Florida Board of Governors
Health Initiatives Committee

Mary Lou Brunell, RN, MSN
Executive Director
Florida Center for Nursing

- Established in law (FS 464.0195) 2001
- Purpose – to address issues related to nursing manpower in Florida
- Overseen by 16 member Board of Directors appointed through the Governor’s Office
- Vision
  
  *To be the definitive source for information, research, and strategies addressing the dynamic nurse workforce needs in Florida.*
- Housed at the University of Central Florida
Nurse Workforce Information

The nurse data “trifecta”:

- **Nurse Supply Data** – licensure and renewal survey data analyzed biennially (consistent with renewal cycle)
- **Nurse Education Data** – LPN / RN pre-licensure and graduate programs surveyed and analyzed annually
- **Nurse Demand Data** – employer surveys of 6 industries conducted and analyze biennially (odd years)

These data elements permit forecasting
Florida Nurse Supply as of January 2014

- Registered Nurse: 269,760
- Advanced Practice Nurse: 178,232
- Licensed Practical Nurse: 61,631
- Estimated Working: 50,580
- Potential Workforce: 20,226

All Licensees

Addressing Nurse Workforce Issues for the Health of Florida
Visit us at: www.FLCenterForNursing.org
Trend in Number of New Graduate Nurses 2007-2013

ADN programs | Pre-licensure BSN Programs
--- | ---
4,134 | 1,906
5,603 | 1,904
5,640 | 2,031
5,699 | 2,189
6,250 | 2,258
7,264 | 2,523
8,443 | 2,408
Florida’s Registered Nurse Forecast

- RN FTE Supply
- RN FTE Demand

50,321

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Solutions

- Increase production of new licensees
- Decrease turnover of existing workforce
- Extend work life beyond current anticipated retirement age
- Change care delivery models
Solutions

❖ Increase production of new licensees
❖ Decrease turnover of existing workforce
❖ Extend work life beyond current anticipated retirement age
❖ Change care delivery models
State University System

- 10 out of 12 offer a nursing program
- All 10 offer a pre-licensure BSN program
- 7 out of 10 offer a 2\textsuperscript{nd} degree program which is also a pre-licensure
- 7 out of 10 offer a RN to BSN program which is \textbf{not} pre-licensure so does not add to supply.
- SUS added $1,234$ new RNs to Florida’s supply in AY 2012-2013 (about half of total)
Factors Influencing Degree Choice

Employer preferential hiring of BSN graduates
- Influence of Magnet Recognition program
- Baccalaureate grads are better prepared for critical thinking and technological demands

Institute of Medicine Report – *The Future of Nursing: Leading Change, Advancing Health*
- 80% of all employed RNs should hold a BSN or higher degree by 2020
- Double the number of doctoral prepared nurses in Florida by 2020
Trend in Number of RN to BSN Graduates 2007-2013

- 2006-07: 1012
- 2007-08: 1216
- 2008-09: 1319
- 2009-10: 1286
- 2010-11: 1426
- 2011-12: 1959
- 2012-13: 2026

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Effect of State College offering RN to BSN

- Does not increase the supply of licensed RNs
- Does help meet employer interest in BSN degree preparation
- But does it achieve the IOM goal of 80%?
Highest Degree Reported by Florida RNs

<table>
<thead>
<tr>
<th>Year</th>
<th>ADN / DIP</th>
<th>BSN</th>
<th>Higher</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>60.5%</td>
<td>33.4%</td>
<td>6.1%</td>
</tr>
<tr>
<td>2013</td>
<td>58.2%</td>
<td>35.0%</td>
<td>6.8%</td>
</tr>
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Trend in Number of New Graduate Nurses 2007-2013

- **ADN programs**
- **Pre-licensure BSN Programs**

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RN to BSN added 2,000
Double the Number of Nurses with a Doctorate

- Nursing Doctorate: 320 in 2011, 430 in 2013
- Other Doctorate: 734 in 2011, 820 in 2013
- Total: 1054 in 2011, 1254 in 2013

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Requirement of Accreditation in 5 Years

- Senator Grimsley and Representative Pigman
- Require all professional nursing programs to be accredited within 5 years
- All SUS nursing programs already meet the requirement
- About ½ to 2/3 of other BSN and ADN programs are accredited
Moratorium on Community College Baccalaureate Degrees

What is really needed?

- Significant increase in production of pre-licensure graduates with a BSN degree at our state universities

- Florida’s state colleges should offer pre-licensure BSN programs
  - Promote shift from ADN admission to BSN
  - Requirement of accreditation addresses quality concerns
For more information and to follow our work:

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