



FCN Florida
Center for Nursing





Florida Alliance Initiative Conference

Addressing Diversity Needs in the State of Florida

The Nurse Population

Mary Lou Brunell, RN, MSN
FCN Executive Director



Florida Statute 464.0195/6

- ∞ Established in 2001, the FCN purpose is to address issues of:
 - Supply and demand for nursing.
 - Recruitment, retention, and utilization of nurse workforce resources.
 - Providing ongoing strategy for allocation of state's resources.
- ∞ Governed by policy-setting Board with defined powers & duties:
 - Determine operational policy.
 - Establish committees and seek advice on policy matters.
 - Implement major functions of the Center.



Information Resource

- ∞ White Paper: *The Value of a Healthy Work Environment* (Sept. 2006)
- ∞ Summary & Interpretation: *SREB's 2006 Annual Survey of Nursing Education Programs* (Nov. 2006)
- ∞ Information Report: *The FL Nursing Shortage* (Jan. 2007)



Supply & Demand Research

- ∞ FL BON Data Extract –
 - *Analysis of Nurse Licensure Data in FL: Methods and Statewide Results*
 - ***Nurse Meets Patient: A Comparison of the Nurse and General Populations in FL***
- ∞ Education Program Survey – *Academic Year 2005-2006: Results from a Survey of FL RN Education Programs*
- ∞ Nurse Workforce Data – *Analysis of Workforce Survey Data from the 1st RN Cohort Renewing in 2007*
- ∞ Nurse Demand – *Central FL Nurse Employer Pilot Survey: Implications for a Statewide Study*



Analysis of Nurse Licensure Data

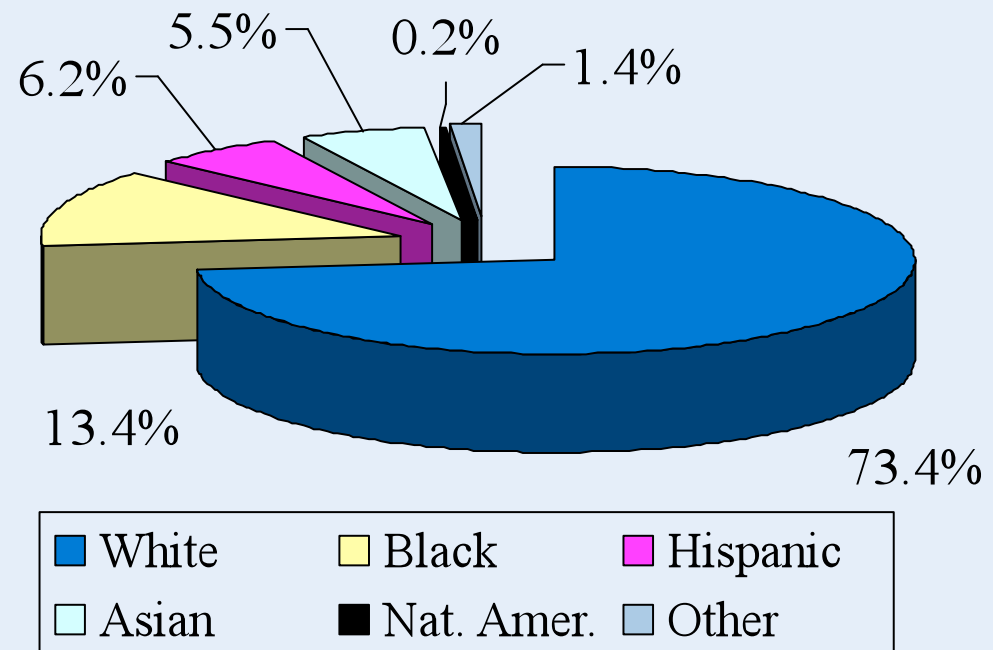
∞ Average Age:

- LPNs – 46.6
- RNs – 47.5
- ARNPs – 48.2

∞ Gender:

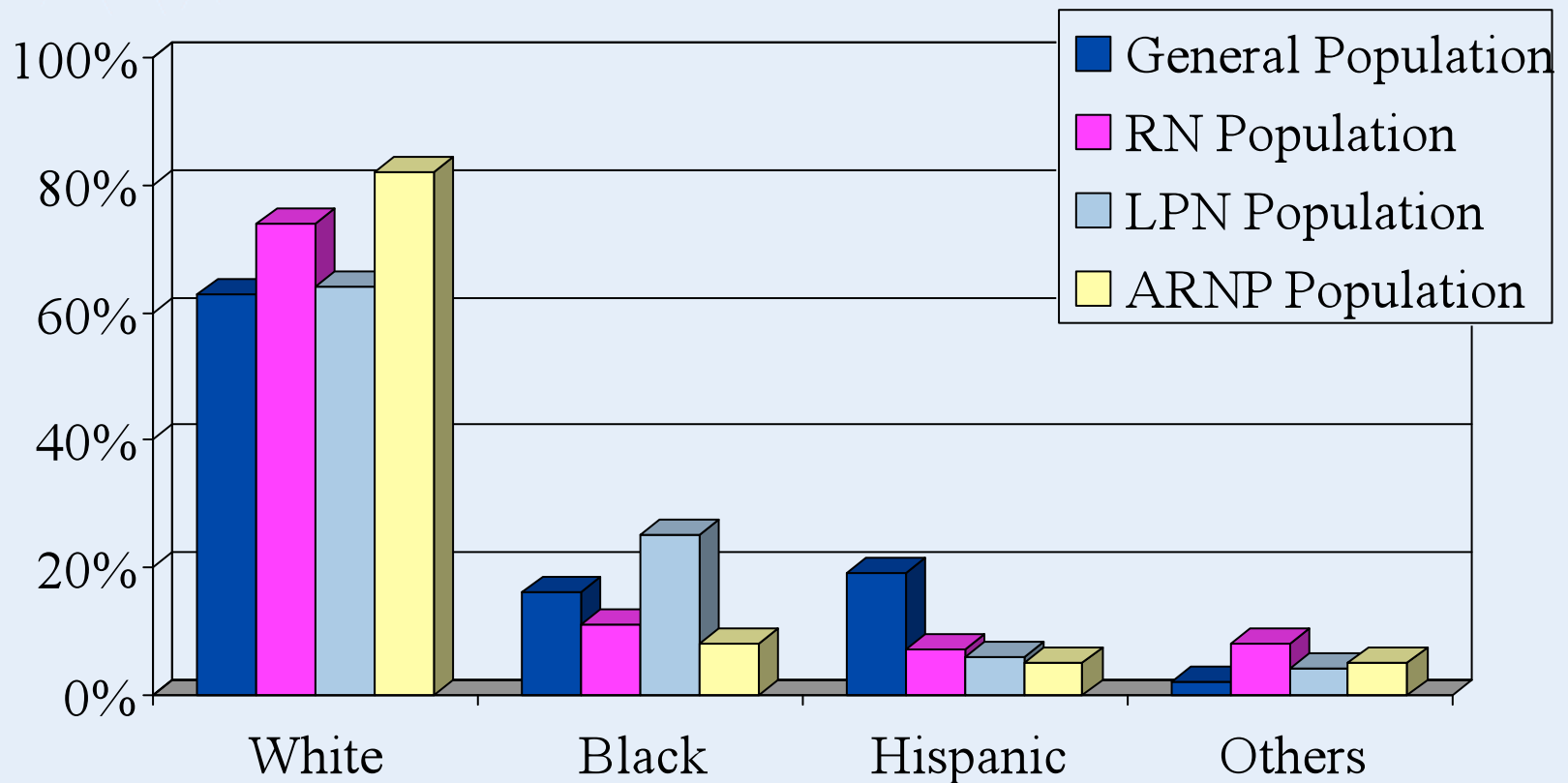
- Male – 9.6%
- Female – 90.5%

Race/Ethnicity





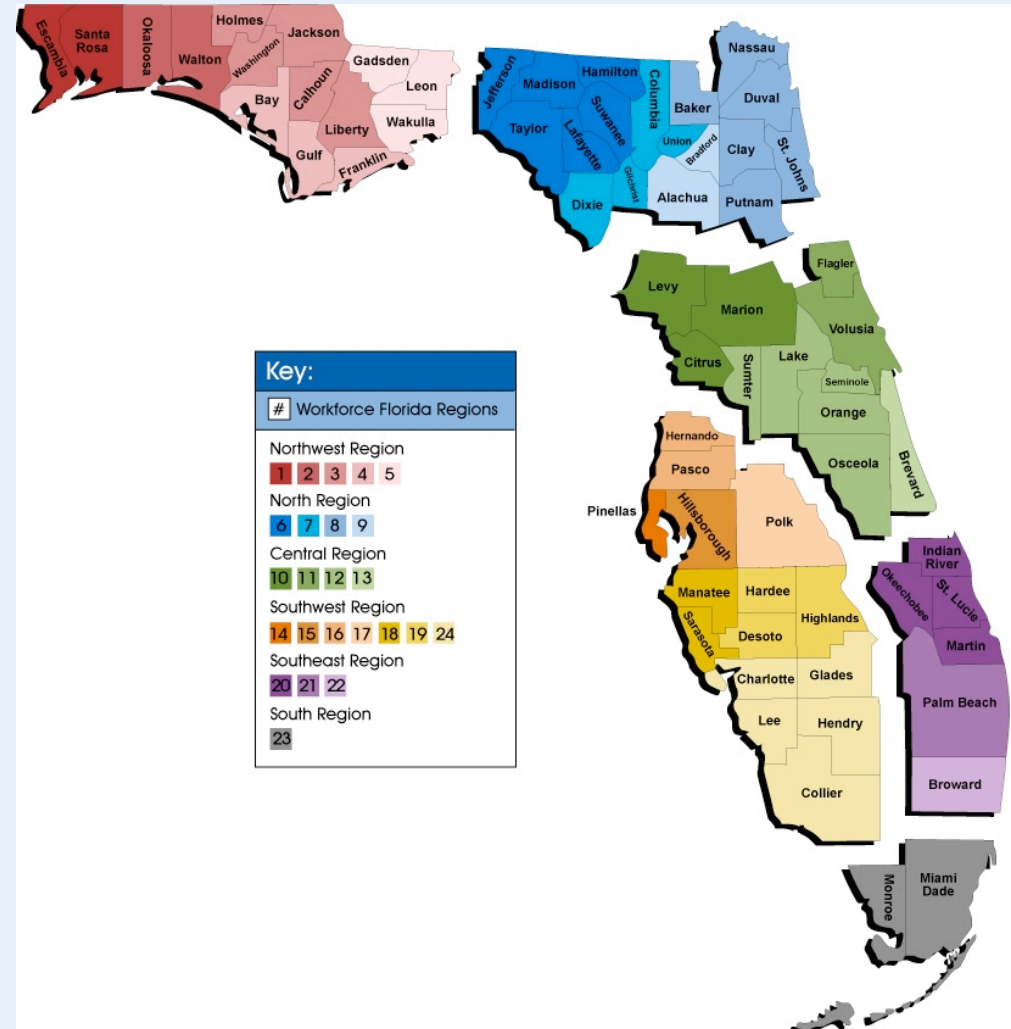
Comparison: Nurse to General Populations





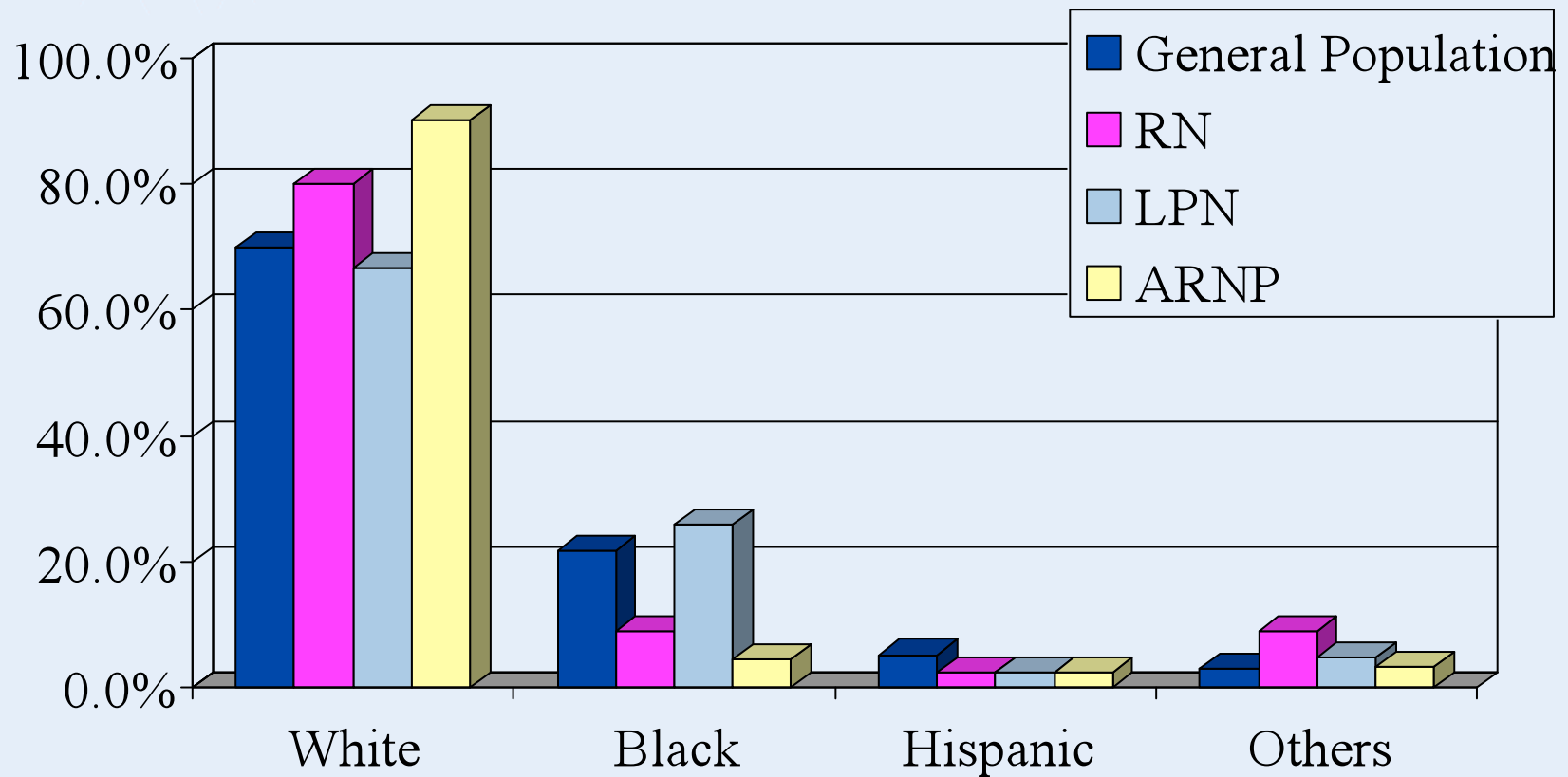
FCN Regions

- ∞ Provides ability to address differences
- ∞ Based on Florida's
 - 24 WFI Regional Workforce Boards
 - 67 Counties



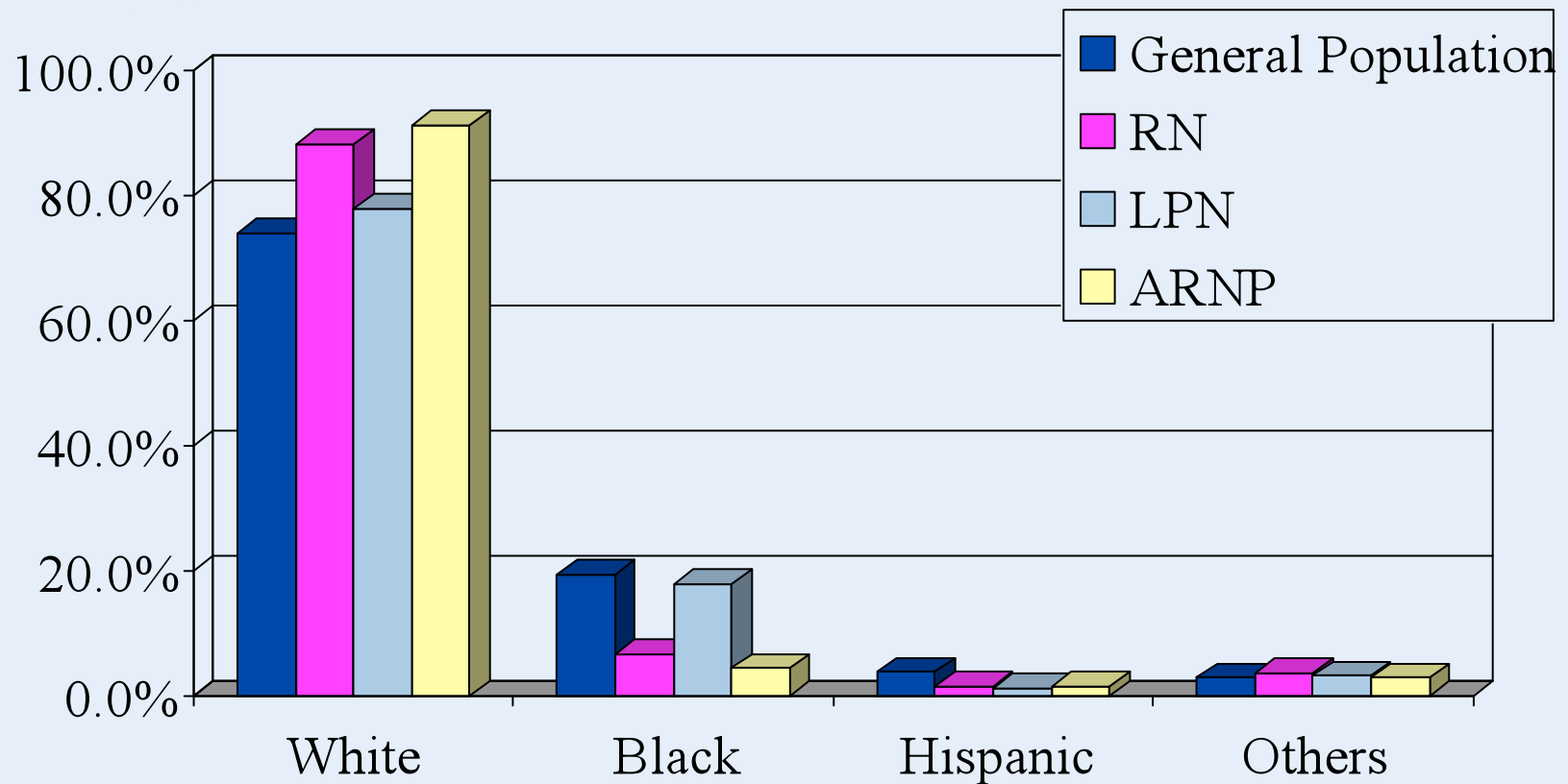


Race/Ethnicity North Region



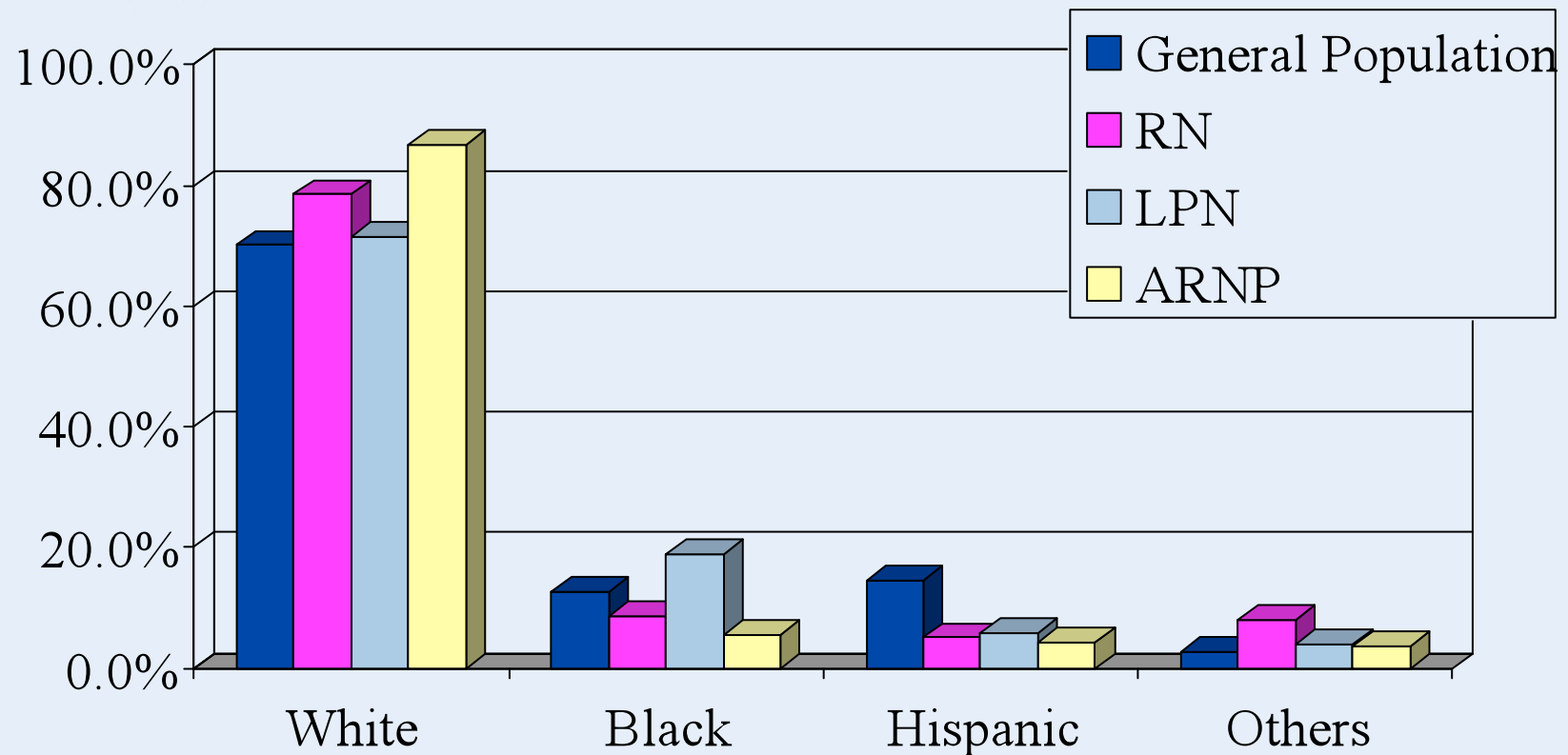


Race/Ethnicity Northwest Region



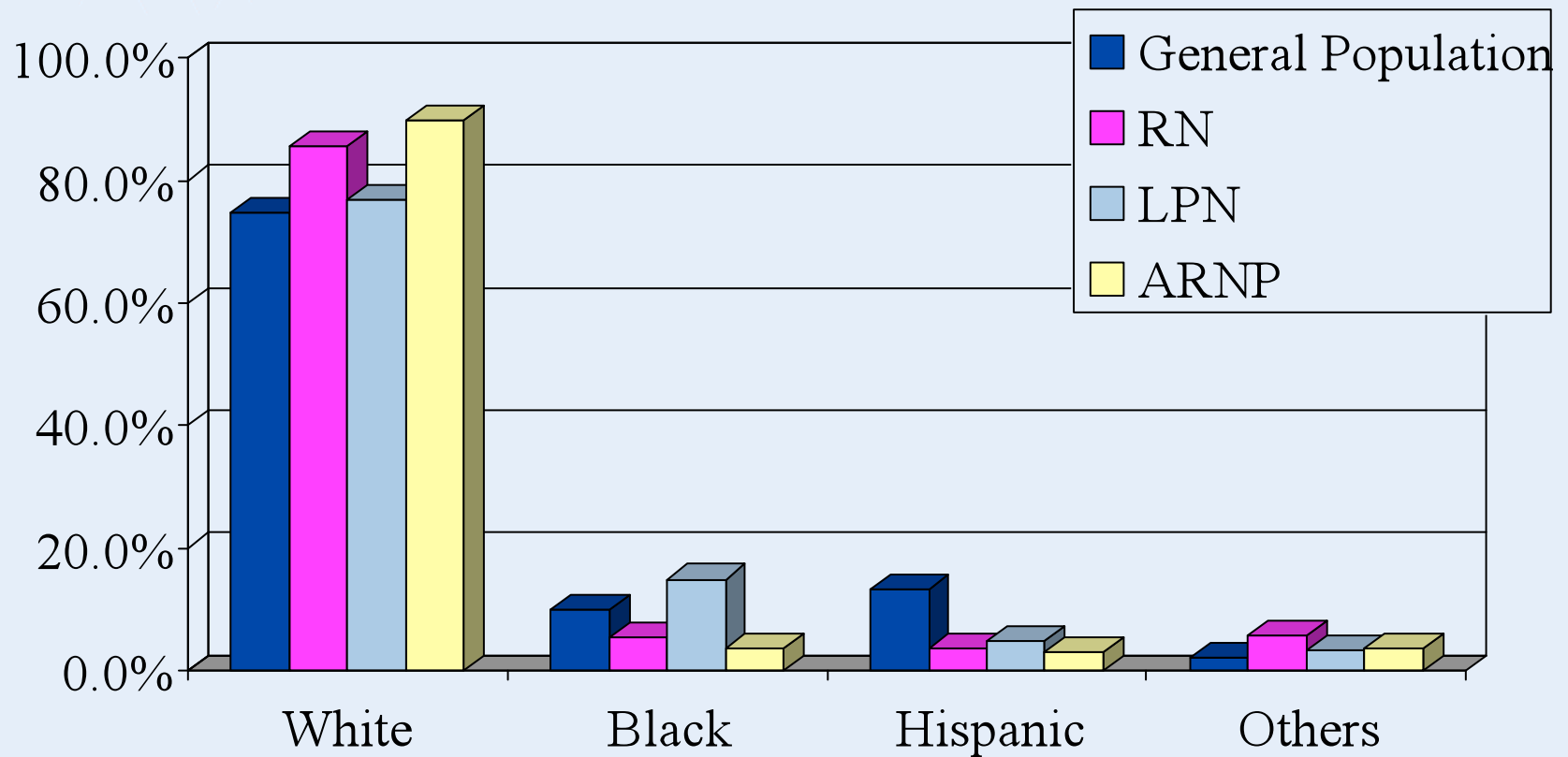


Race/Ethnicity Central Region



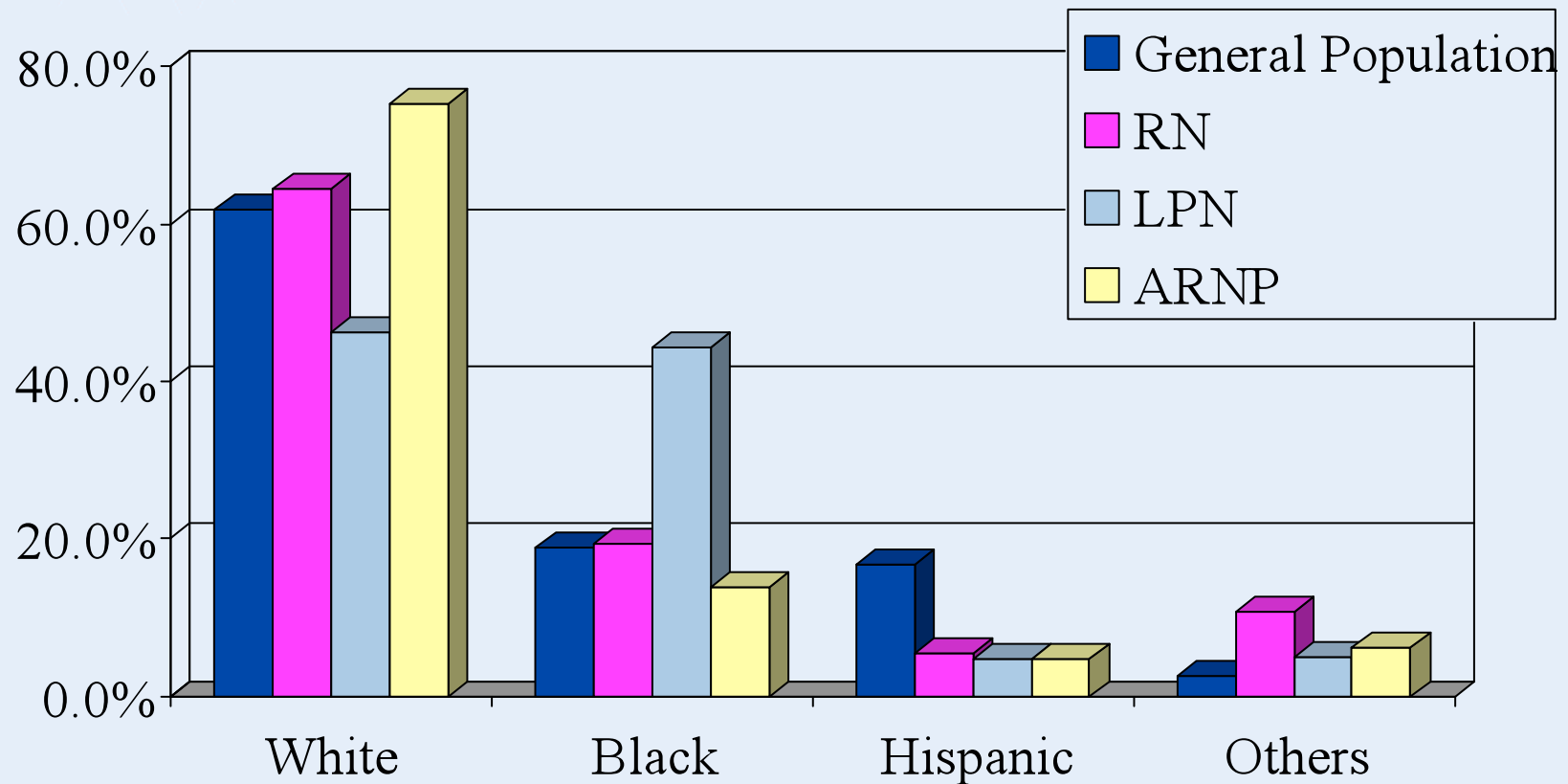


Race/Ethnicity Southwest Region



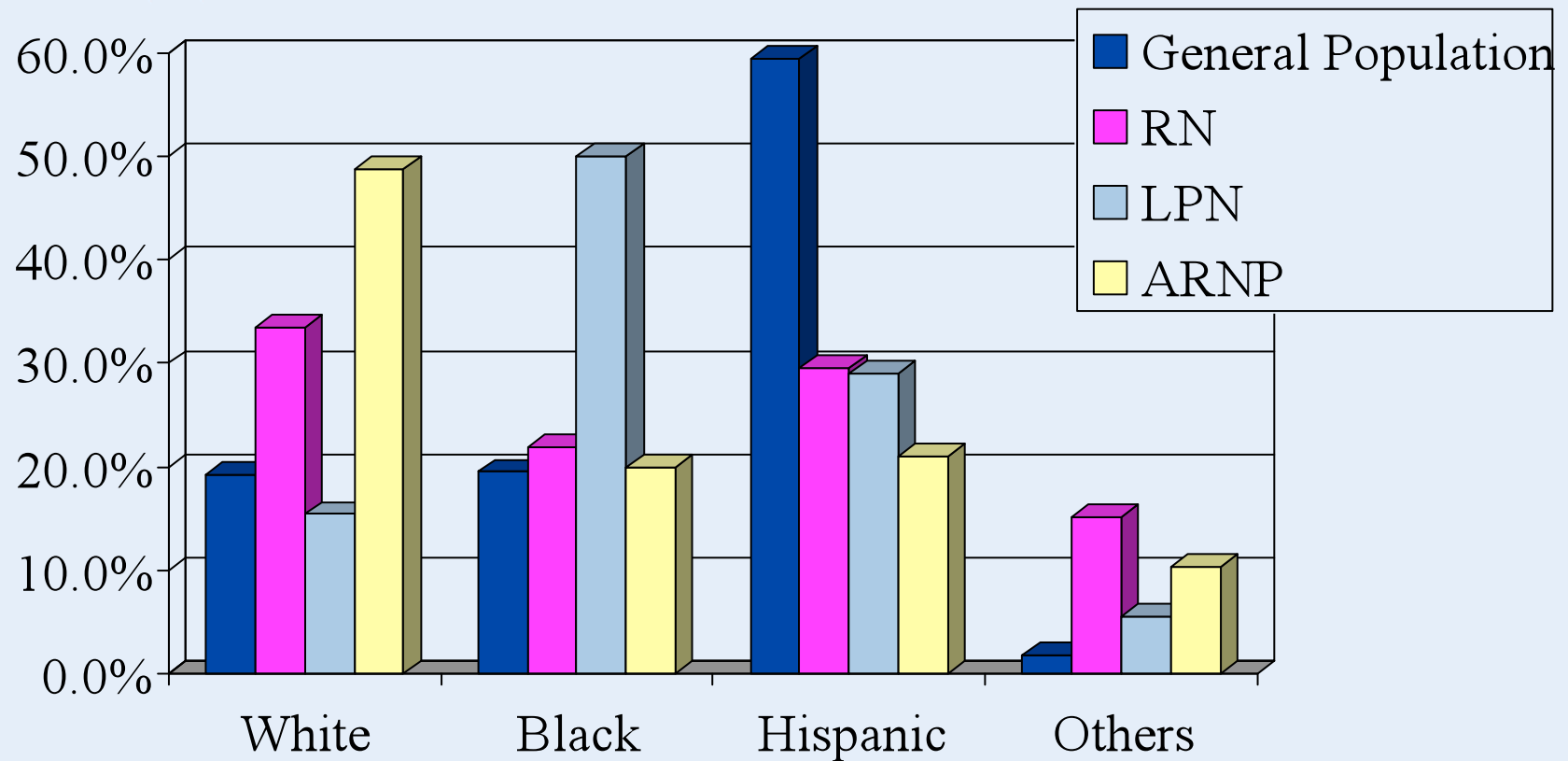


Race/Ethnicity Southeast Region





Race/Ethnicity South Region





Measures of Supply Adequacy

	Registered Nurses		Licensed Practical Nurses	
	Per 100,000 population	Per 100 hospital beds	Per 100,000 population	Per 100 SNF Beds
South	662	173	186	58
Southeast	946	284	289	78
Southwest	949	293	375	73
Central	902	365	292	65
North	1036	287	284	59
Northwest	905	194	394	82
Statewide	906	272	307	70



Education Program Survey – AY 05-06 Results

- ∞ 72.2% Response Rate /
39 surveys
- ∞ Faculty Data by the Numbers
 - Budgeted FT = 669
 - Budgeted PT = 663
 - Vacant Positions = 71
 - Needed but not Budgeted = 133
 - Expected Retirements = 35
 - $71 + 133 + 35 = \mathbf{239}$

	ASN	BSN
Qualified Applicants	7,742	5,292
Students Admitted	4,091	1,974
Non-Admits	3,651	3,318
Graduates	2,896	1,086



Strategy Development

- ∞ FCN conducting employer need surveys Summer 2007
 - demand information / number of nurses needed by:
 - Education and Skill Level
 - Experience and Knowledge
- ∞ Improve collection of nurse workforce data
- ∞ Utilize supply and demand information to forecast need including consideration of diversity issues



Results

- ∞ Strategic Resource Allocation
- ∞ Improved Retention of Existing Workforce
- ∞ Targeted Recruitment
- ∞ Qualified Nurse Workforce
 - Adequate numbers
 - Possess needed knowledge and skills
 - Reflect Florida's diverse population