

New White Paper on Retention

Research conducted by the Florida Center for Nursing clearly demonstrates that increasing production of new nurses alone is not enough to resolve the nursing shortage in Florida. Although it is necessary to continue increasing funding for nurse education programs, it is also imperative that we work to improve the work environment for nurses and in turn improve retention. In our [Forecasting Supply, Demand, and Shortage of RNs and LPNs in Florida, 2007-2020](#) report, we demonstrated that only when we increase new graduates by 15% each year and delay existing nurse retirement by two years will we have long-term success in resolving the shortage.

This white paper, *Making the Case: Improving Retention to Address Florida's Nursing Shortage*, illustrates why addressing retention by improving the working environment for nurses is a mission-critical element of resolving the nursing shortage in Florida. Read the full paper [here](#).

2009 Retention & Recruitment Projects Announced

In 2008, the Florida Center for Nursing launched the Retention & Recruitment Funded Projects initiative in an effort to stimulate innovative retention and recruitment strategies within the nursing community. With additional funding from Blue Cross Blue Shield of Florida, Inc., the Center has provided more than \$188,000 in funding since 2008.

2009 marks the second year of this initiative and we are pleased to announce that we received yet another round of high-quality proposals from a diverse range of nursing and community professionals. A selection committee comprised of FCN Board Members and Staff reviewed the applications, selecting a total of six projects. It is clear from the enthusiasm and thoughtfulness in the proposals we received that there is a sense of urgency at both the executive and the grassroots level to resolve the nursing shortage in Florida. These projects represent not only a creative source of initiatives, but also an expansion of the conversation on the nursing shortage.

The grant program has been highly successful and in 2009 the return on investment for the Florida Center for Nursing will be \$13.92:\$1.00. To read about this year's projects, please take a look at the project summaries [here](#).

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Final Report on 2008 R&R Projects

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Final Report on 2008 Retention & Recruitment Projects

As we begin our next round of R&R Funded Projects, we are excited to release the results from last year's initiatives. Project leaders reported a great deal of success and the majority of initiatives will continue to be implemented beyond the grant period. Multiple projects were featured at both statewide and national conferences within the field. These projects can serve as a resource for nurse employers seeking evidence-based innovative retention and recruitment strategies; brief project summaries can be viewed [here](#). We will spotlight each project individually beginning with our March newsletter, so stay tuned!

As the final phase of our 2008 Retention & Recruitment projects draws to a close and the 2009 projects begin, we are looking ahead to next year. Our ability to continue this initiative will depend on funding, which depends on you. Please consider making a donation to the work of the Center so that we can continue to sponsor these important projects.

For information on how to contribute, please visit the [Make a Donation](#) page on our website.

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