



FCN Florida Center for Nursing 2013 ANNUAL REPORT

The Florida Center for Nursing is a leader in advancing the nursing profession for the good of all Floridians by:

- Identifying strategies to provide an adequate, qualified nurse workforce
- Providing data and information for use by others to win awards of external funding and justify budget expenditures to expand nursing education, increase access to nursing education, improve the nursing work environment, and reduce nurse turnover
- Co-leading the effort to achieve the recommendations of the Institute of Medicine report *The Future of Nursing: Leading Change, Advancing Health*
- Establishing programs, like the Florida Healthcare Simulation Alliance, to foster the expansion of simulation to transform the education of healthcare providers to achieve high quality, safe healthcare delivery for all Floridians
- Partnering and collaborating with nursing, health industry, and workforce entities to influence policy

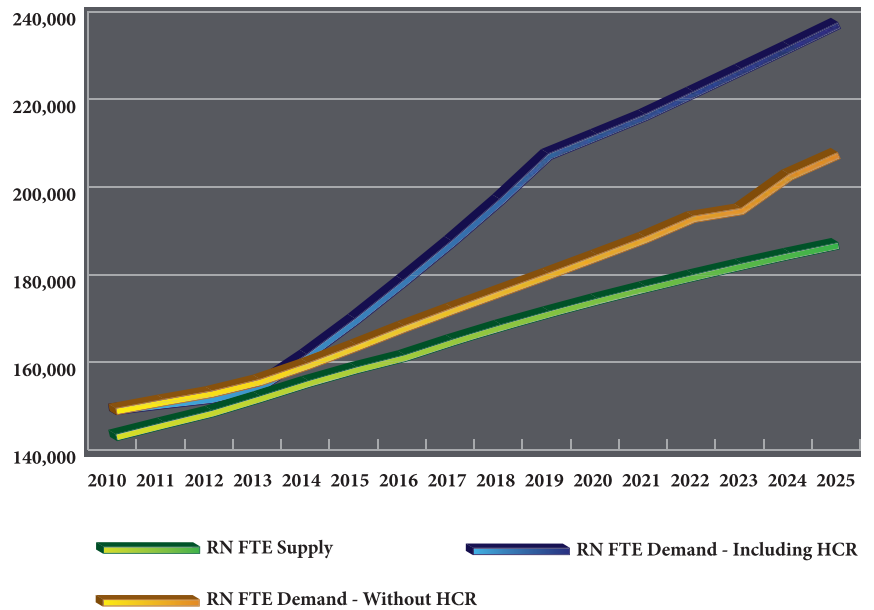
Addressing Nurse Workforce Issues for the Health of Florida

STATEWIDE STRATEGIC PLAN

The Center's previous work has shown an impending shortage of RNs (an estimated 50,321 FTEs in 2025) and LPNs (an estimated 12,548 FTEs) after healthcare reform is enacted. (RN and LPN Supply and Demand Forecasts, 2010-2025: Florida's Projected Nursing Shortage in View of the Recession and Healthcare Reform. October 2010.).

One of the primary goals of the Center, as defined in Florida Statute 464.0195, is to develop a strategic statewide plan for nursing manpower in Florida. Published in February 2013, *Strategies to Successfully Provide Floridians an Adequate, Qualified, Nurse Workforce* identified four areas in need of action:

RN FTE (Full-time Equivalent) Supply and Demand Projections, with and without Healthcare Reform, October 2010



1 - EDUCATION

Florida must continue to enhance production of new nurses, promote educational advancement, and develop models of incumbent worker education and training to meet the diverse needs of Florida's health industry. Nurses must be incentivized to enter graduate education programs with the trajectory of becoming nurse faculty.

2 - WORK ENVIRONMENT

Partnerships between industry and academia should be forged to address entry level education needs and to develop models for preparing members of the existing nurse workforce to assume the difficult to fill roles. Such strategies will open up opportunities for new graduates to fill. It is critical that employers improve retention of all nurses, and address work environment challenges faced by older nurses, in an effort to extend their work life.

3 - RESEARCH

A consistent, long-term data collection, analysis, and reporting system must be in place and adequately funded. Support from health industry and education partners must be demonstrated, in part, by their participation and completion of survey instruments.

4 - POLICY

The information provided by the FCN's analysis of survey results is critical for strategic health workforce planning, policy development, and funding decision-making. With this information, health policy and industry experts can plan appropriately to assure the adequacy of the nurse workforce.

POLICY INITIATIVES

FCN has a voice in Florida's workforce development and policy decisions.

Through the Executive Director's appointments:

- **Workforce Florida, Incorporated** – member of Florida's workforce investment board
- **FL Chamber Foundation** – member of Talent Supply and Education Caucus
- **STEMflorida** – member of the Business Steering Council
- **USDHHS Health Resources and Services Administration** – member of the National Advisory Council on Nurse Education and Practice

Through testimony and presentations:

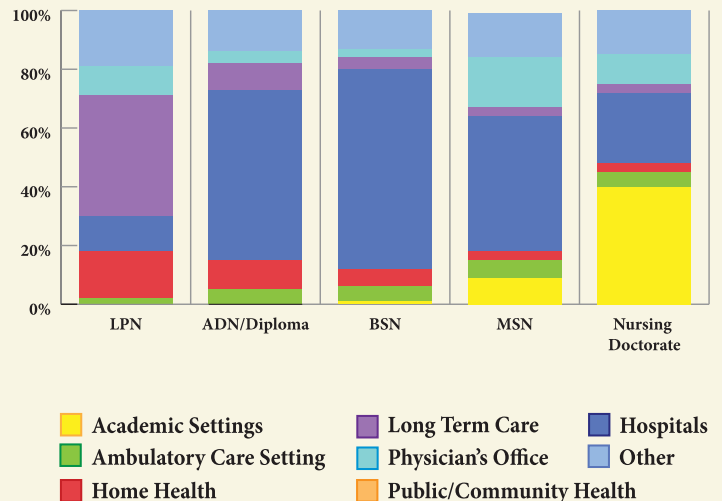
- Provides information on the current status of Florida's nurse workforce and strategic recommendations to the Florida Legislature
- Distinguished Stakeholder Panel Member at Florida TaxWatch Center for Health & Aging Advanced Registered Nurse Practitioner Scope of Practice Summit
- Testimony given before the Florida House of Representatives Special Committee on Implementation of the Patient Protection and Affordable Care Act

DATA RESOURCES

Nurses Employment Settings Vary by Type of Nursing Degree

- 41% of LPNs work in extended care settings, 16% in home health, 12% in hospitals.
- 58% of ADNs work in hospitals, 10% in home health, 9% in extended care.
- 68% of BSNs work in hospitals, 6% in home health, 5% in ambulatory care.
- 46% of MSNs work in hospitals, 17% in physician's offices, 9% in academic settings.
- 40% of Nurses with nursing doctorate's work in academic settings, 24% in hospitals, 10% in physician's offices.

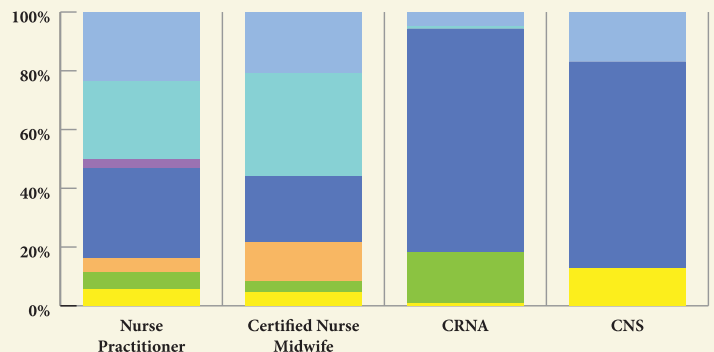
Employment Settings by Education Distribution



Selected Employment Settings of Advanced Practice Nurses

- Nurse Practitioners and Certified Nurse Midwives most commonly work in hospitals or physicians' offices. Over 13% of CNMs work in public/community health, and 35% work in physician's offices. Most Certified Registered Nurse Anesthetists work in hospitals and in ambulatory care settings. Clinical Nurse Specialists work in hospitals (70.4%) and academics (12.7%).

Employment Settings of Advanced Practice Nurses



Comparison of Demographics of Nursing Workforce and Nursing Students – The nursing workforce will slowly become younger and more diverse.

Registered Nurse vs. RN Student Demographics

- RNs working in nursing are predominately white (66.4%), women (90%), 47% are age 51 and older, their average age is 48.8 years.
- The demographics of RN nursing students show that nurses entering the workforce will be younger and more diverse, with more men are entering the nursing workforce. Depending on degree program, about one-third to one-half of nursing students are white, while 15-22% are black and 15-22% are Hispanic. 17% of associate's degree students are men, as are 13-14% of bachelor's students.
- Nursing students are significantly younger than working nurses, 79% of pre-licensure BSN students are age 30 or younger as are 51% of ADN students. The average age of students ranges from 26.8 years for pre-licensure BSN students, to 33.7 years for RN-BSN students.

Advanced Practice Nurse vs. APN Student Demographics

- Similar to RNs, Advanced Practice Nurses working in nursing are mostly white (75.5%), and older (48% are 51 or older, average age is 49.2). However, the APN workforce has a significantly larger percentage of men, 14.4%.
- Demographics of the APN workforce are shifting. APN students are more diverse (46% of master's students are white, 17% black, 17% Hispanic). 16% of Master's students are men, and the increasing percentage of men in the profession is seen at all levels of nursing. 69% of Master's students and 54% of doctoral students are age 40 or younger.

Demographics of Advanced Practice Nurses Working in Nursing	
Race/Ethnicity	
White	75.5%
Black	8.7%
Hispanic	8.3%
Asian/PacificIslander	3.9%
Other	3.6%
Gender	
Women	85.6%
Men	14.4%
Age Group	
21-30	4.2%
31-40	21.3%
41-50	26.4%
51-60	31.8%
60 and older	16.2%
Average Age	49.2

Demographics of Advanced Practice Nursing Students		
Race/Ethnicity	Masters	Doctorate
White	46%	61%
Black	17%	13%
Hispanic	17%	13%
Asian	5%	4%
Other	15%	9%
Gender		
Women	84%	89%
Men	16%	11%
Age Group		
20-30	38%	28%
31-40	31%	26%
41-50	21%	20%
51+	10%	25%
Average Age	36.0	39.7

Demographics of RN Working in Nursing	
Race/Ethnicity	
White	66.4%
Black	12.7%
Hispanic	9.3%
Asian	7.3%
Other	4.4%
Gender	
Women	89.9%
Men	10.1%
Age Group	
21-30	7.7%
31-40	18.9%
41-50	26.0%
51-60	30.5%
61 and older	16.9%
Average Age	48.8

Demographics of RN Nursing Students			
Race/Ethnicity	ADN	BSN Prelicensure	RN-BSN
White	38%	50%	51%
Black	22%	17%	15%
Hispanic	22%	18%	15%
Asian	2%	5%	3%
Other	16%	10%	15%
Gender			
Women	83%	86%	87%
Men	17%	14%	13%
Age Group			
17-30	51%	79%	46%
31-40	28%	14%	29%
41-50	17%	5%	18%
51+	4%	2%	6%
Average Age	32.4	26.8	33.7

Licensed Practical Nurse vs. LPN Student Demographics

- LPNs working in nursing are more racially/ethnically diverse: 55% are white, 28% are black. LPNs are also older, 40% are age 51 or older.
- LPN students are much more diverse than working LPNs. 14% of students are men, 43% are black and 17% Hispanic, and 56% are age 30 or younger.

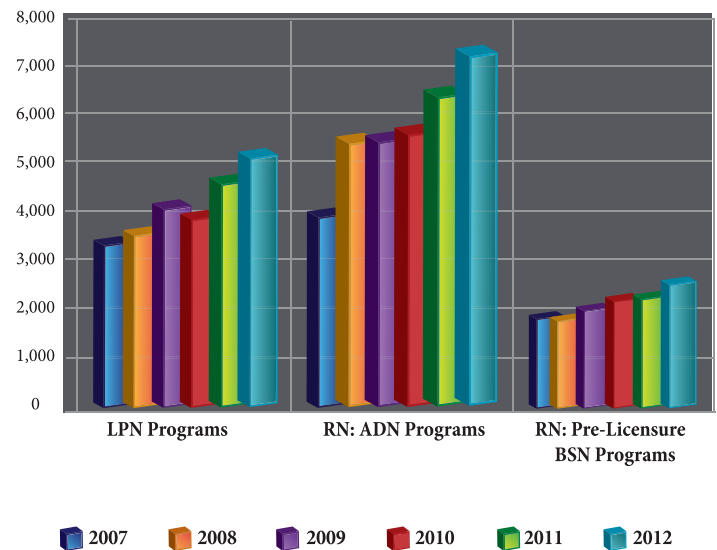
Demographics of LPNs Working in Nursing	
Race/Ethnicity	
White	55.4%
Black	27.9%
Hispanic	9.3%
Asian	2.3%
Other	5.2%
Gender	
Women	90.5%
Men	9.5%
Age Group	
17-20	0.0%
21-30	10.6%
31-40	22.4%
41-50	26.5%
51-60	26.1%
60 and older	14.4%
Average Age	46.8

Demographics of LPN Students	
Race/Ethnicity	
White	34%
Black	43%
Hispanic	17%
Other	6%
Gender	
Women	86%
Men	14%
Age Group	
17-20	8%
21-25	25%
26-30	23%
31-40	27%
41-50	13%
51+	5%
Average Age	31.6

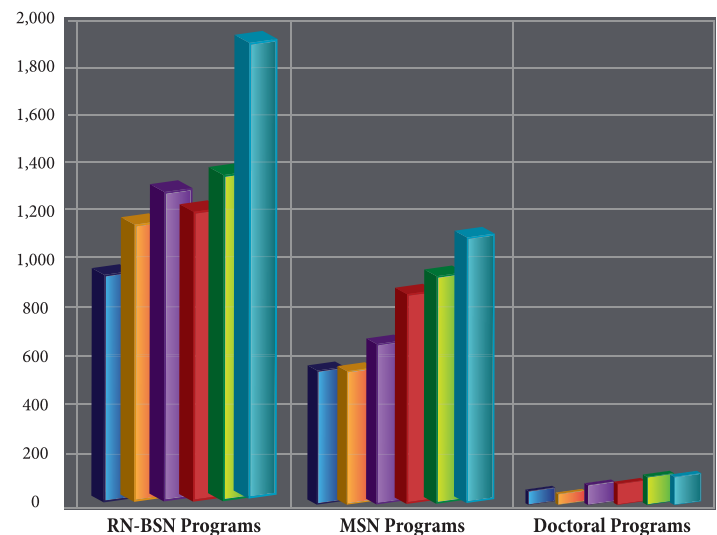
Nurse Education Programs

- As of September 2012, there were 147 LPN nursing programs, 139 Associate Degree nursing programs, and 31 BSN nursing programs.
- Interest in nursing programs is greater than the schools' ability to admit students, and qualified applicants are turned away. Associate Degree programs accepted 55% of qualified applications, BSN programs accepted 42% of qualified applications.
- As the number of programs increase, so do the number of nursing graduates. From 2011, LPN graduates increased 10% (to 5,136), ADN graduates increased 16% (to 7,264), BSN graduates increased 12% (to 2,523).
- RN-BSN graduates increased 37% (to 1,959). This does not include graduates from online-only programs who may reside and practice in FL, but attend an online program that is based out-of-state.
- Since 2007, master's degree programs increased enrollment by nineteen percent, and the majority of master's students are in advanced practice nurse curriculum tracks. Enrollment in nurse educator curriculum tracks is up 15% relative to AY 2010-2011. Master's graduates have increased 10% from 2011 to 2012.
- Doctoral graduates have remained the same Academic Year (AY) 2010-2011 to AY 2011-2012. PhD enrollment has increased by 28% since AY 2010-2011. DNP enrollment has remained the same the past two years.

Trend in New Graduate Pre-licensure Nurses 2007-2012



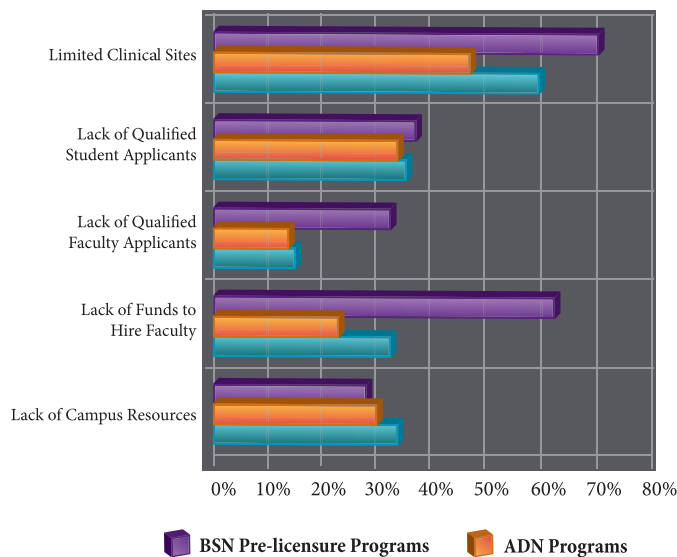
Trend in New Graduate Post-licensure Nurses 2007-2012



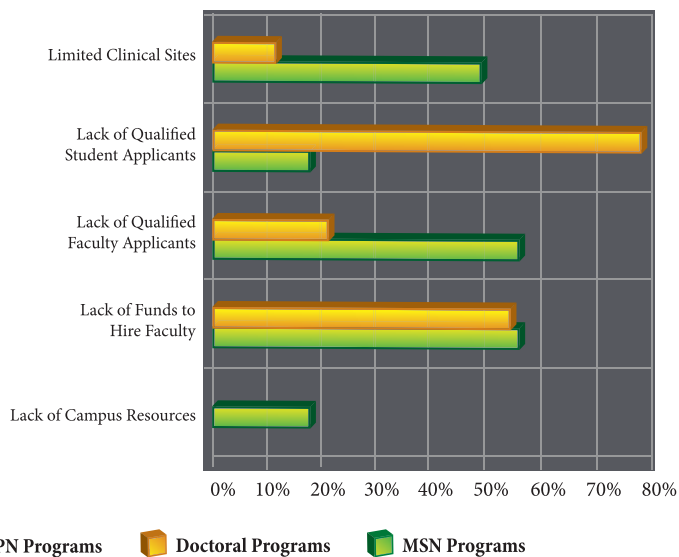
Reported Barriers to Program Expansion

- The greatest barrier to nursing program expansion remains limited clinical sites, as was reported by 70% of BSN, 49% of ADN, and 60% of LPN programs.
- 63% of BSN programs reported a lack of funds to hire faculty.
- Limited clinical sites and faculty shortage were reported as barriers by over half of responding Master's programs.
- Nearly 80 percent of doctoral programs reported a lack of qualified student applicants, 56% reported lack of funds to hire faculty, and 22 % reported lacking qualified faculty applicants.

What are barriers to expansion for pre-licensure nurse education programs?



What are barriers to expansion for post-licensure nurse education programs?



WEBSITE UPDATE

The Center updated its website in Fall of 2012, to make our data more accessible to users. One of the FCN's goals is to ensure you have access to the most recent nursing data from across the state. By creating various charts and graphs to illustrate our findings, we hope to provide a clear picture on what is currently happening in the workforce. The questions presented on our homepage are linked to graphic responses and serve as your gateway to the many facets of Florida nursing information.



What is the overall picture of Florida's nurse workforce?



What is the diversity of Florida nurses?



Is Florida's nurse supply adequate?



Are you writing a grant or proposal?



Are you planning for the future, informing policy decisions, allocating resources?

QUALITY AND UNITY IN NURSING COUNCIL



- Association of Practical Nurse Educators of Florida
- Florida Association of Colleges of Nursing
- Florida Association of Directors of Nursing Administration / LTC
- Florida Association of Nurse Anesthetists
- Florida Association of Public Health Nurses
- Florida Association of School Nurses
- Florida Board of Nursing

- Florida Center for Nursing
- Florida Council of Nurse Midwives
- Florida Council of Nursing Education Administrators
- Florida Council of PeriOperative Registered Nurses
- Florida Council of Practical Nursing Education Administrators
- Florida Gerontological Nurses Association
- Florida Hospital Association
- Florida League for Nursing
- Florida Nurse Practitioner Network
- Florida Nurses Association
- Florida Nursing Students Association
- Florida Organization of Nurse Executives
- Florida Public Health Association

QUIN's mission is to promote quality and unity for nurses and nursing in Florida. Nurse leaders from varied areas of practice, academics, and organizations come together to develop and demonstrate a unified nursing voice for Florida.

QUIN, and its representatives from 20 member organizations, advocates the position that full and effective use of all members of the health workforce is vital to address the current and future needs of Floridians.

FCN provides leadership to QUIN through Mary Lou Brunell's appointment as Chair.

The **Florida Center for Nursing** values its continued partnership with the **Florida Blue Foundation** on two major initiatives that will change health care delivery for the better...



<http://www.floridahealthsimalliance.org>

The mission of FHSA is to advance, coordinate, and expand the use of all forms of simulation in academic settings, healthcare institutions, and agencies across the state to advance healthcare education to foster patient safety.

The FCN provides administrative support and guidance to the FHSA through the work of the FCN Executive Director and Office Manager. The FHSA operations are managed by Dr. Keith Samuels, Director and Rita Swanson, Training Director, both of whom contract with the FCN (through the University of Central Florida) to serve in these positions.

The FHSA took advantage of the Society for Simulation in Healthcare's offering of their 13th Annual International Meeting on Simulation in Healthcare (IMSH) in Orlando, using the event as the kick-off / public release of the FHSA and the membership model of organization.

- Dr. Samuels served on a panel of experts discussing formation of simulation alliances.
- The FHSA had an exhibit booth staffed by the FHSA Director, Training Director, FCN Executive Director, and FHSA Advisory Board members.
- Attendees from Florida were invited to an informational luncheon to learn about the Alliance, what the membership options are, and what they will gain from being a member.

Statewide Resources

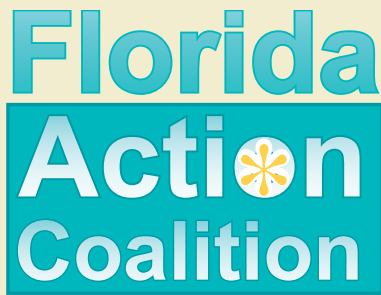
One role of the Alliance is to foster and facilitate collaboration and networking. Over the course of this past year, they have gathered information and added to their site links to over 25 different simulation resources across the state.

Please visit the FHSA site <http://www.floridahealthsimalliance.org/Resources/LocateResourcesNearYou.aspx> to view the full listing.

Membership

This year, the FHSA created four levels of membership: Charter, Corporate, Academic, and Individual. The details of these can be viewed on their site at: <http://www.floridahealthsimalliance.org/BecomeaMember/How-doIbecomeamember.aspx>. The **Charter Memberships** are 3-year inaugural memberships entailing a unique list of benefits. Three corporations joined FHSA in Charter Member Status:





<http://www.flcenterfornursing.org/FLActionCoalition/AbouttheFLAC.aspx>

The mission of the Florida Action Coalition (FL-AC) is to provide leadership in advancing the nursing profession so that Floridians can access safe, high quality health care.

In October 2010, following a two-year investigation under an advisory committee of national experts led by Drs. Donna Shalala and Linda Burnes Bolton, the Institute of Medicine (IOM) published a landmark report, *The Future of Nursing: Leading Change, Advancing Health* that delineated how nursing can contribute to an improved American health care delivery system. This report prompted a national collaboration of The Robert Wood Johnson Foundation and AARP Foundation, named the **Future of Nursing: Campaign for Action**, to implement the IOM's recommendations. Action Coalitions are the driving force of the campaign at the local and state levels, forming a strong, connected grassroots network of diverse stakeholders working to transform health care through nursing.

The Florida Center for Nursing and Florida Blue Foundation serve as co-lead for the FL-AC. To further the activities toward achieving the IOM recommendations, three Action Teams have been formed:

The Practice Action Team is comprised of two strategic work groups to achieve their priority goals:

Institution Work Group: This work group will conduct a survey of acute, primary, and long term care institutions in Florida regarding nurses' scope of practice. Their goal will be to use the data collected to help educational institutions by identifying strengths and limitations in current practices for nurses to practice to their full potential.

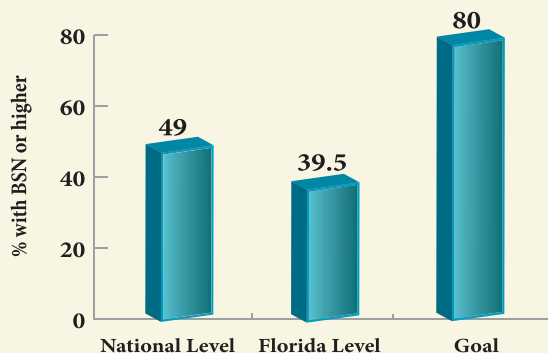
Legislative Work Group: This work group intends on working in conjunction with other groups addressing legislative and regulatory issues, utilizing the unique stakeholders involved with the Florida Action Coalition, to be positioned for maximum effectiveness.

The Education Action Team believes that success can best be accomplished through local activities in addition to state level efforts. With guidance and support from the State Team, Regional Leaders can work to identify their local priorities to achieve one, all, or a combination of the four IOM education recommendations. To facilitate this, a Regional Model has been designed with an accompanying toolkit to assist local implementation throughout the state.

The Leadership Action Team works to promote and develop leadership interest and competency among nurses across practice levels and professional settings, and to increase the profession's presence in leadership ranks across health settings, academia, policy and regulatory environments and other settings with impact on decision making in healthcare. Two major recommendations within the IOM's Future of Nursing report address issues of leadership. The goals and objectives adopted by the Leadership Team served as the foundation for the Florida Center for Nursing's Robert Wood Johnson Foundation grant application, which was successfully funded for \$150,000 over a two-year period with the required \$75,000 match provided by the Florida Blue Foundation.

Florida Baseline Indicators (as of December 2011)

Indicator 1 - % Employed RNs with a BSN or Any Higher Degree



Indicator 2 - Double Number of Nurses with Doctorates by 2020

Nurses with a Nursing Doctorate	320
Nurses with Other Doctorate	734
Total Nurses with a Doctorate (as of 2011)	1,054
GOAL:	2,108

To learn more about the Regional Model, please visit the FL-AC website at:

<http://www.flcenterfornursing.org/FLActionCoalition/EducationActionTeam.aspx>

EXTERNAL FUNDING

Florida Blue Foundation

Award: \$375,000

Purposes:

1. **Florida Center for Nursing**

Support the core mission (to collect and analyze data and produce reports on nursing workforce issues), prepare for a sustainable future, and provide the RWJF SIP match.

2. **Florida Healthcare Simulation Alliance**

Promote the FHSA statewide and beyond, recruitment of additional advisory board members and regional leadership team development.

3. **Sustainability Work to be conducted for the Florida Center for Nursing**

Support for a consultant to develop, with the FCN Board and Staff, a five year sustainability plan that will assist the FCN to become sustainable and broaden their funding sources long past the Foundation's funding.



Donations

As they complete the application or license renewal process, Florida's nurses are invited to contribute to the Florida Center for Nursing in support of its work. Professional nursing organizations and other Nurse Champions also contribute to the Center in appreciation for the data and information that is made available to them for their use. Donations may be made by visiting the FCN website and contributing online, adding funds to the licensure fee collected by the FL Department of Health, or by sending a check to the FCN. For the Calendar Year 2012, Florida's nurses, nursing organizations, and stakeholders wishing to support the Center donated more than \$50,000. FCN Staff and Board Members truly appreciate this support and extend a sincere thank you to each of you!! We hope that you are pleased with our work and the information that we provide for your use in advancing nursing to address the health of all Floridians.

Robert Wood Johnson Foundation State Implementation Program Grant

TWO-YEAR AWARD: \$150,000 RWJF Funding and \$75,000 Florida Blue Foundation match

PROJECT: Promoting Nurses as Leaders in Florida to Advance Nursing and Health Policy

PRINCIPAL INVESTIGATOR: Mary Lou Brunell, MSN, RN

PROJECT DIRECTOR: Ann-Lynn Denker, PhD, ARNP

TIME FRAME: January 2013 to December 2014

This two-year project will address the IOM recommendation 7 – Prepare and enable nurses to lead change to advance health. This will be accomplished by promoting and developing leadership interest and competency among nurses across practice levels and professional settings, identifying methods to overcome known barriers to leadership promotion, and increasing the profession's presence in leadership ranks across health settings, academia, policy and regulatory environments and other settings with impact on decision making in healthcare. Leadership development programs will be identified, and opportunities for leadership appointments identified and promoted among Florida nurses. Elected officials and those with appointing power will be informed of the value of leveraging nursing expertise through appointments to boards, as agency heads, and in positions of influence. Lists of leadership opportunities will be maintained and published. Demographic descriptions of nurse leaders at onset and throughout the project will be analyzed for representativeness as compared to Florida's diverse population.

Florida Gateway College

FOUR-YEAR AWARD: \$152,000

FCN and FHSA serve as “Subject Matter Experts” for the SimTech Consortium’s US Department of Labor H-1B Technical Skills Training Grant – Florida Nurses Now: Collaboration to Fill High-Skill, High-Demand Nursing Occupations.

Mary Lou Brunell was honored by the College of Health and Public Affairs

Mary Lou Brunell was among 37 researchers in COHPA honored for their efforts in successful proposal submission or funding for FY 2012-2013. Mary Lou was inducted into the COPHA \$100,000 Club, for bringing in more than \$100,000 in funding for the current fiscal year; and was recognized as the faculty member with the highest dollar amount of awards this fiscal year.

PRESENTATIONS & PUBLICATIONS

Articles & Publications

Press

- “Florida Center for Nursing Updates.” The Florida Nurse. Published December 2012, Mary Lou Brunell and Michelle Yore gave updates on Florida Center for Nursing, Florida Healthcare Simulation Alliance and Florida Action Coalition.
- “Center progresses despite cuts to funding. Data indicates growth, workforce needs.” Nurses.com. Published December 3, 2012 Mary Lou Brunell reported that despite losing its state funding because of budget cuts, the Florida Center for Nursing continues to monitor nursing supply and demand trends and has started a new simulation alliance.
- “Experts say thousands of jobs available in Central Florida, Healthcare, retail, theme parks hiring now.” ClickOrlando.com WKMG Local. Published October 23, 2012 Mary Lou interviewed with Kala Rama regarding the placement of newly graduated registered nurses.
- “Florida’s Nurse Supply 2010-2012.” The Florida Nurse. Published September 2012 Michelle Yore and Mary Lou Brunell released reports on Florida’s Nurse Supply for links to report on RN, LPN, and ARNP nurse supply.

Nurse Supply Reports

- Florida’s Licensed Practical Nurse Supply: 2010-2011 Workforce Characteristics and Trends. October 2012.
- Florida’s Registered Nurse and Advanced Registered Nurse Practitioner Supply: 2010-2011 Workforce Characteristics and Trends. October 2012.
- Florida’s Advanced Practice Nurses, Supply and Demographic Data 2010-2011. May 2013.

Nurse Education Reports

- Florida’s Licensed Practical Nurse Education: Academic Year 2011-2012. March 2013.
- Florida’s Pre-Licensure Registered Nurse Education: Academic Year 2011-2012. March 2013.
- Florida’s Post-Licensure Registered Nurse Education: Academic Year 2011-2012. March 2013.
- Florida’s Nurse Faculty Supply and Demand: Academic Year 2011-2012. March 2013.

Strategy & Evidence

- Strategies to Successfully Provide Floridians An Adequate, Qualified Nurse Workforce. February 2013.
- The Economic Impact of Florida’s Nursing Workforce. April 2013.

Reports for Florida

- Reports on Regional Nurse Workforce Data, March 2013.
- Reports on Nurse Supply by County and Regional Workforce Boards. December 2012.

Presentations

- Partners Investing in Nursing's Future (September 2012) Mary Lou Brunell presented poster presentation "Promoting the Use of Simulation Technology in Nurse Education."
- Partners Investing in Nursing's Future (September 2012) Mary Lou Brunell presented "How Do We Get to Intra-Professional Collaboration."
- Wyoming Nurses Association and Future of Nursing Wyoming (September 2012) Mary Lou Brunell presented "National Nursing Workforce Minimum Datasets."
- The Southern Gulf Coast Nurse Practitioner Council (September 2012) Mary Lou Brunell presented "Nursing: The Future is in Our Hands."
- Yore, M. & Brunell, M. L. (2013 June 19-20). *How State Nursing Workforce Centers Influence Health Policy: Florida's Story*. Poster Presentation at Taking the Longview: Evolving Role of the Nurse Leader. Scottsdale, AZ.

Special Thanks

The Center Board of Directors and Staff wish to recognize and thank the University of Central Florida – College of Health & Public Affairs, Office of Research & Commercialization, and Institute for Simulation & Training for their ongoing support of and participation in our work on behalf of all Floridians.

Our Vision: The Florida Center for Nursing is the definitive source for information, research, and strategies addressing the dynamic nurse workforce needs in Florida.

Our Mission: Address strategically the issues of nurse supply and demand to meet the needs of health care consumers in Florida; generate and disseminate credible information to consumers of healthcare, professional organizations, healthcare providers, educational institutions, and legislators; and identify and promote innovative retention and recruitment strategies for nurses and potential nurses.

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