

Nurse Education and Workforce Development

BHE Nursing Task Force
April 3, 2024



MASSACHUSETTS
Department of
Higher Education

Charge

- 1) Convene stakeholders and partner organizations to frame the **scope and scale** of the nursing education and workforce challenge, through development of a comprehensive supply/demand model.
- 2) Draw on academic and industry sector research and best practices within the commonwealth, and nationally, to **characterize and identify transformative solutions.**
- 3) Identify gaps or opportunities in nursing higher education programming for which **current or new resources** can be directed to leverage system-wide change.
- 4) Propose **policy changes and allocation of resources** in support of its recommendations.

Context

- Higher Education Policy
 - Enrolled and Completing Nursing Students
 - Pathway progression
 - CNA-LPN-ADN-BSN
 - Faculty Capacity
 - Didactic (lecture) & Clinical Educators
 - Clinical Placements


Nursing Workforce

- Registered Nurses (RN)
 - ADN
 - BSN
- Practical Nurses (LPN)
- Certified Nurse Assistants (CNA)

Thought Model - Data

- Stimulate Task Force discussion regarding the “Nursing Shortage” – scope and scale
- Context from healthcare sector partners to characterize the Nursing Education and Workforce Development challenge
- Data Analysis
 - Formulate essential questions

Planning Framework

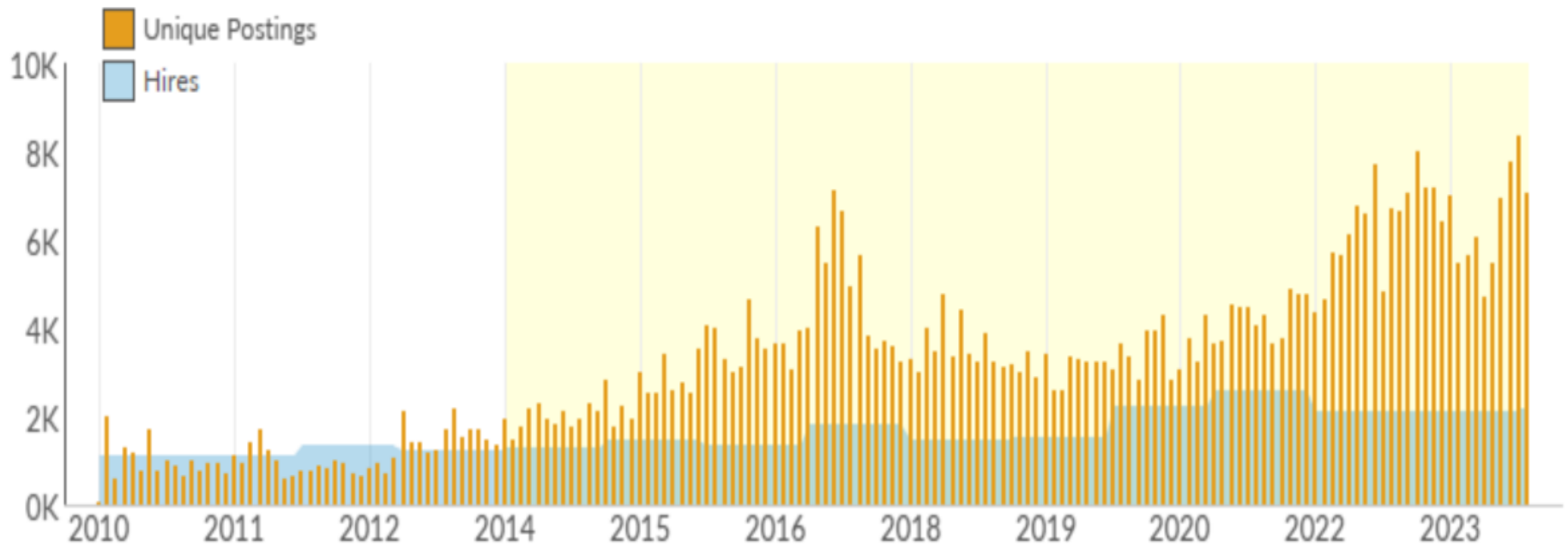
Registered Nurses	Per Yr.	Total
■ Demand		
■ Annual Openings (avg)	5,867 ¹	~5,867
■ Supply		
■ Graduates (2019-2022 avg.)	4,000 ²	~5,000
■ Other sources (travel, international...)	~ 1,000	
■ Gap		~ (867)
■ Nurse Graduates  15% (estimate)	~600	~ (200)

■ (1) Source: Lightcast <https://lightcast.io/> 2024

(2) Source: Massachusetts Board of Registration in Nursing (BRN), 2023

Unmet Demand: Postings > Hires

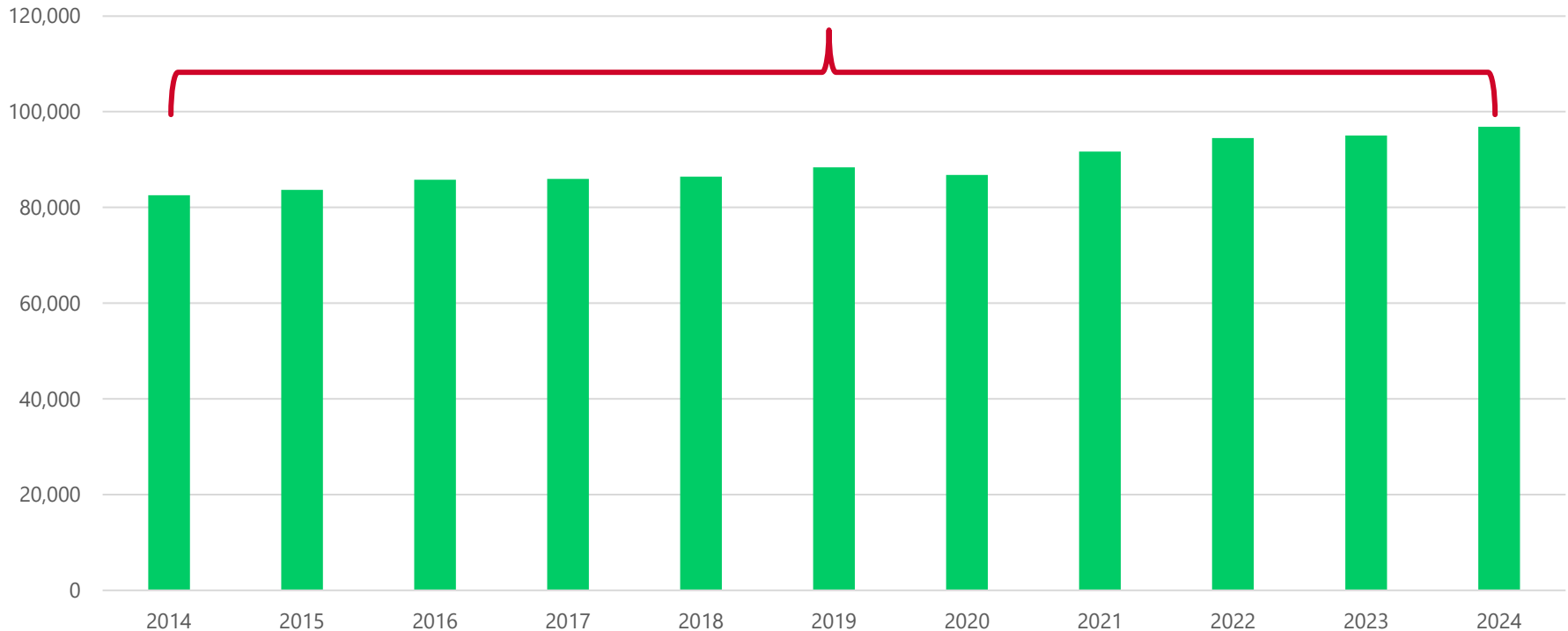
Massachusetts Registered Nurse (RN)



Source: Lightcast, 2024

Historical RN Jobs Increase

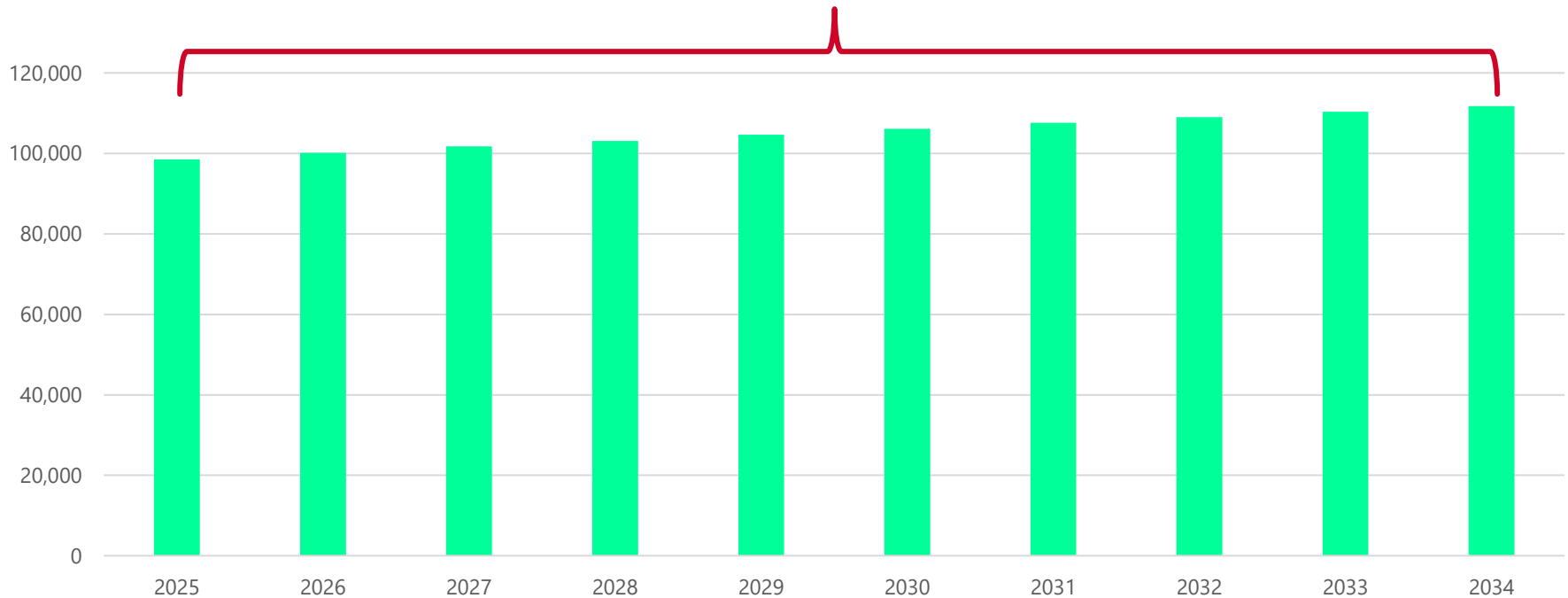
2014 (82K) to 2024 (97K)
14,275 - 17%



Source: Lightcast, 2024

Projected RN Job Increase

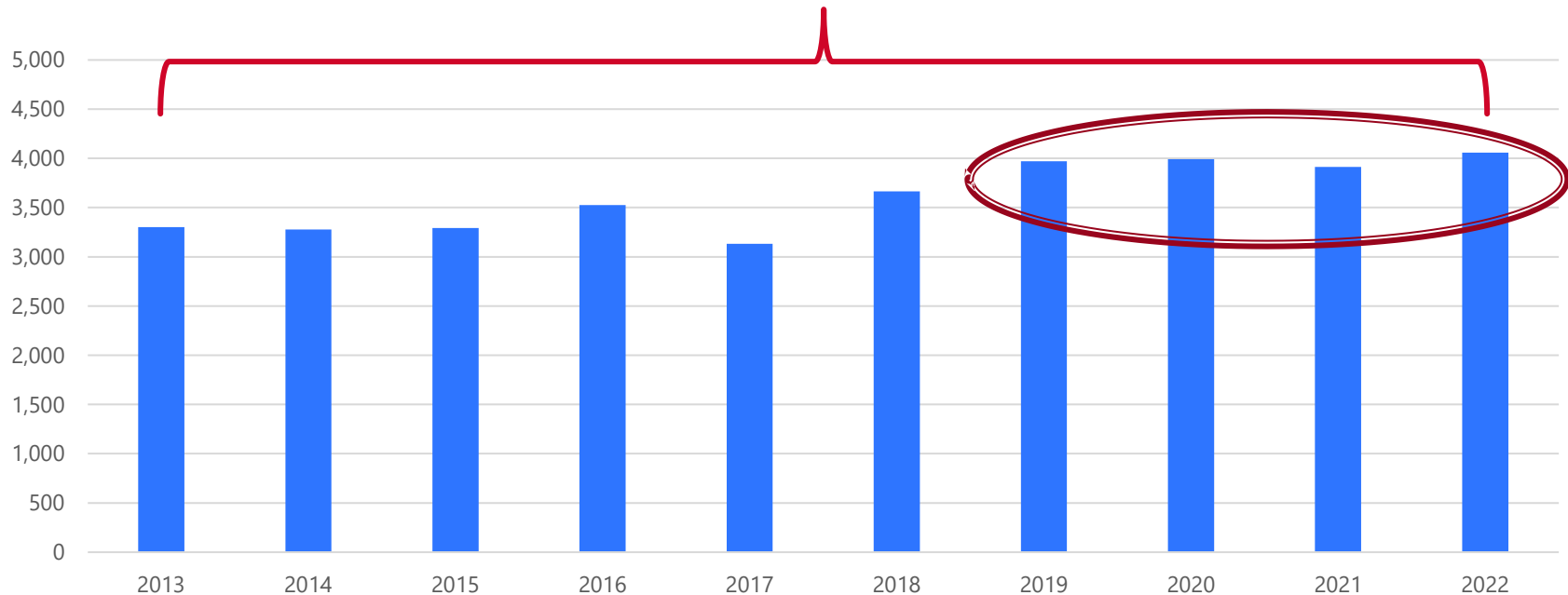
2025 (98K) to 2034 (112K)
13,224 – 13.4%



Source: Lightcast, 2024

RN Graduates 2013-2022

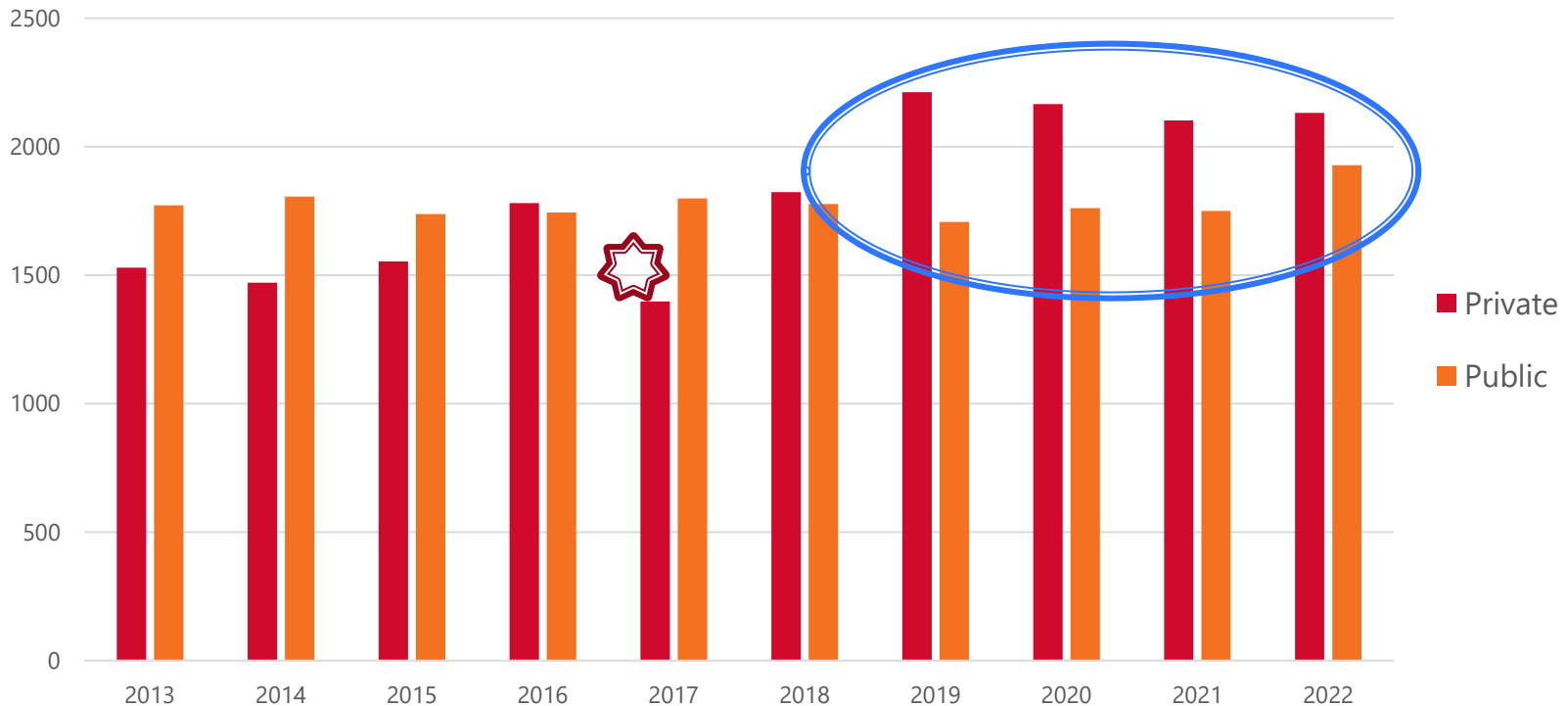
Ten Year Increase - 758 (23%)
2019-2022 ~ 4,000/Year



Source: MA Board of Registration in Nursing,(BRN), 2023)

RN Graduates – Public and Private

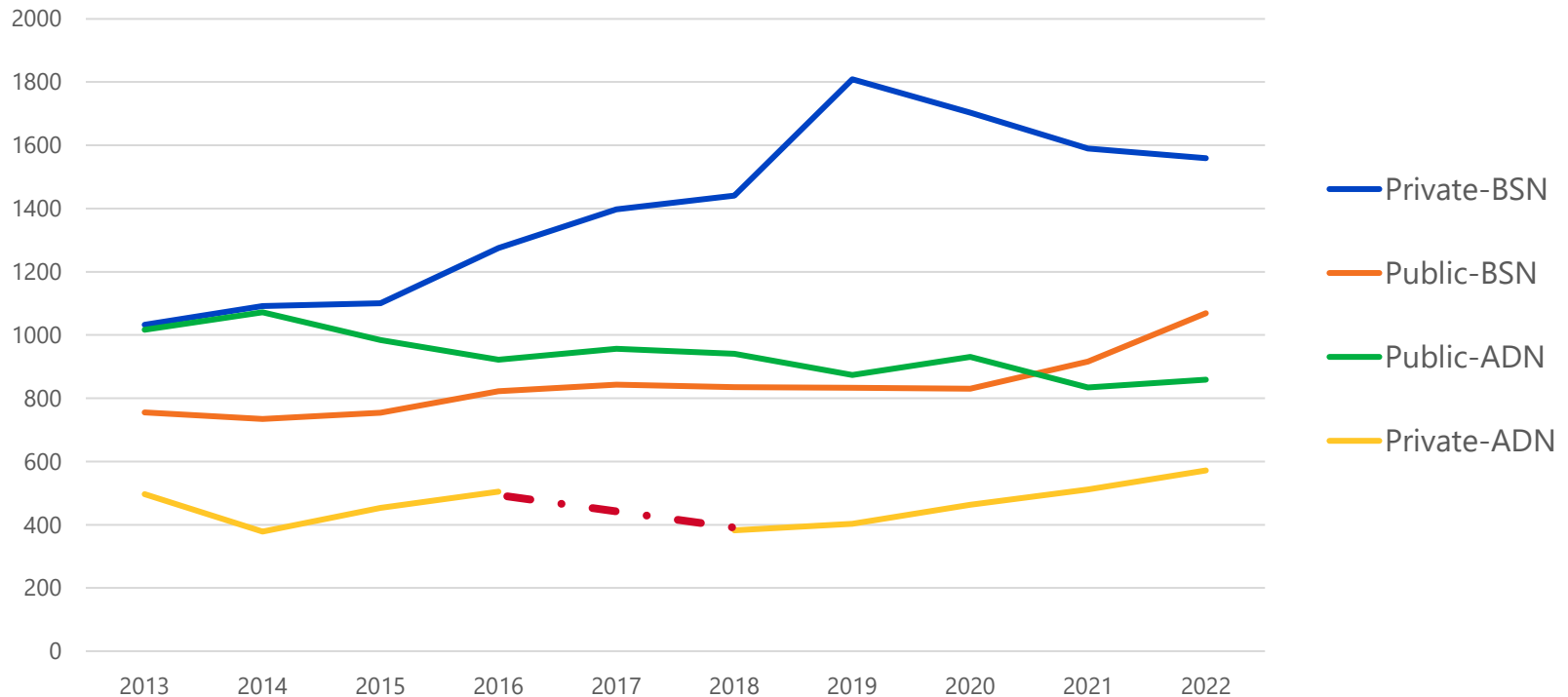
RN Total: BSN + ADN



Source: MA Board of Registration in Nursing, 2023

RN Graduates by Degree

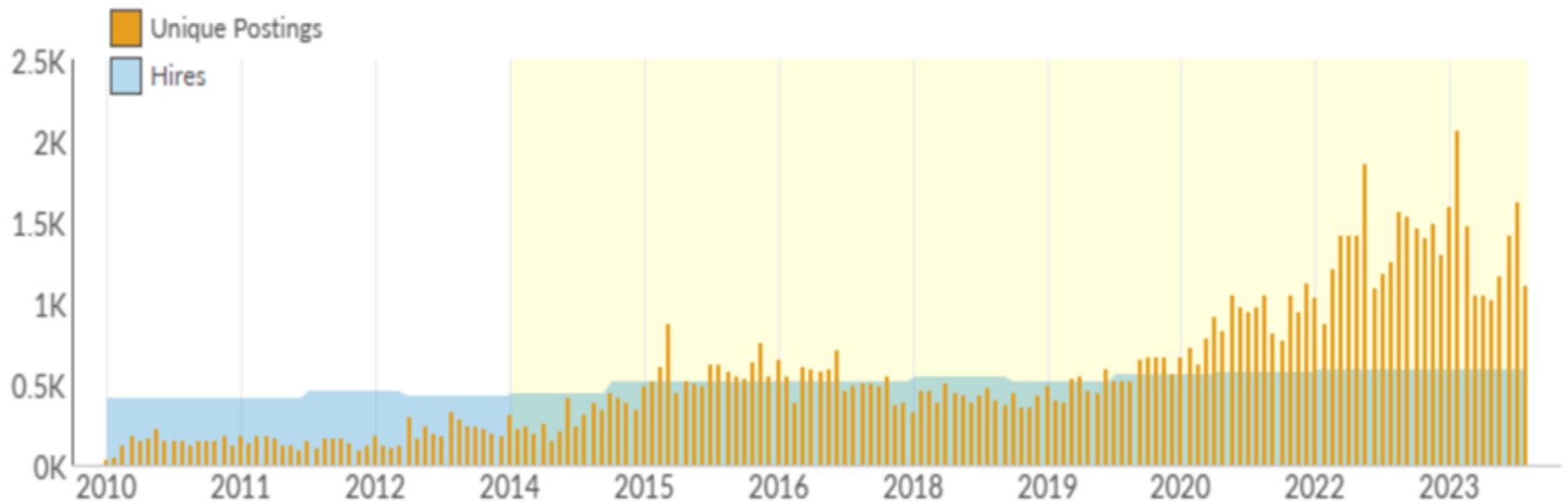
BSN, ADN – Public, Private



Source: MA Board of Registration in Nursing (BRN) , 2023

LPN: Postings/Hires

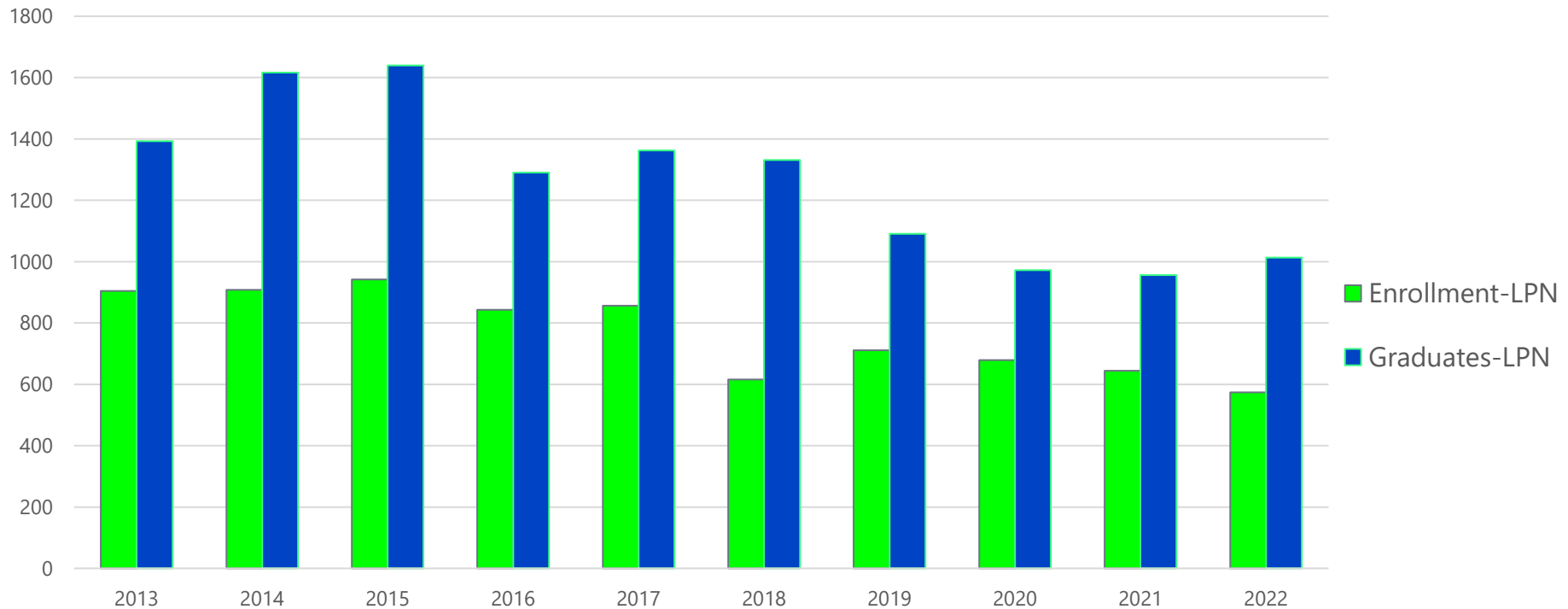
Massachusetts Licensed Practical Nurse (LPN)



Source: Lightcast, 2024

LPN: Enrollments and Graduates

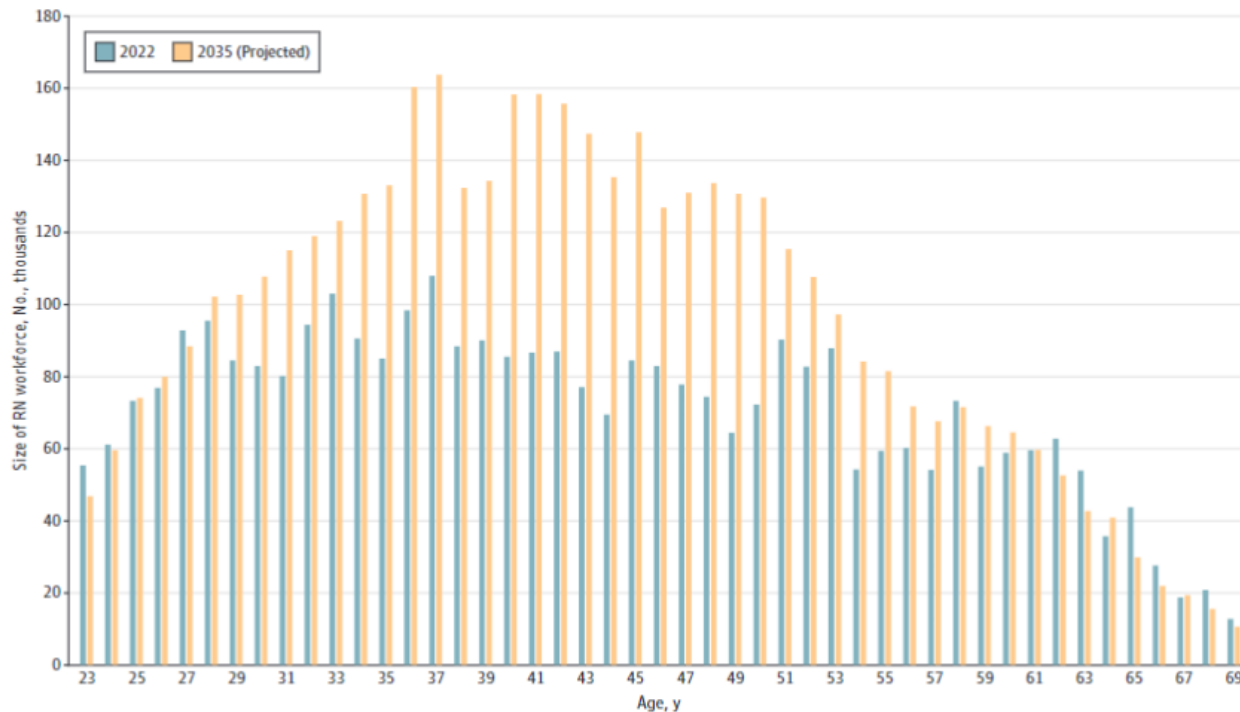
Licensed Practical Nurses (LPN) 2013-2022



Source: MA Board of Registration in Nursing (BRN), 2023

National Data Trends

Total and Projected Size of Registered Nurses (RN) Workforce by Age, 2022 and 2035



Auerbach, D. I., Buerhaus, P. I., Donelan, K., & Staiger, D. O. (2024, February). Projecting the Future Registered Nurse Workforce After the COVID-19 Pandemic. In *JAMA health forum* (Vol. 5, No. 2, pp. e235389-e235389). American Medical Association.

Summary

- Structural Gap
 - Near term – 0 to 5 years
- Equity and Diversity Gaps
 - Pathway Opportunities - CNA/LPN to RN
- Rapid Evolution and Innovation
 - Technology and Care Delivery

Resources and References

- Lightcast
 - <https://lightcast.io/>
- HHS
 - DPH Licensure Renewal survey PPTs for RNs & LPNs
 - BRN - Copy of Students Numbers Report Admissions, Enrollments, Graduates By Program and 5-Year Variance.xls
- Projecting the Future Registered Nurse Workforce After the COVID-19 Pandemic
 - *JAMA Health Forum*. 2024;5(2):e235389. doi:10.1001/jamahealthforum.2023.5389
- Department of Economic Research (DER)
 - <https://www.mass.gov/orgs/department-of-economic-research>
- Massachusetts Health Policy Commission
 - <https://www.mass.gov/doc/presentation-advisory-council-february-29-2024/download>
- Center for Health Information and Analysis
 - <https://www.chiamass.gov/>