

The Home Health and Hospice Care Nurse Staffing Study (HHHCNSS) assesses nurse staffing and related issues in home health and hospice agencies. In 2024, the Texas Center for Nursing Workforce Studies (TCNWS) administered the HHHCNSS to 435 Texas home health and hospice agencies with a patient census of at least 200. Respondents provided data for 77 agencies for a response rate of 17.7%. Due to low response rates, data is reported only at the state level.

This report presents position vacancies and staff turnover by nurse type at Texas home health and hospice agencies. The vacancy rates measure the percentage of positions that were vacant January 1, 2024. The turnover rates measure the frequency of staff separations, both voluntary and involuntary, over a one year period (January 1, 2023–December 31, 2023). High vacancy and turnover rates can lead to negative outcomes that can affect quality of care such as losing experienced staff and increasing the workload and stress levels of existing staff.¹ High vacancy and turnover is also costly to agencies due to the high cost associated with overtime or the use of agency nurses to fill vacant positions as well as the cost associated with recruiting qualified nurses.

¹ American Association of Colleges of Nursing, “Nursing Shortage Fact Sheet,” 2012, <http://www.aacn.nche.edu/media-relations/NrsgShortageFS.pdf>

Vacancy

Table 1 presents the total number of occupied and vacant FTE positions reported by home health and hospice agency respondents by nursing staff type and the resulting position vacancy rate for each.

- Position vacancy rates ranged from 13.5% among HHAs/NAs/CNAs to 22.2% among licensed vocational nurses (LVNs).
- More than half of responding agencies reported 0 vacancies across all nurse types.

Figure 1 shows the position vacancy rates among home health and hospice agency respondents from 2013–2024 for RNs, LVNs, and HHAs/NAs/CNAs.

- The RN vacancy rate decreased from 16.3% to 14.2% from 2022 to 2024.
- The LVN vacancy rate increased from 2022 to 2024 going from 19.9% to 22.2% vacancy rate.
- The HHAs/NAs/CNAs vacancy rate showed a smaller increase from 12.6% to 13.5% from 2022 to 2024.

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

	n	Total Occupied FTE Positions	Total Vacant FTE Positions	Statewide Position Vacancy Rate	Number of Respondents that Reported Zero Vacancies
RNs	68	667.4	110.8	14.2%	40
LVNs	68	430.8	122.7	22.2%	44
HHAs/NAs/CNAs	66	203.2	31.8	13.5%	48

Note: n = number of respondents who reported each nursing staff type

Figure 1. Position vacancy rates for RNs, LVNs, and HHAs/NAs/CNAs, 2013–2024

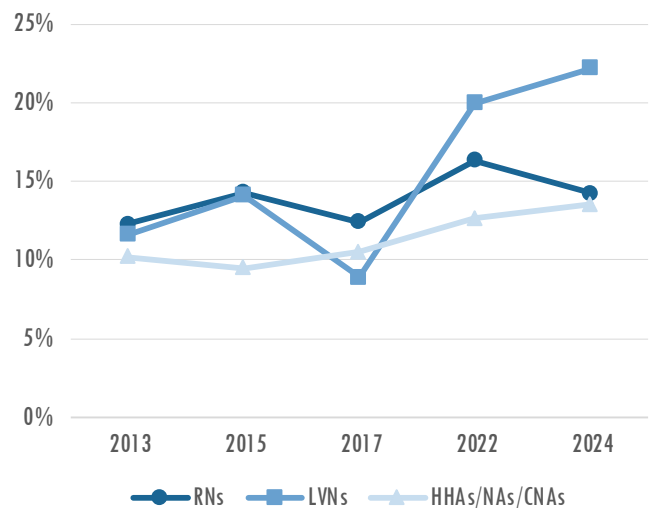


Table 2 presents descriptive statistics of facility vacancy rates, including median facility vacancy rates, which represent the middle vacancy rate among all facility vacancy rates calculated for each respondent.

- The median facility vacancy rate for RNs, LVNs, and HHAs/NAs/CNAs in 2022 was 16.7%, 20.0%, and 41.7%, respectively. In 2024, it was 0% for all nurse types.

Table 2. Facility vacancy rate descriptive statistics

	n	Minimum	25th Percentile	Median	75th Percentile	Maximum	Mean
RNs	62	0.0%	0.0%	0.0%	25.0%	100.0%	17.0%
LVNs	53	0.0%	0.0%	0.0%	31.0%	100.0%	17.8%
HHAs/NAs/CNAs	39	0.0%	0.0%	0.0%	66.7%	100.0%	28.5%

Note: n=number of respondents that reported each nursing staff type

Turnover

Figure 2 shows the median facility turnover rates among home health and hospice agency respondents from 2013-2024 for RNs, LVNs, and HHAs/NAs/CNAs.

- Statewide, the median facility turnover rates for RNs decreased from 26.7% to 20.0% from 2022 to 2024.
- LVNs had a decrease in statewide turnover rates from 2022 to 2024 going from a turnover rate of 30.0% to 18.3%.
- The median facility turnover rate for HHAs/NAs/CNAs remained at 0.0% from 2017 to 2024.

Figure 2. Median facility turnover rates for RNs, LVNs, and HHAs/NAs/CNAs, 2013-2024

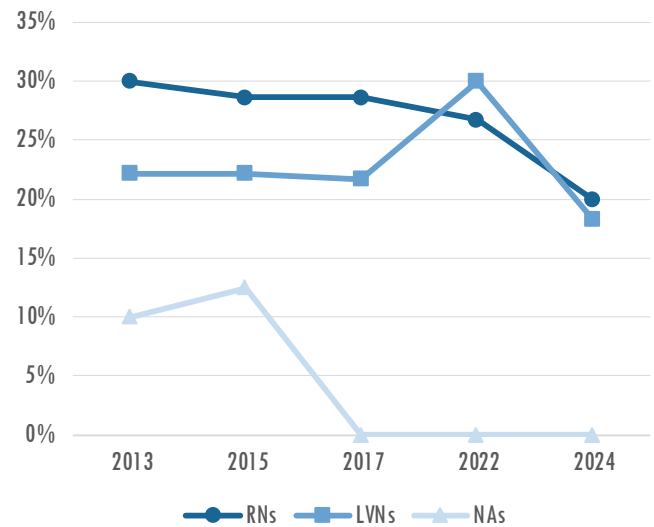


Table 3 presents descriptive statistics of facility turnover rates, including median facility turnover rates, which represent the middle facility turnover rate among all facility turnover rates calculated for each respondent.

- RNs had the greatest median turnover rate compared to LVNs and HHAs/HAs/CNAs.

Table 3. Facility turnover rate descriptive statistics by nurse type

	n	Minimum	25th Percentile	Median	75th Percentile	Maximum	Mean
RNs	66	0.0%	0.0%	20.0%	49.6%	200.0%	30.2%
LVNs	60	0.0%	0.0%	18.3%	43.2%	200.0%	33.6%
HHAs/NAs/CNAs	45	0.0%	0.0%	0.0%	48.1%	200.0%	38.9%

Note: n=number of respondents that reported each nursing staff type

¹Turnover is calculated by dividing the total number of separations for the year 2023 by the headcount for 2023 (the headcount is calculated by taking the average between the headcount at the beginning of the year and the end of the year).



Conclusion

Overall, the position vacancy rate in Texas was 14.2% for RNs, 22.2% for LVNs, and 13.5% for HHAs/NAs/CNAs. The majority of respondents had zero vacancies for each of the nursing staff types. Position vacancy rates have increased for LVNs and HHAs/NAs/CNAs since 2022.

The median facility turnover rate was 20.0% among RN positions, 18.3% among LVN positions, and 0% among HHAs/NAs/CNAs. Turnover rates decreased for RNs and LVNs and remained at 0% for HHAs/NAs/CNAs since 2022.

