

How Youth Education Programs Can Impact the Nursing Shortage

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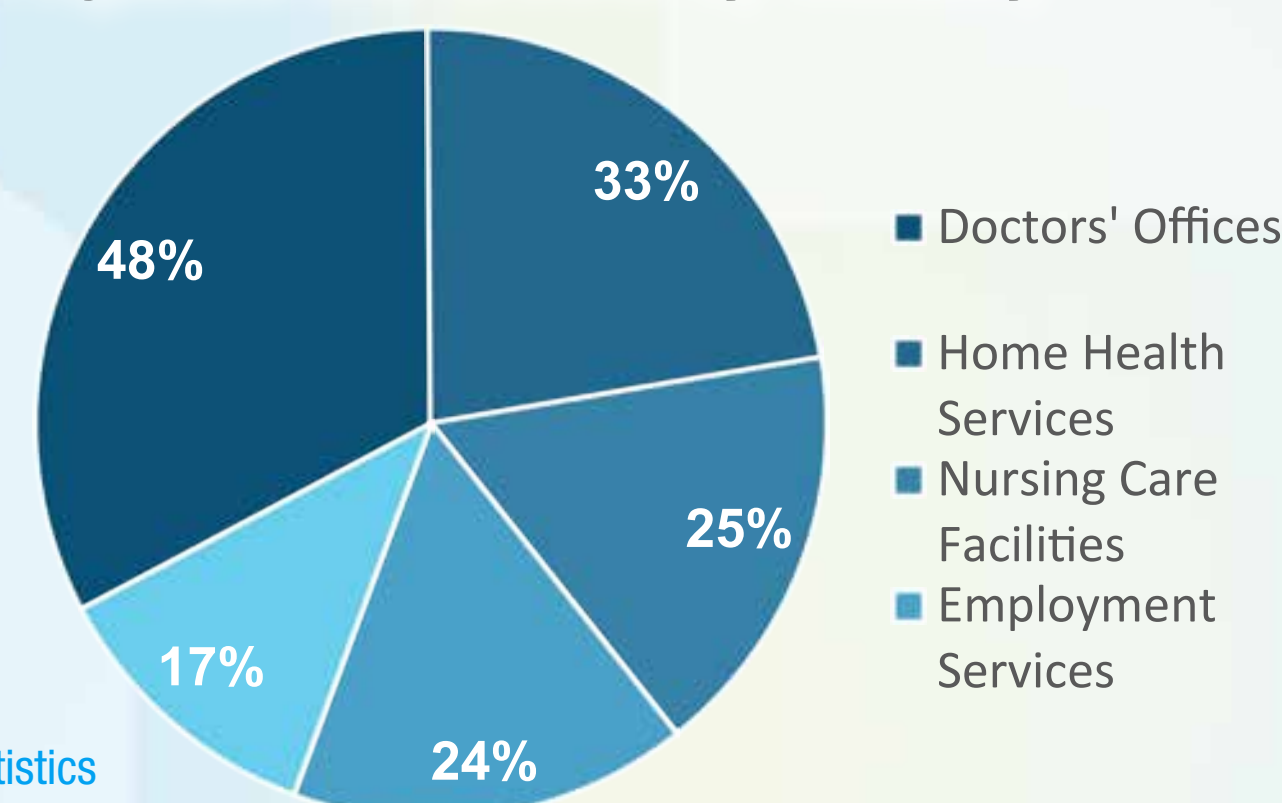
How Youth Education Programs Can Impact the Nursing Shortage

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BACKGROUND/INTRODUCTION

According to the Bureau of Labor Statistics' Employment Projections, registered nursing is one of the occupations with the highest projected growth rate over the next decade.

Projected Job Growth by Industry



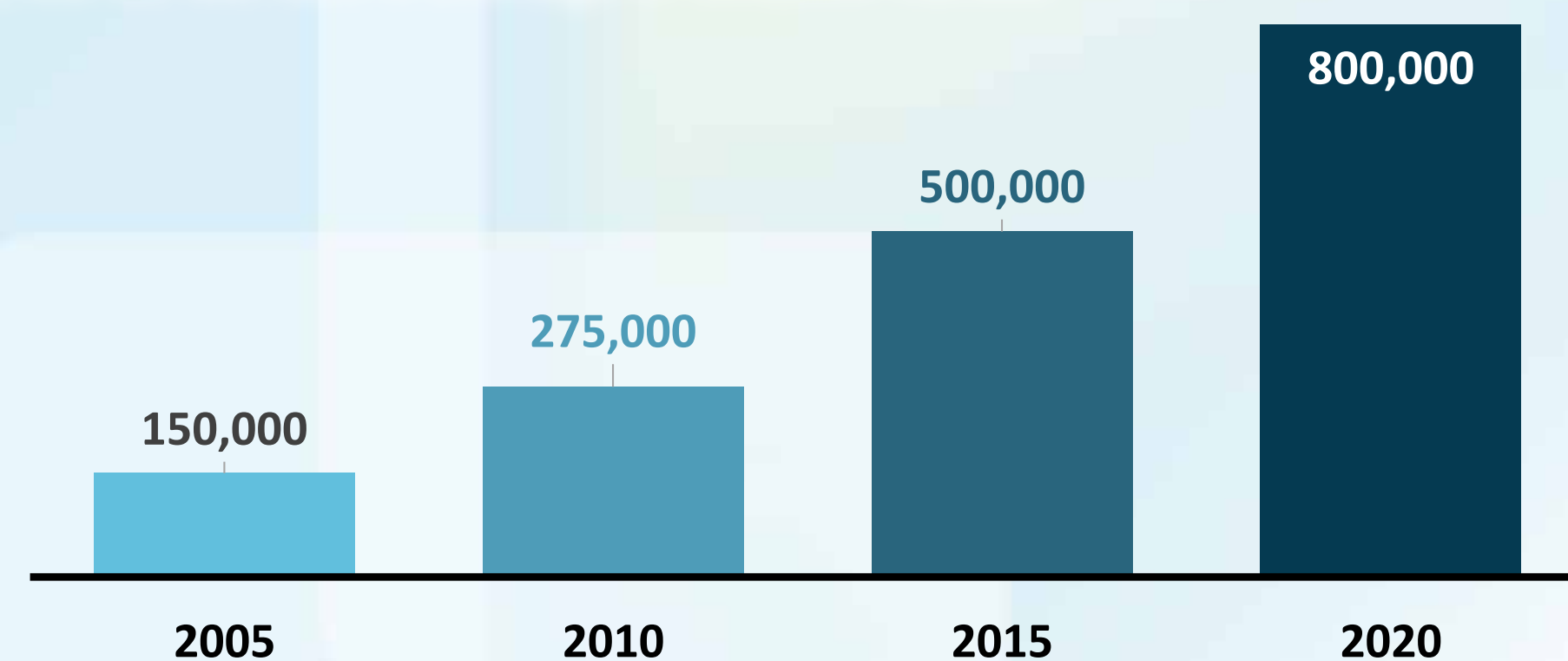
Source: Bureau of Labor Statistics

PROBLEM: The United States is currently facing a shortage in the number of qualified nurses.

By the year 2020, the percentage of Americans 65+ will increase to 24% and the number of older Americans requiring in home and specialized nursing care will also increase

Aging population → increased demand for care and increased number of healthcare workers reaching the retirement age

- 55% of the current RN workforce is age 55+
- By 2020, the US will face a shortage of 800,000 nurses.

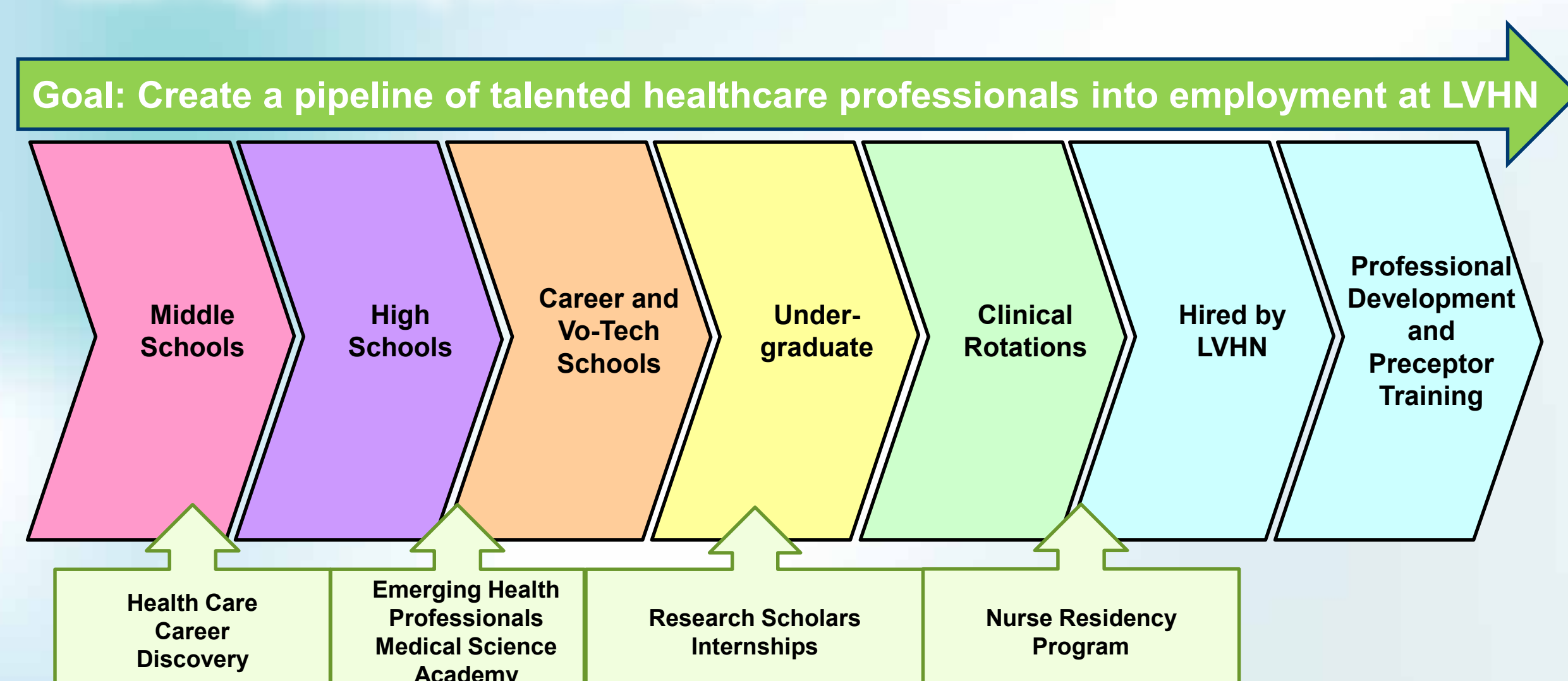


Source: www.rw/f.org

METHODS

VISION: To create an educational continuum which students can access at any point during their educational career and one in which students are encouraged to remain engaged throughout their education.

Youth Programming to LVHN Employment- Future of Nursing 2020 Pipeline



METRICS: Database created to longitudinally track students to employment at LVHN. Reports can demonstrate ROI for recruitment and retention.

Retrospective review of LVHN students completed to determine the correlation between participation and retention.

OUTCOMES

Historical programming demographic data stored digitally and in paper-based records were mined, filling in data gaps dating back to 2006.

A standard process was created for data collection and import for utilization across multiple teams within LVHN's Department of Education (DoE).

The Student Affairs database, created in Microsoft Access, now includes thousands of students representing youth programming, nursing, physician assistant, undergraduate medical, graduate medical, physical therapists, occupational therapists, as well as a variety of other health care careers represented in the chart below.

Department of Education Medical Education and Student Affairs

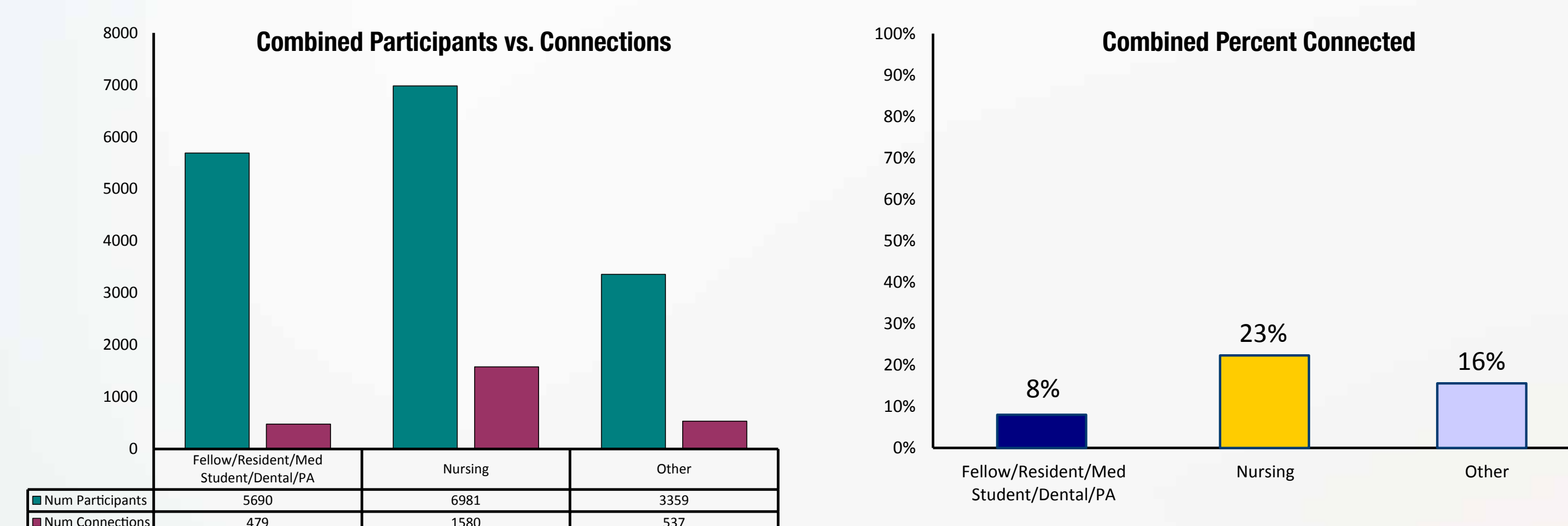
Fiscal Year	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	FY Total Connections
BAVT	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Behavioral Health	0	1	2	0	1	4	2	1	0	3	4	1	1	20
Bridging the Gaps	0	0	0	0	0	0	0	0	0	1	3	6	1	11
Cardiac Rehab	0	0	0	0	1	3	2	1	2	2	3	1	1	15
CRNA	0	0	0	0	3	0	3	2	0	3	5	0	0	18
CRNP/NP	0	0	0	0	3	0	2	2	11	6	5	2	3	31
Dental Student	1	0	2	2	1	1	1	0	0	1	0	1	0	10
EHP	0	1	2	0	1	4	3	5	6	15	9	16	0	62
GME-Fellow	0	0	0	0	0	1	0	1	0	0	0	2	4	4
GME-Resident	0	1	0	1	2	3	5	8	8	10	10	8	10	66
MA	0	1	2	1	1	0	5	7	11	16	24	37	8	113
MSN	0	0	0	1	1	0	1	0	0	1	1	1	0	5
Nuclear Medicine	0	0	0	0	0	2	0	0	0	1	0	0	0	3
Nursing	0	98	142	91	84	138	157	145	71	158	220	162	60	1526
Other	0	0	0	0	0	2	2	2	2	2	3	3	3	12
PA Student	0	5	2	10	6	6	8	6	11	12	15	8	1	90
Pharmacy	0	3	2	5	1	5	1	3	2	1	4	1	1	29
PT/OT	0	0	3	2	2	3	5	3	7	8	14	14	4	65
Radiography	0	0	0	0	4	2	4	0	8	8	11	1	1	40
Respiratory Therapy	0	1	2	0	4	2	5	1	2	5	5	5	1	33
RS	1	6	5	3	1	6	16	6	3	11	8	6	4	76
SELECTMedStudent	0	0	0	0	0	0	0	0	0	5	5	3	0	13
Social Work	0	0	0	0	0	1	3	4	1	6	2	5	0	22
Surgical Technology	0	0	0	0	0	0	2	0	0	0	0	1	0	3
Ultrasound	0	0	0	1	2	2	5	2	4	3	4	6	3	32
VisMedStudent	22	9	23	26	19	30	29	32	35	10	21	37	3	296
GRAND TOTAL	24	126	187	143	136	210	258	235	168	288	369	346	1106	2596

Human Resource data (termed Connections) can be cross-referenced with the Student Affairs database, and reports can be run to determine type and number of student connections prior to employment at LVHN as depicted in the chart below.

Nursing students represent the highest retention of student programming to employment.

Department of Education Student Affairs

Participations vs. Connections when Student Programs Categorized into Three Groups



Note 1: Fellow/Resident/Med Student/Dental/PA includes students/Trainees from programs: Fellow, Resident, Visiting Medical Students, SELECT Medical Students, PA Students, and Dental Students.

Note 2: Nursing includes students/Trainees from programs: CRNS, CRNP/NP, MSN, BSN

Note 3: Other includes Student/Trainee Programs: BAVT, Behavioral Health, Bridging The Gaps, Cardiac Rehab, EHP, HCCD, HIM, LPN, MA, Nuclear Medicine, Pharmacy, PT/OT, Radiography, RT, RS, Social Work, Surgical Tech, Ultrasound, and Others.

CONCLUSIONS

The Student Affairs data base allows LVHN to longitudinally track student participation and has produced valuable metrics to show correlation between participation and retention within the network.

The database reporting created a more visual pipeline of youth programming participation across multiple LVHN locations and has allowed the DoE to make decisions regarding most effective youth programming in terms of trending employment needs.



In 2016, LVHN's DoE provided educational and clinical experiences for 2215 students with 50% representing the nursing profession.

LVHN continues to build strategic partnerships with high schools, career and vocational schools, colleges, and universities to identify students potentially interested in nursing and create specific programming opportunities to address the potential nursing shortage.

RECOMMENDATIONS

Expand youth programming to newly merged LVHN hospital sites to increase number of students into the pipeline and encourage retention in the rural areas.

Increase the number of trained preceptors for nurse residency programming as well as student programming as mentorship has been equated to retention.

Collaborate with Nursing Professional Excellence Councils to create engaging and effective educational opportunities for youth.

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