

The Nursing Shortage and the Advocacy to End It

Matt Caseman, Chief Executive Officer
Georgia Nurses Association
Georgia Nurses Foundation



About Us

Founded in 1907. We are a 501c6.

Mission: Empowering Nurses to Lead Change and Improve Health

The Georgia Nurses Association is a constituent member of the American Nurses Association (ANA) and Georgia's largest professional Nursing association.

GNA Members advocate on behalf of the over 110,000 registered nurses in Georgia to foster high standards of nursing practice, protect our ability to practice, and lobby elected officials and regulatory agencies at the state and national levels on health care and workforce issues affecting the profession, patients, and the public.

Forum for all issues impacting nursing, both professionally and personally.

Our goal is to partner with all specialty groups in order to present a unified cadre of nurses- collaborative resolution to advance the nursing profession.



Nursing Workforce Data

RN and Nurse Manager Survey by Medscape 2021

Effect of pandemic on satisfaction as a nurse:

- 40% of RNs decreased satisfaction
- 41% Nurse Managers decreased satisfaction

Nurses report being burned out or very burned out:

- 35% RNs
- 33% Nurse Managers

Nursing Workforce Data

- According to the National Council of State Boards of Nursing, since the pandemic, 100,000 RNs have left the nursing profession, and by 2027, almost 900,000 more RNs are expected to leave the workforce.
- Georgia is expected to see a 21% shortage of registered nurses by 2035, the second-highest estimated shortage among 10 other states.
- According to the March 2022 findings of the American Nurses Foundation's "Pulse on the Nation's Nurses Survey Series: COVID-19 Two-Year Impact Assessment" which surveyed 12,600 nurses
 - 52% are considering leaving their position
 - 89% say their organizations is currently experiencing a staffing shortage
 - 66% under the age of 35 reported feeling anxious
 - And an inability to deliver quality care consistently is now a top reason for intent to leave the nursing profession

Nursing Workforce Data

- According to Wallethub, Georgia ranks 42nd as the best state to work as a nurse
- According to Health Affairs Forefront, there was a decrease in 2021 of public willingness to recommend nursing career
- Number of nurses encouraging others to enter the profession:
 - 2020: 40.4%
 - 2021: 33.5%

Nursing Workforce Data

According to a 2021 Medscape Survey

I would choose Nursing again:

- 71% RNs
- 81% Nurse Managers

Those RNs dissatisfied with Nursing:

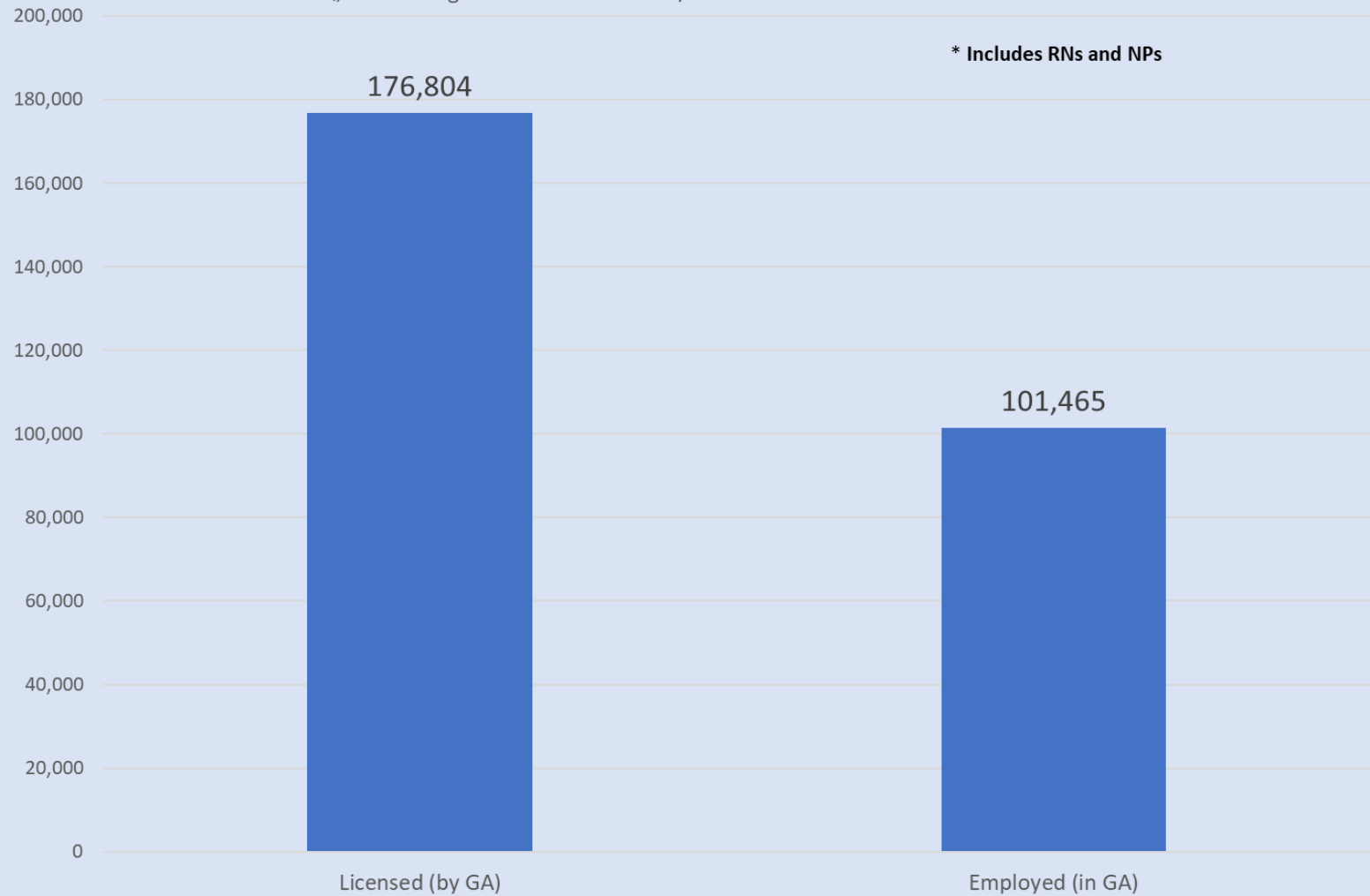
- 35% Pursuing new path in nursing
- 15% Leaving nursing profession
- 24% Retiring early

Nursing Shortage/ Workplace Violence

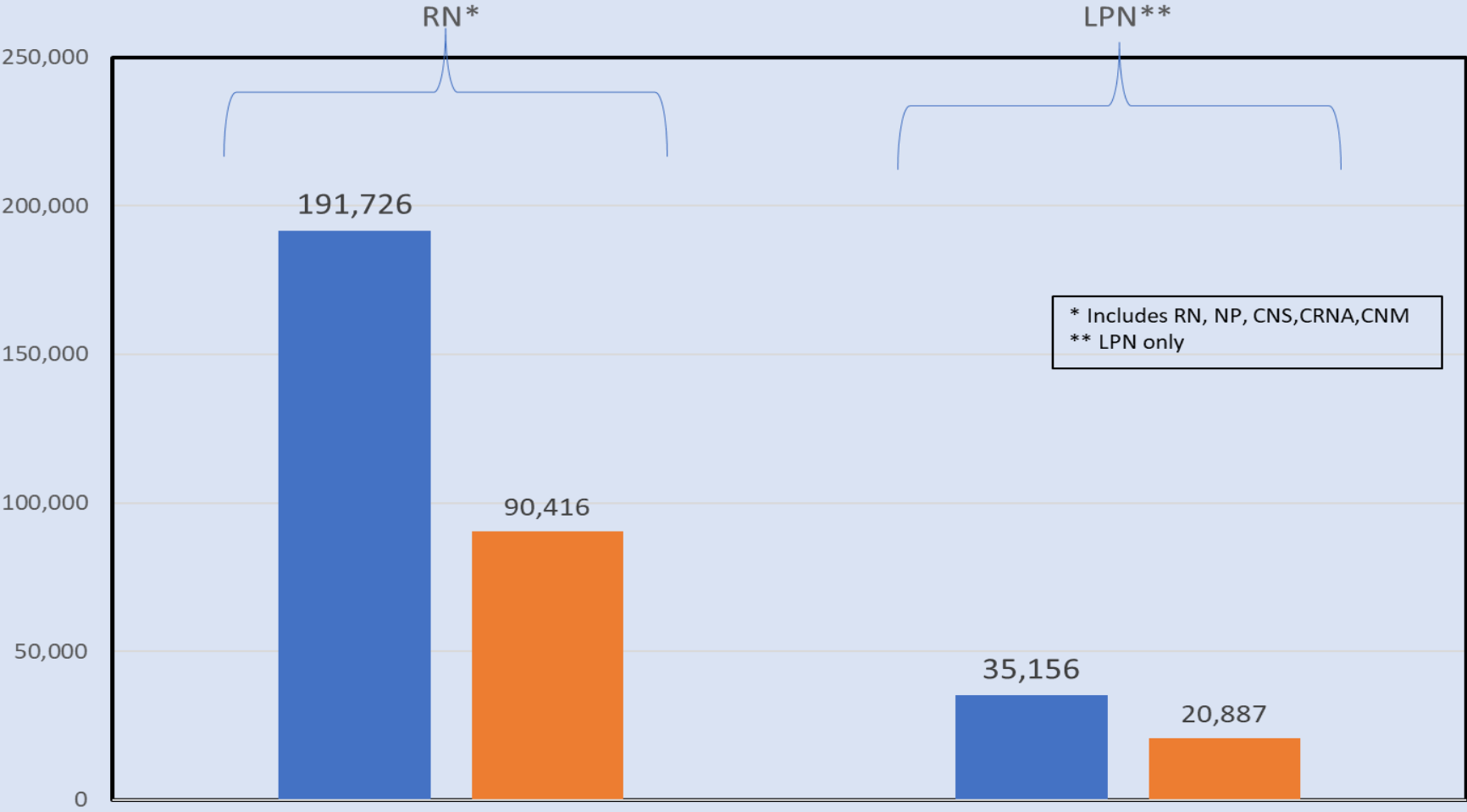
- On average, two nurses are assaulted every hour, which equates to roughly 57 assaults per day, 1739 assaults per month, and 5217 assaults per quarter
- 60% increase in workplace violence among healthcare professionals from 2011 – 2018
- Healthcare professionals are 5x more likely to experience workplace violence compared to average workers

Comparing Licensed RNs/NPs and Employed* (In-State 2021Q3): Georgia

Source: JobsEQ; Atlanta Regional Commission RAG/ Nexus



State of Georgia: Comparing Licenses and Employed by Occupation Group
(2021Q4 Data for Employment)



* Includes RN, NP, CNS, CRNA, CNM
** LPN only

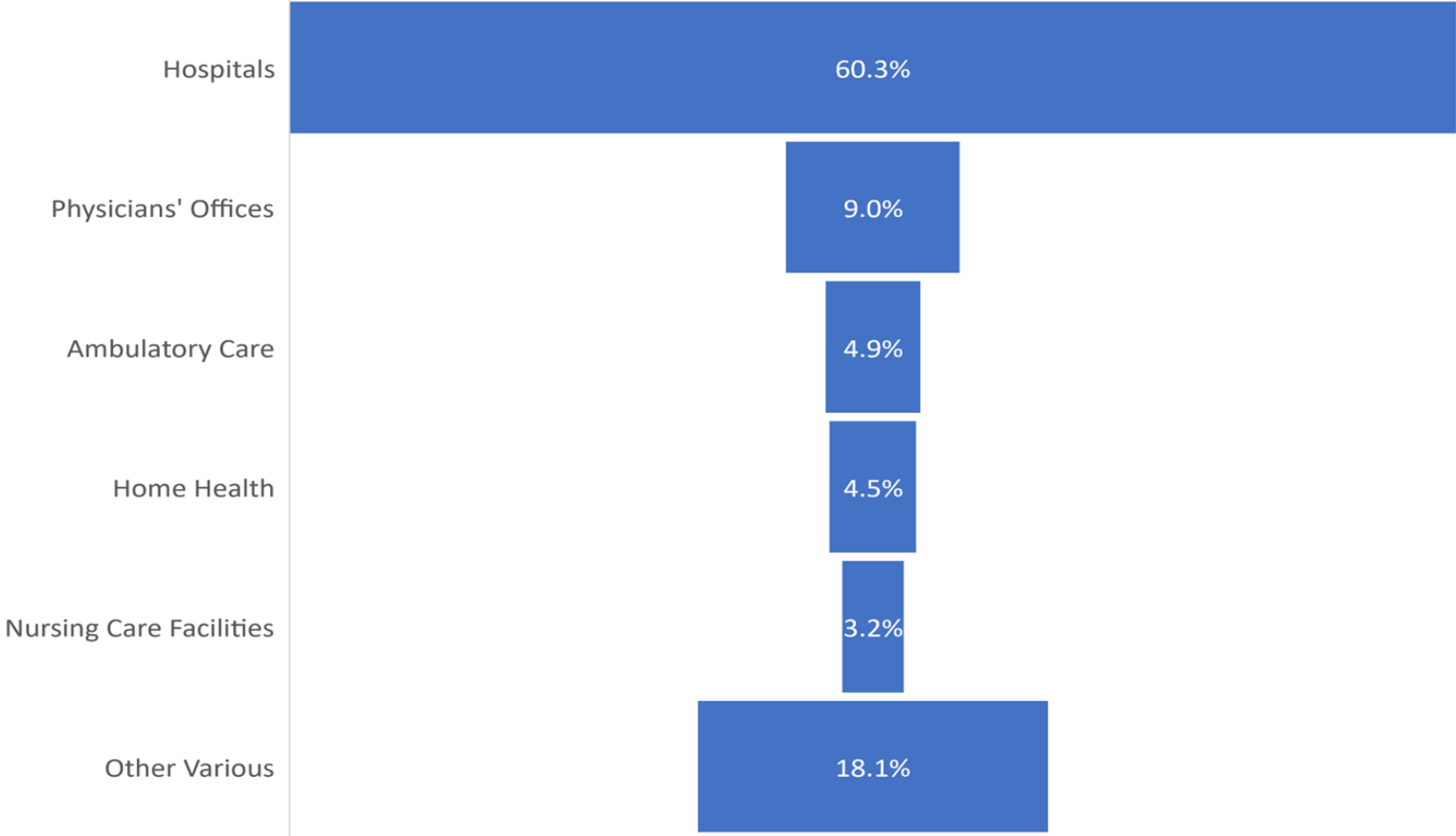
Source: Chmura JobsEQ; ARC Research & Analytics

■ Licensed in GA ■ Employed in GA



Shares Captured of Total RN Employment, by Location: 2021 Q3

Source: JobsEQ; Atlanta Regional Commission RAG/ Nexus

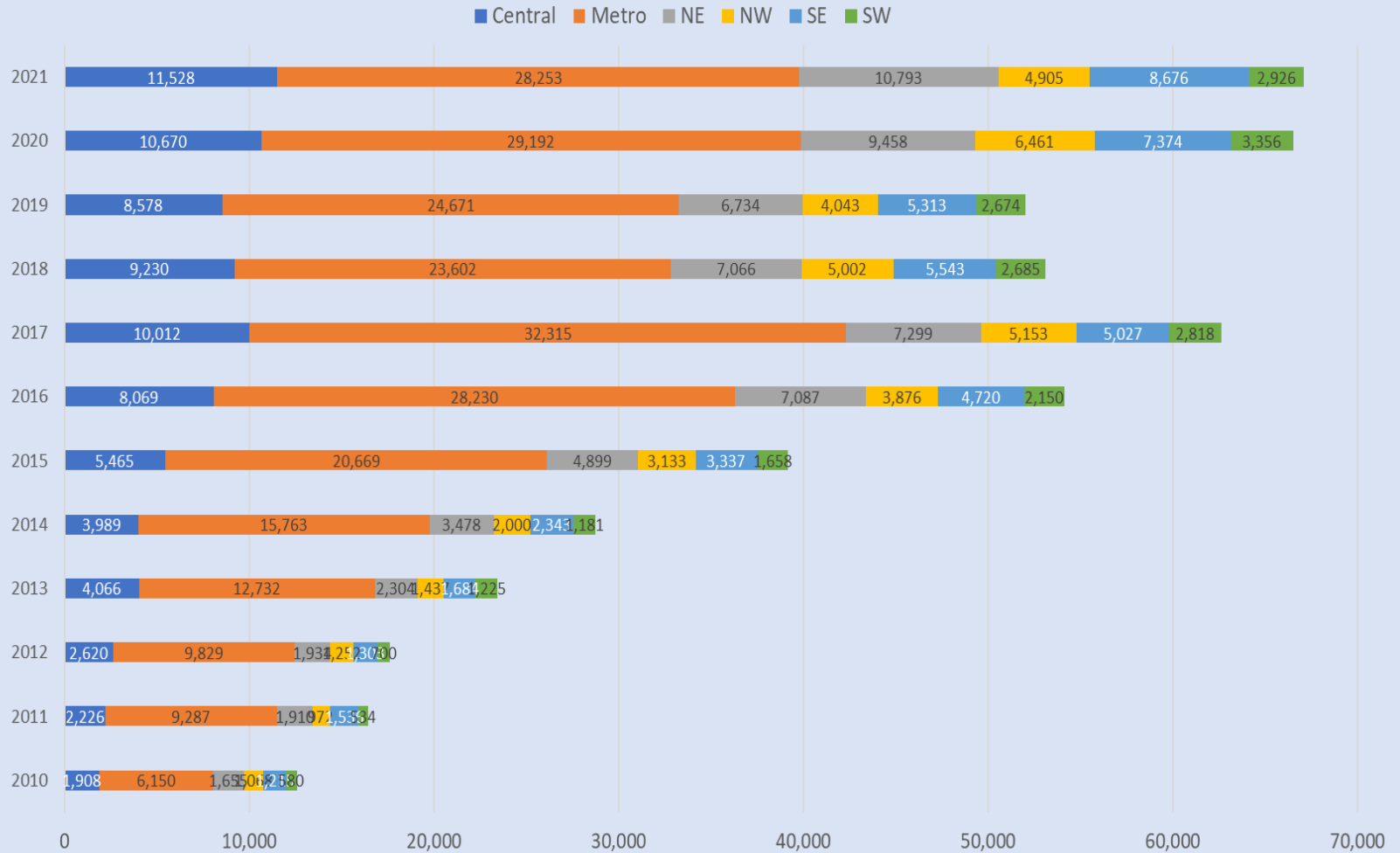


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RN Job Postings Over Time: State of GA, by Regions; Full Year

Source: Burning Glass; Atlanta Regional Commission RAG/ Nexus



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GNA Legislative Survey

- #1 Issue every year - Safe Staffing and Patient Safety
- Protections for Nursing Staff Against Workplace Violence
- Nursing Workforce (Recruitment, Retention, Data Collection)
- APRN Scope

Healthcare Workforce Commission

- Order by Governor Brian Kemp on April 21, 2022.
- Assess Georgia's current healthcare workforce pipeline, identify significant data-backed trends in healthcare workforce changes.
- Governor Kemp directed the Commission to highlight opportunities to address the challenges faced in Georgia's education, training, hiring, skilling, and retention of healthcare workers.
- Various levers including the expansion of state incentives and programs, coordination of private and public stakeholders, updates to the regulations and coordination of private and public stakeholders.
- The Commission comprised 15 members, chaired by Commissioner Caylee Noggle, and remained effective until December 31, 2022.

Commission Members



Caylee Noggle
Commissioner
Georgia Department of
Community Health
Chairperson



Scott Bohlke
Owner and Operator
Bohler Family Practice
Practicing Medicine



Mary Chatman
EVP and President
Wellstar Health System
Hospital Administration



Despina Dalton
Vice President of Medical Affairs
Wellstar Douglas Hospital
Practicing Medicine



Sherry Danello
Chief Nursing Officer
St. Joseph's/Candler
Nursing



Janee Dock
Chief Nursing Officer
University Health Care System
Nursing



Clark Hill
President
Hill Medical Group
Practicing Medicine



Shawn Little
Campus President
Chamberlain University
Nursing & Healthcare Education



Sally Perry
Regional Vice President
Coastal Harbor Health System
Behavioral Healthcare



Pete Quinones
President and CEO
Metro Atlanta Ambulance Services
Emergency Medical Response



Rick Roche
Chief People Officer
Grady Health System
Hospital Administration



Scott Steiner
President and CEO
Phoebe Putney Health System
Hospital Administration



Tanya Sudia
Dean of the College of Nursing
Augusta University
Healthcare Education



Jean Sumner
Dean of the School of Medicine
Mercer University
Healthcare Education



Courtney Terwilliger
EMS Director
Emanuel County
Emergency Medical Response

**Valuing the Existing
Nursing Workforce**

**Safe Staffing
Workplace
violence
prevention
APRN Scope**

Investing into the
future of the nursing
profession

Increased support and
attention given to
schools of nursing

Increased funding and
support for the Georgia
Board of Nursing

Healthcare Workforce Commission Recommendations

The Commission's recommendations focus on example initiatives associated with three areas for improvement, as well as healthcare infrastructure reinforcements and occupation-specific ideas

Areas for improvement



Maximizing our existing workforce



Optimizing the healthcare education system



Attracting new workers

Healthcare infrastructure reinforcements



Centralized data clearinghouse



Collaborate with the Board of Nursing

Occupation-specific



Emergency Medical Services



Behavioral Health

The following materials provide supporting facts and context for each recommendation before sharing more detail on highlighted potential initiatives



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GNA Legislative Successes 2023

- HB 383, known as the Safe Hospitals Act passed. This bills makes sure that all healthcare workers within a hospital (not just in the ER) are covered under enhanced penalties of aggravated battery if they are assaulted. It also allows for the creation of a police force with the power to make arrests and file reports.
- HB 246 provides for loan repayment for nurses working as faculty members in a college or technical college setting.
- Budget language to provide for equipment and operating grants for nursing programs with wait lists. Originally a \$1 million add to the budget, but the final language states it is to be done with existing funds that would be redirected for this purpose.
- HB 155 allows for “Expedited license by endorsement” for any spouse of a healthcare professional that comes to the state seeking licensure.
- SB 164 creates a separate license for APRNs.



GNA Legislative Successes 2023 Continued

- FY 24' State budget
- \$440,000 – Increase funds for additional loan repayments for 5 PAs and 39 APRNs
- \$250,000 – Provide funds to establish a nursing faculty loan repayment program
- \$129,196 – Provide funds for two nursing analysts and one full time educator for the GABON.
- Available for consideration next session
- HB 745 which would create staffing committees, comprised mostly of nurses working at the bedside, in all Georgia Hospitals.
- HB 557 would authorize ARPNs and PAs to prescribe schedule II's under certain conditions.



GNA Legislative Successes

- 2017
- The Nurse Licensure compact
- 2018
- NADA
- 2019
- FY20 State Budget Allocation of \$150,000 for the GNA Peer Assistance Program
- Preceptor Tax Incentive Program (PTIP)
- Veterinary Tech (Nurse) Legislative Initiative (Defense)





GNA Legislative Successes Continued

- Post-Partum Medicaid coverage for mothers for an additional six months
- APRNs allowed to order advance radiographic imaging in non-life-threatening situations.
- Creation of a Senate Study Committee on Surgical Smoke Evacuation Systems
 - 2021
 - The home addresses of all persons licensed under the office of the Secretary of State treated as confidential information.
 - FY22 State Budget Allocation of \$150,000 for the GNA Peer Assistance Program
 - 2022
 - Passage of Legislation requiring Hospitals to have a policy in place for the evacuation of surgical smoke
 - Helped with the Creation of The Georgia Healthcare Workforce Commission

2023 Nurses Day at the Capitol

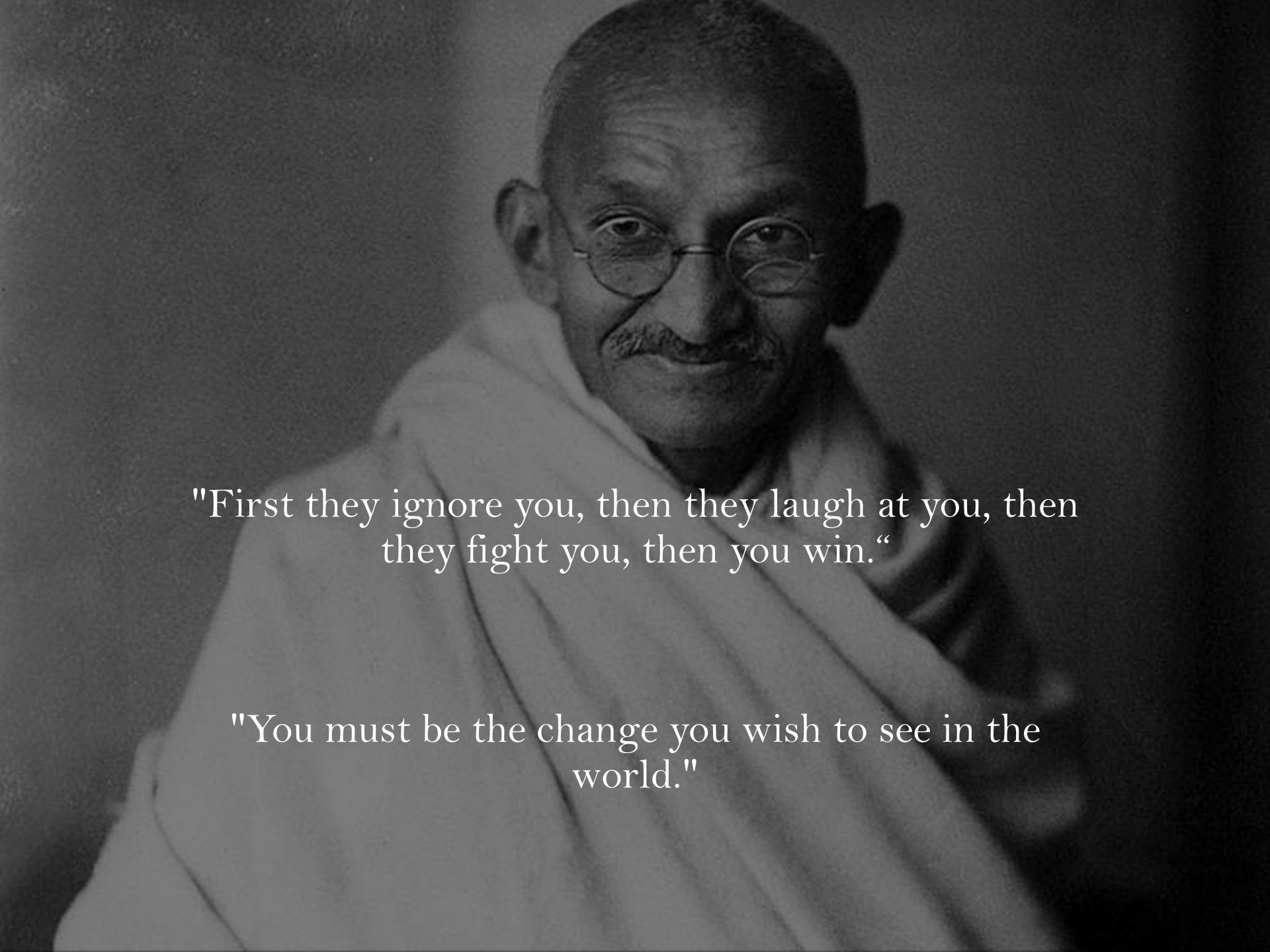


2023
Nurses Day
at the
Capitol



ANA Hill Day





"First they ignore you, then they laugh at you, then they fight you, then you win."

"You must be the change you wish to see in the world."



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Questions?