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Campaign for Action

Robert Wood Johnson Foundation

AARP Real Possibilities

Progress on the Institute of Medicine Recommendations: Perspectives on the Evidence

WORKFORCE PLANNING

Moderator

Joanne Spetz, PhD, FAAN

Professor

Institute for Health Policy Studies,

University of California at San Francisco

Behind the Research

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Research on progress in achieving Institute of Medicine recommendations was made possible by the Robert Wood Johnson Foundation.

Four Key Research Areas

Presenter

Erin Fraher, PhD, MPP

Assistant Professor, Departments of Family Medicine and Surgery, School of Medicine

Director, Program on Health Workforce Research and Policy at Cecil G. Sheps Center for Health Services Research

University of North Carolina at Chapel Hill

Featured Speaker

Michelle Washko, PhD

Deputy Director

National Center for
Health Workforce Analysis,

Health Resources and
Services Administration

Featured Speaker

Carey McCarthy, PhD, MPH, RN
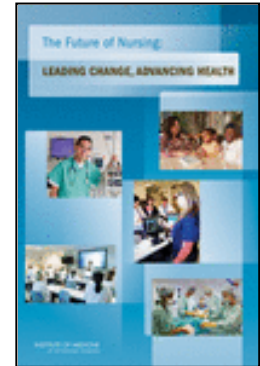Director of Research

National Council of State Boards of Nursing

Erin Fraher, PhD, MPP

WORKFORCE PLANNING

Effective workforce planning and policymaking require better data collection and an improved information infrastructure.

Recommendations

- More coordination is needed among organizations that collect nursing workforce data.

- The Health Resources and Services Administration needs to retain and bolster National Sample Survey of Registered Nurses.

- System should be established to monitor supply and demand, roles, mix of skills, and demographics.

Webinar Overview

Data are critical to be able to:

- Track education mobility
- Monitor workforce supply and demand
- Galvanize action to increase workforce diversity

Progress and challenges:

- Federal level
- State level

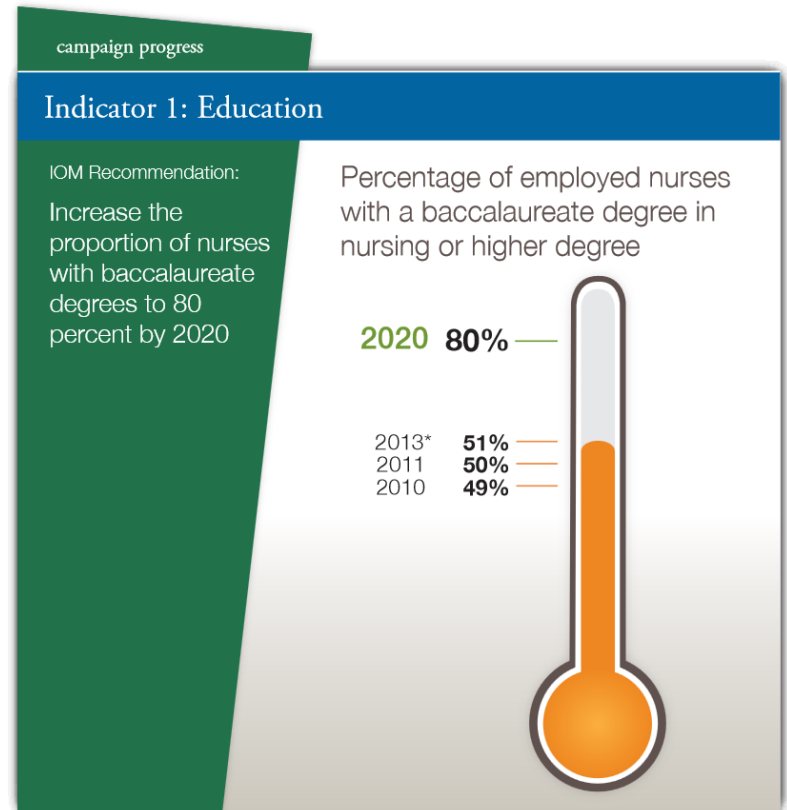**Action steps** will be outlined at the end of this presentation.

Why Data Are Critical

- Support and measure progress made on Institute of Medicine recommendations

- Counter turf-based arguments

- Engage stakeholders outside of nursing

- Forecast employment needs

- Assess future nursing workforce needs— not just numbers but content of care
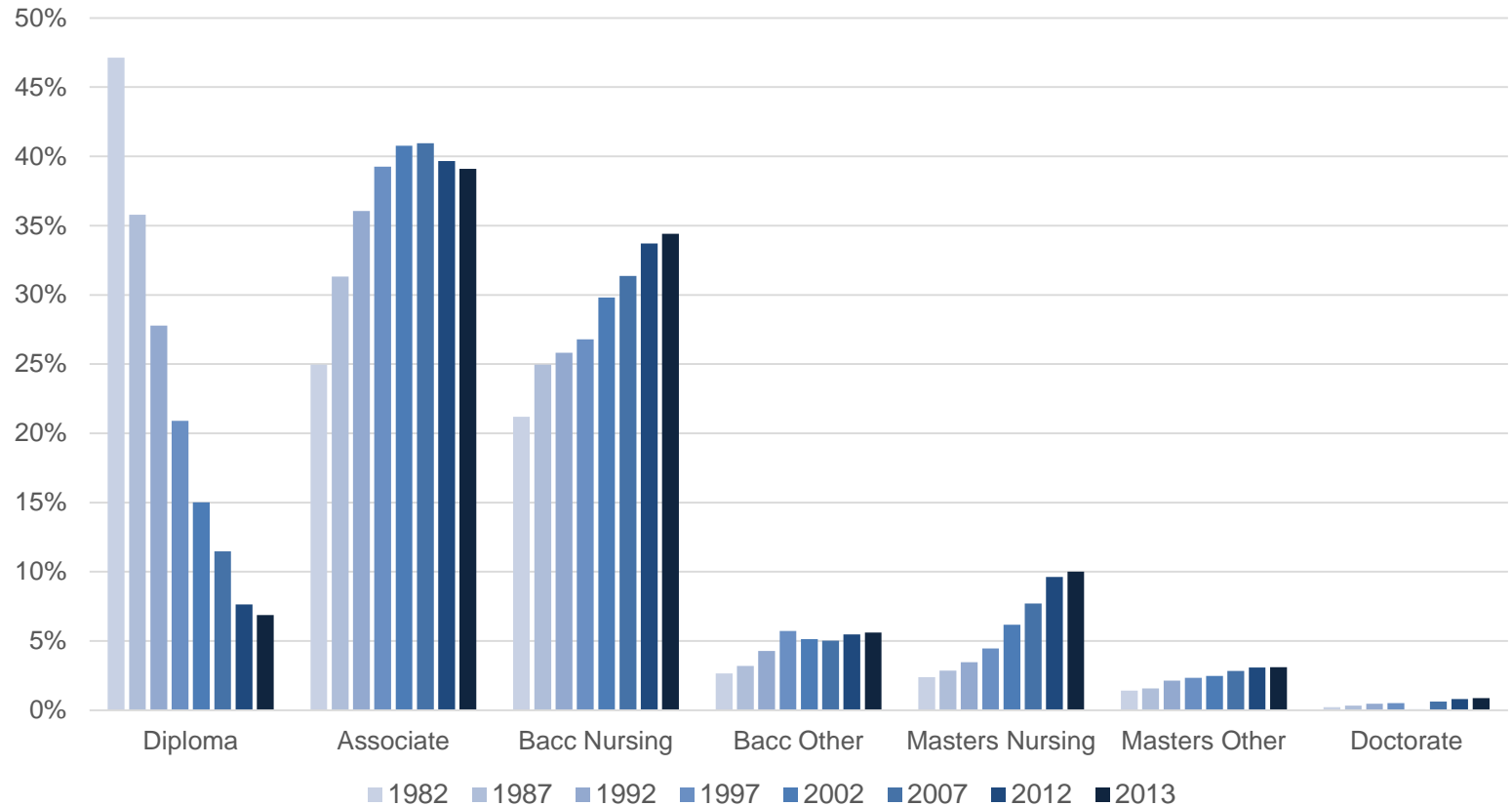
Tracking Educational Mobility

The *Campaign* Dashboard provides data on progress, using data from American Community Survey (ACS)

- ACS data can be a problem for smaller states

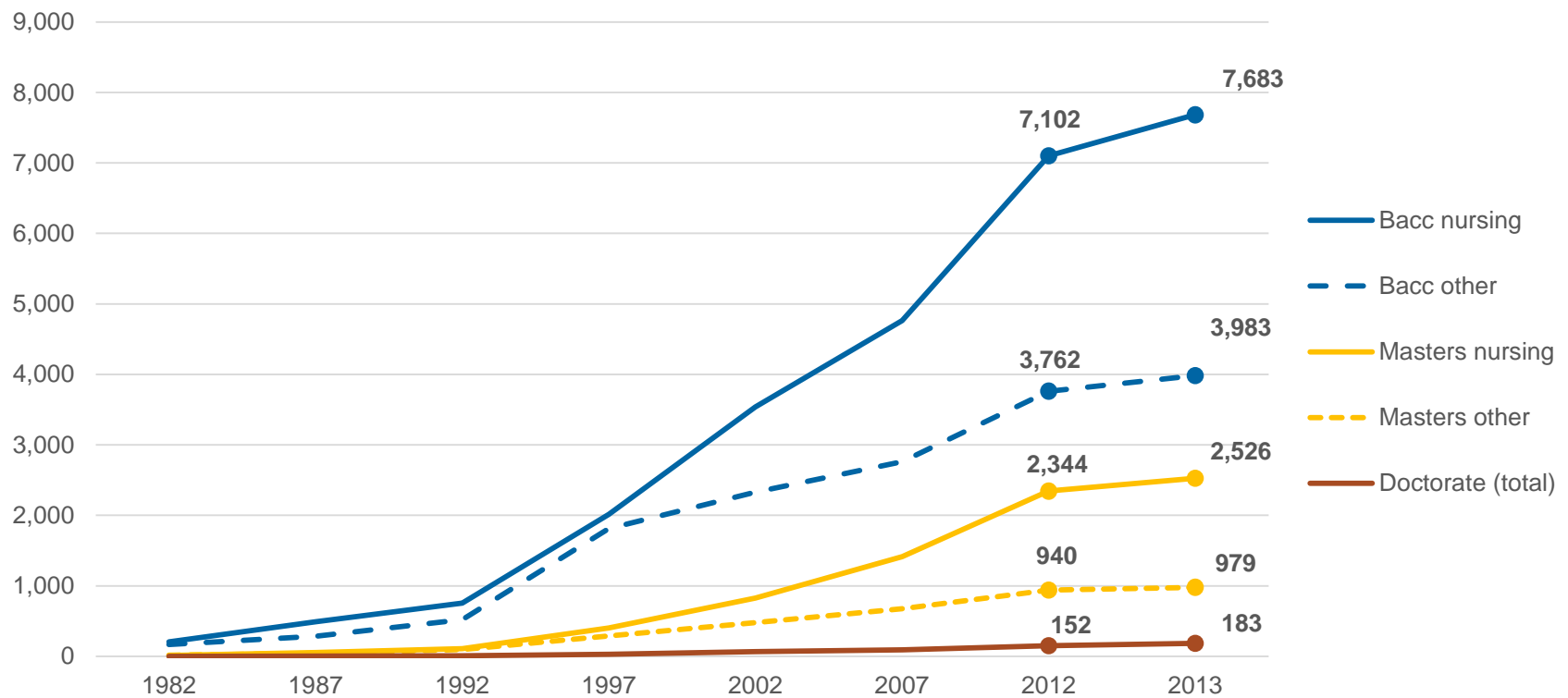- State licensure data provide more precise estimates

campaign progress

Indicator 1: Education

IOM Recommendation:

Increase the proportion of nurses with baccalaureate degrees to 80 percent by 2020

Percentage of employed nurses with a baccalaureate degree in nursing or higher degree

2020 **80%**

2013* **51%**
2011 **50%**
2010 **49%**

Data Source: American Community Survey, *Public Use Microdata Sample* (series)
*No change between 2012 and 2013.

Tracking Education Mobility: A Case Study

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North Carolina Nursing Workforce by Highest Degree, 1982-2013

Legend: 1982 1987 1992 1997 2002 2007 2012 2013

Categories (x-axis): Diploma, Associate, Bacc Nursing, Bacc Other, Masters Nursing, Masters Other, Doctorate

Tracking Education Mobility: A Case Study

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Number of North Carolina Nurses Entering With ADN as Entry Degree Who Have Baccalaureate or Higher Degree, 1982-2013

Legend:
- Bacc nursing
- Bacc other
- Masters nursing
- Masters other
- Doctorate (total)

Data labels: 7,102; 7,683; 3,762; 3,983; 2,344; 2,526; 940; 979; 152; 183

Monitoring Workforce Supply

Nursing workforce has lurched from oversupply to shortage. Need better data to anticipate how supply and demand will change due to shifts in the workforce and the health care system.

- **Retirements:** Researchers have developed better understanding of how nurse retirement rates vary by cohort and how these variations may affect future supply. *(Auerbach, Buerhaus, & Staiger, 2014)*

- **Enrollments:** On other end of career span, dramatic increase in nursing enrollments has caused nursing workforce to grow faster than previous models had forecast. *(Auerbach, Buerhaus, & Staiger, 2011)*

But will those nurses stay in the workforce?

Galvanize Action to Increase Diversity
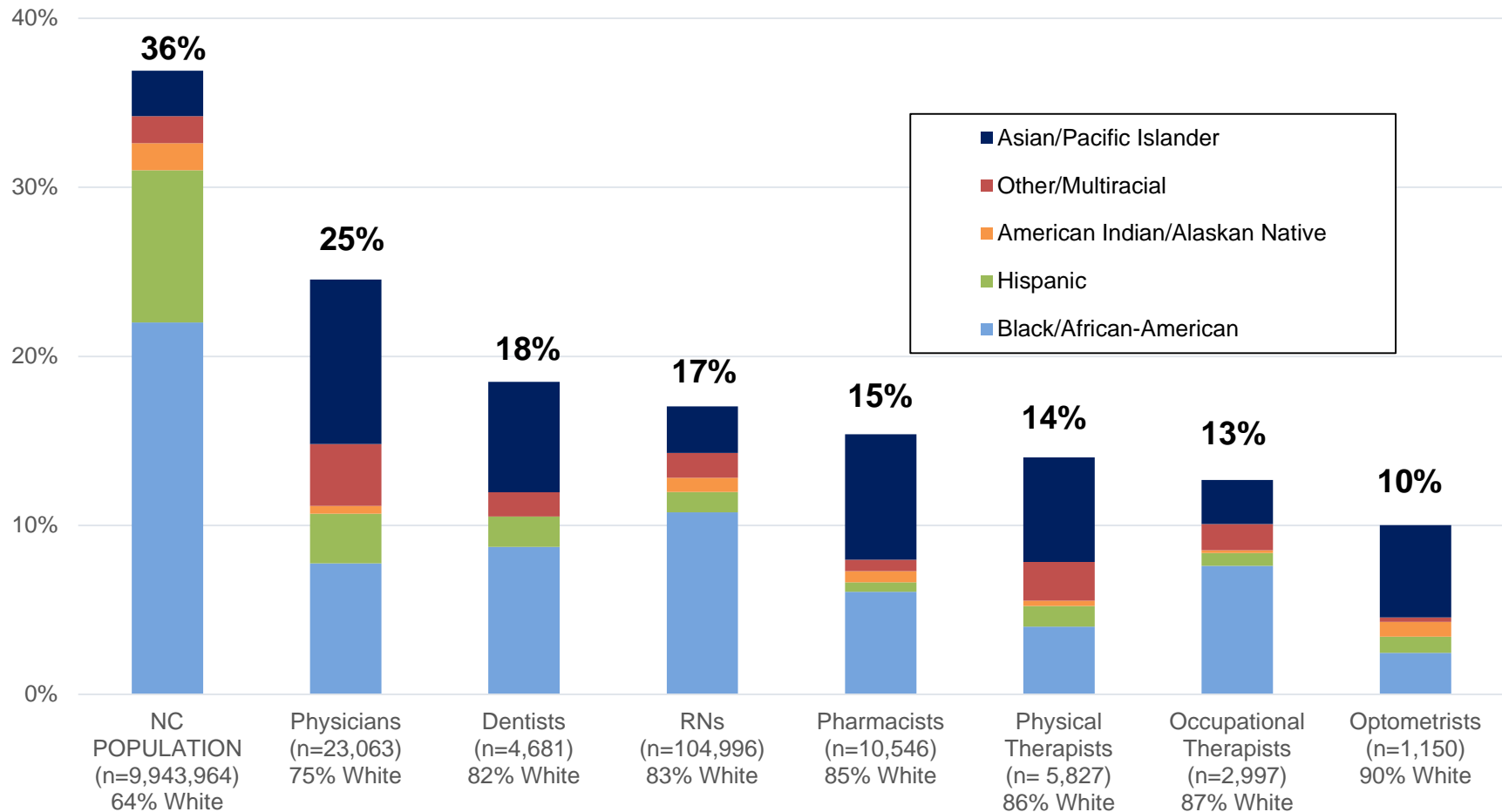
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In the United States:

- **African Americans** make up 13.6% of population ages 20 to 40 but only 10.7% of nursing workforce

- **Latinos** make up 20.3% of U.S. population ages 20 to 40 but only 5.6% of nursing workforce

The *Campaign* has charged Action Coalitions to examine workforce diversity, saying efforts "***should be data-based and data-driven. The Diversity Steering Committee recommends an Action Coalition's plans begin by determining baseline data regarding the state's population and workforce***"
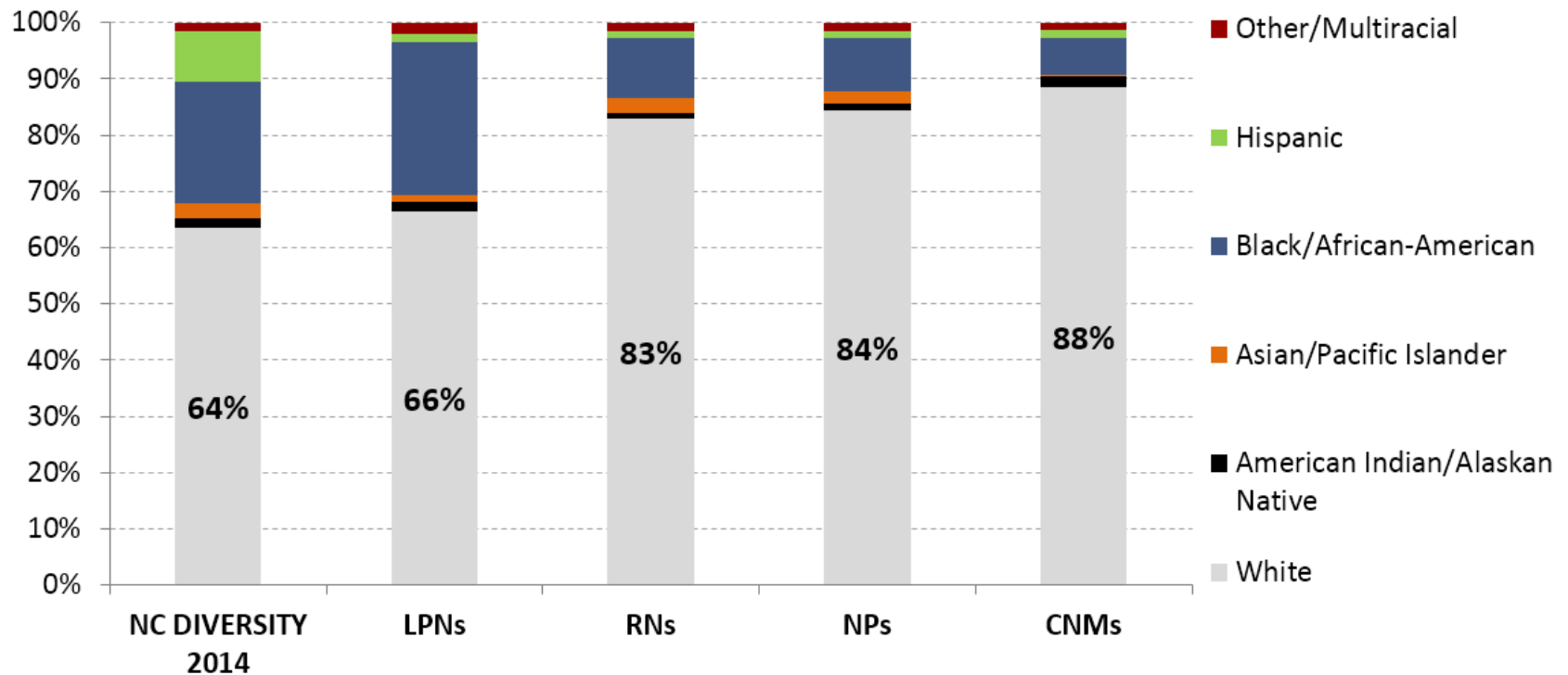
Tracking Diversity: A Case Study

Diversity Overview of Population and Select Health Professions, NC, 2014

Legend:
- Asian/Pacific Islander
- Other/Multiracial
- American Indian/Alaskan Native
- Hispanic
- Black/African-American

Bar values:
- NC POPULATION (n=9,943,964) 64% White — 36%
- Physicians (n=23,063) 75% White — 25%
- Dentists (n=4,681) 82% White — 18%
- RNs (n=104,996) 83% White — 17%
- Pharmacists (n=10,546) 85% White — 15%
- Physical Therapists (n=5,827) 86% White — 14%
- Occupational Therapists (n=2,997) 87% White — 13%
- Optometrists (n=1,150) 90% White — 10%

Tracking Diversity: A Case Study

Percent of Nursing Workforce and NC Population by Race/Ethnicity, North Carolina, 2014

Legend:
- Other/Multiracial
- Hispanic
- Black/African-American
- Asian/Pacific Islander
- American Indian/Alaskan Native
- White

Values shown (White): NC DIVERSITY 2014: 64%, LPNs: 66%, RNs: 83%, NPs: 84%, CNMs: 88%

Note: Data include all active, in-state nurses licensed in North Carolina as of October 31, 2014. **Source:** NC Health Professions Data System, with data derived from the North Carolina Board of Nursing, 2015. **Produced by:** Program on Health Workforce Research and Policy, Sheps Center for Health Services Research, UNC-CH.

Progress Update: Federal Efforts (1)

HRSA has not administered the National Sample Survey of Registered Nurses (NSSRN) since 2008

- **2012**—administered first National Sample Survey of Nurse Practitioners

- **2013**—released "The U.S. Nursing Workforce: Trends in the Supply and Education"

- **2014**—published "The Future of the Nursing Workforce: National- and State-Level Projections, 2012-2025"

- **2016**—released online version of nursing supply and demand model

Progress Update: Federal Efforts (2)

- Federal datasets revised to include more data elements to help determine how advanced practice registered nurses (APRNs) are being deployed

- HRSA-funded Health Workforce Research Centers exploring nurse education trajectories and roles and skill mix of nurses in different settings

- Health Workforce Technical Assistance Center providing assistance in using HRSA's nursing model

Federal-State Partnerships

The National Council of State Boards of Nursing and National Forum of State Nursing Workforce Centers in 2015 partnered to fill void created by end of NSSRN; ~46,000 RNs and 32,000 licensed practical nurses responded.

Key findings (Budden 2016):

- Workforce becoming younger, more diverse, more educated

- Newly licensed nurses more likely to be in hospital settings than experienced nurses

- Data do not suggest impending shortage due to retirements

Progress: State Efforts

- National Forum of State Nursing Workforce Centers has developed recommended questions states should collect about supply, demand, and nursing education

- National Council of State Boards of Nursing has created infrastructure to collect those supply, demand, and education data elements for all states

- 34 states have nursing workforce centers
  - 30 collect supply data
  - 20 collect demand data
  - 31 collect education data

- *Campaign* Dashboard shows in 2014, 45 states collected race/ethnicity data, up from 34 states in 2011

Good Start, Action Still Needed

- Reinstate and bolster NSSRN

- Create national sampling frame

- Collect data on content of nursing care, not just numbers

- Enhance ability to use electronic health records to measure content and value of nursing care

- Develop interprofessional datasets

- Create better demand measures—engage employers!

- Celebrate wins—collect evidence on policy impact of having data. Use to leverage resources

- Develop data use agreements

Take-Away Message

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Take-home message:
Data are critical in shaping the future of nursing in a transformed health care system

See our briefs

1. *Why* States Need to Build Better Nursing Workforce Data Systems

2. *How* States Can Develop Better Nursing Workforce Data Systems

3. *What* Data States Can Collect to Build Better Nursing Workforce Data Systems

http://www.shepscenter.unc.edu/workforce_product/nursing-data-system-briefs-inqri-2/
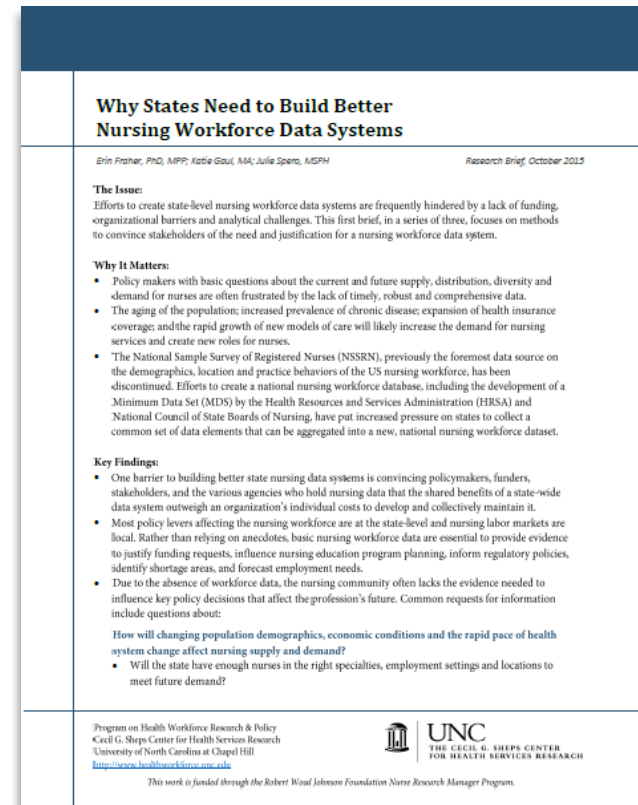
Featured Speaker

Michelle Washko, PhD

Deputy Director

National Center for Health Workforce Analysis,

Health Resources and Services Administration

Nursing Workforce Modeling Tool

New Web-based tool to assist researchers and policymakers in projecting the nursing workforce

- Models a baseline scenario but also allows user to modify the baseline "parameters" and produce alternative scenarios

- Users upload their own nursing data into the tool

https://desam-prod.hrsa.gov/NursingModel/

HRSA is bringing back the NSSRN

Data collected by Census Bureau

Plan to increase sample size

Plan to oversample:

- Diverse populations

- Nurses under 30

- Nurse practitioners

Featured Speaker

Carey McCarthy, PhD, MPH, RN
Director of Research

National Council of State Boards of Nursing

National Council of State Boards of Nursing

Through NCSBN, boards of nursing act together on matters affecting the public health, safety, and welfare. NCSBN is a repository of member board licensure and discipline data, including:

- National Nursing Database
  https://www.ncsbn.org/national-nursing-database.htm

- National Nursing Workforce Survey (2013, 2015)
  https://www.ncsbn.org/workforce.htm

Questions or Comments?

Use the "chat" feature to send "everyone" a question

You can find the recording, webinar summary, and additional resources by going to: CampaignforAction.org/webinars.

Resources

http://campaignforaction.org/resources/#133,p=1

Winter-Spring 2016 Research Webinars

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2016	Topic	Research Manager
February 23 3 to 4 p.m. ET	Scope of Practice	Joanne Spetz
March 22 3 to 4 p.m. ET	Nursing Education	Linda Aiken
April 25 3 to 4 p.m. ET	Partners in Redesigning Health Care	Olga Yakusheva
May 23 3 to 4 p.m. ET	Workforce Planning	Erin Fraher

See What You Missed: Archived Webinars