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**2019 Health Works Commission Report**

**Executive Summary**

Pursuant to LA Rev Stat § 17:2048.51, the Health Works Commission annual report is compiled by the Nursing Supply and Demand Council (NSDC), a subset of the Health Works Commission. The NSDC is charged with studying all aspects of supply and demand of Advanced Practice Registered Nurses (APRNs), Registered Nurses (RNs), Licensed Practical Nurses (LPNs), and Nurse Aides. Information on Louisiana's nursing workforce was obtained from the most current data reported in the following sources:

The Louisiana State Board of Nursing's 2018 Annual Report;

The Louisiana Center for Nursing's 2018 Nursing Education Capacity and 2018 Nurse Supply Addendum Report; The Louisiana State Board of Practical Nurse Examiners Annual Report;

and

The Louisiana Department of Health.

In the 2019 Nursing Supply and Demand Council Annual Report it includes a description of the Council's activities over the past year; findings from the review of the previously mentioned reports; and recommendations identified to address major issues related to nursing education capacity, nurse supply and nurse demand in Louisiana. A diverse group of organizations and agencies are represented on the NSDC. A list of the organizations and their representative's membership roster are included in the report.

**Members of the Nursing Supply and Demand Council  
(2018-2019)**

<b>Designee</b>	<b>Organization/Agency</b>
Kenneth Alexander	Louisiana Hospital Association
Lynn Ansardi	Louisiana State Board of Practical Nurse Examiner (LSBPNE)
Jennifer Badeaux *	Louisiana Association of Nurse Anesthetists (LANA)
Wendy Bailes	Louisiana Council of Administrators of Nursing Education (LACANE)
Kathy Baldrige *	Louisiana Association of Nurse Practitioners (LANP)
Cynthia Bienemy * Chair	Louisiana State Board of Nursing (LSBN)
Sandra Brown	Southern University School of Nursing
Randall Brumfield	Board of Regents
Lisa Deaton / Ahnyel Jones- Burkes*	Louisiana State Nurse Association (LSNA)
Bronwyn Doyle * Vice Chair	Louisiana Association of Independent Colleges and Universities (LAICU)
Jill Gautreau	Louisiana School Nurses Organization (LSNO)
Gail Gibson	Office of Public Health
Wes Hataway	Louisiana Nursing Home Association (LNHA)
Beth Norris	Louisiana Organization for Nursing Leadership (LONL)
Wendi Palermo	Louisiana Community and Technical College System
Cheryl Taylor	Louisiana State Black Nurses Organization New Orleans
Nathalie Walker	Louisiana Council of Preoperative Registered Nurses
Mellynn Baker & Cara Landry	Board of Regents Staff

**\* Executive Committee**

**NURSING SUPPLY & DEMAND COUNCIL  
2019 ANNUAL REPORT  
SUBMITTED TO THE HEALTH WORKS COMMISSION  
March 2020**

**Executive Summary**

The Nursing Supply & Demand Council (NSDC) is pleased to submit a report of its activities for year 2019 and projected initiatives for 2020. The charge of the Council is to study all aspects of supply and demand of Advanced Practice Registered Nurses (APRNs), Registered Nurses (RNs), Licensed Practical Nurses (LPNs) and Nurse Aides. Information on Louisiana's nursing workforce was obtained from the most current data reported in the 2018 Louisiana State Board of Nursing (LSBN) Annual Report, the Louisiana Center for Nursing (LCN) 2018 Nursing Education Capacity and 2018 Nurse Supply Addendum reports, the Louisiana State Board of Practical Nurse Examiners annual report (LSBPNE) and the Louisiana Department of Health (LDH).

In the face of the ongoing demand for nurses at all levels, the Council continues to have concerns about the following:

- the shortage of faculty;
- the number of qualified students not admitted;
- the lack of funding for nursing education; and
- challenges related to increasing the diversity of Louisiana's nursing workforce.

**Activities**

The NSDC, representing 17 statewide organizations and institutions, held a total of five meetings from January through December 2019 and accomplished the following collaborative activities:

- I. Reviewed reports from LSBN, LCN, LSBPNE, and the LDH Health Standards Division regarding the supply of APRNs, RNs, LPNs, and Nurse Aides and made appropriate recommendations based on findings from these reports.
- II. Collaborated with the Louisiana Council of Administrators of Nursing Education (LACANE) to support the proposal that was funded by the Health Works Commission (HWC) to address the need for qualified Master's- and Doctoral-prepared faculty in Louisiana's pre- RN licensure and APRN programs. The proposal title: "Expanding the Louisiana Nurse Educator Workforce" sponsored by LACANE; funding requested and received was \$100,000. An additional \$100,000 was made available from the capitation funds that were allocated to increase nursing education capacity, yielding a total of \$200,000 for this initiative. In 2018-2019, LACANE received \$62,500, in funding which was distributed to 37 recipients who will be employed at 14 Louisiana Colleges/Schools of Nursing.
- III. Identified factors that may be contributing to a pending or actual nurse faculty shortage in Louisiana based on findings from LCN's 2018 Nurse Faculty Survey. LCN received funding from the HWC to survey nurse faculty teaching in Louisiana's LPN, RN, and graduate nursing programs. The report in its entirety and an infographic highlighting major findings from the report can be found at the following links:

<http://lcn.lsbj.state.la.us/Portals/0/Documents/NurseFacultySurvey.pdf> and <http://lcn.lsbj.state.la.us/Portals/0/Documents/NurseFacultySurveySnapshot.pdf>.

- IV. Collaborated with the HWC and the Department of Children and Family Services to study and make recommendations concerning potential policy changes for creating safer workplace environments for healthcare and social service workers as requested in 2019 House Concurrent Resolution No. 60, authored by Representative Dustin Miller.
- V. Prepared and submitted the 2019 NSDC Annual Report to the HWC.
  - a. In 2019, the HWC reviewed the 2018 NSDC Annual Report and used the data therein to leverage legislative support for capitation funds to build capacity in nursing education. NSDC will review data annually to evaluate the effects of capitation funding. The Council recognizes that annual approval of capitation funds is critical for sustainable increases in nursing education capacity.

## **Key Findings Pertinent to the Council's Charge**

### **Supply – Education**

#### **I. Admission and Enrollment**

##### **A. RN**

- i. In 2018, there was a five percent increase in the number of students enrolled in postsecondary education settings in Louisiana who declared nursing as their major compared to a 16% decrease in 2017. While this increase is promising, there remains a 13% decrease from 2016.
- ii. In 2017-2018, pre-RN licensure programs in Louisiana admitted 70% (3,198) of the qualified applicants (4,591) compared to 68% (2,995) in the previous report year, which represents a seven percent increase in the number of qualified applicants admitted.
- iii. In 2018, 5,884 students were enrolled in pre-RN licensure programs in Louisiana, which is an 8% increase compared to last year. Yet, over the last 5 years, there has only been a 1% increase in the number of students enrolled in clinical pre-RN nursing courses.
- iv. In 2018, 65% of the pre-RN students were enrolled in baccalaureate programs, 34% in associate degree programs, and one percent in the state's only diploma program.
- v. *Diversity:*
  - 1. In 2017-2018, 66% of the students enrolled in pre-RN licensure programs in Louisiana were White, 23% were Black/African American, four percent were Hispanic/Latino, two percent were Asian, and five percent were other races, which is similar to the previous report year.
  - 2. Over the last five years there has been a 22% increase in the number

of Hispanic/Latino pre-RN students enrolled in Louisiana's pre-RN nursing programs, while there has been an 11% decrease in the number of Black/African American students and a two percent decrease in the number of Asian students enrolled.

3. There was a four percent increase in the number of males enrolled in pre-RN programs in 2018 compared to a four percent decrease in the last report year. Since 2014, there has been an 11% decrease in the number of males enrolled in Louisiana's pre-RN programs.

#### B. APRN

- i. In the 2017-2018 report year, there was a nine percent increase in the number of students admitted to Louisiana's APRN programs in comparison to an 18% increase reported in the previous report year.
- ii. There was a 13% increase in the number of students enrolled in Louisiana's APRN programs as compared to a four percent decrease in the last report year and a 45% increase in 2016. Eighty-four percent of APRN students were enrolled in NP programs, 15% in CRNA programs, and less than one percent in CNS programs.
- iii. *Diversity*: In 2017-2018, 30% of the students who were enrolled in APRN programs were minorities compared to 29% in 2016-2017 and 26% in 2015-2016.

#### C. LPN

- i. Practical Nursing (PN) programs admitted 64% (1,735 of 2,704) of the qualified applicants in 2018-2019 as compared to 70% (1,751 of 2,492) of qualified applicants in 2017-2018. This represents a decrease of less than one percent in the number of PN students admitted to Louisiana PN programs despite an 8.5% increase in the number of qualified applicants.
- ii. In the 2018-2019 academic year 1,103 students withdrew from PN programs in Louisiana compared to 1,006 in 2017-2018, which represents a 9.6% increase in the number of withdrawals. Academic performance remains the primary reason for withdrawal.
- iii. *Diversity*: Approximately 64% (1,346 of 2,099) of the students admitted (both first-time and readmits) to Louisiana's PN programs in 2018-2019 were minorities. Approximately 60% percent of the new admits were Black/African American, less than two percent were Hispanic/Latino, and two percent were American Indian/Alaskan Native, Asian, Hawaiian/Pacific Islander, multiracial, and other.

#### D. Nurse Aides

- i. In 2018-2019, there were 189 CNAs who applied for articulated credit for entry into PN programs (226 in 2017-2018; 213 in 2016-2017;

225 in 2015-2016). Of the 189 who applied for credit, 86.8% (164) were granted the credit compared to 97.8% receiving credit in 2017-2018.

## **II. Graduates**

### **A. RN**

- i. There were 1,885 graduates from Louisiana's pre-RN licensure programs in 2017-2018, which reflects a less than one percent increase from the previous report year and a nine percent decrease since 2014.
- ii. Of the 2017-2018 pre-RN graduates, 62% (1,176) were from baccalaureate programs, 36% (677) were from associate degree programs, and two percent (32) were from the one diploma program.

### **B. APRN**

- i. In 2017-2018, there was a total of 368 graduates from Louisiana's APRN programs, which represents a one percent decrease in number when compared to the 372 graduates in the previous report year.
- ii. Consistent with last year, 83% of the graduates were from NP programs and 17% were from CRNA programs. There were no graduates from CNS programs in the 2017-2018 report year.

### **C. LPN**

- i. In 2018-2019, there was a total of 1,037 graduates from Louisiana's LPN programs, which represents a 21.4% increase compared to the 854 graduates reported in the 2017-2018 academic year. There has been a decline in the number of LPN graduates over the last nine years: 1,037 graduates in 2018-2019 compared to 1,370 in 2009-2010, which represents a 24% decrease in number.

### **D. Nurse Aide**

- i. In 2019, there were 216 schools and 94 nursing homes in Louisiana approved for CNA training and 2,397 CNAs were newly certified.

## **III. Pass Rates**

### **A. RN**

- i. The 2018 first-time passage rate of 94.54% on the NCLEX-RN for graduates from Louisiana's pre-RN licensure programs exceeded that of the nation, which was 88.30%. Louisiana's pass rates have been consistently higher than national pass rates.

### **B. APRN**

- i. In 2017-2018, 354 APRN candidates completed the first attempt of their respective certification exams and 339 candidates successfully passed, resulting in a 95.76% passage rate for the state.

### C. LPN

- i. The 2018 NCLEX-PN national LPN passage rate for first-time, US-educated graduates was 85.9%. Louisiana's LPN passage rate was 84.1%. This is the first year since 1993 that the pass rate for Louisiana's LPN programs has failed to exceed the national average.

## IV. Faculty

### A. All Nursing Faculty

- i. The Louisiana Center for Nursing (LCN) 2018 Nurse Faculty Survey received funding from the HWC to survey nurse faculty teaching in Louisiana's LPN, RN, and graduate nursing programs to identify factors that may be contributing to a pending or actual nurse faculty shortage in Louisiana. Key findings from the survey include:
  1. Sixty-four percent (64%) of nurse faculty across all programs reported being dissatisfied with their salary/compensation.
  2. Thirty percent (30%) or more of nurse faculty across all programs reported dissatisfaction with their workload, opportunities for career advancement, and support given by college/school for faculty research; and
  3. Across all program types 19% of faculty plan to leave their primary academic institution in one year; 49% in five years; and 63% in 10 years.
- ii. Mean salaries for all levels of nursing faculty in Louisiana, except for instructors, remain below the SREB mean for four-year public colleges, which aligns with data regarding faculty perception of salary from the LCN 2018 Nurse Faculty Survey.

### B. RN

- i. There were 462 budgeted full-time nurse faculty positions reported by Louisiana's pre-RN licensure programs in 2018 compared to 470 in 2017, which reflects a two percent decrease over the past year.
- ii. There were 28 vacant nurse faculty positions reported by Deans and Directors in 2018 compared to 26 in the previous report year. Of the vacant positions, 57% (16) were reported by Louisiana's AD programs and 43% (12) were reported by BSN programs.
- iii. In 2018, 18 faculty positions were funded from grants, capitation funds, additional appointments, and/or other funding sources compared to 15 positions in 2017. This represents a 20% increase in the number of faculty positions funded by other sources in the last year.
- iv. In 2018, 55% of the nurse faculty teaching in Louisiana's pre-RN licensure programs in Louisiana were 51 and older and 26% of the faculty were 61+ years, a 16% increase since the previous report year.

- v. Nursing programs cite noncompetitive salaries for nursing faculty and lack of qualified faculty as the top reasons that Louisiana’s pre-RN licensure programs cannot admit hundreds of qualified students.
- i. *Diversity*: In 2018, approximately 31% of the faculty teaching in pre-RN licensure programs were minorities, which is a 6% increase from the previous report year. Six percent of nurse faculty in Louisiana’s pre-RN programs are male.

C. APRN

- i. During the 2017-2018 report year, 75% of faculty teaching in Louisiana’s graduate nursing programs held a doctorate in nursing or a related field.
- ii. There was an eight percent decrease in graduate faculty holding a doctorate in nursing and a 34% increase in the number of graduate faculty holding a doctorate in a related field.
- iii. There were 151 filled full-time graduate nurse faculty positions reported statewide, which reflects a 12% increase when compared to the previous report year. Of note, the number of faculty positions funded from other sources (e.g., grants, capitation funds) increased by 60% in the 2017-2018 report year.

D. LPN

- i. In 2018-2019, there were 192 budgeted full-time PN faculty positions, which is a 9.7% increase since last year (175 in 2017-2018) and is nearly identical to the number of budgeted positions five years ago (191 in 2014-2015). Of the budgeted positions, 90% (174) were filled in 2018- 2019, compared to 94.3% (165) in 2017-2018.

**Supply – Current Workforce**

**V. 2018 RN, APRN and LPN Licensure Data and Nurse Aide Registry Data**

**Note:** The 2018 Louisiana State Board of Nursing (LSBN) Licensure Renewal season marked the fourth year of renewals using the National Council of State Boards of Nursing (NCSBN) Optimal Regulatory Board System (ORBS) online licensure renewal system. This is the first year that LSBN will have licensure data on all RNs and APRNs available through ORBS. The LSBN IT Department, Center for Nursing, and the ORBS Team have worked diligently over the last four years to ensure the quality and accuracy of the data that will be used by our stakeholders to inform policymakers related to Louisiana’s RN and APRN workforce. **The licensure data that was reported in the 2018 Nurse Supply Addendum Report is based on a snapshot of every RN and APRN who had an active license to practice in Louisiana on December 31<sup>st</sup>, 2018. This yearly snapshot will mark a new beginning in terms of LSBN’s ability to trend data from year to year using the ORBS system.**



A. RN

- i. In 2018, there were 67,428 RNs holding active licenses in Louisiana. Of those licensed RNs, 57,344 (85%) were Louisiana residents and 10,022 (15%) reported home addresses outside of Louisiana.
- ii. Diversity:
  1. In 2018, 17% (9,673) of licensed RNs living in Louisiana were 60 years or older and 20% (11,572) were between the ages of 50 and 59.
  2. In 2018, the racial distribution of RNs residing in Louisiana was 80% White, 16% Black/African American, one percent Asian, and less than one percent for each of the other races (two or more races, other, American Indian/Alaskan Native, Native Hawaiian/Pacific Islander). Three percent of RNs in Louisiana were of Hispanic origin.
  3. The gender of RNs residing in Louisiana continues to be predominantly female (88% female, 12% male).

B. APRN

- i. In 2018, there were 6,480 APRNs who renewed their Louisiana APRN licenses. Ninety percent (5,803) of the APRNs renewing their licenses reported residing in Louisiana.
- ii. Of the APRNs residing in Louisiana, 74% (4,265) were Nurse Practitioners (NPs), 23% (1,355) were Certified Registered Nurse Anesthetists (CRNAs), two percent (124) were clinical nurse specialists (CNSs), and one percent (50) were Certified Nurse Midwives (CNMs).
- iii. Diversity:
  1. In 2018, 13% (741) of licensed APRNs living in Louisiana were 60 years or older and 18% (1,049) were between the ages of 50 and 59.
  2. In 2018, the racial distribution of APRNs residing in Louisiana was 83% White, 14% Black/African American, one percent Asian, and less than one percent for each of the other races (two or more races, American Indian/Alaskan Native, Native Hawaiian/Pacific Islander and Other). Two percent of APRNs in Louisiana were of Hispanic origin.
  3. The gender of APRNs residing in Louisiana is predominantly female (79% female, 21% male).

C. LPN

- i. In 2018-2019, 22,207 nurses held a license to practice as an LPN in Louisiana, which reflects less than one percent decrease in number when compared to the previous year (22,305). Of the LPNs holding a Louisiana license, 22,227 (96%) lived in Louisiana, while 980 (4%) reported home addresses outside of Louisiana.
- ii. Diversity: In 2018-2019, 56% (12,511) of the LPN workforce was White,

and 40% (8,919) was Black/African American. Less than one percent was Hispanic/Latino, American Indian/Alaska Native, Asian, Native Hawaiian/Pacific Islander, multiracial, and other. In terms of gender, 95% (21,185) of the LPN workforce remains female.

#### D. Nurse Aide (NA)

- i. Data on the supply of Nurse Aides represents only those gathered from Louisiana Department of Health's Certified Nurse Aide Registry. Once certified and employed, many NAs do not recertify and therefore are not represented in the data. These data also do not capture the number of Nurse Technicians who are nursing students with requisite skills employed in healthcare facilities to work in a capacity similar to NAs.
- ii. In 2019, there were 207,524 NAs in the registry, both certified and uncertified. There were 45,042 certified NAs in good standing on the Certified Nurse Aide (CNA) Registry, which represents a four percent decrease in number when compared to 2018 (46,901). There were 2,397 new CNAs in 2019 compared to 4,756 in 2018. The number of CNAs whose status changed from certified to not certified in 2019 was 7,671, which is a 74% increase when compared to the previous year (4,400 in 2018) and less than one percent decrease from 2017 (7,697).

### **Demand**

- VI. The LCN conducts a Nurse Employer Survey every four years in an attempt to obtain objective data about nurse demand in Louisiana (the Nurse Employer Survey was conducted in 2010). LCN launched the 3<sup>rd</sup> Nurse Employer Survey in 2019 and completed data analysis at the end of 2019. NSDC will review the report of findings when it becomes available in Spring of 2020.
- VII. LCN is also working with a consultant to update and enhance the 2013 Nursing Workforce Forecasting Model. NSDC will review the model when it is available in 2020.

### **Recommendations**

#### **Supply-Education**

- I. Expand capitation funds that provide resources to postsecondary education institutions to increase the capacity of RN and LPN programs in Louisiana.
- II. Advocate for and support academic-practice partnerships both to increase capacity of nursing programs (working nurses serving as mentors/faculty) and to improve retention (nurse residency programs).
- III. Provide nursing program infrastructure grants to help improve nurse faculty retention and support faculty development, workload adjustments, mentorship of nurse faculty, and certification.

- IV. Provide funding for the development of a statewide strategic plan to address the nursing shortage, which significantly affects health outcomes of citizens of Louisiana.
- V. Support funding opportunities (grants, scholarships, tuition reduction programs, etc.) to decrease tuition costs for nursing students.
- VI. Address nurse faculty salary disparities, which is one of the most significant barriers to attracting nurse faculty in our State.
- VII. Reinstate the stipend program that was administered by the Board of Regents, which provided up to a maximum of \$40,000 to nurses who agreed to pursue a graduate degree in nursing (Master's and/or Doctorate) and committed to teach in an RN program one year for each \$10,000 received in support.
- VIII. Remove legislative barriers that are preventing nurse faculty from working as adjunct faculty upon retirement (e.g., discontinuation or reduction of retirement benefits).

### **Supply – Current Workforce**

- IX. Collaborate with hospitals, long-term care facilities, and other employers across the state to create nursing practice environments that attract and retain nurses, especially in areas of greatest need.
- X. Develop strategies to collect and review workforce data on all NAs.

### **Demand**

- XI. Utilize findings from the 2019 LCN Nurse Employer Survey Demand Study and Louisiana's Statewide Multi-Regional Nursing Workforce Supply and Demand Forecast Model (Update to be completed in 2020) to determine nurse supply and demand at the regional and statewide level using Louisiana's state level data.

### **Continuing Recommendations**

- XII. Work collaboratively with the LSBN, LCN, LSBPNE, and the LDH CNA Registry to obtain and review Louisiana's nursing workforce data (APRN, RN, LPN and CNA) and make recommendations to the HWC related to nursing workforce supply and demand and to nursing education capacity.
- XIII. Continue collaborative work with the Louisiana Action Coalition (LAC) in moving forward the following pillars of work in Louisiana, based on the recommendations from the Institute of Medicine Report on the Future of Nursing titled *Leading Change, Advancing Health* (2011):
  - 1. Leveraging nurse leadership
  - 2. Promoting inclusivity/health equity
  - 3. Improving access and removing barriers to practice
  - 4. Increasing the diversity of the nursing workforce

5. Increasing the number of RNs with a BSN degree or higher

- XIV. Support the LCN in its ongoing assessment of the diversity of Louisiana’s nursing workforce (race/ethnicity and gender) and continue to identify and implement innovative strategies that can be used to increase the diversity of the nursing workforce.

**NSDC Membership**

- The Louisiana State Board of Nursing
- The Louisiana State Board of Practical Nurse Examiners
- The Louisiana Nursing Home Association
- The Louisiana State Nurses Association
- The Louisiana Hospital Association
- The Board of Regents
- The Office of Public Health
- The Louisiana Association of Independent Colleges and Universities
- The Louisiana Black Nurses Organization New Orleans, Louisiana
- The Louisiana Council of Administrators of Nursing Education
- The Louisiana Association of Nurse Anesthetists
- The Louisiana Organization for Nursing Leadership
- The Louisiana Association of Nurse Practitioners
- The Louisiana Council of the Association of periOperative Registered Nurse Chapters
- The Louisiana School Nurses Organization
- The Southern University A&M School of Nursing
- The President of the Louisiana Community and Technical College System or his designee

The data used in this report were taken from reports completed by the Louisiana State Board of Nursing – Center for Nursing available at the following links:

<http://lcn.lsbn.state.la.us/Portals/0/Documents/NURSINGEDUCATIONCAPACITYINLOUISIANA2018.pdf>;

<http://lcn.lsbn.state.la.us/Portals/0/Documents/2018%20Nurse%20Supply%20Report.pdf> and the Louisiana State Board of Practical Nurse Examiners. The NSDC 2019 Annual Report will be posted on the Boards and Commissions website.