



Statutory Mandates, Actions, and Outcomes Executive Summary February 2006

In 2001 the Florida Legislature established the Florida Center for Nursing (FCN). The Center's Board of Directors held its inaugural meeting March 2002 and hired the first Executive Director in November 2002. This report outlines the statutory mandates (Florida Statute 464.0195), FCN actions, and the outcomes of those actions from 2002 through the present. All documents and reports referenced herein are available at <http://www.FLCenterForNursing.org>.

Following statewide stakeholder meetings held in 2003, in collaboration with state nursing leaders the FCN developed and published the *Statewide Strategic Plan for Nursing Workforce in Florida* published May 2004. This plan has served to inform legislators of the complex array of interventions needed to resolve Florida's nursing shortage. The plan has served to guide the actions undertaken by the FCN Board of Directors and staff.

Major actions taken by the FCN include:

- Development of the FCN website and the FCN quarterly newsletter as means of communicating with and serving as a source of information for legislators, stakeholder organizations, nurses and student nurses.
- Development and publication of nursing manpower source documents
- Assessment and publication of nursing manpower data for Florida currently collected by three state agencies and by HRSA nationally.
- Recommendations for the expansion of nursing manpower data that is collected in Florida and for forecasting models that would support statewide and regional planning efforts.
- Sponsored a national nursing workforce summit to gain knowledge of successful interventions used in other states, and to establish Florida as a major player in national efforts to resolve the nursing shortage.
- Sponsored a state nursing workforce summit to gain consensus among state nursing leaders relative to the scope/definition of the nursing shortage, effective intervention strategies, and legislative recommendations.
- Authored and distributed multiple source documents on elements of the nursing workforce and sources of the shortage.
- Informed the legislature each year through testimony and reports on the status of the nursing shortage in Florida and strategies recommended or taken for resolution

Major outcomes of these actions include:

- A *Statewide Strategic Plan for Nursing Workforce in Florida*, which is used as a common guide to planning by many nursing stakeholder organizations.
- A central source of reliable information and source documents on the Florida nursing workforce
- Well-informed legislature on nursing manpower status and issues.
- Sponsored legislation that enables statutory collection of nursing manpower data.



There is established the Florida Center for Nursing to address issues of supply and demand for nursing, including issues of recruitment, retention, and utilization of nurse workforce resources. The Legislature finds that the center will repay the state's investment by providing an ongoing strategy for the allocation of the state's resources directed towards nursing.

The primary goals for the center shall be to:

Florida Statute	FCN Actions	Year	Outcomes
<p><i>1. Develop a strategic statewide plan for nursing manpower in this state by:</i></p>	<p><i>Statewide Strategic Plan for Nursing Workforce in Florida</i> was developed in collaboration with and endorsed by key stakeholder organizations/agencies.</p>	2004	<p><i>Statewide Strategic Plan for Nursing Workforce in Florida</i> distributed to legislators, state administrators, and key stakeholder organizations and agencies.</p> <p>Plan serves as blueprint for FCN action plans. A one-year Progress Report on plan was published and distributed by FCN, October 2005.</p> <p>Plan provides support for grant writers (e.g., Succeed Florida grants)</p>
	<p>Beginning 2006, key stakeholder organizations are being asked to take leadership roles on 1 of the 5 major goals in the plan. The FCN Board of Directors voted in January 2006) to lead efforts for Goals 1 and 2 [nursing manpower planning] and Goal 5 (FCN Funding).</p>	2006	
<p><i>1a. Establishing and maintaining a database on nursing supply and demand in the state, to</i></p>	<p><i>Nursing Workforce Summit</i>, jointly sponsored by FCN and Workforce Florida, Inc., was held to assess available nursing manpower data sources and initiate joint planning.</p>	2003	<p>Sources of manpower supply and demand data were identified, and potential for data modification/expansion was explored.</p>

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<p><i>include current supply and demand, and future projections; and</i></p>	<p>Developed a chart identifying who collects state and national nursing data, what data is collected, the tool used to collect data, and the frequency of collection.</p>	<p>2003</p>	<p>Serves as a source document for development of manpower data collection tool in Florida.</p>
	<p>Assessed scope of Florida nursing supply data and adequacy for nursing manpower planning.</p>	<p>2003</p>	<p><i>Nursing Supply & Demand in Florida: Analysis of Nursing Licensure Data and Nursing Supply and Demand: Synthesis and Evaluation of Existing Florida Data Reports</i> were published. Findings revealed supply data are minimal and unreliable for manpower planning. Discussions with the Florida Board of Nursing revealed a need to expand state statute in order to collect additional nursing manpower data.</p>
	<p>Survey of licensed nurses was conducted to gain additional manpower data (i.e., demographic, education, employment and career planning variables), to assess adequacy of the survey tool, and feasibility of a voluntary survey method for data collection.</p>	<p>2004</p>	<p><i>Analysis of 1st and 2nd Renewal Periods, 2004: Survey of Florida Registered Nurses Renewing their License</i> was submitted to DOH, but not published due to poor response rate (<5%). Findings yielded areas for survey tool modification and affirmed inadequacy of voluntary method of manpower data collection.</p>
	<p>Manpower Data Forecasting Models were collected, and assessed for use in Florida.</p>	<p>2004</p>	<p><i>Report on Nursing Workforce Forecasting In The State Of Florida</i> developed to inform the Center and key manpower planning agencies about forecasting model alternatives. Findings revealed that current HRSA forecasting models are adequate for current supply and demand, but inadequate for forecasting future needs or assessing impact of major interventions (e.g., increase # of new graduates).</p>

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<p><i>1b. Selecting from the plan priorities to be addressed.</i></p>	<p><i>Nursing Data Work Group</i> (Department of Education, Department of Health / Board of Nursing, Workforce Florida, Inc, and Labor Market Statistics / Agency for Workforce Innovation) convened in to identify available nurse workforce data elements required in developing a comprehensive plan to implement a nurse supply and demand forecast model.</p>	<p>2005</p>	<p><i>Report on Forecasting the Nursing Workforce in the State of Florida: Development of an Implementation Plan</i> outlines a comprehensive forecasting plan, describes activities that have already been completed, and identifies needed activities and how to accomplish them.</p> <p>Through FNA, legislation sponsors for HB 523 and SB 480 were obtained to change statutes such that the collection of nursing manpower data could be expanded.</p>
<p><i>2. Convene various groups representative of nurses, other health care providers, business and industry, consumers, legislators, and educators to:</i></p>	<p><i>Stakeholder Meetings</i> were conducted across Florida. Target audiences included Nurse Executives and Managers, Nurse Educators, Long – Term Care Providers, Nurse Recruiters, Human Resources Directors, and Public Relations Professionals, and Direct Care Providers including RNs and ARNPs.</p> <p>FCN hosted the 2nd <i>Annual Workforce Center Conference</i>, Taking the Long View; Grassroots Nursing Workforce Initiatives, a national nursing shortage data, information, and strategy development meeting.</p> <p>FCN staff regularly attends meetings of key stakeholder organizations, providing reports of FCN actions/plans and</p>	<p>2002-2003</p> <p>2004</p> <p>2004 – present</p>	<p>Findings informed FCN Board of Directors of the issues of the nursing shortage, including manpower data needs, problems in the practice environments and educational program needs. These findings provided content for focus and actions in the <i>Statewide Strategic Plan for Nursing Workforce in Florida</i>.</p> <p>Representatives from 36 other state workforce centers and coalitions attended the conference. Knowledge and access to workforce planning interventions were gained from other states. The Executive Director of FCN now serves on the national planning committee for this organization, and the FCN has access to the organizations website.</p> <p>Regular and timely information exchange on nursing manpower issues, planned interventions and outstanding needs.</p>

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	<p>soliciting issues in need of address.</p> <p>FCN convened <i>Summit of Nursing Leaders</i>, at the request of Representative David Mealor and Edward Jennings, to define the nursing shortage, identify issue priorities, and recommend legislative strategies. FCN provided oral and written testimony on the nursing shortage before a joint meeting of the House Community College and Workforce Committee and Colleges and Universities Committee.</p>	2005	<p><i>Florida Nursing Summit: Addressing the Nursing Shortage</i>, a report submitted to state legislature and administration, was used to support development of HB 1853 and SB 1060.</p>
<p><i>2a. Review and comment on data analysis prepared for the center;</i></p>	<p>FCN has prepared and distributed reports on elements of nursing manpower in Florida:</p> <ul style="list-style-type: none"> • Males in Nursing: Current Issues, Trends, and Recruitment Strategies • Nursing Shortage Strategies: Effectiveness Evaluation Model • A review of the Literature on the Impact on Nursing and Patient Outcomes in the US of Hospital Restructuring in the Last Decade • The Effect of LPN Reductions on RN Patient Load in Florida Hospitals • Issue Brief: RN & LPN Employment 2002-2012 • Fact Sheet: Nurse Faculty Shortage 	<p>2002</p> <p>2003</p> <p>2003</p> <p>2003</p> <p>2004</p> <p>2004</p>	<p>These reports serve as source documents for legislators and their staff, state agencies involved in nursing issues, nurses, and nursing students. The FCN website receives an average of 40,000 hits and 6,000 visits per month. On average 70 electronic messages are received per month through the ‘contact us’ function of the website.</p>

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	<ul style="list-style-type: none"> • HRSA Report: Supply, Demand, and Use of Licensed Practical Nurses (summary of full report) • Summary Report on HRSA Nursing Workforce Forecasting in the State of Florida • Nurse Education in Florida: January 2005 Survey Report • <i>Resource Paper: Nurse to Patient Ratios</i> • Fact Sheet: FL RN, LPN, & NA Workforce Information 	<p>2004</p> <p>2005</p> <p>2005</p> <p>2005</p> <p>2006</p>	
<p>2. <i>Recommend systemic changes, including strategies for implementation of recommended changes; and</i></p>	<p>In collaboration with stakeholder organizations, FCN has provided annually reports on the status of the <i>Statewide Strategic Plan for Nursing Workforce</i>.</p>	<p>2003 – 2005</p> <p>2005</p> <p>2006</p>	<p>FCN Annual Reports used to inform legislators, state administrators, and key stakeholders of FCN actions.</p> <p><i>Implementation Plan for the Statewide Strategic Plan for Nursing Workforce in Florida</i> report distributed and used to inform legislators and stakeholder organizations of needed changes to address the nursing shortage.</p> <p><i>FCN Accomplishments March 2002 to January 2006</i>. Report of accomplishments, and recommendations for action priorities.</p>
<p>3. <i>Evaluate and report the results of these efforts to the Legislature and others.</i></p>	<p>FCN provided input to Senate Health Care Committee staff for report on the nursing shortage.</p> <p>FCN provided input to Department of</p>	<p>2004</p> <p>2004,</p>	<p>FCN reports are regularly cited in legislative analyses of proposed bills.</p> <p>Although legislation proposed in 2005 did not pass, the SUCCEED, FL Grant program funded 16 nursing</p>

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	<p>Education staff for report on nursing education</p> <p>FCN provided input to Office of Program Policy Analysis and Government Accountability on nursing</p> <p>FCN provided testimony to the Senate Health Care Committee</p> <p>FCN provided testimony to a joint meeting of the House Community College and Workforce Committee and Colleges and Universities Committee</p>	<p>2005</p> <p>2004</p> <p>2004</p> <p>2005</p>	<p>projects to either expand RN education capacity or increase production of nurse faculty.</p>
<p><i>3. Enhance and promote recognition, reward, and renewal activities for nurses in the state by:</i></p>			
<p><i>3a.Promoting nursing excellence programs such as magnet recognition by the American Nurses Credentialing Center;</i></p>	<p>FCN created a web-based resource, <i>Best Practice Initiatives for Recruitment & Retention of Nurses</i>, to facilitate and disseminate best practices and innovative strategies for the recruitment and retention of nurses across the state of Florida.</p>	<p>2005</p>	<p>From this web page viewers may:</p> <ul style="list-style-type: none"> • Submit a best practice and/or innovative strategy initiative for posting, such as: <i>Changing the Image of Nursing, Innovation in Nursing Recruitment: Acute Care Internship Program Changing the Image of Nursing</i>, or South Florida Hospital and Healthcare Association’s Nursing Shortage Task Force: <i>Make the Career Move of a Lifetime.</i> • Read the Center’s report on <i>The Nursing Shortage:</i>

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			<p><i>Focus on Improving the Nurse Work Environment, which presents the American Nurses Credentialing Center's 14 essential forces of magnetism.</i></p> <ul style="list-style-type: none"> • Use the internet links provided to access other sites pertaining to nurse recruitment and retention
<p><i>3b. Proposing and creating additional reward, recognition, and renewal activities for nurses;</i></p>	<p>Solicit leadership from major organizations to take the lead on relevant goals of the <i>Statewide Strategic Plan for Nursing Workforce in Florida</i>. FCN sent letters to the presidents of key nursing organizations, asking for their leadership on relevant goals.</p>	<p>2006</p>	<p>FNA Board of Directors voted to take the lead on Goal 3 at its February 2006 meeting. A task force was formed to develop strategies and recommendations. The FCN Board Chair will serve as liaison to this task force.</p> <p>Meetings with the nursing education organizations are scheduled for February 2006.</p>
<p><i>3c. Promoting media and positive image-building efforts for nursing.</i></p>	<p>The <i>FCN Newsletter</i> is distributed quarterly to legislators, state administrators, regulatory agencies and key nursing stakeholder organizations.</p> <p>The <i>FCN Website</i> was developed as a ready and current source of information to stakeholders.</p>	<p>2003 – Present</p> <p>2003 – Present</p>	<p>In addition to organizational distribution, over 300 individuals have requested to be on the distribution list.</p> <p>Viewers can obtain reports and publications, links to valuable resources, and information about upcoming meetings.</p>