

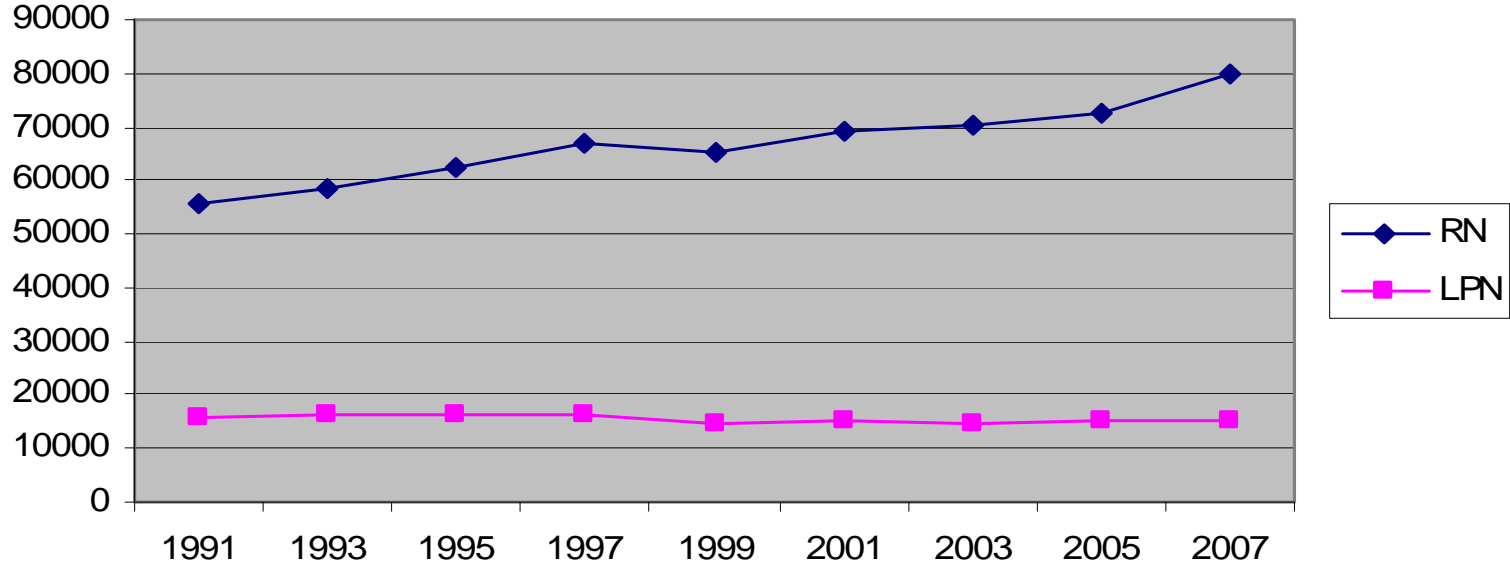


Wisconsin Rx for RNs: Addressing the Nursing Shortage

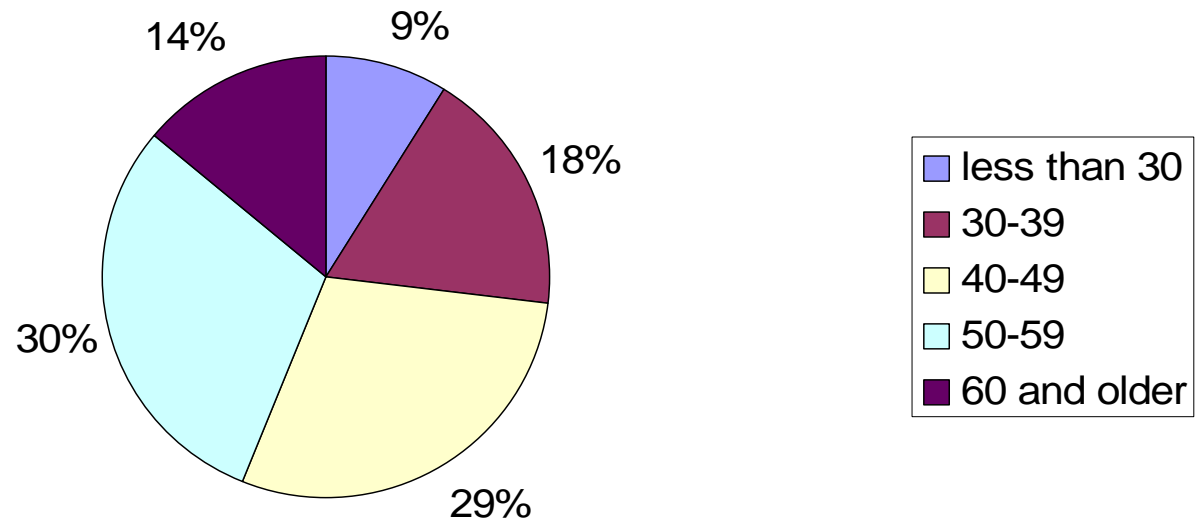
Judy Warmuth
Vice President, Workforce
Wisconsin Hospital Association
January, 2009

A Valued Voice

Nurses Licensed in Wisconsin



Age Distribution of Wisconsin Nurses



Source: DWD 2006



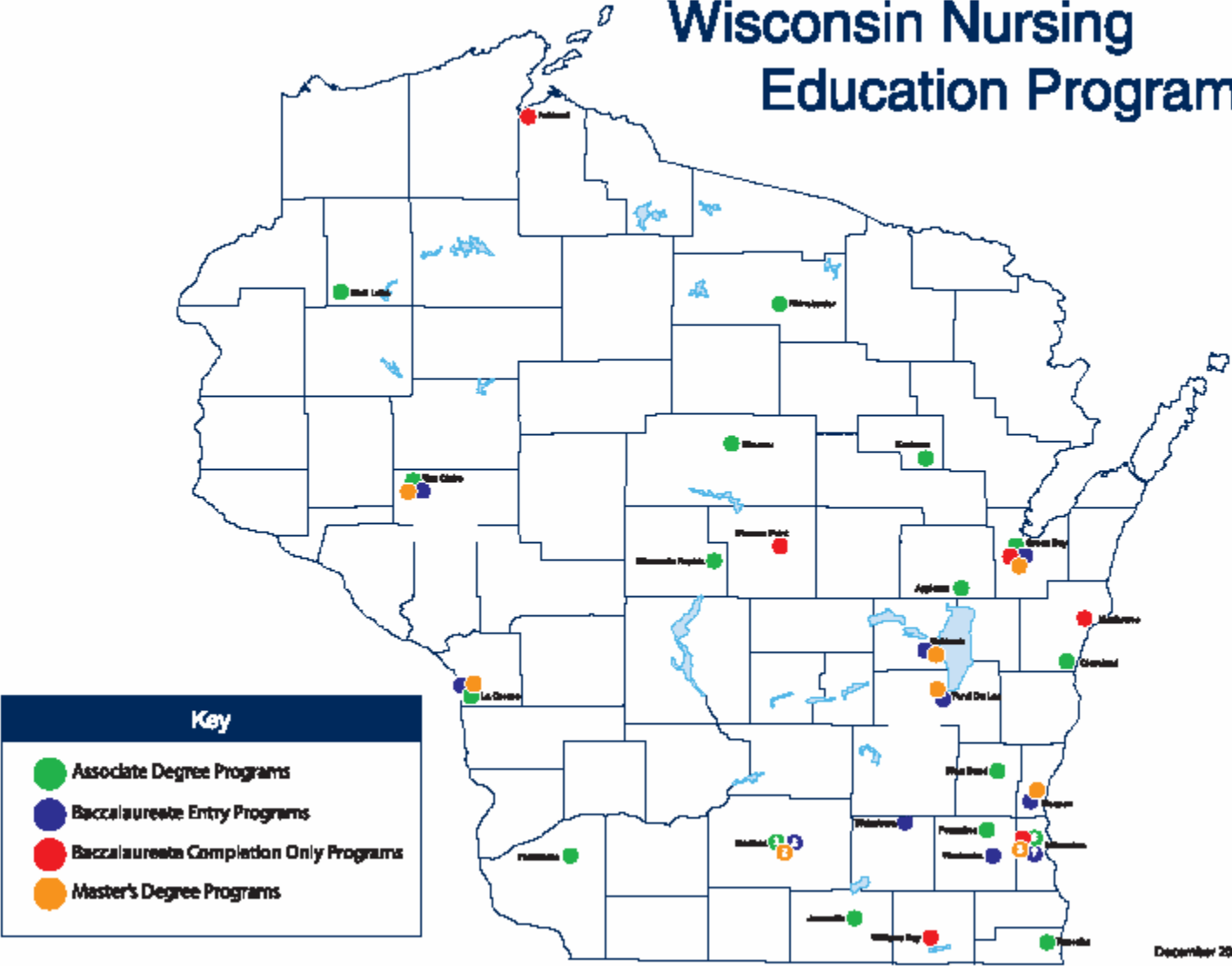
Average Age of Wisconsin Nurses

47.6

June 2006

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Wisconsin Nursing Education Programs



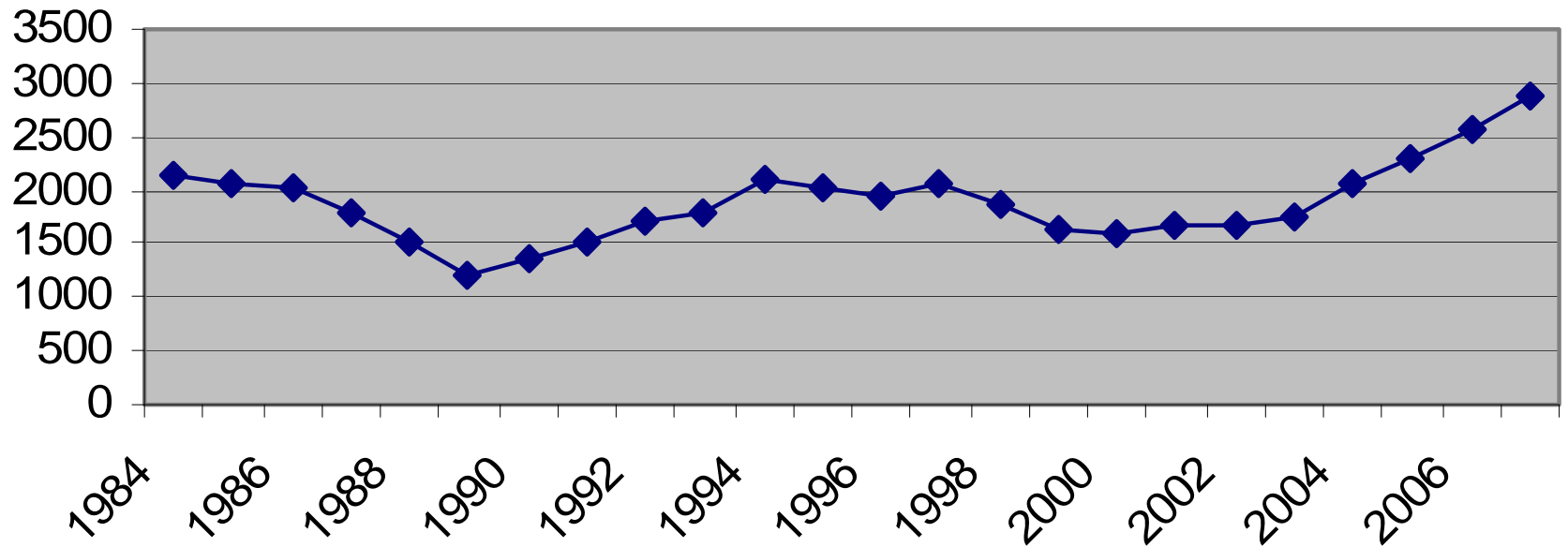
December 2008

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First Time NCLEX Takers-Wisconsin Schools of Nursing

Source: Wisconsin Department of Regulation and Licensing

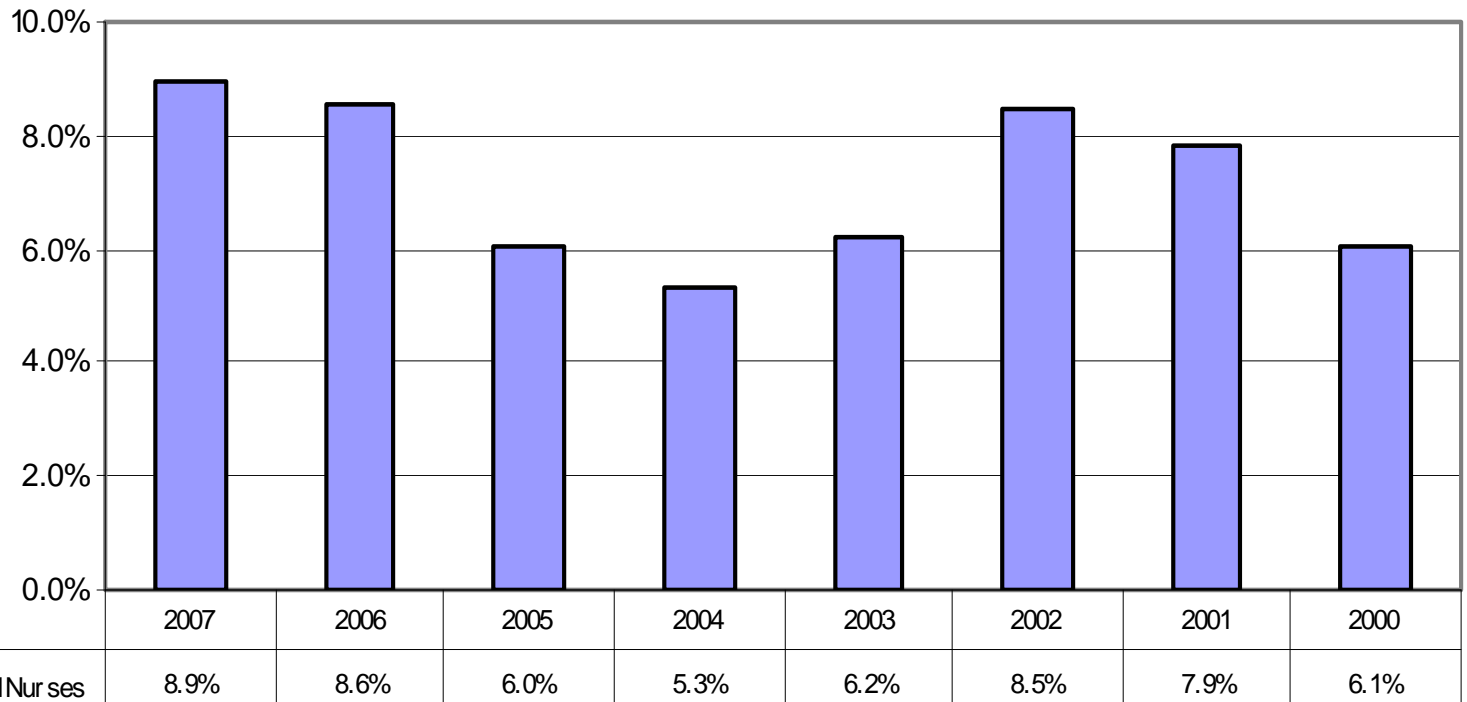




How many nurses does Wisconsin need?

Hospital Vacancy Rates - Registered Nurse

Source: WHA Personnel Surveys



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.

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Health care reform will be
meaningless if the system can't
deliver care.



Questions?

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