Wisconsin Rx for RNs: Addressing the Nursing Shortage

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Nurses Licensed in Wisconsin

A Valued Voice
Age Distribution of Wisconsin Nurses

Source: DWD 2006
Average Age of Wisconsin Nurses

47.6

June 2006
First Time NCLEX Takers-Wisconsin Schools of Nursing

Source: Wisconsin Department of Regulation and Licensing
How many nurses does Wisconsin need?
Hospital Vacancy Rates - Registered Nurse

Source: WHA Personnel Surveys

<table>
<thead>
<tr>
<th>Year</th>
<th>Registered Nurses</th>
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<tbody>
<tr>
<td>2000</td>
<td>6.1%</td>
</tr>
<tr>
<td>2001</td>
<td>7.9%</td>
</tr>
<tr>
<td>2002</td>
<td>8.5%</td>
</tr>
<tr>
<td>2003</td>
<td>6.2%</td>
</tr>
<tr>
<td>2004</td>
<td>5.3%</td>
</tr>
<tr>
<td>2005</td>
<td>6.0%</td>
</tr>
<tr>
<td>2006</td>
<td>8.6%</td>
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<tr>
<td>2007</td>
<td>8.9%</td>
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</tbody>
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Vacant and Difficult to Fill Positions-today

- Experienced staff nurses
- Nurse leaders
- Advanced practice nurses
Challenges that prevent us from knowing “how many”

• Lack of Data-age of the workforce, number of NPs, educational preparation

• Supply-have number licensed and school populations

• Demand-have DWD projections
What we don’t know

• The actual number of nurses in the workforce.
• The number of nurse practitioners.
• How many jobs, and how many hours nurses work.
• Their academic preparation.
• Career plans
• And therefore……how many nurses we need for the future.
What is already being done?

• Wisconsin schools of nursing have increased capacity.

• Many groups have assisted in recruitment efforts.

• Hospitals have encouraged employees to return to school.
Fox Valley Health Care Workforce Alliance

- Retirement Intentions Survey-Regional look at both supply and demand
- Standardized Clinical Experiences-health requirements, required education, request for new placements, application for computer access, online orientation
- Preparing preceptors
- Standardized process for job shadowing
- Career camps
LaCrosse Area Healthcare Consortium

• Clinical placement software

• Inventory of clinical learning opportunities

• Shared space/equipment for clinical simulation

• Telehealth for preceptors and nurse educators
Governor’s Select Committee

• Wisconsin statewide clinical placement summit
• Statewide safe lifting initiative demonstration
• Seeking funds for virtual data warehouse
• Website and information sharing
Team Wisconsin
National Nursing Education Capacity Summit Team

• Supported by Robert Wood Johnson Foundation

• Wisconsin one of 18 states to receive funding

• Focus is increasing capacity

• Wisconsin team is working primarily on data for informed decision making
What positions will Wisconsin be unable to fill?

- Nurse Faculty
- Advanced Practice Nurses
- Nurse Leaders in all Settings
- Direct Caregivers in all Settings
Health care education and health care delivery must continue to…..

• Encourage individuals to enter a nursing career

• Increase capacity in nursing programs

• Expand options for clinical learning experiences

• Multiply the number of nurses working on baccalaureate and higher degrees

• Keep mature nurses in the workforce
Recommendations for policy makers, state and regional officials.

• Encourage regional cooperative efforts

• Learn from and apply the strategies that work regionally

• Collect and share workforce data

• Create and implement a workforce plan that answers: How many? Where? When? Who will prepare?
Many are committed.

Much is being done.

More is needed.
Health care reform will be meaningless if the system can’t deliver care.
Questions?

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