



TTUHSC EL PASO

Texas Tech University Health Sciences Center El Paso

HUNT SCHOOL OF NURSING

**The Nursing Shortage: Finding Synergy
in your Responses**

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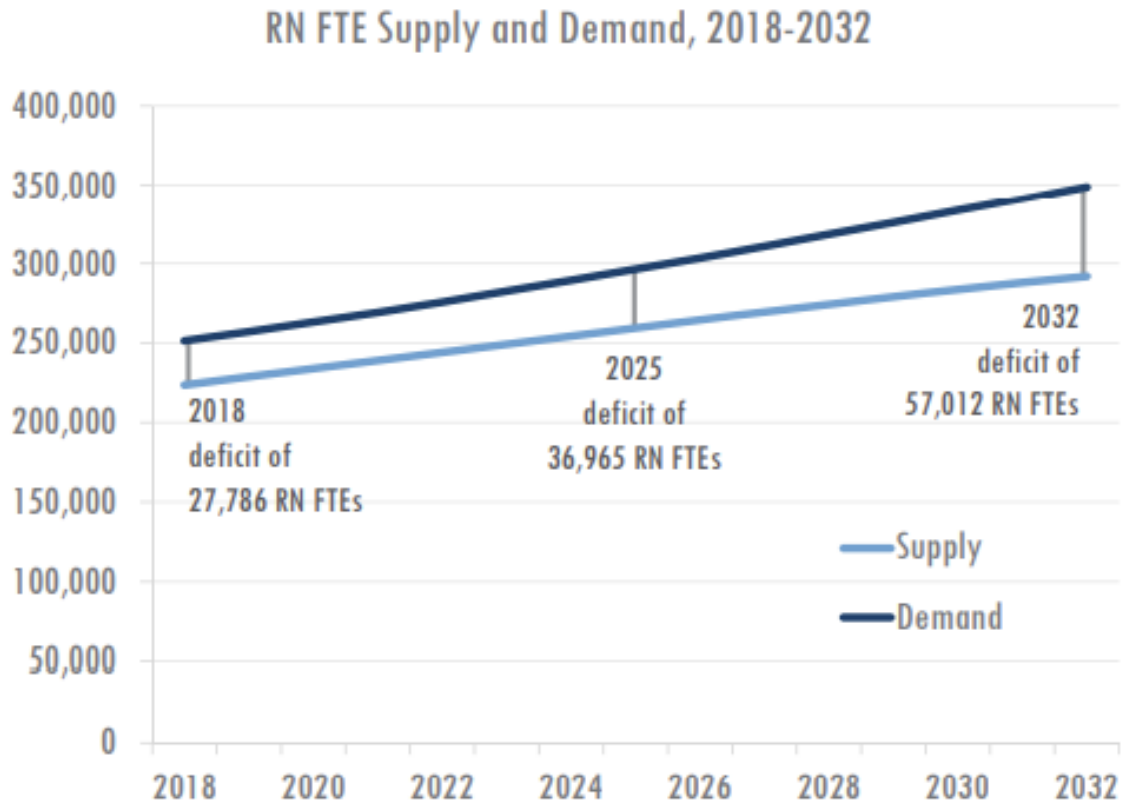


Nursing shortage primary data sources:

- Texas Center for Nursing Workforce Studies:
 - [www.Texas Department of State Health Services,
Nursing Workforce Data Section](http://www.Texas Department of State Health Services, Nursing Workforce Data Section)
 - Updated Nurse Supply and Demand Projections
2018-2032
<https://dshs.texas.gov/chs/cnws/WorkforceReports/2020-Updated-Nurse-Supply-and-Demand-Projections.pdf>
- Health Resources and Services Administration (HRSA)
www.hrsa.gov
Data Explorer
- Major workforce reports are usually done every four years



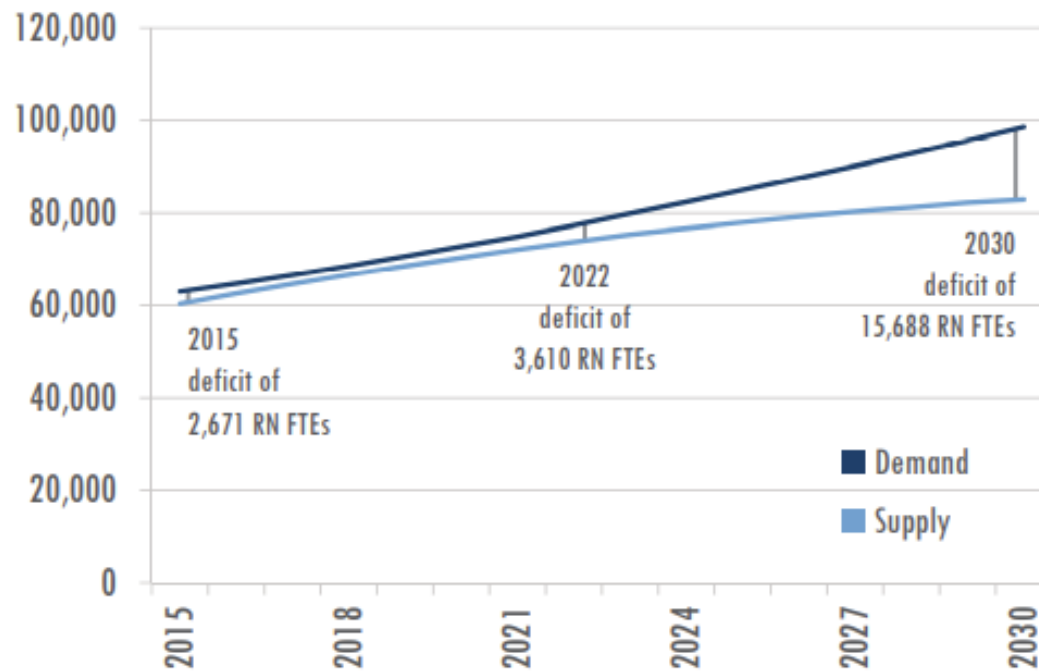
Texas Supply and Demand Projections





North Texas

RN FTE Supply and Demand, North Texas, 2015-2030





Quick Nurse Facts (2019)

[Registered Nurses by County - September 2019 \(texas.gov\)](#)

251,253 active RN licenses in Texas

Dallas County:

27,192 RNs

1,008 nurses per 100,000 citizens

Collin County:

10,067

995

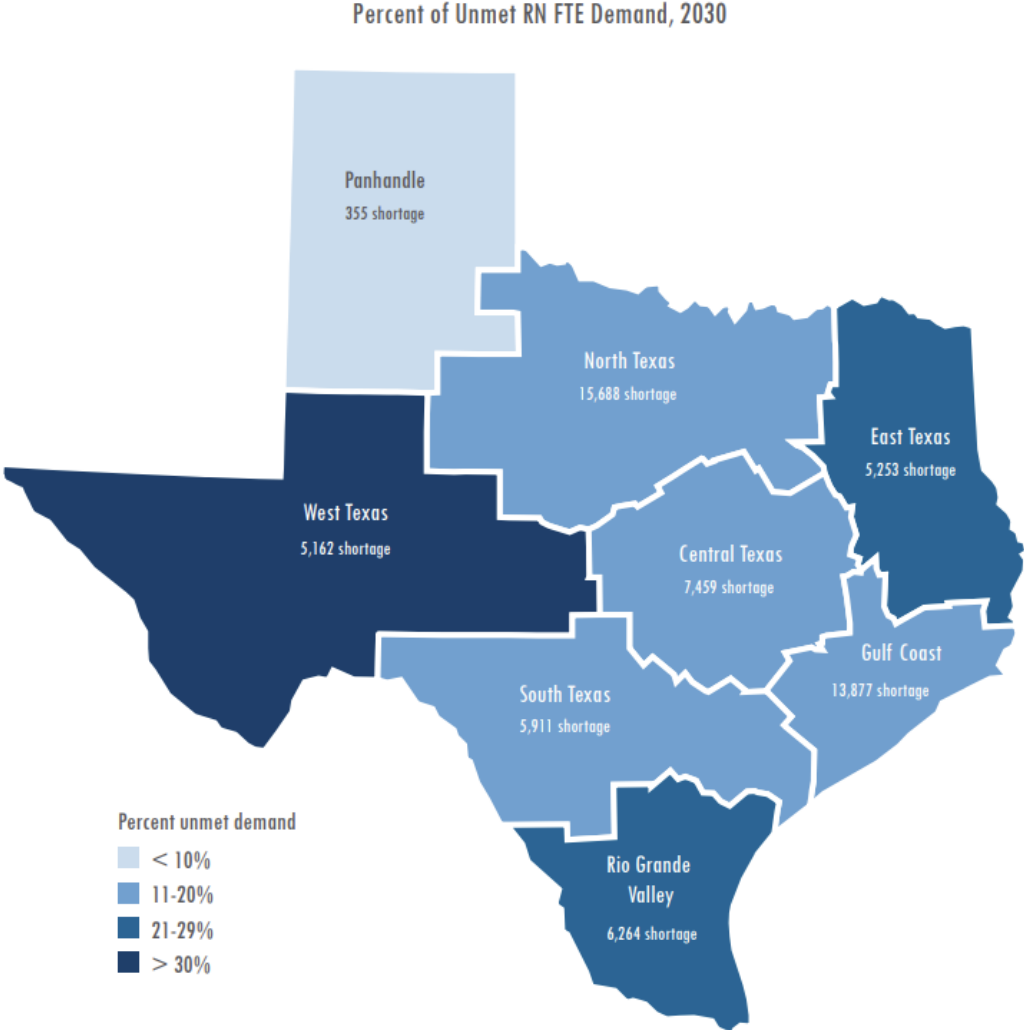
Tarrant County:

21,149

1,002 nurses per 100,000 citizens

Population growth in Texas has outpaced nursing supply!

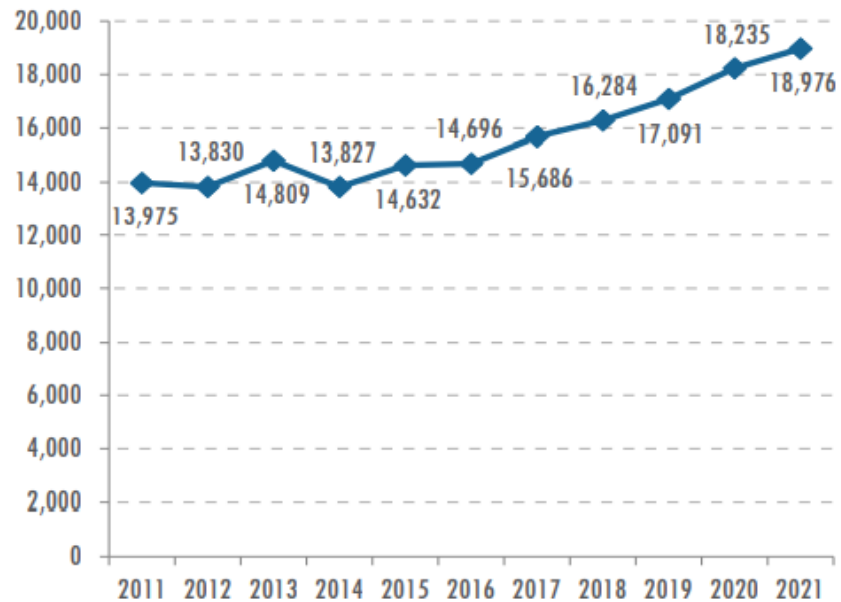
Percent of Unmet RN FTE Demand, 2030



2021 Data on Texas Nursing Education

- How many nursing schools produce RNs?
 - 126 schools:
 - 67 Diploma/ADN
 - 59 BSN

Figure 1. Newly Enrolled Students, 2011-2021





Debunking the usual myths:

- It's the schools of nursing's fault. TX professional nursing schools (RNs):
 - Need to add more positions – Seats for new students increased by 5.5% during 2020
- Are turning away qualified applicants – 7.2% increase in offers of admission with 40 programs accepting all qualified applicants
- There are huge numbers of RNs who are currently inactive

Qualified Applications and Admissions

Table 1. Qualified Applications, Admissions and Qualified Applications Not Offered Admission (QANA), 2011-2021

	Seats for New Students ²	Qualified Applications	Offered Admission	Qualified Applications Not Offered Admission
2011 (n=105)	15,680	26,633	15,700	10,933 (41.1%)
2012 (n=106)	15,937	26,839	15,687	11,152 (41.6%)
2013 (n=113)	16,652	29,265	17,265	12,000 (41.0%)
2014 (n=114)	15,756	25,434	16,031	9,403 (37.0%)
2015 (n=119)	16,253	24,082	16,827	7,255 (30.1%)
2016 (n=116)	16,901	24,497	17,057	7,440 (30.4%)
2017 (n=119)	17,878	28,409	18,056	10,353 (36.4%)
2018 (n=122)	18,426	31,440	18,524	12,916 (41.4%)
2019 (n=124)	18,889	33,489	19,795	13,694 (40.9%)
2020 (n=125)	20,360	34,565	20,758	13,807 (39.9%)
2021 (n=126)	21,479	37,959	22,250	15,709 (41.4%)

Note: n = number of programs

So let's hire LVNs (again)

- How many nursing schools produce LVNs?
 - 85 programs

Figure 1. Newly Enrolled Students, 2011-2021

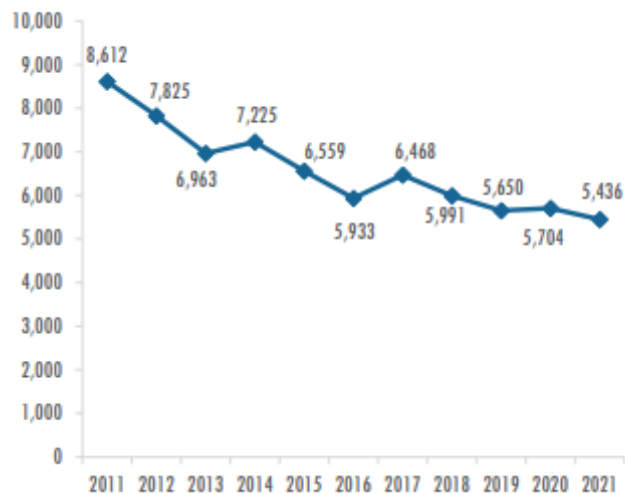


Table 1. Qualified Applications, Admissions, and Qualified Applications Not Offered Admission (QANA), 2011-2021

Year	Seats for New Students ^{3,4,6}	Qualified Applications	Offered Admission	QANA (%)
2011	9,776	15,648	9,480	6,168 (39.4%)
2012	8,989	13,839	8,929	4,910 (35.5%)
2013	8,947	11,061	8,114	2,947 (26.6%)
2014	8,743	10,529	8,238	2,291 (21.8%)
2015	8,719	9,305	7,698	1,607 (17.3%)
2016	7,770	7,964	6,956	1,008 (12.7%)
2017	8,220	8,843	7,693	1,150 (13.0%)
2018	7,483	8,433	7,174	1,259 (14.9%)
2019	7,165	8,240	6,819	1,421 (11.4%)
2020	7,438	8,098	6,881	1,217 (15.0%)
2021	6,763	8,237	6,713	1,524 (18.5%)



New ideas, new alliances

▪ Old ideas

- Recruitment begins at graduation
- It takes 4 yrs. to make a BSN
- Lead the market in wages and sign-ons for new graduates
- Nurses who stay with you earn less than those who travel
- Tuition support for employees, they choose the program and school

New ideas

- Recruitment begins NLT high school
- Early college HS nursing track can replace first two years of college
- Lead the market in wages and sign-ons for experienced nurses
 - Distribute support for new grads beginning in high school into nursing school
- Credential nurses to work on multiple units/multiple venues and hospitals. The greater number of credentials the greater the hourly wage.
- Targeted development of employees for high demand jobs at high quality/lower cost schools



New ideas, new alliances: Early College High Schools, Dual Credit, P-TECHs

The fastest way to make a new BSN graduate:

- Early college high school (ECHS) + accelerated BSN program
- ECHS + traditional two year nursing program (ADN or BSN)

Benefits:

- Graduates enter career two years sooner
- Opportunity exists to develop relationship with students while in HS and into nursing school
- Offer scholarships, pay for clinical rotation hours



New ideas, new alliances: Early College High Schools, Dual Credit, P-TECHs

- Begin relationships as early as middle-school, NLT junior year of high school
- Do not assume that parents are paying the bill for sending their students to college. A large percentage of nursing students are Pell-eligible (150% poverty) and need financial help.
- While a junior and senior high school student may be interested in CNA positions and other part-time jobs that would relate well to nursing. Offer flexible schedules
- Partner with local ISDs, be visible to students and their parents
- \$\$\$
 - Always budget for scholarships for nursing students
 - Talk about employee tuition assistance



New ideas, new alliances: Competing for new nursing grads

- Consider a cohort model where groups of students are placed in your facility/system for most if not all clinical rotations
- Financial relationship, recruitment and retention continues as student begins the nursing program
- Nurse Tech (CNA) work options will not fit all students and may lead to overload and academic risk. Balance risk with obtaining a new graduate sooner.
- May have to create different models with different schools of nursing.
- Consider paying nursing students for clinical hours while in school
- Carrot vs. stick promissory notes
 - Give an appropriate value to what you've awarded to students
 - Write a positively oriented promissory note for them to sign:
 - Forgive the debt at strategic times (one year, two year)
 - Also give a retention bonus at those times



Closing Thoughts:

- Thinking new thoughts, forming new alliances is the way to achieve synergy in your responses to the nursing shortage
- The primary members of your alliances must include:
 - Schools of Nursing
 - ISD's and Charter Schools (Early College High Schools)
 - Community Colleges
- Use purposeful clinical placement models for students (Cohort Model) then make conditional job offers to students who have been in your facility
- Avoid huge sign-ons for new graduates. Distribute support while students in school, some sign-on and then loan forgiveness plus retention bonuses
- Save the bulk of your wage increases for experienced nurses. Create models where nurses have some control over their wages.



