

The Long Term Care Nurse Staffing Study (LTCNSS) assesses nurse staffing and related issues in the long term care setting. During the spring and summer of 2024, the Texas Center for Nursing Workforce Studies (TCNWS) administered the LTCNSS to directors of nursing (DONs) or facility administrators of 1,186 Texas nursing facilities. A total of 229 facilities participated for a final response rate of 19.3%.

High vacancy and turnover rates can lead to negative health outcomes for residents and higher levels of burnout and stress among existing staff.^{1,2} High vacancy and turnover is also costly to facilities 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.³

This report provides information on vacancy and turnover across geographic location and by staff type. 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 2024 LTCNSS vacancy rates reported herein measure the percentage of positions that were vacant at one point in time (01/01/2024). The 2024 LTCNSS turnover rates measure the frequency of staff separations, both voluntary and involuntary, over a one year period (01/01/2023-12/31/2023). The numbers presented are all self-reported by facilities and should not be used to calculate staffing ratios.

¹ Jutkowitz, Eric, Adrienne Landsteiner, Edward Ratner, Tetyana Shippee, Caroline Madrigal, Kristen Ullman, Eric Linskens, Timothy J. Wilt, and Wei Duan-Porter. "Effects of Nurse Staffing on Resident Outcomes in Nursing Homes: A Systematic Review." *Journal of the American Medical Directors Association* 24, no. 1 (January 2023): 75-81.e11. <https://doi.org/10.1016/j.jamda.2022.11.002>.

² American Association of Colleges of Nursing. "Nursing Shortage Fact Sheet," May 2024. <https://www.aacnnursing.org/Portals/0/PDFs/Fact-Sheets/Nursing-Shortage-Factsheet.pdf>.

³ Bae, Sung-Heui. "Noneconomic and Economic Impacts of Nurse Turnover in Hospitals: A Systematic Review." *International Nursing Review* 69, no. 3 (September 2022): 392-404. <https://doi.org/10.1111/inr.12769>.

Vacancy Rates

Table 1 provides a breakdown of vacancy rates by staff type - registered nurses (RNs), licensed vocational nurses (LVNs), advanced practice RNs (APRNs), certified nurse aides (CNAs), medication aides (CMAs), and restorative nurse aides (RNAs), both for direct resident care (DRC) staff and administrative staff. The position vacancy rate describes the proportion of all full-time equivalent (FTE) positions that are vacant across all responding facilities.

- Direct resident care RNAs and RNs had the highest position vacancy rates in the state (18.2% and 16.6%). Comparatively, RNs in hospitals had a vacancy rate of 16.4% in 2024.
- A higher percentage of facilities reported zero vacancies for all staff types in 2024 compared to 2022. The percent of facilities that reported zero vacancies ranged from 39.4% for CNAs to 100.0% for Administrative APRNs.
- The statewide position vacancy rates for all direct resident care staff have decreased since 2022 (Figure 1, page 2).

Table 1. Number of occupied and vacant FTE positions in Texas by staff type

	n	Total Occupied FTE Positions	Total Vacant FTE Positions	Statewide Position Vacancy Rate	Number of Facilities that Reported Zero Vacancies
RNs - DRC	167	428.8	85.1	16.6%	115
RNs - Admin	190	298.8	30.3	9.2%	165
LVNs - DRC	190	1,555.7	229.0	12.8%	107
LVNs - Admin	177	385.6	23.2	5.7%	157
APRNs - DRC	7	23.0	1.0	4.2%	6
APRNs - Admin	4	4.0	0.0	0.0%	4
CNAs	188	3,359.8	607.0	15.3%	74
CMAs	146	485.3	87.2	15.2%	101
RNAs	104	124.0	27.6	18.2%	81

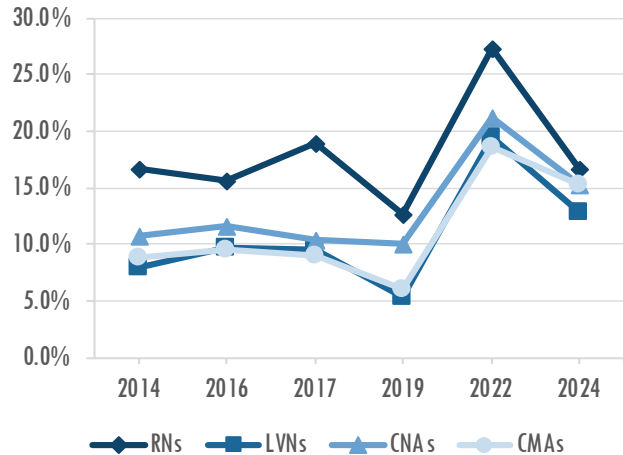
n=number of facilities in Texas that reported each staff type

- DRC APRNs saw the largest decrease in position vacancy rate, decreasing by more than 28.4 percentage points from 2022.

Table 2 provides the position vacancy rate by each public health region.

- The Panhandle had lower position vacancy rates than statewide vacancy rates, with the exception of DRC APRNs and CMAs.
- Central Texas reported the highest position vacancy rates for DRC RNs and DRC LVNs.
- North Texas reported the highest position vacancy rates for CNAs.

Figure 1. Direct resident care staff position vacancy rates, by staff type, 2014 - 2024



Note: DRC APRNs were not included due to low responses

Table 2. Position vacancy rates by region and staff type

Region	Position Vacancy Rate								
	RNs - DRC	RNs - Admin	LVNs - DRC	LVNs - Admin	APRNs - DRC	APRNs - Admin	CNAs	CMAs	RNAs
Panhandle	6.7%	5.9%	10.5%	0.0%	-	0.0%	6.6%	22.1%	16.7%
North Texas	13.0%	14.9%	14.9%	5.0%	-	0.0%	18.8%	26.6%	27.7%
East Texas	13.0%	0.0%	12.2%	10.6%	0.0%	-	12.4%	19.0%	28.6%
Gulf Coast	19.6%	9.2%	6.7%	6.7%	0.0%	0.0%	14.9%	8.0%	9.5%
Central Texas	27.4%	11.3%	22.3%	3.8%	0.0%	-	17.7%	11.2%	19.2%
South Texas	18.6%	8.4%	10.7%	5.9%	0.0%	-	12.5%	9.3%	10.5%
West Texas	15.9%	0.0%	12.7%	5.6%	33.3%	-	11.9%	3.6%	25.0%
Rio Grande Valley	25.0%	0.0%	7.0%	0.0%	-	-	6.6%	7.7%	16.7%
Texas	16.6%	9.2%	12.8%	5.7%	4.2%	0.0%	15.3%	15.2%	18.2%

Note: "-" means that there were no facilities in that region that reported employing that type of staff on 01/01/2024.

Table 3 displays descriptive statistics for facility vacancy rates. Facility vacancy rate is calculated by dividing the number of vacant positions over the budgeted positions in a facility.

- The majority of facilities reported zero vacancy for most staff types with the exception of CNAs (39.4% of facilities reported zero vacancy).
- The mean and median facility vacancy rates for DRC RNs, DRC LVNs, and CNAs all decreased from 2022 to 2024.

Table 3. Facility vacancy rate descriptive statistics

Nurse Staff Type	n	Minimum	25th percentile	Median	75th percentile	Maximum	Mean
RNs - DRC	167	0.0%	0.0%	0.0%	25.0%	100%	18.1%
RNs - Admin	190	0.0%	0.0%	0.0%	0.0%	100%	7.3%
LVNs - DRC	190	0.0%	0.0%	0.0%	18.6%	100%	12.5%
LVNs - Admin	177	0.0%	0.0%	0.0%	0.0%	100%	6.1%
APRNs - DRC	7	0.0%	0.0%	0.0%	0.0%	33%	4.8%
APRNs - Admin	4	0.0%	0.0%	0.0%	75.0%	100%	25.0%
CNAs	188	0.0%	0.0%	7.4%	25.0%	100%	15.3%
CMAs	146	0.0%	0.0%	0.0%	25.0%	100%	13.3%
RNAs	104	0.0%	0.0%	0.0%	0.0%	100%	16.1%

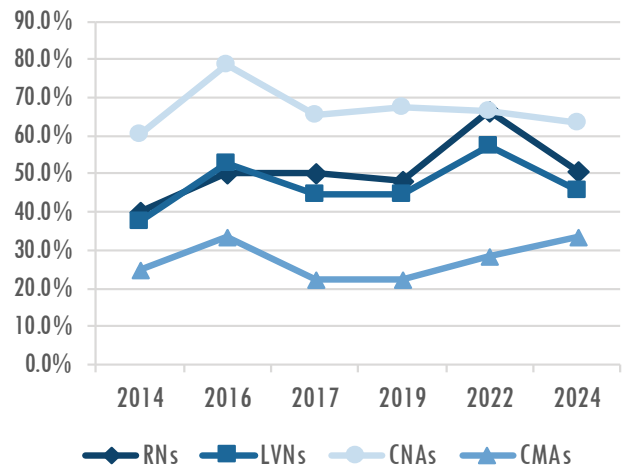


Turnover Rates

The facility turnover rate is calculated by dividing the total number of separations over the past calendar year by a headcount of employees. The median turnover rate 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.

- At the state level, the median facility turnover rates for administrative RNs and LVNs were lower than the turnover rates for their direct resident care counterparts (Table 4).
- The highest overall median facility turnover rate was among CNAs (63.2%). To compare, nurse aide turnover in hospitals was 29.9%.
- As seen in Figure 2, turnover rates for DRC staff decreased for RNs, LVNs, and CMAs between 2022 and 2024.

Figure 2. Median facility turnover rates for direct resident care staff, 2014 - 2024



Note: DRC APRNs were not included due to low responses

Table 4. Facility turnover rate descriptive statistics

Nurse Staff Type	n	Minimum	25th percentile	Median	75th percentile	Maximum	Mean
RNs - DRC	176	0.0%	11.9%	50.9%	133.3%	900.0%	94.9%
RNs - Admin	178	0.0%	0.0%	0.0%	100.0%	400.0%	45.8%
LVNs - DRC	190	0.0%	18.2%	45.5%	100.0%	553.8%	71.8%
LVNs - Admin	163	0.0%	0.0%	0.0%	50.0%	400.0%	37.0%
APRNs - DRC	9	0.0%	0.0%	0.0%	30.6%	66.7%	14.2%
APRNs - Admin	6	0.0%	0.0%	0.0%	12.5%	50.0%	8.3%
CNAs	187	0.0%	28.6%	63.2%	124.1%	348.1%	88.3%
CMAs	151	0.0%	0.0%	33.3%	80.0%	300.0%	51.7%
RNAs	90	0.0%	0.0%	0.0%	66.7%	300.0%	38.8%

Table 5 (page 4) reports the median turnover rate for each public health region.

- East Texas had the highest median turnover rates for DRC RNs.
- The Gulf Coast had the highest median turnover rate for DRC LVNs.

- Median facility turnover rates in the Panhandle and Rio Grande Valley were at or below the statewide rate for DRC RNs, DRC and Administrative LVNs, CNAs, and CMAs.



Table 5. Median turnover rates by region and staff type

Region	Median Turnover Rate								
	RNs - DRC	RNs - Admin	LVNs - DRC	LVNs - Admin	APRNs - DRC	APRNs - Admin	CNAs	CMAs	RNAs
Panhandle	32.5%	36.7%	36.4%	0.0%	0.0%	0.0%	51.0%	0.0%	0.0%
North Texas	50.0%	0.0%	38.2%	40.0%	0.0%	0.0%	66.7%	40.0%	0.0%
East Texas	100.0%	0.0%	56.0%	0.0%	0.0%	-	87.0%	33.3%	75.0%
Gulf Coast	85.5%	50.0%	66.7%	0.0%	5.6%	0.0%	66.7%	47.2%	0.0%
Central Texas	40.0%	0.0%	36.8%	0.0%	-	-	53.8%	33.3%	0.0%
South Texas	86.4%	66.7%	45.8%	33.3%	0.0%	0.0%	63.3%	33.3%	0.0%
West Texas	28.6%	0.0%	18.8%	50.0%	58.3%	-	63.2%	50.0%	0.0%
Rio Grande Valley	25.0%	0.0%	25.0%	0.0%	-	-	37.1%	22.2%	33.3%
Texas	50.9%	0.0%	45.5%	0.0%	0.0%	0.0%	63.2%	33.3%	0.0%

Note: "-" means that there were no facilities in that region that reported employing that type of nursing staff from 01/01/2023-12/31/2023.

Summary of Highlights

- Direct resident care RNAs and RNs had the highest position vacancy rates in the state (18.2% and 16.6%).
- The Panhandle had lower position vacancy rates than Texas at large, with the exception of DRC APRNs and CMAs.
- Central Texas reported the highest position vacancy rates for DRC RNs and DRC LVNs.
- The percent of facilities that reported zero vacancies ranged from 39.4% for CNAs to 100.0% for Administrative APRNs.
- The highest overall median facility turnover rate was among CNAs (63.2%).
- East Texas had the highest median turnover rates for DRC RNs.
- The Gulf Coast had the highest median turnover rate for DRC LVNs.
- Median facility turnover rates in the Panhandle and Rio Grande Valley were at or below the statewide rate for DRC RNs, DRC and Administrative LVNs, CNAs, and CMAs.

