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BUILDING THE NURSING WORKFORCE

*Healthcare Education and
Training Summit
May 29, 2007*

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California Institute for Nursing and Healthcare

- CINHC is a nonprofit independent organization established to provide a forum to convene diverse groups of stakeholders to address state wide nursing issues that impact the health of Californians

Focus Areas

- Development of a statewide strategic plan to address the shortage...Master Plan
- Sponsoring projects to support building educational capacity... Bay Area Nursing Resource Center
- Development of Clinical Adjunct Faculty Education
- Nursing Education Re-Design White Paper
- Development of Diversity Plan
- Jan 2007 established a Southern California Regional Coordinator under a grant from UniHealth
- Serves as a catalyst for regional planning in Southern California

Radical actions are needed to meet the state's need for nurses

- California is growing with many counties experiencing soaring population growth
- There are 580 RN's per capita in 2004 . Ca was ranked 50th in the nation(HRSA)
- The current RN population is nearing retirement so replacement needs must be factored... average age of the working nurse is 47.7 years
- 60% of qualified nursing school applicants are not enrolled due to lack of capacity

Statewide Shortfall

- 2004 RN/100,000 = 580
- 2005 graduates = 6598
- Using target national average 825 RN's/100,000
- 2020 population growth = 29%
- 2020 shortfall of RN's = 108,512
- Annual Increase to meet 2020 demand= 7234 additional RN graduates
- % increase of statewide educational capacity to meet 2020 demand= 110%

Southern California Market Projections (EDD)

- Population growth in LA County averages 14.5 %, Ventura forecasts 22.5% (Reg 8)
- Population growth in Orange County averages 23.5%, Riverside 72%, San Bernadino 43% (Reg 9)
- % of RN graduates increase to meet the needs of Region 8 by 2020 = 119%
- % of RN graduates increase to meet the needs of Region 9 by 2020 = 158%

LA/Orange County RN Workforce Report Card- CINHC

- The study was commissioned to quantify and compare the RN workforce in CA's MSA
- RN jobs filled for 100,000 persons in the general population
- Regional grade range from C- to F
- National average 787, California 622 - D grade
- Report infers that Regions 8 and 9 are between 60-70% of the national average

Report Card

● LA/LB	C-	646/100,000
● Orange County	D	611/100,000
● Ventura	F	430/100,000
● Riverside		
San Bernadino	D	477/100,000

Board of Registered Nursing 2006 Data(Full report available on RN.CA.gov)

- Region 8 (LA / Ventura counties)
- Total # of Nursing Schools.. 34
- 22 Associate, 7 Bachelor's, 5 Entry Level Masters
- Qualified applicants for 2005-2006= 8638
- Accepted = 3866
- Not Accepted = 4772
- % qualified but not accepted = 55.2%

Continued...

- Region 9 (Orange County, Riverside, San Bernadino)
- Total # of Nursing schools = 14
- 12 Associate, 2 Bachelors, 0 entry Level Masters
- Qualified applicants for 2005-2006 = 3560
- Accepted = 1426
- Not accepted = 2134
- % qualified applicants not accepted = 59.9%

Barriers to Program Expansion

Lack of faculty

- 18/ 34 schools on Region 9 reported “lack of faculty” in 2005-2006
- 5/14 in Region 8 reported “ lack of faculty”
- New Assistant faculty salary is same or less than new graduate RN
- ~ 80% of faculty hold a Master’s degree
- ~ 50% of state’s faculty is over the age of 50

Barriers(cont)...*Insufficient Clinical Sites*

- 22/34 schools in Region 8 reported “clinical sites” in 2005-2006
- 10/14 schools in Region 9 reported “ clinical sites” in 2005-2006
- Students rotate in cohorts of 12 to sites offering clinical experience in required specialty
- Students and faculty must travel to multiple locations
- Faculty must be present during clinical rotation

Barriers (cont)...*Inadequate Funding*

- 19/34 schools in Region 8 reported “funding” in 2005-2006
- 10/14 schools in Region 9 reported “funding” in 2005-2005
- Each school district determines allocation of funds
- Many programs depend on grants
- Many schools lack infrastructure to support grant writing and management

Barriers (Cont)...*Student Attrition*

- 17.7% attrition rate reported by Regions 8 and 9 in 2005-2006
- Factors influencing attrition include:
 - Clinical failure
 - Financial need
 - Family/ work
 - Academic

Going Forward... *Faculty Shortage*

- Establish a competitive faculty salary structure
- Continue funding nursing education for educating faculty
- Incentivize nurses to become faculty
- Increase clinical faculty
- Increase baccalaureate nursing education

Going Forward...*Clinical Sites*

- Use Clinical Simulation centers as clinical learning sites (currently BRN allows 25% of clinical experience to be completed in simulation)
- Consider distance learning modalities
- Regionalize and computerize clinical placement system to seek access to under utilized clinical sites

Going Forward... *Funding*

- Fund long term sustainability to backfill current expansion funded by grants and other “soft” and temporary money
- Develop structure to support grant writing and management

Going Forward ... *Attrition*

- Develop multifaceted selection process
- Increase student support systems to include:
 - . Mentoring
 - . Tutorial assistance
 - . Financial aid
 - . Emergency funds

Conclusion

- Continue the commitment
- Continue to develop sustainable solutions
- Develop a strategically driven, coordinated process to build nursing workforce
- Engage public and private partnerships

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