



2017 ANNUAL REPORT

JULY 2016 - JUNE 2017

Addressing Nurse Workforce Issues
for the Health of Florida



The Florida Center For Nursing is
proud to offer the following programs:



A MESSAGE FROM THE BOARD OF DIRECTORS AND STAFF

Celebrating 15 years of serving the people of Florida!

It is a genuine pleasure to celebrate the Florida Center for Nursing's 15 years as the definitive source for information, research, and strategies addressing the dynamic nurse workforce needs in Florida. Established in the 2001 Legislative Session with the inaugural FCN Board of Director meeting held March 2002, we have a phenomenal record of accomplishments:



- ◆ **Publishing strategies** to successfully provide Floridians an adequate, qualified nurse workforce
- ◆ **Collection, analysis, and reporting of supply data** for registered nurses, advanced registered nurse practitioners, and licensed practical nurses first annually, then biennially since 2007
- ◆ **Collection, analysis, and reporting of demand data** from hospitals, home health agencies, hospices, public health departments, psychiatric facilities, and skilled nursing facilities biennially since 2007
- ◆ **Collection, analysis, and reporting of education data** from licensed practical, registered nurse, and graduate nursing programs annually since 2007
- ◆ **Forecasting Florida's** nurse supply/demand through 2025
- ◆ **Offer of a competitive grant program** funding 20 projects aimed at improving the retention and recruitment of nurses in Florida from 2008 – 2010 with more than \$188,000 in grants money awarded and an average return on investment of \$4.92 for each \$1 spent
- ◆ **Successfully awarded** \$6,433,247 in contracts and grants in support of:
 - ◆ Achieving the FCN core research agenda and meeting the statutory mandate
 - ◆ Leading the development of national minimum nurse supply, demand, and education datasets
 - ◆ Promoting the use of simulation in technology in Florida nurse education
 - ◆ Establishing and maintaining the Florida Healthcare Simulation Alliance
 - ◆ Establishing and maintaining the Florida Action Coalition
 - ◆ Executing the FCN's Employer Survey in Indiana
 - ◆ Promoting nurses as leaders in Florida to advance nursing and health policy
 - ◆ Healthcare marketplace business intelligence research and sector strategy approach services
 - ◆ Improving quality and safety of patient care
- ◆ **Estimating the economic impact** of Florida's nursing workforce

Florida's nurses remain strong advocates of the Center and its work as demonstrated through personal involvement in programs such as the Florida Action Coalition and contributing a total of \$286,357 in support of achieving our goals. These funds have been used in support of the Retention and Recruitment Funded Grant Program and toward achievement of the Center's core research in the absence of state grant funding. The FCN Board of Directors and Staff are sincerely grateful for this confirmation of and commitment to our work.

On behalf of the Board and Staff, we want to recognize the in-kind contributions of the University of Central Florida and the College of Health and Public Affairs over these 15 years. By providing physical space, human and fiscal resources, and a supportive research team, we are truly able to maximize the use of funds and outcomes achieved. It is a partnership we look forward to continuing far into the future.

Clearly the predominant support of the Center, in the absence of state funding, has been the Florida Blue Foundation. Susan Towler, Velma Monteiro-Tribble, Jason Altmire, and the entire Foundation team are ultimate colleagues deserving considerable credit for the Center's success. Thank you all!

As you read this full report, you will learn about outstanding information and activities including those of the Florida Healthcare Workforce Initiative (in partnership with and funded by CareerSource Florida) and the Florida Action Coalition (in partnership with and funded by the Florida Blue Foundation). Over the past year, the decision was made to discontinue the Florida Healthcare Simulation Alliance as a project of the Center. However, a committed team of simulationists have succeeded in establishing the Alliance as an Affinity Group of the Society for Simulation in Healthcare. We wish them great success in this groundbreaking role.

So, where do we go from here?

We have learned from the success of the Florida Healthcare Workforce Initiative that there is a significant need to apply the Center's proven nursing research model to all health occupations. As the third largest state in population, Florida's healthcare sector

and its workforce are critical to the overall well-being of Florida and its residents. Data underscores critical and prolonged shortages in healthcare occupations yet there is no single organization charged with addressing the needs of and developing solutions for this sector—until now. To accomplish this, the FCN team is proposing the establishment of the Healthcare Workforce Research Institute designed to serve as the organizational nucleus of healthcare occupations data to support informed decision-making by healthcare stakeholders and to facilitate research and grant proposals that support a healthier Florida. Ideally this Institute will have a strong partnership with health care employers, perhaps through a public-private partnership model. Discussions are taking place so keep watching to see what the future brings.

In closing, we want to thank the most important asset to the Center's success – the FCN TEAM!! The contributions and commitment of team members have made the Florida Center for Nursing a success!!
Current: *Toni, Marie, Kellie, Andrea, Karin*
Past: *Atalie, Michelle, Angie, Jen, Debbie, JoAnn, Sue, Cathy*

We also express great appreciation for the members of the FCN Board of Directors.

Current: *Linda, Ruth, Dora, Samira, Marsha, Doreen, Lynn, Tina*
Past: *Louise, Kennetha, Ann, Janice, Leslie, Martha, Jean, Joey, Jackie, Tina, Lisa, Jane C., Jane M., Debbie, Susie, Barbara, Kathy, Andrea, Pegge, Alan, Leah, Nancy, Annie, Ed, Cathy*

Thank you all! Now let's start another successful 15 years!

Linda S. Miles

Linda Miles, Chair, Board of Directors

Mary Lou Brunell

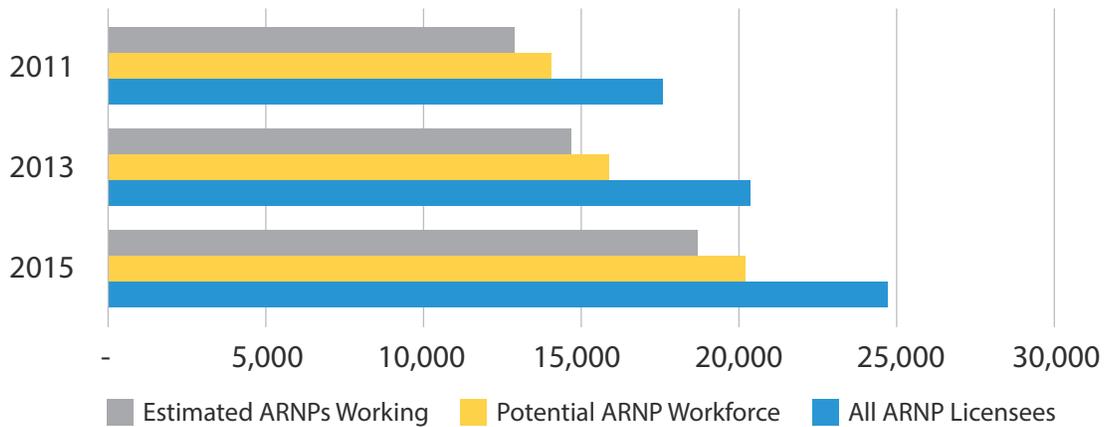
Mary Lou Brunell, Executive Director

If you are not on our email list, please send a message to NurseCtr@ucf.edu with your name and email address asking to receive our newsletters and other communications.

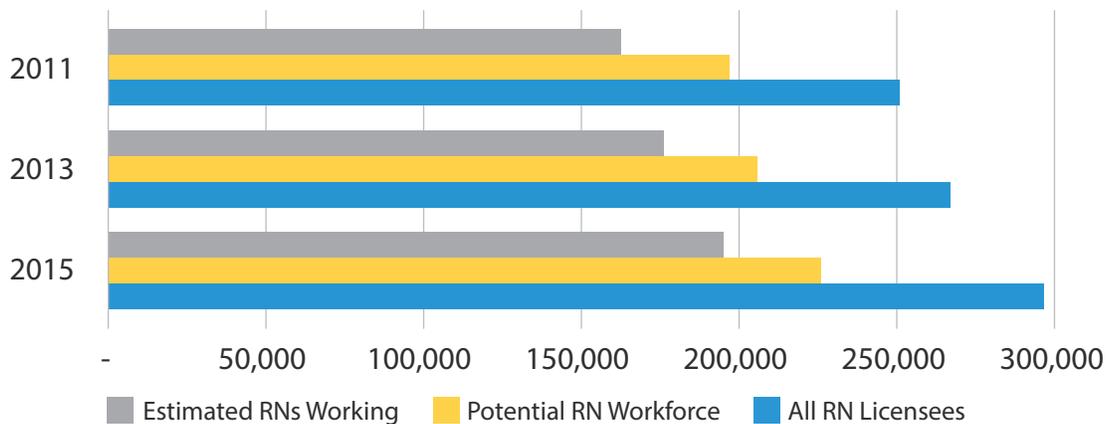
HOW MANY NURSES ARE IN FLORIDA?

The Center completes an analysis of the entire nurse licensure dataset on a biennial basis in concert with the license renewal cycles. The following graphs represent trends in Florida's potential workforce (nurses who live or work in Florida and whose license is clear and active) and in the estimated number of nurses working. The volume of Advanced Registered Nurse Practitioners (ARNPs) and Registered Nurses (RNs) has increased since 2011. On the other hand, the number of Licensed Practical Nurses (LPNs) has remained stable over the last three renewal cycles.

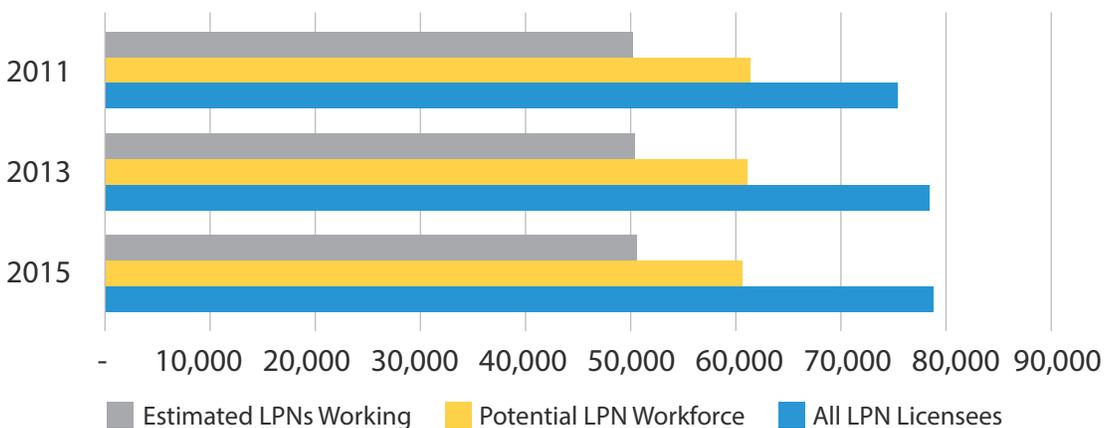
ARNP Workforce Trends



RN Workforce Trends



LPN Workforce Trends



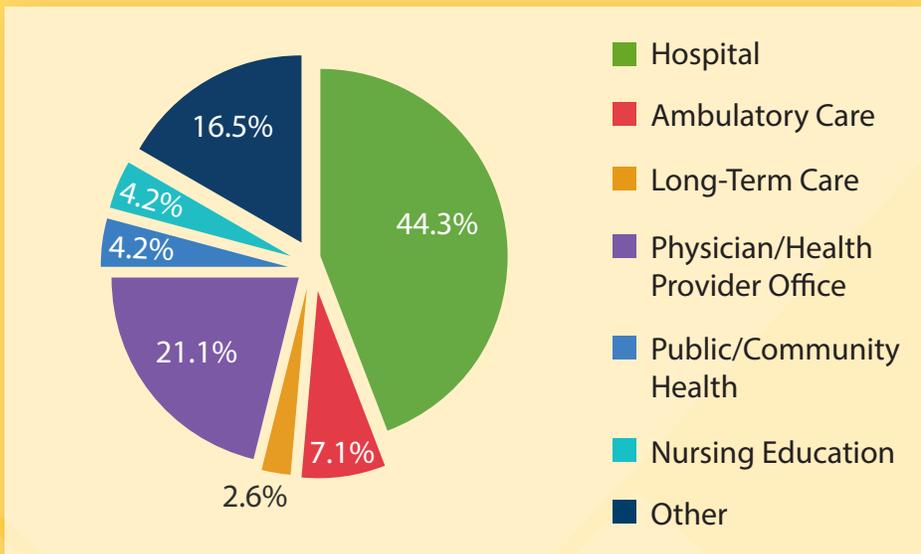
FCN projects that Florida’s growing and aging population will result in an even greater need for care. The nursing workforce is also aging with 41.5% of ARNPs, 44% of RNs, and 38.1% of LPNs over the age of 50 years. We anticipate that this group of nurses will retire in the next 5 to 10 years, resulting in the loss of highly skilled mentors with years of organizational and experiential knowledge. In order to meet industry needs and counteract this loss, FCN recommends the following:

- ◆ Encourage bright, talented, and caring people to enter the field of nursing while supporting incumbent worker education and training.
- ◆ Increase activities to improve retention of Florida’s existing nurse workforce and extend their work life, including accommodating the effects of aging on a nurse’s ability to continue to practice.

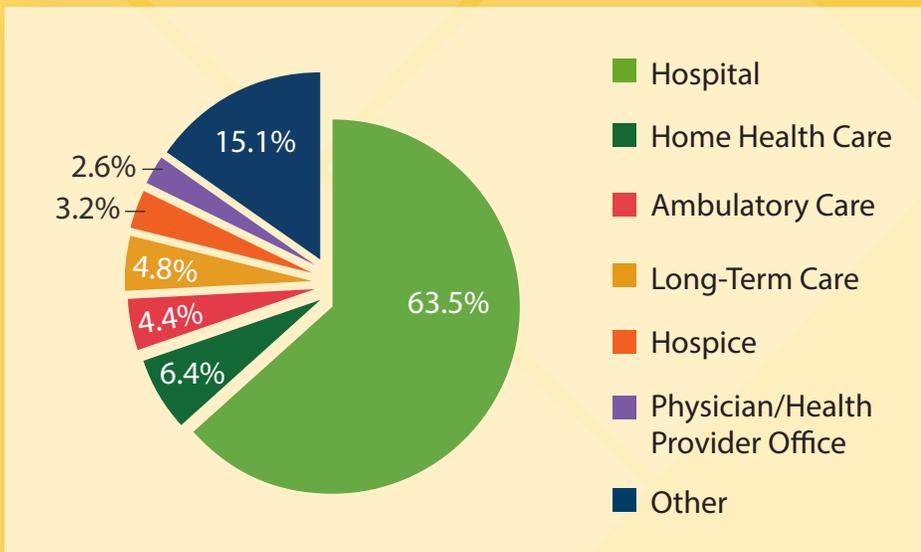
WHERE ARE NURSES WORKING?

The majority of ARNPs and RNs are working in hospitals while the top employment setting for LPNs is long-term care facilities.

ARNPs by Employment Setting

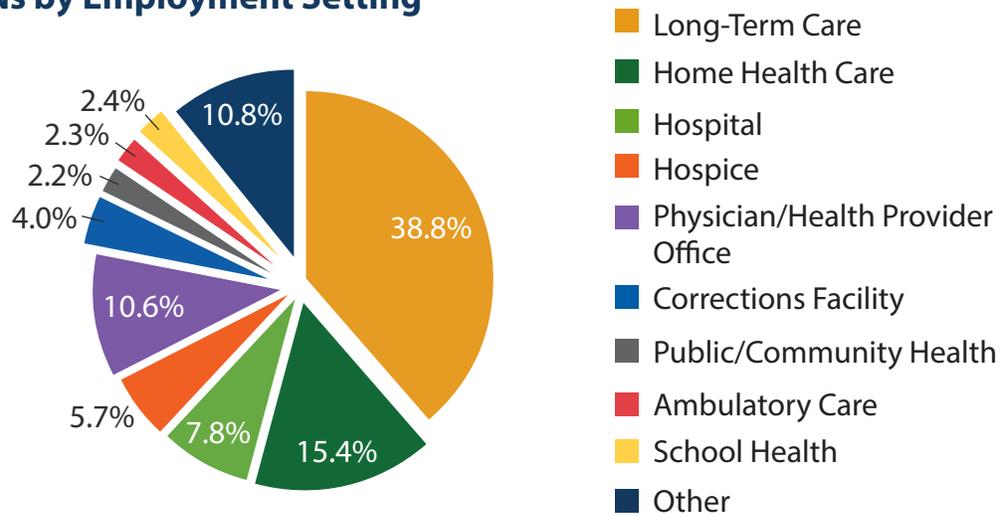


RNs by Employment Setting



WHERE ARE NURSES WORKING?, *continued*

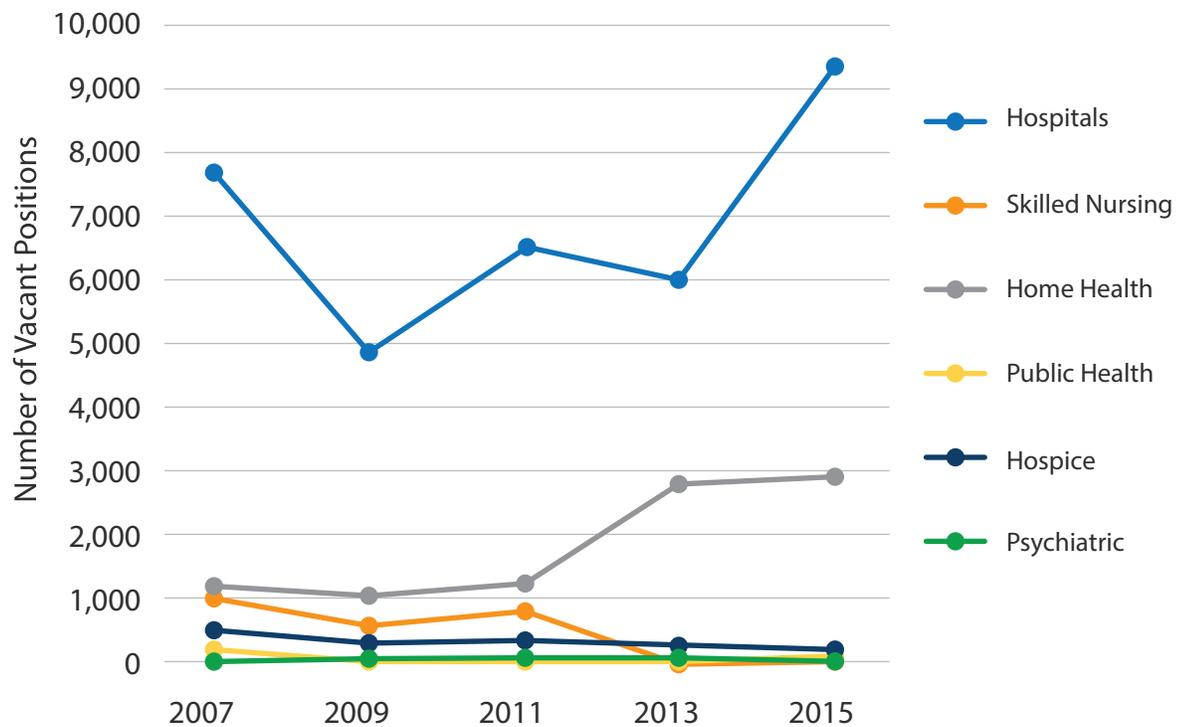
LPNs by Employment Setting



WHERE ARE NURSES NEEDED?

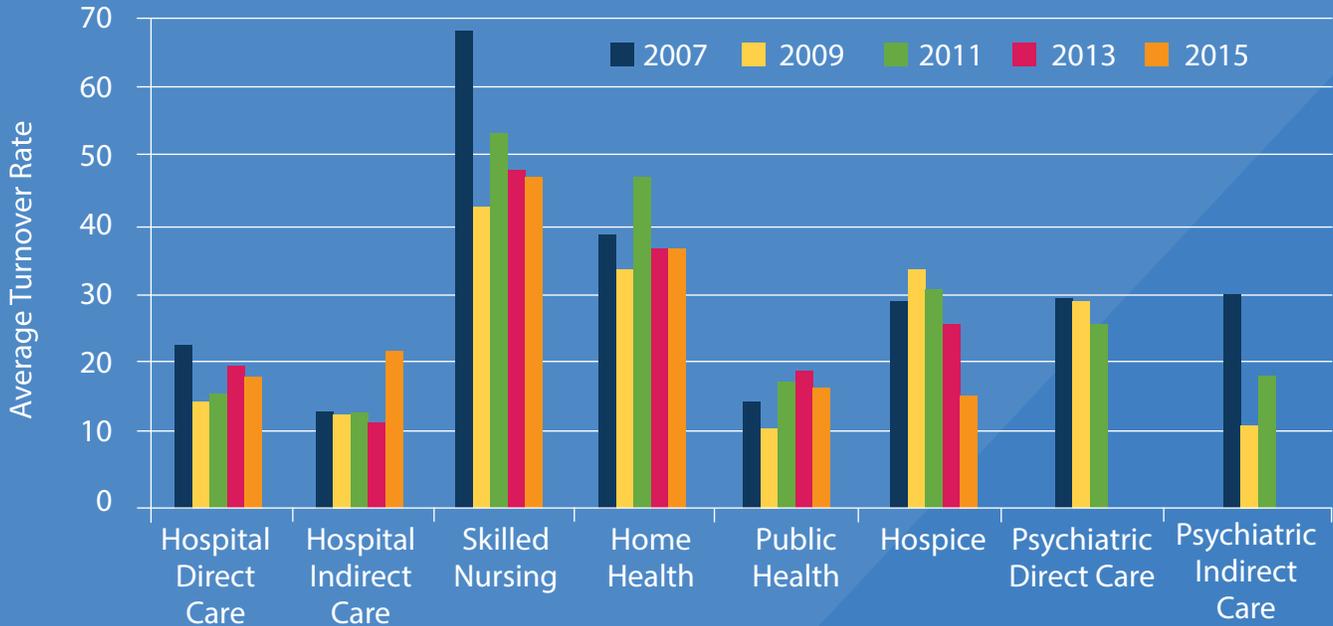
Since 2007, the need for nurses has fluctuated by employment setting. Hospital vacancies increased from 7,649 to 9,365 between 2007 and 2015. Home health RN vacancies also increased from 1,152 to 2,926 during this time frame. On the other hand, a downward trend is evident in public health departments (185 to 55) and hospices (491 and 226). Overall, there is an increase of nearly 30% in vacant RN positions since 2013.

Trends in Estimated Vacant RN Positions, 2007-2015



2015 RN turnover has decreased since baseline in all industries except for public health and hospital indirect care. From the last employer survey in 2013, turnover has remained stable with a marked decrease in hospice. When comparing 2013 turnover to current, the only increase for RNs was in hospital indirect care.

Trends in RN Turnover Rates, 2007 - 2015



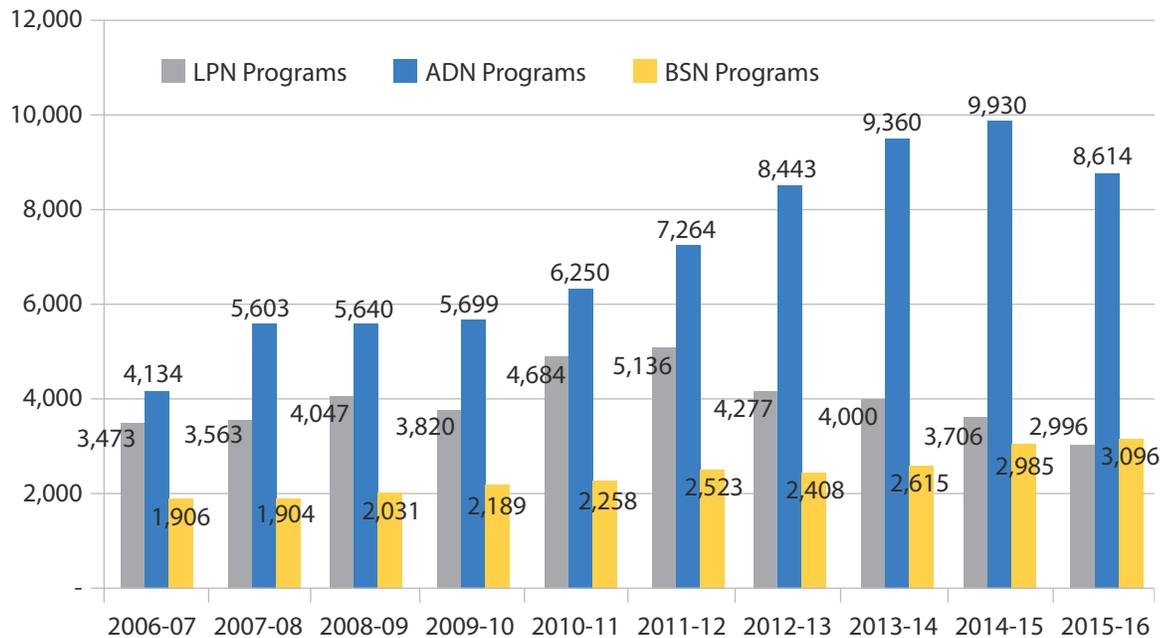
NURSE EDUCATION PROGRAMS

The number of pre-licensure RN education programs in Florida has more than tripled since FCN’s first education survey, going from 71 in 2007 to 220 in 2016. The increase in nursing education programs was a legislative response to Florida’s impending nursing shortage. Over the last few years, however, graduate license passage rates have not met the standards established by law and many nursing programs were either terminated or placed on probation. This resulted in an overall decrease of graduates. While the number of Baccalaureate degree (BSN) graduates continued to accelerate, increasing by 4% in academic year 2015-2016, Licensed Practical (LPN) and Associate Degree (ADN) graduates decreased by 19% and 13%, respectively.



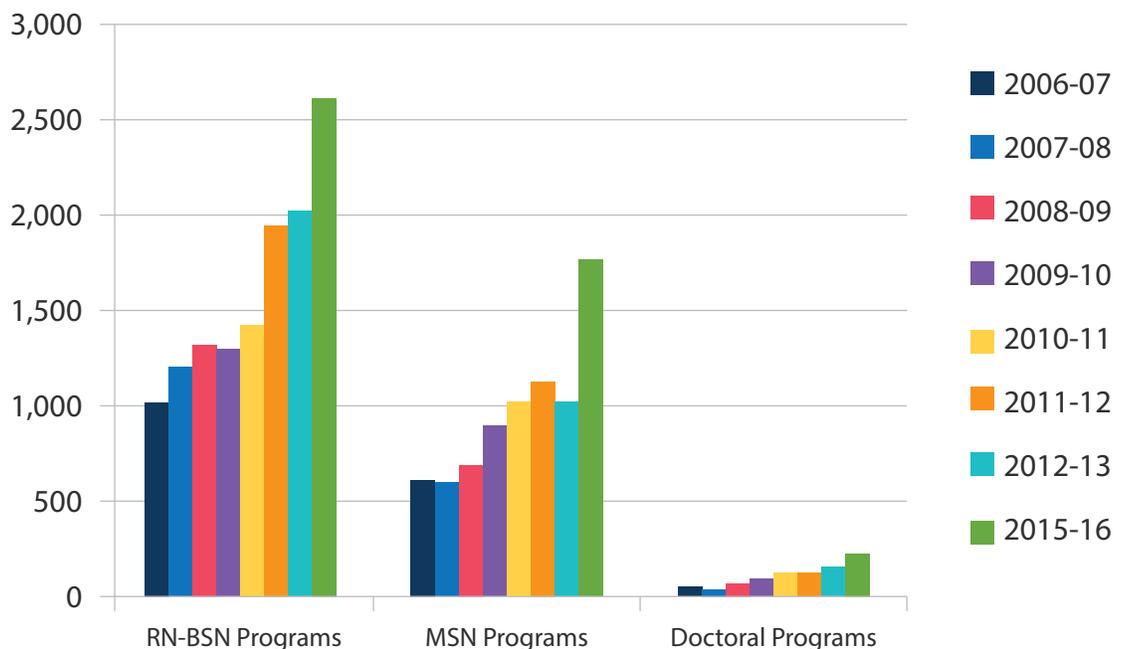
NURSE EDUCATION PROGRAMS, *continued*

Trends in Number of New Nursing Graduates, 2007-2016



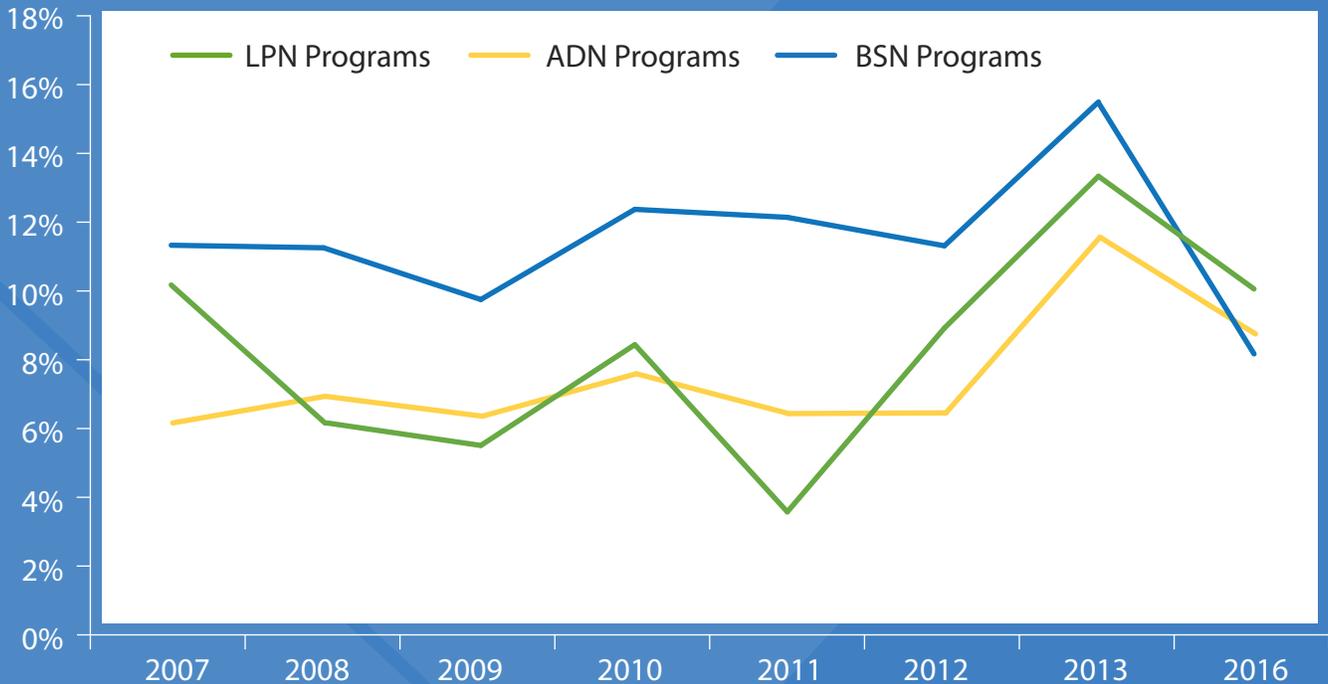
Unlike the trend for Licensed Practical (LPN) and Associate Degree (ADN) graduates which have decreased, the reverse has been true for post-licensure graduates (RN-BSN, Masters and Doctorate), which have increased by at least 30%.

Post-Licensure Nurse Graduates, 2007-2016





Trend in Full-Time Faculty Vacancy Rates by Program Type, 2007-2016



The faculty vacancy rate is a measure of the demand for nursing faculty.

Vacancy rates among full-time faculty have declined in all program types since FCN’s last published survey in academic year 2012-2013. The top two barriers to faculty recruitment cited by all program types were a non-competitive salary and a limited qualified applicant pool.

FLORIDA ACTION COALITION

Shaping the Future of Healthcare Through Nursing

Florida Action Coalition: providing leadership in advancing the nursing profession so that Floridians can access safe high quality health care.

2016 marked the five-year anniversary of the Florida Action Coalition's (FL-AC) efforts to implement the Institute of Medicine's recommendations for changes that will help meet Florida's evolving healthcare needs. The Coalition volunteers are experts in a variety of nursing fields providing innovative solutions related to the role of nurses within the context of the entire healthcare workforce. Our successful projects include diversity, board service, leadership, education, and advocacy. Over the last year, the Coalition added a regional team model to continue to build partnerships with diverse stakeholders, to begin community projects that improve environments, and to shape and improve policies; ultimately impacting the lives of all Floridians. The team continues to be led and supported by Velma Monteiro-Tribble and Susan Towler of the Florida Blue Foundation (FBF) and Mary Lou Brunell of the Florida Center for Nursing (FCN). Dr. Andrea Russell serves as FL-AC Coordinator.



Board Service Initiative: Providing Subject Matter Experts for Policy Making Positions



Florida Action Coalition's 2016 Board Service Initiative's Inaugural Course Graduates and Mentors

Nurses make up over half of all the healthcare professionals in the U.S. yet only 4% are on Hospital Boards and few are serving in other important policy making positions. Our commitment is to produce leaders and policy makers to help guide broader strategies that will provide better healthcare for all communities in Florida. The FL-AC annual Board Service Course is focused on bringing expert decision makers to the table.

2017 Advisory Council

The Advisory Council is made up of 26 Team members from across the state. Diane Hogan is the FL-AC Chair and Allison Wiman and Deborah Brabham are co-chairs. Team members are made up of experts in areas that support diversity, inclusiveness, leadership, education, advocacy, policy making and a wide-range of nursing and industry experience. Visit our website for a full list of Advisory Council members.



FL-AC 2017 Advisory Council Members and Regional Team Leads

Regional Team Leads

Each regional team leader has a seat on the council along with the statewide leads, bringing together a broad range of experience to guide our projects and host our receptions. **North West:** Sharyn Figgins, Terry Linton. **North Central:** Stacia M. Hays, Versie Johnson-Mallard. **North East:** Carol Neil, Germina Rio, Deborah Brabham. **East Central:** Mary Harper, Nancy Rudner-Lugo. **West Central:** Diane Hogan, Laura Smith. **South East:** Marlene Brennen, Louise Aurelien. **South:** Debbie Anglade, Marie Etienne, Jannah Amiel.

Regional Receptions in Partnership with the Florida Center for Nursing, Florida Blue Foundation & Championing Organizations

The FL-AC Town Hall style Receptions have been held in Gainesville (University of Florida, College of Nursing), Boca Raton (Florida Atlantic University, Christine E. Lynn College of Nursing), Pensacola (University of West Florida), and Coral Gables (University of Miami). For more information and to find a reception in your area visit our website: www.flcenterfornursing.org/FL-ActionCoalition.aspx



Photo from UWF reception

The Diversity Council Accomplishments

Over the past year the Diversity Council initiated programs to mentor youths and give meaningful learning opportunities that will help to impact and shape their future. Dr. Marleen Brennen led several projects including outreach and nursing career pipeline activities designed for high school and ASN nursing students. The Nursing Workforce Diversity Project led by Dr. Carol Neil, met its two main goals: to increase the number of BSN nurses from disadvantaged or underrepresented backgrounds and to ensure all citizens have access

to culturally, ethically, and linguistically appropriate health services. BSN students conducted health presentations for community members from vulnerable and underserved populations. A total of 36 BSN students worked with 90 middle school and high school students by mentoring them and preparing them with educational programs to enrich their future opportunities.

Florida Blue Foundation Grant Program

Leveraging Social Media and Digital Communication to Grow Support and Awareness

– Awarded to Anastasia Albanese-O’Neill, PhD, ARNP, PNP-BC, RN, FNAP, University of Florida

Social media continues to enhance our ability to provide essential information to a larger population. Through our social media sites, Anastasia has showcased exceptional nurse leaders in our state as well as the significant outcomes of our teams. Spotlighting the FCN workforce data and other evidenced-based material is another way our media sites are helping to educate the greater population in Florida. Since the beginning of the grant our followers have increased by 66% on Facebook, Twitter 310% and Linked In 190%. Instagram has also been added to create more interesting ways to strengthen our reach.

The Improve Quality and Safety of Patient Care Initiative

– Awarded to Barry University Nursing Leadership Development Program

In keeping with its mission to improve the health and well-being of Floridians and their communities, the FBF collaborated with the FL-AC to create this initiative in support of the goals of the FL-AC.

Florida Blue Foundation awarded Barry University a two-year grant of \$225,000 to implement **The Florida Policy Intensive for Nurses project**.

The purpose of the project is to educate nurse leaders to influence policy processes on issues impacting their communities or the state. First year participants formulated a policy action plan surrounding a variety of policy issues, and raised awareness about policy issues impacting Florida communities.

FLORIDA HEALTHCARE WORKFORCE

Realizing the Health Industry Workforce Needs for Today and Tomorrow

With a vision for Florida to be the global leader for providing quality healthcare talent and innovation to meet the need of the healthcare industry, the Florida Healthcare Workforce (FHW) initiative began its third and final year in 2017. The mission of the FHW initiative is to develop recommendations for statewide policy that will facilitate a pipeline of highly skilled talent to meet the demand of Florida's healthcare workforce needs.



Accomplishments

With support from industry driven leadership across all healthcare professions throughout the state of Florida, the following objectives were accomplished over the past year:

1. Adopted a Data Collection Strategy

With input from the Local Health Councils and FHW industry leadership we are working to establish a demand data collection system. We began the collection of supply data in partnership with Florida Department of Health Medical Quality Assurance Division. This is the supply data collection plan schedule:



2. Convened Florida Healthcare Workforce Statewide Summit

- ◆ Held in collaboration with Florida Chamber Foundation's 2016 Future of Florida Forum
- ◆ Assembled 70 FHW members and staff to network and collaborate
- ◆ Discussed solutions for healthcare workforce concerns
 - ◆ Unqualified for profit schools
 - ◆ Licensure convergence
 - ◆ Lack of soft skills
 - ◆ Teaching faculty shortage
 - ◆ Job readiness

3. Developed an Action Plan for the above identified healthcare workforce industry challenges and needs that included a summary of policy considerations for implementation by: Healthcare Employers, Academia, CareerSource, State Leadership, Legislature and FHW members:

- ◆ Inclusion of soft skill development in K-12 academic programs
- ◆ Employers adoption of residency or other programs to assist new employees in their role transition
- ◆ CareerSource work with Department of Labor to rename their apprenticeship program to be more inclusive of professional roles

3. Developed an Action Plan... cont.

- ◆ State leadership implement changes to academic budget allocations to accommodate market competitive salary structures for all health professions
- ◆ Legislature implement incentive programs to encourage admission into academic programs leading to preparation for entry into faculty roles
- ◆ Support for legislation regarding the regulation of nursing education

4. Identified job creation opportunities from the emerging and evolving roles and occupations within the healthcare industry as identified in the 2016 report, Emerging and Evolving Roles and Occupations with the Healthcare Industry: Florida's Perspective.

- ◆ Developed and hosted a live webinar to share job creation strategies with FHW members

Remaining deliverables to be accomplished in 2017:



SHARE information on job training, career pathways, and best practices



IMPLEMENT strategy for collection of demand and supply data



PROPOSE FHW Regional Council sustainability plan

Leadership Council

Comprised of expert health industry representatives in Florida, the Leadership Council serves as the primary contact for statewide healthcare workforce data and predictive trends to facilitate policy and strategy development.



Regional Councils serve as the primary point of contact to provide information on current and future workforce needs, challenges, and issues at the local level.

Professional and State Advisory Resource Groups serve as a resource to the Leadership Council and include representatives from State Agencies and Professional Health and Trade Associations.

◆ For more information visit www.FLHealthcareWorkforce.org ◆

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Grants

2017 – 2019 Improve Quality and Safety of Patient Care
Sponsor: Florida Blue Foundation

2016 – 2017 Healthcare Marketplace Business Intelligence Research and Sector Strategy Approach Services
Sponsor: CareerSource Florida

2015 – 2017 Promoting Nurses as Leaders in Florida to Advance Nursing and Health Policy
Sponsor: Robert Wood Johnson Foundation

2015 – 2016 In support of Florida Center for Nursing Core Mission
Sponsor: Florida Blue Foundation



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**SPECIAL THANKS
TO THE FLORIDA
BLUE FOUNDATION
FOR ALL THEY DO
IN SUPPORT OF
NURSES IN FLORIDA.**

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PRESENTATIONS & PANEL MEMBER

Presentations

Brunell, M. L. (2017, June 5). Workforce Issues in Nursing Florida's Challenges. Presented at Adventist University of Health Sciences. Orlando, FL.

Brunell, M. L. (2017, Apr 19). Florida Healthcare Workforce: How to Meet the Future Need. Presented at Florida Blue Foundation Community Health Symposium and Sapphire Awards. Orlando, FL.

Brunell, M. L. (2017, Mar 10). The Florida Nursing Workforce: Challenges Ahead for Acute Care and Long-Term Care. Presented at The Summit for Florida Leaders in Long-Term and Acute Care Settings. Boca Raton, FL.

Brunell, M. L. (2017, Mar 9). Florida Nursing Workforce. Presented at The Florida Association of Nurse Anesthetists. Altamonte Springs, FL.

Brunell, M. L. (2017, Feb 2). Workforce issues and marketing needs for Nurses in Florida. Presented testimony at the Florida House of Representatives Health Quality Subcommittee. Tallahassee, FL.

Brunell, M. L. (2017, Jan 24). Best Practices for State Level Nursing Workforce Data Collection. Presented at Health Workforce Technical Assistance Center via Webinar.

Russell, A. (2017). How to Become an Advocate for Healthcare: Advocating for the Rights and Safety of all Floridians, Shaping the Future of Healthcare through Nursing. Presented at University of Florida. Gainesville, FL.

Brunell, M. L. (2016, Nov 3). Applying an Established Nurse Workforce Data System to Select Health Occupations: The Florida Experience. Presented at Florida Organization of Nurse Executives and South Florida Organization of Nurse Executives Fall Conference. Orlando, FL.

Prosper, M. H. (2016, Nov 3). Florida's Nursing Workforce: FCN Research and Activities. Presented at the Florida Organization of Nurse Executives 2016 Educational Conference and Annual Meeting. Orlando, FL.

Brunell, M. L. (2016, Sept 21). The Future of Nursing: Leading Change Advancing Health—The Florida Model. Presented at The Central Florida Perianesthesia Nurses. Orlando, FL.

Russell, A. (2016, Aug 18). Strength in Numbers Working with Coalitions to Influence Policy. Webinar guest speaker for Barry University's Nursing Leadership Development Program. Miami, FL.

Brunell, M. L., Miller, K. M., Toolsie, R. Kersenbrock, A. (2016, July 20). Best Practices Panel: Healthcare. Panel presentation at Florida Sector Strategies Institute. Orlando, FL.

Brunell, M. L. (2016, July 16). The Healthcare Organization's Role in Public Policy. Presented at Parrish Medical Center. Orlando, FL.

Russell, A. (2016). Assessing Progress on the IOM Report: The Future of Nursing. Work of the FL-AC. Presented at Florida State University Nursing School. Tallahassee, FL.

Russell, A. (2016). Florida Action Coalition 5 years of Progress – 2016 Power Point. Presented at the North Central FNA Meeting. Gainesville, FL.

Panel Member

Brunell, M. L. (2017, Apr 22). Nurses Helping Nurses. Presented at The Florida Nurses Association North Central Region Conference. Gainesville, FL.

Brunell, M. L., Clark, J., Sherman, R. O., & Weber, M. (2016, Nov 11). Succession Planning in Healthcare: A Leadership Imperative. Panel Presentation at 2016 International Nursing Administration Research Conference. Orlando, FL.

Brunell, M. L. (2016, July 20). Best Practices Panel: Healthcare. Presented by CareerSource Florida—Florida Sector Strategies Institute. Orlando, FL.



FCN Board of Director Members 2016-2017

Linda Miles · Ed.D., RN, Chair

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Tina Dorsey · MSN, RN

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Andrea Russell · DNP, RN – Associate Director of Programs & Grants

Marie Prosper · MPH, MBA – Associate Director of Research

Kellie Ffrench · Ph.D – Assistant Director of Research

Atalie Ashley West · MPH, CPH –Assistant Director, Research Programs & Services

Anntoni Ray Leonard · BA – Office Manager



Florida Action Coalition Staff

Andrea Russell · DNP, RN – Coordinator

Gunjan Kulkarni – Graduate Research Associate



Florida Healthcare Workforce Staff

Karin Kazimi · BS – Assistant Director Special Projects

Carla Sampson · MBA, FACHE – Graduate Research Associate

Jennifer Zarilla – Graduate Research Assistant

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