NURSING JOB OUTLOOK FOR THE FUTURE

American Society of Healthcare Human Resources Administration 2016
OBJECTIVES

- Discuss the healthcare transformation trends impacting the traditional practice environment for nurses
- Discuss the outlook for the future of nursing as care delivery is pushed farther out into the community
- Learn future trends for nurse practitioners
- Employ innovative strategies to prepare your nursing workforce to work in new roles and environments
HEALTHCARE TRANSFORMATION TRENDS
AGING POPULATION AND SOLUTIONS TO REDUCE COSTS AND IMPROVE CARE

• Aging population, but sicker and in greater need of nursing care
• Growing rates of chronic diseases; obesity, diabetes
• The Health Information Technology for Economic and Clinical Health Act (HITECH Act or "The Act") is part of the American Recovery and Reinvestment Act of 2009

  • Increased opportunities for nurses to leave traditional patient care environments to work in HIT as informaticists, analysts, educators, consultants, project managers, implementation specialists, sales, and leadership roles

IMPROVED ACCESS TO CARE

• The Affordable Care Act – Improving access and affordability
  • Increased enrollments in health insurance markets
  • Historic reductions in the uninsured – 16.4 million gained health insurance
  • Medicaid expansions
  • Reduction in uncompensated care in hospitals
TRANSITIONING FROM COVERAGE TO CARE

• Emphasis on preventive care and wellness
• Increased emphases on consumer education and engagement
• Care transitioning to ambulatory and community
• Value-based care systems
• Population Health – Potential dilution of nurses from acute care settings
• 2010 Institute of Medicine Report – National campaign by RWJF and AARP
OUTLOOK FOR THE FUTURE OF NURSING
RN OUTLOOK

• Most trusted professional (Gallop Poll, 2015)

• The Bureau of Labor and Statistics report nursing is one of the fastest growing professions in 2015

• Employment of registered nurses is projected to grow 16 percent from 2014 to 2024
RN OUTLOOK CONTINUED

- RNs are delaying retirement; contributing to recent growth
- 74% of RNs are working at age 62 and 24% at 69
- RNs shift out of the hospital settings as they age
- Employers in non-acute settings may be able to capitalize on the growing numbers of experienced nurses who may be candidates for these environments (Auerback, Buerhaus, Staiger, 2014)
RN JOB OUTLOOK

- Growth is attributed to the following
  - increased numbers of insured and emphasis on preventive care
  - growing rates of chronic conditions, such as diabetes and obesity
- Demand for healthcare services from the baby-boom population, as they live longer and more active lives
- Consumerism – interest in wanting healthcare services when they want it: Teledoc, urgent care centers, evening and weekend hours
- The annual graduates from US nursing Programs increased from 74,000 in 2002 to 181,000 in 2012
IS THERE OR WILL THERE BE A NURSING SHORTAGE?

• Peter Buerhaus and colleagues at Vanderbilt University estimated in 2009 that the shortfall of registered nurses in 2025 will be 260,000 FTEs.

• The U.S. Bureau of Labor Statistics projects major growth in health care occupations other than physician and nurses.

• It’s challenging to assess the current demand for nurses:
  • Current supply meeting needs
  • Scattered reports of shortages
THE FUTURE IS BRIGHT FOR NURSES WITH HIGHER EDUCATION

• American Association of Colleges of Nursing (AACN) Survey
  • 60% of BSN in 2012 had jobs offers at the time of graduation
  • 30% of graduates across the profession had offers at graduation
  • RNs graduating with a MS were more likely to have jobs at graduation
THE FUTURE IS BRIGHT FOR NURSES WITH HIGHER EDUCATION

- Graduates of BSN programs are finding positions at a significantly higher rate than the national average
  - Higher selection pool
  - Magnet Hospitals require higher percentages of BSNs
  - Approximately 50% of all nurses associated with direct patient care in a Magnet-recognized hospital currently have a BSN and require all Nurse Managers to have at a minimum a BSN
THE NEW NURSE CONUNDRUM IN A COMPETITIVE MARKET

- Job Market is still tough for new graduates in some parts of the country due to lingering recession. (New England, West Coast)
- Employers are more selective in a healthy job market
- Fewer facilities appear to hiring new graduates in certain parts of the country
  - Goes against the historical expectation that the novice nurse will work on a med-surg unit
  - Experienced Nurses staying in the job market longer than expected
RN vacancy rate remained constant at 8.1% in 2012-2014.

The vacancy rate varies widely regionally between 5.2% in the Panhandle to 15.6% in Central Texas.

5632 positions of 69719 were reported vacant.
• In 2015, there were 215,436 actively practicing registered nurses (RNs) in Texas.
• There has been a 22.1% increase in RNs since 2010 and a 49.0% increase since 2005.
• While the total number of RNs has been increasing, Texas was at only 90.1% of the national average.
• There was a ratio 123 to 202 representing a 49.0% difference in population to RNs supply between metropolitan areas and non-metropolitan areas.
• There was a ratio of 191:124 representing a 42.4% difference in supply ratios between border areas and non-border areas.
TEXAS HIRING PRACTICES (HNSS)

- 62% of nurse hires had a BSN
- Hospitals ranked past nursing experience the most important attribute
  - BSN or higher education
  - Past non nursing experience
  - Bilingualism
- Good communication and interpersonal skills were key attributes cited 31%

- 70.3% hospitals have transition to practice programs
  - Orientation based transition programs were the most common
- Outcomes from transition programs include improvements
  - 61.5% clinical competence
  - 49.5% decision making
  - 40.9% new graduates apply
  - 38.5% reduces turnover in first year

OUTLOOK FOR THE ADVANCED NURSE PRACTITIONER (APN)
OUTLOOK FOR NURSE PRACTITIONERS

- Also referred to as Advanced Practice Registered Nurses
- Level of entry is a Masters Degree
- Jobs for NPs growing at a faster rate than RN jobs
- 31% increase in number of positions than in 2012 vs 19% for RN roles
OUTLOOK FOR ADVANCED NURSE PRACTITIONERS

• 50,000 more positions by 2020 represented by:
  • Nurse Anesthetists
  • Certified nurse midwives
  • Nurse Practitioners
• ANPs are working in acute settings in the hospital
  • ED, Med-Surg, NP supported units, Specialty Units
• Ambulatory
  • CVS Minute Clinic, Walgreens, Walmart, and Target, Surgicenters, Hospital Ambulatory Centers, Insurance Companies, and schools
NURSE WORKFORCE CHALLENGES
WORKPLACE ENVIRONMENTAL CHALLENGES

• Burnout, stress, workplace incivility continue to plague nurses
• 12 hour shifts, overtime, and inadequate staffing increases fatigue and job satisfaction (Kusher and Ruffing (2015))
• Shift work sleep disorder contributes to increased risks for errors, work related injuries, malpractice suites, and chronic diseases (AJNonline.com, 2015)
• High nurse turnover and vacancy rates are affecting access to health care
WORKPLACE ENVIRONMENTAL CHALLENGES

- Nurse Disengagement
  - Rapid pace of change
  
- Downward margin pressure

- Future uncertainty
NURSING PROFESSION CHALLENGES

• There are increased enrollments in degree-completion and doctor of nursing practice programs, but nearly 70,000 applicants were turned away due to budget cuts, limited clinical sites, and faculty.

• While the future of nursing campaign supports Interprofessional collaboration, few nursing schools have added clinical courses involving this into their curriculum (Ajnonline.com, 2015)

• Stereotype views of nurses
INNOVATIVE STRATEGIES TO PREPARE A VIBRANT NURSE WORKFORCE
SETTING UP FOR SUCCESS

• Extended Mentorship programs
• Removing barriers to practice and care
• Transforming Education
• Collaborating and Leading
• Promoting Diversity
• Improving Data
SETTING UP FOR SUCCESS

- Manage Inter-generational differences
- Professional Development and Career Planning
- Support continued education
- Consider strategic partners with nursing schools for recruitment, mentoring, and development
REFERENCES


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Thank You

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