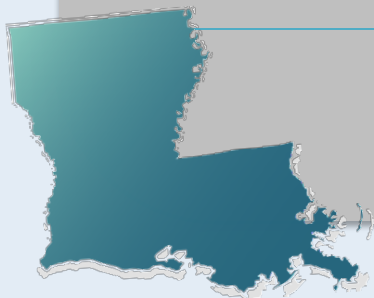




Using Nursing Workforce Data to Inform State Policy



Cynthia Bienemy, Ph.D., RN
Director, Louisiana Center for Nursing
Louisiana State Board of Nursing



- Share a brief overview about the Louisiana Center for Nursing which will include:
 - The impetus for the creation of the Center for Nursing
 - The charge to the Center for Nursing
 - Reports generated by the Center for Nursing
 - The importance of engaging stakeholder organizations at the state and national level in the work of the Center for Nursing
 - Dissemination of reports generated by the Center for Nursing



Senator Gerald Long



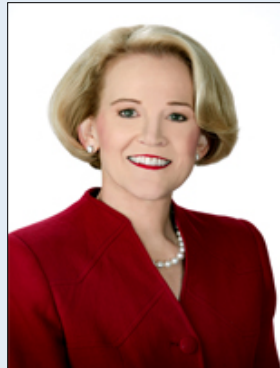
Senator Joe McPherson

Senate Resolution 152 of the 2008 Regular Legislative Session

- Authored by Senator Gerald Long and co-authored by Sens. Joe McPherson, Michael Michot, and Willie Mount
- Urged and requested LSBN to establish a Nursing Workforce Center in Louisiana.



Senator Michael Michot



Senator Willie Mount



Charge to the Louisiana Center for Nursing



1. Collect, analyze, and report the registered nurse workforce data utilizing established nursing supply, demand, and predictor models to forecast registered nurse resource needs to the Louisiana Health Works Commission.
2. Evaluate registered nurse education capacity and develop strategies for increasing educational access, retention, and mobility, including opportunities for minority and underrepresented groups.



Louisiana State Board of Nursing

2015
Annual Report

"Safeguarding the life and health of the citizens of Louisiana."

**Nursing Education
Capacity and Nursing
Supply in Louisiana
2015**

Louisiana State Board of Nursing
Center for Nursing

**Building a
Diverse APRN
Workforce in
Louisiana**

www.louisianafutureofnursing.org
www.lcn.lsbn.state.la.us
August 2014

Louisiana's
Multi-Regional
Statewide
Nursing
Workforce
Forecasting
Model

Technical Report
2013

For More Information Contact:
Cynthia Bienemy, Ph.D., RN
Director, Louisiana Center for Nursing
lcn@lsbn.state.la.us
225.755.7563

Funded by the Louisiana Health Works Commission and the Louisiana State Board of Nursing

**Louisiana's Nursing Workforce
Demand Report 2014**
Louisiana Center for Nursing

LOUISIANA STATE BOARD OF NURSING
CENTER FOR NURSING
Dorcas, Opella Ramsey, Ph.D. RN

17373 Perkins Road
Baton Rouge, LA 70810
Phone: 225-755-7563
Fax: 225-755-7569
E-mail: lcn@lsbn.state.la.us

**Finding
Employment as a
Newly Licensed
Registered Nurse
in Louisiana**

April 2014

For more information contact:
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225-755-7574
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Louisiana's RN and APRN Workforce



EMBRACING THE CHALLENGE

Enhancing Diversity in Louisiana's Nursing Workforce



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Campaign for Action
IN LOUISIANA



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NURSING

Advanced Practice Registered Nurses in Louisiana According to Role 2014

LOUISIANA CENTER FOR NURSING
CYNTHIA BIENEMY, PHD, RN
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This project was funded by the Louisiana Action Coalition State Implementation Program I Extension Grant [2015]

The Diversity of Louisiana's Registered Nurse Workforce: Race/Ethnicity and Gender

Cynthia Bienemy, PhD, RN
Director, Louisiana Center for Nursing

www.lcn.lsbn.state.la.us
December 2015



Snapshots on the Diversity of Louisiana's RN and APRN Workforce



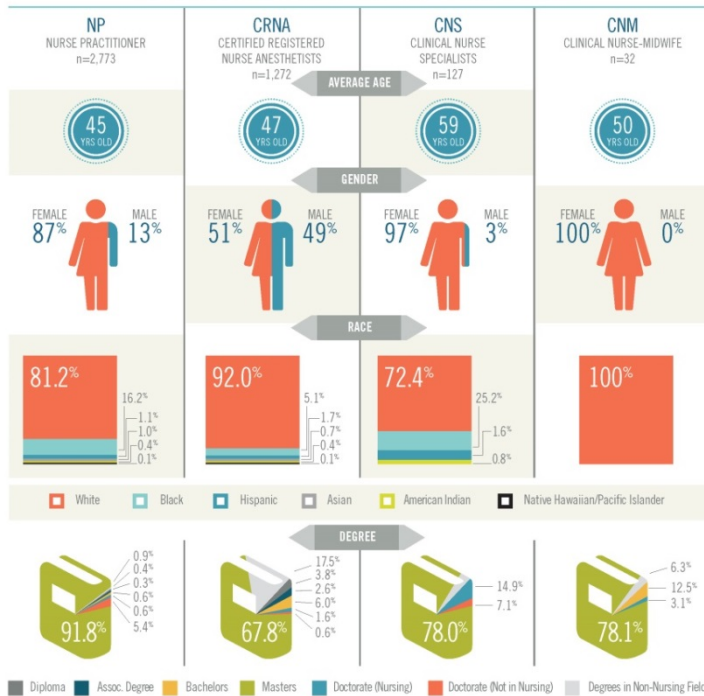
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ADVANCED PRACTICE REGISTERED NURSES (APRNS) IN LOUISIANA

Demographics According to APRN Roles in 2014



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Campaign for Action
IN LOUISIANA



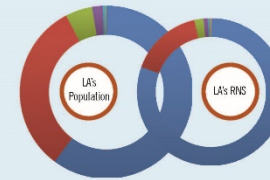
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THE DIVERSITY OF LOUISIANA'S REGISTERED NURSE WORKFORCE

White Black/African American Hispanic/Latino Asian American Indian/Alaska Native Native Hawaiian/Pacific Islander



LA POPULATION AND RNS WORKFORCE BY RACE/ETHNICITY
population=4,649,676 / n=53,087



According to the July, 2014 U.S. Census Population Projections (2015) minorities represent over 40 percent of Louisiana's population, but only 19 percent of Louisiana's RN workforce.

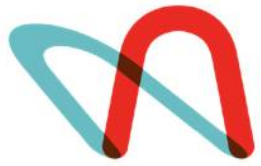
AGE OF THE REGISTERED NURSE WORKFORCE ACCORDING TO RACE/ETHNICITY



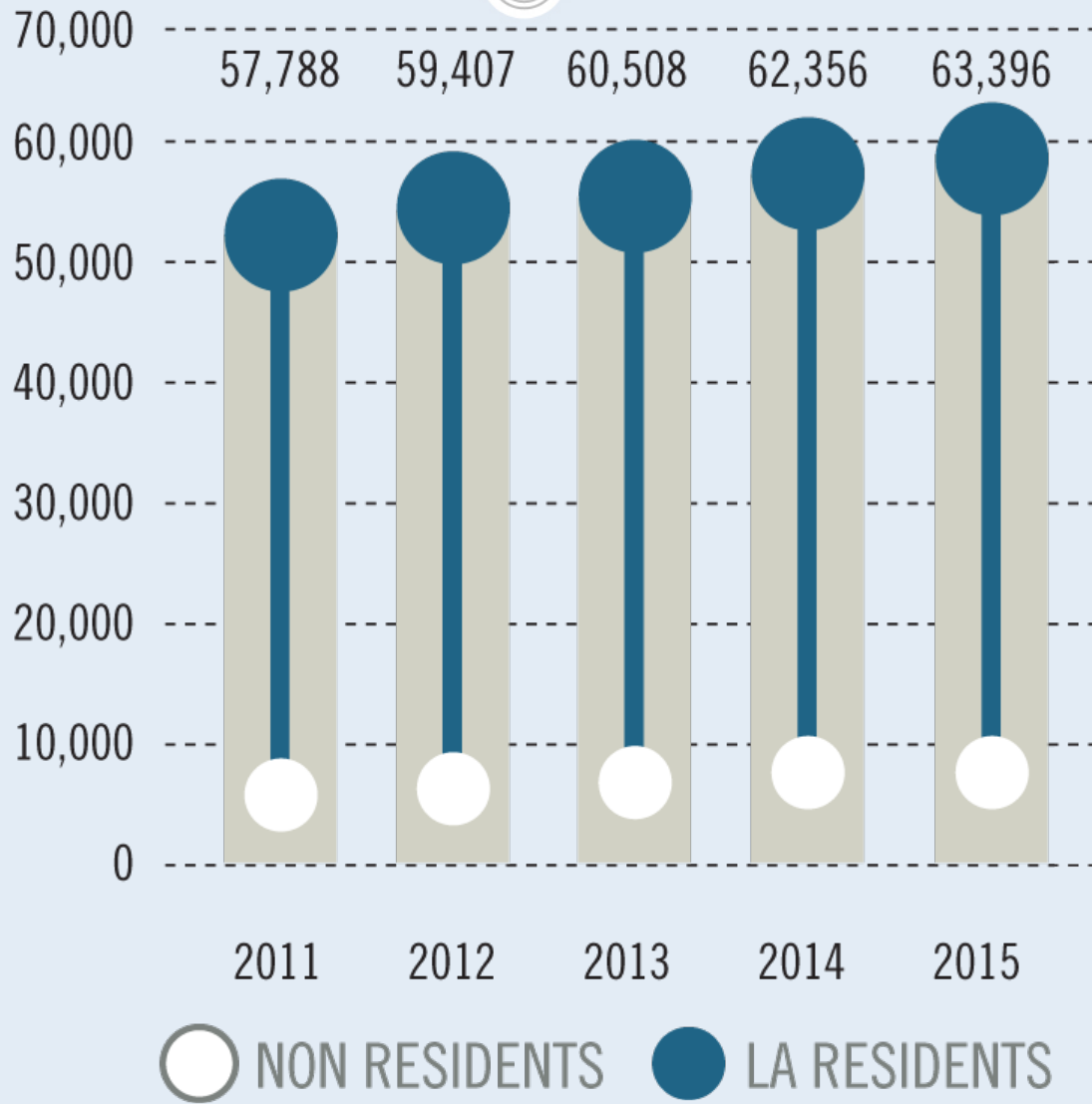
RNS RESIDING IN LA ACCORDING TO BASIC NURSING EDUCATION AND RACE/ETHNICITY

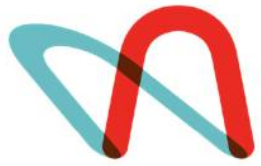


The majority of Asian (59%) and Black/African American (52%) RNs in Louisiana began their nursing careers with a baccalaureate in nursing degree.



REGISTERED NURSES HOLDING AN ACTIVE LA LICENSE (2011-2015)

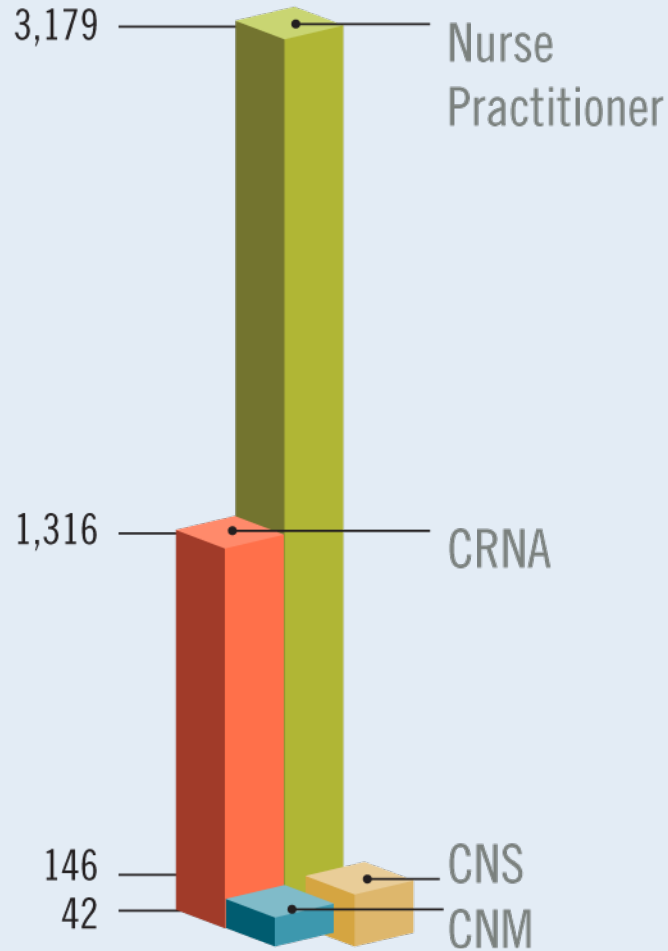




ROLES OF ADVANCED PRACTICE REGISTERED NURSES RESIDING IN LA (2015)



4,683 Respondents / 99 Non Respondents





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IN LOUISIANA



FUTURE OF NURSING™
Campaign for Action



Leadership



Practice & Care



Education



**Interprofessional
Collaboration**



Diversity

DATA

DATA

DATA



- State level data was used to determine baseline demographics for licensed RNs in Louisiana serving in executive, administrative, or managerial roles;
 - Approximately 17% of RNs in Louisiana employed in a leadership position are minorities;
 - Approximately 39% of nurses employed in leadership positions had a BSN degree and 41% had an Associate Degree or Diploma.
- Findings from the 2010 and 2014 Nurse Demand Study identified nurse administrators and nurse managers as two of the five most difficult positions to fill;
- LSBN worked with the Louisiana Division of Administration Boards & Commissions to determine the number of nurses serving on governmental boards.



Nurse Leaders in Louisiana



LOUISIANA Nurse Leadership DEMOGRAPHICS

TOTAL REGISTERED NURSES
LICENSED IN LOUISIANA

62,356

THIS DOCUMENT IS A BREAKDOWN
OF DATA RELATING TO
NURSE LEADERS

NURSE MANAGERS, EXECUTIVES AND ADMINISTRATORS: 6,667



88.4% FEMALE 11.6% MALE

LOUISIANA NURSE LEADERSHIP BY GENDER & RACE



WHITE

LOUISIANA'S POPULATION:

32.5% Black, 4.8% Hispanic, 1.8% Asian

Based on most recent U.S. Census data

14.9%



BLACK

1.1%



HISPANIC

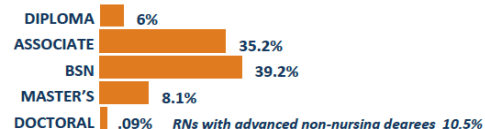
0.6%



ASIAN



HIGHEST DEGREE HELD



AVERAGE AGE - 49.57

PLAN TO WORK

**11 - 20 YEARS
33.4%**

**21 + YEARS
24.3%**

**6 - 10 YEARS
23.1%**

GOOD NEWS
57.7% plan to work 11-21
or more years.

BAD NEWS
1,174 RN managers/
executives (17.6%)
plan to work in nursing less
than five more years.

CURRENTLY ENROLLED IN SCHOOL

Total number - 503 or 7.5% of nurse leader total (6,667)

BSN programs - 206 - Other BS programs - 15

MSN programs - 196 - Other MS programs - 42

Doctoral Degree programs - 44

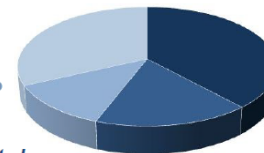
EMPLOYMENT

HOSPITAL - 38.3%

HOME HEALTH - 16.7%

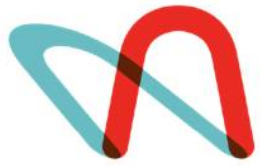
LONG TERM CARE - 12.7%

OTHER - 32.1%

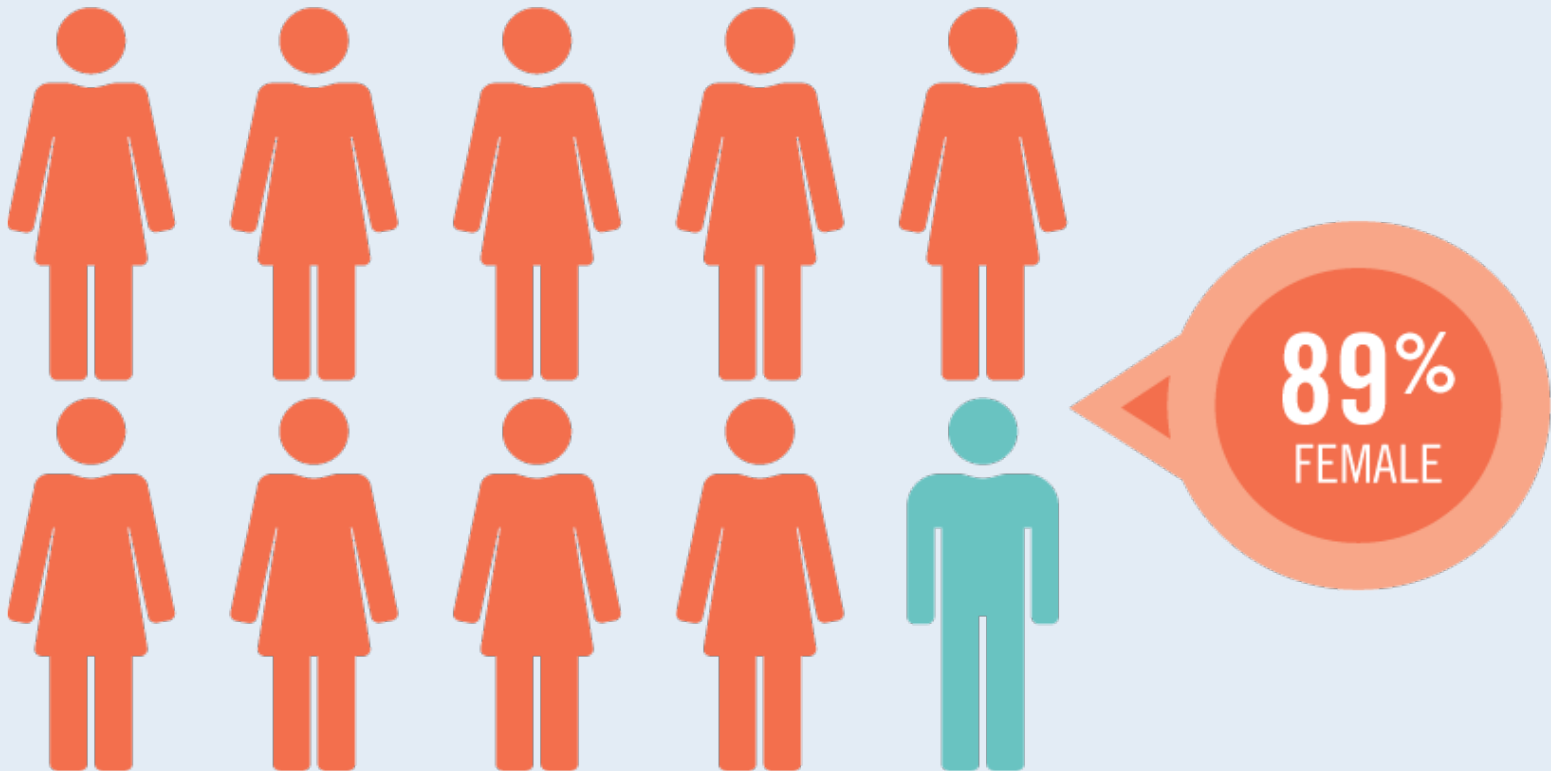


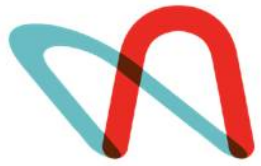
A wide range of work settings was reported.

Source for all information shown: Data collected by the Louisiana State Board of Nursing on 2015 licensure renewal for individuals identifying themselves as nurse managers, executives or administrators. This Nurse Leadership handout was produced by the Louisiana Action Coalition.



GENDER DISTRIBUTION OF LICENSED REGISTERED NURSES RESIDING IN LA



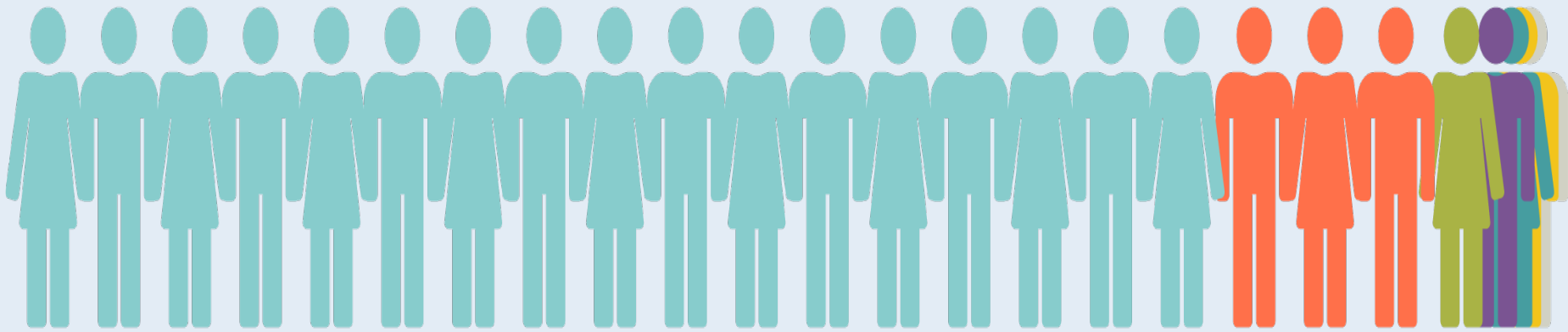


80%

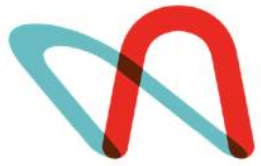
RACIAL DISTRIBUTION OF LICENSED REGISTERED NURSES RESIDING IN LA
RESPONDENTS 54,252 NON-RESPONDENTS 444

15%

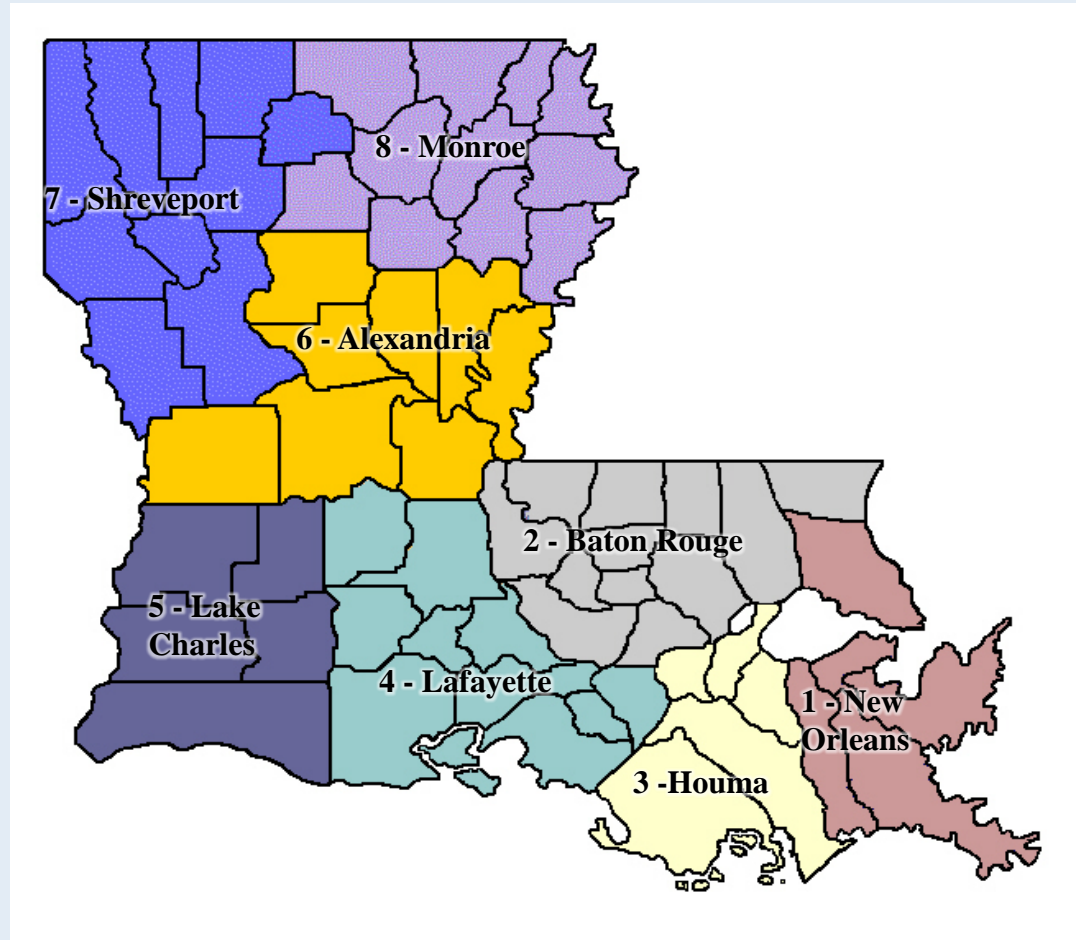
2%	1%	.1%
1%	.4%	



- White
- Black/African Amer.
- Multi Racial
- Hispanic/Latino
- Asian
- Amer. Indian/Alaska Native
- Native Hawaiian/Pacific Islander



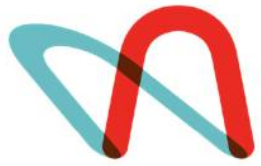
- RLMA 1 New Orleans
- RLMA 2 Baton Rouge
- RLMA 3 Houma
- RLMA 4 Lafayette
- RLMA 5 Lake Charles
- RLMA 6 Alexandria
- RLMA 7 Shreveport
- RLMA 8 Monroe



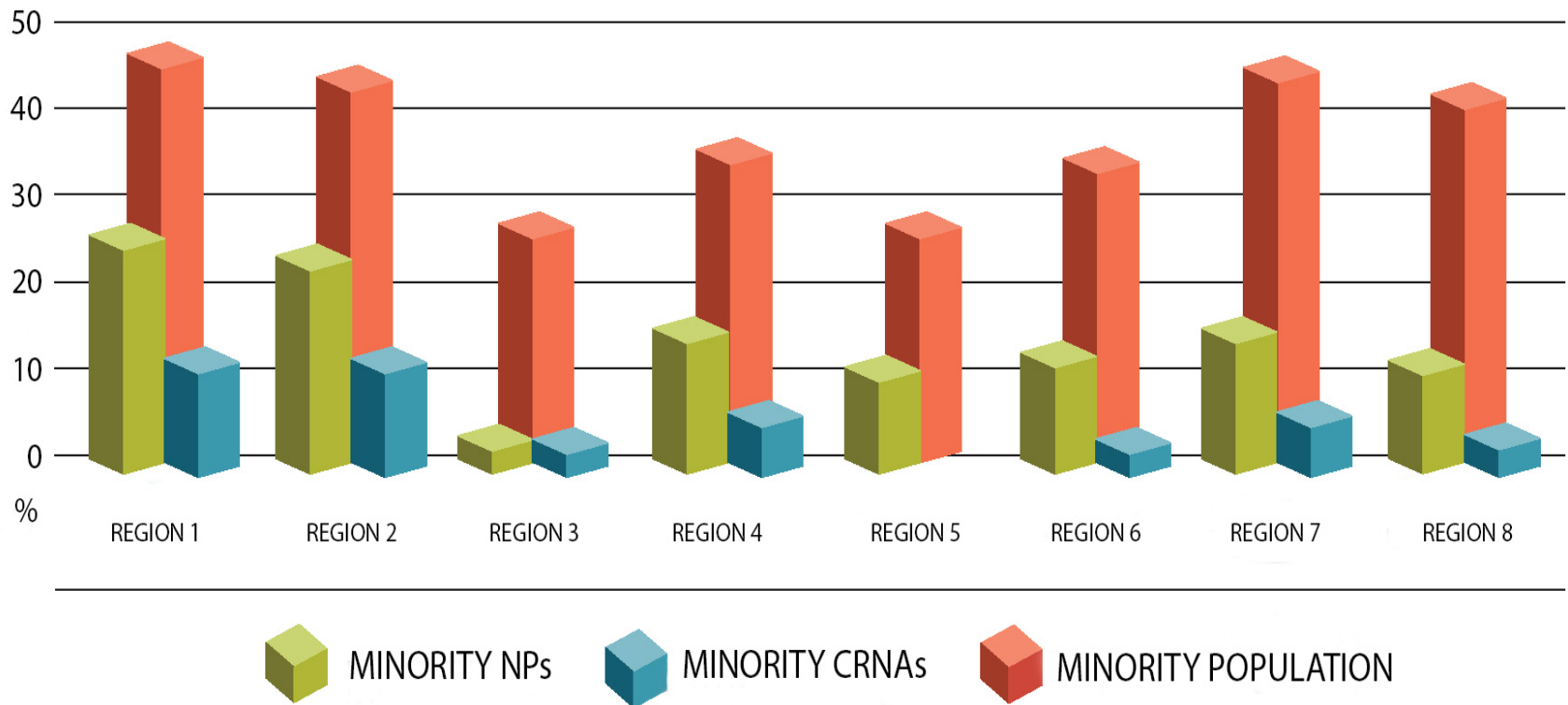


MINORITY RNS AND MINORITY POPULATION BY REGIONAL LABOR MARKET AREA





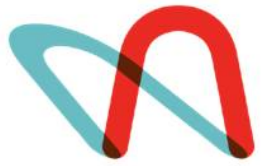
MINORITY NPs, MINORITY CRNAs, AND MINORITY POPULATION BY REGION IN LA (2014)



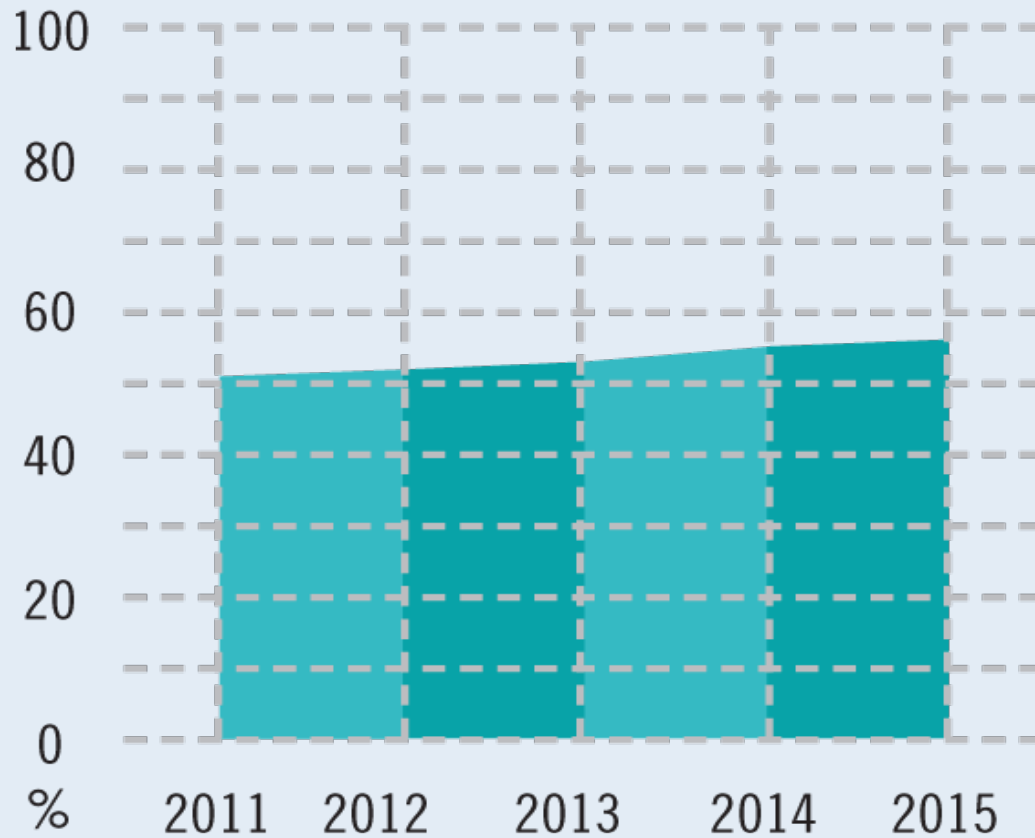


State level data served as the basis for:

- Louisiana's first Nursing Workforce Diversity Think Tank held in August 2015 to identify challenges and opportunities related to building a more diverse workforce in Louisiana;
- Development of the LAC Diversity Steering Committee
- A major recommendation that came out of the Think Tank which was the need to prepare a more diverse pipeline of future nurses;
- In 2016 five regional proposals centered around building a more diverse workforce were implemented in five regions in the state:
 - New Orleans Region (RAC 1) – Generating Knowledge of Nursing and Interest in Becoming a Nurse Among High School Males
 - Baton Rouge Region (RAC 2) – Discover Diversity in Nursing
 - Lafayette Region (RAC 4) - Enhancing Diversity and Collaboration in Nursing, Phase I: Increasing the Number of Male Middle and High School Students in RAC IV (Lafayette) Considering Nursing as a Career Choice
 - Central LA Region (RAC 6) – Addressing Diversity in Nursing Education in Central LA
 - Shreveport Region (RAC 7) – Counseling High School Counselors: Increasing Diversity in the Ranks of Nursing (A Great Career Choice)

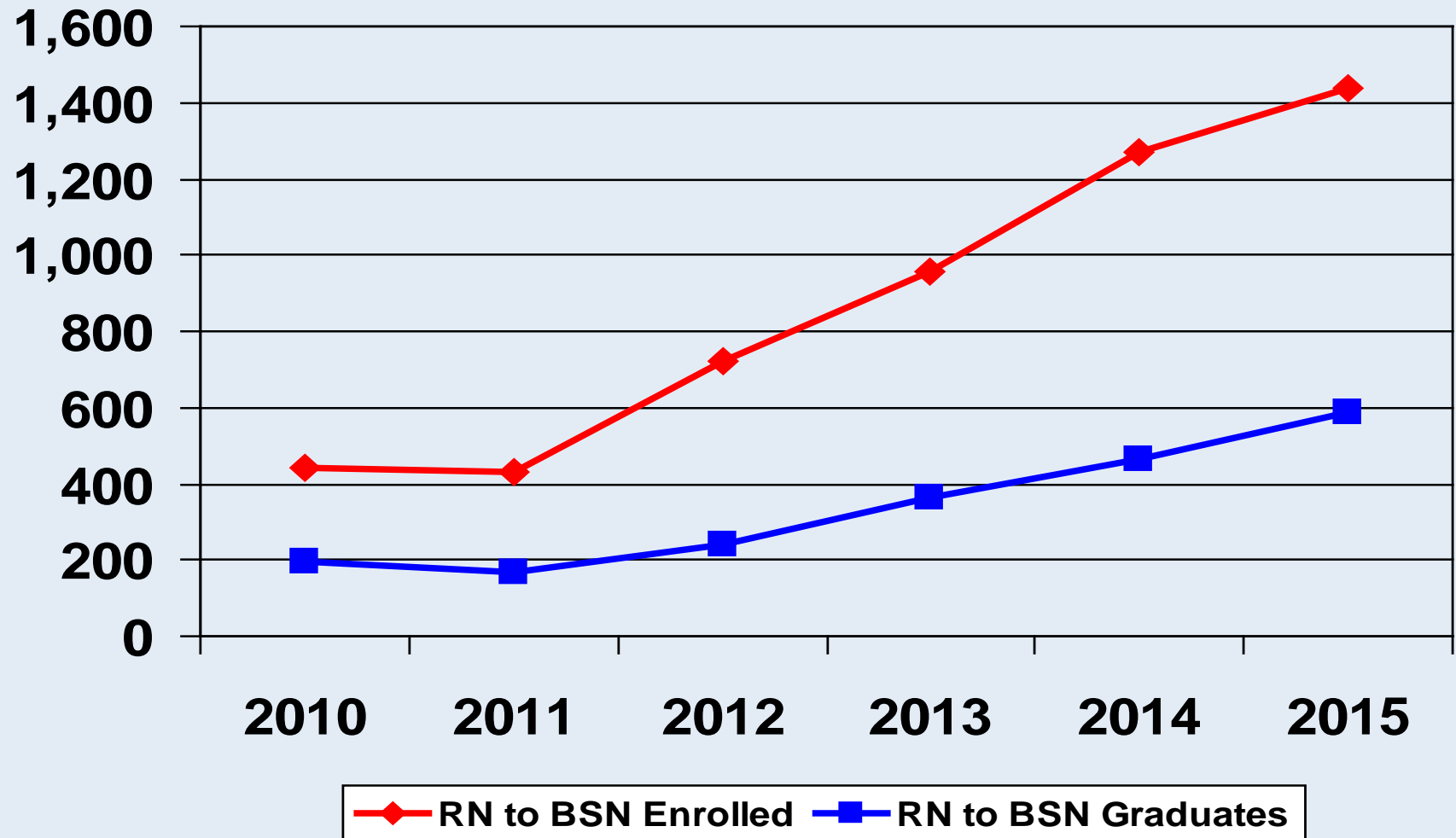


RNS WITH A BSN DEGREE OR HIGHER (2011-2015)



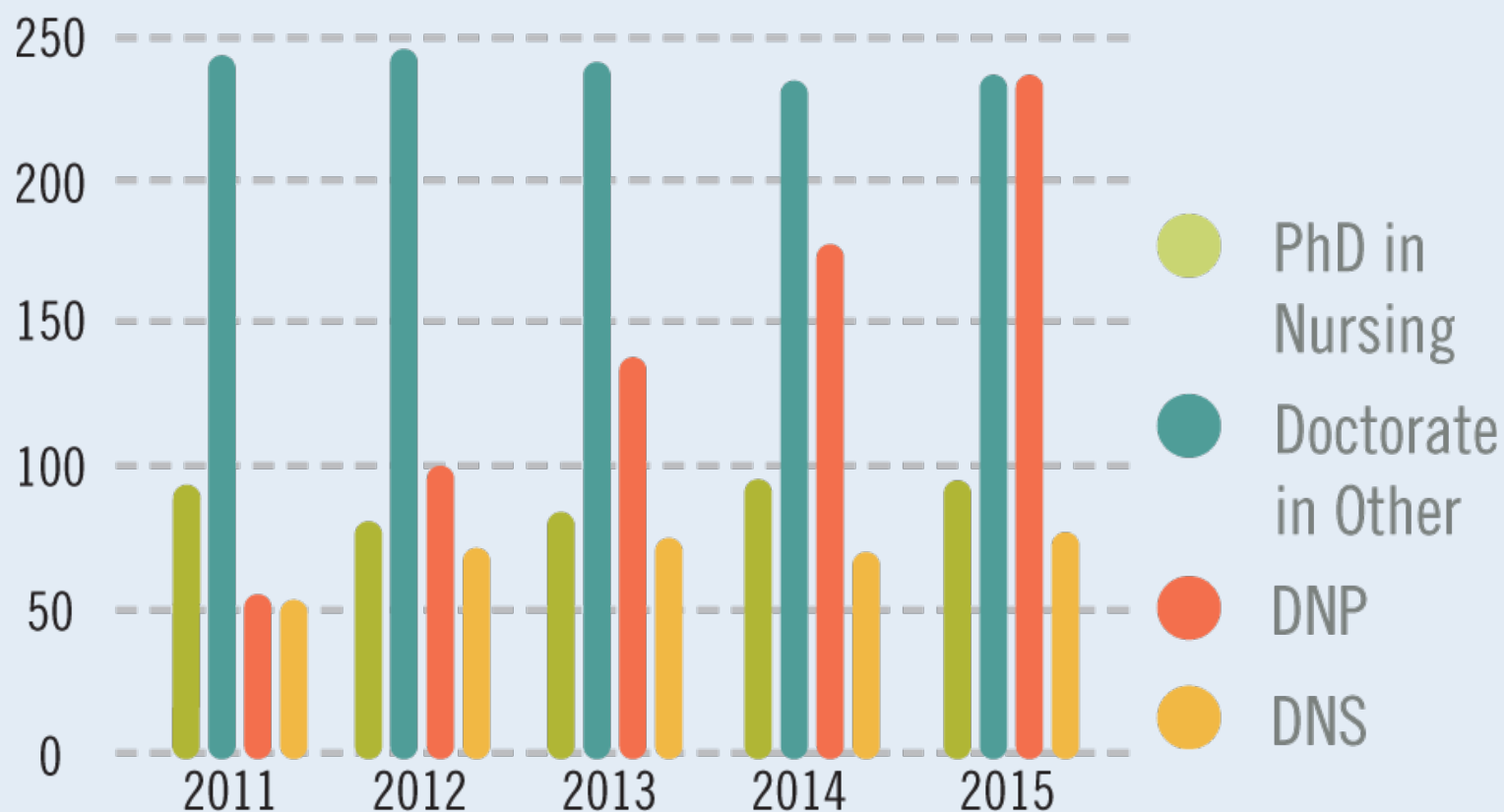


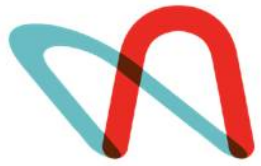
RN to BSN Enrollment and Graduates (LA Programs)





TYPES OF DOCTORATES HELD BY LICENSED RNs RESIDING IN LOUISIANA



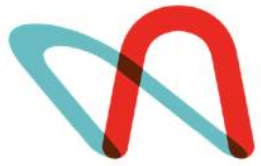


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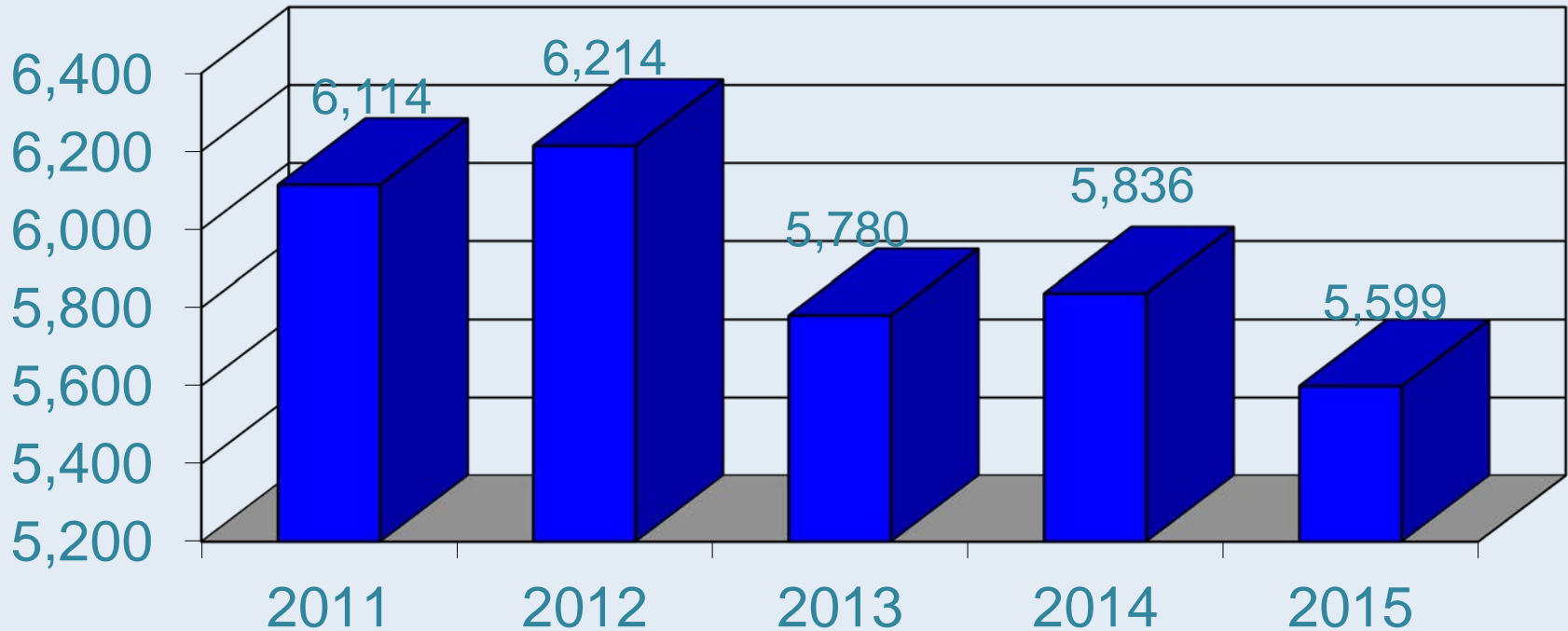


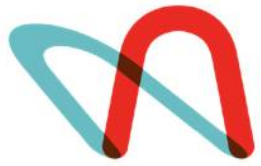
Nursing Education in Louisiana



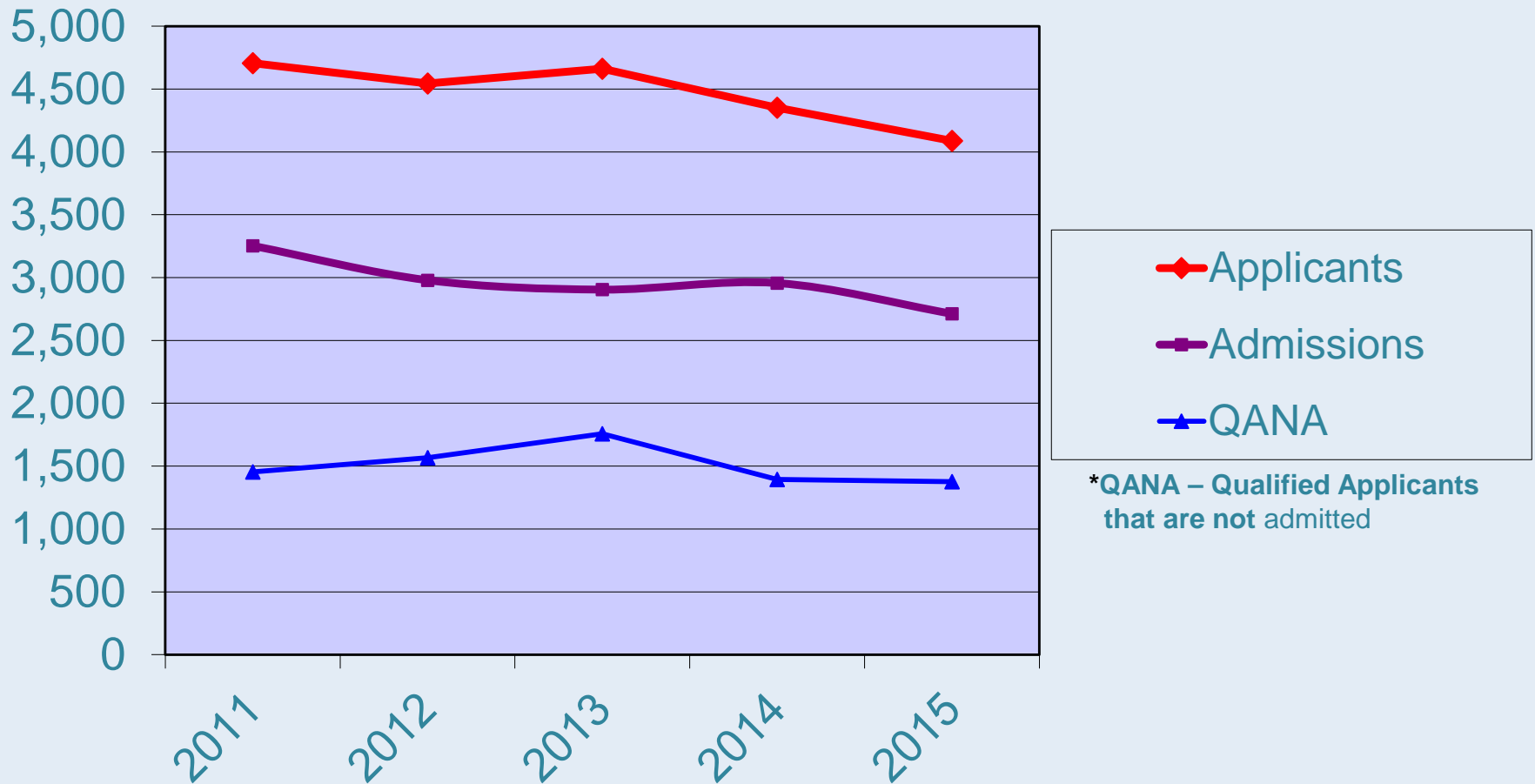


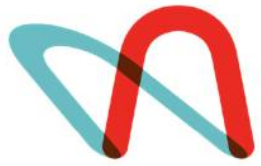
Enrollment in Clinical Courses in Pre-RN Licensure Programs in Louisiana





Applicants and Admissions to Pre-RN Licensure Programs in Louisiana (2011-2015)





The Louisiana Statewide Multi-regional Nurse Supply and Demand Forecast Models



One set of models for Registered Nurses (RN), Advanced Practice Registered Nurses (APRN) and Licensed Practical Nurses (LPN)

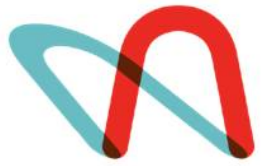
Each set of models includes 8 regional models and one statewide model for each type of nurse

Any change in a regional model is automatically reflected in the corresponding statewide model

There are a total of 27 separate models... 8 regional models and a statewide model for RNs, APRNs and LPNs

Regional models can be used independently or in concert with other regions and the corresponding statewide model

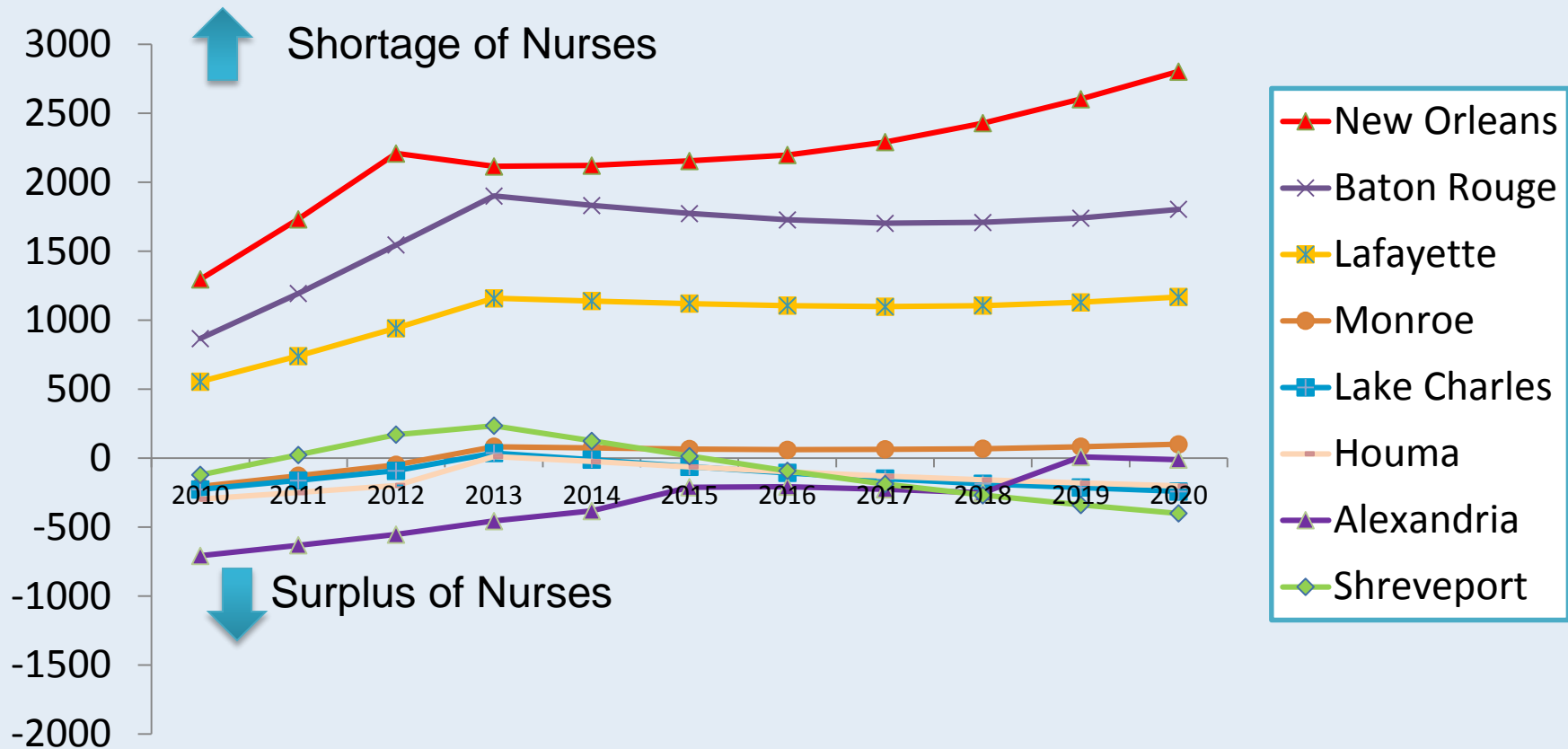
Models span 2013-2020

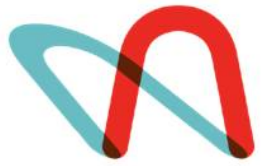


LA Statewide Gap – RNs, By Region



- Shortages/surpluses differ by region. A shortage of RNs is expected in New Orleans, Baton Rouge, and Lafayette regions thru 2020.





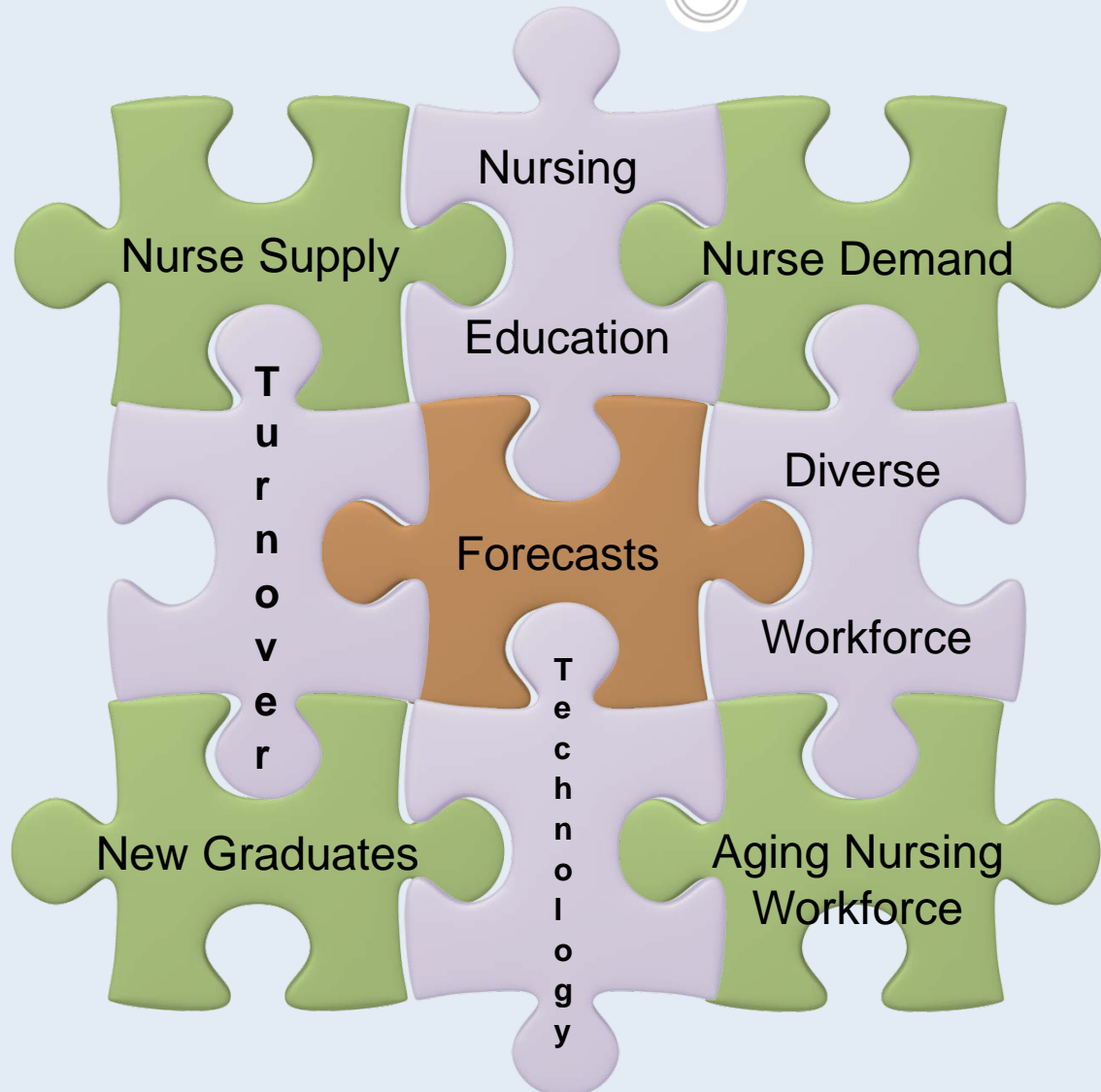
Why Are Some Regions Different?



- Regions with large urban populations have a different pattern of demand for healthcare... patients are less likely to have regular primary care with the same physicians and tend to go to urgent care or Emergency Rooms when they are sick.
- Regions with smaller rural populations tend to seek primary care with the same health care provider and when they do need serious treatment, they tend to go to a large urban medical center for care.

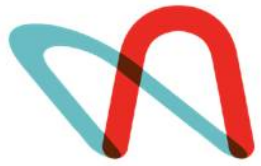


Pieces of the Nursing Workforce Puzzle





- *Louisiana Action Coalition State Implementation Program Grant* (2013-2015) funded by the Robert Wood Johnson Foundation Future of Nursing Campaign for Action (\$112,000.00). Member of grant-writing team. LAC Co-Lead
- *Louisiana Action Coalition APRN Report* (2015) funded by the Robert Wood Johnson Foundation Future of Nursing Campaign for Action (\$6,400.00). Primary Investigator
- The Rapides Foundation Matching Fund Grant (2013) matching funds for the Louisiana Action Coalition (LAC) State Implementation Program Grant Awarded to LAC in January 2013 (\$150,000.00). LAC Co-Lead
- *Nursing Workforce Forecasting Model Project* (2012) Funded by the Louisiana Health Works Commission (\$88,700.00) and the Louisiana State Board of Nursing (\$20,545.30) for a total of \$109,245.00; Primary Investigator

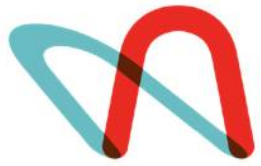


“Things get done only if the data we gather can inform and inspire those in a position to make [a] difference.”

Mike Schmoker



- Legislators and Governmental Officials
- Louisiana State Nurses Association
- Nursing Supply and Demand Council (Chair)
- Louisiana Organization of Nurse Executives
- Louisiana Council of Administrators of Nursing Education
- Louisiana Health Works Commission (Chair)
- Louisiana Workforce Commission
- Louisiana Action Coalition (Co-lead)
- National Council of State Boards of Nursing
- National Forum of State Nursing Workforce Centers
- Interagency Collaborative on Nursing Statistics (ICONS)
- Center to Champion Nursing in America
- Robert Wood Johnson Foundation
- AARP
- Future of Nursing Campaign for Action



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University of California
San Francisco

Data Collection to Advance Nursing Workforce Planning in California

Joanne Spetz, Ph.D.

Associate Director of Research, Healthforce Center at UCSF

Professor, Philip R. Lee Institute for Health Policy Studies

February 2017

The challenge of nurse workforce planning

- Cycles of nurse shortage and surplus have occurred since World War II
- Severe shortage 1998-2008 still has us terrified
- Recession created a surplus in some of the U.S.
 - Federal forecasts indicate a surplus over the next 15 years
 - Other national forecasts project a shortage, albeit small
- Changing skill needs due to aging population, insurance expansion, and value-based payment
- How is California leveraging data to advance nurse workforce planning?

Data is needed to plan for the future



“I skate to where the puck is going to be.”
-- Gretsky's Law

A brief history of California data collection: Sample Surveys

- 1990-91 – First sample survey conducted in California by the Board of Registered Nursing (BRN)
- 1993 – Repeat survey
- 1997 – One more survey

- 2004 – Biennial sample surveys being upon request by the legislature
- 2006-2016 – Surveys conducted by UCSF for the BRN

- 2010s – HealthImpact (CINHC) surveys of new RN graduates

A brief history of California data collection: Annual Schools Report

- 1980s(?) – Annual Schools Surveys conducted on paper
- 2001-2005 – Surveys conducted on paper
 - Additional surveys conducted by other stakeholders
- 2006 – Consolidated Annual Schools Survey developed online

- All schools respond to the pre-licensure questions
- Bricks-and-mortar schools also provide post-licensure data

A brief history of California data collection: Employer Surveys

- 1990s – California Strategic Planning Committee on Nursing conducts surveys of employers
 - Hospital Association conducts turnover and vacancy survey
- 2000s – Multiple stakeholders conduct employer surveys
- 2011 – UCSF collaborates with HealthImpact (CINHC) and HASC to conduct employer surveys
 - HASC conducts turnover and vacancy survey of HR directors
 - UCSF conducts survey of CNOs
- Employment Development Department produces state & county 10-year forecasts following BLS model

What California does not do

- Universal survey as part of license issuance/renewal
 - Medicine has a mandatory survey + occasional supplements
 - Dental Board has a newer mandatory survey
 - Legislation passed to “require” data collection for RNs, LVNs, psych techs, and others – but not actually mandatory and not funded
- Regional forecasts (done once on a volunteer basis)
- Government-sponsored nurse employer surveys
- Surveys of non-hospital settings

What do we do with all these data?

- Forecasts – first done in 2005, updated every 2 years
 - Supply forecasts based on BRN surveys & licensing data
 - NSSRN provided data on state-to-state migration
- Assessment of current labor market conditions
 - CNO/HR employer surveys (not useful for forecasts)
- Qualitative information about skills gaps and future needs

Forecasting the Nursing Shortage in California

Joanne Spetz, Ph.D.

Wendy T. Dyer, M.S.

University of California, San Francisco

February 18, 2005



THE CENTER
FOR THE HEALTH PROFESSIONS
University of California, San Francisco



A model of the supply of RNs

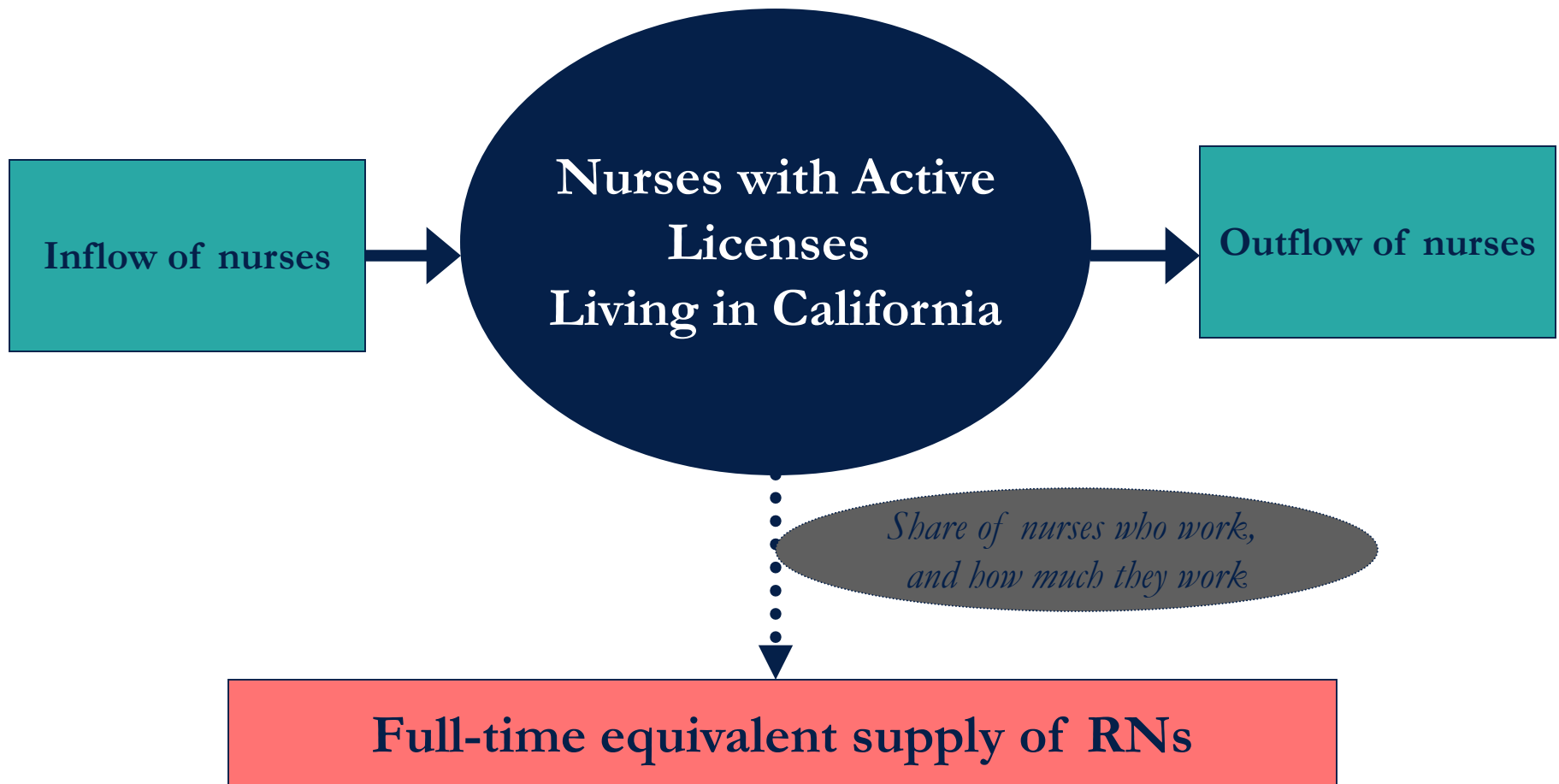
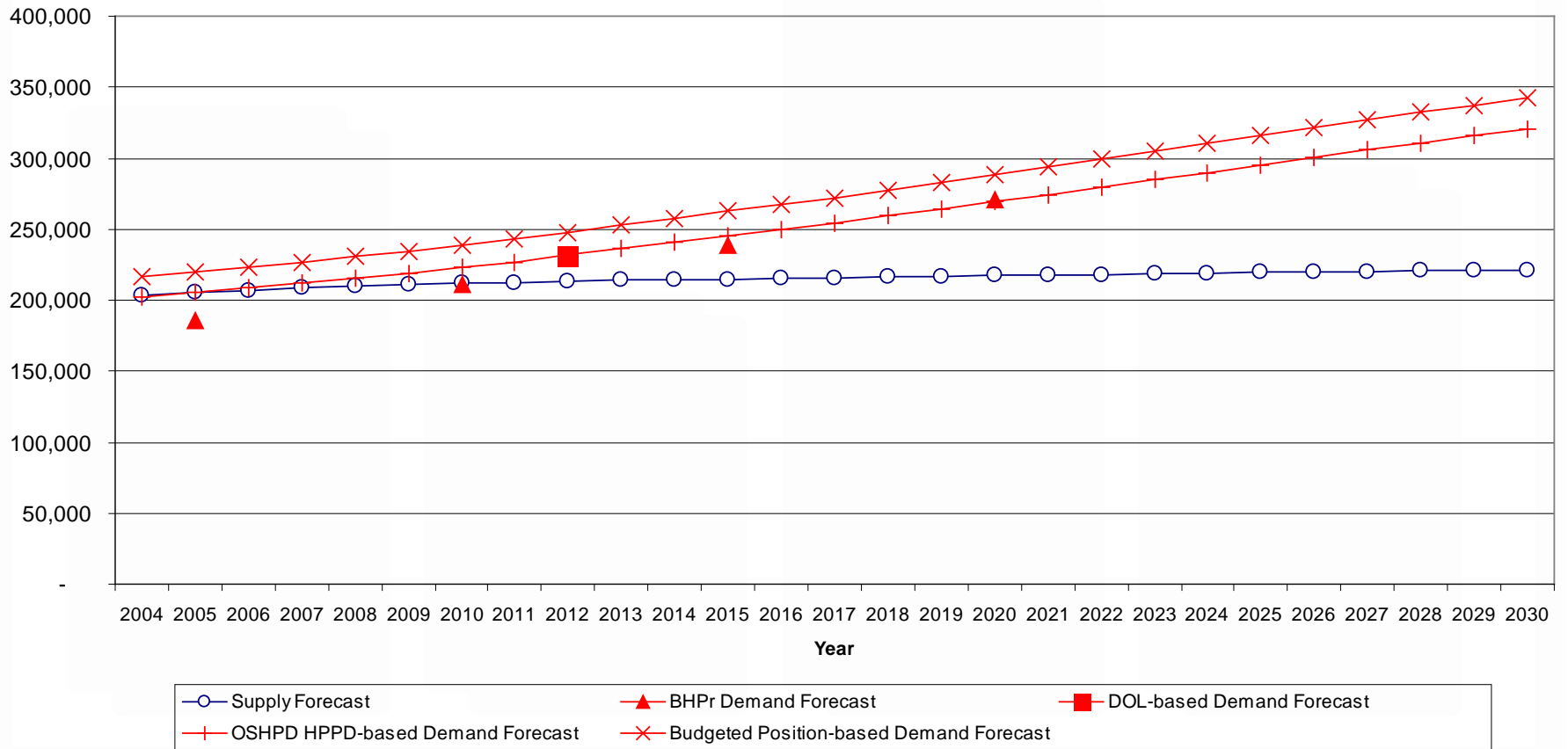


Figure 5. Projected Shortage of Registered Nurses (FTEs) in California



A “user tool” was created to test scenarios

Data Inputs

The user of this tool can enter their own parameters for the model. Scroll down this page to make your choices.

The user can change any items that are highlighted green.

Sources of New Nurses

New Graduates of U.S. Nursing Programs Who Obtain First RN License in California

	Actual	Best Estimate	Your choice
TOTAL	6,895	6,895	7,523

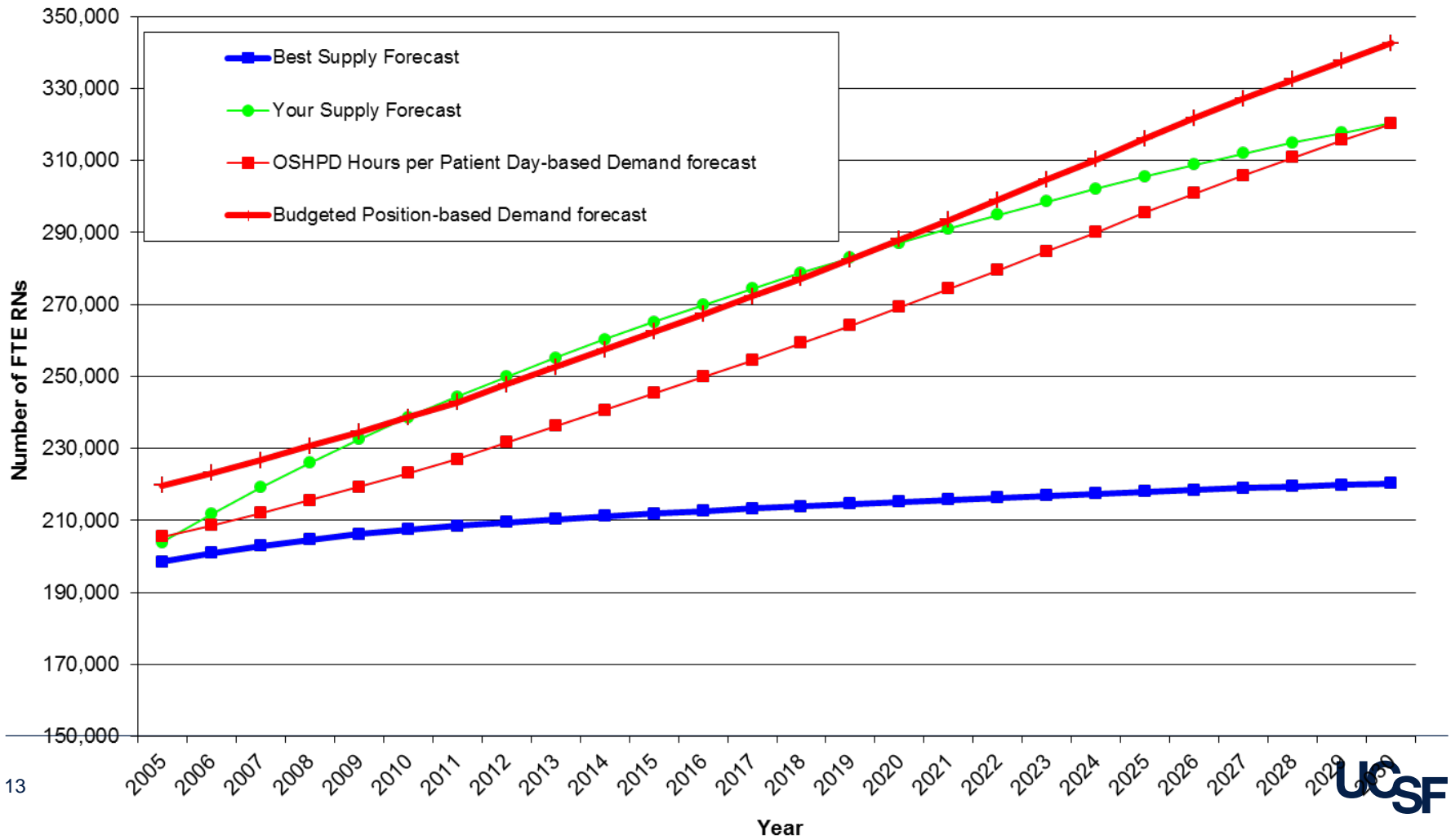
(Source: California Board of Registered Nursing 2004 Annual School Report. The number of new California graduates in fiscal year 2003/2004 was 6,158. The California Board of Registered Nursing also provided 2003/2004 data on the number of new graduates from other states' nursing programs who obtained first RN license in California. This number was 737.)

Age distribution of new graduates

	Actual	Best Estimate	Your choice
Under 30	42.6%	42.6%	45.0%
30-34	17.0%	17.0%	18.0%
35-39	17.0%	17.0%	18.0%
40-44	10.6%	10.6%	10.0%
45-49	8.5%	8.5%	9.0%
50-54	4.3%	4.3%	0.0%
55-59	0.0%	0.0%	0.0%
60-64	0.0%	0.0%	0.0%
Over 64	0.0%	0.0%	0.0%

This found that 10,000 graduates per year were needed

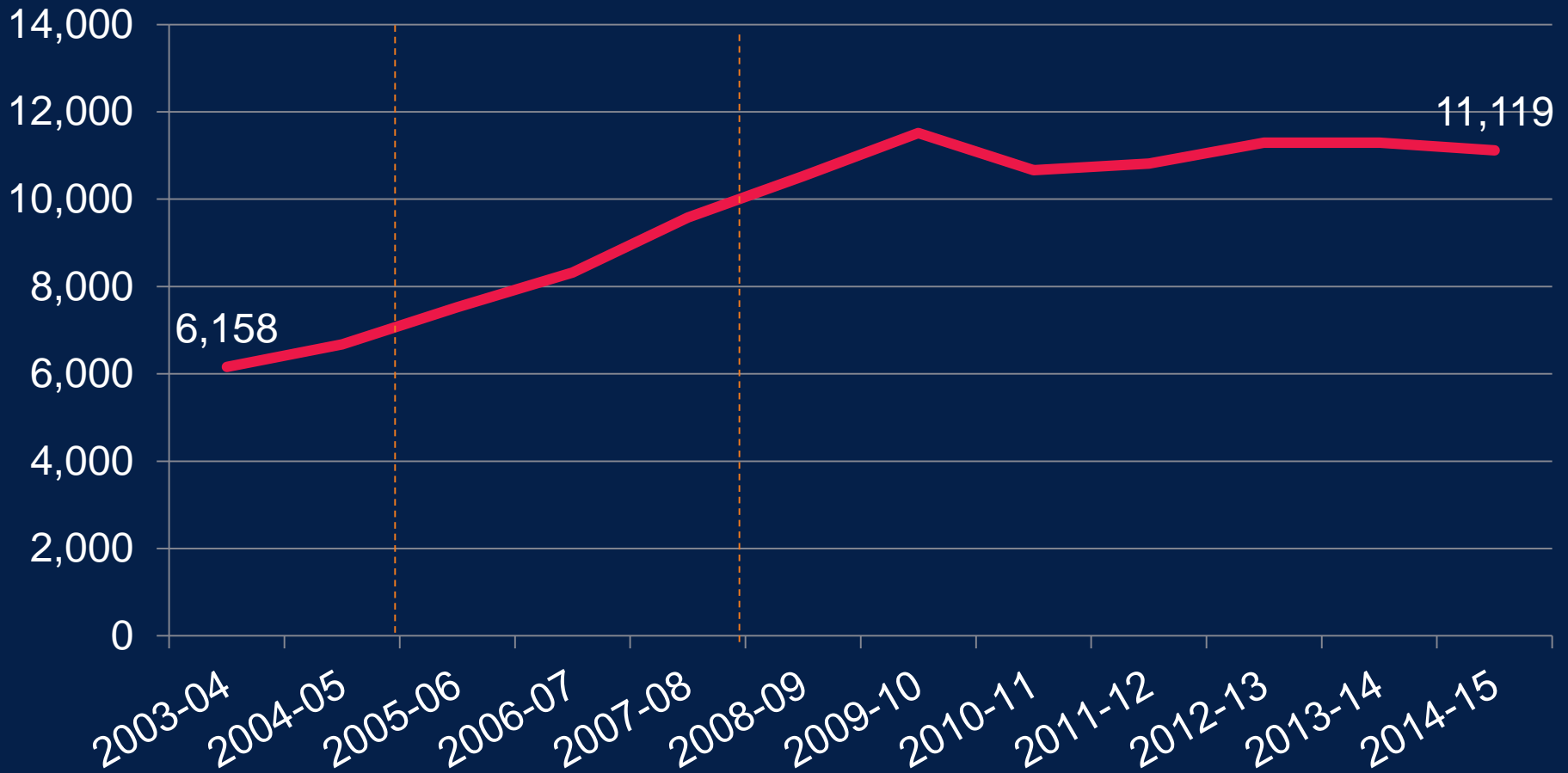
Forecasts of California Full-Time Equivalent RN Supply and Demand, 2004-2030



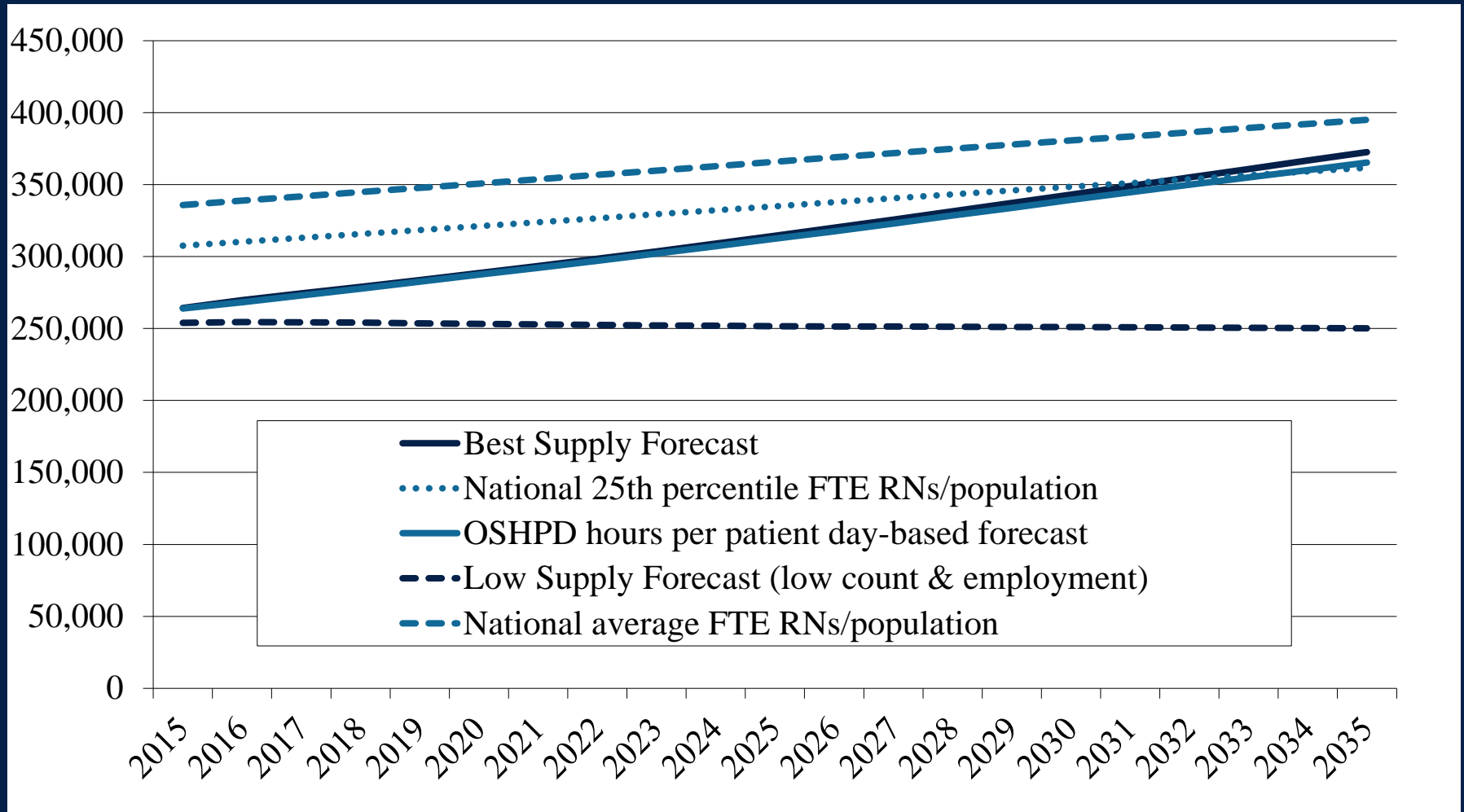
What have policy leaders done with the data?

- Increased investment in RN education
 - Maintained investment during recession

California RN graduations per year

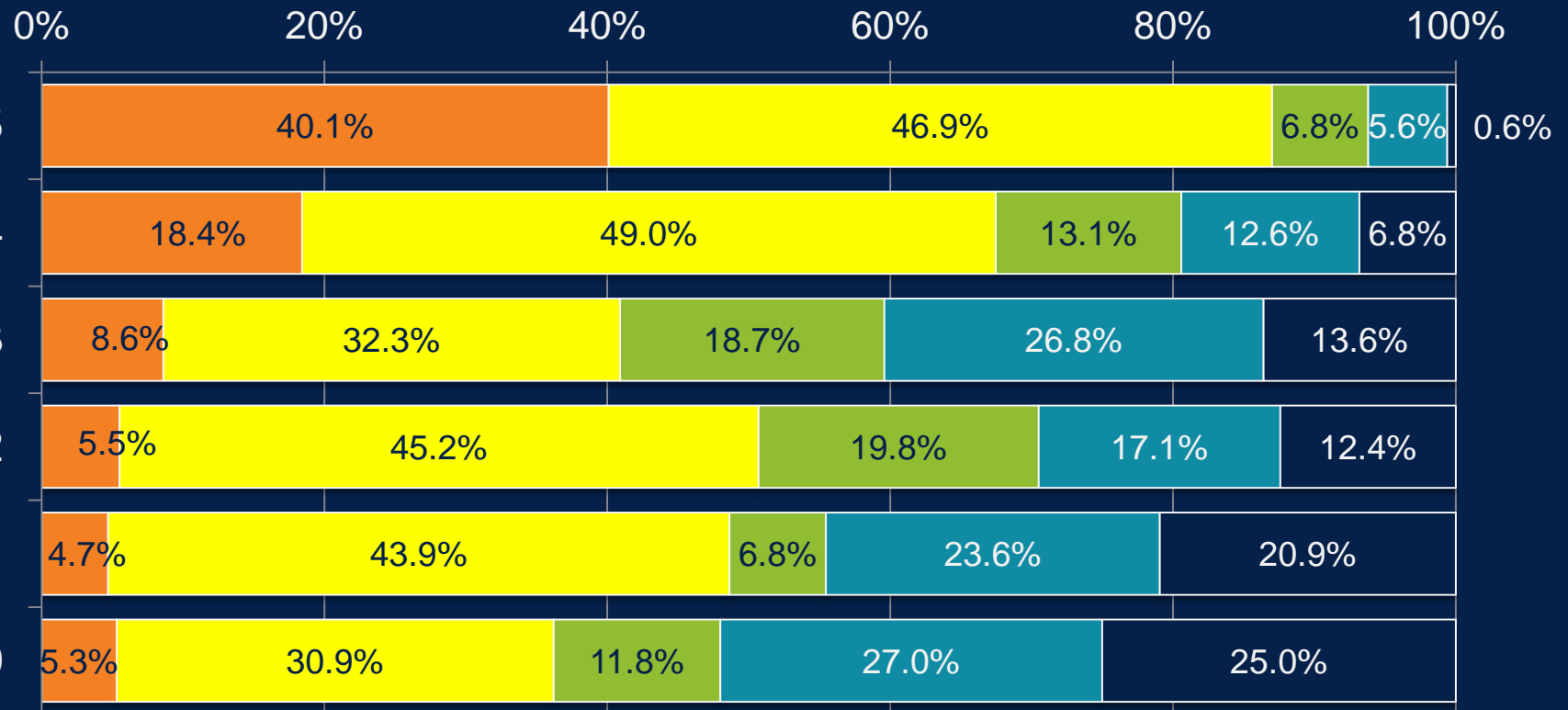


Best supply and demand forecasts for RNs, 2015-2035



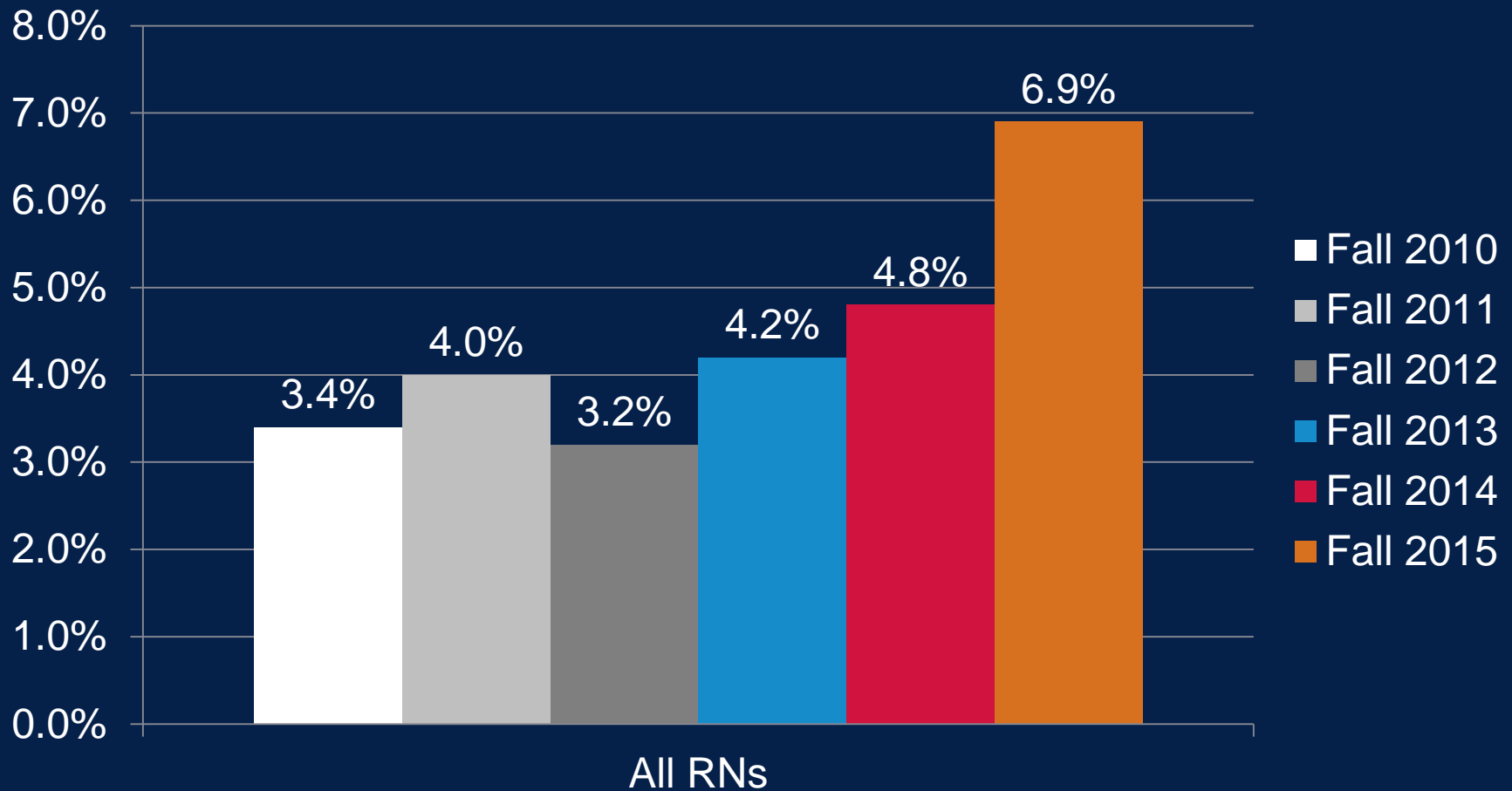
Source: UCSF/BRN, Forecasts of RN supply & demand, 2016

Tracking the end of the recession



- High demand: difficult to fill open positions
- Moderate demand: some difficulty filling open positions
- Demand is in balance with supply
- Demand is less than supply available
- Demand is much less than supply available

RN Vacancies, HASC Survey, 2010 - 2015

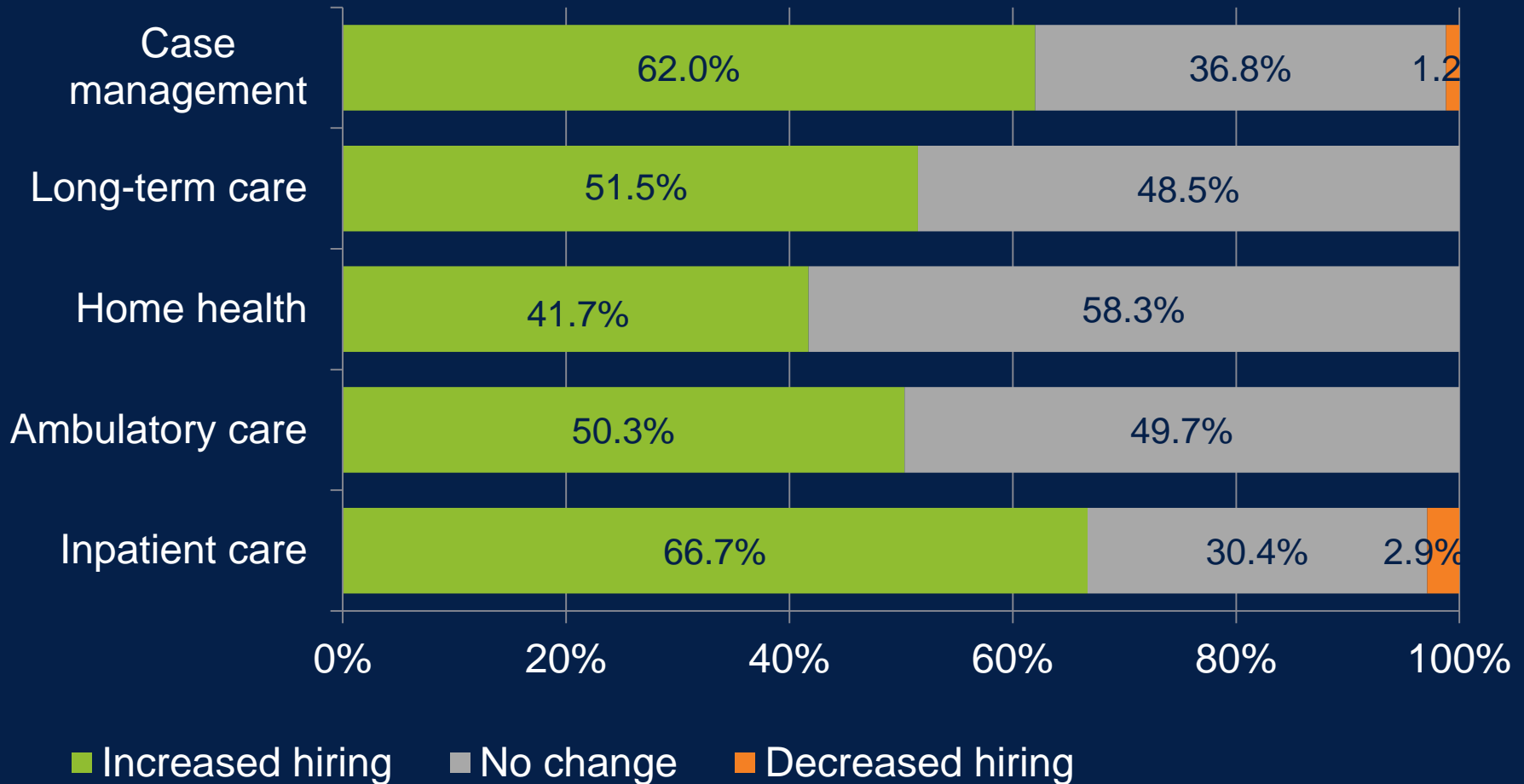


194 responses

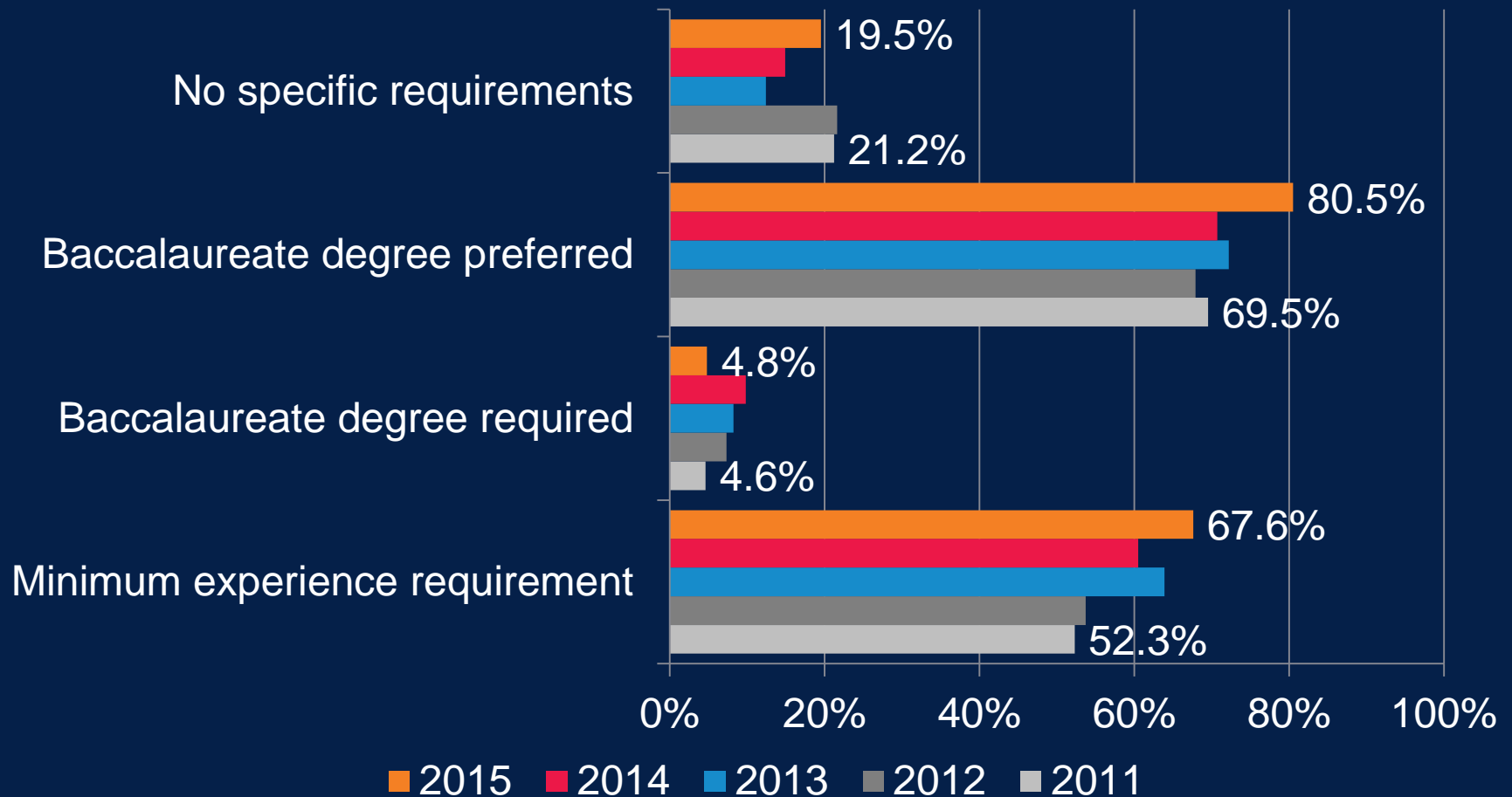
What have policy leaders done with the data?

- Increased investment in RN education
 - Maintained investment during recession
- Identified additional education needs

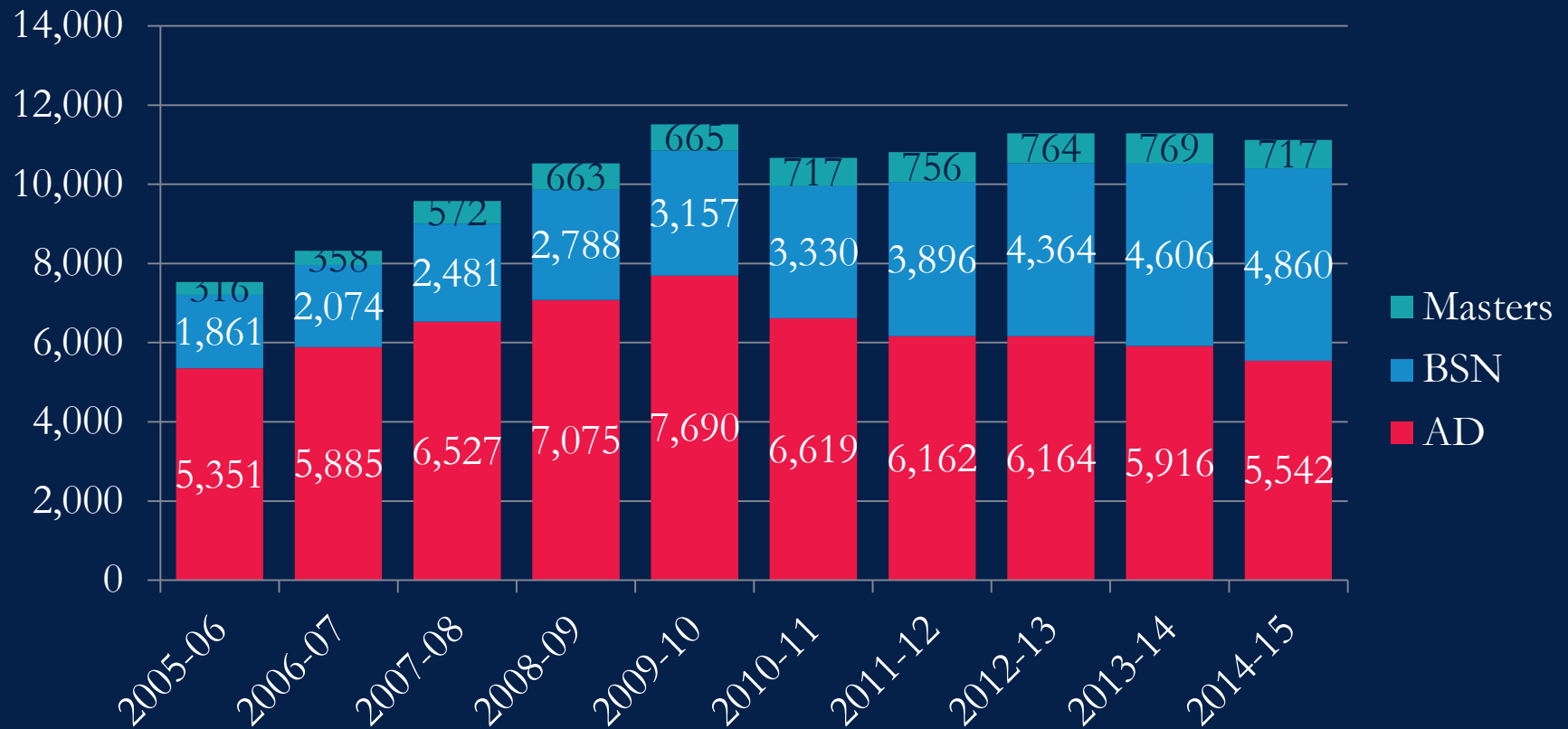
Expected RN hiring by care setting for next year (2015 - 2016)



Hiring requirements and preferences in hospitals



Types of education for new California RN graduates

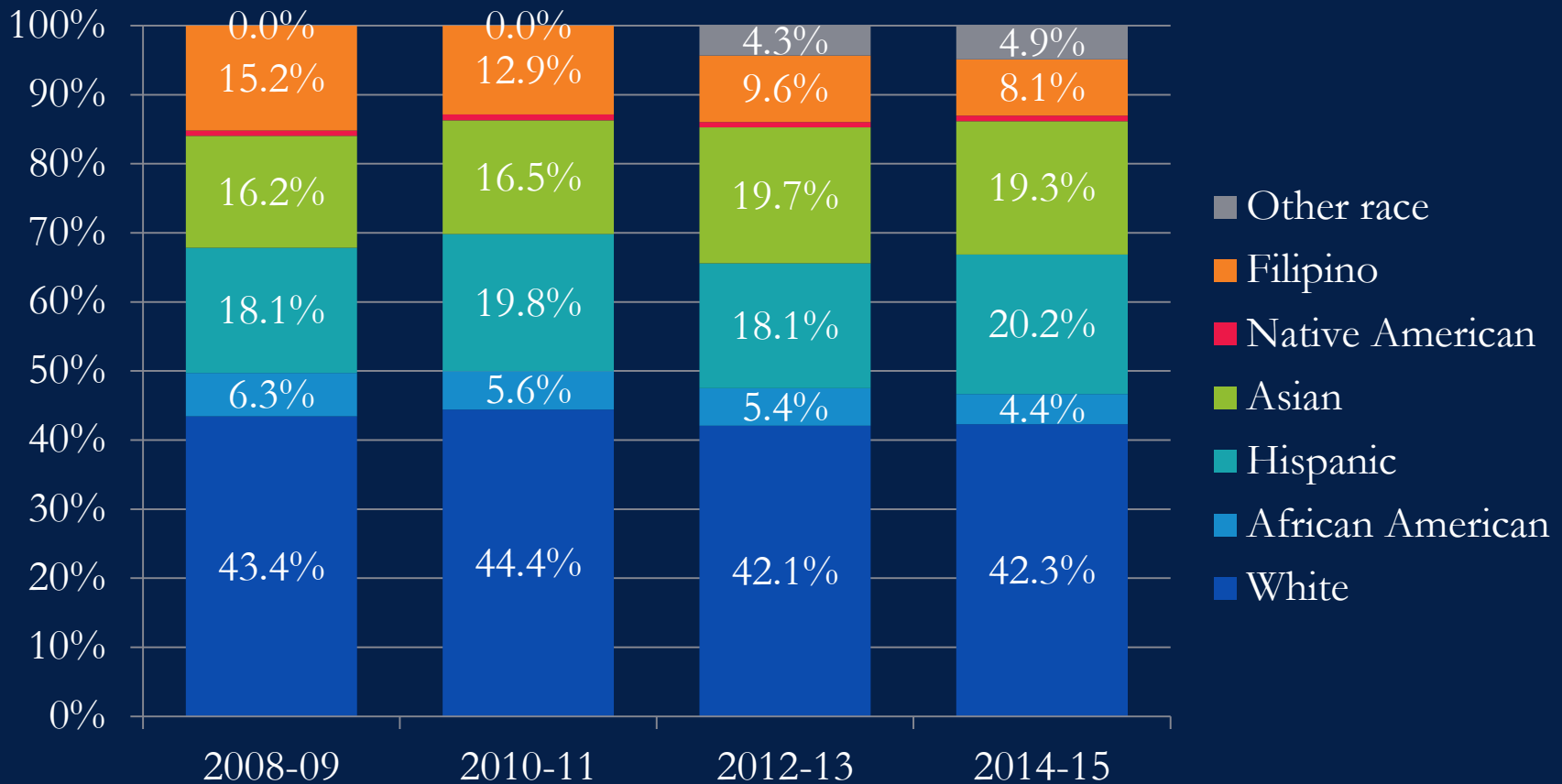


Source: BRN Annual Schools Report, 2015 (published 2016)

What have policy leaders done with the data?

- Increased investment in RN education
 - Maintained investment during recession
- Identified additional education needs
- Tracked whether new community college admissions criteria are having a negative effect on diversity

Diversity of California pre-licensure graduates



What have policy leaders done with the data?

- Increased investment in RN education
 - Maintained investment during recession
- Identified additional education needs
- Tracked whether new community college admissions criteria are having a negative effect on diversity
- Assessed importance of potential faculty shortages

Faculty data from BRN Annual Schools Report, 2013-2014

	Full-time faculty	Part-time faculty
Number in California	1,505	3,000
Vacancy rate	12.4%	6.1%
Number who left 2013-14	164	343
Expected to leave 2014-15	182	101

Reasons faculty leave:

Retirement 61%

Termination 24%

Career advancement
24%⁰%

Barriers to recruiting faculty:

Not enough applicants with required credentials: 80%

Non-competitive salaries: 75%

Workload: 38%

College/universities rules/policies: 16%

BRN rules: 32%

What have policy leaders done with the data?

- Increased investment in RN education
 - Maintained investment during recession
- Identified additional education needs
- Tracked whether new community college admissions criteria are having a negative effect on diversity
- Assessed importance of potential faculty shortages
- Advocated for nurse residencies and transition to practice programs

Residency programs for non-employee new graduates, Fall 2015

- 41 hospitals reported residencies for new graduates not guaranteed to be hired
 - Most offered 1-3 times per year
 - Most common capacity is 10-15 new grads
 - Most common length is 12-16 weeks
 - 68% paid program
- 81% of hospitals said 75-100% of residency completers were hired in last year
 - 14% said they hired less than 25%

UCSF

University of California
San Francisco