

Newsletter February 2014

Nurse Demand Report

The Center released its newest [report on the demand for nurses](#) in Florida. Every two years, the Center surveys six industries to gather important information about the demand for nurses in our state. The results give us a snapshot of current nurse vacancies (as of June 2013), trends in turnover, and new positions to be created through 2014.

Key Points:

- As of June 2013, there were an estimated 9,000 vacant RN positions, 1,700 vacant LPN positions, and 2,600 vacant CNA positions.
- Vacancy rates overall are increasing. Specifically in home health, the estimated number of vacancies has been trending up since 2009, and this field continues to grow as care delivery shifts away from hospitals and toward home care.
- In 2014, surveyed industries expect to add 4,100 new RN positions, 1,859 new LPN positions, and 3,200 new CNA positions. The majority of these new positions will be in home health.
- Vacancies and growth will be affected by the changing economy, reimbursement, and care delivery models.
- Turnover remains high, and is increasing for LPNs and CNAs.

Recommendations:

1. Increase activities to improve retention of nurses with emphasis on Florida's existing nurse workforce.
2. Continue to increase production of new nurses while developing models of incumbent worker education and training to meet the diverse hiring needs of Florida's health industry.
3. Focus on the need for nurses at all levels of education in home care setting, as the nation's care delivery settings continually evolve.
4. Support the Center's biennial nurse employer survey through funding and participation.

RWJF State Implementation Program Grant Update

The Florida Action Coalition's SIP Project is off to a great start! The purpose of this project is to address IOM recommendation 7 – prepare and enable nurses to lead change to advance health. The survey, completed in September, had a return of 3,568 respondents. Analysis of the survey results is on-going, and will be available on the SIP website soon.

A [website](#) has been also created with links to various resources for aspiring leaders. If you are aware of resources that we have missed, please [share](#) them with us!

The SIP team is also working to compile a database of information for potential positions on state and local organizational boards and workgroups to eventually share this information with qualified nurses.

Be sure to check the website for detailed updates!

Florida Healthcare Simulation Alliance

The Florida Healthcare Simulation Alliance is entering its second year and looking forward to continued growth and achievement of its mission to advance, coordinate, and expand the use of all forms of simulation. Accomplishments during our first year include:

- Website established that serves as a resource and provides linkage and communication among members – www.floridahealthsimalliance.org.
- Membership is growing with 175 individual and 16 institutional members.
- Four Charter Corporate Members – Pocket Nurse; Elsevier Simulation; Laerdal; CAE Healthcare (previously METI).
- Host association for the 2014 International Nursing Association for Clinical Simulation & Learning conference at Disney World in June.
- Consultant to the Florida Nurses Now, a four college consortium supported by a US Department of Labor grant to Florida Gateway College.
- Planned and held 3 regional one day simulation conferences – Lake City in September; Sarasota in November; Orlando in January.

Registration is open for a free, one day [simulation conference](#) in Miami March 14th.

JOIN FHSA TODAY –

<http://www.floridahealthsimalliance.org/BecomeaMember/HowdoIbecomeamember.aspx>.

Florida Blue Foundation Awards 11 Nursing Mini Grants

[The Florida Blue Foundation](#) has awarded 11 mini grants to promote the goals of the Florida Healthcare Simulation Alliance and the Florida Action Coalition. Watch for more information on these fantastic projects. Thank you Florida Blue Foundation Board of Directors and Staff!!