

2024 Annual Mississippi Hospital Nursing Workforce Survey Data *presented by the*



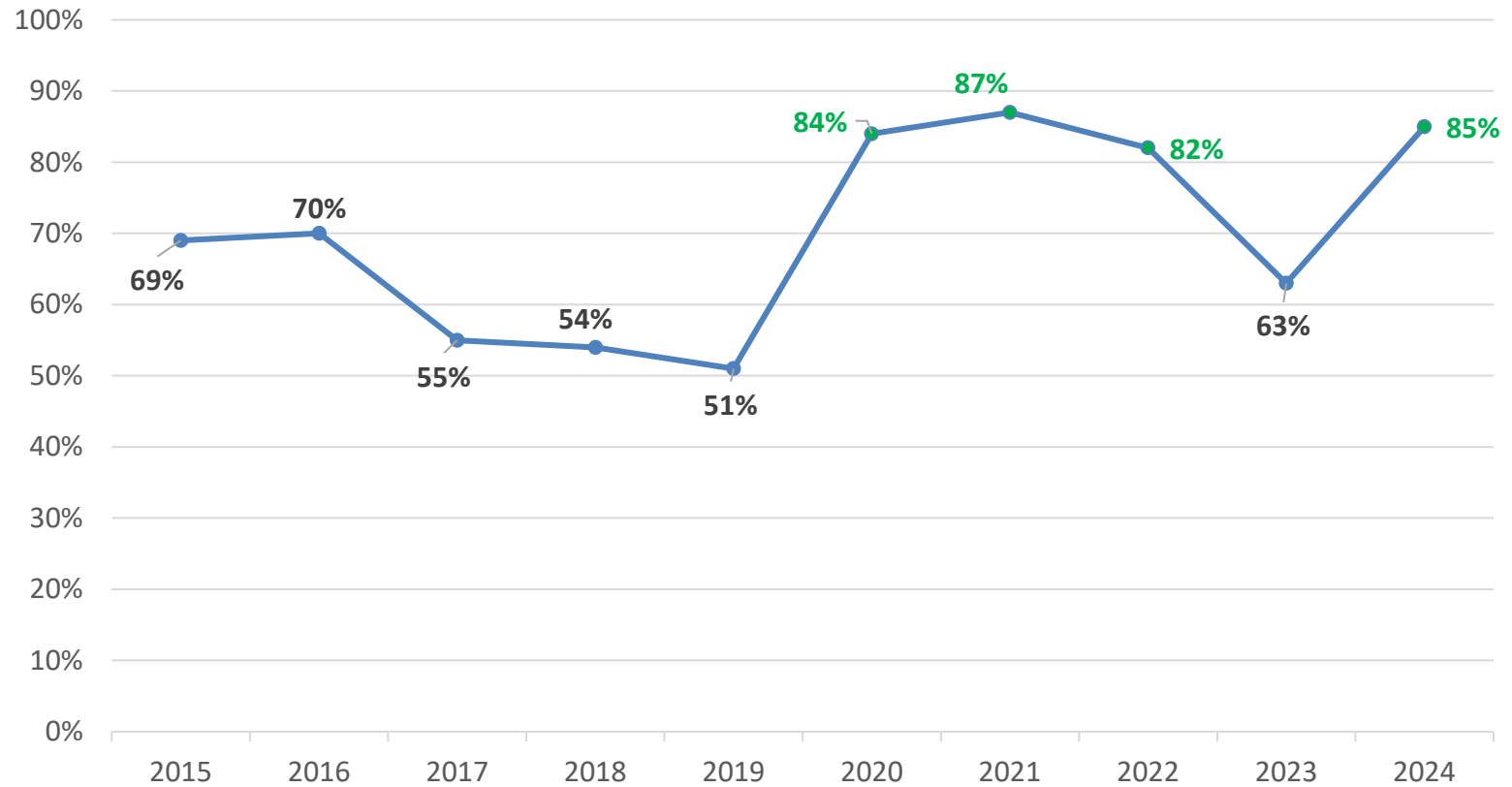
MCQW

Mississippi Center *for*
Quality *and* Workforce

&



Hospital Nursing Workforce Survey Annual Response Rates

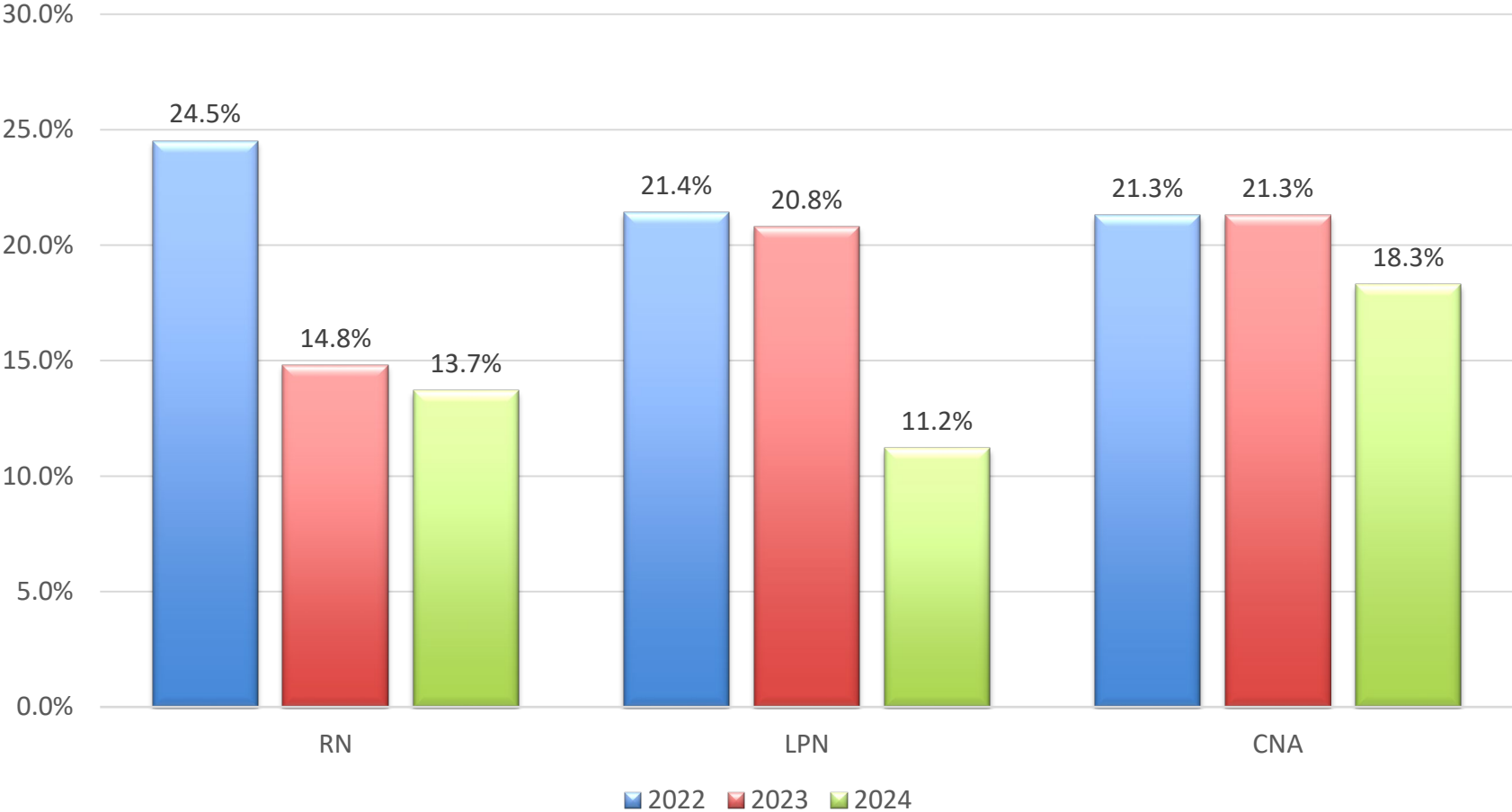


Note: Data are repeated in some slides to provide different display options.

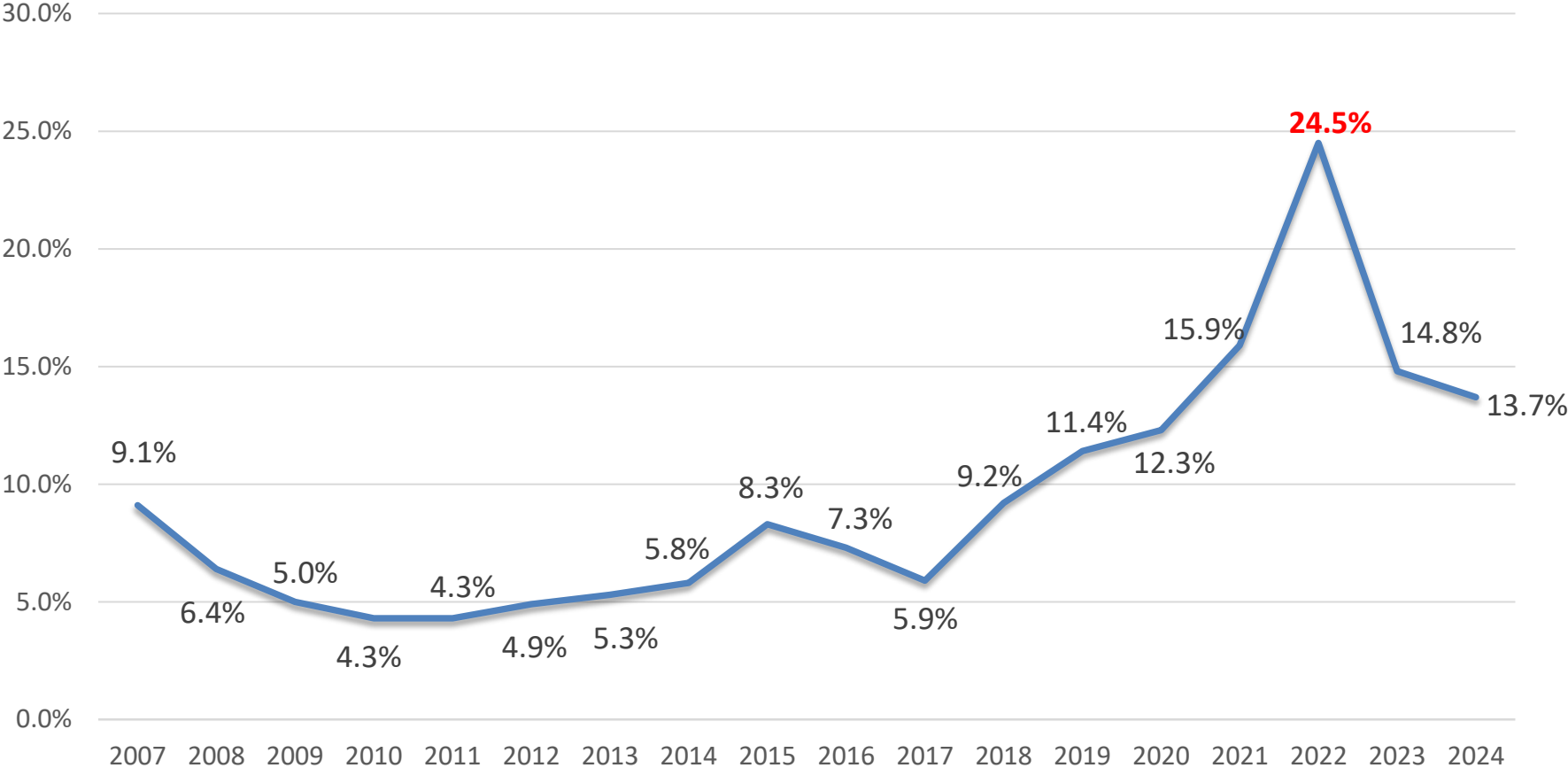


HOSPITAL VACANCY 2024

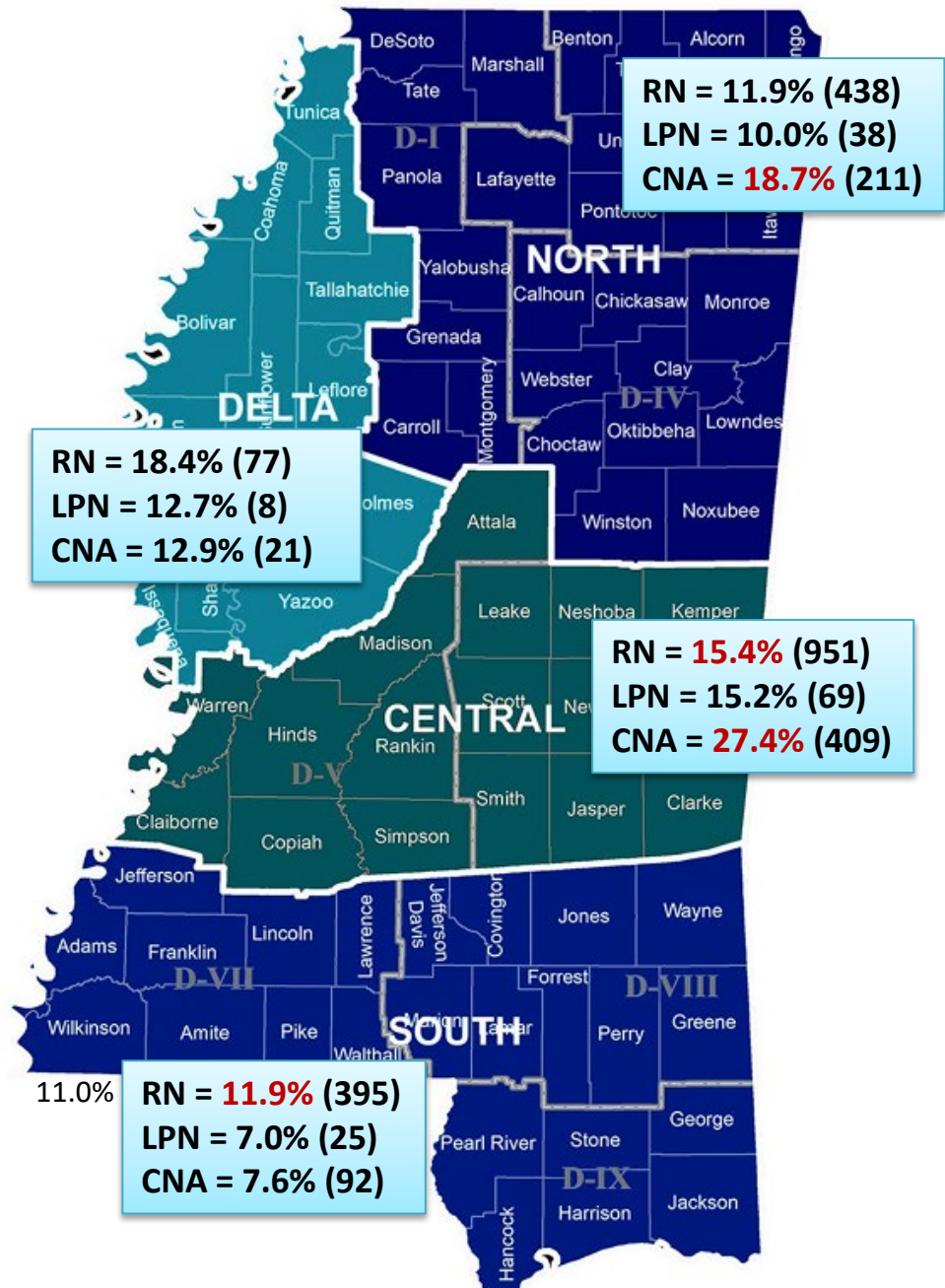
Hospital RN, LPN, & CNA Vacancy Rates – 3 Year Trend



MS Hospital Statewide RN Vacancy Rates

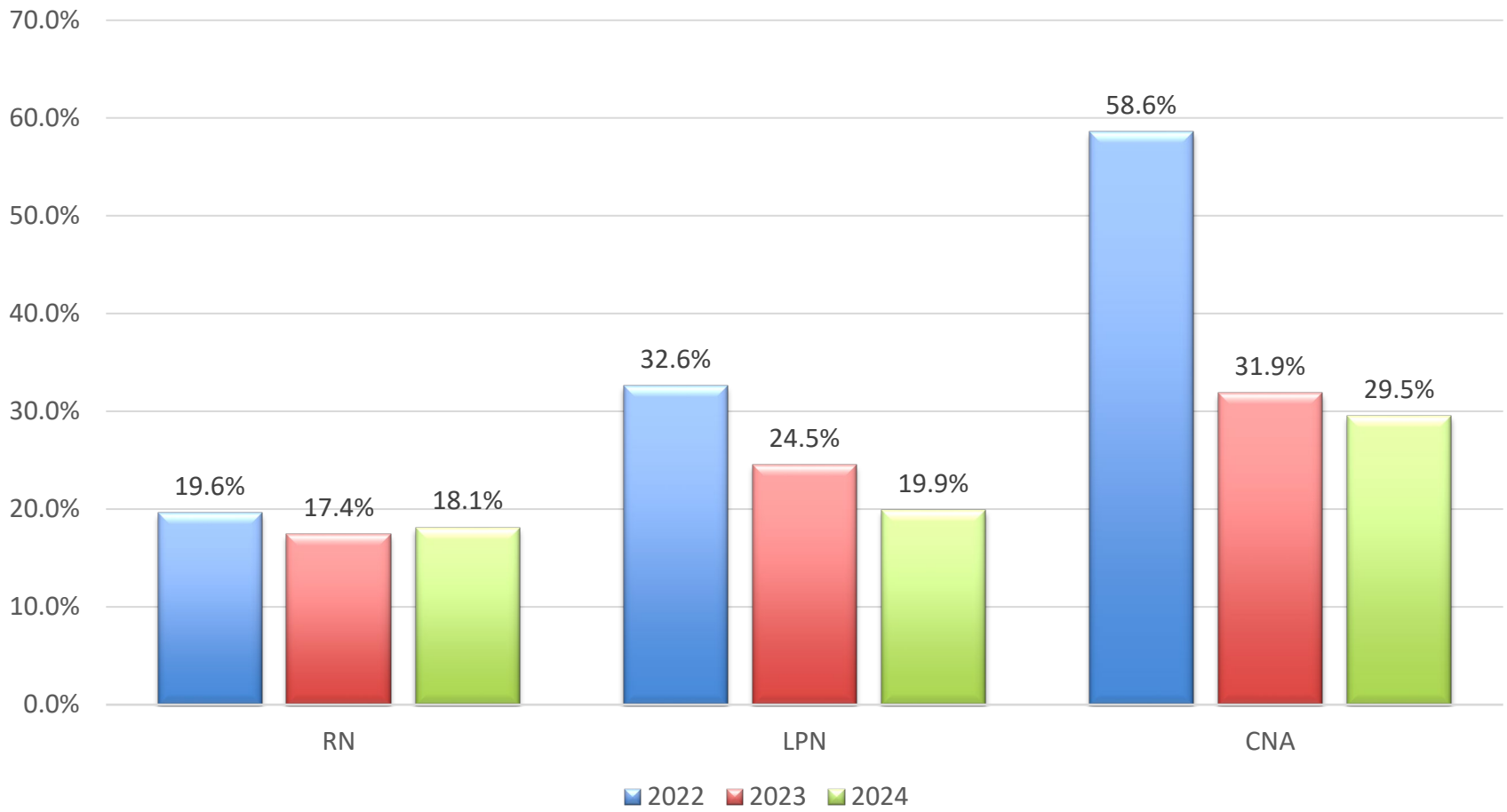


Vacancy Rates (FTEs) CY 2024 By MS Public Health Region

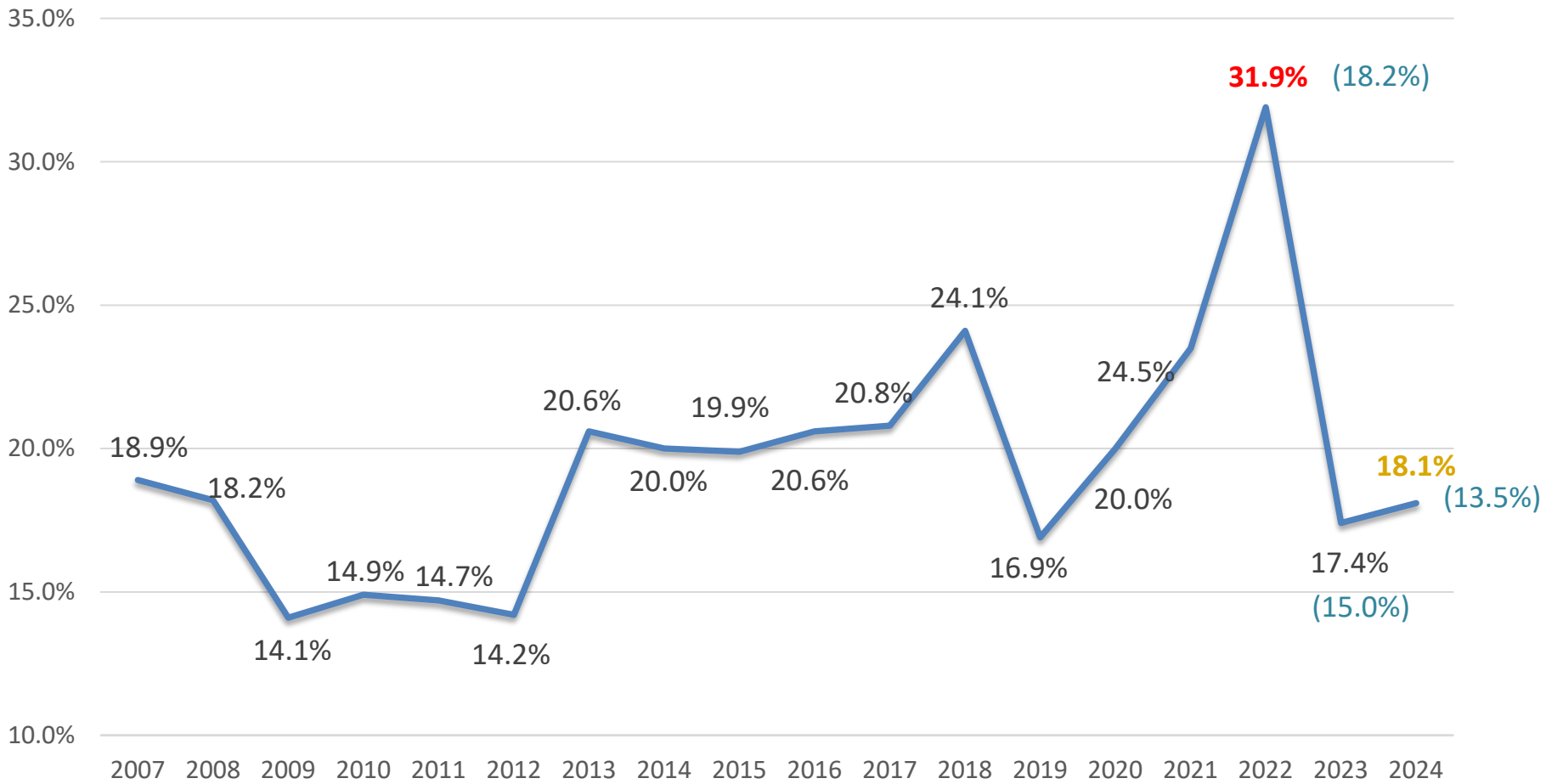


HOSPITAL TURNOVER 2024

Hospital RN, LPN & CNA Turnover Rates – 3 Year Trend



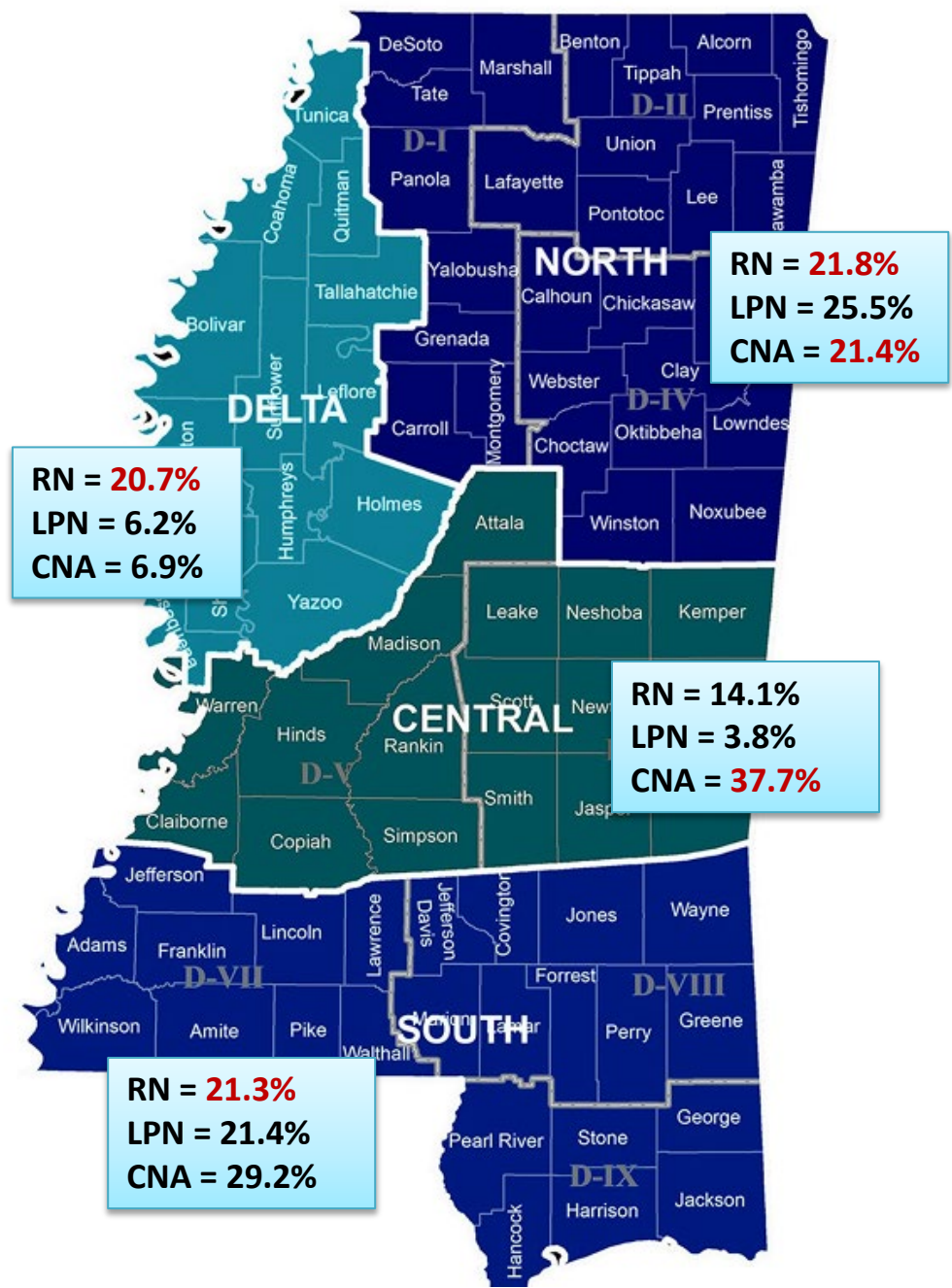
MS Hospital Statewide RN Turnover Rates



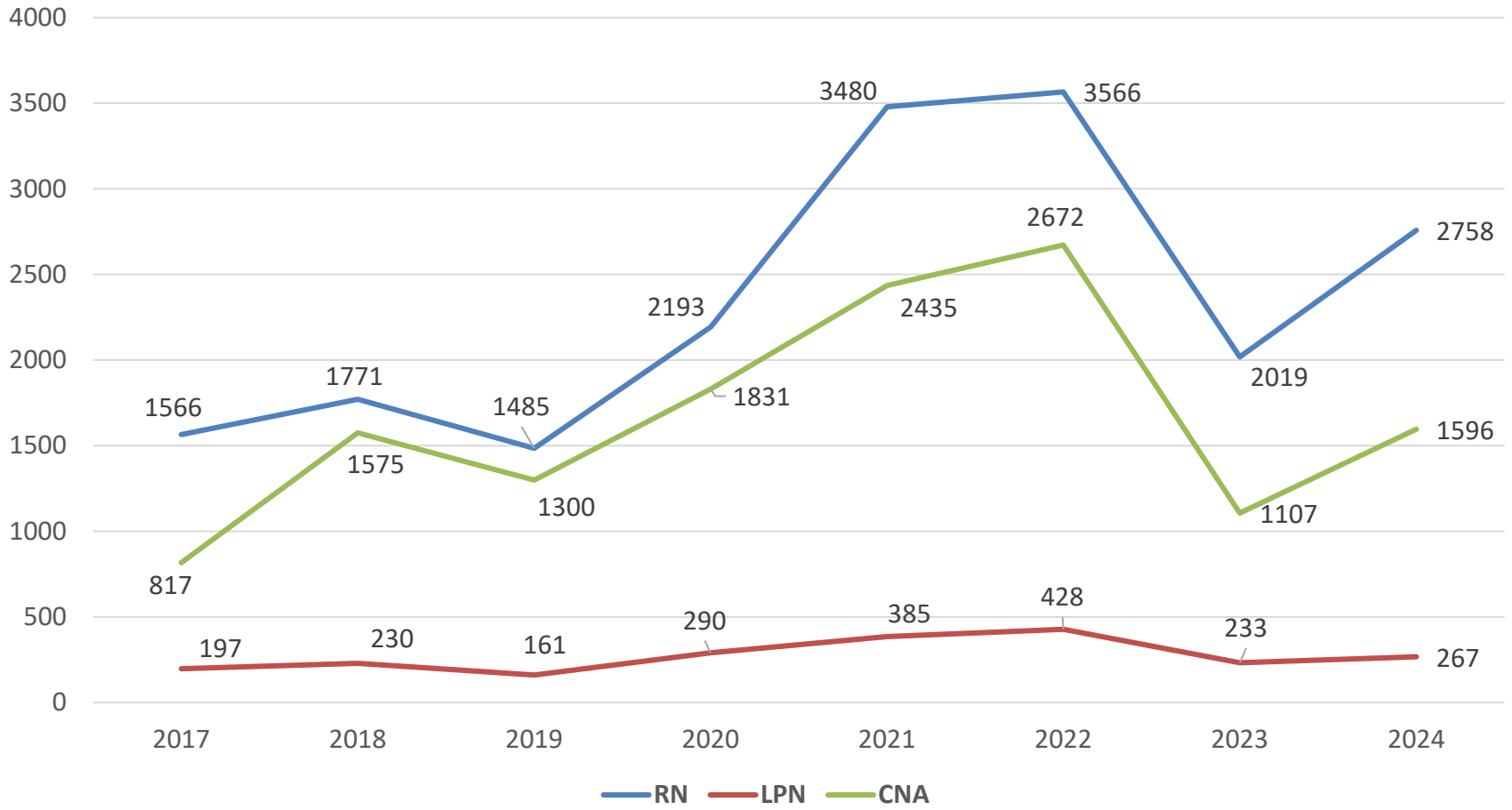
*updated survey definitions



Turnover Rates CY 2024 By MS Public Health Region



2024 Separations Reported



Mississippi Hospital Contract/ Agency/Travel Workers Employed (FTEs)

	RN	LPN	Nurse Assistant
2024	601	53	171
2023	1946*	33	199
2022	982	93	157
2021	924	88	155
2020	607	37	87
2019	249	8	129
2018	101	11	72
2017	167	3	11

*1286 were reported as inhouse contract employees.



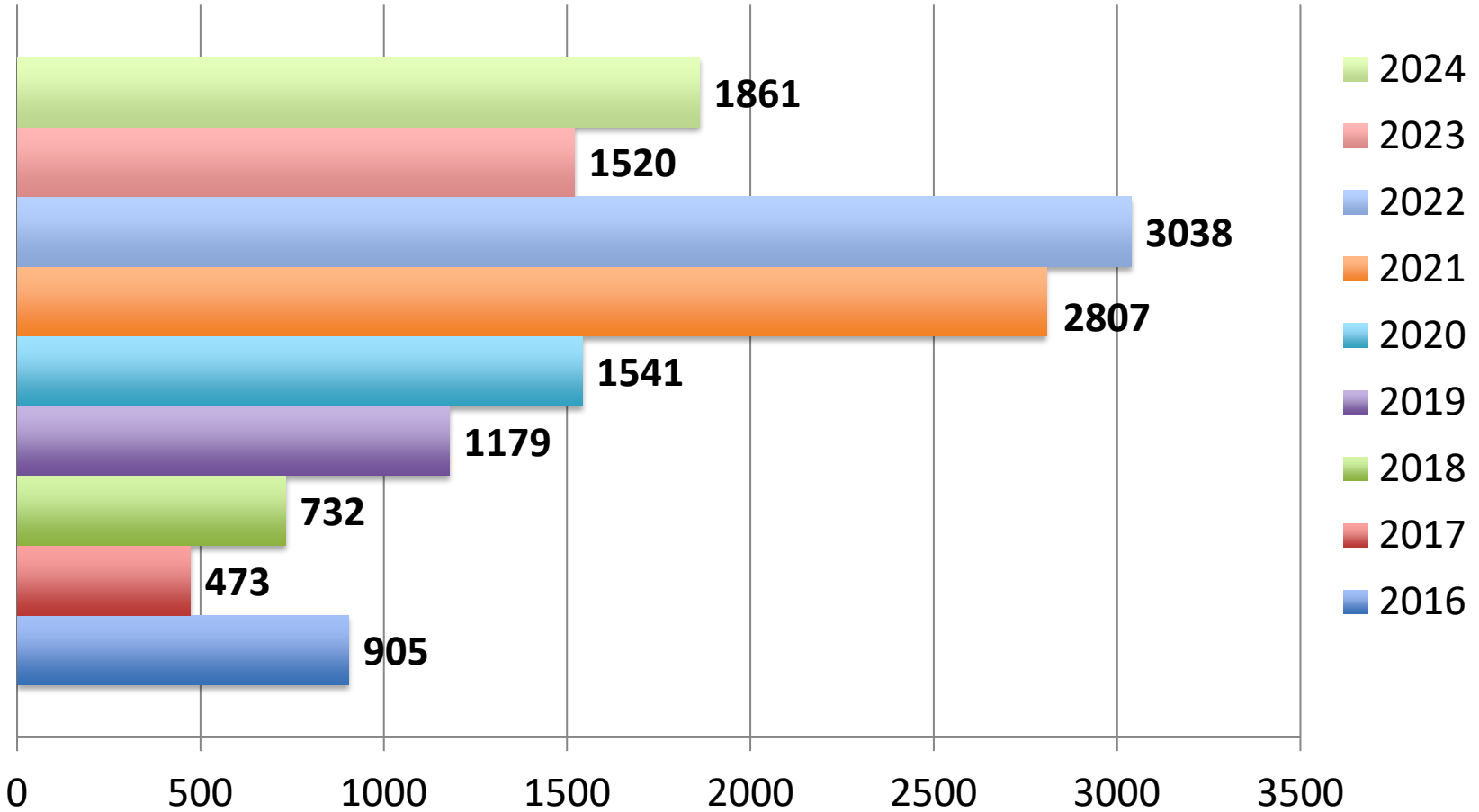
Mississippi Hospital Per Diem* Workers (FTEs)

	RN	LPN	Nurse Assistant
2024	2,905	204	781
2023	1,112	63	180
2022	4,131	309	1,204
2021	3,428	163	1,104
2020	3,223	204	898
2019	1,920	99	463
2018	1,385	179	442
2017	1,238	55	273

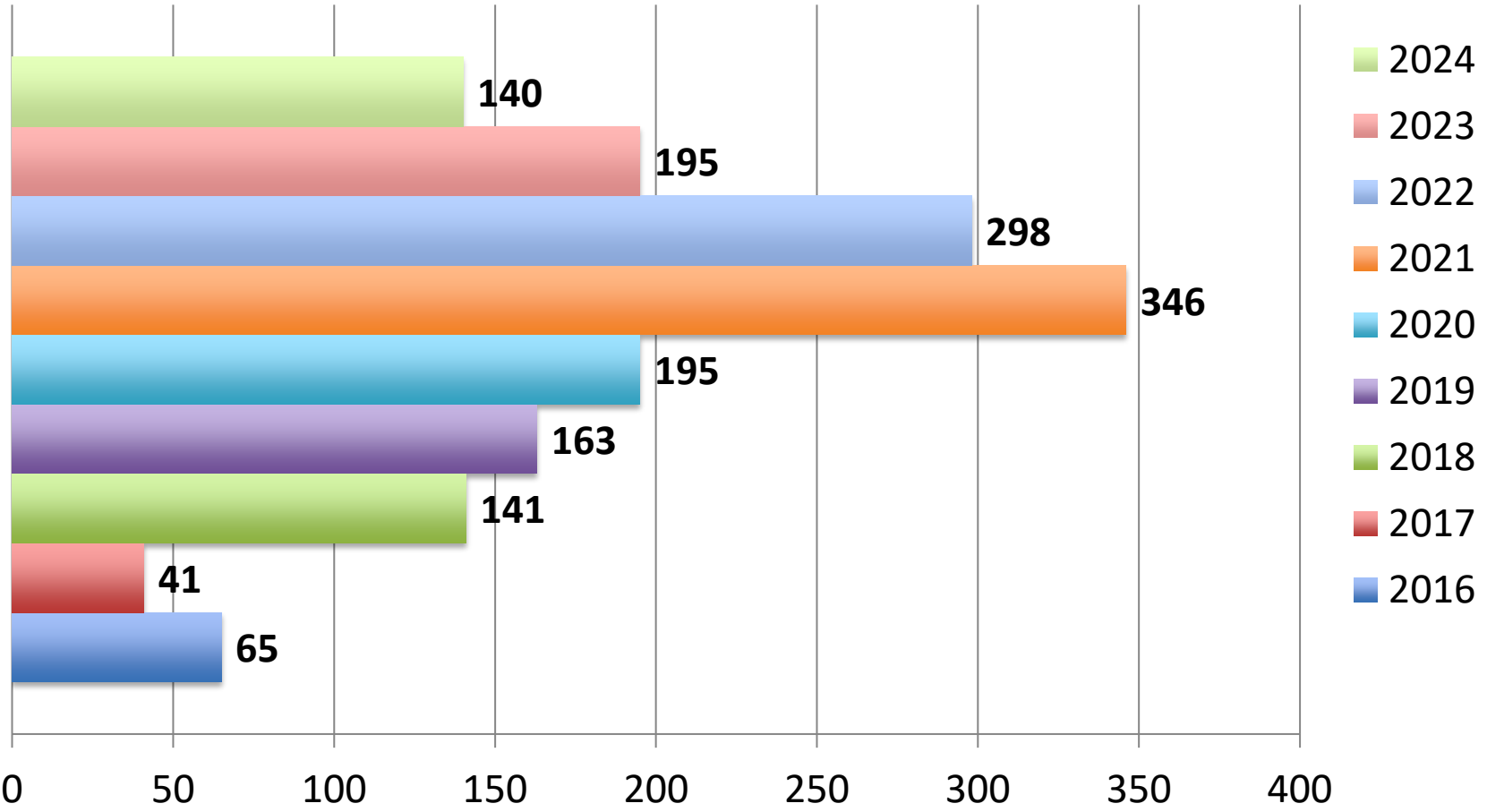


*Per diem employees are those who only work shifts when needed. They may or may not receive benefit but are considered employees.

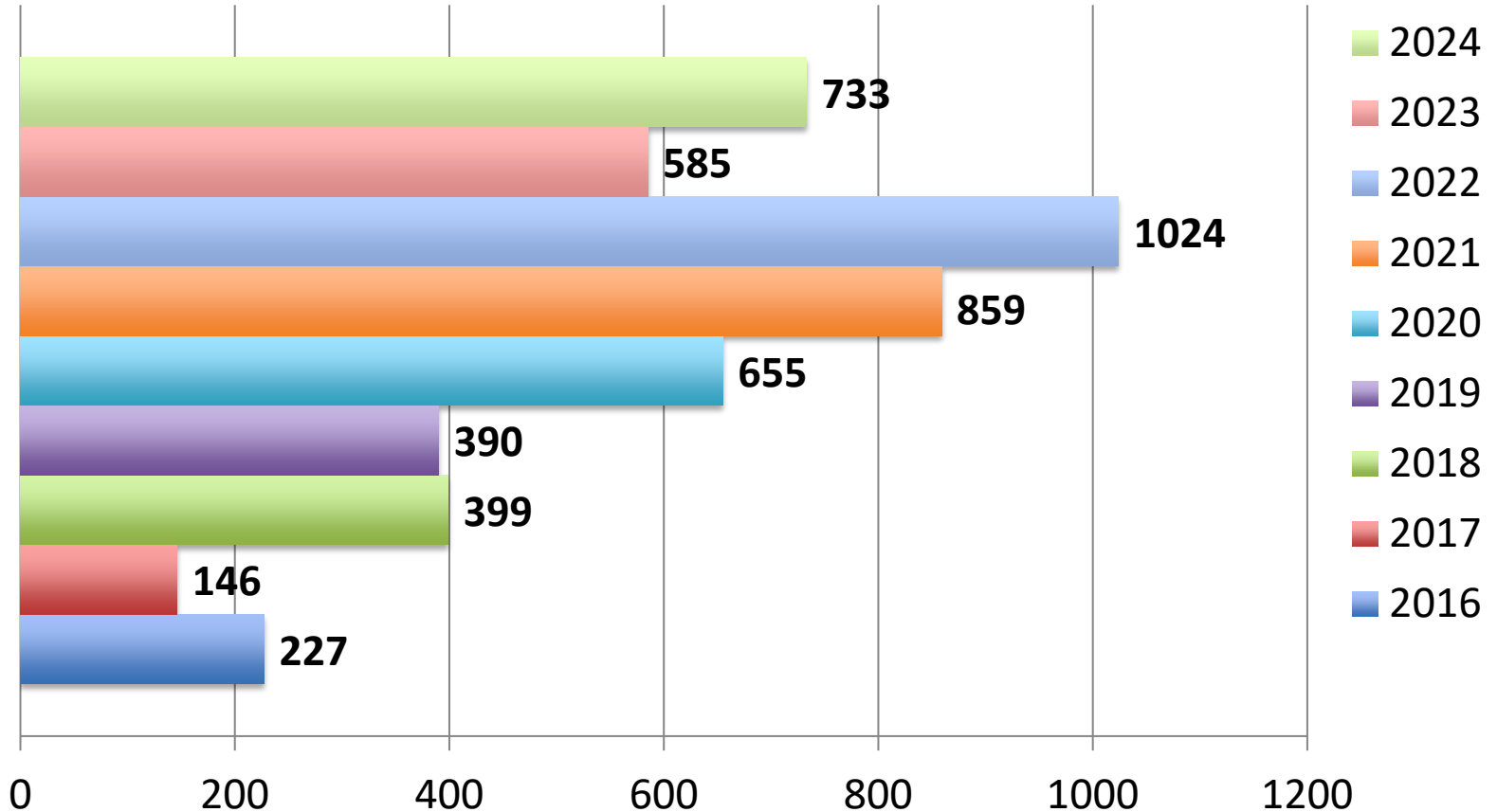
Hospital RN Vacant Positions Statewide



Hospital LPN Vacant Positions Statewide

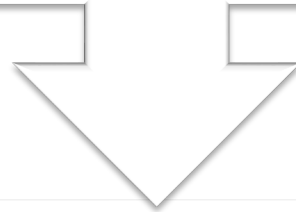


Hospital Nurse Assistant Vacant Positions Statewide



Externships

Hospitals were asked if they participated in the Nursing Externship Program and if so, did they hire nurse externs.



Over the past 5 years, reporting hospitals have hired **1,763** nurse externs!

Nursing Staff Education Needs



Core clinical
skills



Documentation
& compliance



CT & decision
making



Ongoing training
& development



Specialized
education



Soft skills &
professionalism



Technology &
learning tools



Workplace
preparedness

Nurse Manager Education Needs



Leadership & management training



Financial & business acumen



Professional development & best practices



Workplace culture & staff management



Operational efficiency



Specialized training needs

Nurse Executive Education Needs



Leadership & strategic development



Regulatory knowledge & policy understanding



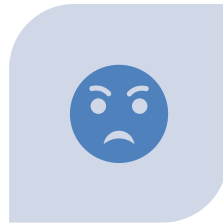
Financial stewardship



Adaptability & innovation



Recruitment & retention



Communication & conflict management



Professional growth & networking



Operational efficiency

Thank you to the hospital nursing executives who completed this survey. Your participation is crucial to providing complete and accurate data for nursing workforce planning, policy making, and education.

Please contact

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if you have questions or need assistance.