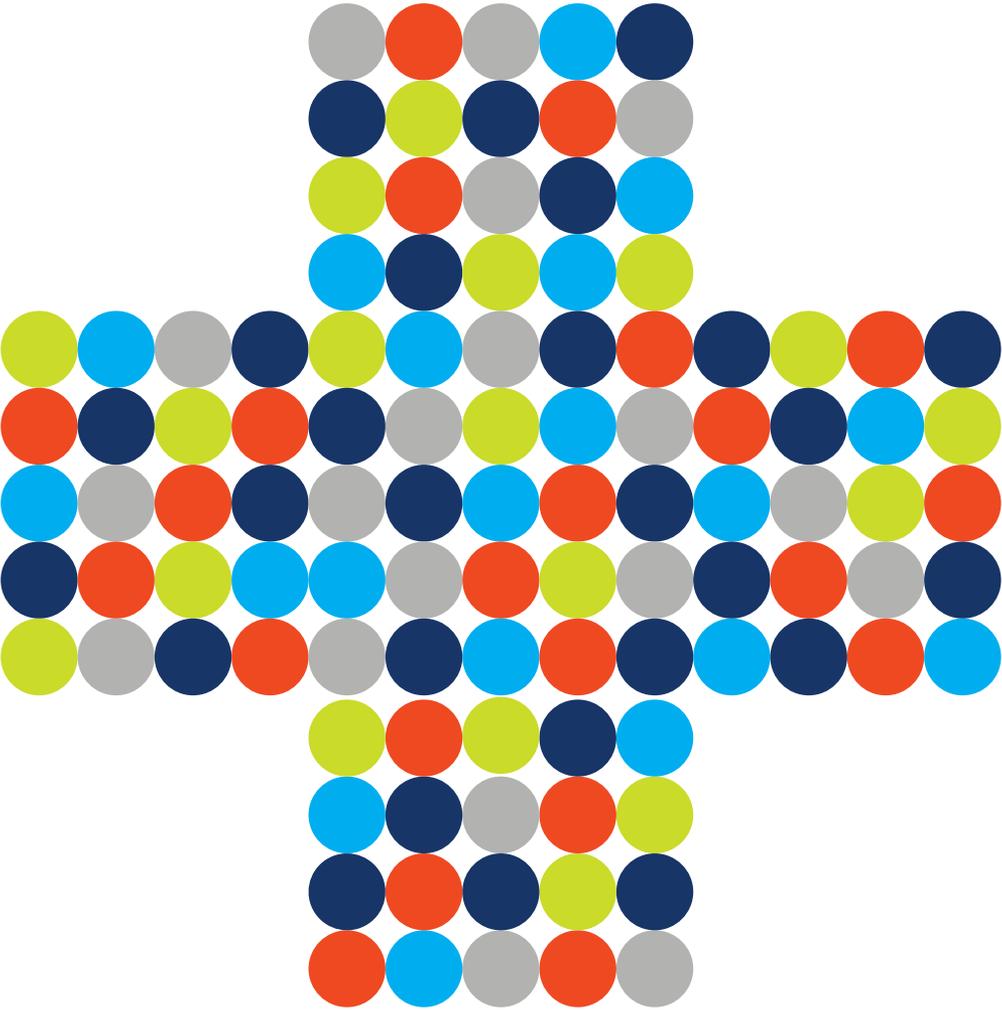
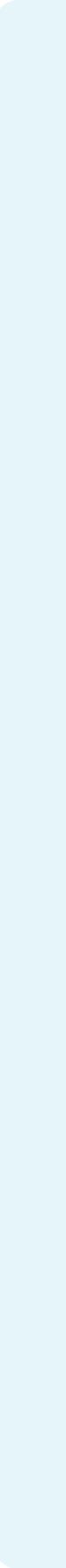


Nebraska Nursing Workforce Shortage





The Crisis

The state of Nebraska, like many other states, has 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, health care organizations in Nebraska are struggling to fill nursing positions, which can have significant consequences for patient care and the overall health care 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 (RNs) to patients.

66 of Nebraska's counties have been deemed medically underserved*. Nine counties in Nebraska have no registered nurses (RNs). The nursing shortage affects both Nebraska's physical 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 as well as other existing health care workforce pressures, has left hospitals across the country dealing with critical staffing shortages.

*A medically underserved area (MUA) is an area with a lack of medical care services as determined by the number of primary medical care physicians per 1,000 population, infant mortality rate, percentage of the population with incomes below the poverty level, and percentage of the population 65 years or older.

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 (RNs) to patients.

9 COUNTIES

in Nebraska have no registered nurses (RNs)

RN

REGISTERED NURSE

a nurse who has graduated from a college's nursing program or from a school of nursing and has passed a national licensing exam.

APRN

ADVANCED PRACTICE REGISTERED NURSE

APRNs include nurse practitioners, clinical nurse specialists, nurse anesthetists, and nurse midwives, and all play a pivotal role in the future of health care. APRNs are often primary care providers and are at the forefront of providing preventive care services to the public.

LPN

LICENSED PRACTICAL NURSE

A licensed practical nurse (LPN) is a nurse that performs basic medical tasks, including checking vital signs and feeding patients. They're also responsible for maintaining a clear line of communication between a patient, their family and their caregivers. LPNs work under the direction of registered nurses (RNs) and doctors.

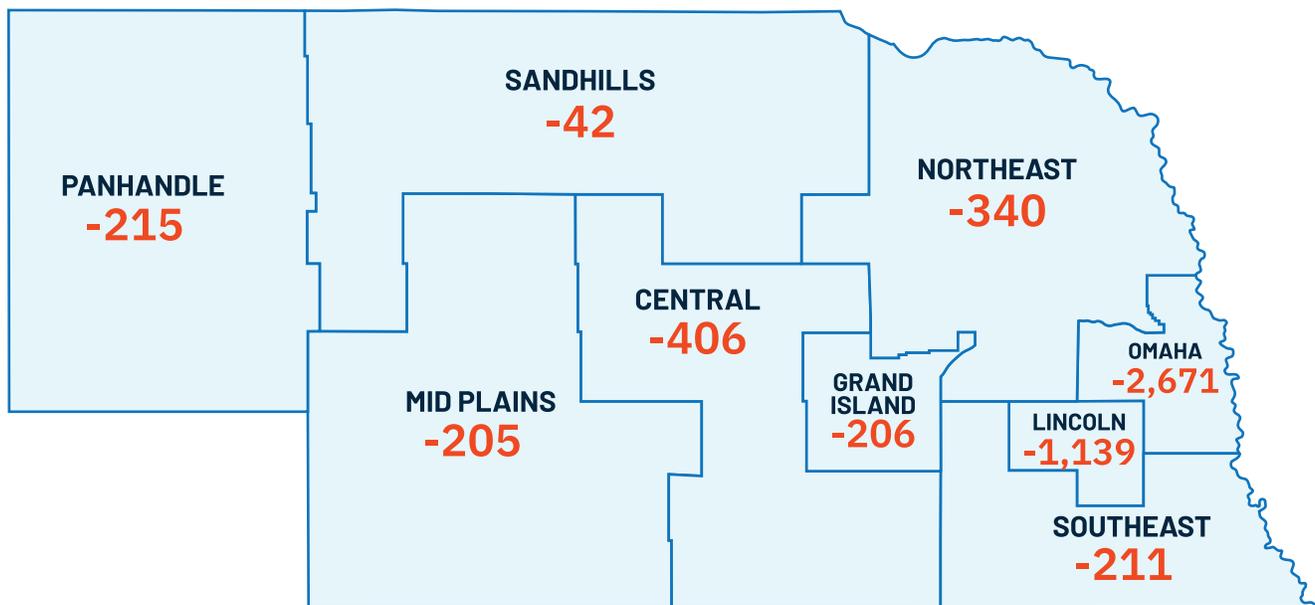
Nebraska Nursing Workforce Shortage

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

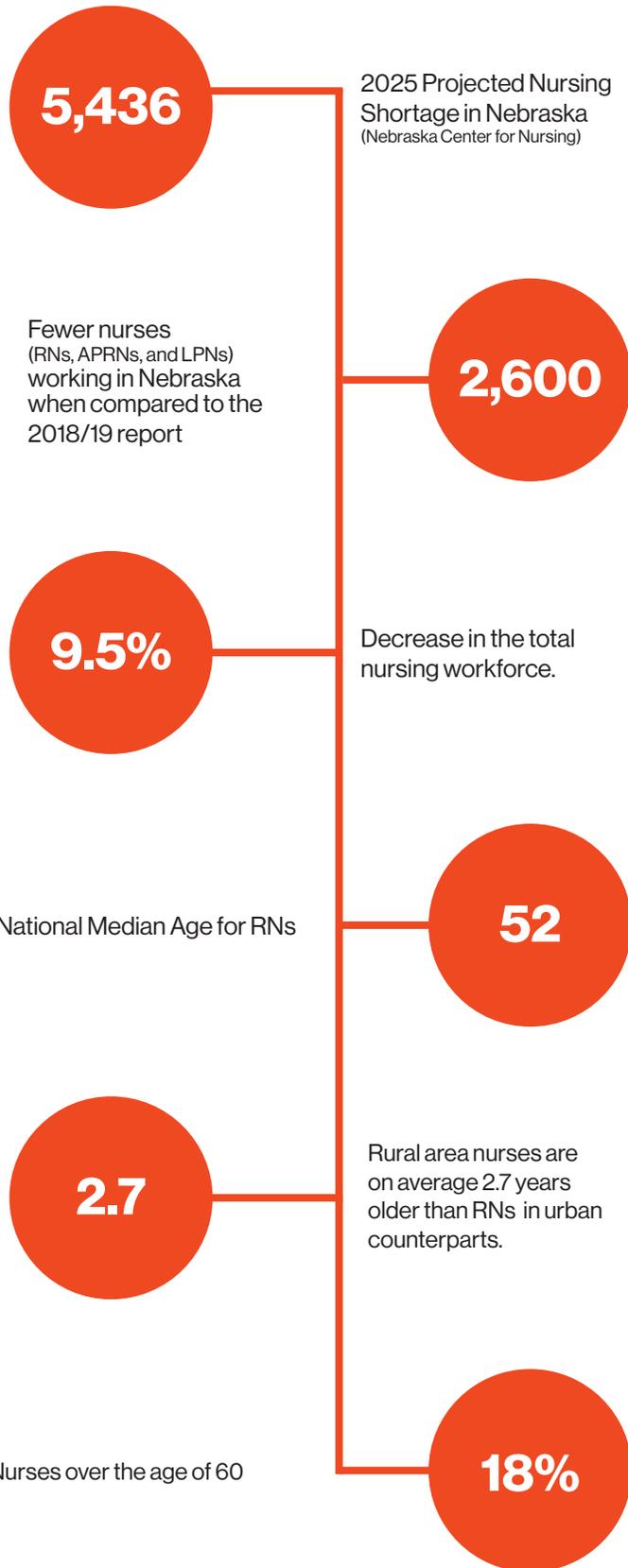
pandemic, such investments in labor have only exacerbated hospitals' existing financial hardships, with over one-third of hospitals projected to be in the red by year's end and a median operating margin that's 10% - 11% below pre-pandemic levels. Hospitals' and health systems' ability to recruit, train,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

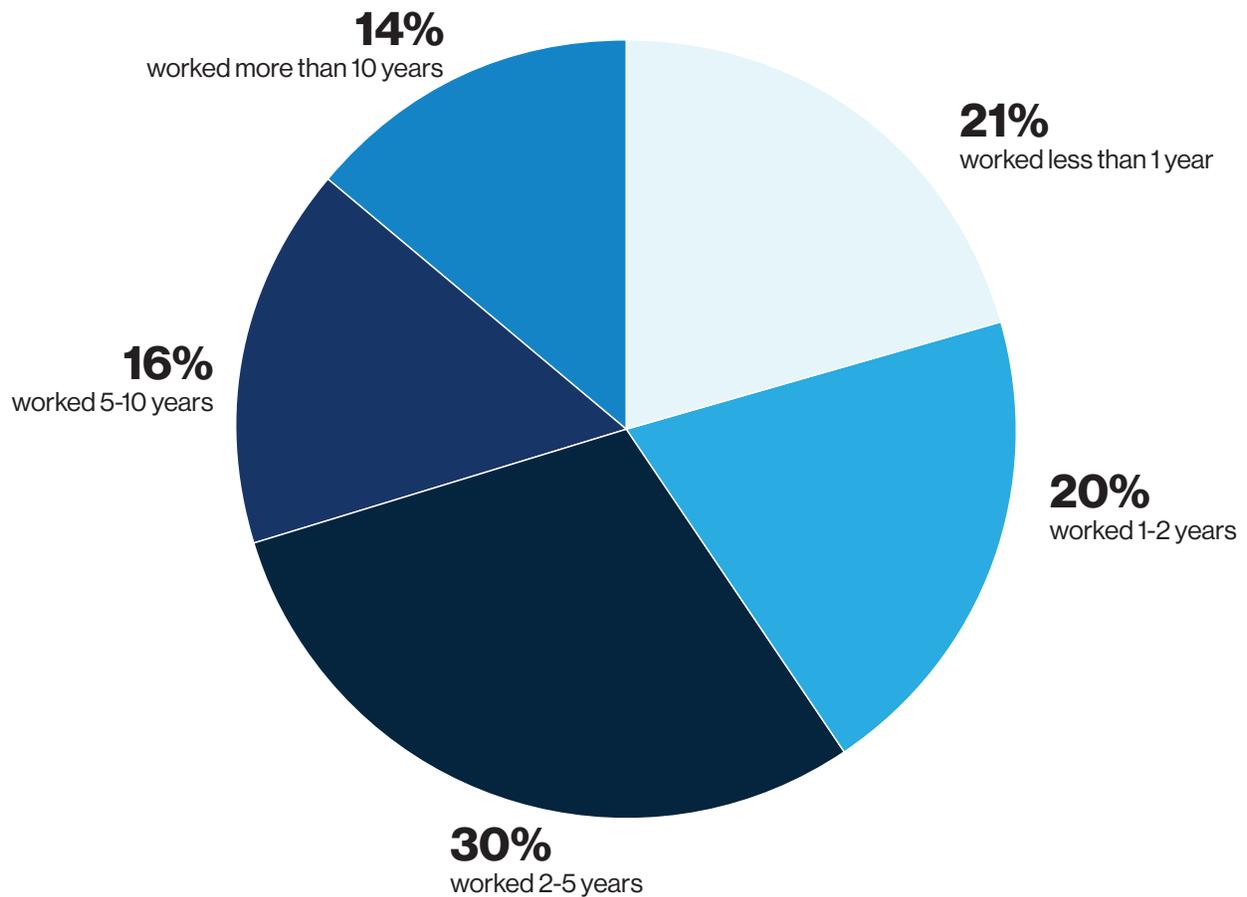
2025 PROJECTED NURSING SHORTAGE BY REGION



Source: Nebraska Center for Nursing

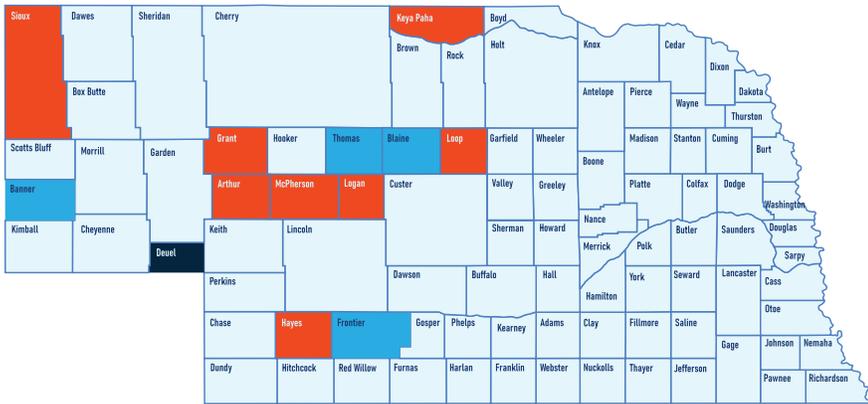


Of the **973** nurses that left their role in 2022



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

fewer experienced nurses means
fewer experienced nurse preceptors for students



According to the 2021 RN/APRN Renewal Survey,

There are nine counties that reported

0
RNS OR APRNS:
Arthur, Deuel, Grant, Hayes, Keya Paha, Logan, Loup, McPherson, and Sioux.

There are twelve counties with

0
LPNS:
Arthur, Banner, Blaine, Frontier, Grant, Hayes, Keya Paha, Logan, Loup, McPherson, Sioux, and Thomas.

There are eight counties with

0
RNS/APRNS OR LPNS:
Arthur, Grant, Hayes, Keya Paha, Logan, Loup, McPherson, and Sioux.
(CFN 2022 Biennial Report)

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



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 wanting to stay at the bedside. Money is an incentive but adequate staffing is more important to them.

Worker Shortage

2022 percentage of vacant full time positions

CAH

22-50%

2022 percentage of vacant full time positions

HIGHEST RATES REPORTED:

50%

Behavioral Health

36%

Critical Care

RURAL IPPS HOSPITALS

44-65%

2022 percentage of vacant full time positions

HIGHEST RATES REPORTED:

64%

Behavioral
Health

59%

Emergency
Department

56%

Critical Care

URBAN HOSPITALS

31%

2022 percentage of vacant full time positions

HIGHEST RATES REPORTED:

28%

Critical Care

25%

Behavioral Health

LONG-TERM CARE

28%

Vacant LPNs

25%

Vacant RNs

ALL NEBRASKA HOSPITALS

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 suggests a significant and ongoing workforce shortage in Nebraska's health care sector, with potential implications for patient care and the overall health care system.

Clinical Site Shortage

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

69%

Nationally, 69% of nursing schools reported that even after qualified applications, students were rejected due to insufficient availability of clinical sites.

40%

of Nebraska hospitals rely on the academic center to provide 100% of the clinical instructors.

60%

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

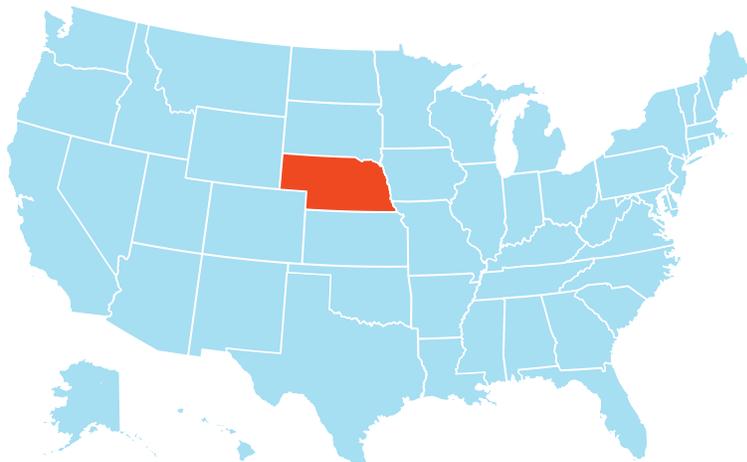
70%

of those same Nebraska hospitals stated they have interest and potential for providing nursing student clinical instructors.

50%

of Nebraska hospitals have clinical nursing staff members who are immediately interested and ready to serve as a clinical instructor.

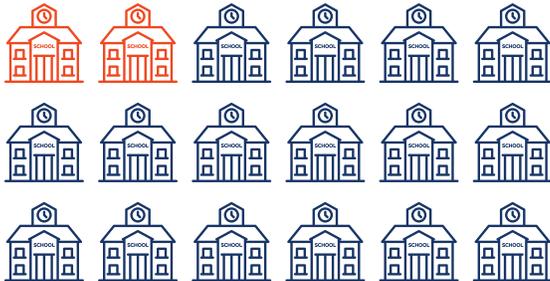
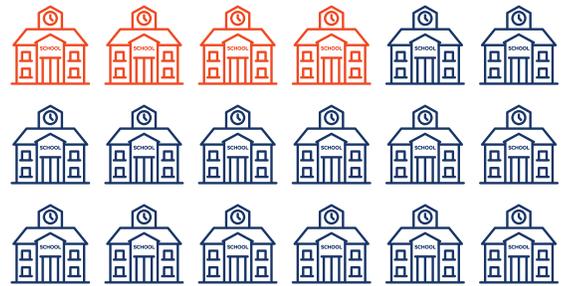
Career and Technical Education



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

School Instructor Shortage

4 of the 18 Nebraska nursing school programs reported 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 instructor shortages.

Nebraska schools reported that in the 2021-2022 school year

10-20%

of their instructor positions were open.

13%

average instructor openings of **Associate Degree** schools

12%

average instructor openings of **Bachelor's Degree** schools

20%

average instructor openings of **Practical nursing program** schools

Take Action



LB586

EXPAND CLINICAL TRAINING SITES FOR NURSES

Nebraska must support 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 assists 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 FUNDING TO CAREER & TECHNICAL EDUCATION PROGRAMS

Nebraska must support 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 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.

