



# FCN Florida Center for Nursing



## 2006 *Annual Report*

In 2001 the Florida Legislature established the Florida Center for Nursing (§ 464.0195) to address issues of supply and demand for nursing to include recruitment, retention, and utilization of nurse workforce resources.

The Center's Board of Directors held its inaugural meeting March 2002 and hired the first Executive Director in November 2002. A report outlining the Florida Center for Nursing statutory mandates, actions, and the outcomes of those actions from 2002 through February 2006 is available at <http://www.FLCenterForNursing.org>. All documents and reports referenced are also available on the Center's website.

This report is a summation of the accomplishments of the Center from July 2005 through April 2006.



## VISION

The Florida Center for Nursing is nationally recognized as the definitive source for information, trends, research and forecasting about nurses and the dynamic nursing needs in Florida. The Center is the focal point for creating synergistic partnerships and collaborative efforts among stakeholders in healthcare delivery.

The **MISSION** of the Florida Center for Nursing is to:

- Address strategically the issues of nursing 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
- Enhance and promote innovative recognition, reward, and renewal activities for nurses and potential nurses.

## ACCOMPLISHMENTS

The FCN is governed by a 16 member policy-setting board of directors appointed through the Office of the Governor. To facilitate the work of the center, a committee structure within the Board of Directors includes Bylaws, Executive, Finance, and Research & Workforce Analysis Committees. The committee structure was revised in 2006 to reflect current efforts and the Statewide Strategic Plan goals and objectives, and to include the creation of task forces when appropriate. Since the FCN's Inaugural Meeting held in March 2002, the Board of Directors and staff have many accomplishments.

What follows is a synopsis of the Centers accomplishments since July 2005. As a source of information on state and national activities, all Center meeting summaries, reports, and publications are available from the FCN website at [www.FLCenterForNursing.org](http://www.FLCenterForNursing.org).

### Statewide Strategic Plan for Nursing Workforce in Florida: Progress Report

Published October 2005, the Progress Report provides a one-year assessment of movement in addressing the nursing shortage in Florida. The format for the assessment was the *Statewide Strategic Plan for Nursing Workforce in Florida*, published May 2004, and its five goals. Included in the report is a statement of the issues driving the goals, a summary of activities that have been initiated, and identification of recommended activities to further achievement of the statewide goals.

There has been progress in addressing the nursing shortage in Florida. This review found evidence of activities by elected leadership, state agencies, and professional groups. However, though the process to achieve the goals is in place, it is apparent that original evaluation target dates for activities such as an operational forecast model will not be met. Continued commitment on the part of key stakeholders is essential for success. A biennial review of progress will facilitate the necessary strategic approach and aid in identification of priorities.

### Forecast of Nursing Supply and Demand in Florida

The FCN has developed a plan for forecasting the supply of and demand for nurses in Florida. Several of the activities necessary to accomplish this goal have already been completed. A forecasting model has been acquired for immediate use and another is being developed for future use. We have identified needed data, and begun the process of obtaining it. Integral to success was the establishment of a Nursing Data Work Group in Tallahassee with participants from the Department of Education, the Department of Health / Board of Nursing, Workforce Florida, Inc, and Labor Market Statistics from the Agency for Workforce Innovation. Collaboratively, the group worked to identify available nurse workforce data elements and possible approaches to obtain that which is needed but not yet available. Dr. Lynn Unruh participated in a conference call with the authors of the HRSA Supply and Demand Models. The purpose of the call was to demonstrate the models and to solicit input on the features, user interface, and usefulness of these models for state and local RN workforce planning purposes.

## FCN Projects Completed and Reports Published



- Forecast of Nursing Supply and Demand in Florida: Development of a Plan to Implement a Forecasting Model
- Nurse Faculty Recruitment/Vacancy Survey, Preliminary Report
- Florida RN, LPN, & NA Workforce Information, Fact Sheet
- FCN Statutory Mandates, Actions, and Outcomes
- HRSA State Health Workforce Profiles: Florida, Report Summary
- The Nursing Shortage: Focus on Improving the Nurse Work Environment
- HRSA Report: Supply, Demand, and Use of Licensed Practical Nurses, Report Summary

## Communication & Presentations

Given limited resources and in line with modern technology, the Center continues to use electronic media as our primary means of communication. The FCN website provides a vast source of information on the work of the center and the nursing shortage in a cost effective manner. The FCN Newsletter is published three times a year highlighting activities and providing links to current information. Currently our Newsletter distribution list includes over 600 recipients.

Articles are routinely published by the staff in *The Florida Nurse* which is distributed by the Florida Nurses Association to all licensed registered nurses in the state on a quarterly basis. Mary Lou Brunell was second author of the article, "Strategic state-level nursing workforce initiatives: Taking the long view", published in *Nursing Administration Quarterly*.

Staff, though unable to accommodate all requests, provided in-person presentations throughout the state and presented three projects at the 4th Annual Nurse Workforce Conference in Jersey City, New Jersey – *Taking the Long View: From Evidence to Policy*.

1. Three Collaborative Efforts to Address the Nursing Shortage – poster by Jo Ann Miller
2. Forecasting the Supply and Demand of RNs in Florida Using the Revised HRSA Models – presentation by Lynn Unruh
3. Influencing State Legislators to Positively Impact the Nursing Shortage – presentation by Mary Lou Brunell

## Center Funding

A tax-deductible account has been established for the FCN with the UCF Research Foundation. This will allow the Center to accept private donations and grants. Contributions can be mailed to the FCN at 12424 Research Parkway, Suite 220, Orlando, FL 32826. Checks should be made payable to the UCF Research Foundation with a note in the memo section indicating that the donation is for the Florida Center for Nursing.

At the close of the legislative session, the FCN budget was doubled to \$500,000.00. Once signed by the Governor, this will allow much needed expansion of Center staff and activities.



## FUTURE DIRECTION

The FCN Board of Directors has identified specific goals and objectives for the Center. These incorporate the statutory mandates and go further to facilitate the accomplishment of its mission. Among the planned activities are:

- Solicit key stakeholder organizations to take the lead on relevant goals and activities of the Statewide Strategic Plan for Nursing Workforce in Florida.
- Work with the Department of Health / Board of Nursing to identify an ongoing mechanism to collect nurse workforce data at the state and regional level for analysis by the FCN and incorporation into a nurse supply and demand forecasting model.
- Conduct a statewide summit to discuss issues relevant to retention of nurses and improving the work environment. The desired outcome is to identify what can be done and what resources are needed to succeed in improving the supply of nurses through retention. Emphasis will be on partnership development and identification of strategies at the state and regional level.
- Work with the Florida Nurses Association to enhance the image of nursing. The Association has adopted the lead role for this component of the Statewide Strategic Plan.
- Continue to facilitate statewide sharing of information.
- Continue to increase the visibility of the Center and seek sustainable funding for the FCN to meet its statutory mandate and contribute to quality health care for all Floridians.

## BOARD OF DIRECTORS: 2005 - 2006

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