

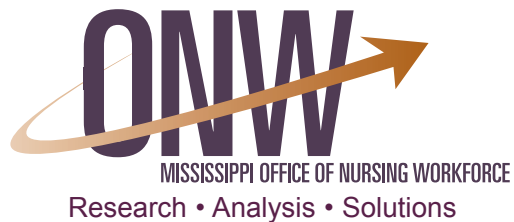
MISSISSIPPI OFFICE OF NURSING WORKFORCE  
**ANNUAL REPORT**  
TO MISSISSIPPI BOARD OF NURSING

**Wanda M. Jones, MSN, RN - Executive Director**

116 Woodgreen Crossing (39110) • P.O. Box 1909  
Madison, MS 39130-1909 • [www.monw.org](http://www.monw.org)

**For Period July 2004 - June 2005**

**January, 2006**



## **Mississippi Office of Nursing Workforce**

### **Annual Report to the Mississippi Board of Nursing**

In 1996, the Mississippi legislature passed the Nursing Workforce Redevelopment Act, which established the Mississippi Office of Nursing Workforce (ONW), under the auspices of the Mississippi Board of Nursing, for the purpose of addressing changes impacting the nursing workforce. ONW identified two major objectives: (1) Develop and implement a systematic annual survey for nursing manpower needs and projections; and (2) Develop a competency model to assist students in articulation and mobility within the multi-level nursing education system. The foundational philosophy for the ONW initiative is the belief that the health and welfare of the people of Mississippi are highly reliant on a competent nursing workforce, and that successful workforce development is dependent on each component of Mississippi's conceptual model.

#### **Nursing Workforce Data**

ONW has completed its seventh year of nursing workforce data analysis from surveys sent to hospitals and aging and adult services. A full report was submitted to the Mississippi State Department of Health for inclusion in the State Health Plan, which includes nursing vacancy, increase in demand, and turnover data. Additionally, ONW reports 100% participation of Mississippi schools of nursing with the Southeast Regional Education Board (SREB) School of Nursing survey, which includes faculty and student data. ONW compiles the data from the SREB survey and the reports are provided to the Mississippi Council of Deans and Directors of Schools of Nursing annually. Data excerpts from both of these surveys are posted on ONW's website ([www.monw.org](http://www.monw.org)).

The ONW website ([www.monw.org](http://www.monw.org)) contains documents and reports related to ONW research and projects, including The Mississippi Competency Model, the Southern Regional Education Board (SREB) Council on Collegiate Education for Nursing Survey, ONW's Nursing Faculty and Workforce Report to the Mississippi State Department of Health State Health Plan, Nursing Workforce Trends, and the Executive Summary for Barriers to Nursing Education. ONW provides this information to state agencies, employers, and policy-makers for strategic planning and initiative development, and to other states for assistance in their workforce projects.

#### **Nursing Education Barriers Identification Project (Barriers Project)**

During 2004-2005 (Phase III), many of the strategies previously identified by the Barriers Project Task Force were implemented and/or evaluated for potential impact on the roadblocks to completion of nursing education. A full report of the

Barriers Project can be accessed on the ONW website. The major accomplishments during Phase III are as follows:

- Conducted a statewide continuing education program for all nursing faculty on intergenerational issues, cultural sensitivity and innovative classroom/clinical teaching methods;
- Developed “Navigator in a Binder” for posting on the ONW website which provides resources to assist students;
- Recommended the establishment of a separate task force with expertise in providing day care be formed to address the lack of quality and affordable day care;
- Conducted research on the impact of the Navigator Project at one community college;
- Initiated plans to replicate the Navigator Project in 2005/2006;
- Established a link to basic money management training offered by the FDIC and its’ **MoneySMART** program on the ONW website.
- Made possible the statewide use of “*Nursing Success*” modules;
- Began the development of a web-based repository of available counseling services/resources for students;
- Developed proposed strategies for obtaining dependent health care coverage for nursing students as a part of service cancelable loans;
- Collaborated with Mississippi Hospital Association Health Careers Center (MHAHCC) to sponsor a Teacher/Counselor Summer Health Careers Camp in 2006;
- Collected data on students who become ineligible to return to nursing programs. Deans and Directors will continue to develop data collection and reporting methodology or student retention/attrition. Recommended consensus on and implementation of a standardized statewide exit interview form, in order that ONW may analyze the data for program and policy development;
- Conducted Nursing Education Best Practices Survey with nursing students and faculty. Results were analyzed and presentations made to faculty and student groups.

**Conclusion** - While the outcomes of this important work are still being evaluated, one thing is very clear, there has been a sincere effort on the part of many different individuals and groups to address the problem of students entering nursing programs and exiting without a nursing degree. A multifaceted approach using the expertise of a wide variety of stakeholders has resulted in a range of short and long term strategies. Many ideas have been implemented and greatly benefited nursing students such as funding for students through the Local Workforce Investment Areas (LWIA), the education of nursing faculty and the identification of resources available to assist struggling students to succeed. More complex issues have been discussed and plans are underway to focus on those problems in the future. It is clear that there remains a great deal of work to be accomplished. The following recommendations would be of tremendous value in helping to solve the ongoing issue of nursing student attrition and the

Office of Nursing Workforce remains committed to work toward that goal The Barriers Project is funded by the Mississippi Development Authority (MDA).

### **Recommendations made by the Task Force -**

- Workforce Investment Act (WIA) eligibility for students needs to be monitored and assistance provided to colleges and university to assure high level of participation.
- Establish strategic partnerships to help fund indirect expenses, health care and day care cost for nursing students.
- The ONW Web repository has tremendous potential and should be maintained and enhanced.
- The Navigator concept is very positive and should be maintained and expanded.
- A resource network for students has been developed for the Jackson-Metro area and this model needs to be expanded to other areas of Mississippi.
- There is an ongoing need for faculty education related to student values, needs, resources, and strategies for success.
- The work with high school teachers/students/counselors needs to be expanded to provide them with a realistic view of health careers.
- Admission and graduation rates should be monitored and analyzed to better understand the trends in attrition among Mississippi nursing programs and the impact of implemented strategies.
- Establish a strong referral process from nursing programs to Workforce Investment Network (WIN) Job Centers for displaced nursing students.
- Collaborate with other members of other health careers to address our common problems.

**Phase III** also included a study to determine the barriers to Allied Health Education by surveying all Allied Health students in the state and repeating the Nursing Education Barriers Identification Survey.

The 2004 Nursing Education Barriers Identification Survey received 100% response from the nursing programs in the state. Three-thousand twenty (70%) students participated in the survey, which represented an increase of 750 students from the 2002 survey. Three-hundred fifteen nursing education faculty participated (69%), which was an increase of 43 from the 2002 survey. Of the 3,020 student respondents, 71% were in Associate Degree Nursing programs, 22% were in Baccalaureate programs, 4% were in LPN-RN Track nursing, and 2% were in RN-BSN nursing programs. The response rate is similar to the proportion of students in Associate degree and Baccalaureate programs in the state.

The Allied Health Education Barriers Identification Survey was administered in the fall of 2004 and received 100% response from the twenty-four Allied Health schools across the state of Mississippi. Participation in the survey included n=2,279 students (70% response rate) and 202 (72% response rate) allied health education faculty.

In addition to the overall statewide Education Barrier reports, each nursing and allied health school received an individualized report outlining findings from their particular school. The reports generated from the analysis of the nursing and allied health barriers studies are concise and give clear descriptions of the findings. The reports will be useful to the Mississippi nursing and allied health workforce collectively, and each school individually as the state responds to the demands of the nursing and allied health workforce shortfall. The reports will also serve as resources for directing future initiatives through collaboration and partnerships, and as a guide for agencies, workforce investment areas, and other organizations that encounter individuals making career decisions for the first time or those seeking a career change into healthcare.

### **High School Nurse Academy Mentorship Project**

The High School Nurse Academy Mentorship Project was expanded to a total of four sites, with funding from the Mississippi Development Authority (MDA):

- Meridian Student Nurse Academy
- The Lift Student Nurse Academy
- The Delta Nurse Academy
- The Mississippi Job Corps Student Nurse Academy

The four academies this year were also successful and plan to continue during the 2005 – 2006 school year. Highlights from each are listed below:

#### Meridian Student Nurse Academy

- 20 Students began Mentorship Academy at Rush Foundation Hospital
- 19 Began CNA program at Meridian Community College May 23rd
- Pinning Ceremony June 29th
  - Hospital Partner – Rush Foundation Hospital
- 16 Students took the CNA examination and 15 passed and are now CNAs

#### Lift WIA Student Nurse Academy

- 18 Students began Mentorship Academy at Lift, Inc. (a community services center)
- Began CNA program May 23rd at Itawamba Community College
- Pinning Ceremony held at Amory Vo-tech Center – June 27th
  - Hospital Partner - Gilmore Memorial Hospital
- 7 passed both parts; 6 are employed as CNAs
- 14 passed at least one part the first try

- All are retaking the part they need to be certified

#### Delta WIA Nurse Academy

- 16 Students began Mentorship Academy at Greenville Higher Education Center
- 16 enrolled in CNA program at Greenville Higher Education Center
- Pinning Ceremony June 13th
  - Hospital Partner – Delta Regional Medical Center
- 16 will take CNA examination August 22<sup>nd</sup>

#### MS Job Corps Student Nurse Mentorship Program

- 18 Students began Mentorship Academy at Mississippi Job Corps, Crystal Springs, MS
- Began CNA program on the Job Corps Campus June 6th
- Pinning Ceremony June 24th at the Mississippi Job Corps Campus
  - Hospital Partners – Hardy Wilson Memorial Hospital  
Pinecrest Nursing Home
- 16 enrolled in CNA course at the Job Corps
- 15 passed and are CNAs
- All 16 students are enrolled in College and are in healthcare tracks
- 3 are in Senior College; the others at Community Colleges
- One student was awarded a \$5,000 scholarship to College/University of choice for all four years
- 5 are currently working as CNAs

Each program plans to continue, however all four sites seek additional partners for the 2006 fiscal year.

#### **Healthcare Workforce Regional Forums**

With funding from MDA, ONW hosted four regional forums to discuss opportunities for partnerships between schools of nursing, healthcare employers, and local workforce investment areas. The forums focused on the state of the healthcare workforce in Mississippi and leveraging available resources to address healthcare workforce shortages. The forums were attended by Deans and Directors of Schools of Nursing, hospital nurse executives and human resource directors, and Local Workforce Investment Area staff. Site and dates of the forums were: Tupelo – 4/5/05, Cleveland – 4/6/05, Jackson – 4/8/05, and Hattiesburg – 4/12/05. They were all well attended and numerous collaborative partnerships developed as a result.

#### **National Presentations**

ONW staff attended the American Organization of Nurse Executives (AONE) 38<sup>th</sup> Annual Meeting and Exposition in Chicago, IL held April 15-20, 2005. ONW submitted and had accepted two projects as posters presentations: “Unlocking the Future to a Career in Nursing Mississippi: High School Nurse Academy” and “Navigating the Barriers to Nursing School Success: A Collaborative Solution

Between Service and Education". Under the Stewards of Leadership category, the poster titled "Navigating the Barriers to Nursing School Success: A Collaborative Solution Between Service and Education" was awarded Outstanding Poster Performance 3<sup>rd</sup> place.

ONW was also accepted for two panel presentations at the annual conference of the National Nursing Workforce Centers, which was held April, 2005. Powerpoint presentations were given on Mississippi nursing workforce data, and the numerous projects of ONW.

### **2005 Statewide Healthcare Workforce Summit**

The Office of Nursing Workforce held the **2nd Healthcare Workforce Summit: "Bridging New Employment Partnerships"** on June 23, 2005. Keynote speaker was Robert Seurkamp, Executive Director of the Governor's Workforce Investment Board, Maryland Department of Labor, Licensing and Regulation.

The purpose of the summit was to bring key issues to the forefront that are facing Mississippi's healthcare industry such as shortage of nursing and allied healthcare personnel, and the increasing demand for qualified professionals across all healthcare-related disciplines. Secondly, the Summit promoted new and current partnerships between industry, government, and non-profit organizations related to Mississippi's healthcare needs.

Aggressive job growth through workforce investment will lead to positive outcomes in healthcare employability and quality healthcare for all citizens in Mississippi. The speakers addressed state and national perspectives and strategies related to the healthcare workforce. Invited guests included Executives and Directors from hospital, long term care, and home health agencies, Deans and Directors of Schools of Nursing and/or Allied Health, Workforce Investment Area Administrators and staff of workforce organizations.

In addition to numerous state presentations, ONW has co-sponsored workshops with MS Hospital Association, MS Rural Health Association, and the MS Nurses Association.