

April 29, 2011

Nikki West, California Institute for Nursing & Health Care



The Economy: California and the Nursing Dilemma

- ✓ A 2009 survey of employers indicated that approximately 40% of new graduates in 2010 would not be hired in hospitals
- ✓ Employers have expressed preference for RNs with experience
- ✓ New Graduate Hiring Survey conducted in 2010 validated that 43% had not found jobs
- ✓ Down economy, experienced nurses are working more
- ✓ Hospital census down, less elective surgery, payer mix changing

Forecast of Supply and Demand

- ✓ If California targets the 25th percentile of nationwide FTE RNs per 100,000, then the state faces a shortage of 30,276 FTE RNs. Some of California's shortage is being ameliorated by traveling nurses, who are estimated to have filled 4,336 FTE RN positions in 2008.
- ✓ If the expansion of RN education programs and other program augmentations had been maintained at the levels of 2003-2008 (which it hasn't), immigration and inter-state migration rates remained constant, this shortage would steadily narrow. California would have reached the 25th percentile nationwide of the number of FTE RNs per 100,000 (756.5) by 2016, and near the national average of 825 by 2025.

Source: Forecasts of the Registered Nurse Workforce in California September 29, 2009, Spetz

Forecast of Supply and Demand

However....the impact of the recession:

- ✓ Recent nursing graduates are entering a difficult job market and some may be choosing to leave the nursing profession
- ✓ New enrollments in nursing programs have reached a plateau or declined as state colleges and universities face tight budgets
- ✓ The current economic recession has changed demand and supply in the short-term; as the economy recovers, however, the projected trends in supply and demand for registered nurses will revert to long-run expectations. Forecasts indicate that the shortage of RNs that has persisted for many years is likely to continue over the next decade.

Source: Forecasts of the Registered Nurse Workforce in California September 29, 2009, Spetz

Forecast of Supply and Demand

- ✓ Employment of registered nurses is expected to grow by 22 percent from 2008 to 2018, much faster than the average for all occupations.
- ✓ Additionally, hundreds of thousands of job openings nationally will result from the need to replace experienced nurses who leave the occupation.
- ✓ Growth will be driven by technological advances in patient care, which permit a greater number of health problems to be treated, and by an increasing emphasis on preventive care. In addition, the number of older people, who are much more likely than younger people to need nursing care, is projected to grow rapidly.
- ✓ California will need to maintain the present number of nursing graduates in order to meet long-term health care needs

Source: US DOL Bureau of Labor Statistics, <http://www.bls.gov/oco/ocos083.htm>

RN Jobs for the Future

Employment of RNs will not grow at the same rate in every industry.

The projected growth rates for RNs in the industries with the highest employment of these workers are:

- Physician Office 48%
- Home Health 33%
- Nursing Care 25%
- Hospitals, public and private 17%

Employment is expected to grow more slowly in hospitals—healthcare's largest industry—than in most other healthcare industries.

Rapid growth is expected in outpatient facilities and community-based settings, such as same-day surgery, clinics, rehabilitation, chemotherapy, and home health

Source: US DOL Bureau of Labor Statistics, <http://www.bls.gov/oco/ocos083.htm>

Preparing RNs for the Future

IOM Initiative on the Future of Nursing (IFN)

Goal: Increasing nursing's contribution to health care and the nation's ability to care for 32 million more Americans under the ACA

Specific recommendations include:

- ✓ Implement nurse residency programs
- ✓ Increase proportion of nurses with a baccalaureate degree
- ✓ Double the number of nurses with a doctorate
- ✓ Increase scope of practice and inter-professional collaborative models
- ✓ Build infrastructure for collection and analysis of inter-professional health care workforce data
- ✓ Increase nursing's leadership role in health care reform

New Graduate RN Transition Programs

✓ CINHC has worked with WIBs and several community partners to develop "New Graduate RN Transition Programs" to keep newly graduated RNs in the workforce and improve employability

- ✓ Four pilot programs have been established with lead agencies:
 - California State University-East Bay
 - Samuel Merritt University
 - South Bay, led by Work2future (local WIB and one-stop system)
 - University of San Francisco

Role of WIBs in Transition Programs

Alameda County WIB has assisted with:

- Conducting group WIA enrollment for the RNs on their school site
- Providing access to one-stop career centers as well as assessment & referrals for support services in health and social services in Alameda County on an as needed basis
- Funding training portion for eligible WIA-enrolled participants

The Workforce Institute (housed at San Jose City College) has assisted with:

- Enrolling participants in the WIA Program
- Funding certain training services for eligible WIA-enrolled participants
- Providing certain one-stop support services
- Providing coordination for South Bay Transition Collaborative

9

Program Overview

Program Lead Agency	# Cohorts Completed / Start Dates	# Secured RN Jobs / # Enrolled (%)
CSU-East Bay	3 Jan 2010 Mar 2010 Jan 2011 (Current group began 3/11)	44 / 51 (86%)
Samuel Merritt University	2 Jan 2010 June 2010 (Current group began 3/11)	47 / 85 (55%)
South Bay Collaborative	1 June 2010 (Current group began 1/11)	6 / 13 (46%)
University San Francisco	1 Sept 2010 (Current group began 1/11)	36 / 40 (90%)

Nearly 70% of program participants to date have secured RN positions at various locations across the state

Additional Options for New Graduate RNs

- Advance along education path – collaborative models
 - LVN/CNA to RN, ADN to BSN to MSN to DNP/EdD/PhD
 - City College SF and College of San Mateo have collaborated with SFSU to establish a streamlined ADN to BSN Advanced Placement Option curriculum and they currently advise students regarding application process to SFSU.
 - City College SF increased BSN applications and admissions from 3 to 9 in one year.
 - Other collaboratives exist with Sonoma State, CSU-East Bay and SJSU with community college partners
- Current down economy is a good time to increase skills and education to become more employable and earn more when the demand for nurses inevitably increases

11

Additional Options for New Graduate RNs

- Hospital positions are very competitive right now
- More care is being delivered in non-hospital settings
- Explore possibilities in clinics, home care, surgery centers, rehab, long-term care and skilled nursing facilities, as well as other non-acute environments
- New grads are finding jobs at free standing surgery centers, school nursing for special needs students, long term care facilities (such as the Jewish Home for the Aged), and a few positions in hospitals
- Explore volunteer activities within the community (through summer camps, clinics, health fairs, etc.)

12

Thank You – Questions & Discussion

Nikki West, MPH
Program Manager
California Institute for Nursing & Health Care
Nikki@cinhc.org