

**NURSING SUPPLY & DEMAND COUNCIL
2014 ANNUAL REPORT
SUBMITTED TO HEALTH WORKS COMMISSION
March, 2015**

The Nursing Supply & Demand Council (NSDC) is pleased to submit a report of its activities for year 2014 and projected initiatives for 2015. 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 of Louisiana's nursing workforce was obtained from the Louisiana State Board of Nursing (LSBN), Louisiana State Board of Practical Nurse Examiners (LSBPNE) and Department of Health and Hospitals (DHH).

Executive Summary

The NSDC held a total of 6 meetings from January through December, 2014. During 2014, the NSDC accomplished the following activities:

- I. Reviewed updates and reports from representatives from both nurse licensing boards regarding the supply of APRNs, RNs, and LPNs.
- II. Reviewed update on Louisiana's first Nursing Supply and Demand Forecasting Model.
- III. Prepared and submitted the 2013 annual report to the Health Works Commission (HWC).

Key Findings Pertinent to the Council's Charge:

I. Enrollment

- A. In 2013, there was an overall 7% increase in the number of students enrolled in Louisiana's APRN programs. There was a 15% increase in the number of students enrolled in Louisiana's NP programs, and a 27% decrease in the number enrolled in CRNA programs. (Note: the decline in enrollment in CRNA programs was due in part to the expiration of a grant that supported additional enrollment.) Over the past five years (2009-2013), there has been a 37% increase in the number of students enrolled in APRN programs, with a 62% increase in the number of students enrolled in NP programs in Louisiana.
- B. In 2013, pre-RN licensure programs in Louisiana admitted 62% of the qualified applicants applying to Louisiana's nursing programs, which represents a decrease of 3% when compared to 2012 admissions. More than one third of the qualified applicants were not accepted due in large part to the lack of budgeted nurse faculty positions.
- C. In 2013, 14,050 students enrolled in post-secondary education settings in Louisiana declared nursing as their major, which reflects a 6% increase from the previous report year (13,245 in 2012). However, there was a 7% decrease in the number of students enrolled in clinical nursing courses.
- D. Licensed Practical Nursing Programs admitted 35.2% of qualified PN applicants. This was a 2.77% decrease from the previous year. The decrease is due partly to the

shortage of qualified nurse educators. The average age of faculty continues to increase. When recruiting new potential educators, the low faculty salaries are cited as a reason for taking positions in other settings of nursing.

II. **Graduation**

- A. There was a total of 2,274 graduates from pre-RN licensure programs from Louisiana's schools of nursing in 2013. When compared to the previous report year, the number of graduates from Louisiana's pre-RN licensure programs remained stable with only a small decrease in number (-7 graduates). Fifty-five percent of the 2,274 graduates in the 2012-2013 report year were from baccalaureate programs, 44% from associate degree programs, and 1% from the one diploma program in the state. This reflects a 4% increase in the number of graduates from a BSN program which is in line with the recommendations of the Institute of Medicine (IOM) report.
- B. In the 2012-2013 report year, there was a total of 323 graduates from Louisiana's APRN programs which represents a 5% increase when compared to the 307 graduates in the previous report year (2011-2012). The majority of the graduates were from NP programs (79%) and CRNA programs (20%), although there was a 7% decrease in the number of graduates from CRNA programs over the last year. CNS programs produced 2% (5) of the graduates from APRN programs.
- C. In 2013-2014, there was a total of 1,108 graduates from Louisiana PN programs which represents an increase of 4% when compared to the 1,065 graduates in the previous report year (2012-2013).

III. **Pass Rates**

- A. The passage rate on the NCLEX-RN for graduates from Louisiana's pre-RN licensure programs continues to exceed that of the nation in spite of the higher passing standard implemented in April 2013 by the National Council of State Boards of Nursing (NCSBN). There was a decrease in the number of students sitting for the exam in 2013 (2,186) compared to 2012 (2,242) as well as the number passing the exam for each program type in 2012-2013. The overall national passage rate on the NCLEX-RN for 2013 was 83.04%; Louisiana's passage rate was 87.01%, compared to the national rate of 90.34% and Louisiana's 93.09% in 2012. The decline in passage rates may be attributed to the higher passing standards cited above and the changes in the test plan.
- B. The passage rate on the NCLEX-PN for graduates from Louisiana's PN licensure programs continues to exceed the national average, as it has done since 1994. The 2013 LA NCLEX-PN passage rate was 87% as compared to the overall national passage rate on the NCLEX-PN of 84%.

IV. **Licensure**

A. **APRNs**

In 2013, there were 4,116 APRNs licensed and residing in Louisiana. Of those licensed who responded and are working as APRNs, 60% (2,482) were Nurse Practitioners, 30% (1,244) were Certified Registered Nurse Anesthetists, 3% (133) were Clinical Nurse Specialists, and 0.6% (25) were Certified Nurse Midwives. There

was a 40% increase in the number of NPs licensed and residing in Louisiana between 2009 and 2013 and a 13% increase between 2012 and 2013. The number of Clinical Nurse Specialists (CNS) licensed and residing in Louisiana decreased by 25% since 2009. The number of APRNs reporting not working as an APRN decreased by 2% between 2012 and 2013.

B. RNs

In 2013, 60,508 nurses held a license to practice as an RN in Louisiana. Of the 60,508 RNs holding a Louisiana license who indicated their parish, 52,556 (87%) lived in Louisiana, while 7,927 (13%) reported home addresses outside of Louisiana. Over the past five years, there was an 11% increase in the number of RNs holding a license to practice nursing in Louisiana, a 12% increase in the number of RNs licensed and residing in Louisiana, and a 5% increase in the number of RNs that do not reside in Louisiana but hold a license to practice in Louisiana

C. LPNs

In 2013, 22,486 nurses held a license to practice as an LPN in Louisiana. Of the 22,486 holding a Louisiana license, 21,423 (95.2%) lived in Louisiana, while 1,063 (4.8%) reported home addresses outside of Louisiana

V. Faculty

- A. In 2013-2014, there was a total of 736 RN faculty teaching in Louisiana Registered Nurse programs. This represents a 1.2% increase from the previous year. The number of full-time faculty positions decreased from 526 in 2012 to 511 in 2013, which represents a 2.8% decrease. The number of vacant full-time positions increased from 26 in 2012 to 27 in 2013.
- B. Noncompetitive salaries result in a shortage of faculty which is cited as a major reason denying admission to qualified students. In spite of an increase in 2012-2013 in mean salaries for assistant professors, associate professors, and professors, mean faculty salaries for all levels of nursing faculty in Louisiana remain below the Southern Regional Education Board (SREB) mean for four-year public colleges.
- C. In 2012-2013, over half (53%) of the nurse faculty in Louisiana were 51 and older. The average age of nurse faculty at retirement is approximately 62.5 according to a report published by AACN (2014). A wave of retirements is expected within the next 10 years among faculty teaching in nursing programs across the country (AACN, 2014). One hundred and fifty (150) faculty teaching in Louisiana's pre-RN licensure programs are 61+ years, which represents a 42% increase from the previous year.
- D. In 2013-2014, there was a total of 273 PN faculty teaching in Louisiana. The number of budgeted full-time faculty positions decreased by 0.99% in the current report year as compared to last year's report. The number of full-time faculty teaching in the PN programs declined by 1.61% in the same period, and the number of vacant full-time positions decreased by 6.25% in 2013-2014 as compared to 2011-2012. A comparison of the current year to the previous year for part-time faculty positions indicated that

the number of budgeted positions decreased by 0.95%. The number of vacant part-time positions increased by 14.29%.

VI. **Diversity**

- A. In 2013, 66% of the students enrolled in pre-RN licensure programs in Louisiana were Caucasian, 25% were African Americans, 3% Hispanic, 2% Asian, and 4% *Other*. There was an 18% decrease in the number of Asians enrolled, a 16% decrease in the number of Hispanics, and an 11% decrease in the number of African Americans and 4% in the number of Caucasians enrolled when compared to the previous year. Of the 249 students that reported their ethnicity as *Other*, 28 were self-reported as Native American/Alaskan Natives.
- B. Over the last five years (2009-2014), there has been no significant variance in the proportion of males and females students, with males representing 14% of the students enrolled in pre-RN licensure programs in Louisiana.
- C. African Americans admissions to PN programs increased from 44% in 2012 to 53.16% in 2013. Caucasian admissions dropped from 53% to 43%. Asian, Hispanic, and American Indian/Alaskan Native admissions increased from 3% to 4%.
- D. In 2013, approximately 29% of the faculty teaching in pre-licensure RN programs were ethnic racial minorities. Ninety-four percent of the faculty were female and 6% were male.

VII. **Nursing Support Personnel**

- A. There were 48,567 NAs currently certified in good standing on the Certified Nurse Aide (CNA) Registry as of December 31, 2014. Although there were 5,721 new CNAs in 2014, there were 4,822 CNAs whose status changed from certified to not certified.
- B. There were 237 CNAs that applied for articulated credit for entry into practical nurse programs. This reflects an 8% increase from the previous year. Two hundred thirty of the 237 CNAs were granted the credit. This is a 9.6% increase from previous year.

Ongoing Initiatives

- I. Continue assessment of status in Louisiana with regard to the 2010 IOM Future of Nursing recommendations.
- II. Continue to support and participate in activities related to the work that the Louisiana Action Coalition is doing to implement the 2010 IOM Future of Nursing recommendations.
- III. Continue collaboration with the LCN, LSBN, LSBPNE, and the DHH CNA Registry to obtain, analyze, and utilize Louisiana's nursing workforce data (APRN, RN, LPN and CNA supply, demand, education, and forecast data) to make recommendations to the HWC.

- IV. Propose applicable initiatives to the supply and demand of nursing educators.

Recommendations:

- I. Support the Council and its initiatives relative to nursing supply and demand in Louisiana.
- II. Formally recognize the contributions of the LA State Board of Nursing Center for Nursing.
- III. Support the activities of the Future of Nursing Action Coalition in Louisiana.
- IV. Support incentives and funding initiatives to enhance recruitment and retention of full-time nursing faculty with balanced workloads to meet the demands of higher education and expanded programs.

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 of Nurse Executives
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

Reports received from the Louisiana State Board of Nursing and Louisiana State Board of Practical Nurse Examiners, which were used for the data in this report, can be found at <http://lcn.lsbn.state.la.us/Portals/0/Documents/2013NurseEdCapacity.pdf> for the LSBN data and the LSBPNE report is posted. The NSDC 2014 Annual Report is posted at the Minutes for March 4, 2015 at:

<http://doa.louisiana.gov/boardsandcommissions/viewMeetingMinutes.cfm?board=23>