



Update on Workforce Strategies

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Presentation to FNA Membership
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Objectives

At the end of this presentation, the learner will be able to:

- Explain the goals of the FCN.
- Describe two strategies that may be used to assure an adequate qualified nursing workforce.
- Identify implications for the future of nursing in Florida.

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.



Goals of the Florida Center for Nursing



DEVELOP

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



ENHANCE

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



CONVENE

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

History of the Florida Center for Nursing

- 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 BOD 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
- New Board of Directors appointed
- Rayna Letourneau, PhD, RN appointed as Executive Director

FCN Staff



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Leslie Rogers,
PhD, MBA, BSN, RN

Goal #1:

Develop a strategic statewide plan for nursing manpower in this state



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**

Mission Areas



Supply and Demand



Recruitment and Retention



Nursing Workforce Resources



Supply and Demand

Supply and Demand Goals

- Address nurse faculty development
- Identify nursing education program impact
- Evaluate NCLEX pass rates
- Conduct research on Florida's nursing workforce supply and demand

Supply and Demand Initiatives

- Annual nursing education program report
- Annual NCLEX report
- Biennial data-driven gap analysis
- Dissemination of report findings

Nursing Workforce Research

The purpose of nursing workforce research is to generate information on the supply and demand of Florida's nursing workforce, which is critical to ensure a safe and effective health care system.

Places We've Been

The Florida Center for Nursing attended **20** State and **6** National Meetings and Conferences in 2023.



Health Care Horizons: Navigating the Supply and Demand of Florida's Nursing Workforce

HEALTH CARE HORIZONS:

Navigating Florida's Supply and Demand of the Nursing Workforce



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Chairperson,
Florida Center for Nursing Board of Directors



MODERATOR
CHRISTINE MUELLER
DNP, RN, FCCN-K
Chief Nurse Administrator,
Keiser University
Nurse Educator Seat,
Florida Board of Nursing

The panel discussion aims to promote knowledge, understanding, and active engagement in matters related to the nursing workforce and its role in shaping the future of health care.

At the end of the panel discussion, attendees will be able to:

- Analyze the supply and demand of Florida's nursing workforce
- Identify systemic changes, including strategies for implementation to balance supply and demand of Florida's nursing workforce
- Identify strategies to increase nurse faculty and clinical preceptors, support nurse faculty development, and promote advanced nurse education

Attendance is open to all nurses, other health care providers, business and industry, consumers, legislators, and educators:

- Registration is complimentary! • CEU's pending

USF Health is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Center's Commission on Accreditation.

Hosted by



COMING SOON!
Florida's 2023
NCLEX Report

2023	Florida	U.S.
Number of RN test takers	18,178	186,350
NCLEX-RN Pass Rate	76.75%	88.56%
Number of PN test takers	3,251	47,552
NCLEX-PN Pass Rate	74.87%	86.67%



Recruitment and Retention

Recruitment and Retention Goals

- Faculty and preceptors
- Prelicensure nursing students
- New to practice nurses
- Frontline nurses
- K-12

Recruitment and Retention Initiatives

- Design and develop continuing education activities
- Propose and create reward, recognition, and renewal activities for nurses
- Promote media and positive image-building efforts for nursing

SHAPING THE FUTURE: BECOMING NURSING FACULTY



If you are an **experienced nurse** and you **love teaching**, then becoming a **nursing faculty member** may be a great career option for you.

The purpose of this continuing education program is to provide nurses in Florida the opportunity to explore the role of nursing faculty for those that may be interested in this important career path.

Upon completion of this program, you will be able to:

- Identify one approach that the Florida Center for Nursing is utilizing to increase the number of qualified nursing faculty in the State of Florida.
- Identify competencies related to the roles and functions of an academic nurse educator.
- Identify two strategies to facilitate student-centric learning.



Register by scanning the QR code above



Congratulations to the recent Spring graduates from the ADN program at Meridian West Central College!



How do we recognize NURSES?

We ♥ our nurses!

A white stethoscope graphic is positioned at the top of the image. The chest piece is at the top, and the tubing curves down to form a shape that partially encloses the word "Thank".

Thank You
NURSES

A white, simple line-art smile is located at the bottom of the image, centered under the word "NURSES".



Nursing Workforce Resources

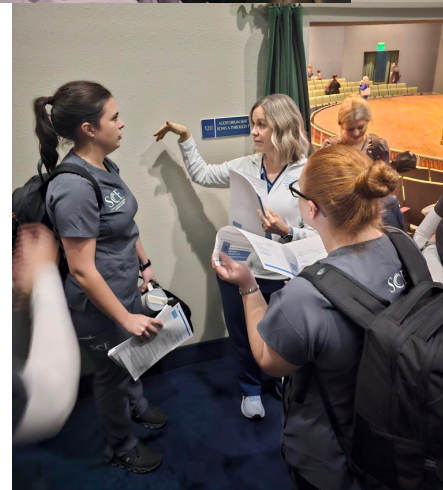
Nursing Workforce Resources Goals

- Faculty and preceptor development
- Academic-practice partnerships
- Nursing excellence
- Well-being
- Advance nursing practice

Nursing Workforce Resources Initiatives

- Design and develop professional development strategies for faculty and preceptors
- Create and encourage academic-practice partnerships
- Design and develop distance learning activities to increase faculty competencies
- Promote and recognize nursing excellence

Prelicensure Professional Networking Program (PPNP)





There are **24 hospitals in Florida** that have achieved Magnet designation by the American Nurses Credentialing Center.

“To nurses, Magnet Recognition means education and development through every career stage, which leads to greater autonomy at the bedside. To patients, it means the very best care delivered by nurses who are supported to be the very best that they can be.”

AdventHealth Celebration

AdventHealth for Children

Baptist Health Homestead Hospital
(formerly Homestead Hospital)

Baptist Hospital of Miami

Baptist Medical Center Beaches

Baptist Medical Center Jacksonville

Baptist Medical Center Nassau

Baptist Medical Center South

Brooks Rehabilitation Hospital

Doctors Hospital

Johns Hopkins All Children's Hospital

Mayo Clinic Florida

Moffitt Cancer Center & Research Institute

Nicklaus Children's Hospital

Orlando Health Arnold Palmer Hospital for Children/

Orlando Health Winnie Palmer Hospital for

Women & Babies

Orlando Health Orlando Regional Medical Center

Sarasota Memorial Health Care System

South Miami Hospital

Tampa General Hospital

UF Health Jacksonville

UF Health Shands Hospital

West Kendall Baptist Hospital

Wolfson Children's Hospital

NURSES MONTH

AMERICAN NURSES ASSOCIATION



YOU MAKE A DIFFERENCE



Nurses Month Proclamations

The Boards of County Commissioners in DeSoto County, Hillsborough County, and Lee County signed proclamations naming May 2023 Nurses Month.

The Florida Center for Nursing was present at the ceremonies to honor nurses and publicly recognize the impact nurses bring to the health and well-being of their communities.



Proclamation

WHEREAS, registered nurses represent the nation's largest health care workforce, diligently providing services to the diverse and changing health care needs of this nation in numerous settings, including on the front lines during emergencies and public health crises; and

WHEREAS, the American Nurses Association, a union for registered nurses in the U.S., is striving to ensure the health system has robust and increasing access to primary and preventive health care and better utilization of all the nation's registered nursing resources; and

WHEREAS, professional nursing is an indispensable component of the safety and quality of care of hospitalized and non-hospitalized patients, and many qualified registered nurses are needed in the future to meet the mounting complex needs of health care consumers in the community; and

WHEREAS, the demand for registered nursing services will be the greatest this ever due to emerging health challenges, the continuing expansion of the existing technologies, and the explosive growth of home health care services; and

WHEREAS, the cost-effective, safe, and high-quality health care services provided by registered nurses will be an increasingly important component of the United States health care delivery system;

WHEREAS, in addition to the American Nurses Association, the Florida Nurses Association has declared May as Nurses Month, with the theme "In Honor of Nursing, showing appreciation for nurses' exceptional impact during the pandemic, their contributions to health care, and as an expression of Florida's love for nursing all lives.

NOW, THEREFORE, BE IT PROCLAIMED that the Board of County Commissioners of Hillsborough County, Florida, this hereby declare May 2023 as

Nurses Month

in Hillsborough County, and encourages all residents and visitors to honor registered nurses and celebrate their accomplishments and efforts to improve the health care system, helping to bring us many more years.

Enacted this 9th day of May, 2023



Ken Hopewell
April Rivera
Dawn Lytle
Wendy Adams
Patricia King



Impact

How it started 2001 → How it's going 2024





FCN



Florida
Center for Nursing

**A
Global
Leader**

What we need from YOU:

Follow us on social media and encourage family and friends to do the same:



Florida Center for Nursing



floridacenterfornursing

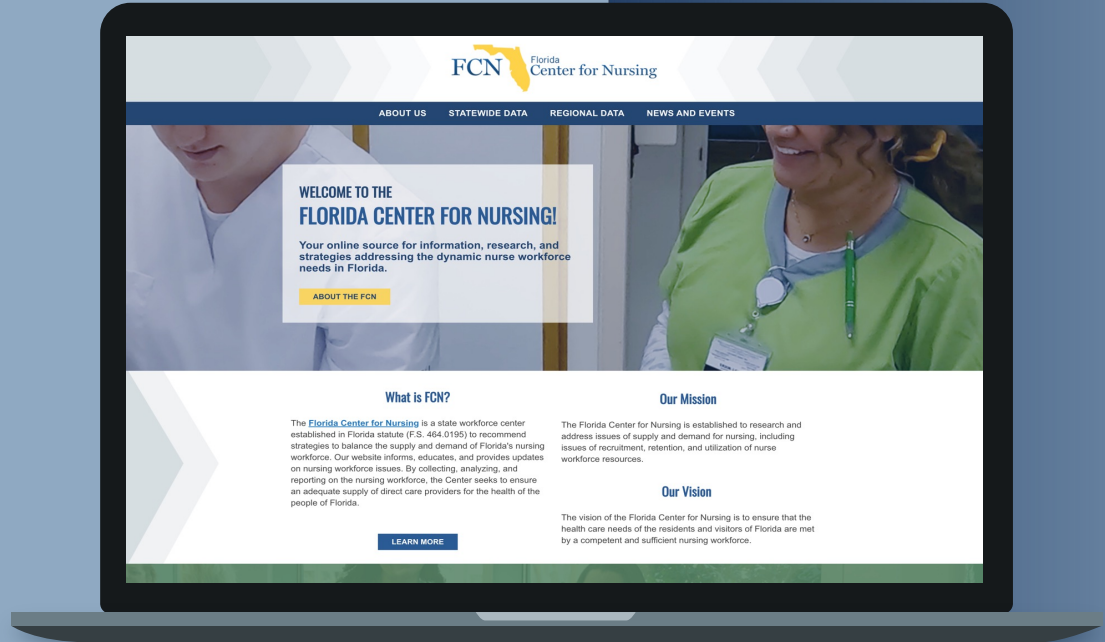


Florida Center for Nursing



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