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Connecticut Nursing Workforce: Data to Drive Decisions

Statewide Nursing and Healthcare Workforce Summit
Collective Impact in CT
Plantsville, CT
July 9, 2019

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Funders and Partners



THE NATIONAL FORUM
OF STATE NURSING WORKFORCE CENTERS

CONNECTICUT
DATA COLLABORATIVE



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Funders and Partners





Genesis of the Data Initiative

- Board of Nursing Education Regulatory Needs
 - Deans and Directors Needs for Data
 - IOM report 2010: Nursing Workforce Data Infrastructure
 - SIP grants from RWJF for CT Nursing Collaborative-Action Coalition (2013-15; 2015-17)
-
- Education
 - Supply (Sample → Full Dataset)
 - Demand (2019)



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History of Nursing Data in CT 2005-present



October 2005

Enhancing the Education and Supply of Nurses

2008 CT Nursing Study
Nursing Workforce Demographics
Educational and Economic Trends

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TECHNICAL NOTES:

This Report is produced by The Connecticut Center for Nursing Workforce (CCNW) in partnership with the UConn School of Nursing.

In August 2013, the CCNW released the CT 2013 RN Workforce Survey. This report is the first of its kind in Connecticut and the National FOCUS of State Nursing Workforce Survey based on the findings from a Spring 2013 national survey and the results from the 2013 Connecticut Nursing Workforce Survey. The data was collected from a random sample of Connecticut nurses and is representative of the state's nursing workforce. The survey was designed to provide a comprehensive look at the nursing workforce in Connecticut and to help inform policy and practice decisions related to the supply and workforce composition of our Connecticut nurses.

100% of respondents are working in Connecticut.
100% are working in nursing work as a nurse.
100% do not respond.

2013 Connecticut RN Workforce Survey
Registered Nurses by Age (n = 3,663)

CONNECTICUT 2013 RN Workforce Survey Report

CT Research Dept. 1-800-734-7273
Workforce, Educational & HR
www.ctnursingworkforce.org

Produced by the Connecticut Center for Nursing Workforce - a program of the CLN.

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2015 Nursing Education Data
PRE-LICENSURE NURSING PROGRAMS IN CT

1723 PRE-LICENSURE NURSING GRADUATES
WHO ARE PREPARED TO TAKE THE NCLERIN EXAM TO BE EMPLOYED IN ENTRY-LEVEL RN POSITIONS

880 FULL-TIME & PART-TIME FACULTY

NUMBER OF PART TIME VS. FULL TIME FACULTY

AGE OF NURSING STUDENTS

AGE OF FACULTY

GENDER OF NURSING FACULTY AND STUDENTS

RN FACULTY WITH DOCTORATE DEGREES

RACE/ETHNICITY OF FACULTY, STUDENTS & STATE POPULATION

2015 Nursing Education Data
PRE-LICENSURE NURSING PROGRAMS IN CT

542 PRE-LICENSURE NURSING GRADUATES
WHO ARE PREPARED TO TAKE THE NCLERIN EXAM TO BE EMPLOYED IN ENTRY-LEVEL LPN POSITIONS

210 FULL-TIME & PART-TIME FACULTY

NUMBER OF PART TIME VS. FULL TIME FACULTY

AGE OF NURSING STUDENTS

AGE OF FACULTY

GENDER OF NURSING FACULTY AND STUDENTS

LPN FACULTY WITH DOCTORATE DEGREES

RACE/ETHNICITY OF FACULTY, STUDENTS & STATE POPULATION

Nursing Education Data 2016
PRE-LICENSURE NURSING PROGRAMS IN CT

1791 PRE-LICENSURE NURSING GRADUATES
WHO ARE PREPARED TO TAKE THE NCLERIN EXAM TO BE EMPLOYED IN ENTRY-LEVEL RN POSITIONS (2014 PRE-LICENSURE NURSING GRADUATES = 1727)

839 FULL-TIME & PART-TIME FACULTY

NUMBER AND PERCENTAGE OF FACULTY (PT AND FT)

FACULTY AGE (PT AND FT)

FACULTY WITH DOCTORATE DEGREES

STUDENT AGE

GENDER OF NURSING FACULTY AND STUDENTS

RACE/ETHNICITY OF FACULTY, STUDENTS AND STATE POPULATION

Educating Connecticut Nurses - Pipeline to Practice 2017

TECHNICAL NOTES:

This report is produced by the Connecticut Center for Nursing Workforce (CCNW) in partnership with the Department of Health Services, the Connecticut Department of Public Health, The Connecticut Center for Nursing Education, the Connecticut Center for Nursing Workforce, and the Connecticut Center for Nursing Workforce. The data was collected from a random sample of Connecticut nurses and is representative of the state's nursing workforce. The survey was designed to provide a comprehensive look at the nursing workforce in Connecticut and to help inform policy and practice decisions related to the supply and workforce composition of our Connecticut nurses.

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Nursing Positions (NPs) Prepared for Primary Care of CT Residents

2016 Connecticut RN Workforce Survey
Registered Nurses by Age

UNDERSTANDING CONNECTICUT'S NURSING WORKFORCE

Who's Caring for You?

NURSING SUPPLY REPORT
PUBLISHED APRIL 2019

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Highlights & Concerns from CT Nursing Workforce Data

- Aging of CT Nursing Workforce
- Faculty shortage looming
- Nursing program applicants are high but not enough seats
- Increasing number of RNs with minimum BSN (67%)
- High RN student retention rates (93%)
- High attrition rate from LPN programs
- Low diversity of faculty and students in RN programs
- Beginning shift from acute care to other health care settings (39% RNs in hospitals)



TABLE ONE (RN): AGE DISTRIBUTION OF REGISTERED NURSES (RNS) IN CONNECTICUT

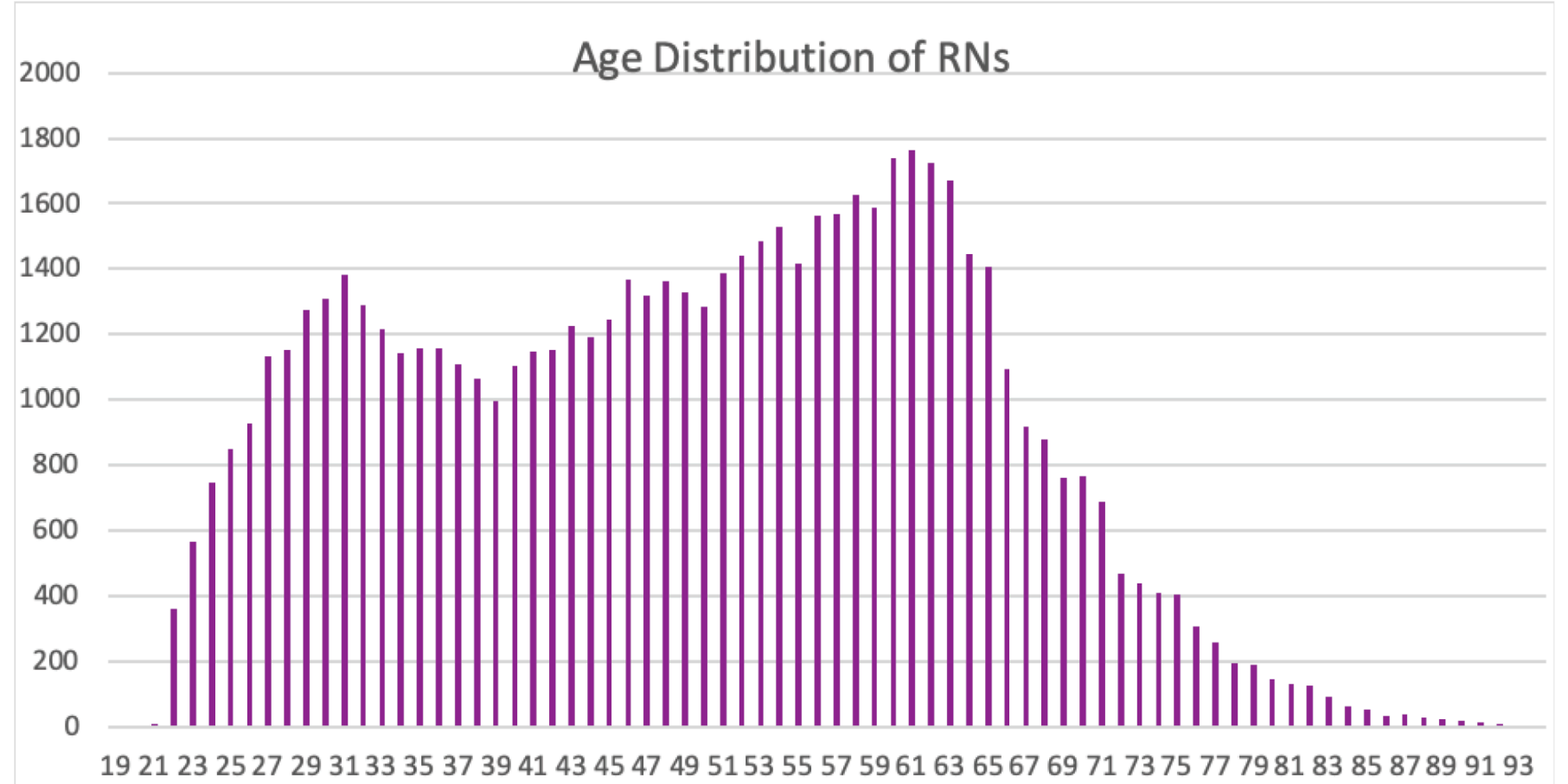


Image courtesy of The Connecticut Department of Public Health, 2018

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**“THE MOST
IMMEDIATE
CONCERN IS HOW
TO FACILITATE THE
‘TRANSFER OF
KNOWLEDGE’
FROM THE EXPERT
NURSE TO THE
NOVICE NURSE.”**

CT Center for Nursing Workforce, Inc. (2019). CT Nursing Supply Report.

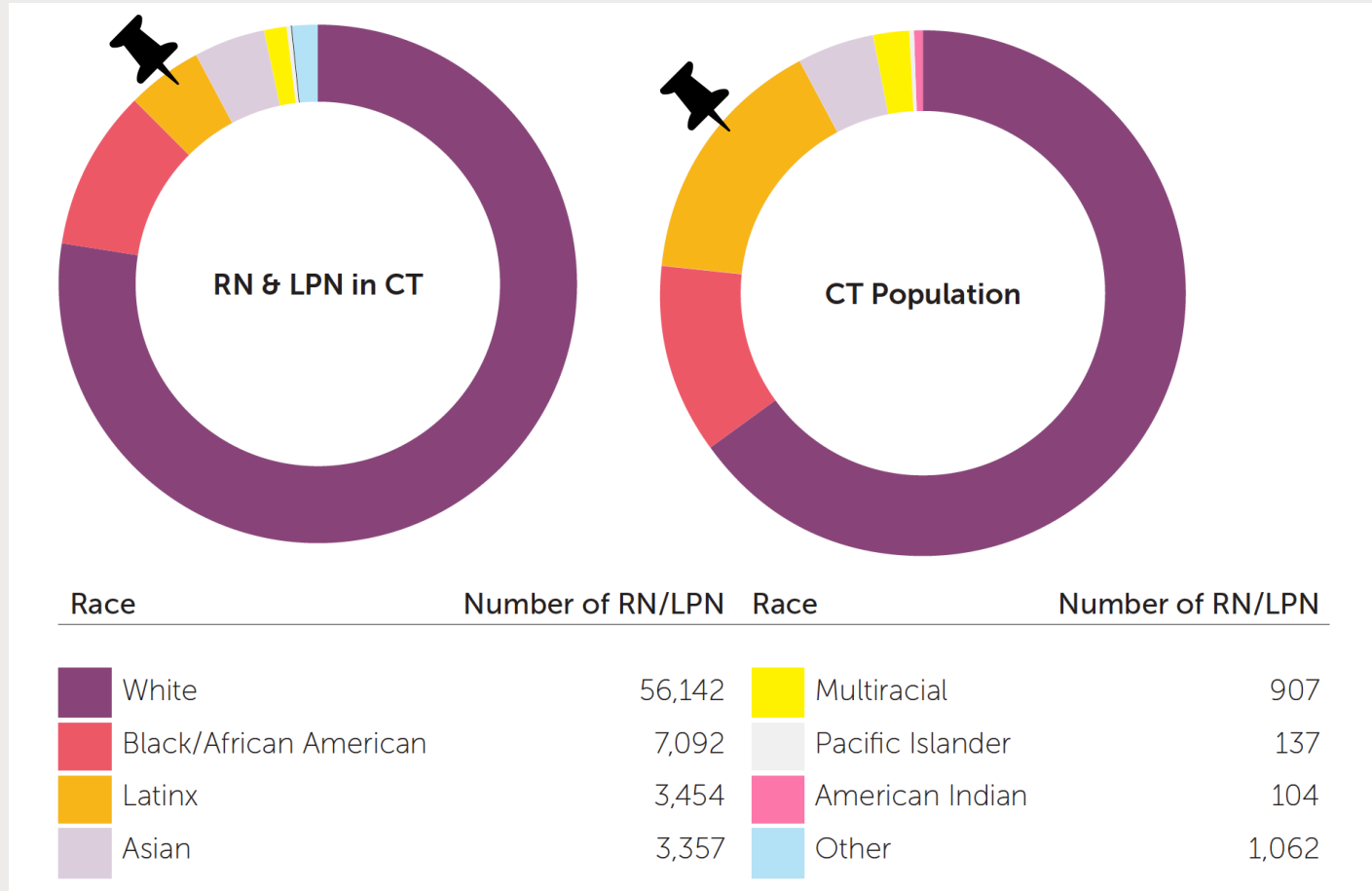


Highlights & Concerns from CT Nursing Workforce Data

| CT RNs by Type of Work Setting | Number | Percentage |
|---|--------|------------|
| Hospital | 21,968 | 39% |
| Nursing home/extended care/assisted living facility | 8,746 | 16% |
| Other | 6,455 | 12% |
| Ambulatory Care setting | 5,150 | 9% |
| Home Health | 4,582 | 8% |
| Insurance claims/Benefits | 2,397 | 4% |
| School Health Service | 2,112 | 4% |
| Community Health | 1,674 | 3% |
| Academic Setting | 966 | 2% |
| Public Health | 804 | 1.4% |
| Correctional Facility | 415 | 1% |
| Occupational Health | 341 | 1% |
| Policy/Planning/Regulatory/Licensing Agency | 78 | >1% |



Highlights & Concerns from CT Nursing Workforce Data



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Evolution of CT Nursing Workforce Data



■ Inward Facing to Outward Facing



Evolution of CT Nursing Workforce Data



- Statewide awareness of need for robust, diverse nursing workforce in CT
- Increase support for data initiatives through state agencies, trade associations, WIBs, funders, etc.
- Access to funding
- Support changing healthcare needs in the state
- WIN-WIN!



Examples of Data Usage and Impact

- Nursing education program decision making
- Health care provider decision making re: nurse residencies, etc.
- Grantmaking and funding use
- DOL recognizes nursing as a driving force for the CT economy
- Organizations seeking out CCNW for data





Examples of Data Usage and Impact

- Preparing CT's Nursing Workforce Today for Tomorrow's Healthcare Needs (June 18, 2019)
- Meeting of the CT Nursing Program Deans, Directors and Hospital Chief Nursing Officers
- Brainstorm, Collaborate, Envision, Act



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What's Next:

- Data democratization

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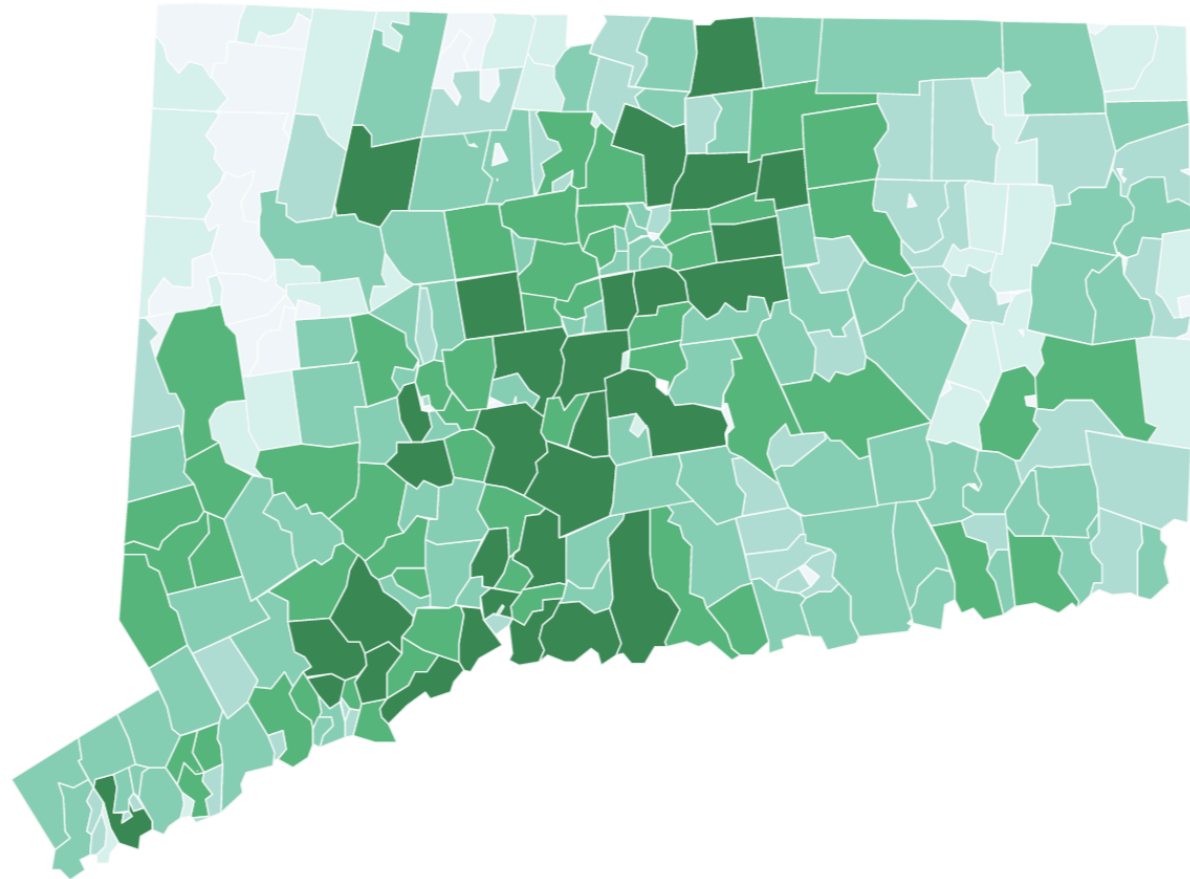
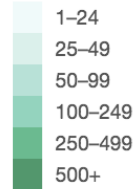




🏠 Where do they live?

Bridgeport, Waterbury, New Haven, Milford, Hamden, and Stratford all house over 1,000 nurses. Most Registered Nurses live in Milford, West Hartford, Hamden, and Stamford. Most Licensed Practical Nurses live in Bridgeport and Waterbury (both over 500), followed by New Haven and West Haven.

- All Nurses
- Registered Nurses
- Licensed Practical Nurses

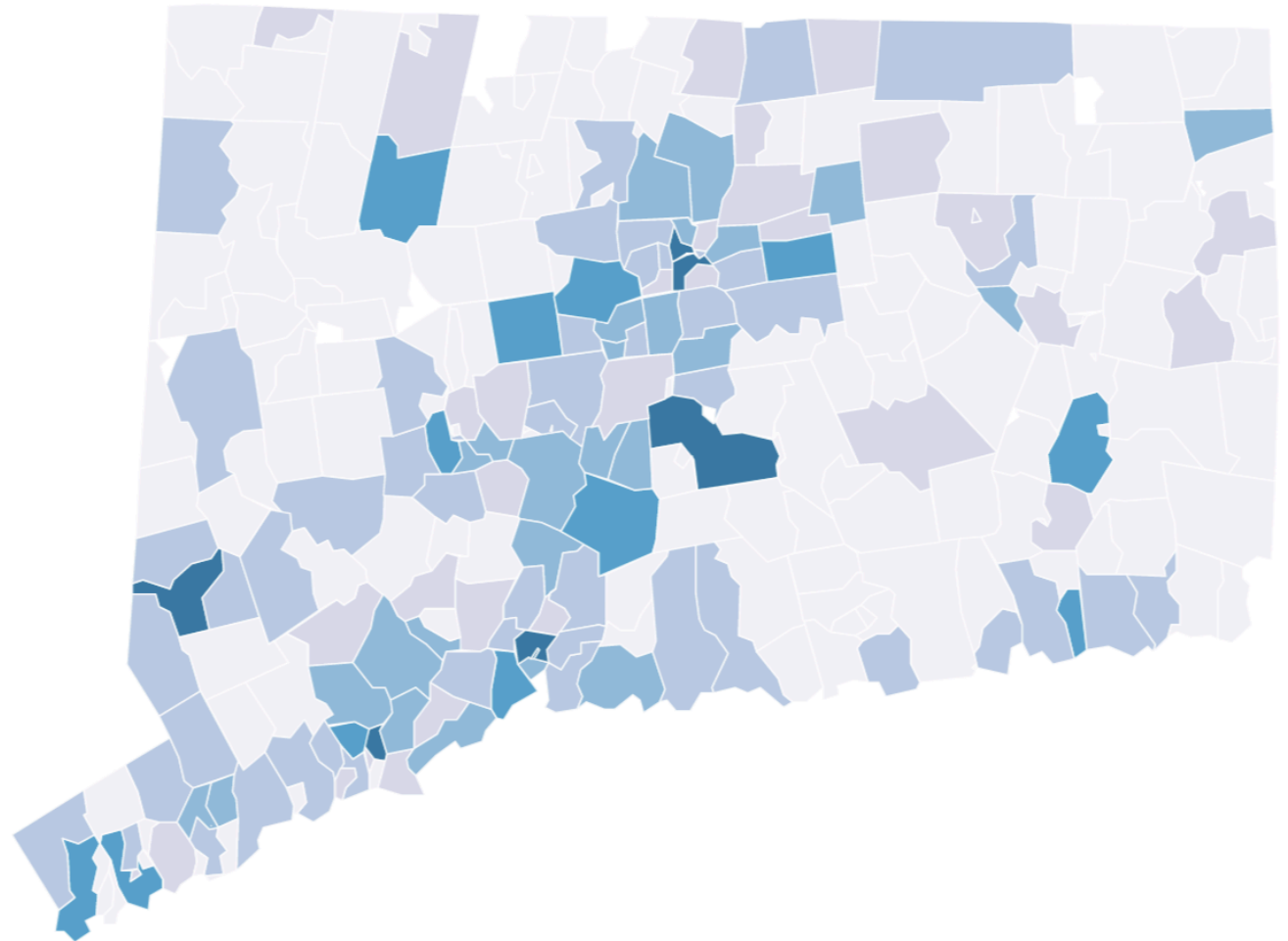
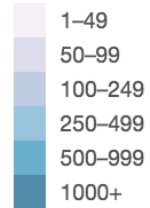


🏠 Where do they work?

Some of the biggest clusters of primary work location for Connecticut nurses are New Haven, Hartford, Middletown, Bridgeport, and Danbury.



- All Nurses
- Registered Nurses
- Licensed Practical Nurses

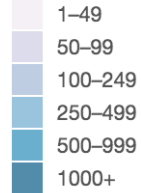




Where Nurses are Needed

In Connecticut, certain towns have higher % of elderly population or more opioid deaths than others. Use the map below to explore such places. Each circle represents a town. Diameters correspond to values. The background color represents how many nurses work in the zip-code area.

- % Population Over 65
- Opioid Deaths in 2018



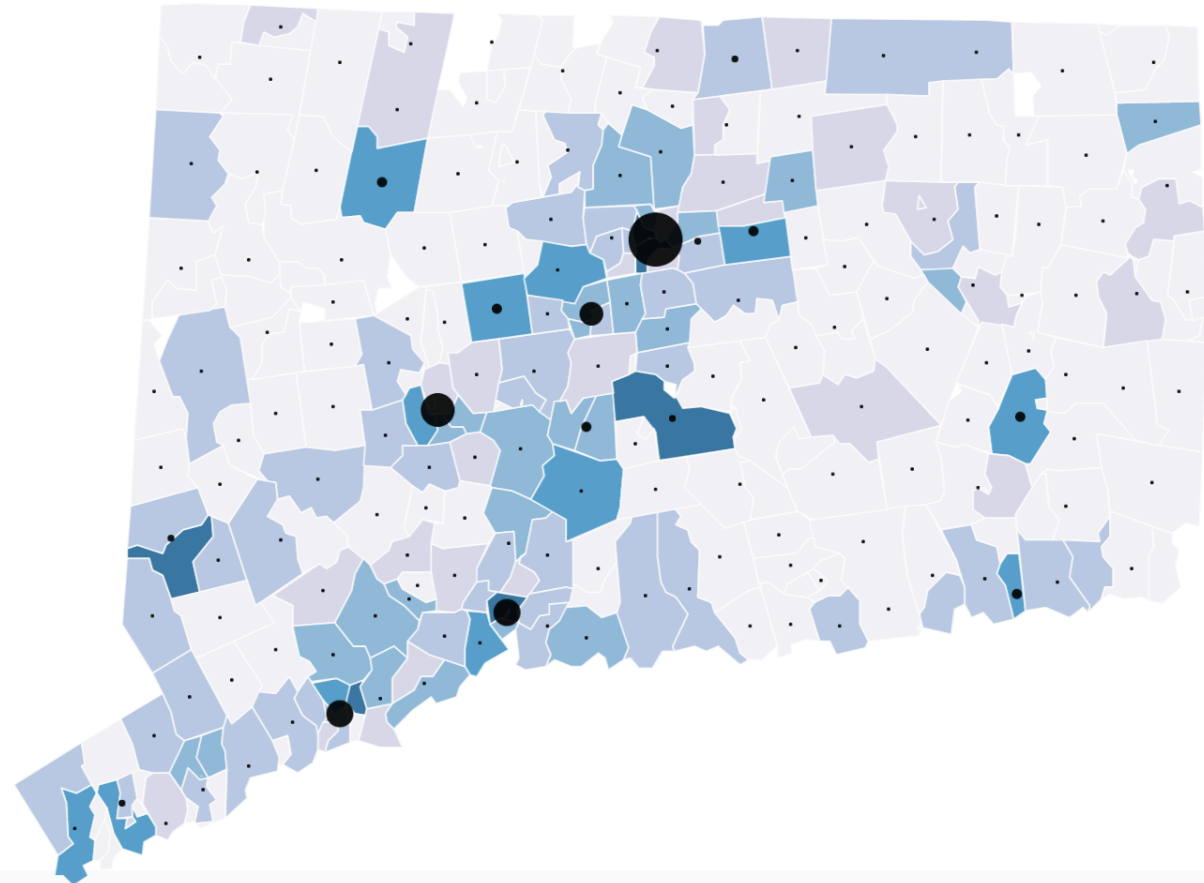
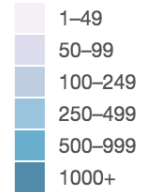


Where Nurses are Needed

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○ % Population Over 65

○ Opioid Deaths in 2018





What's Next:

- Data democratization
- Inform nursing programs: students/faculty
- Inform health care delivery systems/orgs.
- Contribute to public/population health initiatives
- Contribute to CT labor workforce and economy





Closing Thoughts

- CT nursing workforce data: impact on public good
- Relationship building, shared goals
- Envision the future of healthcare and the strongest workforce needed for CT citizens

