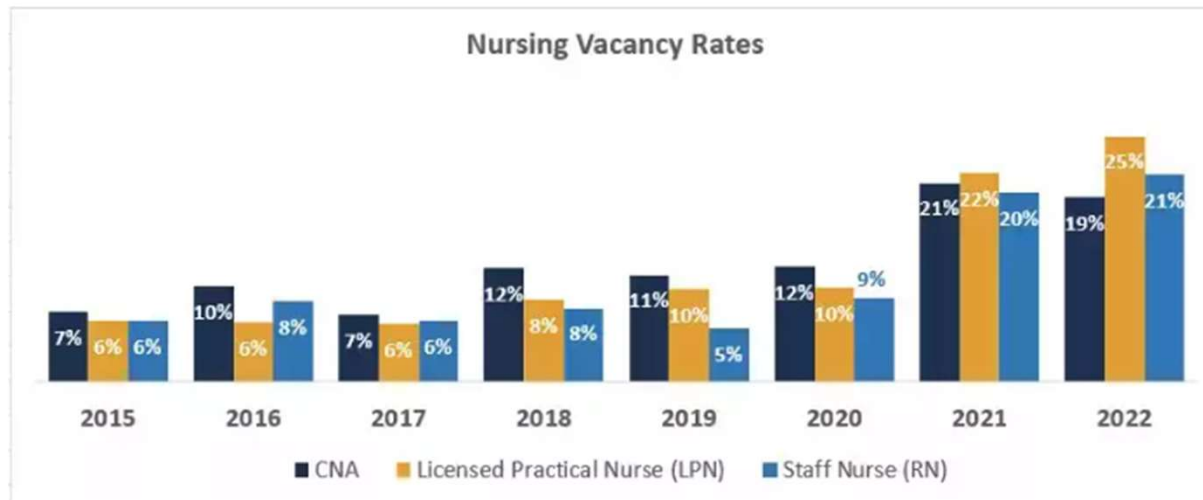


## NURSING VACANCY AND TURNOVER RATES | 2015-2022

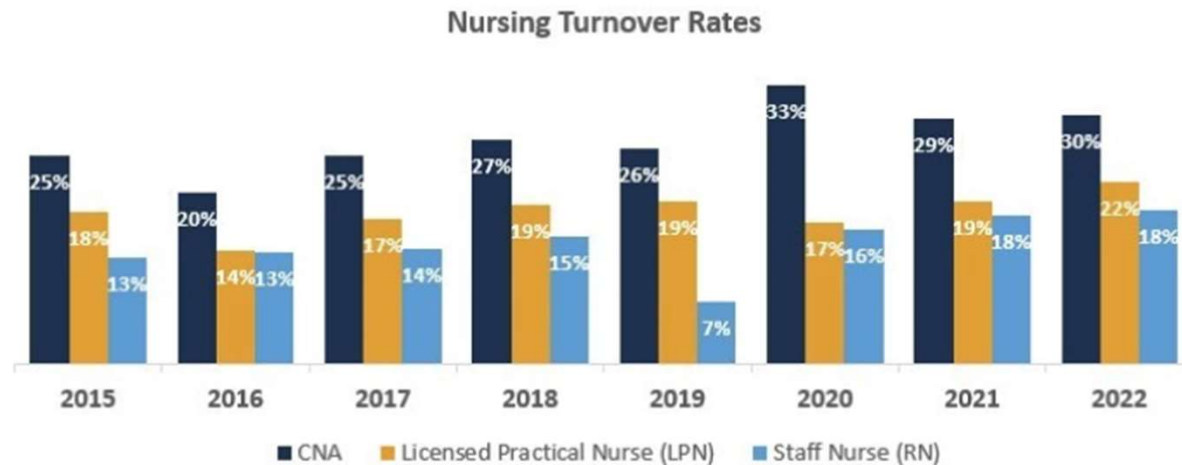
The graphs below demonstrate vacancy and turnover rates for selected nursing positions from calendar years 2012 through 2022 as reported by Kansas hospitals. A total of 2,862 full time equivalent vacancies were reported with 4,458 employee separations for Registered Nurses, Licensed Practical Nurses (IV and non-IV certified) and Certified Nursing Assistants in 2022.

### VACANCY RATES

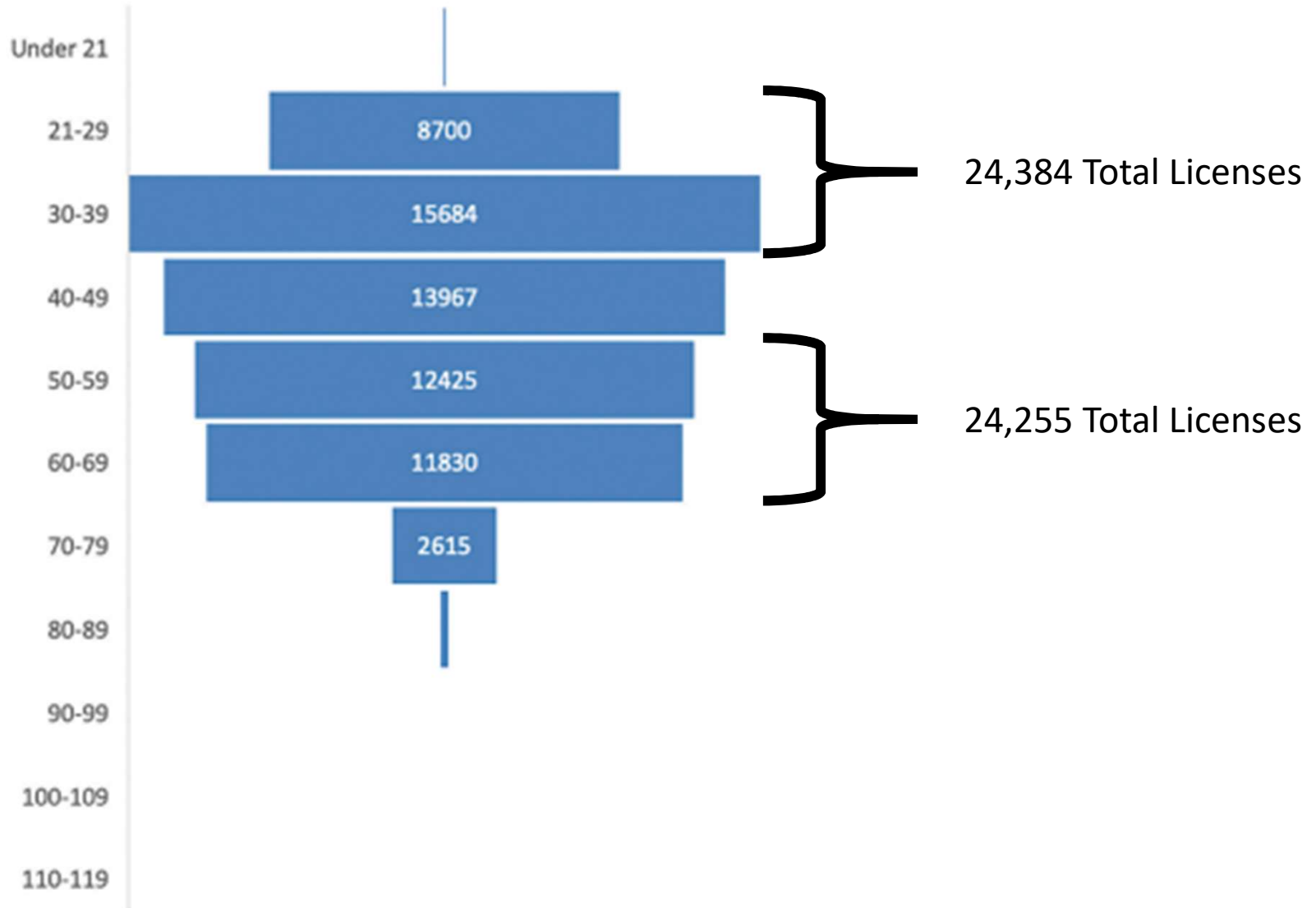


Nursing school enrollment is not keeping up with vacancies/demand

### TURNOVER RATES



### Total License Age Distribution



# Why do we have a shortage?

- COVID-19 burnout/exhaustion
- Baby Boomers are retiring
- Desire for flexible work schedules
- Salary and benefit limitations
- Health care workers seeking employment in non-acute settings and other industries

**48%**

Among survey respondents, 48% ranked more financially lucrative opportunities at staffing agencies as the #1 reason for nurse staff departure in 2021.

**Financial Implication ... around 95% hospitals relied on health care staffing agencies to fill vacant positions at a PREMIUM.**