North Dakota Nursing Shortages: A Trend Analysis of Vacancy and Turnover

Results from the North Dakota Nursing Needs Study

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Defining the Issue

• A legislative-mandated study, the North Dakota Nursing Needs Study is funded by the North Dakota Board of Nursing
  – Designed to examine supply, demand, recruitment and retention factors within North Dakota

• Five Areas of Concern:
  1. Recruitment Issues
  2. Workplace Environment
  3. Workforce Characteristics
  4. Vacancy and Turnover Rates
  5. Salary Issues

Connecting resources and knowledge to strengthen the health of people in rural communities.
North Dakota Nursing Needs Study

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Defining the Issue

- Surveys were distributed in the fall of each year (2002-2006) to all hospitals, long-term care facilities, regional public health facilities, clinics and home health facilities in North Dakota.

- Results from 5 years of the study (2002-2007)

- 52 of 53 counties represented in 2007
What is a Vacancy Rate?

• Vacancy Rate
  – Average number of vacant full-time equivalent (FTE) positions divided by the average number of budgeted positions for the same year
  – A position that is budget for but is unoccupied
LPN VACANCY RATES

Note. Vacancy rates include all responding health care facilities within each county (hospital, long-term care, clinic, home health and public health). Source: North Dakota Nursing Needs Study Facility Survey Results 2005
LPN Vacancy Map 2006

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LPN Vacancy Rate Map 2007

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5-Year Trends: Vacancy Rates

Year

% Vacancy

2003 2004 2005 2006 2007

5-Year LPN = 6.2%
5-Year RN = 7%

TURNOVER RATES
What is a Turnover Rate?

- **Turnover**
  - Average number of resignations or terminations divided by the average number of direct and indirect care full-time equivalent (FTE) positions for the same year
  - Staffing Fluctuation or Worker Replacement

LPN
TURNOVER RATES
Note. Turnover rates include all responding health care facilities within each county (hospital, long-term care, clinic, home health and public health). Source: North Dakota Nursing Needs Study: Facility Survey Results 2005

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RN
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RCHRN Turnover Map 2007

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5-Year Trends: Turnover Rates

5-Year LPN = 19.6%
5-Year RN = 17.8%
2006 & 2007 Wages by Nursing Level

- **APN**
  - 2006: $35.61
  - 2007: $34.27
- **Bachelor RN**
  - 2006: $20.45
  - 2007: $19.10
- **Associate RN**
  - 2006: $20.73
  - 2007: $19.19
- **Associate LPN**
  - 2006: $15.77
  - 2007: $15.03
- **Diploma LPN**
  - 2006: $14.67
  - 2007: $13.72

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Changes in Average Wages: 2004-2007

2007: Average Salary by Rurality
CONCLUSIONS

- Implement retention programs designed to address an increase in vacancy and turnover rates
- Strategies could include
  - Mentoring programs
  - Appreciation days
  - Negotiating equivalent compensation levels
  - Setting up a retention committee
  - Designating a retention coordinator to solicit input from nurses about their work environment
CONCLUSIONS

• Address differences in salaries for nurses
• Strategies could include:
  – Assessing salary and benefits packages to ensure equality
  – Salary increases that are associated with more experience and education
  – Increase compensation to match state-wide averages

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