Rural Development Council

State of Nursing

In

Rural Georgia

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Georgia Nurses Association

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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

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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

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Business Leaders

- Onsite Gym or Memberships

- Support Health and Career Fairs

- Survey Employees "Dream Job"

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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

- —193,000shortfall 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
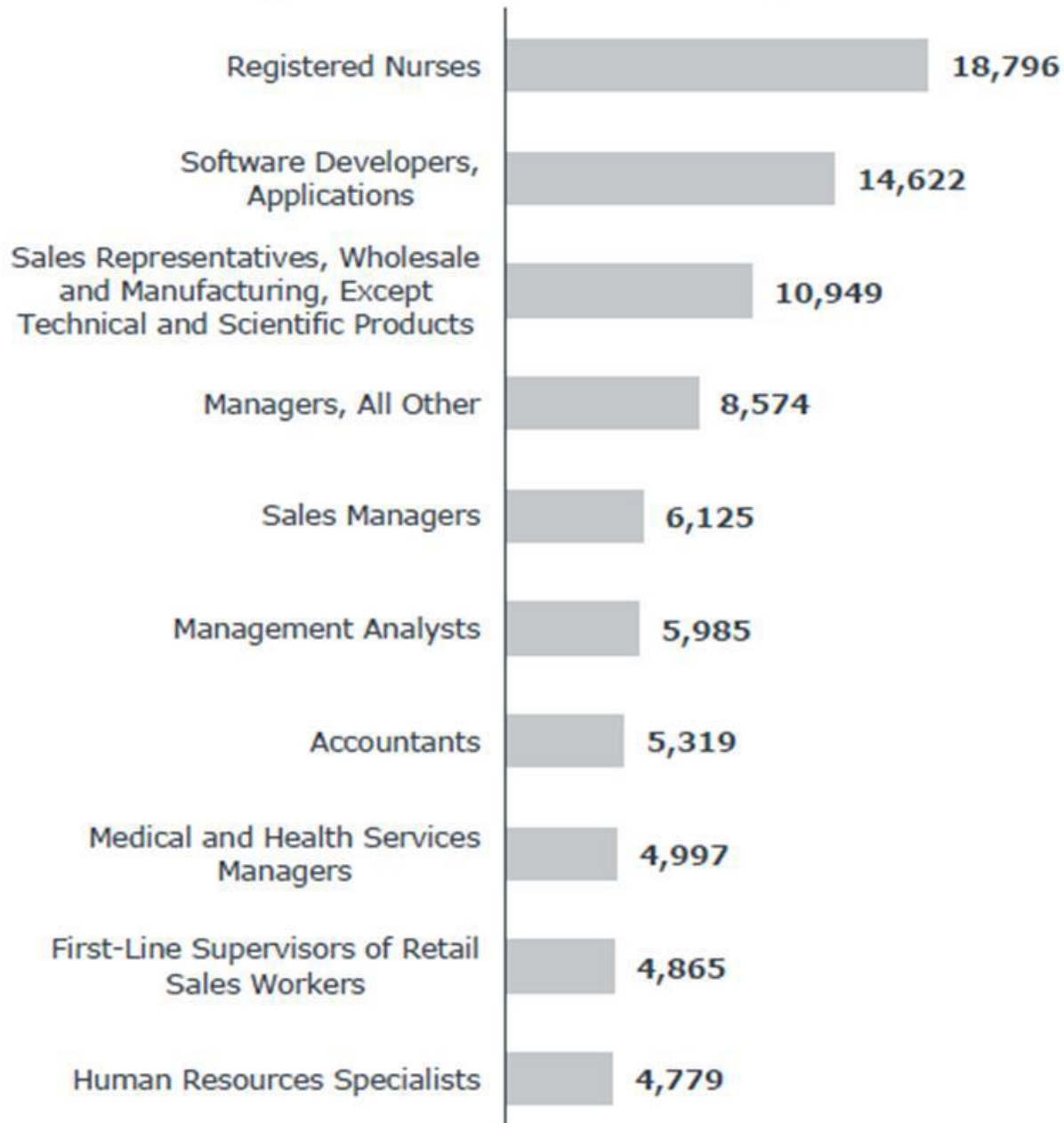
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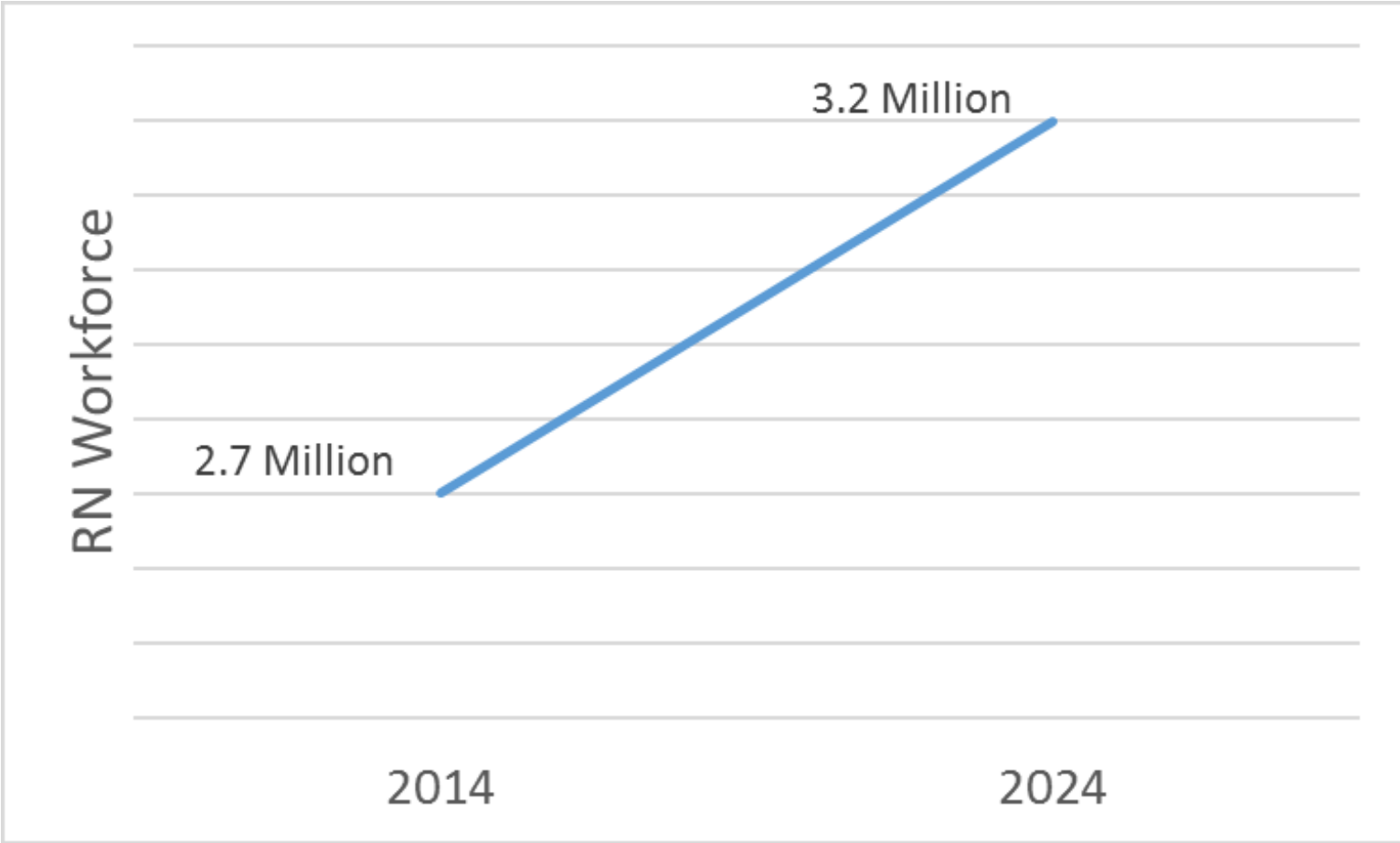
	HRSA (2013)	NCSBN	Georgia
Average Age	44.6	50	45
% under 30	14.8%	10%	11.5%
% over 50	34.9%	53%	35%
% male	9.1%	7%	7.6%
White/Caucasian	75.4%	83%	70.9%
Black/African American	9.9%	6%	21.6
Asian	8.3%	6%	3%
Hispanic	4.8%	3%	1.3%
Pacific Islander	--	1%	0.1%
American Indian/Alaska Native	0.4%	1%	0.1%

Most Commonly Sought Occupations in 2016

n=251,530 job postings, with 10,402 unspecified job postings

Occupation	Job Postings
Registered Nurses	18,796
Software Developers, Applications	14,622
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	10,949
Managers, All Other	8,574
Sales Managers	6,125
Management Analysts	5,985
Accountants	5,319
Medical and Health Services Managers	4,997
First-Line Supervisors of Retail Sales Workers	4,865
Human Resources Specialists	4,779

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

Type	2015	2016	2017
• Licensed Practical Nurse	35,740	33,420	30,573
• Certified RN Anesthetist	1,836	1,859	1,889
• Certified Nurse Midwife	489	498	524
• Certified Nurse Practitioner	7,230	8,238	9,453
• Psychiatric-Mental Health CNS	270	252	229
• CNS	123	145	151
Number of Nurses	**168,005**	**168,977**	**171,268**

Licensure By Endorsement

>1000 RNs from FL, NC, TX,TN, SC CA, NY,OH,MN,IL

13,915

13,146

12,952

FY15   FY16   FY17
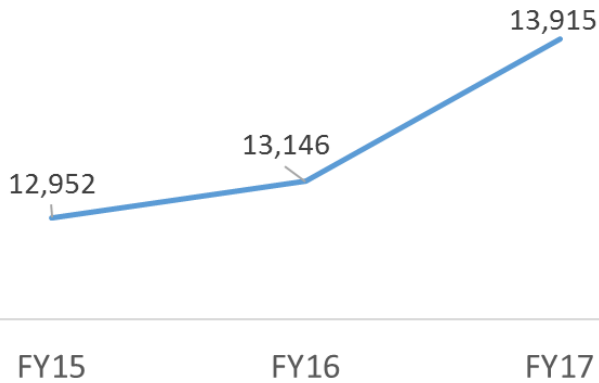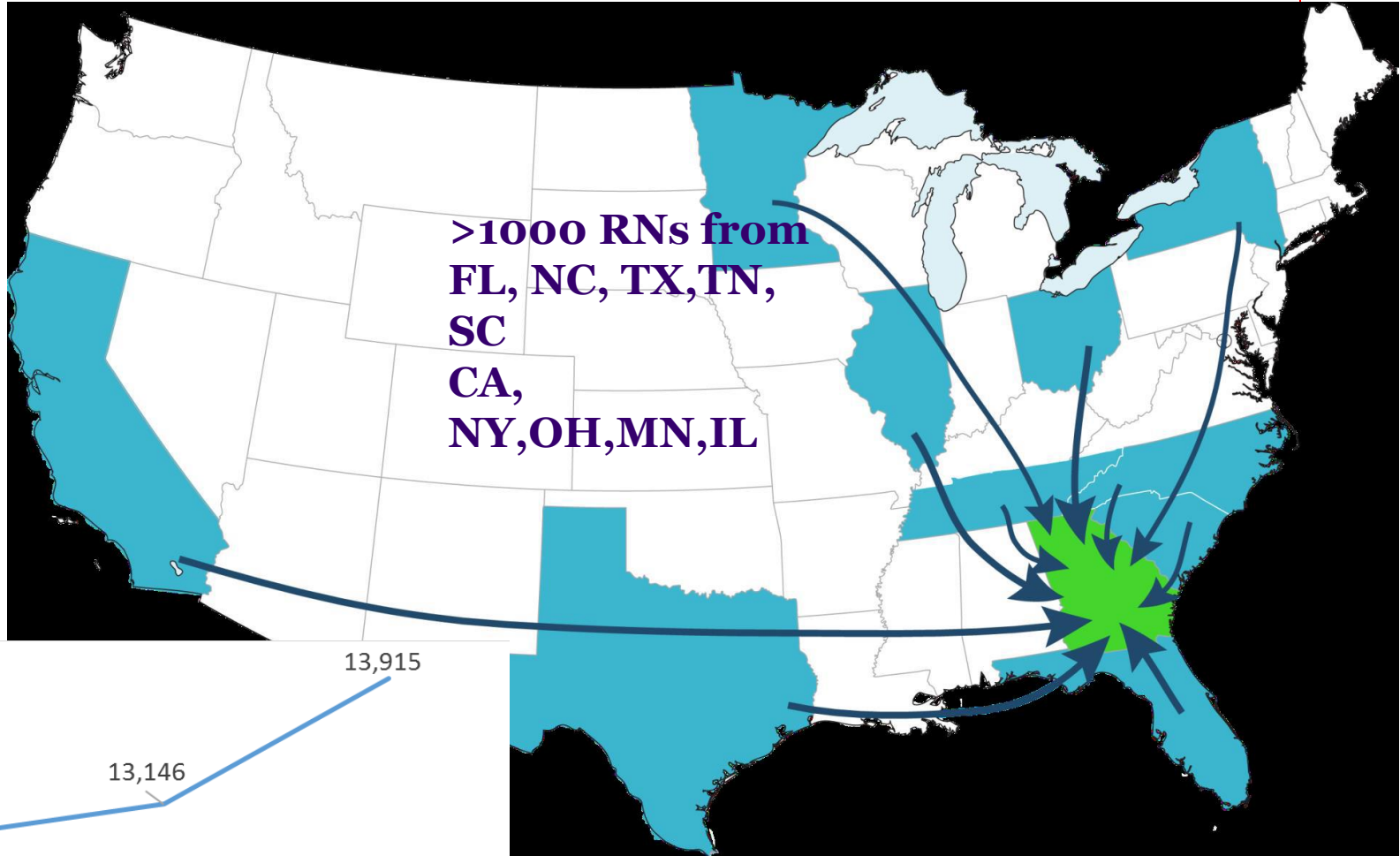
Nursing Education Program Georgia 2016 Pass Rates

Pass Rate	Georgia	National Average
• **LPN**	91.25%	83.73%
• **RN (ASN)**	87.46%	81.68%
• **RN (BSN)**	83.6%	87.80%

Selected Rural Healthcare Facilites in Georgia
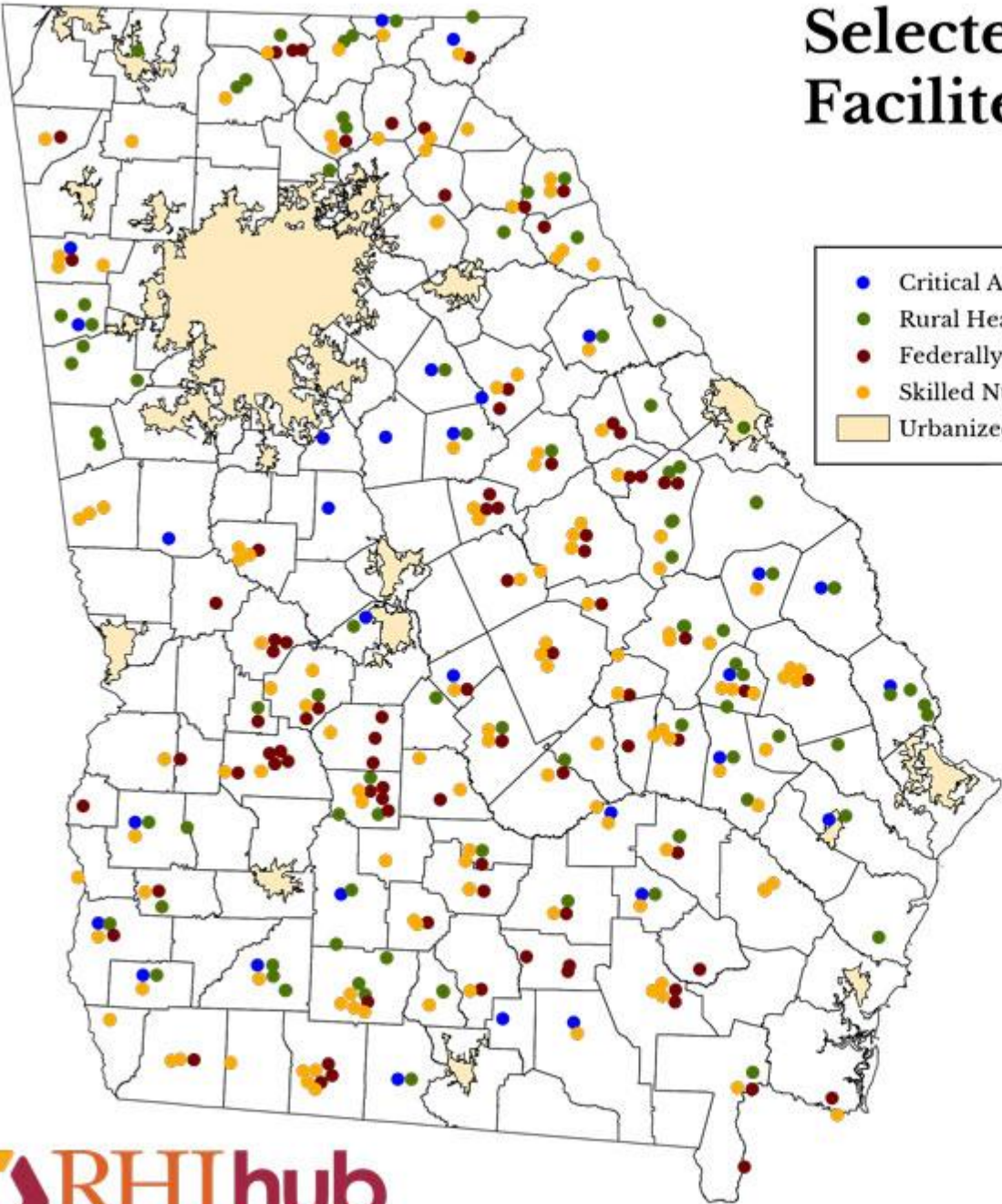
Legend:
- ● Critical Access Hospital
- ● Rural Health Clinic
- ● Federally Qualified Health Center
- ● Skilled Nursing Facilities/Nursing Facility (Dually Certified)
- ▭ Urbanized Area

RHIhub
Rural Health Information Hub

College of Nursing Teaching Locations in Georgia
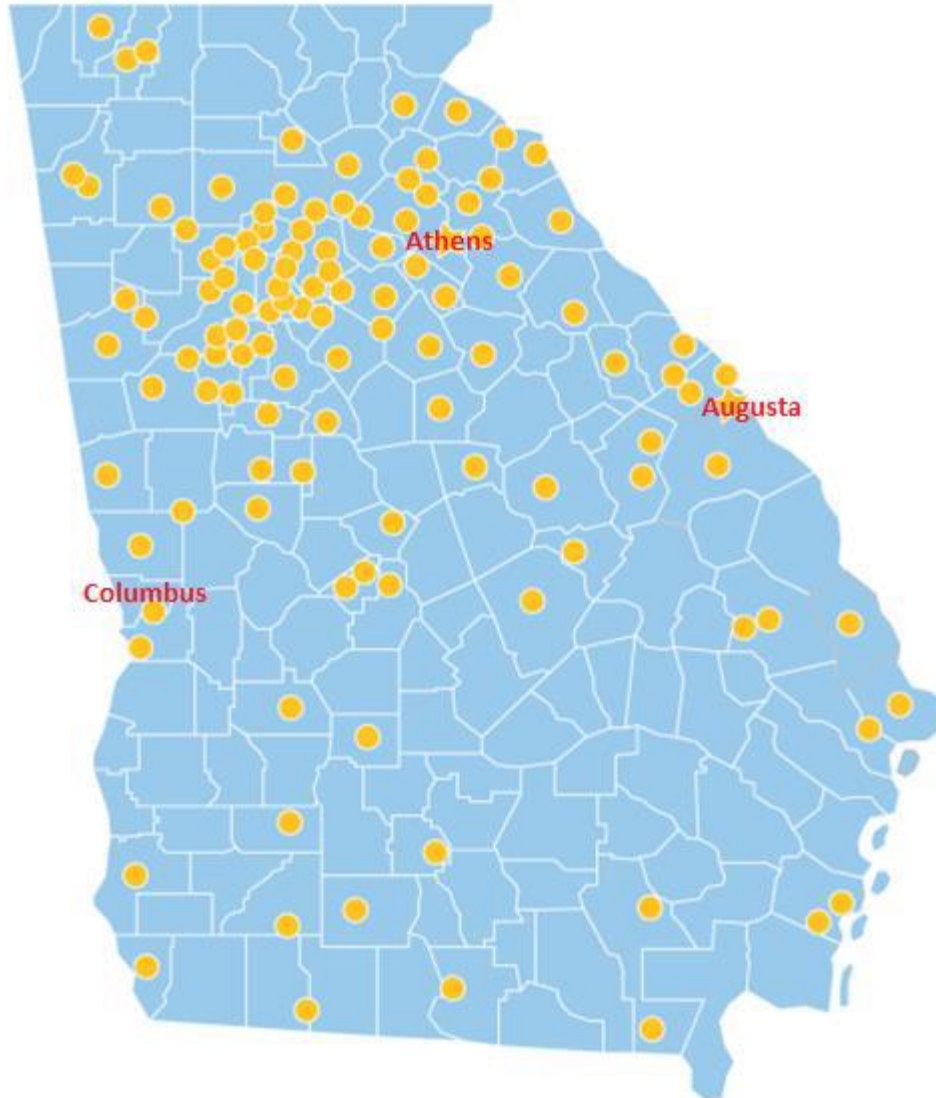
Summary: Georgia Supply of Nurses

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

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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?