



MISSISSIPPI OFFICE OF NURSING WORKFORCE

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FACTS

- In October 2006, the Office of Nursing Workforce sent annual nursing workforce surveys to 123 hospitals across the state. Ninety-nine (80%) of those hospitals responded. The following information and map include this recent data.
- The hospital total RN vacancy rates and the LPN vacancy rates in all healthcare sectors for 2004, 2005 and 2006 are:

	<i>2004 Vacancy Rate</i>	<i>2005 Vacancy Rate</i>	<i>2006 Vacancy Rate</i>
RN	7.7%	7.9%	9.3%
LPN	11.6%	12.1%	13.8%

- RN staff nurses make up the majority of reported RN full time equivalents (FTEs). The hospital RN staff nurse vacancy rate increased from 7.9 % in 2005 to 9.6% (1,162 FTEs) in 2006.
- In addition to the number of vacant RN positions reported by hospitals, employers also report increasing demand or need for staff RNs. By 2008, the need for staff RNs in hospitals is expected to increase to 8.3% (883 FTEs).
- Difficulty recruiting nurses was reported by 72% (N = 71) of the hospitals participating in the survey. The hospital RN turnover rate of 22% (N=94) is slightly higher than last year's reported turnover rate of 21.7% and the national average of 21.3% reported by the American Organization of Nurse Executives (2002).
- 186 long term care facilities reported the following statewide vacancy rates:
RN - 13.1% (206 FTEs); LPN - 11.0% (285 FTEs); Ancillary Personnel - 7.5% (606 FTEs).
- According to the MS Board of Nursing, the number of graduates from Mississippi Schools of Nursing who took the national licensure exam on the first write and passed has increased from 691 in 2001 to 1,286 in 2006, an 86% increase.
- In March 2007, the Southern Regional Education Board (SREB) Council on Collegiate Education for Nursing conducted a survey of schools of nursing (SON). All (21)Mississippi SON participated and reported the following:
 - 446 budgeted full time (FT) positions in September 2006.
 - 21 unfilled FT faculty positions for a vacancy rate of 4.3%.
 - 20 nurse educators resigned or retired during the 2006-2007 academic year.
 - 88 anticipated resignations or retirements through the 2009-2010 academic year.
 - 129 total actual or anticipated unfilled faculty positions would result in a vacancy rate of 29% in 3 years, if unable to replace.
 - 33 of the 2007 graduates of master's and doctoral programs will complete courses to teach nursing.

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*2006 HOSPITAL STAFF RN, LPN,
& ANCILLARY VACANCY RATES (FTES)
BY PUBLIC HEALTH DISTRICTS*

