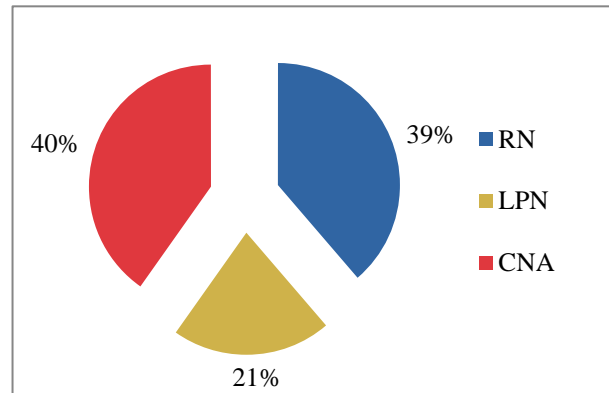


This document provides key results for Home Health agencies in Florida. Data are from the Florida Center for Nursing’s 2011 Nurse Employer Survey, conducted from July through September 2011. 153 of the 705 surveyed home health agencies (21.7%) responded to the survey. Follow this link to access the full report: [Demand for Nurses in Florida: The 2011 Survey of Florida's Nurse Employers](#).

Employee Status as of June 30, 2011

| Nurse Type | % permanent full-time | % permanent part-time | % per diem/temp |
|------------|-----------------------|-----------------------|-----------------|
| RNs | 37.4% | 19.1% | 43.5% |
| LPNs | 21.4% | 20.8% | 57.8% |
| CNAs | 11.6% | 24.8% | 63.7% |

Nursing Staff Mix by Category



Total Separations Reported by Home Health Responders (7/1/2010 – 6/30/2011)

| Nurse Type | # Separations Reported |
|------------|------------------------|
| RNs | 268 |
| LPNs | 71 |
| CNAs | 153 |

In home health agencies, 37.4% of RNs, 21.4% of LPNs, and 11.6% of CNAs are full-time employees. 44% of home health RNs and 64% of CNAs are per diem or temporary employees. The nursing staff mix is fairly evenly distributed between RNs (38.7%) and CNAs (40.2%); while LPNs comprise 21.1% of the staff mix.

Home Health agencies responding to the survey reported 268 RN separations and 153 CNA separations from July 2010 through June 2011.

The average home health agency turnover rate was 46.2% for RNs and 27.5% for LPNs.

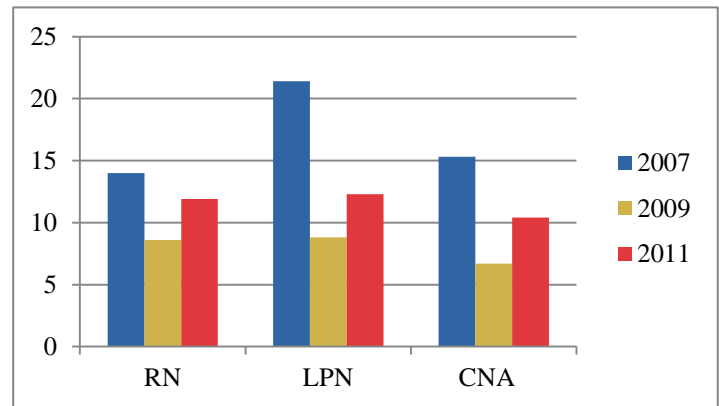
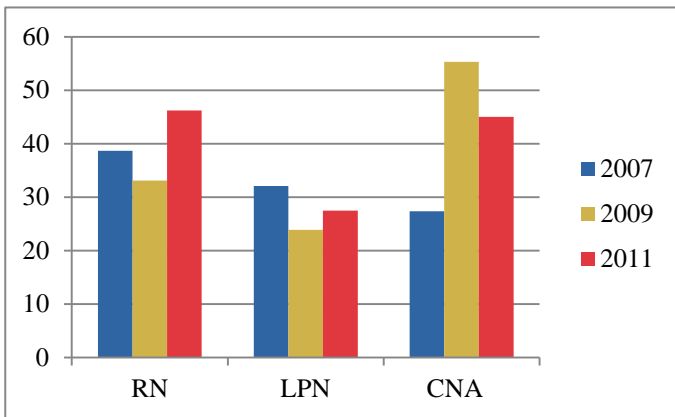
Facility Level Turnover Rates as Reported by Home Health Responders (7/1/2010 – 6/30/2011)

| Type | Average Turnover Rate | 50 th Percentile (Median) Turnover Rate |
|------|-----------------------|----------------------------------------------------|
| RNs | 46.2% | 24.3% |
| LPNs | 27.5% | 0% |
| CNAs | 45.0% | 0% |

Note: The higher average rates indicate the presence of outliers that skew the average higher. A zero percent median indicates that at least half of facilities had a zero percent turnover rate.

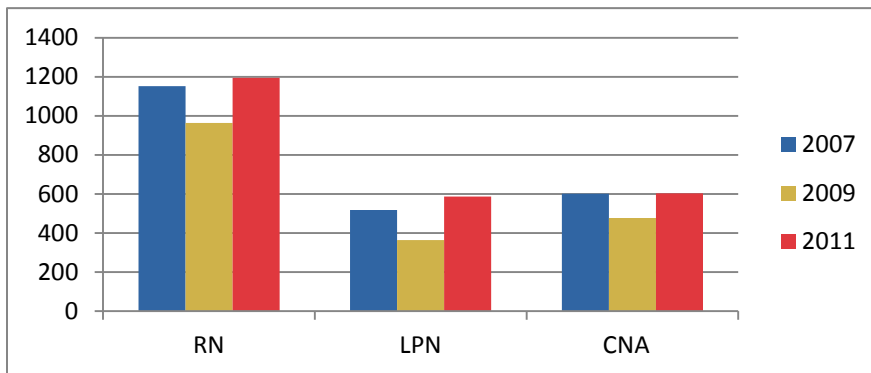
Trend in Home Health Average Turnover Rates, 2007 to 2011

Home Health Full-Time Equivalent Vacancy Rates, 2007 to 2011



Average turnover rates for RNs and LPNs employed in home health agencies have increased from 2009 to 2011, but CNA turnover has decreased. Home health FTE vacancy rates have increased for all types of nurses from 2009 to 2011.

Trends in Estimated Number of Vacancies in Home Health Statewide, 2007 to 2011



The estimated number of vacancies for all types of nurses in home health has increased from 2009 to 2011.

The home health industry is projected to have strong growth in new nursing positions through 2012.

Combined Vacancies (as of June 30, 2011) and Projected Growth in Home Health Statewide (through 2012)

| | RN | LPN | CNA |
|----------------------------|--------------|--------------|--------------|
| Estimated Vacancies (2011) | 1,194 | 587 | 604 |
| Estimated Growth (2012) | 3,196 | 2,768 | 4,064 |
| Combined Total | 4,390 | 3,355 | 4,668 |

Consider current vacancies, projected growth, and difficult to fill positions when planning for a future supply of nurses to meet industry demand.