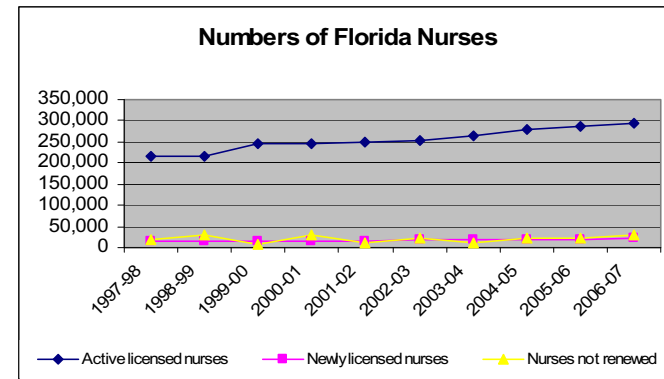


Nurse Workforce

An adequate supply and equitable distribution of nurses statewide is critical to the health and safety of Florida's citizens and visitors. Access to valid and continuous data on Florida's nursing workforce assists policymakers and key stakeholders in strategic planning for the future of Florida's health delivery system.

Why is This Important?

- Currently we are dealing with an aging workforce both in areas of patient care and in nursing faculty positions. Licensing data indicate that over 43 % of active, licensed Florida nurses are over 50 years of age and 15% are over 60 years of age.
- Data are not currently available regarding the extent to which nurses practice full-time or part-time, or the extent to which nurses maintain active licenses but don't actively practice.
- Policy makers must determine ways to encourage and enhance nursing education and nursing practice through expanded capacity and funding resources.



	Active licensed nurses	Newly licensed nurses	Nurses not renewed
FY 97-98	217,209	14,727	17,285
FY 98-99	217,179	13,299	31,104
FY 99-00	246,208	13,957	7,489
FY 00-01	246,443	13,963	30,193
FY 01-02	249,314	13,801	9,389
FY 02-03	253,694	18,020	22,900
FY 03-04	264,659	19,493	9,701
FY 04-05	279,571	18,835	21,931
FY 05-06	285,249	19,395	23,869
FY 06-07	294,235	20,883	30,962



Nurse Workforce, cont'd

How is Florida Doing?

- The number of licensed nurses in Florida increased by almost 36% between FY 97-98 and FY 06-07, due predominately to the an increase in the number of newly licensed nurses each year during that period. There were almost twice as many nurses whose licenses were not renewed in FY 06-07 as there were in FY 97-98, although the non-renewal pattern has fluctuated widely during the 10 years, from a low of about 7500 in 99-00 to a high of about 31,000 in FY 98-99, and there is no clear trend.
- Florida has approximately 300,933 professional nurses, of which 217,972 are registered nurses, 1392 are advanced practice nurses and 69,769 are licensed practical nurses. This amounts to just over 1600 nurses per 100,000 Floridians.
- The State of Florida established the Florida Center for Nursing (FCN) in 2001 to address issues related to nurse supply, demand, and shortage. Studies conducted by the Center include:
 - The Value of a Healthy Work Environment (September 2006)
 - Improving the Work Environment to Retain Nurses (October 2006)
 - Florida RN, LPN, NA Data by State and Region
 - The Florida Nursing Shortage (January 2007)
 - Analysis of Nurse Licensure Data in Florida: Methods and Statewide Results (January 2007)
 - Academic Year 2005-2006: Results from a Survey of Florida RN Education Programs (May 2007)
 - Analysis of Workforce Survey Data from the 1st RN Cohort Renewing in 2007 (June 2007)
- The Department facilitates discussions with stakeholders including nursing schools, hospitals, health care facilities, and other interested parties to develop strategies to ensure an adequate supply of nurses to meet the needs of Florida citizens and visitors.



Nurse Workforce, cont'd

What Influences the Nurse Workforce?

- Aging workforce in practice areas
- Nursing faculty shortage at nursing schools
 - Aging faculty and budget constraints
 - Increasing job competition from clinical sites and private sector
 - Lack of students being prepared for faculty positions
- Limited student capacity at nursing schools due to:
 - Insufficient numbers of clinical sites for direct service training
 - Inadequate classroom space
 - Lack of clinical preceptors
 - Budget constraints and lack of tuition/scholarship support for students
 - Attrition rate among students

What is the State's Role ?

States Can

- Develop and support Statewide Strategic Plans for Nursing Workforce.
- Facilitate collaboration of key governmental and non governmental entities to foster implementation of the strategic plan.
- Work within existing programs to expand and provide new incentives in the recruiting and retaining of nurses.



Florida Initiatives

Nursing Scholarship Program

Nursing Student Loan Forgiveness Program

The State coordinated work on the "Strategic Plan for Nursing Workforce in Florida Progress Report" (October 2005)