Rural Development Council

State of Nursing
In
Rural Georgia

Richard Lamphier, RN
Georgia Nurses Association

September 7, 2017
Objectives

- Identifying Key Stakeholders
- Best Practice to Alleviate Rural Nursing Shortages
- Status of Nursing in Georgia
Stake Holders

- Education
- Business Leaders
- Foundations
- Federal, State, Local Governments
Education

- Technical Colleges-Hope Grants for LPN’s
- Online Colleges
- Bridge Programs for Registered Nurses
- Under/Post Graduate Rural Health Tracks
Cost of Education

- LPN $4,000-$5,000 As high as $10,000
- RN ASN $12,000-$48,000
- RN BSN $50,000-$200,000
- APRN $85,000-$300,000
Nursing Debt

- RN $50,000-$150,000
- APRN’s $35,000-$50,000
- CRNA $80,000-$100,000
Funding Education

- Hope Grant for Technical Colleges
- Hope Scholarships
- Corporate Sponsorships
- Foundation Scholarships
Business Leaders

- Corporate Incentives
- Onsite Healthcare
- Emergency Preparedness
- Encourage Back to School Programs
Business Leaders

- Onsite Gym or Memberships
- Support Health and Career Fairs
- Survey Employees “Dream Job”
Healthcare Organization's

- Flex Schedules
- Benefit Packages
- Funding College Funds
- Promote Cost of Living
Foundations

- Identify Healthy Philanthropist
- Nursing Scholarships
- Communicating to Students
- Sponsoring Nurses who Move
Federal Government

- Federal Funding
- Monitor Federal Benchmarks
- Federal Educational Opportunities
- Federal Healthcare Centers
State Government

- Encourage Work Force Data Collection
- Scope of Practice for Nurses
- Invite Nurses
- Tax Credits For Preceptors/Rural Practice
Local Government

- Support School Nurses
- Nurses in Emergency Preparedness
- Health Fairs at City Hall or Parks
- Career Fairs
Best Practice

- Needs Assessment
- Resource Identification
- Implementation
- Reassessment
Best Practice

- Scope of Practice
- School Nurses
- Spousal Support
- Work Life Balance
2010 Institute of Medicine (IOM) landmark study

- The Future of Nursing: Leading Change, Advancing Health

- Four themes:
  - Nurses practice to full extent of education and training
  - Improved education with seamless academic progression, promoting higher education and training
  - Full partners in redesigning US health care
  - Improved data collection and information infrastructure for effective workforce planning and policy
Full Scope of Practice
Future Demand for Nursing

According to HRSA study:

- The number of RNs will **grow by 33%** by 2025
- The demand will **grow by 21%** by 2025
- An **oversupply of RNs** will be variable across the country

Georgetown study:

- **1.2 million** job openings for RNs by 2020
- **193,000 shortfalls** of RNs by 2020
Bureau Labor Statistic

- Currently 2.5 Million Nurses
- Additional .5 Million Nurses
- May be 1.1 Million D/T Nurses Retiring
BLS

RN Workforce

2.7 Million

3.2 Million

2014

2024

GEORGIA NURSES ASSOCIATION
<table>
<thead>
<tr>
<th></th>
<th>HRSA (2013)</th>
<th>NCSBN</th>
<th>Georgia</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Age</td>
<td>44.6</td>
<td>50</td>
<td>45</td>
</tr>
<tr>
<td>% under 30</td>
<td>14.8%</td>
<td>10%</td>
<td>11.5%</td>
</tr>
<tr>
<td>% over 50</td>
<td>34.9%</td>
<td>53%</td>
<td>35%</td>
</tr>
<tr>
<td>% male</td>
<td>9.1%</td>
<td>7%</td>
<td>7.6%</td>
</tr>
<tr>
<td>White/Caucasian</td>
<td>75.4%</td>
<td>83%</td>
<td>70.9%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>9.9%</td>
<td>6%</td>
<td>21.6</td>
</tr>
<tr>
<td>Asian</td>
<td>8.3%</td>
<td>6%</td>
<td>3%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>4.8%</td>
<td>3%</td>
<td>1.3%</td>
</tr>
<tr>
<td>Pacific Islander</td>
<td>--</td>
<td>1%</td>
<td>0.1%</td>
</tr>
<tr>
<td>American Indian/Alaska Native</td>
<td>0.4%</td>
<td>1%</td>
<td>0.1%</td>
</tr>
<tr>
<td>Occupation</td>
<td>Number</td>
<td></td>
<td></td>
</tr>
<tr>
<td>-----------------------------------------------</td>
<td>--------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Registered Nurses</td>
<td>18,796</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Software Developers, Applications</td>
<td>14,622</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products</td>
<td>10,949</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Managers, All Other</td>
<td>8,574</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sales Managers</td>
<td>6,125</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Management Analysts</td>
<td>5,985</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accountants</td>
<td>5,319</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Medical and Health Services Managers</td>
<td>4,997</td>
<td></td>
<td></td>
</tr>
<tr>
<td>First-Line Supervisors of Retail Sales Workers</td>
<td>4,865</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Human Resources Specialists</td>
<td>4,779</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Nursing Salaries

- Licensed Nursing Assistant: $21,910
- Licensed Practice Nurse: $37,330
- Registered Nurse: $61,630
- Advanced Practice Registered Nurse: >$80,000
## Active Georgia Licenses

<table>
<thead>
<tr>
<th>Type</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Licensed Practical Nurse</td>
<td>35,740</td>
<td>33,420</td>
<td>30,573</td>
</tr>
<tr>
<td>Certified RN Anesthetist</td>
<td>1,836</td>
<td>1,859</td>
<td>1,889</td>
</tr>
<tr>
<td>Certified Nurse Midwife</td>
<td>489</td>
<td>498</td>
<td>524</td>
</tr>
<tr>
<td>Certified Nurse Practitioner</td>
<td>7,230</td>
<td>8,238</td>
<td>9,453</td>
</tr>
<tr>
<td>Psychiatric-Mental Health CNS</td>
<td>270</td>
<td>252</td>
<td>229</td>
</tr>
<tr>
<td>CNS</td>
<td>123</td>
<td>145</td>
<td>151</td>
</tr>
</tbody>
</table>

**Number of Nurses**

<table>
<thead>
<tr>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>168,005</td>
<td>168,977</td>
<td>171,268</td>
</tr>
</tbody>
</table>
Licensure By Endorsement

>1000 RNs from FL, NC, TX, TN, SC CA, NY, OH, MN, IL
## Nursing Education Program Georgia 2016 Pass Rates

<table>
<thead>
<tr>
<th>Pass Rate</th>
<th>Georgia</th>
<th>National Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>LPN</td>
<td>91.25%</td>
<td>83.73%</td>
</tr>
<tr>
<td>RN (ASN)</td>
<td>87.46%</td>
<td>81.68%</td>
</tr>
<tr>
<td>RN (BSN)</td>
<td>83.6%</td>
<td>87.80%</td>
</tr>
</tbody>
</table>
Selected Rural Healthcare Facilities in Georgia

- Critical Access Hospital
- Rural Health Clinic
- Federally Qualified Health Center
- Skilled Nursing Facilities/Nursing Facility (Dually Certified)
- Urbanized Area

Source(s): HRSA Data Warehouse, U.S. Department of Health and Human Services, December 2016
Summary: Georgia Supply of Nurses

Challenges

• Lack of faculty: funding and availability
• Lack of clinical placements for students
• Above-average entry qualifications to rigorous programs
• Retirements
• Turnover Years 1 and 2 of new graduates
• Collect Workforce Data
Summary

Opportunities:

- Recruiting from other states
- Partnerships across nursing programs
- New nurse and other residencies
- Efficiencies within existing roles
- Establish Workforce data collection
Summary

- LPN’s Provide a Cost Effective Entry Point
- Hope Grant
- Utilize the Federal $43 Million for School Nurses
- Allow Non-Emergent Radiologic Exam Ordering for APRN’s
- Consider Full Scope of Practice for APRN’s
Questions?