



# **Texas Nurses Association Comments on Nursing Workforce of Texas**

Presented by Susan Sportsman, PhD, RN - President  
to Senate Committee on  
Health and Human Services  
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# Texas and the Nursing Shortage History

Since 2001, Texas has pursued several initiatives to address the nursing shortage:

- Creation of the Texas Center for Nursing Workforce Studies
- Professional Nursing Shortage Reduction Program
- Nursing Innovation Grant Program
- Texas Hospital-Based Partnership Grant Program



# Texas and the Nursing Shortage History

These initiatives have had dramatic results between 2002-2003 biennium and 2010-2011 biennium

- Initial RN Enrollments are up 72%
- Initial RN Graduations are up 76%

# Current Status of Nursing Shortage

The current downturn in the U.S. economy has led to an easing of shortage in some parts of the country.

Some of the factors stabilizing the current nursing market

- The economy is bringing many retired nurses back
- Nurses are not retiring and are holding on to their positions
- Some nurses have moved from part-time to full-time

*-Buerhaus, Dr. Peter, JAMA, Nov. 26, 2008*

# Current Status of Nursing Shortage

The U.S. Bureau of Labor Statistics continues to predict growth in nursing jobs in hospitals, long-term care and ambulatory health settings

New graduates in metropolitan areas of Texas are reporting the need to look harder for their first position



# Future Nurse Supply in Texas

It will take diligence for Texas to continue to grow new graduates to replace projected shortages in 2014-15

- The average age of nurses is 46 years old
- The average age for nursing faculty is 56 years old

*-Texas Center for Nursing Workforce Studies*

# Ongoing Funding for Schools of Nursing

Ongoing support for nursing education through formula funding for general academic institutions has declined since 2002-03

- Nursing's weighted semester credit hours in general academic institutions has seen greater reductions than other disciplines such as pharmacy and business administration

# Weighted Semester Credit Hours – General Academics

## NURSING

Biennium	Lower Division	Upper Division	Masters	Doctoral
2002-03	4.91	5.32	6.49	16.32
2010-01	1.94	2.45	4.41	10.64
Percent Change	60% ↓	54% ↓	32% ↓	39% ↓

## PHARMACY

Biennium	Lower Division	Upper Division	Masters	Doctoral
2002-03	4.00	4.64	9.00	19.11
2010-01	0.71	4.24	19.87	29.55
Percent Change	82% ↓	9% ↓	121% ↑	55% ↑

## BUSINESS ADMINISTRATION

Biennium	Lower Division	Upper Division	Masters	Doctoral
2002-03	1.41	1.59	4.59	13.91
2010-01	1.11	1.73	3.42	24.27
Percent Change	21% ↓	9% ↑	25% ↓	74% ↑



# Recommendation on Funding for Schools of Nursing

The Texas Higher Education Coordinating Board should be requested to conduct a study on formula funding in nursing programs to determine adequacy for assuring it will provide funding to maintain the growth in which the state has invested



# Curriculum Needs for Schools of Nursing in Texas

## Background

The Health Information Management Systems Society, in recent survey of members, reported that a significant percentage of health care organizations need nurses with Health Information Technology (HIT) expertise. The report states that nurse informaticists have a positive impact on patient safety, work-flow and clinical acceptance



# Curriculum Needs for Schools of Nursing in Texas

The Technology Informatics Guiding Education Reform (TIGER) has developed a report targeted to nursing education. It states:

As federal initiatives push the adoption of Electronic Health Records (EHR) throughout all healthcare institutions by 2015, it is imperative that nursing graduates are fluent in the use of information technology in order to practice safe and effective care.



# Recommendation on Curriculum in Texas Schools of Nursing

Texas needs to establish a statewide initiative for nursing to act on recommendations for health informatics technology for nursing education and nursing practice continuing education

It is thought that the initiative needs to be managed by the Texas Board of Nursing

Similar action has been taken in Minnesota, Massachusetts, North Carolina and California

# New Schools of Nursing Opening in Texas

New schools of nursing are opening at a rapid pace

- 12 schools were approved during 2007-2009
- 6 schools in active application process for approval
- Est. 10-20 schools expressed interest in seeking approval

*-Texas Board of Nursing*

New schools of nursing may affect the current schools operations by further dividing resources already in short supply.

Faculty and clinical sites remain the most scarce resource in expanding schools

# Recommendation on New Schools of Nursing

That the Board of Nursing with input from stakeholders develop criteria for use in the application process of new schools that will highlight the effects of the new school on faculty availability and clinical teaching sites for existing schools

# New Graduates in Transition

In academic year 2008-2009 approximately 8,000 new graduates entered the Texas health care labor market.

- *Texas Center for Nursing Workforce Studies*

Support systems for new graduates vary from sophisticated residency programs to a 5 day on the job orientation

36% turnover (changed jobs) rate in 1<sup>st</sup> year for new grads in hospital practice nationally

- *2006 Nurse Executive Center "Transitioning New Graduates to Hospital Practice"*

# New Graduates in Transition

Major studies have been done that demonstrate the continued need for improvements in the new graduates role

- *NCSBN, Transition Forum, 2007*
- *Advisory Board Company Survey 2008*

New models are emerging that call for

- Separate orientation
- 6 month preceptorship
- 1 year institutional support
- 1<sup>st</sup> licensure renewal tied to completeness of transition



# Recommendation

That the Texas Board of Nursing with input from stakeholders explore ways to participate in the National Council of State Boards Plans to develop a model that include on-line transition courses for new graduates

- The model will be developed in tool kits formatted with modules and resources for graduates as well as modules for preceptors

- *NCSBN website*