Considerations for Improving Workforce Development through Flexible and Responsive Supply Survey Data Reporting

Presented to The National Forum of State Nursing Workforce Centers’ Annual Conference by Carrie M. Oliveira, Ph.D. & Laura Reichhardt, MS, APRN, NP-C

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Presentation Objectives

• Describe the importance of responsive and flexible data reporting.

• Identify workforce development concerns that vary by region.
Purpose & Rationale for this Presentation

- The Hawai‘i State Center for Nursing (HSCN) overhauled the structure of its 2017 Nursing Workforce Report

- We aim to discuss:
  - Motivating factors & rationale for the change
  - Other changes we made
  - Outcomes stemming from our changes
  - Future plans
About the Hawai‘i State Center for Nursing

• Mandated by state law in 2003
• Funded by nurses
• Tasked to ensure an adequate and well-prepared nursing workforce via:
  – Workforce **data collection and reporting**
  – Promotion of **quality outcomes and best practices**
  – Support of **recruitment and retention** efforts
  – **Reporting** findings, program outcomes, etc.

“If you’ve seen one nursing workforce center, you’ve seen one nursing workforce center.”

-Judee Burg, Past-President (16-17), National Forum of State Nursing Workforce Centers
We Have Experienced More than a Decade of Increasing Capacity

- 2005: Educational Capacity Research Activities Begin
- 2006: Hawai‘i Partners in Nursing Project: Addressing Recruitment and Retention Issues in Long Term Care launched
- 2007: Nursing Workforce Survey Begins in Collaboration with BON
- 2017: Chambers of Commerce across Hawai‘i launch Sector Partnerships to address workforce demands. Health selected across all counties.
We Have a Range of Local & Regional Partners
What Do Our Partners Need from the Center?

• **Data that are:**
  – Relevant to them
  – Acknowledge different priorities, activities, and resources

• THIS was the primary antecedent to revising the structure of the report
‘Ōlelo Hawai‘i
(Hawaiian Language)

Kuleana

• Loosely translates to “responsibility.” Mutual and reciprocal accountability.

• The Center’s kuleana = relevant, actionable data for ALL partners.
• Most isolated inhabited archipelago on the planet

• 8 major islands

• Only way to travel interisland is to fly (unless you own a boat, and most people don’t)
### Hawaiʻi’s Counties

<table>
<thead>
<tr>
<th></th>
<th>C&amp;C of Honolulu</th>
<th>County of Hawaiʻi</th>
<th>Maui County</th>
<th>County of Kauaʻi</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Population</td>
<td>986,999</td>
<td>193,680</td>
<td>162,456</td>
<td>70,447</td>
</tr>
<tr>
<td>% of Population</td>
<td>70%</td>
<td>14%</td>
<td>11%</td>
<td>5%</td>
</tr>
<tr>
<td>Med. HH Income</td>
<td>$96,000</td>
<td>$74,200</td>
<td>$81,400</td>
<td>$87,000</td>
</tr>
<tr>
<td>% Native Hawaiian</td>
<td>25%</td>
<td>34%</td>
<td>28%</td>
<td>23%</td>
</tr>
<tr>
<td>100% Rural (HRSA)</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td># Acute Care Facilities</td>
<td>13</td>
<td>5</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>% of Nurse Workforce</td>
<td>72%</td>
<td>13%</td>
<td>10%</td>
<td>5%</td>
</tr>
<tr>
<td>% BSN+ RNs</td>
<td>78%</td>
<td>59%</td>
<td>49%</td>
<td>45%</td>
</tr>
<tr>
<td># of Local BSN Progs.</td>
<td>4</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
Hawai‘i’s Nursing Workforce Reports Prior to 2017

• Were organized by license
• Provided numerous cross-tabulations

• This was in keeping with data reporting conventions for nurse workforce data at the national level

• Nobody ever complained . . . BUT
  – C&C of Honolulu accounts for 70% of the population
  – Small counties disappear in analysis
Hawaiʻi’s Nursing Workforce Report in 2017

• Maintained presentation of statewide data by license

• Added sections for each county
Wait; There’s More!
Increased Readability & Relevance

• Data callouts

• Section highlights

• Discussed timely topics
Improved Infographics
(This was from 2013 . . .)

A shortage of registered nurses and nursing faculty positions means a shortage of quality health care in Hawai‘i.

Without enough RNs:
- Access to quality care is decreased.
- Supply of health care services is limited or unavailable.
- Underserved and rural areas receive insufficient care.
- Patient safety is at risk.

The demand for trained nurses exceeds the supply:
- In 2005 Hawaii experienced a shortage of 960 RNs, which is estimated to grow to 2,100 RNs by 2016 and to 2,670 RNs by 2020.
- Estimates indicate that by 2015, 51% of Hawaii’s RN workforce will retire. By 2020, 51% of Hawaii’s current workforce will retire.
- Hawaii’s population is aging as is the nursing workforce.
- The interest in nursing careers continues to increase. In 2007, 542 highly qualified applicants were turned away from nursing programs. (Wasserman, S. A. (2006). Survey of Nursing Education Programs 2005-2006) *Data not updated*
- Faculty shortage is a critical barrier to addressing the nursing shortage. If current graduation rates are maintained, there will be a greater than 50% shortfall in the need for new nurses by 2018.

Full Time Equivalent Registered Nurses Supply and Shortage
While the supply of RNs is projected to increase very little from 2005 to 2020, the demand will significantly increase.

Growing Educational Capacity
Aggregate growth in capacity is required to produce graduates to reverse the shortage.

Percent of Veteran Registered Nurses on Oahu, Hawaii, Maui, and Molokai Intending to Retire in the Next 5 Years

Out of the total veteran nurse cohort, Oahu has the largest percentage of nurses with 60% of our veteran RNs planning to retire in the next 5 years. On the other islands, 27% plan to retire in Hawaii County, 12% in Maui and 4% in Kauai.

Growth:
- Oahu
- Hawaii County
- Maui
- Molokai (60+ or younger)
- Kauai (65+ or younger)
- Oahu (65+ or younger)
- Hawaii County (65+ or younger)
- Maui (65+ or younger)
- Molokai (65+ or younger)
- Kauai (65+ or younger)

- The Center held a Summit on Nursing Education and Practice in March 2006. Outcomes include planning for a career fair for all nursing students and prospective employers and a pilot internship assistance program for now graduates RNs.
- The Center conducts an annual survey of 100% of Hawaii’s Schools of Nursing to determine educational capacity and provides title and other data on the nursing workforce to policy makers and the community.
- The Hawaii State Legislature has shown a commitment to addressing the state’s nursing shortage by funding additional faculty positions, infrastructure and facilities for UH nursing programs.
- To effectively address the nursing shortage, collaborative partnerships are needed to bring together healthcare, business, philanthropy, and government.
To 2017

**2017 NURSING WORKFORCE ACADEMIC PREPARATION**

**BSN+ PREPARED**
- **HAWAI’I**: 72%
- **U.S.**: 53%

**85% NEW GRADUATES EMPLOYED WITHIN ONE YEAR**

**1 IN 5 ADVANCED THEIR EDUCATION IN NURSING**

**BSN+ ENTRY INTO PRACTICE BY GRADUATION DATE**
- **BEFORE 2014**: 53%
- **AFTER 2014**: 76%

This survey allows us to understand the characteristics of the Hawai’i licensed nursing workforce to support data-informed policy development by statewide stakeholders & planners.

**2017 NURSING WORKFORCE COUNTY OF HAWAI’I**

**DISTRIBUTION**
- **MOST**: 13% NURSES IN HAWAI’I WORKING IN COUNTY
- **LEAST**: 14% PEOPLE IN HAWAI’I RESIDING IN COUNTY

**BSN+ PREPARED**
- **U.S.**: 53%
- **HAWAI’I**: 72%
- **COUNTY OF HAWAI’I**: 59%

**RACE**

**MEDIAN AGE**
- **STATE**: 44
- **COUNTY**: 47

**HAWAIIAN ANCESTRY**
- **STATE**: 16%
- **COUNTY**: 16%

**LIKELY TO LEAVE NURSING WITHIN 5 YEARS**
- **LPN**: 15%
- **RN**: 11%
- **APRN**: 10%

**TOP SPECIALTIES**
- **LPN GERONTOLOGY**
- **FAMILY HEALTH**
- **HOME HEALTH**
- **RN ACUTE CARE**
- **GERONTOLOGY PERIOPERATIVE**
- **APRN FAMILY HEALTH**
- **ACUTE CARE**
- **MENTAL HEALTH**

**HIGHEST PERCENTAGE OF NATIVE HAWAIIAN NURSES**

**HAWAI’I STATE CENTER FOR NURSING**
Connecting Nurses, Transforming Healthcare.
Better Distribution of Report and Data

**Early Release of Data**
- **Infographics**
- Released individual stats

**Digestible Summaries**
- **More Infographics**
- **Summary Video**

**Told (Literally) Everyone**
- Sent report to ALL partners
- Mentioned report/data in every meeting
- Sent report to county mayors, governor, state legislators
- Distributed stats in **newsletters** and on **social media**
- Press releases; reports in the news
We Use Our Own Data Better

Revision of Marketing Materials

Legislative Session Kick-Off Infographic

Current Data for Soon-to-be Nurses

7 in 10
72% of the nursing workforce is baccalaureate-prepared or higher. This is a 16% increase since 2013.

56%
The percentage of Hawaii’s full-time nursing faculty who are over 50 years old.

THANK YOU FOR YOUR SUPPORT!
Hawaii’s legislature has passed 22 acts improving the scope of practice for APRNs since 2009.

2005-2017: 104% GROWTH IN APRNS

DISTRIBUTION OF APRNS IN PRIMARY CARE

New Grad RN Fun Facts
- What percent got a BSN as their first nursing degree?
  - 75%
- In what 2 employment settings are 70% of new grad RNs employed as of 2017?
  - Hospitals = 52%
  - Nursing Home/Extended Care = 17%
Assessing Success!
More Overall Use of Data

- Small Counties are a Priority
- Invitations to Present Data
- Continuing Competency Activities
- Requests for MORE Data
‘Ōlelo Hawai‘i
(Hawaiian Language)

I Mua

- “To move forward or ahead,” esp. toward a goal.

- The Center will i mua toward continuing to improve partners’ awareness of, access to, and use of our data.
Fulfilling Our Kuleana

- Ask the Right Questions
- Keep Up the Infographics
- Respond to Requests for Data
- Small Reports & White Papers
Let’s Talk Story

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Mahalo Nui Loa