



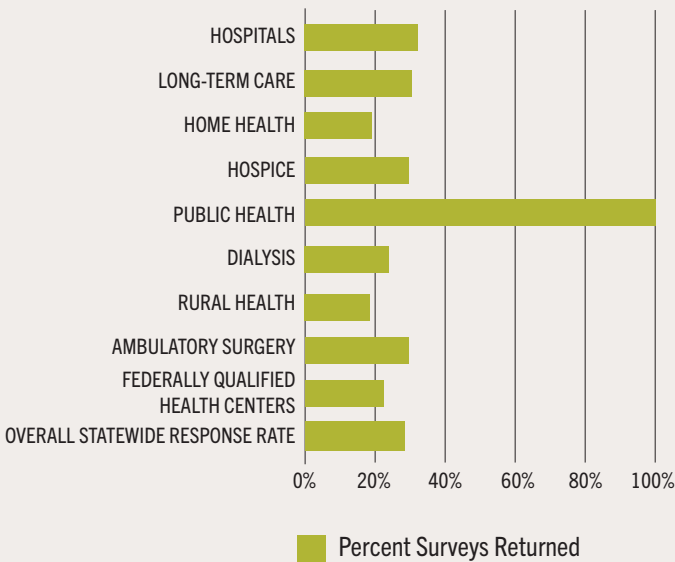
LOUISIANA  
CENTER  
FOR  
NURSING



## A SNAPSHOT OF FINDINGS FROM THE 2023 NURSE EMPLOYER SURVEY (NES)

### RESPONSE RATE

PERCENTAGE OF OVERALL AND STATEWIDE RESPONSE RATE BY HEALTHCARE INDUSTRY



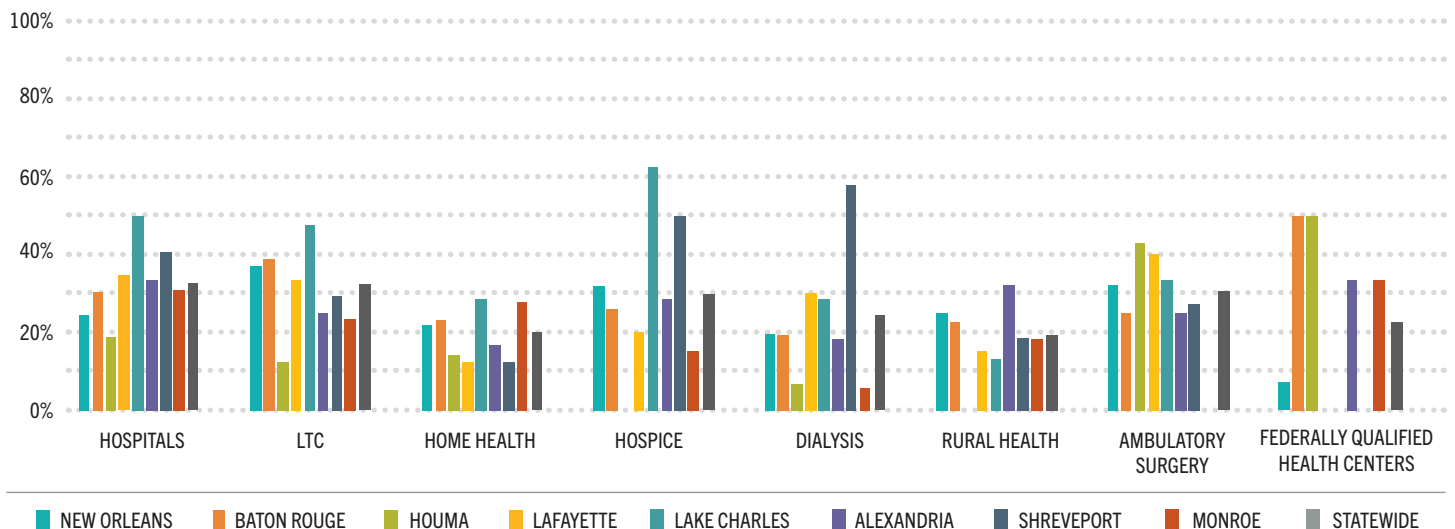
A total of 1,328 health care facilities received the 2023 Nurse Employer Survey with 357 surveys completed, yielding an overall **27%** response rate.

Healthcare facilities that completed the 2023 LCN-NES provided information on 23,898 permanent, full and part-time nursing personnel across nine industry groups. When 1,667 additional temporary personnel were included, the number of nurses employed by responding healthcare industries totaled 25,565.

## 8

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.

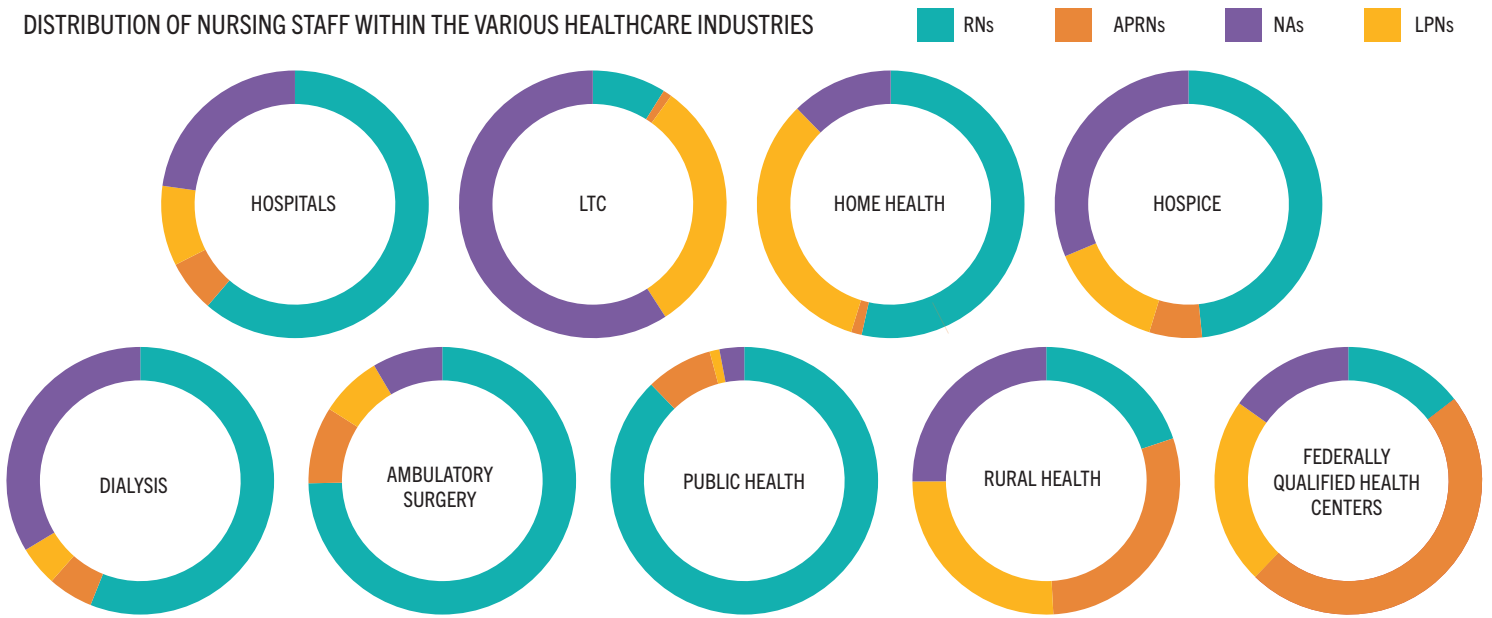
2023 REGIONAL RESPONSE RATE BY HEALTHCARE INDUSTRY



Note: The Louisiana Office of Public Health serves nine regions statewide, 100% of which were represented in the 2023 LCN-NES.

# STAFFING

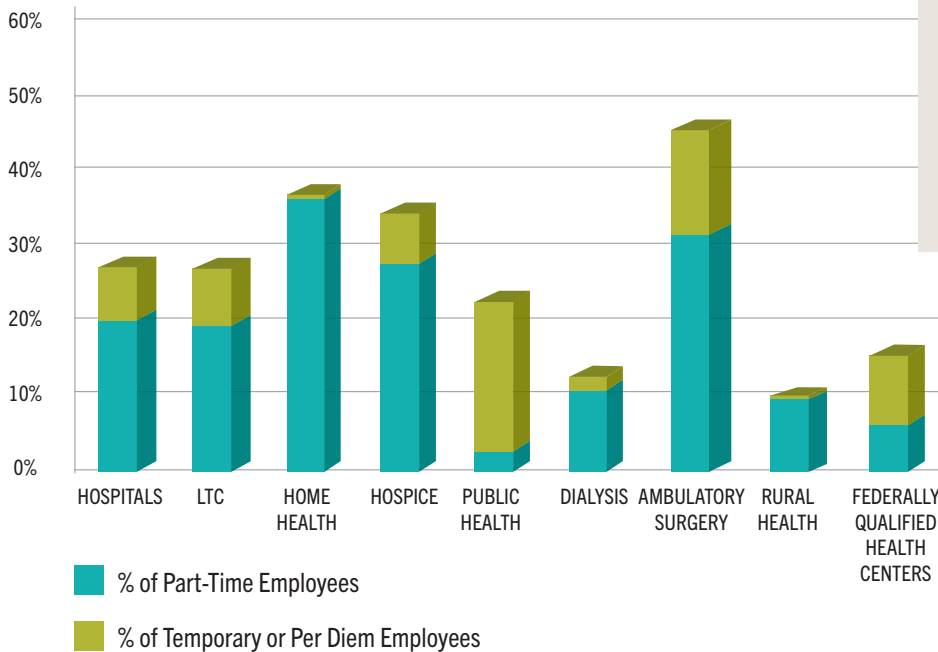
DISTRIBUTION OF NURSING STAFF WITHIN THE VARIOUS HEALTHCARE INDUSTRIES



Between 2010 and 2022, RNs were consistently the greatest proportion of the nursing personnel employed by public health, hospitals and ambulatory surgery centers.

There was a **12%** increase in the percentage of RNs employed by home health agencies and a **6%** increase by ambulatory surgical centers between 2018 and 2022.

PART-TIME AND TEMPORARY NURSING STAFF

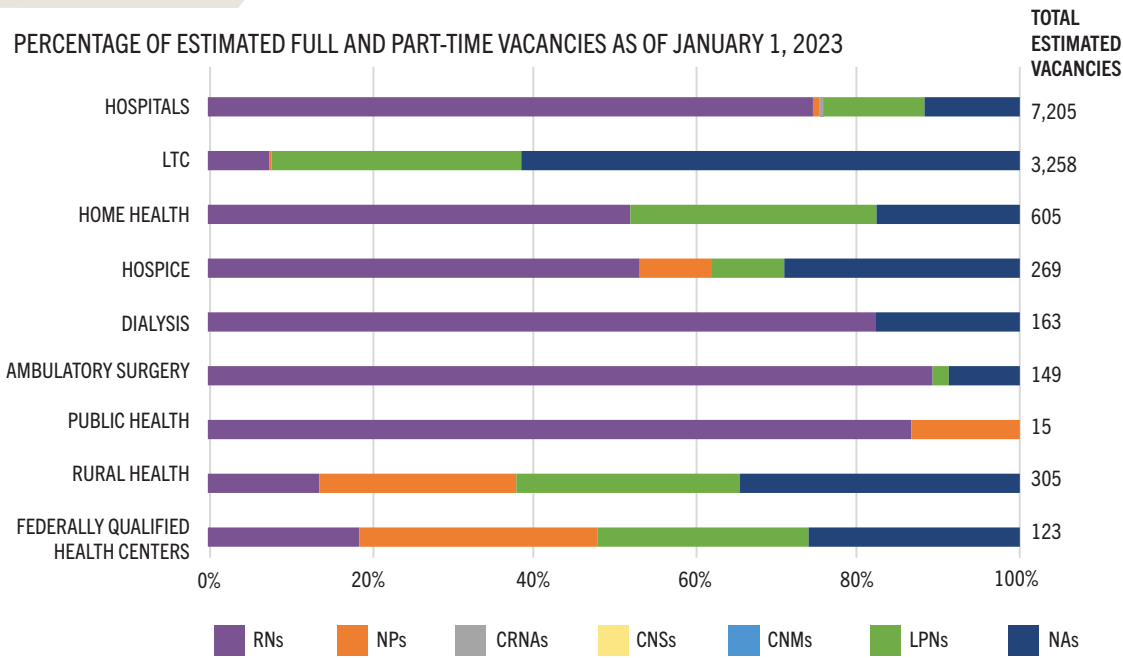


Healthcare facilities overall used a higher percentage of part-time employees than temporary or agency staff except for public health.



# VACANCIES

PERCENTAGE OF ESTIMATED FULL AND PART-TIME VACANCIES AS OF JANUARY 1, 2023



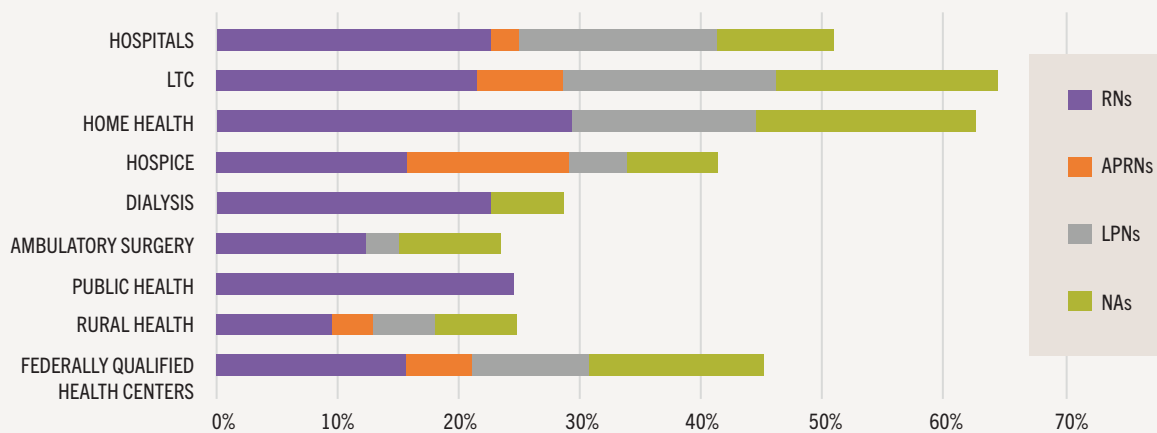
**32.13%**

The number of estimated RN vacancies in hospitals increased, going from 4,065 in 2018 to 5,371 in 2022, an increase of **32.13%**.



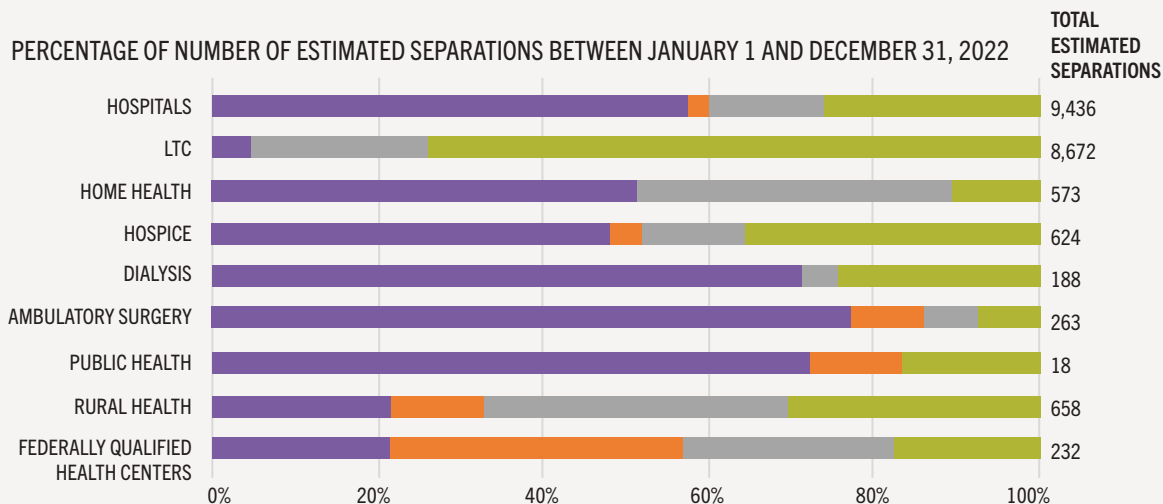
Between 2018 and 2022 the number of RN and LPN estimated vacancies in hospitals increased by **32%** and **41%**, respectively.

FULL-TIME EQUIVALENT (FTE) VACANCY RATES (%) BY HEALTHCARE INDUSTRY TYPE AS OF JANUARY 1, 2023



The highest vacancy rate for direct care RNs was **22.5%** for dialysis centers, **19.8%** for home health, **17.5%** for hospitals and **16.0%** for public health.

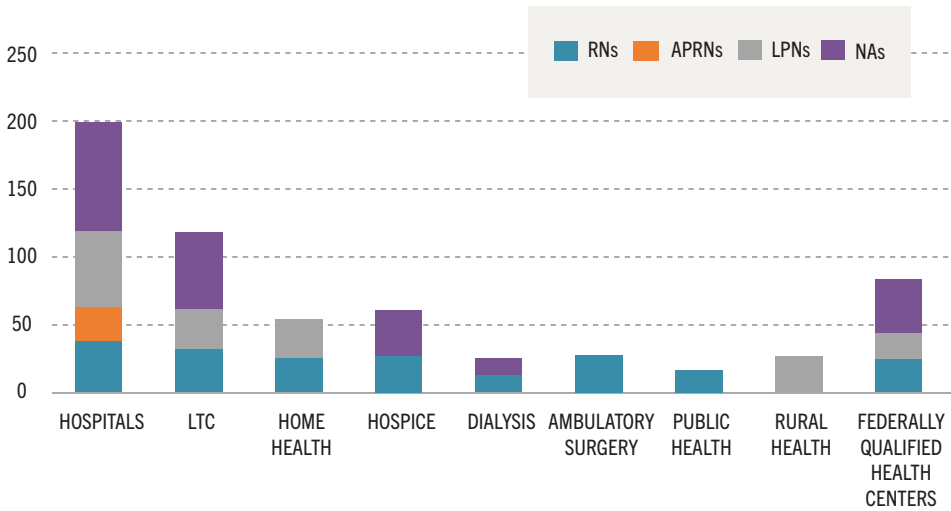
PERCENTAGE OF NUMBER OF ESTIMATED SEPARATIONS BETWEEN JANUARY 1 AND DECEMBER 31, 2022



Between 2018 and 2022 there was a **39.8%** decrease in the number of estimated vacancies for LPNs in home health agencies and a **69.8%** decrease 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, 2022 – DECEMBER 31, 2022)



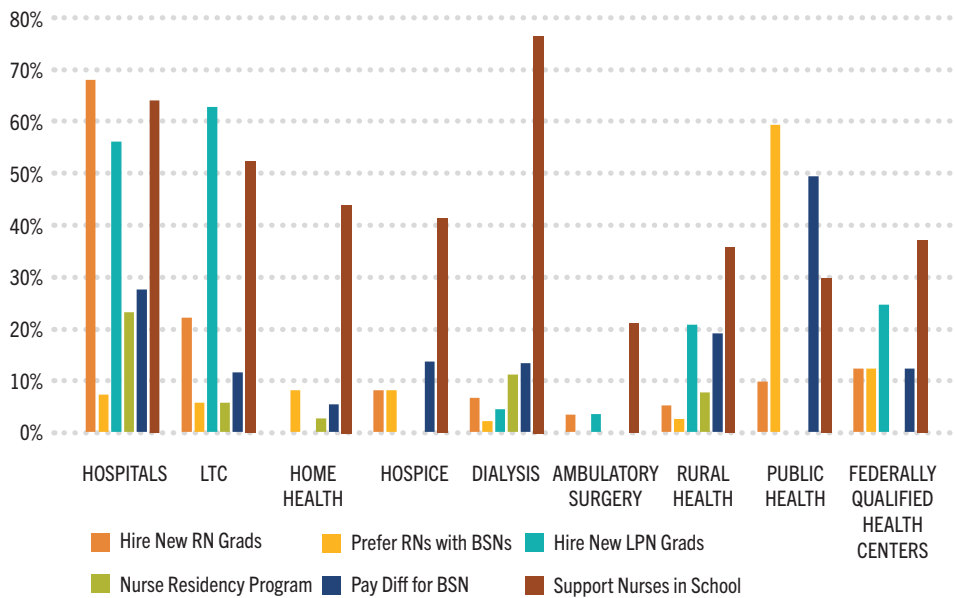
In 2022, the median turnover rate for RNs in hospitals in Louisiana, the largest employer of RNs identified in the survey in terms of the number of budgeted positions, was **35.4%** compared to a median turnover rate of **20.2%** in 2018, **13.8%** in 2014 and **17.0%** in 2010.

## TOP 5 MOST DIFFICULT NURSING POSITIONS TO FILL IN 2023 BY TYPE OF HEALTHCARE FACILITY

	HOSPITALS	LONG-TERM CARE	HOME HEALTH	HOSPICE	DIALYSIS
#1	RNs	LPNs	Homecare Staff RNs	Home Hospice Staff RNs	RNs
#2	Nurse Managers	RNs	LPNs	'Other' Types of Nurses	'Other' Types of Nurses
#3	CNSs	NAs	Nurse Administrators	Inpatient Staff RNs	Nurse Administrators
#4	Nurse Administrators	Minimum Data Set Nurses	Case Manager/ Discharge Planners	Nurse Aides/ Direct Care Assistants	NAs
#5	CNLs	Rehabilitation Nurses	'Other' Types of Nurses	Nurse Administrators	—

# EDUCATION

NEW RN AND LPN GRADUATES HIRED IN THE LAST YEAR BY RESPONDING HEALTH CARE INDUSTRIES (2022)



NUMBER OF NEW GRADS HIRED	RN	LPN
HOSPITALS	610	133
LONG-TERM CARE	16	114
HOME HEALTH	1	–
HOSPICE	3	–
DIALYSIS	2	3
AMBULATORY SURGERY	1	–
RURAL HEALTH	1	11
PUBLIC HEALTH	1	–
FEDERALLY QUALIFIED HEALTH CENTERS	1	6

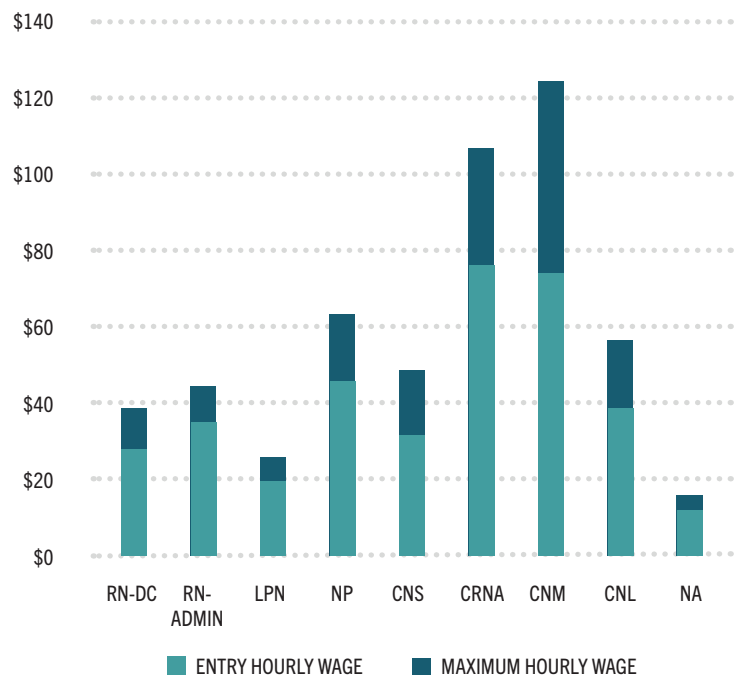
Hospitals had a substantial shift in the percentage of their RNs that were prepared at the baccalaureate level between 2014 and 2022. There was a **18%** increase in the proportion of RNs that were prepared at the baccalaureate level in hospitals.

# 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 2023

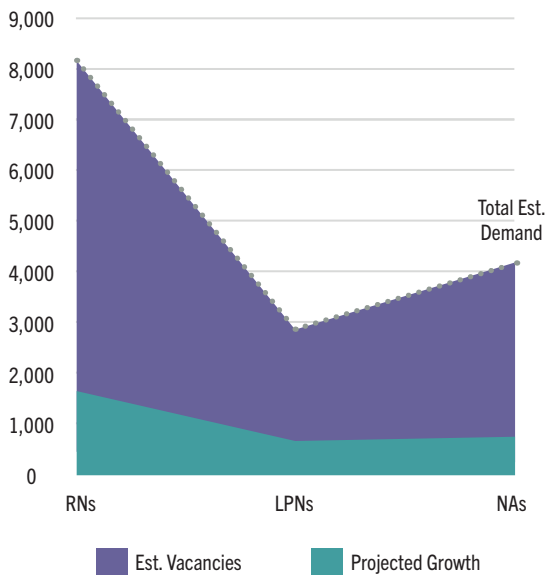


## RECOMMENDATIONS

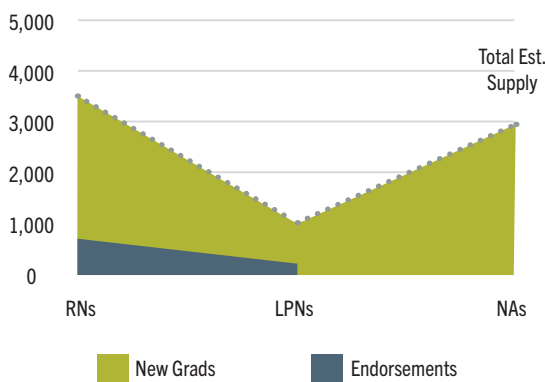
-  Obtain federal, state, and private funding to ensure that there will be a continuous pipeline of new RNs available to meet the ongoing demand for nurses in Louisiana.
-  Expand and continue capitation funding to postsecondary education institutions to increase the capacity of RN and LPN programs to 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. Consider the use of differential tuition for nursing courses to fund the increase in salaries.
-  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 proactively address the current and future nursing workforce shortage 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. Investigate environmental factors in healthcare organizations, which research has demonstrated contributes to nursing burnout.
-  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 2023



ESTIMATED SUPPLY FOR NURSES IN LOUISIANA IN 2023



### 2023 UNMET DEMAND

RNs	4,579
LPNs	1,860
CNAs	1,128

FOR ADDITIONAL INFORMATION, PLEASE CONTACT THE LSBN-CENTER FOR NURSING AT [LCN@LSBN.STATE.LA.US](mailto:LCN@LSBN.STATE.LA.US).

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

03.14.2024