

Nursing Webinar Series

Best Practices for State-Level Nursing Data Collection





Nurse Workforce Data Collection

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Executive Director



Addressing Nurse Workforce Issues for the Health of Florida

Visit our site at: www.FLCenterForNursing.org

How the FCN Came to Be

- Collaborative Effort of FNA; FONE; FHA; Deans & Directors
- Modeled after the North Carolina Center for Nursing
- Established in law (FS 464.0195) 2001; First Meeting in 2002
- Purpose – to address issues related to nursing manpower in Florida
- Overseen by 16 member Board appointed by the Governor's Office
- Obligation is to the people of Florida
- Vision
 - To be the definitive source for information, research, and strategies addressing the dynamic nurse workforce needs in Florida.*
- Housed at the University of Central Florida in Orlando



Supply Data

- 2003 Analysis of FL Nurse Licensure Data
 - Gap between “licensees” and “nurse workforce” > 50,000
 - Contained regulatory not workforce data
- Collaboration with Board of Nursing
 - 2004 Notice & Invitation to Participate in Nurse Workforce Survey
 - 2007 Insertion of Nurse Workforce Survey within the Online License Renewal System
- 2009 Minimum Nurse Supply Dataset in Use
- Analysis & Reports Generated every 2 Years (> 90% participation)
- Gap between Licensees and Nurse Workforce as of December 2015

102,883 Registered Nurses



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Demand Data

- 2007 Paper Survey of 5 Industry Groups
 - Hospitals; Skilled Nursing Facilities; Home Health Agencies; Public Health Departments; Hospices
 - 678 of 1,818 surveys returned (37.3%)
- 2009 Added Psychiatric Hospitals
- 2015 Paper Survey of 6 Industry Groups
 - Home Health Agencies and Skilled Nursing Facilities – randomized sample of 50% of facilities
 - 288 of 1,441 surveys returned (20%)
 - Findings
 - 12,493 Vacancies + 9,947 New Positions = 22,440 RN's Needed in FL
 - Difficult to Fill Positions – Want higher education &/or experience.



Education Data

- Electronic Survey Distributed by FCN Directly to Deans/Directors
- Collects Student and Faculty Information
- 2007: 140 of 149 pre-licensure LPN & RN Program surveys returned (94%)
- 2016: 326 nurse education programs in Florida
 - 68 of 135 LPN program surveys returned (50%)
 - 78 of 154 ADN program surveys returned (51%)
 - 22 of 37 BSN & Higher program surveys returned (59%)
 - Results to be reported comparing state programs to all responders
- 2017 Legislation filed that would mandate participation in FCN data collection



FCN Funding

- Line Item State Budget from 2007-2010 and in 2015
- Donations from Nurses & Nurse Organizations ~ \$35,000/year
- Florida Blue Foundation Grants
- Project Grants
- In Kind Contribution from the University
 - Space
 - Human Resource & Fiscal Services
 - IT Support
 - Ability to Purchase within State System



Demonstrating Value

- Acknowledged Quality of Data Reported
- Ability to Provide Trends and Forecast
- Information Published at Statewide and Regional Levels
- Provide Testimony for Florida Legislature
- Data Utilized by Legislators & Staff to Justify Proposals
- Data Available to Public
 - Extensively used in grant applications
 - Provide justification for new programs and/or program growth
 - Used by Venture Capitalists



Challenges & Opportunities

Challenges

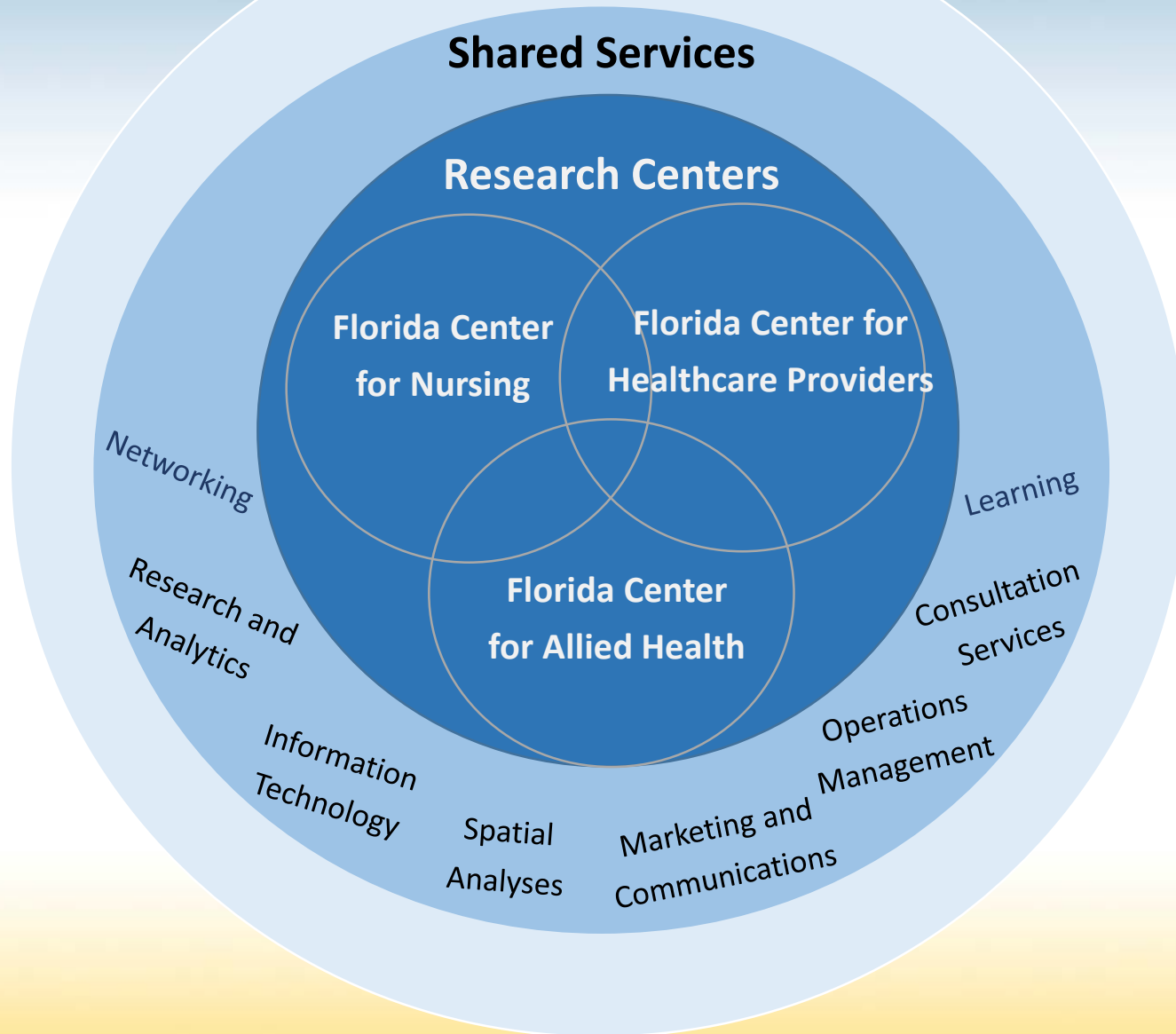
- Early
 - Differentiation from other Nursing groups
 - State Agency Cooperation
 - Building Trust
- Funding
- Survey Response Rates
- Fitting into an Academic Model

Opportunities

- Ability to Make a Difference
- Influencing Policy
- Collaboration with State Agencies
- Program Development
- Expansion to All Health Professions/Occupations



Healthcare Workforce Research Institute of Florida



For more information or to follow our work:

www.FLCenterForNursing.org

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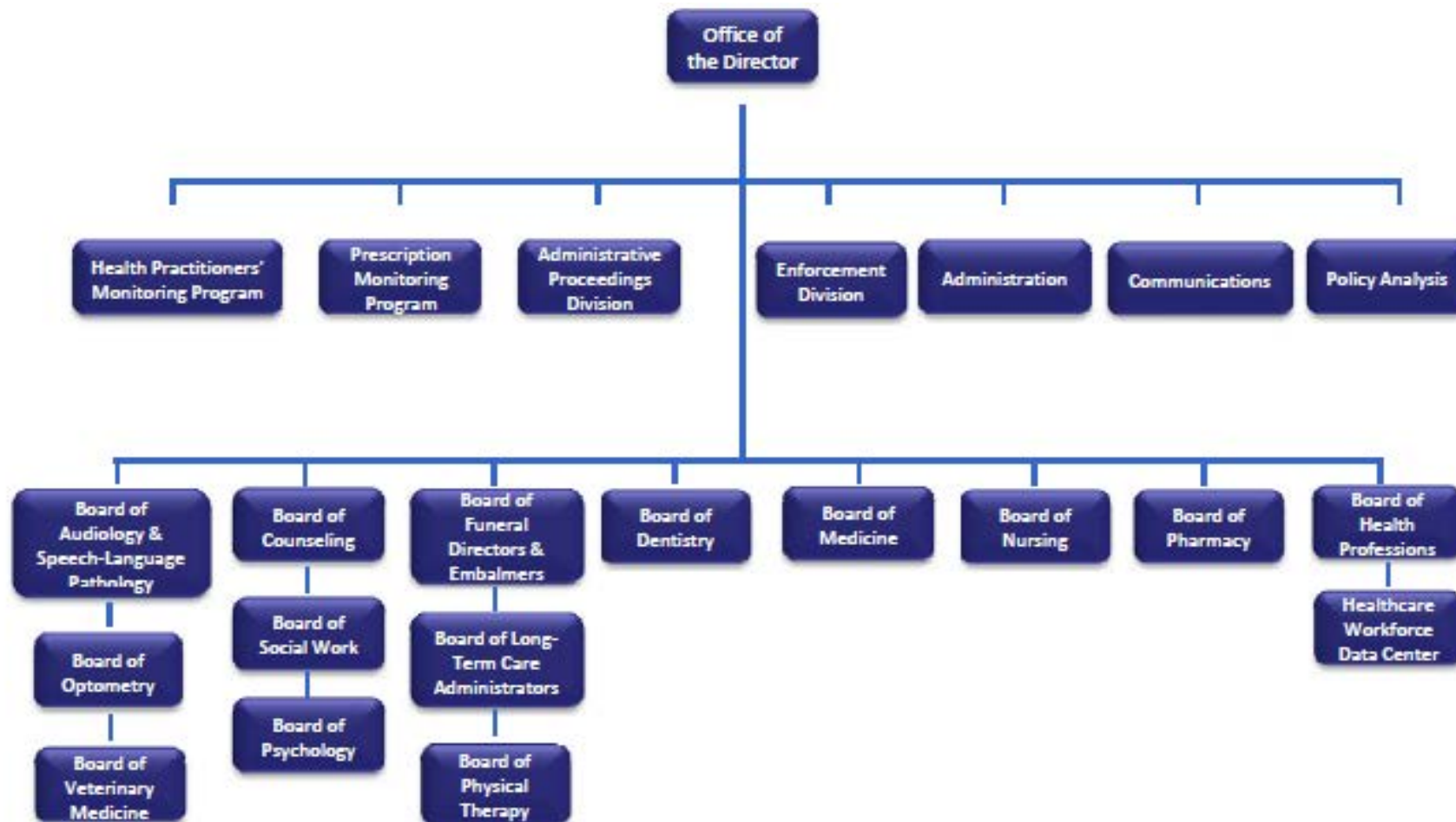
Best Practices for State-Level Nursing Workforce Data Collection

Virginia Department of Health Professions
Healthcare Workforce Data Center
Elizabeth Carter, PhD
Director

Health Workforce Technical Assistance Center Webinar
January 24, 2017



Virginia Department of Health Professions Organizational Chart



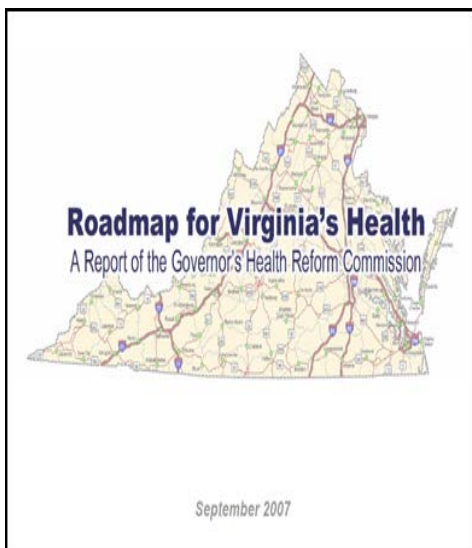


Background

Governor's commission
recommendation &
Legislation authorizing
data collection

Over 100 stakeholders and
national consultants
collaborated to determine
key questions and the "holes"
in existing data sources.

Multiple profession-
specific surveys
created & launched in
the online licensure
renewal system.
RN/LPN Education
surveys covered, as
well.



2007 & 2009



2008 - 2010



2010 - present



Mission

*The mission of the DHP Healthcare Workforce Data Center's (DHP HWDC) is to **improve the data collection and measurement of Virginia's healthcare workforce** through regular assessment of workforce supply and demand issues among the more than 60 professions and over 350,000 practitioners licensed in Virginia by DHP.*

***DHP healthcare workforce data is provided online to ensure accessibility of the findings** among healthcare decision makers, hospital systems, academic institutions and constituents statewide.*



Standardized
HWDC Methodology and Glossary

<http://www.dhp.virginia.gov/hwdc/docs/MethodologyandGlossary.pdf>



“CareForce” Factors – Same Across Professions

License and renewal statistics, Within and NOT within Virginia’s workforce
Demographics, Childhood and Educational Background (Rural/Urban,
Education in Virginia/level(s) attained here).

Highest degree, Educational debt

Current employment situation, Salary and Compensation, Job Satisfaction,
Labor Market Last 12 months

Work Sector (Private, public, for profit, non-profit, federal government,
military, veterans administration)

Work Setting (Private practice solo/group, Hospital/health system
inpatient/outpatient, Long-term care, Home health)

Work role (% patient care, administration/supervision, education,
research)

Retirement expectations (under 60, under 65 either if 50 or younger, in 2
years, in 10 years)



Data Products Today

www.dhp.virginia.gov/hwdc/

Tumblr: www.vahwdc.tumblr.com –

Twitter: @DHP_HWDC

Profession Reports (www.dhp.virginia.gov/hwdc/findings.htm)

The HWDC Profession Reports are the mainstay of the HWDC's data products. They provide a statewide look at the healthcare workforce on a profession-by-profession basis. Profession reports are published following the end of the data collection period. Profession reports include HWDC CareForce Indicators as well as more detailed information pertaining to the professions.

Virginia CareForce Snapshots (vahwdc.tumblr.com/VACareForceSnapshot) **INTERACTIVE**

The Virginia CareForce Snapshot is a compilation of the CareForce indicators for all professions, statewide, in a given HWDC survey year. The Careforce Snapshot, updated annually in spring, provide an interactive guide to compare CareForce Indicators across professions.



Regional CareForce Snapshot (www.vahwdc.tumblr.com/RegionalCareforce) INTERACTIVE

Produced in collaboration with the Virginia Healthcare Workforce Development Authority, (VHWDA) our Regional CareForce Products provide an interactive guide to the CareForce in each of Virginia's eight AHEC regions. Regional Reports are updated each spring.

Student Choice (www.vahwdc.tumblr.com/StudentChoice) INTERACTIVE

Our interactive Student Choice page uses HWDC data and data from the Bureau of Labor Statistics to help students begin thinking about health careers and education. This tool highlights the interoperability of HWDC data and how it can be used in analysis and decision making.

Virginia Health Workforce Briefs (www.dhp.virginia.gov/hwdc/briefs.htm)

The Healthcare Workforce Data Center's *Virginia Healthcare Workforce Briefs* provide timely indicators of the strength of Virginia's healthcare labor market in an accessible format. Information in these briefs is based on data provided by the US Department of Labor, Bureau of Labor Statistics and the US Department of Commerce, Bureau of Economic Analysis. The briefs consist of three series:

- *Series 1: State & National Employment (Monthly)*
 - *Series 2: Virginia Regional & Sectoral Employment (Monthly)*
 - *Series 3: Income & Compensation (Quarterly)*
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Profession Surveys – more planned

Every March:

Assisted Living Facility Administrators
Dental Hygienists
Dentists
Nursing Home Administrators

Every June:

Funeral Service Licensees
Licensed Clinical Psychologists
Licensed Professional Counselors

June, Odd Years, every June 2017 on
Licensed Clinical Social Workers

Every August (biennially by birth month)

Certified Nurse Aides
Licensed Practical Nurses
Nurse Practitioners
Registered Nurses

Every December

Audiologists
Occupational Therapists
Occupational Therapy Assistants
Optometrists
Pharmacists
Pharmacy Technicians
Respiratory Therapists
Radiological Technologists
Speech-Language Pathologists

December, Odd Years
Physician Assistants

December, Even Years (birth month)

Doctors of Osteopathy
Medical Doctors
Physical Therapists
Physical Therapy Assistants

**Response
rates are
HIGH,
averaging
85%**



Profession Report & Virginia “CareForce” Snapshot

Virginia's Registered Nurse Workforce: 2013

Healthcare Workforce Data Center

February 2014

Virginia Department of Health Professions
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Virginia CareForce Snapshot

Introduction: Virginia (VA) Healthcare Careforce Snapshot.	Virginia (VA) workforce information by profession type, p...	Full Time Equivalency (FTE) unit is a good measure of workforce...	Demographic information on VA workforce population ...	Background information on VA healthcare workforce...	Though licensed in the state, some healthcare professio...	Click here for highest degree attai...
Workforce Participation		Profession Type All	Year All			
Profession Type	Average FTEs per Worker	Average FTEs per Worker, Female	Average FTEs per Worker, Male	Gender Effect (Partial Eta Squared)	Age Effect (Partial Eta Squared)	
Allied Health	0.50	0.53	0.61	0.01	0.01	
Behavioral Health	0.91	0.92	1.04	0.01	0.02	
Long-term Care Administrators	1.16	1.20	1.17	0.00	0.01	
NP, MD, DO, and PA	0.61	0.61	0.90	0.01	0.01	
Nursing	0.95	0.94	1.03	0.00	0.00	
Optometrist	0.66	0.64	0.97	0.03	0.03	
Oral Health	0.76	0.76	0.64	0.00	0.01	
Pharmacy	0.64	0.67	0.90	0.01	0.03	



Regional CareForce and Regional Detail

- Region
- Blue Ridge AHEC
 - Capital AHEC
 - Eastern AHEC
 - Northern AHEC
 - Rappahannock AHEC
 - South Central AHEC
 - Southwest AHEC
 - Southwest AHEC
- Profession Type
- AB

Directions:
Scroll down to view the entire dashboard

Select an AHEC region to the left to view data for that region in the Data Table below.

Select a Profession Type to the left or below to the right to only view professions in that category in the table and in the Dashboard.

For information and definitions view our Methodology and Glossary. <http://www.dhp.virginia.gov/hwdc/docs/MethodologyandGlossary.pdf>



Nurse Practitioner Data is based in a non-standard survey. Please see the 2013 Nurse Practitioner Report for definitions of indicators.

Full-time Equivalency Units (FTEs)

FTEs per 1,000 Residents

Licensure per FTE

Percent to retire within 10 years

% Female

Median Age

Infant Childbirth

Infant Childbirth

Infant Childbirth

Employment Instability, past year

Employed over 2 years

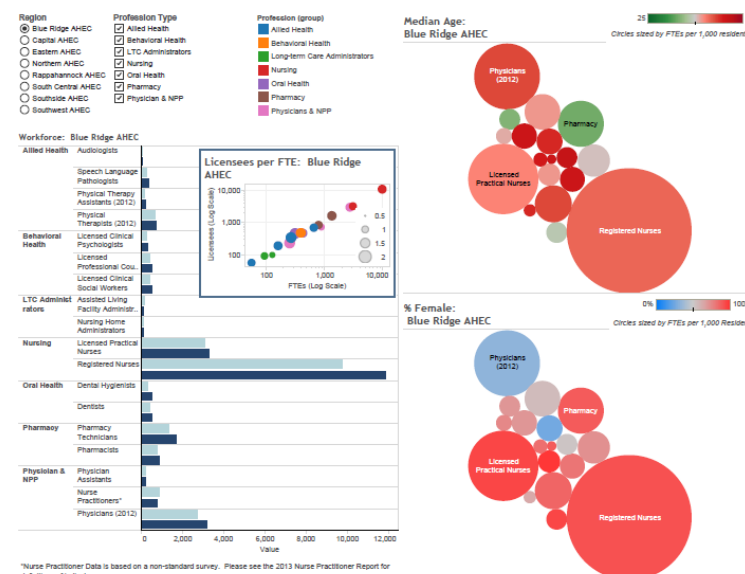
Vivante Practice

Hospital or Health System

Long-Term Care

Federal Government

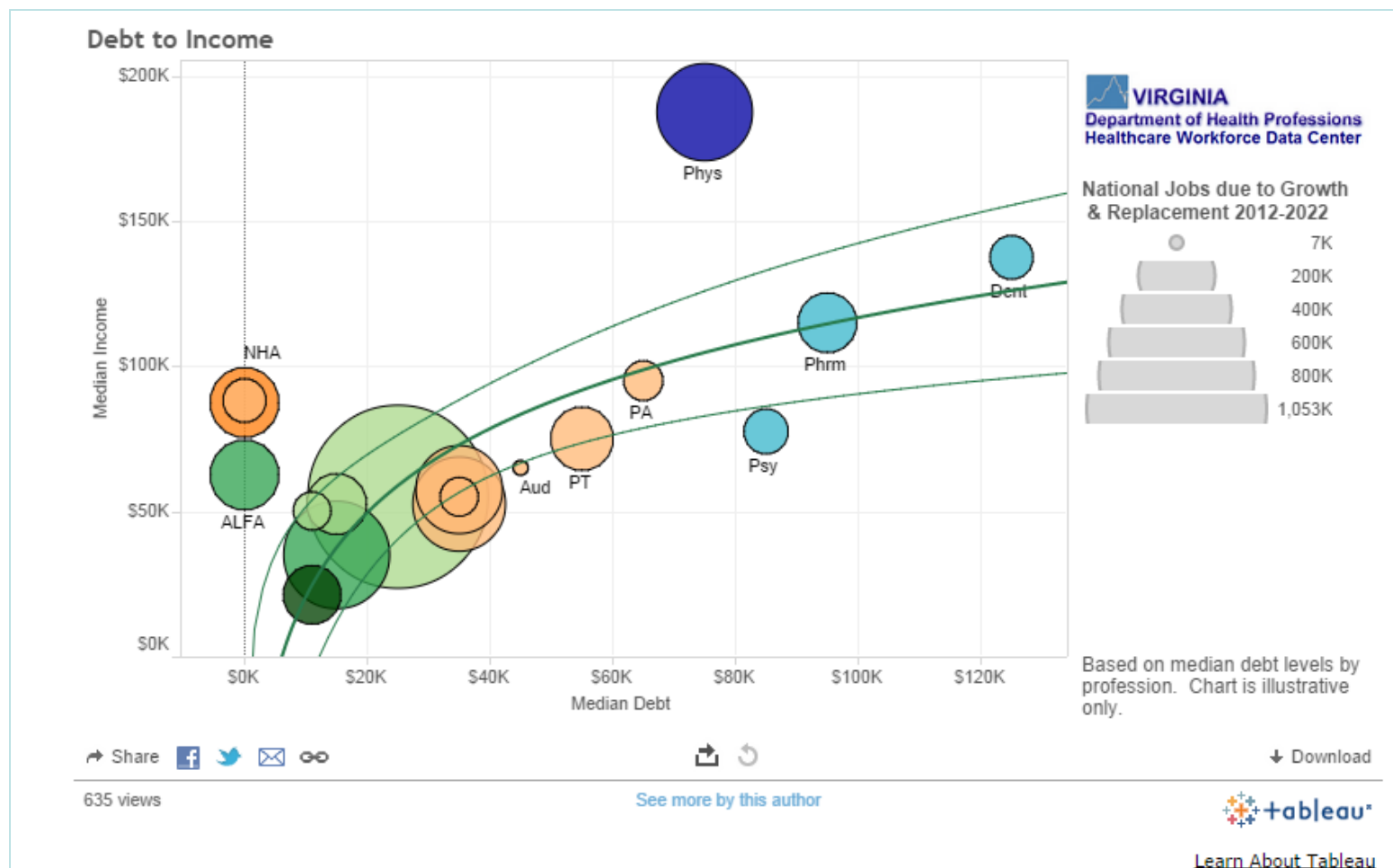
Allied Health	Behavioral Health	LTC Administrators	Nursing	Oral Health	Pharmacy	Physician
Physical Therapists (2012)	Speech Therapists (2012)	Physical Therapists (2012)	Physical Therapists (2012)	Physical Therapists (2012)	Physical Therapists (2012)	Physical Therapists (2012)
\$80,001 - \$70,000	\$30,001 - \$30,000	\$80,001 - \$70,000	\$30,001 - \$30,000	\$80,001 - \$70,000	\$30,001 - \$30,000	\$80,001 - \$70,000
0.7	0.17	0.29	0.06	0.42	0.43	0.29
0.1	0.13	0.55	1.08	1.31	1.27	1.08
16%	22%	18%	41%	30%	28%	30%
73%	76%	86%	90%	82%	71%	53%
43	44	41	54	54	54	55
37%	53%	35%	39%	30%	40%	25%
11%	10%	10%	12%	14%	11%	21%
96%	95%	94%	90%	95%	96%	94%
38%	43%	45%	11%	28%	38%	15%
66%	53%	60%	74%	73%	75%	73%
22%	13%	0%	30%	40%	43%	0%
27%	0%	10%	15%	12%	0%	12%
14%	4%	22%	3%	0%	0%	1%
0%	1%	0%	0%	1%	1%	1%



*Nurse Practitioner Data is based on a non-standard survey. Please see the 2013 Nurse Practitioner Report for definitions of indicators.



Student Choice





Examples of Other Reports

- *Virginia Nursing Education Programs (by academic year)*
(<http://www.dhp.virginia.gov/hwdc/findings.htm#NurseEd>)
 - *Pathways to BSN, a Look at Virginia's Registered Nurse Workforce*
(<http://www.dhp.virginia.gov/hwdc/docs/PathwaystoBSN2014.pdf>)
 - *Medicaid Workforce Map Packet*
(<http://www.dhp.virginia.gov/hwdc/docs/Medicaid%20Map%20Packet.pdf>)
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Some Examples of Our Users

- Council on Virginia's Future
 - Health and Criminal Data Monitoring Council
 - Virginia Department of Health (multiple projects)
 - Virginia Longitudinal Data System
 - Virginia Health Workforce Development Authority
-



Thank You!

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