

What's Being Done to Address the Nursing Shortage in Rural and Tribal Communities

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Vicki Buchda, MS, RN, NEA-BC
Timian M. Godfrey, DNP, APRN, FNP-BC, CPH
Kathy Busby

Nursing Shortage: Is it Real?

Inquiring minds want to know....

Yes!

- The US was experiencing a nursing shortage before the pandemic
- Registered Nursing (RN) is listed among the top occupations in terms of job **growth** through 2029
- 175,900 openings for RNs each year through 2029 in the US
 - Includes nurse retirements and leaving the workforce
- Arizona is expected to have a 23% growth in demand for specialized nurses
 - 20,508 new openings in AZ by 2025

Contributors to the Nursing Shortage

- **Nursing school enrollment** is not growing fast enough to meet the projected demand for RN and APRN services
 - A shortage of **nursing school faculty, clinical sites, classroom space, clinical preceptors**, and budget constraints are restricting nursing program enrollments.
 - In 2019 80K qualified applicants turned away
- A significant segment of the nursing workforce is nearing **retirement** age
- We **need for more nurses** to care for our aging population
- Insufficient staffing is raising the stress level of nurses, impacting job satisfaction, and driving many **nurses to leave the profession**

What happened during the pandemic?

- The turnover rate for staff RNs was 18.7% in 2020
 - an increase of 2.8% from the prior year
 - time to fill a position: 3 months (NSI, 2021).
- RN vacancy rates rose to 9.9%, up 1% from prior year
- One third of hospitals reported a vacancy rate exceeding 10% (NSI, 2021).
- Press Ganey (2021) studied over 100,000 US healthcare employees
 - nearly 30% of RNs were at risk of leaving their current employer
 - nurses younger than 35 at their current job less than one year are most likely to leave
- 23.9% of new graduate RNs are leaving their position within one year (NSI, 2021)

Hiring and Onboarding during the Pandemic

- Onboarding of new employees became more complex
- Newly graduated nurse education was largely virtual and clinical experiences were transitioned to simulations.
- New Graduate nurses entered the most difficult practice environment in several decades
- Orientation processes and precepted experiences were disrupted (NSI and Advisory Board, 2021).
- Experienced nurses retired resulting in fewer experts to precept and guide new nurses
- Travel nurses also required oversight
 - Travel nursing became so lucrative that nurses with little experience were traveling, placing extra burden on the receiving agency

Proposed Transition to Practice Program: Support for New Graduate Registered Nurses in Arizona

- Program goal: provide **evidence-based professional development** that will **accelerate the novice nurse to a competent nurse more rapidly**.
- In other states this support has been shown to significantly **reduce turnover rates**.
- The program would rely on a **standardized curriculum**
 - For example: Vizient's curriculum is being used in 45 states
- Costs off-set by a **legislative appropriation**.
- Daily operations
 - 2-3 FTEs for program management and operations
 - Housed under the AZ Foundation for the Future of Nursing at **AzNA**
- Funding
 - Operations and FTES
 - Curriculum costs for participating hospitals
 - Stipends to hospitals to offset costs of preceptors
 - Preceptor and mentor stipends
- Measurement
 - Retention
 - satisfaction

Curriculum

Leadership

- Patient care delivery, resource management and delegation
- Patient care coordination
- Interprofessional communication
- Conflict resolution

Quality outcomes

- Pain management
- Skin integrity and wound management
- Patient fall prevention
- Medication safety
- Infection prevention and control
- Patient and family education
- Management of the changing patient condition

Professional role

- Ethical decision making
- End of life care
- Cultural competence in the nursing environment
- Stress management and self care
- Evidence based practice
- Professional development



Arizona School Nurse Access Program (ASAP)

Supported by:

ADHS

AZ Department of Education

School Nurses Organization of Arizona

AZ Foundation for the Future of Nursing



Three Elements of ASAP



Successful Transition to
Practice for Newly Licensed
Nurses

Preceptor/Mentorship
Program

National Certified School Nurse
(NCSN)

ASAP Program at a Glance



- Newly licensed Nurses Transition to Practice Program
 - Goal: Recruit and retain 60 new nurses in school nurse positions
 - Focus on primarily in rural and underserved communities
 - Competency based education, mentorship, completion of national certification
 - Mentors are experienced school nurses
- Support 40 incumbent school RNs
 - National certification

Note: this program is funded with CDC COVID-19 Funding



A diverse and skilled health workforce that is representative of the communities being served will improve the access to care and quality of services provided

American Indian health system nursing workforce in Arizona

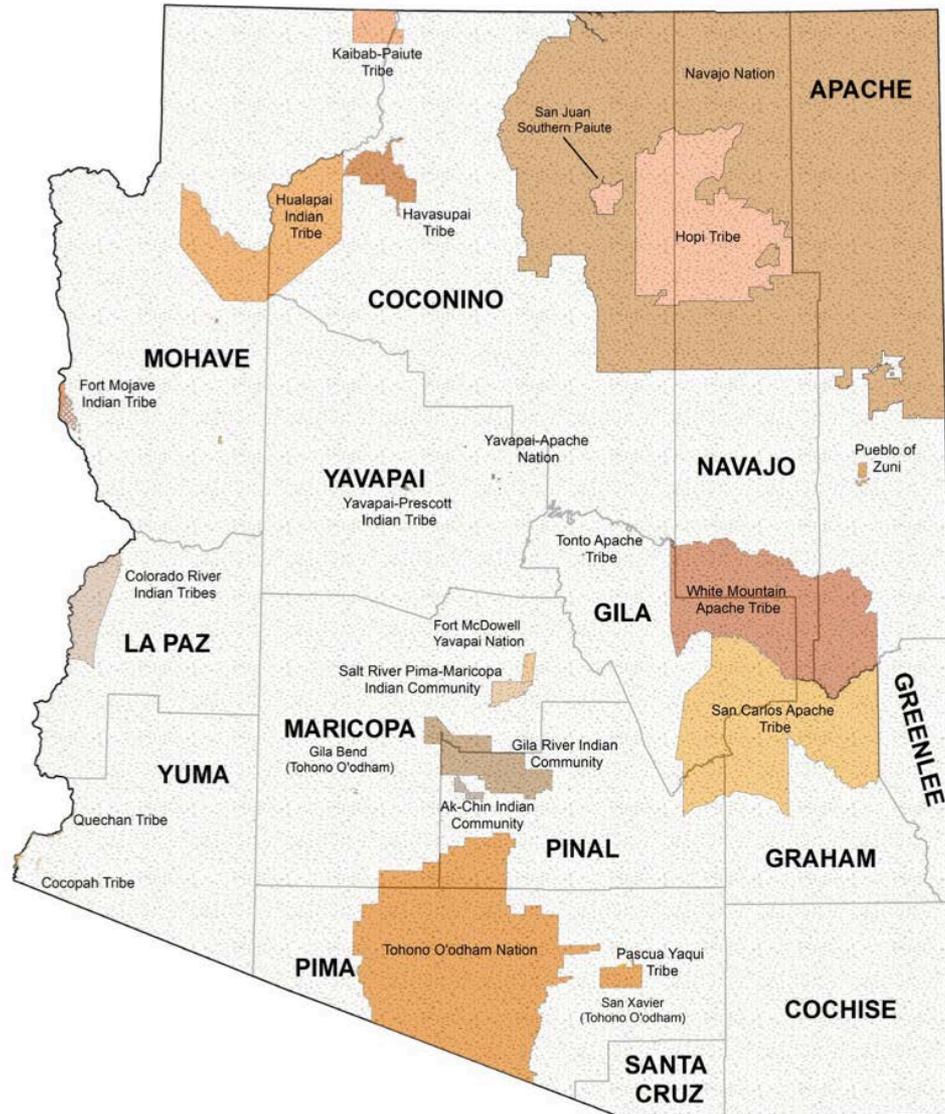
- I/T/U vacancy rates range from 13-31% across all areas; highest rates are in the Navajo area (30%), Phoenix rates are at 21% (U.S. GAO Office, 2018)
- Impact of COVID-19

Education



6th Area Health Education Center Initiative

Tribal Homelands In Arizona



Arizona Nursing Career Apex and Transition Scholars (ANCATS)



Purpose of the HRSA-funded ANCATS program

- increase opportunities to nursing education
- support students' academic success during their program to ensure a more diversified nursing workforce



Indians in Nursing: Career Advancement and Transition Scholars (INCATS) Program

Five-year project aiming to increase the number of BSN and advanced practice Native American nurses who will practice in tribal facilities.

INCATS creates new pathways for those interested in nursing and current nurses to advance their careers and build new tribal-academic-practice collaborations that expand the Native American nursing workforce prepared to improve health in Native communities.

ANCATS

- 112 total students
- 56 graduates:
 - 40 BSN (98% NCLEX 1st time pass rate)
 - 9 RN-MS
 - 7 DNP/PhD

INCATS

- 10 total students since 2019
- 4 graduates, including one DNP graduate

Arizona Nurses Association

Healthcare Workforce Legislation

1. Funding for nursing education at universities and community colleges
 - increase nursing faculty and resources to increase number of students
2. Funding for clinical placements/preceptors
 - increase clinical placements for student nurses to increase number of students
 - funding for clinical training for new nurses transition to practice and upskilling
3. Funding for preceptors for physicians and advance practice registered nurses
 - stipends for preceptors
 - emphasis on rural and primary care
4. Funding for pilot program in 2 community college districts to develop programs for behavioral health
 - behavioral health tech certificate programs and 2 and 4 year degree programs
 - student financial assistance

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Other Nursing Legislation Priorities

1. Healthcare worker assault bills – S1311 and H2635
 - mirror bills – prevention emphasized
2. Operating room smoke bill – H2434
 - requires smoke evacuation for health of or personnel

THANK YOU

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