



FCN is proud to offer the following programs:

**Florida
Action
Coalition**



2018 Annual Report
July 2017 - June 2018

A Message from the Board of Directors and Staff

The Board of Directors and Staff are extremely pleased to share with you the annual report of the Florida Center for Nursing. Our 16th year addressing issues of nursing manpower in Florida has been a great success with the promise of ongoing and new ventures for years to come. A case in point – the Healthcare Workforce project.

In December, our successful, three-year Florida Healthcare Workforce project, funded by CareerSource, Florida, came to an end. You will read about the project's accomplishments in this report, but most significantly, you will see the positive outcome – the establishment of the **Healthcare Workforce Research Initiative (HWRI)**! The HWRI will promote a healthier Florida for more than 20 million residents by serving as the organizational nucleus for healthcare occupations data to support informed decision-making by all healthcare stakeholders for all healthcare professionals and facilitate research and grant proposals.

In compliance with one of the FCN's legislative mandates, we are proud to present a statewide strategic plan – *Strategies to Successfully Provide Floridians an Adequate, Qualified Nurse Workforce*. In it we identify four primary areas in need of action: Education, Work Environment, Research, and Policy. The issues are discussed, solutions considered and action steps offered so that stakeholders and policy makers can bring to life their commitment to nursing and purposeful interventions to strengthen the nurse workforce for the good of Floridians.

Also in this report you will read about the work of the **Florida Action Coalition**. This project connects with the national movement – the Future of Nursing: Campaign for Action. Nearly 200 volunteers across the state are working to implement recommendations with the goal of improving access to health care for all.

In closing, we extend great appreciation for the members of the FCN Board of Directors – Doreen, Ruth, Marsha, Samira, Tina, Patrice, Marlaine, and Angie. And, thanks for their years of service to those who transitioned off the board – Louise, Dora, and Lynn. We want to recognize the wonderful work of the FCN Team – Andrea, Toni, Alyssa, and Jannah. And, extend best wishes to those who have taken new professional roles – Marie, Kellie, Karin, and Atalie. Perhaps most important, we recognize the contributions of the Florida Blue Foundation – Susan and Velma – without whom we would not continue to serve. And, thank you to the University of Central Florida for housing the Center and sharing important services.

Finally, of special note, thanks to the UCF Institute for Simulation and Training team – Tammie, Erica, Mark, Leith, Susan, and Eric. They are critical to the presentation of our work in print and online, as well as a consistent source of quality expertise.

Thank You All!

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.



Linda Miles, Chair, Board of Directors



Mary Lou Brunell, Executive Director



HEALTHCARE WORKFORCE RESEARCH INITIATIVE

Solving Workforce Issues for the Health of Florida

While the FCN is responsible for quantifying and making recommendations for the nursing workforce, the majority of health occupations in Florida do not have similarly tasked research centers. This gap in data collection and synthesis creates an unnecessary blind spot on the quest for greater community health and a more intact workforce as the health industry is a growing component of Florida's gross domestic product. Now more than ever, changes in the healthcare delivery system and payment models mean that collaborative interdisciplinary teams are essential to meet the evolving health and wellness needs. Understanding the workforce needs of each member of the team allows for better shaping of overall workforce strategies to successfully meet healthcare needs. Currently, information on the healthcare workforce in Florida is limited to a few of the healthcare occupations.

To date, there is no single organization addressing the needs of and developing solutions for the entire healthcare sector, until now.

With agreement from the University of Central Florida and a commitment to provide services as are currently provided to the FCN, the Healthcare Workforce Research Initiative has been established. The HWRI serves 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.



Comprised of three research centers – Center for Healthcare Providers; Florida Center for Nursing; Center for Allied Health Professions – the Initiative contributes to better healthcare workforce strategies through:

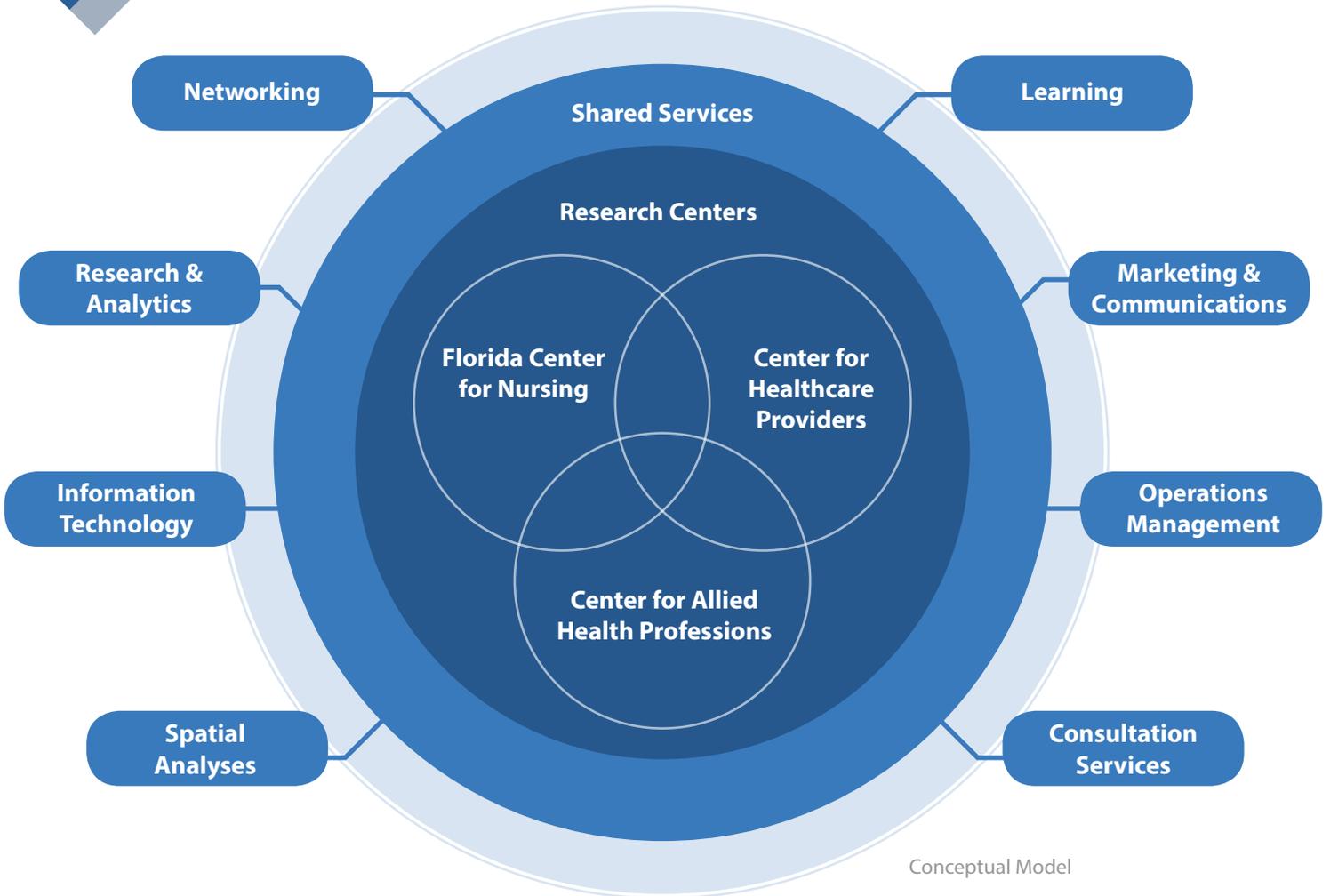
- **Identifying** supply, demand, and education distribution and trends in healthcare to support the appropriate planning for future workforce needs
- **Directing** and informing policies to alleviate shortages in key areas
- **Ascertaining** the cost-effectiveness of staffing with particular professionals
- **Analyzing** the effect of workforce supply on population health outcomes
- **Estimating** changes in supply needed to meet the demands of new forms of healthcare delivery
- **Providing** a statewide and regional forecast and perspective on healthcare workforce issues
- **Defining** new models of health care delivery
- **Envisioning** emerging and evolving roles and occupations in healthcare

The foundation for the HWRI builds on the expertise and successful data analysis model of the Florida Center for Nursing.

Special thanks to Florida Blue Foundation and CareerSource, Florida for providing initial funding.



Healthcare Workforce Research Initiative



Conceptual Model

2017

Florida Nursing Statewide Strategic Plan

Strategies to Successfully Provide Floridians an Adequate, Qualified Nurse Workforce

Though the FCN is no longer receiving state funding, the Board of Directors and Staff keep the Center open by soliciting donations and successful grant applications. We also choose to comply with our statutory mandates, to the extent funding allows, including the requirement to develop a strategic statewide plan for nursing manpower in this state. In this report you learn about our data, information, and projects. This work was the basis for the Center’s statewide strategic plan. ***Essential to meeting the needs of all Floridians are continued commitment to nursing and purposeful interventions to strengthen the nurse workforce by key stakeholders.***





Areas in Need of Action and Recommended Solutions

Education

Relates to both the academic and health industry settings and opportunities for nurses to achieve education progression.

- Produce an adequate supply of new nurses
- Promote educational advancement
- Offer models of incumbent worker education and training
- Attract youth into the field
- Motivate nurses to careers in education
- Adjust faculty salaries to be market competitive
- Academia and industry collaborate on creative solutions
- Assure an acceptable return on the state's investment of education dollars

Work Environment

Relates to the culture of the work place, retention issues, and supply and demand challenges faced by employers.

- Establish partnerships between industry and academia to address
 - School to work transition
 - Transition of current nurses into the difficult to fill roles
- Improve retention of all nurses and extend the work life of older nurses
- Promote an environment compatible to all generations of workers
- Establish a culture of inclusivity

Research

Serves as the foundation on which actions are built and outcomes evaluated.

- Adequately fund a data collection, analysis, and reporting system
- Promote participation and completion of survey instruments
- Offer competitive grant programs to explore new approaches, technologies, and roles in the delivery of health care in Florida.

Policy

Relates to the processes that will strategically guide planning to meet future needs.

- Use available information and data as a decision-making tool
- Initiate improved health care delivery systems through demonstration projects
- Assure inclusion of appropriate health professionals in the decision-making process



Implication

The Florida Legislature established the Florida Center for Nursing to address issues related to the nursing shortage in Florida, in part by developing a **strategic statewide plan for nursing manpower** in this state. To achieve this mandate, the Center **needs fiscal resources and the authority to collect appropriate data**. Florida's legislature must put in place a **sustainable funding mechanism** for the Center to accomplish its statutory mandate and require nurse education programs within the state to provide appropriate data for analysis.

The shared goal is to address nurse workforce issues for the health of all Floridians.



Evaluation of Nurse Education Programs in Florida

Effective the 2017 Florida Legislative session, the FCN was charged to evaluate program-specific data for each approved and accredited nursing program conducted in the state with the report to be submitted to the Governor, the President of the Senate, and the Speaker of the House of Representatives.



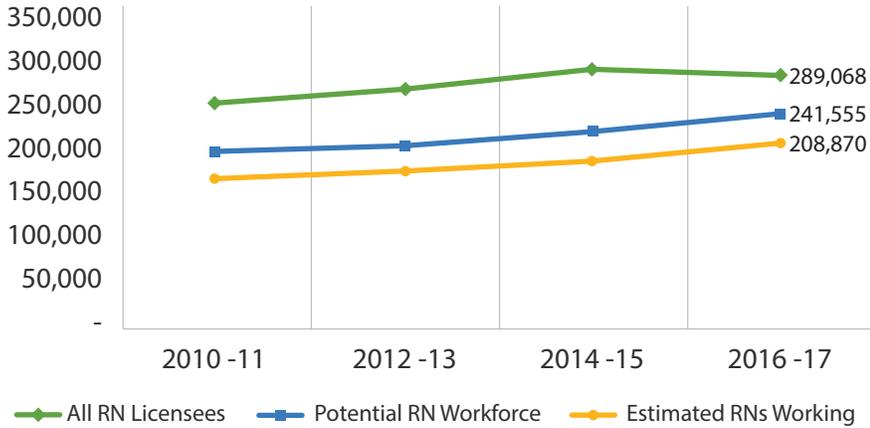
With 277 responses out of 357 programs total (response rate 77%) the report was published January 2018.

The survey finds that:

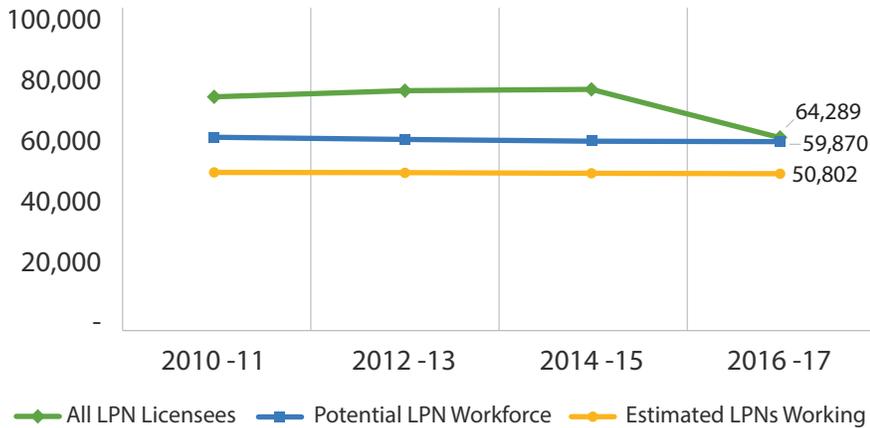
- The number of nursing education programs has increased by 109% since the 2009 law took effect.
- Since 2009, 335 of 355 nursing education program applicants were approved.
- As of December 2017, 100 out of 162 ADN and BSN nursing education programs (62%) were accredited.
- The number of seats available in nursing education programs decreased 27% from 2015-2016 to 2016-2017.
- Total student enrollment in nursing programs increased 5.4% from 2015-16 to 2016-17.
- The total percentage of students retained remained essentially the same in 2016-2017 as 2015-2016.
- Overall, the number of students graduating from nursing programs decreased 8% from 2015-16 to 2016-17.
- Most (88%) of the 2014-2015 nursing program graduates were licensed in 2015; of those who were licensed, around 77% worked in a patient-care or health-related field in Florida in 2016.

Nurse Supply Data

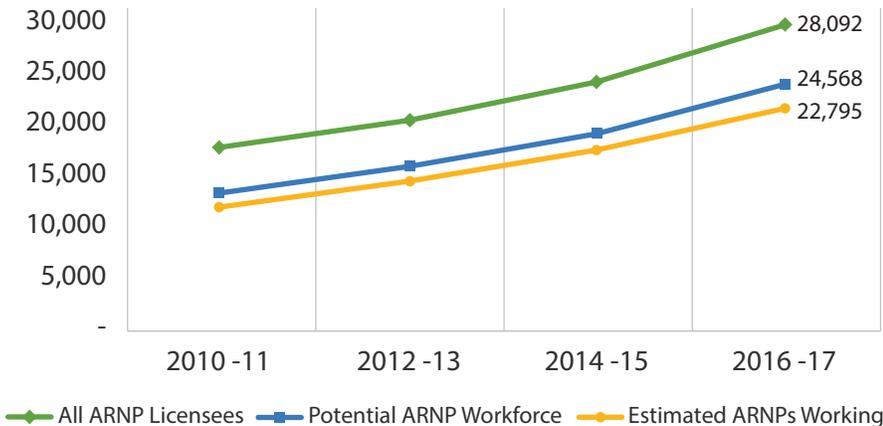
RN Workforce Trends



LPN Workforce Trends



ARNP Workforce Trends



Workforce Trends

The Center analyzes nurse licensure data on a biennial basis, upon the completion of each license renewal cycle. We explore overall workforce supply and demographic trends, along with more detailed characteristics of licensees based on a voluntary Workforce Survey integrated into the license renewal process.

Some goals of this research include tracking workforce gains and losses, workplace settings and positions, estimated hours worked, and more...

The charts on this page represent trends in the number of nurses who maintain a Florida license, the potential workforce (nurses with a clear and active license who live and/or work in Florida), and the estimated number of nurses working in Florida.

The number of licensed RNs decreased slightly since the last cycle, although the potential workforce and working nurses continue to increase slightly each year. Florida's ARNP licensees and workforce also continue to increase. The number of licensed LPNs declined, yet the number of working LPNs remained similar to the previous cycle's supply.

During the 2016-2017 renewal cycle, Florida's **potential RN workforce increased about 7%, and the potential ARNP workforce grew 22%**. On the other hand, **the potential LPN workforce decreased by 1.9%**.

Nurse Supply Data

Employment Settings

Approximately 93% of ARNPs, 89% of RNs, and 86% of LPNs who renewed their license during the 2016- 2017 renewal cycle were working in the field of nursing.

Almost two-thirds of RNs and half of ARNPs were working in hospitals. LPNs were most likely to work in extended care facilities or home health care. ARNPs were twice as likely to work in physician or health provider offices compared to LPNs. Less than 3% of RNs indicated they worked in a physician's office.

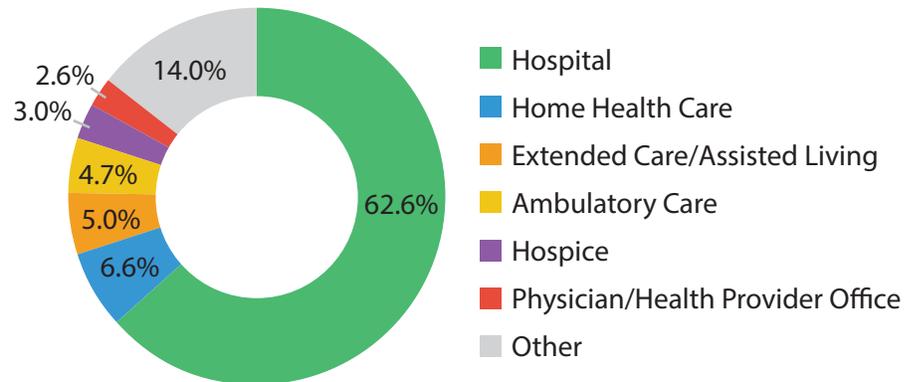
Age Distribution

Florida's growing and aging population will result in an even greater need for care. The nursing workforce is also aging. Among working renewing nurses, **46% of RNs, 44% of LPNs, and 39% of ARNPs are over the age of 50.** As larger portions of nurses enter retirement age, the workforce risks losing highly skilled mentors with years of organizational and experiential knowledge.

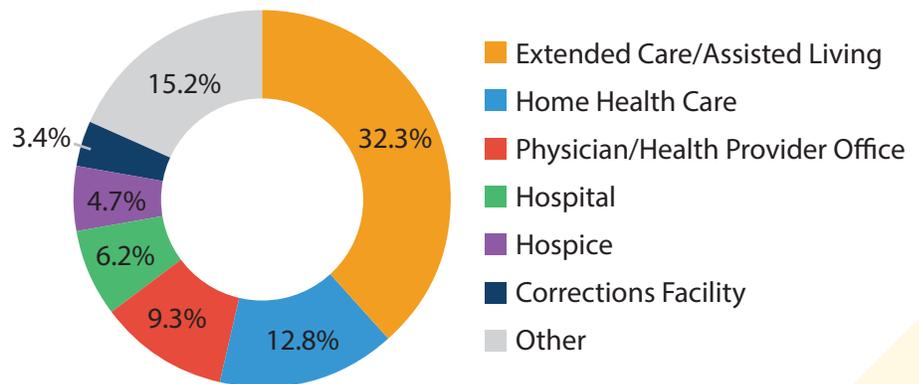
Some nurses may be delaying retirement, as the number of working nurses over the age of 60 increased by 5% for RNs, 3% for LPNs, and 1% for ARNPs. However, **current estimates suggest more than 3,600 ARNPs, 8,200 LPNs, and 37,000 RNs may be likely to retire within the next five years.**

The 2016-17 cohort lost more than 1,300 nurses to retirement.

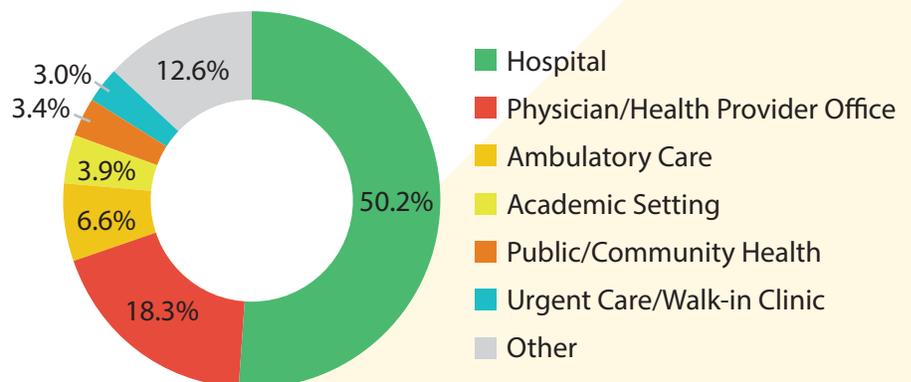
RNs by Employment Setting



LPNs by Employment Setting

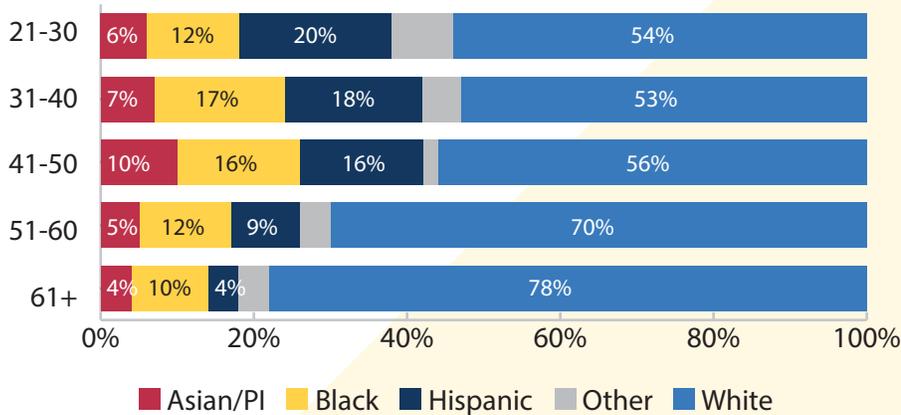


ARNPs by Employment Setting

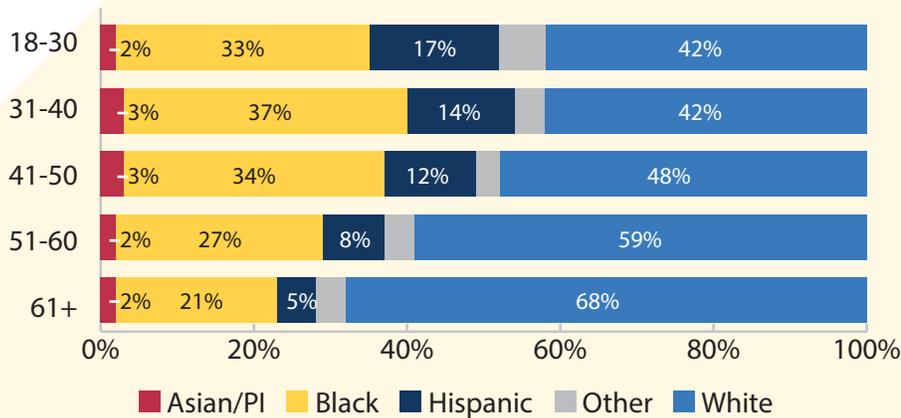


Nurse Supply Data

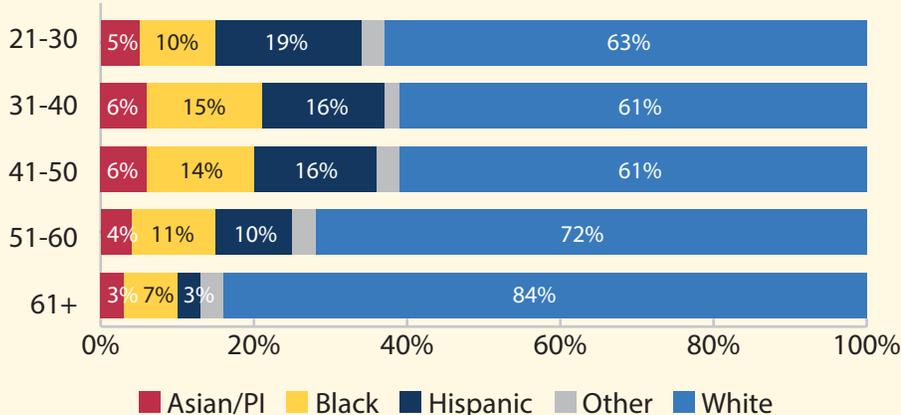
Race of Potential RN Workforce, by Age



Race of Potential LPN Workforce, by Age



Race of Potential ARNP Workforce, by Age



Nurse Diversity Characteristics

Florida's nursing workforce remains female-dominated.

Among renewing nurses, 15% of ARNPs, 11% of RNs, and 10% of LPNs are male. Similarly, 10% of LPNs, 15% of RNs, and 16% of ARNPs who were newly licensed in 2016- 2017 were male.

A majority of nurses in the potential workforce were white, particularly among older nurses.

In each age group, ARNPs have larger portions of white nurses, compared to RNs and LPNs. Overall, 66% of renewing ARNPs and 74% of newly licensed ARNPs were white. Among renewing ARNPs over the age of 60, 84% were white.

Racial diversity increases among younger age groups, for each rank.

About 41% of newly licensed RNs were Black, Hispanic or Asian compared to 32% of renewing RNs working in nursing. Similarly almost 80% of renewing RNs over the age of 60 were white, compared to 54% of RNs between 21 and 30 years old.

LPNs have the largest proportion of non-white licensees, with Black and Hispanic nurses representing about 41% of renewing LPNs in the potential workforce and 45% of newly licensed LPNs.

Asian and Pacific Islanders remain the most underrepresented, in all age groups and nurse ranks. These nurses are most represented among 41-50 year old RNs.

Florida Action Coalition

Shaping the Future of Healthcare Through Nursing



We are the ACTION coalition—Volunteers working together to facilitate and lead change so that all Floridians can access safe, high quality health care.

Initiatives

- Built a mentoring network for nurses seeking opportunities to influence policy.
- Built a mentoring network of 49 board experts for nurses seeking to serve on boards.
- 33 nurses from our board service graduates are already influencing the health of Floridians by serving on boards.
- Continued collaboration with our national partners The Center for Champion Nursing in America Team – AARP, to improve access to care.
- Worked with partners: FL-AC members attended Florida Nurses Association Advocacy Days at the Florida State Capital.
- Offered individual mentoring at our state capital during the 2018 session.
- Educated policy makers across the state.
- Mentored students and educated students to become advocates for all aspects of healthcare.
- Presented material in a variety of venues to increase academic scholarship and professional development.
- Worked with nurses to enhance competence in advocating for patient care and leadership.
- Hosted town hall meetings facilitating regional collaboration between health stakeholders; disseminating the workforce, educational, and leadership needs of nurses as well as other professions throughout the state of Florida.

Board Service Training

WE DON'T just develop great leaders we help to Create what's inside – our program provides participants with the knowledge and skills to continue to bring profound changes and objective perspectives to boards, task forces, and committees. Because changing healthcare begins with influencing policy.

View our 2017 graduates at:
<https://www.flcenterfornursing.org/FL-ActionCoalition/ProfessionalBoardTraining/BoardGraduates.aspx>



Tampa Regional Town Hall Meeting



Broward County Town Hall Meeting at Keiser Univ Ft. Lauderdale



(L) Jannah Amiel, FL-AC Assistant Project Specialist and (R) Louise-Aurelien, SE Region Lead.



FL-AC Advisory Council member Nancy Rudner volunteering in Puerto Rico



Attending the FL Blue Foundation Community Health Symposium and Sapphire Award



University of Miami School of Nursing & Health Studies FL Action Coalition meeting



Action Coalition representatives attending FSCJ Frisch Institute for Senior Care's 3rd Annual Symposium. (L) to (R) Dr. Carol J. Neil, Dr. Deborah Brabham and Dr. Elaine Tagilareni.

Funding & Grants

 **The Florida Blue Foundation** continues to support the work of the Florida Action Coalition and our state's largest provider of healthcare, nurses. **Thank you Florida Blue Foundation** for our continued growth and success.

Strategic Planning

The FL-AC 2018 -2020 Strategic plan includes adopting the Florida Center for Nursing's strategic plan to incorporate evidence based, meaningful, cross-cultural, sustainable, community led projects into our work.

We will continue to build strategic partners in creating fair and equitable **action** in the following areas:

 Empowering nursing leadership roles

 Sustainable community projects

 Professional development

 Lifelong learning

 Advancing healthcare policy to affect population health

Florida Healthcare Workforce

Realizing the Health Industry Workforce Needs for Today and Tomorrow

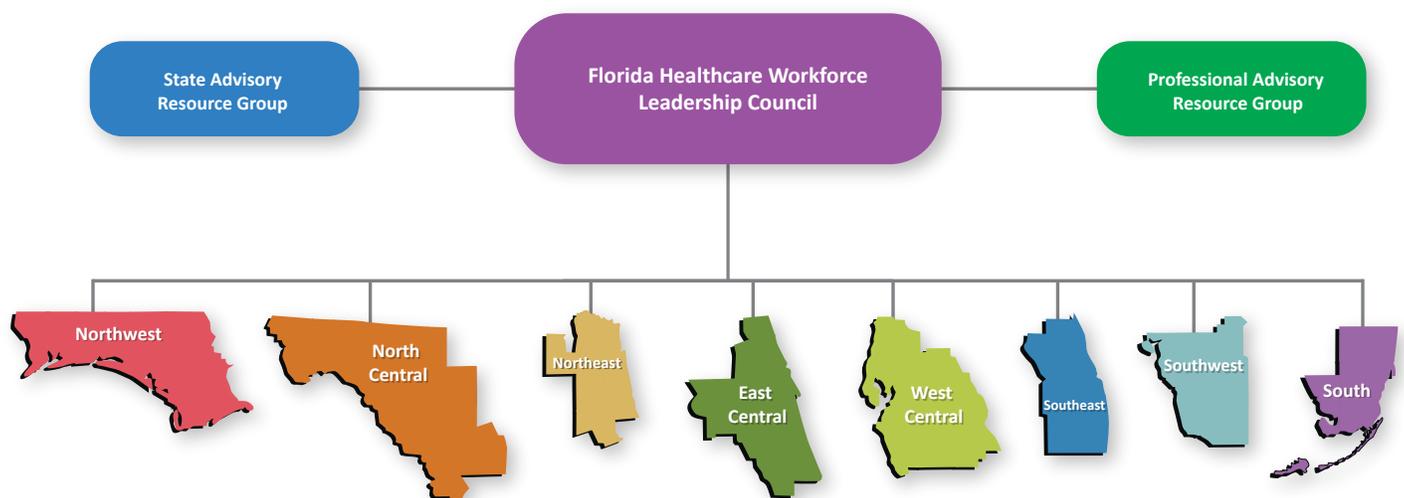


From January 2015 through December 2017, CareerSource Florida funded the grant program “Healthcare Marketplace Business Intelligence Research and Sector Strategy Approach Services”, referred to as the Florida Healthcare Workforce project. With the mission to develop recommendations for statewide policy that will facilitate a pipeline of highly skilled talent to meet the demand of Florida’s healthcare workforce needs, the project’s final 6 months were productive.

Regional Council Sustainability Plan

Quarterly Regional Council Meetings were held during year one and two of the initiative as well as the first half of year three with the support of the FHW staff. The meetings were held in collaboration with Council Co-chairs and included representatives of the CareerSource Local Workforce Boards. During the meetings in year three, FHW staff gathered information on opportunities

to leverage the infrastructure of the CareerSource healthcare sector to develop a Regional Council Sustainability Plan. A specific strategy for continued engagement and meetings was developed for each region that included on-going administrative support provided by the CareerSource Local Workforce Boards and their partners.



Evaluation of Proposed Healthcare Data Collection Strategy

The goals of the strategic initiative are to:

- 1 Identify gaps in the healthcare workforce
- 2 Establish a supply data collection system
- 3 Develop a demand data collection system
- 4 Provide direction to the State of Florida regarding assurance of an adequate healthcare workforce

Successful collection of reliable information about the supply of and need for health workers in Florida can only be accomplished with collaboration of state elected leadership and agencies, professional and trade associations, and healthcare employers. A model to collect this data in Florida does not yet exist. To achieve such a model and continue the work of this project the FHW Leadership Council and staff recommend the establishment of a Healthcare Workforce Research Institute (refer to pg 2).

THANK YOU
for your support!



Current Research/Grants/Funding

2017 – 2019	PI: Improve Quality and Safety of Patient Care Grant Agreement Sponsor: Florida Blue Foundation	\$ 433,000
2016 – 2017	PI: Healthcare Marketplace Business Intelligence Research and Sector Strategy Approach Services Sponsor: CareerSource Florida	\$ 250,000
2015 – 2017	PI: Promoting Nurses as Leaders in Florida to Advance Nursing and Health Policy Future of Nursing: State Implementation Program Grant Sponsor: Robert Wood Johnson Foundation	\$ 150,000

Special thanks to the Florida Blue Foundation for all that they do in support of nurses in Florida.

Florida
Blue 
Foundation



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Workgroup, Presentations, and Publications

Mary Lou Brunell, Chair

Governance and Policy Workgroup

The Apprenticeship Governance and Policy Workgroup is one of four workgroups that have been charged by CareerSource, Florida to develop recommendations that support Registered Apprenticeship expansion, systemic innovation, and responsiveness to employers and job seekers in under-represented populations. The Governance and Policy Workgroup will be diving into critical areas related to:

- identifying additional funding sources and braided funding options;
- statutes, regulations, or policy that hinder apprenticeship growth;
- curriculum frameworks in targeted industry sectors; and
- best practices that can be replicated.



Mary Lou presented the group's recommendations at the Apprenticeship FLA 2018 Summit: Building Florida's Talent Pipeline Through Apprenticeships. June 19-20 in Miami, Florida.

Presentations

Brunell, M.L. (2018, February 6). *Progress on Supply and Demand Data Collection Strategies*. Presented at Lake & Sumter County Healthcare Connection Workshop. Mt. Dora, FL.

Brunell, M.L. (2018, February 5). *Workforce Issues in Nursing: Florida's Challenges*. Presented at Adventist University of Health Sciences. Orlando, FL.

Brunell, M. L. (2017, December 12). *Healthcare Workforce Data Collection*. Presented at Health Workforce Technical Assistance Center via Webinar.

Russell, A (2017, November) *The Florida Center for Nursing and the Florida Action Coalition*. Niceville, FNA (presentation at UWF) BLI.

Brunell, M. L. (2017, November 3). *State Involvement in LPN Education in Florida*. Presented at Association of Practical Nurse Educators of Florida. Altamonte Springs, FL.

Russell, A & Amiel, J (2017, October). *Individually and Collectively Using Your Influence. A Health Professional's Approach to Creating Positive Health and Social Change*. Presented at the Florida Nursing Association Annual Membership Assembly.

Russell, A (2017, October) Presented DNP projects aligning with the Florida Center for Nursing's strategic plan to Eileen Cromier's and Mai Kung's DNP students.

Russell, A (2017, October) *A DNP Student's Approach to Creating Positive Health and Social Change*. Presented to Mai Kung's Health Policy Class Florida State University. Tallahassee, FL.

Brunell, M.L. (2017, October 2). *Workforce Issues in Nursing: Florida's Challenge*. Presented at Adventist University of Health Sciences. Orlando, FL.

Russell, A (2017, September 13). *Shaping the Future of Healthcare through Nursing. A Health Professional's Approach to Creating Positive Health and Social Change*. Presented to Dr. Norton's Health Policy Class, Northwest Florida State College.

Brunell, M.L. (2017, August 18). *Emerging and Evolving Roles and Occupations within the Healthcare Industry: Florida's Perspective*. Presented at East Florida Division CNO and Professional Practice Council. Margate, FL.

Russell, A (2017, July). *Individually and Collectively Using Your Influence. A Health Professional's Approach to Creating Positive Health and Social Change. Initiative for Nursing Workforce Diversity*. Florida State College at Jacksonville and U. S. Department of Health Resources and Services Administration (HRSA).

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*. University of Florida Nursing Presentation. Gainesville, FL.



FCN Board of Director Members 2017-2018

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Anntoni Ray Leonard · BA – Office Manager

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Kellie Ffrench · Ph.D., MS, BA – Assistant Director of Research



Florida Healthcare Workforce Staff

Karin Kazimi · BS – Assistant Director Special Projects



Florida Action Coalition Staff

Andrea Uitti · DNP, RN

Johanna Amiel · MSN, BSN, RN – Assistant Project Specialist

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