

# Florida's Nursing Workforce

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## Florida Board of Nursing's Nurse Educator Workshop

Rayna M. Letourneau, PhD, RN

Executive Director, Florida Center for Nursing

Associate Professor, University of South Florida

February 6, 2024

# Introduction

FCN is a state workforce center established in Florida Statute 464.0195.

Address issues of:

- Supply and demand

- Recruitment and retention

- Utilization of nurse workforce resources

The FCN is poised to inform, educate, and provide updates on nursing workforce issues.



# History of the FCN

- FCN Established
- University of Central Florida College of Health and Public Affairs (COHPA) was designated to house the FCN
- Florida Agency for Health Care Administration served as fiscal agent for FCN



2001



2002

- First FCN meeting
- Mary Lou Brunell served as Executive Director
- UCF contracted annually to serve as fiscal agent for FCN until its closing

- Closed
- COVID-19 Pandemic
- Florida Nurses Association membership's grassroots efforts to reestablish FCN

2020



2021

- Re-established as 1-year project
- FL DOH served as fiscal agent and contracted with FNA (USF subcontracted)
- Rayna Letourneau, PhD, RN appointed as Interim Executive Director

2022



- Headquartered at University of South Florida
- Board of Directors appointed
- Rayna Letourneau, PhD, RN appointed as Executive Director

# FCN Staff



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# FCN Board of Directors



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MSN, CRNA, APRN



Monica Puga,  
MSN, RN



Leslie Rogers,  
PhD, MBA, BSN, RN

# Goals of the FCN



Develop a strategic statewide plan for nursing manpower in this state.



Enhance and promote recognition, reward, and renewal activities for nurses in the state.



Convene various groups representative of nurses, other health care providers, business and industry, consumers, legislators, and educators.

## Mission

The Florida Center for Nursing is established to research and address issues of supply and demand for nursing, including issues of recruitment, retention, and utilization of nurse workforce resources.

## Vision

The vision of the Florida Center for Nursing is to ensure that the health care needs of the residents and visitors of Florida are met by a competent and sufficient nursing workforce.

## Values

**Accountability** - We commit to deliver on the FCN's statutory goals.

**Integrity** - We practice high ethical standards through interpersonal and interprofessional relationships.

**Respect** - We cultivate collaborative partnerships that promote access for everyone.

**Courage** - We take bold steps to create innovative best practices to advance the nursing profession.

# FCN Strategic Priorities



**Generating new  
knowledge and  
information**



**Developing and  
implementing new  
interventions**



**Promoting  
Recognition**



# Generating New Knowledge and Information

# Research and Data

- Supply
- Demand
- Nursing Education



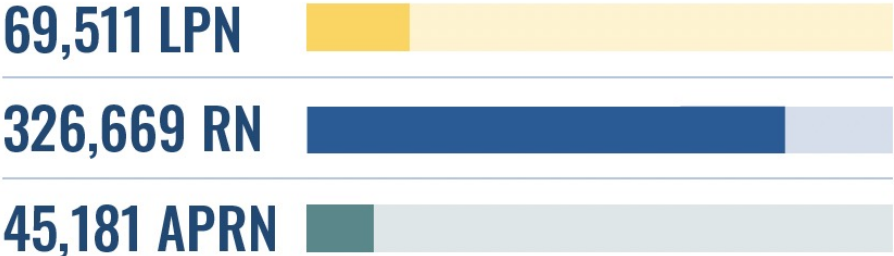
# Florida Nursing Supply

2020-2021 License Renewal Cycle



# 441,361

Active Nursing Licenses



Licensees can hold either single-state or multi-state licenses. Multi-state licenses accounted for:



19.6%  
LPN

Active Licenses



22.2%  
RN

Active Licenses



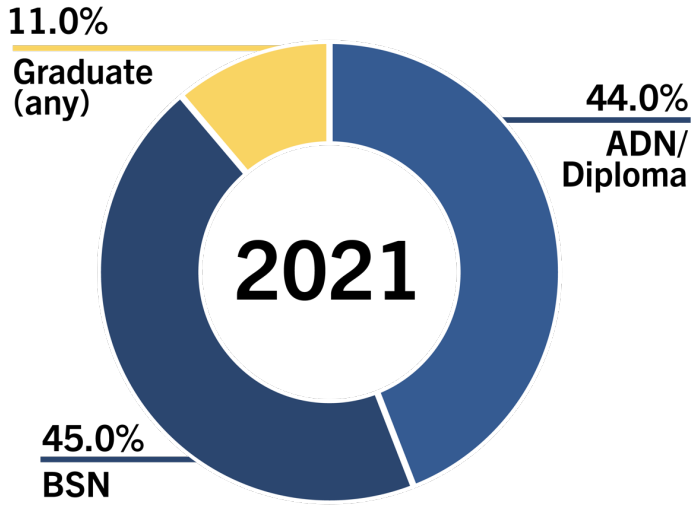
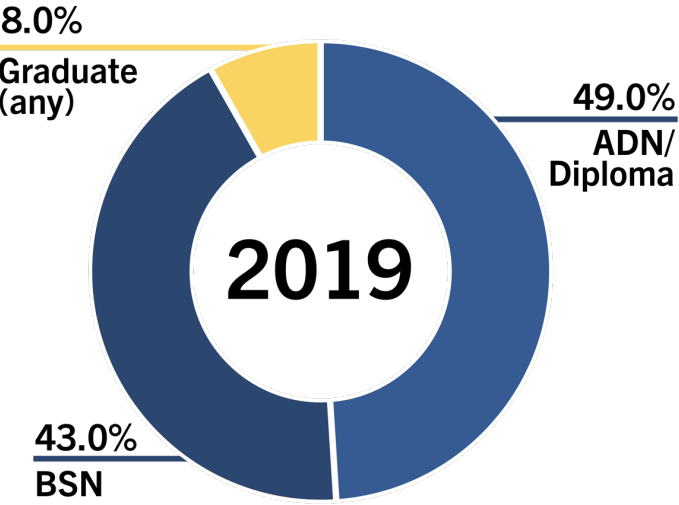
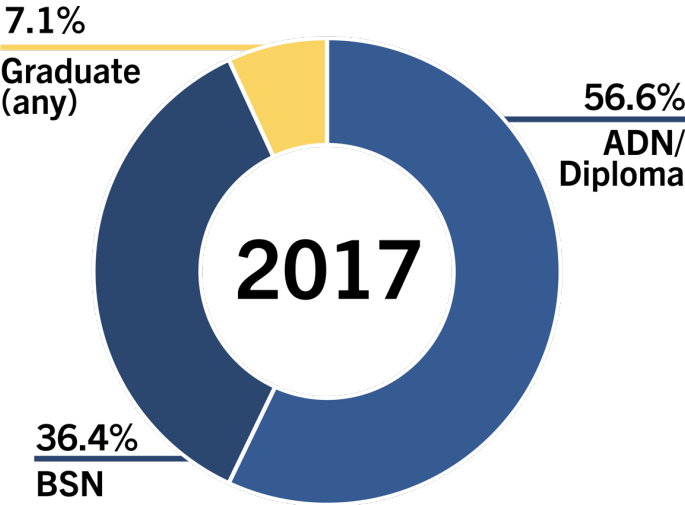
16.9%  
APRN

Active Licenses

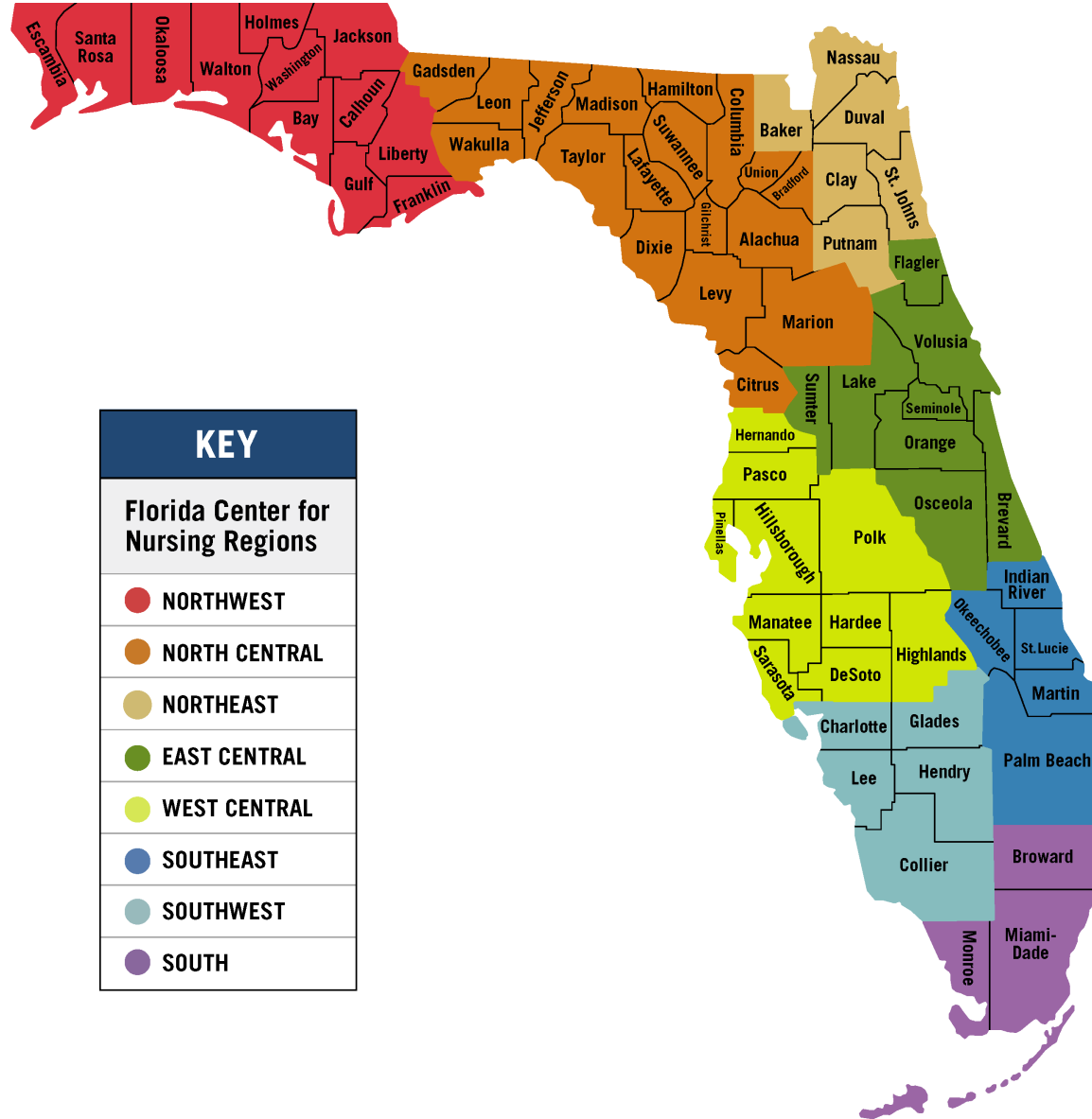
# Number of Years Licensed

Years Licensed in FL	FL LPNs	FL RNs	FL APRNs
0 or 1	13.1%	17.4%	25.7%
2-4	16.8%	18.7%	26.8%
5-9	21.3%	21.9%	22.2%
10-14	15.5%	11.8%	10.2%
15-19	11.1%	9.0%	6.0%
20 or more	22.3%	21.2%	9.3%

# RN Educational Attainment



# Florida Regional Map

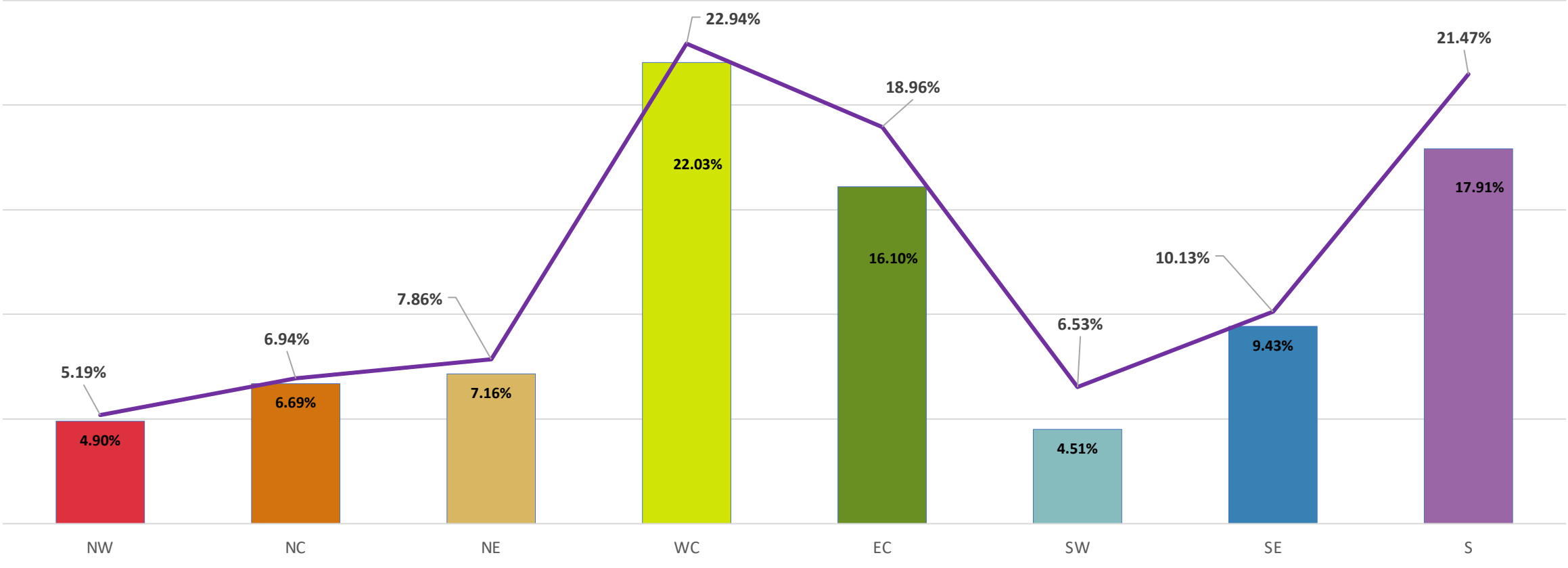


KEY	
Florida Center for Nursing Regions	
<span style="color: red;">●</span>	NORTHWEST
<span style="color: orange;">●</span>	NORTH CENTRAL
<span style="color: lightorange;">●</span>	NORTHEAST
<span style="color: green;">●</span>	EAST CENTRAL
<span style="color: yellow;">●</span>	WEST CENTRAL
<span style="color: blue;">●</span>	SOUTHEAST
<span style="color: lightblue;">●</span>	SOUTHWEST
<span style="color: purple;">●</span>	SOUTH

# Regional Distribution of Supply of Nurses

Percent Contribution to Statewide Workforce & Population

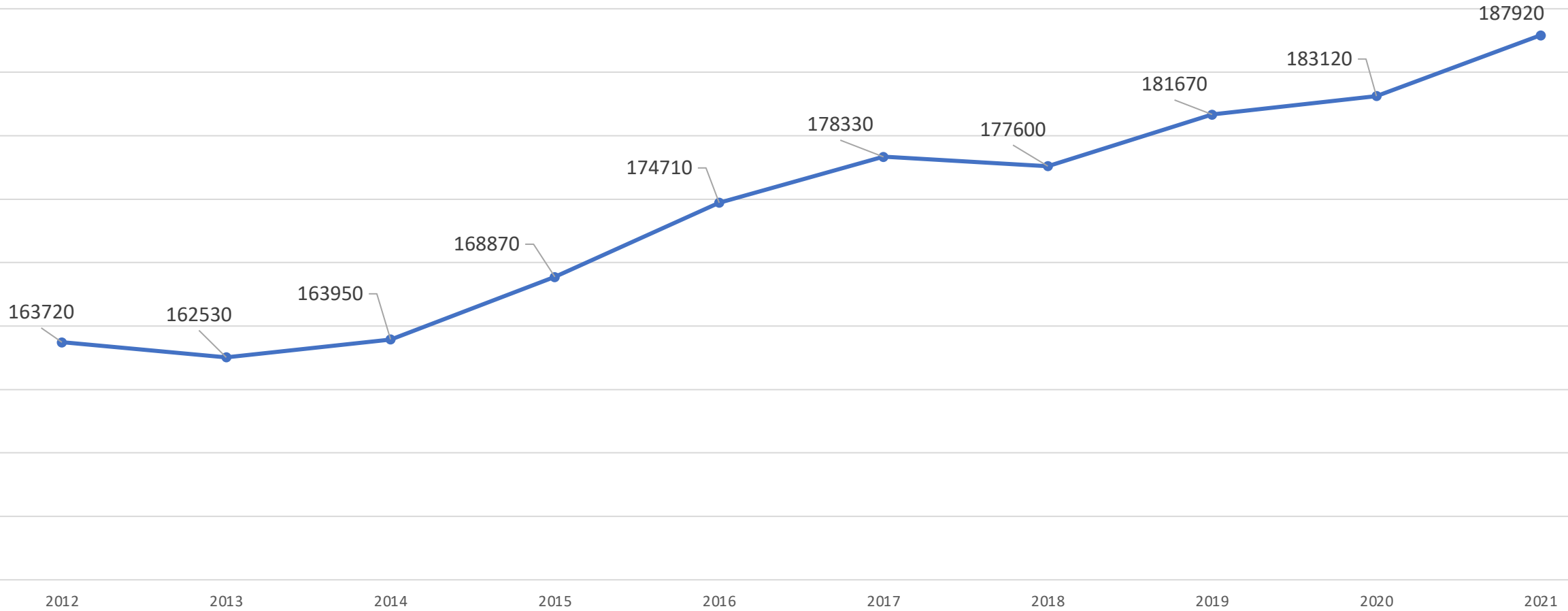
Workforce Contribution    Population Contribution



# Registered Nurses Employment

Florida Registered Nurses 2012-2021 Employment

Source: Florida Department of Economic Opportunity





# Projected Growth for RNs in Florida

## Florida Registered Nurses

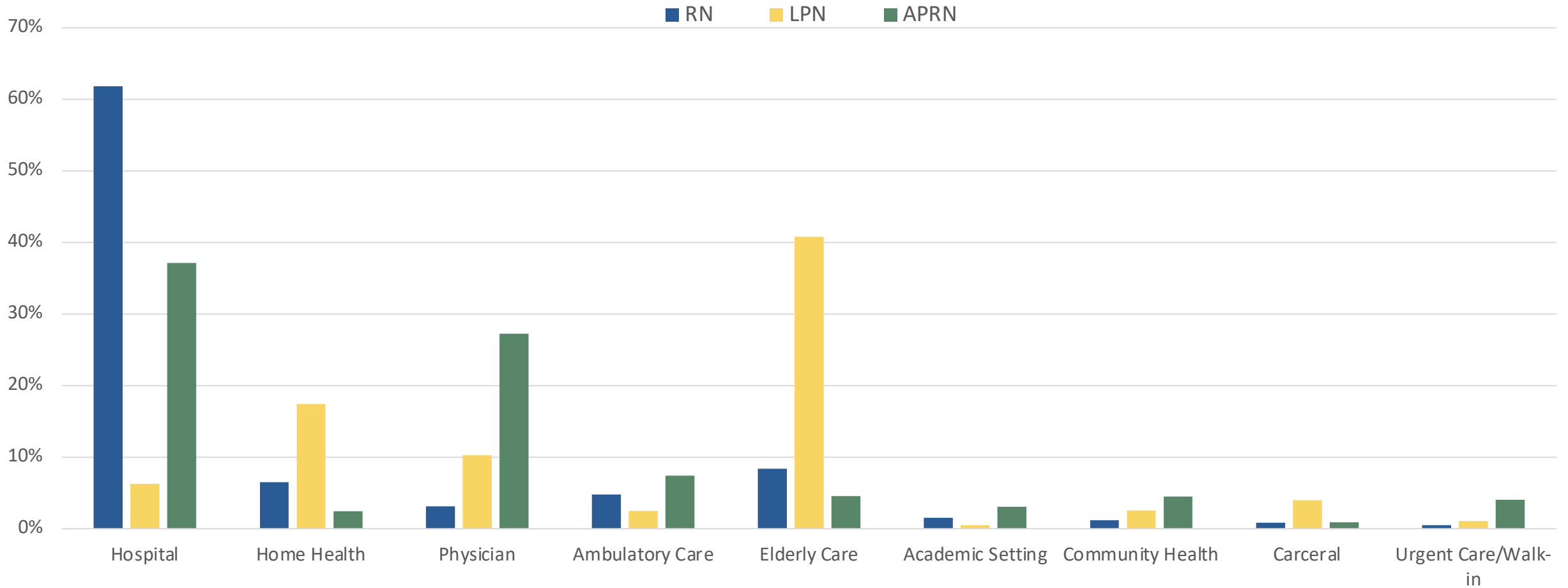
### Projected Employment 2022-2030

Source: Florida Department of Economic Opportunity



# Workplace Setting

STATEWIDE - WORKPLACE SETTING



# Workplace Settings



**The majority of Florida's LPNs work in an elderly care setting.**

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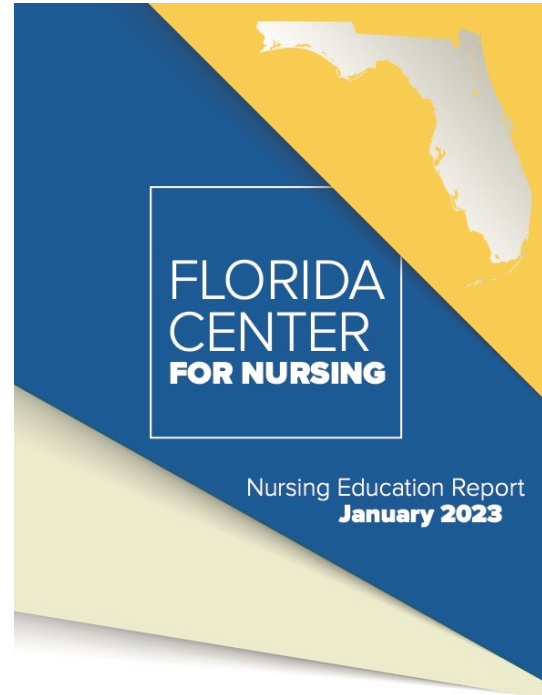
**Most of Florida's RNs work in a hospital setting.**

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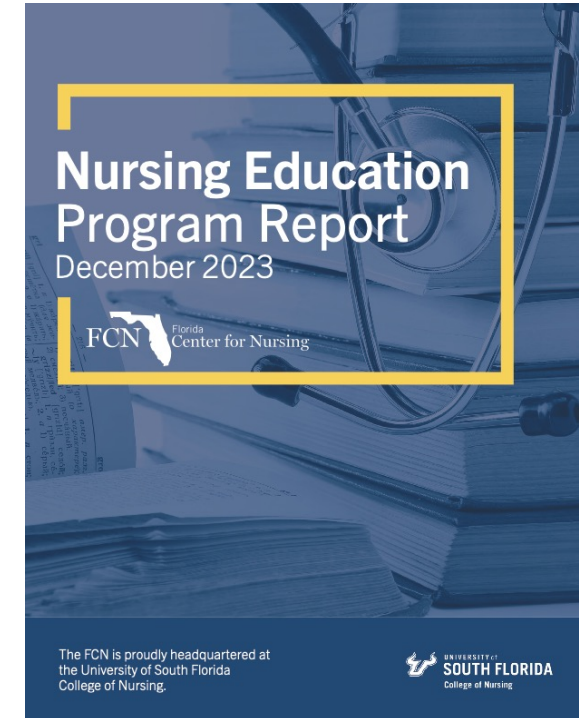


**The majority of Florida's APRNs work in hospital and physician practice settings.**

# Nursing Education Reports



The FCN is housed at the University of South Florida College of Nursing



The FCN is proudly headquartered at the University of South Florida College of Nursing.



# Prelicensure Programs

Practical Nursing Programs (PN)

Associate Degree in Nursing Programs (ADN)

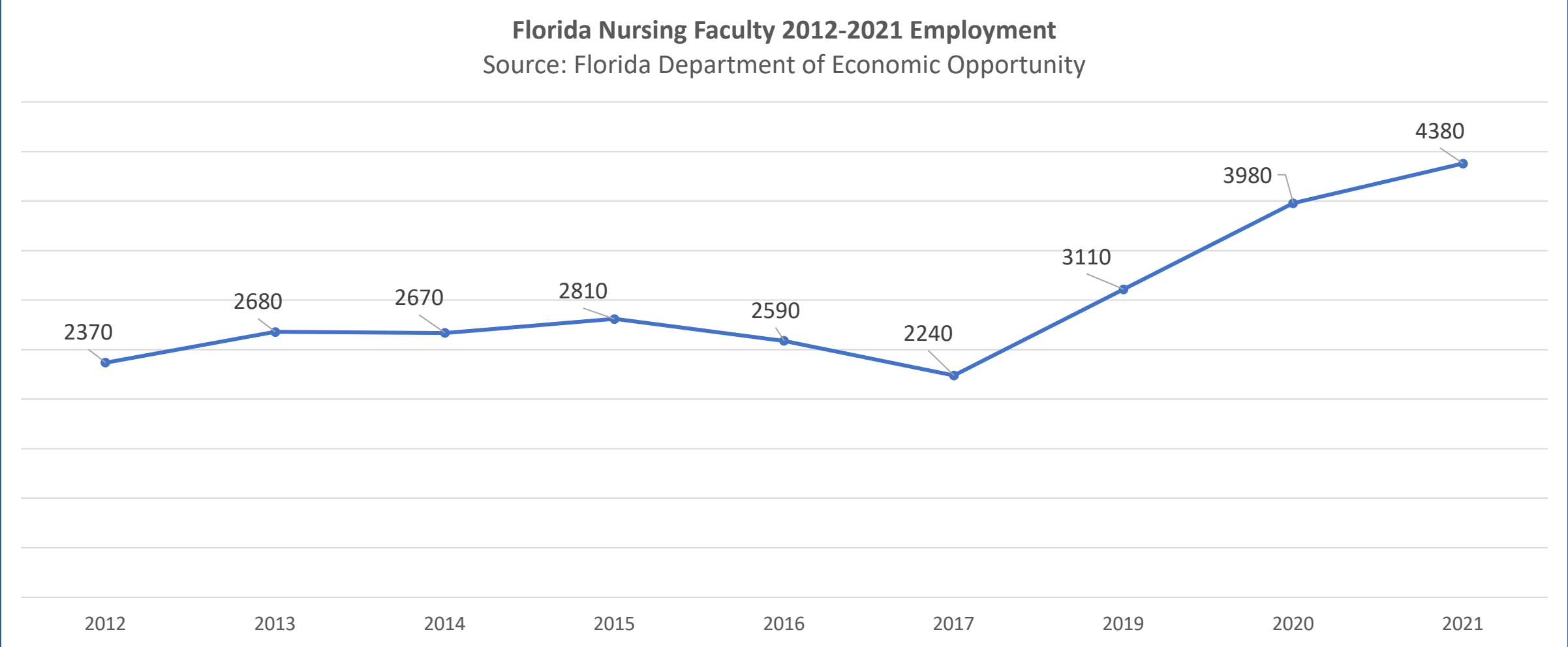
Bachelor of Science in Nursing Programs (BSN)

Offered by

- Florida state universities, colleges, public school districts
- Private institutions licensed by the Florida Commission for Independent Education (CIE)
- Private institutions that are members of the Independent Colleges and Universities of Florida (ICUF)
- Religious institutions authorized by law to offer nursing programs

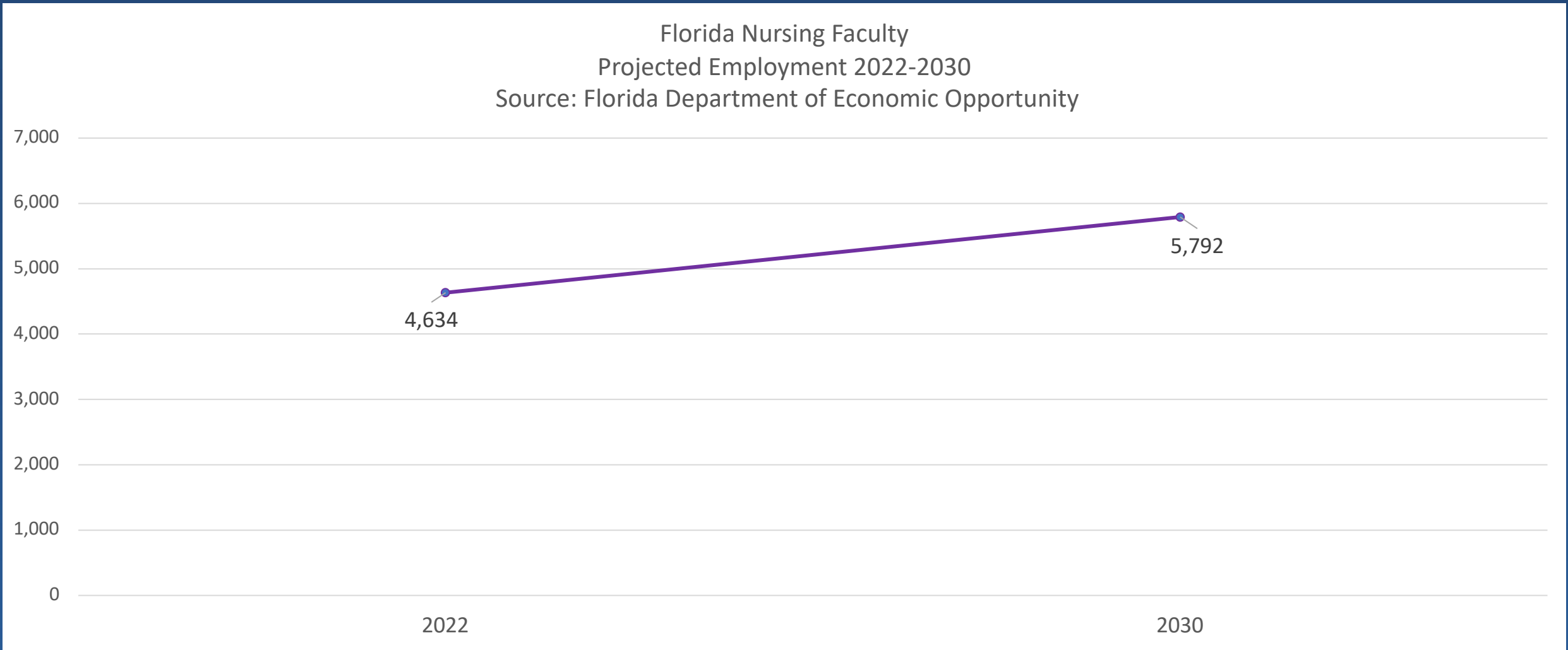
# Nursing Faculty Employment

Florida Nursing Faculty 2012-2021 Employment  
Source: Florida Department of Economic Opportunity



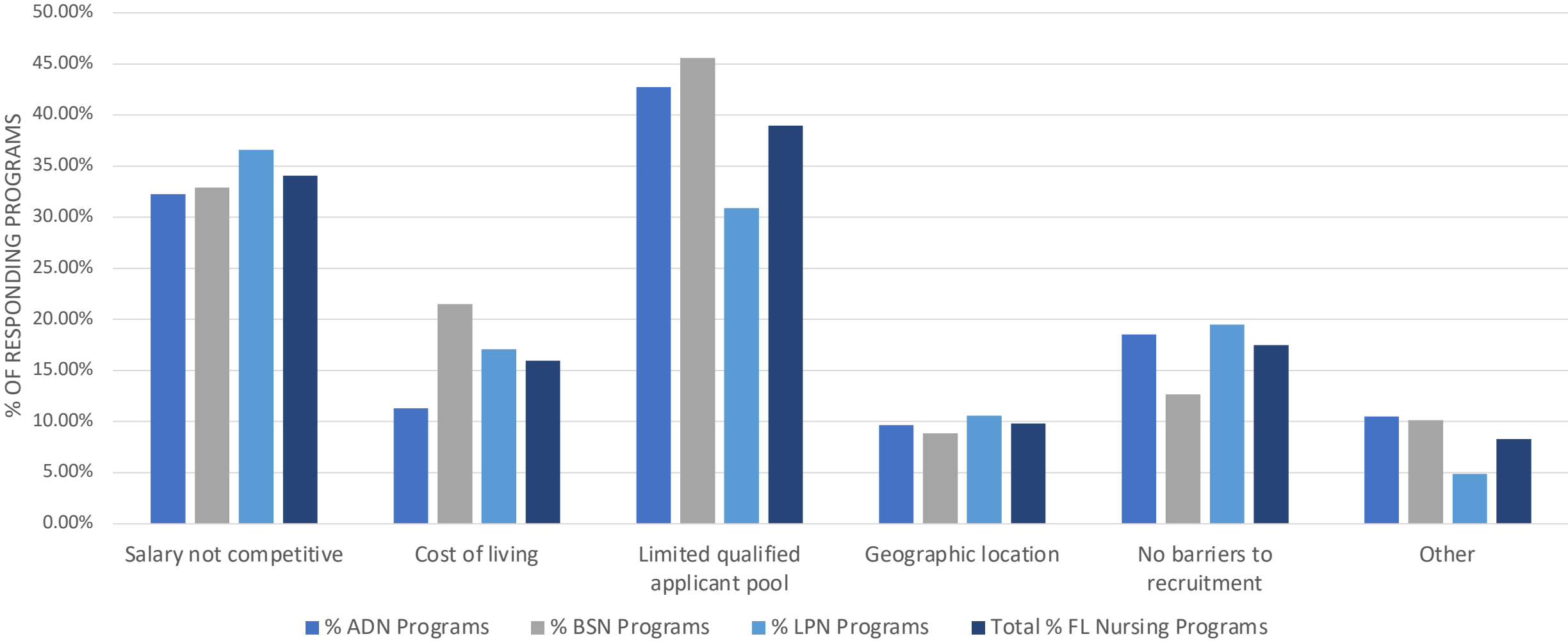
# Projected Growth of Nursing Faculty

Florida Nursing Faculty  
Projected Employment 2022-2030  
Source: Florida Department of Economic Opportunity



# Barriers to Faculty Recruitment

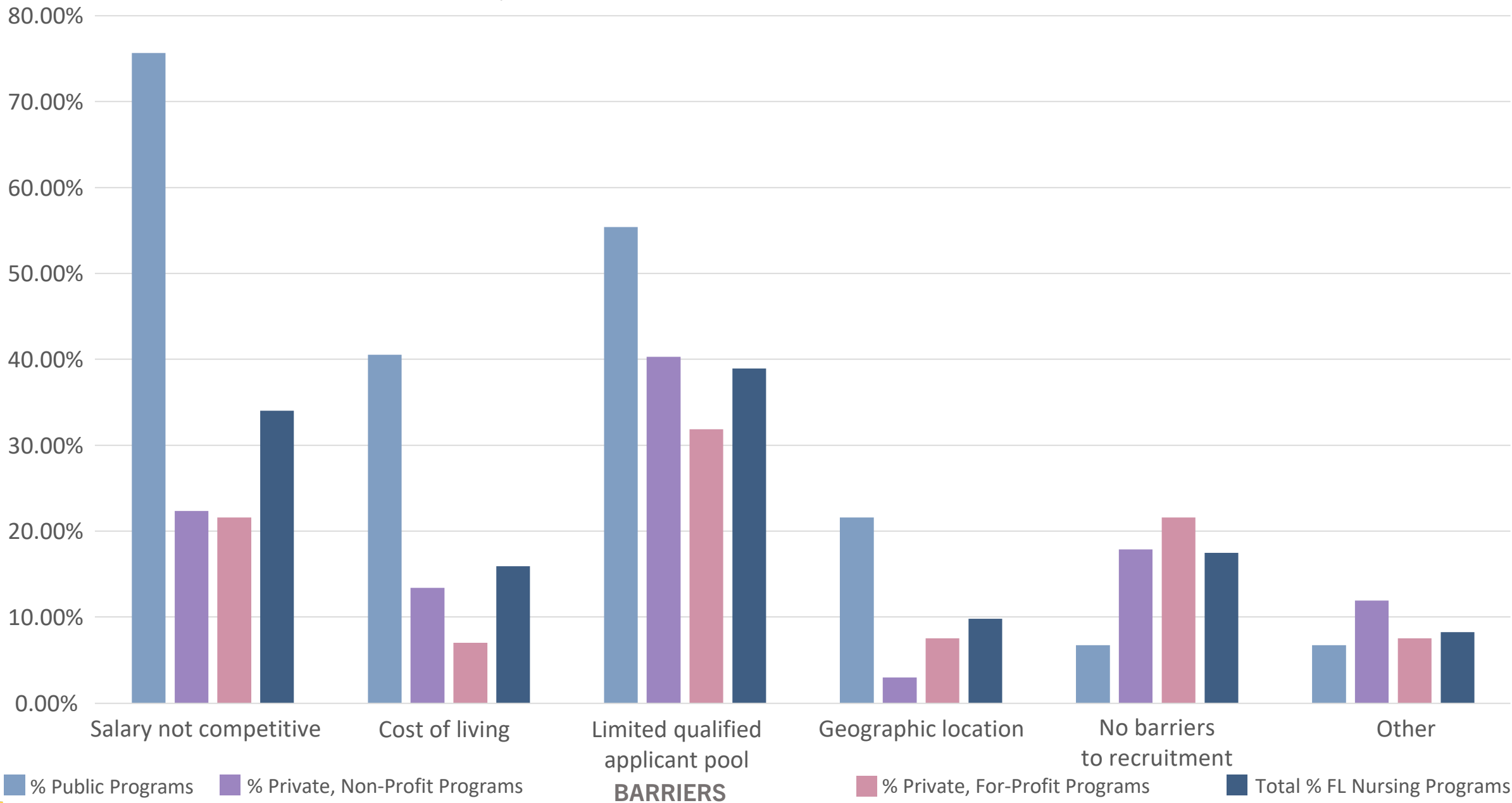
2022 FL PRELICENSURE NURSING PROGRAMS - BARRIERS TO FACULTY RECRUITMENT





## 2022 FL PUBLIC/PRIVATE NURSING PROGRAMS - BARRIERS IN FACULTY RECRUITMENT

% OF RESPONDING PROGRAMS

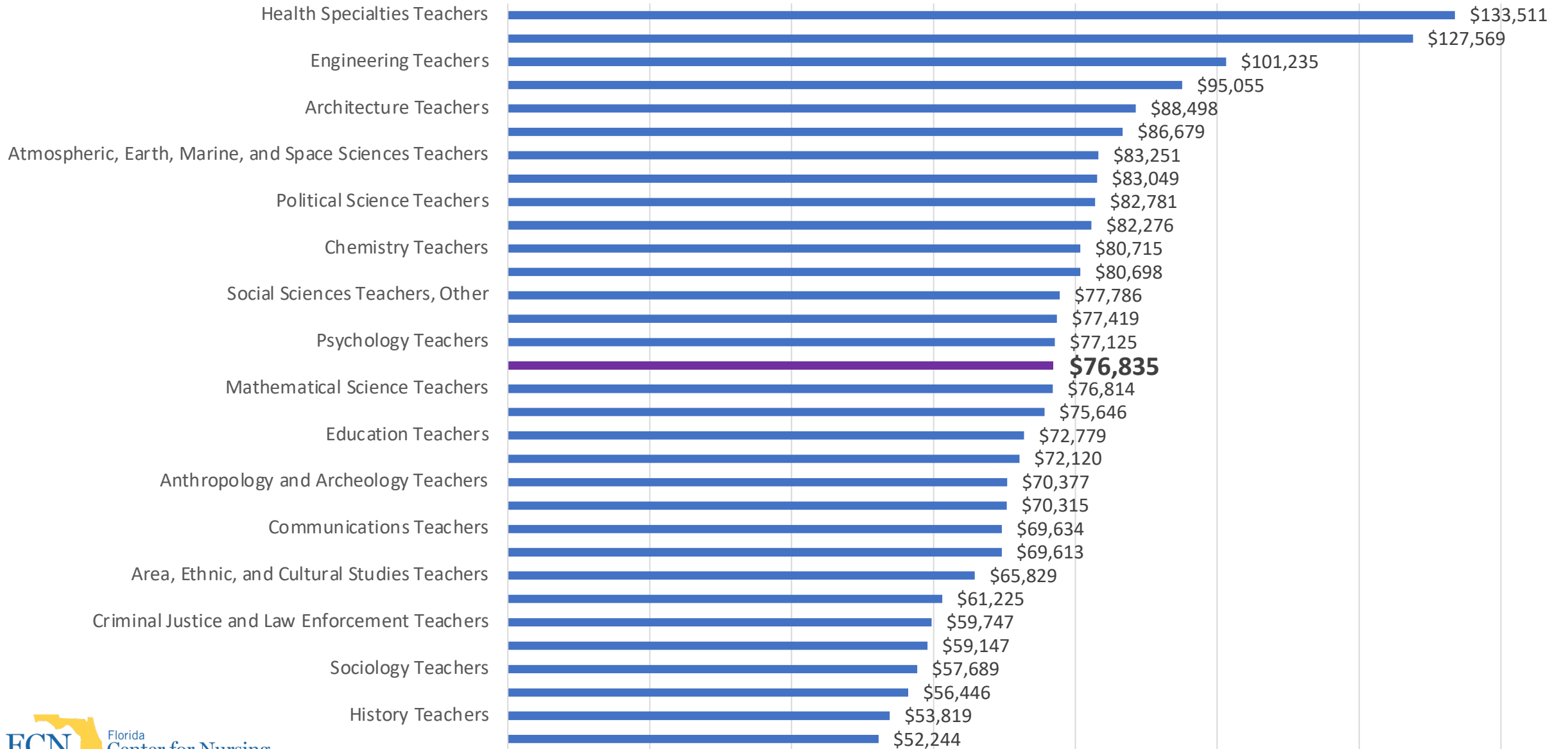


**BARRIERS**

■ % Public Programs    
 ■ % Private, Non-Profit Programs    
 ■ % Private, For-Profit Programs    
 ■ Total % FL Nursing Programs

## 2021 Florida Post-Secondary Faculty Wages

Source: Florida Department of Economic Opportunity



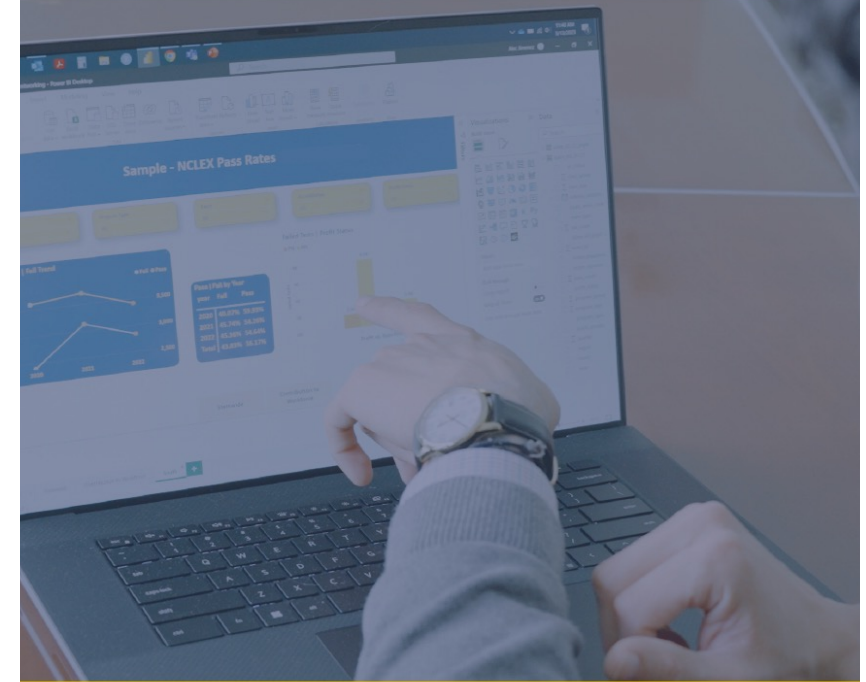
# Florida Statute §464.0195(5)

Evaluation of NCLEX pass rates is a critical step in overall evaluation of the State's nursing workforce as newly licensed nurses are often employed to fill vacant nursing positions.

Graduates who fail the NCLEX cannot enter the workforce as nurses.



## 2023 NCLEX Report



The FCN is proudly headquartered at the University of South Florida College of Nursing.



## ABOUT THE NCLEX

A Behind-the-Scenes Look at the Exam

### The Premier Licensure Exam

NCSBN is dedicated to developing psychometrically sound and legally defensible nurse licensure and certification examinations consistent with current entry-level practice. The NCLEX is the world's premier licensure exam and uses computerized adaptive testing (CAT) technology to deliver the exam, ensuring a valid and reliable measurement of nursing competence.



Screenshot from <https://www.nclex.com/About.page>

## 2023

Type of Candidate	FL Pass Rate	National Pass Rate
RN	76.75%	88.56%
BSN	87.47%	90.17%
ADN	77.70%	87.75%
PN	74.87%	86.67%

# 2023

## Number of NCLEX-RN Test Takers

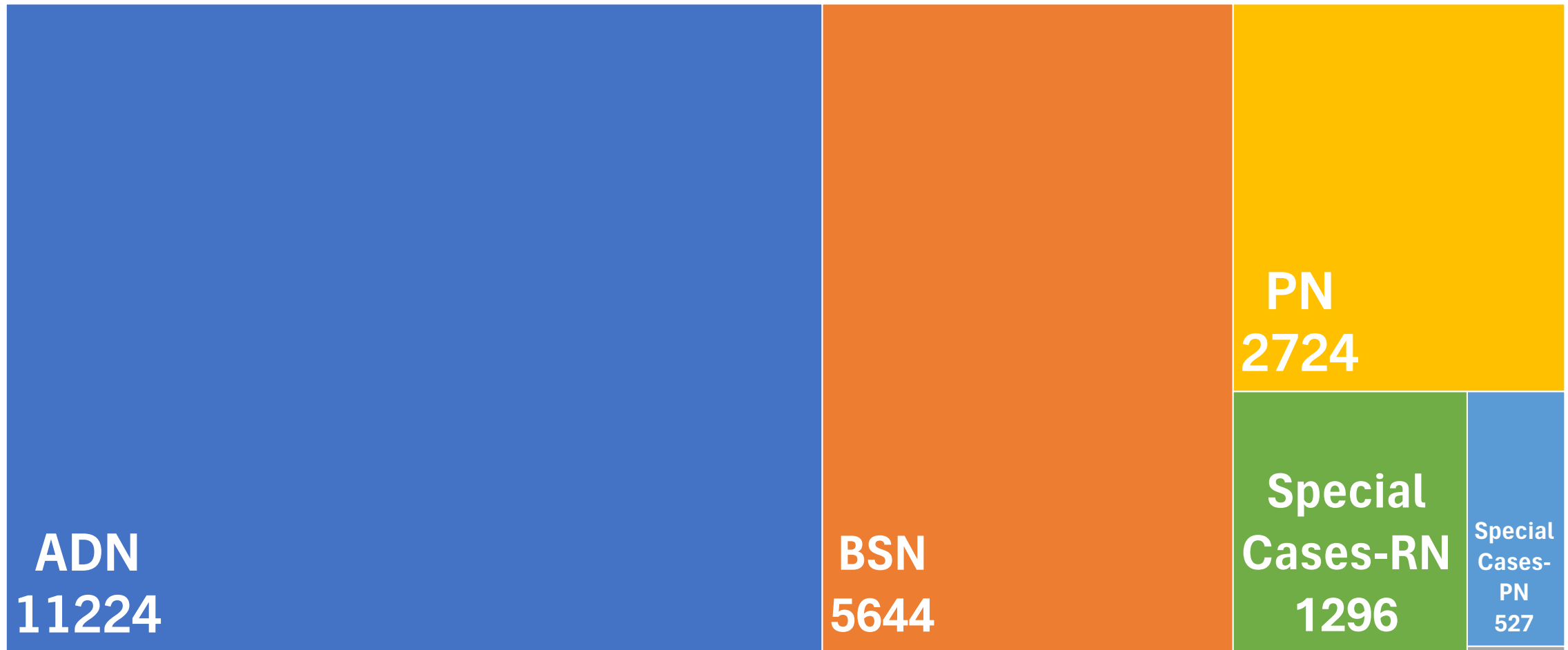
	Quarter 1 Jan.-March	Quarter 2 April-June	Quarter 3 July- Sept.	Quarter 4 Oct.-Dec.	YTD Total
<b>Florida RN (Total)</b>	6,760	4,661	3,974	2,783	18,178
<b>Baccalaureate Degree</b>	1,782	1,618	1,437	807	5,644
<b>Associate Degree</b>	4,340	2,737	2,350	1,797	11,224
<b>Diploma</b>	11	1	2	0	14
<b>Invalid or Special Program Codes</b>	627	305	185	179	1,296

## 2023

### Number of NCLEX-PN Test Takers

	Quarter 1 Jan.-March	Quarter 2 April-June	Quarter 3 July- Sept.	Quarter 4 Oct.-Dec.	YTD Total
<b>Florida PN (Total)</b>	1,051	646	862	692	3,251
<b>Certificate</b>	903	507	728	586	2,724
<b>Invalid or Special Program Codes</b>	148	139	134	106	527

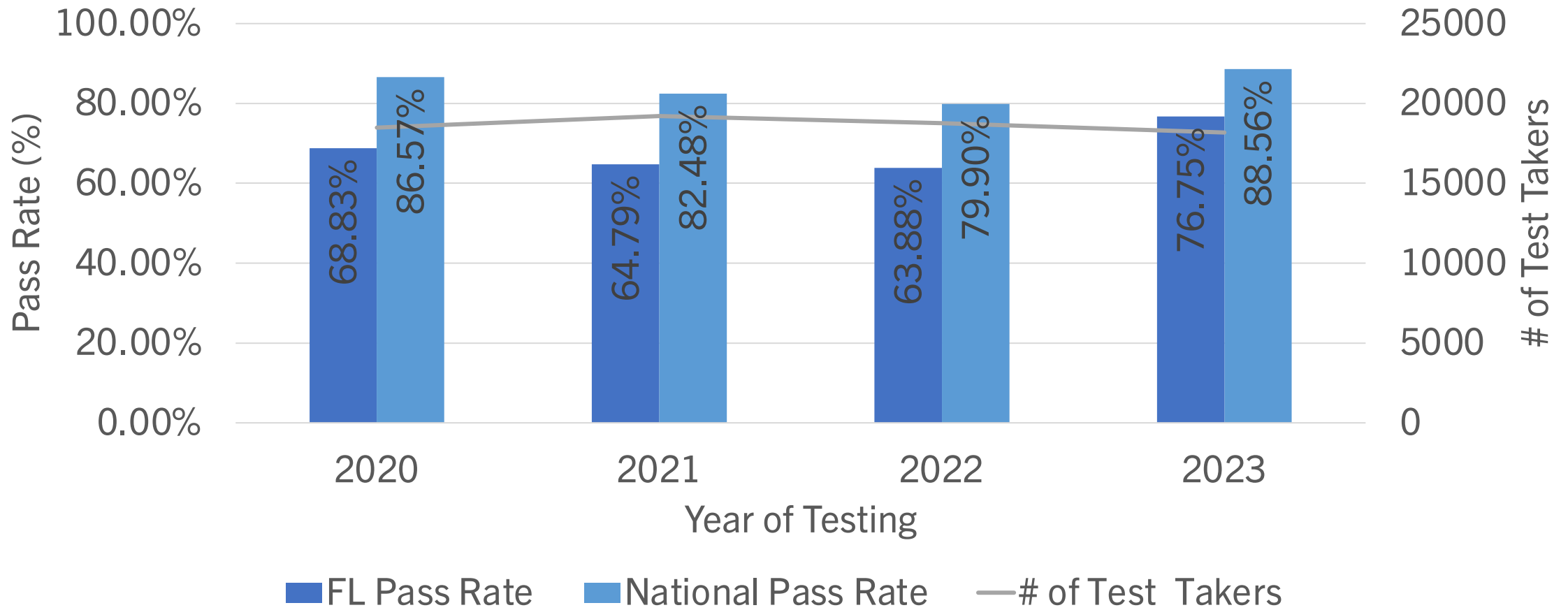
## 2023 FL NCLEX TEST TAKERS BY PROGRAM TYPE



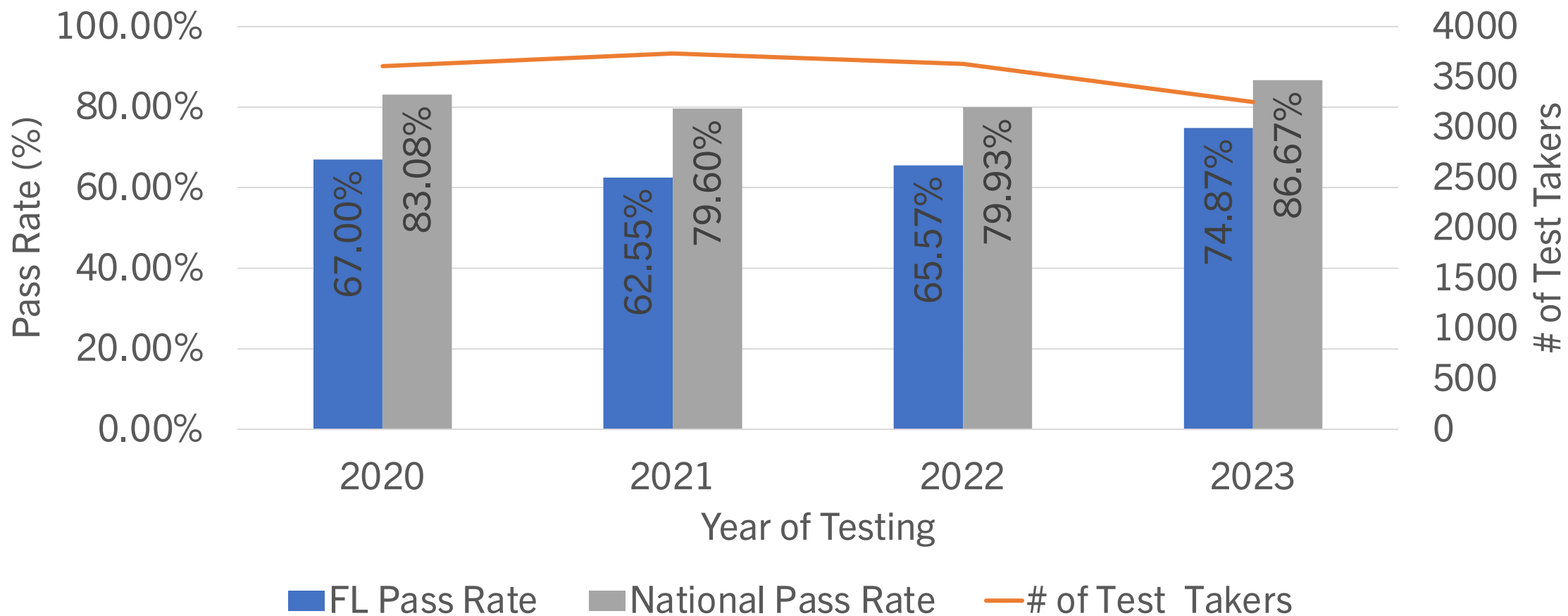
■ ADN ■ BSN ■ DPL ■ PN ■ Special Cases-PN ■ Special Cases-RN



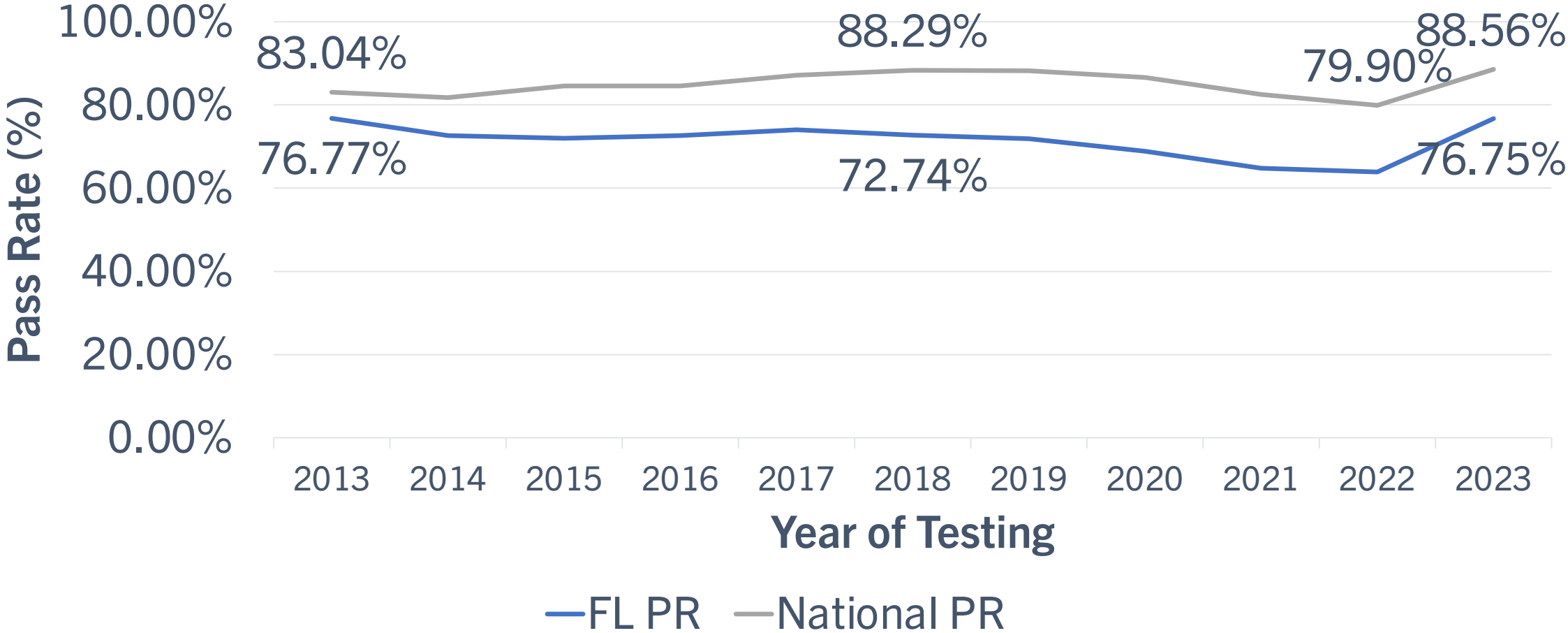
## FL NCLEX-RN PASS RATES and NUMBER OF TEST TAKERS 2020-2023



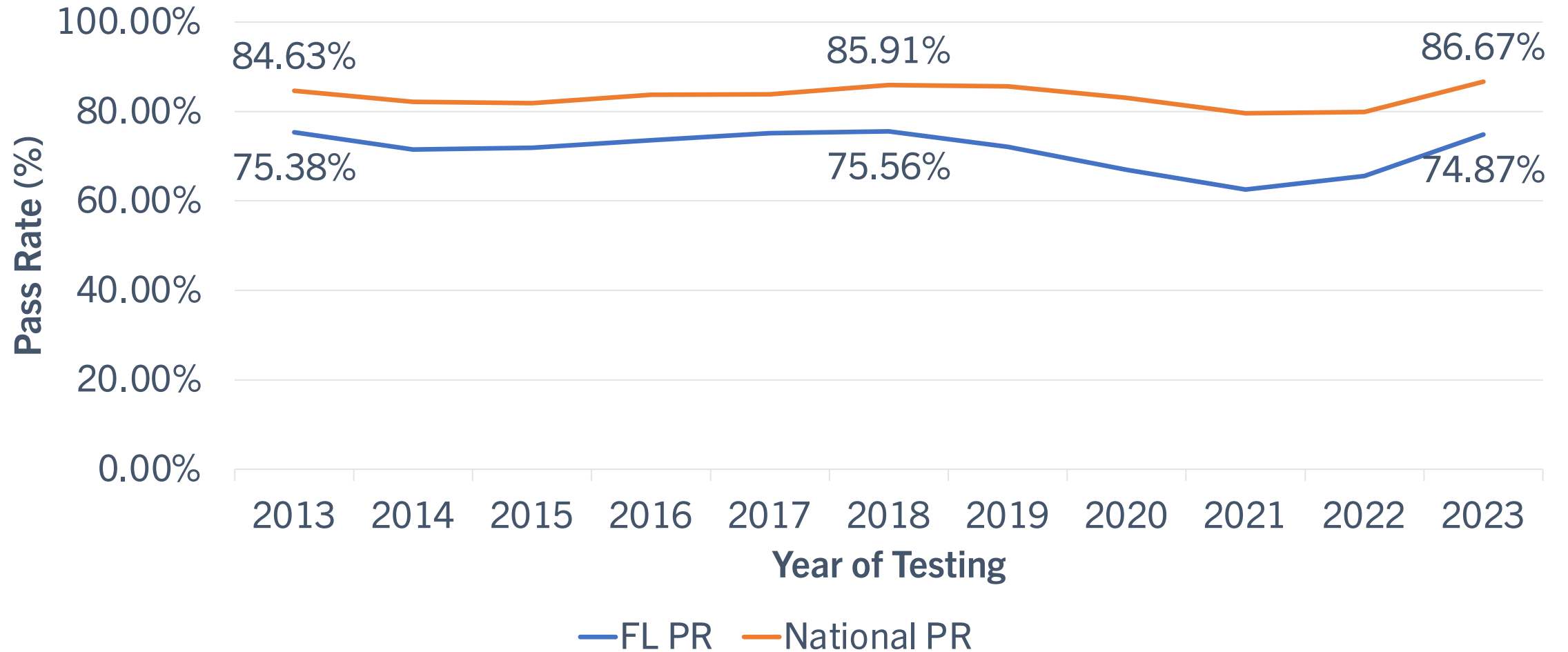
## FL NCLEX-PN PASS RATES and NUMBER OF TEST TAKERS 2020-2023



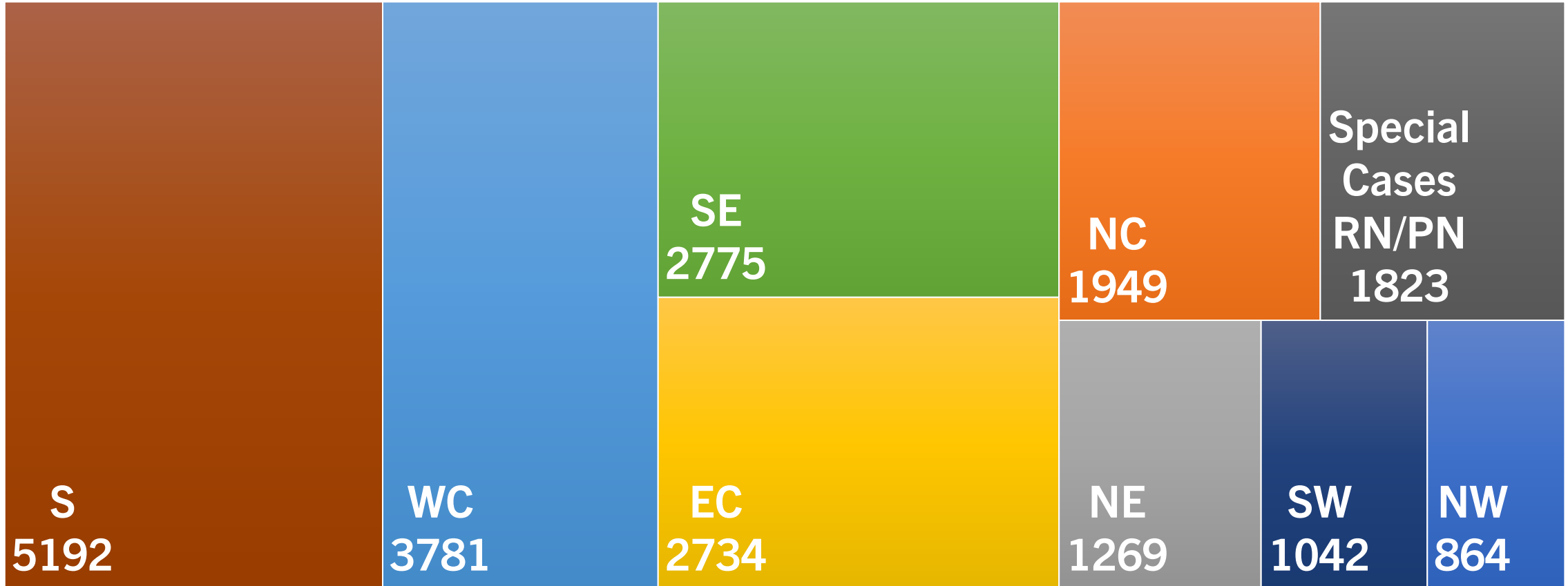
# FL NCLEX-RN PASS RATES vs. NATIONAL PASS RATE FROM 2013-2023



## FL NCLEX-PN PASS RATES vs. NATIONAL PASS RATE FROM 2013-2023

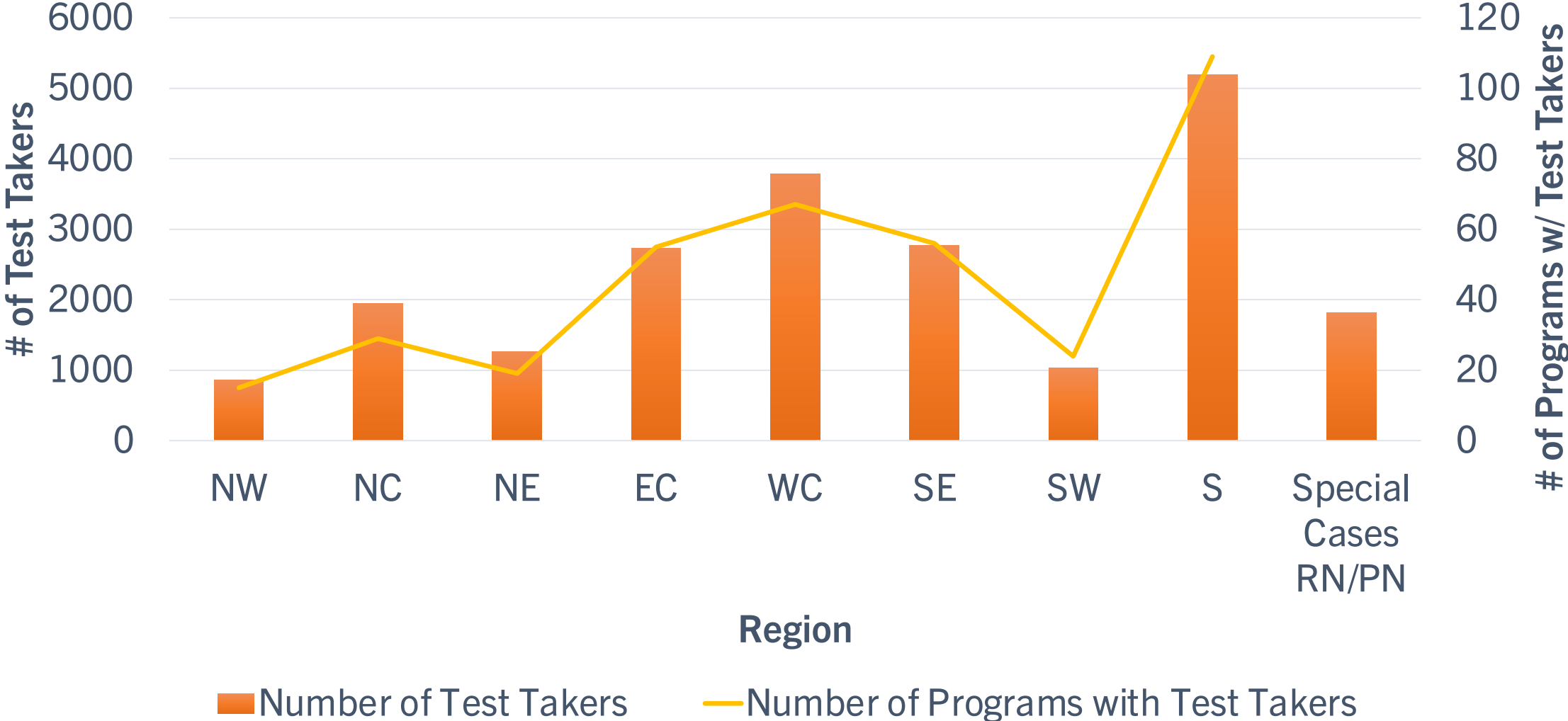


## 2023 FL NCLEX Test Takers by Region

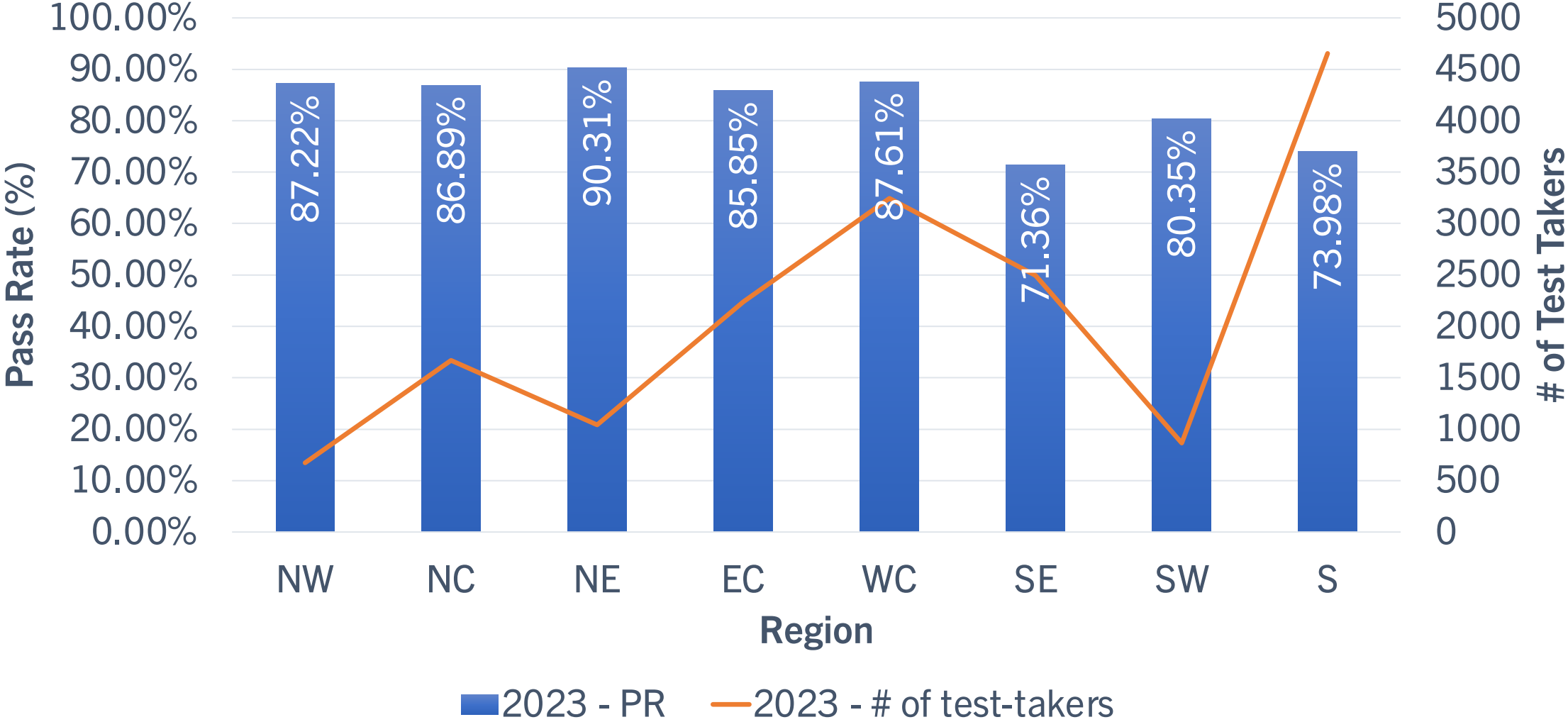


■ NW ■ NC ■ NE ■ EC ■ WC ■ SE ■ SW ■ S ■ Special Cases RN/PN

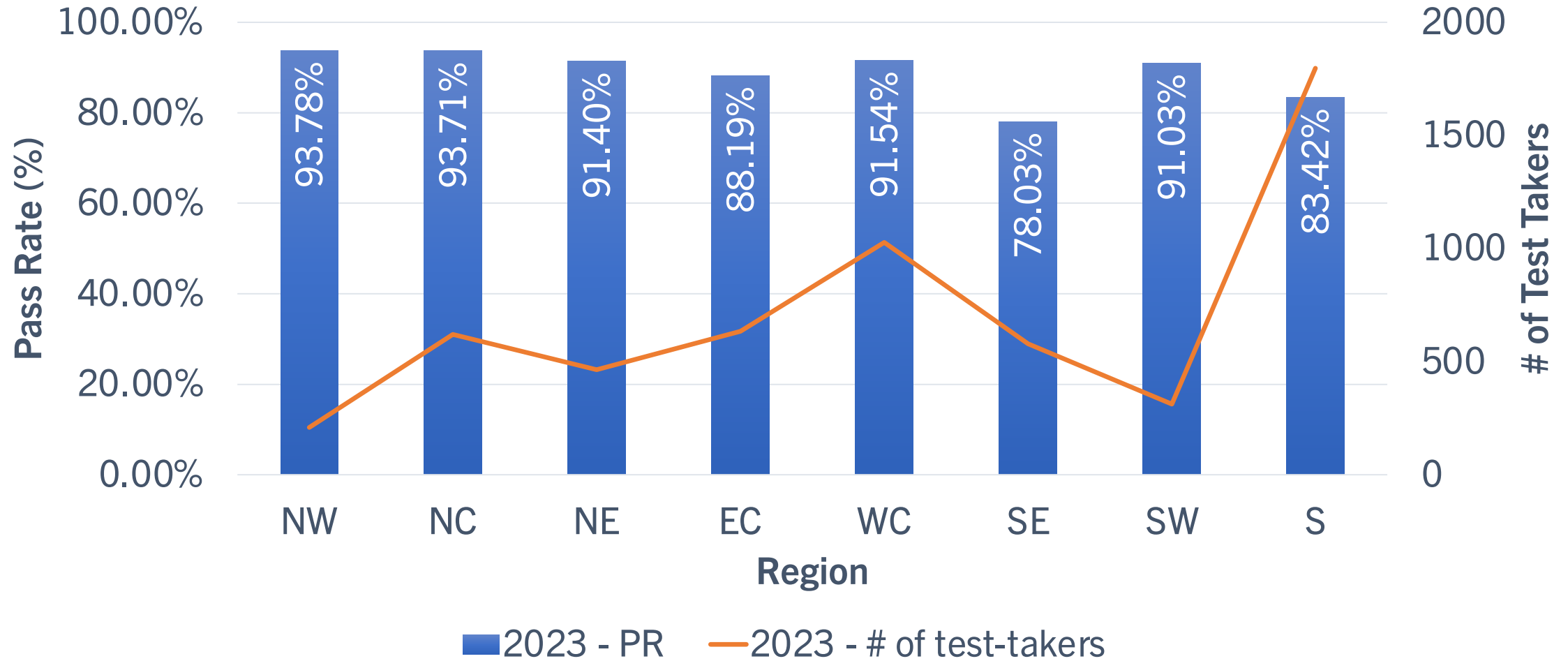
# 2023 FL NCLEX Number of Test Takers and Programs by Region



# FL 2023 NCLEX-RN Pass Rates by Region

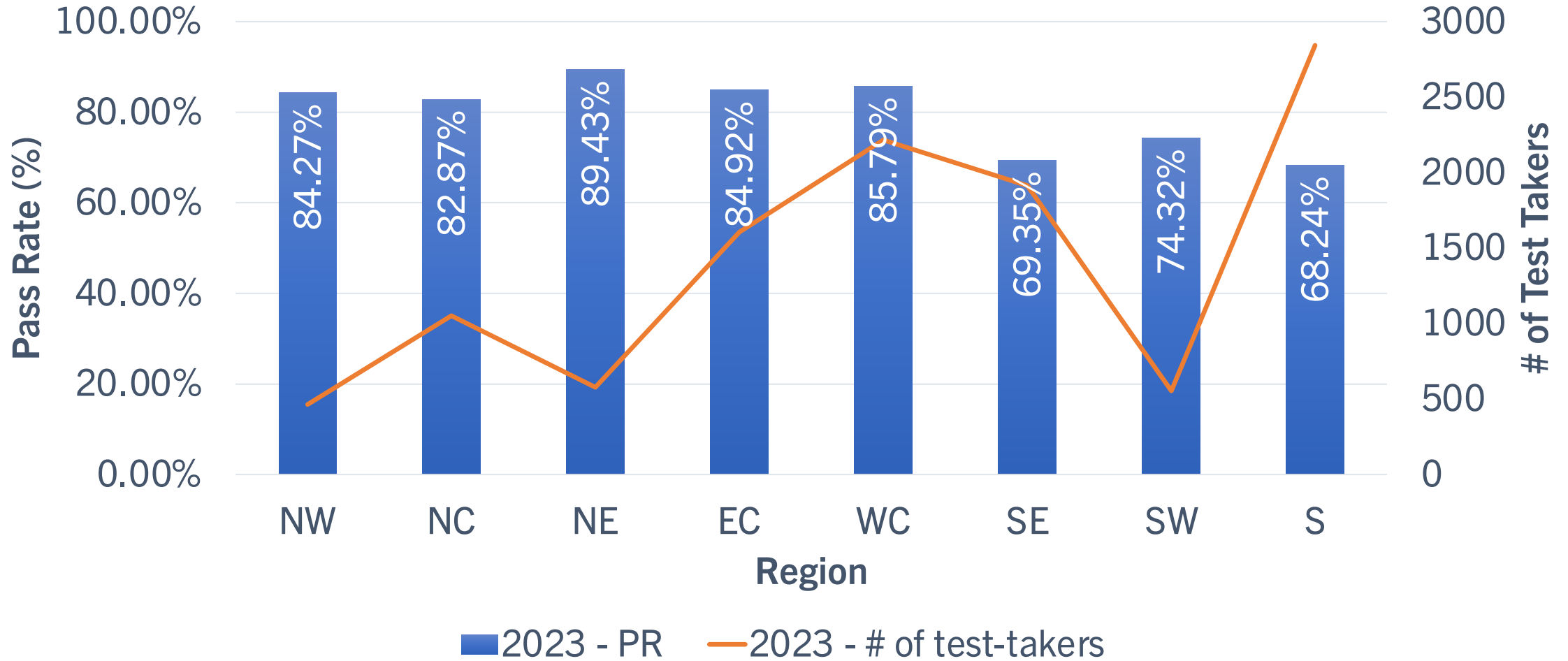


## FL 2023 BSN Prepared NCLEX-RN Pass Rates by Region

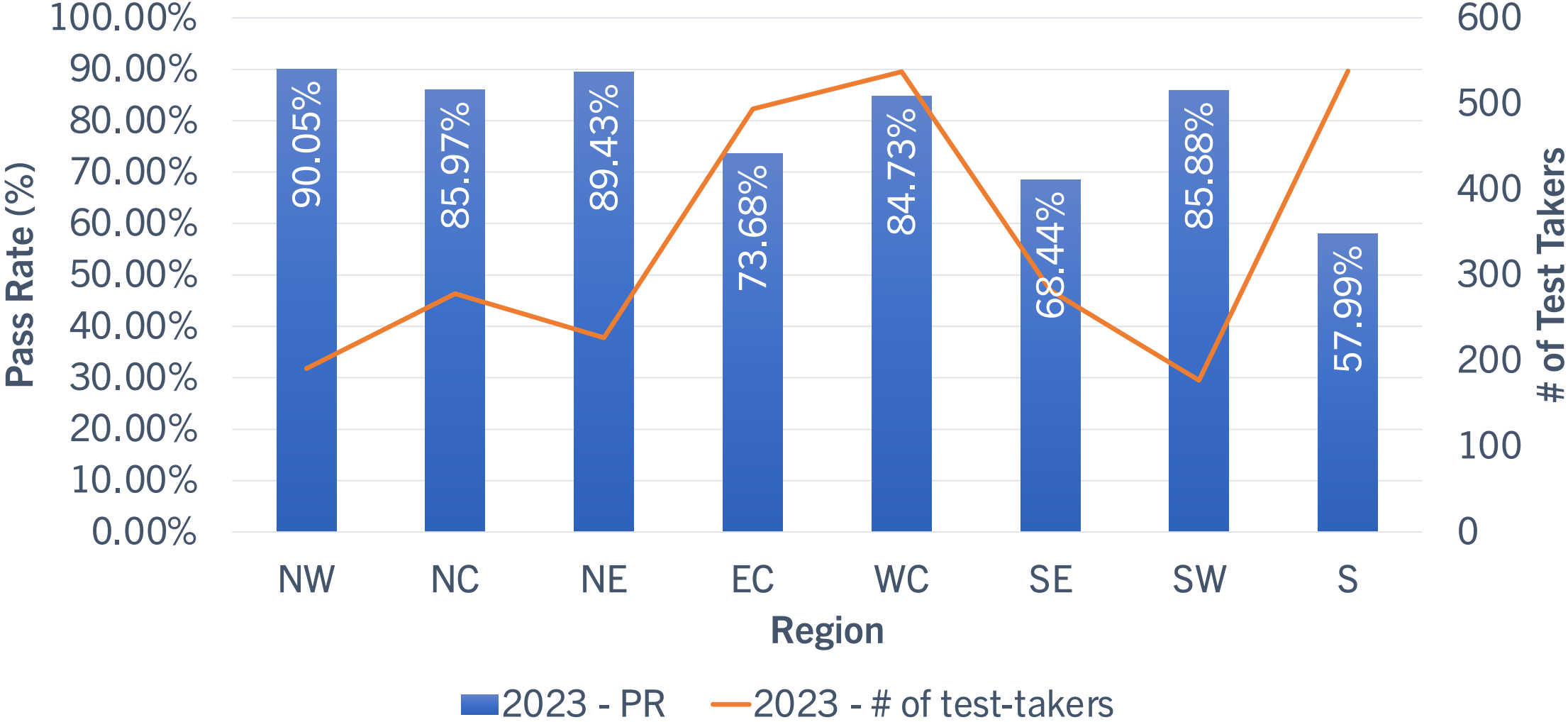




# FL 2023 ADN Prepared NCLEX-RN Pass Rates by Region



# FL 2023 NCLEX-PN Pass Rates by Region



# Key Findings of 2023 NCLEX Report

- FL produced the greatest number of NCLEX-RN test takers in the nation.
- FL's 2023 NCLEX-RN pass rate was 76.75%, below the national average of 88.56%. FL's 2023 NCLEX-PN pass rate was 74.87%, below the national average of 86.67%.
- FL's NCLEX-RN pass rates ranked 52 of 55 jurisdictions. FL's NCLEX-PN pass rates ranked 52 out of 54 jurisdictions.
- The number of FL's test-takers taking the NCLEX in places other than FL decreased from 14% (n = 3,212) in 2021 to 5.5% (n = 1,171) in 2023.



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