

California's Challenges & Opportunities

California Institute for
Nursing & Health Care
October 19, 2010

California's Challenges & Opportunities

CHANGING PRIORITIES OF CA'S NURSING WORKFORCE

- **Progressing** from building educational capacity to maintaining gains
- **Educating** more nurses at higher levels
- **Retaining** the classes of 2009 and 2010 with a looming shortage ahead of us
- **Preparing** for health care reform

Overview of Presentation

- Overview of CINHC
- Collaborative model...seamless progression of AD to BSN
- Transition to Practice Programs for new graduates
- Results of New Graduate Hiring Survey
- Health Care Reform and the nursing workforce

California Institute for Nursing & Health Care

A nonprofit independent organization dedicated to developing solutions to a critical nurse shortage and related nursing issues that affect the health of all Californians.

*“Optimizing the Health of Californians
through Nursing Excellence”*

www.cinhc.org

Overview (cont.): Background

- Group of nurses, across state, representing varied interests...but all with a common concern about lack of comprehensive, strategic plan for addressing the nurse shortage... established CINHC
- Sunset of CSPCN...had learnings to build upon
- Incorporated 12/2001; began program work 2003
- **Convening/building coalitions** of diverse stakeholder groups, serving as a **catalyst for action**, providing **visionary leadership, creating ‘single voice’**, and **sponsoring programs**
- **Partnering** with policy makers, key state agencies, educators, associations, and foundations

Program Areas

- Create a strategically driven **Master Plan** for the CA nursing workforce
- Build **educational capacity** in schools of nursing
- Increase **diversity** of nursing workforce
- Provide **leadership development**

Goal 1, *Building Educational Capacity*, used as a reference document by policy makers, educators, and funders.

Nursing schools have ramped up to meet CA's demand for more nurses; efforts have paid off. Since 2003/04:

- ✓ **Capacity in schools of nursing up 66%**
- ✓ Enrollment increased 78% (110% over enrollment)
- ✓ Completion increased by 71%
- ✓ 34 more nursing programs
- ✓ Number of US nurses with active CA license up to 361,923...**increase of 38% since 2004**
- ✓ California now ranked 46th in nation for RNs/capita ...**up to 638 RNs/capita (from 580 in 2004)**

Goal 2, *Increasing Diversity of Nursing Workforce*, implementation underway

- Addressing recruitment, pipeline, retention, graduation, access to higher education...seeking funding to implement integrated demonstration projects in 3 schools of nursing
- Convening state's nursing ethnic organizations to reach out to students – mentor, tutoring
- CNCC – Nurse Ambassador Program
...www.choosenursing.com
- California Campaign for Men in Nursing...DVD, regional chapters of AAMN established

To Learn More:

- Diversity Plan...Pilar Dela Cruz Reyes,
Diversity Director

pilar@cinhc.org

CNCC/Ambassador Program...Josie
Clevenger

josie@cinhc.org

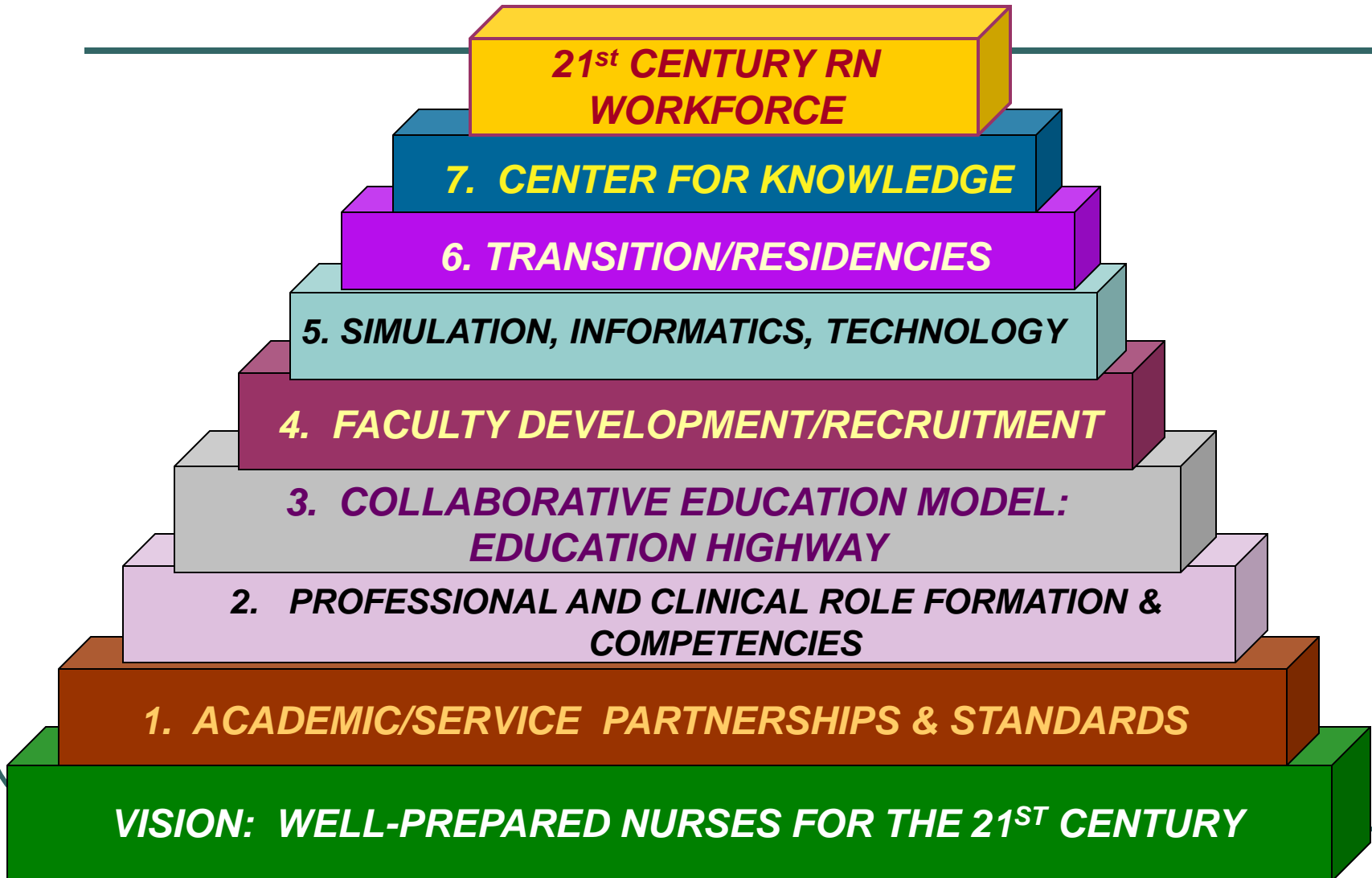
Men in Nursing...Bob Patterson

bob@cinhc.org

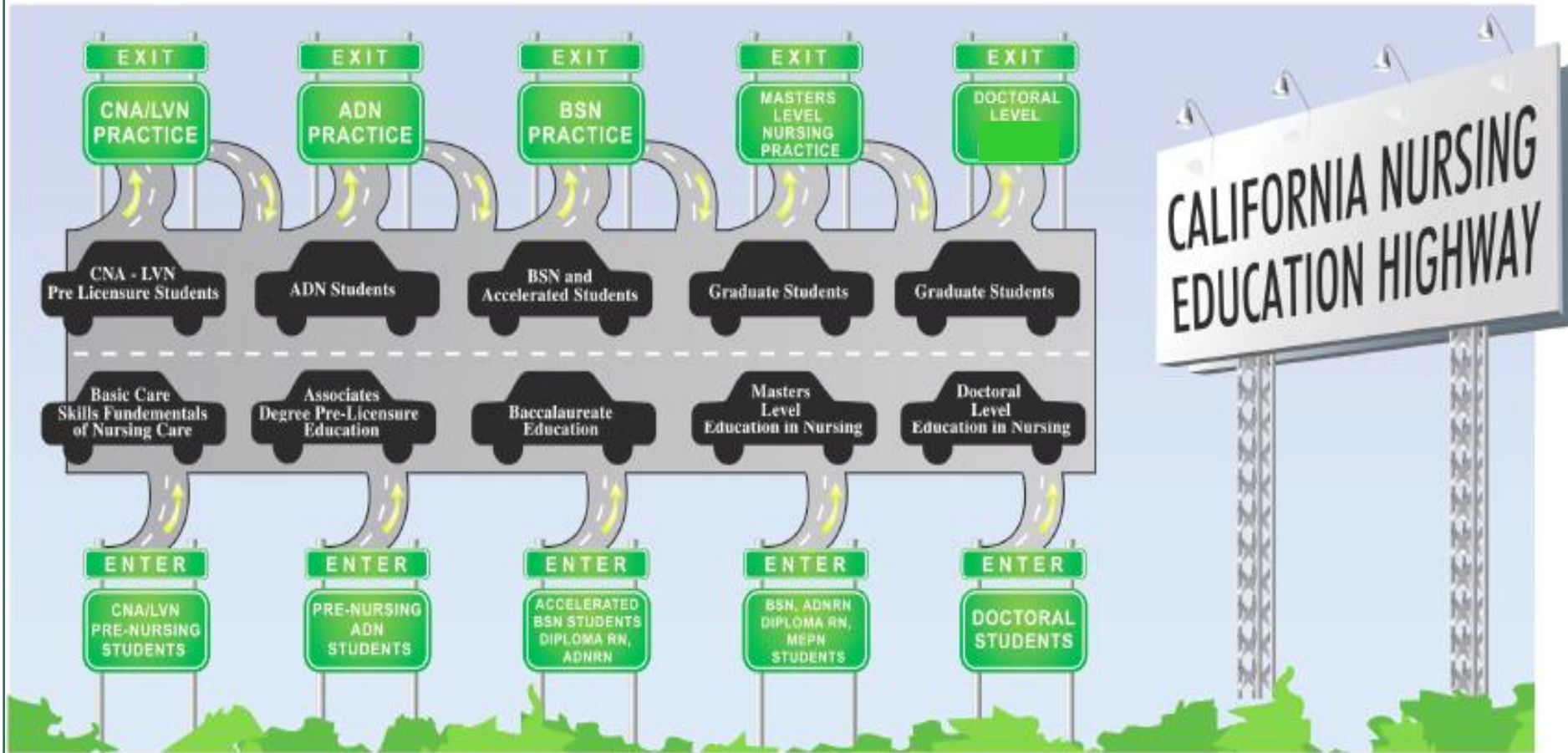
Goal 3, *Nursing Education Redesign*, is providing the framework for education design and defining education priorities

- Agreed upon competencies – QSEN
- Collaborative Model (seamless progression AD to BSN)
- Faculty development
- High fidelity simulation as a modality for educating nurses
- Transition programs/residencies

California's Building Blocks



California's Education Highway



Need for more nurses educated at a higher level

- Driven by:
 - Faculty shortages
 - Hospitals on Magnet Journey
 - Demands of evolving health care delivery system
- 68% nurses educated at AD level in 2009
 - 45% SFBA
 - 77% LA I; 81% LA II
- 24% AD RNs continue to obtain BSN or higher degree
- Articulation model in place...but not adequate
- Greater diversity represented in ADN programs

Collaborative Model...

California's Approach

- Seamless progression from AD to BSN degree...that removes barriers to continuing along the Education Highway
- Examples existed that pointed the way
 - SSU and SCC
 - CSUCI and Moorpark College
 - OCNE
- Builds upon the contribution that AD programs make in nursing education...foundation
- Nearly unanimous agreement of White Paper

Collaborative Model...

California's Approach

- Regional approach...driven by collaboratives
- Funders stepped forward
 - Chancellor's Office for California Community Colleges
 - Kaiser Permanente Health Education Fund...East Bay Community Foundation
 - Foundation for California Community Colleges
- RFP call went out through CINHC in 2008
 - Phase 1 – planning grants
 - Phase 2 – implementation grants

Collaborative Model...

RFP Requirements

- Dual Admission
- Integrated Curriculum
- Shared Faculty
- Complete BSN within 1 more full-year of study
- Integration of QSEN competencies
- Overcome barriers to seamlessness
- Promote enrollment to nursing students
- Demonstrate Administrative support

Collaborative Model...

Progress (41 nursing programs)

KP/FCCC Funding: (\$250,000 per collaborative)

Sonoma State University - 5 CC

Humboldt State University – 2 CC

CSU East Bay - 4 CC

SF State University – 2 CC

Fresno City College – 1 CC, 3 BSN

CSU Channel Islands – 3 CC

Cabrillo College – 3 CC, new CSU MB

CCCC Funding (\$150,000 per collaborative)

College of Canyons – CSU Northridge

Santa Monica College – CSU Dominguez Hills

*SFCC – SF State University

Evergreen College – San Jose State University

*Napa College – Sonoma State University

*overlapped with KP/FCCC funding

Collaborative Model...

Progress (cont.)

- Song Brown Funding for CSU SM and Mariposa College
- Sacramento State U and Sacramento City College continues
- CINHC is seeking additional funding through HRSA & private foundations for 3 more Collaboratives in Southern California:
 - CSU Los Angeles
 - CSU San Marcos
 - CSU Fullerton
- AB 1295...changes the Education Code
 - Requires that CC and CSU Chancellors' offices implement articulated nursing degree transfer pathways **that remove duplication of curriculum and provide for the seamless progression** prior to the 2012-2013 Academic Year.
 - Task Forces tackling various aspects of implementation
 - ADN-to-BSN Web Resource site:
<http://www.calstate.edu/app/programs/nursing/adn-bsn-nursing-pathways.shtml>

Collaborative Model...Next steps

- Implementation underway
- All agreeing to common competencies (QSEN)
- Evaluation of programs to learn ‘best practices’
- Tracking deliverables
- Working with CC and CSU chancellors’ offices
 - Influencing policy change in nursing education...AB 1295
- Building interest in ADN to MSN
- 41 CA nursing programs already committed and leading the way!
- New collaboratives standing by...pending funding
- IS YOUR SCHOOL ONE OF THESE?
 - For more information contact: Diane Welch, Education Director...welchdd@frontinernet.net

Hiring Dilemma of New Graduates...

- CA latest nursing workforce's challenge
- Top priority for state, major concern of CLWDA, CHA, ACNL, BRN
- Need to keep new graduates engaged in workforce and increase skills & competencies
- At the cusp of looming shortage

Impact of the Economic Crisis

Worsening of the national economic crisis has changed RN workforce patterns, and new concerns emerge.

- Employment patterns of working nurses respond to the economy... “elastic workforce”
 - when economy is good, nurses work less
 - when economy is bad, nurses work more
- Retirements are being delayed
- Experience nurses are taking the jobs that new graduates expected to fill

Background Data: 2009 RN Hiring Survey and Implications...(Survey of Employers of Nurses by CINHC & HASC, funded by GBMF)

- ✓ **Economy resulted in fewer jobs for new RNs in hospitals**
- ✓ Expected **40% of new graduates will not be hired** in hospitals...
Only 65% of hospitals report hiring new grads
- ✓ **Non-acute facilities have positions available**, but not resources to hire and train new graduates
- ✓ Through regional forum, **learned solutions to keeping new RNs engaged** and transitioned to the work force until economy recovers...Transition to Practice Programs
- ✓ Though new RNs having hard time finding jobs, **shortage is not over**
- ✓ **Must maintain RESOLVE to continue to address the nurse shortage**
- ✓ Took California **10 yrs to recover** from last downturn in nursing education

Current California Hospital Vacancy Rates

Hospital RN vacancies are incredibly low, with fewer positions available for new graduates

HASC Q2 2010 Hospital Vacancy Report

- Statewide – 3.3% vacancy
- Northern California – 2.7% vacancy
- Southern California – 4.2% vacancy
- San Diego – 1.9% vacancy

152 hospitals report only 2584 vacancies (~6200 statewide)
STATEWIDE Turn Over rate is 2.2%

The Answer: Community-Based Transition to Practice Programs (internships)

Objectives

- Keep new graduate engaged in the workforce
- Improve chances of employability
- Provide increase experience
- Build skills, competencies, & confidence to bridge the gap between education & practice
- Meet regional nursing workforce needs

Community-Based Transition Programs (cont.)

Components

- Sponsored by regional collaborative...meeting local workforce needs
- Housed within a school of nursing...student status
- 12 to 18 weeks in length, min. 24 hrs/wk
- Training for specialty, non-acute, or intensive generalists
- Employer partners provide clinical coaches/preceptors
- Utilize high-fidelity simulation in training
- Meet agreed upon competencies – QSEN
- Provide **Industry Recognized Certificate of Completion**

Transition Programs have been Launched!

- SFBA – funded by GBMF & KP (WIB & In-kind from partners)
- 4 collaboratives funded at:
 - CSU EB
 - Samuel Merritt University
 - South Bay Workforce Institute
 - USF
- Service partners include hospitals, consortium of community clinics, schools nurses, hospices, LTC
- Independently organized, but based on common concepts and similar requirements

Common characteristics

- **Schools of nursing** provide liability coverage and curriculum (designed with service partners) that builds skills & competencies through guided & extended experiential learning
- **Incorporate** clinical, didactic, simulation lab, and web based learning
- **Training** provided to preceptors
- **Evaluate success and improved readiness for practice** based on **QSEN** competencies for professional practice...use common evaluation tool
- **Award academic credit** towards BSN or MSN
- **Award Industry Recognized Certificate of Completion**

Outcomes to date

Prog Lead	#App	# Part	#Hired	Other
CSUEB	90	52	33	WIB \$
SMU	245	96	40	
South Bay	95	13	1	10/4/10
USF	70	20	7	current
TOTALS	500	181	81 (or 45% of	
	enrollees to date)			

Transition to Practice Prog (cont.)

- Momentum is building...interest across state
 - LA, Orange/Riverside County, San Diego, Central Valley
- Funding to get started
 - Federal funds, foundations, WIB
- Utilize learnings from SFBA demonstration projects and adopt consistent basic components...leading to IRCC
- Link to statewide task force...residencies
- ? Change the way we education nursing

Interested in learning more?

- Contact: Nikki West, project leader
nikki@cinhc.org
- Webair to be presented in January
- Check out CINHC web site

More Data to Tell the Story

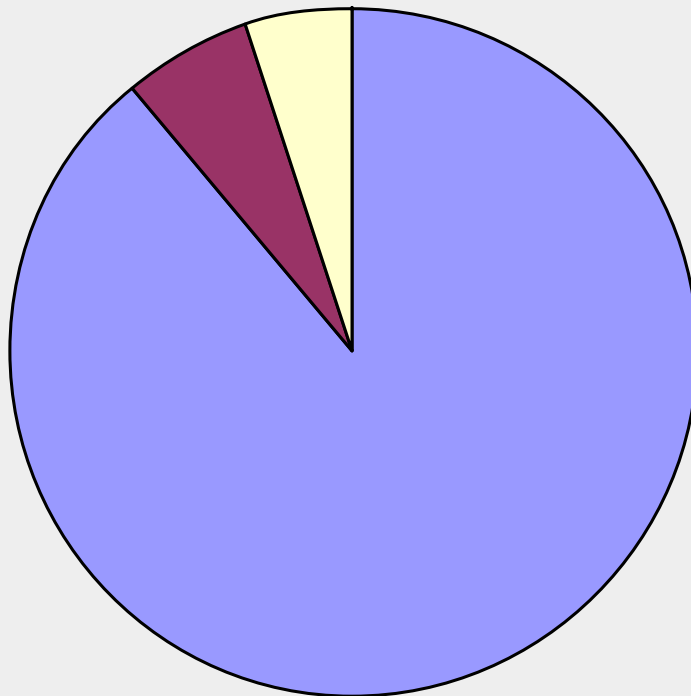
- New Graduate Hiring Experience survey conducted in July 2010, to learn their side of the story
- Hospital CNOs update on the hiring of new graduates and the status of the hospital nurse workforce
 - To be administered October 2010
 - Conducted by UCSF in partnership with CINHC and HASc, funded by Moore Foundation

2010 Newly Licensed RN Study

- Sponsored by CINHC, BRN, ACNL, CASN, CCCC, UCLA SoN
- Random selection of 15,000 newly licensed CA nurses in 2009, 1st qtr 2010
- Over 1050 responded
- Invited by BRN to participate in the survey on Survey Monkey

2010 Newly Licensed RN Study

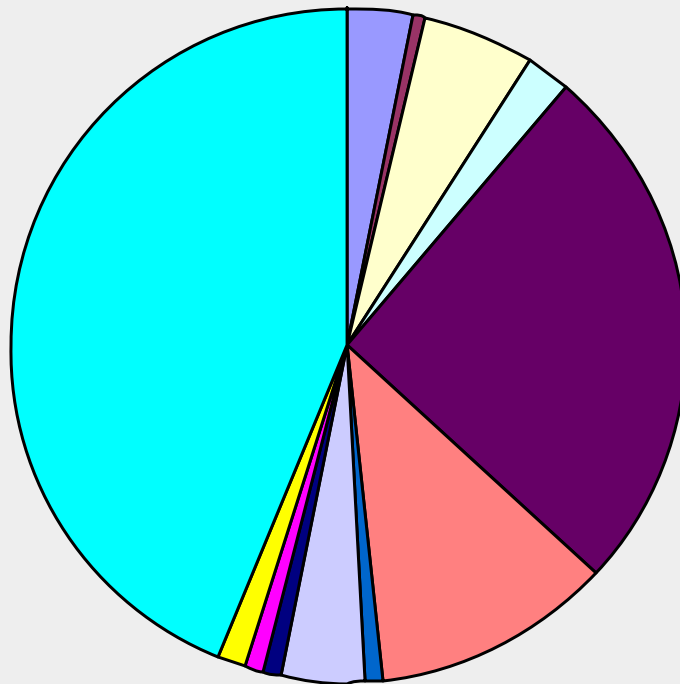
Where did you complete your RN nursing school education?



- California
- State other than California
- Another Country

2010 Newly Licensed RN Study

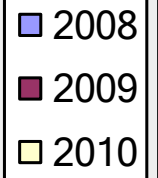
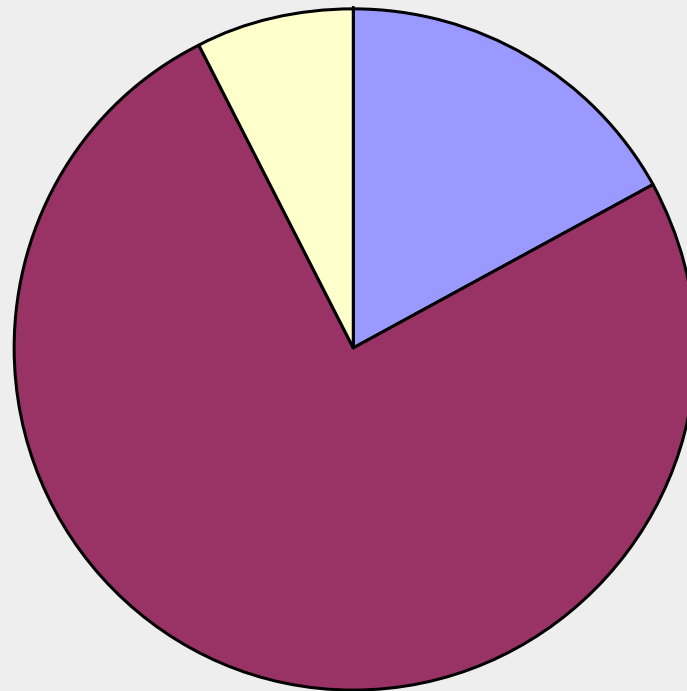
Which month did you graduate?



- January
- February
- March
- April
- May
- June
- July
- August
- September
- October
- November
- December

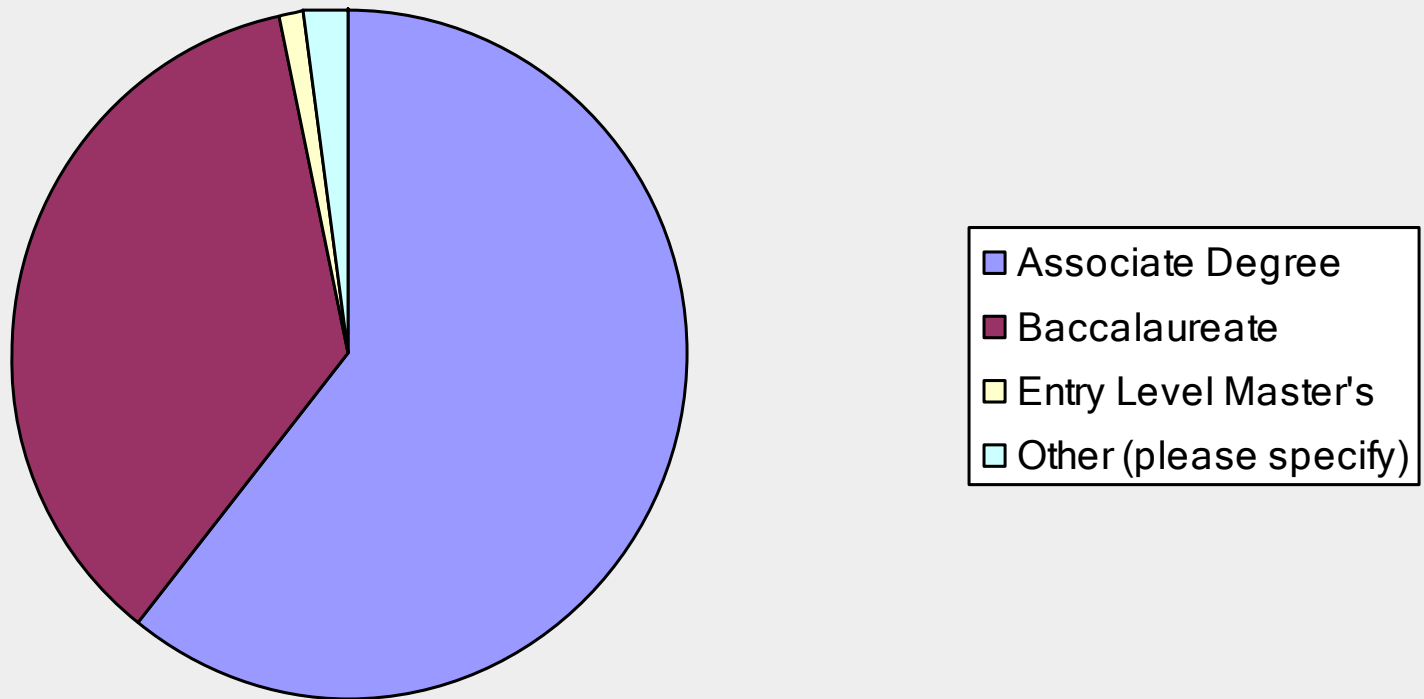
2010 Newly Licensed RN Study

Which year did you graduate?



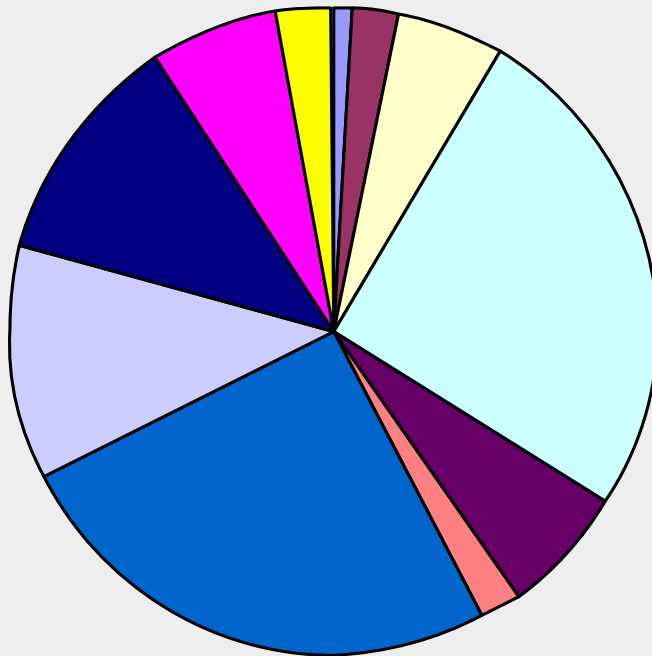
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What type of nursing program did you graduate from?



2010 Newly Licensed RN Study

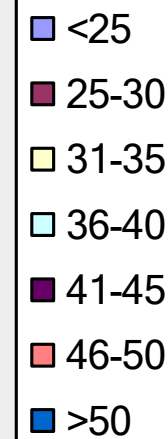
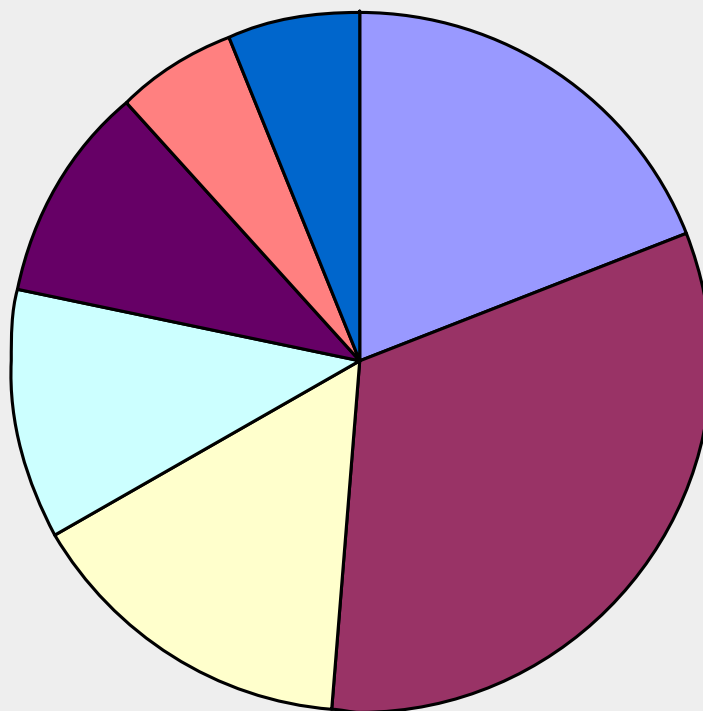
What region of the state did you attend nursing school in?
one that best applies to your region



- Northern Region (counties: Del Norte, Humboldt, Lake, Lassen, Mendocino, Modoc, Nevada, Plumas, Sierra, Siskiyou, Trinity)
- Sacramento Valley (counties: Butte, Colusa, Glenn, Shasta, Tehama)
- Greater Sacramento (counties: El Dorado, Placer, Sacramento, Sutter, Yolo, Yuba)
- San Francisco Bay Area (counties: Sonoma, Solano, Marin, San Francisco, San Mateo, Santa Clara)

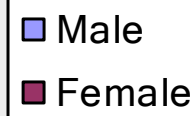
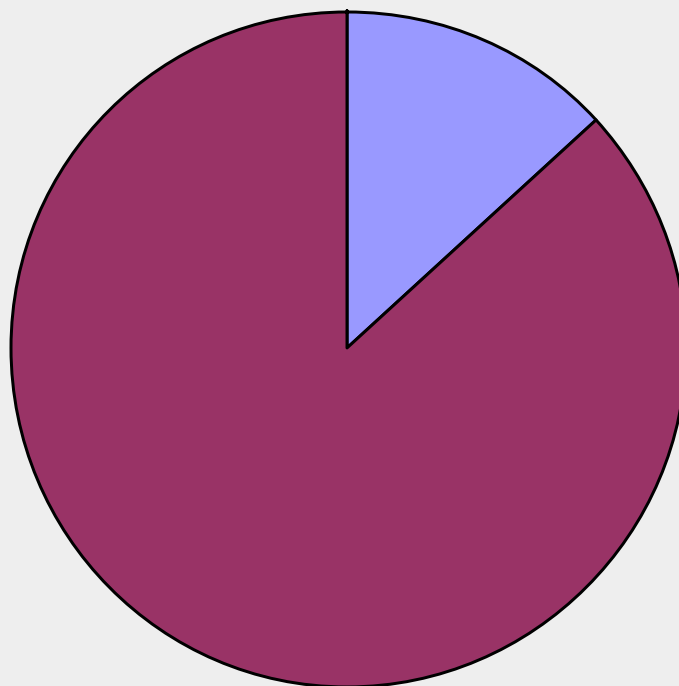
2010 Newly Licensed RN Study

Age



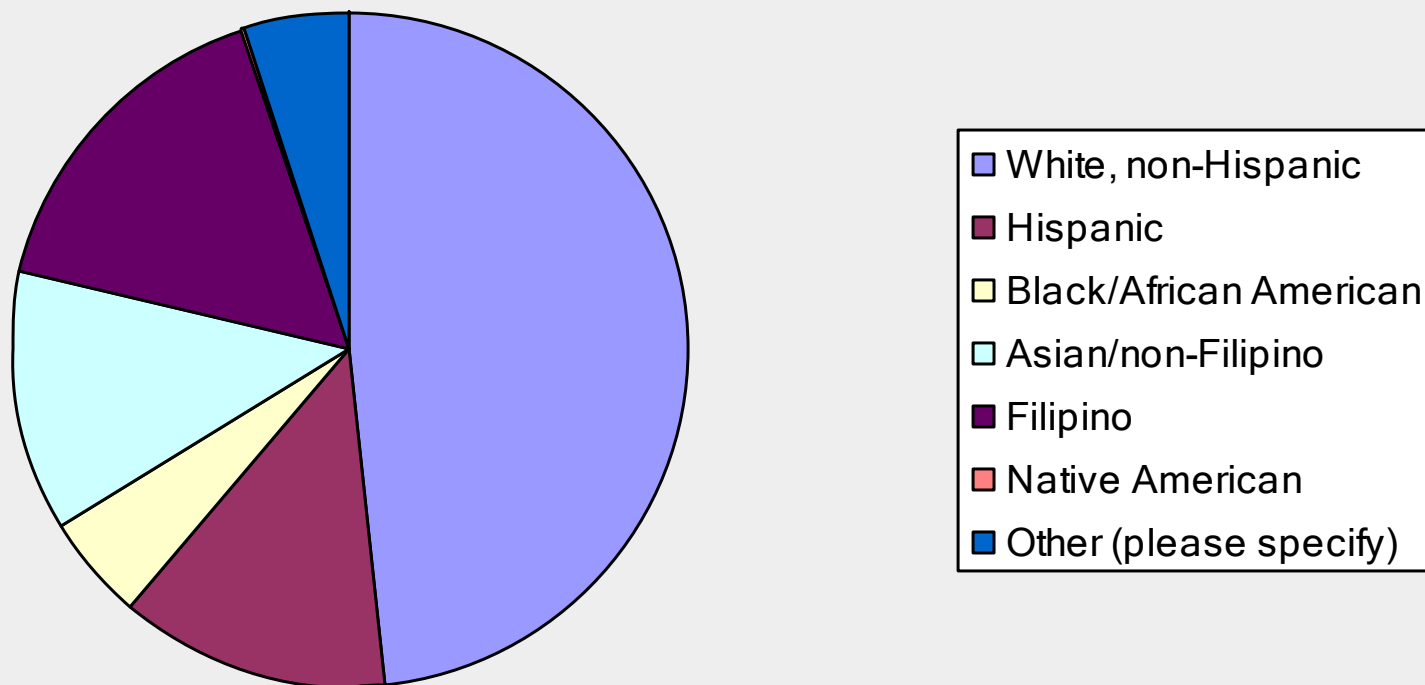
2010 Newly Licensed RN Study

Gender



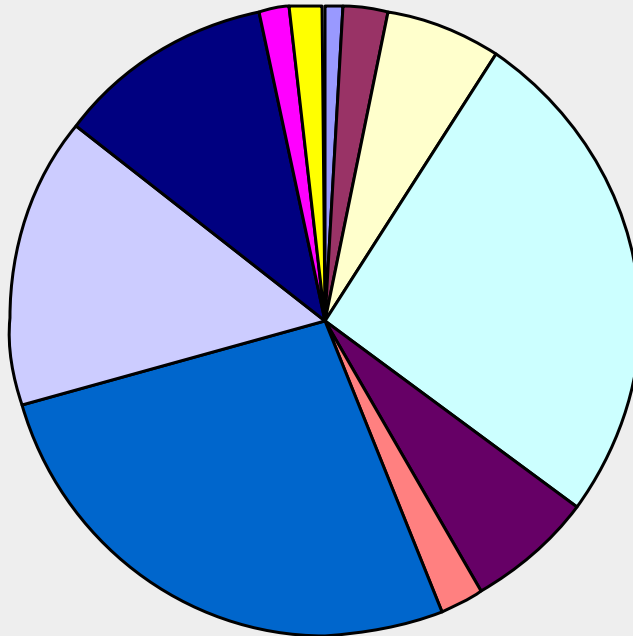
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Ethnicity



2010 Newly Licensed RN Study

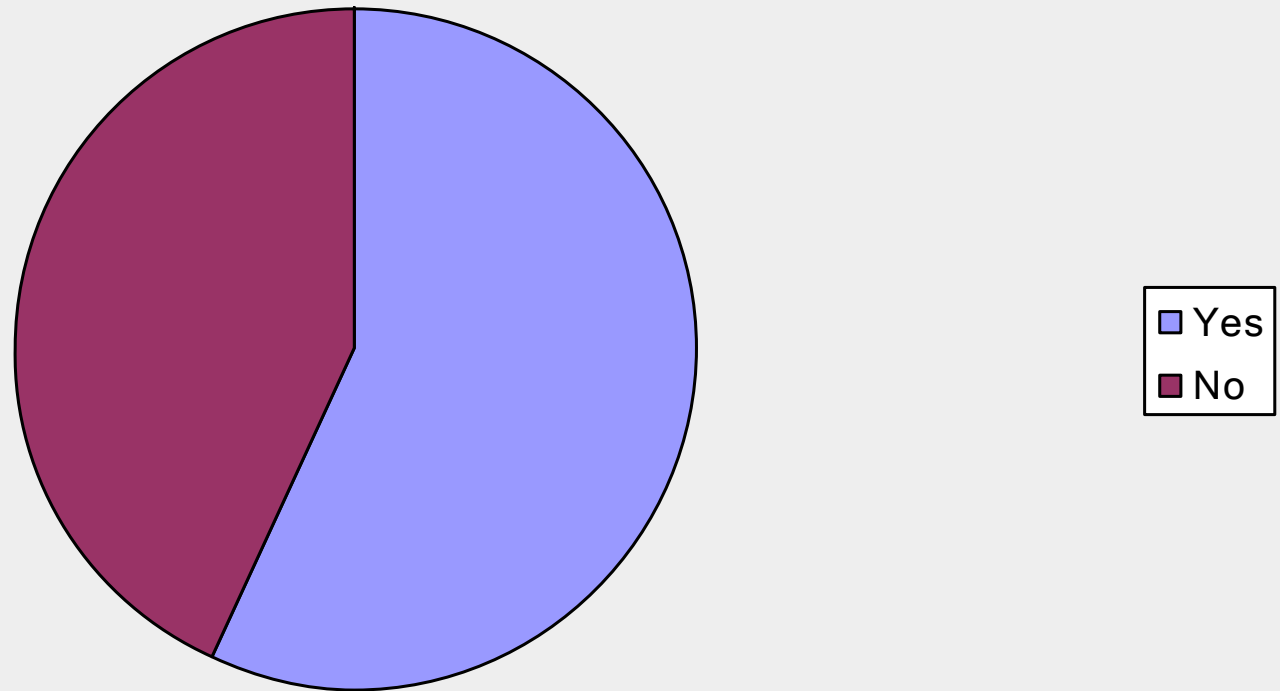
What region of the state do you reside in? (Color applies to where you are living)



- Northern Region (counties: Del Norte, Humboldt, Lake Lassen, Mendocino, Modoc, Nevada, Plumas, Sierra, Siskiyou, Trinity)
- Sacramento Valley (counties: Butte, Colusa, Glenn, Shasta, Tehama)
- Greater Sacramento (counties: El Dorado, Placer, Sacramento, Sutter, Yolo, Yuba)
- San Francisco Bay Area (counties: Sonoma, Solano, Marin, San Francisco, San Mateo, Santa Clara)

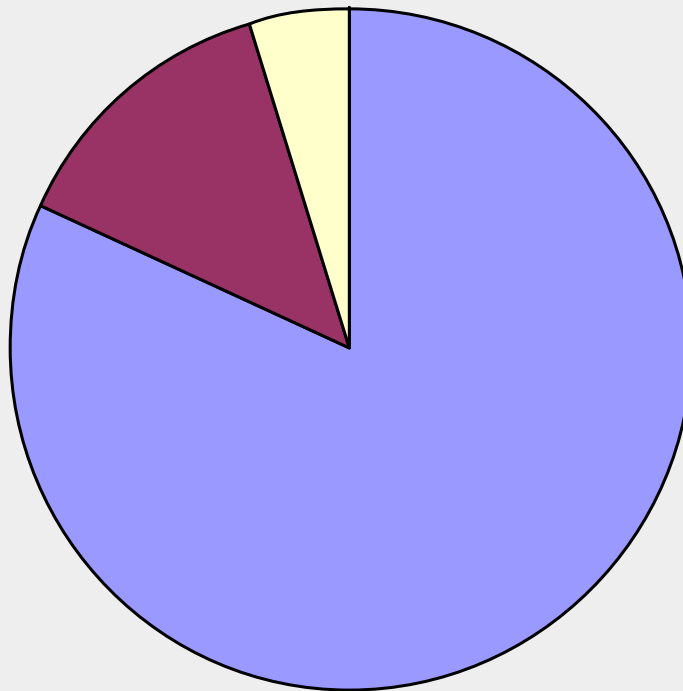
2010 Newly Licensed RN Study

Are you currently working in your first job as a registered nurse?



2010 Newly Licensed RN Study

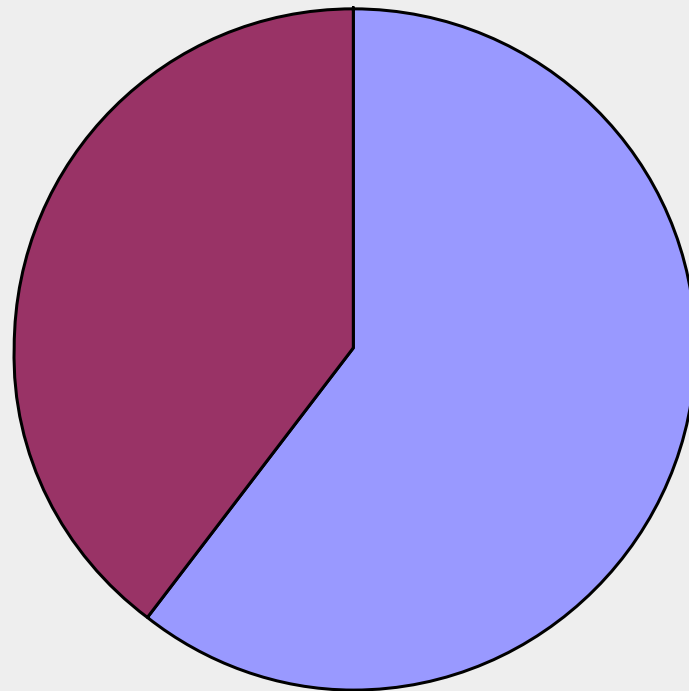
Are you working as a registered nurse:



- Full-time (greater than 32 hours a week)
- Part-time (less than 32 hours a week)
- On-call

2010 Newly Licensed RN Study

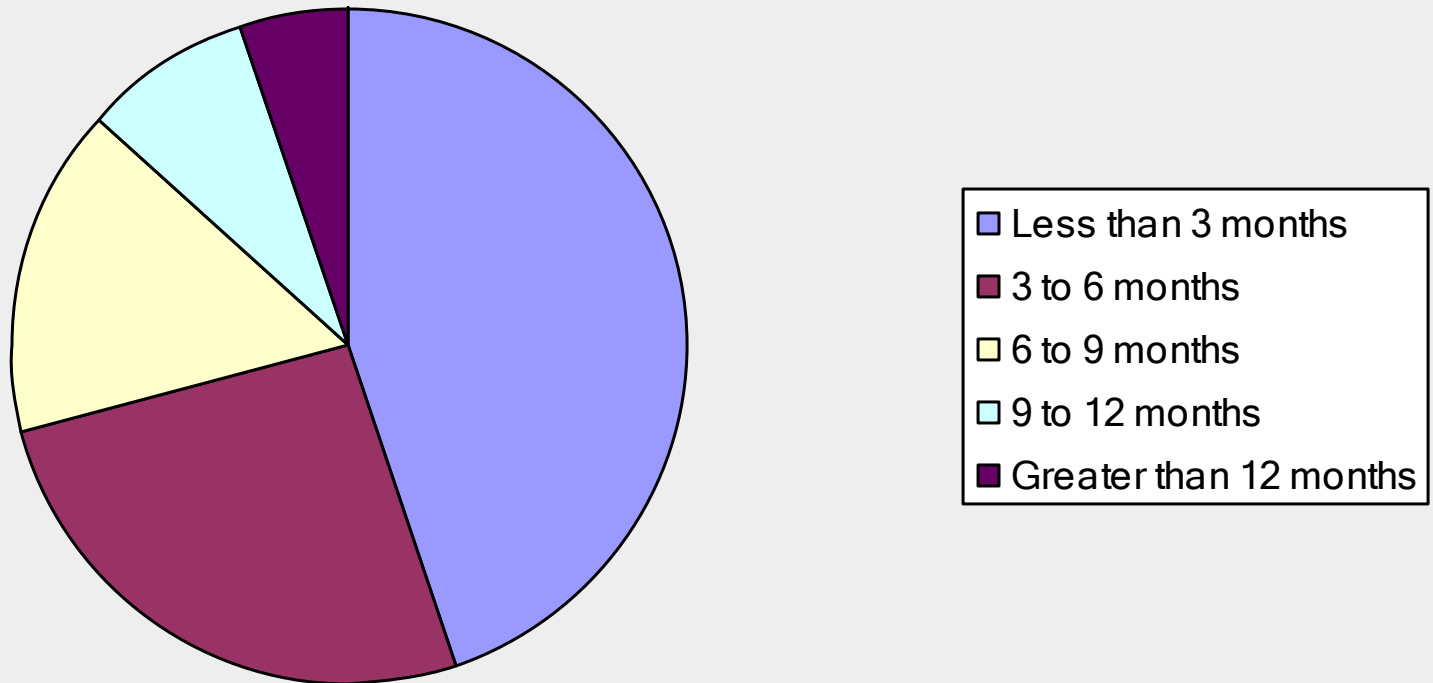
Is this a job of choice?



■ Yes
■ No

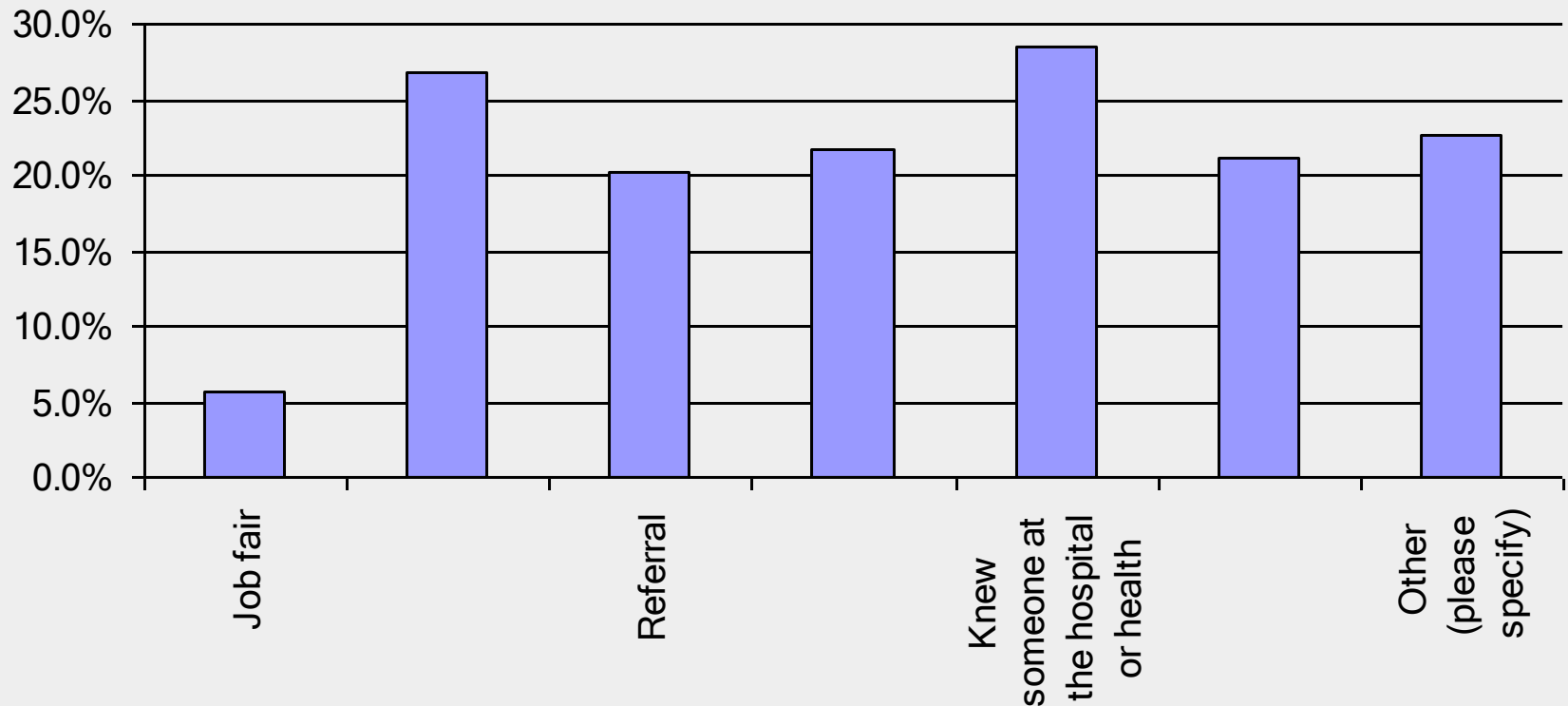
2010 Newly Licensed RN Study

How long did it take you to find a job as an RN?



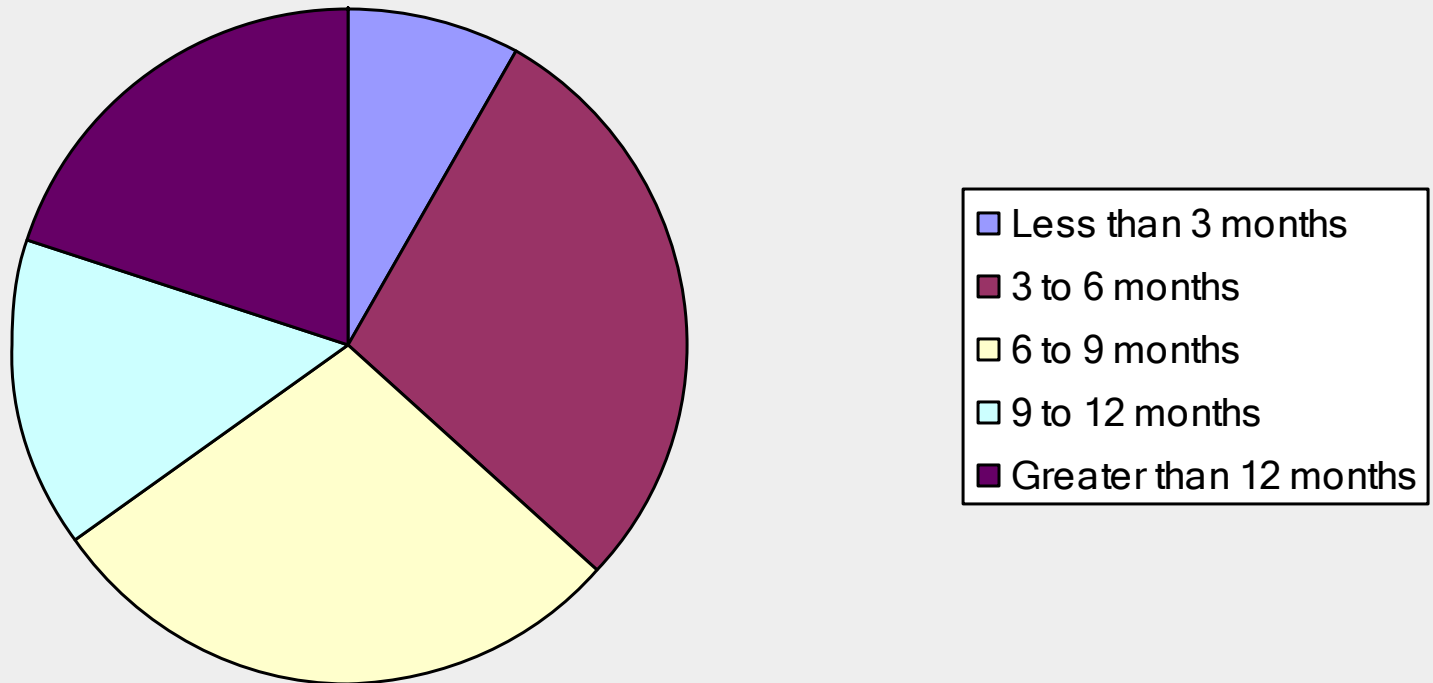
2010 Newly Licensed RN Study

How did you find the job? (Check all that apply)



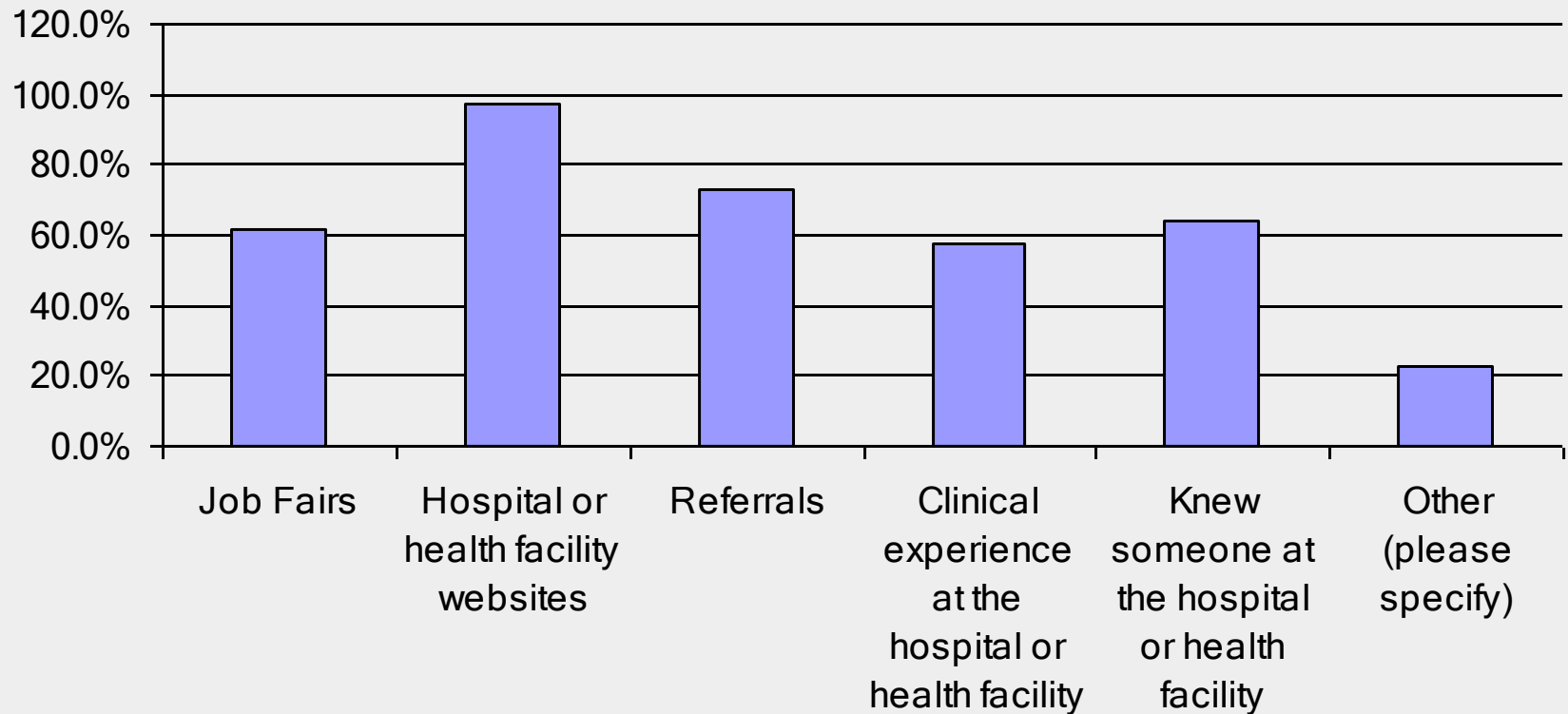
2010 Newly Licensed RN Study

How long have you been looking for a job?

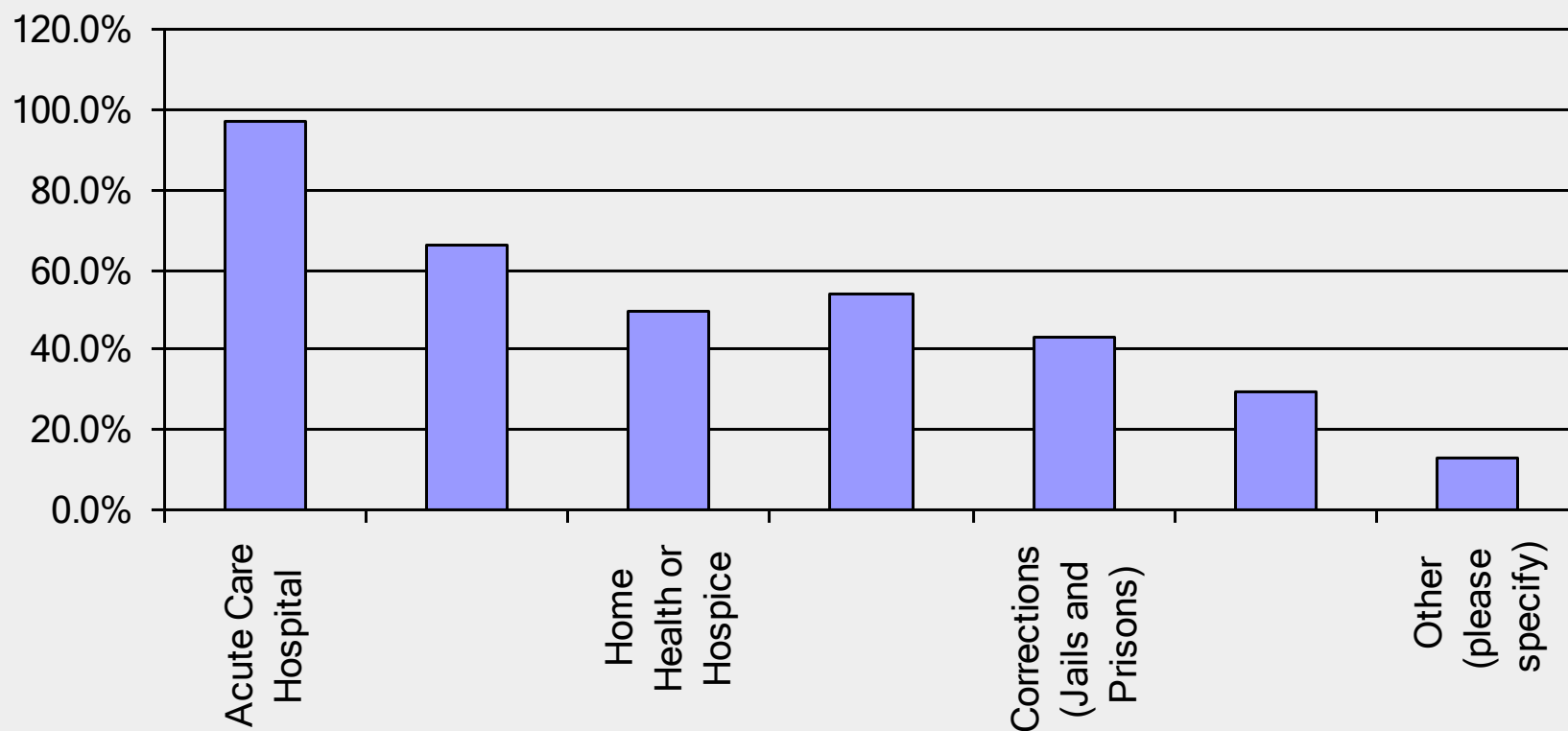


2010 Newly Licensed RN Study

How have you tried to find a job? (check all that apply)

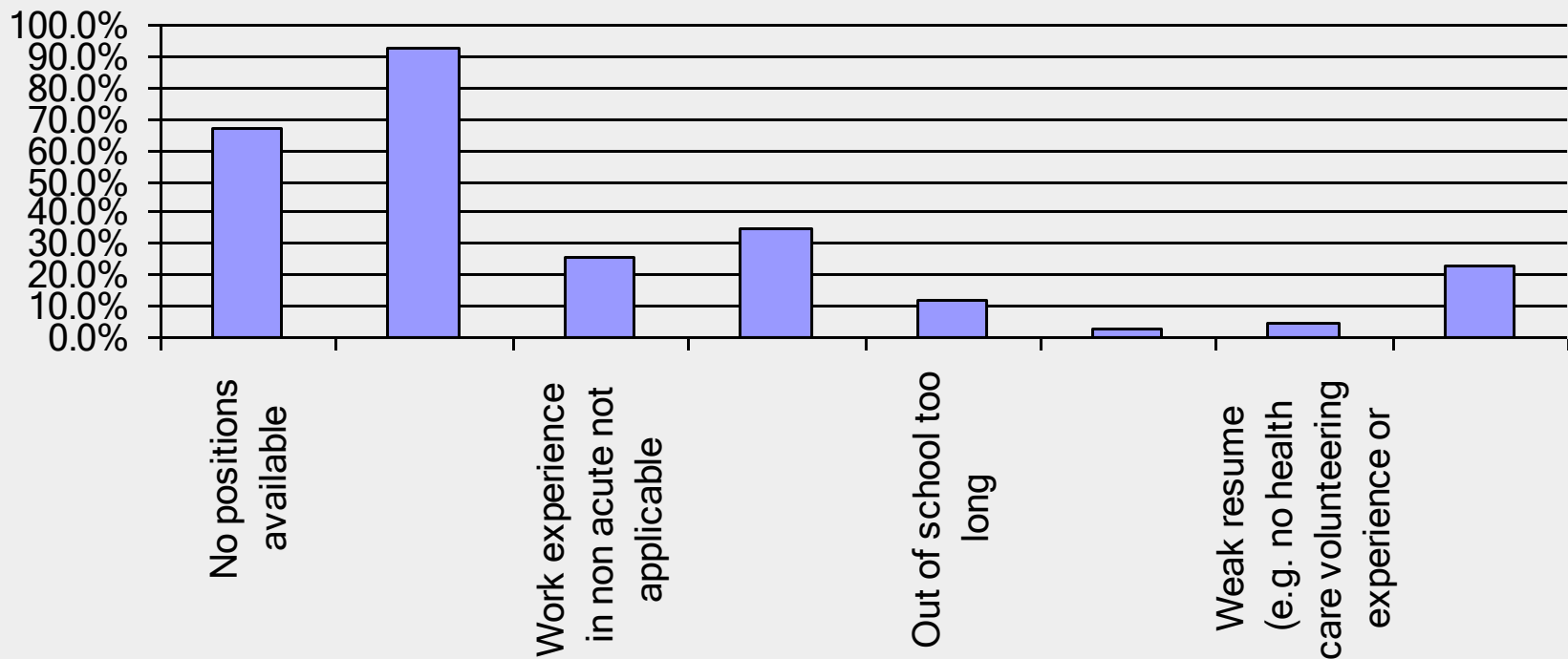


Where have you sought employment?



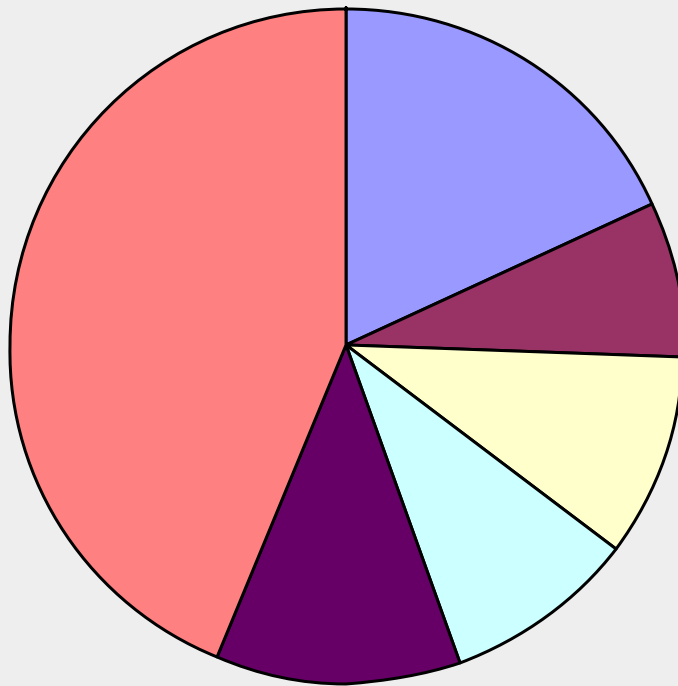
2010 Newly Licensed RN Study

What reasons were you given for not being offered jobs? (check all that apply)



2010 Newly Licensed RN Study

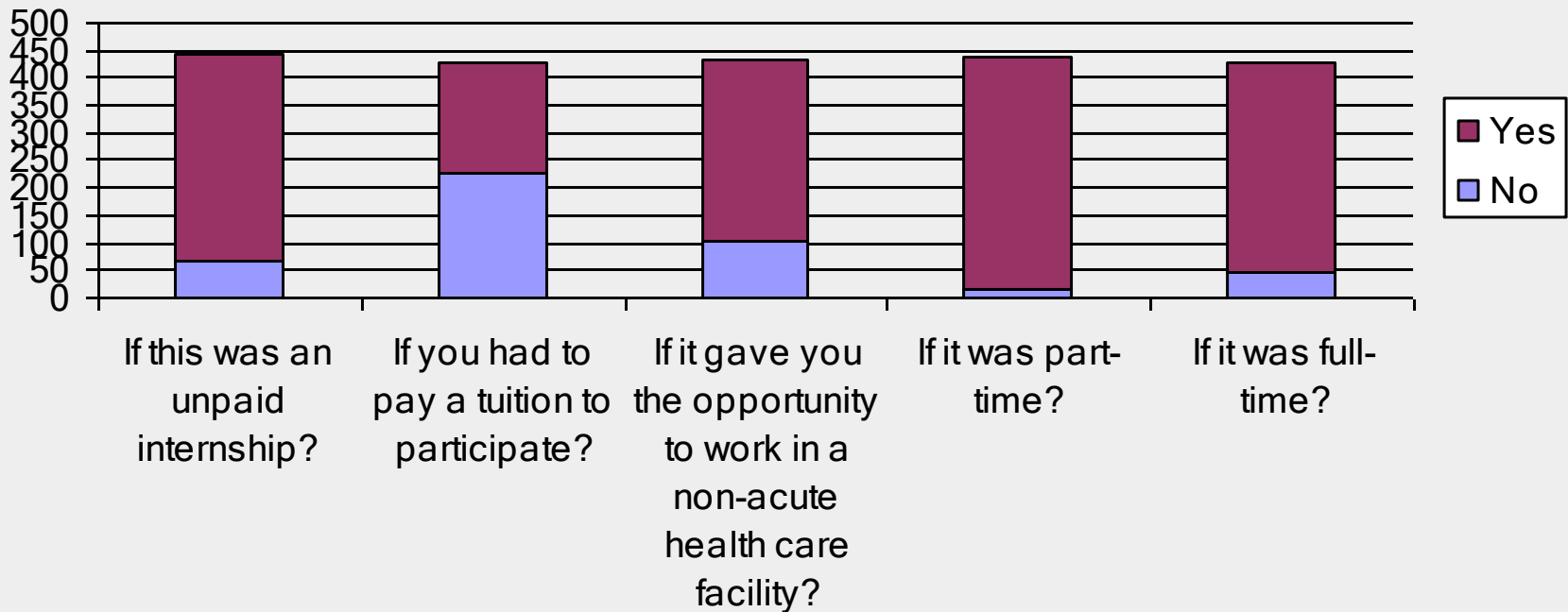
What are you doing now?



- Working part-time in a non-nursing job
- Working full-time in a non-nursing job
- Working in a health care job as non RN (specify job)
- Volunteering in health related service (please describe)
- Continuing your education
- Other (please specify)

2010 Newly Licensed RN Study

Would you have interest in participating in a transition to practice program (internship) that would give you the opportunity to increase your skills and competencies as a nurse:



2010 Newly Licensed RN Study

California Board of Registered Nursing New Grad Survey

How long have you been looking for a job?

Answer Options	Response Percent	Response Count
Less than 3 months	8.4%	37
3 to 6 months	28.1%	123
6 to 9 months	28.5%	125
9 to 12 months	14.8%	65
Greater than 12 months	20.1%	88
<i>answered question</i>		438
<i>skipped question</i>		608

Overview...National Picture

- In 2007 and 2008 Hospital Employment of RNs increased by 243,000
 - Largest 2 year increase in 40 years
 - Over ½ of these RNs over the age of 50
 - More than 50,000 moved from non-hospital to hospital settings
- 2001-2008 77% of the total increase were RNs over the age of 50
- 16.3% of workforce – foreign born, with an increase of 48,000 in 2008

National Picture (cont.)

- Good News!
 - Increase surge in ages of 23 to 25 years not seen since 1982
 - Interest in nursing remains high – yearly, ~ 30,000 qualified applicants turned away
- Impact of Economic Recession
 - ?jobless recover?
 - California's story reflects the rest of the country
 - Speed of recovery will directly impact the timing of RNs withdrawal from job market

New Focus: Health Care Reform and CA Nurses

- CINHC will be providing statewide leadership to **convene stakeholders to develop a framework** for how California needs to ensure the **nursing workforce is prepared** to meet the demand of health care reform, incorporating recommendations from IOM/RWJF Commission on the Future of Nursing (FON)
- **Similar format** to developing White Paper on Education Redesign...stakeholders/thought leaders
- Will **link with other efforts** rolling out to address HCR
 - WIB...Dr. Carlisle/Barbara Halsey...Kim Belshe
 - CHWA
 - CA APN, Public Health initiatives, CHA
- In partnership with **CA Team to CCNA/AARP** and the newly appointed **CA team by RWJF** to implement the FON Recommendations

HCR/FON Next Steps:

- Deloras Jones appointed “team leader” of FON’s Regional Action Coalition (RAC) (thus will allow effective linking with CINHC effort to address HCR)...will attend invitational Nov 30/Dec1
- Co-team leader (non-nurse) to be identified
- Planning meeting to be held in November
- **Potential to provide access to hearing deliberations of Nov 30/Dec 1 invitational at UC Davis**
- Stay tuned...we need all of you to shape the future of nursing in CA
- **Liana Hain will present recommendations** from the IOM/RWJF Commission on the Future of Nursing

Contact Information

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