
Nursing Staff Shortage

Leah Eick, Kirsten Clark, Breanna Carter

Introduction to nursing shortage

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Nursing shortage began in the 1930's throughout the United States. Around the time when the country was still struggling with financial devastation of the Great Depression.

This was a surprise to all and unemployment rates for RNs have drastically climbed. During the Great Depression nurses were in plentiful supply, making it unbelievable that nurses would become scarce. However around 1936, many hospitals were reporting severe shortage of nurses. Which brought attention to the question "Where did all of the nurses go?"

Introduction to nursing shortage

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Today, advancements in medical care are prolonging patients' lives. The nursing workforce is too small to handle so many geriatric patients. In addition, many nurses leave the job as they cannot keep up with the technology.

The lack of qualified nurses in the workplace have huge implications for patient care across America, especially as the demand for nursing grow in the U.S.

Causes of nursing shortage in the present day...

- Lack of current resources to train new nurses
- Advancements in modern medical care that prolong life
- Many nurses leaving the field (from stress and being overworked)
- Growing Baby Boomer populations

Information on nursing shortage

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- In 2030, up to one million RNs will retire. This will have major effects on patient care settings (Rosseter, 2019)
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- There is a serious lack of faculty in nursing schools, therefore many prospective nursing students must be turned away (Rosseter, 2019)
- There is currently strong nurse burnout (Haddad & Toney-Butler, 2020)
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- A study showed that nursing is the most likely to experience verbal and physical aggression (Haddad & Toney-Butler, 2020)

Information on nursing shortage

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- The U.S. Census Bureau stated that by 2050 there will be 8 million citizens over 65 (Rosseter, 2019)
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- The ANA says that in 2022 there will be more jobs available for RNs than any other profession in the U.S. (Haddad & Toney-Butler, 2020)
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- Bureau of Labor Statistics' *Employment Projections 2016-2026* showed the need for RNs to increase by 203,700 each year to fulfill leftover positions (Rosseter, 2019)

Information on nursing shortage

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- Due to understaffing, nurses are very overloaded (Rosseter, 2019). A study showed that a one patient increase to a nurse caused a 7% increase in the likelihood of death within 30 days of admission
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- Another study showed a correlation between overwhelmed nurses and increased urinary tract and surgical site infections (Rosseter, 2019)
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- Higher staffing had a strong correlation with shorter patient stays at the hospital (Rosseter, 2019)

How to fix it

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- Many colleges are creating better nursing programs and higher nursing education programs (Galehouse, 2019)
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- Hospitals are offering more residency programs (Galehouse, 2019)
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- Some hospitals are creating leadership classes (Galehouse, 2019)
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- For older nurses, hospitals could offer shorter shifts to avoid stress and burnout (Galehouse, 2019)

How to fix it

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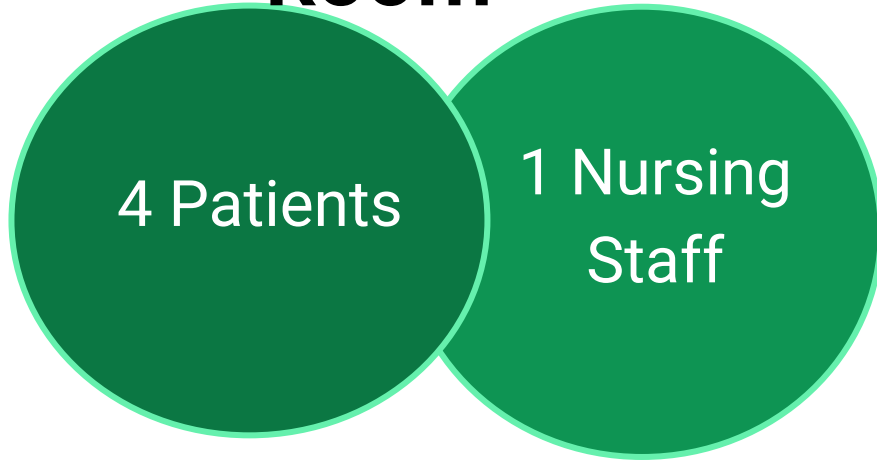
- There is more push towards becoming an advanced practice nurse or a specialized nurse
- Push towards becoming a nurse educator
- Push towards travel nursing
- These could spark a student or current nurse's interest and better avoid burnout

(Papandrea, 2016)

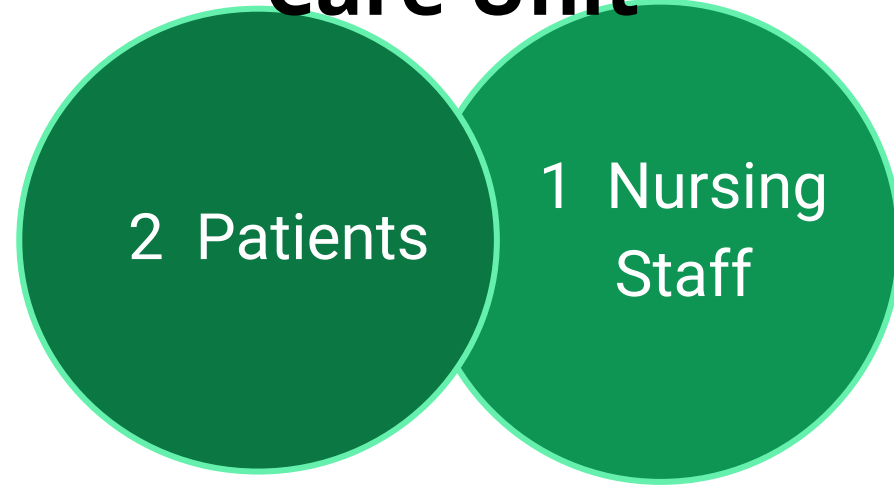
Nurse to Patient Ratio in California

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Emergency Room



Intensive Care Unit



(Lippincott Nursing Education, 2016)

Registered Nurse Shortages by State, Projected

Difference between supply and demand expected by 2030

Most

Rank	State	Demand (2030)	Supply (2030)	Difference
1	California	387,900	343,400	-44,500
2	Texas	269,300	253,400	-15,900
3	New Jersey	102,200	90,800	-11,400
4	South Carolina	62,500	52,100	-10,400
5	Alaska	23,800	18,400	-5,400
6	Georgia	101,000	98,800	-2,200
7	South Dakota	13,600	11,700	-1,900
8	Montana	12,100	12,300	200
9	North Dakota	9,200	9,900	700
10	New Hampshire	20,200	21,300	1,100
11	Delaware	12,800	14,000	1,200
12	Arizona	98,700	99,900	1,200
13	Massachusetts	89,300	91,300	2,000
14	Louisiana	49,700	52,000	2,300
15	Vermont	6,800	9,300	2,500

Least

Rank	State	Demand (2030)	Supply (2030)	Difference
1	Florida	240,000	293,700	53,700
2	Ohio	132,800	181,900	49,100
3	Virginia	86,500	109,200	22,700
4	New York	195,200	213,400	18,200
5	Missouri	73,200	89,900	16,700
6	North Carolina	118,600	135,100	16,500
7	Indiana	75,300	89,300	14,000
8	Kansas	34,900	47,500	12,600
9	Maryland	73,900	86,000	12,100
10	Kentucky	53,700	64,200	10,500
11	Iowa	35,300	45,400	10,100
12	Arkansas	32,300	42,100	9,800
13	New Mexico	21,600	31,300	9,700
14	Colorado	63,200	72,500	9,300
15	Tennessee	82,200	90,600	8,400

Bureau of Health Workforce



The graph above displays the supply and demand of RN's expected by 2030 between states. California is ranked the most and Tennessee is ranked the least (Writers, 2020).

Conclusion

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- Nursing staff shortages occur worldwide and impact all patients who enter into a healthcare system.
- Due to the growing population and high RN retirement rate coming in 2030, RN's will be of great need for the future (Rosseter, 2019).
- With an appropriate RN to patient ratio according to total patient census, nursing staff will be able to handle the care of their patient load as well as decrease burnout (Haddad & Toney-Butler, 2020).

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