



**T**he Long Term Care Nurse Staffing Study (LTCNSS) assesses nurse staffing and related issues in the long term care setting. In 2013, approximately 26% of licensed vocational nurses (LVNs) and 3% of registered nurses (RNs) in Texas worked in the Nursing Home/Extended Care setting. Long term care facilities may also employ certified nurse aides (CNAs), certified medication aides (CMAs), and advanced practice registered nurses (APRNs). During the spring of 2014, the TCNWS administered the LTCNSS to 1,191 Texas nursing facilities. A total of 443 facilities participated, for a final response rate of 37.2%.

This report provides information on vacancy and turnover across geographic units and types of staff.

Nurse vacancy and turnover rates are among the key measures for assessing a nursing workforce shortage, the severity of the shortage, and changes in the nursing labor market over time. The 2014 LTCNSS vacancy rates reported herein measure the percentage of positions that were vacant at one point in time (02/28/14). The 2014 LTCNSS turnover rates measure the frequency of staff separations, both voluntary and involuntary, over a one year period (1/1/2013-12/31/2013).

High vacancy and turnover rates can lead to negative outcomes that can affect quality of care such as losing experienced staff and increasing the workload and stress levels of existing staff. High vacancy and turnover is also costly to hospitals due to the expense associated with overtime or the use of agency nurses to fill vacant positions as well as the cost associated with recruiting qualified nurses.

Please note that, because the 2014 LTCNSS survey respondents are not representative of the Texas long term care facility at large (see Design and Methods for more details), the findings presented herein are not generalizable to all long term care facilities in Texas.

## Vacancy

### Position Vacancy Rates

Table 1 provides a breakdown of vacancy rates by staff type. Note that position vacancy rates can be interpreted as the total percentage of vacancies across all responding facilities. The position vacancy rate describes the proportion of all full-time equivalent (FTE) positions that are vacant across all responding agencies.

- RNs (both resident care and administrative) have the highest position vacancy rates in the state.

- Aide staff had higher position vacancy rates than direct resident care and administrative LVNs, but lower than the position vacancy rates among RNs.
- The majority of facilities reported zero vacancies for all staff types, except CNAs. Less than one-third of facilities reported zero vacancies for CNAs.
- The statewide position vacancy rates for LVNs and CMAs have decreased since 2008 (Figure 1), while the vacancy rate for CNAs remains unchanged.

**Table 1. Position vacancy rates by staff type**

	n	Total occupied FTE positions	Total vacant FTE positions	Number of facilities that reported zero vacancies	2014 Statewide position vacancy rate
Direct resident care RNs	313	654.8	131.0	185	16.7%
Administrative RNs	325	585.9	73.0	269	11.1%
Direct resident care LVNs	325	3749.2	320.5	187	7.9%
Administrative LVNs	322	765.0	29.0	279	3.7%
CNAs	330	8810.9	1063.5	95	10.7%
CMAs	288	1179.4	115.0	184	8.9%



- The statewide position vacancy rate for direct resident care RNs has increased by 25.6% since 2008.

### Median Facility Vacancy Rates

The median facility vacancy rate represents the middle value among all of the position vacancy rates calculated for each individual facility. The median facility vacancy rate gives a sense of whether staff vacancy is a widespread issue or is localized to a few agencies. It is better to use the median so that the prevailing pattern—that many agencies experience little to no vacancy—is not masked by a few facilities’ experience of high rates of vacancy.

- Overall, the median facility vacancy rate for RNs and LVNs (regardless of role) in Texas was 0%.
- With regards to aide staff, CMAs also reported a median facility vacancy rate of 0%. CNAs, however, reported a rate of 8.7%.

Figure 1. Direct resident care staff position vacancy rates, by staff type, 2008 and 2014

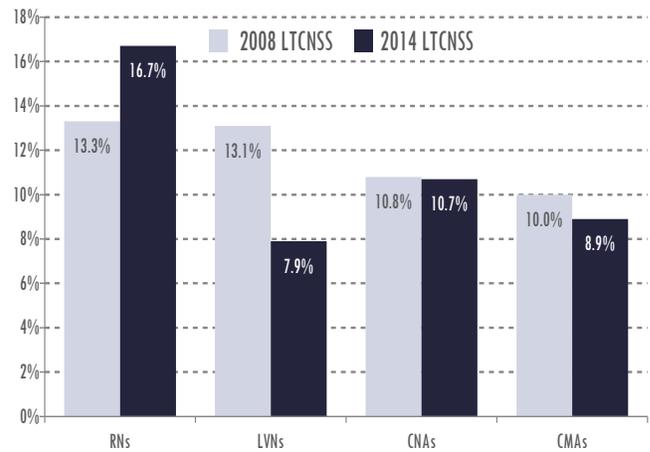


Table 2. Facility vacancy rate descriptive statistics

	n	Minimum	25th percentile	Median	75th percentile	Maximum	Mean
Direct resident care RN	262	0%	0%	0%	21.3%	100%	13.7%
Administrative RN	317	0%	0%	0%	0%	100%	7.6%
Direct resident care LVN	324	0%	0%	0%	14%	100%	8.1%
Administrative LVN	305	0%	0%	0%	0%	100%	3.2%
CNA	327	0%	0%	8.7%	16.7%	80%	11.3%
CMA	262	0%	0%	0%	10.3%	100%	7.5%

## Turnover

### Median Facility Turnover Rate

The median facility turnover rate is calculated by dividing the total number of separations by a headcount of employees. This measure represents the middle value when turnover is calculated for each individual long term care facility. The median value is reported because it is less sensitive to outliers than the mean. For a more in-depth explanation of the calculation of median facility turnover rate, please see the 2014 Design and Methods report.

- At the state level, the median facility turnover rates for administrative RNs and LVNs are lower than the turnover rates for their direct resident care counterparts.
- The highest overall median facility turnover rate was among CNAs.

Table 3. Facility turnover rate descriptive statistics

	n	Minimum	25th percentile	Median	75th percentile	Maximum	Mean
Direct resident care RN	103	0.0%	0%	40.0%	80%	250.0%	53.5%
Administrative RN	57	0.0%	0%	25.0%	50%	133.3%	30.8%
Direct resident care LVN	208	0.0%	16.8%	37.5%	72.4%	312.5%	52.1%
Administrative LVN	20	0.0%	0%	0.0%	50%	75.0%	20.8%
CNA	233	0.0%	30.8%	60.4%	113.2%	544.8%	81.1%
CMA	105	0.0%	0%	25.0%	50%	200.0%	33.6%

