

# Vermont Health Workforce Assessment Survey

## Home Health Nursing Study 2005

Prepared by: OFFICE OF NURSING WORKFORCE RESEARCH, PLANNING, AND DEVELOPMENT

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### Why was this survey done?

One factor in assuring access to quality health care for all Vermonters is an ongoing understanding of the state's health workforce resources. To this end, the Office of Nursing Workforce Research, Planning and Development conducted the Health Workforce Assessment Survey in February, 2005. The following is a report of the 2005 survey of 10 of 12 home health agencies (83% response rate).

### Who was surveyed?

In February, 2005 The Vermont Health Workforce Survey was sent to home health agency executive directors. This contact person was asked to participate in the data collection with assistance from human resources and other department heads. Follow-up postcards, letters, telephone calls, and replacement surveys were used to assure a high response rate.

### What was learned?

No agency reported that there was a greater need than had been budget for nursing positions with the exception of one agency that perceived a greater need for licensed nursing assistants. Vacancy rates vary according to nursing position in the home health setting:

Statewide Vacancy Rate	(Range)
Clinical Nurse Specialist . . . . .	13% (0-31%)*
LPN . . . . .	9% (0-18%)*
RN . . . . .	5% (0-8%)
LNA . . . . .	5% (0-10%)
Clinical Managers . . . . .	6% (0-10%)

\* Only four agencies reported employing CNSs and six reported employing LPNs.

### Statewide Turnover Rate (Range)

LNA . . . . .	29% (0-67%)
RN . . . . .	24% (0-44%)
LPN . . . . .	23% (0-133%)
Clinical Managers . . . . .	8% (0-25%)
Clinical Nurse Specialist . . . . .	0% (0%)

### Recruitment incentives:

- 80% of Vermont home health agencies report an adequate impact from starting salaries on recruitment.
- 70% of Vermont home health agencies report a pay differential for RN educational preparation.
- 40% of Vermont home health agencies report a pay differential for credentialed RNs.

### NUMBER OF WEEKS TO FILL NURSING POSITIONS:

- The RN position was reported to be filled in an average of six weeks, with 70% of the agencies reporting RN vacancies during the past year.
- The LPN position was reported to be filled in an average of 13 weeks, with 20% of the agencies reporting LPN vacancies during the past year.
- The CNS position was reported to be filled in an average of 14 weeks with 20% of the agencies reporting CNS vacancies in the past year.
- The LNA position was reported to be filled in an average of four weeks with 70% of the agencies reporting LNA vacancies in the past year.

