



Volume 2, Issue 1
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**FROM THE
DIRECTOR'S
CHAIR**

STRATEGIC

PLAN: FCN Board
Approves Strategic
Plan for Public
Review

RESEARCH:

Status of FCN
Survey of Florida
Registered Nurses
Renewing License.
Lynn Unruh to
develop a
forecasting model.

FCN FUNDING:

New funding
source possibility
for the FCN.

**What's New on
the FCN Website**

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Magnet Facilities
Gold Seal Awards
RN job growth #1

From the Director's Chair

The Florida Center for Nursing (FCN) continues to work to identify issues and solutions related to the shortage of nurses. Clearly there is a need to address this evolving crisis from both a recruitment and retention perspective. The increased production of newly graduated registered nurses does not meet the employers' need for ready-to-work, qualified applicants with the requisite skills to fill vacant positions. It is imperative that we close the back door and slow the loss of nurses from the workforce by addressing negative work environment conditions.

The greatest challenge to date has been the inability to accurately describe the supply of and demand for nurses in Florida. The FCN Board of Directors and staff believe that the current supply figures are overstated. All that we know from current data is the number of licensees, the status of their license, and their mailing address. We do not know whether they are working, where they work, how much they work, or if they are working in direct care delivery.

Conversely, we believe that the demand figures are understated. The most often quoted vacancy rate is based on a survey of Florida Hospital Association members, thus representing only those choosing to participate from one employment setting.

Forecasting data estimates a need for the addition of nearly 9,000 RNs per year through 2010. This is based on historical trends that may not represent the current or future rate of loss of employees. Our history also does not fully reflect our future population growth and the predicted aging of Florida's population.

For these reasons, the FCN has focused on data collection and strategic planning as the appropriate mechanism to address nursing manpower in our state.

Research

License Renewal Survey - In January, 2004 the first set of license renewals was mailed to nurses in Florida. In addition to the renewal request, a request to complete the FCN survey was included in each packet.

As of March 4 the center has received 1432 usable surveys out of approximately 90,000 packets for renewal sent. Of those 1385 were completed online (103 from ARNPs and 1282 from RNs. For statistical purposes we need many more, so let your voice be heard – **COMPLETE YOUR SURVEY SOON.**

DEADLINE FOR PARTICIPATION IS APRIL 30, 2004.

The second renewal period begins in April with a due date of July 31, 2004. If you are among those renewing during this time look for the information sheet in your packet – **PLEASE PARTICIPATE!**

LYNN UNRUH To Develop a Supply & Demand Forecasting Model - Dr. Unruh is a Registered Nurse with graduate degrees in Economics. Through contract, Dr. Unruh has been hired to develop supply & demand forecasting models for nursing in Florida. The first phase of her work will be to look at and select from existing models. We project to have a report by Fall 2004.

Taskforces Complete Draft of Statewide Strategic Plan to Address the Nursing Shortage - Five FCN Board Task Forces have completed the draft of the strategic plan to resolve the Nursing Shortage in Florida. The task forces focused on five goals for the strategic plan to include: education, recruitment and retention, collection and maintenance of supply and demand information, issues of diversity, and the continuation of the Florida Center for Nursing.

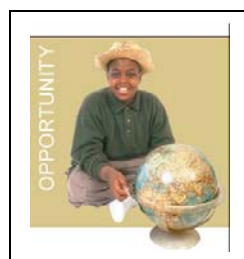
The draft plan was reviewed and edited by the FCN Board of Directors at its March meeting. The next step in the process is to present the plan to those agencies and organizations who have participated in the strategic planning process since November 2003. With their endorsement, we will be able to move forward with developing an implementation schedule, the goal of which is to make the Strategic Statewide Plan to Address the Nursing Shortage in Florida a reality.

The result of this effort will be that Florida has a qualified nursing workforce that is sufficient to meeting the changing demands of the health care environment and the needs of its people.

FCN Funding

New Funding Source a Possibility for the Center – Governor Jeb Bush has signed authorization for one more year of funding for the center. Additionally, a proposal is going forward to provide the center with ongoing funds from the already existing dollars in a trust fund at the Florida Board of Nursing. If the proposal is accepted, a certain number of dollars from each nursing license renewal and application fee would be dedicated to a fund to support the Center on a yearly basis. Approval of this proposed funding source will not result in an increase in the licensure fee.

Facts of Interest



12 Magnet Designated facilities in Florida- go to <http://nursingworld.org/ancc/magnet/facilities.html> for more information.

10 Gold Seal Facilities in Florida - Gold seal for long term care is similar to Magnet designation in acute care. For more information go to http://www.fdhc.state.fl.us/MCHQ/Long_Term_Care



Registered Nurses #1 in Job Growth – U.S. Dept. of Labor, Bureau of Labor Statistics reports RN #1 in job growth 2002 – 2012.

Newsletter provided by: Florida Center for Nursing
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