

FCN Employer Survey

In mid-July, the Center will launch its second biennial survey of nursing-intensive healthcare settings, including hospitals, nursing homes, home health agencies, hospices, and public health departments. The 2009 Nurse Employer Survey will provide a much-needed update on the demand for nursing labor in the state. Information will be gathered on the number of vacancies, the types of nurses in highest demand, and anticipated growth in nursing positions.

Based on results from our 2007 survey, we estimated that more than 10,000 vacancies for RNs and nearly 3,000 vacancies for LPNs existed as of June 30, 2007. Since then, we've heard anecdotal reports of hiring freezes and new graduate difficulty in finding hospital employment, but the reports vary by region and may not apply to non-hospital employment settings. Our 2009 survey will help to clarify the impacts of the recent economic slump on nurse demand across the different regions of Florida and settings of nurse employment.

YOU CAN HELP! If you are a hospital Chief Nursing Officer, Director of Nursing in a public health department, Chief Executive Officer of a hospice, or Licensed Administrator for a nursing home or home health agency, be on the lookout for our survey. If you work in any of these settings, encourage your administrators to complete the survey. With your help, our 2009 survey will provide the information we need to plan for the number and types of nurses needed in our state – benefiting employers, nurses, and healthcare consumers alike!

Team Florida Education Capacity Summit

The Florida Center for Nursing co-leads Team Florida, one of only 18 teams in the country selected to participate in the National Education Capacity Summit sponsored by AARP's Center to Champion Nursing in America, the Robert Wood Johnson Foundation, the U.S. Department of Labor, and the U.S. Department of Health and Human Services.

In recognition of Florida's highly diverse geographical areas, Team Florida replicated the national model and hosted an education capacity summit in Orlando, FL on June 1 & 2, 2009. Nursing leaders from each of Florida's regions were invited to apply as part of a collaborative project team in an effort to improve state-level sharing and collaboration in support of regional efforts. The summit was a huge success and Judith Woodruff, from the Northwest Health Foundation, served as the keynote speaker. FCN will be adding a page for regional updates to our existing website at www.FLCenterforNursing.org, so stay tuned!

June 2009



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2008 R&R Spotlight: First Coast Nurse Leaders Consortium (p. 2)

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2008 R&R Project Spotlight: First Coast Nurse Leaders Consortium

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 seeks 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 Leaders:

Debra Hernke & Leigh Hart - First Coast Nurse Leaders Consortium

Project Title: First Coast RN Residency Partnership

Brief Description:

The purpose of this project was to develop a Registered Nurse (RN) residency program supporting the retention of first-year novice nurses providing direct patient care; this initiative was a collaborative effort between academia and practice. This one-year residency in a practice setting with a university partnership aimed to further skill development, professional practice, and confidence building. It is anticipated that college credit toward a Bachelor of Science in Nursing (BSN) would be given.

Project Goals & Activities:

The intended outcome for development and implementation of a residency program was to increase the one year retention rate of new graduate nurses and reduce turnover, which can be as high as 55%. Additionally, project leaders sought to encourage continuing education among graduates; to remain cost neutral for the clinical institutions given the economic environment; and to make the program applicable to all settings (acute care, teaching hospital, community hospital, and long term care facility).

Final Project Outcome:

The project leaders report that the project was successful in implementing interventions and activities to create a residency program applicable to all nursing settings (acute care, teaching hospital, community hospital, and long-term facility). A curriculum plan for three credit hours was created to apply as an elective towards a BSN degree. The plan includes an 8-week classroom experience with outside assignments that will add to the growth and development of the nursing unit in which they are placed. The outcome of increasing one year retention of new graduates cannot be measured until implementation and completion of the first program. The program was scheduled to be implemented in mid-January 2009.

Lessons Learned:

Among the many successes reported by the project leaders, they reported the collaboration between practice and academia working together to increase retention of nurses as the most valuable. While they found it necessary to often break into subgroups of practice and education, it was always imperative to regroup together after separate meetings to review assumptions, direction, plans, etc. to ensure a unified approach.

Another key lesson learned was in regards to the selection process. The recession, limited ability to hire nurses, and the need to focus on efficiencies posed challenges for identifying practice agency candidates across all three settings (teaching hospital, community hospital and long term care facility) and the number of candidates dropped from a potential of 15-20 to 5-7. This created challenges with the academic portion of the plan, as schools needed student names months in advance for registration purposes, though practice agencies would not have names until shortly before hire. There were also a minimum number of students required for one of the universities for them to have financial viability of a separate course. One of the universities involved is now investigating the possibility of offering college credit for a continuing education course. Offering a continuing education program with credit also allows registration to be closer to the time of the start of the class rather than during regular college enrollment. It can be used as an elective in their BSN program rather than one of the regular nursing courses as originally planned.

FCN Updates & Nursing News in Florida

Special thanks to Emmanuel Tormes, Special Assistant to Governor Charlie Crist, for his recent visit to the Center!

HB 1209 has now been signed into law and the Center is working with the Board of Nursing and the Office of Program Policy Analysis & Government Accountability to facilitate the work stipulated in statute. The Center appreciates being included in the statute **as a reflection on our role in workforce analysis and policy recommendation**. We look forward to the opportunity to provide information to the Governor, the President of the Senate, and the Speaker of the House of Representatives.

HB 1139 has also been signed into law in an effort to **expand donations to the Florida Center for Nursing** during the nurse licensure renewal process. Interested in donating to the work of the Center? Please visit our [webpage](#).

The **Health Resources and Services Administration's (HRSA)** Bureau of Clinician Recruitment and Service is seeking applicants for the 2009 Faculty Loan Repayment Program. To learn more about the Faculty Loan Repayment Program, please visit <http://bhpr.hrsa.gov/dsa/flrp/> or contact the HRSA Call Center at 1-800-221-9393.