

Florida Board of Governors Health Initiatives Committee

Mary Lou Brunell, RN, MSN
Executive Director



Addressing Nurse Workforce Issues for the Health of Florida

Visit us at: www.FLCenterForNursing.org

Florida Center for Nursing

- ∞ Established in law (FS 464.0195) 2001
- ∞ Purpose – to address issues related to nursing manpower in Florida
- ∞ Overseen by 16 member Board of Directors appointed through the Governor's Office
- ∞ Vision
To be the definitive source for information, research, and strategies addressing the dynamic nurse workforce needs in Florida.
- ∞ Housed at the University of Central Florida



Nurse Workforce Information

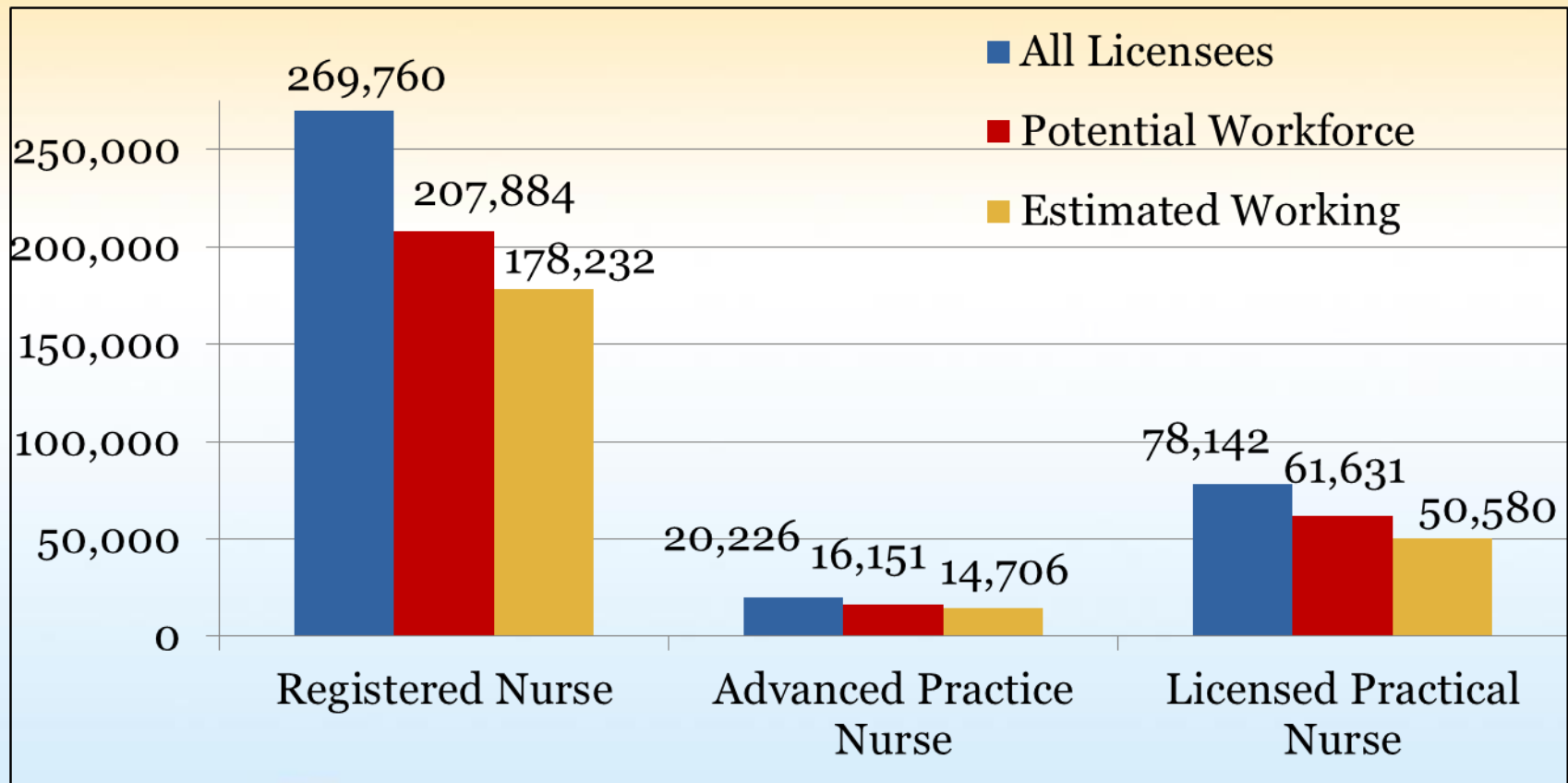
The nurse data “trifecta”:

- Nurse Supply Data – licensure and renewal survey data analyzed biennially (consistent with renewal cycle)
- Nurse Education Data – LPN / RN pre-licensure and graduate programs surveyed and analyzed annually
- Nurse Demand Data – employer surveys of 6 industries conducted and analyze biennially (odd years)

These data elements permit forecasting



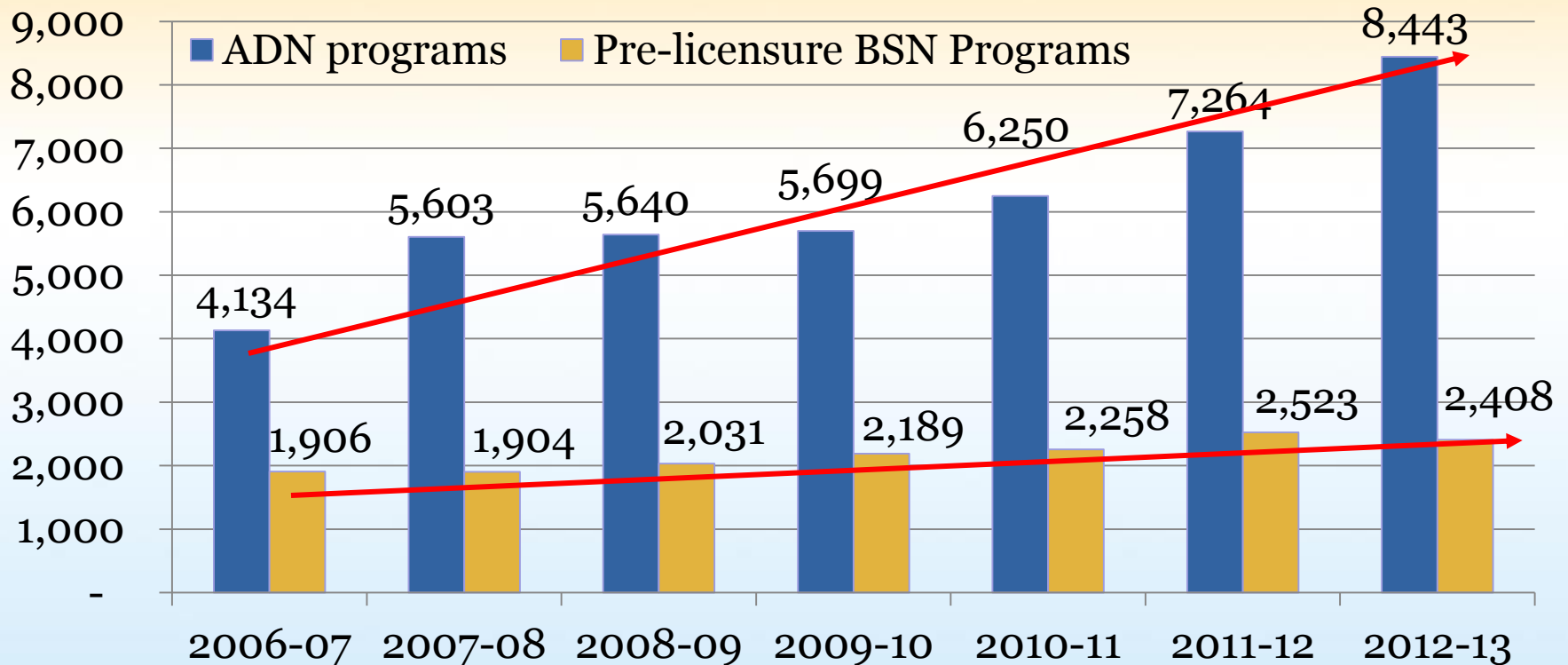
Florida Nurse Supply as of January 2014



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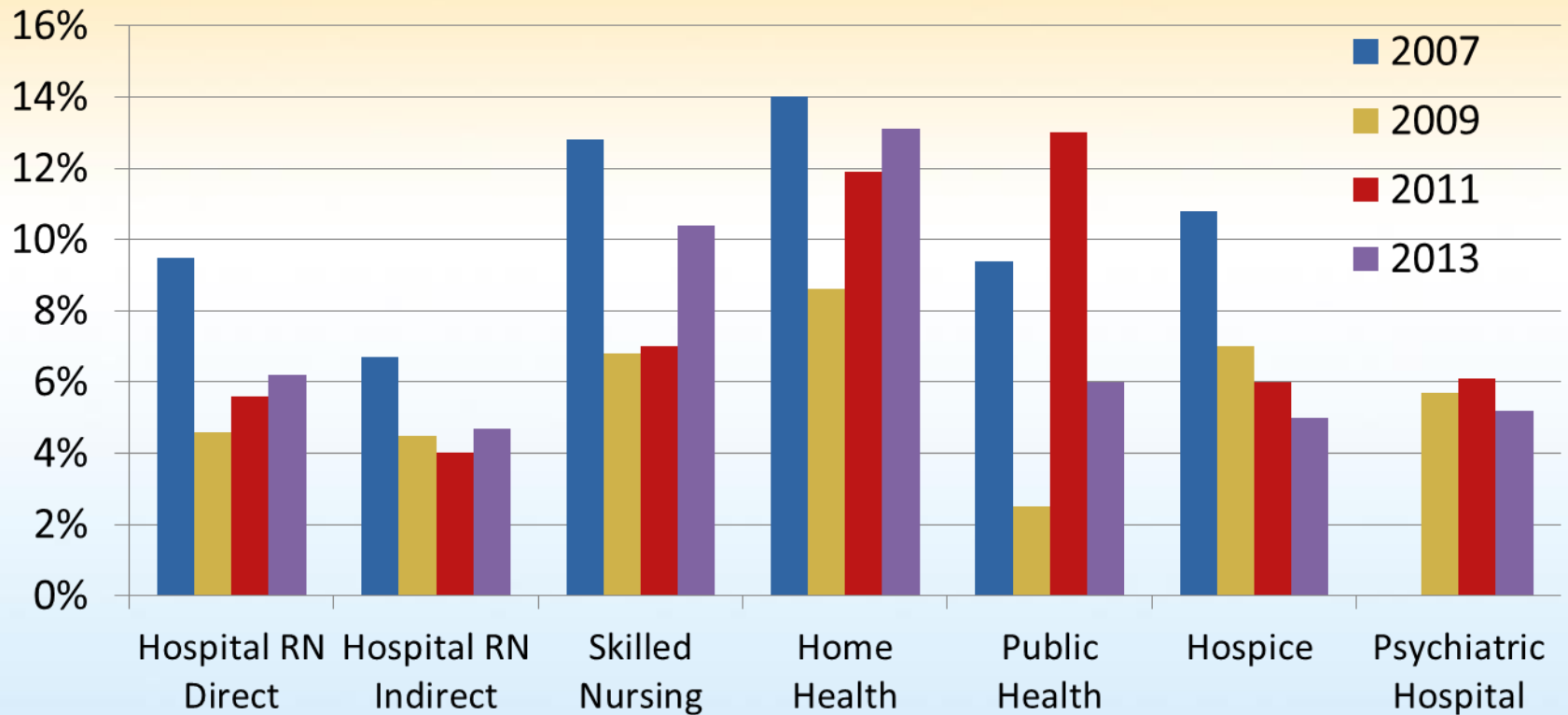
Trend in Number of New Graduate Nurses 2007-2013



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Changes in RN FTE Vacancy Rates by Industry

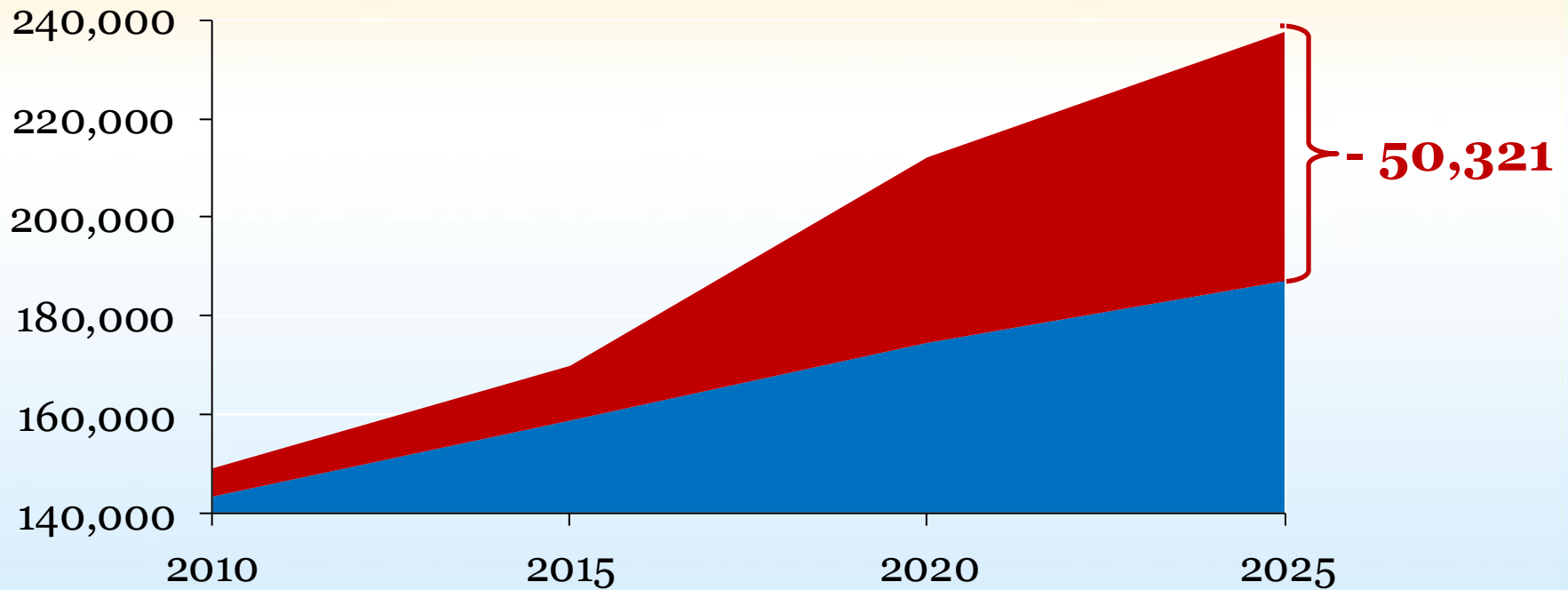


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Florida's Registered Nurse Forecast

■ RN FTE Supply ■ RN FTE Demand



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Solutions

- ↪ Increase production of new licensees
- ↪ Decrease turnover of existing workforce
- ↪ Extend work life beyond current anticipated retirement age
- ↪ Change care delivery models



Solutions

- ❧ **Increase production of new licensees**
- ❧ Decrease turnover of existing workforce
- ❧ Extend work life beyond current anticipated retirement age
- ❧ Change care delivery models



State University System

- ❧ 10 out of 12 offer a nursing program
- ❧ All 10 offer a pre-licensure BSN program
- ❧ 7 out of 10 offer a 2nd degree program which is also a pre-licensure
- ❧ 7 out of 10 offer a RN to BSN program which is **not** pre-licensure so does not add to supply.
- ❧ **SUS added 1,234 new RNs** to Florida's supply in AY 2012-2013 (about half of total)

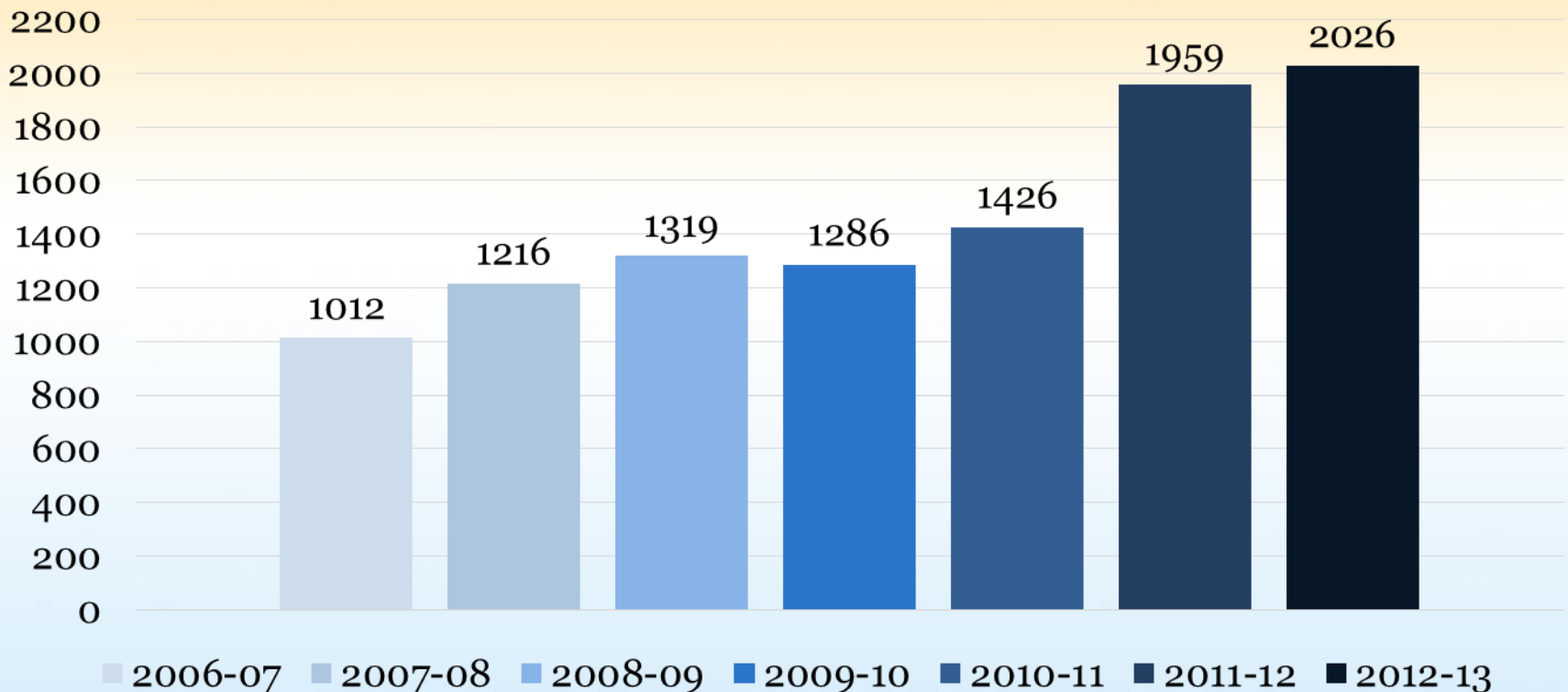


Factors Influencing Degree Choice

- ☞ Employer preferential hiring of BSN graduates
 - Influence of Magnet Recognition program
 - Baccalaureate grads are better prepared for critical thinking and technological demands
- ☞ Institute of Medicine Report – *The Future of Nursing: Leading Change, Advancing Health*
 - 80% of all employed RNs should hold a BSN or higher degree by 2020
 - Double the number of doctoral prepared nurses in Florida by 2020



Trend in Number of RN to BSN Graduates 2007-2013



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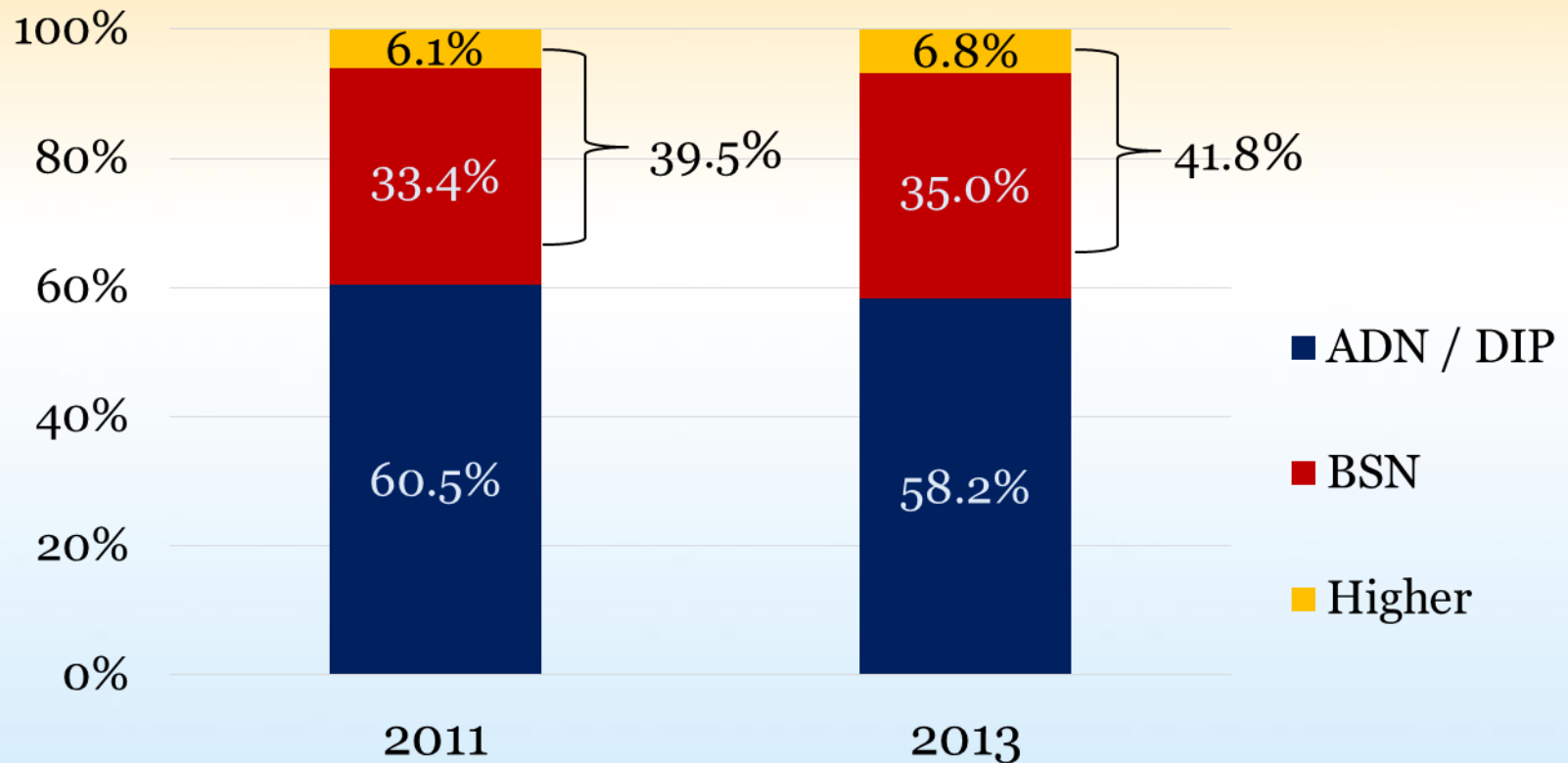
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Effect of State College offering RN to BSN

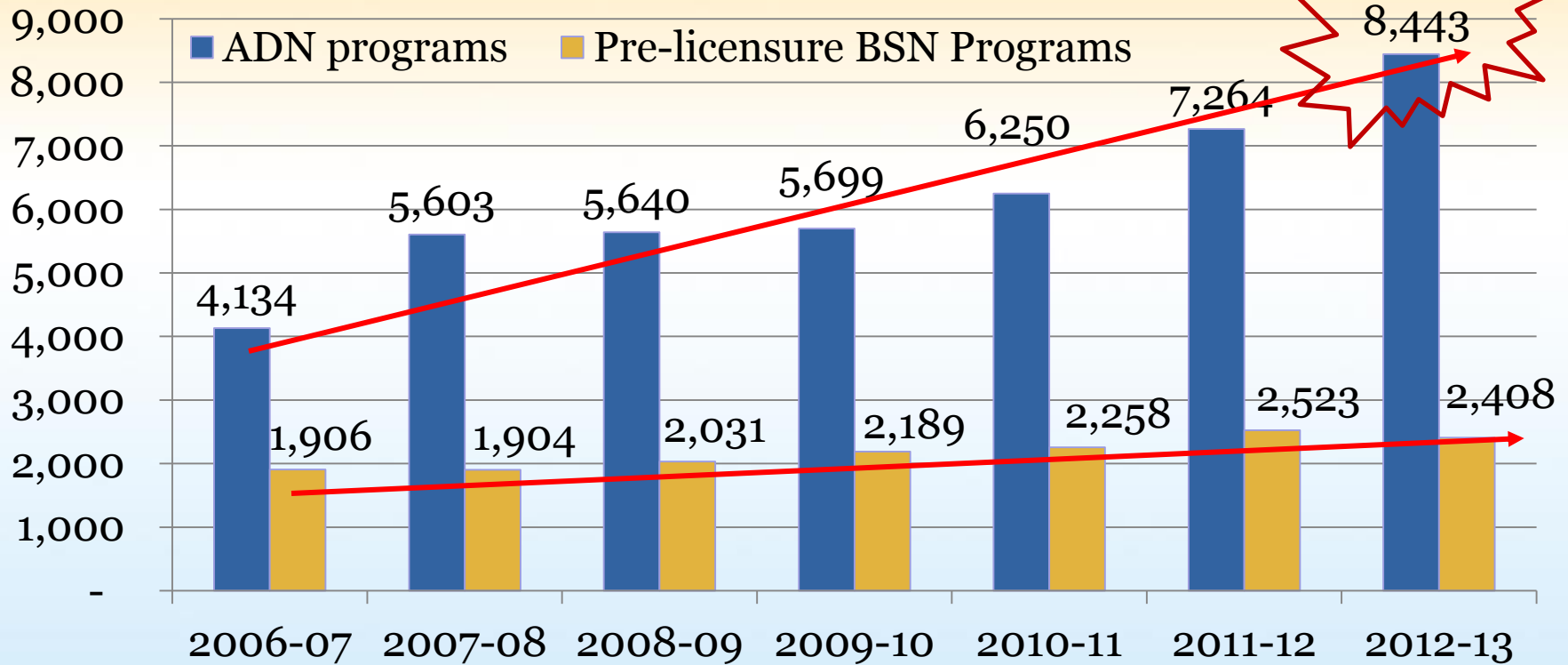
- ∞ Does not increase the supply of licensed RNs
- ∞ Does help meet employer interest in BSN degree preparation
- ∞ But does it achieve the IOM goal of 80%?



Highest Degree Reported by Florida RNs



Trend in Number of New Graduate Nurses 2007-2013

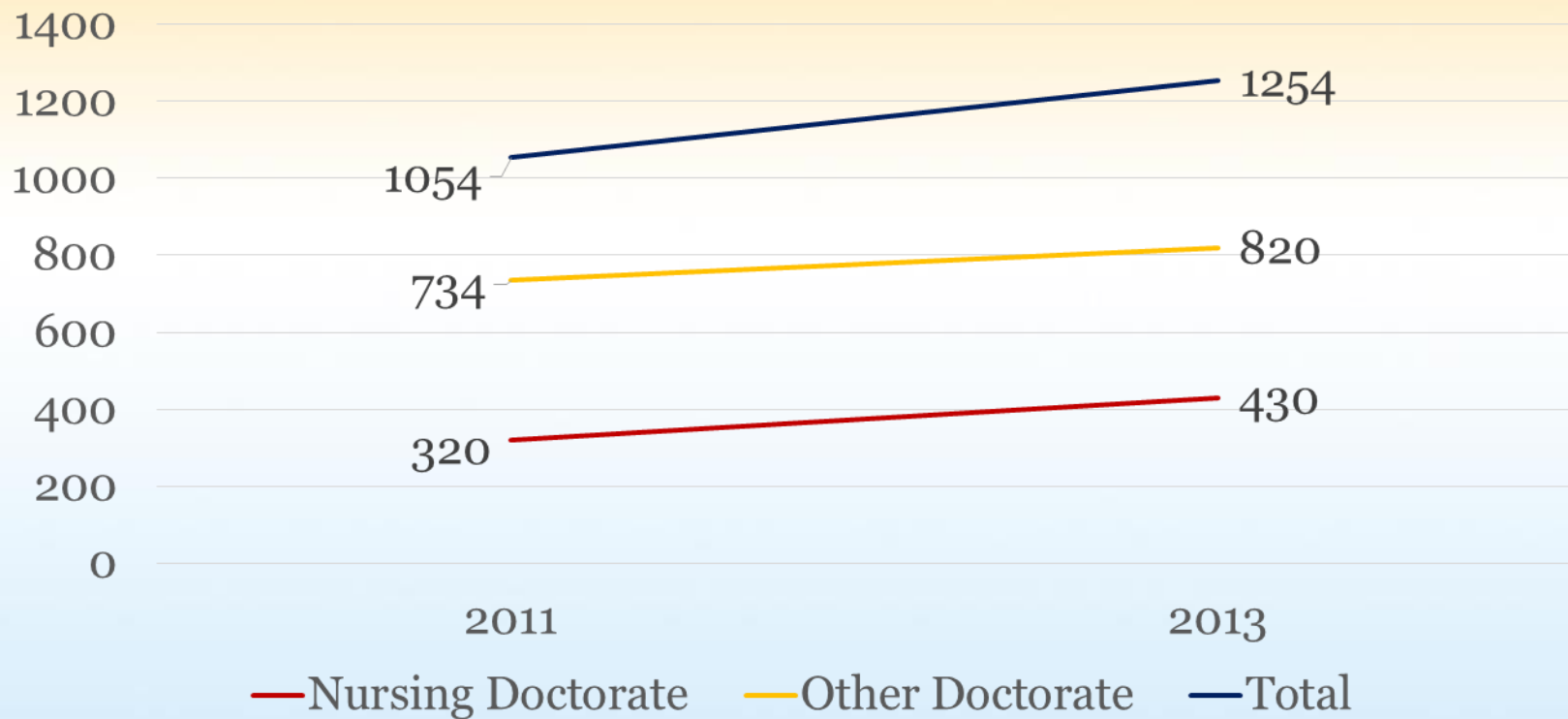


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RN to BSN
added 2,000

Double the Number of Nurses with a Doctorate



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Requirement of Accreditation in 5 Years

- ✧ Senator Grimsley and Representative Pigman
- ✧ Require all professional nursing programs to be accredited within 5 years
- ✧ All SUS nursing programs already meet the requirement
- ✧ About 1/2 to 2/3 of other BSN and ADN programs are accredited



Moratorium on Community College Baccalaureate Degrees

- ❧ What is really needed?
- ❧ Significant increase in production of pre-licensure graduates with a BSN degree at our state universities
- ❧ Florida's state colleges should offer pre-licensure BSN programs
 - Promote shift from ADN admission to BSN
 - Requirement of accreditation addresses quality concerns



For more information and to follow our work:

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