New Horizons in Workforce Solutions

New Jersey Collaborating Center for Nursing • Annual Report

2018
VISION

To be the dominant voice on nursing workforce solutions for New Jersey citizens.
Dear Friends and Colleagues,

The New Jersey Collaborating Center for Nursing led the way to new horizons in nursing workforce solutions in 2018.

Quality data continued to be our hallmark and the foundation of our success. We addressed nursing workforce issues across all settings, transforming calls to action into opportunities that resulted in achievement in the areas of leadership, research, education and innovation.

The Center continued to be a leader in connecting funders, healthcare providers and educators in undertakings to optimize healthcare delivery. It has been a particular point of pride for us to be able to match workforce challenges to collaborative solutions, accessing the talent and dedication of countless individuals beyond our exceptional board, advisory council and staff. Remarkable partnerships were integral to our success.

Our abiding commitment to healthcare consumers and nurses inspired us to embark on multiple evidence-based research projects. Our strategic plan organized these endeavors into six key areas: Advanced Practice Nurses (APNs), home health aides, Licensed Practical Nurses (LPNs), nurse faculty, nurse residencies and school nurses.

As 2019 begins, we are engaged in innovative work determined by our mission. I invite you to learn more about us by reading *New Horizons in Workforce Solutions* and visiting our informative website, www.njccn.org, throughout the year.

My very best regards,

[Signature]

Edna Cadmus, PhD, RN, NEA-BC, FAAN
Executive Director
Greater Access to Primary Care

Thirteen of New Jersey’s 21 counties experience a shortage of primary care physicians, simultaneously showing poor health outcomes and lower socioeconomic status. One solution to this problem is modernizing APN regulations in order to eliminate the physician contract and remove barriers to practice. Twenty-two states and the District of Columbia have recognized the wisdom of eliminating this encumberance. Still, regulations in New Jersey prevent APNs from practicing to the full extent of their education and licensure.

The Institute of Medicine findings released in 2010 and a new report from the United States departments of Health and Human Services, Labor and the Treasury have strongly recommended removing these deterrents. Reforming America’s Healthcare System Through Choice and Competition, which was released in 2018, cautions that undue restrictions for healthcare professionals are likely to reduce healthcare competition and harm consumers.

The Center partnered with various stakeholder organizations that endorse APNs practicing to the top of their license, including the AARP, New Jersey State Nurses Association, New Jersey League for Nursing and Organization of Nurse Leaders, NJ. State legislators have introduced the Consumer Access to Health Care Act, which would lay the groundwork for greater access to primary care.
Unlocking the Potential of New Nurses

A qualitative study in which Drs. Cadmus and Wurmser interviewed 10 chief nursing officers (CNOs), 19 nurse educators and 21 nurse residents underscored the need for nurse residency programs in hospitals to transition new nurses into practice. The research reflected the 2010 Institute of Medicine’s recommendation in *The Future of Nursing: Leading Change, Advancing Health* that new nurse residency programs should be implemented and supported.

Researchers brought to light opportunities for improvement, including the preceptor system, new nurse retention, hiring practices, standardized curriculum and data collection.

The findings, which identified a need for consistency in residency programs across the state, were presented to the state’s CNOs in a webinar. The Center, Rutgers School of Nursing and the New Jersey Nursing Initiative partnered to begin developing four online modules for preceptors. Discussion with CNOs about plans for a state-wide residency program began.

Licensed Practical Nurses: A Key Workforce

In *New Jersey Licensed Practical Nurse Supply and Demand*, a report commissioned by the New Jersey Board of Nursing, the Center presented LPN supply and demand data, which showed:

- Sufficient seats available for LPN educational program applicants.
- A 23.5% decline in the number of graduates through 2017, using 2014 as the base.
- An unemployment rate of 8.76% for LPN survey respondents.
- Most LPNs work in nursing home, home health and rehab facilities.
- An adequate supply of LPNs and an overall average demand for the state.
- A greater concentration of demand in the southern counties and Passaic County.

A team of the Center’s researchers under the direction of Dr. Susan Weaver began examining the future role of LPNs and determining whether LPNs are practicing to the full extent of their licensure.
The Center’s signature supply and demand report expanded to include fresh insights on the projected impact of retirement on the nursing workforce through 2025. Data from current nursing schools and expectations for the number of retirees will assist stakeholders with decision-making and planning.

In the table below, the projections for LPNs may be overstated and should be used with caution. However, note that the data from the national HRSA report also reflects an excess of LPNs by 2030 which is consistent with this report.

For more detail on assumptions, go to www.njccn.org/combined-report/.

### Unprecedented School Nurse Toolkit

As part of the School Nurse Leadership Grant, the Center published a guide for quality care, leadership and community engagement titled *21st Century School Nurse Leadership: Moving...*

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**Projected Trend of the New Jersey Active Nursing Workforce through 2025**

<table>
<thead>
<tr>
<th></th>
<th>RN</th>
<th></th>
<th>APN</th>
<th></th>
<th>LPN</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2020</td>
<td>2025</td>
<td>2020</td>
<td>2025</td>
<td>2020</td>
<td>2025</td>
</tr>
<tr>
<td>Expected number of retirements</td>
<td>7,169</td>
<td>23,831</td>
<td>179</td>
<td>786</td>
<td>826</td>
<td>3,161</td>
</tr>
<tr>
<td>Active workforce after retirements (projected)</td>
<td>98,855</td>
<td>82,193</td>
<td>7,201</td>
<td>6,594</td>
<td>20,004</td>
<td>17,670</td>
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<tr>
<td>Reduction in the workforce from 2018 (%)</td>
<td>-7%</td>
<td>-22%</td>
<td>-2%</td>
<td>-11%</td>
<td>-4%</td>
<td>-15%</td>
</tr>
<tr>
<td>Expected new graduates entering workforce</td>
<td>6,000</td>
<td>21,000</td>
<td>200</td>
<td>700</td>
<td>2,400</td>
<td>8,400</td>
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<tr>
<td>Net reduction in the workforce from 2018 (%)</td>
<td>-1%</td>
<td>-3%</td>
<td>0%</td>
<td>-1%</td>
<td>8%*</td>
<td>25%*</td>
</tr>
</tbody>
</table>

95% Confidence intervals for % net reduction in workforce:
- RN: (-2%, -0.3%)
- APN: (-5%, -1%)
- LPN: (-2%, 2%)

*Should be used with caution due to wide band of confidence levels.

**Source:** BON Workforce Survey 2018, NJCCN Educational Survey 2013-2018

**Read the Center’s Supply and Demand Report at www.njccn.org.**
Evidence into Action. This innovative publication is largely based on the National Association of School Nurse’s Framework for 21st Century School Nursing Practice and conclusions from the Center’s three retreats for school nurses. The grant, which ended in June, was funded by the Robert Wood Johnson Foundation through the New Jersey Health Initiatives. A growing partnership with the Mental Health Association in New Jersey provided educational events and workshops promoting Youth Mental Health First Aid at various locations.

**Leadership Program Empowers School Nurses**

Outcomes:
- 156 attended retreats.
- 268 trained in Youth Mental Health First Aid (YMHFA).
- 2 certified as YMHFA instructors.
- 13 became New Jersey Action Committee county coaches.

**Six School Nurse Population Health Mini-Grants Bring Results**

- 217 parent education sessions.
- 40 families received 10 weeks of weekly food distribution.
- 2,182 students received early vision screenings with 237 referrals.
- 384 students participated in wellness screenings and preventative education.
- 1,532 students participated in incentivized school attendance art projects.
- 2,947 completed an attendance pledge.
- 2,429 students and family members attended health education events.
- 161 parents attended community cafes to discuss community engagement and wellness.
The primary focus of the New Jersey Action Coalition (NJAC) for 2018-2019 has been mental health literacy. Representatives from diverse organizations form NJAC’s advisory committee, which contributes vision and essential support. Numerous productive activities across the state have connected New Jersey’s nurses and citizens.

The Henry and Marilyn Taub Foundation funded education in Bergen and Passaic counties for Older Adult Mental Health First Aid (TM). The Mental Health Association in New Jersey provided the instructors.

Seventy volunteer nurses moved into the community to lead various initiatives. Nurses from 30 organizations were matched to 80 projects, including:

- New Jersey Health Care Quality Institute Conversation of Your Life Program: Twenty nurses participated in advanced care planning panels.
- Alzheimer’s New Jersey: Twenty-five nurses hosted educational sessions and provided education in the community.

Pre-licensure nursing graduates have increased by 3.8% from 2016 to 2017. However, there was only a 1.5% increase over the four-year period from 2014 to 2017.

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
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<tbody>
<tr>
<td>Diploma</td>
<td>523</td>
<td>457</td>
<td>484</td>
<td>457</td>
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<tr>
<td>ADN Generic</td>
<td>1015</td>
<td>1002</td>
<td>883</td>
<td>1008</td>
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<tr>
<td>ADN Bridge</td>
<td>357</td>
<td>522</td>
<td>355</td>
<td>337</td>
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<tr>
<td>BSN Generic</td>
<td>667</td>
<td>788</td>
<td>869</td>
<td>966</td>
</tr>
<tr>
<td>BSN Accelerated</td>
<td>500</td>
<td>368</td>
<td>384</td>
<td>330</td>
</tr>
<tr>
<td>MSN Pre-Licensure</td>
<td>15</td>
<td>24</td>
<td>32</td>
<td>24</td>
</tr>
<tr>
<td>Total</td>
<td>3077</td>
<td>3161</td>
<td>3007</td>
<td>3122</td>
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Source: NJCCN Educational Survey 2014-2018
**Stronger Outreach**

Continuing education for nurses, poster presentations and in-person networking contributed to the Center’s rising visibility. Dr. Cadmus was the keynote speaker at the New Jersey League for Nursing’s annual convention, at which she presented the current state of supply and demand of nurses in New Jersey.

Marketing and communications continued to be a priority with branded merchandise and a new postcard. The Center started its own electronic newsletter, which has achieved a readership of more than 500 subscribers.

**Tools for Grant-Seekers**

A well-received workshop by Dr. Wurmser imparted essential skills for writing grants. Participants strengthened their knowledge associated with the planning, budgeting and writing of grant proposals. The program also was an opportunity to promote the George J. Hebert Legacy Grant Award to the larger nursing community.

Later in 2018, attendee Dr. Valera Hascup was chosen as grant award recipient for her research on Nursing Faculty Incivility and the Impact titled the Nursing Shortage.

**A Brighter Future for Nursing Education**

The Center launched a timely committee focused on pressing matters regarding the shortage of nurse faculty. One priority was to conduct research determining if nursing scholars funded by a Robert Wood Johnson grant through the New Jersey Nursing Initiative were employed in academic settings. Results showed that the majority of respondents were working in academic settings, indicating that the funding initiative was successful. However, nursing faculty shortages are continuing to trend upward, raising concern for the future.

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### Nursing Faculty Vacancy Trend

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
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<tbody>
<tr>
<td></td>
<td>Full Time</td>
<td>Part Time</td>
<td>Full Time</td>
<td>Part Time</td>
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<tr>
<td>Diploma</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>4</td>
<td>10</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Associate</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>9</td>
<td>12</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>Baccalaureate &amp; Higher</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>23</td>
<td>14</td>
<td>30</td>
<td>25</td>
</tr>
<tr>
<td>Total</td>
<td>36</td>
<td>36</td>
<td>36</td>
<td>32</td>
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Source: NJCCN Educational Survey 2014-2018
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