

REPORT OF FINDINGS
NURSING FACILITY STAFFING SURVEY
2010

October, 2011



ABSTRACT

Approximately 2 million workers were employed at nursing facilities across the United States in 2010. 1.3 million nursing staff represented 66 percent of the total nursing facility workforce. Retention rate for nursing facility employees was 55 percent. Retention rates among Staff Registered Nurses, Licensed Practical Nurses and Certified Nurse Assistants ranged from 49 to 56 percent. Turnover rate for all nursing facility employees was 35 percent. The turnover rate for Certified Nurse Assistants was higher than other nursing staff, at 43 percent.

American Health Care Association

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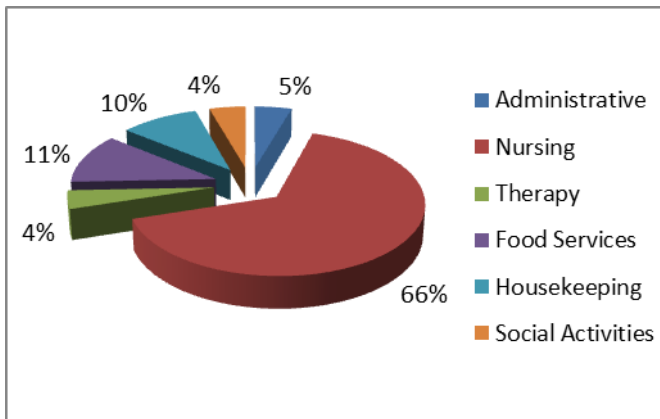
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EXECUTIVE SUMMARY

The American Health Care Association (AHCA) conducted the sixth nursing facility staffing survey that collected 2010 data to estimate the retention, vacancy and turnover of employees working in nursing facilities nationwide. More than 3,700 nursing facilities (NFs) participated in this survey.

This study found that more than 1.9 million workers were employed at nursing facilities across the United States in 2010. A total of 1.3 million persons, including Director of Nursing (DON), Registered Nurse with Administrative Duties (ARNs), Staff Registered Nurse (RN), Licensed Practical Nurse (LPN), Certified Nurse Assistant (CNA), and other nursing staff, provided nursing and skilled nursing care to 1.4 million nursing facility residents.

Figure 1 Percentage Breakdown of Nursing Facility Employees by Job Category, 2010



The majority of the nursing staff – approximately 742,000 or 58.3 percent of total nursing staff – was Certified Nurse Assistant (CNA).

Retention Rates

In 2010, the retention rate for all nursing facility employees was 55.1 percent. As shown in Figure 2, retention rates ranged from 51.4 to 71.9 percent across all the major nursing facility job categories. The overall retention rate of nursing care staff (51.4 percent) was the lowest among all nursing facility employees.

Figure 2 Total Nursing Facility Employee Retention Rates by Job Category, 2010

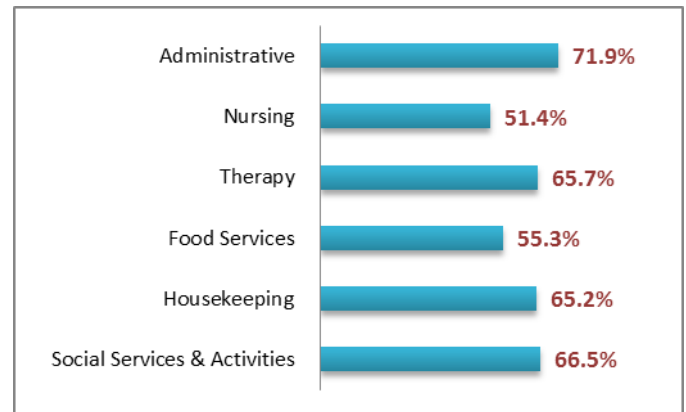
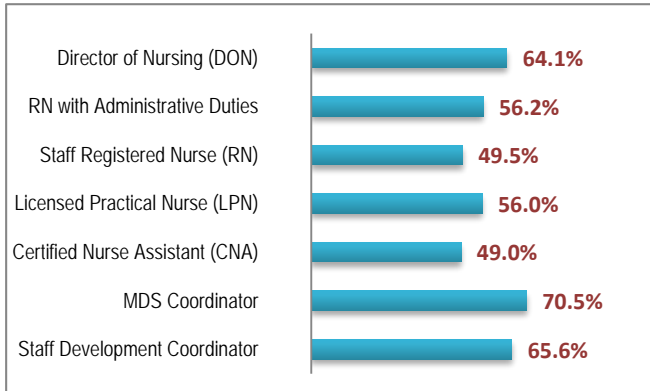


Figure 3 Nursing Staff Retention Rates by Job Position, 2010



Retention rates exhibited variability across the seven nursing positions. As shown in Figure 3, retention rates were highest for MDS Coordinator (70.5 percent) and lowest among CNAs (49.0 percent) and RN (49.5 percent).

Vacancy Rates

Vacancy rates show a high degree of variability across all nursing facility job categories. As shown in Table 1, vacancy rates were highest among nursing care staff (4.9 percent) and lowest for administrative staff (1.8 percent).

Among the nursing care staff, vacancy rates were highest for RNs and CNAs, at 7.0 and 5.1 percent, respectively; while the vacancy rate for the Staff Development Coordinator was zero percent (see Figure 4). In 2010, the overall vacancy rate of nursing facility employee was 4.2 percent.

Figure 4 Vacancy Rates by Nursing Job Position, 2010

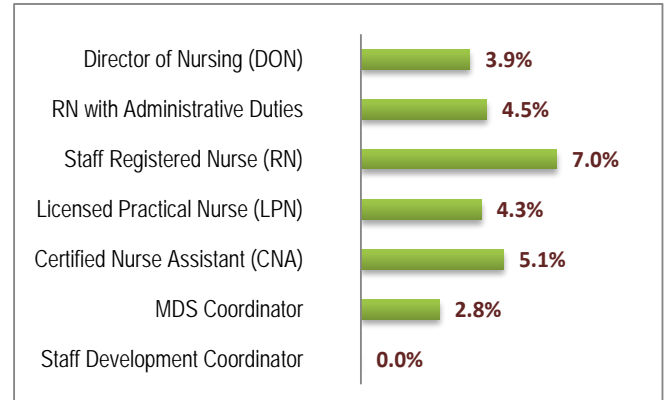


Table 1 Vacancy Rates Nursing Facility Job Category, 2010

Nursing Facility Job Category	Vacancy Rate
Administrative	1.8%
Nursing	4.9%
Therapy	3.8%
Food Services	3.3%
Housekeeping	2.6%
Social Services & Activities	2.8%

Table 2 Vacancy Rates Nursing Job Position, 2010

Nursing Job Position	Vacancy Rate
Director of Nursing (DON)	3.9%
RN with Administrative Duties (ARN)	4.5%
Staff Registered Nurse (RN)	7.0%
Licensed Practical Nurse (LPN)	4.3%
Certified Nurse Assistant (CNA)	5.1%
MDS Coordinator	2.8%

Turnover Rates

The turnover rate for all nursing facility employees was 35.1 percent and exhibited a high degree of variability across job categories. As shown in Figure 5, turnover rate was highest among nursing care staff (39.5 percent) and lowest for administrative staff (18.0 percent). As shown in Figure 6, turnover rates for Staff Registered Nurses (RN), Licensed Practical Nurses (LPN), and CNAs ranged from 34.7 to 42.6 percent. Turnover rates for Director of Nursing (DON) and Registered Nurses with Administrative Duties (ARN) were 26.0 and 28.9 percent respectively.

Figure 5 Turnover Rates by Nursing Facility Job Category, 2010

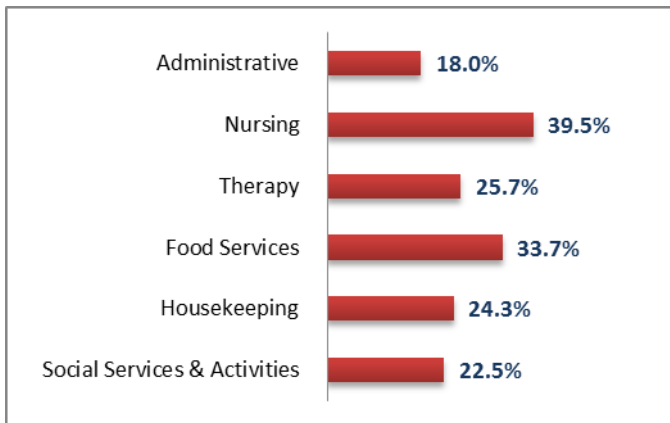
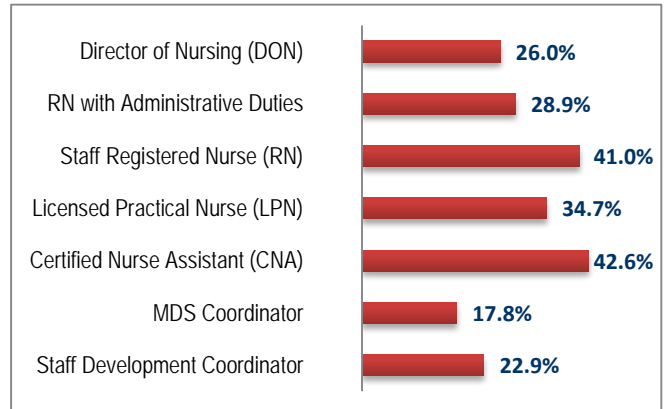


Figure 6 Turnover Rates by Nursing Job Position, 2010



The findings from the 2010 AHCA survey of nursing facility staff indicate that America’s nursing facilities experience high levels of turnover and relatively low retention for nursing facility employees, especially for nursing care staff.

1.0

INTRODUCTION

The American Health Care Association (AHCA) conducted the sixth nationwide nursing facility staffing survey, which collected 2010 data to estimate the retention, vacancy and turnover rates of nursing facility employees.

In 2002, 2004 and 2007, AHCA conducted three nursing facility staff vacancy and turnover surveys that collected staff information from the six nursing staff positions including Directors of Nursing (DONs), Registered Nurses with administrative responsibilities (ARNs), Staff Registered Nurses (RNs), Licensed Practical and Vocational Nurses (LPNs), Certified Nurse Assistants (CNAs), and non-certified nursing aides.

Although nursing staff constitutes the majority of total employees of nursing facilities, other employees, including administrative and management staff, therapy staff, food services staff, housekeeping and maintenance staff, and social services and activities staff also make critical contributions in the provision of services to residents in nursing facilities. Since 2008, AHCA nursing facility staffing survey has collected retention, vacancy and turnover

information for all employees, except contract staff, who worked in nursing facilities nationwide. The survey questionnaire was made available for all eligible nursing facilities in the United States. In 2010, more than 3,700 nursing facilities nationwide participated in this survey. The detailed methodology of this study can be found in Section 4.0.

This report presents findings at the national level from data collected from the AHCA 2010 nursing facility staffing survey. In general, retention, vacancy and turnover rates vary across job categories and across states. State level retention, vacancy and turnover rates can be found in Appendix A and Appendix B.

Approximately 1.9 million workers were employed at nursing facilities across the United States in 2010. A total of 1.3 million persons, including Directors of Nursing, Registered Nurses with Administrative Duties, Staff Registered Nurses, Licensed Practical Nurses, Certified Nurse Assistants, and other nursing staff, provided nursing care to nursing facility residents. Of these workers, the majority were Certified Nurse Assistants (58 percent of total nursing staff).

Table 1.1 Estimated Number of Nursing Facility Employees by Job Category, 2010

	Number of Employees	Percentage
Total Nursing Facility Employees	1,940,820	100.0%
Administrative and Management Staff	88,310	4.6%
Nursing Staff	1,272,870	65.6%
Therapy Staff	81,760	4.2%
Food Services Staff	222,550	11.5%
Housekeeping and Maintenance Staff	188,480	9.7%
Social Services and Activities Staff	86,850	4.5%

In 2010, the retention rate for all nursing facility employees was 55.1 percent. As shown in Table 1.2, the retention rates ranged from 51.4 to 71.9 percent for the all six major job categories. The retention rate of nursing staff was the lowest among all nursing facility employees.

Vacancy rates also exhibited variability across major nursing facility job categories. As shown in Table 1.2, vacancy rates were highest among nursing staff (4.9 percent) and lowest for administrative staff (1.8 percent). Among nursing staff, vacancy rates were highest for RNs and CNAs, at 7.0 and 5.1 percent, respectively, while vacancy rates for DONs were only at 3.9 percent.

In 2010, the vacancy rate for all nursing facility employees was 4.2 percent.

The turnover rate for all nursing facility employees was 35.1 percent. Turnover rates exhibited a high degree of variability across nursing facility job categories. As shown in table 1.2, turnover rates in nursing facilities were particularly high among nursing staff (39.5 percent) and food service staff (33.7 percent), and were lowest for administrative staff (18.0 percent).

The findings from the survey indicate that nursing facilities still experienced difficulties in retention of nursing staff in 2010.

Table 1.2 Retention, Turnover, and Vacancy Rates by Nursing Facility Job Category, 2010

	Retention	Turnover	Vacancy
Total Nursing Facility Employees	55.1%	35.1%	4.2%
Administrative and Management Staff	71.9%	18.0%	1.8%
Nursing Staff	51.4%	39.5%	4.9%
Therapy Staff	65.7%	25.7%	3.8%
Food Services Staff	55.3%	33.7%	3.3%
Housekeeping and Maintenance Staff	65.2%	24.3%	2.6%
Social Services and Activities Staff	66.5%	22.5%	2.8%

Figure 1.1 Retention Rates of All Nursing Facility Employees by State, 2010

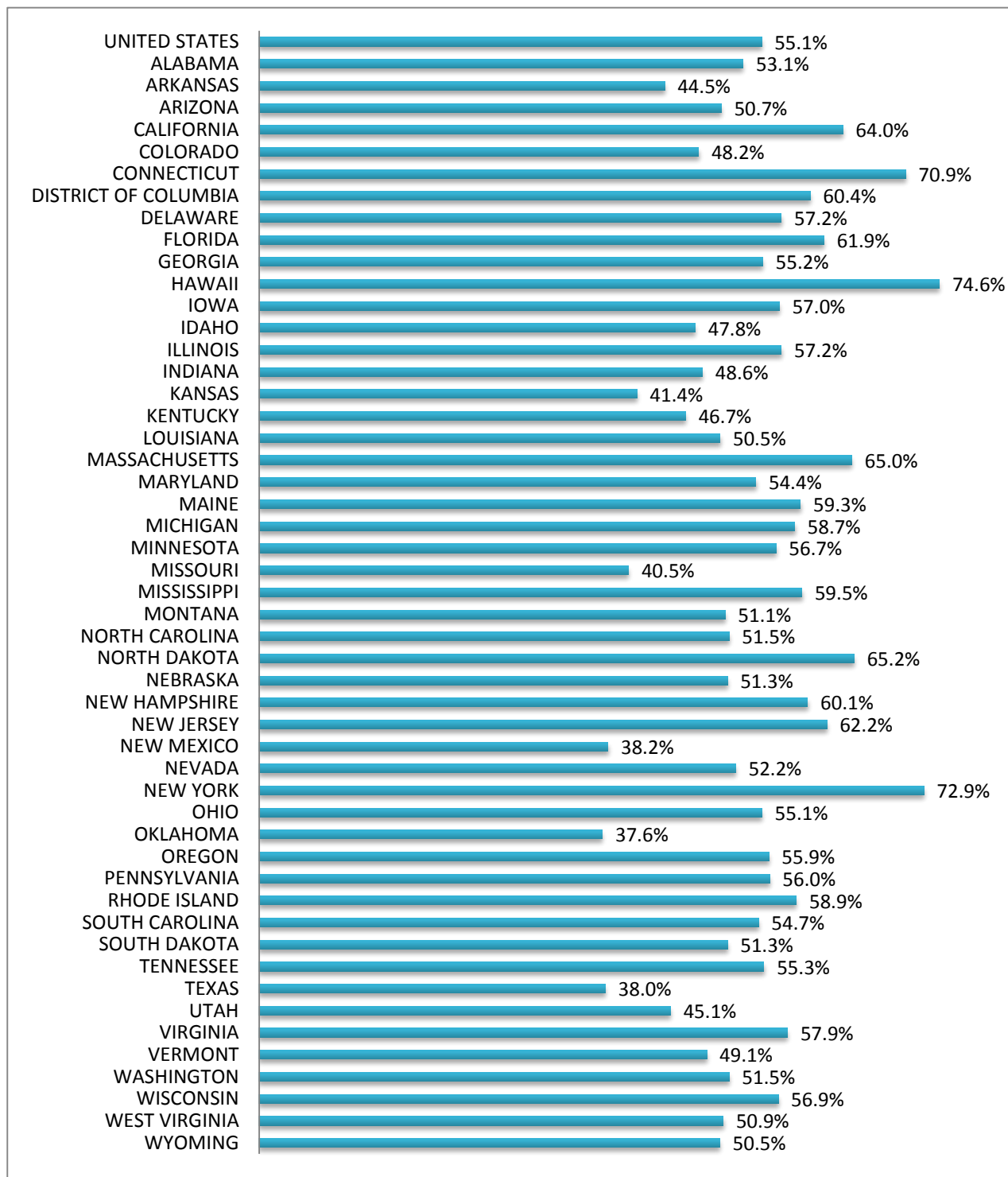
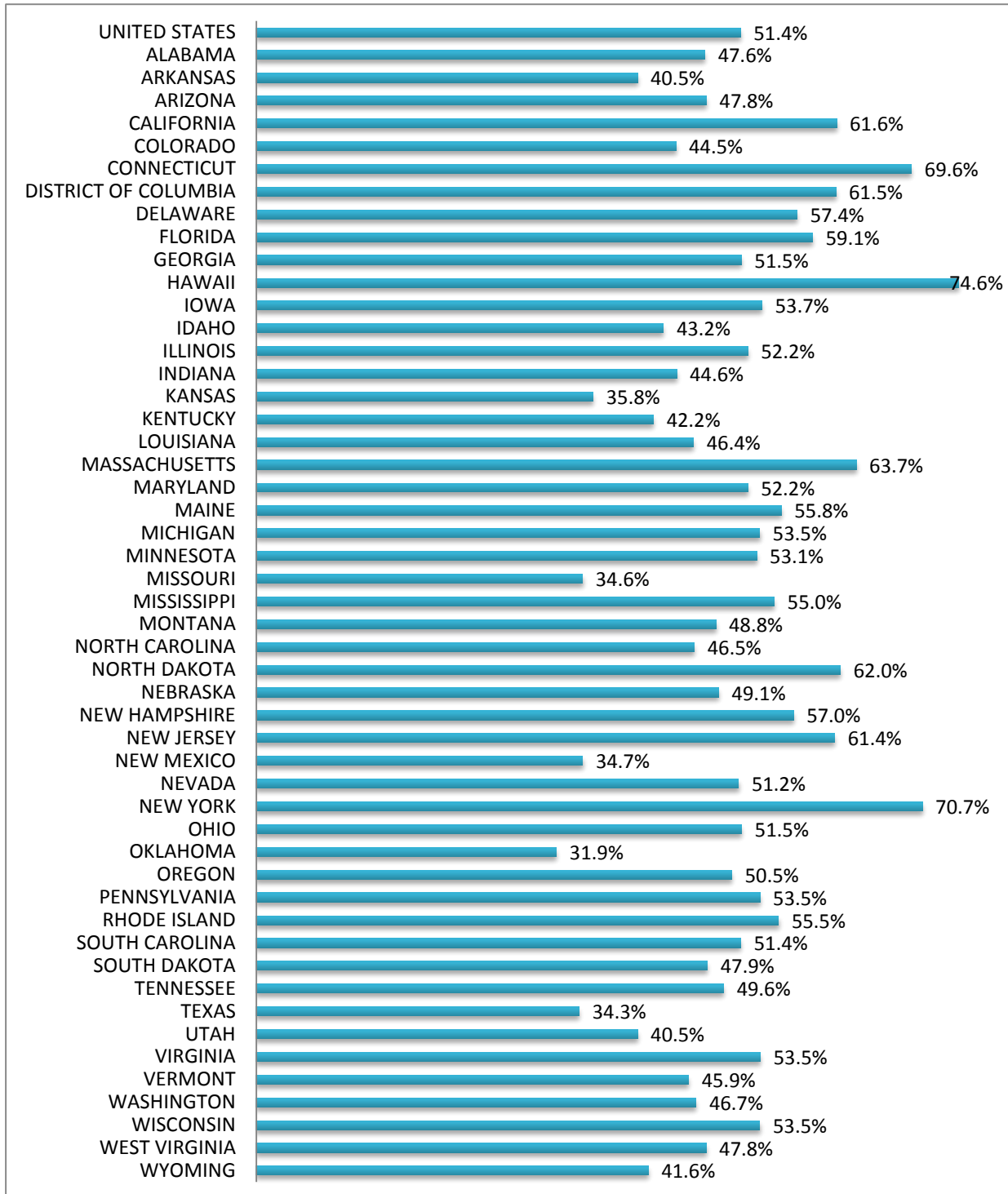


Figure 1.2 Retention Rates of Nursing Staff by State, 2010



Turnover rates of nursing staff across the states could range from a low of 15.4 percent to a high

of 72.0 percent, a difference of 56.6 percentage points (see Figure 1.4).

Figure 1.3 Turnover Rates of All Nursing Facility Employees by State, 2010

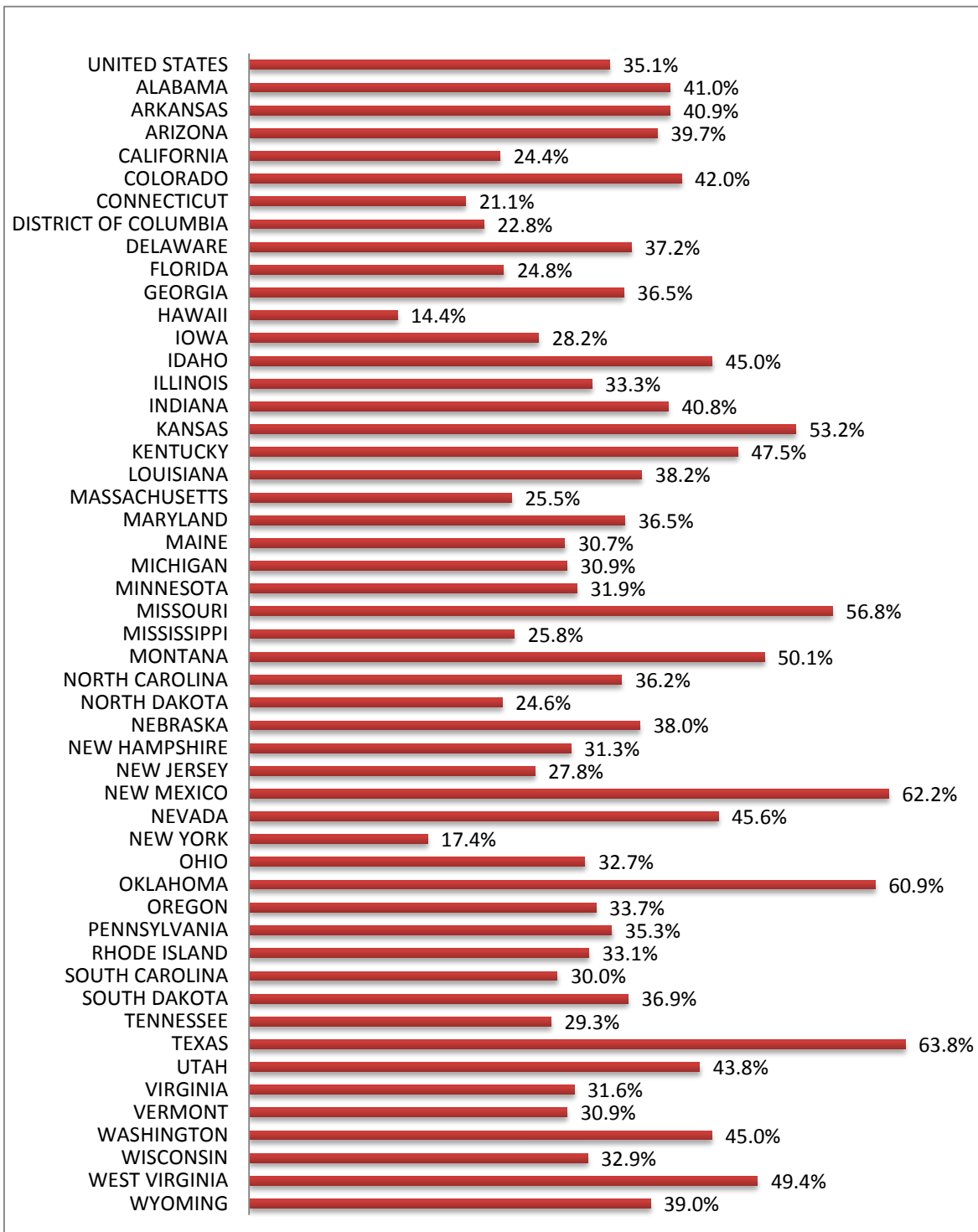
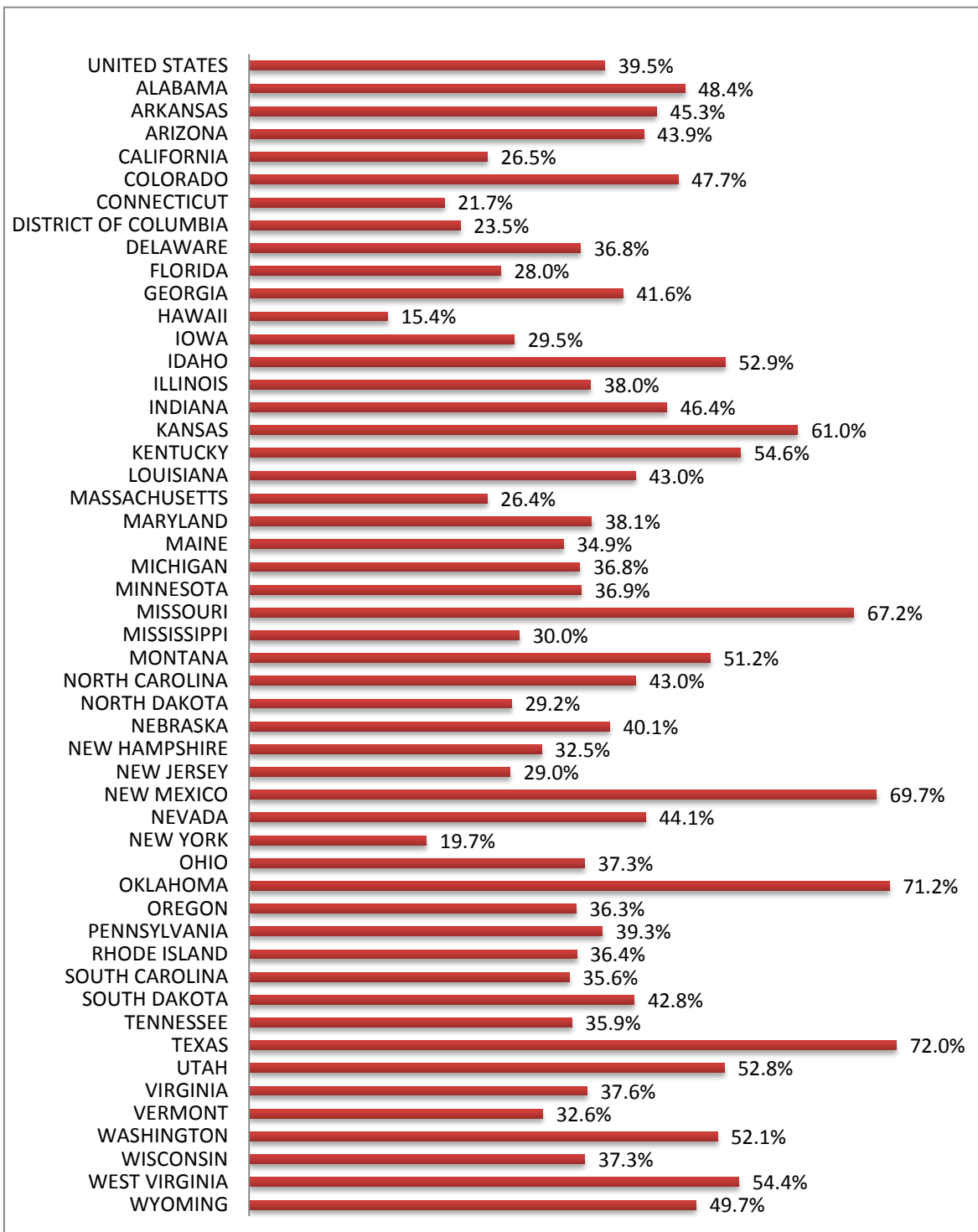


Figure 1.4 Turnover Rates of Nursing Staff by State, 2010



2.0

RETENTION, VACANCY AND TURNOVER OF NURSING STAFF

In 2010, an estimated 1.3 million workers were employed as nursing staff in more than 15,000 nursing facilities nationwide. Nursing staff, including Director of Nursing (DON), Registered Nurse with Administrative Duties, Staff Registered Nurse (RN), Licensed Practical Nurse (LPN), Certified Nurse Assistant (CNA), and other nursing staff, represented 66 percent of the total nursing facility workforce. Certified Nurse Assistant constituted the largest portion of entire nursing staff (see Figure 2.1).

Figure 2.1 Percentage Breakdown of Nursing Staff by Job Position, 2010

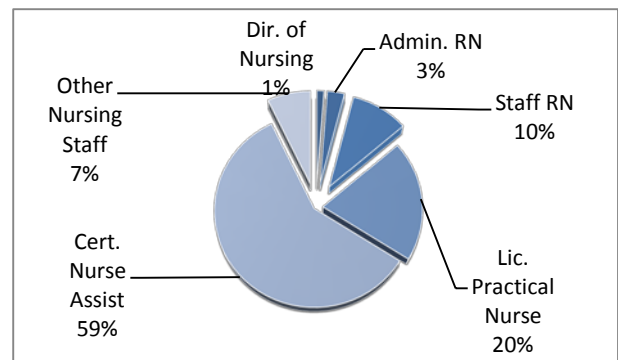


Table 2.1 Estimated Number of Nursing Staff by Job Position, 2010

	Number of Employees	Percentage
All Nursing Staff	1,272,869	100.0%
Director of Nursing (DON)	15,470	1.2%
RN with Administrative Duties (ARN)	36,417	2.9%
Staff Registered Nurse (RN)	121,234	9.5%
Licensed Practical Nurse (LPN)	255,409	20.1%
Certified Nurse Assistant (CNA)	741,752	58.3%
Other Nursing Staff	90,847	7.1%

Table 2.2 Estimated retention, vacancy and turnover rates by Nursing Job Position, 2010

<i>Nursing Job Position</i>	Retention Rate	Turnover Rate	Vacancy Rate
Director of Nursing (DON)	64.1%	26.0%	3.9%
RN with Administrative Duties (ARN)	56.2%	28.9%	4.5%
Staff Registered Nurse (RN)	49.5%	41.0%	7.0%
Licensed Practical Nurse (LPN)	56.0%	34.7%	4.3%
Certified Nurse Assistant (CNA)	49.0%	42.6%	5.1%
MDS Coordinator	70.5%	17.8%	2.8%
Staff Development Coordinator	65.6%	22.9%	0.0%

Table 2.3 Estimated Number of Vacancy by Nursing Job Position, 2010

	Vacant Positions
All Nursing Staff	65,700
Director of Nursing (DON)	620
RN with Administrative Duties (ARN)	1,800
Staff Registered Nurse (RN)	8,300
Licensed Practical Nurse (LPN)	11,700
Certified Nurse Assistant (CNA)	40,000
Other Nursing Staff	2,500

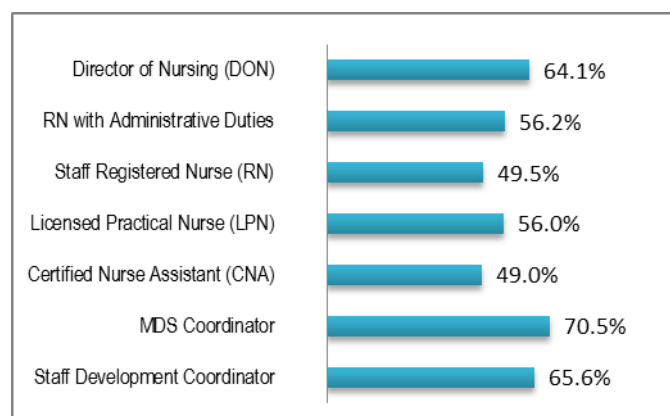
2.1 Retention of Nursing Staff

In 2010, the retention rate for all nursing staff was 51.4 percent. The nursing staff retention rate was the lowest among all nursing facility employees.

Retention rates exhibited variability across the nursing positions. As shown in Figure 2.2, retention rates were highest for the MDS coordinators (70.5 percent) and lowest among CNAs (49.0 percent).

The low level of retention among RNs, LPNs and CNAs illustrated the difficulty that nursing facilities had in retaining direct care staff, particularly for CNAs.

Figure 2.2 Nursing Staff Retention Rates by Job Position, 2010

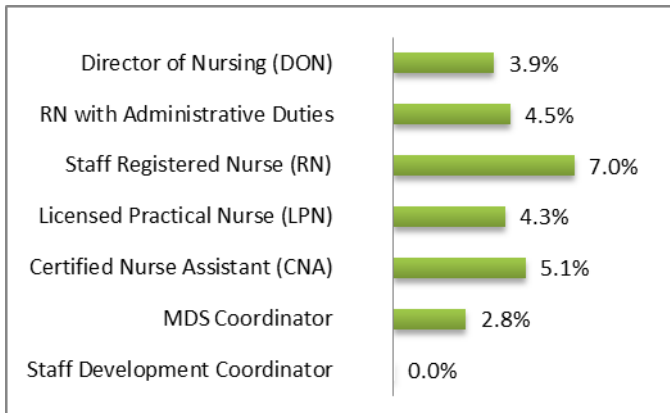


2.2 Vacancy of Nursing Staff

In 2010, an estimated 65,700 nursing job positions were needed to be filled at nursing facilities across the United States. The overall vacancy rate of nursing staff was 4.9 percent. The nursing staff vacancy rate was the highest among all nursing facility employees.

Among nursing staff (see Figure 2.3), vacancy rates were highest for nurses with administrative duties (ARN) and Staff Registered Nurses (RN), at 8.7 and 7.9 percent, respectively; vacancy rates for DONs were only at 1.8 percent. The vacancy rate was at 5.7 percent for CNAs with an estimated 43,700 vacant positions.

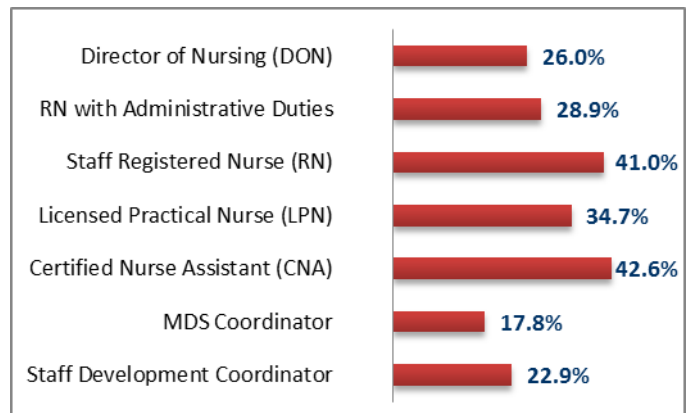
Figure 2.3 Nursing Staff Vacancy Rates by Job Position, 2010



2.3 Turnover of Nursing Staff

Turnover rates remained high for most nursing job positions in 2010. Nationally, turnover rates exhibited a high degree of variability across nursing job positions. As shown in Figure 2.4, turnover rates in nursing facilities were particularly high among CNAs (42.6 percent), RNs (41.0 percent), and LPNs (34.7 percent). Meanwhile, the turnover rate for MDS Coordinator was lowest at 17.8 percent. The relatively large number of vacancies, low level of retention and the high level of turnover among CNAs continues to be a particular concern to nursing facilities as CNAs are responsible for much of the direct, hands-on resident care.

Figure 2.4 Nursing Staff Turnover Rates by Job Position, 2010



3.0

RETENTION, VACANCY AND TURNOVER OF OTHER NURSING FACILITY EMPLOYEES

In order to measure the extent of the difficulty that nursing facilities had in retaining their entire nursing facility workforce, the AHCA nursing facility staffing survey has expanded to collect

nationwide retention, vacancy and turnover information among all nursing facility employees since 2008.

3.1

RETENTION, VACANCY AND TURNOVER OF ADMINISTRATIVE AND MANAGEMENT STAFF

In 2010, an estimated 88,000 workers were employed as administrative and management staff, representing 4.6 percent of the total nursing facility workforce.

In 2010, the retention rate for all administrative and management staff was 71.9 percent, the highest among all nursing facility employees. Vacancy rates were lowest for administrative and management staff, at 1.8 percent. The overall turnover rate for administrative and management staff was 18.0 percent.

Figure 3.1 Percentage of Administrative and Management Staff by Job Position, 2010

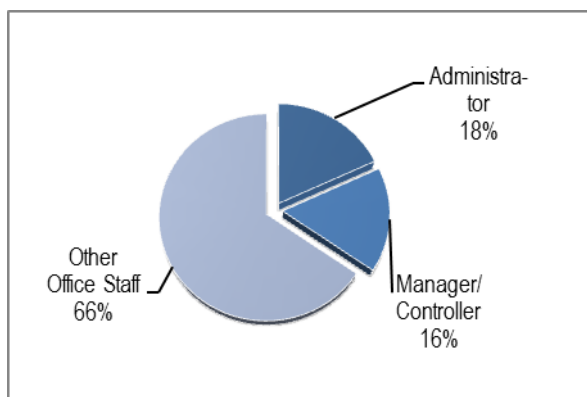


Table 3.1 Administrative and Management Staff Vacancy, Turnover, and Retention Rates, 2010

	Retention Rate	Turnover Rate	Vacancy Rate
<i>All Administrator & Management Staff</i>	71.9%	18.0%	1.8%
Administrator	68.9%	18.9%	2.4%
Office Manager/Controller	77.9%	20.0%	1.1%
Other Office Staff	71.2%	17.2%	1.7%

3.2

RETENTION, VACANCY AND TURNOVER OF THERAPY STAFF

In 2010, an estimated 82,000 workers were employed as therapy staff, representing 4.2 percent of the total nursing facility workforce. Employees of outside contractors are widely used as therapy staff at nursing facilities across the nation. However, contract staff was not included in this study.

In 2010, the retention rate for therapy staff was 65.7 percent. Vacancy rates were low among most of therapy staff, ranging from 0 to 5.4 percent. The overall turnover rate of therapy staff was 25.7 percent, one of the lowest among all nursing facility employee categories.

Figure 3.2 Percentage Breakdown of Therapy Staff by Job Position, 2010

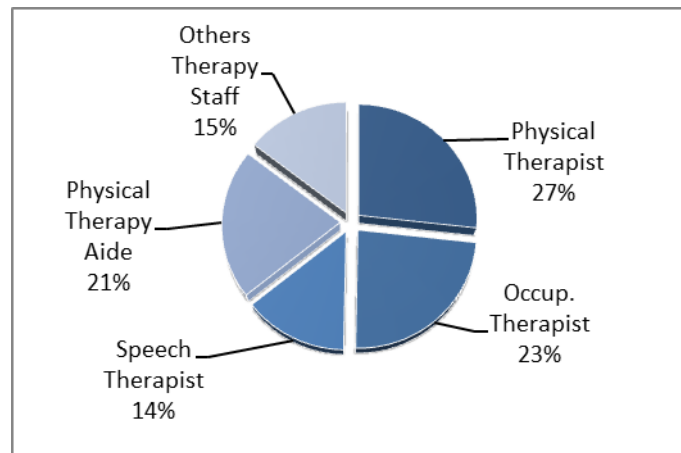


Table 3.2 Retention, Vacancy and Turnover Rates by Therapy Job Position, 2010

	Retention Rate	Turnover Rate	Vacancy Rate
<i>All Therapy Staff</i>	65.7%	25.7%	3.8%
Physical Therapist	66.6%	25.1%	5.0%
Occupational Therapist	64.3%	27.8%	5.1%
Speech /Language Therapist	61.1%	30.6%	5.4%
Physical Therapy Aide	69.4%	22.8%	1.9%
Occupational Therapy Aide	65.5%	23.0%	3.3%
Speech Therapy Aide	62.7%	16.9%	0.0%

3.3

RETENTION, VACANCY AND TURNOVER OF FOOD SERVICES STAFF

In 2010, an estimated 223,000 workers were employed as food services staff, representing 11.5 percent of the total nursing facility workforce.

In 2010, the retention rate of food services staff was 55.3 percent. Overall vacancy rate of food service staff was 3.8 percent. The overall turnover rate of food services staff was 33.7 percent, the second high next to nursing staff (39.5 percent).

Figure 3.3 Percentage Breakdown of Food Services Staff by Job Position, 2010

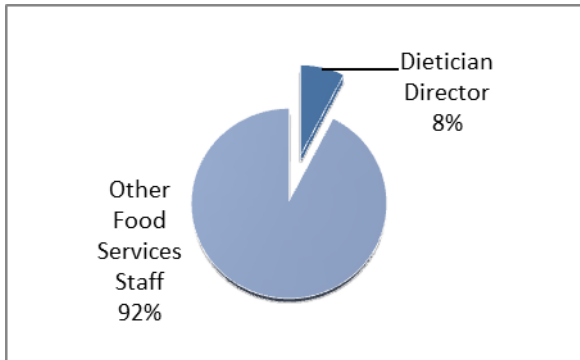


Table 3.3 Retention, Vacancy and Turnover Rates by Food Services Job Position, 2010

	Retention Rate	Turnover Rate	Vacancy Rate
<i>All Food Services Staff</i>	55.3%	33.7%	3.3%
Dietician Supervisor	72.7%	16.6%	1.9%
Other food Service Staff	54.1%	35.1%	3.4%

3.4

RETENTION, VACANCY AND TURNOVER OF HOUSEKEEPING AND MAINTENANCE STAFF

In 2010, an estimated 188,000 workers were employed as housekeeping and maintenance staff, representing 9.7 percent of the total nursing facility workforce.

In 2010, the retention rate for housekeeping and maintenance staff was 65.2 percent. Vacancy rates were relatively low among most of housekeeping and maintenance staff, ranging from 2.2 to 2.9 percent. The overall turnover rate of housekeeping and maintenance staff was 24.3 percent.

Figure 3.4 Percentage Breakdown of Housekeeping and Maintenance Staff by Job Position, 2010

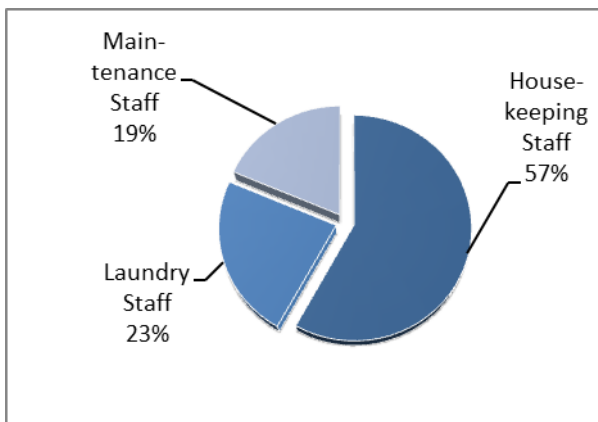


Table 3.4 Retention, Vacancy and Turnover Rates by Housekeeping and Maintenance Job Position, 2010

	Retention Rate	Turnover Rate	Vacancy Rate
<i>All Housekeeping & Maintenance Staff</i>	65.2%	24.3%	2.6%
Housekeeping Staff	61.9%	27.1%	2.9%
Laundry Staff	68.9%	22.5%	2.3%
Maintenance Staff	71.4%	18.0%	2.4%

3.5

RETENTION, VACANCY AND TURNOVER OF SOCIAL SERVICES AND ACTIVITIES STAFF

In 2010, an estimated 87,000 workers were employed as social services and activities staff, representing 4.5 percent of the total nursing facility workforce.

In 2010, the retention rate for social services and activities staff was 66.5 percent, the second highest next to administrative and management staff. Overall vacancy rate of social services and activities staff was 2.8 percent. The overall turnover rate for social services and activities staff was 22.5 percent.

Figure 3.5. Percentage Breakdown of Social Services and Activities Staff by Job Position, 2010

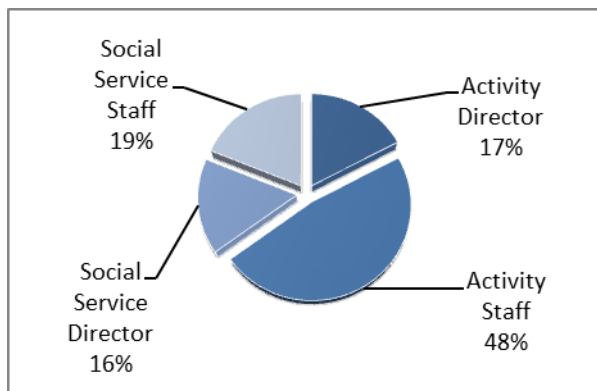


Table 3.5 Retention, Vacancy and Turnover Rates by Social Services and Activities Job Position, 2010

	Retention Rate	Turnover Rate	Vacancy Rate
<i>All Social Services & Activity Staff</i>	66.5%	22.5%	2.8%
Activity Director	76.0%	14.7%	2.2%
Activity Staff	63.3%	25.6%	3.3%
Social Service Director	70.6%	21.1%	2.2%
Social Service Staff	63.1%	22.8%	2.9%

4.0

SURVEY METHODOLOGY

2010 Nursing Facility Staffing Survey is an AHCA research project to collect nationwide retention, vacancy and turnover information among nursing

facility employees of six major job categories and twenty-seven job positions (see the table below).

Nursing Facility Job Category	Nursing Facility Job Position
Administrative & Management	Administrator
	Office Manager/Controller
	Other Office Staff
Nursing	Director of Nursing (DON)
	RN with Administrative Duties
	Staff Registered Nurse (RN)
	Licensed Practical Nurse (LPN)
	Certified Nurse Assistant (CNA)
	Non-Certified Nurse Aide, if applicable
	MDS Coordinator
	Staff Development Coordinator
	Other Nursing Staff
Therapy	Physical Therapist
	Occupational Therapist
	Speech Therapist/Language Pathologist
	Physical Therapy Aide
	Occupational Therapy Aide
	Speech Therapy Aide
Food Services	Dietician Supervisor
	Other food Service Staff
Housekeeping & Maintenance	Housekeeping Staff
	Laundry Staff
	Maintenance Staff
Social Services and Activities	Activity Director
	Activity Staff
	Social Service Director
	Social Service Staff
Other	Others

The survey questionnaire was used to collect four pieces of nursing facility staff information:

- Number of total current employees - the total number of persons on the payroll who worked or received pay as of December 31, 2010. All full-time, part-time, permanent, short-term, seasonal, salaried, and hourly employees were included. Employees of temporary help agencies and outside contractors will be excluded because they are counted by their employer of record, not by the nursing facility where they are working.
- Number of total vacant positions - a vacant position means that: 1) a specific full-time or part-time position exists and there is work available for that position, 2) work could start within 30 days regardless of whether a suitable candidate is found, and 3) the employer is actively recruiting from outside the establishment to fill the position. Jobs to be filled only by internal transfers, promotions, demotions, or recall from layoffs are excluded.
- Total number of employees who had worked in the facility for 12 months or longer - should not include employee(s) who had changed her/his job position within the same facility in the 12 months. For example, if the facility administrator left during 2010 and was replaced by the individual in the director of nursing position, the number of employees in this column would be reported as 0 for both the administrator and director of nursing positions.
- Total number of employees who had worked in the facility during calendar year 2010.

In this report, we present aggregated results for the all job categories. We also report results for

selected job positions, particularly for all major nursing staff positions. Data for some job position was insufficient for analysis. Data from Alaska was insufficient to generate state level analysis. To ensure the reliability of the data, frequency distributions were examined and data was omitted from the analysis where individual responses were out of range or a combination of responses were deemed implausible through contingency checks. In cases where implausible or out of range data was detected, responses were omitted from analysis for the specific job position, except where noted otherwise.

Results were adjusted to provide estimates representing the universe of nursing facilities eligible to participate in the survey. Population weights were calculated and applied for nursing facilities related to retention, vacancy, and turnover rates. Population adjustment factors were calculated in each job-specific analysis of retention, vacancy and turnover by dividing the number of facilities in the population within each category by the number of responding facilities in the category with usable data. The resulting factors were incorporated into the calculation of retention, vacancy and turnover rate estimates.

All retention, vacancy and turnover rates are presented in this report as percentages. Retention rates were calculated by dividing the total number of employees who had worked in the nursing facility for 12 months or longer as of December 31, 2010 by the total number of employees during calendar year 2010. Vacancy rates were calculated by dividing the total number of vacancies as of December 31, 2010 by the total number of established positions as of December 31, 2010. Turnover rates were calculated by dividing the total number of terminations in 2010 by the total number of employees as of December 31, 2010.

Appendix A

TABLES OF RETENTION, VACANCY AND TURNOVER RATES BY JOB CATEGORY AND JOB POSITION

1.

RETENTION, VACANCY AND TURNOVER RATES OF ADMINISTRATIVE AND MANAGEMENT STAFF

Appendix A Table 1

ADMINISTRATIVE AND MANAGEMENT – ALL

	Retention	Turnover	Vacancy		Retention	Turnover	Vacancy
United States	71.9%	18.0%	1.8%	Mississippi	78.9%	12.0%	2.6%
Alaska*				Montana	78.3%	23.3%	2.1%
Alabama	78.2%	15.1%	3.2%	North Carolina	74.5%	15.7%	1.6%
Arkansas	67.4%	18.1%	0.6%	North Dakota	79.8%	6.1%	1.0%
Arizona	64.7%	22.4%	0.6%	Nebraska	69.0%	20.6%	3.7%
California	69.8%	20.7%	1.8%	New Hampshire	79.4%	22.1%	7.5%
Colorado	62.2%	36.7%	6.2%	New Jersey	71.5%	15.7%	1.9%
Connecticut	78.7%	18.5%	0.6%	New Mexico	51.3%	42.7%	1.4%
District of Columbia	70.9%	13.2%	0.0%	Nevada	60.9%	42.3%	3.7%
Delaware	64.5%	23.0%	3.1%	New York	85.4%	7.1%	2.3%
Florida	70.0%	15.9%	1.2%	Ohio	72.0%	17.7%	0.9%
Georgia	74.4%	16.2%	1.1%	Oklahoma	67.3%	28.9%	1.3%
Hawaii	71.0%	18.0%	3.0%	Oregon	72.2%	19.8%	0.8%
Iowa	76.0%	9.4%	1.0%	Pennsylvania	71.0%	18.7%	1.7%
Idaho	68.1%	22.2%	0.0%	Rhode Island	81.8%	10.4%	0.0%
Illinois	70.3%	16.9%	1.9%	South Carolina	81.1%	6.7%	1.8%
Indiana	64.9%	23.1%	1.0%	South Dakota	84.1%	4.5%	1.1%
Kansas	68.1%	18.5%	1.4%	Tennessee	74.5%	14.2%	1.0%
Kentucky	67.9%	24.6%	1.9%	Texas	56.9%	29.3%	3.8%
Louisiana	73.9%	14.1%	2.0%	Utah	74.9%	15.1%	1.6%
Massachusetts	72.6%	20.6%	0.6%	Virginia	76.1%	13.8%	1.8%
Maryland	65.2%	22.8%	0.9%	Vermont	68.4%	5.6%	6.4%
Maine	72.0%	13.2%	1.2%	Washington	71.1%	23.5%	6.7%
Michigan	78.8%	12.0%	1.1%	Wisconsin	74.7%	15.7%	2.4%
Minnesota	78.5%	12.3%	2.2%	West Virginia	70.6%	22.2%	2.8%
Missouri	74.1%	15.2%	0.7%	Wyoming	94.5%	2.8%	0.0%

* Data is insufficient for meaningful analysis.

Appendix A Table 2

ADMINISTRATIVE AND MANAGEMENT – ADMINISTRATOR

	Retention	Turnover	Vacancy		Retention	Turnover	Vacancy
United States	68.9%	18.9%	2.4%	Mississippi	68.8%	18.5%	1.7%
Alaska*				Montana	66.7%	20.0%	8.3%
Alabama	78.5%	13.4%	2.8%	North Carolina	65.6%	18.4%	1.7%
Arkansas	61.3%	23.0%	0.0%	North Dakota	88.5%	0.0%	0.0%
Arizona	58.6%	26.1%	0.0%	Nebraska	76.6%	16.8%	5.5%
California	73.2%	17.7%	2.4%	New Hampshire	78.6%	12.0%	0.0%
Colorado	54.0%	22.0%	4.3%	New Jersey	77.1%	12.2%	0.0%
Connecticut	75.5%	10.4%	0.0%	New Mexico	51.7%	31.8%	8.3%
District of Columbia	42.9%	16.7%	0.0%	Nevada	77.8%	28.6%	0.0%
Delaware	53.3%	36.4%	0.0%	New York	79.2%	10.3%	1.4%
Florida	62.5%	24.1%	1.1%	Ohio	64.6%	21.8%	3.3%
Georgia	75.1%	14.2%	2.4%	Oklahoma	64.5%	24.0%	1.9%
Hawaii	76.9%	18.2%	25.0%	Oregon	60.7%	27.1%	0.0%
Iowa	79.3%	8.0%	1.1%	Pennsylvania	66.4%	20.5%	2.9%
Idaho	63.2%	5.6%	0.0%	Rhode Island	80.0%	7.1%	0.0%
Illinois	73.8%	14.5%	1.1%	South Carolina	90.0%	2.6%	0.0%
Indiana	61.5%	22.0%	1.4%	South Dakota	80.8%	4.0%	4.2%
Kansas	70.0%	14.3%	0.0%	Tennessee	65.5%	17.0%	2.6%
Kentucky	62.7%	23.6%	1.8%	Texas	47.7%	43.1%	6.2%
Louisiana	82.3%	10.7%	0.0%	Utah	85.3%	6.3%	0.0%
Massachusetts	69.0%	18.4%	2.7%	Virginia	84.3%	6.2%	2.4%
Maryland	65.4%	23.8%	0.0%	Vermont	83.3%	0.0%	0.0%
Maine	76.1%	12.2%	0.0%	Washington	52.9%	41.7%	8.0%
Michigan	70.6%	21.4%	1.9%	Wisconsin	73.8%	20.4%	7.0%
Minnesota	70.0%	19.0%	4.4%	West Virginia	62.9%	20.7%	8.0%
Missouri	78.1%	12.9%	0.0%	Wyoming	100%	0.0%	0.0%

* Data is insufficient for meaningful analysis.

2.

RETENTION, VACANCY AND TURNOVER RATES OF NURSING STAFF

Appendix A Table 3

NURSING STAFF - ALL

	Retention	Turnover	Vacancy		Retention	Turnover	Vacancy
United States	51.4%	39.5%	4.9%	Mississippi	55.0%	30.0%	4.8%
Alaska*				Montana	48.8%	51.2%	5.5%
Alabama	47.6%	48.4%	3.7%	North Carolina	46.5%	43.0%	3.6%
Arkansas	40.5%	45.3%	4.6%	North Dakota	62.0%	29.2%	5.0%
Arizona	47.8%	43.9%	2.2%	Nebraska	49.1%	40.1%	5.9%
California	61.6%	26.5%	2.9%	New Hampshire	57.0%	32.5%	9.8%
Colorado	44.5%	47.7%	5.8%	New Jersey	61.4%	29.0%	4.7%
Connecticut	69.6%	21.7%	4.4%	New Mexico	34.7%	69.7%	3.0%
District of Columbia	61.5%	23.5%	9.7%	Nevada	51.2%	44.1%	2.6%
Delaware	57.4%	36.8%	6.5%	New York	70.7%	19.7%	6.9%
Florida	59.1%	28.0%	3.6%	Ohio	51.5%	37.3%	3.5%
Georgia	51.5%	41.6%	4.9%	Oklahoma	31.9%	71.2%	5.0%
Hawaii	74.6%	15.4%	3.6%	Oregon	50.5%	36.3%	4.1%
Iowa	53.7%	29.5%	5.7%	Pennsylvania	53.5%	39.3%	4.8%
Idaho	43.2%	52.9%	2.8%	Rhode Island	55.5%	36.4%	5.2%
Illinois	52.2%	38.0%	6.2%	South Carolina	51.4%	35.6%	4.4%
Indiana	44.6%	46.4%	3.8%	South Dakota	47.9%	42.8%	6.9%
Kansas	35.8%	61.0%	5.0%	Tennessee	49.6%	35.9%	3.6%
Kentucky	42.2%	54.6%	5.7%	Texas	34.3%	72.0%	9.1%
Louisiana	46.4%	43.0%	6.3%	Utah	40.5%	52.8%	1.1%
Massachusetts	63.7%	26.4%	4.8%	Virginia	53.5%	37.6%	6.6%
Maryland	52.2%	38.1%	4.1%	Vermont	45.9%	32.6%	8.0%
Maine	55.8%	34.9%	7.3%	Washington	46.7%	52.1%	6.9%
Michigan	53.5%	36.8%	5.6%	Wisconsin	53.5%	37.3%	5.0%
Minnesota	53.1%	36.9%	4.3%	West Virginia	47.8%	54.4%	5.2%
Missouri	34.6%	67.2%	4.2%	Wyoming	41.6%	49.7%	11.7%

* Data is insufficient for meaningful analysis.

Appendix A Table 4

NURSING STAFF – DIRECTOR OF NURSING (DON)

	Retention	Turnover	Vacancy		Retention	Turnover	Vacancy
United States	64.1%	26.0%	3.9%	Mississippi	66.7%	20.0%	1.8%
Alaska*				Montana	60.7%	21.7%	7.1%
Alabama	75.6%	18.0%	3.0%	North Carolina	68.6%	24.9%	3.5%
Arkansas	59.4%	25.5%	2.4%	North Dakota	79.3%	11.5%	0.0%
Arizona	57.6%	37.5%	0.0%	Nebraska	77.0%	16.5%	10.1%
California	67.0%	25.3%	5.6%	New Hampshire	64.4%	32.4%	12.5%
Colorado	50.0%	34.9%	7.1%	New Jersey	75.9%	11.3%	3.0%
Connecticut	73.6%	20.5%	9.5%	New Mexico	53.1%	45.5%	9.1%
District of Columbia	62.5%	33.3%	0.0%	Nevada	61.1%	28.6%	0.0%
Delaware	83.3%	9.1%	0.0%	New York	76.3%	12.8%	1.7%
Florida	52.5%	35.0%	2.3%	Ohio	69.4%	20.3%	1.3%
Georgia	68.4%	23.8%	6.2%	Oklahoma	53.8%	28.2%	1.9%
Hawaii	66.7%	25.0%	0.0%	Oregon	67.2%	32.6%	3.0%
Iowa	68.1%	21.1%	1.1%	Pennsylvania	61.8%	30.1%	5.6%
Idaho	62.1%	26.1%	0.0%	Rhode Island	80.6%	10.7%	0.0%
Illinois	57.7%	34.0%	3.4%	South Carolina	72.1%	13.2%	0.0%
Indiana	62.0%	27.4%	0.0%	South Dakota	70.4%	17.4%	8.7%
Kansas	45.1%	50.0%	1.8%	Tennessee	62.1%	24.7%	4.1%
Kentucky	62.6%	29.7%	1.7%	Texas	43.2%	56.0%	8.9%
Louisiana	58.4%	37.5%	0.0%	Utah	53.8%	18.2%	0.0%
Massachusetts	73.1%	15.6%	7.8%	Virginia	88.0%	2.0%	2.4%
Maryland	58.1%	32.3%	0.0%	Vermont	61.5%	8.3%	0.0%
Maine	69.6%	15.0%	9.1%	Washington	72.5%	25.0%	4.3%
Michigan	68.6%	20.4%	1.8%	Wisconsin	62.6%	32.4%	5.6%
Minnesota	62.9%	28.9%	9.1%	West Virginia	59.7%	26.3%	0.0%
Missouri	73.4%	16.0%	1.5%	Wyoming	87.5%	0.0%	0.0%

* Data is insufficient for meaningful analysis.

Appendix A Table 5

NURSING STAFF – REGISTERED NURSE WITH ADMINISTRATIVE DUTIES (ARN)

	Retention	Turnover	Vacancy		Retention	Turnover	Vacancy
United States	64.2%	25.7%	4.4%	Mississippi	58.8%	41.7%	0.0%
Alaska*				Montana	90.0%	42.9%	0.0%
Alabama	78.3%	20.7%	0.0%	North Carolina	72.7%	17.9%	2.4%
Arkansas	63.5%	15.6%	2.9%	North Dakota	100 %	18.2%	0.0%
Arizona	75.0%	20.0%	0.0%	Nebraska	66.7%	17.1%	0.0%
California	70.9%	19.4%	0.0%	New Hampshire	83.3%	12.5%	10.0%
Colorado	60.9%	38.1%	12.2%	New Jersey	62.7%	19.6%	4.0%
Connecticut	78.9%	5.6%	0.0%	New Mexico	52.0%	19.0%	0.0%
District of Columbia	75.0%	33.3%	0.0%	Nevada	50.0%	33.3%	0.0%
Delaware	60.0%	25.0%	0.0%	New York	88.9%	8.6%	2.3%
Florida	61.4%	28.3%	6.6%	Ohio	69.9%	26.5%	6.3%
Georgia	63.9%	25.3%	4.8%	Oklahoma	53.2%	27.4%	7.8%
Hawaii	85.7%	16.7%	0.0%	Oregon	87.5%	14.3%	14.3%
Iowa	62.7%	27.5%	2.8%	Pennsylvania	53.1%	36.4%	3.6%
Idaho	50.0%	33.3%	0.0%	Rhode Island	70.6%	13.3%	0.0%
Illinois	67.7%	26.9%	8.7%	South Carolina	62.5%	33.3%	12.5%
Indiana	53.3%	30.4%	5.8%	South Dakota	42.9%	75.0%	0.0%
Kansas	67.4%	21.1%	0.0%	Tennessee	63.0%	21.1%	4.9%
Kentucky	55.1%	24.1%	0.0%	Texas	55.6%	39.9%	11.1%
Louisiana	70.1%	16.7%	4.0%	Utah	60.0%	36.4%	0.0%
Massachusetts	66.7%	19.2%	3.4%	Virginia	60.5%	26.5%	3.2%
Maryland	59.3%	25.5%	7.1%	Vermont	100 %	0.0%	0.0%
Maine	66.7%	12.5%	9.1%	Washington	73.9%	27.8%	0.0%
Michigan	70.0%	21.2%	4.7%	Wisconsin	53.2%	51.2%	0.0%
Minnesota	68.7%	26.4%	2.3%	West Virginia	66.7%	22.7%	0.0%
Missouri	72.6%	21.6%	0.0%	Wyoming	100 %	0.0%	0.0%

* Data is insufficient for meaningful analysis.

Appendix A Table 6

NURSING STAFF – STAFF REGISTERED NURSE (RN)

	Retention	Turnover	Vacancy		Retention	Turnover	Vacancy
United States	49.5%	41.0%	7.0%	Mississippi	49.6%	28.4%	6.8%
Alaska*				Montana	47.3%	39.8%	3.7%
Alabama	39.6%	57.8%	6.1%	North Carolina	39.6%	54.9%	2.7%
Arkansas	47.4%	33.1%	3.0%	North Dakota	71.8%	20.2%	9.4%
Arizona	39.1%	59.1%	5.5%	Nebraska	57.6%	31.9%	9.6%
California	54.2%	31.6%	4.0%	New Hampshire	48.3%	46.1%	14.8%
Colorado	37.0%	55.7%	7.0%	New Jersey	53.8%	37.7%	4.8%
Connecticut	60.0%	36.7%	5.8%	New Mexico	31.3%	58.3%	0.9%
District of Columbia	42.9%	64.7%	8.1%	Nevada	48.4%	37.6%	1.5%
Delaware	56.1%	43.8%	10.8%	New York	72.6%	15.4%	7.9%
Florida	42.3%	43.9%	8.5%	Ohio	46.9%	40.6%	3.2%
Georgia	45.4%	51.4%	6.6%	Oklahoma	30.7%	62.2%	12.2%
Hawaii	74.3%	15.6%	4.5%	Oregon	52.8%	35.6%	3.3%
Iowa	56.6%	26.1%	6.8%	Pennsylvania	49.9%	40.6%	4.7%
Idaho	37.5%	67.3%	0.0%	Rhode Island	58.3%	37.5%	7.6%
Illinois	55.3%	35.8%	6.9%	South Carolina	46.2%	40.5%	6.0%
Indiana	45.8%	46.1%	7.5%	South Dakota	51.7%	45.0%	11.5%
Kansas	42.5%	43.6%	6.9%	Tennessee	50.9%	27.6%	5.2%
Kentucky	37.8%	70.2%	12.5%	Texas	35.1%	57.1%	21.9%
Louisiana	40.8%	30.7%	13.3%	Utah	44.7%	44.8%	0.0%
Massachusetts	57.6%	34.5%	5.9%	Virginia	50.9%	39.8%	11.6%
Maryland	44.6%	51.9%	5.3%	Vermont	45.2%	28.3%	17.6%
Maine	52.3%	40.8%	10.5%	Washington	45.1%	54.6%	5.2%
Michigan	48.1%	46.6%	9.3%	Wisconsin	49.3%	39.3%	5.0%
Minnesota	51.0%	40.7%	6.4%	West Virginia	35.8%	66.1%	18.4%
Missouri	37.5%	64.3%	5.8%	Wyoming	56.7%	26.0%	7.6%

* Data is insufficient for meaningful analysis.

Appendix A Table 7

NURSING STAFF – LICENSED PRACTICAL NURSE (LPN)

	Retention	Turnover	Vacancy		Retention	Turnover	Vacancy
United States	56.0%	34.7%	4.3%	Mississippi	68.8%	18.5%	1.7%
Alaska*				Montana	66.7%	20.0%	8.3%
Alabama	50.9%	42.4%	3.4%	North Carolina	65.6%	18.4%	1.7%
Arkansas	45.7%	32.7%	5.1%	North Dakota	88.5%	0.0%	0.0%
Arizona	49.1%	46.4%	2.4%	Nebraska	76.6%	16.8%	5.5%
California	65.1%	26.2%	2.2%	New Hampshire	78.6%	12.0%	0.0%
Colorado	50.5%	42.0%	8.1%	New Jersey	77.1%	12.2%	0.0%
Connecticut	68.0%	22.5%	3.6%	New Mexico	51.7%	31.8%	8.3%
District of Columbia	68.7%	22.0%	6.6%	Nevada	77.8%	28.6%	0.0%
Delaware	60.9%	36.7%	3.4%	New York	79.2%	10.3%	1.4%
Florida	57.3%	30.8%	3.1%	Ohio	64.6%	21.8%	3.3%
Georgia	53.5%	40.9%	3.7%	Oklahoma	64.5%	24.0%	1.9%
Hawaii	71.7%	19.8%	9.0%	Oregon	60.7%	27.1%	0.0%
Iowa	58.2%	24.4%	4.0%	Pennsylvania	66.4%	20.5%	2.9%
Idaho	49.4%	38.7%	0.0%	Rhode Island	80.0%	7.1%	0.0%
Illinois	54.5%	32.2%	6.9%	South Carolina	90.0%	2.6%	0.0%
Indiana	53.8%	35.6%	4.0%	South Dakota	80.8%	4.0%	4.2%
Kansas	42.1%	48.1%	4.2%	Tennessee	65.5%	17.0%	2.6%
Kentucky	48.1%	49.5%	5.6%	Texas	47.7%	43.1%	6.2%
Louisiana	50.0%	32.1%	4.0%	Utah	85.3%	6.3%	0.0%
Massachusetts	65.5%	25.6%	4.4%	Virginia	84.3%	6.2%	2.4%
Maryland	57.6%	34.1%	3.0%	Vermont	83.3%	0.0%	0.0%
Maine	59.4%	30.5%	9.3%	Washington	52.9%	41.7%	8.0%
Michigan	55.0%	32.6%	5.4%	Wisconsin	73.8%	20.4%	7.0%
Minnesota	56.8%	36.7%	5.5%	West Virginia	62.9%	20.7%	8.0%
Missouri	43.0%	50.4%	4.0%	Wyoming	100 %	0.0%	0.0%

* Data is insufficient for meaningful analysis.

Appendix A Table 8

NURSING STAFF – CERTIFIED NURSE ASSISTANT (CNA)

	Retention	Turnover	Vacancy		Retention	Turnover	Vacancy
United States	49.0%	42.6%	5.1%	Mississippi	54.5%	31.0%	5.0%
Alaska*				Montana	45.3%	62.5%	7.4%
Alabama	46.9%	50.1%	3.5%	North Carolina	44.1%	45.6%	4.2%
Arkansas	37.7%	50.8%	5.0%	North Dakota	57.3%	35.3%	4.7%
Arizona	46.5%	42.9%	1.7%	Nebraska	41.2%	49.4%	5.8%
California	61.5%	26.3%	2.9%	New Hampshire	56.3%	31.4%	4.8%
Colorado	43.6%	49.9%	5.4%	New Jersey	61.4%	27.7%	5.5%
Connecticut	70.8%	20.6%	5.2%	New Mexico	34.5%	72.5%	3.3%
District of Columbia	60.0%	24.0%	11.8%	Nevada	51.3%	42.3%	2.8%
Delaware	53.8%	39.1%	10.2%	New York	67.6%	23.1%	7.9%
Florida	60.5%	26.3%	3.2%	Ohio	47.9%	41.9%	4.3%
Georgia	49.7%	43.4%	4.6%	Oklahoma	28.7%	79.8%	4.6%
Hawaii	73.8%	15.8%	2.0%	Oregon	47.8%	36.7%	4.2%
Iowa	49.7%	33.4%	6.6%	Pennsylvania	50.9%	43.6%	5.7%
Idaho	41.3%	57.9%	4.2%	Rhode Island	51.6%	38.2%	5.0%
Illinois	48.2%	42.8%	6.0%	South Carolina	49.7%	37.2%	3.7%
Indiana	38.8%	54.9%	3.7%	South Dakota	43.0%	49.4%	6.4%
Kansas	32.1%	68.5%	5.6%	Tennessee	46.6%	40.7%	4.1%
Kentucky	39.2%	58.6%	5.6%	Texas	31.1%	80.3%	8.0%
Louisiana	42.4%	52.5%	6.6%	Utah	34.9%	61.3%	1.5%
Massachusetts	64.0%	26.2%	4.9%	Virginia	51.3%	38.8%	6.8%
Maryland	51.0%	39.8%	4.9%	Vermont	42.5%	41.8%	8.5%
Maine	55.1%	36.5%	6.1%	Washington	45.8%	50.5%	6.0%
Michigan	52.2%	38.3%	5.5%	Wisconsin	51.6%	38.9%	5.8%
Minnesota	50.3%	39.0%	4.3%	West Virginia	46.5%	59.7%	5.9%
Missouri	30.0%	78.7%	4.8%	Wyoming	35.7%	74.3%	17.9%

* Data is insufficient for meaningful analysis.

3.

RETENTION, VACANCY AND TURNOVER RATES OF THERAPY STAFF

Appendix A Table 9

THERAPY STAFF - ALL

	Retention	Turnover	Vacancy		Retention	Turnover	Vacancy
United States	65.7%	25.7%	3.8%	Mississippi	73.1%	3.8%	1.0%
Alaska*				Montana	76.5%	23.0%	8.7%
Alabama	69.3%	20.5%	1.0%	North Carolina	65.4%	23.4%	2.9%
Arkansas	79.4%	13.0%	2.2%	North Dakota	86.0%	9.0%	5.0%
Arizona	69.0%	21.5%	1.1%	Nebraska	64.8%	15.4%	2.9%
California	62.2%	20.5%	2.5%	New Hampshire	65.5%	47.4%	16.8%
Colorado	32.0%	8.7%	9.6%	New Jersey	57.4%	44.7%	2.4%
Connecticut	66.8%	38.4%	6.2%	New Mexico	52.0%	29.5%	0.0%
District of Columbia	29.4%	6.3%	23.8%	Nevada	51.7%	76.0%	0.0%
Delaware	62.1%	54.3%	0.0%	New York	79.6%	13.6%	4.7%
Florida	69.0%	15.0%	6.3%	Ohio	68.0%	8.7%	1.1%
Georgia	65.8%	16.9%	6.2%	Oklahoma	65.8%	11.3%	5.3%
Hawaii	65.6%	10.3%	13.6%	Oregon	62.0%	37.0%	7.7%
Iowa	61.2%	84.7%	3.2%	Pennsylvania	61.6%	34.1%	2.1%
Idaho	54.8%	5.8%	4.8%	Rhode Island	70.9%	36.2%	1.9%
Illinois	69.2%	41.1%	3.7%	South Carolina	51.6%	25.7%	7.9%
Indiana	74.6%	9.2%	1.1%	South Dakota	70.4%	0.0%	10.5%
Kansas	70.2%	13.6%	0.5%	Tennessee	67.2%	12.0%	3.0%
Kentucky	62.5%	20.0%	8.1%	Texas	55.2%	27.4%	7.3%
Louisiana	72.8%	5.8%	5.3%	Utah	50.0%	20.9%	2.1%
Massachusetts	73.0%	29.5%	2.7%	Virginia	70.2%	21.0%	6.0%
Maryland	52.9%	64.8%	1.6%	Vermont	56.4%	27.3%	10.8%
Maine	69.2%	48.8%	3.4%	Washington	66.6%	23.4%	8.4%
Michigan	71.7%	4.3%	7.0%	Wisconsin	74.6%	11.6%	2.6%
Minnesota	81.2%	14.1%	2.0%	West Virginia	48.5%	52.0%	1.0%
Missouri	63.1%	41.6%	1.1%	Wyoming	n/a	n/a	n/a

* Data is insufficient for meaningful analysis.

4.

RETENTION, VACANCY AND TURNOVER RATES OF FOOD SERVICES STAFF

Appendix A Table 10

FOOD SERVICES - ALL

	Retention	Turnover	Vacancy		Retention	Turnover	Vacancy
United States	55.3%	33.7%	3.3%	Mississippi	66.3%	19.5%	4.6%
Alaska*				Montana	38.6%	72.4%	4.7%
Alabama	59.8%	34.0%	5.7%	North Carolina	53.8%	31.1%	1.2%
Arkansas	44.7%	38.9%	5.4%	North Dakota	66.2%	19.9%	2.4%
Arizona	43.3%	50.8%	5.0%	Nebraska	46.2%	43.5%	5.1%
California	65.0%	25.2%	3.2%	New Hampshire	53.8%	34.0%	5.3%
Colorado	51.5%	42.5%	4.6%	New Jersey	57.3%	32.6%	3.6%
Connecticut	71.5%	16.1%	1.3%	New Mexico	41.2%	63.7%	2.8%
District of Columbia	66.1%	11.7%	1.0%	Nevada	50.7%	41.1%	2.4%
Delaware	43.5%	51.5%	9.7%	New York	70.7%	19.2%	2.7%
Florida	65.0%	21.3%	2.3%	Ohio	55.7%	31.3%	2.5%
Georgia	60.3%	31.1%	3.0%	Oklahoma	39.4%	56.7%	2.2%
Hawaii	78.8%	9.7%	2.1%	Oregon	60.4%	34.8%	1.5%
Iowa	53.1%	32.2%	4.3%	Pennsylvania	52.8%	34.0%	3.1%
Idaho	53.2%	42.1%	0.0%	Rhode Island	55.5%	34.7%	2.4%
Illinois	62.0%	26.2%	2.9%	South Carolina	54.8%	24.2%	3.6%
Indiana	49.0%	41.2%	4.1%	South Dakota	49.9%	34.4%	5.2%
Kansas	41.4%	60.1%	4.0%	Tennessee	60.9%	23.1%	2.2%
Kentucky	50.0%	47.1%	3.1%	Texas	40.4%	56.3%	3.2%
Louisiana	51.5%	40.7%	6.1%	Utah	42.1%	50.6%	2.5%
Massachusetts	57.9%	28.5%	2.5%	Virginia	62.2%	23.3%	7.7%
Maryland	52.4%	39.5%	2.6%	Vermont	48.7%	44.1%	2.3%
Maine	59.4%	22.3%	5.8%	Washington	52.3%	40.5%	2.2%
Michigan	64.6%	26.4%	3.8%	Wisconsin	56.2%	32.1%	2.5%
Minnesota	53.7%	31.2%	2.3%	West Virginia	51.1%	53.1%	1.9%
Missouri	43.8%	45.8%	2.6%	Wyoming	59.6%	23.6%	0.0%

* Data is insufficient for meaningful analysis.

5.

RETENTION, VACANCY AND TURNOVER RATES OF
HOUSEKEEPING AND MAINTENANCE STAFF

Appendix A Table 11

HOUSEKEEPING AND MAINTENANCE STAFF - ALL

	Retention	Turnover	Vacancy		Retention	Turnover	Vacancy
United States	65.2%	24.3%	2.6%	Mississippi	71.6%	16.2%	2.5%
Alaska*				Montana	56.9%	43.3%	1.0%
Alabama	68.2%	22.5%	2.4%	North Carolina	67.5%	17.4%	1.5%
Arkansas	50.7%	35.8%	4.2%	North Dakota	73.3%	16.6%	4.7%
Arizona	60.7%	24.5%	5.8%	Nebraska	60.0%	33.3%	5.4%
California	76.5%	13.1%	2.1%	New Hampshire	79.2%	15.1%	4.6%
Colorado	63.1%	27.5%	2.4%	New Jersey	70.0%	18.3%	3.3%
Connecticut	78.5%	14.0%	0.7%	New Mexico	48.1%	39.2%	1.1%
District of Columbia	50.5%	32.1%	2.8%	Nevada	72.4%	25.0%	3.1%
Delaware	68.2%	23.8%	3.7%	New York	78.4%	10.7%	2.5%
Florida	68.9%	21.1%	2.0%	Ohio	65.2%	21.9%	1.7%
Georgia	61.4%	28.8%	2.6%	Oklahoma	49.3%	49.9%	1.7%
Hawaii	77.7%	11.4%	2.0%	Oregon	71.8%	23.3%	0.0%
Iowa	68.2%	18.7%	2.8%	Pennsylvania	66.5%	23.2%	2.0%
Idaho	60.0%	27.4%	1.2%	Rhode Island	72.4%	20.5%	3.1%
Illinois	67.3%	25.0%	2.4%	South Carolina	68.7%	11.2%	3.3%
Indiana	54.9%	32.8%	2.6%	South Dakota	58.7%	26.7%	6.9%
Kansas	50.6%	43.6%	4.8%	Tennessee	69.6%	17.2%	2.1%
Kentucky	59.9%	28.1%	4.7%	Texas	43.6%	60.3%	2.2%
Louisiana	54.8%	36.2%	5.4%	Utah	53.9%	36.6%	0.8%
Massachusetts	75.5%	16.1%	1.8%	Virginia	72.0%	16.5%	4.6%
Maryland	65.3%	23.1%	5.1%	Vermont	54.8%	23.3%	3.0%
Maine	68.3%	17.3%	0.9%	Washington	61.7%	33.6%	2.7%
Michigan	74.4%	18.6%	2.8%	Wisconsin	70.1%	19.8%	3.1%
Minnesota	71.1%	14.4%	1.5%	West Virginia	63.7%	31.4%	2.0%
Missouri	54.6%	34.7%	1.6%	Wyoming	60.9%	34.7%	1.7%

* Data is insufficient for meaningful analysis.

6.

RETENTION, VACANCY AND TURNOVER RATES OF
SOCIAL SERVICES AND ACTIVITIES STAFF

Appendix A Table 12

SOCIAL SERVICES AND ACTIVITIES STAFF - ALL

	Retention	Turnover	Vacancy		Retention	Turnover	Vacancy
United States	66.5%	22.5%	2.8%	Mississippi	72.2%	18.9%	3.5%
Alaska*				Montana	56.4%	54.7%	0.0%
Alabama	75.0%	17.7%	0.9%	North Carolina	66.7%	20.7%	2.9%
Arkansas	79.6%	13.0%	0.8%	North Dakota	74.2%	14.4%	2.9%
Arizona	60.7%	29.0%	3.4%	Nebraska	70.8%	21.6%	3.6%
California	68.5%	25.4%	2.9%	New Hampshire	63.2%	21.8%	3.6%
Colorado	58.2%	31.0%	4.0%	New Jersey	66.3%	18.5%	2.1%
Connecticut	73.0%	19.2%	2.0%	New Mexico	44.2%	48.5%	5.0%
District of Columbia*	55.8%	36.8%	10.2%	Nevada	43.0%	67.2%	3.5%
Delaware	64.1%	28.0%	3.7%	New York	80.2%	8.4%	2.5%
Florida	70.0%	13.9%	1.6%	Ohio	67.9%	22.8%	2.8%
Georgia	70.6%	18.3%	3.5%	Oklahoma	64.1%	20.4%	2.0%
Hawaii	67.8%	16.0%	1.3%	Oregon	71.5%	28.8%	2.7%
Iowa	71.9%	14.2%	2.2%	Pennsylvania	64.7%	23.9%	2.3%
Idaho	65.3%	20.8%	0.0%	Rhode Island	60.8%	24.5%	5.5%
Illinois	65.1%	20.8%	4.5%	South Carolina	68.7%	18.8%	1.0%
Indiana	61.1%	24.6%	2.0%	South Dakota	65.6%	23.0%	3.5%
Kansas	61.7%	28.6%	4.3%	Tennessee	73.6%	12.4%	1.4%
Kentucky	64.5%	23.6%	2.1%	Texas	51.1%	41.2%	1.3%
Louisiana	72.1%	16.2%	1.4%	Utah	59.5%	25.5%	0.0%
Massachusetts	67.8%	20.8%	2.7%	Virginia	65.4%	21.7%	4.3%
Maryland	61.0%	28.7%	4.7%	Vermont	62.1%	12.7%	0.0%
Maine	69.5%	16.2%	3.2%	Washington	64.9%	35.1%	2.5%
Michigan	68.9%	20.2%	1.7%	Wisconsin	66.4%	23.8%	5.7%
Minnesota	66.1%	21.8%	3.7%	West Virginia	54.8%	39.8%	1.6%
Missouri	58.2%	35.9%	2.7%	Wyoming	69.0%	22.8%	0.0%

* Data is insufficient for meaningful analysis.

ALABAMA

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	31,501	100.0%	1,940,818	100.0%
Administrative and Management Staff	1,236	3.9%	88,310	4.6%
Nursing Staff	21,733	69.0%	1,272,869	65.6%
Therapy Staff	933	3.0%	81,763	4.2%
Food Services Staff	3,034	9.6%	222,547	11.5%
Housekeeping and Maintenance Staff	3,382	10.7%	188,484	9.7%
Social Services and Activities Staff	1,183	3.8%	86,846	4.5%
Nursing Staff	21,733	100.0%	1,272,869	100.0%
Director of Nursing (DON)	227	1.0%	15,470	1.2%
RN with Administrative Duties (ARN)	756	3.5%	36,417	2.9%
Staff Registered Nurse (RN)	1,024	4.7%	121,234	9.5%
Licensed Practical Nurse (LPN)	4,935	22.7%	255,409	20.1%
Certified Nurse Assistant (CNA)	12,975	59.7%	741,752	58.3%
Other Nursing Staff	1,629	7.5%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	53.1%	55.1%	41.0%	35.1%	3.6%	4.2%
Administrative and Management Staff	78.2%	71.9%	15.1%	18.0%	3.2%	1.8%
Nursing Staff	47.6%	51.4%	48.4%	39.5%	3.7%	4.9%
Therapy Staff	69.3%	65.7%	20.5%	25.7%	1.0%	3.8%
Food Services Staff	59.8%	55.3%	34.0%	33.7%	5.7%	3.3%
Housekeeping and Maintenance Staff	68.2%	65.2%	22.5%	24.3%	2.4%	2.6%
Social Services and Activities Staff	75.0%	66.5%	17.7%	22.5%	0.9%	2.8%
Nursing Staff						
Director of Nursing (DON)	75.6%	64.1%	18.0%	26.0%	3.0%	3.9%
RN with Administrative Duties (ARN)	52.1%	56.2%	27.9%	28.9%	6.7%	4.5%
Staff Registered Nurse (RN)	39.6%	49.5%	57.8%	41.0%	6.1%	7.0%
Licensed Practical Nurse (LPN)	50.9%	56.0%	42.4%	34.7%	3.4%	4.3%
Certified Nurse Assistant (CNA)	46.9%	49.0%	50.1%	42.6%	3.5%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

ARKANSAS

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	25,012	100.0%	1,940,818	100.0%
Administrative and Management Staff	919	3.7%	88,310	4.6%
Nursing Staff	17,729	70.9%	1,272,869	65.6%
Therapy Staff	658	2.6%	81,763	4.2%
Food Services Staff	2,295	9.2%	222,547	11.5%
Housekeeping and Maintenance Staff	2,711	10.8%	188,484	9.7%
Social Services and Activities Staff	699	2.8%	86,846	4.5%
Nursing Staff	17,729	100.0%	1,272,869	100.0%
Director of Nursing (DON)	225	1.3%	15,470	1.2%
RN with Administrative Duties (ARN)	254	1.4%	36,417	2.9%
Staff Registered Nurse (RN)	542	3.1%	121,234	9.5%
Licensed Practical Nurse (LPN)	3,726	21.0%	255,409	20.1%
Certified Nurse Assistant (CNA)	11,771	66.4%	741,752	58.3%
Other Nursing Staff	1,009	5.7%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	44.5%	55.1%	40.9%	35.1%	4.3%	4.2%
Administrative and Management Staff	67.4%	71.9%	18.1%	18.0%	0.6%	1.8%
Nursing Staff	40.5%	51.4%	45.3%	39.5%	4.6%	4.9%
Therapy Staff	79.4%	65.7%	13.0%	25.7%	2.2%	3.8%
Food Services Staff	44.7%	55.3%	38.9%	33.7%	5.4%	3.3%
Housekeeping and Maintenance Staff	50.7%	65.2%	35.8%	24.3%	4.2%	2.6%
Social Services and Activities Staff	79.6%	66.5%	13.0%	22.5%	0.8%	2.8%
Nursing Staff						
Director of Nursing (DON)	59.4%	64.1%	25.5%	26.0%	2.4%	3.9%
RN with Administrative Duties (ARN)	50.0%	56.2%	32.1%	28.9%	2.3%	4.5%
Staff Registered Nurse (RN)	47.4%	49.5%	33.1%	41.0%	3.0%	7.0%
Licensed Practical Nurse (LPN)	45.7%	56.0%	32.7%	34.7%	5.1%	4.3%
Certified Nurse Assistant (CNA)	37.7%	49.0%	50.8%	42.6%	5.0%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

ARIZONA

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	19,652	100.0%	1,940,818	100.0%
Administrative and Management Staff	1,365	6.9%	88,310	4.6%
Nursing Staff	12,682	64.5%	1,272,869	65.6%
Therapy Staff	808	4.1%	81,763	4.2%
Food Services Staff	2,085	10.6%	222,547	11.5%
Housekeeping and Maintenance Staff	1,934	9.8%	188,484	9.7%
Social Services and Activities Staff	779	4.0%	86,846	4.5%
Nursing Staff	12,682	100.0%	1,272,869	100.0%
Director of Nursing (DON)	139	1.1%	15,470	1.2%
RN with Administrative Duties (ARN)	114	0.9%	36,417	2.9%
Staff Registered Nurse (RN)	1,360	10.7%	121,234	9.5%
Licensed Practical Nurse (LPN)	2,658	21.0%	255,409	20.1%
Certified Nurse Assistant (CNA)	7,234	57.0%	741,752	58.3%
Other Nursing Staff	1,050	8.3%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	50.7%	55.1%	39.7%	35.1%	2.8%	4.2%
Administrative and Management Staff	64.7%	71.9%	22.4%	18.0%	0.6%	1.8%
Nursing Staff	47.8%	51.4%	43.9%	39.5%	2.2%	4.9%
Therapy Staff	69.0%	65.7%	21.5%	25.7%	1.1%	3.8%
Food Services Staff	43.3%	55.3%	50.8%	33.7%	5.0%	3.3%
Housekeeping and Maintenance Staff	60.7%	65.2%	24.5%	24.3%	5.8%	2.6%
Social Services and Activities Staff	60.7%	66.5%	29.0%	22.5%	3.4%	2.8%
Nursing Staff						
Director of Nursing (DON)	57.6%	64.1%	37.5%	26.0%	0.0%	3.9%
RN with Administrative Duties (ARN)	78.6%	56.2%	0.0%	28.9%	0.0%	4.5%
Staff Registered Nurse (RN)	39.1%	49.5%	59.1%	41.0%	5.5%	7.0%
Licensed Practical Nurse (LPN)	49.1%	56.0%	46.4%	34.7%	2.4%	4.3%
Certified Nurse Assistant (CNA)	46.5%	49.0%	42.9%	42.6%	1.7%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

CALIFORNIA

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	142,503	100.0%	1,940,818	100.0%
Administrative and Management Staff	7,521	5.3%	88,310	4.6%
Nursing Staff	93,381	65.5%	1,272,869	65.6%
Therapy Staff	7,782	5.5%	81,763	4.2%
Food Services Staff	13,971	9.8%	222,547	11.5%
Housekeeping and Maintenance Staff	13,323	9.3%	188,484	9.7%
Social Services and Activities Staff	6,525	4.6%	86,846	4.5%
Nursing Staff	93,381	100.0%	1,272,869	100.0%
Director of Nursing (DON)	1,179	1.3%	15,470	1.2%
RN with Administrative Duties (ARN)	2,577	2.8%	36,417	2.9%
Staff Registered Nurse (RN)	9,665	10.4%	121,234	9.5%
Licensed Practical Nurse (LPN)	16,695	17.9%	255,409	20.1%
Certified Nurse Assistant (CNA)	55,748	59.7%	741,752	58.3%
Other Nursing Staff	6,874	7.4%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	64.0%	55.1%	24.4%	35.1%	2.8%	4.2%
Administrative and Management Staff	69.8%	71.9%	20.7%	18.0%	1.8%	1.8%
Nursing Staff	61.6%	51.4%	26.5%	39.5%	2.9%	4.9%
Therapy Staff	62.2%	65.7%	20.5%	25.7%	2.5%	3.8%
Food Services Staff	65.0%	55.3%	25.2%	33.7%	3.2%	3.3%
Housekeeping and Maintenance Staff	76.5%	65.2%	13.1%	24.3%	2.1%	2.6%
Social Services and Activities Staff	68.5%	66.5%	25.4%	22.5%	2.9%	2.8%
Nursing Staff						
Director of Nursing (DON)	67.0%	64.1%	25.3%	26.0%	5.6%	3.9%
RN with Administrative Duties (ARN)	50.1%	56.2%	26.4%	28.9%	1.4%	4.5%
Staff Registered Nurse (RN)	54.2%	49.5%	31.6%	41.0%	4.0%	7.0%
Licensed Practical Nurse (LPN)	65.1%	56.0%	26.2%	34.7%	2.2%	4.3%
Certified Nurse Assistant (CNA)	61.5%	49.0%	26.3%	42.6%	2.9%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

COLORADO

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	24,944	100.0%	1,940,818	100.0%
Administrative and Management Staff	1,107	4.4%	88,310	4.6%
Nursing Staff	15,837	63.5%	1,272,869	65.6%
Therapy Staff	989	4.0%	81,763	4.2%
Food Services Staff	3,132	12.6%	222,547	11.5%
Housekeeping and Maintenance Staff	2,488	10.0%	188,484	9.7%
Social Services and Activities Staff	1,390	5.6%	86,846	4.5%
Nursing Staff	15,837	100.0%	1,272,869	100.0%
Director of Nursing (DON)	217	1.4%	15,470	1.2%
RN with Administrative Duties (ARN)	270	1.7%	36,417	2.9%
Staff Registered Nurse (RN)	2,229	14.1%	121,234	9.5%
Licensed Practical Nurse (LPN)	2,958	18.7%	255,409	20.1%
Certified Nurse Assistant (CNA)	9,045	57.1%	741,752	58.3%
Other Nursing Staff	933	5.9%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	48.2%	55.1%	42.0%	35.1%	5.4%	4.2%
Administrative and Management Staff	62.2%	71.9%	36.7%	18.0%	6.2%	1.8%
Nursing Staff	44.5%	51.4%	47.7%	39.5%	5.8%	4.9%
Therapy Staff	32.0%	65.7%	8.7%	25.7%	9.6%	3.8%
Food Services Staff	51.5%	55.3%	42.5%	33.7%	4.6%	3.3%
Housekeeping and Maintenance Staff	63.1%	65.2%	27.5%	24.3%	2.4%	2.6%
Social Services and Activities Staff	58.2%	66.5%	31.0%	22.5%	4.0%	2.8%
Nursing Staff						
Director of Nursing (DON)	50.0%	64.1%	34.9%	26.0%	7.1%	3.9%
RN with Administrative Duties (ARN)	48.9%	56.2%	27.0%	28.9%	6.1%	4.5%
Staff Registered Nurse (RN)	37.0%	49.5%	55.7%	41.0%	7.0%	7.0%
Licensed Practical Nurse (LPN)	50.5%	56.0%	42.0%	34.7%	8.1%	4.3%
Certified Nurse Assistant (CNA)	43.6%	49.0%	49.9%	42.6%	5.4%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

CONNECTICUT

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	41,549	100.0%	1,940,818	100.0%
Administrative and Management Staff	1,976	4.8%	88,310	4.6%
Nursing Staff	27,187	65.4%	1,272,869	65.6%
Therapy Staff	2,302	5.5%	81,763	4.2%
Food Services Staff	4,983	12.0%	222,547	11.5%
Housekeeping and Maintenance Staff	3,464	8.3%	188,484	9.7%
Social Services and Activities Staff	1,637	3.9%	86,846	4.5%
Nursing Staff	27,187	100.0%	1,272,869	100.0%
Director of Nursing (DON)	233	0.9%	15,470	1.2%
RN with Administrative Duties (ARN)	1,031	3.8%	36,417	2.9%
Staff Registered Nurse (RN)	3,275	12.0%	121,234	9.5%
Licensed Practical Nurse (LPN)	5,317	19.6%	255,409	20.1%
Certified Nurse Assistant (CNA)	15,381	56.6%	741,752	58.3%
Other Nursing Staff	1,713	6.3%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	70.9%	55.1%	21.1%	35.1%	3.6%	4.2%
Administrative and Management Staff	78.7%	71.9%	18.5%	18.0%	0.6%	1.8%
Nursing Staff	69.6%	51.4%	21.7%	39.5%	4.4%	4.9%
Therapy Staff	66.8%	65.7%	38.4%	25.7%	6.2%	3.8%
Food Services Staff	71.5%	55.3%	16.1%	33.7%	1.3%	3.3%
Housekeeping and Maintenance Staff	78.5%	65.2%	14.0%	24.3%	0.7%	2.6%
Social Services and Activities Staff	73.0%	66.5%	19.2%	22.5%	2.0%	2.8%
Nursing Staff						
Director of Nursing (DON)	73.6%	64.1%	20.5%	26.0%	9.5%	3.9%
RN with Administrative Duties (ARN)	80.8%	56.2%	10.3%	28.9%	3.5%	4.5%
Staff Registered Nurse (RN)	60.0%	49.5%	36.7%	41.0%	5.8%	7.0%
Licensed Practical Nurse (LPN)	68.0%	56.0%	22.5%	34.7%	3.6%	4.3%
Certified Nurse Assistant (CNA)	70.8%	49.0%	20.6%	42.6%	5.2%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

DISTRICT OF COLUMBIA

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	4,274	100.0%	1,940,818	100.0%
Administrative and Management Staff	288	6.7%	88,310	4.6%
Nursing Staff	2,880	67.4%	1,272,869	65.6%
Therapy Staff	76	1.8%	81,763	4.2%
Food Services Staff	391	9.2%	222,547	11.5%
Housekeeping and Maintenance Staff	494	11.6%	188,484	9.7%
Social Services and Activities Staff	145	3.4%	86,846	4.5%
Nursing Staff	2,880	100.0%	1,272,869	100.0%
Director of Nursing (DON)	19	0.7%	15,470	1.2%
RN with Administrative Duties (ARN)	43	1.5%	36,417	2.9%
Staff Registered Nurse (RN)	129	4.5%	121,234	9.5%
Licensed Practical Nurse (LPN)	763	26.5%	255,409	20.1%
Certified Nurse Assistant (CNA)	1,678	58.3%	741,752	58.3%
Other Nursing Staff	238	8.3%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	60.4%	55.1%	22.8%	35.1%	7.9%	4.2%
Administrative and Management Staff	70.9%	71.9%	13.2%	18.0%	0.0%	1.8%
Nursing Staff	61.5%	51.4%	23.5%	39.5%	9.7%	4.9%
Therapy Staff	29.4%	65.7%	6.3%	25.7%	23.8%	3.8%
Food Services Staff	66.1%	55.3%	11.7%	33.7%	1.0%	3.3%
Housekeeping and Maintenance Staff	50.5%	65.2%	32.1%	24.3%	2.8%	2.6%
Social Services and Activities Staff	55.8%	66.5%	36.8%	22.5%	10.2%	2.8%
Nursing Staff						
Director of Nursing (DON)	62.5%	64.1%	33.3%	26.0%	0.0%	3.9%
RN with Administrative Duties (ARN)	71.0%	56.2%	14.8%	28.9%	18.2%	4.5%
Staff Registered Nurse (RN)	42.9%	49.5%	64.7%	41.0%	8.1%	7.0%
Licensed Practical Nurse (LPN)	68.7%	56.0%	22.0%	34.7%	6.6%	4.3%
Certified Nurse Assistant (CNA)	60.0%	49.0%	24.0%	42.6%	11.8%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

DELAWARE

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	7,536	100.0%	1,940,818	100.0%
Administrative and Management Staff	372	4.9%	88,310	4.6%
Nursing Staff	5,043	66.9%	1,272,869	65.6%
Therapy Staff	326	4.3%	81,763	4.2%
Food Services Staff	872	11.6%	222,547	11.5%
Housekeeping and Maintenance Staff	618	8.2%	188,484	9.7%
Social Services and Activities Staff	306	4.1%	86,846	4.5%
Nursing Staff	5,043	100.0%	1,272,869	100.0%
Director of Nursing (DON)	47	0.9%	15,470	1.2%
RN with Administrative Duties (ARN)	129	2.6%	36,417	2.9%
Staff Registered Nurse (RN)	752	14.9%	121,234	9.5%
Licensed Practical Nurse (LPN)	919	18.2%	255,409	20.1%
Certified Nurse Assistant (CNA)	2,688	53.3%	741,752	58.3%
Other Nursing Staff	452	9.0%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	57.2%	55.1%	37.2%	35.1%	6.1%	4.2%
Administrative and Management Staff	64.5%	71.9%	23.0%	18.0%	3.1%	1.8%
Nursing Staff	57.4%	51.4%	36.8%	39.5%	6.5%	4.9%
Therapy Staff	62.1%	65.7%	54.3%	25.7%	0.0%	3.8%
Food Services Staff	43.5%	55.3%	51.5%	33.7%	9.7%	3.3%
Housekeeping and Maintenance Staff	68.2%	65.2%	23.8%	24.3%	3.7%	2.6%
Social Services and Activities Staff	64.1%	66.5%	28.0%	22.5%	3.7%	2.8%
Nursing Staff						
Director of Nursing (DON)	83.3%	64.1%	9.1%	26.0%	0.0%	3.9%
RN with Administrative Duties (ARN)	73.3%	56.2%	36.4%	28.9%	0.0%	4.5%
Staff Registered Nurse (RN)	56.1%	49.5%	43.8%	41.0%	10.8%	7.0%
Licensed Practical Nurse (LPN)	60.9%	56.0%	36.7%	34.7%	3.4%	4.3%
Certified Nurse Assistant (CNA)	53.8%	49.0%	39.1%	42.6%	10.2%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

FLORIDA

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	112,930	100.0%	1,940,818	100.0%
Administrative and Management Staff	4,922	4.4%	88,310	4.6%
Nursing Staff	75,251	66.6%	1,272,869	65.6%
Therapy Staff	8,426	7.5%	81,763	4.2%
Food Services Staff	10,437	9.2%	222,547	11.5%
Housekeeping and Maintenance Staff	9,993	8.8%	188,484	9.7%
Social Services and Activities Staff	3,901	3.5%	86,846	4.5%
Nursing Staff	75,251	100.0%	1,272,869	100.0%
Director of Nursing (DON)	678	0.9%	15,470	1.2%
RN with Administrative Duties (ARN)	1,213	1.6%	36,417	2.9%
Staff Registered Nurse (RN)	5,293	7.0%	121,234	9.5%
Licensed Practical Nurse (LPN)	16,422	21.8%	255,409	20.1%
Certified Nurse Assistant (CNA)	47,127	62.6%	741,752	58.3%
Other Nursing Staff	3,884	5.2%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	61.9%	55.1%	24.8%	35.1%	3.4%	4.2%
Administrative and Management Staff	70.0%	71.9%	15.9%	18.0%	1.2%	1.8%
Nursing Staff	59.1%	51.4%	28.0%	39.5%	3.6%	4.9%
Therapy Staff	69.0%	65.7%	15.0%	25.7%	6.3%	3.8%
Food Services Staff	65.0%	55.3%	21.3%	33.7%	2.3%	3.3%
Housekeeping and Maintenance Staff	68.9%	65.2%	21.1%	24.3%	2.0%	2.6%
Social Services and Activities Staff	70.0%	66.5%	13.9%	22.5%	1.6%	2.8%
Nursing Staff						
Director of Nursing (DON)	52.5%	64.1%	35.0%	26.0%	2.3%	3.9%
RN with Administrative Duties (ARN)	63.6%	56.2%	25.9%	28.9%	2.9%	4.5%
Staff Registered Nurse (RN)	42.3%	49.5%	43.9%	41.0%	8.5%	7.0%
Licensed Practical Nurse (LPN)	57.3%	56.0%	30.8%	34.7%	3.1%	4.3%
Certified Nurse Assistant (CNA)	60.5%	49.0%	26.3%	42.6%	3.2%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

GEORGIA

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	38,852	100.0%	1,940,818	100.0%
Administrative and Management Staff	1,663	4.3%	88,310	4.6%
Nursing Staff	26,240	67.5%	1,272,869	65.6%
Therapy Staff	999	2.6%	81,763	4.2%
Food Services Staff	4,224	10.9%	222,547	11.5%
Housekeeping and Maintenance Staff	4,369	11.2%	188,484	9.7%
Social Services and Activities Staff	1,357	3.5%	86,846	4.5%
Nursing Staff	26,240	100.0%	1,272,869	100.0%
Director of Nursing (DON)	347	1.3%	15,470	1.2%
RN with Administrative Duties (ARN)	521	2.0%	36,417	2.9%
Staff Registered Nurse (RN)	1,142	4.4%	121,234	9.5%
Licensed Practical Nurse (LPN)	7,546	28.8%	255,409	20.1%
Certified Nurse Assistant (CNA)	15,269	58.2%	741,752	58.3%
Other Nursing Staff	1,175	4.5%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	55.2%	55.1%	36.5%	35.1%	4.3%	4.2%
Administrative and Management Staff	74.4%	71.9%	16.2%	18.0%	1.1%	1.8%
Nursing Staff	51.5%	51.4%	41.6%	39.5%	4.9%	4.9%
Therapy Staff	65.8%	65.7%	16.9%	25.7%	6.2%	3.8%
Food Services Staff	60.3%	55.3%	31.1%	33.7%	3.0%	3.3%
Housekeeping and Maintenance Staff	61.4%	65.2%	28.8%	24.3%	2.6%	2.6%
Social Services and Activities Staff	70.6%	66.5%	18.3%	22.5%	3.5%	2.8%
Nursing Staff						
Director of Nursing (DON)	68.4%	64.1%	23.8%	26.0%	6.2%	3.9%
RN with Administrative Duties (ARN)	45.2%	56.2%	32.6%	28.9%	6.3%	4.5%
Staff Registered Nurse (RN)	45.4%	49.5%	51.4%	41.0%	6.6%	7.0%
Licensed Practical Nurse (LPN)	53.5%	56.0%	40.9%	34.7%	3.7%	4.3%
Certified Nurse Assistant (CNA)	49.7%	49.0%	43.4%	42.6%	4.6%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

HAWAII

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	8,090	100.0%	1,940,818	100.0%
Administrative and Management Staff	435	5.4%	88,310	4.6%
Nursing Staff	5,330	65.9%	1,272,869	65.6%
Therapy Staff	170	2.1%	81,763	4.2%
Food Services Staff	861	10.6%	222,547	11.5%
Housekeeping and Maintenance Staff	853	10.5%	188,484	9.7%
Social Services and Activities Staff	441	5.4%	86,846	4.5%
Nursing Staff	5,330	100.0%	1,272,869	100.0%
Director of Nursing (DON)	47	0.9%	15,470	1.2%
RN with Administrative Duties (ARN)	183	3.4%	36,417	2.9%
Staff Registered Nurse (RN)	1,383	25.9%	121,234	9.5%
Licensed Practical Nurse (LPN)	383	7.2%	255,409	20.1%
Certified Nurse Assistant (CNA)	2,961	55.6%	741,752	58.3%
Other Nursing Staff	348	6.5%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	74.6%	55.1%	14.4%	35.1%	3.3%	4.2%
Administrative and Management Staff	71.0%	71.9%	18.0%	18.0%	3.0%	1.8%
Nursing Staff	74.6%	51.4%	15.4%	39.5%	3.6%	4.9%
Therapy Staff	65.6%	65.7%	10.3%	25.7%	13.6%	3.8%
Food Services Staff	78.8%	55.3%	9.7%	33.7%	2.1%	3.3%
Housekeeping and Maintenance Staff	77.7%	65.2%	11.4%	24.3%	2.0%	2.6%
Social Services and Activities Staff	67.8%	66.5%	16.0%	22.5%	1.3%	2.8%
Nursing Staff						
Director of Nursing (DON)	66.7%	64.1%	25.0%	26.0%	0.0%	3.9%
RN with Administrative Duties (ARN)	71.4%	56.2%	20.0%	28.9%	5.4%	4.5%
Staff Registered Nurse (RN)	74.3%	49.5%	15.6%	41.0%	4.5%	7.0%
Licensed Practical Nurse (LPN)	71.7%	56.0%	19.8%	34.7%	9.0%	4.3%
Certified Nurse Assistant (CNA)	73.8%	49.0%	15.8%	42.6%	2.0%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

IOWA

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	36,801	100.0%	1,940,818	100.0%
Administrative and Management Staff	1,490	4.0%	88,310	4.6%
Nursing Staff	22,745	61.8%	1,272,869	65.6%
Therapy Staff	766	2.1%	81,763	4.2%
Food Services Staff	5,527	15.0%	222,547	11.5%
Housekeeping and Maintenance Staff	4,522	12.3%	188,484	9.7%
Social Services and Activities Staff	1,752	4.8%	86,846	4.5%
Nursing Staff	22,745	100.0%	1,272,869	100.0%
Director of Nursing (DON)	462	2.0%	15,470	1.2%
RN with Administrative Duties (ARN)	324	1.4%	36,417	2.9%
Staff Registered Nurse (RN)	2,665	11.7%	121,234	9.5%
Licensed Practical Nurse (LPN)	3,603	15.8%	255,409	20.1%
Certified Nurse Assistant (CNA)	14,306	62.9%	741,752	58.3%
Other Nursing Staff	1,196	5.3%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	57.0%	55.1%	28.2%	35.1%	4.8%	4.2%
Administrative and Management Staff	76.0%	71.9%	9.4%	18.0%	1.0%	1.8%
Nursing Staff	53.7%	51.4%	29.5%	39.5%	5.7%	4.9%
Therapy Staff	61.2%	65.7%	84.7%	25.7%	3.2%	3.8%
Food Services Staff	53.1%	55.3%	32.2%	33.7%	4.3%	3.3%
Housekeeping and Maintenance Staff	68.2%	65.2%	18.7%	24.3%	2.8%	2.6%
Social Services and Activities Staff	71.9%	66.5%	14.2%	22.5%	2.2%	2.8%
Nursing Staff						
Director of Nursing (DON)	68.1%	64.1%	21.1%	26.0%	1.1%	3.9%
RN with Administrative Duties (ARN)	73.6%	56.2%	4.3%	28.9%	4.6%	4.5%
Staff Registered Nurse (RN)	56.6%	49.5%	26.1%	41.0%	6.8%	7.0%
Licensed Practical Nurse (LPN)	58.2%	56.0%	24.4%	34.7%	4.0%	4.3%
Certified Nurse Assistant (CNA)	49.7%	49.0%	33.4%	42.6%	6.6%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

IDAHO

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	7,480	100.0%	1,940,818	100.0%
Administrative and Management Staff	324	4.3%	88,310	4.6%
Nursing Staff	5,053	67.6%	1,272,869	65.6%
Therapy Staff	192	2.6%	81,763	4.2%
Food Services Staff	790	10.6%	222,547	11.5%
Housekeeping and Maintenance Staff	712	9.5%	188,484	9.7%
Social Services and Activities Staff	408	5.5%	86,846	4.5%
Nursing Staff	5,053	100.0%	1,272,869	100.0%
Director of Nursing (DON)	78	1.5%	15,470	1.2%
RN with Administrative Duties (ARN)	72	1.4%	36,417	2.9%
Staff Registered Nurse (RN)	519	10.3%	121,234	9.5%
Licensed Practical Nurse (LPN)	763	15.1%	255,409	20.1%
Certified Nurse Assistant (CNA)	2,927	57.9%	741,752	58.3%
Other Nursing Staff	659	13.0%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	47.8%	55.1%	45.0%	35.1%	2.2%	4.2%
Administrative and Management Staff	68.1%	71.9%	22.2%	18.0%	0.0%	1.8%
Nursing Staff	43.2%	51.4%	52.9%	39.5%	2.8%	4.9%
Therapy Staff	54.8%	65.7%	5.8%	25.7%	4.8%	3.8%
Food Services Staff	53.2%	55.3%	42.1%	33.7%	0.0%	3.3%
Housekeeping and Maintenance Staff	60.0%	65.2%	27.4%	24.3%	1.2%	2.6%
Social Services and Activities Staff	65.3%	66.5%	20.8%	22.5%	0.0%	2.8%
Nursing Staff						
Director of Nursing (DON)	62.1%	64.1%	26.1%	26.0%	0.0%	3.9%
RN with Administrative Duties (ARN)	60.0%	56.2%	36.4%	28.9%	0.0%	4.5%
Staff Registered Nurse (RN)	37.5%	49.5%	67.3%	41.0%	0.0%	7.0%
Licensed Practical Nurse (LPN)	49.4%	56.0%	38.7%	34.7%	0.0%	4.3%
Certified Nurse Assistant (CNA)	41.3%	49.0%	57.9%	42.6%	4.2%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

ILLINOIS

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	98,242	100.0%	1,940,818	100.0%
Administrative and Management Staff	4,323	4.4%	88,310	4.6%
Nursing Staff	60,164	61.2%	1,272,869	65.6%
Therapy Staff	5,240	5.3%	81,763	4.2%
Food Services Staff	11,812	12.0%	222,547	11.5%
Housekeeping and Maintenance Staff	10,948	11.1%	188,484	9.7%
Social Services and Activities Staff	5,754	5.9%	86,846	4.5%
Nursing Staff	60,164	100.0%	1,272,869	100.0%
Director of Nursing (DON)	785	1.3%	15,470	1.2%
RN with Administrative Duties (ARN)	832	1.4%	36,417	2.9%
Staff Registered Nurse (RN)	8,778	14.6%	121,234	9.5%
Licensed Practical Nurse (LPN)	9,638	16.0%	255,409	20.1%
Certified Nurse Assistant (CNA)	35,825	59.5%	741,752	58.3%
Other Nursing Staff	3,674	6.1%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	57.2%	55.1%	33.3%	35.1%	5.0%	4.2%
Administrative and Management Staff	70.3%	71.9%	16.9%	18.0%	1.9%	1.8%
Nursing Staff	52.2%	51.4%	38.0%	39.5%	6.2%	4.9%
Therapy Staff	69.2%	65.7%	41.1%	25.7%	3.7%	3.8%
Food Services Staff	62.0%	55.3%	26.2%	33.7%	2.9%	3.3%
Housekeeping and Maintenance Staff	67.3%	65.2%	25.0%	24.3%	2.4%	2.6%
Social Services and Activities Staff	65.1%	66.5%	20.8%	22.5%	4.5%	2.8%
Nursing Staff						
Director of Nursing (DON)	57.7%	64.1%	34.0%	26.0%	3.4%	3.9%
RN with Administrative Duties (ARN)	87.0%	56.2%	7.5%	28.9%	5.6%	4.5%
Staff Registered Nurse (RN)	55.3%	49.5%	35.8%	41.0%	6.9%	7.0%
Licensed Practical Nurse (LPN)	54.5%	56.0%	32.2%	34.7%	6.9%	4.3%
Certified Nurse Assistant (CNA)	48.2%	49.0%	42.8%	42.6%	6.0%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

INDIANA

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	51,970	100.0%	1,940,818	100.0%
Administrative and Management Staff	2,376	4.6%	88,310	4.6%
Nursing Staff	34,705	66.8%	1,272,869	65.6%
Therapy Staff	2,455	4.7%	81,763	4.2%
Food Services Staff	5,173	10.0%	222,547	11.5%
Housekeeping and Maintenance Staff	4,639	8.9%	188,484	9.7%
Social Services and Activities Staff	2,621	5.0%	86,846	4.5%
Nursing Staff	34,705	100.0%	1,272,869	100.0%
Director of Nursing (DON)	497	1.4%	15,470	1.2%
RN with Administrative Duties (ARN)	1,228	3.5%	36,417	2.9%
Staff Registered Nurse (RN)	2,445	7.0%	121,234	9.5%
Licensed Practical Nurse (LPN)	8,388	24.2%	255,409	20.1%
Certified Nurse Assistant (CNA)	19,583	56.4%	741,752	58.3%
Other Nursing Staff	2,165	6.2%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	48.6%	55.1%	40.8%	35.1%	3.4%	4.2%
Administrative and Management Staff	64.9%	71.9%	23.1%	18.0%	1.0%	1.8%
Nursing Staff	44.6%	51.4%	46.4%	39.5%	3.8%	4.9%
Therapy Staff	74.6%	65.7%	9.2%	25.7%	1.1%	3.8%
Food Services Staff	49.0%	55.3%	41.2%	33.7%	4.1%	3.3%
Housekeeping and Maintenance Staff	54.9%	65.2%	32.8%	24.3%	2.6%	2.6%
Social Services and Activities Staff	61.1%	66.5%	24.6%	22.5%	2.0%	2.8%
Nursing Staff						
Director of Nursing (DON)	62.0%	64.1%	27.4%	26.0%	0.0%	3.9%
RN with Administrative Duties (ARN)	45.2%	56.2%	41.3%	28.9%	5.8%	4.5%
Staff Registered Nurse (RN)	45.8%	49.5%	46.1%	41.0%	7.5%	7.0%
Licensed Practical Nurse (LPN)	53.8%	56.0%	35.6%	34.7%	4.0%	4.3%
Certified Nurse Assistant (CNA)	38.8%	49.0%	54.9%	42.6%	3.7%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

KANSAS

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	26,829	100.0%	1,940,818	100.0%
Administrative and Management Staff	1,357	5.1%	88,310	4.6%
Nursing Staff	16,759	62.5%	1,272,869	65.6%
Therapy Staff	1,398	5.2%	81,763	4.2%
Food Services Staff	3,664	13.7%	222,547	11.5%
Housekeeping and Maintenance Staff	2,407	9.0%	188,484	9.7%
Social Services and Activities Staff	1,244	4.6%	86,846	4.5%
Nursing Staff	16,759	100.0%	1,272,869	100.0%
Director of Nursing (DON)	329	2.0%	15,470	1.2%
RN with Administrative Duties (ARN)	600	3.6%	36,417	2.9%
Staff Registered Nurse (RN)	1,391	8.3%	121,234	9.5%
Licensed Practical Nurse (LPN)	2,678	16.0%	255,409	20.1%
Certified Nurse Assistant (CNA)	10,213	60.9%	741,752	58.3%
Other Nursing Staff	1,347	8.0%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	41.4%	55.1%	53.2%	35.1%	4.4%	4.2%
Administrative and Management Staff	68.1%	71.9%	18.5%	18.0%	1.4%	1.8%
Nursing Staff	35.8%	51.4%	61.0%	39.5%	5.0%	4.9%
Therapy Staff	70.2%	65.7%	13.6%	25.7%	0.5%	3.8%
Food Services Staff	41.4%	55.3%	60.1%	33.7%	4.0%	3.3%
Housekeeping and Maintenance Staff	50.6%	65.2%	43.6%	24.3%	4.8%	2.6%
Social Services and Activities Staff	61.7%	66.5%	28.6%	22.5%	4.3%	2.8%
Nursing Staff						
Director of Nursing (DON)	45.1%	64.1%	50.0%	26.0%	1.8%	3.9%
RN with Administrative Duties (ARN)	30.4%	56.2%	66.1%	28.9%	7.6%	4.5%
Staff Registered Nurse (RN)	42.5%	49.5%	43.6%	41.0%	6.9%	7.0%
Licensed Practical Nurse (LPN)	42.1%	56.0%	48.1%	34.7%	4.2%	4.3%
Certified Nurse Assistant (CNA)	32.1%	49.0%	68.5%	42.6%	5.6%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

KENTUCKY

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
	Count	Percentage	Count	Percentage
All Nursing Facility Employees	32,235	100.0%	1,940,818	100.0%
Administrative and Management Staff	1,342	4.2%	88,310	4.6%
Nursing Staff	21,813	67.7%	1,272,869	65.6%
Therapy Staff	1,243	3.9%	81,763	4.2%
Food Services Staff	3,546	11.0%	222,547	11.5%
Housekeeping and Maintenance Staff	3,059	9.5%	188,484	9.7%
Social Services and Activities Staff	1,232	3.8%	86,846	4.5%
Nursing Staff	21,813	100.0%	1,272,869	100.0%
Director of Nursing (DON)	289	1.3%	15,470	1.2%
RN with Administrative Duties (ARN)	846	3.9%	36,417	2.9%
Staff Registered Nurse (RN)	1,510	6.9%	121,234	9.5%
Licensed Practical Nurse (LPN)	4,486	20.6%	255,409	20.1%
Certified Nurse Assistant (CNA)	12,786	58.6%	741,752	58.3%
Other Nursing Staff	1,645	7.5%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	46.7%	55.1%	47.5%	35.1%	5.2%	4.2%
Administrative and Management Staff	67.9%	71.9%	24.6%	18.0%	1.9%	1.8%
Nursing Staff	42.2%	51.4%	54.6%	39.5%	5.7%	4.9%
Therapy Staff	62.5%	65.7%	20.0%	25.7%	8.1%	3.8%
Food Services Staff	50.0%	55.3%	47.1%	33.7%	3.1%	3.3%
Housekeeping and Maintenance Staff	59.9%	65.2%	28.1%	24.3%	4.7%	2.6%
Social Services and Activities Staff	64.5%	66.5%	23.6%	22.5%	2.1%	2.8%
Nursing Staff						
Director of Nursing (DON)	62.6%	64.1%	29.7%	26.0%	1.7%	3.9%
RN with Administrative Duties (ARN)	51.9%	56.2%	28.2%	28.9%	4.8%	4.5%
Staff Registered Nurse (RN)	37.8%	49.5%	70.2%	41.0%	12.5%	7.0%
Licensed Practical Nurse (LPN)	48.1%	56.0%	49.5%	34.7%	5.6%	4.3%
Certified Nurse Assistant (CNA)	39.2%	49.0%	58.6%	42.6%	5.6%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

LOUISIANA

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	30,916	100.0%	1,940,818	100.0%
Administrative and Management Staff	1,400	4.5%	88,310	4.6%
Nursing Staff	20,395	66.0%	1,272,869	65.6%
Therapy Staff	1,227	4.0%	81,763	4.2%
Food Services Staff	2,958	9.6%	222,547	11.5%
Housekeeping and Maintenance Staff	3,876	12.5%	188,484	9.7%
Social Services and Activities Staff	1,060	3.4%	86,846	4.5%
Nursing Staff	20,395	100.0%	1,272,869	100.0%
Director of Nursing (DON)	286	1.4%	15,470	1.2%
RN with Administrative Duties (ARN)	237	1.2%	36,417	2.9%
Staff Registered Nurse (RN)	786	3.9%	121,234	9.5%
Licensed Practical Nurse (LPN)	5,482	26.9%	255,409	20.1%
Certified Nurse Assistant (CNA)	11,907	58.4%	741,752	58.3%
Other Nursing Staff	1,354	6.6%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	50.5%	55.1%	38.2%	35.1%	5.8%	4.2%
Administrative and Management Staff	73.9%	71.9%	14.1%	18.0%	2.0%	1.8%
Nursing Staff	46.4%	51.4%	43.0%	39.5%	6.3%	4.9%
Therapy Staff	72.8%	65.7%	5.8%	25.7%	5.3%	3.8%
Food Services Staff	51.5%	55.3%	40.7%	33.7%	6.1%	3.3%
Housekeeping and Maintenance Staff	54.8%	65.2%	36.2%	24.3%	5.4%	2.6%
Social Services and Activities Staff	72.1%	66.5%	16.2%	22.5%	1.4%	2.8%
Nursing Staff						
Director of Nursing (DON)	58.4%	64.1%	37.5%	26.0%	0.0%	3.9%
RN with Administrative Duties (ARN)	60.0%	56.2%	25.0%	28.9%	0.0%	4.5%
Staff Registered Nurse (RN)	40.8%	49.5%	30.7%	41.0%	13.3%	7.0%
Licensed Practical Nurse (LPN)	50.0%	56.0%	32.1%	34.7%	4.0%	4.3%
Certified Nurse Assistant (CNA)	42.4%	49.0%	52.5%	42.6%	6.6%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

MASSACHUSETTS

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	68,459	100.0%	1,940,818	100.0%
Administrative and Management Staff	2,798	4.1%	88,310	4.6%
Nursing Staff	44,669	65.2%	1,272,869	65.6%
Therapy Staff	3,994	5.8%	81,763	4.2%
Food Services Staff	8,134	11.9%	222,547	11.5%
Housekeeping and Maintenance Staff	5,521	8.1%	188,484	9.7%
Social Services and Activities Staff	3,342	4.9%	86,846	4.5%
Nursing Staff	44,669	100.0%	1,272,869	100.0%
Director of Nursing (DON)	415	0.9%	15,470	1.2%
RN with Administrative Duties (ARN)	2,008	4.5%	36,417	2.9%
Staff Registered Nurse (RN)	4,987	11.2%	121,234	9.5%
Licensed Practical Nurse (LPN)	9,063	20.3%	255,409	20.1%
Certified Nurse Assistant (CNA)	25,256	56.5%	741,752	58.3%
Other Nursing Staff	2,582	5.8%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	65.0%	55.1%	25.5%	35.1%	3.9%	4.2%
Administrative and Management Staff	72.6%	71.9%	20.6%	18.0%	0.6%	1.8%
Nursing Staff	63.7%	51.4%	26.4%	39.5%	4.8%	4.9%
Therapy Staff	73.0%	65.7%	29.5%	25.7%	2.7%	3.8%
Food Services Staff	57.9%	55.3%	28.5%	33.7%	2.5%	3.3%
Housekeeping and Maintenance Staff	75.5%	65.2%	16.1%	24.3%	1.8%	2.6%
Social Services and Activities Staff	67.8%	66.5%	20.8%	22.5%	2.7%	2.8%
Nursing Staff						
Director of Nursing (DON)	73.1%	64.1%	15.6%	26.0%	7.8%	3.9%
RN with Administrative Duties (ARN)	60.5%	56.2%	23.6%	28.9%	3.0%	4.5%
Staff Registered Nurse (RN)	57.6%	49.5%	34.5%	41.0%	5.9%	7.0%
Licensed Practical Nurse (LPN)	65.5%	56.0%	25.6%	34.7%	4.4%	4.3%
Certified Nurse Assistant (CNA)	64.0%	49.0%	26.2%	42.6%	4.9%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

MARYLAND

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	35,074	100.0%	1,940,818	100.0%
Administrative and Management Staff	1,864	5.3%	88,310	4.6%
Nursing Staff	22,766	64.9%	1,272,869	65.6%
Therapy Staff	1,399	4.0%	81,763	4.2%
Food Services Staff	3,937	11.2%	222,547	11.5%
Housekeeping and Maintenance Staff	3,603	10.3%	188,484	9.7%
Social Services and Activities Staff	1,506	4.3%	86,846	4.5%
Nursing Staff	22,766	100.0%	1,272,869	100.0%
Director of Nursing (DON)	237	1.0%	15,470	1.2%
RN with Administrative Duties (ARN)	649	2.9%	36,417	2.9%
Staff Registered Nurse (RN)	2,788	12.2%	121,234	9.5%
Licensed Practical Nurse (LPN)	4,696	20.6%	255,409	20.1%
Certified Nurse Assistant (CNA)	12,316	54.1%	741,752	58.3%
Other Nursing Staff	1,859	8.2%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	54.4%	55.1%	36.5%	35.1%	3.8%	4.2%
Administrative and Management Staff	65.2%	71.9%	22.8%	18.0%	0.9%	1.8%
Nursing Staff	52.2%	51.4%	38.1%	39.5%	4.1%	4.9%
Therapy Staff	52.9%	65.7%	64.8%	25.7%	1.6%	3.8%
Food Services Staff	52.4%	55.3%	39.5%	33.7%	2.6%	3.3%
Housekeeping and Maintenance Staff	65.3%	65.2%	23.1%	24.3%	5.1%	2.6%
Social Services and Activities Staff	61.0%	66.5%	28.7%	22.5%	4.7%	2.8%
Nursing Staff						
Director of Nursing (DON)	58.1%	64.1%	32.3%	26.0%	0.0%	3.9%
RN with Administrative Duties (ARN)	44.9%	56.2%	22.9%	28.9%	1.1%	4.5%
Staff Registered Nurse (RN)	44.6%	49.5%	51.9%	41.0%	5.3%	7.0%
Licensed Practical Nurse (LPN)	57.6%	56.0%	34.1%	34.7%	3.0%	4.3%
Certified Nurse Assistant (CNA)	51.0%	49.0%	39.8%	42.6%	4.9%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

MAINE

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	13,982	100.0%	1,940,818	100.0%
Administrative and Management Staff	544	3.9%	88,310	4.6%
Nursing Staff	8,858	63.4%	1,272,869	65.6%
Therapy Staff	823	5.9%	81,763	4.2%
Food Services Staff	1,669	11.9%	222,547	11.5%
Housekeeping and Maintenance Staff	1,499	10.7%	188,484	9.7%
Social Services and Activities Staff	588	4.2%	86,846	4.5%
Nursing Staff	8,858	100.0%	1,272,869	100.0%
Director of Nursing (DON)	109	1.2%	15,470	1.2%
RN with Administrative Duties (ARN)	268	3.0%	36,417	2.9%
Staff Registered Nurse (RN)	1,302	14.7%	121,234	9.5%
Licensed Practical Nurse (LPN)	677	7.6%	255,409	20.1%
Certified Nurse Assistant (CNA)	5,246	59.2%	741,752	58.3%
Other Nursing Staff	1,177	13.3%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	59.3%	55.1%	30.7%	35.1%	5.9%	4.2%
Administrative and Management Staff	72.0%	71.9%	13.2%	18.0%	1.2%	1.8%
Nursing Staff	55.8%	51.4%	34.9%	39.5%	7.3%	4.9%
Therapy Staff	69.2%	65.7%	48.8%	25.7%	3.4%	3.8%
Food Services Staff	59.4%	55.3%	22.3%	33.7%	5.8%	3.3%
Housekeeping and Maintenance Staff	68.3%	65.2%	17.3%	24.3%	0.9%	2.6%
Social Services and Activities Staff	69.5%	66.5%	16.2%	22.5%	3.2%	2.8%
Nursing Staff						
Director of Nursing (DON)	69.6%	64.1%	15.0%	26.0%	9.1%	3.9%
RN with Administrative Duties (ARN)	75.3%	56.2%	14.1%	28.9%	7.1%	4.5%
Staff Registered Nurse (RN)	52.3%	49.5%	40.8%	41.0%	10.5%	7.0%
Licensed Practical Nurse (LPN)	59.4%	56.0%	30.5%	34.7%	9.3%	4.3%
Certified Nurse Assistant (CNA)	55.1%	49.0%	36.5%	42.6%	6.1%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

MICHIGAN

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	57,270	100.0%	1,940,818	100.0%
Administrative and Management Staff	2,169	3.8%	88,310	4.6%
Nursing Staff	37,842	66.1%	1,272,869	65.6%
Therapy Staff	1,646	2.9%	81,763	4.2%
Food Services Staff	6,422	11.2%	222,547	11.5%
Housekeeping and Maintenance Staff	6,293	11.0%	188,484	9.7%
Social Services and Activities Staff	2,898	5.1%	86,846	4.5%
Nursing Staff	37,842	100.0%	1,272,869	100.0%
Director of Nursing (DON)	422	1.1%	15,470	1.2%
RN with Administrative Duties (ARN)	999	2.6%	36,417	2.9%
Staff Registered Nurse (RN)	3,781	10.0%	121,234	9.5%
Licensed Practical Nurse (LPN)	6,846	18.1%	255,409	20.1%
Certified Nurse Assistant (CNA)	23,043	60.9%	741,752	58.3%
Other Nursing Staff	2,396	6.3%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	58.7%	55.1%	30.9%	35.1%	4.8%	4.2%
Administrative and Management Staff	78.8%	71.9%	12.0%	18.0%	1.1%	1.8%
Nursing Staff	53.5%	51.4%	36.8%	39.5%	5.6%	4.9%
Therapy Staff	71.7%	65.7%	4.3%	25.7%	7.0%	3.8%
Food Services Staff	64.6%	55.3%	26.4%	33.7%	3.8%	3.3%
Housekeeping and Maintenance Staff	74.4%	65.2%	18.6%	24.3%	2.8%	2.6%
Social Services and Activities Staff	68.9%	66.5%	20.2%	22.5%	1.7%	2.8%
Nursing Staff						
Director of Nursing (DON)	68.6%	64.1%	20.4%	26.0%	1.8%	3.9%
RN with Administrative Duties (ARN)	64.1%	56.2%	28.0%	28.9%	6.1%	4.5%
Staff Registered Nurse (RN)	48.1%	49.5%	46.6%	41.0%	9.3%	7.0%
Licensed Practical Nurse (LPN)	55.0%	56.0%	32.6%	34.7%	5.4%	4.3%
Certified Nurse Assistant (CNA)	52.2%	49.0%	38.3%	42.6%	5.5%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

MINNESOTA

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	46,212	100.0%	1,940,818	100.0%
Administrative and Management Staff	2,181	4.7%	88,310	4.6%
Nursing Staff	30,588	66.2%	1,272,869	65.6%
Therapy Staff	1,034	2.2%	81,763	4.2%
Food Services Staff	6,138	13.3%	222,547	11.5%
Housekeeping and Maintenance Staff	3,605	7.8%	188,484	9.7%
Social Services and Activities Staff	2,666	5.8%	86,846	4.5%
Nursing Staff	30,588	100.0%	1,272,869	100.0%
Director of Nursing (DON)	381	1.2%	15,470	1.2%
RN with Administrative Duties (ARN)	1,350	4.4%	36,417	2.9%
Staff Registered Nurse (RN)	3,208	10.5%	121,234	9.5%
Licensed Practical Nurse (LPN)	5,612	18.3%	255,409	20.1%
Certified Nurse Assistant (CNA)	18,087	59.1%	741,752	58.3%
Other Nursing Staff	1,667	5.5%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	56.7%	55.1%	31.9%	35.1%	3.7%	4.2%
Administrative and Management Staff	78.5%	71.9%	12.3%	18.0%	2.2%	1.8%
Nursing Staff	53.1%	51.4%	36.9%	39.5%	4.3%	4.9%
Therapy Staff	81.2%	65.7%	14.1%	25.7%	2.0%	3.8%
Food Services Staff	53.7%	55.3%	31.2%	33.7%	2.3%	3.3%
Housekeeping and Maintenance Staff	71.1%	65.2%	14.4%	24.3%	1.5%	2.6%
Social Services and Activities Staff	66.1%	66.5%	21.8%	22.5%	3.7%	2.8%
Nursing Staff						
Director of Nursing (DON)	62.9%	64.1%	28.9%	26.0%	9.1%	3.9%
RN with Administrative Duties (ARN)	54.9%	56.2%	28.2%	28.9%	2.5%	4.5%
Staff Registered Nurse (RN)	51.0%	49.5%	40.7%	41.0%	6.4%	7.0%
Licensed Practical Nurse (LPN)	56.8%	56.0%	36.7%	34.7%	5.5%	4.3%
Certified Nurse Assistant (CNA)	50.3%	49.0%	39.0%	42.6%	4.3%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

MISSOURI

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	47,909	100.0%	1,940,818	100.0%
Administrative and Management Staff	1,999	4.2%	88,310	4.6%
Nursing Staff	31,238	65.2%	1,272,869	65.6%
Therapy Staff	1,768	3.7%	81,763	4.2%
Food Services Staff	5,886	12.3%	222,547	11.5%
Housekeeping and Maintenance Staff	5,022	10.5%	188,484	9.7%
Social Services and Activities Staff	1,996	4.2%	86,846	4.5%
Nursing Staff	31,238	100.0%	1,272,869	100.0%
Director of Nursing (DON)	495	1.6%	15,470	1.2%
RN with Administrative Duties (ARN)	679	2.2%	36,417	2.9%
Staff Registered Nurse (RN)	1,539	4.9%	121,234	9.5%
Licensed Practical Nurse (LPN)	6,308	20.2%	255,409	20.1%
Certified Nurse Assistant (CNA)	17,442	55.8%	741,752	58.3%
Other Nursing Staff	4,460	14.3%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	40.5%	55.1%	56.8%	35.1%	3.4%	4.2%
Administrative and Management Staff	74.1%	71.9%	15.2%	18.0%	0.7%	1.8%
Nursing Staff	34.6%	51.4%	67.2%	39.5%	4.2%	4.9%
Therapy Staff	63.1%	65.7%	41.6%	25.7%	1.1%	3.8%
Food Services Staff	43.8%	55.3%	45.8%	33.7%	2.6%	3.3%
Housekeeping and Maintenance Staff	54.6%	65.2%	34.7%	24.3%	1.6%	2.6%
Social Services and Activities Staff	58.2%	66.5%	35.9%	22.5%	2.7%	2.8%
Nursing Staff						
Director of Nursing (DON)	73.4%	64.1%	16.0%	26.0%	1.5%	3.9%
RN with Administrative Duties (ARN)	47.7%	56.2%	34.7%	28.9%	4.4%	4.5%
Staff Registered Nurse (RN)	37.5%	49.5%	64.3%	41.0%	5.8%	7.0%
Licensed Practical Nurse (LPN)	43.0%	56.0%	50.4%	34.7%	4.0%	4.3%
Certified Nurse Assistant (CNA)	30.0%	49.0%	78.7%	42.6%	4.8%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

MISSISSIPPI

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	22,020	100.0%	1,940,818	100.0%
Administrative and Management Staff	870	3.9%	88,310	4.6%
Nursing Staff	15,198	69.0%	1,272,869	65.6%
Therapy Staff	465	2.1%	81,763	4.2%
Food Services Staff	2,555	11.6%	222,547	11.5%
Housekeeping and Maintenance Staff	2,075	9.4%	188,484	9.7%
Social Services and Activities Staff	857	3.9%	86,846	4.5%
Nursing Staff	15,198	100.0%	1,272,869	100.0%
Director of Nursing (DON)	196	1.3%	15,470	1.2%
RN with Administrative Duties (ARN)	523	3.4%	36,417	2.9%
Staff Registered Nurse (RN)	963	6.3%	121,234	9.5%
Licensed Practical Nurse (LPN)	3,854	25.4%	255,409	20.1%
Certified Nurse Assistant (CNA)	8,808	58.0%	741,752	58.3%
Other Nursing Staff	764	5.0%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	59.5%	55.1%	25.8%	35.1%	4.3%	4.2%
Administrative and Management Staff	78.9%	71.9%	12.0%	18.0%	2.6%	1.8%
Nursing Staff	55.0%	51.4%	30.0%	39.5%	4.8%	4.9%
Therapy Staff	73.1%	65.7%	3.8%	25.7%	1.0%	3.8%
Food Services Staff	66.3%	55.3%	19.5%	33.7%	4.6%	3.3%
Housekeeping and Maintenance Staff	71.6%	65.2%	16.2%	24.3%	2.5%	2.6%
Social Services and Activities Staff	72.2%	66.5%	18.9%	22.5%	3.5%	2.8%
Nursing Staff						
Director of Nursing (DON)	66.7%	64.1%	20.0%	26.0%	1.8%	3.9%
RN with Administrative Duties (ARN)	46.6%	56.2%	35.9%	28.9%	7.2%	4.5%
Staff Registered Nurse (RN)	49.6%	49.5%	28.4%	41.0%	6.8%	7.0%
Licensed Practical Nurse (LPN)	58.2%	56.0%	27.6%	34.7%	5.0%	4.3%
Certified Nurse Assistant (CNA)	54.5%	49.0%	31.0%	42.6%	5.0%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

MONTANA

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	7,270	100.0%	1,940,818	100.0%
Administrative and Management Staff	361	5.0%	88,310	4.6%
Nursing Staff	4,449	61.2%	1,272,869	65.6%
Therapy Staff	448	6.2%	81,763	4.2%
Food Services Staff	919	12.6%	222,547	11.5%
Housekeeping and Maintenance Staff	761	10.5%	188,484	9.7%
Social Services and Activities Staff	332	4.6%	86,846	4.5%
Nursing Staff	4,449	100.0%	1,272,869	100.0%
Director of Nursing (DON)	92	2.1%	15,470	1.2%
RN with Administrative Duties (ARN)	60	1.3%	36,417	2.9%
Staff Registered Nurse (RN)	684	15.4%	121,234	9.5%
Licensed Practical Nurse (LPN)	628	14.1%	255,409	20.1%
Certified Nurse Assistant (CNA)	2,701	60.7%	741,752	58.3%
Other Nursing Staff	255	5.7%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	51.1%	55.1%	50.1%	35.1%	4.7%	4.2%
Administrative and Management Staff	78.3%	71.9%	23.3%	18.0%	2.1%	1.8%
Nursing Staff	48.8%	51.4%	51.2%	39.5%	5.5%	4.9%
Therapy Staff	76.5%	65.7%	23.0%	25.7%	8.7%	3.8%
Food Services Staff	38.6%	55.3%	72.4%	33.7%	4.7%	3.3%
Housekeeping and Maintenance Staff	56.9%	65.2%	43.3%	24.3%	1.0%	2.6%
Social Services and Activities Staff	56.4%	66.5%	54.7%	22.5%	0.0%	2.8%
Nursing Staff						
Director of Nursing (DON)	60.7%	64.1%	21.7%	26.0%	7.1%	3.9%
RN with Administrative Duties (ARN)	90.9%	56.2%	10.0%	28.9%	0.0%	4.5%
Staff Registered Nurse (RN)	47.3%	49.5%	39.8%	41.0%	3.7%	7.0%
Licensed Practical Nurse (LPN)	59.6%	56.0%	29.3%	34.7%	4.3%	4.3%
Certified Nurse Assistant (CNA)	45.3%	49.0%	62.5%	42.6%	7.4%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

NORTH CAROLINA

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
	Count	Percentage	Count	Percentage
All Nursing Facility Employees	51,559	100.0%	1,940,818	100.0%
Administrative and Management Staff	2,148	4.2%	88,310	4.6%
Nursing Staff	34,293	66.5%	1,272,869	65.6%
Therapy Staff	2,219	4.3%	81,763	4.2%
Food Services Staff	5,737	11.1%	222,547	11.5%
Housekeeping and Maintenance Staff	5,265	10.2%	188,484	9.7%
Social Services and Activities Staff	1,897	3.7%	86,846	4.5%
Nursing Staff	34,293	100.0%	1,272,869	100.0%
Director of Nursing (DON)	402	1.2%	15,470	1.2%
RN with Administrative Duties (ARN)	1,038	3.0%	36,417	2.9%
Staff Registered Nurse (RN)	2,604	7.6%	121,234	9.5%
Licensed Practical Nurse (LPN)	7,065	20.6%	255,409	20.1%
Certified Nurse Assistant (CNA)	20,597	60.1%	741,752	58.3%
Other Nursing Staff	2,259	6.6%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	51.5%	55.1%	36.2%	35.1%	3.0%	4.2%
Administrative and Management Staff	74.5%	71.9%	15.7%	18.0%	1.6%	1.8%
Nursing Staff	46.5%	51.4%	43.0%	39.5%	3.6%	4.9%
Therapy Staff	65.4%	65.7%	23.4%	25.7%	2.9%	3.8%
Food Services Staff	53.8%	55.3%	31.1%	33.7%	1.2%	3.3%
Housekeeping and Maintenance Staff	67.5%	65.2%	17.4%	24.3%	1.5%	2.6%
Social Services and Activities Staff	66.7%	66.5%	20.7%	22.5%	2.9%	2.8%
Nursing Staff						
Director of Nursing (DON)	68.6%	64.1%	24.9%	26.0%	3.5%	3.9%
RN with Administrative Duties (ARN)	46.2%	56.2%	34.8%	28.9%	2.7%	4.5%
Staff Registered Nurse (RN)	39.6%	49.5%	54.9%	41.0%	2.7%	7.0%
Licensed Practical Nurse (LPN)	48.9%	56.0%	41.2%	34.7%	3.4%	4.3%
Certified Nurse Assistant (CNA)	44.1%	49.0%	45.6%	42.6%	4.2%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

NORTH DAKOTA

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	12,675	100.0%	1,940,818	100.0%
Administrative and Management Staff	435	3.4%	88,310	4.6%
Nursing Staff	8,310	65.6%	1,272,869	65.6%
Therapy Staff	367	2.9%	81,763	4.2%
Food Services Staff	1,796	14.2%	222,547	11.5%
Housekeeping and Maintenance Staff	1,142	9.0%	188,484	9.7%
Social Services and Activities Staff	625	4.9%	86,846	4.5%
Nursing Staff	8,310	100.0%	1,272,869	100.0%
Director of Nursing (DON)	84	1.0%	15,470	1.2%
RN with Administrative Duties (ARN)	164	2.0%	36,417	2.9%
Staff Registered Nurse (RN)	732	8.8%	121,234	9.5%
Licensed Practical Nurse (LPN)	1,029	12.4%	255,409	20.1%
Certified Nurse Assistant (CNA)	5,641	67.9%	741,752	58.3%
Other Nursing Staff	611	7.4%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	65.2%	55.1%	24.6%	35.1%	4.4%	4.2%
Administrative and Management Staff	79.8%	71.9%	6.1%	18.0%	1.0%	1.8%
Nursing Staff	62.0%	51.4%	29.2%	39.5%	5.0%	4.9%
Therapy Staff	86.0%	65.7%	9.0%	25.7%	5.0%	3.8%
Food Services Staff	66.2%	55.3%	19.9%	33.7%	2.4%	3.3%
Housekeeping and Maintenance Staff	73.3%	65.2%	16.6%	24.3%	4.7%	2.6%
Social Services and Activities Staff	74.2%	66.5%	14.4%	22.5%	2.9%	2.8%
Nursing Staff						
Director of Nursing (DON)	79.3%	64.1%	11.5%	26.0%	0.0%	3.9%
RN with Administrative Duties (ARN)	67.3%	56.2%	15.6%	28.9%	3.2%	4.5%
Staff Registered Nurse (RN)	71.8%	49.5%	20.2%	41.0%	9.4%	7.0%
Licensed Practical Nurse (LPN)	76.7%	56.0%	12.6%	34.7%	5.3%	4.3%
Certified Nurse Assistant (CNA)	57.3%	49.0%	35.3%	42.6%	4.7%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

NEBRASKA

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	21,981	100.0%	1,940,818	100.0%
Administrative and Management Staff	976	4.4%	88,310	4.6%
Nursing Staff	15,034	68.4%	1,272,869	65.6%
Therapy Staff	214	1.0%	81,763	4.2%
Food Services Staff	2,917	13.3%	222,547	11.5%
Housekeeping and Maintenance Staff	1,870	8.5%	188,484	9.7%
Social Services and Activities Staff	968	4.4%	86,846	4.5%
Nursing Staff	15,034	100.0%	1,272,869	100.0%
Director of Nursing (DON)	211	1.4%	15,470	1.2%
RN with Administrative Duties (ARN)	366	2.4%	36,417	2.9%
Staff Registered Nurse (RN)	1,213	8.1%	121,234	9.5%
Licensed Practical Nurse (LPN)	2,723	18.1%	255,409	20.1%
Certified Nurse Assistant (CNA)	8,526	56.7%	741,752	58.3%
Other Nursing Staff	1,901	12.6%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	51.3%	55.1%	38.0%	35.1%	5.5%	4.2%
Administrative and Management Staff	69.0%	71.9%	20.6%	18.0%	3.7%	1.8%
Nursing Staff	49.1%	51.4%	40.1%	39.5%	5.9%	4.9%
Therapy Staff	64.8%	65.7%	15.4%	25.7%	2.9%	3.8%
Food Services Staff	46.2%	55.3%	43.5%	33.7%	5.1%	3.3%
Housekeeping and Maintenance Staff	60.0%	65.2%	33.3%	24.3%	5.4%	2.6%
Social Services and Activities Staff	70.8%	66.5%	21.6%	22.5%	3.6%	2.8%
Nursing Staff						
Director of Nursing (DON)	77.0%	64.1%	16.5%	26.0%	10.1%	3.9%
RN with Administrative Duties (ARN)	49.5%	56.2%	32.5%	28.9%	5.9%	4.5%
Staff Registered Nurse (RN)	57.6%	49.5%	31.9%	41.0%	9.6%	7.0%
Licensed Practical Nurse (LPN)	59.7%	56.0%	27.7%	34.7%	6.1%	4.3%
Certified Nurse Assistant (CNA)	41.2%	49.0%	49.4%	42.6%	5.8%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

NEW HAMPSHIRE

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	11,736	100.0%	1,940,818	100.0%
Administrative and Management Staff	426	3.6%	88,310	4.6%
Nursing Staff	7,187	61.2%	1,272,869	65.6%
Therapy Staff	869	7.4%	81,763	4.2%
Food Services Staff	1,587	13.5%	222,547	11.5%
Housekeeping and Maintenance Staff	1,071	9.1%	188,484	9.7%
Social Services and Activities Staff	594	5.1%	86,846	4.5%
Nursing Staff	7,187	100.0%	1,272,869	100.0%
Director of Nursing (DON)	78	1.1%	15,470	1.2%
RN with Administrative Duties (ARN)	117	1.6%	36,417	2.9%
Staff Registered Nurse (RN)	996	13.9%	121,234	9.5%
Licensed Practical Nurse (LPN)	1,115	15.5%	255,409	20.1%
Certified Nurse Assistant (CNA)	4,295	59.8%	741,752	58.3%
Other Nursing Staff	514	7.1%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	60.1%	55.1%	31.3%	35.1%	8.9%	4.2%
Administrative and Management Staff	79.4%	71.9%	22.1%	18.0%	7.5%	1.8%
Nursing Staff	57.0%	51.4%	32.5%	39.5%	9.8%	4.9%
Therapy Staff	65.5%	65.7%	47.4%	25.7%	16.8%	3.8%
Food Services Staff	53.8%	55.3%	34.0%	33.7%	5.3%	3.3%
Housekeeping and Maintenance Staff	79.2%	65.2%	15.1%	24.3%	4.6%	2.6%
Social Services and Activities Staff	63.2%	66.5%	21.8%	22.5%	3.6%	2.8%
Nursing Staff						
Director of Nursing (DON)	64.4%	64.1%	32.4%	26.0%	12.5%	3.9%
RN with Administrative Duties (ARN)	68.2%	56.2%	22.2%	28.9%	9.1%	4.5%
Staff Registered Nurse (RN)	48.3%	49.5%	46.1%	41.0%	14.8%	7.0%
Licensed Practical Nurse (LPN)	59.1%	56.0%	35.8%	34.7%	13.3%	4.3%
Certified Nurse Assistant (CNA)	56.3%	49.0%	31.4%	42.6%	4.8%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

NEW JERSEY

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	71,071	100.0%	1,940,818	100.0%
Administrative and Management Staff	3,720	5.2%	88,310	4.6%
Nursing Staff	44,427	62.5%	1,272,869	65.6%
Therapy Staff	3,186	4.5%	81,763	4.2%
Food Services Staff	8,499	12.0%	222,547	11.5%
Housekeeping and Maintenance Staff	6,962	9.8%	188,484	9.7%
Social Services and Activities Staff	4,276	6.0%	86,846	4.5%
Nursing Staff	44,427	100.0%	1,272,869	100.0%
Director of Nursing (DON)	355	0.8%	15,470	1.2%
RN with Administrative Duties (ARN)	1,485	3.3%	36,417	2.9%
Staff Registered Nurse (RN)	7,180	16.2%	121,234	9.5%
Licensed Practical Nurse (LPN)	8,075	18.2%	255,409	20.1%
Certified Nurse Assistant (CNA)	23,839	53.7%	741,752	58.3%
Other Nursing Staff	3,183	7.2%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	62.2%	55.1%	27.8%	35.1%	4.1%	4.2%
Administrative and Management Staff	71.5%	71.9%	15.7%	18.0%	1.9%	1.8%
Nursing Staff	61.4%	51.4%	29.0%	39.5%	4.7%	4.9%
Therapy Staff	57.4%	65.7%	44.7%	25.7%	2.4%	3.8%
Food Services Staff	57.3%	55.3%	32.6%	33.7%	3.6%	3.3%
Housekeeping and Maintenance Staff	70.0%	65.2%	18.3%	24.3%	3.3%	2.6%
Social Services and Activities Staff	66.3%	66.5%	18.5%	22.5%	2.1%	2.8%
Nursing Staff						
Director of Nursing (DON)	75.9%	64.1%	11.3%	26.0%	3.0%	3.9%
RN with Administrative Duties (ARN)	75.4%	56.2%	15.8%	28.9%	5.8%	4.5%
Staff Registered Nurse (RN)	53.8%	49.5%	37.7%	41.0%	4.8%	7.0%
Licensed Practical Nurse (LPN)	71.3%	56.0%	22.7%	34.7%	4.5%	4.3%
Certified Nurse Assistant (CNA)	61.4%	49.0%	27.7%	42.6%	5.5%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

NEW MEXICO

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	7,022	100.0%	1,940,818	100.0%
Administrative and Management Staff	403	5.7%	88,310	4.6%
Nursing Staff	4,576	65.2%	1,272,869	65.6%
Therapy Staff	300	4.3%	81,763	4.2%
Food Services Staff	817	11.6%	222,547	11.5%
Housekeeping and Maintenance Staff	578	8.2%	188,484	9.7%
Social Services and Activities Staff	350	5.0%	86,846	4.5%
Nursing Staff	4,576	100.0%	1,272,869	100.0%
Director of Nursing (DON)	59	1.3%	15,470	1.2%
RN with Administrative Duties (ARN)	15	0.3%	36,417	2.9%
Staff Registered Nurse (RN)	579	12.7%	121,234	9.5%
Licensed Practical Nurse (LPN)	661	14.5%	255,409	20.1%
Certified Nurse Assistant (CNA)	2,518	55.0%	741,752	58.3%
Other Nursing Staff	689	15.1%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	38.2%	55.1%	62.2%	35.1%	2.7%	4.2%
Administrative and Management Staff	51.3%	71.9%	42.7%	18.0%	1.4%	1.8%
Nursing Staff	34.7%	51.4%	69.7%	39.5%	3.0%	4.9%
Therapy Staff	52.0%	65.7%	29.5%	25.7%	0.0%	3.8%
Food Services Staff	41.2%	55.3%	63.7%	33.7%	2.8%	3.3%
Housekeeping and Maintenance Staff	48.1%	65.2%	39.2%	24.3%	1.1%	2.6%
Social Services and Activities Staff	44.2%	66.5%	48.5%	22.5%	5.0%	2.8%
Nursing Staff						
Director of Nursing (DON)	53.1%	64.1%	45.5%	26.0%	9.1%	3.9%
RN with Administrative Duties (ARN)	16.7%	56.2%	50.0%	28.9%	0.0%	4.5%
Staff Registered Nurse (RN)	31.3%	49.5%	58.3%	41.0%	0.9%	7.0%
Licensed Practical Nurse (LPN)	40.4%	56.0%	54.4%	34.7%	2.6%	4.3%
Certified Nurse Assistant (CNA)	34.5%	49.0%	72.5%	42.6%	3.3%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

NEVADA

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	6,441	100.0%	1,940,818	100.0%
Administrative and Management Staff	317	4.9%	88,310	4.6%
Nursing Staff	4,367	67.8%	1,272,869	65.6%
Therapy Staff	377	5.9%	81,763	4.2%
Food Services Staff	665	10.3%	222,547	11.5%
Housekeeping and Maintenance Staff	379	5.9%	188,484	9.7%
Social Services and Activities Staff	337	5.2%	86,846	4.5%
Nursing Staff	4,367	100.0%	1,272,869	100.0%
Director of Nursing (DON)	46	1.0%	15,470	1.2%
RN with Administrative Duties (ARN)	42	1.0%	36,417	2.9%
Staff Registered Nurse (RN)	800	18.3%	121,234	9.5%
Licensed Practical Nurse (LPN)	903	20.7%	255,409	20.1%
Certified Nurse Assistant (CNA)	2,231	51.1%	741,752	58.3%
Other Nursing Staff	324	7.4%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	52.2%	55.1%	45.6%	35.1%	2.6%	4.2%
Administrative and Management Staff	60.9%	71.9%	42.3%	18.0%	3.7%	1.8%
Nursing Staff	51.2%	51.4%	44.1%	39.5%	2.6%	4.9%
Therapy Staff	51.7%	65.7%	76.0%	25.7%	0.0%	3.8%
Food Services Staff	50.7%	55.3%	41.1%	33.7%	2.4%	3.3%
Housekeeping and Maintenance Staff	72.4%	65.2%	25.0%	24.3%	3.1%	2.6%
Social Services and Activities Staff	43.0%	66.5%	67.2%	22.5%	3.5%	2.8%
Nursing Staff						
Director of Nursing (DON)	61.1%	64.1%	28.6%	26.0%	0.0%	3.9%
RN with Administrative Duties (ARN)	28.6%	56.2%	61.5%	28.9%	0.0%	4.5%
Staff Registered Nurse (RN)	48.4%	49.5%	37.6%	41.0%	1.5%	7.0%
Licensed Practical Nurse (LPN)	54.6%	56.0%	48.4%	34.7%	4.5%	4.3%
Certified Nurse Assistant (CNA)	51.3%	49.0%	42.3%	42.6%	2.8%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

NEW YORK

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	139,437	100.0%	1,940,818	100.0%
Administrative and Management Staff	6,410	4.6%	88,310	4.6%
Nursing Staff	88,746	63.6%	1,272,869	65.6%
Therapy Staff	6,408	4.6%	81,763	4.2%
Food Services Staff	17,191	12.3%	222,547	11.5%
Housekeeping and Maintenance Staff	14,256	10.2%	188,484	9.7%
Social Services and Activities Staff	6,426	4.6%	86,846	4.5%
Nursing Staff	88,746	100.0%	1,272,869	100.0%
Director of Nursing (DON)	628	0.7%	15,470	1.2%
RN with Administrative Duties (ARN)	3,669	4.1%	36,417	2.9%
Staff Registered Nurse (RN)	8,446	9.5%	121,234	9.5%
Licensed Practical Nurse (LPN)	19,132	21.6%	255,409	20.1%
Certified Nurse Assistant (CNA)	49,289	55.5%	741,752	58.3%
Other Nursing Staff	7,127	8.0%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	72.9%	55.1%	17.4%	35.1%	5.4%	4.2%
Administrative and Management Staff	85.4%	71.9%	7.1%	18.0%	2.3%	1.8%
Nursing Staff	70.7%	51.4%	19.7%	39.5%	6.9%	4.9%
Therapy Staff	79.6%	65.7%	13.6%	25.7%	4.7%	3.8%
Food Services Staff	70.7%	55.3%	19.2%	33.7%	2.7%	3.3%
Housekeeping and Maintenance Staff	78.4%	65.2%	10.7%	24.3%	2.5%	2.6%
Social Services and Activities Staff	80.2%	66.5%	8.4%	22.5%	2.5%	2.8%
Nursing Staff						
Director of Nursing (DON)	76.3%	64.1%	12.8%	26.0%	1.7%	3.9%
RN with Administrative Duties (ARN)	77.1%	56.2%	15.6%	28.9%	6.2%	4.5%
Staff Registered Nurse (RN)	72.6%	49.5%	15.4%	41.0%	7.9%	7.0%
Licensed Practical Nurse (LPN)	76.8%	56.0%	16.8%	34.7%	5.4%	4.3%
Certified Nurse Assistant (CNA)	67.6%	49.0%	23.1%	42.6%	7.9%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

OHIO

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	119,676	100.0%	1,940,818	100.0%
Administrative and Management Staff	4,834	4.0%	88,310	4.6%
Nursing Staff	79,476	66.4%	1,272,869	65.6%
Therapy Staff	3,859	3.2%	81,763	4.2%
Food Services Staff	14,177	11.8%	222,547	11.5%
Housekeeping and Maintenance Staff	11,940	10.0%	188,484	9.7%
Social Services and Activities Staff	5,390	4.5%	86,846	4.5%
Nursing Staff	79,476	100.0%	1,272,869	100.0%
Director of Nursing (DON)	964	1.2%	15,470	1.2%
RN with Administrative Duties (ARN)	2,119	2.7%	36,417	2.9%
Staff Registered Nurse (RN)	7,437	9.4%	121,234	9.5%
Licensed Practical Nurse (LPN)	16,998	21.4%	255,409	20.1%
Certified Nurse Assistant (CNA)	46,720	58.8%	741,752	58.3%
Other Nursing Staff	4,626	5.8%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	55.1%	55.1%	32.7%	35.1%	3.0%	4.2%
Administrative and Management Staff	72.0%	71.9%	17.7%	18.0%	0.9%	1.8%
Nursing Staff	51.5%	51.4%	37.3%	39.5%	3.5%	4.9%
Therapy Staff	68.0%	65.7%	8.7%	25.7%	1.1%	3.8%
Food Services Staff	55.7%	55.3%	31.3%	33.7%	2.5%	3.3%
Housekeeping and Maintenance Staff	65.2%	65.2%	21.9%	24.3%	1.7%	2.6%
Social Services and Activities Staff	67.9%	66.5%	22.8%	22.5%	2.8%	2.8%
Nursing Staff						
Director of Nursing (DON)	69.4%	64.1%	20.3%	26.0%	1.3%	3.9%
RN with Administrative Duties (ARN)	61.5%	56.2%	29.2%	28.9%	1.5%	4.5%
Staff Registered Nurse (RN)	46.9%	49.5%	40.6%	41.0%	3.2%	7.0%
Licensed Practical Nurse (LPN)	60.0%	56.0%	27.9%	34.7%	2.4%	4.3%
Certified Nurse Assistant (CNA)	47.9%	49.0%	41.9%	42.6%	4.3%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

OKLAHOMA

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	24,783	100.0%	1,940,818	100.0%
Administrative and Management Staff	995	4.0%	88,310	4.6%
Nursing Staff	16,048	64.8%	1,272,869	65.6%
Therapy Staff	1,012	4.1%	81,763	4.2%
Food Services Staff	2,942	11.9%	222,547	11.5%
Housekeeping and Maintenance Staff	2,804	11.3%	188,484	9.7%
Social Services and Activities Staff	982	4.0%	86,846	4.5%
Nursing Staff	16,048	100.0%	1,272,869	100.0%
Director of Nursing (DON)	313	2.0%	15,470	1.2%
RN with Administrative Duties (ARN)	140	0.9%	36,417	2.9%
Staff Registered Nurse (RN)	964	6.0%	121,234	9.5%
Licensed Practical Nurse (LPN)	3,425	21.3%	255,409	20.1%
Certified Nurse Assistant (CNA)	9,694	60.4%	741,752	58.3%
Other Nursing Staff	1,217	7.6%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	37.6%	55.1%	60.9%	35.1%	4.1%	4.2%
Administrative and Management Staff	67.3%	71.9%	28.9%	18.0%	1.3%	1.8%
Nursing Staff	31.9%	51.4%	71.2%	39.5%	5.0%	4.9%
Therapy Staff	65.8%	65.7%	11.3%	25.7%	5.3%	3.8%
Food Services Staff	39.4%	55.3%	56.7%	33.7%	2.2%	3.3%
Housekeeping and Maintenance Staff	49.3%	65.2%	49.9%	24.3%	1.7%	2.6%
Social Services and Activities Staff	64.1%	66.5%	20.4%	22.5%	2.0%	2.8%
Nursing Staff						
Director of Nursing (DON)	53.8%	64.1%	28.2%	26.0%	1.9%	3.9%
RN with Administrative Duties (ARN)	51.6%	56.2%	29.2%	28.9%	4.8%	4.5%
Staff Registered Nurse (RN)	30.7%	49.5%	62.2%	41.0%	12.2%	7.0%
Licensed Practical Nurse (LPN)	36.4%	56.0%	54.9%	34.7%	5.6%	4.3%
Certified Nurse Assistant (CNA)	28.7%	49.0%	79.8%	42.6%	4.6%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

OREGON

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	10,787	100.0%	1,940,818	100.0%
Administrative and Management Staff	563	5.2%	88,310	4.6%
Nursing Staff	7,081	65.6%	1,272,869	65.6%
Therapy Staff	425	3.9%	81,763	4.2%
Food Services Staff	1,194	11.1%	222,547	11.5%
Housekeeping and Maintenance Staff	1,069	9.9%	188,484	9.7%
Social Services and Activities Staff	455	4.2%	86,846	4.5%
Nursing Staff	7,081	100.0%	1,272,869	100.0%
Director of Nursing (DON)	134	1.9%	15,470	1.2%
RN with Administrative Duties (ARN)	240	3.4%	36,417	2.9%
Staff Registered Nurse (RN)	778	11.0%	121,234	9.5%
Licensed Practical Nurse (LPN)	828	11.7%	255,409	20.1%
Certified Nurse Assistant (CNA)	4,696	66.3%	741,752	58.3%
Other Nursing Staff	382	5.4%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	55.9%	55.1%	33.7%	35.1%	3.4%	4.2%
Administrative and Management Staff	72.2%	71.9%	19.8%	18.0%	0.8%	1.8%
Nursing Staff	50.5%	51.4%	36.3%	39.5%	4.1%	4.9%
Therapy Staff	62.0%	65.7%	37.0%	25.7%	7.7%	3.8%
Food Services Staff	60.4%	55.3%	34.8%	33.7%	1.5%	3.3%
Housekeeping and Maintenance Staff	71.8%	65.2%	23.3%	24.3%	0.0%	2.6%
Social Services and Activities Staff	71.5%	66.5%	28.8%	22.5%	2.7%	2.8%
Nursing Staff						
Director of Nursing (DON)	67.2%	64.1%	32.6%	26.0%	3.0%	3.9%
RN with Administrative Duties (ARN)	50.5%	56.2%	32.1%	28.9%	5.2%	4.5%
Staff Registered Nurse (RN)	52.8%	49.5%	35.6%	41.0%	3.3%	7.0%
Licensed Practical Nurse (LPN)	58.8%	56.0%	36.3%	34.7%	4.1%	4.3%
Certified Nurse Assistant (CNA)	47.8%	49.0%	36.7%	42.6%	4.2%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

PENNSYLVANIA

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	102,835	100.0%	1,940,818	100.0%
Administrative and Management Staff	4,973	4.8%	88,310	4.6%
Nursing Staff	66,861	65.0%	1,272,869	65.6%
Therapy Staff	3,956	3.8%	81,763	4.2%
Food Services Staff	13,191	12.8%	222,547	11.5%
Housekeeping and Maintenance Staff	8,964	8.7%	188,484	9.7%
Social Services and Activities Staff	4,891	4.8%	86,846	4.5%
Nursing Staff	66,861	100.0%	1,272,869	100.0%
Director of Nursing (DON)	709	1.1%	15,470	1.2%
RN with Administrative Duties (ARN)	3,227	4.8%	36,417	2.9%
Staff Registered Nurse (RN)	7,707	11.5%	121,234	9.5%
Licensed Practical Nurse (LPN)	13,794	20.6%	255,409	20.1%
Certified Nurse Assistant (CNA)	36,540	54.7%	741,752	58.3%
Other Nursing Staff	4,231	6.3%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	56.0%	55.1%	35.3%	35.1%	4.0%	4.2%
Administrative and Management Staff	71.0%	71.9%	18.7%	18.0%	1.7%	1.8%
Nursing Staff	53.5%	51.4%	39.3%	39.5%	4.8%	4.9%
Therapy Staff	61.6%	65.7%	34.1%	25.7%	2.1%	3.8%
Food Services Staff	52.8%	55.3%	34.0%	33.7%	3.1%	3.3%
Housekeeping and Maintenance Staff	66.5%	65.2%	23.2%	24.3%	2.0%	2.6%
Social Services and Activities Staff	64.7%	66.5%	23.9%	22.5%	2.3%	2.8%
Nursing Staff						
Director of Nursing (DON)	61.8%	64.1%	30.1%	26.0%	5.6%	3.9%
RN with Administrative Duties (ARN)	49.8%	56.2%	42.3%	28.9%	3.8%	4.5%
Staff Registered Nurse (RN)	49.9%	49.5%	40.6%	41.0%	4.7%	7.0%
Licensed Practical Nurse (LPN)	61.9%	56.0%	30.7%	34.7%	4.0%	4.3%
Certified Nurse Assistant (CNA)	50.9%	49.0%	43.6%	42.6%	5.7%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

RHODE ISLAND

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	11,368	100.0%	1,940,818	100.0%
Administrative and Management Staff	500	4.4%	88,310	4.6%
Nursing Staff	7,297	64.2%	1,272,869	65.6%
Therapy Staff	669	5.9%	81,763	4.2%
Food Services Staff	1,317	11.6%	222,547	11.5%
Housekeeping and Maintenance Staff	930	8.2%	188,484	9.7%
Social Services and Activities Staff	655	5.8%	86,846	4.5%
Nursing Staff	7,297	100.0%	1,272,869	100.0%
Director of Nursing (DON)	88	1.2%	15,470	1.2%
RN with Administrative Duties (ARN)	181	2.5%	36,417	2.9%
Staff Registered Nurse (RN)	1,143	15.7%	121,234	9.5%
Licensed Practical Nurse (LPN)	771	10.6%	255,409	20.1%
Certified Nurse Assistant (CNA)	4,624	63.4%	741,752	58.3%
Other Nursing Staff	437	6.0%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	58.9%	55.1%	33.1%	35.1%	4.3%	4.2%
Administrative and Management Staff	81.8%	71.9%	10.4%	18.0%	0.0%	1.8%
Nursing Staff	55.5%	51.4%	36.4%	39.5%	5.2%	4.9%
Therapy Staff	70.9%	65.7%	36.2%	25.7%	1.9%	3.8%
Food Services Staff	55.5%	55.3%	34.7%	33.7%	2.4%	3.3%
Housekeeping and Maintenance Staff	72.4%	65.2%	20.5%	24.3%	3.1%	2.6%
Social Services and Activities Staff	60.8%	66.5%	24.5%	22.5%	5.5%	2.8%
Nursing Staff						
Director of Nursing (DON)	80.6%	64.1%	10.7%	26.0%	0.0%	3.9%
RN with Administrative Duties (ARN)	71.4%	56.2%	28.6%	28.9%	0.0%	4.5%
Staff Registered Nurse (RN)	58.3%	49.5%	37.5%	41.0%	7.6%	7.0%
Licensed Practical Nurse (LPN)	58.1%	56.0%	41.2%	34.7%	7.7%	4.3%
Certified Nurse Assistant (CNA)	51.6%	49.0%	38.2%	42.6%	5.0%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

SOUTH CAROLINA

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	23,041	100.0%	1,940,818	100.0%
Administrative and Management Staff	968	4.2%	88,310	4.6%
Nursing Staff	15,792	68.5%	1,272,869	65.6%
Therapy Staff	770	3.3%	81,763	4.2%
Food Services Staff	2,596	11.3%	222,547	11.5%
Housekeeping and Maintenance Staff	2,036	8.8%	188,484	9.7%
Social Services and Activities Staff	879	3.8%	86,846	4.5%
Nursing Staff	15,792	100.0%	1,272,869	100.0%
Director of Nursing (DON)	184	1.2%	15,470	1.2%
RN with Administrative Duties (ARN)	292	1.9%	36,417	2.9%
Staff Registered Nurse (RN)	1,237	7.8%	121,234	9.5%
Licensed Practical Nurse (LPN)	3,699	23.4%	255,409	20.1%
Certified Nurse Assistant (CNA)	9,125	57.8%	741,752	58.3%
Other Nursing Staff	1,128	7.1%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	54.7%	55.1%	30.0%	35.1%	4.1%	4.2%
Administrative and Management Staff	81.1%	71.9%	6.7%	18.0%	1.8%	1.8%
Nursing Staff	51.4%	51.4%	35.6%	39.5%	4.4%	4.9%
Therapy Staff	51.6%	65.7%	25.7%	25.7%	7.9%	3.8%
Food Services Staff	54.8%	55.3%	24.2%	33.7%	3.6%	3.3%
Housekeeping and Maintenance Staff	68.7%	65.2%	11.2%	24.3%	3.3%	2.6%
Social Services and Activities Staff	68.7%	66.5%	18.8%	22.5%	1.0%	2.8%
Nursing Staff						
Director of Nursing (DON)	72.1%	64.1%	13.2%	26.0%	0.0%	3.9%
RN with Administrative Duties (ARN)	59.4%	56.2%	18.5%	28.9%	7.0%	4.5%
Staff Registered Nurse (RN)	46.2%	49.5%	40.5%	41.0%	6.0%	7.0%
Licensed Practical Nurse (LPN)	52.4%	56.0%	35.1%	34.7%	4.3%	4.3%
Certified Nurse Assistant (CNA)	49.7%	49.0%	37.2%	42.6%	3.7%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

SOUTH DAKOTA

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	9,611	100.0%	1,940,818	100.0%
Administrative and Management Staff	432	4.5%	88,310	4.6%
Nursing Staff	6,171	64.2%	1,272,869	65.6%
Therapy Staff	88	0.9%	81,763	4.2%
Food Services Staff	1,562	16.3%	222,547	11.5%
Housekeeping and Maintenance Staff	840	8.7%	188,484	9.7%
Social Services and Activities Staff	517	5.4%	86,846	4.5%
Nursing Staff	6,171	100.0%	1,272,869	100.0%
Director of Nursing (DON)	101	1.6%	15,470	1.2%
RN with Administrative Duties (ARN)	605	9.8%	36,417	2.9%
Staff Registered Nurse (RN)	367	5.9%	121,234	9.5%
Licensed Practical Nurse (LPN)	619	10.0%	255,409	20.1%
Certified Nurse Assistant (CNA)	4,074	66.0%	741,752	58.3%
Other Nursing Staff	387	6.3%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	51.3%	55.1%	36.9%	35.1%	6.2%	4.2%
Administrative and Management Staff	84.1%	71.9%	4.5%	18.0%	1.1%	1.8%
Nursing Staff	47.9%	51.4%	42.8%	39.5%	6.9%	4.9%
Therapy Staff	70.4%	65.7%	0.0%	25.7%	10.5%	3.8%
Food Services Staff	49.9%	55.3%	34.4%	33.7%	5.2%	3.3%
Housekeeping and Maintenance Staff	58.7%	65.2%	26.7%	24.3%	6.9%	2.6%
Social Services and Activities Staff	65.6%	66.5%	23.0%	22.5%	3.5%	2.8%
Nursing Staff						
Director of Nursing (DON)	70.4%	64.1%	17.4%	26.0%	8.7%	3.9%
RN with Administrative Duties (ARN)	56.7%	56.2%	21.8%	28.9%	3.5%	4.5%
Staff Registered Nurse (RN)	51.7%	49.5%	45.0%	41.0%	11.5%	7.0%
Licensed Practical Nurse (LPN)	60.7%	56.0%	28.1%	34.7%	6.4%	4.3%
Certified Nurse Assistant (CNA)	43.0%	49.0%	49.4%	42.6%	6.4%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

TENNESSEE

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	39,509	100.0%	1,940,818	100.0%
Administrative and Management Staff	1,704	4.3%	88,310	4.6%
Nursing Staff	25,627	64.9%	1,272,869	65.6%
Therapy Staff	2,173	5.5%	81,763	4.2%
Food Services Staff	4,024	10.2%	222,547	11.5%
Housekeeping and Maintenance Staff	4,624	11.7%	188,484	9.7%
Social Services and Activities Staff	1,358	3.4%	86,846	4.5%
Nursing Staff	25,627	100.0%	1,272,869	100.0%
Director of Nursing (DON)	308	1.2%	15,470	1.2%
RN with Administrative Duties (ARN)	520	2.0%	36,417	2.9%
Staff Registered Nurse (RN)	1,360	5.3%	121,234	9.5%
Licensed Practical Nurse (LPN)	6,425	25.1%	255,409	20.1%
Certified Nurse Assistant (CNA)	14,913	58.2%	741,752	58.3%
Other Nursing Staff	1,824	7.1%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	55.3%	55.1%	29.3%	35.1%	3.1%	4.2%
Administrative and Management Staff	74.5%	71.9%	14.2%	18.0%	1.0%	1.8%
Nursing Staff	49.6%	51.4%	35.9%	39.5%	3.6%	4.9%
Therapy Staff	67.2%	65.7%	12.0%	25.7%	3.0%	3.8%
Food Services Staff	60.9%	55.3%	23.1%	33.7%	2.2%	3.3%
Housekeeping and Maintenance Staff	69.6%	65.2%	17.2%	24.3%	2.1%	2.6%
Social Services and Activities Staff	73.6%	66.5%	12.4%	22.5%	1.4%	2.8%
Nursing Staff						
Director of Nursing (DON)	62.1%	64.1%	24.7%	26.0%	4.1%	3.9%
RN with Administrative Duties (ARN)	45.5%	56.2%	31.7%	28.9%	5.8%	4.5%
Staff Registered Nurse (RN)	50.9%	49.5%	27.6%	41.0%	5.2%	7.0%
Licensed Practical Nurse (LPN)	55.9%	56.0%	27.1%	34.7%	2.5%	4.3%
Certified Nurse Assistant (CNA)	46.6%	49.0%	40.7%	42.6%	4.1%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

TEXAS

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
	Count	Percentage	Count	Percentage
All Nursing Facility Employees	115,224	100.0%	1,940,818	100.0%
Administrative and Management Staff	6,128	5.3%	88,310	4.6%
Nursing Staff	76,590	66.5%	1,272,869	65.6%
Therapy Staff	5,491	4.8%	81,763	4.2%
Food Services Staff	12,644	11.0%	222,547	11.5%
Housekeeping and Maintenance Staff	10,788	9.4%	188,484	9.7%
Social Services and Activities Staff	3,583	3.1%	86,846	4.5%
Nursing Staff	76,590	100.0%	1,272,869	100.0%
Director of Nursing (DON)	1,140	1.5%	15,470	1.2%
RN with Administrative Duties (ARN)	691	0.9%	36,417	2.9%
Staff Registered Nurse (RN)	4,166	5.4%	121,234	9.5%
Licensed Practical Nurse (LPN)	18,702	24.4%	255,409	20.1%
Certified Nurse Assistant (CNA)	43,717	57.1%	741,752	58.3%
Other Nursing Staff	6,764	8.8%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	38.0%	55.1%	63.8%	35.1%	7.3%	4.2%
Administrative and Management Staff	56.9%	71.9%	29.3%	18.0%	3.8%	1.8%
Nursing Staff	34.3%	51.4%	72.0%	39.5%	9.1%	4.9%
Therapy Staff	55.2%	65.7%	27.4%	25.7%	7.3%	3.8%
Food Services Staff	40.4%	55.3%	56.3%	33.7%	3.2%	3.3%
Housekeeping and Maintenance Staff	43.6%	65.2%	60.3%	24.3%	2.2%	2.6%
Social Services and Activities Staff	51.1%	66.5%	41.2%	22.5%	1.3%	2.8%
Nursing Staff						
Director of Nursing (DON)	43.2%	64.1%	56.0%	26.0%	8.9%	3.9%
RN with Administrative Duties (ARN)	47.3%	56.2%	43.6%	28.9%	12.8%	4.5%
Staff Registered Nurse (RN)	35.1%	49.5%	57.1%	41.0%	21.9%	7.0%
Licensed Practical Nurse (LPN)	36.0%	56.0%	63.6%	34.7%	6.1%	4.3%
Certified Nurse Assistant (CNA)	31.1%	49.0%	80.3%	42.6%	8.0%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

UTAH

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	10,244	100.0%	1,940,818	100.0%
Administrative and Management Staff	594	5.8%	88,310	4.6%
Nursing Staff	5,975	58.3%	1,272,869	65.6%
Therapy Staff	1,277	12.5%	81,763	4.2%
Food Services Staff	1,061	10.4%	222,547	11.5%
Housekeeping and Maintenance Staff	878	8.6%	188,484	9.7%
Social Services and Activities Staff	459	4.5%	86,846	4.5%
Nursing Staff	5,975	100.0%	1,272,869	100.0%
Director of Nursing (DON)	97	1.6%	15,470	1.2%
RN with Administrative Duties (ARN)	97	1.6%	36,417	2.9%
Staff Registered Nurse (RN)	986	16.5%	121,234	9.5%
Licensed Practical Nurse (LPN)	682	11.4%	255,409	20.1%
Certified Nurse Assistant (CNA)	3,480	58.2%	741,752	58.3%
Other Nursing Staff	580	9.7%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	45.1%	55.1%	43.8%	35.1%	1.3%	4.2%
Administrative and Management Staff	74.9%	71.9%	15.1%	18.0%	1.6%	1.8%
Nursing Staff	40.5%	51.4%	52.8%	39.5%	1.1%	4.9%
Therapy Staff	50.0%	65.7%	20.9%	25.7%	2.1%	3.8%
Food Services Staff	42.1%	55.3%	50.6%	33.7%	2.5%	3.3%
Housekeeping and Maintenance Staff	53.9%	65.2%	36.6%	24.3%	0.8%	2.6%
Social Services and Activities Staff	59.5%	66.5%	25.5%	22.5%	0.0%	2.8%
Nursing Staff						
Director of Nursing (DON)	53.8%	64.1%	18.2%	26.0%	0.0%	3.9%
RN with Administrative Duties (ARN)	87.5%	56.2%	6.7%	28.9%	0.0%	4.5%
Staff Registered Nurse (RN)	44.7%	49.5%	44.8%	41.0%	0.0%	7.0%
Licensed Practical Nurse (LPN)	50.5%	56.0%	41.8%	34.7%	2.2%	4.3%
Certified Nurse Assistant (CNA)	34.9%	49.0%	61.3%	42.6%	1.5%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

VIRGINIA

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	40,085	100.0%	1,940,818	100.0%
Administrative and Management Staff	2,357	5.9%	88,310	4.6%
Nursing Staff	26,969	67.3%	1,272,869	65.6%
Therapy Staff	1,321	3.3%	81,763	4.2%
Food Services Staff	4,404	11.0%	222,547	11.5%
Housekeeping and Maintenance Staff	3,504	8.7%	188,484	9.7%
Social Services and Activities Staff	1,532	3.8%	86,846	4.5%
Nursing Staff	26,969	100.0%	1,272,869	100.0%
Director of Nursing (DON)	284	1.1%	15,470	1.2%
RN with Administrative Duties (ARN)	1,001	3.7%	36,417	2.9%
Staff Registered Nurse (RN)	1,553	5.8%	121,234	9.5%
Licensed Practical Nurse (LPN)	7,180	26.6%	255,409	20.1%
Certified Nurse Assistant (CNA)	15,294	56.7%	741,752	58.3%
Other Nursing Staff	1,410	5.2%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	57.9%	55.1%	31.6%	35.1%	6.2%	4.2%
Administrative and Management Staff	76.1%	71.9%	13.8%	18.0%	1.8%	1.8%
Nursing Staff	53.5%	51.4%	37.6%	39.5%	6.6%	4.9%
Therapy Staff	70.2%	65.7%	21.0%	25.7%	6.0%	3.8%
Food Services Staff	62.2%	55.3%	23.3%	33.7%	7.7%	3.3%
Housekeeping and Maintenance Staff	72.0%	65.2%	16.5%	24.3%	4.6%	2.6%
Social Services and Activities Staff	65.4%	66.5%	21.7%	22.5%	4.3%	2.8%
Nursing Staff						
Director of Nursing (DON)	88.0%	64.1%	2.0%	26.0%	2.4%	3.9%
RN with Administrative Duties (ARN)	50.5%	56.2%	33.8%	28.9%	7.4%	4.5%
Staff Registered Nurse (RN)	50.9%	49.5%	39.8%	41.0%	11.6%	7.0%
Licensed Practical Nurse (LPN)	56.2%	56.0%	37.5%	34.7%	6.1%	4.3%
Certified Nurse Assistant (CNA)	51.3%	49.0%	38.8%	42.6%	6.8%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

VERMONT

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	5,089	100.0%	1,940,818	100.0%
Administrative and Management Staff	196	3.9%	88,310	4.6%
Nursing Staff	3,190	62.7%	1,272,869	65.6%
Therapy Staff	247	4.9%	81,763	4.2%
Food Services Staff	684	13.4%	222,547	11.5%
Housekeeping and Maintenance Staff	514	10.1%	188,484	9.7%
Social Services and Activities Staff	257	5.0%	86,846	4.5%
Nursing Staff	3,190	100.0%	1,272,869	100.0%
Director of Nursing (DON)	48	1.5%	15,470	1.2%
RN with Administrative Duties (ARN)	100	3.1%	36,417	2.9%
Staff Registered Nurse (RN)	502	15.7%	121,234	9.5%
Licensed Practical Nurse (LPN)	491	15.4%	255,409	20.1%
Certified Nurse Assistant (CNA)	1,756	55.1%	741,752	58.3%
Other Nursing Staff	280	8.8%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	49.1%	55.1%	30.9%	35.1%	6.5%	4.2%
Administrative and Management Staff	68.4%	71.9%	5.6%	18.0%	6.4%	1.8%
Nursing Staff	45.9%	51.4%	32.6%	39.5%	8.0%	4.9%
Therapy Staff	56.4%	65.7%	27.3%	25.7%	10.8%	3.8%
Food Services Staff	48.7%	55.3%	44.1%	33.7%	2.3%	3.3%
Housekeeping and Maintenance Staff	54.8%	65.2%	23.3%	24.3%	3.0%	2.6%
Social Services and Activities Staff	62.1%	66.5%	12.7%	22.5%	0.0%	2.8%
Nursing Staff						
Director of Nursing (DON)	61.5%	64.1%	8.3%	26.0%	0.0%	3.9%
RN with Administrative Duties (ARN)	59.1%	56.2%	10.0%	28.9%	5.3%	4.5%
Staff Registered Nurse (RN)	45.2%	49.5%	28.3%	41.0%	17.6%	7.0%
Licensed Practical Nurse (LPN)	52.9%	56.0%	25.9%	34.7%	4.5%	4.3%
Certified Nurse Assistant (CNA)	42.5%	49.0%	41.8%	42.6%	8.5%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

WASHINGTON

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	27,444	100.0%	1,940,818	100.0%
Administrative and Management Staff	1,321	4.8%	88,310	4.6%
Nursing Staff	17,561	64.0%	1,272,869	65.6%
Therapy Staff	1,831	6.7%	81,763	4.2%
Food Services Staff	2,750	10.0%	222,547	11.5%
Housekeeping and Maintenance Staff	2,702	9.8%	188,484	9.7%
Social Services and Activities Staff	1,280	4.7%	86,846	4.5%
Nursing Staff	17,561	100.0%	1,272,869	100.0%
Director of Nursing (DON)	236	1.3%	15,470	1.2%
RN with Administrative Duties (ARN)	385	2.2%	36,417	2.9%
Staff Registered Nurse (RN)	2,309	13.1%	121,234	9.5%
Licensed Practical Nurse (LPN)	3,061	17.4%	255,409	20.1%
Certified Nurse Assistant (CNA)	10,027	57.1%	741,752	58.3%
Other Nursing Staff	1,446	8.2%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	51.5%	55.1%	45.0%	35.1%	6.0%	4.2%
Administrative and Management Staff	71.1%	71.9%	23.5%	18.0%	6.7%	1.8%
Nursing Staff	46.7%	51.4%	52.1%	39.5%	6.9%	4.9%
Therapy Staff	66.6%	65.7%	23.4%	25.7%	8.4%	3.8%
Food Services Staff	52.3%	55.3%	40.5%	33.7%	2.2%	3.3%
Housekeeping and Maintenance Staff	61.7%	65.2%	33.6%	24.3%	2.7%	2.6%
Social Services and Activities Staff	64.9%	66.5%	35.1%	22.5%	2.5%	2.8%
Nursing Staff						
Director of Nursing (DON)	72.5%	64.1%	25.0%	26.0%	4.3%	3.9%
RN with Administrative Duties (ARN)	59.4%	56.2%	27.8%	28.9%	10.0%	4.5%
Staff Registered Nurse (RN)	45.1%	49.5%	54.6%	41.0%	5.2%	7.0%
Licensed Practical Nurse (LPN)	54.8%	56.0%	45.6%	34.7%	6.9%	4.3%
Certified Nurse Assistant (CNA)	45.8%	49.0%	50.5%	42.6%	6.0%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

WISCONSIN

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	45,453	100.0%	1,940,818	100.0%
Administrative and Management Staff	2,004	4.4%	88,310	4.6%
Nursing Staff	30,690	67.5%	1,272,869	65.6%
Therapy Staff	1,419	3.1%	81,763	4.2%
Food Services Staff	5,672	12.5%	222,547	11.5%
Housekeeping and Maintenance Staff	3,339	7.3%	188,484	9.7%
Social Services and Activities Staff	2,329	5.1%	86,846	4.5%
Nursing Staff	30,690	100.0%	1,272,869	100.0%
Director of Nursing (DON)	385	1.3%	15,470	1.2%
RN with Administrative Duties (ARN)	1,416	4.6%	36,417	2.9%
Staff Registered Nurse (RN)	3,715	12.1%	121,234	9.5%
Licensed Practical Nurse (LPN)	4,349	14.2%	255,409	20.1%
Certified Nurse Assistant (CNA)	18,902	61.6%	741,752	58.3%
Other Nursing Staff	1,720	5.6%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	56.9%	55.1%	32.9%	35.1%	4.4%	4.2%
Administrative and Management Staff	74.7%	71.9%	15.7%	18.0%	2.4%	1.8%
Nursing Staff	53.5%	51.4%	37.3%	39.5%	5.0%	4.9%
Therapy Staff	74.6%	65.7%	11.6%	25.7%	2.6%	3.8%
Food Services Staff	56.2%	55.3%	32.1%	33.7%	2.5%	3.3%
Housekeeping and Maintenance Staff	70.1%	65.2%	19.8%	24.3%	3.1%	2.6%
Social Services and Activities Staff	66.4%	66.5%	23.8%	22.5%	5.7%	2.8%
Nursing Staff						
Director of Nursing (DON)	62.6%	64.1%	32.4%	26.0%	5.6%	3.9%
RN with Administrative Duties (ARN)	56.6%	56.2%	30.5%	28.9%	2.3%	4.5%
Staff Registered Nurse (RN)	49.3%	49.5%	39.3%	41.0%	5.0%	7.0%
Licensed Practical Nurse (LPN)	59.1%	56.0%	36.1%	34.7%	3.0%	4.3%
Certified Nurse Assistant (CNA)	51.6%	49.0%	38.9%	42.6%	5.8%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

WEST VIRGINIA

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	12,835	100.0%	1,940,818	100.0%
Administrative and Management Staff	535	4.2%	88,310	4.6%
Nursing Staff	8,282	64.5%	1,272,869	65.6%
Therapy Staff	584	4.6%	81,763	4.2%
Food Services Staff	1,312	10.2%	222,547	11.5%
Housekeeping and Maintenance Staff	1,498	11.7%	188,484	9.7%
Social Services and Activities Staff	624	4.9%	86,846	4.5%
Nursing Staff	8,282	100.0%	1,272,869	100.0%
Director of Nursing (DON)	124	1.5%	15,470	1.2%
RN with Administrative Duties (ARN)	191	2.3%	36,417	2.9%
Staff Registered Nurse (RN)	788	9.5%	121,234	9.5%
Licensed Practical Nurse (LPN)	1,641	19.8%	255,409	20.1%
Certified Nurse Assistant (CNA)	4,567	55.2%	741,752	58.3%
Other Nursing Staff	839	10.1%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	50.9%	55.1%	49.4%	35.1%	4.1%	4.2%
Administrative and Management Staff	70.6%	71.9%	22.2%	18.0%	2.8%	1.8%
Nursing Staff	47.8%	51.4%	54.4%	39.5%	5.2%	4.9%
Therapy Staff	48.5%	65.7%	52.0%	25.7%	1.0%	3.8%
Food Services Staff	51.1%	55.3%	53.1%	33.7%	1.9%	3.3%
Housekeeping and Maintenance Staff	63.7%	65.2%	31.4%	24.3%	2.0%	2.6%
Social Services and Activities Staff	54.8%	66.5%	39.8%	22.5%	1.6%	2.8%
Nursing Staff						
Director of Nursing (DON)	59.7%	64.1%	26.3%	26.0%	0.0%	3.9%
RN with Administrative Duties (ARN)	44.3%	56.2%	46.3%	28.9%	14.0%	4.5%
Staff Registered Nurse (RN)	35.8%	49.5%	66.1%	41.0%	18.4%	7.0%
Licensed Practical Nurse (LPN)	56.5%	56.0%	43.4%	34.7%	1.9%	4.3%
Certified Nurse Assistant (CNA)	46.5%	49.0%	59.7%	42.6%	5.9%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.

WYOMING

Estimated Number and Percentage* of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	STATE		UNITED STATES	
All Nursing Facility Employees	3,243	100.0%	1,940,818	100.0%
Administrative and Management Staff	267	8.2%	88,310	4.6%
Nursing Staff	1,976	60.9%	1,272,869	65.6%
Therapy Staff	0	0.0%	81,763	4.2%
Food Services Staff	456	14.1%	222,547	11.5%
Housekeeping and Maintenance Staff	376	11.6%	188,484	9.7%
Social Services and Activities Staff	168	5.2%	86,846	4.5%
Nursing Staff	1,976	100.0%	1,272,869	100.0%
Director of Nursing (DON)	43	2.2%	15,470	1.2%
RN with Administrative Duties (ARN)	25	1.3%	36,417	2.9%
Staff Registered Nurse (RN)	418	21.2%	121,234	9.5%
Licensed Practical Nurse (LPN)	241	12.2%	255,409	20.1%
Certified Nurse Assistant (CNA)	907	45.9%	741,752	58.3%
Other Nursing Staff	334	16.9%	90,847	7.1%

Retention, Turnover, and Vacancy Rates of Nursing Facility Employees by Job Category and Nursing Job Position, 2010

	RETENTION RATE		TURNOVER RATE		VACANCY RATE	
	STATE	U.S.	STATE	U.S.	STATE	U.S.
All Nursing Facility Employees	50.5%	55.1%	39.0%	35.1%	7.6%	4.2%
Administrative and Management Staff	94.5%	71.9%	2.8%	18.0%	0.0%	1.8%
Nursing Staff	41.6%	51.4%	49.7%	39.5%	11.7%	4.9%
Therapy Staff	.	65.7%	.	25.7%	.	3.8%
Food Services Staff	59.6%	55.3%	23.6%	33.7%	0.0%	3.3%
Housekeeping and Maintenance Staff	60.9%	65.2%	34.7%	24.3%	1.7%	2.6%
Social Services and Activities Staff	69.0%	66.5%	22.8%	22.5%	0.0%	2.8%
Nursing Staff						
Director of Nursing (DON)	87.5%	64.1%	0.0%	26.0%	0.0%	3.9%
RN with Administrative Duties (ARN)	100.0%	56.2%	0.0%	28.9%	0.0%	4.5%
Staff Registered Nurse (RN)	56.7%	49.5%	26.0%	41.0%	7.6%	7.0%
Licensed Practical Nurse (LPN)	49.0%	56.0%	28.9%	34.7%	6.1%	4.3%
Certified Nurse Assistant (CNA)	35.7%	49.0%	74.3%	42.6%	17.9%	5.1%

All retention, turnover and vacancy statistics were produced by AHCA using data from 2010 AHCA Nursing Facility Staffing Survey.
*May not add due to rounding.