



MCQW

Mississippi Center *for*
Quality *and* Workforce

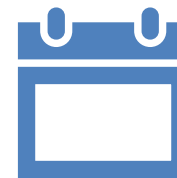


2022

Mississippi Long Term Care Nursing Workforce Update

LTC Response Rate

- 2022 – 68%
- 2021 – 65%
- 2020 – 83%
- 2019 – 92%
- 2018 – 97%
- 2017 – 92%





2022
Long Term Care
VACANCY

2022 (2021)

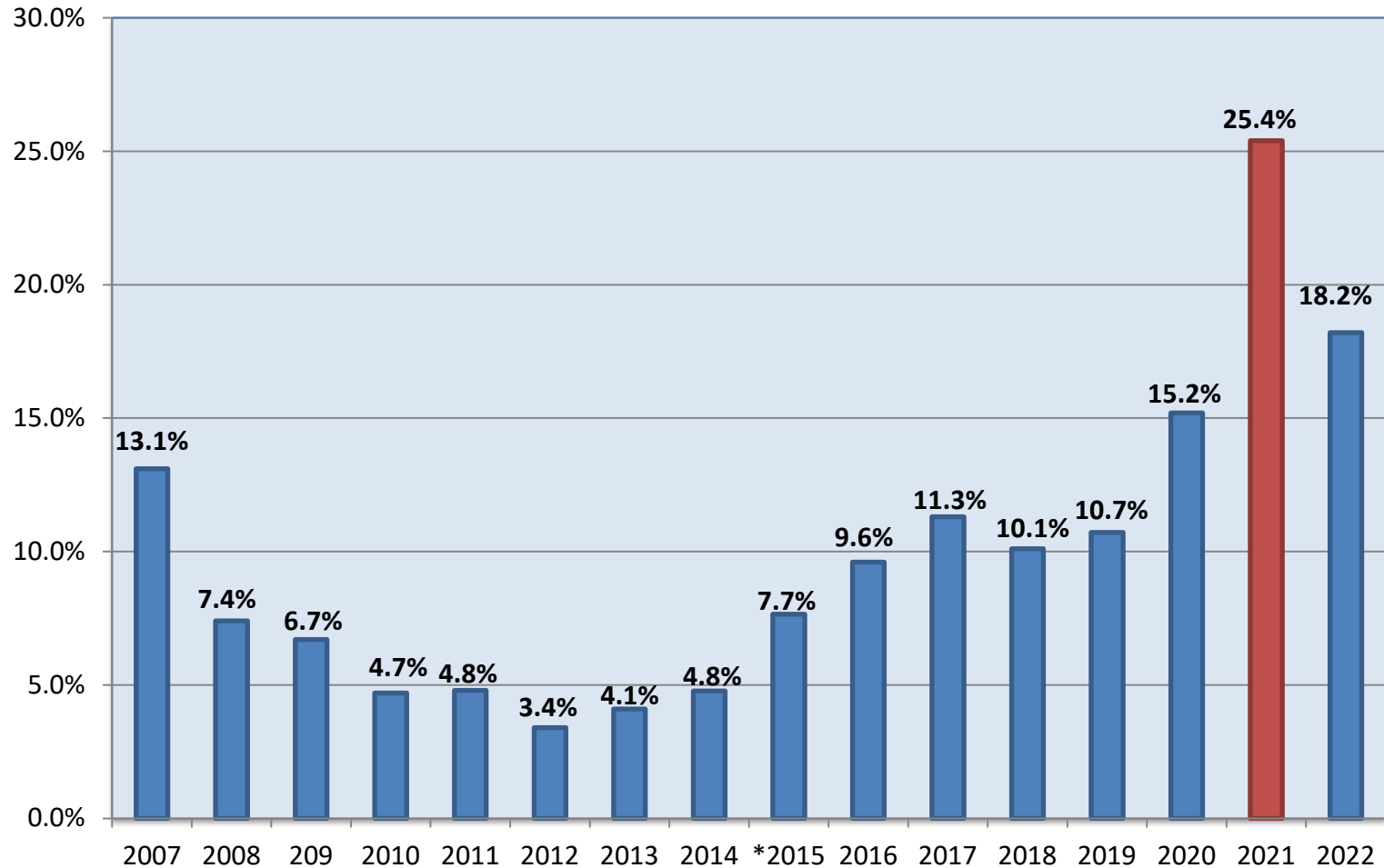
RN Vacancy
18% (25%)

LPN Vacancy
26% (32%)

CNA Vacancy
28% (37%)

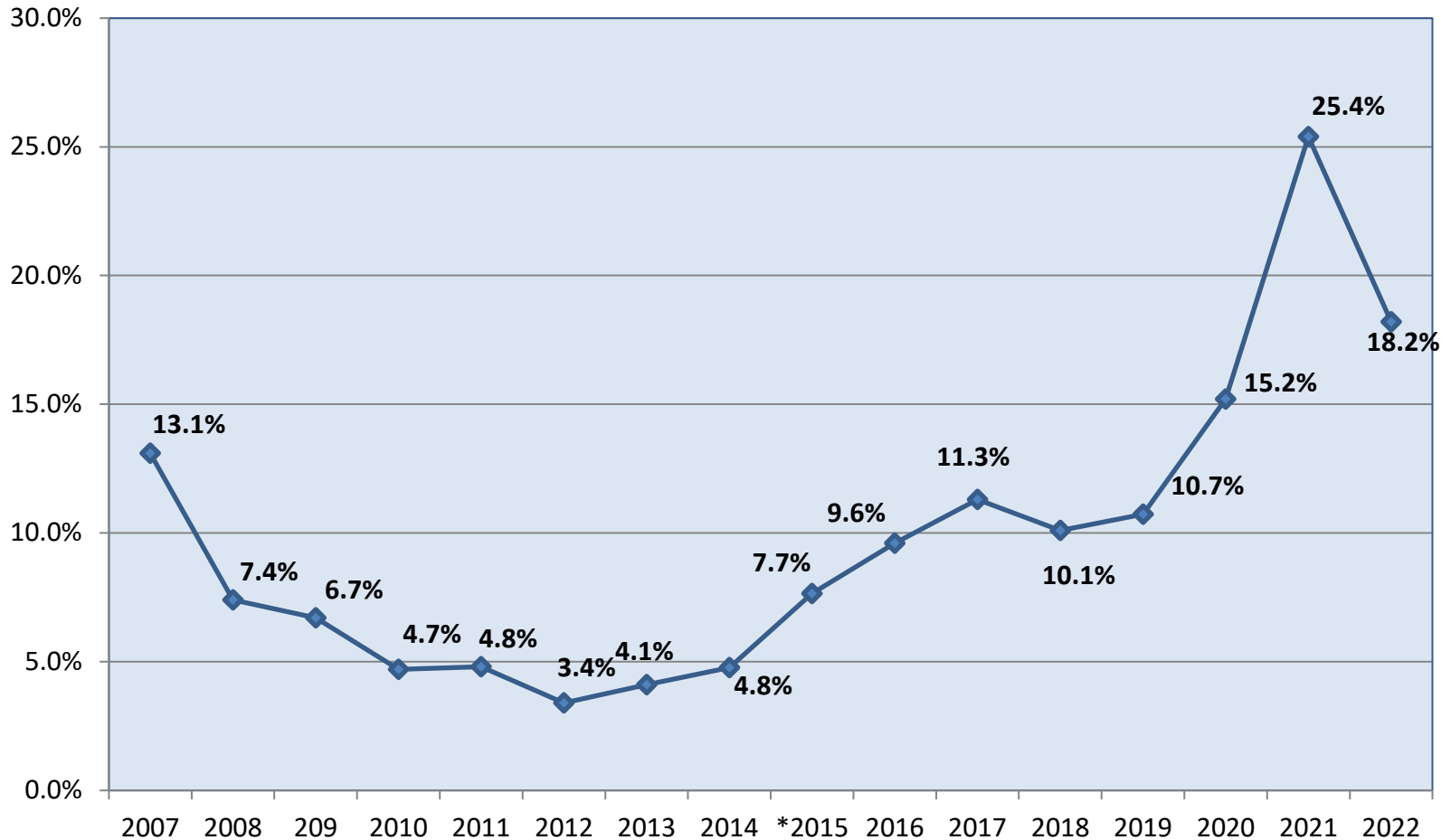


Long Term Care RN Vacancy Rates



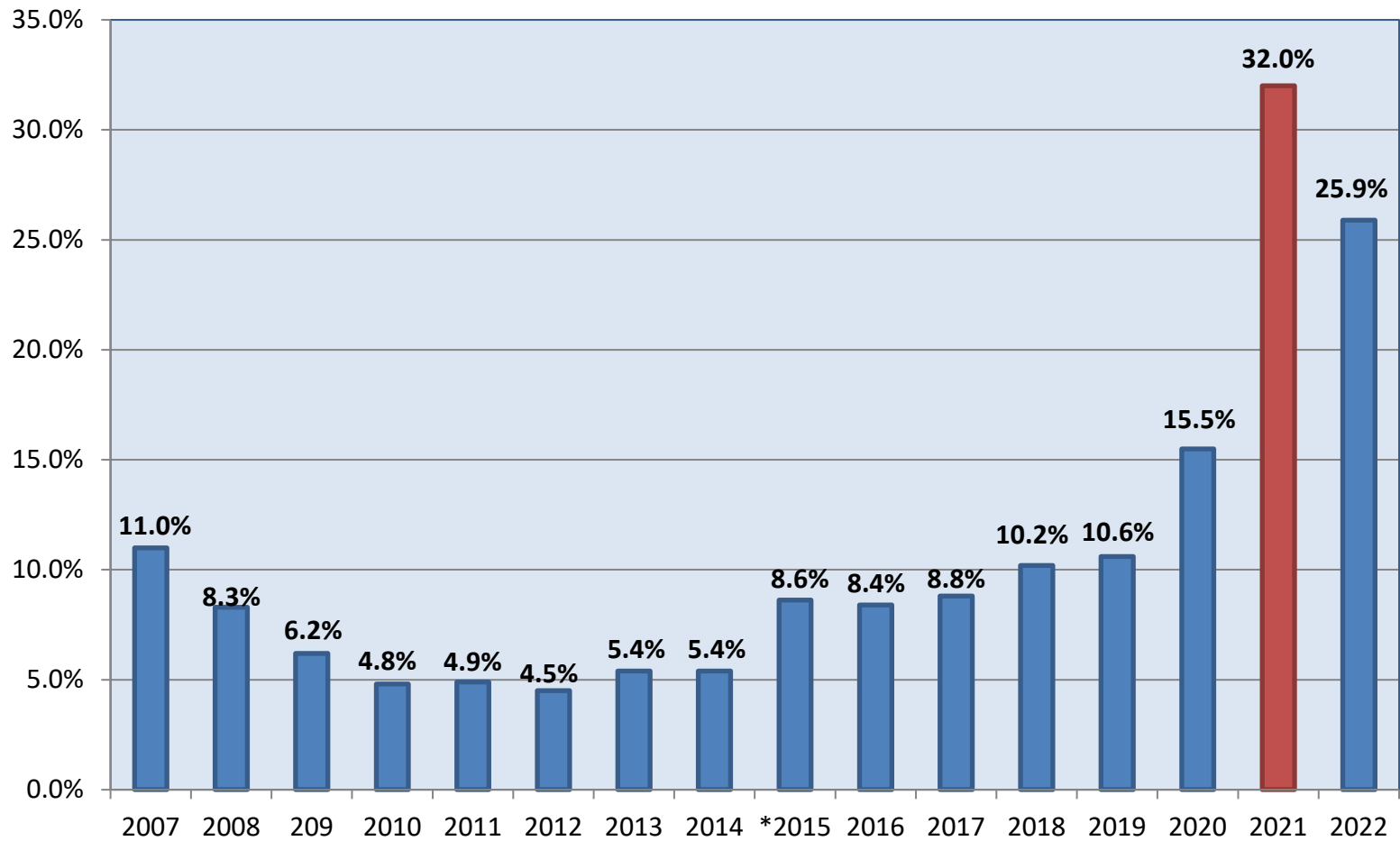
*updated survey definitions

Long Term Care RN Vacancy Rates



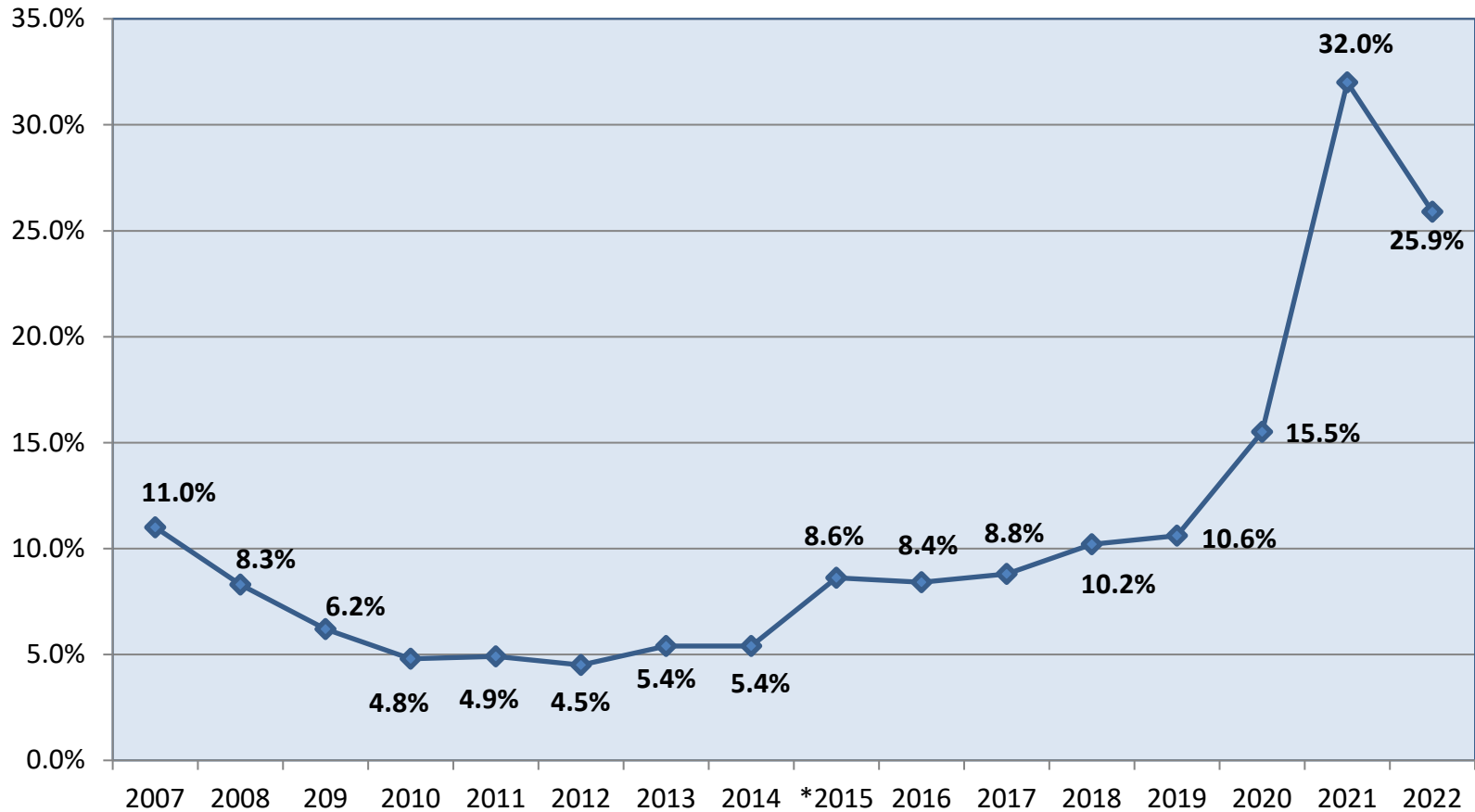
*updated survey definitions

Long Term Care LPN Vacancy Rates



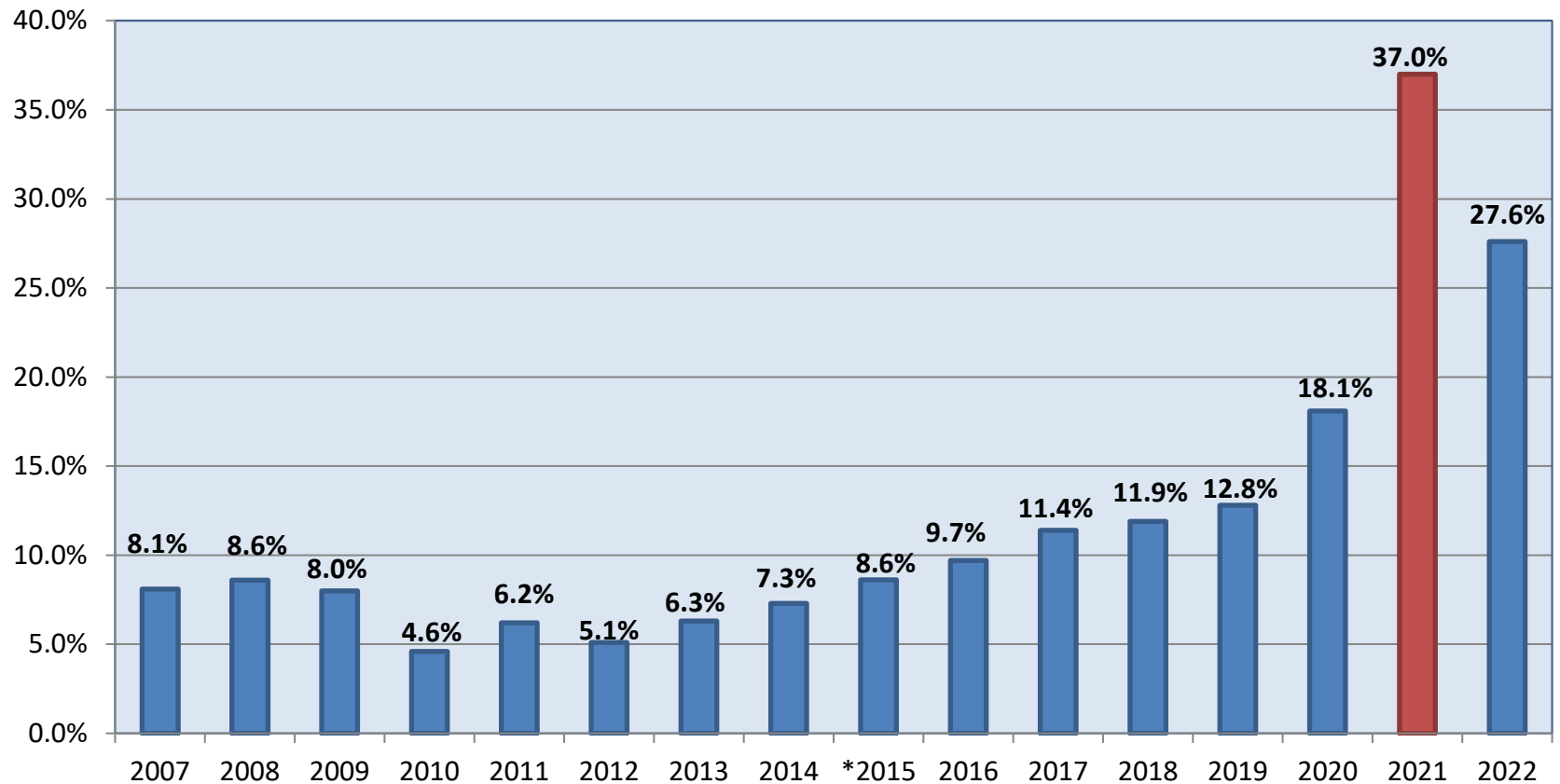
*updated survey definitions

Long Term Care LPN Vacancy Rates



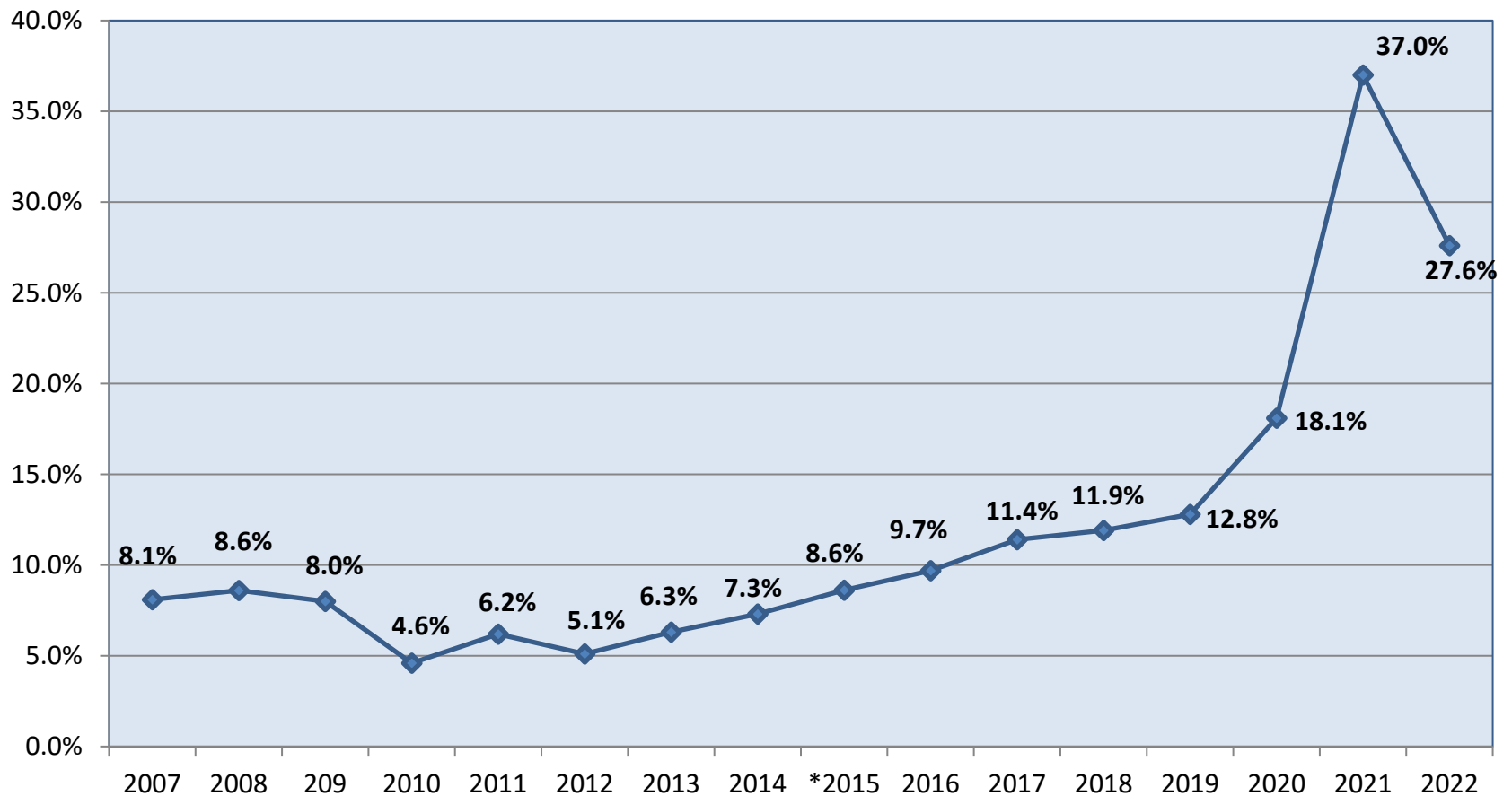
*updated survey definitions

Long Term Care Nursing Assistant Vacancy Rates



*updated survey definitions

Long Term Care Nursing Assistant Vacancy Rates



*updated survey definitions

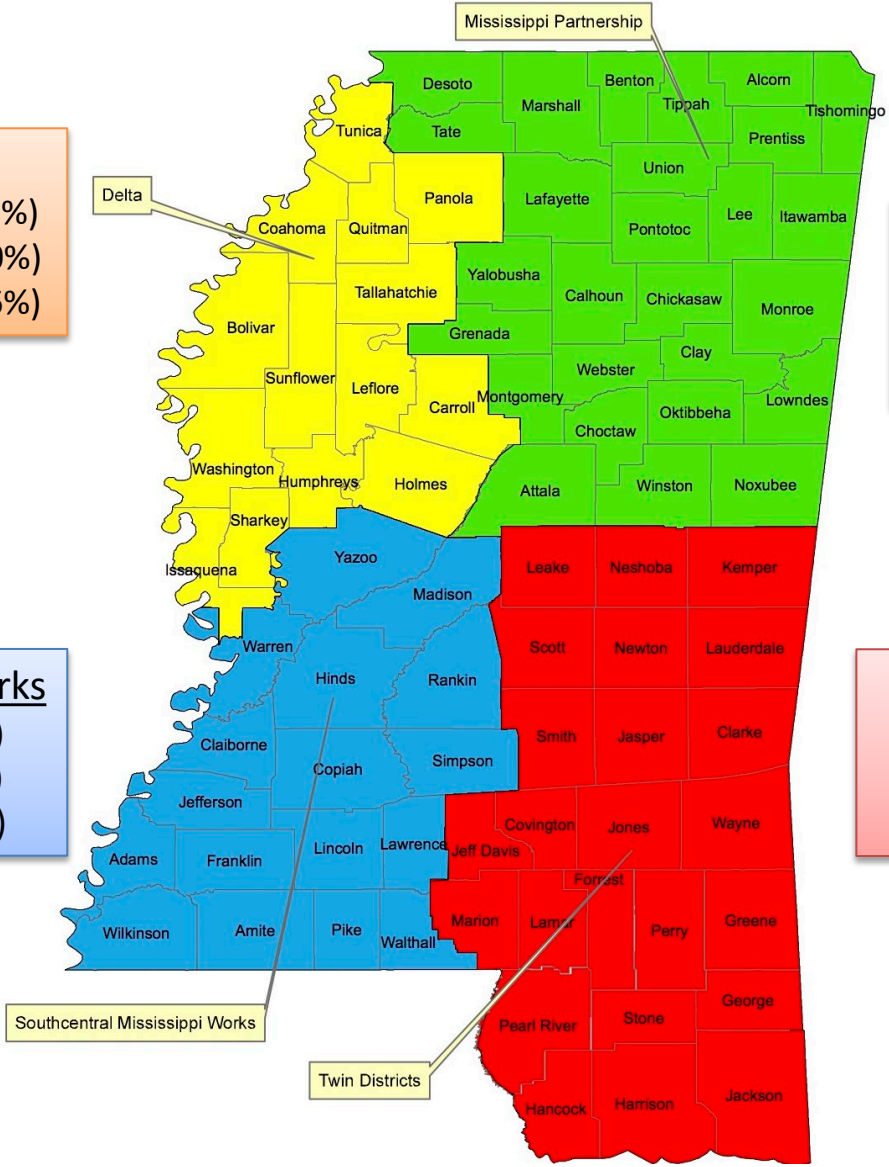
WIN District 2022 (2021) Vacancy

<u>Delta</u>	
RN	20.3% (27.1%)
LPN	23.0% (30.0%)
CNA	24.5% (31.6%)

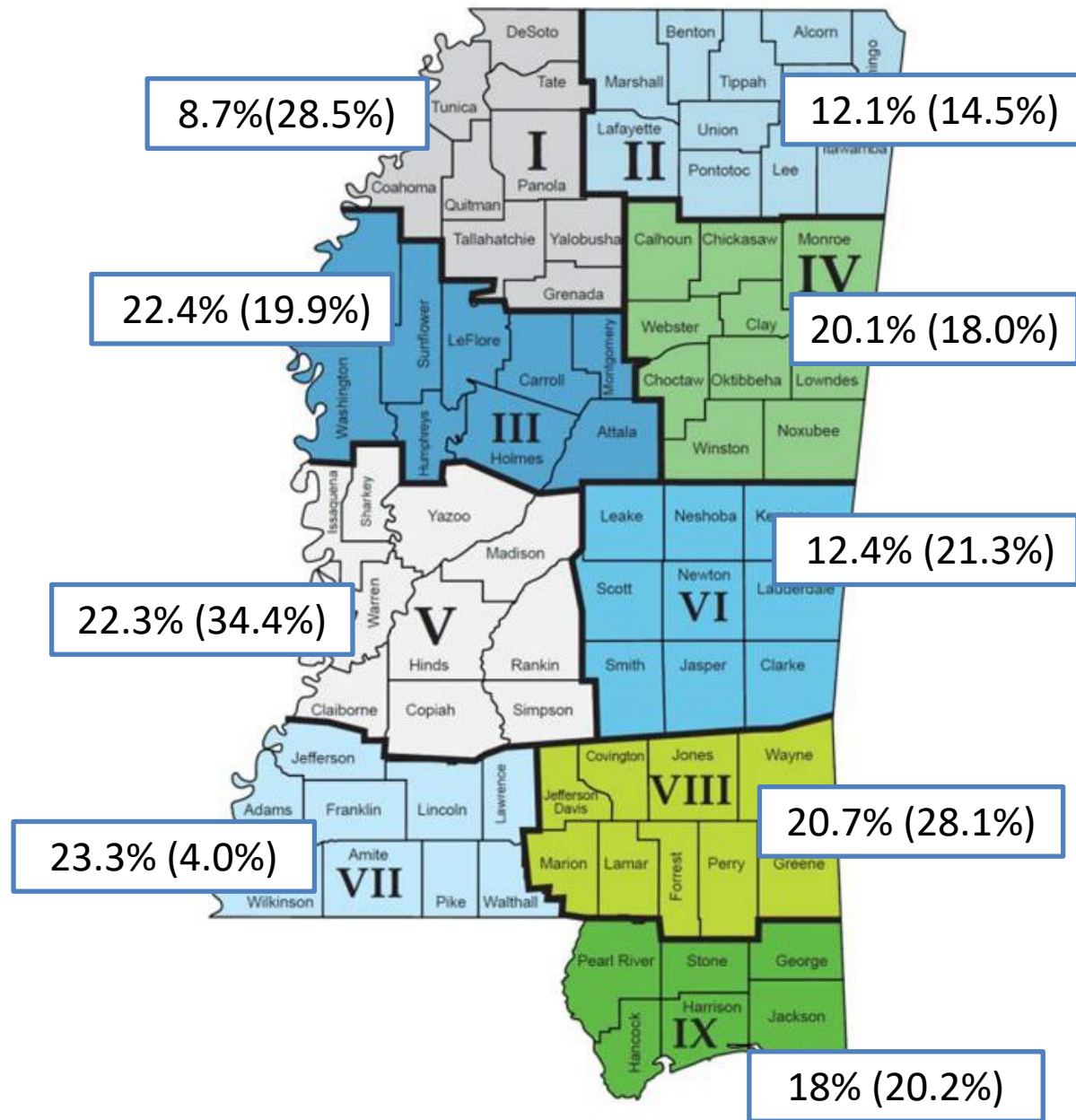
<u>MS Partnership</u>	
RN	15.6% (17.9%)
LPN	23.2% (25.6%)
CNA	29.6% (32.9%)

<u>Southcentral MS Works</u>	
RN	22.2% (31.0%)
LPN	33.1% (38.7%)
CNA	38.8% (44.1%)

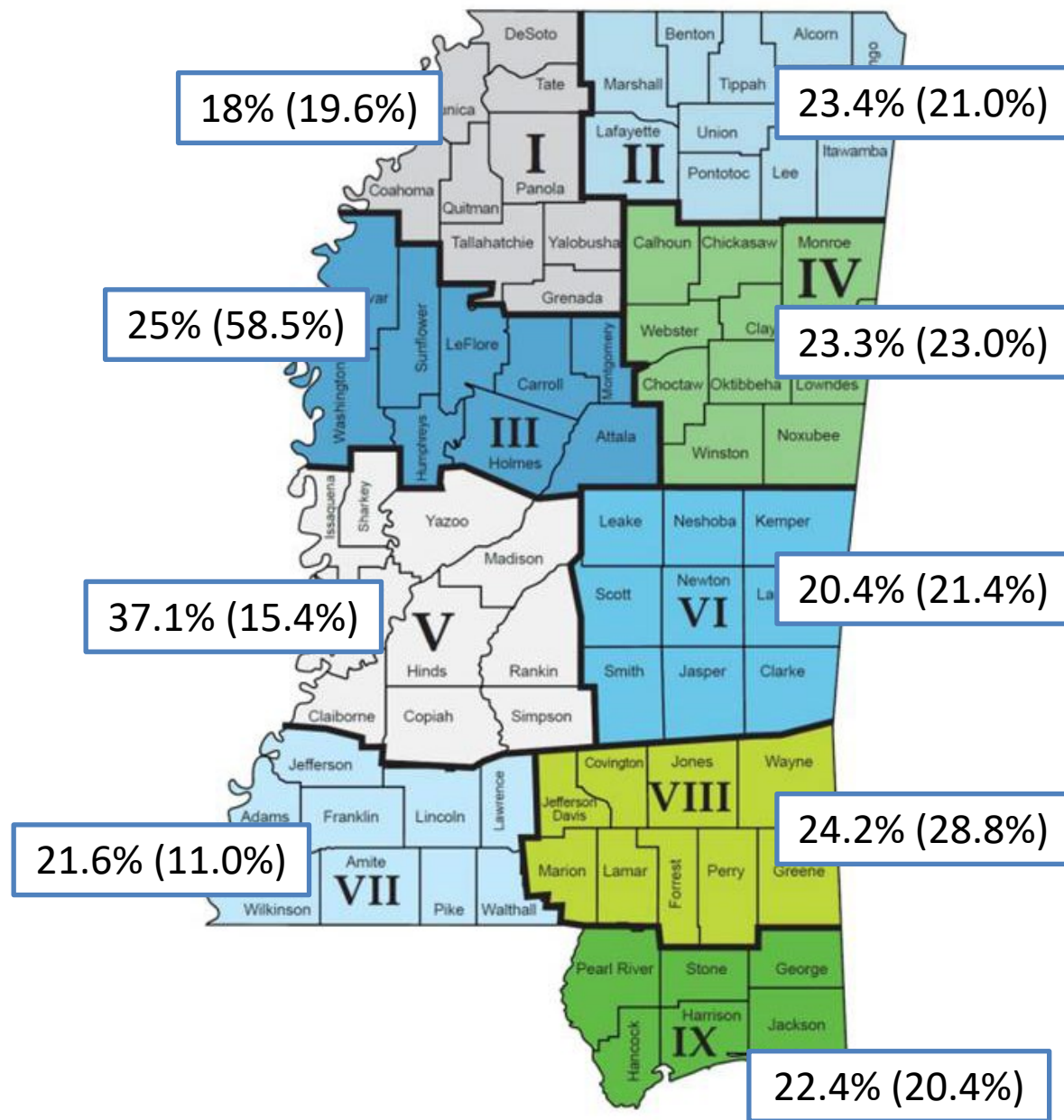
<u>Twin Districts</u>	
RN	16.1% (30.2%)
LPN	22.1% (34.0%)
CNA	18.9% (37.5%)



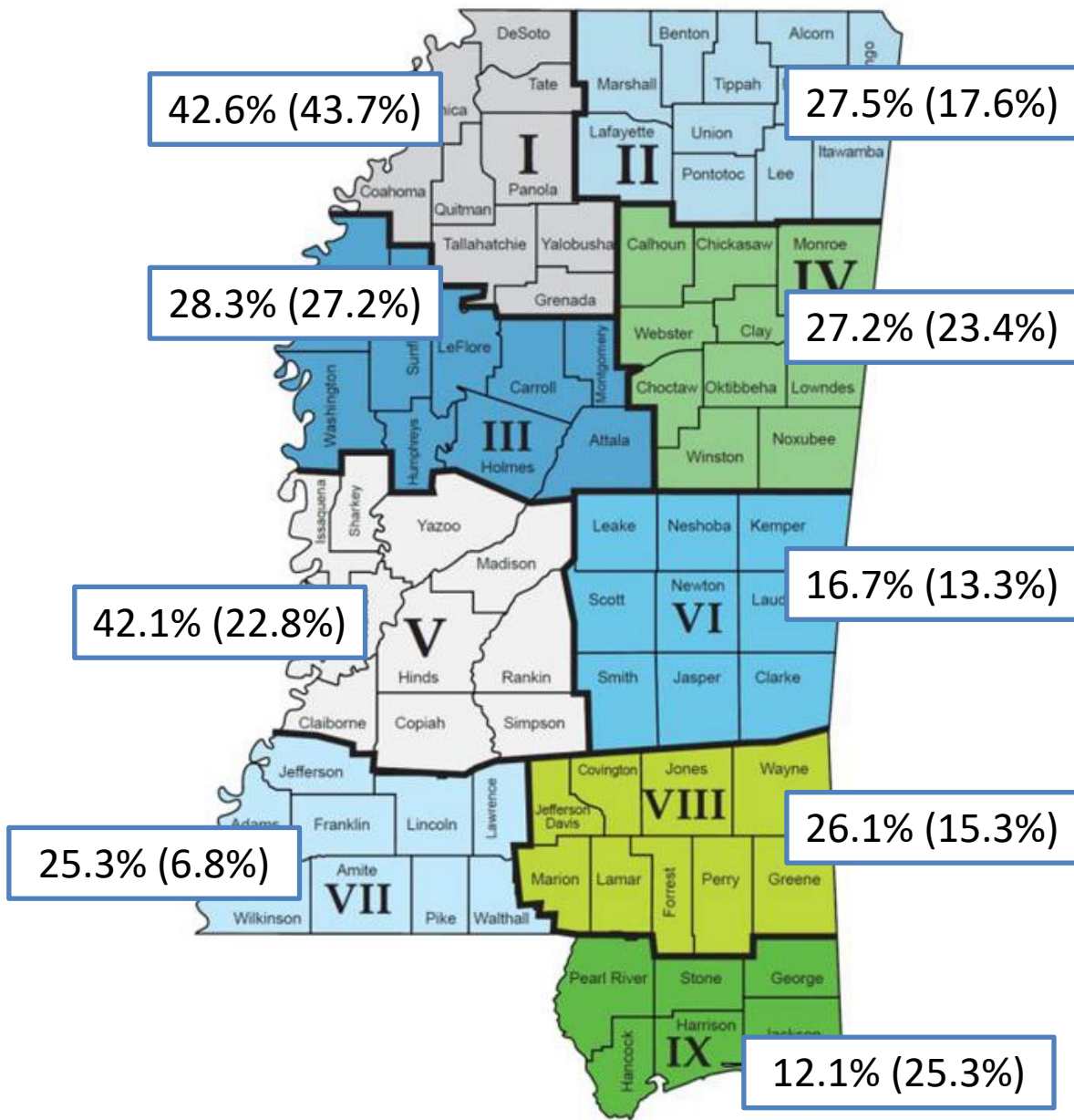
MS LTC 2022 (2021) RN Vacancy Rates by Public Health Districts



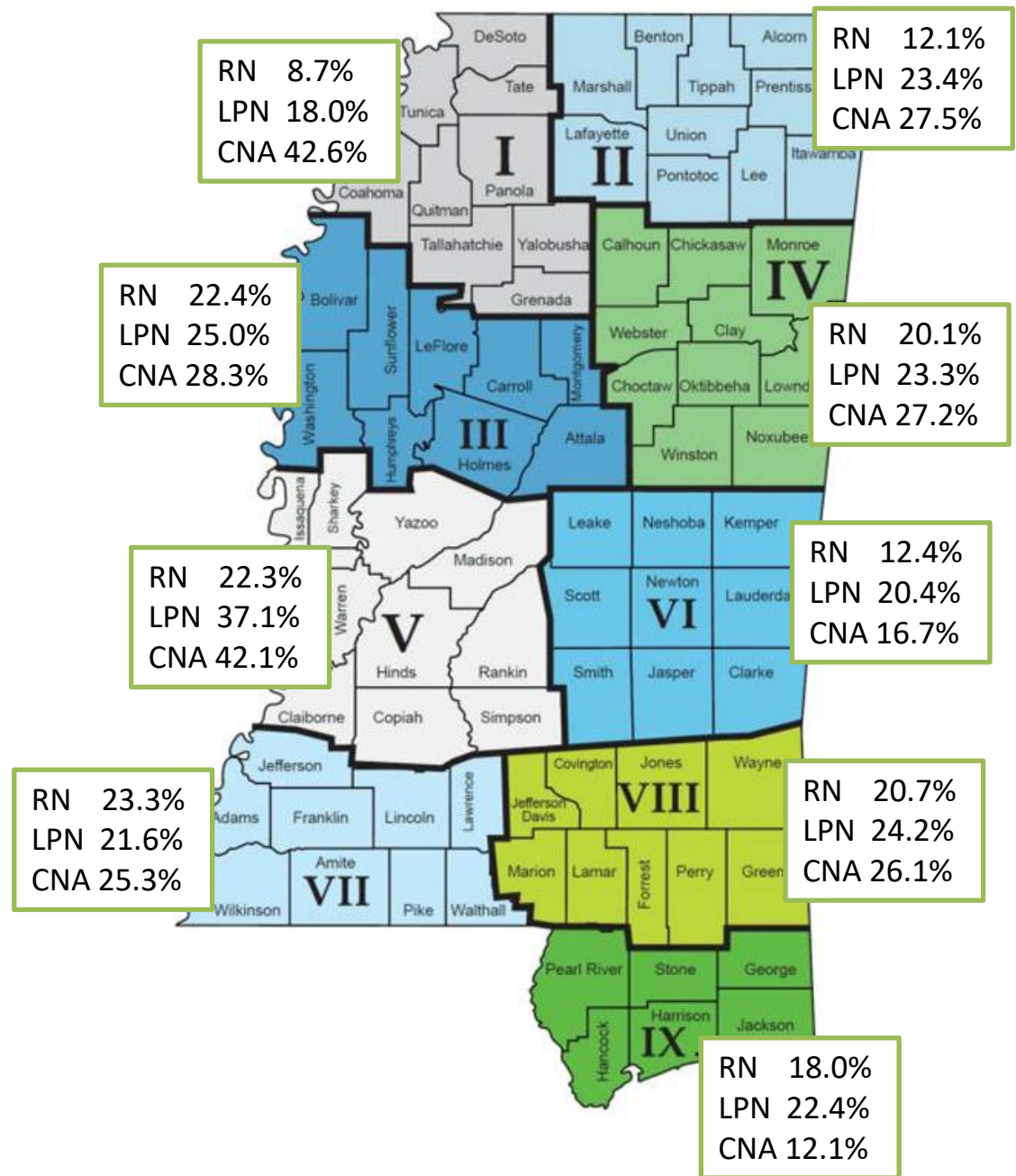
MS LTC 2022 (2021) LPN Vacancy Rates by Public Health Districts



MS LTC 2022 (2021) CNA Vacancy Rates by Public Health Districts



MS LTC 2022 Nursing Workforce Vacancy Rates by Public Health Districts



2022
Long Term
Care
TURNOVER



2022 (2021)

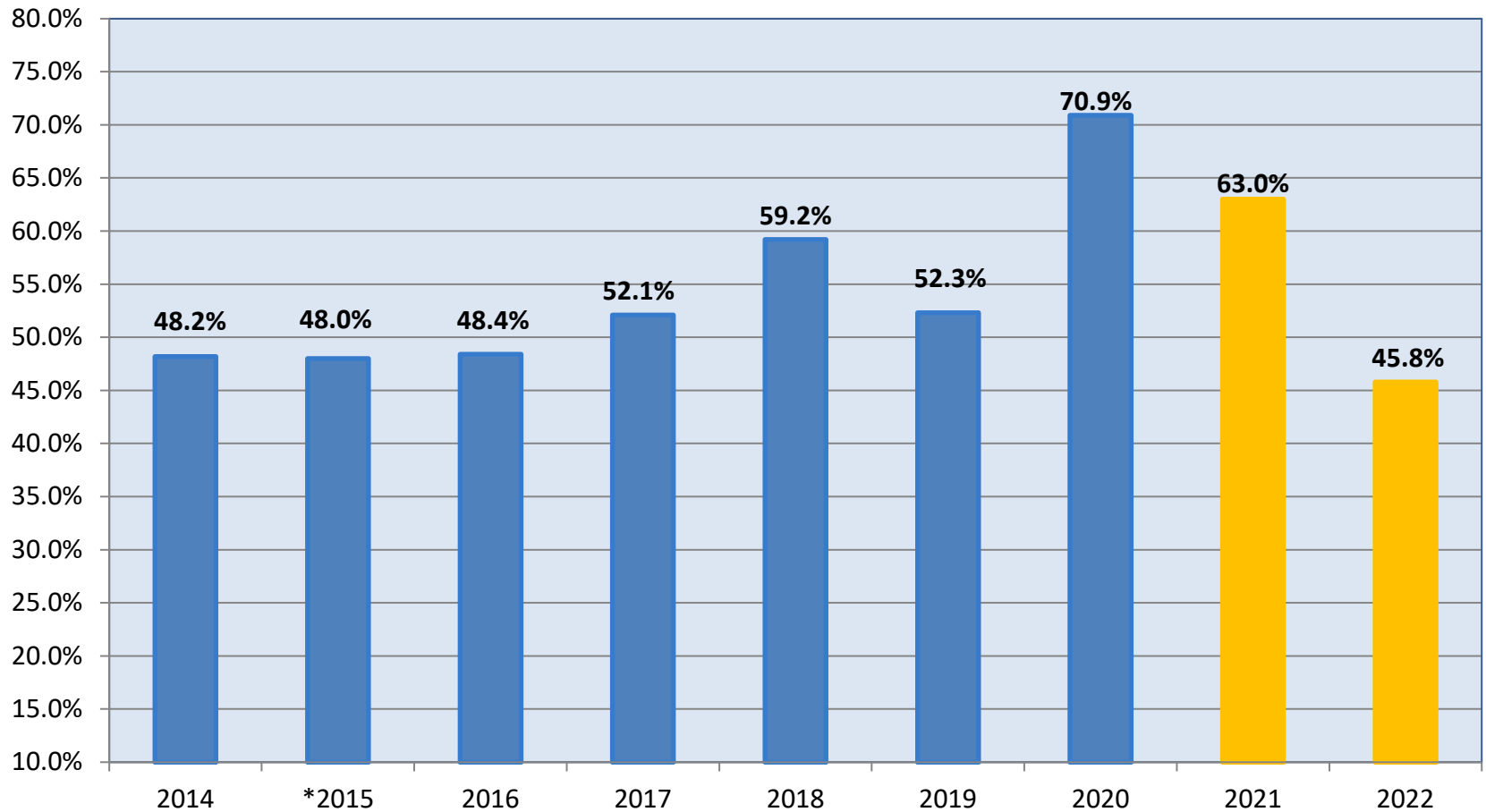
RN Turnover
46% (63%)

LPN Turnover
43% (59%)

CNA Turnover
69% (86%)

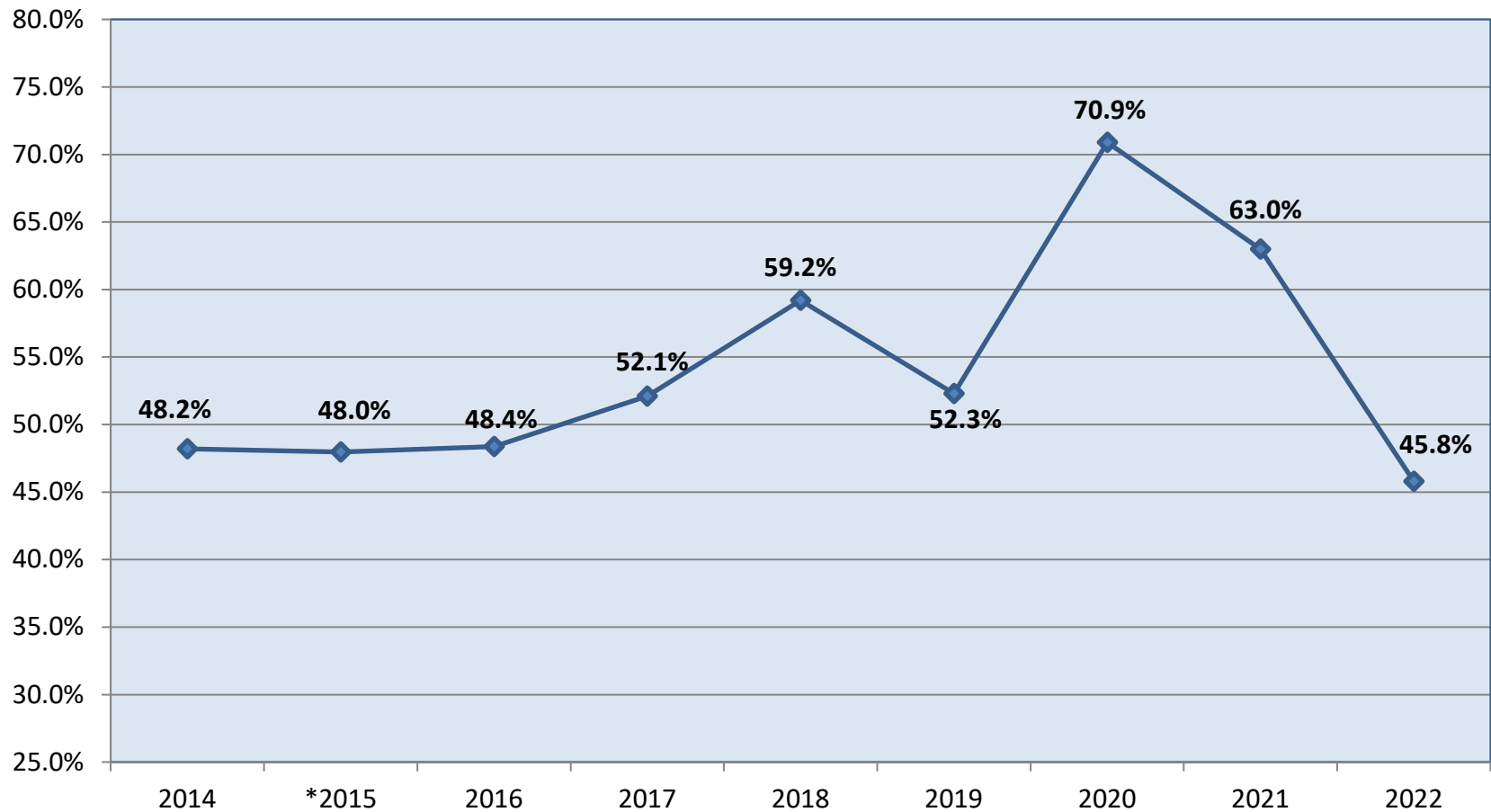


Long Term Care RN Turnover Rates



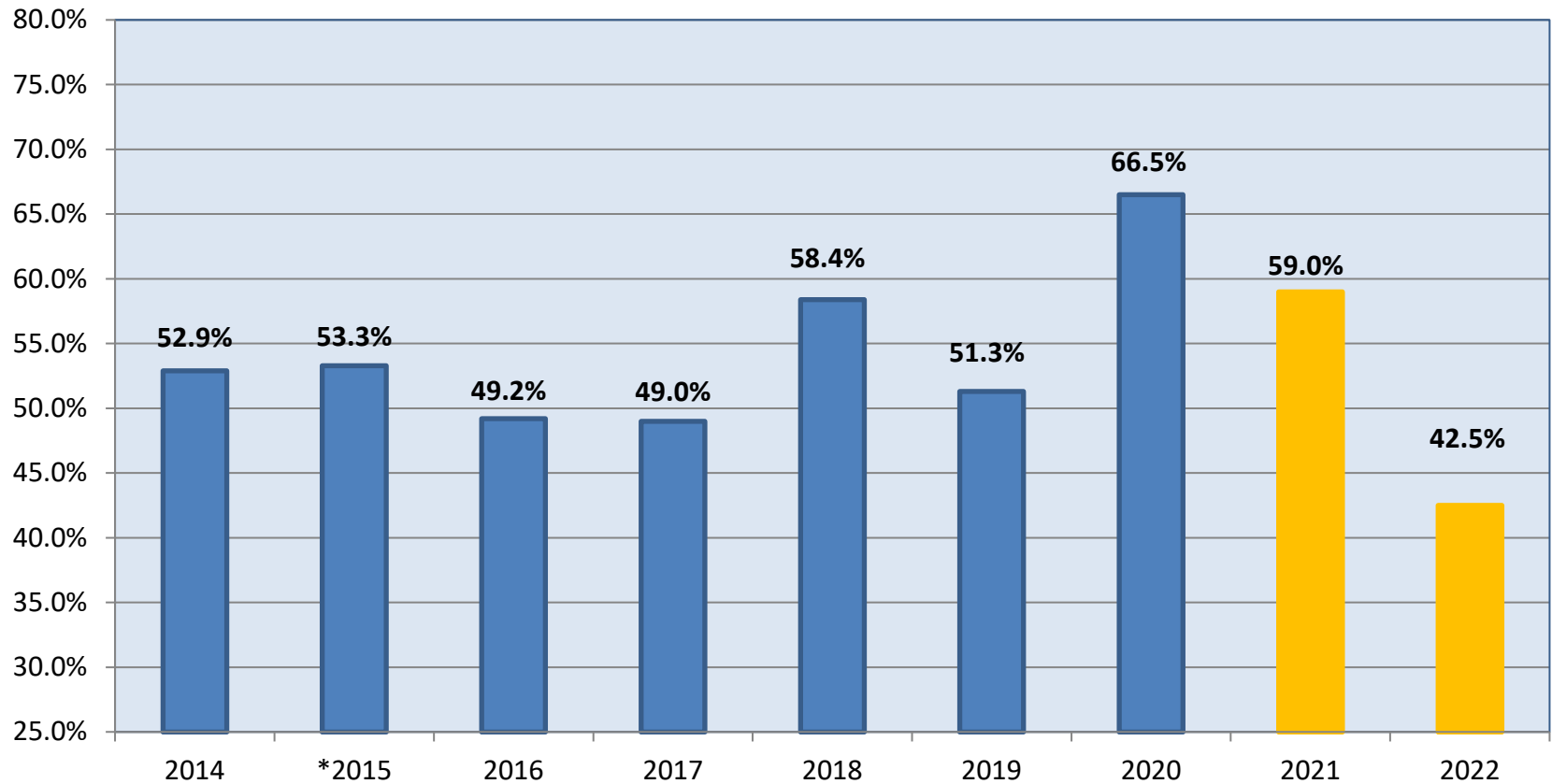
*updated survey definitions

Long Term Care RN Turnover Rates



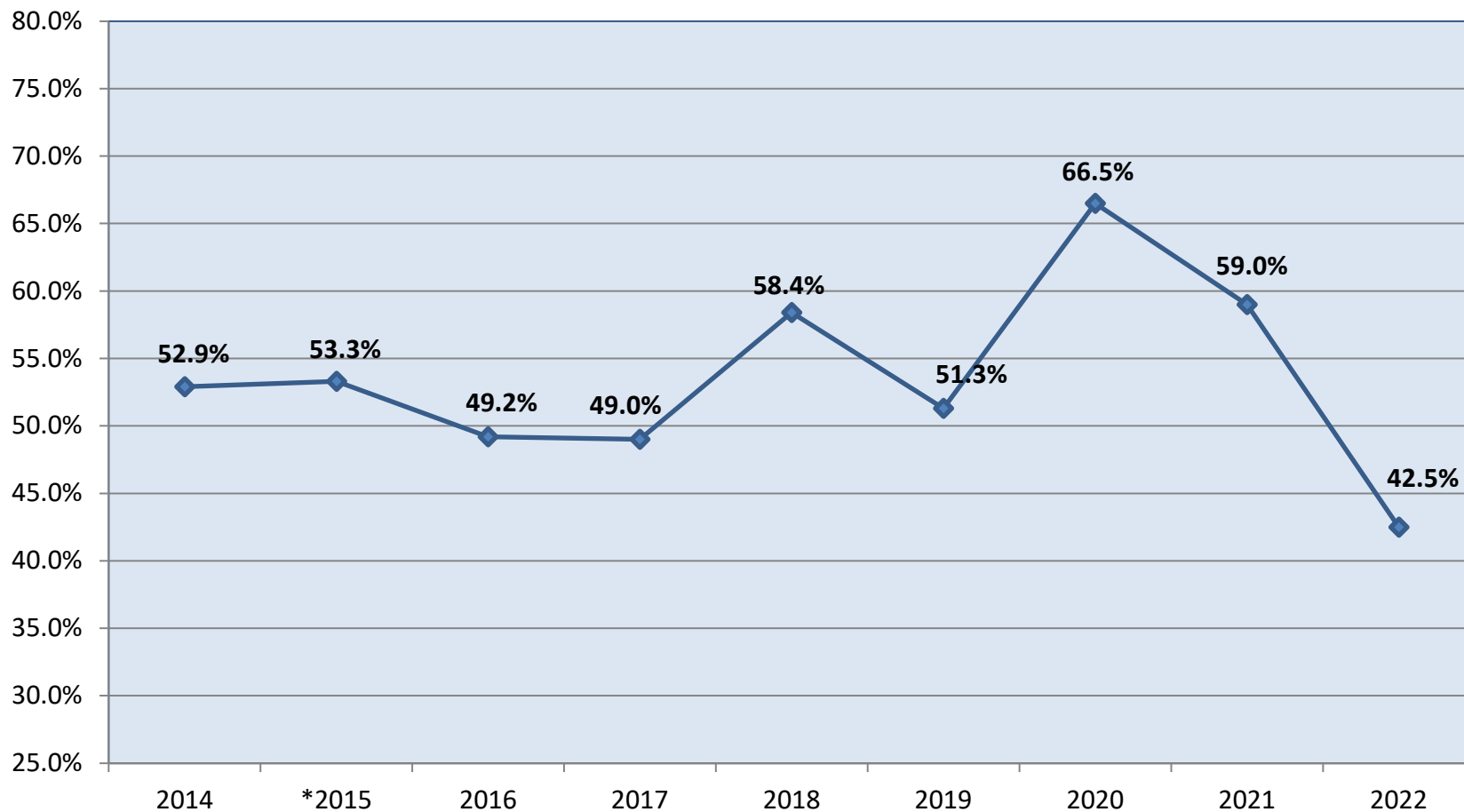
*updated survey definitions

Long Term Care LPN Turnover Rates



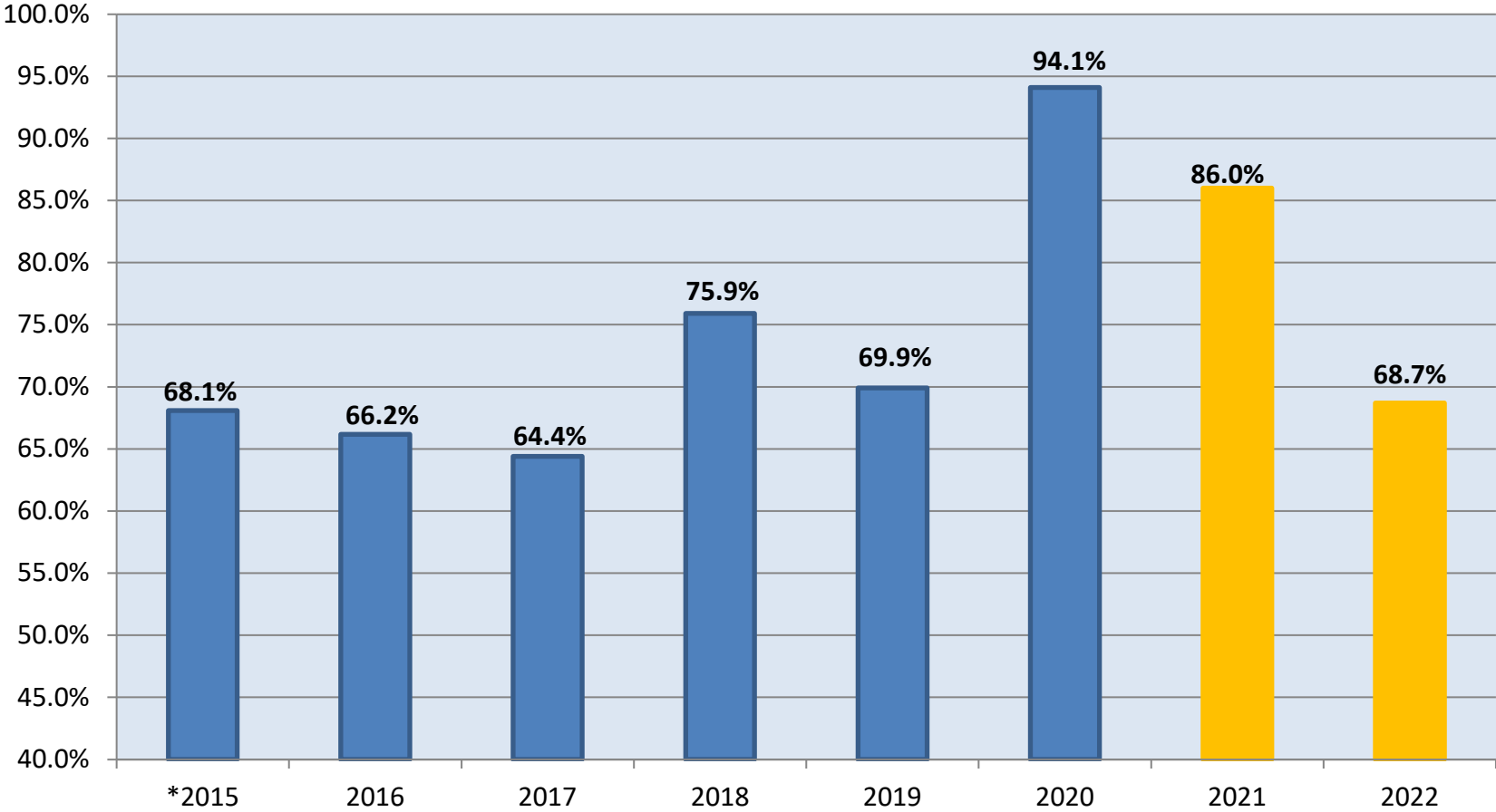
*updated survey definitions

Long Term Care LPN Turnover Rates



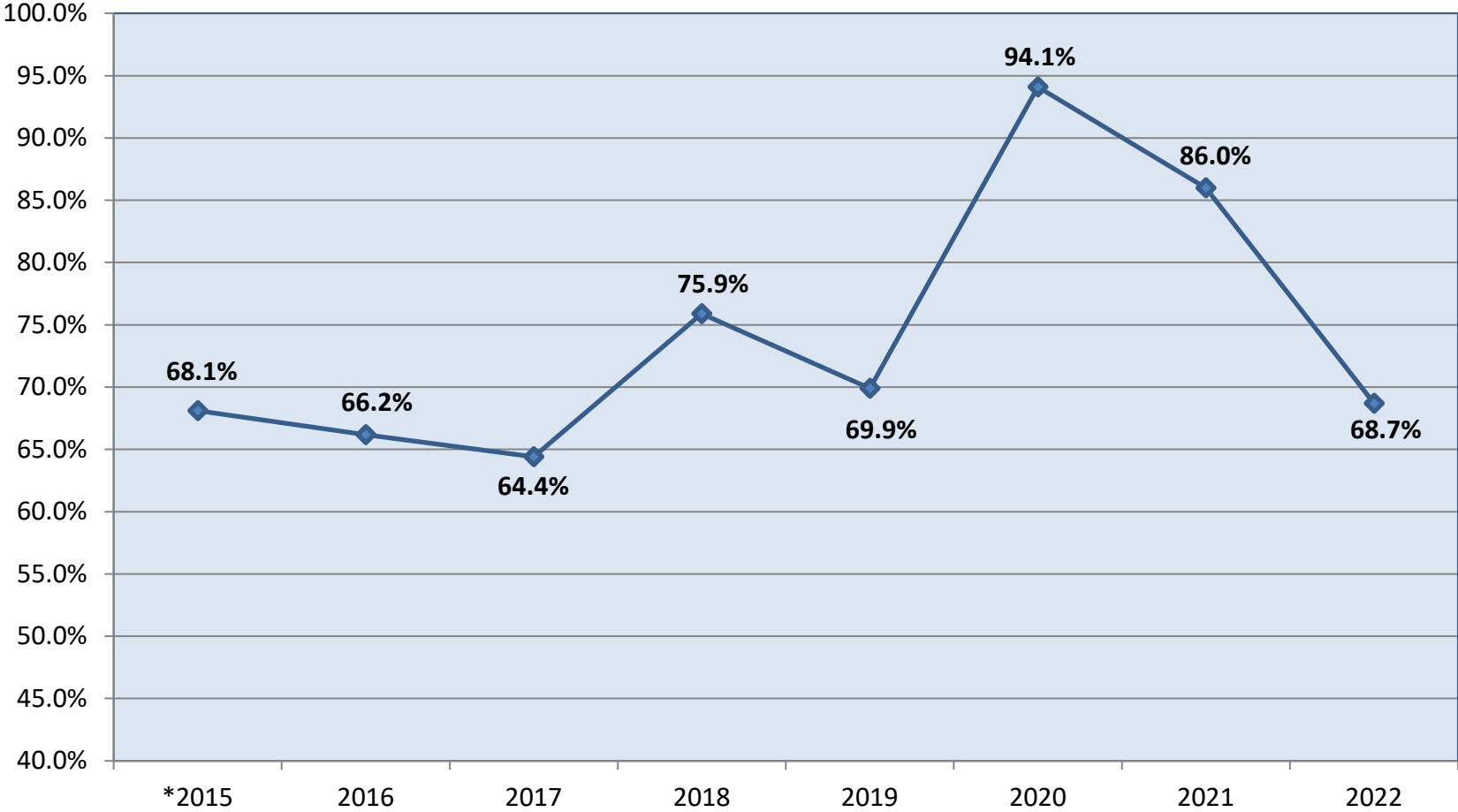
*updated survey definitions

Long Term Care CNA Turnover Rates



*updated survey definitions

Long Term Care CNA Turnover Rates



*updated survey definitions

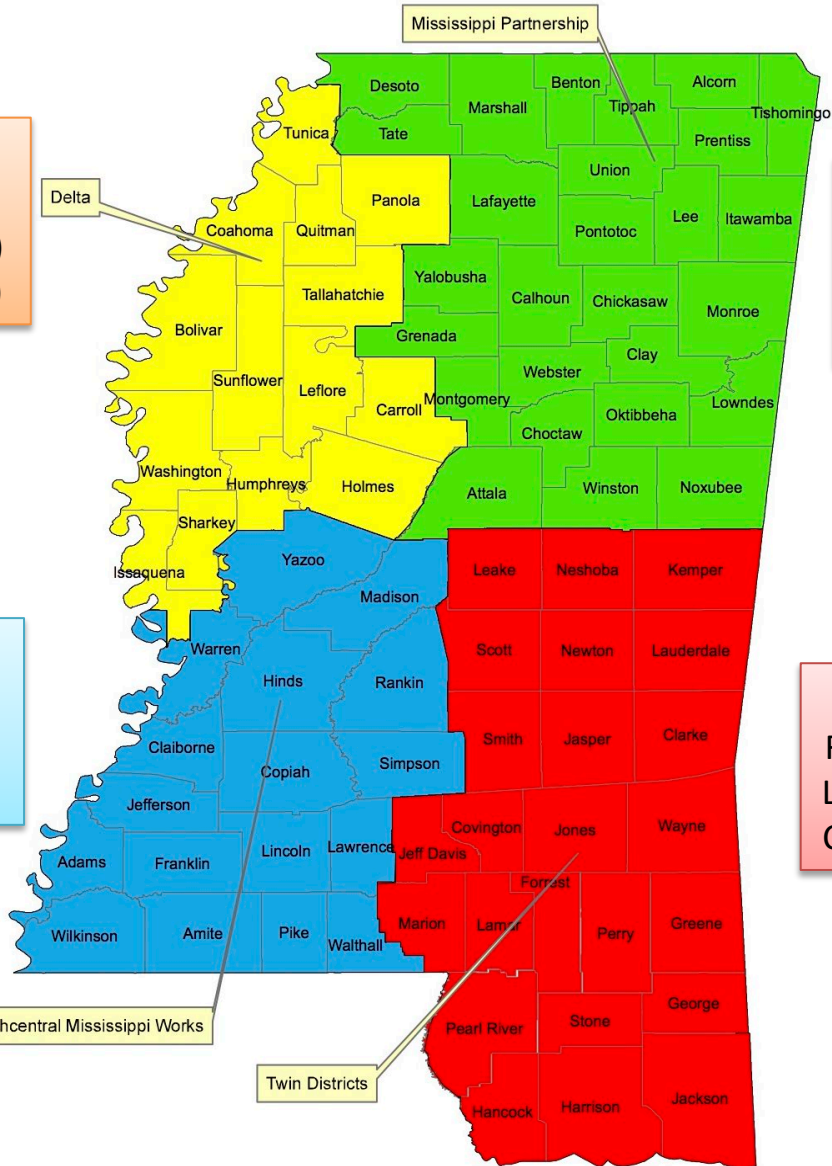
WIN District 2022 (2021) Turnover

Delta
 RN **58.9%** (88.9%)
 LPN **46.9%** (74.5%)
 CNA **54.6%** (95.7%)

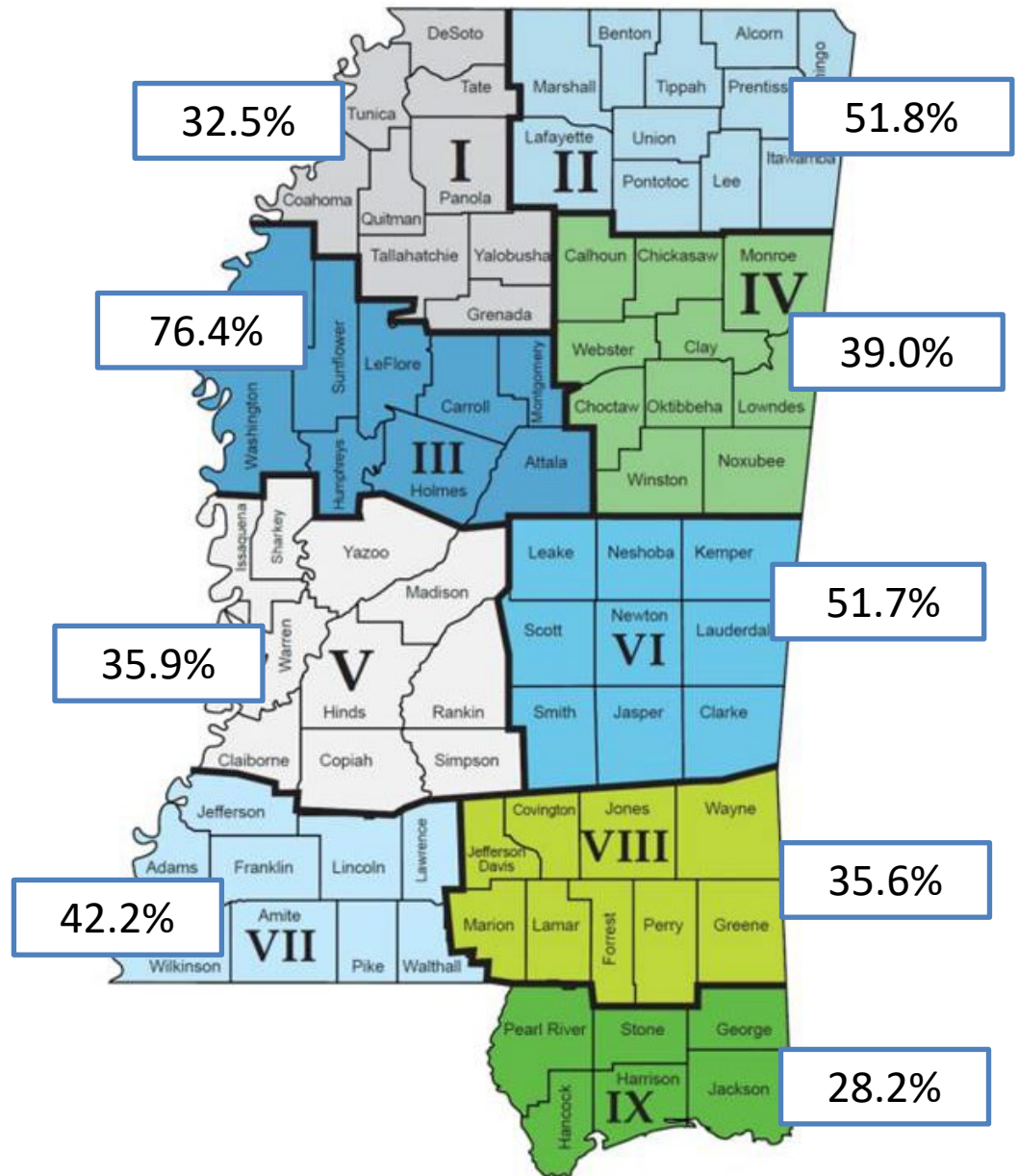
MS Partnership
 RN **49.3%** (56.1%)
 LPN **44.9%** (53.1%)
 CNA **62.5%** (79.5%)

Southcentral MS Works
 RN **37.9%** (54.7%)
 LPN **39.9%** (65.4%)
 CNA **75.2%** (97.5%)

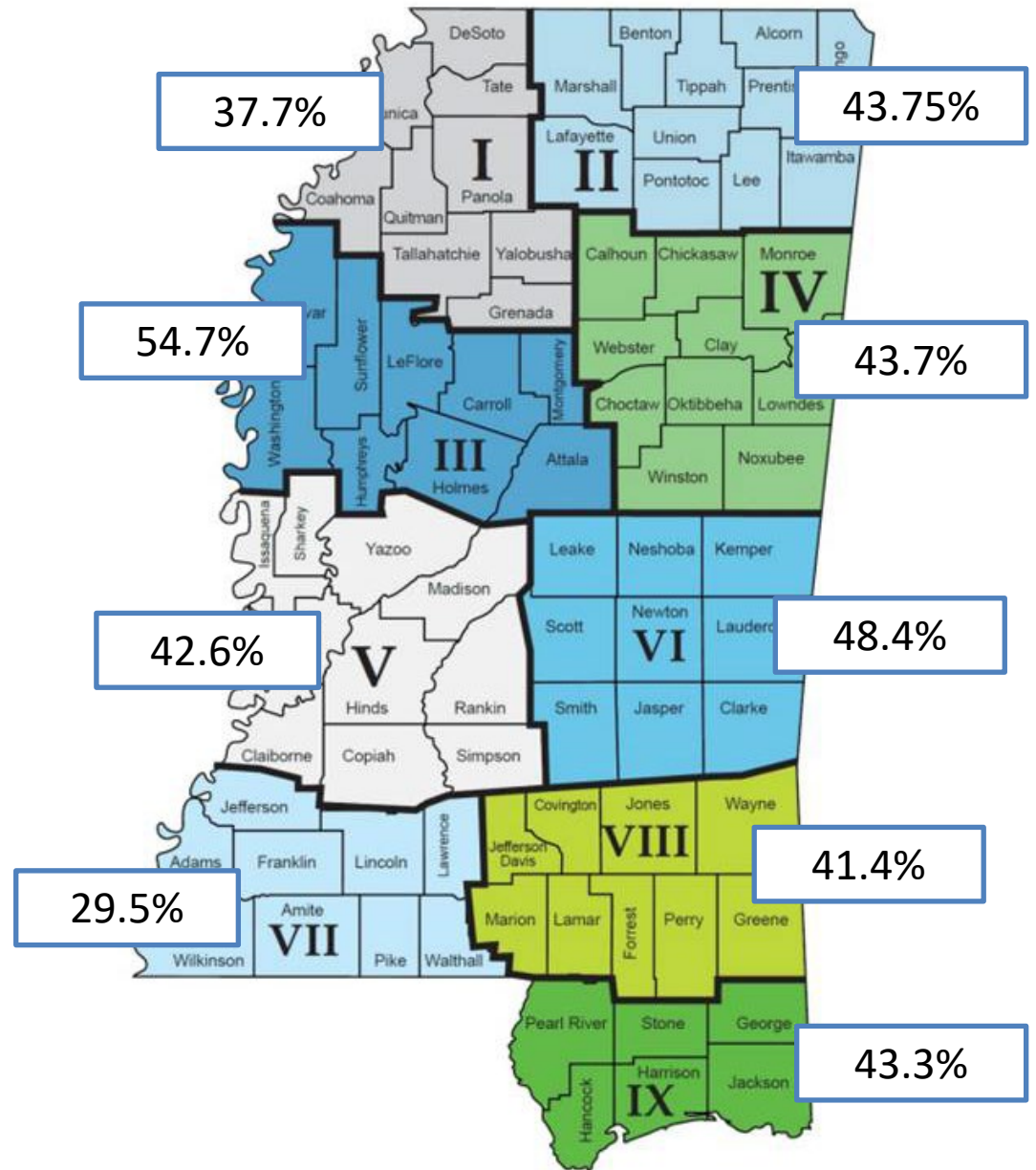
Twin Districts
 RN **41.6%** (61.4%)
 LPN **44.9%** (66.4%)
 CNA **78.6%** (94.6%)



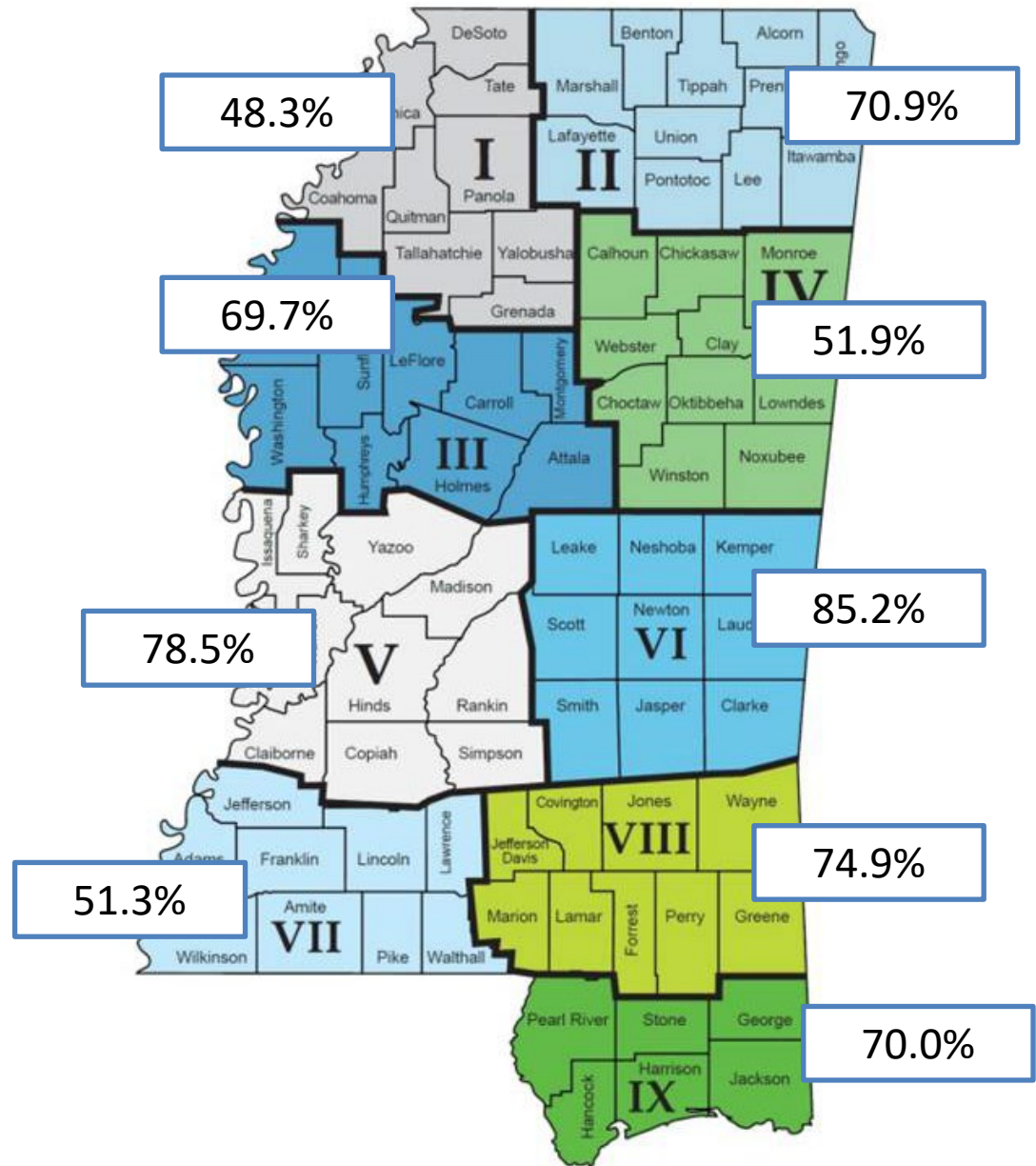
MS LTC 2022 RN Turnover Rates by Public Health Districts



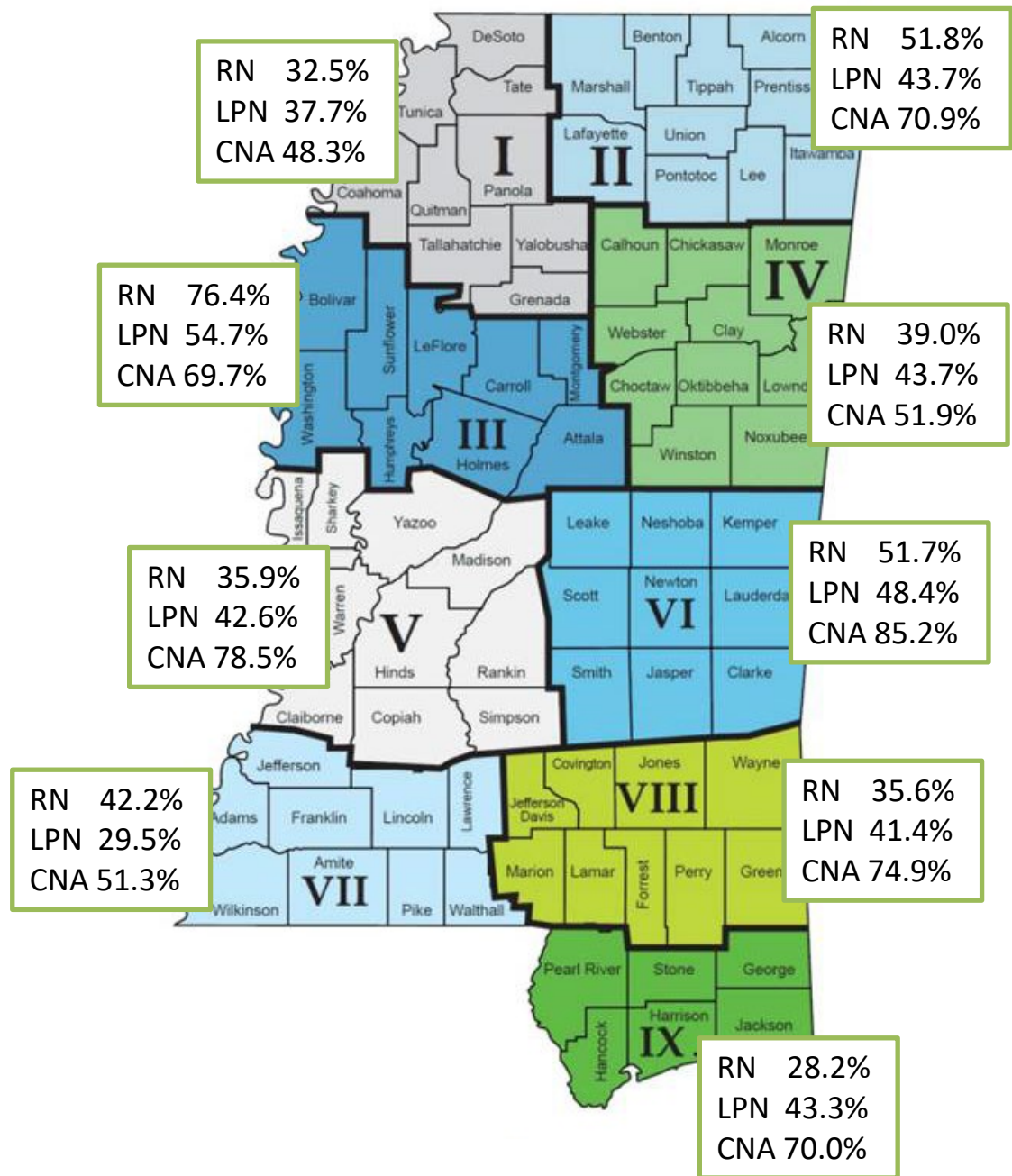
MS LTC 2022 LPN Turnover Rates by Public Health Districts



MS LTC 2022 CNA Turnover Rates by Public Health Districts



MS LTC 2022 Nursing Workforce Turnover Rates by Public Health Districts



Barriers to Recruitment & Retention

Agency rates and sign on bonus

Lack of competitive pay

Schedule availability

Overworked

Traveling

Burnout/Stress

Better opportunities in market

Pool of qualified workers

Educational Needs Nursing Staff

Infection Control

Documentation

Stress Management and Burnout

Dementia

Time Management

Communication

Assessment

Basic skills and Care for the elderly

Customer Service

Educational Needs Nurse Managers/ Executives

Leadership

Mgt & Supervisory Skills

Communication

Time Management

Delegation

Infection Control

Accountability

Recruitment and Retention

Regulations



MCQW

Mississippi Center *for*
Quality *and* Workforce



Please contact **LaNelle Weems**
lweems@mhanet.org or
Kim Hoover khoover@mhanet.org if
you have questions or need additional
information.

