



FCN Florida Center for Nursing

June 2012 Annual Report

Featuring this year's initiatives with the Florida Healthcare Simulation Alliance and the Florida Action Coalition...



FHSA

Florida Healthcare Simulation Alliance

VISION – The central collaborative force to foster the expansion of simulation to transform the education of healthcare providers to achieve high quality, safe healthcare delivery for all Floridians.

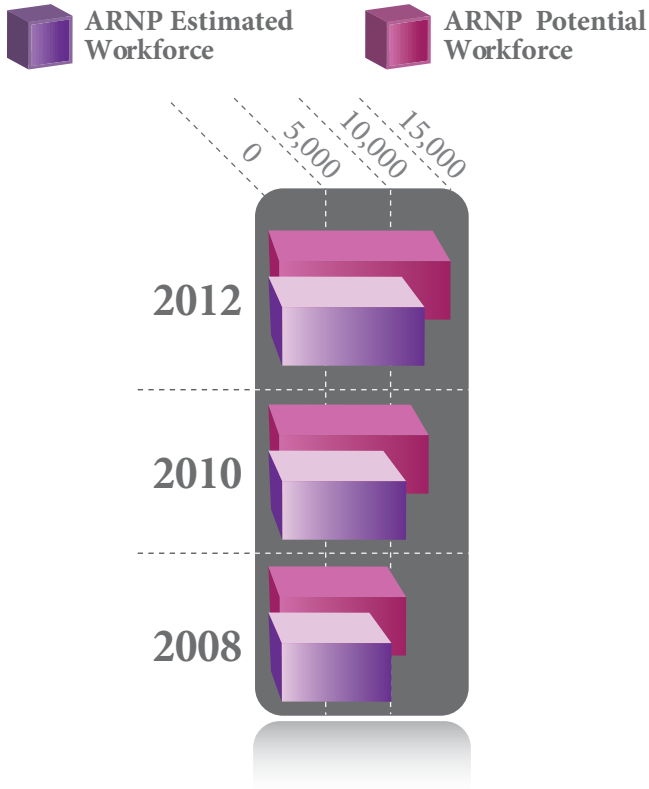
Florida Action Coalition

VISION – All Floridians have access to high quality, safe and patient centered care in a health care system where nurses contribute as essential partners in achieving success.

Addressing Nurse
Workforce Issues for the
Health of Florida

How many nurses are in Florida's workforce?

ARNP Potential Workforce & Estimated Number Working in Nursing

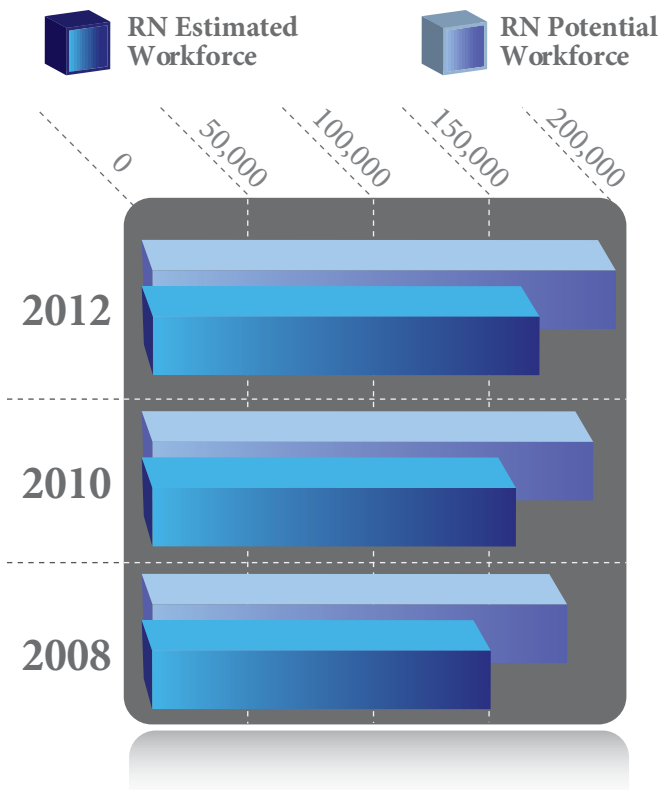


These graphs show the trends of Florida's nurse supply. The "potential nurse workforce" are those nurses with a clear and active nursing license who live or work in Florida. Not all nurses who are in this category are working in nursing, thus there are fewer working nurses.

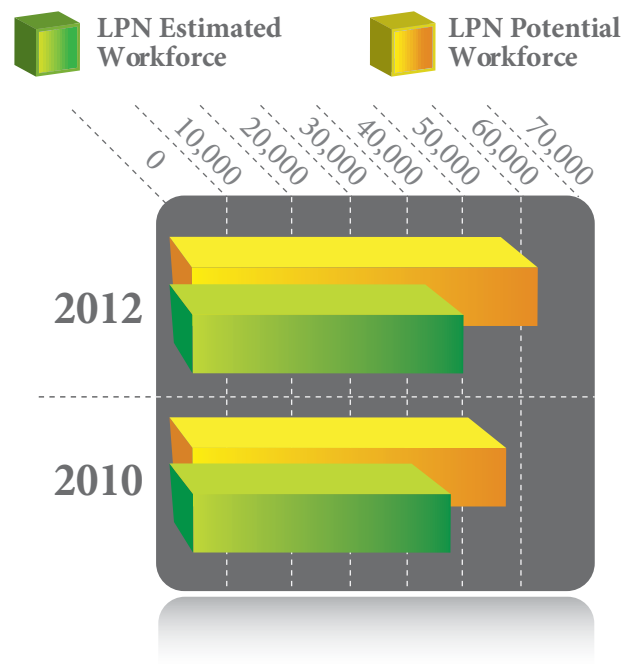
The supply of all types of nurses, Licensed Practical Nurses (LPNs), Registered Nurses (RNs), and Advanced Registered Nurse Practitioners (ARNPs) has increased since 2008.

FCN anticipates the demand for nurses will increase as Florida's growing and aging population will need more care and as the Patient Protection and Affordable Care Act brings more of Florida's residents to healthcare providers. At the same time, Florida's nurse population is aging and retiring from the profession, which will decrease the supply of nurses.

RN Potential Workforce & Estimated Number Working in Nursing



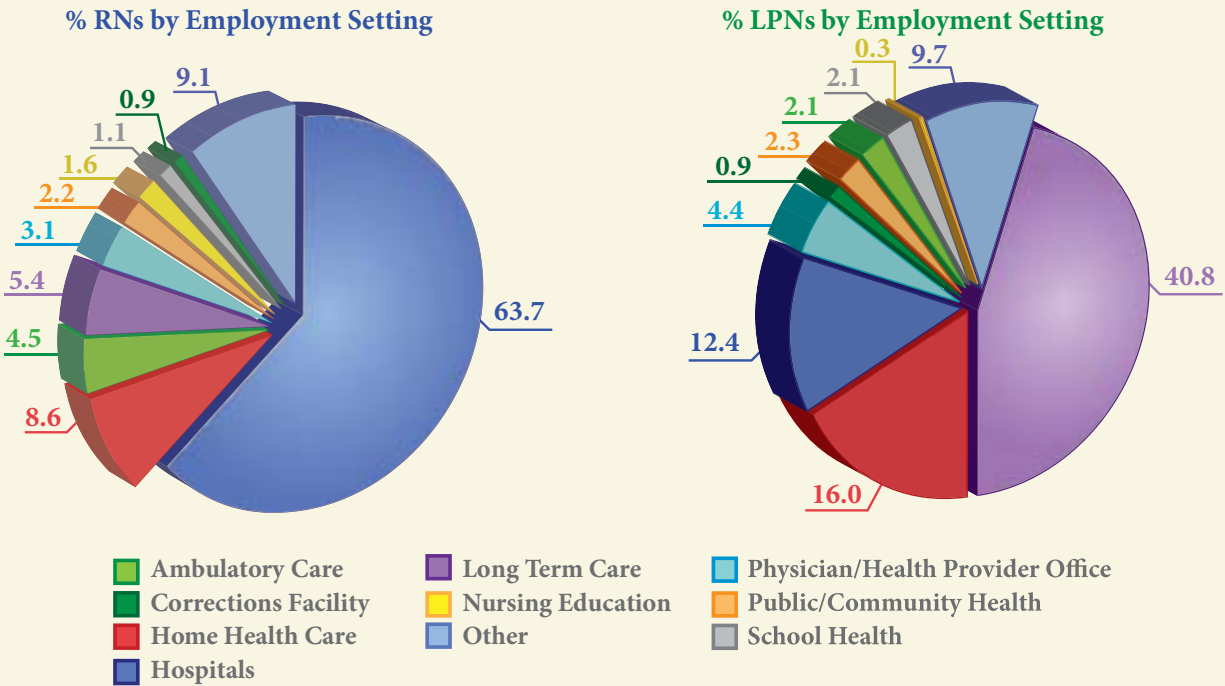
LPN Potential Workforce & Estimated Number Working in Nursing



Where are nurses working?

The majority of RNs are employed in hospitals, while a much smaller percentage are employed in home health, ambulatory care, and long term care.

The majority of LPNs are employed in long-term care facilities. Home health care, hospitals, and physicians' offices also employ many LPNs.

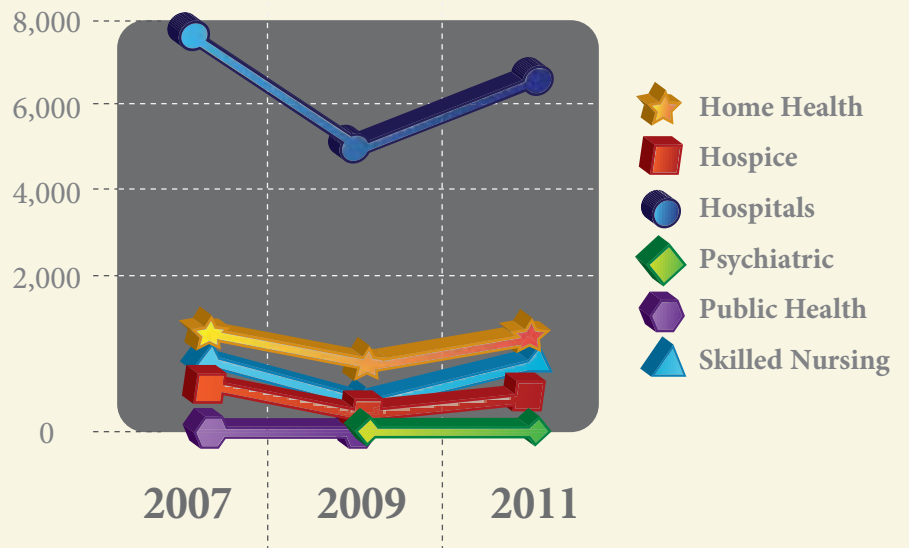


Where are nurses needed?

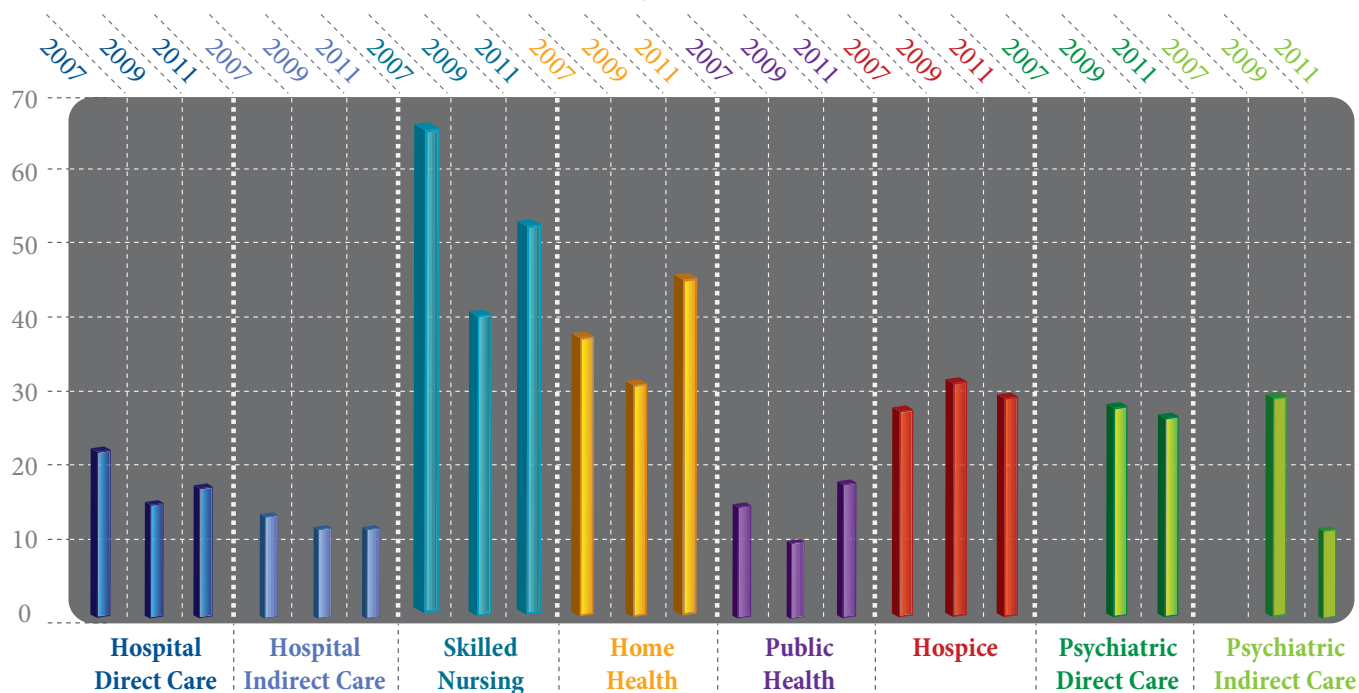
During the recession, the number of RN vacancies decreased within all industries surveyed by FCN. As the economy recovers and the aging population requires more health care, the demand for RNs increased in 2011 to 8,994.

Survey respondents estimated an additional 6,746 RN positions would be created in 2012, most of which will be in hospitals and home health.

Estimated Vacant RN Positions, 2007-2011



From 2009 to 2011, the average turnover rate for RNs increased in skilled nursing and home health, but has remained steady in most other industries from 2007 to 2011.



Recommendations for Action

1. Support the Center's long-term data collection, analysis, and reporting system through adequate funding and consistent participation from all involved parties. Thus critical policy and resource allocation decisions are factually based and outcomes evaluated long term.
2. Create incentives for nurses to seek advanced education, enabling them to meet the difficult to fill needs of employers and build a nurse faculty pipeline. Though current demand for newly licensed nurses is down, there is consistent evidence of critical shortages for experienced nurses, those with advanced education, and nurse faculty.
3. Develop models of incumbent worker education and training to meet the diverse hiring needs of Florida's health industry. Movement of experienced and advanced educated nurses to new practice settings meets the employer need and provides opportunities for new licensees.
4. New methods of education should be developed to accommodate the style of younger generations, address the critical shortage of clinical capacity, and prepare newly licensed RNs to work in non-traditional settings.

References

The references listed below can be found on our website at <http://www.FLCenterforNursing.org/AnnualReport>:

- Florida Nurse Education Survey and Nurse Faculty Supply and Demand: Academic Year 2010-2011
- Demand for Nurses in Florida: The 2011 Survey of Florida's Nurse Employers
- Florida's Nurse Supply: Data and Characteristics

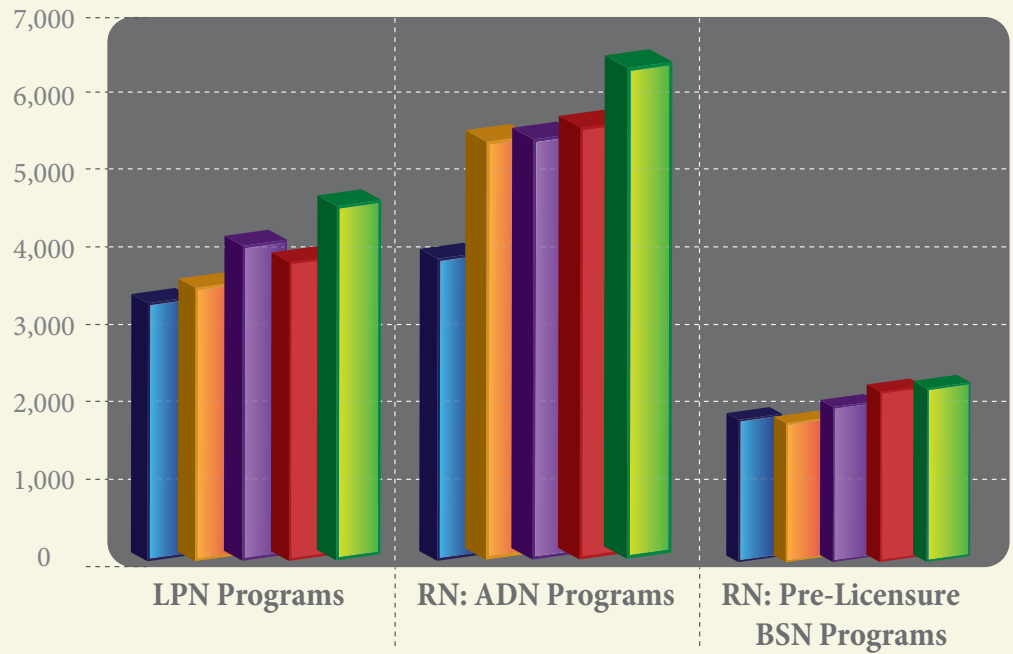
Nurse Education Programs

The number of pre-licensure nursing programs has increased dramatically from 2007 to 2012:

- LPN programs increased from 79 to 140.
- Associate degree RN programs increased from 46 to 121.
- Baccalaureate degree RN programs increased from 25 to 32.

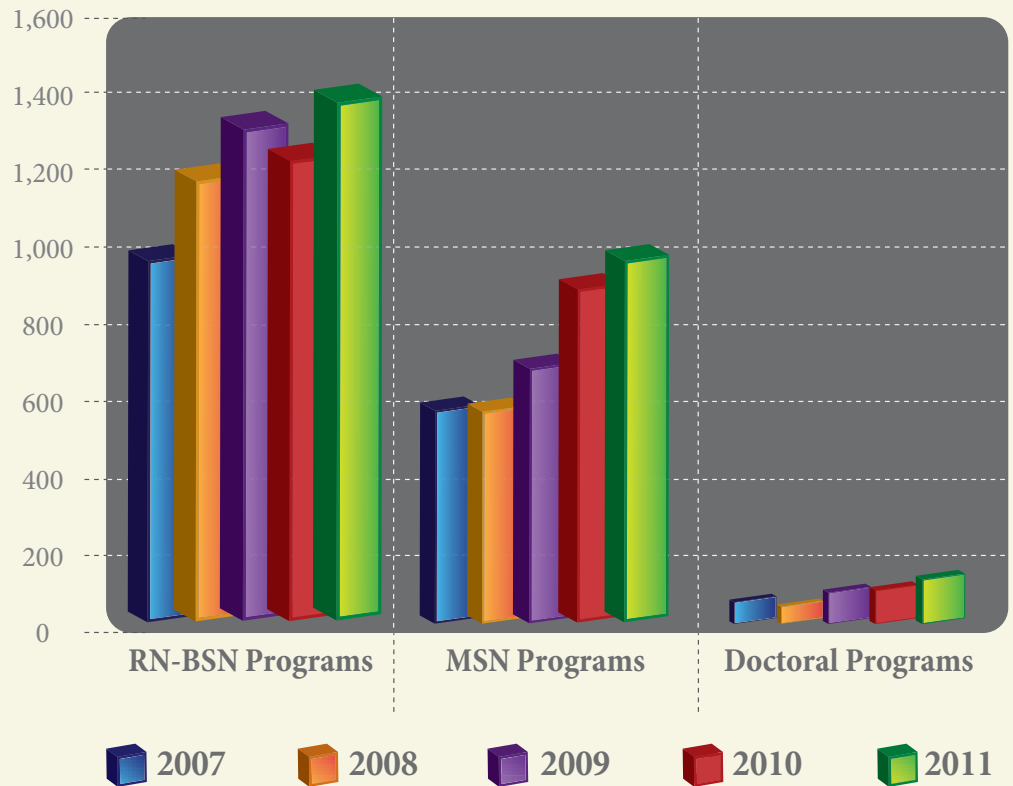
The number of graduates from LPN and RN programs has increased as new programs have opened and current programs have expanded. The number of BSN graduates has remained flat.

Trend in New Graduate Pre-licensure Nurses, 2007-2011



Post-licensure nursing programs advance a nurse's education level and respond to the Future of Nursing's recommendation that all nurses achieve higher levels of education. Interest in these programs remains strong, as evidenced by the steadily increasing number of enrolled students and graduates.

Post-Licensure Nurse Graduates, 2007-2011



2007 2008 2009 2010 2011





Blue Cross and Blue Shield of Florida Foundation is an Independent Licensee of the Blue Cross and Blue Shield Association.

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



Florida Healthcare Simulation Alliance

Mission Statement

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

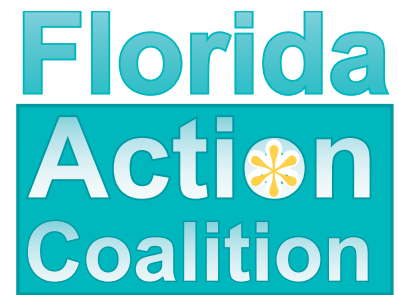
the state to advance healthcare education and to foster patient safety. It serves as a resource to facilitate collaboration, networking, and the development and integration of best practices into the delivery of patient care and to improve patient safety.

GOALS:

1. Develop a program for faculty and staff development on a regional and statewide level.
2. Establish regional partnerships between academic institutions and healthcare entities to enhance multidisciplinary clinical team competencies through the use of simulation.
3. Encourage and coordinate research to advance the use of simulation to improve positive patient outcomes and quality of care
4. Develop a core set of simulations that address recommendations and findings of recognized national bodies and organizations such as the Institute of Medicine, the Accreditation Council for Graduate Medical Education, and Quality and Safety Education for Nurses
5. Partner with industry in the development and evaluation of new products and services

Florida Action Coalition

A national Future of Nursing: *Campaign for Action* was launched to implement the recommendations of The Future of Nursing: Leading Change, Advancing Health, a landmark Institute of Medicine study and report released in October 2010. The Robert Wood Johnson Foundation (RWJF) supported the report, which provides a blueprint to transform nursing and the delivery of health care in America. In partnership with the AARP Foundation, RWJF continues to lead the effort to make the IOM recommendations a reality.



The Future of Nursing report calls on our nation's leaders and stakeholders to act on recommendations in four key areas:

Nurses should practice to the full extent of their education and training.

Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression.

Nurses should be full partners, with physicians and other health care professionals, in redesigning health care in the United States.

Effective workforce planning and policy-making require better data collection and an improved information infrastructure.

State Action Coalitions are the driving force of the Future of Nursing: *Campaign for Action* at the local and state levels. Forty-nine states have campaign-designated Action Coalitions comprised of nurses and other health care professionals, business leaders, consumers and other stakeholders.

These coalitions are moving the Institute of Medicine's report recommendations forward, capturing best practices, determining research needs, tracking lessons learned and identifying replicable models.

The Florida Action Coalition has established **Action Teams** to address each of the four focus areas...

Leadership, Practice, Education, and Health Workforce Data

Learn more about these teams on the next page!



Leadership Action Team Objectives:

1. Identify and recognize nurse leaders in Florida.
2. Promote the education and development of nurses as leaders in Florida.
3. Create pathways or systems to identify and communicate advancement opportunities for nurse leaders in Florida.

Practice Action Team Objectives:

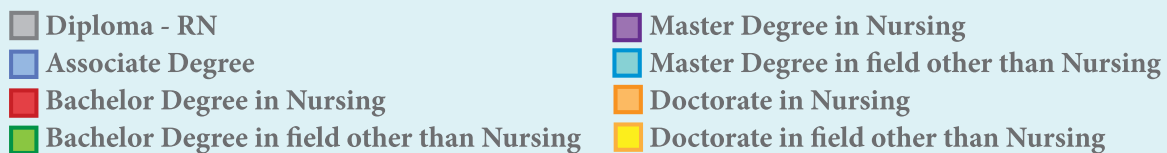
1. Inform healthcare stakeholders of the breadth of education, roles, and responsibilities for which nurses at all levels are prepared to practice.
2. Facilitate Florida's physician and nurse leaders to articulate primary care roles and responsibilities within the healthcare system.
3. Lead efforts for regulatory changes needed in Florida to support agreed upon practice roles and responsibilities with the aim of protecting the public and improving access to safe, quality care for all residents.

Education Action Team

The national campaign has set a benchmark that 80% of Florida's working RNs have a baccalaureate degree in nursing or a higher degree in any field. FCN data shows us that 39.6% of working RNs currently meet those criteria.

This team will be developing strategies related to:

- Achieving 80% BSN or higher by 2020
- Doubling the number of nurses prepared with a doctorate degree by 2020
- Nurse residency programs for transition of newly licensed nurses from education to work and experienced nurses from one practice setting to another.
- Promoting lifelong learning



Health Workforce Data Action Team

The IOM's recommendation regarding data is the only one that specifically addresses health professions other than nursing by advocating improving research and the collection and analysis of data on health care workforce requirements.

The Health Workforce Data Team will describe the existing and needed data related to primary care providers and essential ancillary support staff that impact access to primary care services. Recommendations will be presented to assure adequacy of the workforce to manage populations and coordinate the primary health care needs of all Floridians.

Nurses Support the Center's Work

Individual nurses support the work of the Center through personal contributions made as they renew their license online, by going directly to the Center's website and by mailing checks to the FCN office. In addition to donations received from individual nurses, the following organizations and groups have contributed during the past fiscal year:

FCN Board of Director Members

Baptist Health South

Blue Cross and Blue Shield Florida Foundation

Florida Association of Colleges of Nursing

Florida Council of Nursing Education Administrators

Florida Organization for Associate Degree Nursing

Florida Organization of Nurse Executives

Florida Nurses Association East Central Florida Region

Florida Nursing Students Association

Keiser College/Keiser University

Morton Plant Mease Hospital

Tampa Bay Organization of Nurse Executives

FCN Staff and Board Members truly appreciate your support. It is through supportive donations such as these that the Center has been able to sustain its mission and continue to serve as your source for information, research, and strategies addressing Florida's nurse workforce needs following the loss of state funding.

Thank you!

Media Citations (as known by staff)

Center data and information was cited by 25 professional articles and 34 press or web publications.

ORLANDO
BUSINESS JOURNAL

advance FOR
NURSES

SARASOTA
Herald-Tribune

South Florida
Sun-Sentinel

CBS Miami
.com

Nurse
.com

The Gainesville Sun
AND GAINESVILLE.COM

Nursing Consortium
of South Florida, Inc.

Presentations

In order to share the results of the Center's work and promote actions to achieve its mission, staff and board members are available for presentations.

Florida Association for Career and Technical Educators (July 2011) Mary Lou Brunell presented "Using Simulation in the Classroom to Solve the Nursing Shortage"

Florida Nurses Association Membership Assembly (September 2011) Mary Lou Brunell presented "Future of Nursing: Campaign for Action. What does it mean for Florida?"

New Careers in Nursing Liaison's Summit (October 2011) Mary Lou Brunell participated as a panelist on "Optimizing Student Success for the Future of Nursing"

Florida Nurses Association East Central Region (October 2011) Mary Lou Brunell presented "Florida Action Coalition the State of the State of Florida" and East Central Region Challenges and Priorities"

Florida Organization of Nurse Executives for Sigma Theta Tau (February 2012) Ruth Stiehl presented "State of the State: A Look at Florida's Nursing Workforce"

Nursing Consortium of South Florida (February 2012) Mary Lou Brunell presented "Future of Nursing in South Florida"

Florida Nurses Association North Central Region - Nursing: Our Action is Our Future (March 2012) Mary Lou Brunell presented "Future of Nursing: Campaign for Action"

Central Florida Organization of Nurse Executives (March 2012) Mary Lou Brunell presented "Florida Center for Nursing Update"

Tampa Bay Organization for Nurse Executives Annual Conference (April 2012) Mary Lou Brunell presented "FL-AC Update: Progress in Addressing the IOM Recommendations"

Florida Association Directors of Nursing Administration, Carrying the Torch of Leadership Convention (April 2012) Michelle Yore presented "Nurse Demand in Florida's Long Term Care Facilities"

Florida Organization of Nurse Executives, 2012 Summer Educational Conference and Trade Show (June 2012). Ruth Stiehl and Michelle Yore presented "State of the State: A Look at Florida's Nursing Workforce"

UCF College of Nursing, Health Care Issues, Policy and Economics Course. (June 2012). Mary Lou Brunell led discussion on professional advocacy, legislative action, policy development, and personal commitment to be a part of the solution.



FCN Board of Directors pictured from left to right: Ann Hubbard, Jean Wortock, Louise Pitts, Leslie Kent, Ruth Stiehl, and Marsha Martin. *(Additional members unavailable for photo)*

FCN 2011/2012 Board of Directors

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Chair, Executive Committee

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Executive Director

Debbie Daly
Office Manager

Part Time:
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Assistant Director, Workforce Research
Programs

Angie Ross, MEd
Assistant Director, Media and
Communications



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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