

2007 AHCA Survey Nursing Staff Vacancy and Turnover In Nursing Facilities

America's nursing facilities have been facing a chronic direct-care workforce shortage for more than a decade. In order to measure the extent of the difficulty that nursing facilities are having in retaining and recruiting nursing staff, the American Health Care Association (AHCA) conducted a nursing position survey to examine employment vacancy and turnover in nursing facilities in 2007.

The results of this survey indicate nearly 110,000 direct-care staff positions were vacant in 2007. Specifically, 1 in 6 staff registered nurse positions were vacant, 1 in 9 licensed practical nurses positions were vacant, and 1 in 10 certified nurses aides positions were vacant. The nursing facilities want to hire staff for these positions, but qualified candidates are not available to hire.

	<u>Vacancy Rates</u>			
	<u>2007</u>		<u>2002</u>	
	Vacant Positions	Vacancy Rate	Vacant Positions	Vacancy Rate
Director of Nursing	686	4.4%	797	4.8%
Administrative Registered Nurses (RNs)	5,343	10.4%	3,998	8.1%
Staff Registered Nurses (RNs)	19,431	16.3%	13,922	15.0%
Licensed Practical Nurses	24,152	11.1%	25,118	13.2%
Certified Nurses Aides	60,266	9.5%	51,959	8.5%
Total	109,877	10.5%	95,794	10.0%

	<u>Turnover Rates</u>	
	<u>2007</u>	<u>2002</u>
Director of Nursing	37.8%	49.7%
Administrative Registered Nurses (RNs)	28.7%	35.5%
Staff Registered Nurses (RNs)	41.0%	48.9%
Licensed Practical Nurses	49.9%	48.9%
Certified Nurses Aides	65.6%	71.1%

The high vacancy rates confirm that there is a continuing need for government policy and educational initiatives to promote careers in long term care nursing. High quality nursing facility services depend upon a stable, well-trained workforce. Promoting sound fiscal policies, designed to strengthen America's long term care workforce and facilitate the continuing improvement in quality nursing facility care, is imperative and should be a top national priority.