

---

---

OFFICE OF GOVERNOR RONNIE MUSGROVE  
INTEROFFICE MEMORANDUM

---

---

**TO:** GOVERNOR  
**FROM:** RILEY  
**SUBJECT:** NURSING WORKFORCE REQUIREMENTS  
**DATE** 6/22/00  
**CC:** BOYD

---

Per your request, I have reviewed the Office of Nursing Workforce Redevelopment's report to the Mississippi Board of Health. In order to determine the demand for nurses, the office surveyed those entities licensed by the State Department of Health, Division of Licensure and Certification. 88 hospitals (83% of the 106 licensed), 29 home health agencies (46% of the 63 licensed) and 168 aging and adult service facilities (84% of the 201 licensed skilled nursing homes) responded to the survey.

Overall, these three employment groups experienced a 4.1% vacancy rate in 1999 for RNs, 7.7% for LPNs and 8% for ancillary personnel. These groups anticipate a 3% increase in the number of full-time RN and ancillary positions by 2001, with a 3.5% increase in LPN full-time positions. These employers also intend to increase the number of nurses with advanced degrees by 2001. Attachment A provides a summary the nursing workforce in hospitals, home health agencies and aging and adult service facilities.

The report also discussed the concern of the "aging faculty" in Mississippi's schools of nursing. Survey data indicated that if current trends continue, Mississippi schools of nursing may have as many as 36 faculty members eligible to retire by June 20002. If these 36 do retire, rather than continuing to work as many retirement-eligible faculty are currently doing, there will be a possibility of a major faculty shortage. The 10 community colleges responding to the survey anticipate an 18% growth in nursing school enrollment by 2001, with the 5 state universities who responded anticipating a 35% increase.

## **Attachment A: Nursing Workforce in 3 Employment Areas (By Degree)**

### *Hospitals*

RNs	4.3% vacancy rate in 1999 expect 2.5% increase in budgeted full-time positions by 2001 greatest percentage of RNs hold the associate degree difficulty in recruiting for labor and delivery and critical care areas
LPNs	9.9% vacancy rate in 1999 expect 3.7% increase in budgeted full-time positions by 2001 difficulty in recruiting for general medical-surgical units
Ancillary	8.1% vacancy rate in 1999 expect 1.4% increase in budgeted full-time positions by 2001 difficulty in recruiting for all areas or general medical-surgical areas

### *Home Health Agencies*

RNs	2.4% vacancy rate in 1999 expect 5.0% increase in budgeted full-time positions by 2001 greatest percentage of RNs hold the associate degree difficulty in recruiting Staff RNs and experienced RNs
LPNs	1.9% vacancy rate in 1999 expect 10.2% increase in budgeted full-time positions by 2001 only one employer reported difficulty in recruiting LPNs
Ancillary	2.5% vacancy rate in 1999 expect 3.2% increase in budgeted full-time positions by 2001 only 10% of employers reported difficulty in recruiting ancillary personnel

### *Aging and Adult Service Facilities*

RNs	3.8% vacancy rate in 1999 expect 5.3% increase in budgeted full-time positions by 2001 greatest percentage of RNs hold the associate degree only 10% of employers reported difficulty in recruiting RNs
LPNs	5.9% vacancy rate in 1999 expect 3.2% increase in budgeted full-time positions by 2001
Ancillary	8.5% vacancy rate in 1999 expect 4.1% increase in budgeted full-time positions by 2001 50% of employers reported difficulty in recruiting ancillary personnel

