patient care	0.6 FTE
25 - 28 hours in patient care	0.7 FTE
29 - 32 hours in patient care	0.8 FTE
33 - 36 hours in patient care	0.9 FTE
37 - 40 hours in patient care	1.0 FTE
41 or more hours in patient care	1.0 FTE

Limitations

There are some limitations to this report that should be noted. The information presented in this report is largely based on self-reported data, which introduces the potential for some level of response bias. This bias, however, is likely diminished by the statutory requirement for LPNs to provide specified information during online renewal and their attestation that all information provided is accurate. Finally, all percentages are rounded to the nearest 0.1. The results from the rounding can produce percentages that may total slightly more or less than 100%.

Report Structure

This report includes three sections of summary data:

- Section I: Total License Renewals
- Section II: Total Actively Practicing LPNs
- Section III: Geographic Distribution

This report provides a snapshot of Indiana’s LPN workforce, and thus, care should be taken when using the data in this report to inform workforce-related policies and initiatives. For more information on this report and the Indiana LPN workforce, visit the Bowen Portal at www.bowenportal.org or contact the Bowen Center at bowenctr@iu.edu.



SECTION I: TOTAL LICENSE RENEWALS

Total LPN Licenses

A total of 19,658 LPNs renewed their license in 2024. Of those, 18,900 responded to the supplemental survey and 758 did not. Nearly all renewed licenses held an active status (98.1%). However, 1.1% were on probationary status. Table 1.1 shows the full details.

Table 1.1 Survey status of Indiana LPNs, based on survey and license status

License Status	Survey Respondents		Survey Non-Respondents		Total	
	N	%	N	%	N	%
Total (with row %)	18,900	87.7	758	12.3	19,658	100.0
Active	18,544	98.1	748	98.7	19,292	98.1
Valid to Practice While Reviewed	56	0.3	0	0.0	56	0.3
Probation	212	1.1	9	1.2	221	1.1
Inactive or Expired Licenses	88	0.5	1	0.1	89	0.5

Source: 2024 Licensed Practical Nurse License and Supplemental Survey Data

Employment Status

As shown in Table 1.2, 66.4% of LPNs reported being actively employed in nursing full-time. A further 9.0% said they were actively employed in nursing part-time and 3.4% indicated they were actively employed on a per diem basis. Finally, 8.2% reported being retired.

Table 1.2 Reported employment status of Indiana LPNs

	N	%
Total	18,900	
Actively Employed in Nursing full-time	12,542	66.4
Actively Employed in Nursing part-time	1,691	9.0
Actively Employed in Nursing per diem	642	3.4
Actively Employed in a Field other than nursing full-time	891	4.7
Actively Employed in a Field other than nursing part-time	183	3.7
Actively Employed in a Field other than nursing per diem	90	1.0
Working in Nursing Only as Volunteer	145	0.8
Unemployed and Seeking Work as a Nurse	537	2.8
Unemployed and Not Seeking Work as a Nurse	630	3.3
Retired	1,549	8.2

Source: 2024 Licensed Practical Nurse License and Supplemental Survey Data



SECTION II: ACTIVELY PRACTICING LICENSED PRACTICAL NURSES

Reporting Sample

In 2024, 19,658 LPNs renewed their licenses. Of these, 13,825 (70.3%) were identified as having an active license status, reported actively practicing in nursing, and reported having a practice in Indiana or providing telehealth services to Indiana residents. More information on identifying LPNs actively practicing in Indiana can be found in Figure 2.1.



Figure 2.1 Selection of actively practicing Indiana LPNs

Demographics

As shown in Table 2.1, Indiana LPNs are predominantly female (94.0%), not of Hispanic, Latino/a, or Spanish origin (96.7%), and White (77.1%). Their mean age is 49.0 years old, with the mean for both females and males falling close to that average (49.1 and 48.3, respectively). However, age distribution is relatively even, with 23.9% between 35 and 44, 30.7% between 45 and 54, and 23.7% between 55 and 64.

Table 2.1: LPN demographic characteristics

	Female		Male		Gender not Available		Total	
	N	%	N	%	N	%	N	%
Total (with row %)	12,992	94.0	815	5.9	18	0.1	13,825	100.0
Mean Age	49.1		48.3		35.7		49.0	
Age Groups								
Under 35	1,678	12.9	131	16.1	9	50.0	1,818	13.2
35 - 44	3,124	24.1	177	21.7	7	38.9	3,308	23.9
45 - 54	3,999	30.8	239	29.3	2	11.1	4,240	30.7
55 - 64	3,071	23.6	201	24.7	0	0.0	3,272	23.7
65 and Older	1,097	8.5	65	8.0	0	0.0	1,162	8.4
Age not Available	23	0.2	2	0.3	0	0.0	25	0.2
Ethnicity								
Hispanic, Latino/a or Spanish Origin	408	3.1	43	5.3	2	11.1	453	3.3
Not Hispanic, Latino/a or Spanish Origin	12,584	96.9	772	94.7	16	88.9	13,372	96.7
Race								
White/Caucasian	10,099	77.7	548	67.2	11	61.1	10,658	77.1
Asian	93	0.7	23	2.8	0	0.0	116	0.8
Black or African American	2,047	15.8	176	21.6	4	22.2	2,227	16.1
Native Hawaiian/Pacific Islander	14	0.1	1	0.1	0	0.0	15	0.1
American Indian or Alaska Native	50	0.4	4	0.5	0	0.0	54	0.4
Other	206	1.6	25	3.1	0	0.0	231	1.7
Multiracial	311	2.4	20	2.5	1	5.6	332	2.4
Race Not Available	172	1.3	18	2.2	2	11.1	192	1.4

Source: 2024 Indiana Licensed Practice Nurse License and Supplemental Survey Data

Note: Age was calculated by measuring the difference between the respondent's date of birth and the date of survey completion.



Education and Training

Most of Indiana’s LPNs completed their qualifying education in Indiana (80.9%) or a contiguous state (12.8%). When reporting the level of education they obtained to qualify for their LPN license, the majority identified a vocational or practical certificate in nursing (68.6%) as their qualifying education. Table 2.2 goes into more detail about where Indiana LPNs qualified and with which level of education.

Table 2.2 LPN qualifying education

	Indiana		Contiguous States		Another State (Not Listed)		Another Country (Not U.S.)		Total	
	N	%	N	%	N	%	N	%	N	%
Total (With Row %)	11,178	80.9	1,769	12.8	852	6.2	26	0.2	13,825	100.0
Qualifying Degree										
Vocational/Practical Certificate - Nursing	7,757	69.4	1,108	62.6	609	71.5	12	46.2	9,486	68.6
Diploma - Nursing	1,920	17.2	479	27.1	193	22.7	8	30.8	2,600	18.8
Associate Degree - Nursing	1,494	13.4	181	10.2	47	5.5	2	7.7	1,724	12.5
Baccalaureate Degree - Nursing	4	0.04	0	0.0	3	0.4	4	15.4	11	0.1
Master's Degree - Nursing	3	0.03	1	0.1	0	0.0	0	0.0	4	0.03

Source: 2024 Indiana Licensed Practical Nurse License and Supplemental Survey Data

Note: Contiguous states include Michigan, Ohio, Kentucky, and Illinois.

Indiana LPNs most commonly reported that their highest level of nursing education was a vocational or practical certificate in nursing (70.4%). They also reported having an associate degree (15.0%) and nursing diploma (14.2%). When asked about their highest level of non-nursing education, the majority of respondents (64.1%) indicated that the question was not applicable to them. Those who did obtain non-nursing education were most likely to report having a vocational or practical certificate (12.6%). Table 2.3 has more information about highest level of education obtained.

Table 2.3 LPN highest education and education plans

	N	%
Total	13,825	
Highest Nursing Education		
Diploma - Nursing	1,967	14.2
Vocational/Practical Certificate - Nursing	9,737	70.4
Associate Degree - Nursing	2,068	15.0
Baccalaureate Degree - Nursing	46	0.3
Master's Degree - Nursing	6	0.04
Doctoral Degree- Nursing	1	0.01
Highest Non-Nursing Education		
Not Applicable	8,868	64.1
Vocational/Practical Certificate - Non-Nursing	1,735	12.6
Diploma - Non-Nursing	1,190	8.6
Associate degree - Non-Nursing	1,393	10.1
Baccalaureate degree - Non-Nursing	547	4.0
Master's degree - Non-Nursing	85	0.6
Doctoral degree - Non-Nursing	7	0.1

Source: 2024 Indiana Licensed Practical Nurse License and Supplemental Survey Data

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Employment Characteristics

Employment Plans

As shown in Table 2.4, most Indiana LPNs reported working in one paid position in nursing (88.2%), though a sizeable group (10.2%) said they worked two paid positions. These professionals largely indicated they planned to continue in their roles as they are (75.5%). Another 8.5% said they intend to increase their hours and 8.0% answered that their plans were not known. Telemedicine services are relatively rare among Indiana LPNs, with only 15.9% reporting they offer them.

Table 2.4 LPN employment characteristics

	N	%
Total Paid Positions in Nursing		
0 Positions or N/A	48	0.4
1 Position	12,187	88.2
2 Positions	1,411	10.2
3 Positions	138	1.0
4 or More Positions	26	0.2
Non-Respondents	15	0.1
Employment Plans		
Increase Hours	1,178	8.5
Decrease Hours	570	4.1
Seek Non-Clinical Job	189	1.4
Retire	341	2.5
Continue as You Are	10,443	75.5
Unknown	1,104	8.0
Providing Telemedicine Services		
Yes	2,195	15.9
No	11,630	84.1

Source: 2024 Indiana Licensed Practical Nurse License and Supplemental Survey Data

Practice Setting

Approximately 40.5% of Indiana LPNs reported working in a nursing home or extended care facility at their primary practice location. Another 12.5% reported their primary practice being an outpatient clinic (12.5%). Nearly all LPNs (92.6%) reported not having a secondary practice location. Those who did were most likely to work in a nursing home or extended care facility (2.9%). Table 2.5 shows the complete breakdown of reported practice settings.

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Table 2.5 LPN work setting

Work Setting	Primary Setting		Secondary Setting	
	N	%	N	%
Hospital	1,097	7.9	55	0.4
Nursing Home/Extended Care Facility	5,600	40.5	407	2.9
Home Health	1,002	7.3	128	0.9
Correctional Facility	245	1.8	30	0.2
Academic Institution	17	0.1	12	0.1
Public/Community Health Agency	572	4.1	34	0.3
School-Based Health	355	2.6	19	0.1
Occupational Health	81	0.6	5	0.0
Outpatient Clinic	1,730	12.5	72	0.5
Insurance Claims/Benefits	118	0.9	5	0.0
Policy/Planning/Licensing Agency	8	0.1	0	0.0
Other	1,184	8.6	85	0.6
Not Applicable	322	2.3	29	0.2
Assisted Living	1,224	8.9	128	0.9
Hospice	197	1.4	12	0.1
Telemedicine	71	0.5	4	0.0
Non-Respondents	2	0.0	12,800	92.6

Source: 2024 Indiana Licensed Practical Nurse License and Supplemental Survey Data

Most Indiana LPNs reported their primary work positions being a staff nurse (71.9%), with the next largest cohorts identifying their position as nurse manager (14.1%). Table 2.6 includes the full distribution of reported work positions.

Table 2.6 LPN work position

Work Position	Primary Practice		Secondary Practice	
	N	%	N	%
Staff Nurse	9,943	71.9	872	6.3
Nurse Manager	1,951	14.1	27	0.2
Consultant/Nurse Researcher	88	0.6	10	0.1
Nurse Educator (Faculty)	59	0.4	9	0.1
Nurse Educator (Patient Educator)	99	0.7	3	0.0
Nurse Educator (Staff Development)	81	0.6	4	0.0
Clinical Advanced Practice Registered Nurse	10	0.1	0	0.0
Nurse Executive	114	0.8	2	0.0
Other - Health Related	990	7.2	62	0.5
Not Applicable	490	3.5	12,836	92.9

Source: 2024 Indiana Licensed Practical Nurse License and Supplemental Survey Data

Table 2.7 shows the employment specialties of Indiana's LPNs. The largest percentage of LPNs identified geriatrics/gerontology as the employment specialty of their primary practice (38.2%), followed by 11.8% with an employment specialty in adult health.

Table 2.7 LPN employment specialty

Employment Specialty	Primary Practice		Secondary Practice	
	N	%	N	%
Acute Care/Critical Care	444	3.2	34	0.3
Adult Health	1,636	11.8	101	0.7
Anesthesia	14	0.1	1	0.01
Community	245	1.8	18	0.1
Geriatric/Gerontology	5,281	38.2	449	3.3
Home Health	623	4.5	77	0.6
Maternal-Child Health	22	0.2	1	0.01
Medical Surgical	413	3.0	16	0.1
Occupational Health	81	0.6	7	0.1
Oncology	85	0.6	1	0.01
Palliative Care	167	1.2	12	0.1
Patient Education	69	0.5	4	0.03
Pediatrics	396	2.9	41	0.3
Public Health	293	2.1	12	0.1
Psychiatric/Mental Health/Substance Abuse	628	4.5	56	0.4
Rehabilitation	852	6.2	56	0.4
School Health	301	2.2	15	0.1
Trauma	91	0.7	0	0.0
Women's Health	142	1.0	9	0.1
Other	1	0.01	6	0.04
Not applicable/I do not provide direct patient care	1,127	8.2	12,883	93.2
Nephrology	46	0.3	1	0.01
Family Health	865	6.3	25	0.2
Neonatal	3	0.02	0	0.0

Source: 2024 Indiana Licensed Practice Nurse License and Supplemental Survey Data



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As shown in Table 2.8, 12.7% of LPNs reported working 33-36 hours per week, 38.5% reporting 37-40 hours per week, and 21.1% reporting 41 or more hours per week.

Table 2.8 LPN practice hours

Work Setting	Primary Practice		Secondary Practice	
	N	%	N	%
0 hours per week	125	0.9	55	0.4
1 - 4 hours per week	107	0.8	115	0.8
5 - 8 hours per week	171	1.2	168	1.2
9 - 12 hours per week	217	1.6	174	1.3
13 - 16 hours per week	250	1.8	112	0.8
17 - 20 hours per week	261	1.9	72	0.5
21 - 24 hours per week	563	4.1	80	0.6
25 - 28 hours per week	343	2.5	14	0.1
29 - 32 hours per week	852	6.2	32	0.2
33 - 36 hours per week	1,754	12.7	32	0.2
37 - 40 hours per week	5,320	38.5	45	0.3
41 or more hours per week	2,918	21.1	18	0.1
Not applicable	944	6.8	12,908	93.4

Source: 2024 Indiana Licensed Practical Nurse License and Supplemental Survey Data



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Services Provided and Populations Served

As shown in Table 2.9, a relatively small number of Indiana LPNs (n=430) reported providing obstetric services. The women's health and family health specialties had the greatest representation among those who reported providing these services (24.0% and 17.0%, respectively). The highest proportion of these LPNs reported providing pre-natal services (53.7%, n=231), with roughly even numbers providing high-risk pregnancy services (38.1%, n=164), post-natal services (35.3%, n=152), and screening for high-risk pregnancy (33.7%, n=145).

Table 2.9 Obstetric services by employment specialty, LPN

Employment Specialty	High-Risk Pregnancy Services		Screening for High-Risk Pregnancy		Pre-Natal Services		Labor and Delivery Services		Post-Natal Services		Treatment of OUD-affected Pregnancies		Unique Count Providing Obstetric Services	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Acute Care/Critical Care	6	3.7	0	0.0	5	2.2	3	3.6	4	2.6	1	1.2	8	1.9
Adult Health	19	11.6	10	6.9	15	6.5	7	8.4	4	2.6	11	13.3	37	8.6
Anesthesia	2	1.2	0	0.0	0	0.0	2	2.4	0	0.0	0	0.0	2	0.5
Community	8	4.9	3	2.1	6	2.6	1	1.2	4	2.6	6	7.2	13	3.0
Geriatric/Gerontology	11	6.7	5	3.5	6	2.6	7	8.4	6	4.0	3	3.6	23	5.4
Home Health	2	1.2	2	1.4	2	0.9	2	2.4	2	1.3	2	2.4	2	0.5
Maternal-Child Health	9	5.5	9	6.2	15	6.5	8	9.6	9	5.9	0	0.0	20	4.7
Medical Surgical	2	1.2	0	0.0	1	0.4	0	0.0	2	1.3	1	1.2	4	0.9
Occupational Health	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Oncology	1	0.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.2
Palliative Care	0	0.0	0	0.0	0	0.0	0	0.0	1	0.7	0	0.0	1	0.2
Patient Education	1	0.6	1	0.7	0	0.0	1	1.2	0	0.0	0	0.0	2	0.5
Pediatrics	2	1.2	0	0.0	4	1.7	1	1.2	22	14.5	0	0.0	26	6.1
Public Health	11	6.7	8	5.5	9	3.9	1	1.2	9	5.9	2	2.4	23	5.4
Psychiatric/Mental Health/Substance Abuse	8	4.9	6	4.1	8	3.5	0	0.0	0	0.0	28	33.7	40	9.3
Rehabilitation	7	4.3	3	2.1	1	0.4	3	3.6	1	0.7	8	9.6	16	3.7
School Health	2	1.2	2	1.4	4	1.7	1	1.2	0	0.0	0	0.0	7	1.6
Trauma	3	1.8	2	1.4	2	0.9	3	3.6	1	0.7	2	2.4	5	1.2
Women's Health	45	27.4	56	38.6	88	38.1	25	30.1	30	19.7	12	14.5	103	24.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Not Applicable/I Do Not Provide Direct Patient Care	10	6.1	9	6.2	12	5.2	3	3.6	9	5.9	2	2.4	22	5.1
Nephrology	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Family Health	15	9.2	29	20.0	53	22.9	14	16.9	47	30.9	5	6.0	73	17.0

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Table 2.9 Obstetric services by employment specialty, LPN

Employment Specialty	High-Risk Pregnancy Services		Screening for High-Risk Pregnancy		Pre-Natal Services		Labor and Delivery Services		Post-Natal Services		Treatment of OUD-affected Pregnancies		Unique Count Providing Obstetric Services	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Neonatal	0	0.0	0	0.0	0	0.0	1	1.2	1	0.7	0	0.0	2	0.5
Total	164	100.0	145	100.0	231	100.0	83	100.0	152	100.0	83	100.0	430	100.0

Among the 1,264 LPNs who reported providing other services, the three most common were hepatitis C treatment/management (61.0%), screening for addiction (51.0%), and HIV/AIDS treatment/management (47.6%). Only two LPNs reported providing dementia/Alzheimer’s care. The LPN specialties most likely to provide these services were geriatrics/gerontology (23.8%), adult health (16.9%), and psychiatric/mental health/substance abuse (16.7%). Table 2.10 has more details.

Table 2.10 Other services by employment specialty, LPN

Employment Specialty	Dementia/ Alzheimer's Care		Hepatitis C Treatment/ Management		HIV/AIDS Treatment/ Management		Screening for Addiction		Unique Count Providing Special Services	
	N	%	N	%	N	%	N	%	N	%
Acute Care/Critical Care	0	0.0	48	6.2	49	8.1	33	5.1	68	5.4
Adult Health	0	0.0	143	18.6	119	19.8	106	16.4	213	16.9
Anesthesia	0	0.0	1	0.1	1	0.2	1	0.2	1	0.1
Community	0	0.0	25	3.2	23	3.8	30	4.7	42	3.3
Geriatric/Gerontology	1	50.0	220	28.5	181	30.1	58	9.0	301	23.8
Home Health	1	50.0	17	2.2	10	1.7	7	1.1	22	1.7
Maternal-Child Health	0	0.0	1	0.1	0	0.0	1	0.2	2	0.2
Medical Surgical	0	0.0	26	3.4	15	2.5	21	3.3	42	3.3
Occupational Health	0	0.0	1	0.1	0	0.0	1	0.2	2	0.2
Oncology	0	0.0	1	0.1	1	0.2	0	0.0	2	0.2
Palliative Care	0	0.0	4	0.5	2	0.3	4	0.6	7	0.6
Patient Education	0	0.0	5	0.7	4	0.7	2	0.3	8	0.6
Pediatrics	0	0.0	5	0.7	2	0.3	5	0.8	11	0.9
Public Health	0	0.0	39	5.1	27	4.5	28	4.3	54	4.3
Psychiatric/Mental Health/Substance Abuse	0	0.0	75	9.7	57	9.5	193	29.9	211	16.7
Rehabilitation	0	0.0	55	7.1	51	8.5	40	6.2	99	7.8
School Health	0	0.0	3	0.4	2	0.3	4	0.6	5	0.4
Trauma	0	0.0	8	1.0	7	1.2	9	1.4	11	0.9
Women's Health	0	0.0	3	0.4	3	0.5	9	0.4	10	0.8
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Not applicable/I do not provide direct patient care	0	0.0	33	4.3	18	3.0	28	4.3	55	4.4
Nephrology	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Family Health	0	0.0	58	7.5	30	5.0	65	10.1	98	7.8
Neonatal	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	2	100.0	771	100.0	602	100.0	645	100.0	1,264	100.0

Source: 2024 Indiana Licensed Practical Nurse License and Supplemental Survey Data

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Table 2.11 shows that 2,968 Indiana LPNs indicated they served pediatric populations. Approximately 91.9% of those who reported serving these populations said they worked with adolescents (ages 11-19). A slightly smaller portion (74.1%) provided care to children (ages 2-10), while less than half reported serving newborns (37.5%). The largest cohorts of LPNs serving pediatric populations indicated they worked in family health (23.5%), pediatrics (12.7%), or school health (9.6%).

Table 2.11 Pediatric populations served by LPN, by employment specialty

Employment Specialty	Newborns		Children (ages 2 - 10)		Adolescents (ages 11 - 19)		Unique Count Serving Pediatric Populations	
	N	%	N	%	N	%	N	%
Acute Care/Critical Care	60	5.4	112	5.1	146	5.4	149	5.0
Adult Health	28	2.5	87	4.0	173	6.3	188	6.3
Anesthesia	2	0.2	6	0.3	7	0.3	7	0.2
Community	41	3.7	91	4.1	107	3.9	109	3.7
Geriatric/Gerontology	13	1.2	42	1.9	59	2.2	67	2.3
Home Health	35	3.2	118	5.4	137	5.0	179	6.0
Maternal-Child Health	9	0.8	1	0.1	7	0.3	12	0.4
Medical Surgical	18	1.6	70	3.2	123	4.5	126	4.3
Occupational Health	2	0.2	7	0.3	11	0.4	12	0.4
Oncology	1	0.1	5	0.2	8	0.3	8	0.3
Palliative Care	7	0.6	17	0.8	16	0.6	18	0.6
Patient Education	5	0.5	8	0.4	13	0.5	14	0.5
Pediatrics	186	16.7	342	15.6	298	10.9	376	12.7
Public Health	89	8.0	146	6.6	163	6.0	169	5.7
Psychiatric/Mental Health/Substance Abuse	0	0.0	63	2.9	138	5.1	140	4.7
Rehabilitation	1	0.1	14	0.6	41	1.5	44	1.5
School Health	5	0.5	189	8.6	229	8.4	284	9.6
Trauma	19	1.7	47	2.1	51	1.9	51	1.7
Women's Health	4	0.4	3	0.1	60	2.2	61	2.1
Other	0	0.0	1	0.1	1	0.04	1	0.03
Not Applicable/I Do Not Provide Direct Patient Care	101	9.1	190	8.6	240	8.8	247	8.3
Nephrology	0	0.0	0	0.0	7	0.3	7	0.2
Family Health	484	43.5	640	29.1	692	25.4	697	23.5
Neonatal	2	0.0	0	0.0	0	0.0	2	0.1
Total	1,112	100.0	2,199	100.0	2,727	100.0	2,968	100.0

Source: 2024 Indiana Licensed Practical Nurse License and Supplemental Survey Data

The majority of Indiana LPNs (n=12,511) reported serving adult populations, with the highest number of them saying they work with geriatrics (n=10,590) and adults (n=7,731). Regarding special populations, 28.7% of LPNs worked with individuals with disabilities, 12.6% with individuals in recovery, 8.2% with pregnant women, and 7.6% with individuals who are incarcerated. Nearly half (40.2%) of the LPNs working in this space indicated having a specialty in geriatrics/gerontology, while 12.4% identified adult health as their specialty. Table 2.12 includes more details about populations served by LPN specialty.

Table 2.12 Adult and Special Populations Served by LPNs by Employment Specialty

Employment Specialty	Adults		Geriatric		Pregnant Women		Individuals with Disabilities		Individuals Who Are Incarcerated		Individuals in Recovery		Unique Count Serving Adults and Special Populations	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Acute Care/Critical Care	355	4.6	354	3.3	84	8.2	189	5.3	109	11.5	110	7.0	408	3.3
Adult Health	1,192	15.4	1,158	10.9	96	9.3	442	12.3	171	18.0	174	11.0	1,548	12.4
Anesthesia	13	0.2	11	0.1	3	0.3	8	0.2	5	0.5	3	0.2	13	0.1
Community	201	2.6	182	1.7	62	6.0	102	2.8	51	5.4	56	3.6	231	1.9
Geriatric/Gerontology	1,719	22.2	4,963	46.9	13	1.3	911	25.4	35	3.7	229	14.5	5,026	40.2
Home Health	422	5.5	365	3.5	8	0.8	243	6.8	5	0.5	25	1.6	558	4.5
Maternal-Child Health	11	0.1	3	0.03	20	1.9	4	0.1	7	0.7	3	0.2	20	0.2
Medical Surgical	382	4.9	335	3.2	45	4.4	170	4.7	99	10.4	69	4.4	394	3.2
Occupational Health	68	0.9	23	0.2	4	0.4	10	0.3	1	0.1	4	0.3	68	0.5
Oncology	74	1.0	62	0.6	14	1.4	18	0.5	12	1.3	8	0.5	78	0.6
Palliative Care	88	1.1	141	1.3	1	0.1	39	1.1	3	0.3	8	0.5	152	1.2
Patient Education	53	0.7	42	0.4	8	0.8	25	0.7	9	1.0	8	0.5	62	0.5
Pediatrics	103	1.3	51	0.5	10	1.0	108	3.0	7	0.7	15	1.0	171	1.4
Public Health	250	3.2	207	2.0	82	8.0	112	3.1	78	8.2	75	4.8	269	2.2
Psychiatric/Mental Health/Substance Abuse	513	6.6	287	2.7	60	5.8	186	5.2	99	10.4	314	19.9	581	4.6
Rehabilitation	536	6.9	731	6.9	11	1.1	211	5.9	25	2.6	136	8.6	808	6.5
School Health	58	0.8	36	0.3	6	0.6	48	1.3	7	0.7	6	0.4	108	0.9
Trauma	75	1.0	71	0.7	29	2.8	48	1.3	36	3.8	30	1.9	83	0.7
Women's Health	108	1.4	58	0.6	97	9.4	24	0.7	26	2.7	11	0.7	132	1.1
Other	1	0.01	1	0.01	0	0.0	0	0.0	0	0.0	0	0.0	1	0.01
Not Applicable/I Do Not Provide Direct Patient Care	666	8.6	731	6.9	118	11.5	235	6.6	81	8.5	101	6.4	939	7.5
Nephrology	40	0.5	38	0.4	1	0.1	11	0.3	5	0.5	3	0.2	42	0.3
Family Health	803	10.4	740	7.0	258	25.1	443	12.4	77	8.1	188	11.9	819	6.6

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Table 2.12 Adult and Special Populations Served by LPNs by Employment Specialty

Employment Specialty	Adults		Geriatric		Pregnant Women		Individuals with Disabilities		Individuals Who Are Incarcerated		Individuals in Recovery		Unique Count Serving Adults and Special Populations	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Neonatal	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	7,731	100.0	10,590	100.0	1,030	100.0	3,587	100.0	948	100.0	1,576	100.0	12,511	100.0

Source: 2024 Indiana Licensed Practical Nurse License and Supplemental Survey Data

SECTION III: GEOGRAPHIC DISTRIBUTION

Every Indiana county has at least one reported LPN full-time equivalent (FTE). The population-to-FTE ratio is less than 1:1,000 in 49 counties, with the highest capacities in Wabash (1:361.7), Wayne (1:395.5), and Floyd (1:475.1) counties. On the other end of the spectrum are Benton (1:8,729.0), Posey (1: 3,629.0), and Franklin (1:2,887.0) counties. These data suggest relatively even distribution of LPNs across the state. More information is available in Table 3.1 and Map 3.1.

Table 3.1 Geographic distribution of LPN capacity

County Name	FIPS	Population	Total LPNs	Total LPN FTE	Population per LPN FTE
Adams	18001	36,288	31	26.5	1,369.4
Allen	18003	394,545	653	551.5	715.4
Bartholomew	18005	84,003	124	104.0	807.7
Benton	18007	8,729	1	1.0	8,729.0
Blackford	18009	11,893	24	18.3	649.9
Boone	18011	76,120	61	53.6	1,420.1
Brown	18013	15,653	19	16.6	943.0
Carroll	18015	20,525	10	9.8	2,094.4
Cass	18017	37,666	54	46.6	808.3
Clark	18019	125,467	242	202.8	618.7
Clay	18021	26,460	33	28.7	922.0
Clinton	18023	32,730	68	58.3	561.4
Crawford	18025	10,438	14	10.8	966.5
Daviess	18027	33,656	61	55.0	611.9
Dearborn	18029	51,215	43	33.6	1,524.3
Decatur	18031	26,399	45	36.9	715.4
DeKalb	18033	44,198	37	33.5	1,319.3
Delaware	18035	112,321	272	224.7	499.9
Dubois	18037	43,546	90	68.9	632.0
Elkhart	18039	206,409	189	162.9	1,267.1
Fayette	18041	23,362	47	43.1	542.0
Floyd	18043	80,809	204	170.1	475.1
Fountain	18045	16,731	16	13.9	1,203.7
Franklin	18047	23,096	10	8.0	2,887.0
Fulton	18049	20,358	17	13.4	1,519.3
Gibson	18051	32,904	42	36.3	906.4
Grant	18053	66,200	150	133.0	497.7
Greene	18055	31,196	36	29.5	1,057.5
Hamilton	18057	371,645	294	242.0	1,535.7
Hancock	18059	86,166	85	66.2	1,301.6

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Table 3.1 Geographic distribution of LPN capacity

County Name	FIPS	Population	Total LPNs	Total LPN FTE	Population per LPN FTE
Harrison	18061	40,006	56	49.1	814.8
Hendricks	18063	186,387	194	160.8	1,159.1
Henry	18065	48,929	74	60.8	804.8
Howard	18067	83,831	126	105.8	792.4
Huntington	18069	36,781	72	59.4	619.2
Jackson	18071	46,460	70	61.0	761.6
Jasper	18073	33,535	28	24.0	1,397.3
Jay	18075	20,032	33	25.5	785.6
Jefferson	18077	33,056	60	51.0	648.2
Jennings	18079	27,622	21	18.4	1,501.2
Johnson	18081	167,819	244	204.4	821.0
Knox	18083	36,070	78	62.1	580.8
Kosciusko	18085	80,364	69	57.3	1,402.5
LaGrange	18087	40,907	23	18.5	2,211.2
Lake	18089	500,598	479	385.2	1,299.6
LaPorte	18091	111,706	89	80.0	1,396.3
Lawrence	18093	45,084	81	65.6	687.3
Madison	18095	132,504	228	188.3	703.7
Marion	18097	968,460	1,126	911.5	1,062.5
Marshall	18099	46,352	41	33.9	1,367.3
Martin	18101	9,897	12	8.5	1,164.4
Miami	18103	35,402	37	30.9	1,145.7
Monroe	18105	139,342	215	181.3	768.6
Montgomery	18107	38,573	49	37.5	1,028.6
Morgan	18109	73,227	73	54.8	1,336.3
Newton	18111	13,960	19	16.1	867.1
Noble	18113	47,430	59	46.6	1,017.8
Ohio	18115	6,004	8	5.7	1,053.3
Orange	18117	19,638	32	26.6	738.3
Owen	18119	21,532	25	20.6	1,045.2
Parke	18121	16,484	14	12.1	1,362.3
Perry	18123	19,209	36	30.8	623.7
Pike	18125	12,106	20	15.6	776.0
Porter	18127	175,335	169	140.1	1,251.5
Posey	18129	25,040	8	6.9	3,629.0
Pulaski	18131	12,385	16	14.6	848.3
Putnam	18133	37,567	57	49.5	758.9
Randolph	18135	24,216	39	33.6	720.7
Ripley	18137	29,227	26	22.7	1,287.5
Rush	18139	16,847	28	23.4	720.0

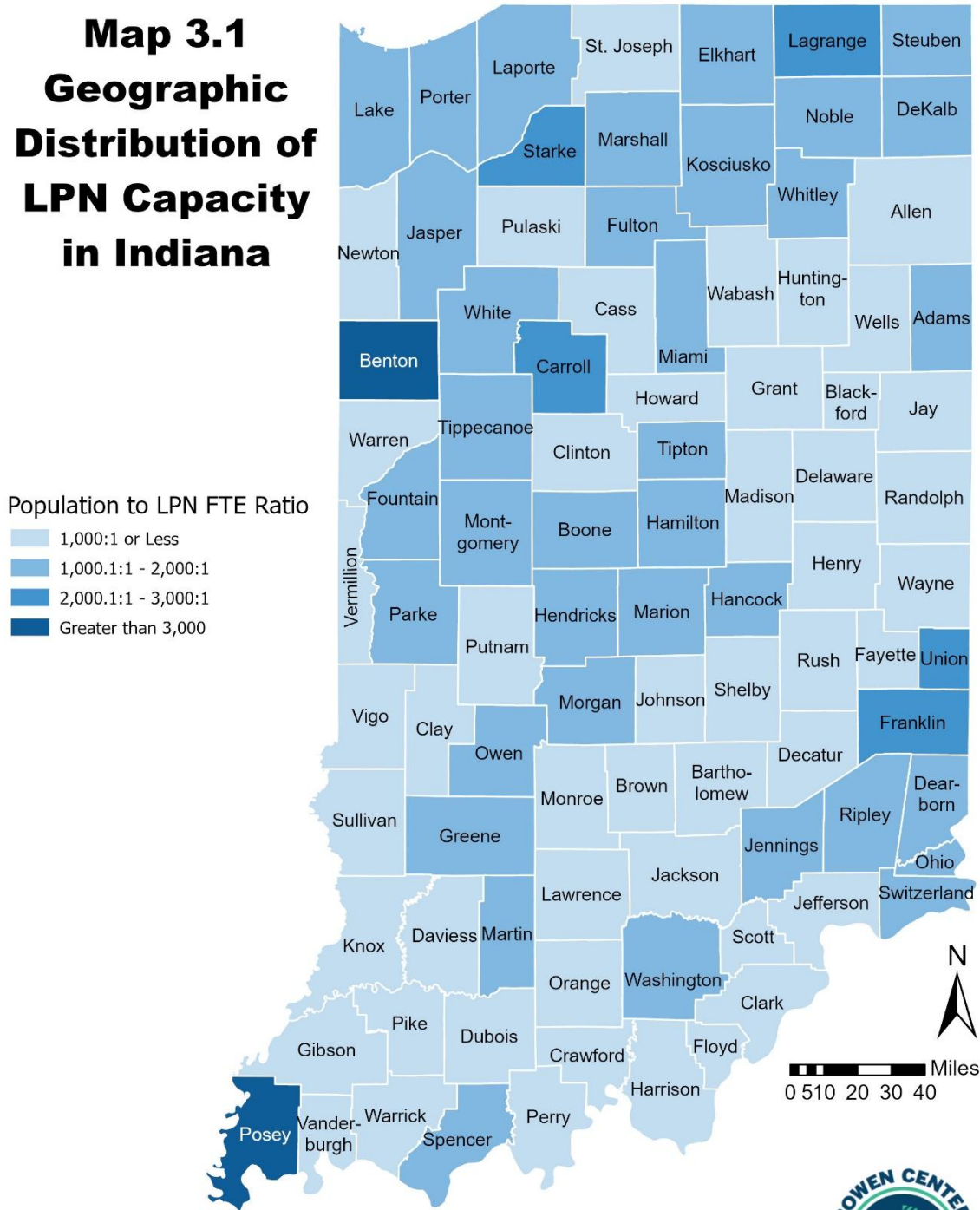


Table 3.1 Geographic distribution of LPN capacity

County Name	FIPS	Population	Total LPNs	Total LPN FTE	Population per LPN FTE
St. Joseph	18141	272,848	360	300.7	907.4
Scott	18143	24,657	47	38.7	637.1
Shelby	18145	45,231	80	67.7	668.1
Spencer	18147	19,910	21	15.6	1,276.3
Starke	18149	23,206	12	8.8	2,637.0
Steuben	18151	34,917	33	26.5	1,317.6
Sullivan	18153	20,757	30	27.3	760.3
Switzerland	18155	10,019	9	6.3	1,590.3
Tippecanoe	18157	188,792	196	163.1	1,157.5
Tipton	18159	15,256	13	11.6	1,315.2
Union	18161	6,973	5	3.0	2,324.3
Vanderburgh	18163	179,810	259	218.8	821.8
Vermillion	18165	15,417	27	23.7	650.5
Vigo	18167	106,153	236	205.5	516.6
Wabash	18169	30,670	100	84.8	361.7
Warren	18171	8,518	17	13.1	650.2
Warrick	18173	65,867	122	102.5	642.6
Washington	18175	28,205	35	25.3	1,114.8
Wayne	18177	66,127	195	167.2	395.5
Wells	18179	28,555	36	30.6	933.2
White	18181	24,917	28	24.1	1,033.9
Whitley	18183	34,742	27	22.2	1,565.0



**Map 3.1
Geographic
Distribution of
LPN Capacity
in Indiana**



Source: Indiana LPN License and Supplemental Survey Data, 2024; U.S. Census, American Community Survey, 5-year population estimates, 2023



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