The "State" of the Nursing Profession in Nevada

Lisa Black, MS, RN
Legislative Coordinator & Health Policy Advisor
Nevada Nurses Association
• Nursing shortage has reached critical level

- Shortage of 1,000,000 RN positions projected by 2010

- Estimated RN vacancy rate will exceed 20% by 2020
Nurses underpin the system

- Registered Nurses are the largest group of health professionals in the US and in Nevada
- Patients are admitted to hospitals because they need 24 hour NURSING care
- Increasing intensity and acuity of care ➔ health care workforce must continue to be more highly educated and skilled
Comprehensive approach is needed

- Continue successful recruitment efforts focusing on younger population
- Nursing education
- Health care delivery systems
- Nursing work environment
Improvements in Recruitment . . . sort of

- 2000: National Sample Survey of Registered Nurses
  - Nevada ranked 51st with 520 RNs per 100,000

- 2004: National Sample Survey of Registered Nurses
  - Nevada ranks 50th with 604 RNs per 100,000

2004 National average = 825 RNs/100,000
Washington, D.C. is 1st = 2,093 RNs/100,000
Aging of the nursing workforce

• Nationally
   Average age of the employed RN = 46.8

• Nevada
   Average RN age = 49.1
   1 in 3 nurses > 56
   Only 12% are < 35

• Baby boomers will soon be needing ↑ health care services
What’s been done?

• Double enrollment in Nevada’s schools of nursing
  
  • 2001
  ❖ AB 378 Directed the UCCSN to develop a plan to double enrollment in Nevada’s schools of nursing
  
  • 2003
  ❖ Higher Education Budget Allocations
    • UCCSN funded in such a way that allows Nevada’s schools of nursing to double student enrollments
Recruitment Success or Critical Mass?

- During EY 2005, Nevada’s Schools of Nursing had ~ 1442 qualified applicants to NSHE institutions.
- The NSHE programs of nursing were able to accept only ~ 576 of them.
Feeding the bottleneck ...

- Aging nurses → aging faculty
- Faculty education – MSN/PhD
- < 10% of nurses in NV have credentials to teach
- Salary disparities
- ↑ Housing costs in NV
First Job Experiences of Recent (Nevada) RN Graduates

Cheryl Bowles & Lori Candela (2005) JONA, 35(3)

- What sort of positions do recent Nevada RN graduates choose for their first nursing position?
- What are new Nevada RN perceptions of their first nursing position experience?
- Why do new Nevada RNs leave their first nursing experience?
What IS Known?

- 35 – 60% of new graduates leave their place of first employment within the first year after graduation
  - Highest losses in first six months
- Even with specialized internships, 25% leave first job within one year of graduation

$42,000 to orient a new graduate RN
First Employment Demographics

Findings – Factor Analysis Loading


Patient Care Concerns

- Stressful Work (91%)
- Stayed beyond shift to finish work (73%)
- Conditions not conducive to safe patient care (65%)
- Staffing level not adequate (79%)
- No time to spend with patients (75%)
- Floated to areas where they did not feel qualified (46%)
- Negative work atmosphere (54%)
Reasons Recent Graduates Leave Their 1st RN Position

New RN Graduates
Difficulty with Role Transition

- Lack of confidence in skill performance
- Deficits in critical thinking and clinical knowledge
- Relationships with peers and preceptors
- Dependence – Independence Conflict
- Work Environment Frustrations
- Organization and Priority Setting
- Communication with Physicians

Increased collaboration between academia and the nursing workplace to retain new graduates

- ↑ School of nursing faculty (co-funded by health system)
- ↑ Educational expertise in health system environment
- Incorporate workplace socialization into nursing curriculum
- Workplace educational programs aimed at attaining role expectation and workplace reality congruence
- Post graduation faculty mentorship
- “Buddying” new graduates with transitioning RNs completing first year of employment

Outcomes

- **New Graduate Retention**
  (U-Mass – Bay State Health Systems Collaboration)
  - ↑ New graduate retention to 92.5% at one year

- **Successful Transition from the “Idealism” of students to the “Realism” of direct care nurses**
  - Work satisfaction and job stress are significant predictors of anticipated turnover in 20 – 30 year old nurses
  - 94.5 % Satisfied or Very Satisfied with orientation effectiveness

Nurse Staffing

• HRSA, HCFA, AHRQ, NINR,
  ▶ RN staffing ➔ ↓ adverse outcomes

• Aiken (JAMA, 2002)
  ▶ RN staffing ➔ ↓ patient deaths
  ▶ Odds of death after surgery ↑ by 7% for each additional patient added to a nurse’s workload
  ▶ ↑ 1 patient/nurse ➔ ↑ RN burnout by 23%

• ANA, NINR, HART, HRSA, AONE, NLN, FNHP
  ▶ Inadequate staffing
  ▶ Communication with administration
Repairing the rifts ...

- Maintain (and manage) recruitment successes
- Open the education bottleneck
- Retain new and “maturing” nurses in the workforce
Nevada Nurses Association • (775) 747-2333
www.nvnurses.org