

Report to the Labor Health and Social Services Committee on Nursing Education and Shortage

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Objectives

- Current data on the WY nursing workforce
- Nursing educational programs in WY
- Highlight current educational and regulatory approaches to nursing shortage in WY

Nursing Shortage in Wyoming

Relative to national staffing standards, there is a shortage of nurses in Wyoming although the supply of nurses is not equally distributed across the state (WY Department of Workforce Services, 2017).

Job Outlook for Nursing Workforce

Type of positions	Percentage growth in jobs from 2014-2024	Percentage growth in jobs in Wyoming through 2028
CNAs	17%	14%
LPNs	16%	8%
RNs	16%	20%
APRNs	31%	37%

US Department of Labor, 2017

WY Nursing Workforce Dynamics

- Aging of Wyoming's health care workforce. 26% of RNs in WY 55 over and 31% of LPNs in WY 55 or over in 2015.
- Less than 50% UW and WY community colleges graduates with healthcare-related degrees, including nursing degrees, are working in WY 8 years after graduation. Percentage lower for younger workers, out-of-state residency (when in school), workers with higher degrees, males.
- Rural/urban differences. 75% of employment in health care in urban areas. RNs more frequently employed in urban areas; CNAs in rural areas. Nursing workforce in rural areas work fewer hours and have lower wages. Nursing workforce older in rural areas.
- Supply and demand differences across state. Biggest growth in employment is for RNs; greatest decrease for CNAs. Possibly oversupply in Casper and Cheyenne MSAs, but also regional centers for health care.

WY Department of Workforce Services, 2017

Wyoming State Board of Nursing

Active Licenses

	2016- present	2014- 2015	2012- 2013	2010- 2011
CNA	5760	5812	6015	5946
LPN	1297	1299	1189	1360
RN	13958	12384	10438	9425
APRN	773	696	581	497

Licensure Statistics Endorsed

	2016-present by Endorsement	2014-2015 by Endorsement
CNA	225	196
LPN	103	71
RN	3078*	3128*
APRN	15	34

Processing time to acquire a WY license ranges from 20-60 days based on background check results, completion of application documents, receipt of transcripts, fees, etc. WSBN is fully staffed. Renewal period is every two years and processing time is increased during that period.

*98% of endorsed RNs are travel or telephonic nurses with another state as primary residence.

APRN Numbers by County

39	Albany	79	Natrona
5	Big Horn	0	Niobrara
26	Campbell	26	Park
6	Carbon	10	Platte
8	Converse	27	Sheridan
1	Crook	2	Sublette
25	Fremont	12	Sweetwater
5	Goshen	41	Teton
4	Hot Springs	16	Uinta
5	Johnson	6	Washakie
88	Laramie	2	Weston
14	Lincoln		

RN Numbers by County

335	Albany	1080	Natrona
124	Big Horn	20	Niobrara
408	Campbell	411	Park
107	Carbon	85	Platte
135	Converse	456	Sheridan
51	Crook	50	Sublette
428	Fremont	317	Sweetwater
103	Goshen	257	Teton
52	Hot Springs	188	Uinta
96	Johnson	70	Washakie
1176	Laramie	63	Weston
159	Lincoln		

LPN Numbers by County

43	Albany	162	Natrona
28	Big Horn	5	Niobrara
86	Campbell	50	Park
29	Carbon	23	Platte
21	Converse	75	Sheridan
8	Crook	8	Sublette
37	Fremont	37	Sweetwater
31	Goshen	4	Teton
11	Hot Springs	41	Uinta
19	Johnson	14	Washakie
221	Laramie	11	Weston
21	Lincoln		

CNA Numbers by County

340	Albany	953	Natrona
183	Big Horn	26	Niobrara
278	Campbell	310	Park
112	Carbon	98	Platte
169	Converse	376	Sheridan
46	Crook	45	Sublette
353	Fremont	353	Sweetwater
141	Goshen	121	Teton
64	Hot Springs	373	Uinta
119	Johnson	86	Washakie
867	Laramie	102	Weston
242	Lincoln		

Addressing Predicted Nursing Shortage in Wyoming

- eNLC implementation: Employers will soon be able to recruit nurses with MSL from other states to Wyoming to work [easier, faster, fully vetted]
 - Allows for multi-state licenses for LPN/RNs
 - Presently 26 states adopted (not Colorado)
 - Wyoming's **GO LIVE** date is January 19, 2018

Nursing Education in Wyoming

University of Wyoming

- BSN
 - Basic BSN: traditional on-campus
 - BRAND: accelerated BSN program for students who have a previous bachelor degree
 - BSN Completion
 - ReNEW: See next slide
 - RN-BSN: RNs with ADNs
- MS
 - Nurse Educator
 - Nurse Leader
- DNP (Doctor of Nursing Practice)
 - Family Nurse Practitioner
 - Psychiatric Mental Health Nurse Practitioner

Community College Programs

- Casper College (ADN)
- Central Wyoming (ADN)
- Eastern Wyoming (ADN)
- Laramie County (LPN and ADN)
- Northern Wyoming (LPN and ADN)
- Northwest College (LPN and ADN)
- Western Wyoming (ADN)

Out of State – Online Programs (35)

9 of 35 Out of State Programs are approved for pre-licensure (AD or BSN)

26 of 35 Out of State Programs are approved for graduate studies and utilize one to one preceptors (MSN, DNP)

Bolded programs are most utilized

Red programs received letter of deficiency or are on probationary status

Bradley University
Brigham Young University
Capella University
Chamberlain
Creighton University
Davenport University
Denver School of Nursing *
Fort Hayes State University
Front Range Community College - Larimer, Westminster
Frontier Nursing University
Maryville University St Louis - School of Nursing
Nightingale College (Letter of Deficiency Sept 2017, substandard NCLEX scores)
Northeastern Junior College Colorado
Presentation College
Rocky Mountain University Health Sciences
Seattle University
Simmons College *
South Alabama University College of Nursing, USA College of Nursing
South University
Spring Arbor University
Texas Tech University
University of North Dakota
University of Arizona
University of Cincinnati
University of Colorado - Anschutz
University of Missouri
University of Nebraska Medical Center
University of North Dakota
University of Northern Colorado - Greeley
University of South Alabama
University of South Dakota
University of Utah
University of Wisconsin
Walden University
Weber State

WY ADN and BSN Programs: Number of Qualified Applicants and Admitted

	2017		2016	
	Qualified	Admitted	Qualified	Admitted
CC	44	32	37	32
EWC	NA	NA	18	14
CWC	67	40	58	40
LCCC	185	80	152	80
NWCDD	94	64	99	64
NWC	45	24	35	24
WWCC	75	40	60	32
UW BSN	63	48	60	48
UW BRAND	52	25	64	32
Total	625	353	583	366

Nursing Education: Highlights

- ReNEW is the nationally recognized as a way to facilitate academic progression in nursing.
- Cohesive collaboration among all in state program directors and faculty members. We share our good work and ideas at the annual Nursing Education Summit.
- All prelicensure RN programs have a new, modern **concept-based** curriculum which EBP shows = SMARTER nurses!
- Simulation labs are used in all programs; innovative computerized mannequins that support the learning environment (OB/Gyn/Pediatrics).
- LPN to DNP education available in WY.
- ADN, BSN, MS and DNP programs nationally accredited.
- Wyoming programs have very affordable, excellent education!

Nursing Education Challenges

- Recruitment of faculty [lower salary for an end of career role, shortages of qualified faculty]
- Shortage of and competition for clinical sites
- Limited evening/weekend course options for students attending some WY programs

ReNEW

- Statewide BSN curriculum offered collaboratively by UW and the 7 community colleges
- Start at any institution; if start at a community college ADN completed in 3 yrs; 4th year completed at UW via distance education
- Core Concepts: Safety, Clinical Judgement, Leadership, Patient Centeredness, Professionalism, Health Promotion
- Student Learning Outcomes for ReNEW guide all BSN options at UW

Conclusions

- Nursing shortage predicted for Wyoming
- Number of qualified applicants for nursing programs far exceeds number of available slots
- Recruitment of qualified faculty and availability of clinical sites biggest challenges for education programs
- eNLC should help employers recruit more nurses
- ReNEW helps increase the number of nurses with baccalaureate education.