The State of Nursing in Kansas Report: Leveraging the Data to Guide Decisions for a Strong Nursing Workforce Session 1

January 23, 2025





Agenda

- Welcome
- Introductions
- Overview of the Kansas Nursing Workforce Center
- Sources of Credible Data
- Scenario 1: Recruitment and Retention
- Scenario 2: Making Your Case About the Value of the Nursing Workforce
- Question & Answer

CE Credit Statement



In support of improving patient care, University of Kansas Medical Center is jointly accredited by the Accreditation Council for Continuing Medical Education (ACCME), the Accreditation Council for Pharmacy Education (ACPE), and the American Nurses Credentialing Center (ANCC), to provide continuing education for the healthcare team.

Nursing: ANCC Contact Hours

The University of Kansas Medical Center designates this activity for a maximum of 1 ANCC contact hour. Nurses should claim only the credit commensurate with the extent of their participation in the activity.

Social Work

The University of Kansas Medical Center Area Health Education Center East, as an approved provider of continuing education by the Kansas Behavioral Sciences Regulatory Board presents this offering for a maximum of 1 hour(s)credit applicable for relicensure of LASWs, LBSWs, LMSWs and LSCSWs. Kansas Provider Number 12-002. Karen Aufdemberge, RN, BSN, Coordinator.

Interprofessional Continuing Education (IPCE)

This activity was planned by and for the healthcare team, and learners will receive 1 Interprofessional Continuing Education (IPCE) credits for learning and change.

IMPORTANT NOTE: To receive CE credit, you must have your FIRST and LAST name on your Zoom screen.



Continuing Education & Professional Development

DISCLOSURES

Below contains disclosure of all financial relationships with any ineligible companies from individuals involved in planning, design and/or implementation of this offering over the past 24 months. We define ineligible companies as those whose primary business is producing, marketing, selling, re-selling, or distributing healthcare products used by or on patients.

The following individuals report no relationships of a financial, professional or personal nature with ineligible companies over the past 24 months:

- Alexander Alsup, MS
- o Autumn Burton, MPA
- o Amy Garcia, DNP, MSN, RN, FAAN
- o Barbara MacArthur, MN, RN, FAAN
- o Shin Hye Park, PhD, RN
- o Teresa Stenner, MA



Continuing Education & Professional Development

Meet the Kansas Nursing Workforce Center Team



Amy Garcia Associate Dean



Barbara MacArthur Director



Shin Hye Park Nurse Scientist



Alex Alsup Data Scientist

Our mission is to ensure that every Kansan has access to quality nursing care when and where it is needed, and to support the nurse as an individual and as a member of the health care team.

Our Approach



stakeholders in rural, urban, and various practice settings – to listen, learn, and change the things that matter to nurses

COLLECT

specific nursing
workforce
information from a
variety of sources

CONNECT

the information in a way that's useable to the people making decisions about the nursing workforce

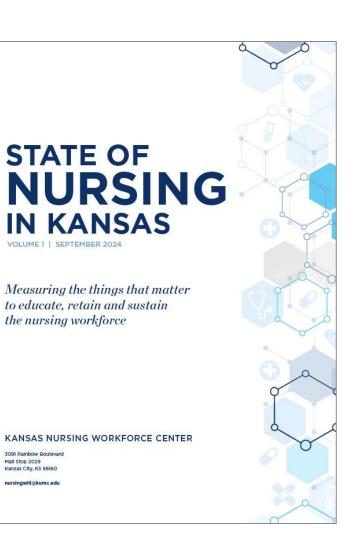
CREATE

the reports and programs that support better decisions about the nursing workforce

COLLABORATE

to create lasting, systemic change for Kansans and their understanding of the nursing profession

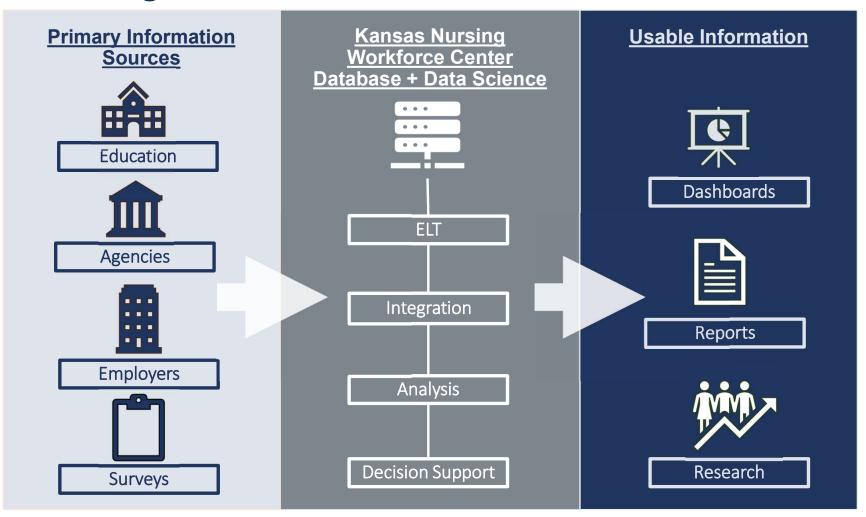
We measure the things that matter for nurses, the people who employ them, and the Kansans who need them.



Mall Stop 2029



Creating usable information



Nurse supply and demand

Solving this chronic imbalance requires asking the right questions and using the right

Travel nursing

Different models of care

Fewer students, "burned out" nurses

Number of nurses

Acute care

Supply

Demand

Scenario 1

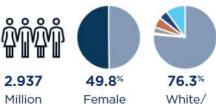
You are a nursing leader and an employer, focusing on the workforce supply and formulating your vital plans for recruitment, retention and stability



Nurse demographics

- Does the nursing workforce resemble the community they serve?
- How can this impact health outcomes?

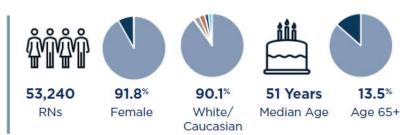
Kansas Population



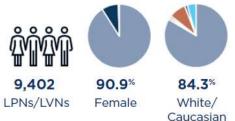
Population



Licensed Registered Nurses



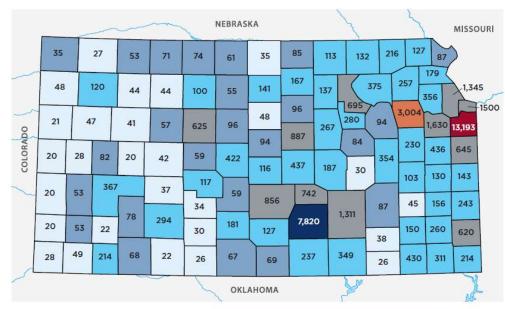
Licensed Practical/ Vocational Nurses





Nurse license counts

- How many nurses are there per county by license type (LVN/LPN, RN, APRN)?
- Are the nurses licensed in Kansas working IN Kansas?



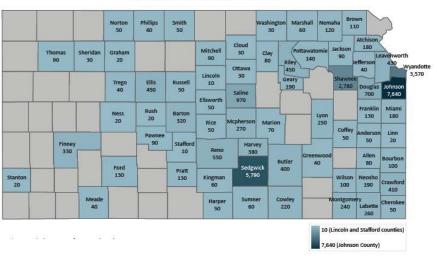


46,684 140
140
140
2875
89
291
3093

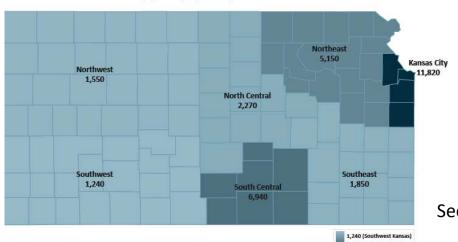
Work locations

- How does geography affect the nursing workforce?
- Do Kansas nurses in border counties work in neighboring states?

Registered Nurses (Standard Occupational Classification Code 29-1141) Employment by County - May 2023 Estimates



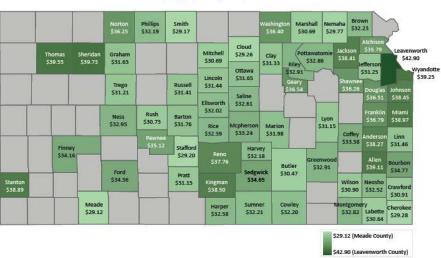
Registered Nurses (Standard Occupational Classification Code 29-1141) Employment by Region - May 2023 Estimates



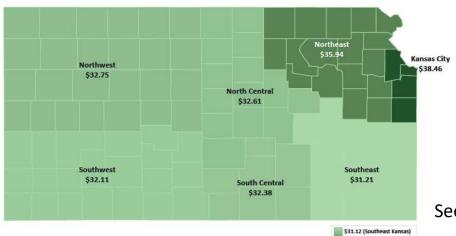
Hourly wages

- Regional wages
- How much does wage variation make a difference in the nursing workforce?
- Are wages the primary driver of nurse employment?

Registered Nurses (Standard Occupational Classification Code 29-1141) Median Hourly Wage by County - May 2023 Estimates



Registered Nurses (Standard Occupational Classification Code 29-1141) Median Hourly Wage by Region - May 2023 Estimates



Employment Status and Plans for Retirement of RNs, 2022

Employment Status	Percentage		Weighted Count	
	Kansas	National	Kansas	National
Actively employed in nursing full time	67.5%	70.2%	2014.02	194,565.3
Actively employed in nursing part time	9,8%	10.9%	292.56	30,268.8
Actively employed in nursing per diem	7.2%	7.8%	216.08	21,526.3
Actively employed in a field other than nursing	3.7%	3.4%	109.32	9347.3
Working in nursing only as a volunteer	1.3%	0.9%	37.36	2553.8
Unemployed	3.9%	4.6%	115.27	12,667.7
Retired	6.7%	8.3%	200.53	23,038.1

Plan to Retire Within 5 Years	Percentage		Weighted Count	
	Kansas	National	Kansas	National
No	70.7%	71,3%	1738.39	154,597
Yes	29.3%	28.7%	721.54	62,234.8



Key questions for workforce planning

- Will I be working with experienced nurses?
 - See page 20 (RN) and page 36 (LPNs/LVNs)
- Among unemployed nurses, why are they unemployed?
 - See page 23 (RN) and page 38 (LPNs/LVNs)
- What will be my hours worked in a typical week?
 - See page 27 (RN) and page 42 (LPNs/LVNs)



Scenario 2

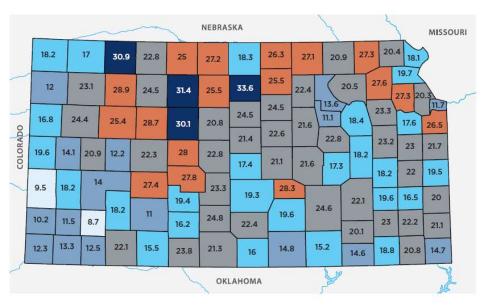
You are a nursing leader, with a plan to support change and/or garner support for access to nursing care and for the nursing workforce.

How will you communicate the value of nursing?



Saturation of nurses

- How many nurses are there per 1000 residents per county?
- Does the presence of nurses make a difference?

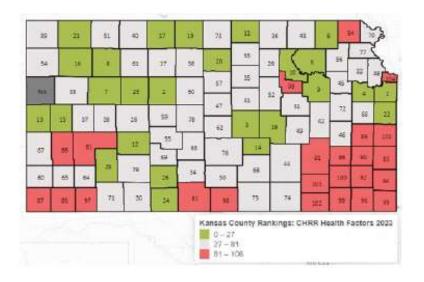




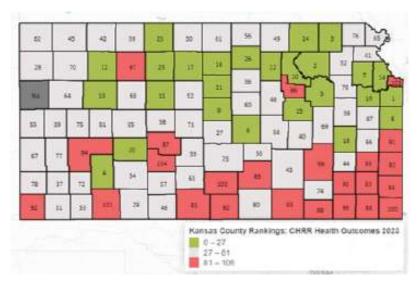




KS County Rankings CHRR Health Factors 2023

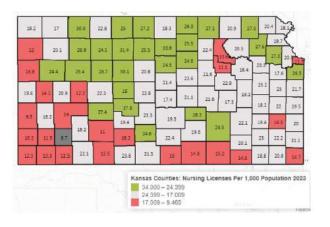


KS County Rankings CHRR Health Outcomes 2023

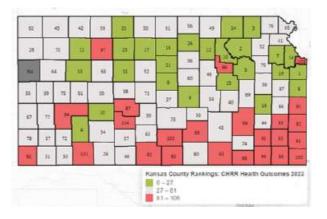


We found a highly significant relationship between the rank ordered number of licensed nurses per 1000 population and CHRR Health Outcomes p<.001 and CHRR Health Factors p<.001

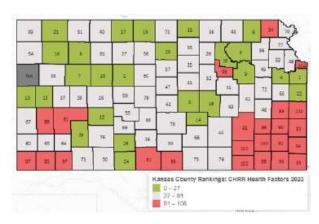
Nursing Licenses per 1000 population 2023



KS County Rankings CHRR Health Outcomes 2023



KS County Rankings CHRR Health Factors 2023



See pages 50-51

Closing

- Q&A
- Next Webinar February 27, 2025
- Reach out to us at nursingwill@kumc.edu
- Sign up for the <u>newsletter</u>



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