

FCN Presents First Estimates of Registered Nursing Labor

Until now, Florida has lacked credible information on the amount of nursing labor available for the provision of healthcare to its citizens. Thanks to the Center's 2008 Nurse Workforce Survey, we now know the work setting, regional location, and number of hours worked for nearly two-thirds of the state's RNs. We used this information, along with licensure data covering the complete population of RNs, to construct estimates of the number of RNs working in nursing and the number of full-time equivalent (FTE) positions they comprise. We estimate that 161,778 RNs are members of the Florida nurse workforce. Together, they fill an estimated 143,713 RN FTE positions.

The report, [Estimation of the RN Workforce in Florida as of January 2009](#), also provides estimates of the number of RNs and RN FTEs by employment setting, age, gender, and region of the state. To put the regional figures in context, we calculated the number of RNs and FTEs per 100,000 members of the population and per 100 hospital beds. Find out more about the nurse supply in your region by downloading the report!

Updated Statewide & Regional Status

FCN recently released updated Statewide and Regional Status Reports on Nurse Supply, Demand, and Education. These short reports synthesize our most recent data on nurse supply, demand for nurses, and nursing education programs within each of six Florida regions (Central, North, Northwest, South, Southeast, Southwest) as well as statewide. Our website also includes a map of Florida counties. From this page, you can access not only the regional and statewide reports, but drill-down into data at the county and regional workforce board levels.

View our Statewide and Regional Status Reports [here](#).

New FCN Report: Licensed Nurses in Florida: 2007-2009 Trends & Longitudinal Analysis

We are excited to announce our new FCN Report, [Licensed Nurses in Florida: 2007-2009 Trends and Longitudinal Analysis](#). This report highlights changes in Florida's potential nurse workforce from January 2007 – January 2009. This is the first report to use a full two-year cycle of nurse licensure data, and thus presents a more complete picture of the potential nurse workforce. Although more than 25,500 RNs joined the potential nurse workforce, more than 16,500 RNs left the workforce, resulting in a net increase of about 9. The report demonstrated that much of the growth came in the form of new RN graduates. Unfortunately, this level of growth among Florida's nursing programs is likely unsustainable. The Center's 2008 Nursing Education Annual Report and Workforce Survey found that Florida's nursing education programs turned away more than 12,000 qualified applicants during 2007-2008. As the economy worsens, schools continue to struggle with funding for new faculty as well as with limited clinical education sites.

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2008 R&R
Spotlight:
Pinellas County
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The Retention and Recruitment Funded Projects initiative was established in 2008 using matching funds from Blue Cross/Blue Shield of Florida, Inc. This small grants program aims to serve as a way to obtain direct feedback on R&R projects from the nursing community as well as a way to pilot long-term or large-scale retention and recruitment initiatives. By evaluating projects at the end of the award cycle, the Florida Center for Nursing aims to offer evidence-based strategies for retaining and recruiting nurses in Florida. Each month, the Center will spotlight one project from the 2008 R&R award cycle in an effort to provide more in-depth information for Florida's nurse employers and nurse leaders.

Project Leader:

Marilyn Carr, BA, ARNP
Pinellas County Health Department

Project Title:

Retaining Valued Public Health Nurses at the Pinellas County Health Department

Brief Description:

This project aimed to improve both the recruitment and retention of public health nurses through advertising and marketing, a centralized nursing recruitment/hiring/retention office, and a two-tract nurse mentoring program.

Project Goals & Activities:

The intended results were to decrease the Pinellas County Health Department (PinCHD) nurse vacancy rate; increase job satisfaction (as reported on Nurse Job Satisfaction Surveys); increase awareness of the PinCHD as a competitive nurse employer; improve the healthy work environment for new and experienced nurses; improve job commitment, intention to stay, and job satisfaction; and train agency nurse mentors.

PinCHD implemented a Centralized Nurse Hiring Office, which enabled the agency to conduct a single interview for multiple openings utilizing a hiring team with a nursing supervisor to answer nurse-specific questions. The centralized hiring office decreased the amount of time to fill vacancies and allows the agency to tailor positions specifically for certain applicants. These openings can be tailored based on information from a new database that was created from nurse inquiries and contains data on applicant individual interests, skills, and experiences. The agency also created and piloted a two-tract nurse mentoring program; tract one serves new nurses and tract two serves existing nurses seeking a position change within the agency.

Final Project Outcome:

The agency found a decrease in the length of time in filling open positions and will continue to utilize the Centralized Nurse Hiring Office based on the success of this project.

Goals for satisfaction with the Tract 1 nurse mentoring program were exceeded by 24% (goal was 70%, satisfaction was reported at 94%). There was a 3% increase for the overall score from the pre- to post-test Confidence Survey for Tract 1 mentoring. Participants requested that the program continue and the program is now planned to continue on an informal basis. Data also demonstrated numerous increases from baseline in the Job Satisfaction Survey; the three greatest areas that showed improvement were staffing, ability to be creative, and morale.

The most significant outcome of the project was a 17.9% decrease from the baseline turnover rate at the end of the grant, which surpassed the goal of 5% below baseline turnover rate. The mentoring project was presented at multiple conferences, including the 2008 statewide Public Health Nursing Leadership Conference in Orlando, FL; a national conference in 2009 and the Annual Florida Association of Public Health Nurses 2009 were planned.

Lessons Learned:

Key lessons learned identified by the agency include incorporating questions on overall satisfaction into the job satisfaction surveys as well as utilizing the Florida Center for Nursing's recommended method of calculating vacancy rate by tracking only actively recruited vacant positions. Mentoring program participants also gave feedback that the mentoring program works best when work locations are in close proximity. The project leader also reported that the recruitment activities and hiring practices implemented during the grant period increased the availability of potential nurse employment candidates. Furthermore, mentoring helped form a connectedness to the agency that fostered longevity of the nurse workforce.