

FCN



Florida
Center for Nursing



2014
ANNUAL
REPORT



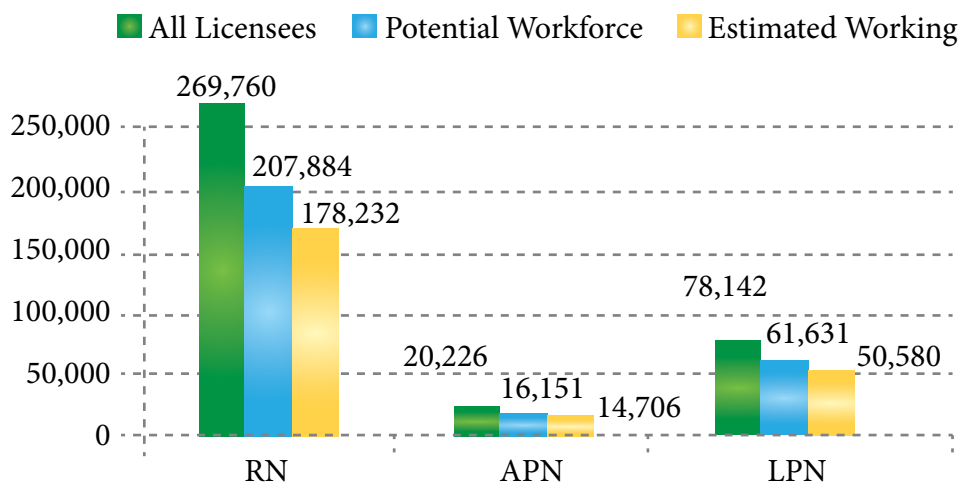
Addressing Nurse Workforce Issues
for the Health of Florida

FLORIDA'S NURSE SUPPLY – AS OF DECEMBER 2013

THE CENTER COMPLETES AN ANALYSIS OF THE ENTIRE NURSE LICENSURE DATASET ON A BIENNIAL BASIS IN CONCERT WITH THE LICENSE RENEWAL CYCLES.

FLORIDA NURSES ARE SORTED INTO THREE GROUPS:

- **All Licensees** – counts each license for the particular nurse category. This number represents the volume of work required of Florida's Board of Nursing to regulate nurses.
- **Potential Workforce** – represents those licensed nurses who have a Florida address and whose license is 'clear and active' such that they could work if they wanted to.
- **Estimated Working** – the Center uses responses to the workforce survey to estimate the number of nurses actually working in Florida.

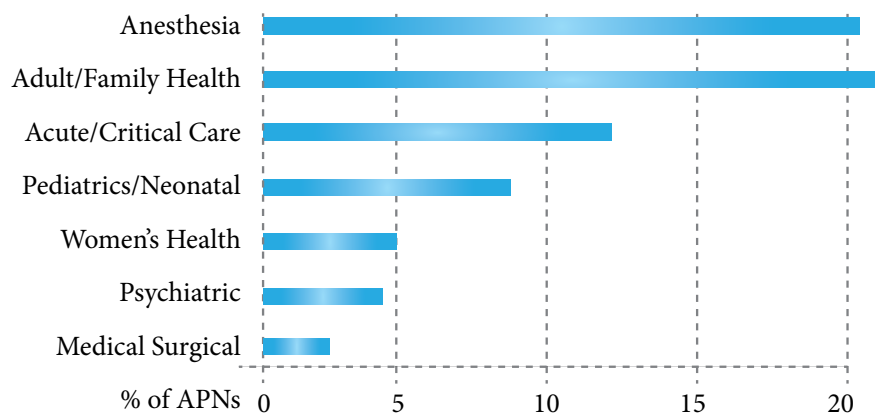


FLORIDA'S ADVANCED PRACTICE NURSES (APN) include Advanced Registered Nurse Practitioners: Nurse Practitioners (NP), Certified Registered Nurse Anesthetists (CRNA), Certified Nurse Midwives (CNM), and Clinical Nurse Specialists (CNS).

- 43% of APNs work in primary care settings while 44% work in hospitals.
- The APN Workforce increased by 2,000 nurses from 2011 to 2013.
- The **average age of working APNs is 48.1.**

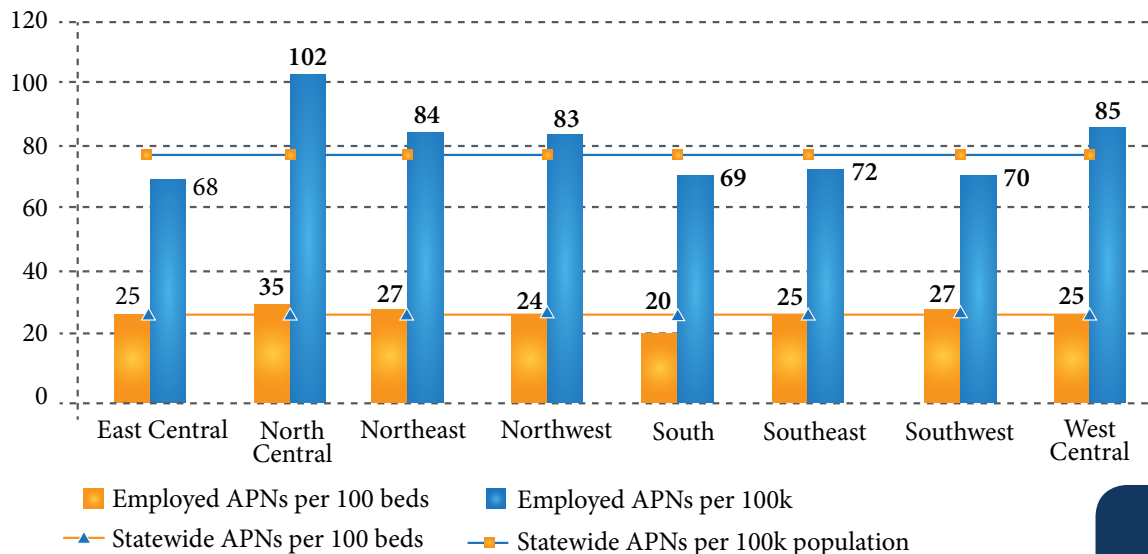
POTENTIAL APN WORKFORCE - LICENSE AND CERTIFICATE CATEGORIES

	2010-11		2012-13	
	14,027	%	16,035	%
Nurse Practitioner	9,477	67.0%	11,597	71.8%
Certified Nurse Midwife	513	3.6%	542	3.4%
Certified Registered Nurse Anesthetist	2,542	18.0%	3,009	18.6%
Both (Midwife and CRNA)	2	0.0%	4	0.0%
No Response	1,523	10.8%	883	5.5%
CNS	76	0.5%	116	0.7%
Total	14,103	100%	16,151	100%



CLINICAL PRACTICE AREAS OF ADVANCE PRACTICE NURSES

EMPLOYED APNs PER 100K POPULATION AND PER 100 HOSPITAL BEDS



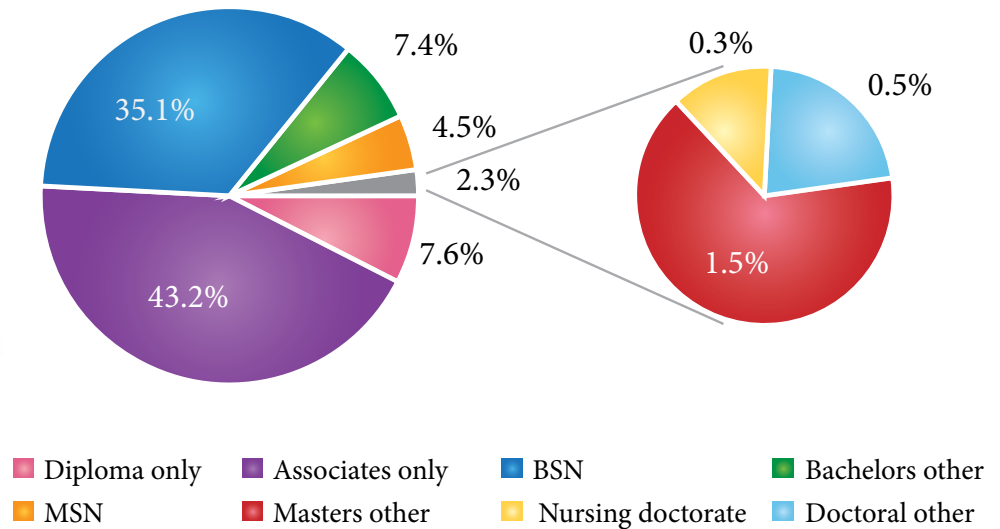
FLORIDA'S NURSE SUPPLY – AS OF DECEMBER 2013

FLORIDA'S REGISTERED NURSES (RN)

- Florida's **potential RN workforce gained over 12,000** nurses from 2010-11 to 2012-13, most are new RN graduates.
- The most common employment settings for RNs are hospitals, home health care, and ambulatory care.
- **72% of RNs are staff nurses, 10.7% are nurse managers.**
- The **average age of working RNs is 47.9**
- Retirement of FL's aging nurse workforce will result in the loss of highly skilled mentors with years of organizational and experiential knowledge.



HIGHEST EDUCATION LEVEL OF RNs WORKING IN NURSING



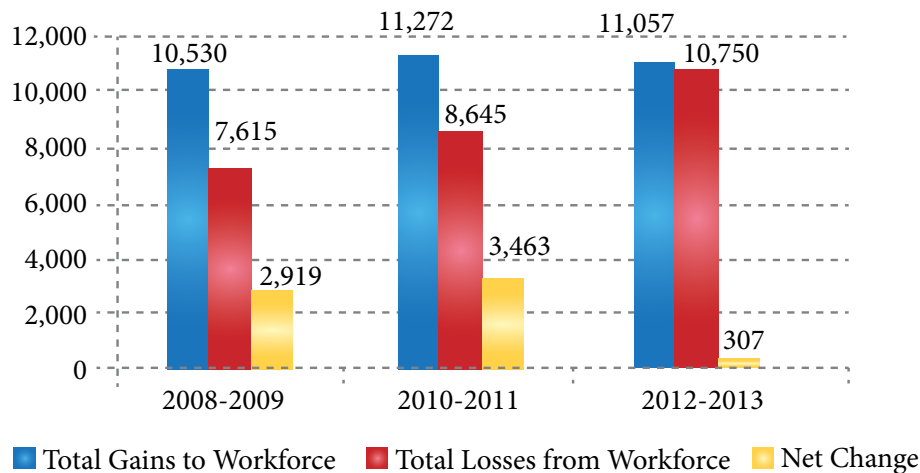
ESTIMATED NUMBER RNs WORKING IN NURSING BY EMPLOYMENT SETTING, 2008-09 TO 2012-13

	2008-09	2010-11	2012-13	2012-13 % of total
Hospital	102,241	106,515	113,908	63.9%
Ambulatory Care	7,791	7,544	8,377	4.7%
Public/Community Health	3,751	3,613	3,511	1.9%
Occupational Health	577	535	570	0.3%
Long-Term Care	7,310	9,032	9,482	5.3%
Home Health Care	12,728	14,318	14,383	8.0%
Insurance Company	3,142	2,542	3,137	1.7%
Nursing Education - Academic Setting	2,421	2,626	2,976	1.6%
School Health	1,731	1,823	1,836	1.0%
Physician or other Health Provider Office	5,242	5,102	5,258	2.9%
Temporary Agency	818	418	428	0.2%
Healthcare Consulting / Product Sales	882	803	980	0.5%
Corrections Facility	1,379	1,422	1,372	0.7%
Other	10,291	10,989	12,013	6.7%

FLORIDA'S LICENSED PRACTICAL NURSES (LPN)

- Florida's **potential LPN workforce** increased from 2008-09 to 2010-11, but remained **flat** from 2010-11 to 2012-13.
- **LPN workforce gains were flat 2010 to 2013, but the losses increased by over 2,000 people.**
- The top 4 employment settings – employing 78% of the LPNs - are Long-Term Care, Home Health Care, Health Provider Offices, and Hospitals.
- The number of LPNs employed in hospitals has decreased, while employment in home health has increased.
- The **average age of working LPNs is 45.6**

LPN WORKFORCE GAINS AND LOSSES, 2008-09 TO 2012-13



LPN EMPLOYMENT SETTINGS

	2008-09		2010-11		2012-13	
	%	Estimated #	%	Estimated #	%	Estimated #
Long-term Care	36.5	17,607	40.8	20,480	40.6	20,541
Home Health Care	15.1	7,281	16.0	8,043	17.0	8,614
Health Provider Office	9.9	4,765	9.9	4,981	10.3	5,220
Hospital	14.8	7,127	12.4	6,231	10.1	5,088
Other	8.9	4,293	7.1	3,560	7.8	3,920

FLORIDA NURSE SUPPLY RECOMMENDATIONS

1. Continue to encourage young people to enter the field of nursing, and encourage incumbent worker education and training, to meet employer needs and counteract the nurses nearing retirement.
2. Promote and facilitate educational and career advancement of all nurses and increase the number of nurses working in primary care.
3. Increase initiatives to improve retention of Florida's existing nurse workforce, including accommodating the effects of aging on a nurses' ability to practice.
4. Support the Center's research to assure sufficient collection of data and optimal use of resources.



NURSING EDUCATION – ACADEMIC YEAR 2012-2013

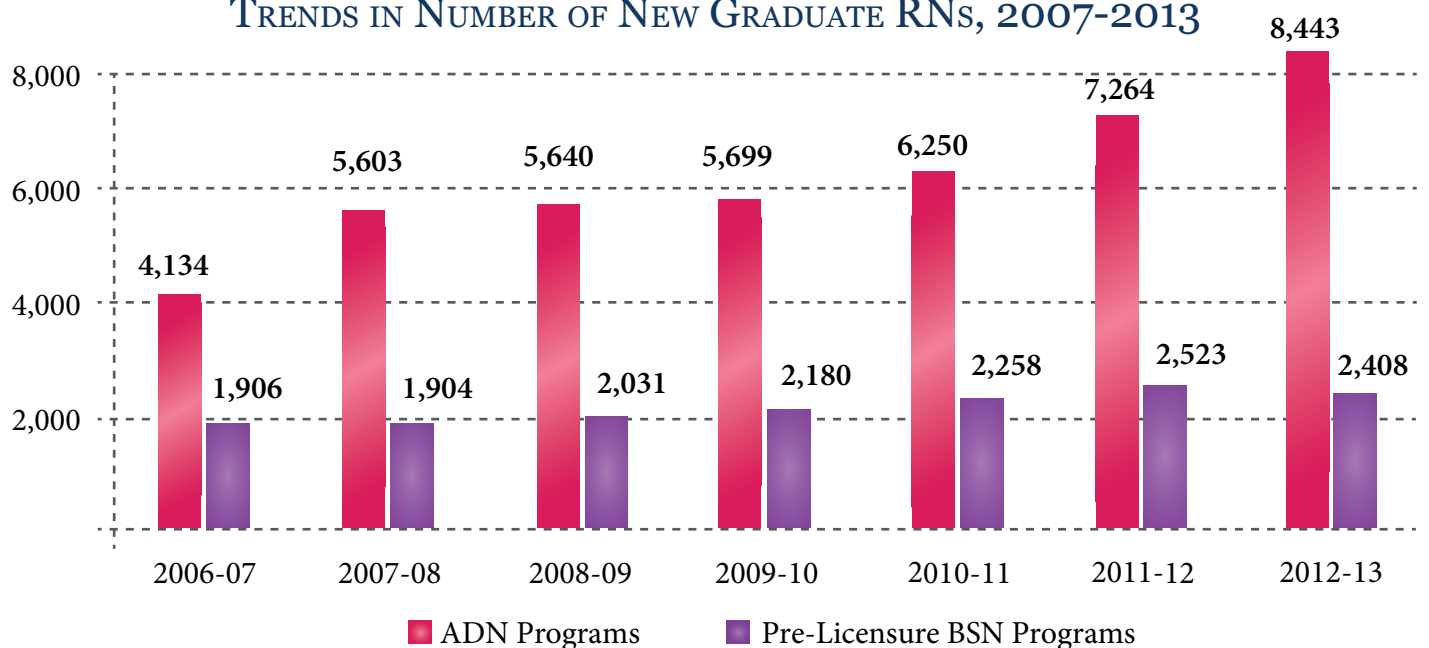
THE CENTER CONDUCTS A SURVEY OF ALL NURSING PROGRAMS ANNUALLY TO LEARN ABOUT OUR NURSING STUDENT POPULATIONS AND FACULTY ISSUES.

- **21 new programs** were surveyed (15 ADN and 6 BSN).
- New graduate **Associate Degree Nurses (ADN)** increased by almost **1,200**, while **Baccalaureate degree (BSN) graduates decreased by 115**.
- The number of new graduate **Licensed Practical Nurses (LPN)** has decreased by almost **1,000** graduates from last year. Over 1,000 seats were left vacant in education programs.
- **Nursing PhD program** enrollment decreased by 36% compared to the prior year, while DNP enrollment increased 6%.
- **Barriers to maximizing program capacity continue**
 - Limited clinical capacity was reported by 70% of BSN programs and 54% of ADN programs.
 - Within non-profit schools, the problem is magnified. 80% of ADN and 90% of BSN non-profit schools report limited clinical capacity. Within non-profit LPN programs, 73% report limited clinical sites.
 - Lack of funds to hire faculty, and lack of campus resources.
- **Faculty vacancy rates have increased** by 4 to 5 percent, among all types of nursing programs.
- **334 faculty positions were vacant** as of 9/30/2013, schools **anticipate 375 new full-time positions** over the next 2 years.

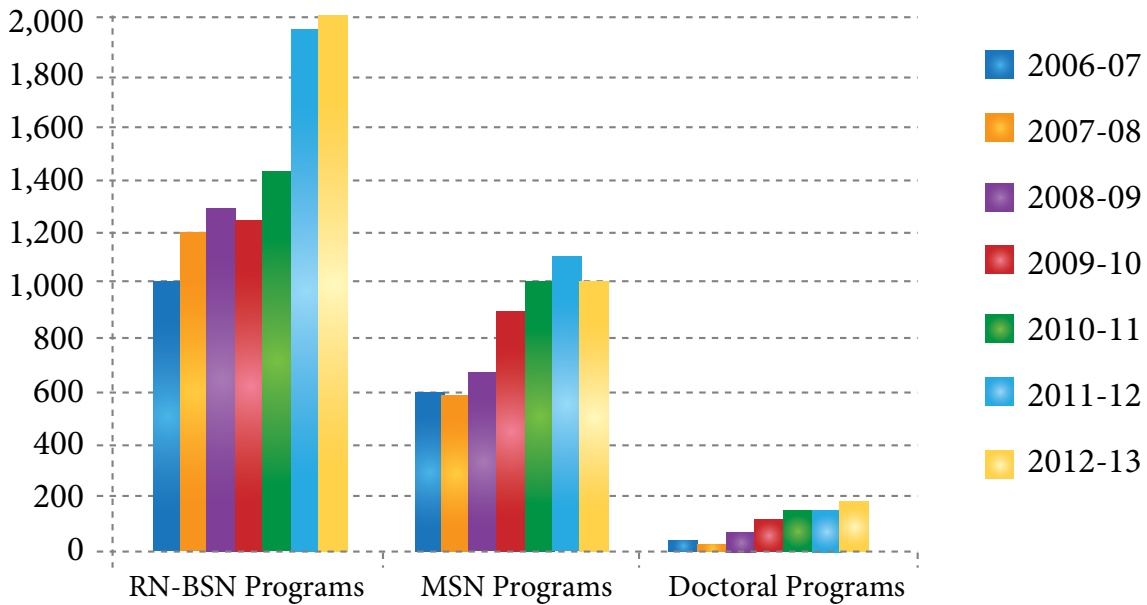
RECOMMENDATIONS

1. Create incentives for nurses to seek advanced education, from LPN to RN, RN to BSN, and graduate study, in order to build a nurse faculty pipeline and engage in lifelong learning.
2. A critical assessment of new programs and capacity of existing programs is needed to determine their quality and impact on the students and the nurse workforce.
3. Employer surveys consistently indicate the greatest future growth will be in home health services and the long term care industry, both of which employ high numbers of LPNs. Nursing schools should work with employers to incorporate skills explicit to these industries.
4. New methods of education, clinical and didactic, should be developed to accommodate the learning style of diverse students, address the critical shortage of clinical capacity, and prepare newly licensed RNs to work in non-traditional settings.
5. Develop strategies to reduce nurse faculty vacancy rates.

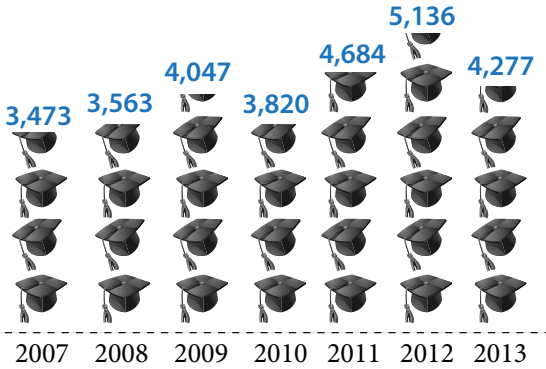
TRENDS IN NUMBER OF NEW GRADUATE RNs, 2007-2013



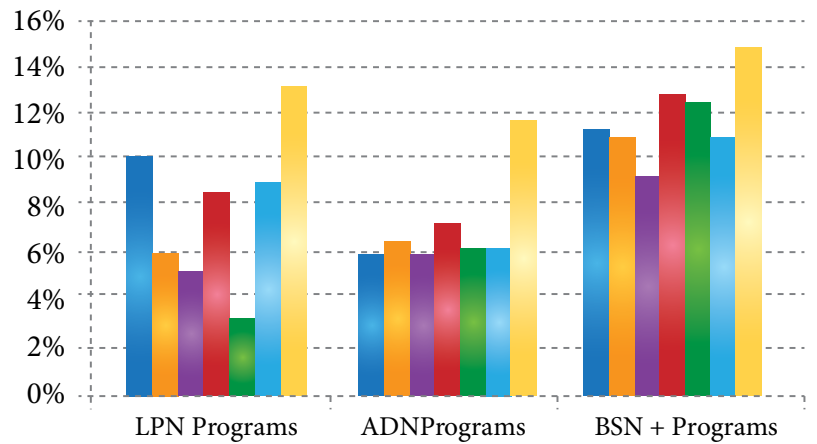
POST-LICENSURE NURSE GRADUATES, 2007-2013



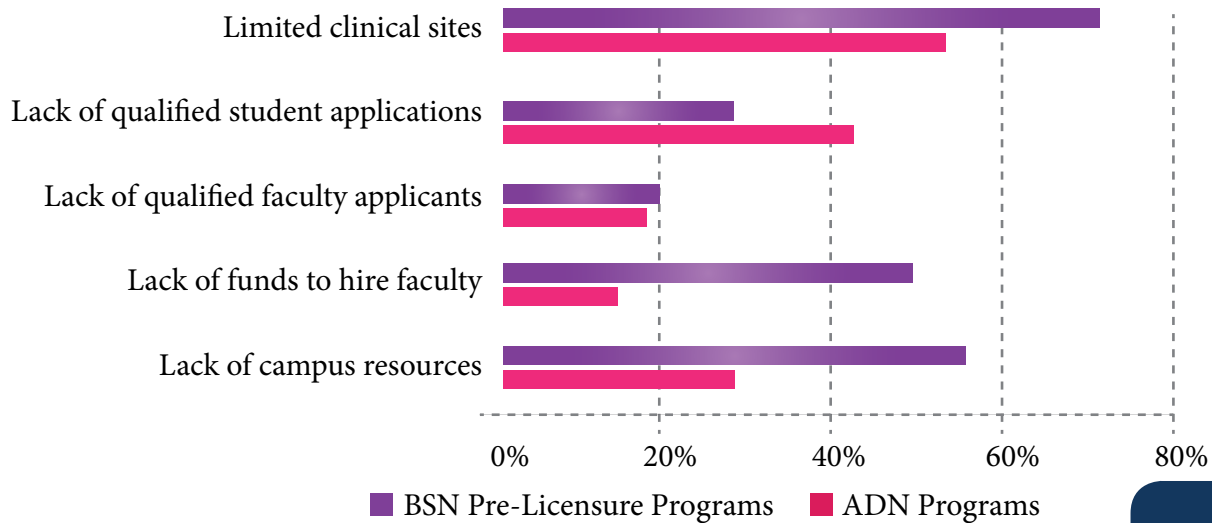
TREND IN NUMBER OF NEW LPN GRADUATES, 2007-2013



TREND IN FULL-TIME FACULTY VACANCY RATES BY PROGRAM TYPE, 2007-2013



REPORTED BARRIERS TO MAXIMIZING ADN AND BSN PRE-LICENSURE PROGRAM CAPACITY, AY 2012-2013



THE DEMAND FOR FLORIDA NURSES

THE CENTER CONDUCTED A SURVEY OF NURSE EMPLOYERS - HOSPITALS, PSYCHIATRIC HOSPITALS, HOME HEALTH AGENCIES, SKILLED NURSING FACILITIES, PUBLIC HEALTH, AND HOSPICE – DURING THE SUMMER OF 2013 TO BETTER UNDERSTAND THE INDUSTRY NEEDS AND CHALLENGES.

- **Turnover has increased for RNs** in hospitals (direct care) and psychiatric hospitals (indirect care), but decreased in other industries. **LPN turnover has increased** in hospitals, psychiatric hospitals, home health, public health, and skilled nursing.
- The number of **separations** reported by the respondents in 2013 was **highest for RNs at 8,726**. The numbers of Certified Nursing Assistant (CNA) separations: 3,906, Advanced Practice Nurses (APNs): 137 and LPNs: 1,267 were similar to those found in the 2011 survey results
- **Vacancies** for RNs, LPNs, and CNAs in home health agencies **are trending upward**. Many jobs in the home health industry are filled through temporary and per diem positions.
- Statewide there are an estimated **9,111 vacant RN positions** as of July 2013.
- Industry estimates **4,163 new RN positions, 1,859 new LPN positions, and 3,222 new CNA positions** will be created in 2014.
- Vacancies and growth will be affected by the changing economy, reimbursement rates, and care delivery models.
- **Difficult to fill positions** are those requiring RNs with experience and/or advanced education. Staff nurses were difficult to fill in skilled nursing, home health, and hospice. LPNs and Nurse Aides were in demand in the skilled nursing industry, and Home Health Aides/CNAs and LPNs were in demand in the home health industry.
- 90% of hospitals and 85% of skilled nursing hire new graduate RNs. 71% of hospitals preferentially hire new graduate BSNs, this hiring pattern is not as common in other industries.

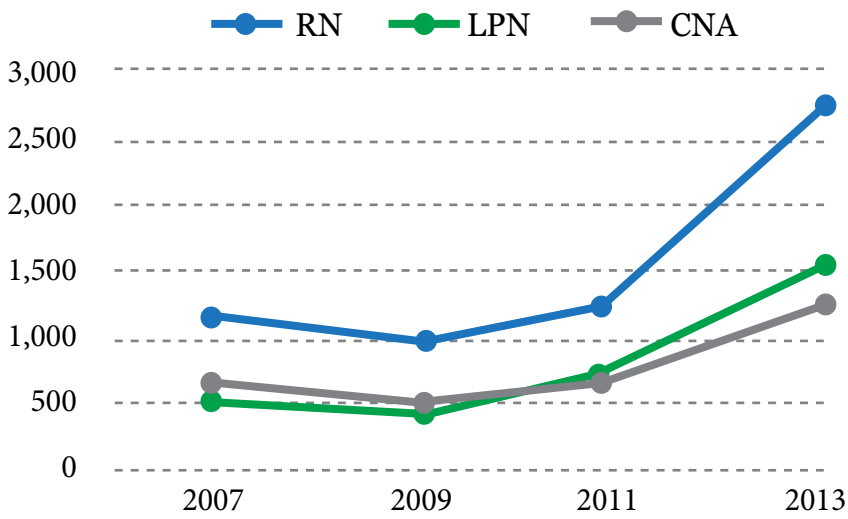
RECOMMENDATIONS

1. Increase activities to improve retention of nurses with emphasis on Florida's existing nurse workforce to aide in meeting demand. There will be an increasing demand for nurses as the population ages, nurses in the Baby Boomer cohort retire, and the Affordable Care Act is implemented.
2. Continue to increase production of new nurses, while developing models of incumbent worker education and training, to meet the diverse hiring needs of Florida's health industry. This will move experienced nurses along a career continuum, and create vacancies for new graduate nurses.
3. Focus on the need for nurses at all levels of education in home care settings, as the nation's care delivery models continually evolve. Home health agencies are predicted to experience the largest growth in nursing positions among our surveyed industries. As non-traditional care delivery settings grow, due to an aging population and care shifts away from hospitals, there will be an increasing demand for RNs and Advanced Practice Nurses (APNs) in the home care industry.
4. Support the Center's biennial nurse employer survey through funding and participation. The information obtained from this survey is critical for strategic health workforce planning, policy development, and funding decisions.

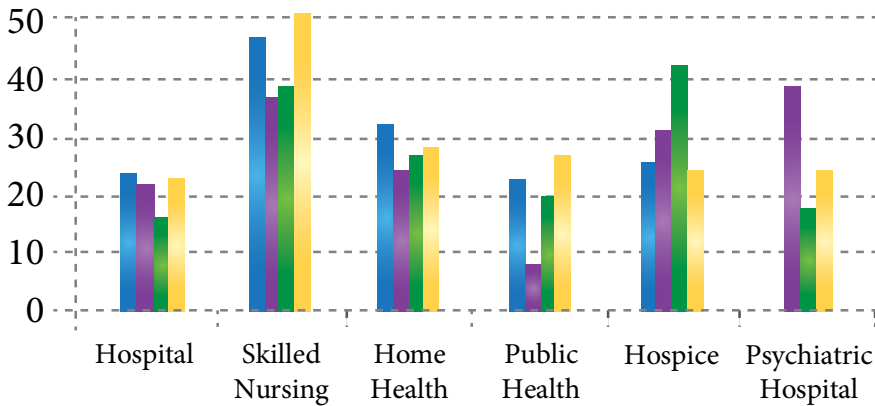
ONE-YEAR STATEWIDE ESTIMATED GROWTH IN NEW NURSING POSITIONS THROUGH 2014

	RN	LPN	CNA
Hospitals	785	0	303
Skilled Nursing Facilities	<i>Insufficient Data</i>		
Home Health	3,159	1,754	2,763
Public Health	13	21	5
Hospice	112	62	73
Pschiatric Hospital	94	22	77
Total	4,163	1,859	3,222

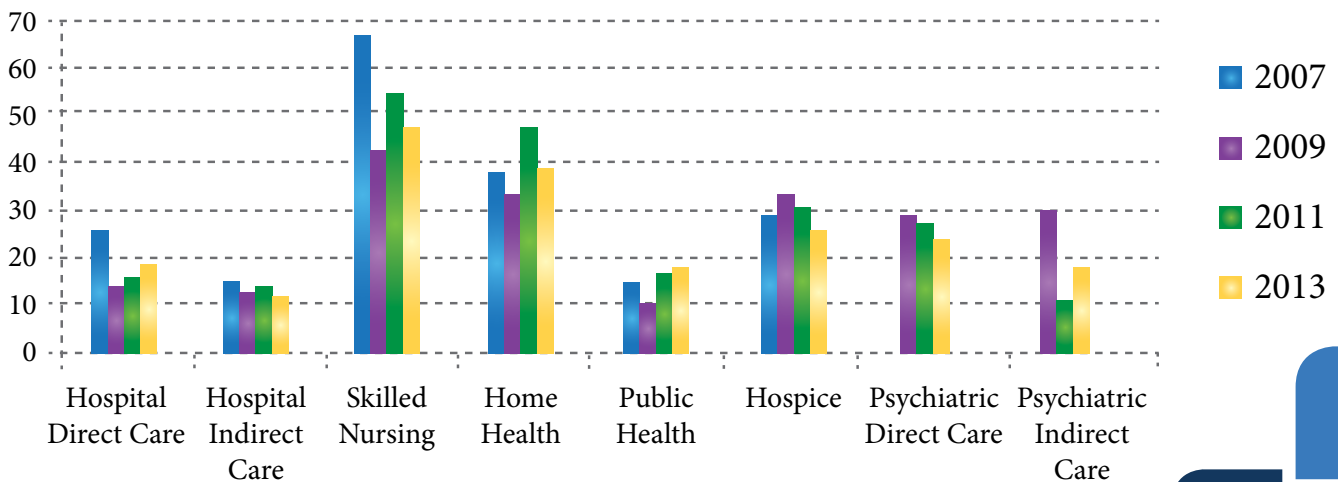
ESTIMATED TRENDS IN HOME HEALTH VACANCIES, 2007 - 2013



AVERAGE TURNOVER RATE FOR LPNs, 2007- 2013



AVERAGE TURNOVER RATE FOR RNs, 2007 - 2013





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 Leadership Action Team, Practice Action Team and Education Action Team.

2013 FLORIDA BLUE FOUNDATION MINI-GRANTS

In 2013, The Florida Blue Foundation awarded three competitive mini grants, for a total of \$154,883. These projects are tied to the goals of the Florida Action Coalition to improve patient access to quality, cost-effective



health care through changes in nursing and health care delivery.

- “Development of Current and Future Long-Term Care Nurse Leaders for the State of Florida: Challenges, Opportunities and Leadership Development Needs”- Awarded to Rose Sherman
- “Indian River State College CAN (Creating Advanced Nurses)” – Awarded to Ann Hubbard, EdD, ARNP, CNE, Indian River State College
- “A Statewide Initiative Integrating Quality and Safety Education for Nurses (QSEN) through Academic/Clinical Partnerships to Improve Health Outcomes”- Awarded to Teri Chenot, EdD, MSN, RN, Jacksonville University

As of 2013, the FL-AC Steering Committee had 20 members from diverse backgrounds including health industry executives, health professionals, educators, philanthropists, and leaders in the business community.

LEADERSHIP ACTION TEAM & SIP GRANT UPDATE

As part of the Statewide Implementation Grant, the FL-AC is now able to describe nurse leaders in Florida.

- 69% of Nurse Leaders are over the age of 50
- 91% of Nurse Leaders are female
- 45% of nurse leaders have at least 30 years of nursing experience
- 76% of nurse leaders have at least a BSN degree
- 83% of nurse leaders are white

The Leadership Action Team has identified a list of over 50 resources for nurse leadership development including certifications, free and purchasable courses, web resources, newsletters, and literature. Courses have been reviewed for their inclusion of the top leadership skills and competencies identified by nurse leaders, and are available to the public on the Florida Action Coalition website.

The Leadership Action Team has published a listing of opportunities for aspiring leaders, including student nurses, to identify and volunteer for positions in professional associations as well as government appointments. The list is available on the Florida Action Coalition website, and has been promoted on the FL-AC Social Media Pages.

PRACTICE ACTION TEAM

FL-AC Practice Action Team successfully maintained a leadership role in encouraging Florida APRN groups to conform to a single legislative agenda and message through its work with the Florida Coalition of Advanced Practice Nursing. This is the first time the groups have cohesively worked together the entire legislative session.

Strengths in legislative support have been identified in the House and Senate, and areas of weakness will be addressed through strengthening relationships and support of business leaders in the state.

The Action team has also developed a “Fact Sheet” about the benefits of removing scope of practice barriers for ARNP’s.

COMMUNICATIONS

The Florida Action Coalition has developed a social media presence through the use of Facebook, Twitter, and LinkedIn. Through the assistance of the Future of Nursing: Campaign for Action, the visibility of the Action Coalition has increased greatly with the social media presence.

“Like” us on Facebook: www.Facebook.com/FLActionCoalition

“Follow” us on Twitter: www.Twitter.com/FlaAction

Join our professional network on LinkedIn: www.linkedin.com/company/florida-action-coalition

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

EDUCATION ACTION TEAM

The Education Action Team Published a ToolKit designed to assist local communities in Florida to create initiatives that will help contribute to a more highly educated RN workforce through addressing one or a combination of the IOM recommendations. This is accomplished by utilizing a Regional Plan Design with a Triad Model Approach – involving employers, academics, and the community in addressing nursing education. The Toolkit includes a survey tool, examples of regional indicators of progress, a logic model for measuring success, and exemplars published periodically on the website.

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

[http://www.flcenterfornursing.org/
FLActionCoalition/EducationActionTeam.aspx](http://www.flcenterfornursing.org/FLActionCoalition/EducationActionTeam.aspx)





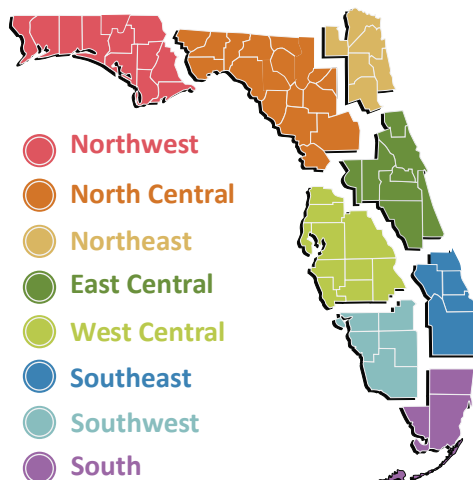
The mission of FHSA is to advance, coordinate, and expand the use of all forms of simulation in academic settings, healthcare institutions, and agencies across the state to advance healthcare education to foster patient safety. The FCN provides administrative support and guidance to the FHSA through 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 (though the University of Central Florida) to serve in these positions.

The FHSA has successfully completed its first full year of operations. The organization has grown at a steady pace across the state. Membership and participation in FHSA sponsored events have exceeded expectations. Highlights for the first year of operation include the following.

- Twenty eight institutional members have joined, including four Charter Corporate Members: Pocket Nurse, Elsevier Simulations; Laerdal; CAE Healthcare
- Paid individual membership is over 200
- The contact list has grown to almost 800 individuals
- Four one day regional conferences were held around the state (Lake City, Orlando, Sarasota, Miami) with registration of over 100 for each conference
- Regional leadership teams have been formed in six of the eight geographical regions of the state
- FHSA served as the local host at the 13th Annual International Nursing Simulation/Learning Resource Centers Conference held in June at Disney World.
 - Provided volunteer monitors for 68 of the 70 conference sessions over four days
 - Staffed an exhibit promoting membership and simulation activities in Florida
 - Held the first statewide meeting of FHSA with an attendance of at least 100 Florida participants and invited members of the leadership of six other state simulation alliances

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 49 different simulation resources across the state. An institution does not have to be a FHSA member to be included in this listing.



MEMBERSHIP

There are four levels of membership in FHSA:



CORPORATE Memberships

The Corporate Memberships offer FIVE different levels and come complete with your company logo and link on the FHSA website, and various other opportunities to post videos, present at conferences, as well as individual user memberships!



ACADEMIC Memberships

The Academic memberships offer THREE different levels and come complete with your company logo and link on the FHSA Academic Member Page, an institutional profile posted on FHSA web site home page on a rotating basis, as well as individual user memberships!



HOSPITAL Memberships

The Hospital memberships offer THREE different levels and come complete with your company logo and link on the FHSA Hospital Member Page, an Hospital profile posted on FHSA web site home page on a rotating basis, as well as individual user memberships!



INDIVIDUAL Memberships

Individual Memberships in FHSA afford either Professionals or Students opportunities to participate through their regional collaborative, as well as a variety of other perks with FHSA!

The details of these can be viewed on the FHSA web site at:

<http://www.floridahealthsimalliance.org/BecomeaMember/HowdoIbecomeamember.aspx>

CHARTER MEMBERS



The premier distributor of medical supplies and equipment for Education and Simulation worldwide, and a valued charter member of the Florida Healthcare Simulation Alliance.



Elsevier's simulations tools allow students to practice and apply essential skills in a controlled, monitored environment. A valued charter member of the Florida Healthcare Simulation Alliance.



CAE Healthcare delivers leading-edge simulation-based training solutions to hospitals, medical, nursing and health science educational institutions and the military around the world.



Laerdal Medical's vision is that no-one should die or be disabled unnecessarily during birth or from sudden illness or trauma. Our mission is Helping Save Lives.

THANK YOU
for your support!

EXTERNAL FUNDING

- 2014 - 2015** PI: Florida Center for Nursing
Core Mission
Year Two SIP Match
Sponsor: [Florida Blue Foundation](#)
- 2013 - 2015** 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
- 2013 - 2014** PI: Florida Center for Nursing
Year One SIP Match
Florida Healthcare Simulation Alliance
Sustainability Work for the Florida Center for
Nursing
Sponsor: [Blue Cross and Blue Shield of
Florida Foundation](#)
- Aug-Oct
2013** PI: Development of Proposal to Implement
the FCN's
Employer Survey in Indiana
Sponsor: [Indiana Center for Nursing](#)

HONORS & AWARDS

2014 Recognized for Most
Awarded Projects 2013-2014
UCF College of Health &
Public Affairs

Mary Lou Brunell appointed
as Member, Florida Board of
Governor's Health Initiatives
Committee Advisory Group



Special Thanks to Florida Blue
Foundation for all that they do in
support of nurses in Florida!

PRESENTATIONS & PUBLICATIONS

PRESS

- A Report on FCN Activities for 2012-2013. The Florida Nurse. Published September 2013.
- Florida Blue Foundation Awards Eleven Projects to Advance the Work of FCN Programs. The Florida Nurse. Published April 2014.
- News on Leadership from the Florida State Implementation Project (SIP) Grand on Nursing Leadership. The Florida Nurse. Published April 2014.

PUBLICATIONS

- Demand for Nurses in Florida: The 2013 Survey of Florida's Nurse Employers. February 2014.
- Florida Nurse Education Reports: Academic Year 2012-2013. Reports on LPN Education, Pre-Licensure RN Education, Post-Licensure RN Education, Nurse Faculty Supply and Demand. March 2014.
- Florida Nurse Supply Reports: As of December 2013. Reports on Advanced Practice Nurse Supply, Registered Nurse Supply, and Licensed Practical Nurse Supply. July 2014

PRESENTATIONS

- Brunell, M. L. (2014, May 28). BSN Issues. Presented at the University of Central Florida College of Nursing Issues Class. Orlando, FL.
- Hassmiller, S., Brunell, M. L., Berg, J., Tieman, L., Kowalski, K. (2014, June 13). The Future of Nursing and State Workforce Centers: Best Practices to Strengthen Nursing for the 21st Century. Presented at National Forum Annual Conference – Strengthening Nursing Practice: Powerful Strategies to Achieve the IOM's Future of Nursing Recommendations. Hartford, CT.
- Monteiro-Tribble, V., Brunell, M. L., Hutton-Woodland, M. (2014, June 12). Developing Nursing Workforce through a Statewide Summit: Planning, Execution, and Evaluation. Presented at National Forum Annual Conference – Strengthening Nursing Practice: Powerful Strategies to Achieve the IOM's Future of Nursing Recommendations. Hartford, CT.
- Brunell, M.L., Morris, T., & Kenner, C. (2014, April 14-15). Integration of IOM Core Competencies in Curriculum. Presented at ATI National Nurse Educator Summit. Orlando, FL.
- Brunell, M. L. (2014, February 20). The State of Nursing in Florida: Today and in the Future. Presented at the Florida Nurses Association East Central Region Meeting. Orlando, FL.
- Brunell, M. L., Mauck, J., Herrin-Griffith, D., Denker, A-L., & Schirle, L. (2013, November 14). Florida Action Coalition Panel Discussion. Presented at the 2013 Statewide Nursing Summit. Tampa, FL
- Brunell, M. L. (2013, November 6). Florida's Nurse Workforce. Testimony before Florida House of Representatives Health Workforce Innovations Special Committee. Tallahassee, FL
- Brunell, M. L. (2013, October 15). The State of Nursing in Florida: Today and in the Future. Presented at the Learning Institute for the Elders. Orlando, FL.
- Brunell, M. L. (2013, October 5). Will There Be a Nurse Workforce to Care for the Older Adult?. Presented at 2013 Annual Convention of the National Gerontological Nursing Association. Clearwater, FL.
- Brunell, M. L. & Yore, M. (2013, June 19-20). How State Nursing Workforce Centers Influence Health Policy: Florida's Story. Poster Presented at The National Conference of Nursing Workforce Centers. Scottsdale, AZ.



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