

**Delaware Healthcare Association
Nursing Workforce Vacancy
Trend Reports
December 2000 to December 2008**

Published by:

Delaware Healthcare Association
1280 South Governors Avenue
Dover, DE 19904-4802
Telephone: (302) 674-2853
Web site: www.deha.org



**Delaware Healthcare
Association**

**Nursing Workforce
Vacancy Trend
Report**

December 2000

To

December 2008

Report Summary

List of Participating Facilities

**Hospital Nursing Workforce
Vacancy**

**Hospital Affiliated
Long Term Care
Nursing Workforce Vacancy**

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Delaware Healthcare Association

February 12, 2009

The Delaware Healthcare Association has been collecting nursing workforce vacancy data quarterly since December 2000 in order to track the nursing workforce shortage and staffing needs of our member hospitals and their affiliated long term care facilities. This report is a summary of the nursing workforce vacancy trends in Delaware from December 2000 to December 2008.

Delaware hospitals and their affiliated long term care facilities have made efforts to address the nursing shortage in Delaware by offering hospital sponsored scholarships as well as enhanced recruiting efforts. In addition, the hospitals and their affiliated long term care facilities actively participated in the State of Delaware Nursing Expansion Scholarship Program begun in 2003 by Governor Ruth Ann Minner. Through the Nursing Expansion Scholarship Program from the Fall 2003 Semester to the Spring 2007 Semester, our member acute care hospitals and their affiliated long-term care facilities awarded 97 students \$ 217,108.27 in scholarship funds. Many of these students were second career seekers in their 20s and 30s and were not eligible for other scholarship programs. The Nursing Expansion Scholarship Program was discontinued after the Spring 2007 Semester and replaced with the SEED Scholarship Program, which provides qualified Delaware high school graduates (starting in 2006) with a 2-year degree at a Delaware college or university.

Delaware's hospitals continue to increase their services to meet the needs of all Delawareans and visitors to our state. Increased services have led to increased staffing levels, including nursing positions. The hospitals have been able to increase retention of nurses while decreasing their nursing vacancy rates. However, surveys show the average Delaware nurse is over the age of 40 and workforce projections show a growing increase in the number of nurses who will be retiring in the future.

The Delaware Healthcare Association continues efforts on behalf of our members to keep our U.S. Congressional Delegation, Governor Minner, the Delaware General Assembly Members, and Delaware colleges, universities, and other schools with nursing education programs informed regarding the nursing shortage and staffing needs of Delaware hospitals and their affiliated long term care facilities.

If you have any questions regarding this report, please contact the Delaware Healthcare Association at (302) 674-2853.

Thank you.
Wayne A. Smith
President & CEO

Hospital Nursing Vacant FTE Positions:

Designation	Dec 2000	Dec 2008	Difference	Percentage Change
APN				
Statewide	10.50	19.00	8.50	80.95 %
New Castle County	7.50	17.00	9.50	126.67 %
Kent/Sussex	3.00	2.00	(-1.00)	(-33.33 %)
RN				
Statewide	408.85	149.85	(-259.00)	(-63.35 %)
New Castle County	321.00	120.25	(-200.75)	(-62.54 %)
Kent/Sussex	87.85	29.60	(-58.25)	(-66.31 %)
LPN				
Statewide	27.70	11.90	(-15.80)	(-57.04 %)
New Castle County	21.40	11.90	(-9.50)	(-44.39 %)
Kent/Sussex	6.30	0.00	(-6.30)	(-100.00 %)
CNA				
Statewide	62.10	42.20	(-19.90)	(-32.05 %)
New Castle County	54.60	34.90	(-19.70)	(-36.08 %)
Kent/Sussex	7.50	7.30	(-0.20)	(-2.67 %)

Hospital Nursing Total FTE Positions:

Designation	Dec 2000	Dec 2008	Difference	Percentage Change
APN				
Statewide	86.80	262.38	175.58	202.28 %
New Castle County	52.00	226.08	174.08	334.77 %
Kent/Sussex	34.80	36.30	1.50	4.31 %
RN				
Statewide	2,586.41	4,633.15	2,046.74	79.13 %
New Castle County	1,678.61	3,346.85	1,668.24	99.38 %
Kent/Sussex	907.80	1,286.30	378.50	41.69 %
LPN				
Statewide	212.90	225.98	13.80	6.14 %
New Castle County	100.90	133.98	33.08	32.78 %
Kent/Sussex	112.00	92.00	(-20.00)	(-17.86 %)
CNA				
Statewide	435.15	675.00	239.85	55.12 %
New Castle County	273.90	415.60	141.70	51.73 %
Kent/Sussex	161.25	259.40	98.15	60.87 %

Hospital Nursing Vacancy Rate:

Designation	Dec 2000	Dec 2008
APN		
Statewide	12.10 %	7.24 %
New Castle County	14.42 %	7.52 %
Kent/Sussex	8.62 %	5.51 %
RN		
Statewide	15.81 %	3.23 %
New Castle County	19.12 %	3.59 %
Kent/Sussex	9.68 %	2.30 %
LPN		
Statewide	13.01 %	5.27 %
New Castle County	21.21 %	8.88 %
Kent/Sussex	5.63 %	0.00 %
CNA		
Statewide	14.27 %	6.25 %
New Castle County	19.93 %	8.40 %
Kent/Sussex	4.65 %	2.81 %

Long Term Care Nursing Vacant FTE Positions:

Designation	Dec 2000	Dec 2008	Difference	Percentage Change
RN Statewide	14.40	1.50	(-12.90)	(-89.58 %)
LPN Statewide	11.00	2.90	(-8.10)	(-73.64 %)
CNA Statewide	37.40	8.90	(-28.50)	(-76.20 %)

Long Term Care Nursing Total FTE Positions:

Designation	Dec 2000	Dec 2008	Difference	Percentage Change
RN Statewide	68.10	42.60	(-25.50)	(-37.44 %)
LPN Statewide	71.50	54.00	(-17.50)	(-24.48 %)
CNA Statewide	233.40	118.50	(-114.90)	(-49.23 %)

Long Term Care Nursing Vacancy Rate:

Designation	Dec 2000	Dec 2008
RN Statewide	21.15 %	3.52 %
LPN Statewide	15.38 %	5.37 %
CNA Statewide	16.02 %	7.51 %

There have been no vacancies in hospital affiliated long term care facilities for APN positions.

Note: Franciscan Care Center Wilmington, Lewes Convalescent Center, Riverside Long Term and Transitional Care, and St. Francis Skilled Nursing Facility were sold and the County data can no longer be separated.

Participating Facility Listing

Member Hospitals:

Alfred I. duPont Hospital for Children
PO Box 269
Wilmington, DE 19899

Bayhealth Medical Center
640 S State Street
Dover, DE 19901

Kent General Hospital & Milford Memorial Hospital

Beebe Medical Center
424 Savannah Road
Lewes, DE 19958

Christiana Care Health Systems
PO Box 1668

Wilmington, DE 19899
Christiana Hospital & Wilmington Hospital

Nanticoke Memorial Hospital
801 Middleford Road
Seaford, DE 19973

St. Francis Hospital
PO Box 2500
Wilmington, DE 19805

Veterans Affairs Medical & Regional Office Center
1601 N. Kirkwood Highway
Wilmington, DE 19805

Non-Member Hospitals – no longer participating:

Delaware Psychiatric Center
1901 N duPont Highway, Springer Building, New Castle, DE 19720
Discontinued participation April 2002

Member Long Term Care Facilities:

Franciscan Care Center at Brackenville
100 St. Clair Drive
Hockessin, DE 19707

LifeCare at Lofland Park
712 King Street
Seaford, DE 19973

**Veterans Affairs Medical & Regional Office Center
Long Term Care Unit**
1601 N. Kirkwood Highway
Wilmington, DE 19805

Non-Member Long Term Care Facilities – no longer participating:

Accord Health Services at Brandywine Nursing & Rehab Center
505 Greenbank Road, Wilmington, DE 19808
Discontinued participation April 2002

Franciscan Care Center at Wilmington
801 N. Broom Street, Wilmington, DE 19806
Facility sold January 2004

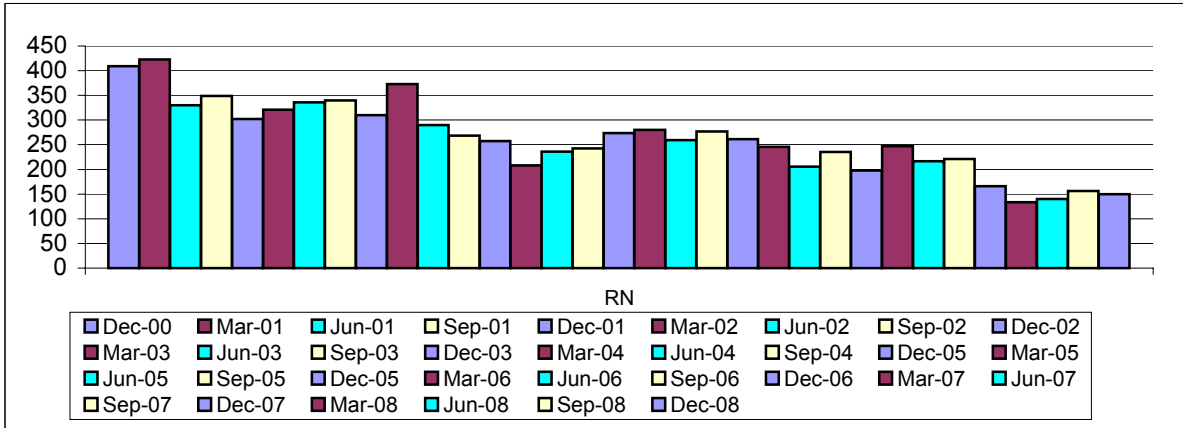
Lewes Convalescent Center
440 Market Street, Lewes, DE 19958
Facility sold January 2008

Riverside Long Term and Transitional Care
700 Lea Blvd., Wilmington, DE 19802
Facility sold October 2008

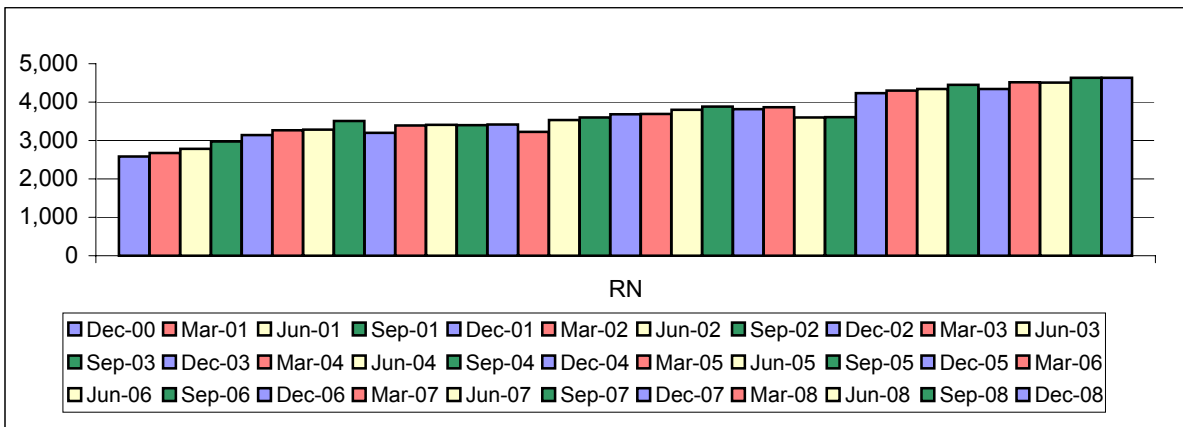
St. Francis Skilled Nursing Facility
PO Box 2500, Wilmington, DE 19805
Facility sold September 2007

**Delaware Healthcare Association
Nursing Workforce Vacancy Trend Report
Hospital Nursing Workforce**

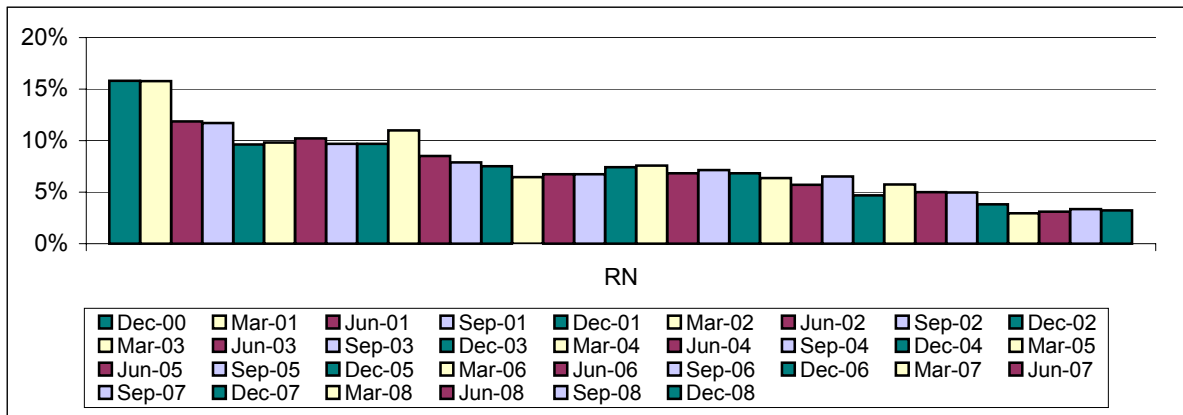
Statewide Hospital Nursing Workforce – Vacant RN FTE Positions



Statewide Hospital Nursing Workforce – Total RN FTE Nursing Positions

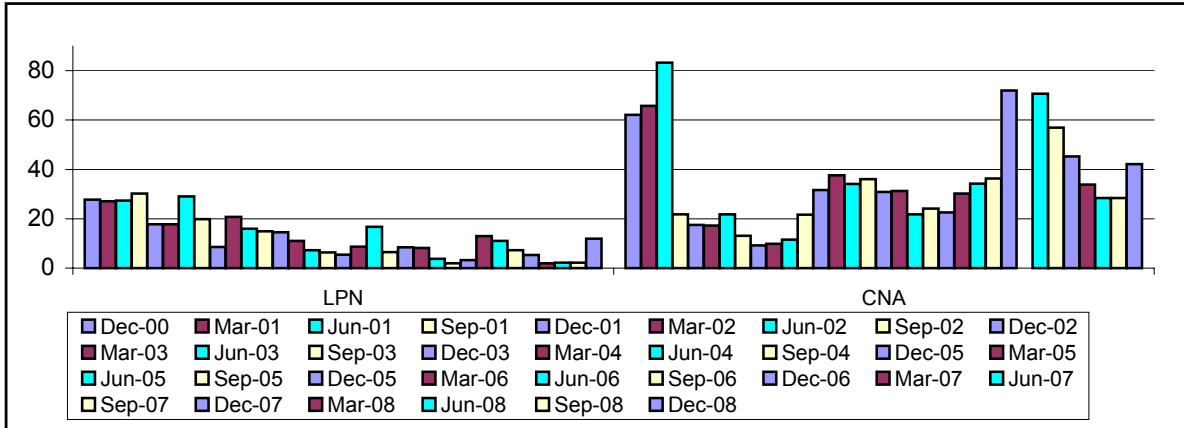


Statewide Hospital Nursing Workforce – RN FTE Vacancy Percentage

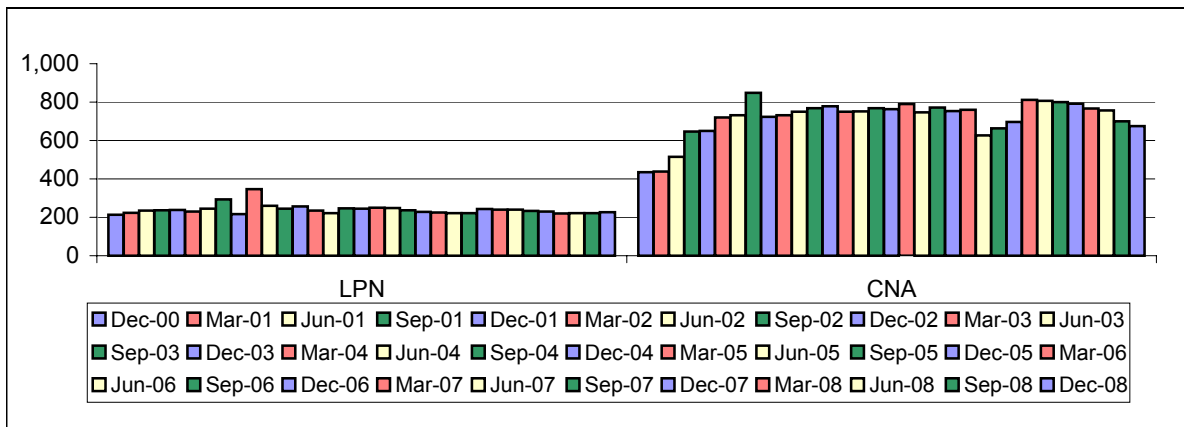


**Delaware Healthcare Association
Nursing Workforce Vacancy Trend Report
Hospital Nursing Workforce (RN, LPN, CNA)**

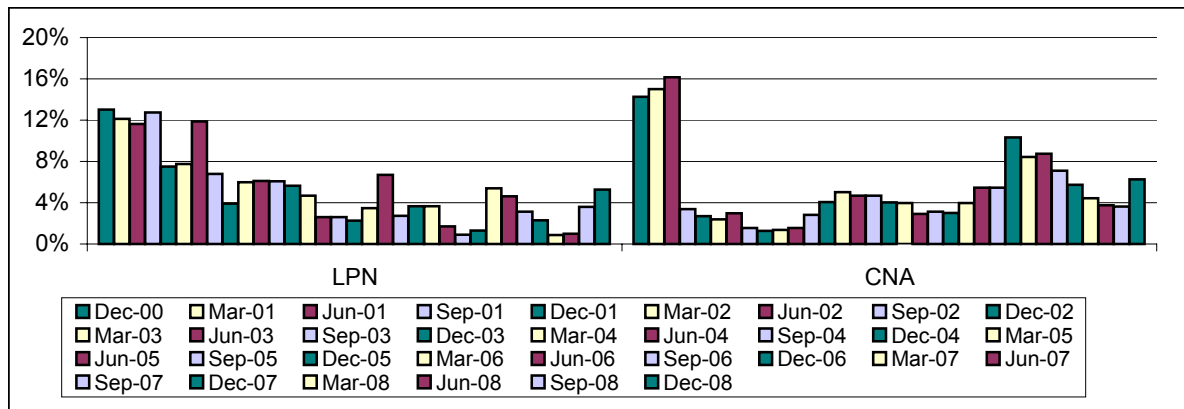
Statewide Hospital Nursing Workforce – Vacant LPN & CNA FTE Positions



Statewide Hospital Nursing Workforce – Total LPN & CNA FTE Nursing Positions

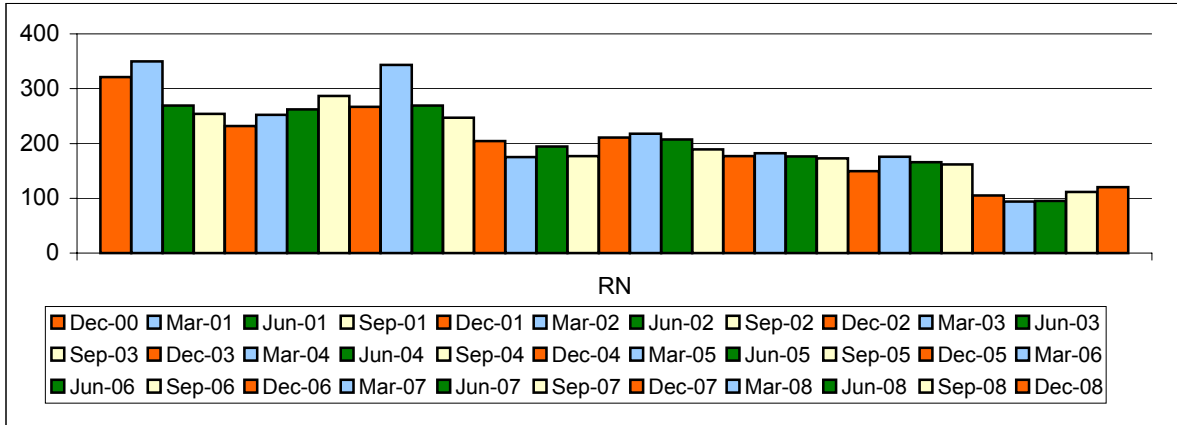


Statewide Hospital Nursing Workforce – LPN & CNA FTE Vacancy Percentage

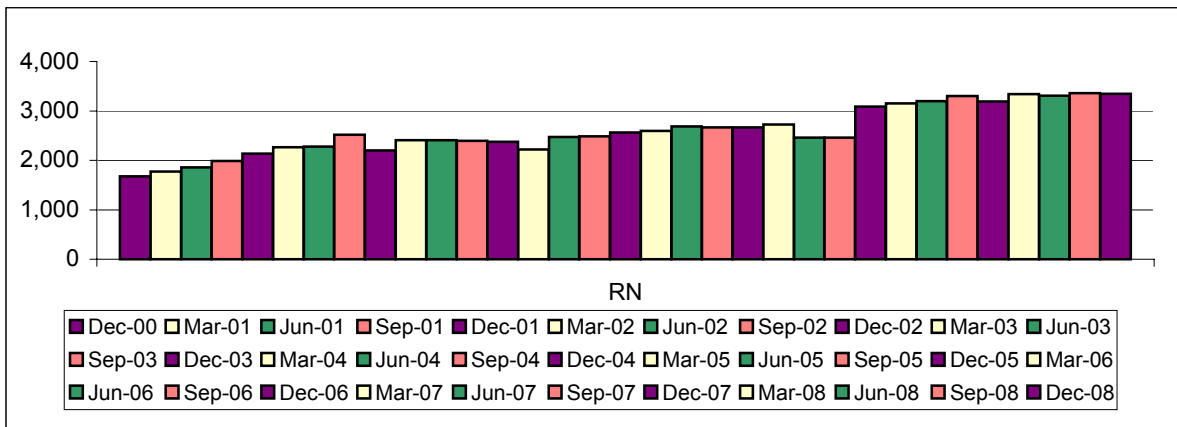


Nursing Workforce Vacancy Trend Report Hospital Nursing Workforce

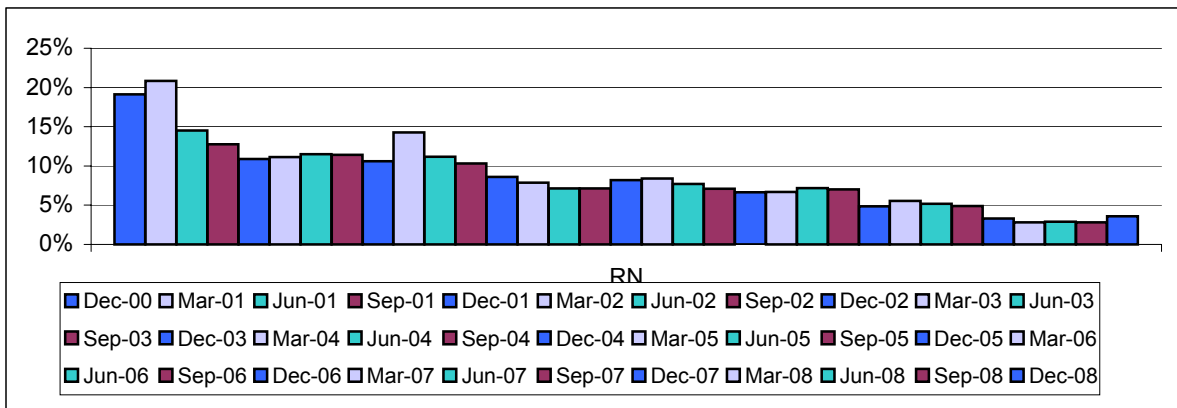
New Castle County Hospital Nursing Workforce – Vacant RN FTE Positions



New Castle County Hospital Nursing Workforce – Total RN FTE Nursing Positions

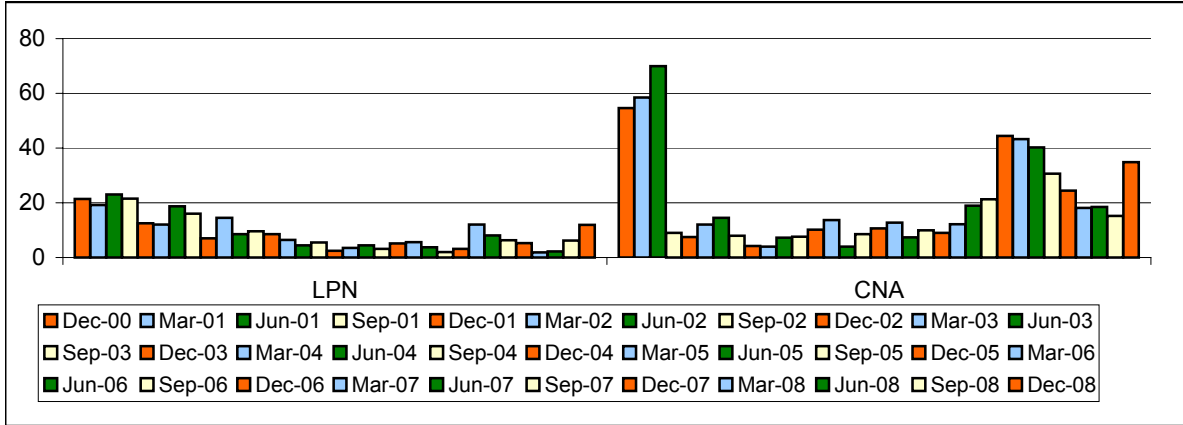


New Castle County Hospital Nursing Workforce - RN FTE Vacancy Percentage

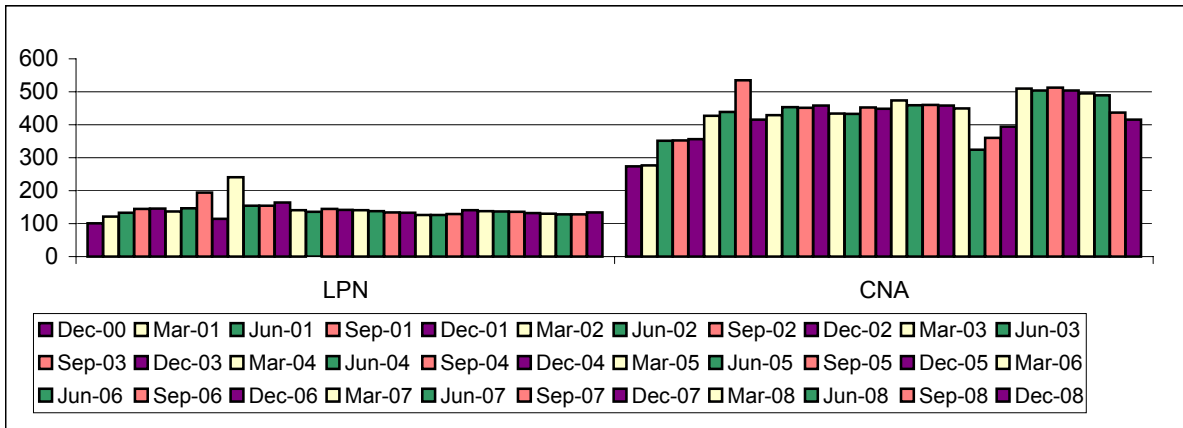


Nursing Workforce Vacancy Trend Report Hospital Nursing Workforce (LPN & CNA)

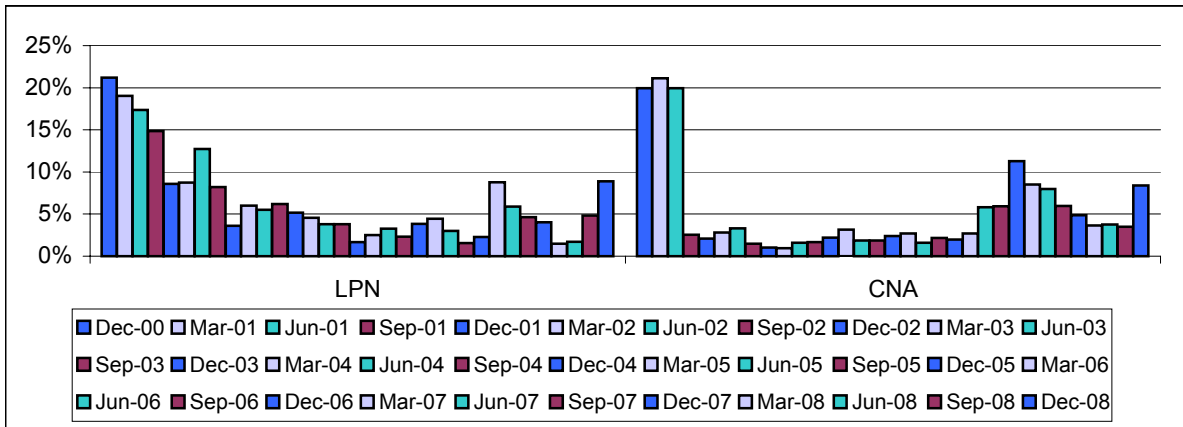
New Castle County Hospital Nursing Workforce – Vacant FTE Positions



New Castle County Hospital Nursing Workforce – Total FTE Nursing Positions

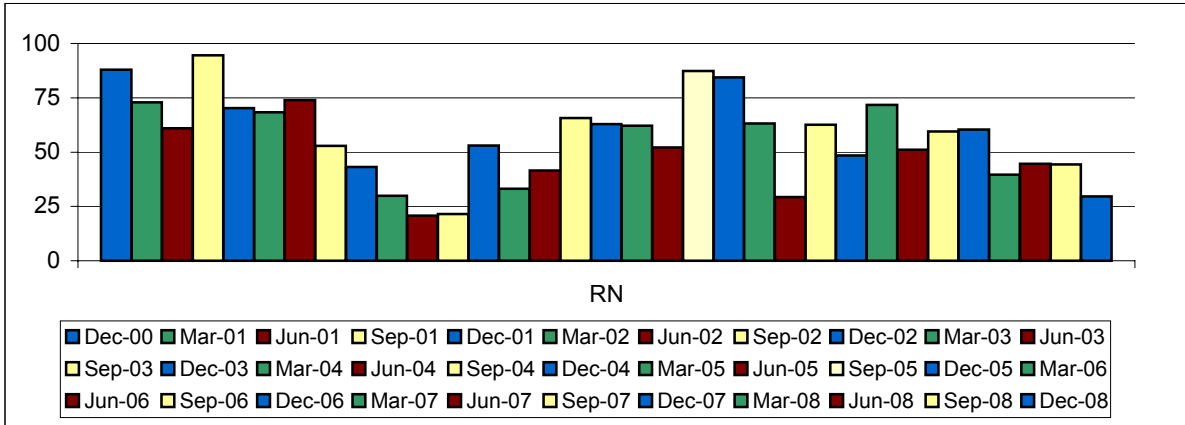


New Castle County Hospital Nursing Workforce - FTE Vacancy Percentage

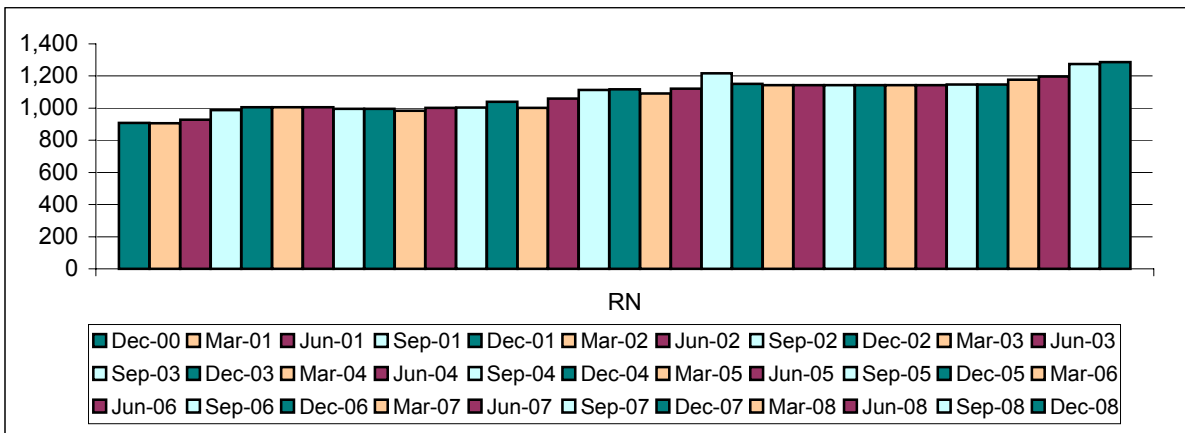


**Delaware Healthcare Association
Nursing Workforce Vacancy Trend Report
Hospital Nursing Workforce**

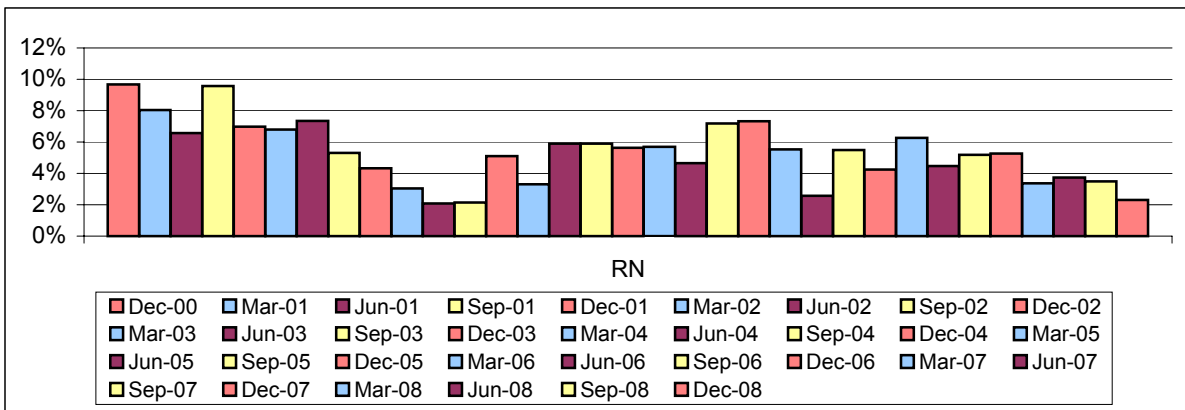
Kent/Sussex Counties Hospital Nursing Workforce – Vacant RN FTE Positions



Kent/Sussex Counties Hospital Nursing Workforce – Total RN FTE Nursing Positions



Kent/Sussex Counties Hospital Nursing Workforce – RN FTE Vacancy Percentage



**Delaware Healthcare Association
Nursing Workforce Vacancy Trend Report
Advanced Practice Nurse**

Hospital	Quarter Ending Date	Vacant APN FTE Positions	Total FTE APN Positions	Vacancy Rate (%)
NCC Total	December 31, 2000	7.50	52.00	14.42%
KC & SC Total		3.00	34.80	8.62%
State Hospital Total		10.50	86.80	12.10%
NCC Total	March 31, 2001	10.00	78.60	19.23%
KC & SC Total		2.00	34.80	5.75%
State Hospital Total		12.00	87.03	13.79%
NCC Total	June 30, 2001	8.00	87.28	9.17%
KC & SC Total		1.00	36.60	2.73%
State Hospital Total		9.00	123.88	7.27%
NCC Total	September 30, 2001	7.00	101.75	6.88%
KC & SC Total		1.00	40.00	2.50%
State Hospital Total		8.00	141.75	5.64%
NCC Total	December 31, 2001	13.00	104.75	12.41%
KC & SC Total		0.80	40.00	2.00%
State Hospital Total		13.80	144.75	9.53%
NCC Total	March 31, 2002	14.50	127.82	11.34%
KC & SC Total		0.00	40.00	0.00%
State Hospital Total		14.50	167.82	8.64%
NCC Total	June 30, 2002	11.00	134.72	8.17%
KC & SC Total		0.00	41.00	0.00%
State Hospital Total		11.00	175.72	6.26%
NCC Total	September 30, 2002	3.00	83.22	3.60%
KC & SC Total		3.90	35.20	11.08%
State Hospital Total		6.90	118.42	5.83%
NCC Total	December 31, 2002	18.80	136.77	22.59%
KC & SC Total		0.90	35.20	2.56%
State Hospital Total		19.70	118.57	16.62%
NCC Total	March 31, 2003	17.00	140.17	12.13%
KC & SC Total		3.30	36.63	9.01%
State Hospital Total		20.30	176.80	11.48%
NCC Total	June 30, 2003	17.80	173.51	10.26%
KC & SC Total		3.30	36.63	9.01%
State Hospital Total		21.10	210.14	10.04%

Note: To date there have been no open APN positions in Association Member Long Term Care Facilities; therefore a LTC trend report for APN was not prepared.

**Delaware Healthcare Association
Nursing Workforce Vacancy Trend Report
Advanced Practice Nurse**

Hospital	Quarter Ending Date	Vacant APN FTE Positions	Total FTE APN Positions	Vacancy Rate (%)
NCC Total	September 30, 2003	20.00	183.63	10.89%
KC & SC Total		3.80	30.40	12.50%
State Hospital Total		23.80	214.03	11.12%
NCC Total	December 31, 2003	18.40	115.73	15.90%
KC & SC Total		5.40	34.10	15.84%
State Hospital Total		23.80	149.83	15.88%
NCC Total	March 31, 2004	16.90	114.33	14.78%
KC & SC Total		5.50	34.20	16.08%
State Hospital Total		22.40	148.53	15.08%
NCC Total	June 30, 2004	17.00	139.68	12.17%
KC & SC Total		5.70	31.20	18.27%
State Hospital Total		22.70	170.88	13.28%
NCC Total	September 30, 2004	20.70	145.88	14.19%
KC & SC Total		5.20	29.10	17.87%
State Hospital Total		25.90	174.98	14.80%
NCC Total	December 31, 2004	14.50	144.74	10.02%
KC & SC Total		5.00	31.30	15.97%
State Hospital Total		19.50	176.04	11.08%
NCC Total	March 31, 2005	9.50	135.99	6.99%
KC & SC Total		4.70	31.70	14.83%
State Hospital Total		14.20	167.69	8.47%
NCC Total	June 30, 2005	6.50	136.97	4.75%
KC & SC Total		9.20	31.60	29.11%
State Hospital Total		15.70	168.57	9.31%
NCC Total	September 30, 2005	7.50	137.27	5.46%
KC & SC Total		5.20	33.00	15.76%
State Hospital Total		12.70	170.27	7.46%
NCC Total	December 31, 2005	5.00	136.62	3.66%
KC & SC Total		12.30	42.10	29.22%
State Hospital Total		17.30	178.72	9.68%
NCC Total	March 31, 2006	7.50	136.57	5.49%
KC & SC Total		11.10	40.70	27.27%
State Hospital Total		18.60	177.27	10.49%

Note: To date there have been no open APN positions in Association Member Long Term Care Facilities; therefore a LTC trend report for APN was not prepared.

**Delaware Healthcare Association
Nursing Workforce Vacancy Trend Report
Advanced Practice Nurse**

Hospital	Quarter Ending Date	Vacant APN FTE Positions	Total FTE APN Positions	Vacancy Rate (%)
NCC Total	June 30, 2006	14.10	140.32	10.05%
KC & SC Total		4.10	34.60	11.85%
State Hospital Total		18.20	174.92	10.40%
NCC Total	September 30, 2006	22.15	150.47	14.72%
KC & SC Total		5.80	39.10	14.83%
State Hospital Total		27.95	189.57	14.74%
NCC Total	December 31, 2006	12.55	179.74	6.98%
KC & SC Total		4.90	42.40	11.56%
State Hospital Total		17.45	222.14	7.86%
NCC Total	March 31, 2007	14.50	183.84	7.89%
KC & SC Total		4.90	42.40	11.56%
State Hospital Total		19.40	226.24	8.57%
NCC Total	June 30, 2007	14.91	183.95	8.11%
KC & SC Total		7.00	42.40	16.51%
State Hospital Total		21.91	226.35	9.68%
NCC Total	September 30, 2007	14.46	188.88	7.66%
KC & SC Total		3.00	41.20	7.28%
State Hospital Total		17.46	230.08	7.59%
NCC Total	December 31, 2007	22.21	212.40	10.46%
KC & SC Total		5.00	43.20	11.57%
State Hospital Total		27.21	255.60	10.65%
NCC Total	March 31, 2008	22.66	212.35	10.67%
KC & SC Total		5.90	48.20	12.24%
State Hospital Total		28.56	260.55	10.96%
NCC Total	June 30, 2008	18.40	190.20	9.67%
KC & SC Total		4.00	49.20	8.13%
State Hospital Total		22.40	239.40	9.36%
NCC Total	September 30, 2008	17.45	224.93	7.76%
KC & SC Total		3.40	36.30	9.37%
State Hospital Total		20.85	261.23	7.98%
NCC Total	December 31, 2008	17.00	226.08	7.52%
KC & SC Total		2.00	36.30	5.51%
State Hospital Total		19.00	262.38	7.24%

Note: To date there have been no open APN positions in Association Member Long Term Care Facilities; therefore a LTC trend report for APN was not prepared.

Delaware Healthcare Association
Nursing Workforce Vacancy
County and Statewide Trend Report

Hospital	Quarter Ending Date	Vacant RN FTE Positions	Vacant LPN FTE Positions	Vacant CNA FTE Positions	Total FTE RN Positions	Total FTE LPN Positions	Total FTE CNA Positions	RN Vacancy Rate (%)	LPN Vacancy Rate (%)	CNA Vacancy Rate (%)
NCC Total	December 31, 2000	321.00	21.40	54.60	1,678.61	100.90	273.90	19.12%	21.21%	19.93%
KC & SC Total		87.85	6.30	7.50	907.80	112.00	161.25	9.68%	5.63%	4.65%
State Hospital Total		408.85	27.70	62.10	2,586.41	212.90	435.15	15.81%	13.01%	14.27%
NCC Total	March 31, 2001	349.70	19.20	58.50	1,770.61	120.90	276.90	20.83%	19.03%	21.13%
KC & SC Total		72.90	7.90	7.30	906.01	102.50	161.25	8.05%	7.71%	4.53%
State Hospital Total		422.60	27.10	65.80	2,676.62	223.40	438.15	15.79%	12.13%	15.02%
NCC Total	June 30, 2001	269.30	23.00	70.00	1,857.42	132.55	351.00	14.50%	17.35%	19.94%
KC & SC Total		60.90	4.30	13.20	928.01	102.50	164.20	6.56%	4.20%	8.04%
State Hospital Total		330.20	27.30	83.20	2,785.43	235.05	515.20	11.85%	11.61%	16.15%
NCC Total	September 30, 2001	254.10	21.50	9.00	1,987.67	144.77	352.22	12.78%	14.85%	2.56%
KC & SC Total		94.50	8.70	12.80	986.89	92.19	294.99	9.58%	9.44%	4.34%
State Hospital Total		348.60	30.20	21.80	2,974.56	236.96	647.21	11.72%	12.74%	3.77%
NCC Total	December 31, 2001	232.05	12.50	7.50	2,134.61	145.48	356.15	10.87%	8.59%	2.11%
KC & SC Total		70.30	5.30	10.00	1,006.09	92.19	293.79	6.99%	5.75%	3.40%
State Hospital Total		302.35	17.80	17.50	3,140.70	237.67	649.94	9.63%	7.49%	2.69%
NCC Total	March 31, 2002	252.25	12.00	12.00	2,264.50	137.15	426.95	11.14%	8.75%	2.81%
KC & SC Total		68.40	5.80	5.30	1,006.09	92.19	293.79	6.80%	6.29%	1.80%
State Hospital Total		320.65	17.80	17.30	3,270.59	229.34	720.74	9.80%	7.76%	2.40%
NCC Total	June 30, 2002	261.90	18.70	14.50	2,276.20	146.90	438.35	11.51%	12.73%	3.31%
KC & SC Total		73.90	10.40	7.30	1,006.09	98.19	293.79	7.35%	10.59%	2.48%
State Hospital Total		335.80	29.10	21.80	3,282.29	245.09	732.14	10.23%	11.87%	2.98%
NCC Total	September 30, 2002	286.70	16.00	7.90	2,514.60	194.54	534.99	11.40%	8.22%	1.48%
KC & SC Total		52.90	3.90	5.20	995.80	98.90	313.50	5.31%	3.94%	1.66%
State Hospital Total		339.60	19.90	13.10	3,510.40	293.44	848.49	9.67%	6.78%	1.54%
NCC Total	December 31, 2002	267.00	7.00	4.25	2,202.23	114.80	415.10	10.62%	3.60%	1.02%
KC & SC Total		43.10	1.50	5.00	995.80	102.60	308.80	4.33%	1.46%	1.62%
State Hospital Total		310.10	8.50	9.25	3,198.03	217.40	723.90	9.70%	3.91%	1.28%
NCC Total	March 31, 2003	343.15	14.50	4.00	2,406.71	241.05	429.60	14.26%	6.02%	0.93%
KC & SC Total		29.90	6.20	5.90	983.85	105.30	302.90	3.04%	5.89%	1.95%
State Hospital Total		373.05	20.70	9.90	3,390.56	346.35	732.50	11.00%	5.98%	1.35%
NCC Total	June 30, 2003	269.30	8.50	7.30	2,410.83	154.55	453.80	11.17%	5.50%	1.61%
KC & SC Total		20.80	7.40	4.30	1,001.00	105.50	296.10	2.08%	7.01%	1.45%
State Hospital Total		290.10	15.90	11.60	3,411.83	260.05	749.90	8.50%	6.11%	1.55%
NCC Total	September 30, 2003	247.25	9.55	7.60	2,397.31	154.58	451.85	10.31%	6.18%	1.68%
KC & SC Total		21.50	5.30	14.00	1,004.20	90.00	315.90	2.14%	5.89%	4.43%
State Hospital Total		268.75	14.85	21.60	3,401.51	244.58	767.75	7.90%	6.07%	2.81%
NCC Total	December 31, 2003	204.10	8.50	10.15	2,377.30	164.05	458.15	8.59%	5.18%	2.22%
KC & SC Total		53.00	6.00	21.52	1,039.80	92.86	319.52	5.10%	6.46%	6.74%
State Hospital Total		257.10	14.50	31.67	3,417.10	256.91	777.67	7.52%	5.64%	4.07%

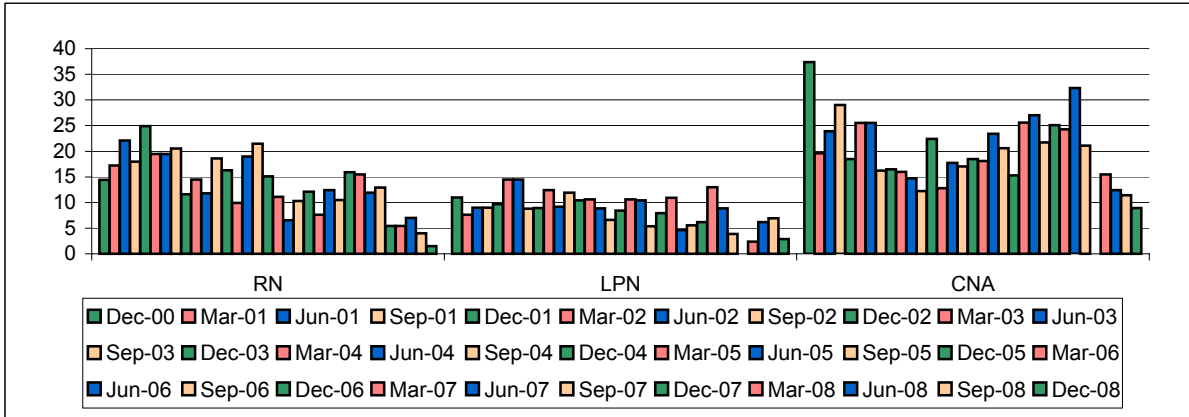
Delaware Healthcare Association
Nursing Workforce Vacancy
County and Statewide Trend Report

Hospital	Quarter Ending Date	Vacant RN FTE Positions	Vacant LPN FTE Positions	Vacant CNA FTE Positions	Total FTE RN Positions	Total FTE LPN Positions	Total FTE CNA Positions	RN Vacancy Rate (%)	LPN Vacancy Rate (%)	CNA Vacancy Rate (%)
NCC Total	March 31, 2004	175.10	6.40	13.65	2,221.02	140.80	434.05	7.88%	4.55%	3.14%
		33.20	4.60	24.00	1,002.20	94.70	316.40	3.31%	4.86%	7.59%
State Hospital Total		208.30	11.00	37.65	3,223.22	235.50	750.45	6.46%	4.67%	5.02%
NCC Total	June 30, 2004	194.60	4.50	4.00	2,471.49	136.10	433.45	7.87%	3.31%	0.92%
		41.50	2.70	30.10	1,060.40	85.60	317.70	3.91%	3.15%	9.47%
State Hospital Total		236.10	7.20	34.10	3,531.89	221.70	751.15	6.68%	3.25%	4.54%
NCC Total	September 30, 2004	177.10	5.50	8.50	2,486.21	144.90	452.90	7.12%	3.80%	1.88%
		65.70	0.90	27.60	1,113.30	101.10	316.10	5.90%	0.89%	8.73%
State Hospital Total		242.80	6.40	36.10	3,599.51	246.00	769.00	6.75%	2.60%	4.69%
NCC Total	December 31, 2004	210.55	2.40	10.70	2,562.46	142.00	448.90	8.22%	1.69%	2.38%
		62.90	3.10	20.20	1,117.70	102.50	315.10	5.63%	3.02%	6.41%
State Hospital Total		273.45	5.50	30.90	3,680.16	244.50	764.00	7.43%	2.25%	4.04%
NCC Total	March 31, 2005	217.95	3.50	12.70	2,598.25	140.30	473.60	8.38%	2.49%	2.68%
		62.10	5.20	18.60	1,091.40	110.40	315.90	5.69%	4.71%	5.89%
State Hospital Total		279.95	8.70	31.30	3,689.65	250.70	789.50	7.59%	3.47%	3.96%
NCC Total	June 30, 2005	207.24	4.50	7.40	2,683.44	138.00	459.60	7.72%	3.26%	1.61%
		52.10	12.20	14.40	1,120.40	110.79	286.50	4.65%	11.01%	5.03%
State Hospital Total		259.34	16.70	21.80	3,803.84	248.79	746.10	6.82%	6.71%	2.92%
NCC Total	September 30, 2005	189.15	3.10	10.00	2,663.98	134.20	459.90	7.10%	2.31%	2.17%
		87.40	3.40	14.15	1,215.90	103.20	312.50	7.19%	3.29%	4.53%
State Hospital Total		276.55	6.50	24.15	3,879.88	237.40	772.40	7.13%	2.74%	3.13%
NCC Total	December 31, 2005	177.05	5.10	9.00	2,668.77	133.25	457.90	6.63%	3.83%	1.97%
		84.45	3.30	13.56	1,151.90	95.70	294.90	7.33%	3.45%	4.60%
State Hospital Total		261.50	8.40	22.56	3,820.67	228.95	752.80	6.84%	3.67%	3.00%
NCC Total	March 31, 2006	182.35	5.60	12.20	2,721.88	126.35	449.35	6.70%	4.43%	2.72%
		63.15	2.60	18.00	1,143.50	98.00	310.20	5.52%	2.65%	5.80%
State Hospital Total		245.50	8.20	30.20	3,865.38	224.35	759.55	6.35%	3.66%	3.98%
NCC Total	June 30, 2006	176.25	3.80	18.90	2,456.61	126.05	324.30	7.17%	3.01%	5.83%
		29.30	0.00	15.30	1,143.50	96.20	302.90	2.56%	0.00%	5.05%
State Hospital Total		205.55	3.80	34.20	3,600.11	222.25	627.20	5.71%	1.71%	5.45%
NCC Total	September 30, 2006	172.76	2.00	21.30	2,462.32	129.05	360.10	7.02%	1.55%	5.92%
		62.65	0.00	14.95	1,142.30	93.37	303.85	5.48%	0.00%	4.92%
State Hospital Total		235.41	2.00	36.25	3,604.62	222.42	663.95	6.53%	0.90%	5.46%
NCC Total	December 31, 2006	149.26	3.20	44.50	3,087.90	141.03	393.90	4.83%	2.27%	11.30%
		48.50	0.00	27.50	1,142.30	102.90	302.90	4.25%	0.00%	9.08%
State Hospital Total		197.76	3.20	72.00	4,230.20	243.93	696.80	4.67%	1.31%	10.33%
NCC Total	March 31, 2007	175.55	12.10	43.30	3,153.64	137.88	509.55	5.57%	8.78%	8.50%
		71.65	0.90	25.10	1,142.30	102.90	302.90	6.27%	0.87%	8.29%
State Hospital Total		247.20	13.00	68.40	4,295.94	240.78	812.45	5.75%	5.40%	8.42%
NCC Total	June 30, 2007	165.75	8.05	40.20	3,195.65	136.73	503.75	5.19%	5.89%	7.98%
		51.05	3.00	30.43	1,142.30	102.90	302.90	4.47%	2.92%	10.05%
State Hospital Total		216.80	11.05	70.63	4,337.95	239.63	806.65	5.00%	4.61%	8.76%

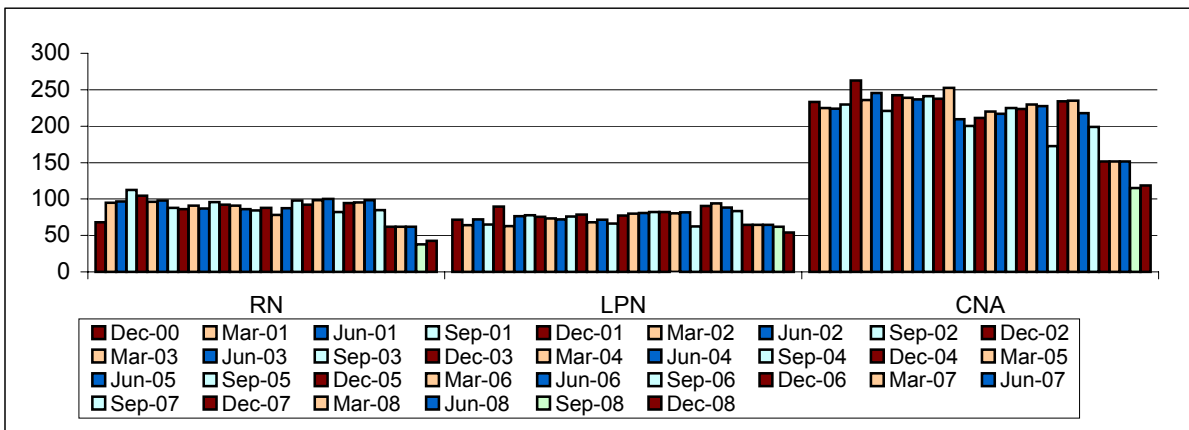
Delaware Healthcare Association
Nursing Workforce Vacancy
County and Statewide Trend Report

Hospital	Quarter Ending Date	Vacant RN FTE Positions	Vacant LPN FTE Positions	Vacant CNA FTE Positions	Total FTE RN Positions	Total FTE LPN Positions	Total FTE CNA Positions	RN Vacancy Rate (%)	LPN Vacancy Rate (%)	CNA Vacancy Rate (%)
NCC Total		161.69	6.30	30.60	3,300.83	135.48	512.66	4.90%	4.65%	5.97%
KC & SC Total	September 30, 2007	59.55	1.00	26.30	1,147.85	98.60	287.20	5.19%	1.01%	9.16%
State Hospital Total		221.24	7.30	56.90	4,448.68	234.08	799.66	4.97%	3.12%	7.11%
NCC Total		105.40	5.30	24.50	3,191.93	131.64	504.24	3.30%	4.03%	4.86%
KC & SC Total	December 31, 2007	60.40	0.00	20.80	1,147.85	98.60	287.20	5.26%	0.00%	7.24%
State Hospital Total		165.80	5.30	45.30	4,339.78	230.24	791.44	3.82%	2.30%	5.72%
NCC Total		94.20	1.90	18.10	3,341.74	129.67	495.25	2.82%	1.47%	3.65%
KC & SC Total	March 31, 2008	39.60	0.00	15.75	1,176.60	90.15	270.80	3.37%	0.00%	5.82%
State Hospital Total		133.80	1.90	33.85	4,518.34	219.82	766.05	2.96%	0.86%	4.42%
NCC Total		95.20	2.20	18.50	3,308.89	128.47	489.65	2.88%	1.71%	3.78%
KC & SC Total	June 30, 2008	44.65	0.00	9.85	1,196.40	92.45	267.85	3.73%	0.00%	3.68%
State Hospital Total		139.85	2.20	28.35	4,505.29	220.92	757.50	3.10%	1.00%	3.74%
NCC Total		111.55	6.20	15.20	3,360.08	128.58	436.96	3.32%	4.82%	3.48%
KC & SC Total	September 30, 2008	44.40	1.80	10.20	1,274.85	93.65	262.25	3.48%	1.92%	3.89%
State Hospital Total		155.95	8.00	25.40	4,634.93	222.23	699.21	3.36%	3.60%	3.63%
NCC Total		120.25	11.90	34.90	3,346.85	133.98	415.60	3.59%	8.88%	8.40%
KC & SC Total	December 31, 2008	29.60	0.00	7.30	1,286.30	92.00	259.40	2.30%	0.00%	2.81%
State Hospital Total		149.85	11.90	42.20	4,633.15	225.98	675.00	3.23%	5.27%	6.25%

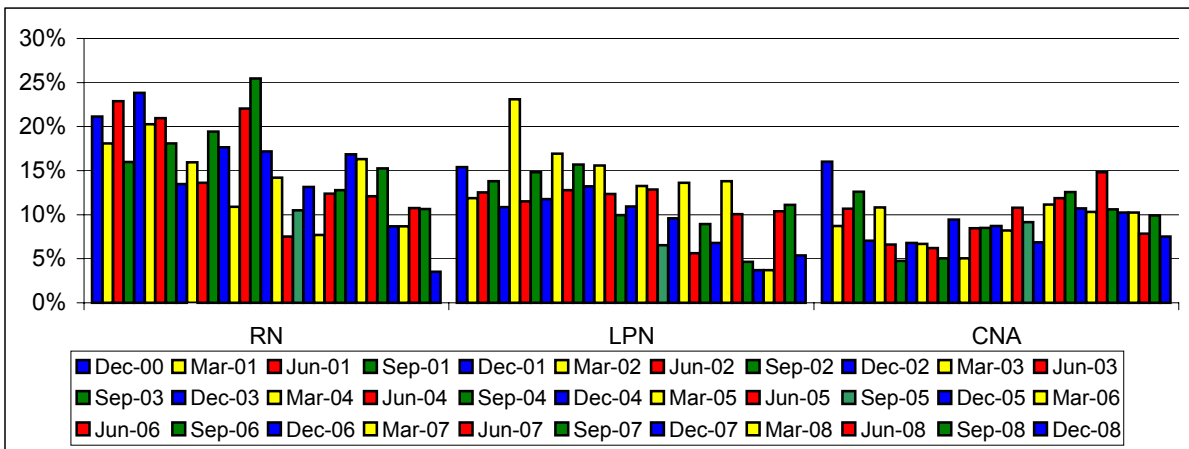
**Delaware Healthcare Association
Nursing Workforce Vacancy Trend Report
Hospital Affiliated Long Term Care (LTC) Nursing Workforce (RN, LPN, CNA)
Statewide Hospital Affiliated LTC Nursing Workforce – Vacant FTE Positions**



Statewide Hospital Affiliated LTC Nursing Workforce – Total FTE Nursing Positions



Statewide Hospital Affiliated LTC Nursing Workforce – FTE Vacancy Percentage



Note: Hospital Affiliated Long Term Care data can not be broken into County data since facilities were sold after December 2000.

Delaware Healthcare Association
Nursing Workforce Vacancy
County and Statewide Trend Report

Hospital Affiliated LTC Facilities	Quarter Ending Date Hospital Affiliated Long Term Care	Vacant RN FTE Positions	Vacant LPN FTE Positions	Vacant CNA FTE Positions	Total FTE RN Positions	Total FTE LPN Positions	Total FTE CNA Positions	RN Vacancy Rate (%)	LPN Vacancy Rate (%)	CNA Vacancy Rate (%)
NCC Total	December 31, 2000	8.90	7.50	22.40	39.30	42.00	159.40	22.65%	17.86%	14.05%
KC & SC Total		5.50	3.50	15.00	28.80	29.50	74.00	19.10%	11.86%	20.27%
State Hospital Total		14.40	11.00	37.40	68.10	71.50	233.40	21.15%	15.38%	16.02%
NCC Total	March 31, 2001	14.60	6.00	15.60	67.80	40.00	140.40	37.15%	14.29%	9.79%
KC & SC Total		2.60	1.60	4.00	27.20	24.05	84.70	9.56%	6.65%	4.72%
State Hospital Total		17.20	7.60	19.60	95.00	64.05	225.10	18.11%	11.87%	8.71%
NCC Total	June 30, 2001	18.10	7.00	16.90	73.20	42.00	141.90	24.73%	16.67%	11.91%
KC & SC Total		4.00	2.00	7.00	23.40	29.90	82.00	17.09%	6.69%	8.54%
State Hospital Total		22.10	9.00	23.90	96.60	71.90	223.90	22.88%	12.52%	10.67%
NCC Total	September 30, 2001	15.60	7.50	19.00	74.20	42.00	144.30	21.02%	17.86%	13.17%
KC & SC Total		2.40	1.50	10.00	38.40	23.20	85.50	6.25%	6.47%	11.70%
State Hospital Total		18.00	9.00	29.00	112.60	65.20	229.80	15.99%	13.80%	12.62%
NCC Total	December 31, 2001	18.50	6.50	12.00	77.60	46.50	143.30	23.84%	13.98%	8.37%
KC & SC Total		6.40	3.20	6.50	26.90	42.90	119.40	23.79%	7.46%	5.44%
State Hospital Total		24.90	9.70	18.50	104.50	89.40	262.70	23.83%	10.85%	7.04%
NCC Total	March 31, 2002	17.50	12.00	21.50	61.60	36.50	150.80	28.41%	32.88%	14.26%
KC & SC Total		2.00	2.50	4.00	34.60	26.30	85.00	5.78%	9.51%	4.71%
State Hospital Total		19.50	14.50	25.50	96.20	62.80	235.80	20.27%	23.09%	10.81%
NCC Total	June 30, 2002	17.50	5.00	13.20	65.50	46.50	153.50	26.72%	10.75%	8.60%
KC & SC Total		3.00	3.80	3.00	32.30	29.90	92.17	9.29%	12.71%	3.25%
State Hospital Total		20.50	8.80	16.20	97.80	76.40	245.67	20.96%	11.52%	6.59%
NCC Total	September 30, 2002	13.90	8.10	6.00	64.00	48.00	154.30	21.72%	16.88%	3.89%
KC & SC Total		2.00	3.40	4.50	23.87	29.57	66.59	8.38%	11.50%	6.76%
State Hospital Total		15.90	11.50	10.50	87.87	77.57	220.89	18.09%	14.83%	4.75%
NCC Total	December 31, 2002	10.60	6.40	9.50	59.10	48.00	148.20	16.56%	13.33%	6.16%
KC & SC Total		1.00	2.50	7.00	26.90	27.70	94.10	3.72%	9.03%	7.44%
State Hospital Total		11.60	8.90	16.50	86.00	75.70	242.30	13.49%	11.76%	6.81%
NCC Total	March 31, 2003	11.50	10.40	9.50	60.60	44.00	147.60	18.98%	23.64%	6.44%
KC & SC Total		3.00	2.00	6.50	30.40	29.20	91.30	9.87%	6.85%	7.12%
State Hospital Total		14.50	12.40	16.00	91.00	73.20	238.90	15.93%	16.94%	6.70%
NCC Total	June 30, 2003	10.80	9.20	10.80	62.85	44.30	153.80	17.18%	20.77%	7.02%
KC & SC Total		1.00	0.00	3.90	23.90	27.70	82.80	4.18%	0.00%	4.71%
State Hospital Total		11.80	9.20	14.70	86.75	72.00	236.60	13.60%	12.78%	6.21%
NCC Total	September 30, 2003	16.60	11.90	10.30	72.40	48.50	157.90	22.93%	24.54%	6.52%
KC & SC Total		2.00	0.00	1.90	23.30	27.40	83.40	8.58%	0.00%	2.28%
State Hospital Total		18.60	11.90	12.20	95.70	75.90	241.30	19.44%	15.68%	5.06%
NCC Total	December 31, 2003	13.80	9.00	14.90	72.10	49.30	158.40	19.14%	18.26%	9.41%
KC & SC Total		2.50	1.40	7.50	20.30	29.30	79.20	12.32%	4.78%	9.47%
State Hospital Total		16.30	10.40	22.40	92.40	78.60	237.60	17.64%	13.23%	9.43%

Delaware Healthcare Association
Nursing Workforce Vacancy
County and Statewide Trend Report

Hospital Affiliated LTC Facilities	Quarter Ending Date Hospital Affiliated Long Term Care	Vacant RN FTE Positions	Vacant LPN FTE Positions	Vacant CNA FTE Positions	Total RN Positions	Total LPN Positions	Total CNA Positions	Total FTE RN Positions	Total FTE LPN Positions	Total FTE CNA Positions	RN Vacancy Rate (%)	LPN Vacancy Rate (%)	CNA Vacancy Rate (%)
NCC Total	March 31, 2004	8.50	7.08	9.57	62.55	35.18	152.00	62.55	35.18	152.00	13.59%	20.13%	6.30%
KC & SC Total		1.40	3.50	3.20	28.30	32.80	100.70	28.30	32.80	100.70	4.95%	10.67%	3.18%
State Hospital Total	June 30, 2004	9.90	10.58	12.77	90.85	67.98	252.70	90.85	67.98	252.70	10.90%	15.56%	5.05%
NCC Total		16.90	4.50	12.65	62.90	42.40	122.20	62.90	42.40	122.20	26.87%	10.61%	10.35%
KC & SC Total	September 30, 2004	2.10	4.35	5.10	23.35	29.20	87.41	23.35	29.20	87.41	8.99%	14.90%	5.83%
State Hospital Total		19.00	8.85	17.75	86.25	71.60	209.61	86.25	71.60	209.61	22.03%	12.36%	8.47%
NCC Total	December 30, 2004	17.10	2.60	8.25	62.30	38.60	115.40	62.30	38.60	115.40	27.45%	6.74%	7.15%
KC & SC Total		4.35	4.00	8.80	21.90	27.80	85.10	21.90	27.80	85.10	19.86%	14.39%	10.34%
State Hospital Total	March 31, 2005	21.45	6.60	17.05	84.20	66.40	200.50	84.20	66.40	200.50	25.48%	9.94%	8.50%
NCC Total		10.75	4.00	10.15	62.70	46.00	117.95	62.70	46.00	117.95	17.15%	8.70%	8.61%
KC & SC Total	June 30, 2005	4.35	4.45	8.32	25.20	31.30	93.52	25.20	31.30	93.52	17.26%	14.22%	8.90%
State Hospital Total		15.10	8.45	18.47	87.90	77.30	211.47	87.90	77.30	211.47	17.18%	10.93%	8.73%
NCC Total	September 30, 2005	8.20	5.00	14.45	51.50	48.50	128.30	51.50	48.50	128.30	15.92%	10.31%	11.26%
KC & SC Total		2.90	5.60	3.62	26.70	31.50	91.62	26.70	31.50	91.62	10.86%	17.78%	3.95%
State Hospital Total	December 31, 2005	11.10	10.60	18.07	78.20	80.00	219.92	78.20	80.00	219.92	14.19%	13.25%	8.22%
NCC Total		4.65	5.00	13.65	60.61	48.40	124.70	60.61	48.40	124.70	7.67%	10.33%	10.95%
KC & SC Total	March 31, 2006	1.91	5.40	9.72	26.70	32.50	92.12	26.70	32.50	92.12	7.15%	16.62%	10.55%
State Hospital Total		6.56	10.40	23.37	87.31	80.90	216.82	87.31	80.90	216.82	7.51%	12.86%	10.78%
NCC Total	June 30, 2006	6.50	1.70	11.20	72.80	49.20	137.80	72.80	49.20	137.80	8.93%	3.46%	8.13%
KC & SC Total		3.80	3.66	9.41	25.30	32.80	87.22	25.30	32.80	87.22	15.02%	11.16%	10.79%
State Hospital Total	September 30, 2006	10.30	5.36	20.61	98.10	82.00	225.02	98.10	82.00	225.02	10.50%	6.54%	9.16%
NCC Total		9.40	4.20	5.90	66.30	49.00	132.30	66.30	49.00	132.30	14.18%	8.57%	4.46%
KC & SC Total	December 31, 2006	2.70	3.70	9.41	25.80	33.30	91.12	25.80	33.30	91.12	10.47%	11.11%	10.33%
State Hospital Total		12.10	7.90	15.31	92.10	82.30	223.42	92.10	82.30	223.42	13.14%	9.60%	6.85%
NCC Total	March 31, 2007	4.50	4.40	15.60	71.80	48.10	138.60	71.80	48.10	138.60	6.27%	9.15%	11.26%
KC & SC Total		3.10	6.55	10.01	26.80	32.30	91.12	26.80	32.30	91.12	11.57%	20.28%	10.99%
State Hospital Total	June 30, 2007	7.60	10.95	25.61	98.60	80.40	229.72	98.60	80.40	229.72	7.71%	13.62%	11.15%
NCC Total		8.80	1.00	20.40	72.05	51.00	136.40	72.05	51.00	136.40	12.21%	1.96%	14.96%
KC & SC Total	September 30, 2007	3.60	3.60	6.62	28.20	30.90	91.22	28.20	30.90	91.22	12.77%	11.65%	7.26%
State Hospital Total		12.40	4.60	27.02	100.25	81.90	227.62	100.25	81.90	227.62	12.37%	5.62%	11.87%
NCC Total	December 31, 2007	6.90	2.00	11.70	54.85	30.40	81.20	54.85	30.40	81.20	12.58%	6.58%	14.41%
KC & SC Total		3.60	3.55	10.02	27.20	31.80	91.42	27.20	31.80	91.42	13.24%	11.16%	10.96%
State Hospital Total	March 31, 2008	10.50	5.55	21.72	82.05	62.20	172.62	82.05	62.20	172.62	12.80%	8.92%	12.58%
NCC Total		9.20	3.20	15.50	67.60	57.80	142.30	67.60	57.80	142.30	13.61%	5.54%	10.89%
KC & SC Total	June 30, 2008	6.70	2.95	9.59	26.80	32.80	92.02	26.80	32.80	92.02	25.00%	8.99%	10.42%
State Hospital Total		15.90	6.15	25.09	94.40	90.60	234.32	94.40	90.60	234.32	16.84%	6.79%	10.71%
NCC Total	September 30, 2008	9.20	10.00	14.90	68.30	61.00	147.00	68.30	61.00	147.00	13.47%	16.39%	10.14%
KC & SC Total		6.30	2.95	9.38	26.80	32.80	88.12	26.80	32.80	88.12	23.51%	8.99%	10.64%
State Hospital Total	December 31, 2008	15.50	12.95	24.28	95.10	93.80	235.12	95.10	93.80	235.12	16.30%	13.81%	10.33%
NCC Total		10.50	3.65	13.00	72.00	57.45	137.00	72.00	57.45	137.00	14.58%	6.35%	9.49%
KC & SC Total	March 31, 2009	1.40	5.20	19.30	26.30	30.65	81.00	26.30	30.65	81.00	5.32%	16.97%	23.83%
State Hospital Total		11.90	8.85	32.30	98.30	88.10	218.00	98.30	88.10	218.00	12.11%	10.05%	14.82%

Delaware Healthcare Association
Nursing Workforce Vacancy
County and Statewide Trend Report

Hospital Affiliated LTC Facilities	Quarter Ending Date Hospital Affiliated Long Term Care	Vacant RN FTE Positions		Vacant LPN FTE Positions		Vacant CNA FTE Positions		Total FTE RN Positions		Total FTE LPN Positions		Total FTE CNA Positions		RN Vacancy Rate (%)		LPN Vacancy Rate (%)		CNA Vacancy Rate (%)	
NCC Total	September 30, 2007	11.00	2.20	7.00	58.30	54.00	123.10	18.87%	4.07%	5.69%									
KC & SC Total		1.90	1.70	14.10	26.30	29.65	75.67	7.22%	5.73%	18.63%									
State Hospital Total		12.90	3.90	21.10	84.60	83.65	198.77	15.25%	4.66%	10.62%									
State Hospital Total	December 31, 2007	5.40	2.40	15.50	62.10	64.60	151.40	8.70%	3.72%	10.24%									
State Hospital Total	March 31, 2008	7.40	5.00	11.50	61.10	65.40	155.30	12.11%	7.65%	7.41%									
State Hospital Total	June 30, 2008	7.00	6.20	12.40	65.10	59.70	158.10	10.75%	10.39%	7.84%									
State Hospital Total	September 30, 2008	4.00	6.90	11.40	37.60	62.00	115.00	10.64%	11.13%	9.91%									
State Hospital Total	December 31, 2008	1.50	2.90	8.90	42.60	54.00	118.50	3.52%	5.37%	7.51%									

The ***Delaware Healthcare Association*** is a statewide trade and membership services organization that exists to represent and serve hospitals, health systems and related health care organizations in their role of providing a continuum of appropriate, cost-effective, quality care to improve the health of the people of Delaware.



The ***Delaware Healthcare Association*** is dedicated to providing its members the resources needed to stay current about health care issues and their impact.



The ***Delaware Healthcare Association*** recognizes that the provision of health care services is constantly evolving and changing to better serve patients and their communities.



The ***Delaware Healthcare Association*** promotes effective change in the provision of health care services through collaboration and consensus building on health care issues at the State and Federal levels.



The ***Delaware Healthcare Association*** provides effective advocacy, representation, timely communication and information to its members.



Members:

Alfred I. duPont Hospital for Children

Alfred I. duPont Hospital for Children
duPont Hospital for Children Pediatric Practices
Nemours Center for Health Prevention and Services
duPont Hospital for Children Nemours Cardiac Center
Nemours Children's Clinics
Nemours Health Clinic

Bayhealth Medical Center

Kent General Hospital
Milford Memorial Hospital

Beebe Medical Center

Beebe Medical Center

Christiana Care Health System

Christiana Hospital
Wilmington Hospital
Eugene duPont Preventative Medicine and Rehabilitation Institute

Nanticoke Health Services

Nanticoke Memorial Hospital
LifeCare at Lofland Park

St. Francis Health Services

St. Francis Hospital
Franciscan Care Center at Brackenville

Veterans Affairs Medical & Regional Office Center



Associate Members:

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