Nursing Workforce in Wyoming

Karen Ouzts, R.N., PhD
WCNNE

Shortage

- Complex
- International
- Extreme by 2008 – 2010
- May need a completely new role and therefore new educational programs for the nurse.

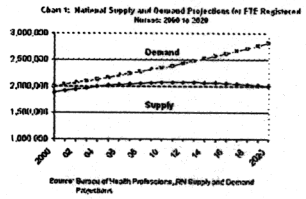
Complex shortage

- Nurses at the bedside
- Nurses with higher degrees needed for complex health care system (BSN, MS)
- Faculty shortage
- Dean shortage
- New and numerous roles for nursing outside the hospital setting.

Current statistics

- Wyoming Nursing Shortage Fact Sheet (in line with HRSA report)
  - 895 RN's and 160 LPN's to meet the projected need in 2008.
- Web site handout
- RN education handout
- Glover study

HRSA Projected Supply & Demand



WSBN - Glover study

- Increase in number of licenses by endorsement
- 50% leaving the state
- 50th salary
- Acute care – 30% out of nursing in 1 year
- LTC – 50% out of nursing in 1 year

Projection: more leaving than coming

What we don't know in WY

- True demand
- True supply
- What formula works for Wyoming
  - HRSA – has determined we are "close" to the national average, but does the "per 100,000" formula work for Wyoming?
  - (WY 773.3 National 798 per 100,000)

WCNNE Renewed mission

- Nursing shortage –
  - ONE voice
  - Make decisions using data

WCNNE

- Nurses from varied practice areas
- All nursing education programs
- WNA
- WSBN
- WHA
- LTC – two organizations
- WONE hopefully

WCNNE Data Collection plans

- WSBN – Repeat Glover study with some additions
- Collect demand data
- Utilize new HRSA supply and demand model or develop our own for Wyoming.
- Seek funding to continue data collection

What may not work for Wyoming

- Recruitment (may need to focus on retention)
- Calculating **supply** by simply counting numbers of RN's in the state.
- Calculating **demand** by simply counting numbers of RN/100,000
- Continuing with our present model of nursing education

Health Care for Wyoming Citizens

- Sense of urgency – doubling enrollment will not address the shortage in 10 years
- Lack of resources – faculty, clinical sites, cost of programs
- May need to increase collaboration among schools
- Role will be REDESIGNED and therefore education programs will need to be redesigned.

Summary

- Nursing must be at the center of any decisions made about and for nursing practice.
- Complex problem needs to be studied and solved by all areas of nursing and other health care agencies
- Need funding to address problem in Wyoming.

Wyoming Nursing Shortage Fact Sheet

(November 2002)

National Statistics

> RN's are the largest group (2.7 million) of health care providers in the U.S. (GAO,p.2)
> Research shows that when there is a higher percentage of **RN's** on staff, there are shorter lengths of stay, fewer complications and improved patient outcome. This ultimately leads to **decreased health care costs** for the patient, insurance companies, and government agencies, i.e. Medicare and Medicaid.
> The average age of nurse educators is 49-52 years old.
> Nationally, graduates from RN programs has decreased 26% from 1995-2000 (HRSA, 2000). The percent of nurses under age 30 decreased from 26% in 1980 to 9 % in 2000. In this same time period the percent of nurses age 40 to 49 grew from 20 to 35%. (Nursing Economics)
> Job Dissatisfaction has been cited as the major factor preventing recruitment and retention of nurses: **Inadequate staffing, heavy workloads, and the increased use of overtime are the most frequently cited key areas of job dissatisfaction. (5-FNHP)**

Wyoming Statistics

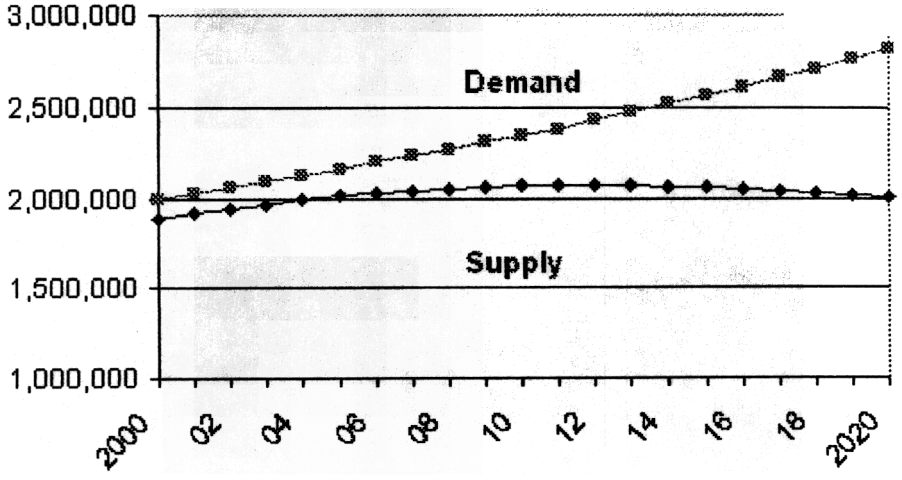
> Currently, 5532 RN's are licensed in Wyoming, 2002 (State Board of Nursing)
> 3,758 RN's are working in the field of nursing (Wyoming 1998)
> Graduates of RN programs in Wyoming saw a decrease of 33.2% from 241graduates in 1992 to 174 in 2001. (Glover, Table 2)
> Number of students sitting for the national licensing exam in Wyoming went from 181 in 1995 to 134 in 2001.
> Wyoming needs an **additional** 895 RN's and 160 LPN's to meet the 2008 projected demand.
> Based on a report published by HRSA, by the year 2020, it is projected Wyoming will have the **highest** shortage percentage in the nation.
> From the 2002 graduate survey, **the #1** reason that graduates stayed in Wyoming was because of spouse, family, friends, and being part of the community.
> According to the survey of 2002 RN Graduates, **the #1** reason for seeking employment out of state **is pay and benefits.** All of Wyoming's border states also have a projected nursing demand and pay higher wages (1999). (Glover, Table 1)
> Based on a report of the 2000 Occupational Employment Statistics (OES) Survey, Bureau of Labor Statistics, Dept. of Labor, (http://stats.bls.gov/oeshome.htm) **Wyoming ranked 50th for RN wages in the United States.**

Possible Solutions

> Provide the resources to encourage recruitment and retention into the profession of nursing and nursing education.
> 27% of hospital RN's cite increasing wages and improving benefits as a way of improving their jobs. (AHA)
> ANA believes that changes must occur to ensure a work environment is conducive to safe patient care and promote better patient outcomes.
> Nurses must have decision-making authority and professional autonomy at the point of care delivery and in all arenas where decisions related to care delivery are made.
> Facilities must provide safe and appropriate nurse staffing levels. Adequate nurse staffing is critical to the delivery of quality patient care. JAMA reports that the patient load has a direct impact on nurse retention rates. **Decreased staff turnover not only save patients lives, but is also reduces hospital costs.**
> Healthcare facilities should be required to participate in the collection and external reporting of standardized nursing-sensitive data.
> Actively invest in research around staffing, fatigue, safety, and outcomes.
> Hospitals and long-term care facilities should work toward achieving "Magnet" status. Studies have shown that "Magnet" facilities have higher retention rates or nurses and improved patient outcomes.
> Organize a strategic statewide planning session with healthcare facilities to address these issues.

http://bhpr.hrsa.gov/healthworkforce/rnproject/

Chart 1: National Supply and Demand Projections for FTE Registered Nurses: 2000 to 2020



Source: Bureau of Health Professions, RN Supply and Demand Projections

http://bhpr.hrsa.gov/healthworkforce/rnproject/report.htm

Projected Supply, Demand, and Shortages of Registered Nurses: 2000-2020

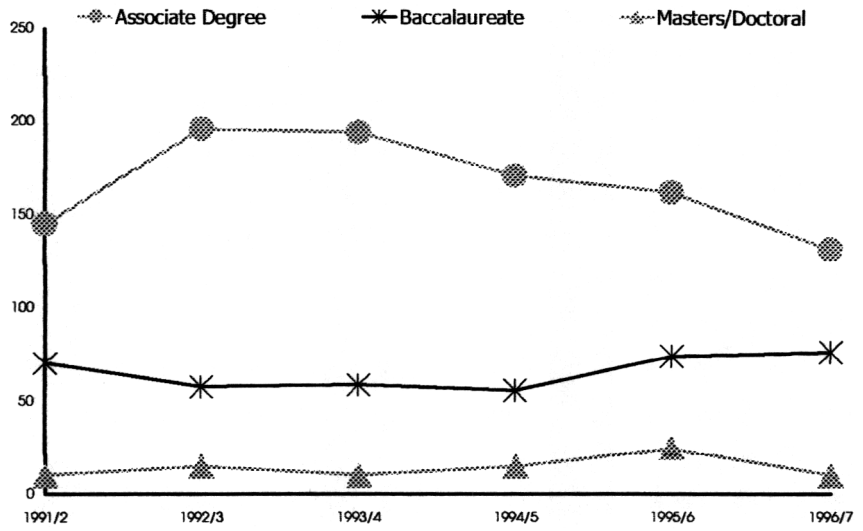
Lots of charts

AACN FACT Sheet

http://www.aacn.nche.edu/Media/Backgrounders/shortagefacts.htm

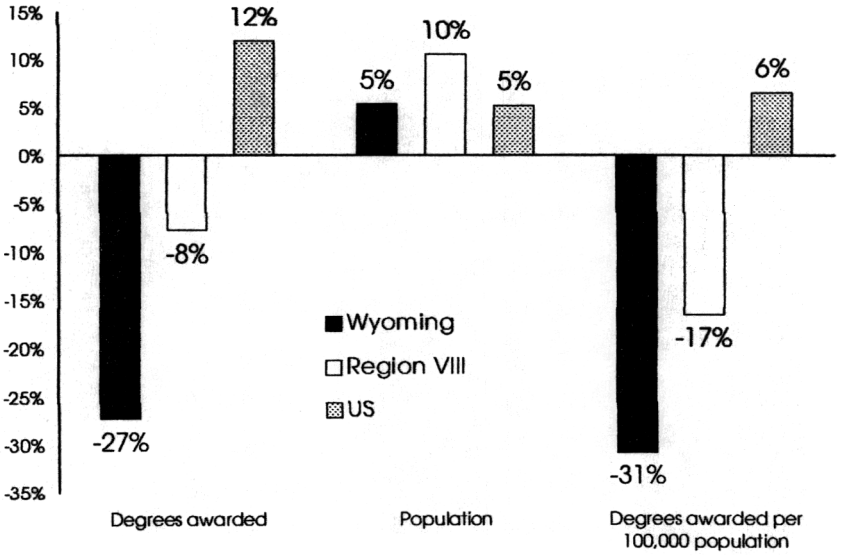
RN EDUCATION

RN education program degrees received by award level, 1991-92 to 1996-97



Source: National Center for Education Statistics; Bureau of the Census.

Percentage change in RN program degrees awarded, population & RN program degrees awarded per 100,000 population, 1991-2 to 1996-7



Source: National Center for Education Statistics; Bureau of the Census.