

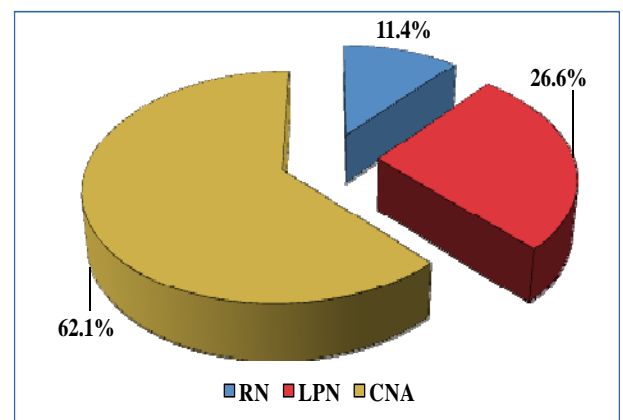
Data in this report are from the Florida Center for Nursing 2009 Nurse Employer Survey, conducted from August through October 2009. 676 skilled nursing facilities within the state of Florida were mailed this survey, and 207 (30.6%) responded. For complete results and analysis, see the report [Workforce Demand in Nursing-Intensive Healthcare Settings: 2009 Vacancies and 2011 Growth Projections](#). Superscripts (¹, ², etc) reference endnotes with detailed information on the last page of this report.

Table 1. Employee Status as of June 30, 2009

Nurse Type	% permanent full-time	% permanent part-time	% per diem/agency
RNs	71.3	18.3	10.5
LPNs	65.4	24.9	9.7
CNAs	82.4	11.6	6.0

Most nurses employed by skilled nursing facilities work full-time, although 25% of LPNs work part-time. The nursing staff mix is approximately 11% RNs, 27% LPNs, and 62% CNAs.

Figure 1. Nursing Staff Mix



We estimated there were over 3,600 vacant nursing positions in skilled nursing facilities, an average of 0.8 RN vacancies and 3.5 CNA vacancies per facility. Estimated vacancies for all facilities were calculated from facilities responding to our survey. 27.4% of skilled nursing facilities reported their actual need for RNs was greater than the number of budgeted positions.

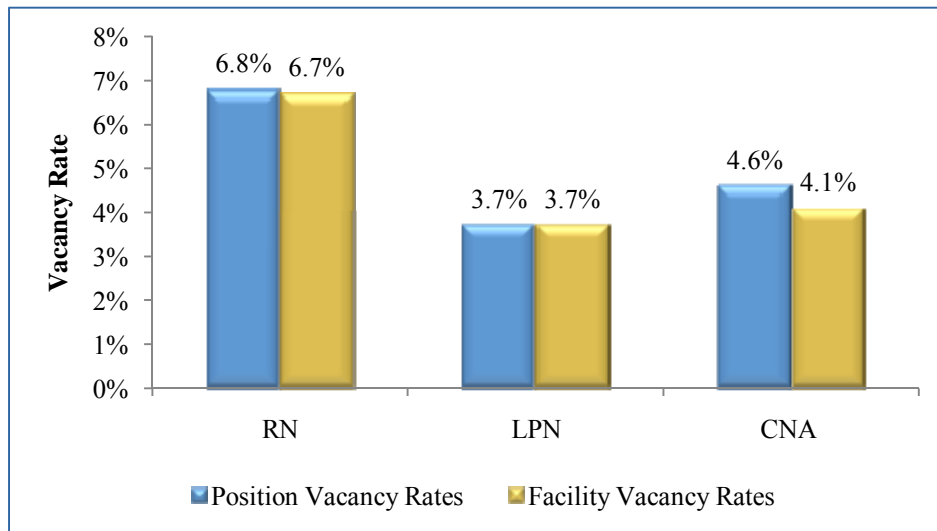
Table 2. Estimated Vacancies and Need for Additional Budgeted Positions as of June 30, 2009¹

Nurse Type	# estimated vacancies	% needing additional positions
RNs	573	27.4
LPNs	746	15.9
CNAs	2,338	15.4

Recession Effects:

- SNFs report that patient census is down, and to cut costs some facilities have decreased use of overtime and agency/temporary staff.
- On the other hand, some facilities have increased use of overtime to avoid extra hiring, and report this increased overtime leads to fatigue and burnout.

Figure 2. Full-Time Equivalent Vacancy Rate as of June 30, 2009²



*The **position vacancy rate** is the proportion of Full-time Equivalent (FTE) positions that are vacant across all responding skilled nursing facilities. The **facility vacancy rate** is calculated for each facility, and each facility has equal influence on the average regardless of staff size. The position vacancy rate for RNs is 6.8%, whereas the average facility vacancy rate is 6.7%. Workforce planners commonly use position vacancy rates, and facility administrators use the facility vacancy rate to benchmark against the average facility.*

Table 3. Full-Time Equivalent Facility Vacancy Rates as of June 30, 2009

Type	Average Facility Rate (Mean)	25 th Percentile	50 th Percentile (Median)	75 th Percentile
RNs	6.7%	0	0	12.5
LPNs	3.7%	0	1.9	6.7
CNAs	4.1%	0	3.3	6.3

Recession Effects: About half of skilled nursing facilities report the recession has had no effect on their business. Other facilities report they have more applicants for vacant positions, while others are now able to hire more qualified nurses because many nurses are looking for employment. Some facilities report they have had many unqualified applicants for open positions, and that qualified RNs are difficult to hire. Increasing gas prices are a problem for nursing staff, as nurses do not want to commute to work.

Table 4. Separations (Turnovers) between July 1, 2008 and June 30, 2009³

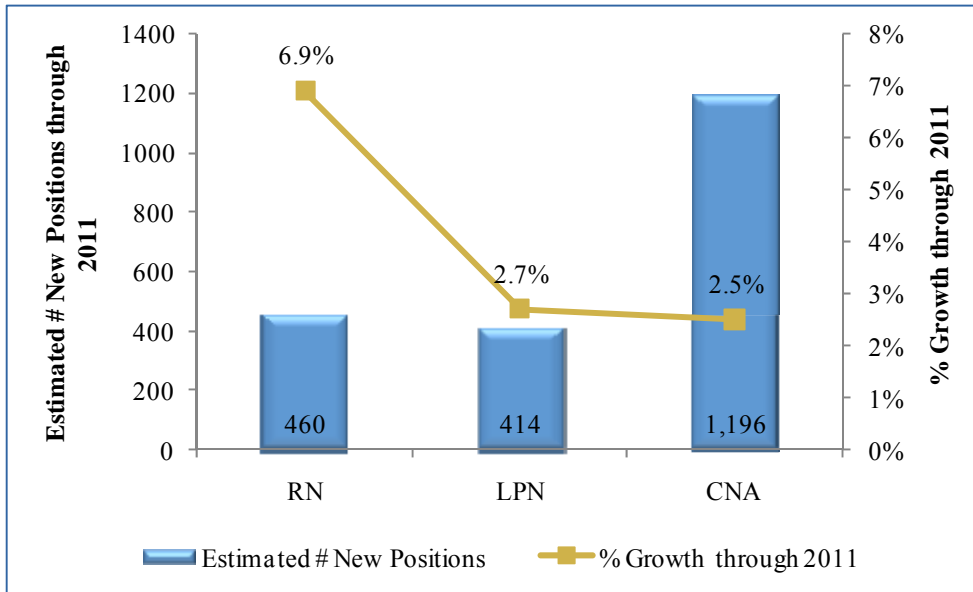
Type	# separations	average # separations
RNs	620	3.5
LPNs	1,462	8.3
CNAs	4,021	22.7

Skilled nursing facilities responding to our survey reported over 6,100 separations between July 2008 and June 2009, and averaged 22.7 CNA separations per facility. The average facility-level turnover rate ranged from 35.2% for CNAs to 42.3% for RNs.

Table 5. Facility-Level Turnover Rates (July 1, 2008 through June 30, 2009)⁴

Type	Average Rate (Mean)	25 th Percentile	50 th Percentile (Median)	75 th Percentile
RNs	42.3	13.1	30.6	54.4
LPNs	37.9	13.3	29.2	55.6
CNAs	35.2	14.2	28.1	53.5

Figure 3. Estimated Growth in Total # Employees, through 2011⁵



We estimate there will be 2,070 new nursing positions created in skilled nursing facilities through 2011. Over half of these positions will be for CNAs, representing 2.5% growth in CNA positions.

Recession Effects: Some skilled nursing facilities report an increase in staff retention, recruiting has become easier, applicants include nurses who have not been working for several years and nurses who have recently graduated.

Table 6. Recruitment Difficulty and Future Need for Experienced RNs⁶

Nurse Type	N	% Reporting Recruitment Difficulty	Average Weeks to Fill	% Needing More Over Next Two Years
CNAs	185	4.9	2.6	20.0
LPNs	186	14.0	2.8	12.2
Staff RNs	178	49.4	4.7	30.5
In-service Educators	58	41.4	5.7	3.6
Unit-level Managers	94	50.0	5.2	2.0
Nurse Administrators	63	54.0	6.8	3.7
Quality/Infection Control RNs	48	52.1	6.2	2.5
Rehabilitation RNs	47	55.3	9.2	9.3
Case Managers	36	25.0	3.4	5.5
Minimum Data Set Nurses	75	54.7	6.8	9.2
MSN-prepared CNS	13	46.2	4.7	2.4
Geriatric NPs	9	44.4	5.5	4.9
Family/Adult NPs	6	33.3	6.3	2.5

Skilled nursing facilities reported they will need more CNAs, LPNs, and staff RNs over the next two years. About half of the skilled nursing facilities responding to our survey reported difficulty recruiting nurses with experience – such as Quality/Infection Control RNs, Rehabilitation RNs, Nurse Administrators, and Unit-level Managers.

Overtime and Outside Staffing: Responding skilled nursing facilities reported spending an average of 9 percent of their nursing budgets on overtime pay for nursing personnel. In contrast, they reported spending an average of one percent on temporary staffing, and most facilities reported they did not use outside staffing.

Skilled Nursing Facility Notes

1. Details on calculations for estimated vacancies can be found in the report *2009 Nurse Employer Survey Technical Documentation*, http://www.flcenterfornursing.org/files/NES_Demand_Technical.pdf. Average number of vacancies was calculated using data from survey respondents only.

% Needing Additional Positions - Respondents were asked to evaluate how the number of budgeted positions compared with their actual need for positions. This number reports the proportion saying their need was *greater* than the number of budgeted positions.

2. Facility vacancy rates include cases providing complete data for both filled and vacant positions (N). Facilities not employing a personnel type are excluded from calculations. Rates are computed based on Full-Time Equivalencies (FTEs). Full-time positions are counted as 1.0 FTE, while part-time positions are counted as 0.5 FTE. Facility-level vacancy rates are computed with the following formula: $(\text{vacant FTEs} / (\text{filled FTEs} + \text{vacant FTEs})) * 100$. When the average of facility-level rates is computed, each facility has equal influence on the average regardless of facility sizes or staff sizes.

Position vacancy rates are computed based on cases providing complete data for both filled and vacant positions (N). Rates are computed based on Full-Time Equivalencies (FTEs). Full-time positions are counted as 1.0 FTE, while part-time positions are counted as 0.5 FTE. Position vacancy rates are computed with the following formula: $(\sum \text{vacant FTEs} / (\sum \text{filled FTEs} + \sum \text{vacant FTEs})) * 100$, following the preferred definition of Reiner et al. (Reinier, K. et al. (2005). "Measuring the Nursing Workforce: Clarifying the Definitions." *Medical Care Research and Review* 62(6): 741-755.). Position vacancy rates represent the proportion of all FTEs that are vacant.

3. Separations include all permanent/regularly scheduled employees, but not temporary, agency, or per diem employees. Separations do not include persons hired but never reporting for work or persons moving from one position to another within the facility.
4. Facility-level turnover rates were computed by dividing the total number of separations by the total number of employees as of June 30, 2009. Facilities not employing a personnel type were excluded.
5. Respondents were asked to project the total number of new positions they intend to create through 2011. This table provides information about the expected growth in *new positions* over the course of two years. Details on calculations for estimated growth can be found in the report *2009 Nurse Employer Survey Technical Documentation*, http://www.flcenterfornursing.org/files/NES_Demand_Technical.pdf. Percentage growth is the two-year percentage increase expected by survey respondents.
6. Reports of recruitment difficulty are based on respondents selecting "4" or "5" on a five-point scale of difficulty. Recruitment difficulty and weeks to fill are based on the facility's experience in hiring over the *past year*. Facilities not employing or not hiring a specific nurse type did not provide data, resulting in small sample sizes for some items. N in this table represents the number of facilities who provided data on recruitment difficulty. A larger number of facilities may have provided data regarding future need, while some facilities may have been unable to provide data on weeks to fill.