

2026 Annual Mississippi Hospital Nursing Workforce Survey Data*

presented by the



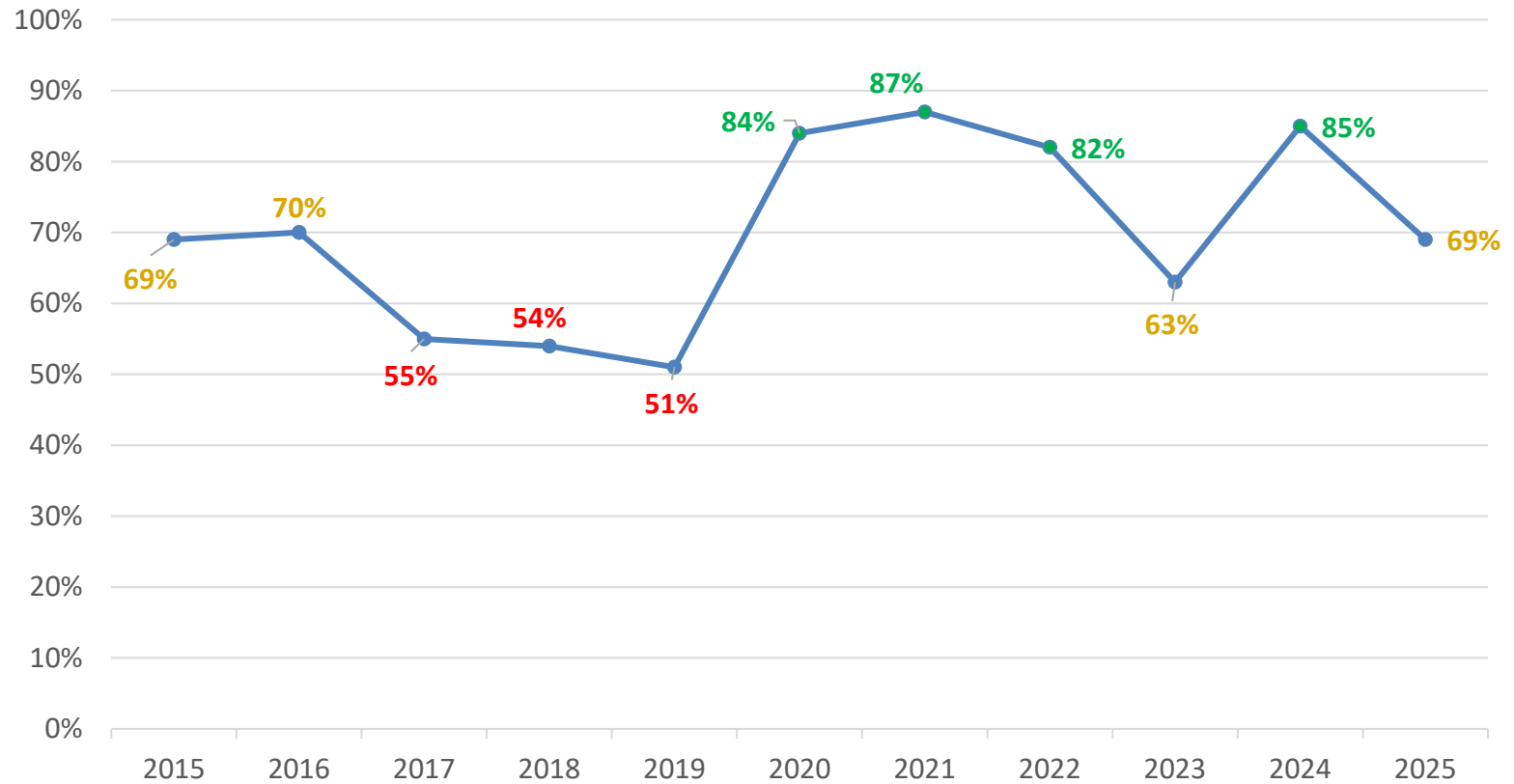
MCQW

Mississippi Center *for*
Quality *and* Workforce

&



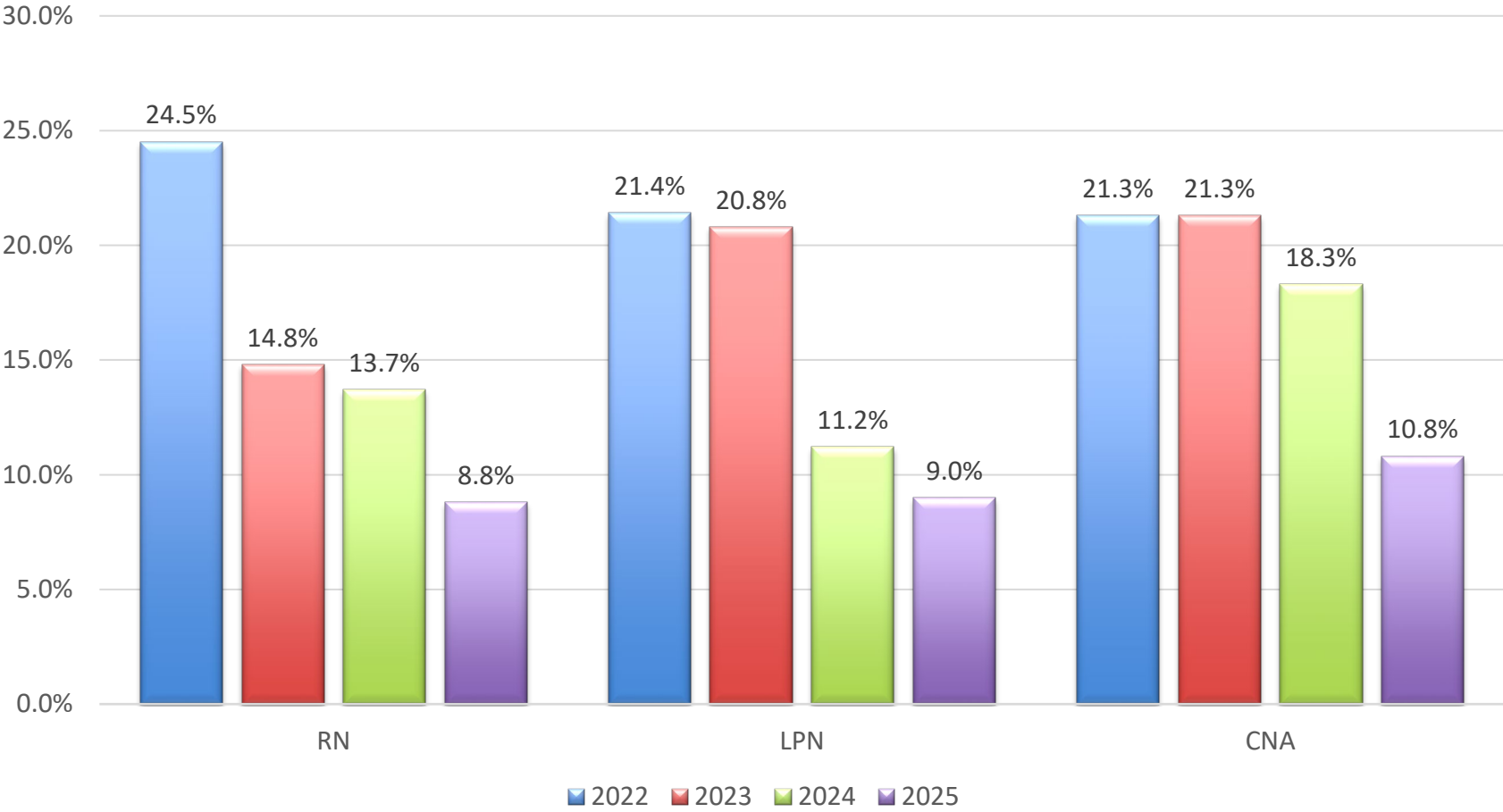
Hospital Nursing Workforce Survey Annual Response Rates



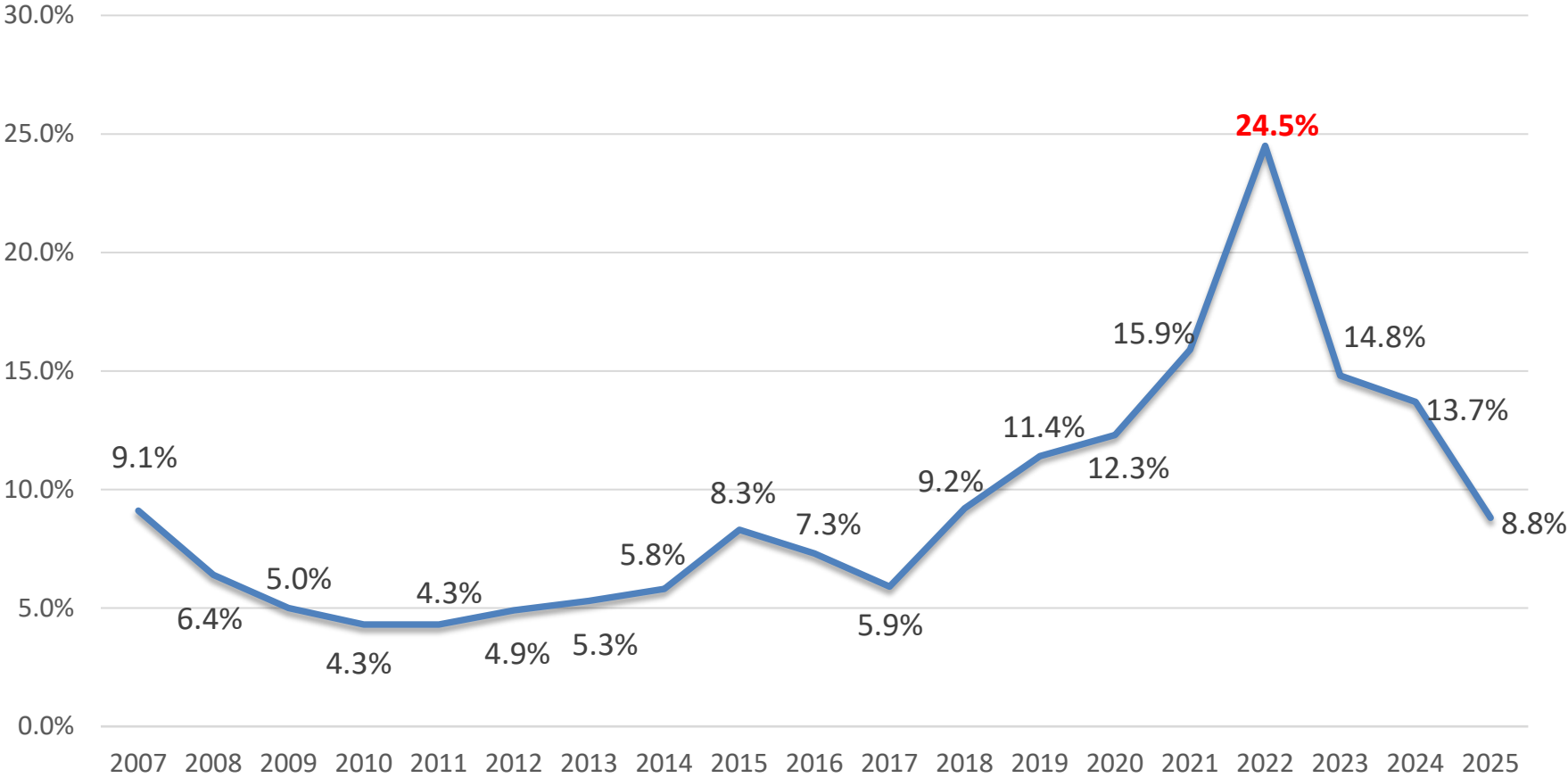
Note: Data are repeated in some slides to provide different display options.

HOSPITAL VACANCY 2025

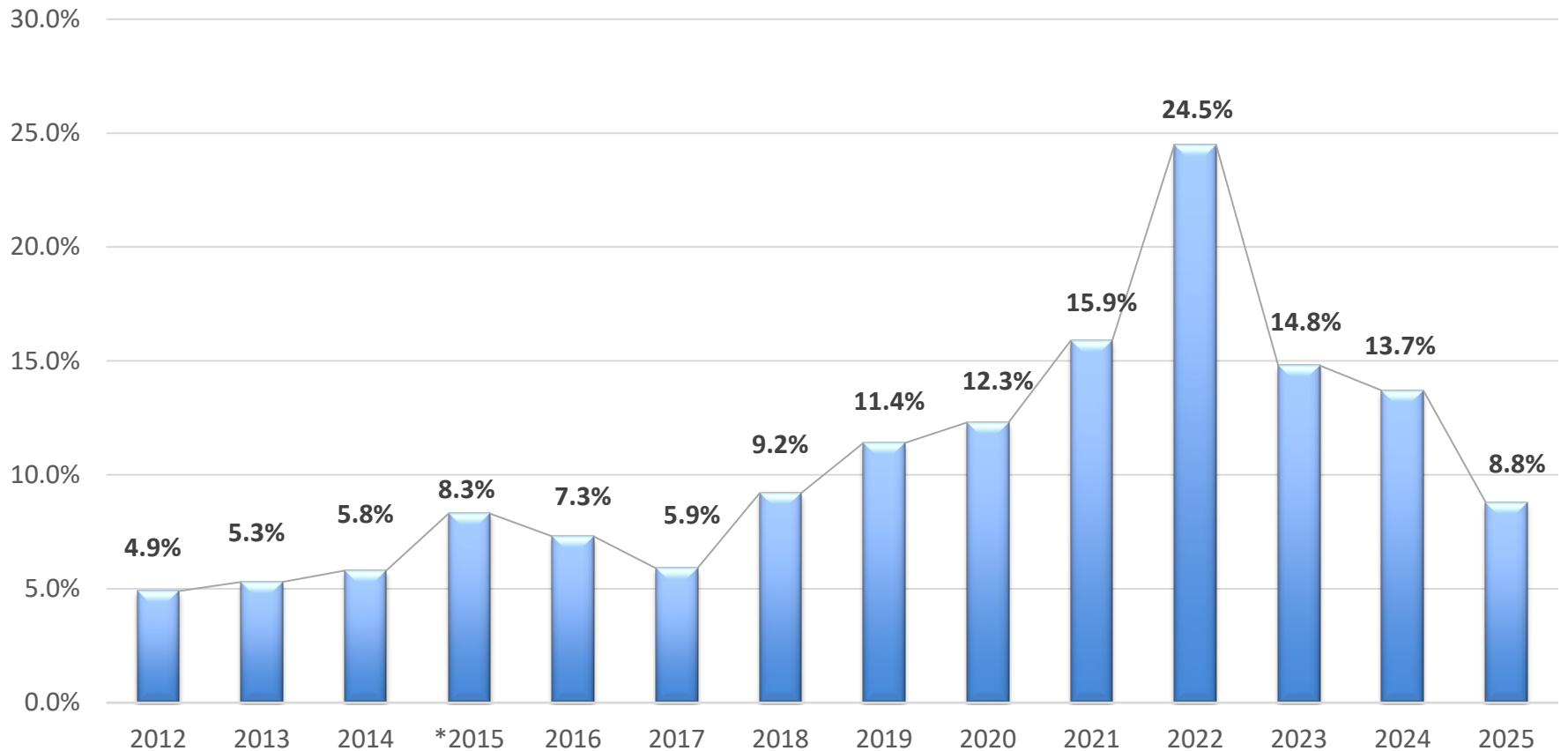
Hospital RN, LPN, & CNA Vacancy Rates – 4 Year Trend



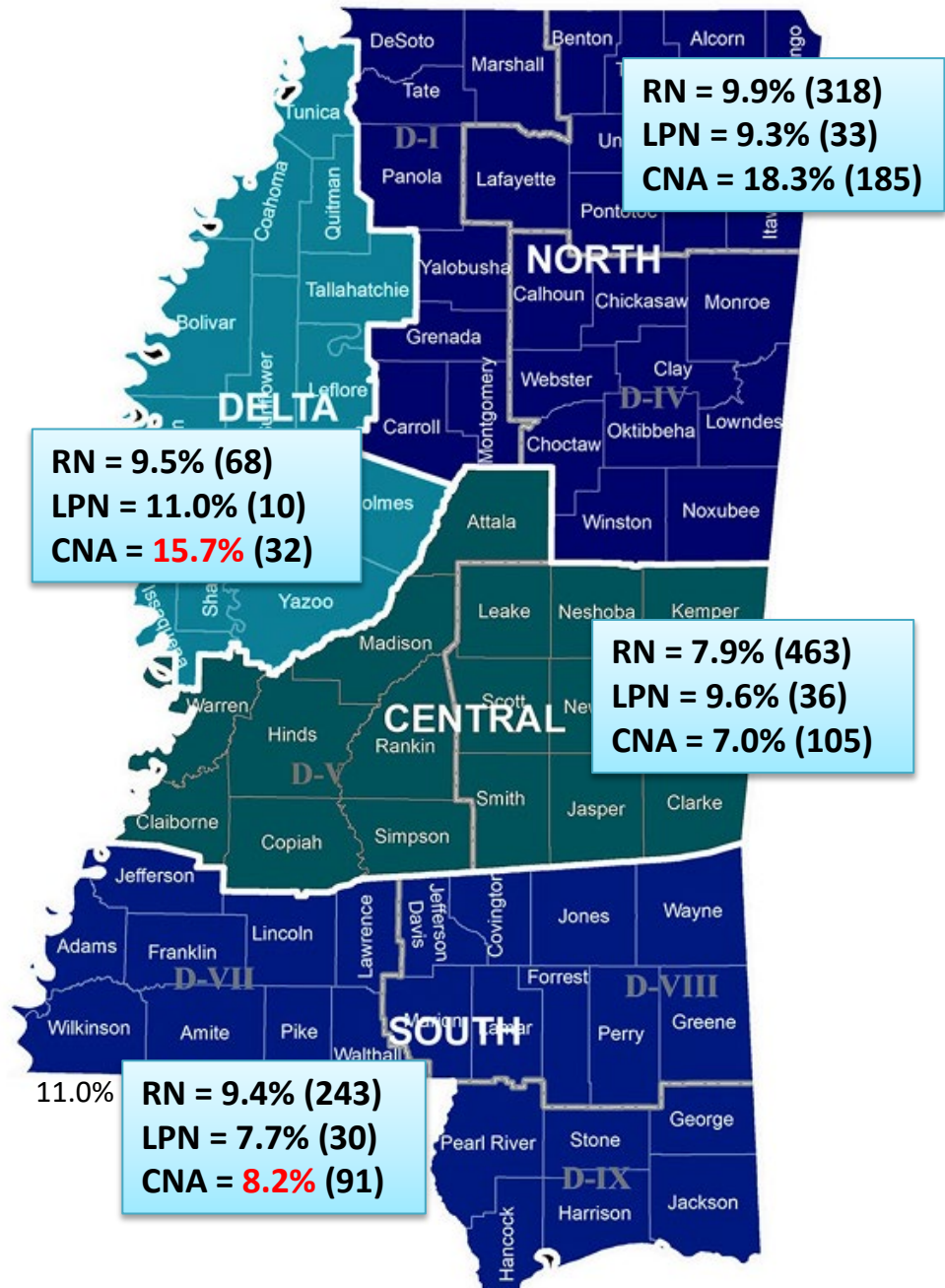
MS Hospital Statewide RN Vacancy Rates



10+ Year Trend RN Hospital Vacancy Rates

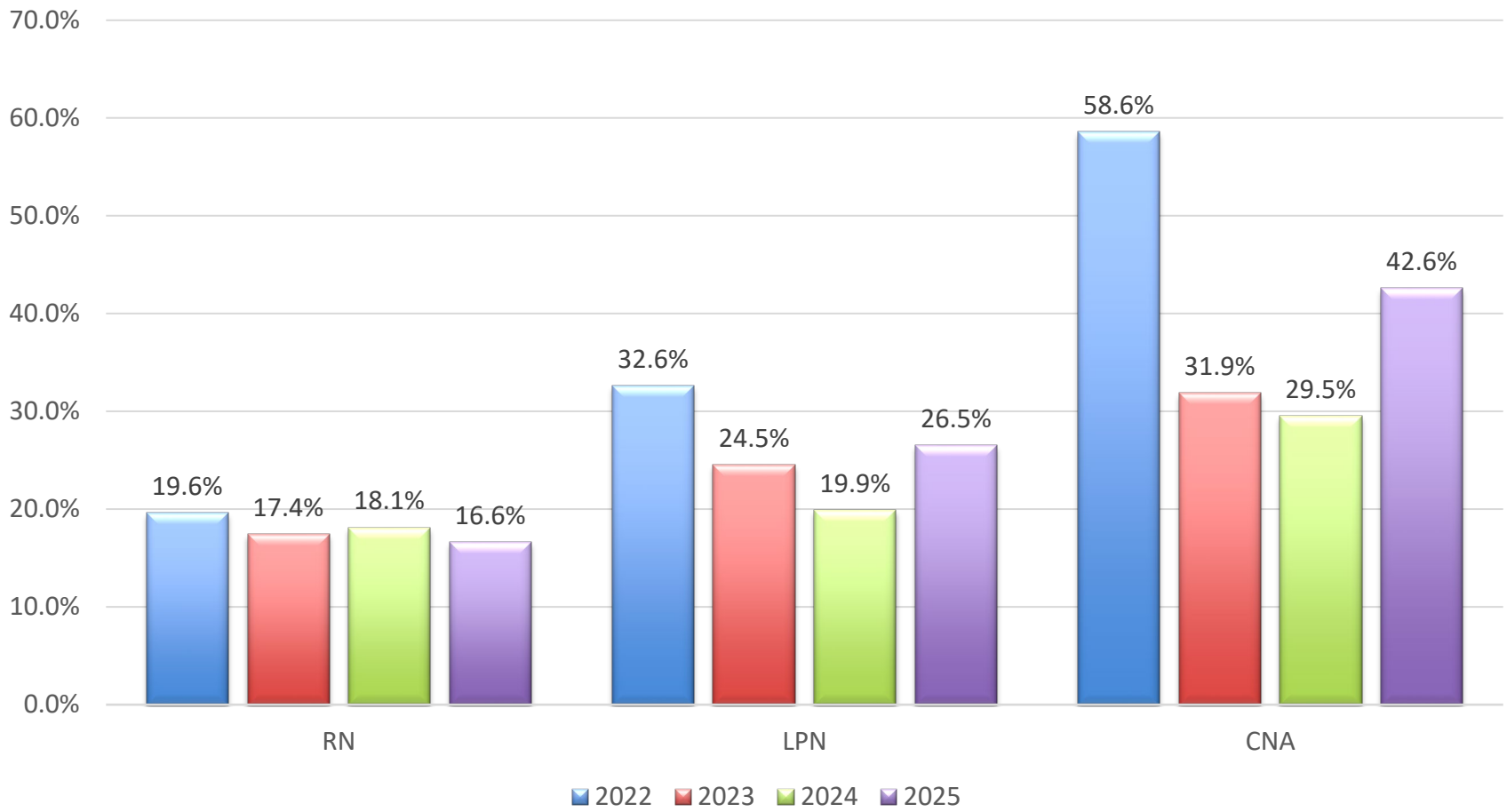


Vacancy Rates (FTEs) CY 2025 By MS Public Health Region

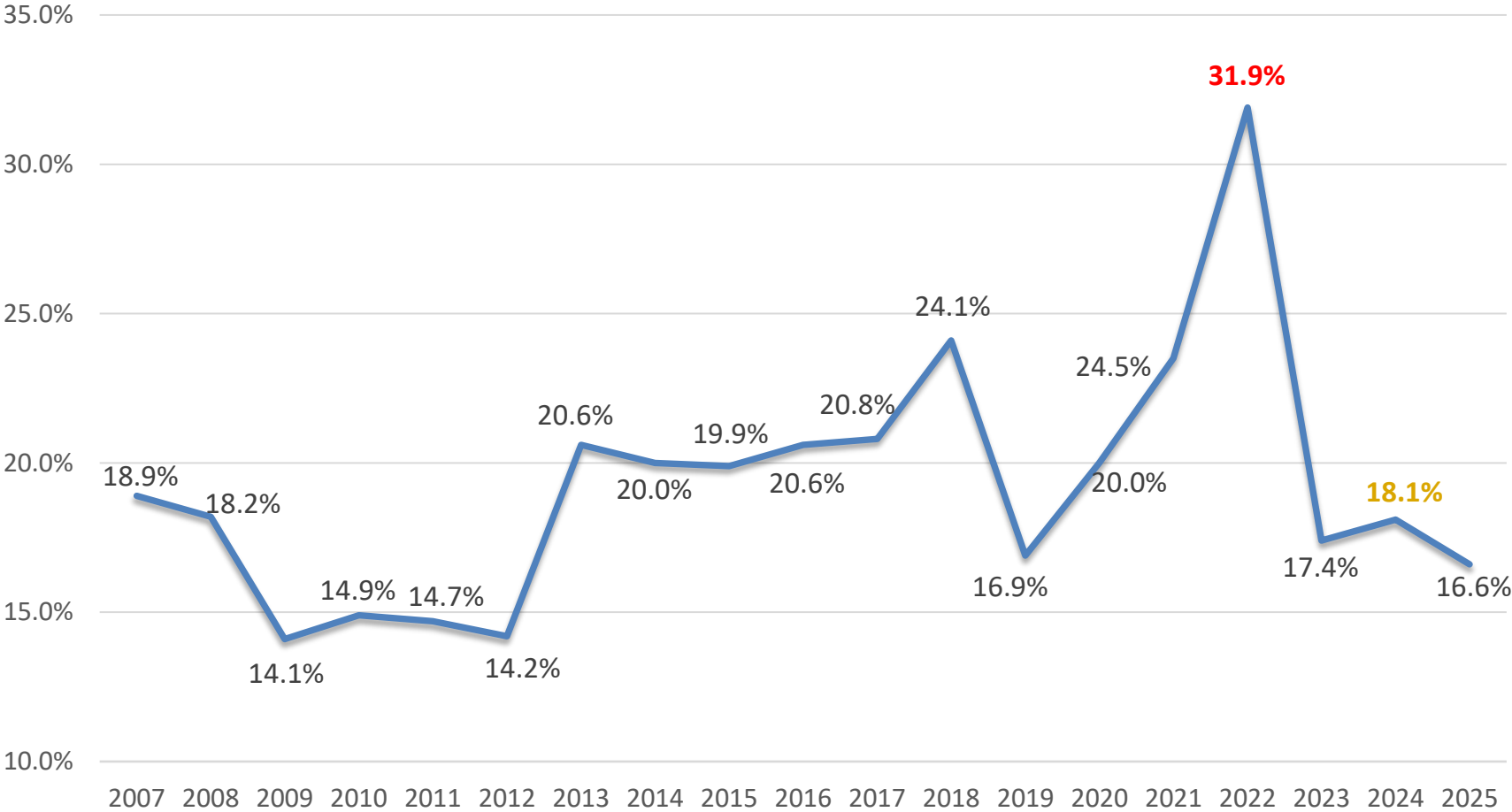


HOSPITAL TURNOVER 2025

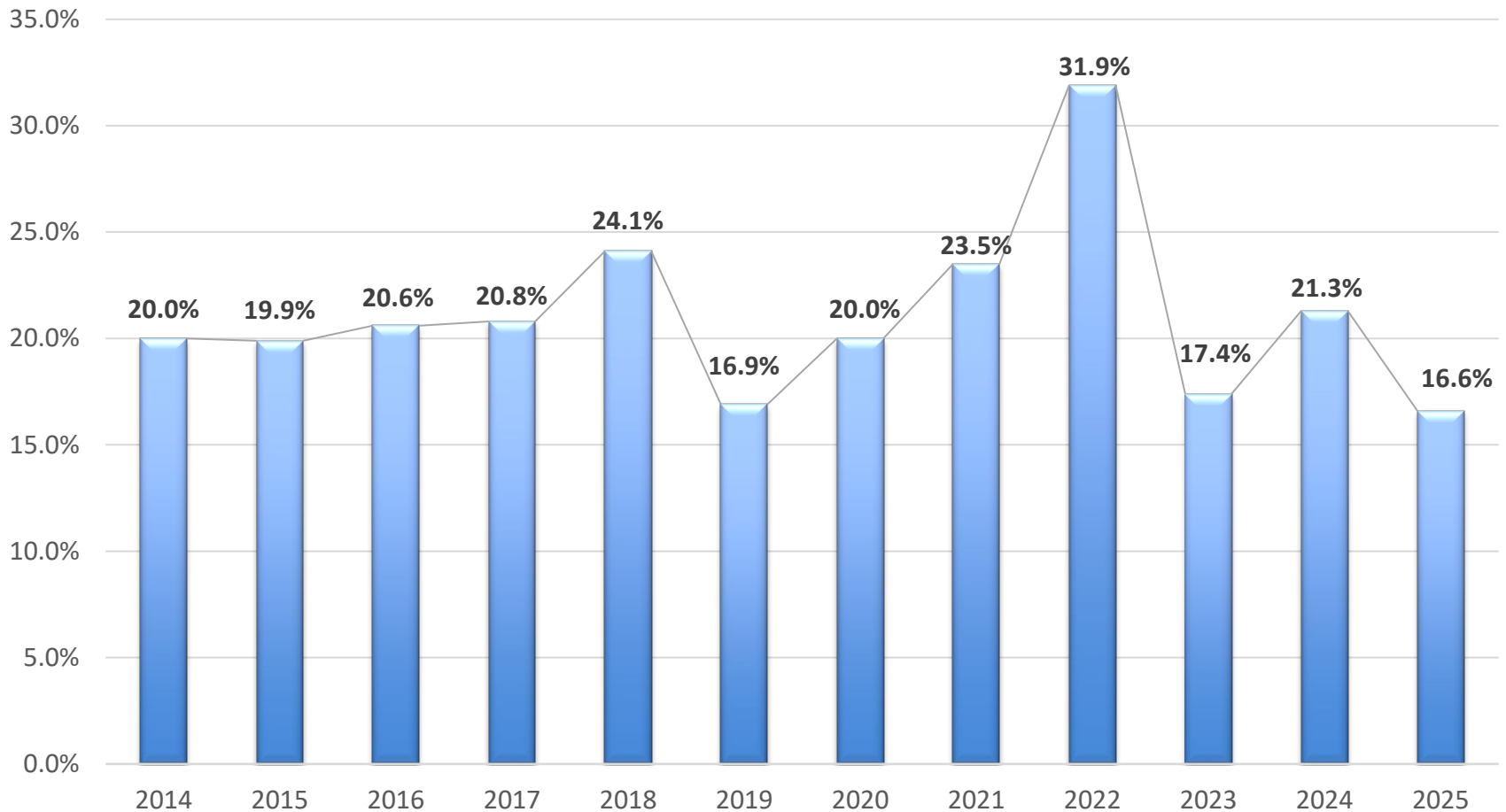
Hospital RN, LPN & CNA Turnover Rates – 4 Year Trend



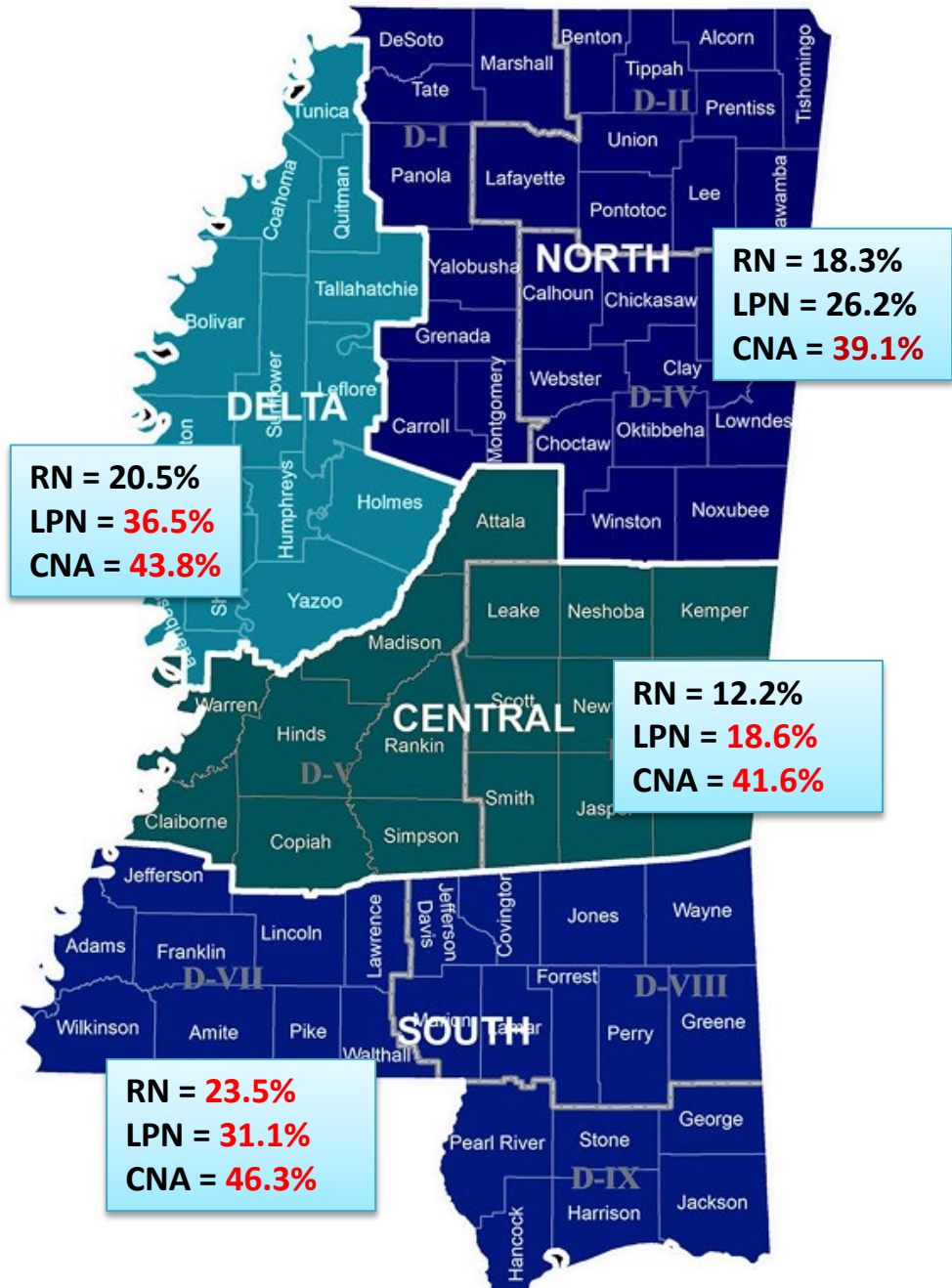
MS Hospital Statewide RN Turnover Rates



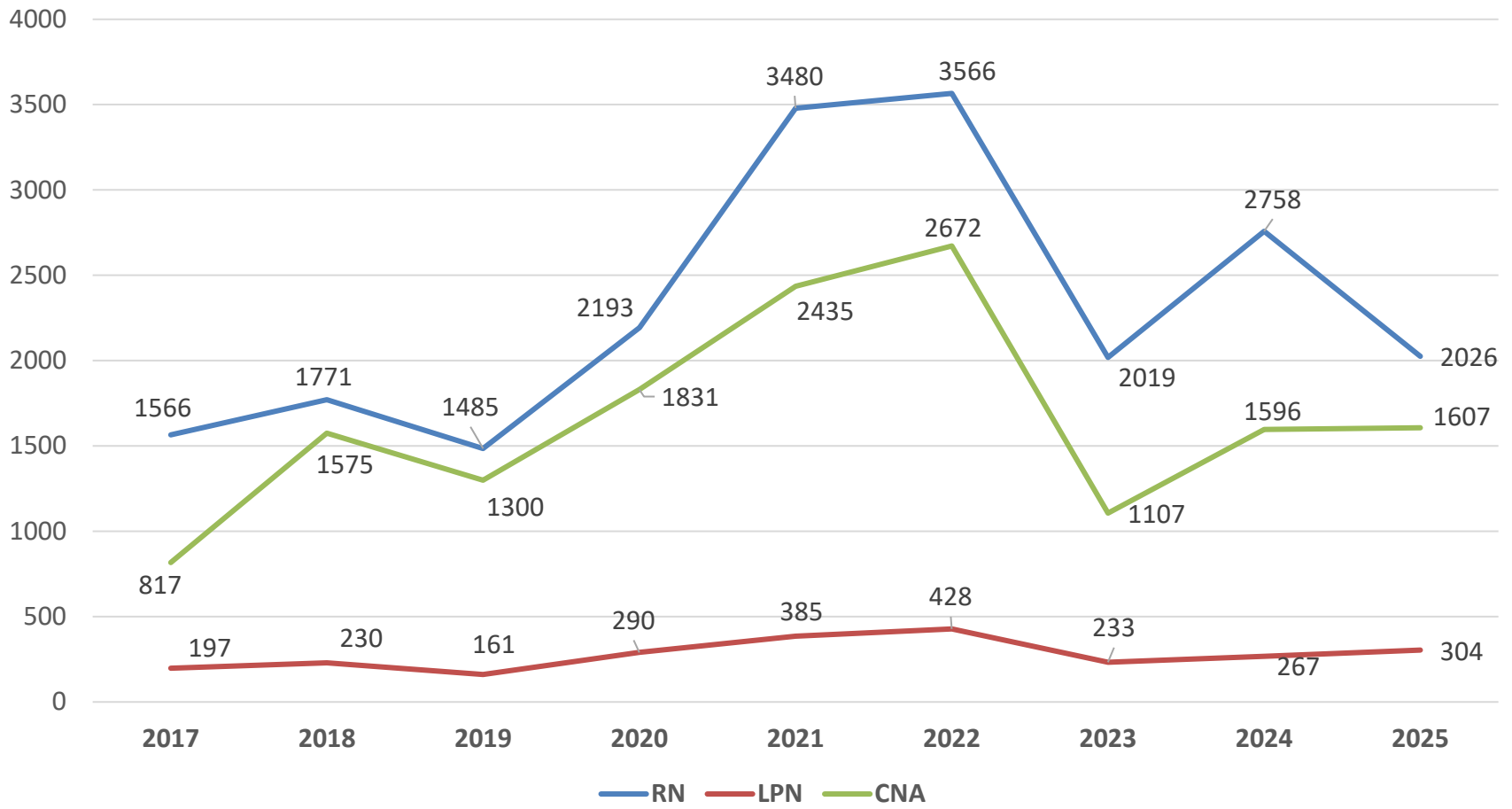
10+ Year Trend Hospital RN Turnover Rates



Turnover Rates CY 2025 By MS Public Health Region



2025 Separations Reported



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

	RN	LPN	Nurse Assistant
2025	609	108	70
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

16 reported inhouse staffing agency



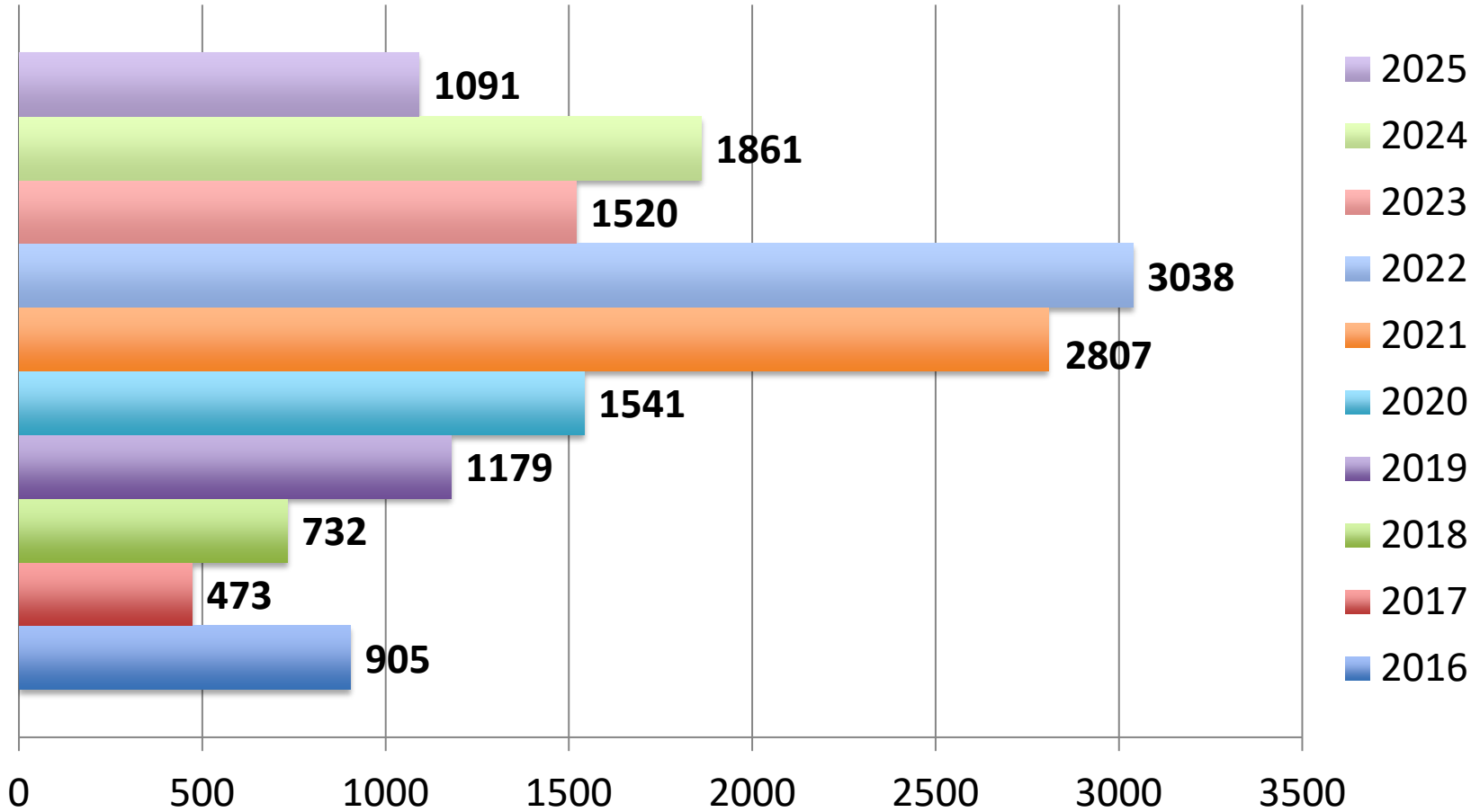
Mississippi Hospital Per Diem* Workers (FTEs)

	RN	LPN	Nurse Assistant
2025	2220	143	705
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

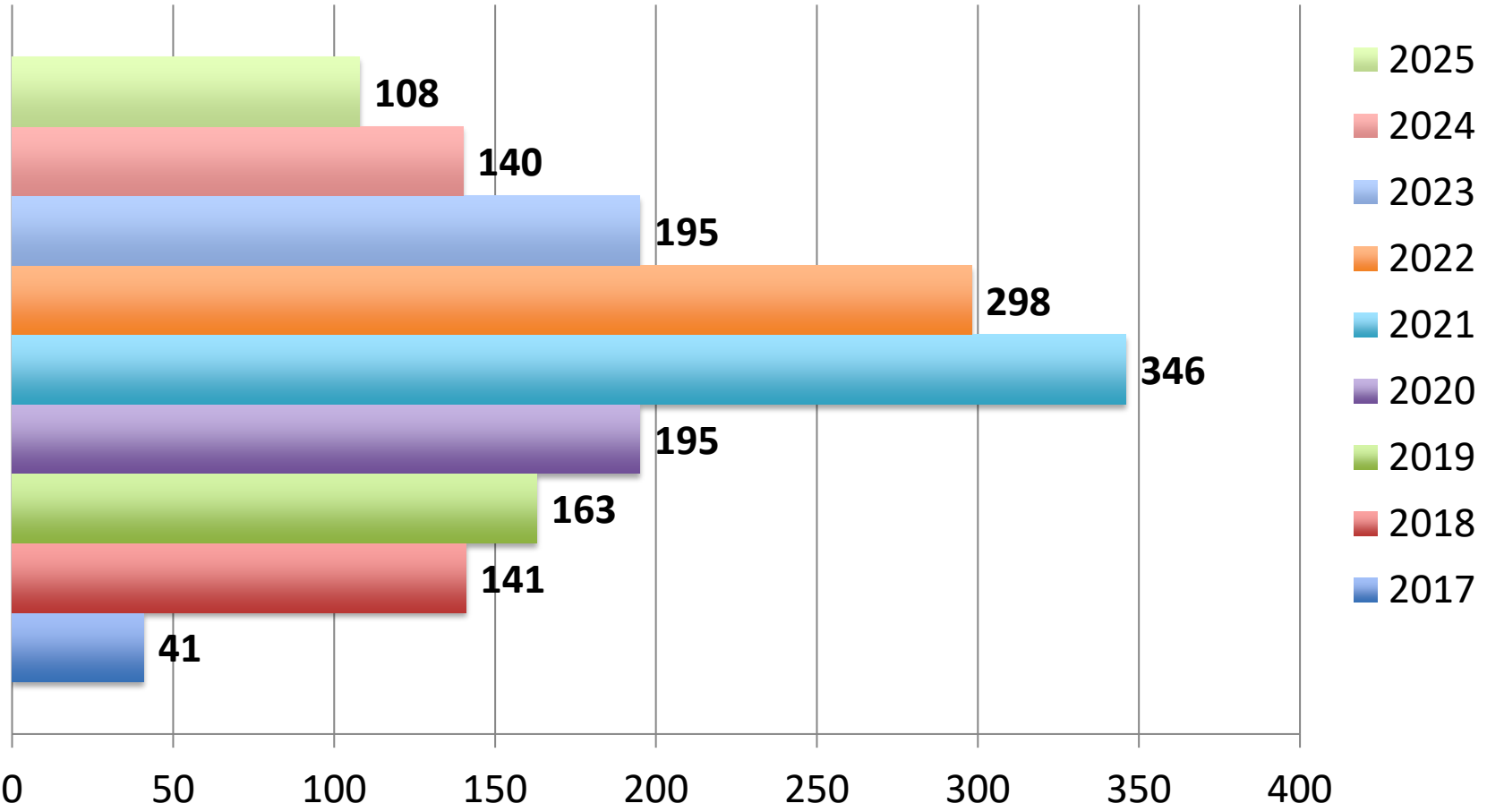


*Per diem employees are those who only work shifts when needed. They may or may not receive benefit but are considered employees.

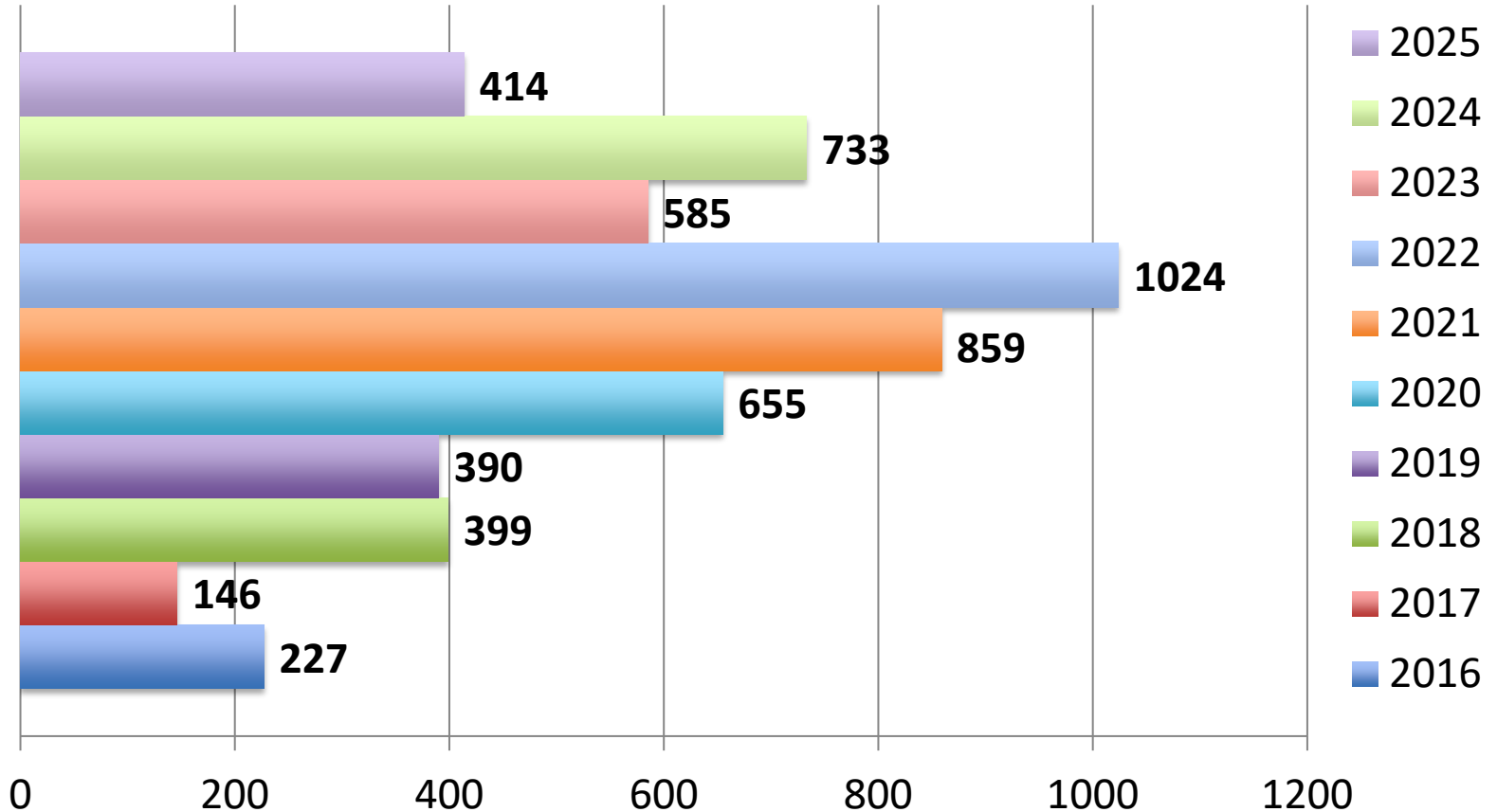
Hospital RN Vacant Positions Statewide



Hospital LPN Vacant Positions Statewide

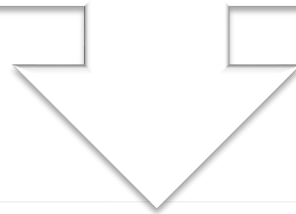


Hospital Nurse Assistant Vacant Positions Statewide



Student Nurse Extern 2026

922 Interviewed



599 nurse externs hired!

Nursing Staff Education Needs



Specialty & Acute
Care Skills



Documentation &
EHR Competency



Transition to
Practice Support



Rural & Resource
Limited Care



Communication &
Teamwork



Time Management
& Prioritization

Nurse Manager Education Needs



Leadership
Development



Operation &
Financial Mgt



HR & Regulatory
Knowledge



Staff Engagement
& Retention

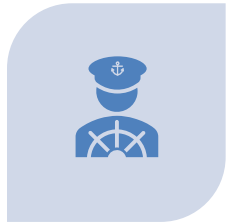


Accountability &
Performance Mgt



Communication &
Conflict Resolution

Nurse Executive Education Needs



**Strategic &
Systems Thinking**



**Regulatory &
Policy Knowledge**



**Financial &
Business Acumen**



**Technology &
innovation**



**Communication
& Collaboration**



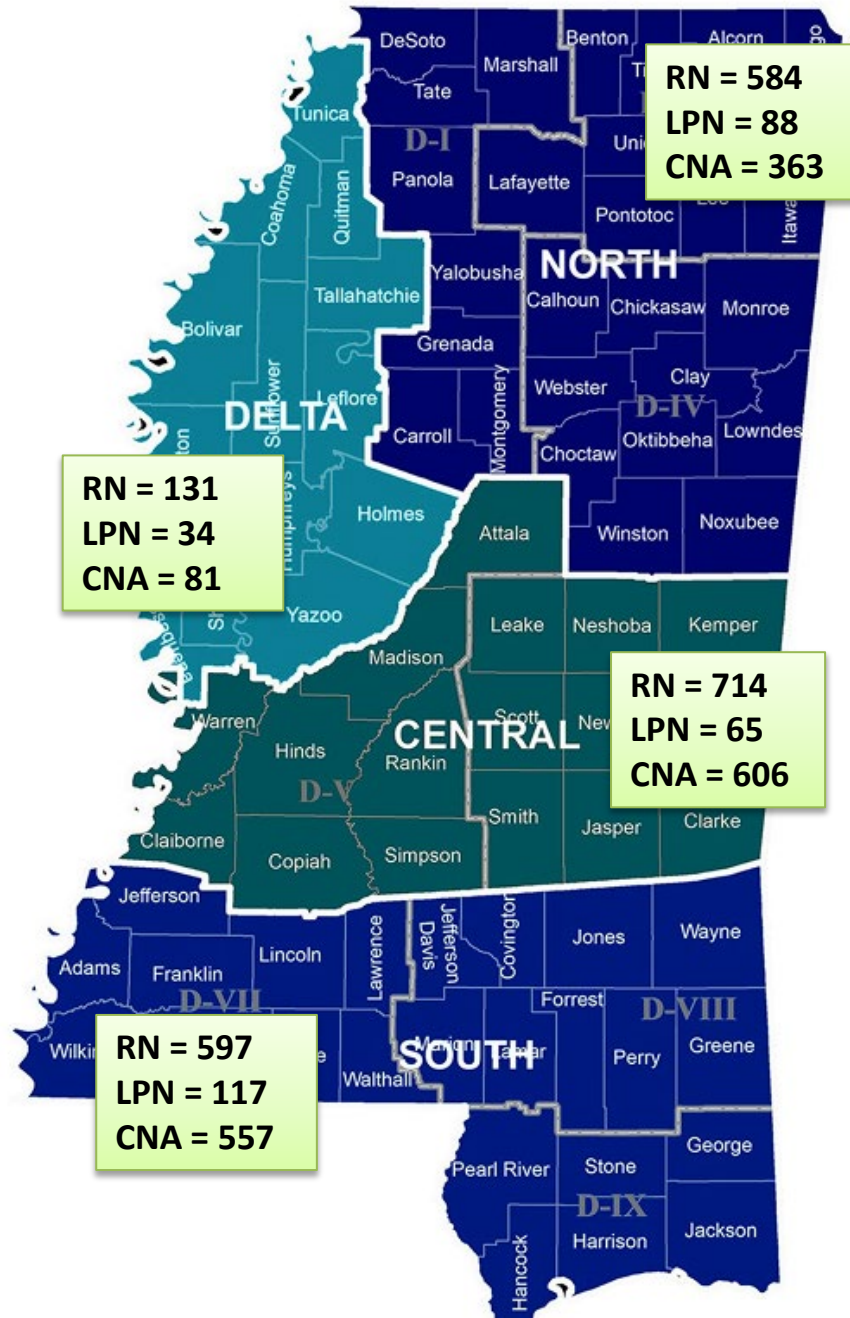
**Workforce
Strategy**

Separations Reported

	RN	LPN	Nurse Assistant
2025	2026	304	1607
2024	2,758	267	1,596
2023	2,019	233	1,107
2022	3,566	428	2,672
2021	3,480	385	2,435
2020	2,193	290	1,831
2019	1,485	161	1,300
2018	1,771	230	1,575
2017	1,566	197	817

*Respondents were asked to report the number of separations (workers leaving the organization) for the specified reporting time period. These included voluntary and involuntary terminations. This did not include per diem workers, contract/temporary labor, students in training, travelers or separations due to illness or death.

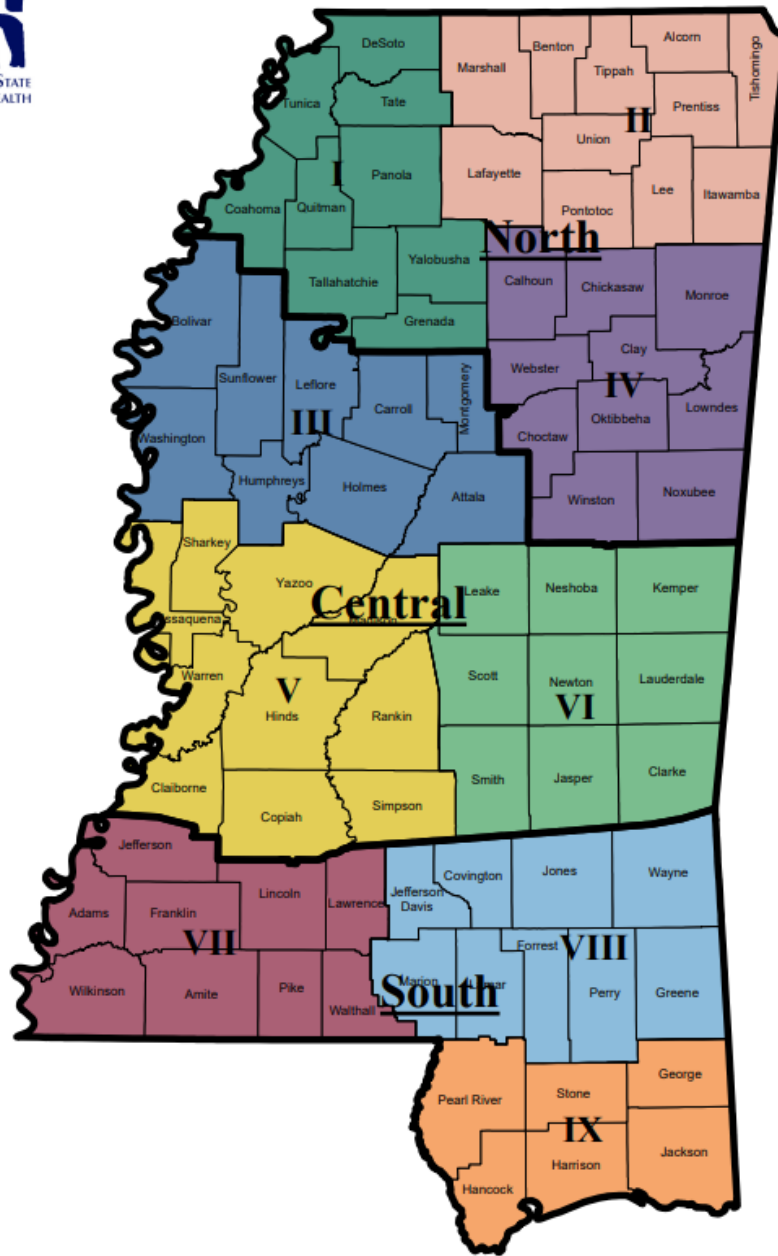
Separations CY 2025 By MS Public Health Region





MSDH Public Health Districts

Data can be aggregated by smaller public health districts upon request.



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.