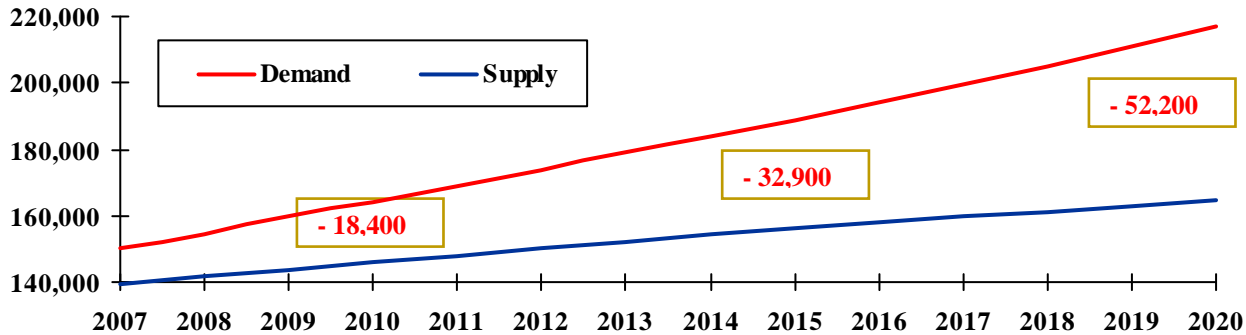
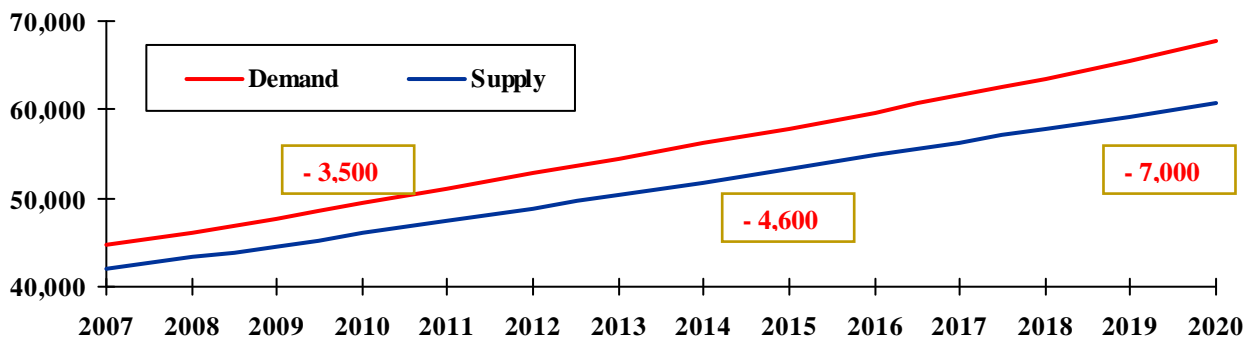


FORECASTING SUPPLY, DEMAND, SHORTAGE

What will Florida's shortfall of **Registered Nurses** be (in full-time equivalents)?



What will Florida's shortfall of **Licensed Practical Nurses** be (in full-time equivalents)?

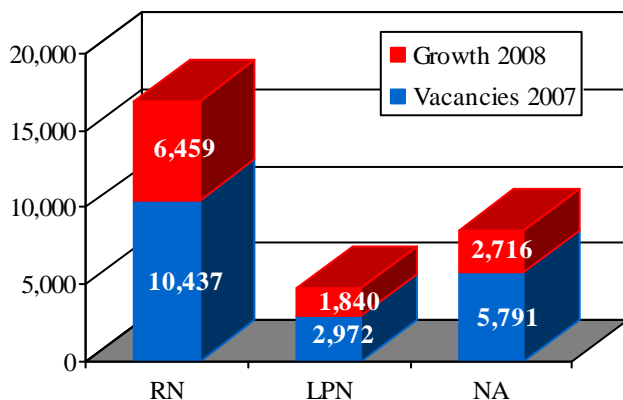


What If – Will increasing the number of new graduate RNs by 15% each year starting in 2011 so that by 2016 there has been a 90 % increase in new RN production *and* delaying current RNs' retirement for 2 years beginning in 2009 assure that supply meets demand? **No, but these actions can lead to long term success.**

DEMAND (as of July 2007)

(Survey of hospitals, skilled nursing facilities, home health agencies, public health departments, and hospices.)

How many vacant & new positions are there for RNs, LPNs, and CNAs?



When asked

“What are the top 5 most difficult to fill positions?”
– All identified jobs requiring either experience or an advanced education degree.

“What is your top growth area over the next 2 years?”

- Hospital – Adult Critical Care
- Skilled Nursing Facility – Staff RNs
- Home Health – Home Care Staff RNs
- Public Health – Nurse Practitioners & Midwives
- Hospice – Certified Nursing Assistants

SUPPLY (as of January 2008)

How many nurses are there?

	All Florida Licensees	Potential Workforce	Others
RN	226,827	175,581	51,246
ARNP	13,894	11,094	2,800
LPN	68,551	55,735	12,816
Total Nurses	309,272	242,410	66,862

To be counted in the potential nurse workforce the licensee must:

1. have an active license,
2. have a license status that renders them eligible to practice nursing, and
3. provide a Florida address.

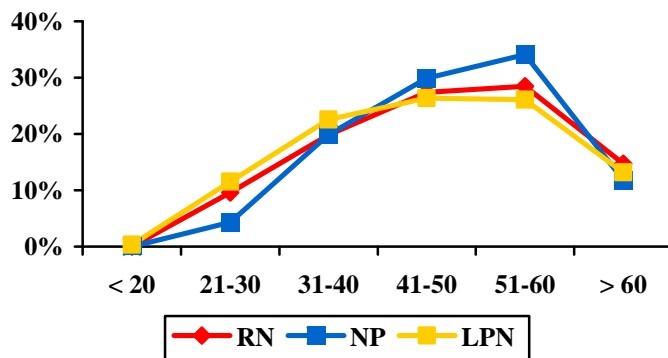
How many nurses did Florida gain or lose during 2007?

	RNs	ARNPs	LPNs
Total Gains to Potential Workforce	13,309	869	5,592
Total Losses from Potential Workforce	7,294	308	7,467
Net Change in the Potential Workforce	+ 6,026	+ 566	- 1,826

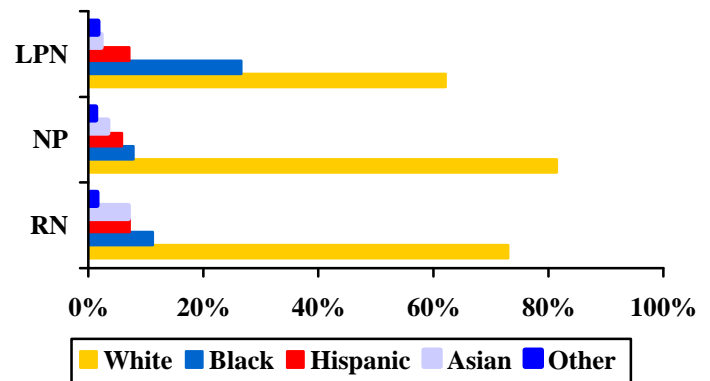
Gains: new licenses by examination, endorsement

Losses: moved out of FL; changed license status

What is the age of Florida's nurses?



How diverse are Florida's Nurses?



Average Age: RN – 47.7; NP – 48.5; LPN – 46.3

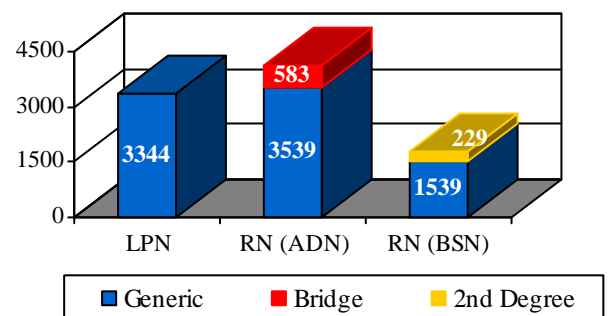
Native American < 1% all groups

How many new graduates do Florida's education programs produce?

Program Capacity: **Pre-licensure Programs**

AY 2006-07	Generic ADN	Bridge ADN	Generic BSN	2 nd Degree BSN
# of Seats	6,382	1,094	2,148	324
# of Applicants	10,326	1,196	5,089	1109
# of Admits	5,700	958	2,055	446
# Turned Away	4,626	238	3,034	663
% Turned Away	44.8%	20.0%	59.6%	59.8%

Graduates for AY 2006/07 by type of program.



Increasing production alone will not resolve the nursing shortage. We must retain the experiential knowledge of senior nurses to complement the influx of new graduates, fill vacancies in high-demand settings, and optimize the quality of care. We must retain novice nurses and develop their leadership skills to maximize the state's return on its investment in nursing education. Improving the work environment and retention efforts of Florida's existing and new nurses is critical to address our nursing shortage.