



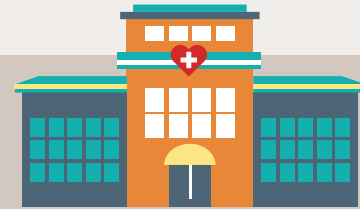
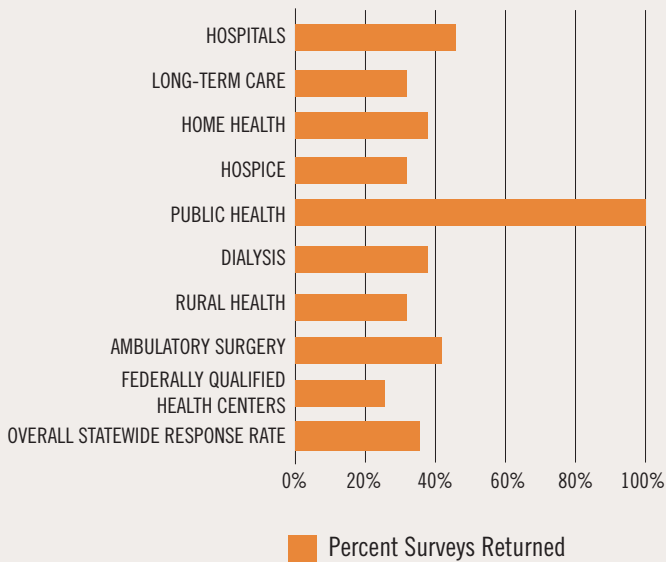
LOUISIANA
CENTER
FOR
NURSING



A SNAPSHOT OF FINDINGS FROM THE 2019 NURSE EMPLOYER SURVEY (NES)

RESPONSE RATE

PERCENTAGE OF OVERALL AND STATEWIDE RESPONSE RATE BY HEALTHCARE INDUSTRY



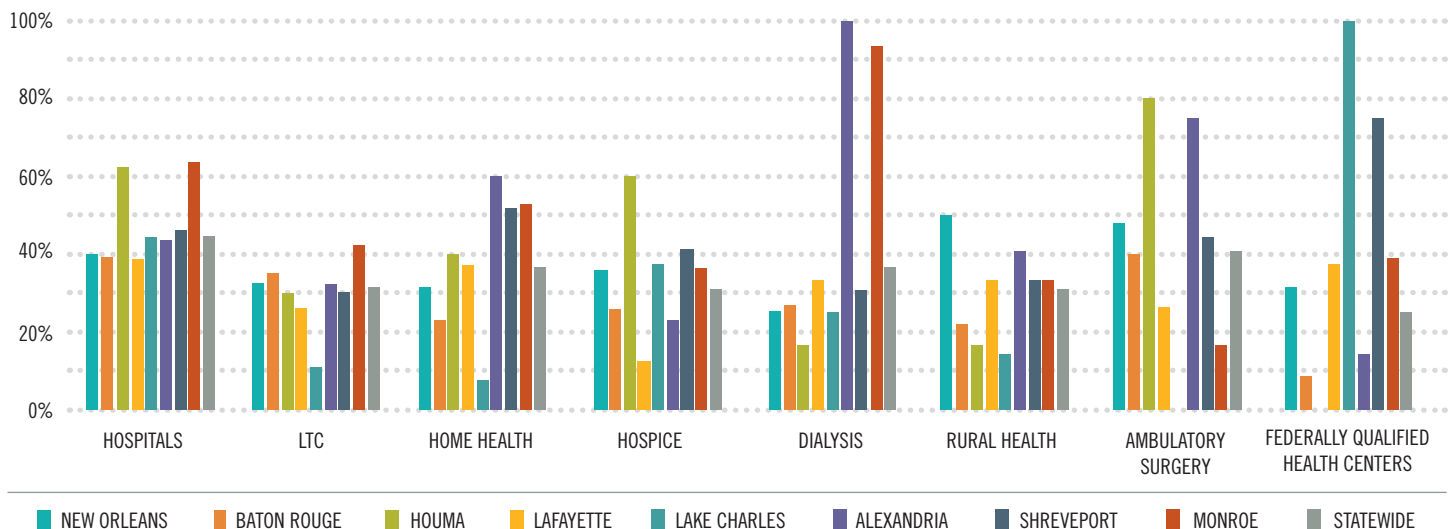
A total of 1,405 health care facilities received the 2019 Louisiana Center for Nursing (LCN) NES with 489 surveys completed, yielding an overall **35%** response rate.

Healthcare facilities that completed the 2019 LCN-NES provided information on 37,029 permanent, full and part-time nursing personnel across nine industry groups. When 1,758 additional temporary personnel were included, the number of nurses employed by responding healthcare industries totaled 38,787.

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Louisiana Workforce Commission's Eight Regional Labor Market Areas: 1) New Orleans, 2) Baton Rouge, 3) Houma, 4) Lafayette, 5) Lake Charles, 6) Alexandria, 7) Shreveport and 8) Monroe.

2019 REGIONAL RESPONSE RATE BY HEALTHCARE INDUSTRY

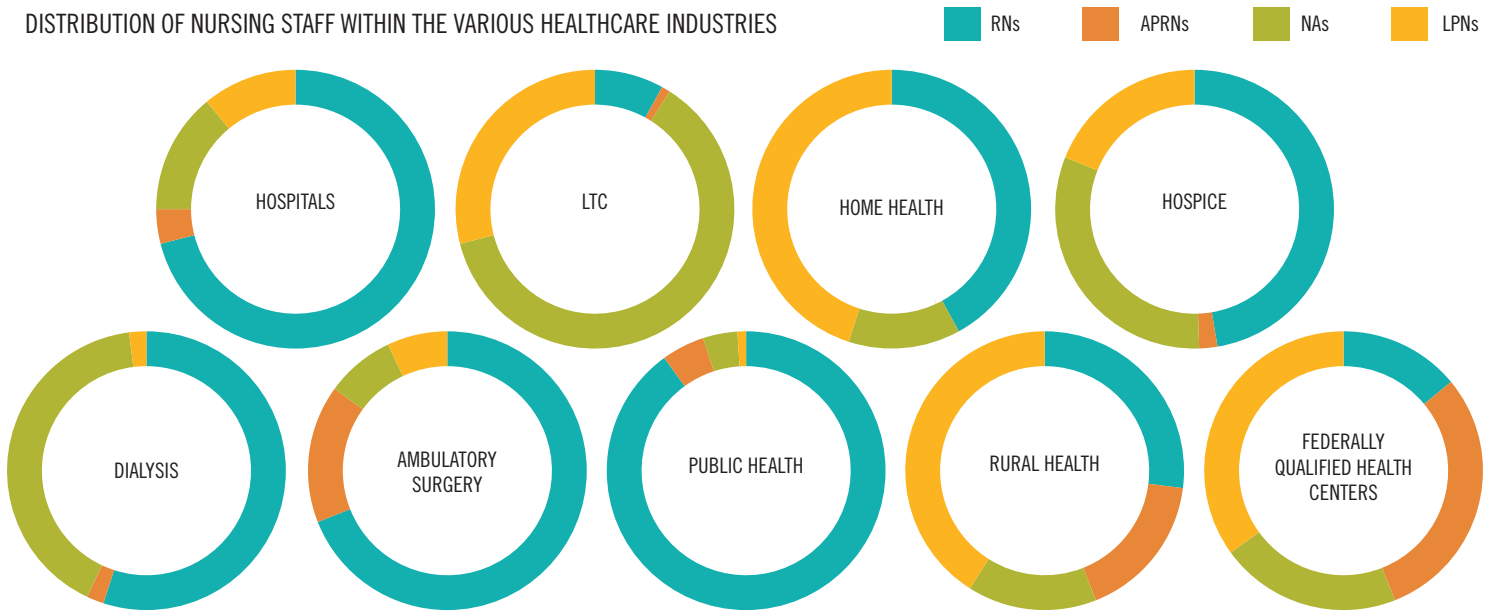


NEW ORLEANS BATON ROUGE HOUMA LAFAYETTE LAKE CHARLES ALEXANDRIA SHREVEPORT MONROE STATEWIDE

Note: The Louisiana Office of Public Health serves nine regions statewide, 100% of which were represented in the 2019 LCN-NES.

STAFFING

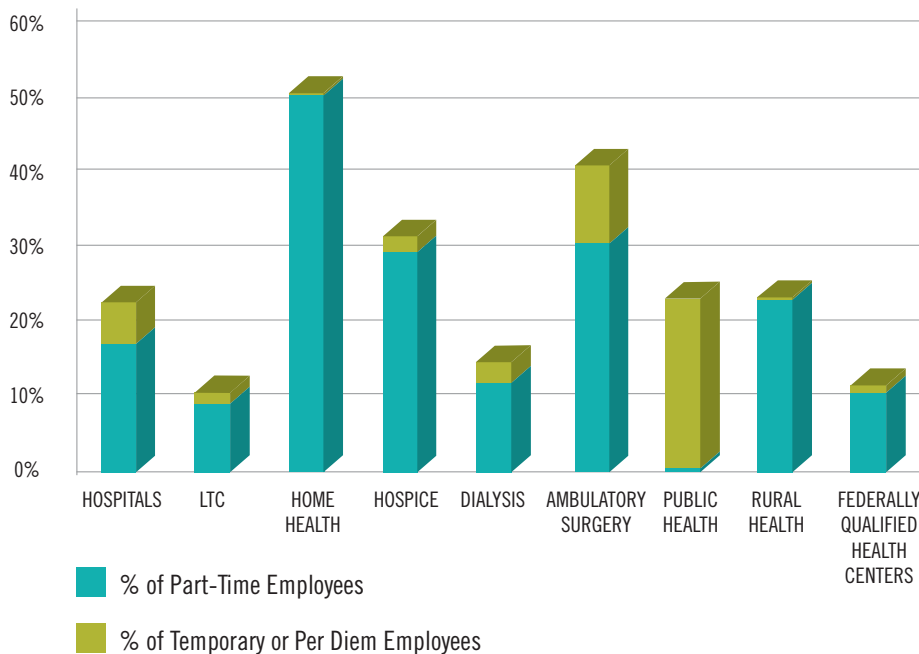
DISTRIBUTION OF NURSING STAFF WITHIN THE VARIOUS HEALTHCARE INDUSTRIES



Between 2010 and 2018, RNs were consistently the greatest proportion of the nursing personnel employed by public health, hospitals and ambulatory surgery centers.

There was a **10%** decrease in the percentage of RNs employed by home health agencies and a **7%** increase by dialysis centers between 2014 and 2018.

PART-TIME AND TEMPORARY NURSING STAFF

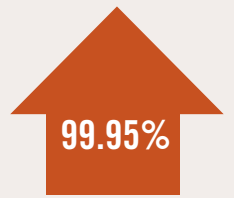
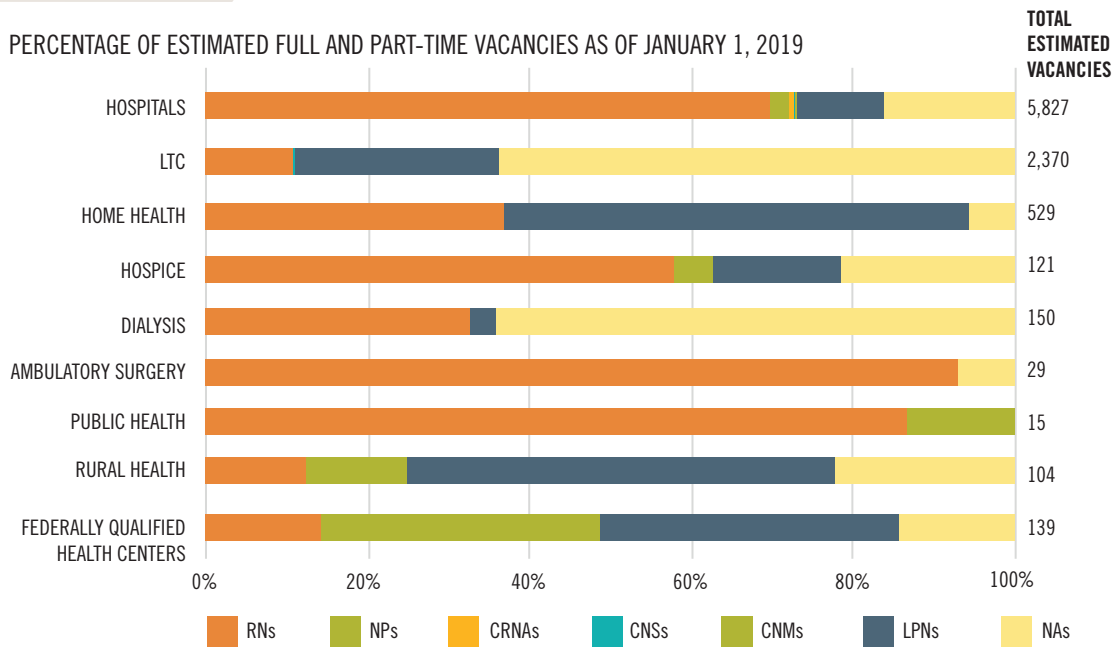


Healthcare facilities overall used a higher percentage of part-time employees than temporary or agency staff except for public health.



VACANCIES

PERCENTAGE OF ESTIMATED FULL AND PART-TIME VACANCIES AS OF JANUARY 1, 2019

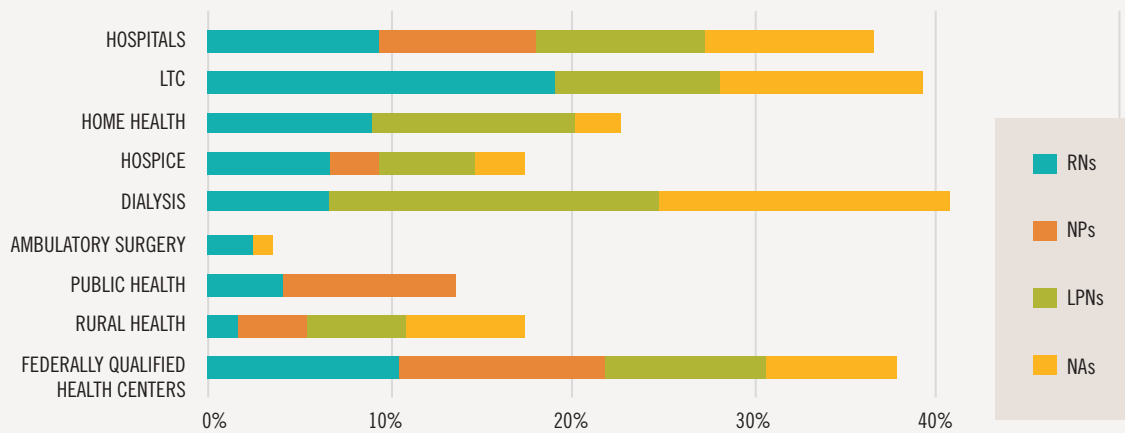


The number of estimated RN vacancies in hospitals doubled, going from 2,033 in 2014 to 4,065 in 2018, an increase of **99.95%**.



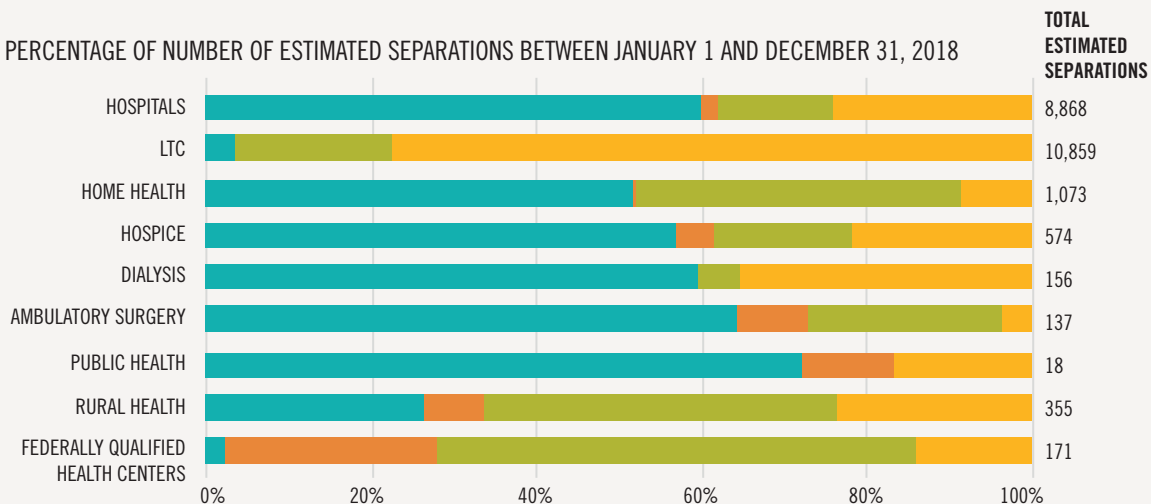
Between 2014 and 2018 the number of LPN and NA estimated vacancies in hospitals increased by **135%** and **70%**, respectively.

FULL-TIME EQUIVALENT (FTE) VACANCY RATES (%) BY HEALTHCARE INDUSTRY TYPE AS OF JANUARY 1, 2019



The highest vacancy rate for direct care RNs was **19.2%** percent for LTC, **10.5%** for FQHCs, **9.5%** for hospitals and **9.2%** for home health.

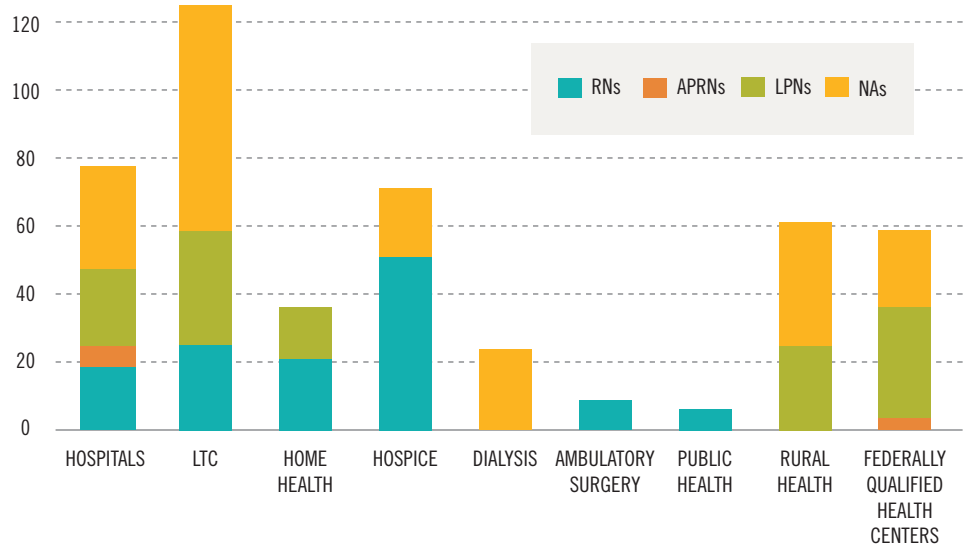
PERCENTAGE OF NUMBER OF ESTIMATED SEPARATIONS BETWEEN JANUARY 1 AND DECEMBER 31, 2018



Between 2014 and 2018 there was a **220%** increase in the number of estimated vacancies for LPNs in home health agencies and a **140%** increase in the number of estimated vacancies for NAs in dialysis centers.

TURN OVER

MEDIAN TURNOVER RATES REPORTED BY RESPONDENTS, BY INDUSTRY GROUP AND PERSONNEL TYPE (JANUARY 1, 2018 – DECEMBER 31, 2018)



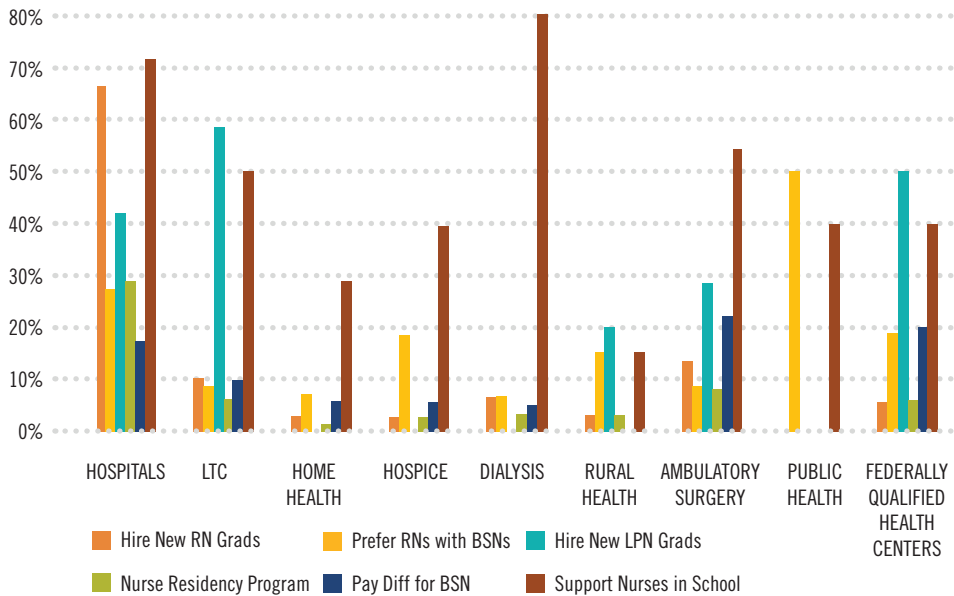
In 2018, the median turnover rate for RNs in hospitals in Louisiana, the largest employer of RNs identified in the survey in terms of the number of budgeted positions, was **19.4%** compared to a median turnover rate of **13.8%** in 2014 and **17.0%** in 2010.

TOP 5 MOST DIFFICULT NURSING POSITIONS TO FILL IN 2019 BY TYPE OF HEALTHCARE FACILITY

	HOSPITALS	LONG-TERM CARE	HOME HEALTH	HOSPICE	FEDERALLY QUALIFIED HEALTH CENTERS
#1	RNs	RNs	Homecare Staff RNs	Home Hospice Staff RNs	LPNs
#2	Nurse Managers	LPNs	Nurse Administrators	Nurse Administrators	Nurse Administrators
#3	CNSs	NAs	CNSs	Inpatient Staff RNs	CNSs
#4	CNLs	Case Manager/ Discharge Planners	Case Manager/ Discharge Planners	Other	Quality/ Infection Control & Unit Level Nurses
#5	Nurse Administrators	Quality/ Infection Control & Unit Level Nurses	Oncology Specialist	CNSs	Inservice Educators

EDUCATION

NEW RN AND LPN GRADUATES HIRED IN THE LAST YEAR BY RESPONDING HEALTH CARE INDUSTRIES (2018)



NUMBER OF NEW GRADS HIRED	RN		LPN	
	Count	Percentage	Count	Percentage
HOSPITALS	882	88%	200	80%
LONG-TERM CARE	7	7%	111	44%
HOME HEALTH	1	1%	—	—
HOSPICE	2	2%	—	—
DIALYSIS	4	4%	0	0%
AMBULATORY SURGERY	1	1%	5	2%
RURAL HEALTH	7	7%	8	3%
PUBLIC HEALTH	—	—	—	—
FEDERALLY QUALIFIED HEALTH CENTERS	2	2%	9	4%

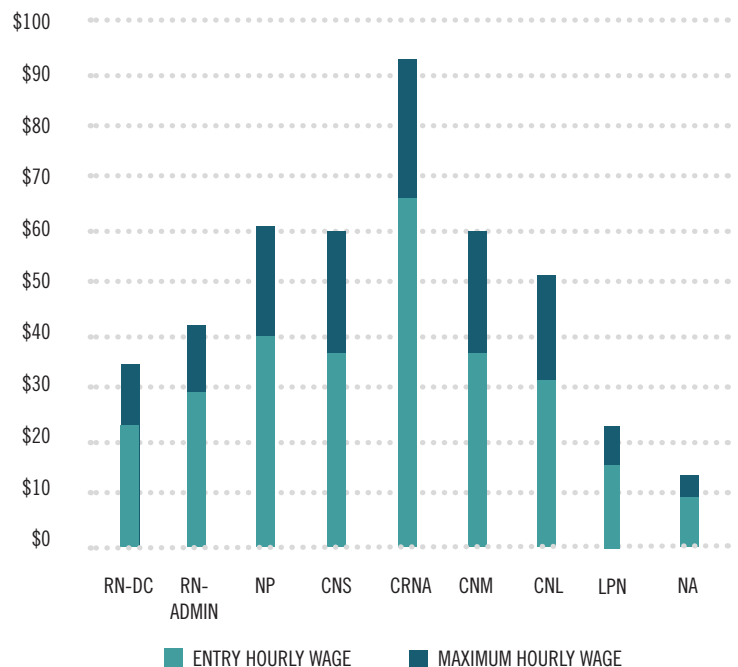
Hospitals and public health had a substantial shift in the percentage of their RNs that were prepared at the baccalaureate level between 2014 and 2018. There was a **15%** increase in the proportion of RNs that were prepared at the baccalaureate level in hospitals and a **19%** increase in public health.

SALARY













Mean and median hourly wages (entry level and maximum) for RNs (Direct Care and Indirect Care), APRNs, LPNs and NAs were reported by hospitals and long-term care facilities.



ENTRY AND MAXIMUM MEDIAN HOURLY WAGES FOR NURSES EMPLOYED BY HOSPITALS IN LOUISIANA IN 2019

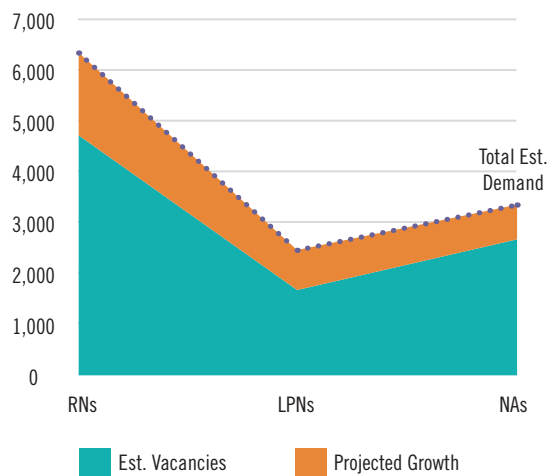


RECOMMENDATIONS

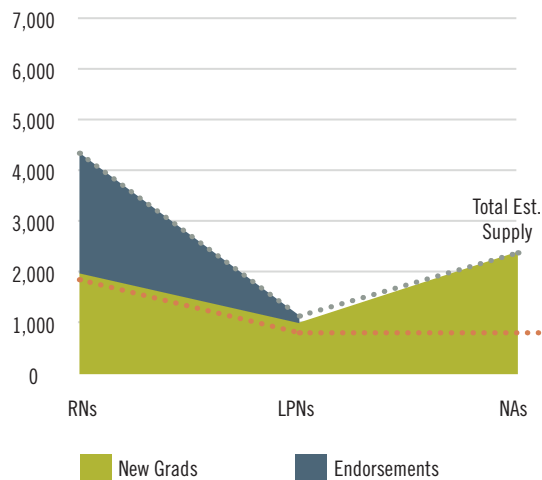
-  Expand and continue capitation funding to postsecondary education institutions to increase the capacity of RN and LPN programs to ensure that there will be a continuous pipeline of new RNs available to meet the ongoing demand for nurses in Louisiana.
-  Increase the capacity of nursing programs to ensure a diverse workforce that reflects the racial/ethnic composition of the overall state and provides culturally competent care to racial/ethnic minority populations.
-  Support funding opportunities (grants, scholarships, tuition reduction programs, etc.) to decrease tuition costs for nursing students.
-  Reinstate the state funded stipend program administered by the Board of Regents which provided up to a maximum of \$40,000 to nurses that agreed to pursue a graduate degree in nursing (Masters and/or Doctorate) and committed to teach in an RN program.
-  Increase nurse faculty salaries to a level that will be competitive with that of salaries offered in the clinical setting.
-  Develop loan repayment and tax credit programs for nurse educators.
-  Remove legislative barriers that are preventing nurse faculty from working as adjunct faculty upon retirement.
-  Seek funding to develop nurse residency programs that will prepare new graduates for a seamless and successful transition into practice in both traditional (i.e., acute care) and nontraditional settings (i.e., LTC/SNF, home health) in an effort to improve nurse retention and increase nurse supply.
-  Foster academic and practice partnerships to address the current and future nursing workforce shortage proactively and to prevent continued shortages.
-  Implement evidence-based RN retention models across the various health care systems in an effort to decrease consistently high turnover rates, thereby decreasing the cost associated with high turnover rates.
-  Provide nurses that are interested in taking on leadership positions within the various healthcare industries with the advanced education and training needed to successfully function as a leader.
-  Provide funding for the development of a statewide strategic plan to address the nursing shortage which significantly affects the health outcomes of citizens of Louisiana.

DEMAND

ESTIMATED DEMAND FOR NURSES IN LOUISIANA IN 2019



ESTIMATED SUPPLY FOR NURSES IN LOUISIANA IN 2019



2019 UNMET DEMAND

RNs	1,048
LPNs	1,301
CNAs	942

FOR ADDITIONAL INFORMATION, PLEASE CONTACT THE LSBN-CENTER FOR NURSING AT LCN@LSBN.STATE.LA.US.

A FULL REPORT IS AVAILABLE AT [HTTP://LCN.LSBN.STATE.LA.US/](http://LCN.LSBN.STATE.LA.US/)