

REGIONAL COLLABORATION TO ACHIEVE EXCELLENCE



B.S. Nursing Degrees



PARTNERS



WORKFORCE NEEDS...

Reviewed reports of projected market need analysis:

- ***Florida's Demand for Nurses: 2015 Employer Survey*** produced by the Florida Center for Nursing
- ***Regional Trends: Registered Nurses Orlando, Kissimmee, Sanford MSA March 2016***

INTERVIEWS WITH HEALTHCARE STAKEHOLDERS...

Fifty Healthcare Stakeholders were interviewed in preparation for a Region 12 Summit. The following is a summary of the information discussed:

- Confirmed current & future needs for B.S.N. degree
 - Lake, Orange, Osceola, Seminole, and Sumter Counties
- Confirmed current/future market needs analysis and gap analysis for registered nurses by healthcare organizations

INTERVIEWS WITH HEALTHCARE STAKEHOLDERS...

- Reviewed current and future clinical placement needs for state colleges
- Reviewed and confirmed the data concerning the regional shortage of registered nurses based on:
 - Planned growth, expansions, and retirements in their organizations
- Discussed impact of current and future critical shortages in specialty areas

INTERVIEWS WITH HEALTHCARE STAKEHOLDERS...

- Confirmed healthcare organizations focus on hiring baccalaureate prepared nurses (BSN)
 - Goal in many organizations - 80% BSN graduates by 2020
- Discussed current partnership with UCF - Concurrent programs
- Discussed proposed curriculum changes to transition from an A.S. Nursing degree to a B.S. Nursing degree with proposed curriculum changes and timeline

REGIONAL NURSING SUMMIT...

50 participants from Region 12 representing healthcare institutions, educational institutions and related professional organizations, specifically:

- 20 executive healthcare stakeholders
- 26 educational executive leaders (3 State Colleges and UCF)
- 4 related professional leaders (Florida Center for Nursing and CareerSource of Central Florida)

QUESTIONS CONSIDERED WHEN ADDRESSING POTENTIAL SCENARIOS/SOLUTIONS...

- How do we increase more BSNs?
- What is the future of the career pathway of the ASN?
- Could adding a BSN program to the state colleges allow for an increased capacity of BSN prepared nurses?
- If BSN programs are added to the state colleges, how do we ensure that we will increase capacity and not simply move volume from the university?

DESIGN PLAN FOR B.S.N.

Design Team:

- UCF Leaders, 3 State College Leaders, 4 Hospital Executives, Director of FL Center for Nursing, and Nursing Consultant

Goal:

- Expand number of B.S.N. Degree Nurses in Region 12

Recommendations included:

- Continue UCF Concurrent programs with the state colleges
- Support addition of B.S. Nursing degree at 3 State Colleges

EDUCATORS FORMED REGIONAL NURSING WORKFORCE PLANNING TEAM...

B.S. Nursing Program Model was developed and agreed upon to support the following:

- B.S. Nursing Program access requirements including UCF's Concurrent Programs
- Clinical needs and potential utilization
- Value Proposition to students and employers
- Analysis of faculty educational levels, status of F/T and P/T faculty, faculty potential and interest for advanced degrees
- Admission Criteria

THE NEED AND RECOMMENDATIONS...

Need:

- 1,500 new nurses/year

Recommendations From Healthcare Leaders:

- Expand A.S.N. degree production by 1,000 per year to expand **and**
- Add the 2 + 2 B.S.N. degree to begin in 2018 with goal of 80% of A.S.N. seeking B.S.N completion after employment
- Identify resources required from industry to produce 1,000 A.S.N. degree nurses and addition of B.S.N. degree

FUTURE AREAS... REGION 12 TO ADDRESS WORKFORCE NEEDS IN NURSING...

- Expansion of A.S.N is most expensive and is in progress; the B.S.N. will flourish on state funding and tuition reimbursement
- Critical for healthcare and education institutions to continue to work in partnership

FUTURE AREAS... REGION 12 TO ADDRESS WORKFORCE NEEDS IN NURSING...

Continue regional collaboration between healthcare and educational institutions to monitor results and progress being made:

- Coordination of clinical capacity
- Continue to identify needs
- Provide accountability for outcomes

COLLEGE PROPOSALS...

