



## WORKFORCE DEVELOPMENT COUNCIL

317 West Main Street, Boise, Idaho 83735-0510

### TRANSMITTAL # 6

### MEMORANDUM

September 10, 2008

**TO:** Workforce Development Council

**FROM:** B.J. Swanson, Vice-Chair, Workforce Development Council  
Chair, Nursing Workforce Center Advisory Council

**SUBJECT:** Nursing Workforce Center Advisory Council  
Investments in Nurse Education

**ACTION REQUESTED:** Accept the council recommendations for investments in nurse education

### BACKGROUND:

The 2007 Idaho Legislature authorized the formation of the Nursing Workforce Center and the Nursing Workforce Center Advisory Council to identify and solve issues contributing to Idaho's nursing workforce shortage. Governor Butch Otter and legislative leadership appointed an excellent team to advise the department, the Idaho State Board of Education, state colleges and universities and other related organizations on nursing workforce issues and to assist with the development and implementation of a strategic plan for addressing the nursing shortage.

The council reviewed the preliminary report on the status of the nurse workforce on June 18, 2008 and met again on August 4 to review the recommendations of the council's strategic planning committee. The attachment is a preliminary report of council actions. This update was provided to the presidents of the state's higher education institutions and will be presented to the State Board of Education in October. The council hopes to bring a final report to this group at the November meeting.

The council regards attraction and retention of the nurse educator workforce as a critical factor in increasing the supply of nurses for the health care industry. Nearly one quarter of the nurse educators are expected to retire in the next five years. With more than half of faculty 50 or over and only 10 percent under age 40, the state's postsecondary system will be challenged to retain enough faculty to meet current capacity and will be unable to expand to meet the growing demand by students and the industry. To address this issue, Idaho State University (ISU) is

developing a doctoral program to build the capacity to educate faculty within the state. Boise State University (BSU) and ISU also offer a limited number of master's level programs that prepare individuals to serve as faculty. In some cases, faculty are hired without the proper credentials provided they commit to seek those credentials, posing an added burden on those who leave higher paying jobs in the field to take positions in education.

The Idaho Alliance of Nurses (IALN) administers scholarships funded by the Idaho Hospital Association to provide support to those pursuing master's and doctoral programs who agree to work as faculty. The IALN scholarships are also available to those who enter nursing and agree to work in rural hospitals with critical skill shortages. The Nursing Workforce Advisory Council is requesting that the Workforce Development Council allocate \$50,000 from the Governor's 15 percent WIA discretionary funds to match the scholarships administered by the IALN. This will double the number of scholarships available through the IALN to build the capacity of the nurse workforce and provide a larger pool of workers to meet the rural health care needs.

**Recommendation:**

The Nursing Workforce Advisory Council recommends that \$50,000 in the Governor's 15 percent WIA funds be used to match funds made available by the Idaho Hospital Association for scholarships administered by the Idaho Alliance of Nurses. The council further recommends that the funds be awarded in accordance with the priorities established by the IALN for those who agree to teach in Idaho institutions after receiving doctoral degrees or master's degrees or who agree to work in an Idaho rural hospital after receiving an associates or bachelors degree in nursing. Criteria are:

1st Priority

- \$30,000 will be awarded to PhD nursing students accepted into a CCNE accredited doctoral nursing program who are committed to teaching nursing in Idaho
- Up to five awards of \$6,000 will be provided
- Minimum GPA required: 3.0

2nd Priority

- Scholarships for students pursuing a master's degree in nursing who are committed to teaching nursing in Idaho
- May apply for a scholarship of up to \$3,000/year
- Minimum GPA required: 3.0

3rd Priority

- Scholarships to nursing students working in critical access hospitals and/or rural hospitals who are economically disadvantaged
- May apply for a scholarship of up to \$2,000/year
- Minimum GPA required: 3.0

Contacts:      Primary:      Cheryl Brush      (208) 332-3570, ext. 3312  
                  Secondary:    Georgia Smith      (208) 332-3570, ext. 2102

Attachments

# Governor Otter's Nursing Workforce Advisory Council Update

August 21, 2008

## Background

- By 2016 Idaho's population over the age of 54 will increase by nearly 50 percent.<sup>1</sup>
- With fewer nurses per capita than any surrounding state except Nevada, the number of nurses per capita in Idaho falls more than 20 percent below the national average.<sup>2</sup>
- Only one in five nurses currently practicing in Idaho is under age 35, and two in five are over age 50.<sup>3</sup>
- Employment projections up until 2016 find seven of the 10 hottest jobs in Idaho are in health care, with nursing at the top of the list.<sup>4</sup>
- By 2013, 25 percent of the state's current nursing faculty are expected to leave the labor force.<sup>5</sup>
- Only one in 10 of Idaho's current nursing faculty members is under 40 years of age.<sup>5</sup>

## Seeking Solutions

In the Fall of 2007 Governor Otter appointed 22 of Idaho's top health care practitioners, academics and policymakers to the Idaho Nursing Workforce Advisory Council. The council's charge is to define the scope of the perceived problem, address supply / demand and develop strategies to ensure Idaho has an adequate supply of nurses for future expansions. In the meantime, several buildings are being built to expand nursing education in Idaho. Efforts to fund the faculty positions needed to carry the programs are critical. Without the ability to educate, recruit and hire additional nursing faculty, Idaho cannot begin to address a potential shortage of staff nurses.



## Progress to Date

- Leaders in education, government and industry are working together to define the issue, streamline data collection and develop workable recommendations. Their efforts have resulted in substantial savings and improved data.
- A statistical picture of the current status of the nursing occupation in Idaho will be finalized in October.
- A full report and recommendations will be delivered to Governor Otter in November.

## Draft Goals / Objectives / Recommendations

- Address faculty needs.
- Expand educational capacity.
- Incorporate innovative practices involving the private sector.
- Establish employment practices that encourage work force retention in all sectors.
- Ensure the availability of critical work force data and informed planning.

## Plans for FY09

- Finalize and implement the council's recommendations.
- Seek an investment of Workforce Investment Act funds to match Idaho Hospital Association scholarships for advanced degrees.
- Educate legislators on the need to address nursing faculty issues.
- Upgrade the data collection process at the Idaho Nursing Licensing Board, continue gathering information from healthcare and educational institutions and monitor the supply / demand.

## Immediate Needs

The current charter and funding for the Idaho Nursing Workforce Advisory Council expires in June of 2009. To continue the progress of the council, legislation will be required this year to remove the sunset and continue funding. Also, Idaho's nursing programs and the state's higher education institutions need to share additional data with the Idaho Department of Labor so the agency can identify where graduates receive their degrees and where they are ultimately employed. Graduate migrations, emigrations and current education pipeline and capacity plans will allow for more accurate supply /demand information and data driven decisions when targeting the allocation of limited resources.

1. EMSI Complete Employment - March 2008. 2. Health Resources and Services Administration. 3. Idaho Board of Nursing Licensure Database 4. Idaho Department of Labor 2006-2016 Employment Projections 5. Idaho Nursing Workforce Center RN Satisfaction Survey, September 2007.

# Idaho Nursing Workforce Advisory Council Membership

Established November 2007

**B.J. Swanson**

Council Chair, Chairman of the Board of Gritman Medical Center, Moscow

**Dr. Carol Ashton**

Associate Dean and Director of the School of Nursing, Idaho State University, Pocatello

**Susan Ault**

Executive Director of the Idaho Alliance of Leaders in Nursing, Boise

**Sen. Diane Bilyeu**

Pocatello

**Dr. Claudeen Buettner**

Executive Vice President and Chief Academic Officer for the College of Southern Idaho

**Rep. Margaret Henbest**

Boise

**Karen Hodge**

Director of Women's and Children's Services at St. Alphonsus Regional Medical Center, Boise

**Roger B. Madsen**

Director of the Idaho Department of Labor, Boise

**Sen. John McGee**

Marketing Director for West Valley Medical Center, Caldwell

**Steve Millard**

President of the Idaho Hospital Association, Boise

**Kathleen Nelson**

Division Manager for Health Professions at Eastern Idaho Technical College, Idaho Falls

**Tammy Perkins**

Office of the Governor, Boise

**Dr. Mike Rush**

Executive Director of the State Board of Education, Boise

**Dr. David Schmitz**

President of the Idaho Academy of Family Physicians, Boise

**Dr. Pamela Springer**

Associate Dean of the College of Health Sciences and Chair of the Department of Nursing at Boise State University, Boise

**Robert Vande Merwe**

Executive Director of the Idaho Health Care Association, Boise

**Rep. Fred Wood**

Medical Director for the Cassia Regional Medical Center, Burley

**Dr. Manuelita Burns**

Director of Health Professions and Nursing at North Idaho College, Coeur d'Alene

**Noreen Davis**

Vice President of Nursing and Patient Care Services for St. Luke's Health System, Boise

**Sandra Evans**

Executive Director of the Idaho Board of Nursing, Boise

**Dr. Tony Fernandez**

Provost and Vice President for Academic Affairs at Lewis-Clark State College, Lewiston

**Steve Frei**

Chief Nursing Officer for Syringa General Hospital, Grangeville