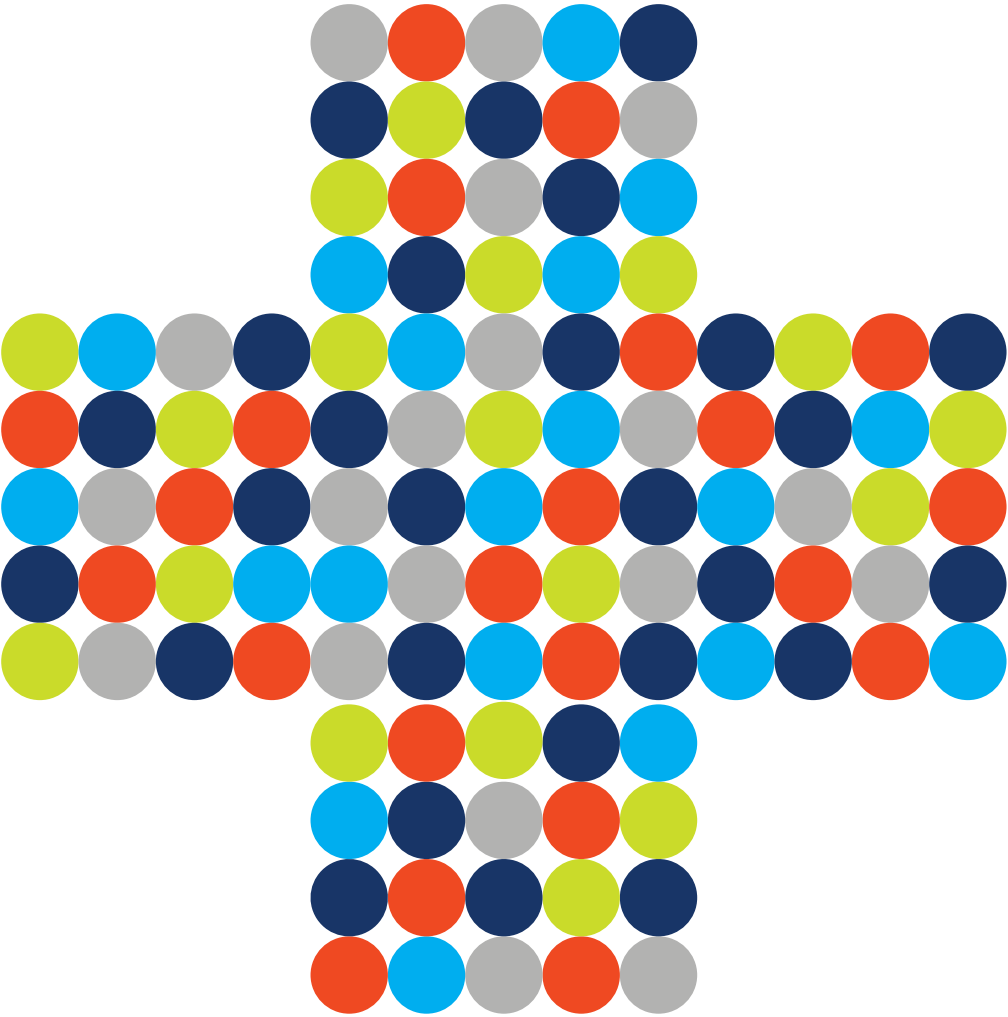


Nebraska Nursing **Workforce Shortage**



The Crisis

The state of Nebraska, like many other states in the United States, is facing a nursing workforce shortage. This shortage is characterized by a gap between the demand for nursing services and the number of available nurses to meet that demand. Factors contributing to this shortage include an aging population, an aging nursing workforce, and a lack of resources for nursing education and training. As a result, healthcare organizations in Nebraska are struggling to fill nursing positions, which can have significant consequences for patient care and the overall healthcare system.

According to the Nebraska Center for Nursing, Nebraska will experience a workforce shortage of 5,435 nurses

by 2025. Seventy-three of Nebraska's 93 counties have less than the national average ratio of registered nurses to patients. Sixty-six of Nebraska's counties have been deemed medically underserved. Nine counties in Nebraska have no registered nurses (RNs) and four counties have just one registered nurse. The nursing shortage affects both Nebraska's physical health and its economic health. Lack of care impedes the ability of communities throughout the state to attract and retain residents and the businesses that employ them. The issue has only become more exacerbated during the pandemic.

Hospital and health care workers have been on the front lines battling COVID-19 since March 2020, and the

pandemic has placed a significant toll on them. A Kaiser Family Foundation/ Washington Post poll found that about 3 in 10 health care workers considered leaving their profession, and about 6 in 10 said pandemic-related stress had harmed their mental health. In addition, a survey by AHA's American Organization for Nursing Leadership found that one of the top challenges and reasons for health care staffing shortages reported by nurses was "emotional health and wellbeing of staff." This level of burnout coupled with ongoing COVID-19 surges, as well as other existing health care workforce pressures, has left hospitals across the country to contend with critical staffing shortages.

BACKGROUND

66

of Nebraska's counties have been deemed medically underserved.

73 OF NEBRASKA'S 93 COUNTIES

have less than the national average ratio of registered nurses to patients.

9 COUNTIES

in Nebraska have no registered nurses (RNs)

4 COUNTIES

have just one registered nurse.

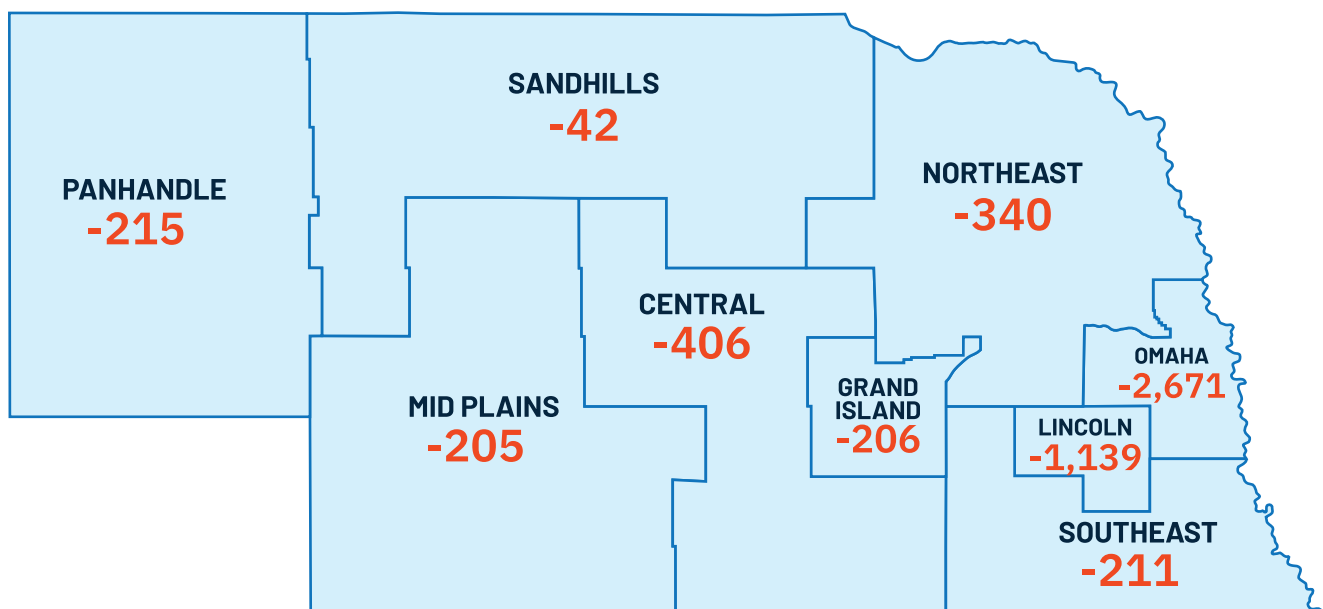
Nebraska Nursing Workforce Shortage

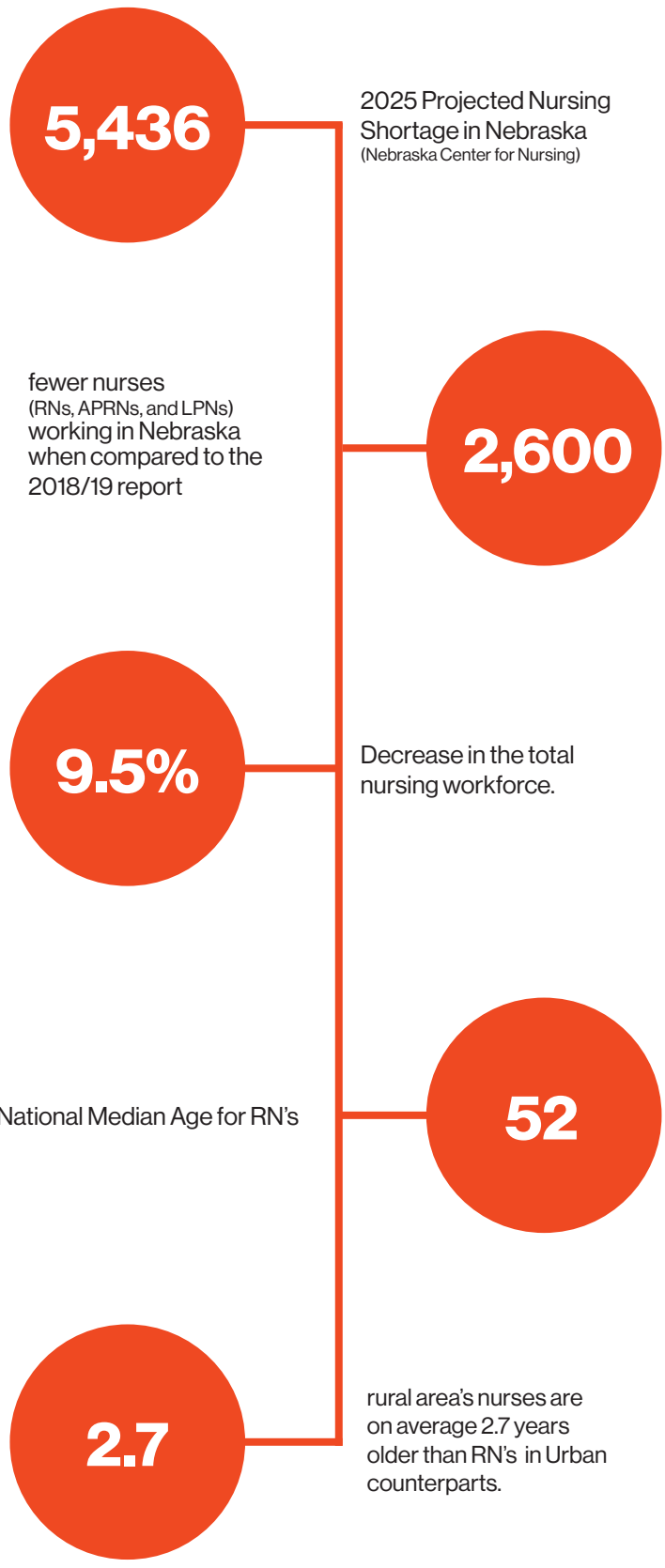
A sufficient, healthy workforce is foundational to maintaining access to high quality care, especially as hospitals are strained by crises such as surges in COVID-19 hospitalizations. Consequently, staffing shortages have driven an increase in wages forcing hospitals to invest significant resources to recruit and retain staff. In the face of an ongoing

pandemic, such investments in labor have only exacerbated hospitals' existing financial hardships, with over one-third of hospitals projected to be in the red by year's end and a median operating margin that's 10% to 11% below pre-pandemic levels. Hospitals' and health systems' ability to recruit, train, retain and support health care workers in the post-

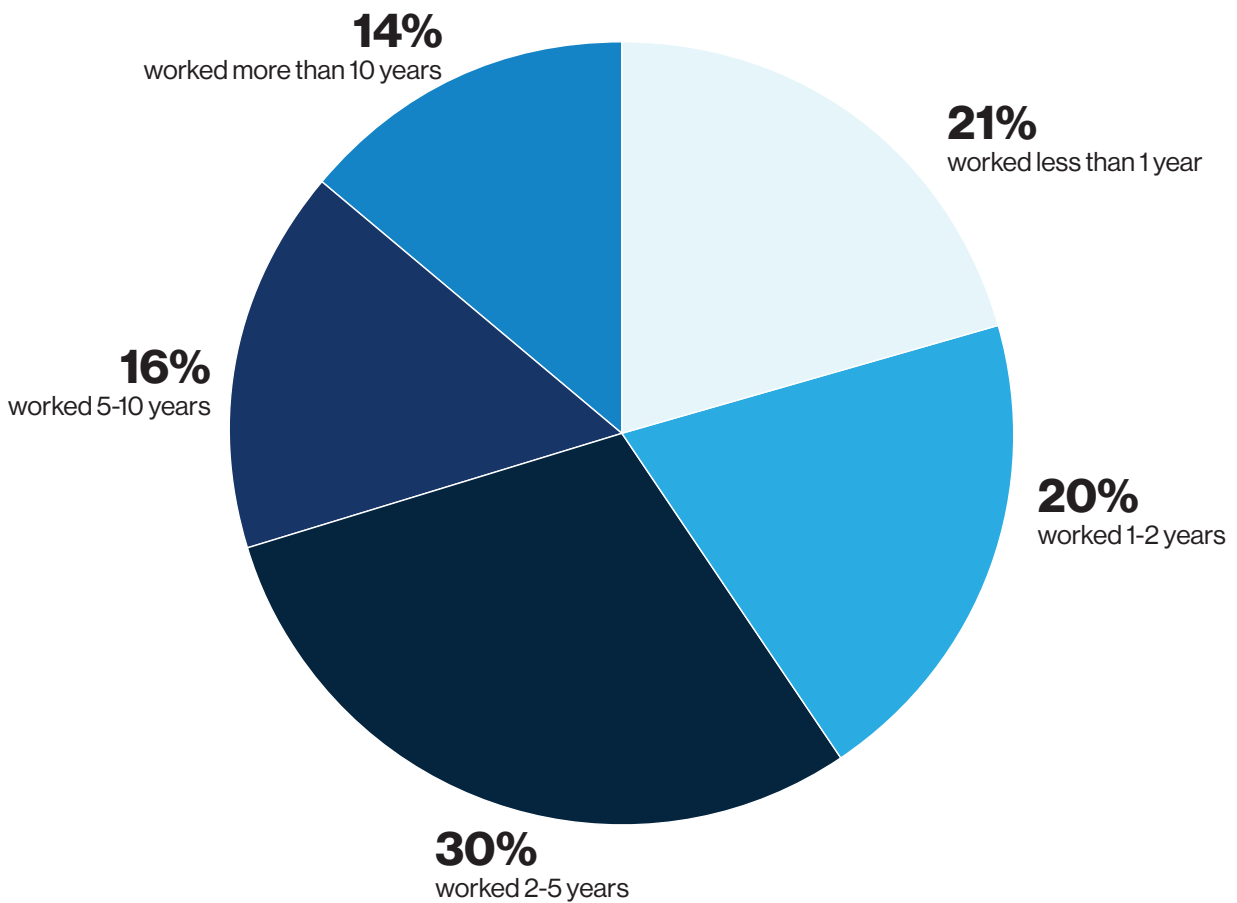
COVID-19 environment will be shaped by several trends transforming health care. These range from fundamental shifts in delivery models, including widespread telemedicine adoption, to accelerated efforts to reduce health care disparities, to continued pressure on hospitals and health systems to reestablish economic sustainability.

2025 PROJECTED NURSING SHORTAGE BY REGION

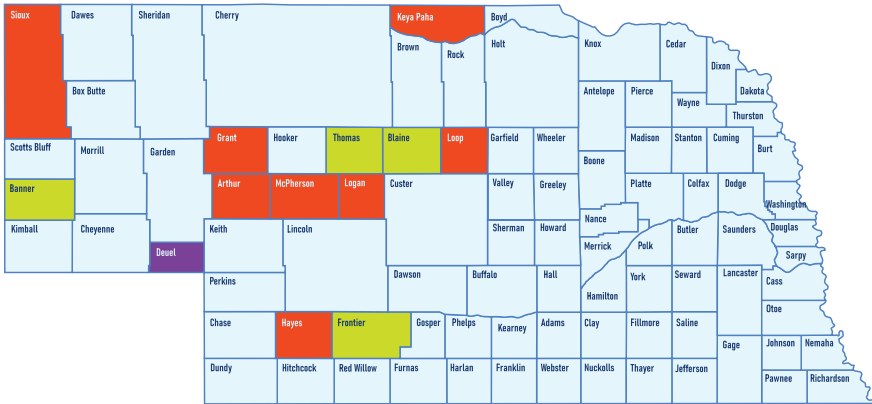




Of the **973** nurses that left their role in 2022



In CAHs **51%** of nurses with less than one year experience left their positions



According to the 2021 RN/APRN Renewal Survey,

There are nine counties reported **ZERO RNs OR APRNs:** Arthur, Deuel, Grant, Hayes, Keya Paha, Logan, Loup, McPherson, and Sioux.

There are twelve counties with **ZERO LPNs:** Arthur, Banner, Blaine, Frontier, Grant, Hayes, Keya Paha, Logan, Loup, McPherson, Sioux, and Thomas.

There are eight counties with **ZERO RNs/APRNs OR LPNs:** Arthur, Grant, Hayes, Keya Paha, Logan, Loup, McPherson, and Sioux. (CFN 2022 Biennial Report)



It has become increasingly difficult to recruit and retain staff in the past 2-3 years in all areas but especially with professional staff. We believe this is due to a variety of reasons; location, COVID pandemic, vaccine mandates, government handouts, etc.



Nursing is a huge struggle, No one is waiting to stay at the bedside. Money is an incentive but adequate staffing is more important to them.

Retirement

was the #1 reason for leaving nursing in 2022

Travel Nurse

was the #2 reason for leaving nursing in 2022

10%

CAHs average of nurses were travelers in 2022

12%

Urban hospitals average of nurses were travelers in 2022

Worker Shortage

2022 percentage of vacant FTEs

CAH

22-50%

2022 percentage of vacant FTEs

HIGHEST RATES REPORTED ON UNITS:

50%

Behavioral Health

36%

Critical Care

RURAL HOSPITALS

44-65%

2022 percentage of vacant FTEs

HIGHEST RATES REPORTED ON UNITS:

64%

Behavioral Health

56%

Critical Care

59%

Emergency Department

URBAN HOSPITALS

31%

2022 percentage of vacant FTEs

HIGHEST RATES REPORTED ON UNITS:

25%

Behavioral Health

28%

Critical Care

LONG-TERM CARE

25%

vacant RN's

28%

Vacant LPN's

80%

of hospitals expect vacant positions to increase over the next 5 years.

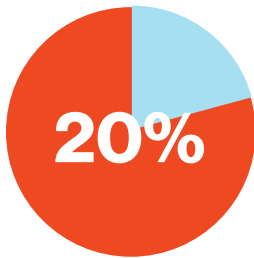
35%

of those predict that vacant positions will increase greatly over the next 5 years.

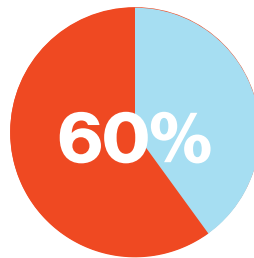
This data suggest a significant and ongoing workforce shortage in Nebraska's healthcare sector, with potential implications for patient care and the overall healthcare system.

Clinical Site Shortage

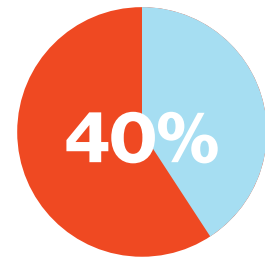
The shortage of clinical sites for nursing education in Nebraska is a multifaceted issue, as evidenced by recent data



20% of Nebraska Nursing Schools noted that they have experienced clinical site shortages in the 2022-23 academic year despite the majority of Nebraska hospitals open to accept students in their facilities.

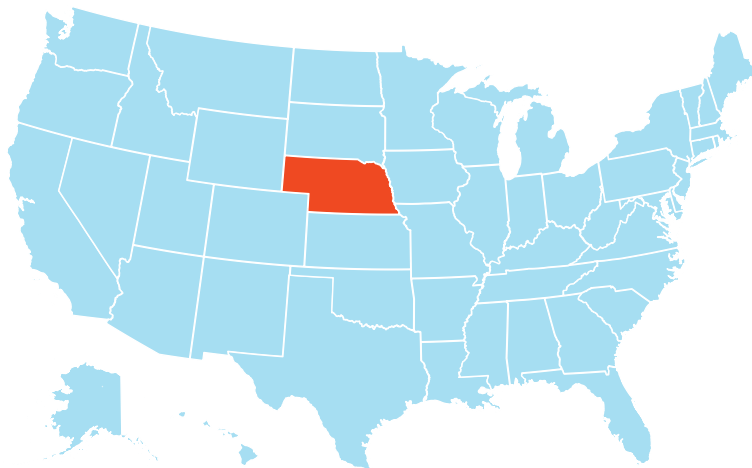


60% of hospitals reported not having student lodging available in their communities.



40% of hospitals rely on the academic center to provide 100% of the clinical instructors. Of these respondents 70% of hospitals stated they have interest and potential for providing nursing student clinical instructors. 50% of them have clinical nursing staff members who are immediately interested and ready to serve as a clinical instructor.

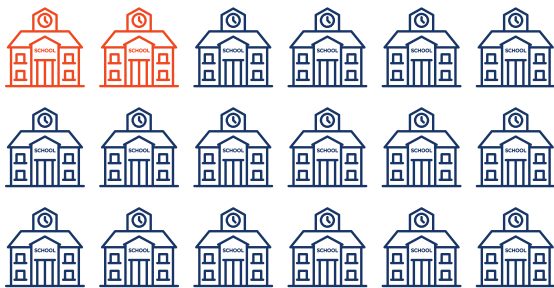
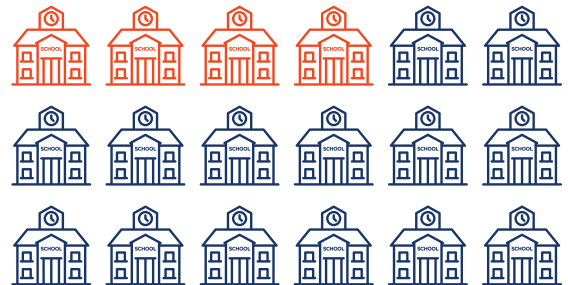
NEBRASKA IS THE ONLY STATE THAT DOES NOT PROVIDE SPECIFIC FUNDING FOR CAREER AND TECHNICAL EDUCATION PROGRAMS.



One school reported they have not be able to return to some clinical site locations since the pandemic began.

School Instructor Shortage

4 of the 18 school programs that responded said they had to alter clinical schedules due to the shortage of instructors



2 of the schools reported having to reduce student admissions due to nursing shortages.

Nebraska schools reported that in the 2021-2022 school year

10-20%

of their instructor positions open.

13%

average instructor openings of **ADN schools**

12%

average instructor openings of **BSN schools**

20%

average instructor openings of **PN schools**

Average salary **\$72,800**

5 of 9

schools responded FT instructor salary is within the range of

\$60,000- \$70,000

4 of 9

schools responded FT instructor salary is within the range of

\$40,000 - \$60,000

“

The same position has been open for over 2 years for a full-time faculty member

I think it is because of our starting pay

“

Four of the six full-time faculty all hold second jobs

One faculty member is pursuing a doctoral degree, or she would also hold a second job

“

Nursing faculty salaries are the biggest challenge

for us in recruiting qualified individuals to teach the next generation of students.”

Take Action



LB586

EXPAND CLINICAL TRAINING SITES FOR NURSES

The NHA supports legislation that provides grant funding that expands nurse clinical training and nurse facility sites in rural communities and across the state.

These efforts ensure hospitals and health systems have the necessary workforce to continue to care for patients in our communities. It is vital the state is assisting in the funding to expand nursing, allied health, and clinical support education programs in Nebraska.



K-12 Pipeline

The Nebraska Health Careers Pipeline Initiative will create standardized Health Career Pipeline curriculum in grades 3-12 in schools across Nebraska. The goal is to create a pathway so more students are inclined and prepared to select a health focus when they graduate from high school.



LB610

APPROPRIATE MONEY TO CAREER & TECHNICAL EDUCATION

The NHA supports legislation to provide funding for Career and Technical Education (CTE) programs and Career Technical Student Organizations (CTSOs) to enable high school students to explore health related professions.

Nebraska is the only state that does not provide specific funding for career and technical education programs.



Scope of Practice

The NHA Scope of Practice Advisory Group examined the current legal and regulatory framework for nursing workforce with the goal to break down barriers that do not enhance patient safety or hospital quality.

This Hospital Scope of Practice document is designed to provide a framework for what can and cannot be done in a hospital setting with nurse staffing.

NHA | NEBRASKA
HOSPITALS

