

Talking Points – NURSING WORKFORCE

The Florida Nurses Association has developed a nine-point strategy called the “Nursing Pipeline to Patients” that will balance the demand and supply for registered nurses by addressing limitations in education and workforce policies.

The Florida Center for Nursing (the primary resource for nursing supply and demand data) predicts a shortage of more than 50,000 RNs by 2025.

Here are six of the nine talking points related to nursing workforce. These are very basic points. Feel free to elaborate based on your own experience.

Nursing Workforce

- 1. Increase efforts to decrease the loss of expertise and retain Florida’s existing nurse workforce, including accommodating the effects of aging on nurses’ ability to continue to practice by creating innovative retention solutions.**
 - Over 20 % of working RNs, nearly 42,000 are age 61 or older. This group is expected to reduce their work hours or retire within the next five to ten years.
- 2. Create opportunities for experienced RNs to progress academically to meet personal and professional goals that improve retention and job satisfaction.**
 - The Institute of Medicine’s landmark report released in October 2010, *“The Future of Nursing: Leading Change, Advancing Health,”* called upon our nation’s leaders and stakeholders to act with this statement: *“Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression”*.
- 3. Ensure optimal quality of care and healthy work environments by seeking viable solutions to safe staffing, decreasing workplace violence, and other threats to a safe workplace for nurses.**
 - Organizations must provide safe empowering environments where nurses’ voices are heard and they are a part of the team that leads the way for improving health and healthcare for all.
 - Workplace violence against nurses is increasing at an alarming rate and must be addressed to ensure a safe workplace for healthcare professionals.
- 4. Enable all APRNs to practice to the full extent of their education and experience by eliminating barriers to practice.**
 - With a looming physician shortage, advanced practice nurses are poised to help address the growing need for primary care.
 - Numerous studies show that patient outcomes with care provided by a nurse practitioner are as high, if not higher, than care provided by a physician.

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- 5. Establish academic and industry partnerships to offer student-to- work and work transition programs, such as nurse residencies, so that nurse graduates receive practical experience and existing nurses can move to specialized areas of practice.**
 - Studies show that effective residency programs can improve performance levels of recent graduates, prevent care omissions and help to ensure timely, appropriate patient interventions, and increase job satisfaction and nurse retention.

- 6. Appropriate state funds to ensure the continued research of the Florida Center for Nursing in evaluating and analyzing valuable nursing education and workforce data trends.**
 - The Center is An essential tool for determining the workforce needs of our state through employer surveys of hospitals, long-term care facilities, and other settings.
 - The Center is created and required by Florida law, but its funding is not. This amounts to an unfunded mandate.
 - The Center has received no state funding in recent years, yet its mission is more important now than ever during these challenging times in our health care system.