



Workforce Update

Latest information on hospitals' attraction and retention of talent:

July 13, 2004

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1. Legislation Addressing Allied Health Workforce Shortages Endorsed

The American Hospital Association (AHA) expressed support for legislation introduced by Sen. Maria Cantwell (D-WA) addressing the critical shortage of allied health professionals such as occupational and physical therapists, laboratory technologists and imaging technicians. The legislation, The Allied Health Reinvestment Act, is co-sponsored by Sens. Jeff Bingaman (D-NM), and Joe Lieberman (D-CT). The act would provide grants to support providers' recruitment and retention efforts, loan and scholarship programs to increase education opportunities for allied health professions and incentives to promote racial and ethnic diversity among allied health professionals. AHA Executive Vice President Rick Pollack told Sen. Cantwell in a letter, available at www.aha.org under "What's New," that alleviating the critical shortage of allied health care professionals is of vital importance to health care providers and patients. Pollack noted AHA reported vacancy rates ranging from 12-15 percent in the allied health professions, and the health care workforce shortage contributes to emergency department diversions and increased patient wait times. (AHA News Now)

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2. Congress Urged to Increase Funding To Address Nurse Shortage

Eleven organizations including the American Hospital Association (AHA) urged Congress to increase funding to address the nurse shortage. The House and Senate appropriators were urged to increase funding for Nursing Workforce Development programs to \$205 million for the fiscal year 2005. The 11 organizations co-signed a letter to the House and Senate appropriations committees, stating the current funding levels are not meeting the growing need

for nurses. Health Resources and Services Administration (HRSA) noted they were forced to turn away 92 percent of applicants for the Nurse Education Loan Repayment Program and 98 percent of applicants for the Nursing Scholarship Program in FY 2003 due to the lack of adequate funding, and that U.S. nursing schools turned away 15,944 qualified applicants to entry-level baccalaureate nursing programs in 2003 due to the lack of faculty and other capacity problems. The letter can be viewed at www.aha.org under "What's New." (AHA News Now)

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3. Teachers too Few

A nationwide shortage of nurses is straining the U.S. healthcare system by increasing waiting room times and in some instances forcing health providers to cut corners as tired nurses struggle to keep up.

The United States has about 2.7 million nurses, but needs at least 126,000 more now and will be short 1 million by 2012, according to the U.S. Bureau of Labor Statistics. The tight supply of nursing professors is often overlooked and could make the problem worse.

11,000 students were turned away two years ago across the nation's nursing schools because of a teacher shortage and, last year more than 16,000 were turned away. Enrollment has been increasing over the last three or four years, but schools are being forced to turn away students.

Medical College of Ohio (MCO) is one of Ohio's universities that is restarting a graduate program in nursing education this fall to help boost the number of nursing professors. Thirty-six percent of the nursing school's faculty will be 62 or older in two years, and 41 percent will hit that mark within four years.

MCO and nursing schools across the country have dropped nursing educator programs over the last 20 years as more nurses choose instead to get graduate degrees as nurse practitioners, nurse midwives, or nurse anesthetists. These choices are usually far more lucrative career options.

Beginning nurses with a standard four-year undergraduate degree can make more than their professors. The average salary for a registered nurse in the state of Ohio is \$47,861 and for nursing instructor and teacher, postsecondary, the average salary is \$52,097.

<http://lmi.state.oh.us/PROJ/SocOccCodes.htm>

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4. Grads Needed Remedial College Courses

Nearly 40 percent of students who graduated from Ohio high schools and attended public colleges and universities needed a remedial course during their first year in college, according to an Ohio Board of Regents report.

Ohio's Board of Regents Chancellor Roderick Chu stated the difficulty of the coursework the student takes in high school is the key factor in preparation for college.

The report also showed in 2002 more than 70,000 of 120,000 Ohio high school graduates enrolled in college immediately after graduation. Another 30,000 students waited at least a year after graduation to enroll in a post-secondary educational institution.

Students who take four years each of English, math, and social studies and three years of science had average first-term college grade point averages of 3.0. They also had a lower remedial enrollment rate.

Mr. Chu stated, "The data sends a clear message that high school preparation and college success are connected."

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5. School at Work

School at Work (SAW) is a distance learning system that uses Internet and television technology to deliver instructions directly to the hospital. The Fall 2004 "Building a Career Ladder in Healthcare" Program is the third in a series of regional programs. Over 700 students at 60 hospitals in 13 states are participating in the January-August program. For more information on current customers, outcomes and benefits, visit www.schoolatwork.com "Building a Career Ladder in Healthcare" is open to employees in all entry-level positions. The fall program begins in September 2004 and will conclude in April 2005. Students take two courses. "Introduction to Healthcare" is a rapid review of critical reading, writing, math, communications and computer skills. "Becoming a Healthcare Professional" is an introduction to medical terminology, medical ethics, anatomy and physiology.

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6. Central Ohio Innovation

Business Facilities magazine named Greater Columbus one of the top 25-biotech locations in the United States in November 2003. Two hospitals in Columbus were included in the list, OSU Medical Center, a research and teaching hospital, with the only free-standing cancer hospital in the Midwest, and one of the nation's only free-standing facilities devoted to research in diseases affecting the heart, lungs, and vessels. Columbus Children's Hospital was recognized for being a key center for pediatric research, including childhood cancer, gene therapy and molecular and human genetics. (Columbus C.E.O. May, 2004)

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7. Beacon Award Status for Critical Care Excellence

Four hospitals are the first to receive the American Association of Critical Care Nursing (AACN) new Beacon Award for Critical Care Excellence, a program designed to recognize the nation's top critical care units. Baystate Medical Center, Springfield, Mass., an adult medical-surgical ICU, Georgetown University Hospital, Washington, D.C.; Methodist Hospital, Houston, Texas coronary care unit; and University of California-Davis Medical Center, Sacramento, California surgical ICU II, were the recipients of the award. Units that receive the Beacon Award exhibit the highest quality standards in nurse recruitment and retention, staff training, patient outcomes, healthy work environments, leadership, and evidence-based practice and research. (AACN Critical Care Newslines)

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8. Refresher Courses for Nurses

Included with this newsletter is an attachment with a listing of RN refresher course in the state of Ohio. The list was compiled to identify resources for nurses interested in re-entering nursing /patient care employment. Please share the list. If you have any questions, contact Jean Scholz at jeans@ohanet.org.

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9. New Medicaid Rules for Audiologists

New regulations were published that give states greater flexibility in defining qualified Medicaid audiologists, enabling them to broaden the pool of highly qualified providers from which beneficiaries may choose.

The final rule published in the May 28 *Federal Register*, states Medicaid programs across the country will have to begin using the new definition. The new definition relies on state licensure requirements and sets a minimum standard to be applied in states that don't require audiologist to be licensed.

Ohio Licensing information for audiologist can be found at <http://slpaud.ohio.gov/>.

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10. Job of the Month: Audiologist

An audiologist determines if a person has a hearing loss, what type of loss it is and how the person can make the best use of the remaining hearing.

Typical duties include identifying the presence and severity of hearing, balance and related problems in people of all ages, providing aural rehabilitation, assesses the benefit of and dispenses amplification devices. The audiologist administers and interprets diagnostic procedures, identifies, assesses and treats persons with speech and language disorders resulting from hearing loss, brain injury or deterioration, cerebral palsy, stroke, cleft palate, voice pathology, faulty learning, emotional problems, mental retardations and/or foreign dialect. They conduct ear exams, train clients in speech and lip reading and measure noise levels in work settings.

A master's degree, completion of a practicum and supervised clinical fellowship of one year, and completion of a national exam results in a certificate of clinical competency in Audiology (CCC-A) The average starting salary is \$40,000 to \$50,689 per year.

Employment is expected to have growth of approximately 30 percent due to the size of age of the population and public awareness of the need to treat hearing impairments. Best employment prospects are in school systems, speech and hearing clinics, physician offices and outpatient care facilities.

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is a service of the Ohio Hospital Association
155 E. Broad St., FL 15, Columbus, OH 43215-3620
614-221-7614, 614-221-4771 (fax)
For more information contact
Susan Zabo susanz@ohanet.org or
Jean Scholz jeans@ohanet.org

Visit us on the Web at: <http://www.ohanet.org/workforce/>

RN REFRESHER PROGRAM OPPORTUNITIES

Course	Location	Contact	# of Years Program Offered	# of RN completing in last 5 years	
Care of Medical and Surgical Patients in the Clinical Setting	Wayne Hospital, Greenville, OH.	Debbie Liette RN,BSN, 937-548-1141 ext 5735 deb.liette@waynehospital.com	2	10	
The Advanced Series for the Practicing Medical Professionals	Wayne Hospital- Greenville, OH	Debbie Liette RN, BSN, 937-548-1141 ext 5735 deb.liette@waynehospital.com	2	10	
Nurse Refresher Course	Upper Valley Medical Center (Troy, OH)	Chris Garber (937) 440-4921 cgarber@uvmc.com Peg Cizadlo (937) 440-4922 pcizadlo@uvmc.com	17	14	
	Miami Valley Hospital (Dayton, OH)	Joan Brammer, jmbrammer@mvh.org	3	5	
Refresher Course	Greater Cincinnati Health Council/TriHealth/St. Elizabeth	Lisa Blank, BSN, RN, PHR Lblank@gchc.org Sandy Delaney(859) 292-4734 Sandy Peak at Trihealth (513) 569-5047	2	70	
Refresher Course	Sinclair Community College (Dayton, OH)	Gloria Goldman Gloria.goldman@sinclair.edu (937) 572-2563	9	25	
Refresher Course	Columbus State Community College	Dr. Polly Owen psowen@csc.edu Dr. Karen Burger kburger@csc.com	New	0	
Nursing Refresher Course	Cleveland State University	Dr. Vida Svarcas (216) 687-4843 v.svarcas@csuohio.edu	25 +	Over 500	

Course	Location	Contact	# of Years Program Offered	# of RN completing in last 5 years	C
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Refresher Course	North Dakota Nurses Association	For additional information or to enroll in the Refresher Course e-mail ndna@prodigy.net or call (701) 223-7105	Several years		V i e r f a l c M (

rmm 3/19/04, rev. 7-9-04

*Currently this is all the information that has been received regarding RN refresher courses. If you have additional information please contact Rhonda Major-Mack at rhondam@ohanet.org.